

LOCAL LABOUR MARKET PLAN

2023



Workforce Planning Hamilton

Planification de main d'oeuvre de Hamilton

ACKNOWLEDGEMENTS

Workforce Planning Hamilton would like to thank all of those who contributed to this report including employers who provided valuable feedback on local labour market conditions throughout the year in our surveys and interviews. Your time is always appreciated.

We would also like to recognize the employment services community and our other valuable partners who work so diligently to support workforce development in Hamilton.

We further extend our appreciation to our board directors, staff, and many colleagues for the support, discussions, and guidance throughout this year.

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**EMPLOYMENT
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WORKFORCE PLANNING HAMILTON

Workforce Planning Hamilton (WPH) is a local community planning non-profit organization funded by the Ministry of Labour, Immigration, Training and Skills Development. We build solutions to labour market issues by engaging stakeholders and working with the local community.

For over 25 years we have been the leaders in Local Labour Market information and data dissemination in the Hamilton region. We are a part of a larger collective - known as Workforce Planning Ontario - which includes 25 local boards across the province.

VISION

A thriving, sustainable, and diverse Hamilton economy where collaborative stakeholder engagement drives strategic workforce developments and a skilled workforce.

MISSION

Using evidence-based analysis and data distribution, we engage a broad range of labour market stakeholders to support sustainable employment, community planning, and provide solutions to workforce challenges, ultimately creating a prosperous Hamilton workforce.

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ABOUT THE DATA

The LLMP is an evidence-based report that draws on primary and secondary data to conduct an accurate analysis of Hamilton's labour market. Data sources include:

- Statistics Canada, 2016 and 2021 Census
- Statistics Canada, Business Register data - Canadian Business Counts
- Statistics Canada, Taxfilers data
- Statistics Canada, Labour Force Survey
- Employment Ontario data
- EmployerOne results

Labour Force Definitions

Labour Force

Civilian non-institutional population 15+ who, during the survey reference week, were employed or unemployed.

Employment Rate

Number of employed persons expressed as a percentage of the population 15+.

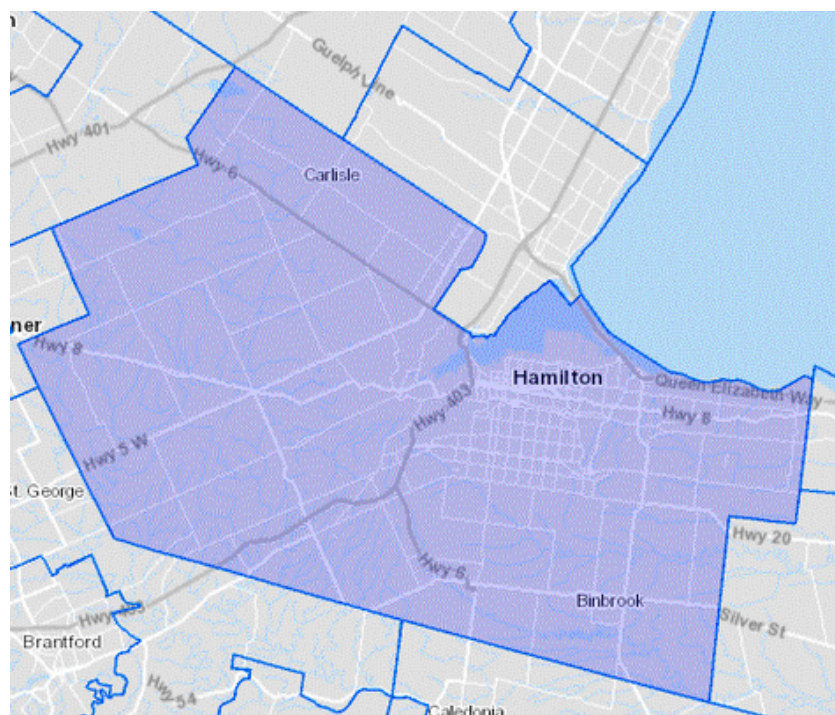
Unemployment Rate

Number of unemployed persons expressed as a percentage of the labour force.

Participation Rate

Total labour force expressed as a percentage of the population aged 15+.

Hamilton, Census Division Geography





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EXECUTIVE SUMMARY

Hamilton's economy has endured a lot in 2023; spearheaded by overall population growth in Canada, Hamilton saw a levelling of the unemployment rate to 5.5% and a population growth rate of 8%. Increases in the ageing population (65+) in recent years have led to an ageing labour force in Hamilton, with an uptake of seniors participating in the labour force in 2023. Corrections in the labour market led to declines in some of Hamilton's major service industries, such as Accommodation and Food Services (-25%) and Wholesale and Retail Trade (-8%).

Job postings in the region saw some stark trends in 2023. Half of the top 25 in-demand jobs paid below the living wage rate of \$20.80, signaling to the mismatch between cost of living and job demand. From this, service jobs were among the most in-demand in the region, aligned with the decline in industry employment, less Hamiltonians are taking up these jobs as cost of living increases. Jobs such as Retail Salespersons, Food Service and Cashiers are only paying at the provincial minimum wage of \$16.55/hour, which reflect lower than the average cost of living for Hamilton.

From WPH's Employer One 2023 Survey, over 1,000 employers participated and shared their personal insight into how local businesses were faring for the year. 46% of employers noted a good business outlook and 50% noted increases to their business revenue. On the other hand, employers in service industries such as Food and Accommodation Services, voiced difficulties in keeping up with minimum wage increases.

Covering the need for skilled trades workers in the next decade, the Hamilton region saw a 32% increase in the number of new apprenticeships in 2023. Integrated Employment Services and Literacy and Basic Skills saw improvements in participant enrollment. Conversely, enrollment into job grant programs (Better Jobs and Canada-Ontario Job Grant) saw declines in the Hamilton region.

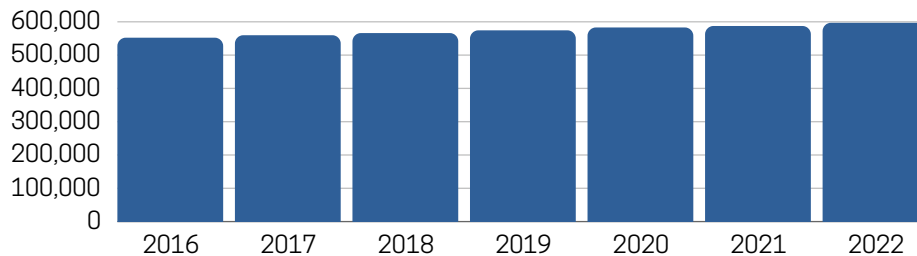
Our community consultations in 2023 yielded that many of our community partners and organizations were focusing on recruitment and retention strategies, including addressing barriers to employment for marginalized groups in our community. Based on the data, WPH also revised our Action Plan to reflect the most pressing needs in our local economy.

HAMILTON'S DEMOGRAPHICS

POPULATION GROWTH

Steady population growth for Hamilton, City of Hamilton

From 2016 to 2022, the City of Hamilton experienced steady population growth. Within the past seven years, the region saw an 8% growth in the population, boasting a total population of 597,010 in 2022. Population growth in the region was inline with national (9%) and provincial (8%) population growth, with national population growth slightly outpacing regional population growth in 2022.

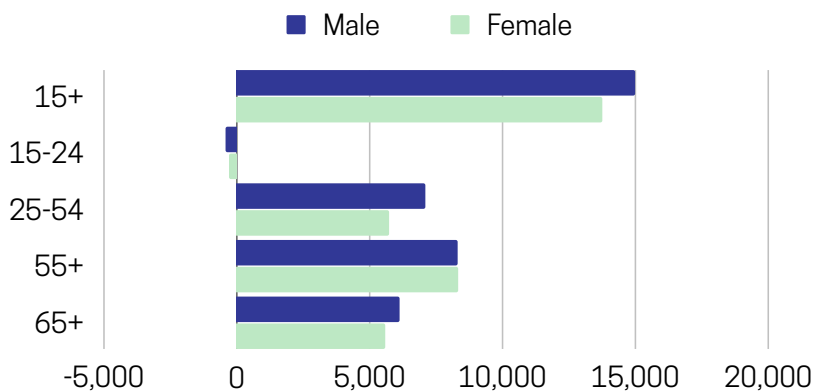


Source: Statistics Canada. [Table 17-10-0142-01 Population estimates, July 1, by census subdivision, 2016 boundaries](#)

CHANGES IN THE 15+ POPULATION

Changes by major age groups and gender, City of Hamilton

The chart below represents the change in population by gender and major age groups. From 2016 to 2021, Hamilton's 15+ population saw a population growth of 7%. The region saw a large increase in the number of core-working age individuals (24-54), with a substantial increase for the male group.



Source: Statistics Canada, 2016 and 2021 Census of Population, custom tabulations.

Hamilton's ageing (55+) population including retirement-age individuals (65+) both saw significant increases from 2016 to 2021. By gender, there was an increase of 6,125 males aged 65+ and an accompanying +5,585 females aged 65+. In recent years Hamilton has experienced an ageing labour force, where the population of 55+ has outpaced the population of youths.

CHARACTERISTICS OF POPULATION GROWTH

BIRTHS, DEATHS AND (IM)MIGRATION

Changes in the components to population growth, Hamilton CMA

	2017 / 2018	2018 / 2019	2019 / 2020	2020 / 2021	2021 / 2022
Births	7,734	7,567	7,731	7,589	7,875
Deaths	6,899	6,626	7,035	7,310	7,642
Immigrants	4,178	4,492	4,092	3,763	7,879
Emigrants	1,136	1,011	617	736	1,018
Returning emigrants	755	742	496	641	741
Net temporary emigration	688	644	479	418	693
Net interprovincial migration	-249	27	-148	-1,000	-2,578
Net intraprovincial migration	1,669	2,980	5,107	4,277	4,052
Net non-permanent residents	2,278	2,669	1,965	-1,932	1,827

Source: Statistics Canada. Table 17-10-0136-01 Components of population change by census metropolitan area and census agglomeration, 2016 boundaries

The chart above looks at different components to population growth for the Hamilton CMA. Strong immigration trends have led to steady population growth in 2021/2022. Particularly, immigration more than doubled during this period (109%) and outpaced emigration, with a 16% increase in returning emigrants. In recent years, the gap between the number of births and deaths in the CMA has narrowed. In 2017/2018, there was a difference of 835 in the birth-death ratio, however, in 2021/2022 this ratio was only 233. This trend further underscores Hamilton's ageing population. Declines in the population were predominately attributed to a higher proportion of persons leaving the CMA (net interprovincial migration) in 2021/2022, with a departure of 2,578 persons. With this said, the largest decreases were seen for individuals aged 20-34.

ETHNOCULTURAL DIVERSITY

CHANGES IN THE RACIALIZED POPULATION AND INDIGENOUS POPULATIONS

Changes in the population for racialized and Indigenous individuals, City of Hamilton

	2016	2021	Change
15+ Population	441,055	469,795	7%
Racialized	77,130	110,610	43%
Indigenous	9,240	9,950	8%

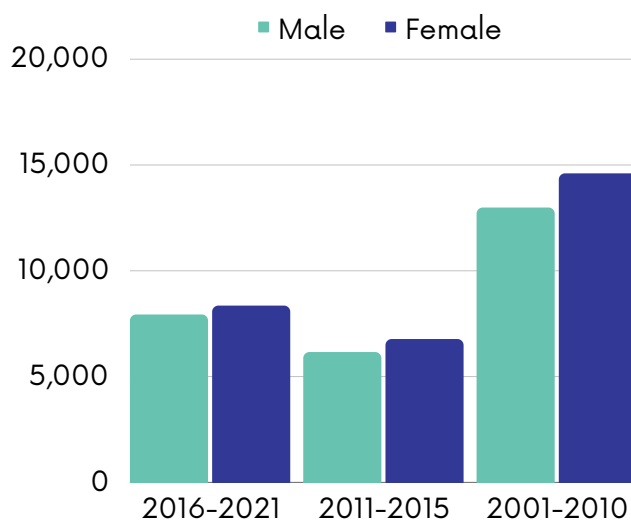
Source: Statistics Canada, 2016 and 2021 Census of Population, custom tabulations.

Compared to the overall population 15 and over - which saw population growth of 7% - Hamilton's racialized population almost doubled within the past five years, increasing by 43%.

Recent changes in Canada's Immigration policies, especially with the introduction of the new Immigration Levels Plan in which the country aims to welcome 500,000 Newcomers by 2025 has spearheaded population growth in Hamilton.

IMMIGRATION TRENDS

Changes in immigration by period of immigration, City of Hamilton



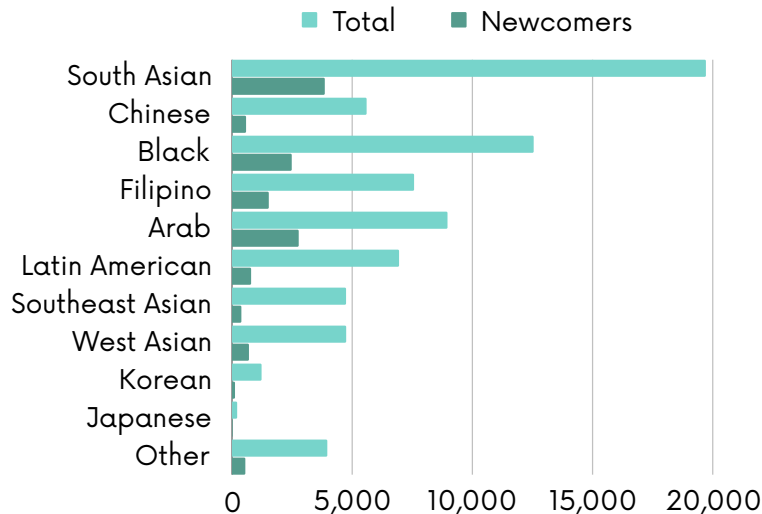
Source: Statistics Canada. 2021 Census of Population, custom tabulations.

Captured by the Census, in 2021, the City of Hamilton was home to 139,665 Immigrants. Of this, the City welcomed 16,290 Newcomers between 2016 and 2021. Compared to the previous period of immigration, Newcomers arriving into the region increased by 26%. On average, the City has historically welcomed more female newcomers than male Newcomers. Between 2016 to 2021, Hamilton had 8,355 female newcomers enter into the region compared to 7,935 male Newcomers.

IMMIGRATION PATTERNS

IMMIGRANTS AND NEWCOMERS BY RACIALIZED GROUP

Changes in the racialized Immigrant population, City of Hamilton

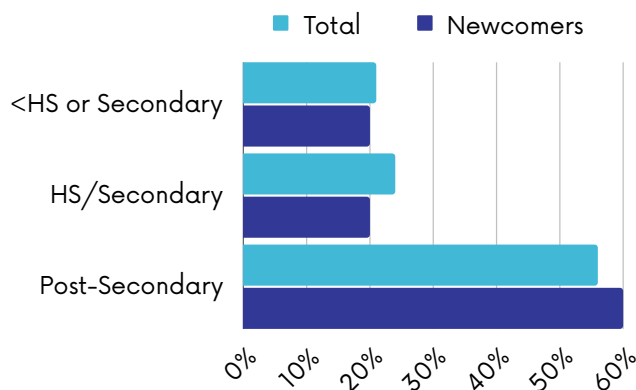


Of the total 139,665 Immigrants in Hamilton, 55% were of Racialized identity. In a similar vein, the proportion of Newcomers that entered the city between 2016 to 2021 identifying within one or more Racialized groups was 85%. Most Newcomers into Hamilton were of South Asian ethnicity, with the proportion of total Immigrants at 14%.

Source: Statistics Canada, 2016 and 2021 Census of Population, custom tabulations.

EDUCATION AND IMMIGRATION

Highly educated Immigrant and Newcomer labour force, City of Hamilton



Type of PS Education	Immigrants	Newcomers
Apprenticeship / Trades	7%	3%
College, CEGEP, Equivalent	18%	11%
University below Bachelors	3%	3%
Bachelors or Higher	28%	43%

Source: Statistics Canada. 2021 Census of Population, custom tabulations.

The chart above looks at the breakdown of educational status by Immigrants and Newcomers in Hamilton. From this, most Immigrants (56%) and Newcomers (60%) had a post-secondary education. At the granular level most Immigrants and Newcomers had a Bachelors degree or higher, at 28% and 43% respectively.

LABOUR FORCE

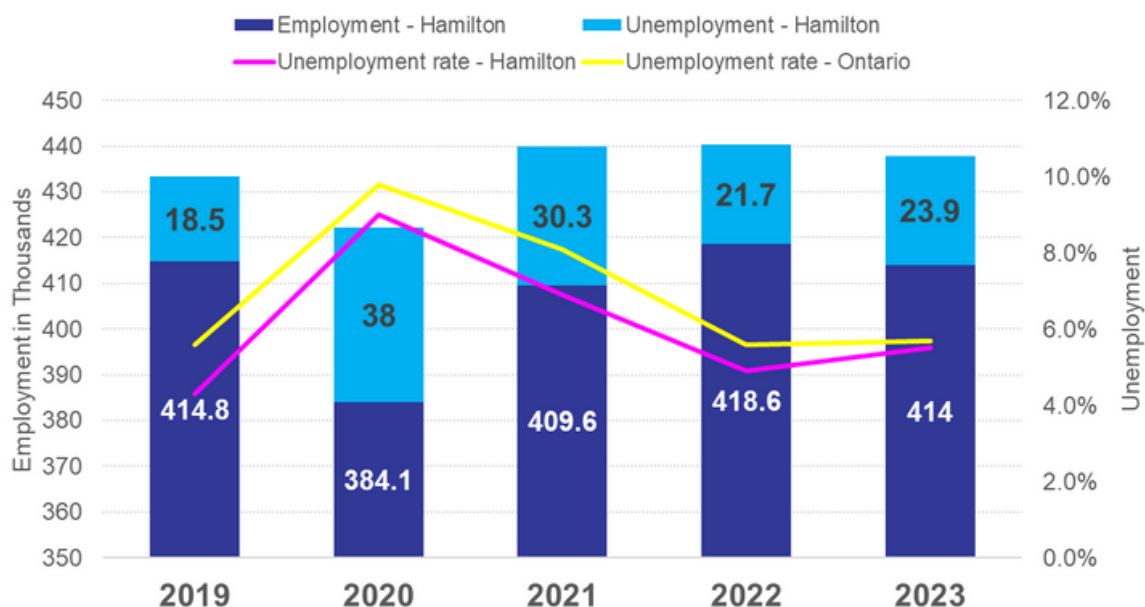
5-YEAR CHANGES IN HAMILTON'S ECONOMY

Labour force, employment, unemployment, Hamilton CMA

From 2019 to 2023, Hamilton CMA's labour force experienced fluctuations in employment and unemployment, especially during the COVID-19 pandemic. Namely, the pandemic caused a large decline in Hamilton's labour force, represented in 2020 data, where employment fell to 384,100 and unemployment more than doubled to 38,000. The unemployment rate during this time also reached a historical high of 9%, and 9.8% for Ontario.

Despite this, Hamilton showcased a resilient economy, and employment rebounded in 2021. Since then, Hamilton's employed population has levelled out to 414,000 in 2023 – comparable to what it was pre-pandemic. Unemployment, on the other hand, was slightly higher at 23,900. Compared to 2022, Hamilton's unemployment rate leveled to 5.5% in 2023, easing out from a drum-tight labour market, but still regarded as low unemployment (<6%).

In 2023, economic turmoil in Hamilton's services industries led to declines in employment as some Hamiltonians struggled to keep up with the cost of living. Other industries, such as the tech sector, saw corrections in employment due to over-hiring during the pandemic.



Source: Statistics Canada (2023). Labour Force Survey, [Table 14-10-0385-01 Labour force characteristics, annual](#)

REGIONAL DIFFERENCES IN LABOUR FORCE

YEARLY CHANGE IN LABOUR FORCE

Employment, unemployment, participation, select CMAs

CMA	Unemployment Rate		Participation Rate		Employment Rate	
	2023	Change	2023	Change	2023	Change
Canada	5.4%	0.1%	65.6%	0.2%	62.1%	0.1%
Ontario	5.7%	0.1%	65.5%	0.1%	61.8%	0.0%
Kingston	4.7%	-0.8%	63.2%	0.4%	60.2%	0.9%
Belleville	6.5%	2.8%	61.1%	-0.5%	57.1%	-2.2%
Peterborough	4.7%	0.2%	59.8%	-0.7%	57.0%	-0.7%
Oshawa	5.7%	0.4%	66.4%	-1.7%	62.6%	-1.9%
Toronto	6.3%	-0.1%	67.3%	0.0%	63.1%	0.1%
Hamilton	5.5%	0.6%	64.1%	-1.3%	60.6%	-1.6%
St. Catharines-Niagara	5.8%	0.6%	61.6%	-0.4%	57.9%	-0.9%
Kitchener-Cambridge-Waterloo	6.0%	0.3%	69.6%	0.1%	65.4%	-0.1%
Brantford	4.6%	-0.5%	67.1%	-0.9%	64.0%	-0.4%
Guelph	4.7%	0.5%	71.9%	1.2%	68.6%	1.0%
London	5.3%	-0.4%	66.1%	0.3%	62.7%	0.7%
Windsor	6.4%	-1.3%	63.9%	2.6%	59.8%	3.2%
Barrie	4.9%	-0.6%	72.6%	1.1%	69.1%	1.5%

Source: Statistics Canada (2023). Labour Force Survey, [Table 14-10-0385-01 Labour force characteristics, annual](#)

The table above looks at the different labour force characteristics for Canada, Ontario and select CMAs. The change reflects the yearly percent increase/decrease from 2022 to 2023. At the national level, the unemployment rate in 2023 settled at 5.4%, consistent to what it was last year. The provincial unemployment rate, similarly, had only a 0.1% increase, levelling at 5.7% in 2023.

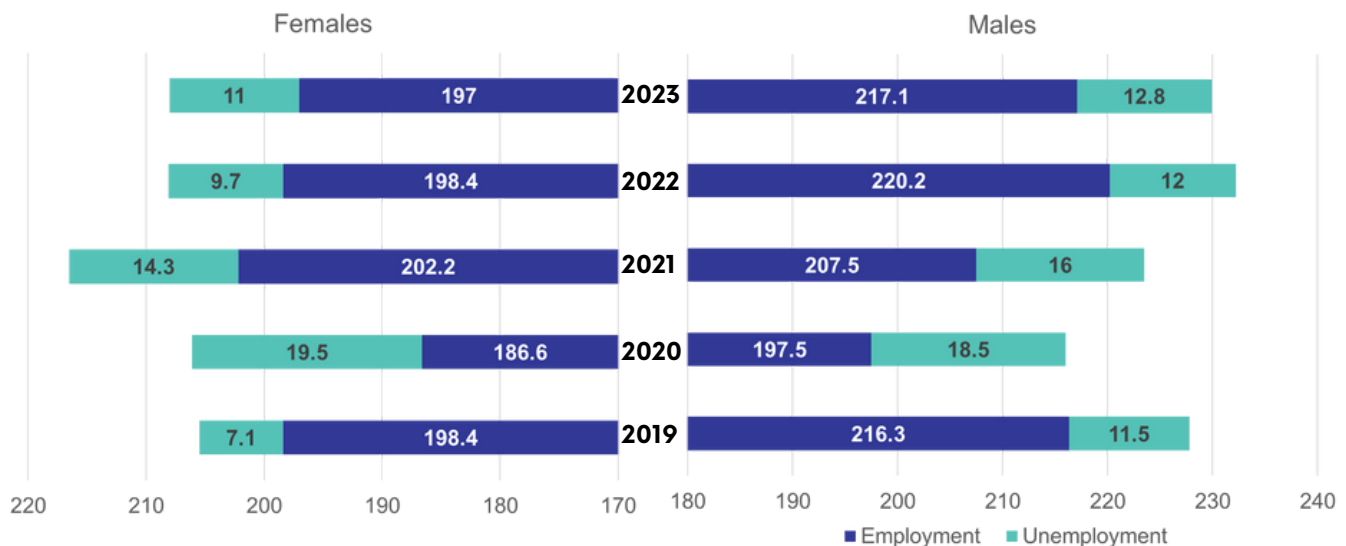
Locally, the Hamilton CMA experienced a 0.6% increase to the unemployment rate to 5.5%, a 1.3% decline to the participation rate to 64.1%; and a 1.6% decline in the employment rate to 60.6%. At the aggregate, the Hamilton region experienced an overall decrease in the number of people participating in the labour force, headlined with an increase in unemployment as less people were employed in 2023.

EMPLOYMENT AND UNEMPLOYMENT

EMPLOYMENT BY GENDER

Employment and unemployment for the past five years, Hamilton CMA

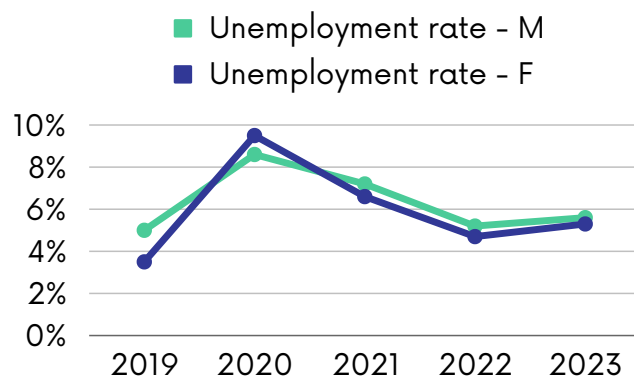
The chart below looks at the distribution of unemployment and employment, in thousands, for male and female groups in the Hamilton CMA. At the aggregate, employment for both males and females decreased in 2023. With unemployment rising significantly for females (+1,300 unemployed) compared to males (+800 unemployed).



Source: Statistics Canada (2023). Labour Force Survey, [Table 14-10-0385-01 Labour force characteristics, annual](#)

UNEMPLOYMENT BY GENDER

The unemployment rate within the past five years, Hamilton CMA



Source: Statistics Canada (2023). Labour Force Survey, [Table 14-10-0385-01 Labour force characteristics, annual](#)

The line chart on the left-hand side looks at the unemployment rates for both male and female groups in the Hamilton CMA. Over the past five years, the unemployment rate for males increased by 0.6% to 5.6%, and 1.8% to 5.3% for the female group. Compared to during the pandemic (2019), male and female groups have seen increased convergence in their unemployment rates in recent years.

GENDER DIFFERENCES IN EMPLOYMENT

EMPLOYMENT BY AGE DIFFERENCES

Employment rate differentials for gender and age groups, Hamilton CMA

The table below looks at employment rates by gender and by age groups. Based on a year-over-year change, the Hamilton CMA saw declines for almost all age groups, and this was consistent by gender as well. Notably, female youths saw their employment rate decline drastically within the past five years, decreasing by 5.5% to 56.3% in 2023. This translated to a further decline of 2.1%, yearly. Consistent with the data, the Hamilton CMA has seen a rise in the number of retirement-age individuals entering the labour force, with a similar trend in employment. Particularly for retirement-age men, their employment rates from a 5-year standpoint increased (+0.8%). Despite Hamilton not experiencing as tight of a labour market in 2023 compared to 2022, core-working age and retirement-age men had a higher employment rate five years over. On the other hand, employment for women in the CMA has decreased within a five-year perspective, with only some gains seen in the female core-working age group (0.5%) from 2022 to 2023.

	Age group	2022	2023	1-Yr Change	5-Yr Change
Males	15+	66.4%	64.5%	-1.9%	-1.3%
	15-24	56.3%	56.1%	-0.2%	-1%
	25-54	88.4%	87.5%	-0.9%	0.1%
	55-64	70.4%	68.8%	-1.6%	1.6%
	65+	17.8%	16.2%	-1.6%	0.8%
Females	15+	58%	56.80%	-1.2%	-3%
	15-24	58.4%	56.3%	-2.1%	-5.4%
	25-54	81.1%	81.6%	0.5%	-0.8%
	55-64	61.1%	58.9%	-2.2%	-2.3%
	65+	10.4%	9.8%	-0.6%	-0.1%

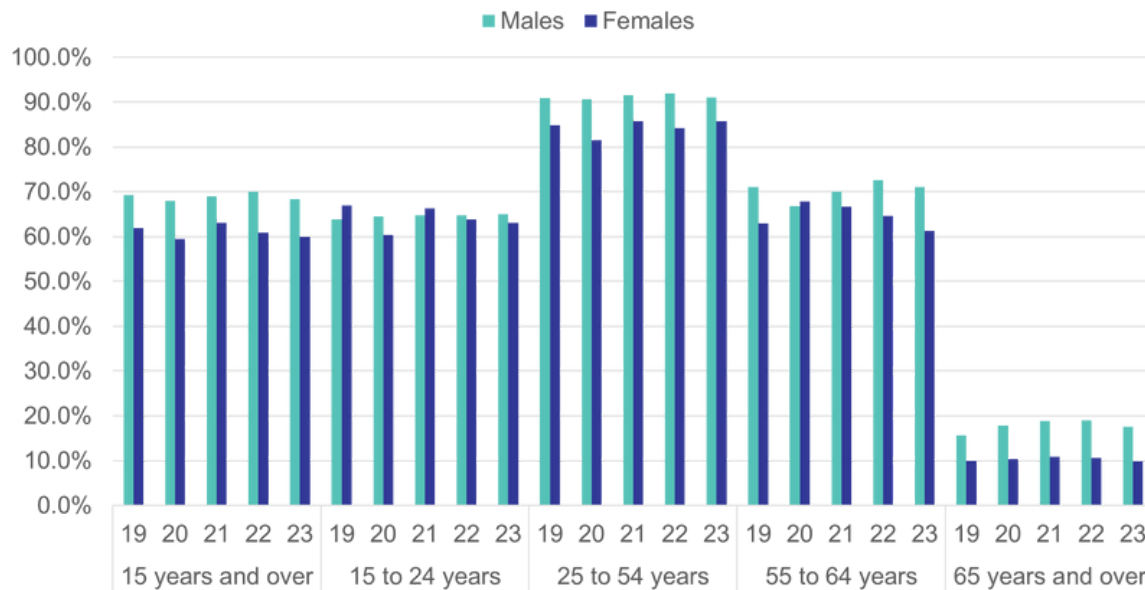
Source: Statistics Canada (2023). Labour Force Survey, [Table 14-10-0385-01 Labour force characteristics, annual](#)

LABOUR FORCE PARTICIPATION

PARTICIPATION AMONG AGE GROUPS

Participation rates among different age groups, Hamilton CMA

The chart below looks at the participation rates over the past five years (abbreviated as 2019 to 19, etc.) for female and males in the Hamilton CMA.



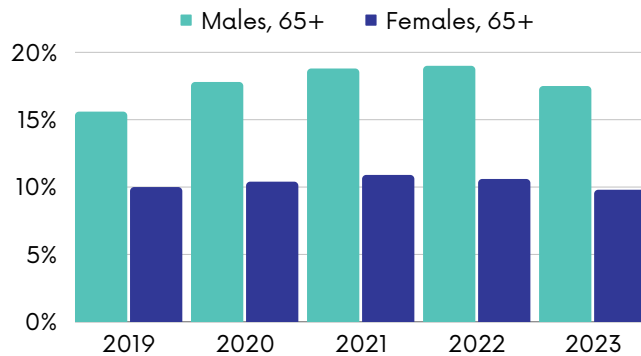
Source: Statistics Canada (2023). Labour Force Survey, [Table 14-10-0385-01 Labour force characteristics, annual](#)

	Age Group	2019	2023	Change
Males	15+	69.3%	68.3%	-1%
	15-24	63.8%	65.0%	1%
	25-54	90.9%	91.1%	0%
	55-64	71.1%	71.0%	0%
	65+	15.6%	17.5%	2%
Females	15+	61.9%	60.0%	-2%
	15-24	66.9%	63.0%	-4%
	25-54	84.8%	85.7%	1%
	55-64	62.9%	61.3%	-2%
	65+	10.0%	9.8%	0%

The data looks at five year changes in participation among age groups and gender. Overall, there was a decline of 1% for Hamilton's 15+ population. With the largest decline seen in female youths (15-24), at -4%. Offsetting some of this decline was the demographic of retirement-age males (65+) having their labour force participation rate increase by 2% to 17.5% in 2023. Among retirement-age men, participation has increased overall in the Hamilton CMA.

Source: Statistics Canada (2023). Labour Force Survey, [Table 14-10-0385-01 Labour force characteristics, annual](#)

LABOUR FORCE PARTICIPATION



Source: Statistics Canada (2023). Labour Force Survey, [Table 14-10-0385-01 Labour force characteristics, annual](#)

The chart on the left-hand side looks at the participation rates by males and females over 65. Of interest, in the Hamilton CMA, there has been a consistent increase in the labour force participation of retirement-age men, where as retirement-age women have not experienced this trend. Despite a decrease in 2023, retirement-age men are working longer now than five years ago.

CHANGES IN LABOUR FORCE

Looking at 5-year changes in the labour force by gender and age, in thousands, Hamilton CMA

The table below looks at the labour force by age groups and sorted by gender for the Hamilton CMA. Hamilton's labour force from 2019 to 2023 has remained relatively the same. From a five-year perspective, most age groups saw an increase in their labour force population. The largest increases were seen for retirement-age (65+) males (34%) and retirement-age females (12%).

	Age Group	2019	2023	Change
Males	15+	227.8	229.9	1%
	15-24	35.1	35.8	2%
	25-54	144.6	146.7	1%
	55-64	38.8	34.8	-10%
	65+	9.3	12.5	34%
Females	15+	205.5	208	1%
	15-24	28.3	29	2%
	25-54	136.9	136.9	0%
	55-64	32.7	33.6	3%
	65+	7.6	8.5	12%

Source: Statistics Canada (2023). Labour Force Survey, [Table 14-10-0385-01 Labour force characteristics, annual](#)

Consistent with the rise in retirement-age men's labour force participation, the Hamilton CMA saw an equal rise in their labour force population, with the labour force including both unemployed and employed persons. From 2019 to 2023, there was an increase of 34% in the labour force for 65+ men. In line with Hamilton's aging labour force and a decrease of youths in the population, retirement-age Hamiltonians are staying longer in the labour force.

LABOUR FORCE BY EDUCATION

LABOUR FORCE STATUS BY HIGHEST DEGREE

Changes in the educational status of Hamilton's Labour Force, City of Hamilton

From 2016 to 2021, more Hamiltonians had a University-level education. Individuals with no certificate, diploma or degree declined by 8%, those with a secondary school diploma increased by 4%; education in Apprenticeship/Trades declined by 14%; and those a College (5%) and University (31%) education increased. Hamilton's labour force has become more educated, with Immigrants and Newcomers further pushing this trend.

Education	2016	2021	%
No Certificate, Diploma or Degree	87875	80780	-8%
Secondary (High) School Diploma or Equivalent	125445	131010	4%
Apprenticeship or Trades	30605	26330	-14%
College/CEGEP	99070	103665	5%
University	98060	128005	31%

Source: Statistics Canada. 2021 Census of Population and 2016 Census, custom tabulations.

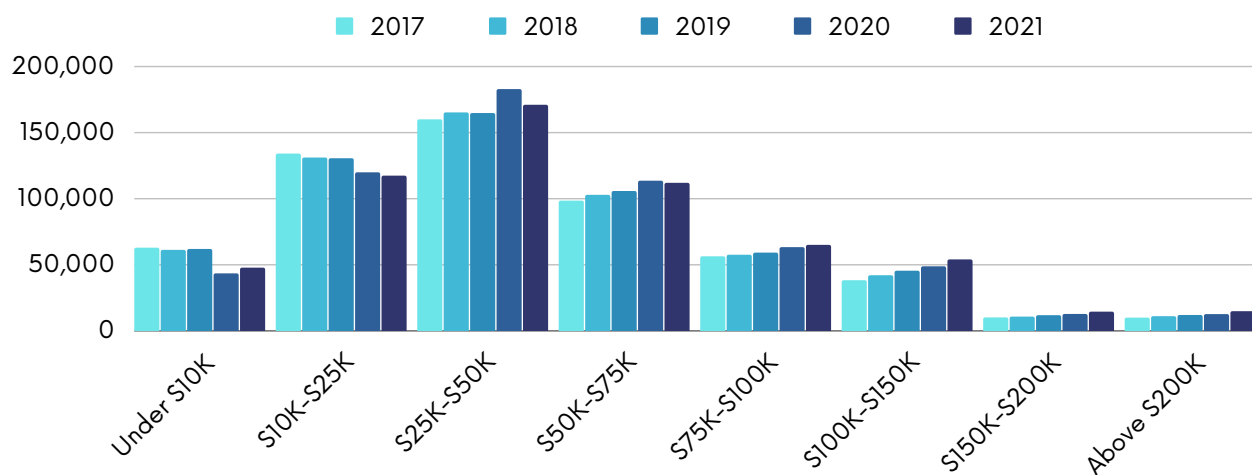
Of interest, individuals with an education in Apprenticeship/Trades declined by 14% within the five years. However, this decline has been largely offset in 2023. Data from Employment Ontario for the 2023 Fiscal saw a 32% increase in the number of new registrants into the Trades for the Hamilton area. With this said, attraction into the Trades for Hamilton's youth will be imperative in the next few years as one in three workers in Ontario with an Apprenticeship/Trades certificate were 55+ and nearing retirement. With promising increases in Trades registrations, young professionals and youths entering into the sector will help combat some of the labour shortage by retirement-age workers.

INCOME

TAX FILERS BY INCOME GROUP

Looking at income distribution by income group, Hamilton CMA

The chart below looks at the distribution of tax filers with income by different income groups, from 2017 to 2021. On average, Hamiltonians in recent years increased their income, with less people earning below \$25K, and an increase in the number of people earning \$100,00 and above.



Source: Statistics Canada (2023). [Table 11-10-0008-01 Tax filers and dependants with income by total income, sex and age](#)

Income Group	2017	2021	%
Under \$10K	62950	47840	-24%
\$10K-\$25K	134150	117450	-12%
\$25K-\$50K	160050	171070	7%
\$50K-\$75K	98550	112010	14%
\$75K-\$100K	56420	65080	15%
\$100K-\$150K	38330	54070	41%
\$150K-\$200K	10180	14550	43%
Above \$200K	10030	14890	48%
Total with Income	570660	596960	5%
Median Total Income	\$37,870	\$43,670	15%

From 2016 to 2021, Hamiltonians earning less than \$10K declined by 24%, similar declines were seen for those earning between \$10K-\$25K (-12%). Overall, low-income earners decreased within the five years. Significantly, the number of people earning above \$200,000 almost doubled in 2021, with an increase of 48%. Following were significant increases in those earning between \$150K-\$200K (+43%) and \$100K-150K (+41%). Median Total Income from 2017 to 2021 also increased by 15% to \$43,670.

HOW DOES THIS COMPARE TO LIVING WAGE?

Hamilton's Living Wage in 2021 was estimated to be \$17.20 by the Living Wage Network

Doing a rough conversion of hourly wage to salaries, to cover the cost of living in 2021 in the City of Hamilton would mean earning approximately **\$35,000 a year**. In 2021, the median total income of tax filers was \$43,670 - above the living wage benchmark.

However, how many individuals in Hamilton **actually** earned enough to cover the cost of living in 2021?

60%

Of tax filers in 2021 earned above \$35,000.

40%

Of tax filers in 2021 earned below \$35,000.

Source: Statistics Canada (2023). Table 11-10-0008-01 Tax filers and dependants with income by total income, sex and age

The living wage rate, as described by the Living Wage Network, reflects what people need to earn to cover the actual costs of living in their community. It draws on community-specific data to determine the expenses to a family with two working adults and two children.

Despite a large proportion of Hamiltonians having overall more income in 2021, 40% of tax filers in the Hamilton CMA made below the living wage rate of \$17.20/hour. By the numbers, in 2021, 241,650 persons in the CMA did not earn enough to cover their cost of living. In 2023, the living wage rate in Hamilton was updated to \$20.80/hour, converting to roughly \$40,000 annually. Compared to Four County (\$22.75), Ottawa (\$21.95), Dufferin-Waterloo-Guelph-Wellington (\$20.90), Hamilton had the fifth highest living wage rate; with the GTA having the highest living wage at \$25.05/hour in 2023. Going into 2024, WPH will continue to closely monitor the living wage rates for our community.

Source: <https://www.ontariolivingwage.ca/rates>

OUR BUSINESSES

As of 2023, there were a total of 55,655 businesses in Hamilton. 30% of businesses had employees while 70% had 0 employees or were sole proprietors.



BUSINESS GROWTH

Year-over-year, the number of businesses and enterprises in Hamilton grew by 6%.



SMALL BUSINESSES

98% of businesses that employed workers had between 1 to 99 employees, also known as small businesses.



REAL ESTATE ON TOP

There were 11,085 businesses in Real Estate, with 93% having 0 employees, making up 21% of total businesses in Hamilton.

The next page looks at the distribution of employers by firm size and 2-digit industries based on the North American Industry Classification System (NAICS).

Source: Statistics Canada (2023). Canadian Business Counts, custom tabulations.

CANADIAN BUSINESS COUNTS

Distribution of employers by firm size and industry (NAICS-2).

NAICS-2	Without Employees	1-4	5-99	100-499	500+
11- Agriculture	493	73	96	4	0
21- Mining, Quarrying, and Oil and Gas Extraction	13	6	4	1	0
22 - Utilities	44	3	6	1	0
23 - Construction	3438	1230	752	20	2
31-33 - Manufacturing	536	246	406	41	5
41 - Wholesale Trade	498	233	333	15	0
44-45 - Retail Trade	1541	781	1018	42	1
48-49 - Transportation and Warehousing	2860	797	189	12	2
51 - Information and Cultural Industries	473	131	81	7	0
52 - Finance and Insurance	2044	322	255	8	0
53 - Real Estate and Rental and Leasing	11085	516	193	6	0
54 - Professional, Scientific and Technical Services	3951	1344	426	10	0
55 - Management of Companies and Enterprises	338	24	20	9	1
56 - Administrative and Support, Waste Management and Remediation Services	1556	389	391	24	2
61 - Educational Services	383	85	107	3	4
62 - Health Care and Social Assistance	2660	1136	876	43	11
71 - Arts, Entertainment and Recreation	558	71	103	6	0
72 - Accommodation and Food Services	458	253	859	19	0
81 - Other Services (Except Public Administration)	2019	902	533	6	0
91 - Public Administration	2	16	3	1	1

Source: Statistics Canada (2023). Canadian Business Counts, custom tabulations.



INDUSTRIES

CHANGES IN HAMILTON'S LARGEST INDUSTRIES

Employment changes for the 10 largest industries, Hamilton CMA

NAICS-2	2022	2023	1-Yr Change	5-Yr Change
Total Employment	418,600	414,000	-1%	0%
Wholesale and Retail Trade	71,100	65,600	-8%	-4%
Health Care and Social Assistance	55,500	57,400	3%	3%
Manufacturing	47,100	48,100	2%	-4%
Professional, Scientific and Technical Services	39,300	37,700	-4%	23%
Educational Services	36,100	33,200	-8%	4%
Finance, Insurance, Real Estate and Rental and Leasing	31,600	29,700	-6%	7%
Construction	30,600	35,300	15%	27%
Accommodation and Food Services	22,700	17,100	-25%	-37%
Transportation and Warehousing	17,600	17,300	-2%	-15%
Information, Culture and Recreation	17,400	18,200	5%	-3%

Source: Statistics Canada (2023). Labour Force Survey, [Table 14-10-0384-01](#)

Declining Industries

In 2023, out of the top 10 largest industries in Hamilton, 6 out of 10 saw declines in overall employment. At the high-level, employment did not change significantly from five years ago, with Hamilton's Service industry leading a lot of the decline seen in 2023.

The largest decline came from Food and Accommodation Services which lost 25% of employment from 2022 to 2023. Moreover, the industry lost 37% of total employment from 2019 to 2023. Evident from our Employer One Survey and job demand for the region, less Hamiltonians were opting to work in this industry as cost of living surged in 2023. Accompanying declines in youth employment – an integral industry for entry-level positions and part-time work – further led to the industry facing crisis in 2023.

Experiencing recent employment declines alongside Accommodation and Food Services was Hamilton's Wholesale and Retail Trade industry, which lost 8% of employment in 2023. From a five-year perspective, the industry experienced a net loss of 4% in employment. Recovering from the pandemic and as two sectors which primarily hire at the minimum; pressures to hire at the new minimum wage left some of Hamilton's Service industries struggling in 2023.

It is predicted that by 2026, Ontario will have a shortage of 8,500 ECEs. In 2023, Hamilton’s Educational Services sector lost 8% of its total employment. As the cost of childcare increases and wages remain low for Educational workers, these deficiencies in the sector only put further strain on affordable childcare in Hamilton. However, compared to five years ago, the industry still saw minor gains in employment of 3%. In 2023, demand from WPH’s Job Board showcased that University Professors and Lecturers were among the top jobs in the region.

Growing Industries

Major gains in employment for 2023 were in Hamilton’s Construction sector, which saw employment grow by 15%, yearly - and an additional 27% growth within five years. Strong demand for housing in recent years has spearheaded the necessity for skilled trades workers in the region. There was a demand for increased residential construction motivated by large increases in immigration last year. The province of Ontario is set to build 1.5 million homes in the next decade, only adding onto the need for skilled trades workers. Aligned with this, Hamilton’s Manufacturing sector saw modest increases in employment (2%) in 2023 as well, offsetting some of the losses in 2020-2021 due to supply-chain disruptions.

Recovering from residual unemployment due to the COVID-19 pandemic, Hamilton’s Health Care industry saw a 3% increase in employment in 2023, and an accompanying 3% increase within the past five years. Instrumental to the workforce ecosystem, employers in Health Care and Social Assistance were among the top employers for 2023. In the region, Health care jobs such as Registered Nurses were also among the top in-demand. Health Care in Hamilton is integral to overall economic and workforce health, as Hamilton is home to many large Health Care organizations such as Hamilton Health Sciences, St. Joseph’s Health Care, McMaster University while housing a large hospital network. In total, there are 3,793 Ambulatory Health Care Services, 691 Social Assistance organizations, 231 Nursing and Residential Care facilities, and 11 Hospitals in Hamilton.

GOODS AND SERVICES

The employment gap in the Goods vs Services sector, Hamilton CMA

Change	Goods	Services
2018-2019	2%	2%
2019-2020	5%	-10%
2020-2021	-11%	12%
2021-2022	4%	2%
2022-2023	8%	-3%

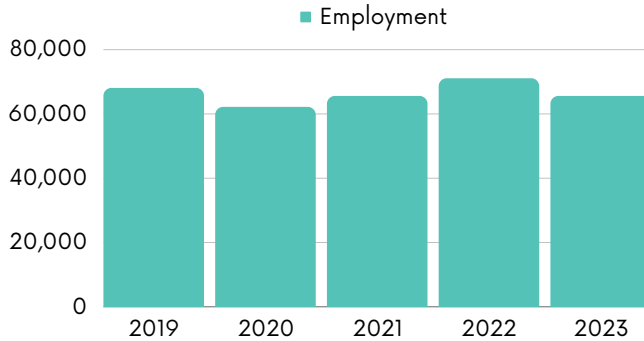
Source: Statistics Canada (2023). Labour Force Survey, Table 14-10-0384-01

Historically, there has always existed a gap in employment between the Goods and Services producing sectors in Hamilton. More recently, the COVID-19 pandemic narrowed the gap as lockdowns made it difficult for the Services sector to provide efficiently, losing 10% of total employment in 2019-2020. Following were supply-chain disruptions and a tight labour market which led the Goods sector to experience an employment contraction of 11%. Changes from 2022-2023 saw an 8% increase in the Goods sector and a 3% decline in the Services sector.

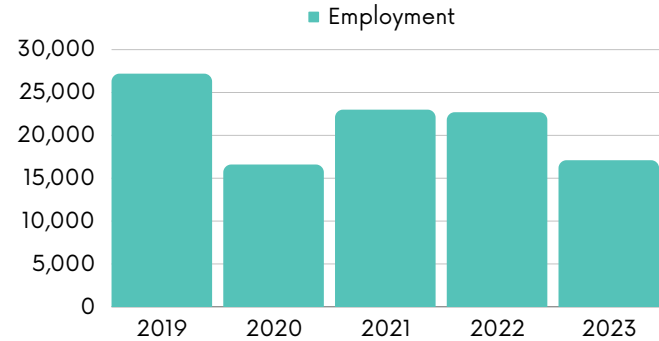


INDUSTRY PROFILES

RETAIL AND FOOD SERVICE WHOLESALE AND RETAIL TRADE



ACCOMMODATION AND FOOD SERVICES



Source: Statistics Canada (2023). Labour Force Survey, [Table 14-10-0384-01](#)

Two major industries in Hamilton, Wholesale and Retail Trade and Accommodation and Food Services saw declines in 2023. As with many service and client-facing industries in the region, both were heavily affected by the COVID-19 pandemic, seeing major losses in 2020/2021. Since then, the rebound in employment has been patchy. In 2023, employment figures for both industries were below pre-pandemic levels.

RETAIL AND WHOLESALE TRADE

-38% 8,360

Collected Job
Postings

ACCOMMODATION AND FOOD SERVICES

-39% 3,711

Collected Job
Postings

Despite weaker job demand in 2023, occupations in both industries remain at the most in-demand occupations. With a higher cost of living, and Hamilton's living wage rate pegged at \$20.8/hour in 2023, individuals are less likely to seek jobs in these occupations.

IN DEMAND JOBS, BOTH

RETAIL SALESPERSONS (1,290)
MEDIAN WAGE: \$16.55/HOUR

FOOD SERVICE JOBS (1,347)
MEDIAN WAGE: \$16.55/HOUR

COOKS (1,198)
MEDIAN WAGE: \$16.55/HOUR

**RETAIL AND WHOLESALE TRADE
MANAGERS (939)**
MEDIAN WAGE: \$38.46/HOUR

TOP HIRING EMPLOYERS

RETAIL TRADE
LOBLAWS (664)

WHOLESALE TRADE
MAPLE LEAF FOODS (143)

**ACCOMMODATION AND FOOD
SERVICES**
TIM HORTONS (306)

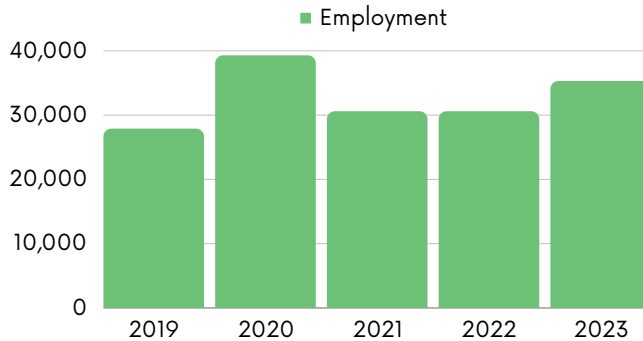
Source: Workforce Planning Hamilton Job Board and Bank of Canada for wage data.



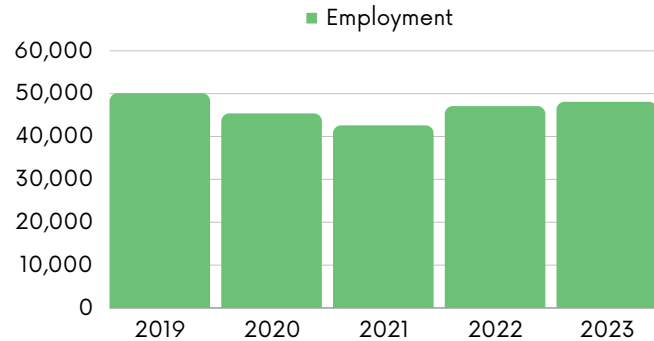
INDUSTRY PROFILES

CONSTRUCTION AND MANUFACTURING

CONSTRUCTION



MANUFACTURING



Source: Statistics Canada (2023). Labour Force Survey, [Table 14-10-0384-01](#)

As a major manufacturer of steel in Ontario and as a large metropolitan area, the Hamilton CMA saw gains in both Construction and Manufacturing in 2023. Construction increased with housing demand and Manufacturing - after some losses due to supply chain disruptions in 2021 - followed in employment growth.

CONSTRUCTION

-42% 1,915
Collected Job Postings

MANUFACTURING

-29% 987
Collected Job Postings

In 2020, the region saw a boom in employment for the Construction sector due to extremely low mortgage rates from the pandemic, and moderate employment for Manufacturing. With housing demand still strong, but dampened in 2023, job demand for both industries saw declines in 2023.

IN DEMAND JOBS, BOTH

CONSTRUCTION HELPERS (160)
MEDIAN WAGE: \$24.00/HOUR

PLUMBERS (102)
MEDIAN WAGE: \$35.00/HOUR

CARPENTERS (92)
MEDIAN WAGE: \$29.00/HOUR

TRUCK DRIVERS (90)
MEDIAN WAGE: \$25.00/HOUR

TOP HIRING EMPLOYERS

CONSTRUCTION
GUEST PLUMBING AND HEATING (48)
WALTERS INC (45)

MANUFACTURING
ASPIRE BAKERIES (176)
MAPLE LEAF FOODS (143)

Source: Workforce Planning Hamilton Job Board and Bank of Canada for wage data.

5-YEAR INDUSTRY CHANGES

Change in employment growth for Hamilton's Industries by 2-NAICS

NAICS-2	2016	2021	5-Yr Change, %
Total Employment	259065	255080	-2%
11 - Agriculture	2720	2615	-4%
21 - Mining, Quarrying, and Oil and Gas Extraction	280	395	41%
22 - Utilities	1275	1520	19%
23 - Construction	18675	19705	6%
31-33 - Manufacturing	31800	28390	-11%
41 - Wholesale Trade	10705	9670	-10%
44-45 - Retail Trade	30455	27845	-9%
48-49 - Transportation and Warehousing	11000	12555	14%
51 - Information and Cultural Industries	5305	5005	-6%
52 - Finance and Insurance	10590	10930	3%
53 - Real Estate and Rental and Leasing	4675	4970	6%
54 - Professional, Scientific and Technical Services	15080	18885	25%
55 - Management of Companies and Enterprises	385	625	62%
56 - Administrative and Support, Waste Management and Remediation Services	12825	12040	-6%
61 - Educational Services	23300	23110	-1%
62 - Health Care and Social Assistance	35425	39860	13%
71 - Arts, Entertainment and Recreation	4450	3305	-26%
72 - Accommodation and Food Services	16790	12320	-27%
81 - Other Services (Except Public Administration)	11230	9505	-15%
91 - Public Administration	12100	11820	-2%

Source: Statistics Canada, 2016 and 2021 Censuses, custom tabulations.

OCCUPATIONS

CHANGES IN HAMILTON'S OCCUPATIONS

Employment changes for occupational groups, Hamilton CMA

NOCS-1	2022	2023	1-Yr Change	5-Yr Change
Total Employment	418,600	414,000	-1%	0%
0 Management occupations	42,200	44,500	5%	13%
1 Business, finance and administration occupations	64,700	64,700	0%	2%
2 Natural and applied sciences and related occupations	35,600	32,400	-9%	19%
3 Health occupations	36,500	33,700	-8%	8%
4 Occupations in education, law and social, community and government services	49,700	50,400	1%	7%
5 Occupations in art, culture, recreation and sport	13,100	12,700	-3%	-10%
6 Sales and service occupations	97,800	88,200	-10%	-17%
7 Trades, transport and equipment operators and related occupations	53,000	61,900	17%	7%
8 Natural resources, agriculture and related production occupations	5,000	5,600	12%	-5%
9 Occupations in manufacturing and utilities	21,100	20,000	-5%	-13%

Source: Statistics Canada, Labour Force Survey (2023) Table: [14-10-0419-01](#)

The table above looks at the distribution of employment by 1-digit NOC code, or by occupational groups for the Hamilton CMA. The main difference between this table and the one on page 17, are that occupational groups can be multi-sectoral. As such, declines/increases in occupational groups do not **directly** translate to industry declines seen in 2023.

Overall, the Hamilton CMA had an even split between growing and declining industries in 2023. Below details the changes by growing and declining occupational groups.

DECLINING OCCUPATIONAL GROUPS

Declining	2023	2022	1-Yr Change	5-Yr Change
6 Sales and service occupations	88,200	97,800	-10%	-17%
2 Natural and applied sciences and related occupations	32,400	35,600	-9%	19%
3 Health occupations	33,700	36,500	-8%	8%
9 Occupations in manufacturing and utilities	20,000	21,100	-5%	-13%
5 Occupations in art, culture, recreation and sport	12,700	13,100	-3%	-10%

Source: Statistics Canada, Labour Force Survey (2023) Table: [14-10-0419-01](#)

In 2023, Hamilton had five occupational groups experience declines in employment. The largest decline was for Sales and Service occupations, contracting by 10%. This trend follows the similar trend seen in the Service industries, with employment declines and high job demand for Retail/Food service jobs. Following were Natural and Applied Science occupations (-9%), Health occupations (-8%); Manufacturing and Utilities occupations (-5%); and Art and Culture occupation (-3%).

GROWING OCCUPATIONAL GROUPS

Growing	2023	2022	1-Yr Change	5-Yr Change
7 Trades, transport and equipment operators and related occupations	61,900	53,000	17%	7%
8 Natural resources, agriculture and related production occupations	5,600	5,000	12%	-5%
0 Management occupations	44,500	42,200	5%	13%
4 Occupations in education, law and social, community and government services	50,400	49,700	1%	7%
1 Business, finance and administration occupations	64,700	64,700	x	2%

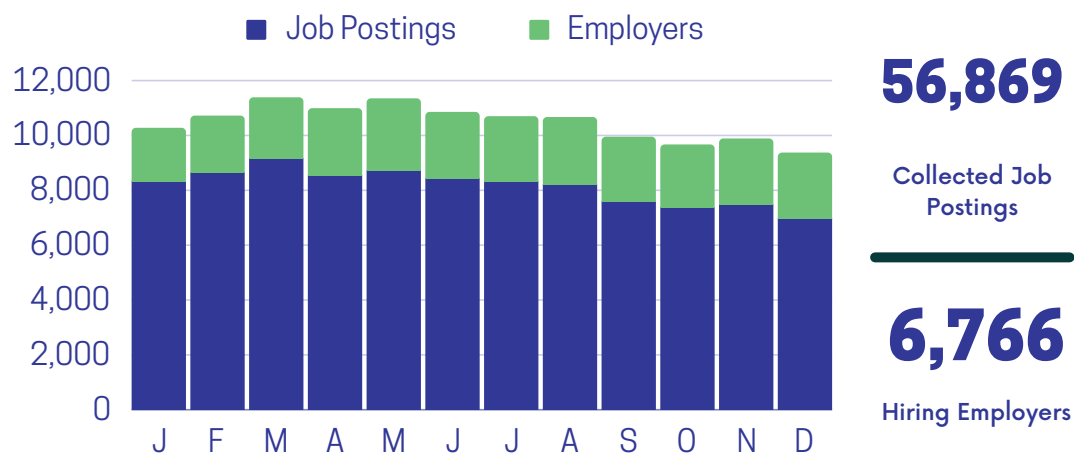
Source: Statistics Canada, Labour Force Survey (2023) Table: [14-10-0419-01](#)

The biggest expansion in Hamilton's occupational group were for Trades occupations, expanding by 17% in 2023 and 7% within the past five years. Growth in this occupational group was on par with the increase in enrollees in Apprenticeship programs. Following were Agricultural occupations (12%), Management occupations (5%); Education and Law occupations (1%); and Business and Finance occupations with no change year-over-year.

Throughout 2023, Workforce Planning Hamilton's Job Board aggregator collected data on job postings, the top hiring employers in the region, salaries and wages, and other job demand data. The infographic below highlights the job demand for the City of Hamilton.

JOB DEMAND IN 2023

The number of job postings throughout the year and employers hiring, in months



In 2023, our job board collected over 56,000 job postings from 6,000 employers. Below are some key findings:

- Top salaries - **Specialist Physicians** (\$374,876), **Dentists** (\$250,000), **Real Estate Salespersons** (\$150,000)
- Top 3 skills - **Support** (41% of postings), **Communication** (40% of postings), **Management** (35% of postings)
- Top hiring sector - **Health Care and Social Assistance, Retail Trade, Admin and Support**
- Top 3 hiring employers - **McMaster University** (3.8K), **Hamilton Health Sciences** (3.2K), **St. Joseph's Health Care Hamilton** (1.3K)
- Remote work - **1,290** job postings for work-from-home jobs

-29%

The number of job postings compared to 2022 declined by 29%

TOP 25 OCCUPATIONS

The top occupations by job postings and corresponding wages

4-NOCs	# Job Postings	Median Wages
6421 - Retail Salespersons	2,895	\$16.55
3012 - Registered Nurses and Psychiatric Nurses	1,464	\$42.00
6711 - Food Counter Attendants, Kitchen Helpers and Related Support Occupations	1,347	\$16.55
4011 - University Professors and Lecturers	1,207	\$57.69
6322 - Cooks	1,198	\$16.55
7511 - Transport Truck Drivers	1,173	\$25.00
7452 - Material Handlers	1,109	\$20.00
4412 - Home Support Workers, Housekeepers and Related Occupations	994	\$22.50
6552 - Other Customer and Information Services Representatives	961	\$18.68
0621 - Retail and Wholesale Trade Managers	939	\$38.46
1241 - Administrative Assistants	912	\$25.00
4212 - Social and Community Service Workers	818	\$24.85
1221 - Administrative Officers	714	\$26.54
6622 - Store Shelf Stockers, Clerks and Order Fillers	701	\$16.55
1414 - Receptionists	581	\$19.23
6731 - Light Duty Cleaners	538	\$17.25
3233 - Licensed Practical Nurses	529	\$30.81
6311 - Food Service Supervisors	521	\$17.50
6541 - Security Guards and Related Security Service Occupations	495	\$17.00
6211 - Retail Sales Supervisors	464	\$21.00
7611 - Construction Helpers and Labourers	463	\$24.00
6611 - Cashiers	455	\$16.55
7321 - Automotive Service Technicians, Truck and Bus Mechanics and Mechanical Repairers	450	\$27.00
1243 - Medical Administrative Assistants	448	\$23.59
6513 - Food and Beverage Servers	442	\$16.55

Source: Workforce Planning Hamilton Job Board and Job Bank of Canada (2023).



IN DEMAND JOBS AND LIVING WAGE

OUT OF THE TOP 25 JOBS IN HAMILTON, ONLY 13 PAID AT THE LIVING WAGE

Updated in 2023 from the Living Wage Network, Hamilton's Living Wage
Currently Sits at \$20.80/hour

Living Wage Jobs

- University Professors and Lecturers (\$57.69)
- Registered Nurses and Psychiatric Nurses (\$42.00)
- Retail and Wholesale Trade Managers (\$38.46)
- Licensed Practical Nurses (\$30.81)
- Automotive Service Techs (\$27.00)
- Administrative Officers (\$26.54)
- Transport Truck Drivers (\$25.00)
- Administrative Assistants (\$25.00)
- Social and Community Service Workers (\$24.85)
- Construction Helpers and Labourers (\$24.00)
- Medical Administrative Assistants (\$23.59)
- Home Support Workers/PSW (\$22.50)
- Retail Sales Supervisors (\$21.00)

Non-Living Wage Jobs

- Retail Salespersons (\$16.55)
- Food Service Jobs (\$16.55)
- Cooks (\$16.55)
- Store Shelf Stockers, Clerks and Fillers (\$16.55)
- Cashiers (\$16.55)
- Food and Beverage Servers (\$16.55)
- Security Guards and Related Jobs (\$17.00)
- Light Duty Cleaners (\$17.25)
- Food Service Supervisors (\$17.50)
- Other Customer and Information Service Representatives (\$18.68)
- Receptionists (\$19.23)
- Material Handlers (\$20.00)

OF THE TOP 25 JOBS, 9 JOBS PAID BELOW \$18.00/HOUR AND 6 PAID AT THE MINIMUM WAGE OF \$16.55/HOUR

Among these jobs were Retail Salespersons, which was Hamilton's top in-demand job for 2023

Source: Workforce Planning Hamilton (2023). Job Board Data and Job Bank of Canada

Note 1: median wages were taken from the Job Bank and are representative of the Hamilton-Niagara peninsula.

Note 2: Although desirable, living wage is not a requirement for business operation. From our Employer One 2023 survey, we identified 58% of employers as living wage employers.

EMPLOYMENT ONTARIO

3-YEAR CHANGES IN EO ENROLLMENT

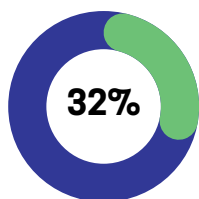
The table below shows the 3-year changes in Employment Ontario (EO) program enrollment for the City of Hamilton. For this fiscal, overall enrollment in EO programs increased.

PROGRAM	CLIENTS	2020/2021	2021/2022	2022/2023	% CHANGE
Apprenticeships	Active Apprentices	3,531	3,657	3,721	2%
	New Registrations	715	897	1,183	32%
Better Jobs	Participants	172	197	147	-25%
Canada Ontario Job Grant	Employers	66	77	57	-26%
	Participants	230	340	193	-43%
Integrated Employment Services	Participants	X	5,034	5,290	5%
Literacy and Basic Skills	In-Person Learners (New and Carry-over)	1,112	1,063	1,139	7%

Source: Employment Ontario (2023)

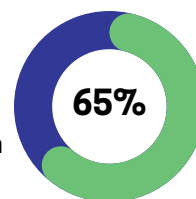
Notes: Under the SSM transformation, Hamilton's Employment Services was transformed into Integrated Employment Services which now includes Employment Services, Ontario Employment Assistance Services, Youth Job Connection and Supported Employment. As such, there is no historical comparison presented in the table for 2020/2021.

HIGHLIGHTS



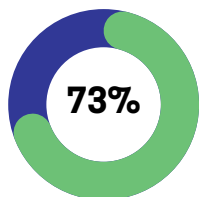
APPRENTICESHIPS

Increase in the number of new Apprenticeship program registrants



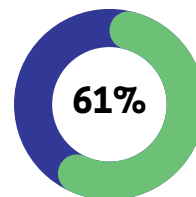
BETTER JOBS ONTARIO

Most enrollees were between 25 to 44 years old



CANADA ONTARIO JOB GRANT

Enrolling businesses had less than 50 employees



LITERACY AND BASIC SKILLS

Of enrollees came from the School Board

Apprenticeships

It is estimated by the Government of Ontario, that, to accommodate the growing population, the province will need 1.5 million homes built in the next decade. For this to come to fruition, Ontario will need over 100,000 skilled trade workers. Last year, the Hamilton region welcomed 1,183 new apprentices, an increase of 32% from 2022 to 2023. Active apprentices in the province also increased by 2%. Uptake in apprenticeships from Employment Ontario is promising, filling in the gaps of the future skilled trades shortage.

The trades new registrants were going into included Electricians (171), Plumbers (129), Automotive Service Techs (126), Industrial Mechanic Millwrights (106), and Truck and Coach Mechanics (72). Half of the new registrants into Apprenticeships were from youths and the other half being those of core-working age (25-44).

Job Grants

Compared to last fiscal, uptake in grant programs - from both employers and participants - declined for Better Jobs and the Canada-Ontario Job grant. Enrollment in Better Jobs in the Hamilton region declined by 25%. Enrollees were mainly core-working age individuals (65%) with employment income (32%) as their top source of income.

Enrollment in the Canada-Ontario Job Grant declined by 26% for employers and 43% for participants. Employer enrollees were mainly Small-to-Medium businesses (73%), or those having less than 50 employees. Participants were of the core-working age group (61%) and had some type of post-secondary education (31%) (associates, applied, bachelors).

Employment Services and Literacy

Hamilton's Integrated Employment Services (IES) saw an increase of 5% in 2023. 55% of enrollees into IES were of core-working age and had no source of income (35%), with a slightly higher proportion of male (51%) participants.

Enrollment in LBS (Literacy and Basic Skills) increased by 7%, after experiencing a decline in enrollment in 2022. Most of the learners were new learners, at 65%, and 61% of learners came from the School board. 43% of learners had a goal path to become employed, 20% for postsecondary, 14% for independence, 5% for Apprenticeships and 18% was unknown.

COMMUNITY CONSULTATIONS

OUR DISCUSSIONS

This year we had a lot of insightful conversations with community stakeholders, from this...

We had over 30 people join us from a broad range of backgrounds (education sector, not-for-profit, the City of Hamilton) in our Local Labour Market Plan Consultation this year. From the discussions with our valued community partners, we asked them three key questions: 1) What are your labour market priorities going into 2024; 2) What are your workforce concerns going into 2024; and 3) How do YOU envision a thriving Hamilton Economy. Below, we compiled all the responses.

THE DATA

From our consultation, these were the main takeaways...



Employment and Barriers to Employment

Employment was at the top of everyone's minds during our consultation. Many participants posed ways to match employers with potential employees, recruiting skilled staff, and retaining current employee as their top labour market priorities.



Recruitment, Retention, Mental Health

Inline with previous years, our community has noted the urgency for better recruitment and retention strategies. An emergence, mental health supports for employees, was also at the forefront of our community's mind.



A Thriving Community

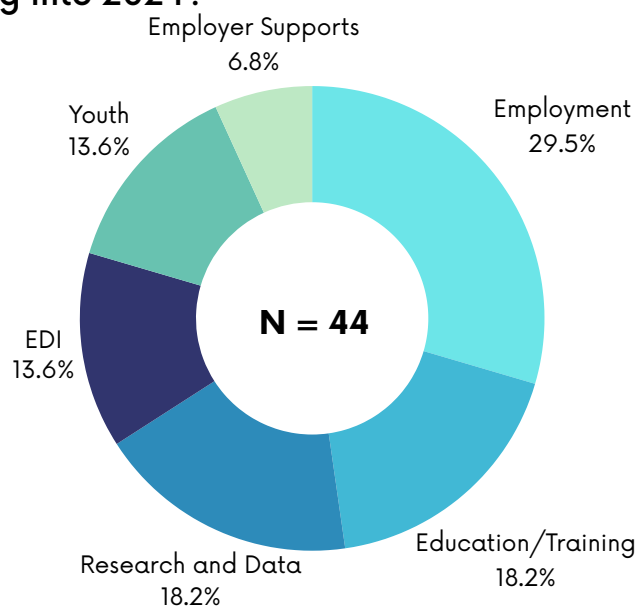
Page 31 reflects what our community thinks is the most important for our local economy to thrive. In total, we had 52 diverse responses from our community consultation.

COMMUNITY CONSULTATIONS

THE PRIORITIES

What were your labour market priorities going into 2024?

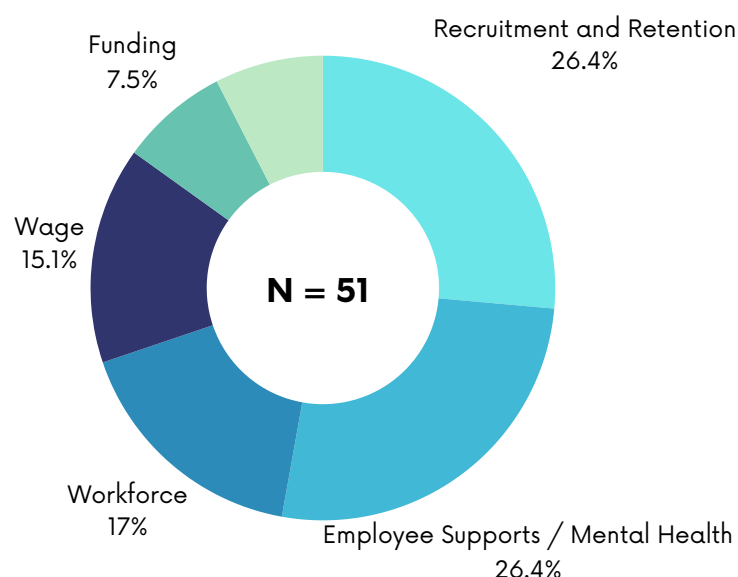
We had 44 responses (respondents could submit multiple answers) for this question. From this, 29.5% of responses were focused on employment-related priorities. These priorities included helping youth into employment, employment programs for targeted groups (part-time workers), and addressing underemployment in Hamilton. An additional 18.2% of respondents noted education and training as a top priority and 18.2% also noted research and data as a top priority.



THE CONCERNS

What were your workforce concerns going into 2024?

Next, we asked our consultation participants what their workforce concerns were going into 2024. This question yielded a total of 51 responses. Most participants noted Recruitment and Retention, as well as Employee Supports as their biggest concerns (14%). These concerns included retaining existing employees, hiring newcomers, and bridging the skills gap for more equitable employment.



HOW DO YOU ENVISION A THRIVING HAMILTON

ADVOCACY ECONOMY? MEANING

COMMUNITY

AFFORDABILITY

FAIR

Strong employment supports for international students

Integrated services and support for everyone

Recognizing community shortcomings and making it more attainable (language barriers, education barriers, affordable transportation barriers)

A lower unemployment rate, higher wages, affordable housing

Quality and affordable standard of living

Better sense of community

Good jobs for all job seekers, less conflict between all groups, social supports

Active youth engagement in the City from labour market to mentorship, entrepreneurship

Ticats finally winning Grey Cup

Clarity on skills, knowledge and career aspirations of new Canadians (all categories) by creating new pilots that meet these need

INCLUSIVITY

BALANCE

INTERCONNECTED

CONNECT

ACCESSIBILITY

SUPPORT

ACTION PLAN

The Labour Market Action Plan (2023-2024) below identifies key priorities based on consultations with our community stakeholders. Our priorities are updated to meet the everchanging dynamics of Hamilton's labour market. This year's priorities reflect what is most crucial for Hamilton's community and economy in 2024.

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

This priority reflects WPH's efforts in supporting the youth community in Hamilton through our Hamilton Youth Workforce (HYW) initiative. In 2023, WPH partnered with various youth initiatives and organizations around to City to document the programs, resources and opportunities available to youths. Through interviews and videos with youth leaders, we recognized a greater need to - not only bring awareness - but to harness the opportunities happening in the City to help youth into meaningful and sustainable employment.

Evidence

- In 2023, less youth were looking for work and there was a higher proportion of unemployed youths in the City. The participation rate among female youths declined by 4%. In addition, Hamilton saw increases in unemployment for male (800 unemployed) and female (+1.3K unemployed) youths.
- Our consultations also garnered the greater need to support youth into employment, with 13.6% citing youth initiatives as a top priority.

ACTIONS 2023-2024

Hamilton Youth Workforce: Youth Programs

In 2023, through our HYW social media, we interviewed youth leaders in the City about the ongoing initiatives and opportunities youths could participate in. These videos were posted on our social media and YouTube as resources for youth. From these interviews, we identified the larger need to inform our youth on career opportunities in Hamilton. As such, in 2023, we identified collaborations with various job fairs in Hamilton, such as the Youth Summit and Connect2Careers Job Fair.

Career Pathways Tool

Figuring out which career path you want to go into can be a daunting task, especially for youths just starting their employment journey. In collaboration with Adult Basic Education Association, Workforce Collective, and Workforce Grand Erie we created a career tool to help youth explore their career opportunities. This tool was used extensively in our presentations, workshops and events presented to youths in 2023.

PROPOSED ACTIONS 2024-2025

Hamilton Youth Summit: HYW

Throughout all of last year, WPH grew our capacity within HYW through various collaborations with youth programs and institutions such as THRIVE Hamilton, Centre [3], McMaster University and Mohawk College. In 2024, we would like to extend our ongoing collaborations by partnering with the City of Hamilton's Youth Steering Committee which creates outstanding programming and events for youth in our community. Through this, WPH will become key engagers in the Hamilton Youth Summit, helping employers bridge the gap in youth employment.

2. INVESTIGATING THE GREEN ECONOMY IN HAMILTON

A new priority going into 2024, this priority reflects Hamilton's ever-changing, ever-growing economy. As Hamilton's transitions from traditional sectors to the Clean Economy, there will be shifts in job types, skill requirements, and employment locations. Identifying these changes, predicting future employment trends, and understanding the impacts of these shifts are essential. In 2023, WPH received several data inquiries into this emerging economy, as such, in 2024 it is appropriate to investigate how Hamilton's Green Economy can flourish and create opportunities for job-seekers.

Evidence

- Emerging economies in Canada, such as the prevalence of the Green Economy will open new jobs and opportunities for job-seekers in Hamilton. Investigating into this key sector will play an important role in preparing job-seekers for success.
- Based on WPH's Job Board Aggregator, the Hamilton region saw robust job demand for the cleaneconomy, boasting a total of 2,738 job postings across the three subsectors: Energy Efficiency, Energy Production and Environmental Management.

PROPOSED ACTIONS 2024-2025

Green Economy: Analysis of Hamilton's Green Workforce

Throughout 2023, there were several data requests and inquiries on the growing necessity to understand the change within our economy and the increase in green jobs throughout our local Hamilton community. With Hamilton being historically one of the major innovative regions for Canada's manufacturing and technology sectors through growing companies such as ArcelorMittal Dofasco and Stelco Hamilton Works, we are here to witness the growing workforce surrounding the national and monumental shift toward the Clean Economy. Throughout this project, WPH will research into the Clean Economy, examining the three core sub-sectors of Energy Production, Energy Efficiency, and Environmental Management. Through this, we intend to unearth community insights through employer engagement, when layered together, present a holistic portrait of the region's Clean Economy landscape.

3. ALLEVIATING INDUSTRY AND OCCUPATION DEFICIENCIES IN OUR ECONOMY

This priority was introduced last year to better reflect the skills and employment gap present in Hamilton's labour pool. From our consultations this year, we identified the need to address employment concerns and barriers in Hamilton's various industries. From this, we identified key sectors and occupations, such as the Green Economy and shortage of Early Childhood Educators. Our economy is ever-changing; going into 2024, it is imperative to keep up and understand the changes happening in our economy.

Evidence

- 29.5% of our consultation participants noted employment as a top priority, with recruitment and retention being of top concern (26.4%).
- The Government of Ontario estimated a shortage of 8,500 ECEs by 2026. Addressing this shortage in our own area will be the first step in creating a City where there is affordable childcare and fair employment for essential workers.
- Emerging economies, such as the Green Economy in Hamilton will play an instrumental role in job-seeker skills and education.

PROPOSED ACTIONS 2024-2025

Exploring the Hidden Challenges in Hamilton's Early Childhood Educator Sector

ECEs (Early Childhood Educators) are an essential part of Ontario's education industry and play a crucial role in shaping our future workforce. With this said, it is estimated by the Government of Ontario the province will face a shortage of 8,500 ECEs by 2026. WPH will be looking into this issue in the Hamilton region by seeking to understand and identify the pain-points of recruiting and retaining ECEs in the region. ECEs are among the most underpaid occupations in Ontario, with a median employment income of only \$39,600. In Hamilton, salaries for ECEs are not much better at \$42,000. In comparison, the provincial median employment income is \$65,000. However, apart from wages, this research intends to delve into the hidden challenges in retaining ECEs, such as workplace culture.

Green Economy: Analysis of Hamilton's Green Workforce

This priority intends to look at, not only the occupational deficiencies in our economy, but the industrial turmoil as well. As such, WPH's Green Economy initiative will also be paramount in addressing the gaps in our workforce. Through investigation into the Green Economy and clean occupations, we will identify key skills job-seekers need for success.

4. IDENTIFY CRITICAL LABOUR MARKET TRENDS IN HAMILTON

Similar to last year, this priority reflects the importance of data dissemination and labour market information (LMI) in the Hamilton region. 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 our workers and job-seekers. Additionally, these trends help identify what skills and knowledge gaps workers face in 2024. As such – LMI: employment, unemployment, participation, and job demand – are foundational to informing WPH’s priorities and projects. To keep up with our ever-changing economy, capture the data, and distribute back to our community in a meaningful way, WPH uses several different channels to disseminate LMI to our community.

Evidence

- 19% of our consultation participants noted the need for data and research.
- Overall decline in employment (-4,600 persons) and rise in unemployment (+2,200 persons) signals the need for a deeper dive in labour market deficiencies in our area.
- With more people unemployed in 2023; for our job-seekers to find meaningful employment, it is important they have the necessary foundation to understand labour market trends.

ACTIONS 2023-2024

EmployerOne Survey 2023

2023 was a milestone for WPH as it marked the 10th consecutive year WPH has delivered the EmployerOne survey. WPH in partnership with the City of Hamilton’s Economic Development office distributed this survey and created an updated snapshot of Hamilton’s business and employer landscape.

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 continued our efforts in keeping the community aware of local and provincial economic changes through an introduction partnership with Statistics Canada to bring accessible, easily understandable LMI workshops to our community.

Continued Monthly Labour Market Information Releases

As bite-sized bits of LMI, we released a series of Monthly Snapshots reporting on the current labour market trends, job demand, and industry changes using Labour Force Survey in 2023.

PROPOSED ACTIONS 2024-2025

Local Labour Market Plan 2024-2025

WPH will continue to release our Labour Market Plan (LLMP) into the 2024 fiscal. As an instrumental source of information on the current labour market trends in our area, this report highlights the voices of our community and roadmaps the steps needed for our local economy to flourish.

EmployerOne Survey 2024

Continuing to strengthen our partnership with Economic Development, WPH will move forward in creating and distributing the Employer One survey in 2024 with a fresh lens. This survey will provide a timely snapshot into Hamilton employers' concerns and priorities in 2024.

Monthly Snapshot Report Series 2024

On a monthly basis, WPH will continue with the Snapshot series in 2024 so that our community can stay up-to-date with digestible labour market information.

Labour Market Information 101

WPH will work closely with Statistic Canada in 2024 to strengthen our collaboration, while working to bring LMI workshops to our community so they can better understand the current labour market conditions.

Community Data Request Form

Throughout 2023, WPH received data inquiries from our community. To streamline this process and provide timely data to our invaluable community members, we created a community data request form. WPH will closely monitor and respond to community members for their data requests in 2024.



WORKFORCE PLANNING HAMILTON

BUSINESS, LABOURER & COMMUNITY: PLANNING AND 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 25 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 **Current and Past Projects** that promote labour force development.

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

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

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