



Workforce Planning Hamilton
Planification de main d'oeuvre de Hamilton



Hamilton Immigration Partnership Council



2025

HAMILTON INTERNATIONAL STUDENT REPORT

WORKFORCE BARRIERS AND RETENTION



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Workforce Planning Ontario
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About Us



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.

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Executive Summary

This report presents findings from a joint initiative between Workforce Planning Hamilton and the Hamilton Immigration Partnership Council (HIPC) to better understand where workforce gaps exist for international students in Hamilton, and why they persist. The project focuses primarily on international students currently studying in the City, with additional insight from recent international graduates who participated in the research. This data comes at a pivotal moment, as shifts in federal policy, such as limits on international student permits, and growing public debate around the pressures international students place on housing and local services have meaningfully changed the environment in which these students live and study.

The findings draw on a survey of 37 international students and two focus group sessions involving 15 participants. Survey participants were current international students at the time of data collection, while focus group participants were primarily recent graduates, with a smaller number of current students also represented. Because graduates and current students face different circumstances, including work-hour restrictions and access to post-secondary supports, this distinction is noted where relevant throughout the report. Together, both sources provided insight into in-study employment pressures and the transition from education to full-time work. Both data sources show that international students in Hamilton are highly educated and motivated. However, many face barriers that prevent their skills from being fully used in the local workforce. The workforce gap in this report is not due to a shortage of talent. Instead, it is linked to challenges such as connecting students with employers, gaining early Canadian work experience, meeting hiring expectations, and transferring their previous education and experience to local jobs.

These barriers were reflected directly in the focus group participants' experiences, with many describing extended job searches, limited employer feedback, and difficulty securing stable, career-aligned employment. For current students, limits on the number of hours permitted to work while studying further constrain earning capacity and delay access to stable employment pathways. While temporary in nature, these restrictions interact with high living costs and competitive labour market conditions, intensifying financial pressure.

Employment instability emerged as the foundation for many other challenges identified in this study. Income insecurity contributes directly to housing stress, affects wellbeing, and shapes decisions about whether to remain in Hamilton after graduation. Housing pressures were consistently described as tied to job stability and wages rather than availability alone. Participants spoke about making trade-offs between cost, location, and quality, often prioritizing affordability at the expense of stability and suitability.

Experiences of discrimination and limited access to broader professional networks further compound workforce barriers. Participants described bias during hiring processes and in everyday interactions, affecting confidence and willingness to engage more fully in the community. While peer networks provide important emotional support, they often offer limited pathways into career opportunities, reinforcing cycles of underemployment.

Access to timely and realistic labour market information also emerged as a critical gap. Many participants reported learning about local job competition, employer expectations, work-hour limitations, and available supports only after arriving in Hamilton. Information about community

supports was often accessed through informal channels such as word of mouth or community spaces, rather than through coordinated outreach. This suggests opportunities to strengthen system navigation and improve how information is shared.

Retention is a key workforce issue for Hamilton. International students are already studying, living, and contributing to the local economy. Many express interest in building long-term futures in the City. However, when stable employment pathways remain unclear and housing pressures persist, the likelihood of retaining this talent diminishes. Improving retention is not solely a settlement concern; it is directly connected to workforce sustainability and economic development.

Overall, the findings demonstrate that employment, housing stability, belonging, and information access operate as interconnected systems rather than isolated challenges. Addressing workforce gaps for international students will require coordinated action across employers, post-secondary institutions, community partners, and municipal stakeholders. Strengthening pathways from education to employment, improving early access to labour market information, and better aligning workforce and settlement supports can help ensure that international students' skills and ambitions are fully realized within Hamilton.

International students represent not only learners, but current and future members of Hamilton's workforce. Whether that talent remains in the City will depend on how effectively local systems support their integration and long-term success.

1. Introduction and Purpose

International students are an integral part of Hamilton’s economic and social landscape. They provide a critical labour supply across multiple sectors, support the sustainability of post-secondary institutions, and bring global expertise into the local workforce. However, as this report demonstrates, there is a significant workforce gap between the skills these individuals possess and their ability to utilize them in the local market.

Rather than viewing employment, housing, and social integration as isolated issues, this report examines them as an interconnected system. The purpose of this research is to move beyond settlement discussions and focus on talent retention. By identifying the structural barriers that lead to skill underutilization, this report provides evidence-informed context for employers, institutions, and the City of Hamilton to better support long-term economic integration.

Objectives:

- Identify specific workforce gaps and areas of skill underutilization.
- Examine how housing instability and discrimination act as barriers to employment.
- Provide a data-driven foundation for cross-sector collaboration.

2. Data Sources and Approach

To capture both the scale of these challenges and the lived experiences of those navigating them, this report uses a mixed-methods approach.

2.1 Hamilton Immigrant Survey (HIPC)

Quantitative data was drawn from the 2025 Hamilton Immigrant Survey, hosted by the Hamilton Immigration Partnership Council. This survey provides the statistical backbone of the report, capturing broad patterns across education levels, income adequacy, and labour market outcomes.

2.2 Focus Groups and Live Polls

To provide qualitative depth, Workforce Planning Hamilton conducted two focus group sessions.

Composition: Approximately 15 participants.

Demographics: 80% were recent graduates; 20% were current students.

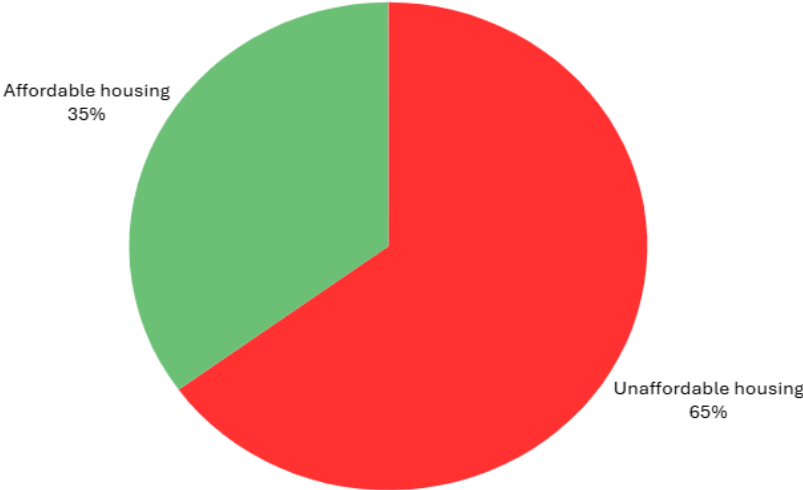
Methodology: These sessions utilized live polls, as well as open-ended questions, to capture real-time data on job search difficulty and awareness of supports.

This 80/20 split is particularly significant, as it provides insight into the transition gap, the period where international talent attempts to move from the classroom into the full-time local workforce. Live polls conducted during the sessions provided additional quantitative context. While poll results are not statistically representative, they offer insight into how widespread certain experiences were among participants and help contextualize survey findings. These sessions explored employment experiences, awareness of supports, decision-making around study and location, and perceptions of belonging and discrimination.

3. Cost of Living and Housing Pressures

3.1 The Link Between Housing and Employment

While housing challenges are often discussed in terms of vacancy rates, rent and housing prices, this research shows that, for international students, housing affordability is inextricably tied to income adequacy and job stability. The workforce gap does not just affect career growth; it dictates the ability to secure safe, stable shelter. Survey findings indicate that 65% of respondents reported their housing as unaffordable.



Focus group participants, the majority of whom were recent graduates no longer subject to study-permit work-hour restrictions, consistently redirected the conversation from housing availability to the 'wage-rent gap.'

“Rent is very high, and if you don’t work, you can’t pay. But the jobs don’t pay enough.”
- **Focus Group Participant**

Because students are often limited to part-time hours or survival jobs (as detailed in Section 5), they are forced to make trade-offs between housing quality, location, and cost. This often results in students prioritizing affordability at the expense of stability or proximity to their places of study and work. Recent Census data further reinforces the affordability pressures facing renters in Hamilton. In 2021, about 25% of renter households in the Hamilton-Burlington CMA were in core housing need,¹ meaning their housing was unaffordable, overcrowded, or unsuitable. Given that international students are concentrated in the rental market and typically have lower and time-limited earnings, they are structurally more exposed to these affordability pressures.

3.2 Housing Instability as a Barrier to Success

Housing stress functions as a constant background noise that hinders a student’s ability to integrate or perform. Participants spoke about overcrowding, frequent moves, and uncertainty about future housing, which creates a state of chronic instability. The data suggests that housing insecurity is a primary driver of daily stress:

“You’re always thinking about rent. Even when you’re studying, it’s in your mind.”

- **Focus Group Participant**

This mental bandwidth spent on housing survival reduces the capacity for students to engage in professional networking or high-level academic focus, further reinforcing the cycle of underemployment.

3.3 Housing as a Retention Barrier

Housing affordability is a decisive factor in whether talent remains in Hamilton post-graduation. Participants frequently linked their long-term future in the City to their current housing stress. For many, the high cost of living, when not balanced by a clear pathway to a career-level salary, makes Hamilton an unviable long-term option.

“If you can’t find a good job and you can’t afford rent, why would you stay?”

- **Focus Group Participant**

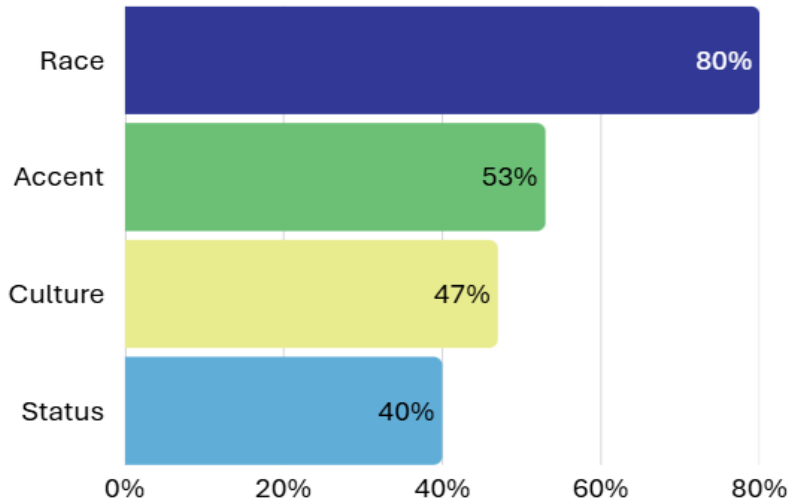
The relationship between housing and retention is further shaped by broader labour market conditions affecting young adults. The 2025 CMHC Rental Market Report noted that Hamilton’s vacancy rate increased to 3.6%, the highest level observed since the pandemic period.² However, rent levels remained elevated relative to entry-level wages. At the same time, Statistics Canada reported a youth (15 -24 years of age) unemployment rate of 13.9% in 2025,³ indicating continued difficulty for young workers entering or stabilizing within the labour market. Together, these trends suggest that even as rental availability modestly improves, income instability remains a primary barrier to long-term settlement in the City. If Hamilton cannot provide a cost-of-living balance that matches the earning potential of international graduates, the City will continue to lose highly educated talent to other regions.

While participants consistently described housing stress in terms of affordability and instability, these pressures are closely tied to income ceilings rather than housing supply alone. The financial constraints shaping housing decisions are further examined in Section 5, where wage data and work-hour limitations provide additional context for the “wage-rent gap” identified throughout this section.

4. Belonging, Discrimination, and Social Connection

4.1 Discrimination as a Structural Barrier

Experiences of discrimination are not just social issues. They are direct barriers to economic and community participation. Nearly 50% of survey respondents reported experiencing discrimination in Hamilton, a notable increase compared to 2023 data,⁴ a shift that coincides with growing public discourse linking international students to housing pressures and service demands, as well as recent federal policy changes including caps on international student permits.



The data shows this is heavily rooted in identity: 80% of those who experienced discrimination were targeted due to their race, 53% due to their accent, 47% due to their culture and 40% due to their status as an immigrant or international student. Crucially, this bias is occurring at critical points of access to employment and services. While 53% of incidents happened in general spaces like banks or restaurants, 40% occurred during job applications. This creates an effect where students lose the confidence to apply for roles that match their skills:

“Sometimes you feel judged before you even speak, especially in interviews.”

- **Focus Group Participant**

National labour force data provide additional context for these experiences. Statistics Canada reports that recent immigrants⁵ and racialized workers⁶ consistently experience higher unemployment rates than non-racialized Canadian-born workers, particularly within their first five years in Canada. This pattern suggests that the hiring-related discrimination described by participants reflects broader structural disparities in labour market access rather than isolated incidents.

4.2 Social Isolation and the “Support vs. Opportunity” Gap

While social networks are often cited as a tool for integration, international students in Hamilton are experiencing a network mismatch. Over half of survey respondents reported feeling isolated, and focus group discussions clarified why: their networks are almost entirely comprised of other international students. While these peer groups provide essential emotional support, they lack the professional bridge to the broader Hamilton workforce. Because these networks are siloed, students are often cut off from the informal job market and professional referrals that are common in Canadian hiring.

“Most of my network is other international students, so we are all struggling together.”

- **Focus Group Participant**

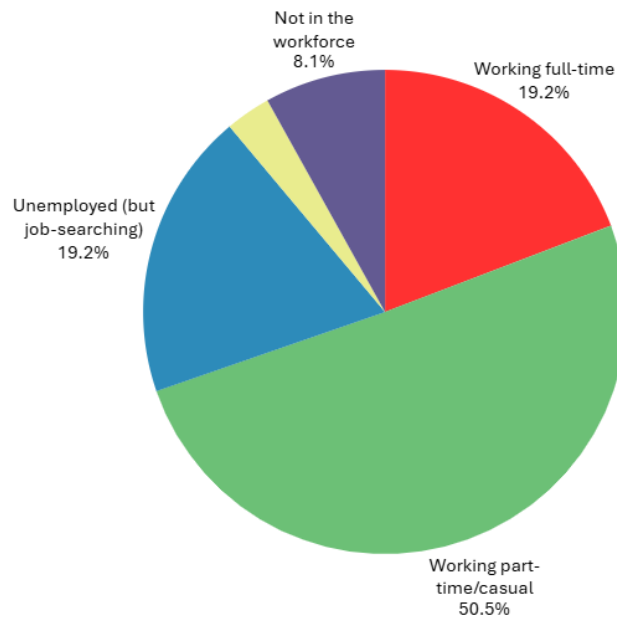
4.3 Belonging, Confidence, and Retention

A sense of belonging in Hamilton is tied directly to workforce sustainability. Participants noted that repeated job rejections and experiences of bias undermined their confidence and their desire to settle in the City long-term. When students do not see themselves reflected in the broader professional community, their willingness to engage socially and economically diminishes. This reinforces the retention barrier mentioned earlier: belonging is not just about feeling welcome. It is about having a clear, unbiased path to participate in the City's future.

5. Employment and Income Outcomes

5.1 Employment Status and Job Stability

Across both survey data and focus group discussions, employment emerged as the foundational factor shaping the international student experience. The findings suggest that the workforce gap in Hamilton may not stem from a lack of talent or motivation, but from limited access to stable entry points. Survey data shows that only 19% of respondents reported holding full-time, stable employment. Approximately half were working in part-time or casual roles, and 19% reported being completely unemployed, and 8% not in the workforce. These figures point to employment instability and potential underemployment, even among individuals with advanced credentials.



Focus group participants described employment as inconsistent and unpredictable:

“Even when you get a job, it’s not stable. Some weeks you get hours, some weeks you don’t.”

- **Focus Group Participant**

Survey participants were subject to student work-hour restrictions. However, the majority of the focus group participants were graduates. Their inability to secure full-time roles suggests that the ‘gap’ persists long after legal restrictions are removed. National data reinforce these local findings. Statistics Canada’s 2025 National Graduates Survey (class of 2020, three years after graduation) reported that 88.6% of international graduates who remained in Canada were employed, slightly below the 91.0% rate among Canadian graduates. At the bachelor’s level, international graduates were over three times more likely to work in sales and service occupations (30.6% vs. 9.5%).⁷ This higher concentration in lower-wage occupational categories aligns with the income ceilings and unstable hours described by participants in this study.

5.2 Canadian Work Experience and Hiring Barriers

The requirement for Canadian work experience creates a structural barrier that effectively locks international talent out of the local economy. Poll results indicate that 60% of participants felt being an international student made job searching significantly harder, reinforcing the perception that barriers are structural rather than individual. Participants described a frustrating cycle where employers demand local experience, yet refuse to provide the initial opportunity to gain it:

“They always want Canadian experience, but how can you get Canadian experience if no one gives you a job?”

- **Focus Group Participant**

Many felt that education and work experience obtained outside Canada were systematically undervalued, even when directly relevant. Consequently, students often felt they were starting over professionally, confined to survival jobs far below their skill level.

5.3 Job Search Experiences and the Feedback Vacuum

Job searches were characterized as lengthy and discouraging. Participants across focus groups described submitting dozens, sometimes hundreds, of applications with little to no response. Poll data indicates that 45% of respondents described finding a job in Hamilton as "difficult," while 0% described it as "very easy." The absence of feedback was cited as a primary source of uncertainty. Without it, students cannot determine if rejections are due to their qualifications, their visa status, or a lack of local references.

“I’ve applied to more than a hundred jobs, and most of the time I don’t hear anything back.”

- **Focus Group Participant**

5.4 Income Adequacy and Financial Pressure

The financial reality for most is a state of persistent inadequacy. Survey data shows that 71% of international students reported having an inadequate income. Only 9% of focus group poll respondents felt they earned enough to support themselves comfortably. This income gap is driven by a combination of low-wage roles, inconsistent hours, and high living costs. This pressure forces students to prioritize immediate survival income over career-aligned roles:

“The pay is not enough, but you still need to work because tuition and rent are very high.”

- **Focus Group Participant**

According to Workforce Planning Hamilton’s 2025 Labour Market Insights, the median hourly wage for common entry-level roles such as retail salespersons is approximately \$18.00 per hour,⁸ below the region’s \$22.60 living wage benchmark.⁹ Under federal regulations in effect in 2025, most international students are permitted to work up to 24 hours per week during academic sessions.¹⁰ At this wage and hour limit, maximum gross annual earnings total approximately \$22,464 before tax. At the same time, data from the Canada Mortgage and Housing Corporation’s Rental Market Survey show that the average monthly rent for a one-bedroom apartment (in the purpose-built rental market) in Hamilton was approximately \$1,656 in 2025.¹¹ At this rate, housing alone consumes over 80% of a student’s gross monthly income when working the maximum permitted hours.

Additionally, Statistics Canada’s Market Basket Measure identifies the poverty threshold for a single individual in the Hamilton-Burlington region as \$28,767 in 2023,¹² the most recent official estimate available. Annualized earnings at the median entry-level wage, therefore, fall well below the region’s poverty benchmark, reinforcing the structural nature of the income gap described by participants.

5.5 Career Alignment and Skill Underutilization

Hamilton, like many other communities across Canada, is currently failing to fully benefit from the skills and training international students bring. Most respondents moved to Hamilton specifically for post-secondary education, and many held degrees prior to arrival. Despite this, they remain concentrated in roles unrelated to their fields.

“You study something specific, but the jobs you get have nothing to do with your education.”

- **Focus Group Participant**

This mismatch suggests that Hamilton is not fully leveraging the skills and training international students bring. According to Statistics Canada, the over-education rate for recent immigrants with a bachelor’s degree or higher in Canada is 26.7%, more than double the 10.9% rate for Canadian-born workers between the ages of 25 and 34.¹³ In Hamilton, the 2025 Immigrant Survey found that among those employed, 50% reported that their current job did not match their qualifications.¹⁴ When this is compared to the fact that the racialized population in Hamilton has grown by 43% since 2016,¹⁵ it suggests a significant portion of the City’s newest and most highly-educated residents are being funnelled into the survival jobs described in the focus groups, representing a significant underutilization of human capital within the local economy. Prolonged underemployment does not just affect the student. It reduces the likelihood of them remaining in Hamilton after graduation, as their career trajectories feel stalled in the local market.

6. Information Gaps and Decision-Making

6.1 Awareness of Supports and System Navigation

A significant barrier to integration is the information gap regarding available resources. Both survey and focus group findings indicate that awareness of employment and settlement supports outside of post-secondary institutions is remarkably low. Only one-third of focus group poll respondents rated existing supports for international students as "good". The primary obstacle is not a lack of services, but a breakdown in system navigation. Most students are simply unaware that these services exist until they have already encountered a crisis.

"I didn't know about employment services outside the college until someone told me much later."

- **Focus Group Participant**

6.2 Informal Channels vs. Coordinated Outreach

Information about community supports is currently travelling through informal, peer-to-peer networks rather than coordinated institutional channels.

- 45% of participants found out about supports through word of mouth.
- 45% learned through community spaces (cultural centers or faith-based organizations).
- Only 10% reported hearing about supports through formal social media or coordinated outreach.

While these informal networks provide essential emotional support, they are often unable to provide the technical or professional labour market information (LMI) required for career-level employment. This reliance on peer-to-peer information reinforces the structural barriers mentioned in Section 5, where students share survival strategies but lack access to professional entry points.

6.3 Timing of Labour Market Information (LMI)

There is a critical disconnect between the information provided during the recruitment/study phase and the reality of the Hamilton labour market. Participants consistently reported that realistic data regarding job competition, employer expectations, and cost-of-living were only obtained after arrival. Many students noted that their decision to move was an education-driven migration decision based on program acceptance, with little to no 'workforce reality' check. This includes a lack of pre-arrival awareness regarding:

- Local work-hour restrictions during study.
- The intensity of local job competition for entry-level roles.
- The significant gap between the minimum wage and the actual cost of housing in Hamilton.

6.4 The Impact of Delayed Information

When critical information arrives after arrival, students are forced to adapt under extreme pressure. This late-stage learning contributes directly to the skill underutilization and income inadequacy documented earlier in this report. Earlier access to realistic labour market information would allow students to align their expectations and preparation with the Hamilton economy before they are in a state of financial or housing crisis.

7. Cross-Sector Implications

The findings in this report suggest that the challenges faced by international students are not the result of a single policy or sector, but rather the interaction of employment, housing, and information systems. The following implications are drawn from the research to support stakeholders in their own strategic planning and coordination.

7.1 Implications for Employers

The data reveals a gap between the education levels of international students and their current roles in the local economy. Findings regarding prior credentials (Section 5.5) suggest that current recruitment processes and requirements for local work experience may limit access to the diverse skill sets already present in Hamilton. The reported difficulty in obtaining feedback during the job search (Section 5.3) identifies an area where improved communication could help align applicant expectations with local market needs.

7.2 Implications for Post-Secondary Institutions

As a primary point of contact, institutions play a central role in the information flow to international students. The data on arrival experiences (Section 6.3) suggests that students encounter labour market competition and cost-of-living pressures that may differ from their pre-arrival expectations. The high proportion of recent graduates in the focus groups (Section 2.2) underscores the importance of the period following graduation as a critical window for professional integration.

7.3 Implications for Community Partners and Service Providers

The research indicates that formal support structures may not be reaching the intended population during the early stages of settlement. The high reliance on informal networks for information (Section 6.2) suggests that formal employment and settlement services may benefit from exploring new outreach strategies to improve visibility. Because employment, housing, and social connection are statistically linked in this study, the findings support the value of multi-service approaches that address these factors concurrently.

7.4 Implications for the City of Hamilton

From a municipal perspective, international student experiences intersect with broader goals regarding population growth and economic sustainability. The link between housing affordability (Section 3.3) and long-term decision-making suggests that the cost of living is a significant factor in whether graduates remain in the City. With nearly half of participants reporting experiences of discrimination (Section 4.1), the data highlights the social environment as a key component of a student's willingness to settle in Hamilton long-term.

Conclusion

The findings of this report demonstrate that international students in Hamilton are a highly educated and motivated population facing a complex set of structural challenges. The research indicates that employment, housing stability, and social integration are not separate issues, but rather an interconnected system that shapes the student experience.

The evidence suggests that limited access to full-time, career-aligned employment remains a primary driver of financial and housing insecurity. It is also pointed out that reliance on informal information channels often results in students becoming aware of critical supports only after encountering significant challenges. Furthermore, the decision to remain in Hamilton post-graduation is closely tied to the availability of stable employment and the ability to manage high living costs.

Ultimately, the experiences of international students provide insight into the effectiveness of local systems in supporting and integrating newcomers. While Hamilton's educational and community assets continue to attract global talent, the long-term retention of that talent depends on the clarity and accessibility of pathways into the local workforce and community. Addressing the gaps identified in this report will require continued evidence-based coordination across all sectors involved in the international student experience.

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