



# JOB DEMAND REPORT

## OCTOBER 2021

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
12,175	7,328	3,474	27

#### # OF DAYS POSTED

AVERAGE	MEDIAN
17.0	15

## REPORT BUILDER

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

### OCCUPATION FILTERS

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

### OTHER FILTERS

COMMUNITY	▼
CITY	▼
JOB BOARD	▼

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

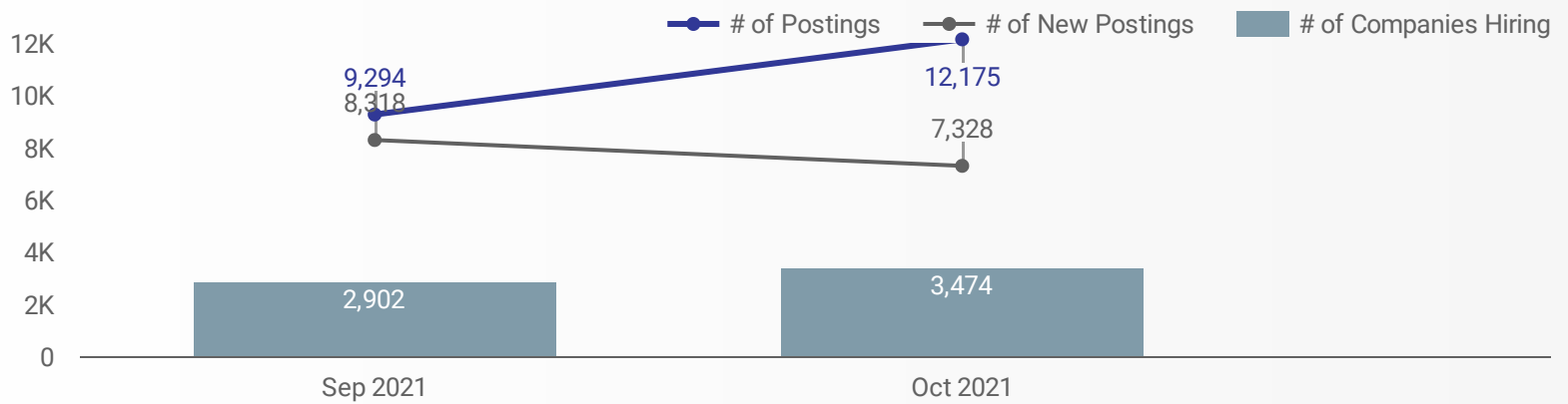
**Source:**

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



## JOB POSTINGS BY MONTH

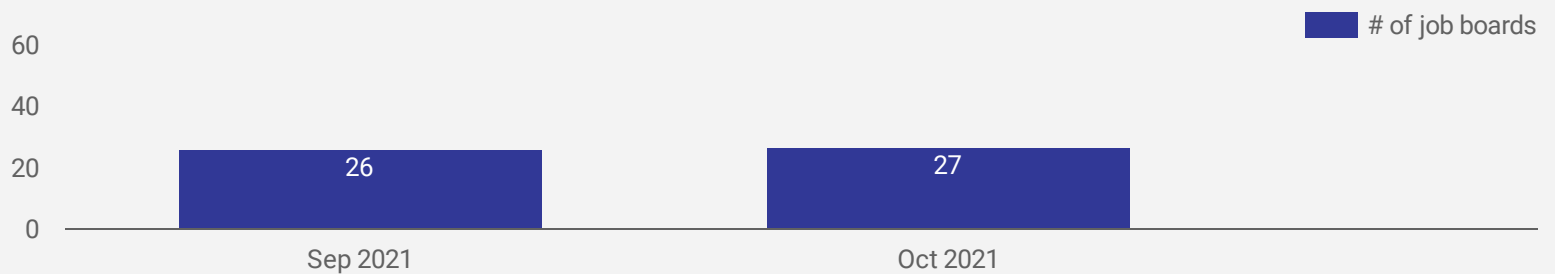
How many job postings were active for at least 1 day this month?



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

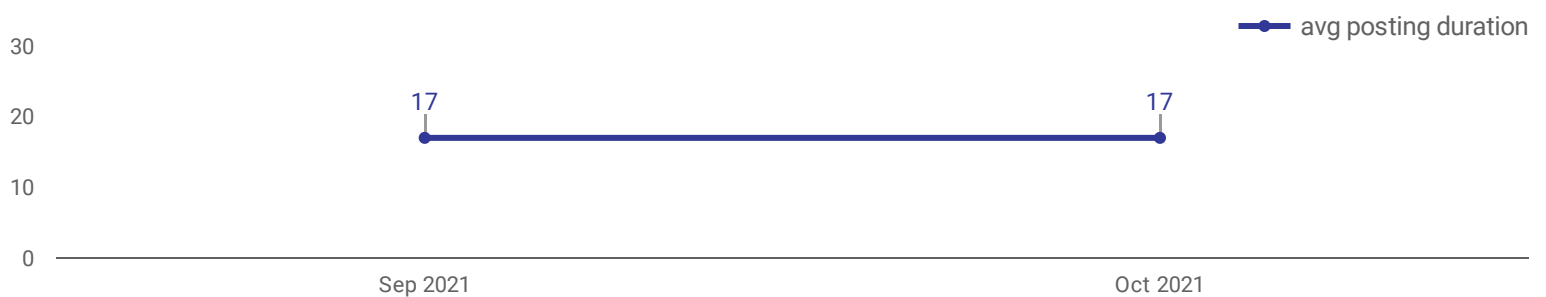
## NUMBER OF ACTIVE JOB BOARDS

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



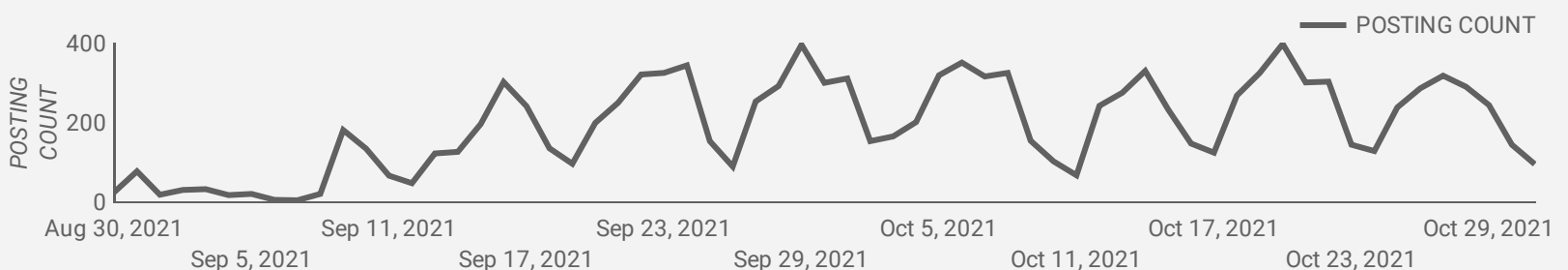
## AVG & MEDIAN POSTING LENGTH BY DAYS

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



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

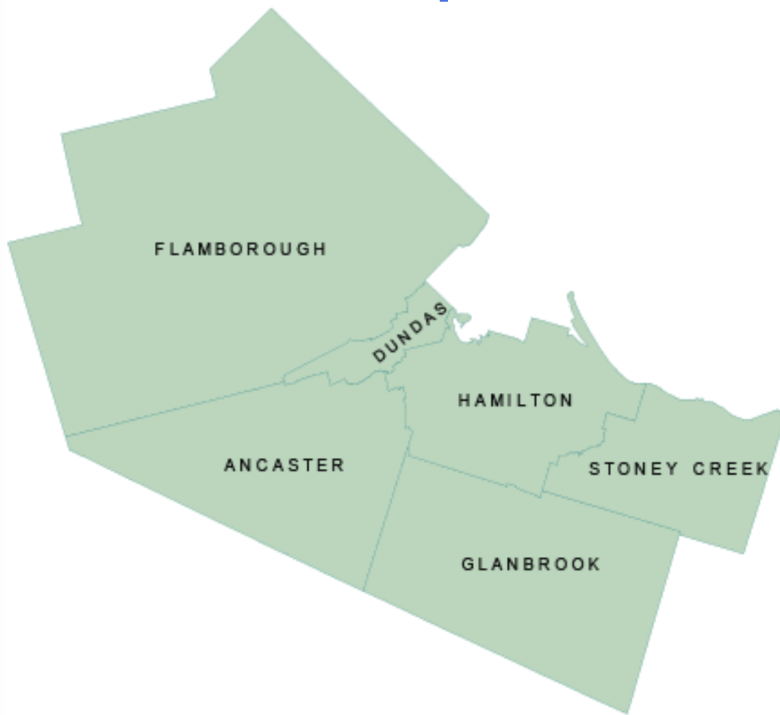
How many job postings were active for at least 1 day this month?



## JOB POSTINGS BY COMMUNITY

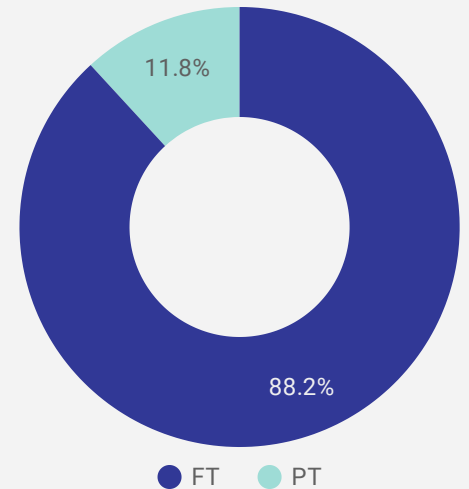
How many job postings were active for at least 1 day this month?

COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	9,789	16.9	15
2. Stoney Creek	945	18.7	22
3. Ancaster	769	17.2	15
4. Flamborough	350	15.6	15
5. Dundas	321	18.1	16
<b>Grand total</b>	<b>12,174</b>	<b>17.0</b>	<b>15</b>



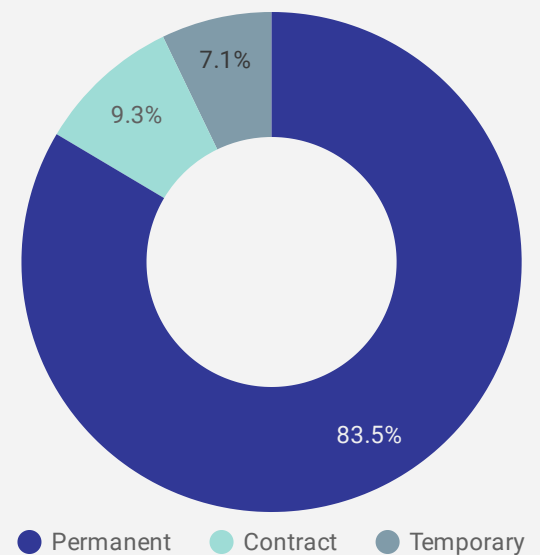
## JOB TYPE

Full-time vs Part-time



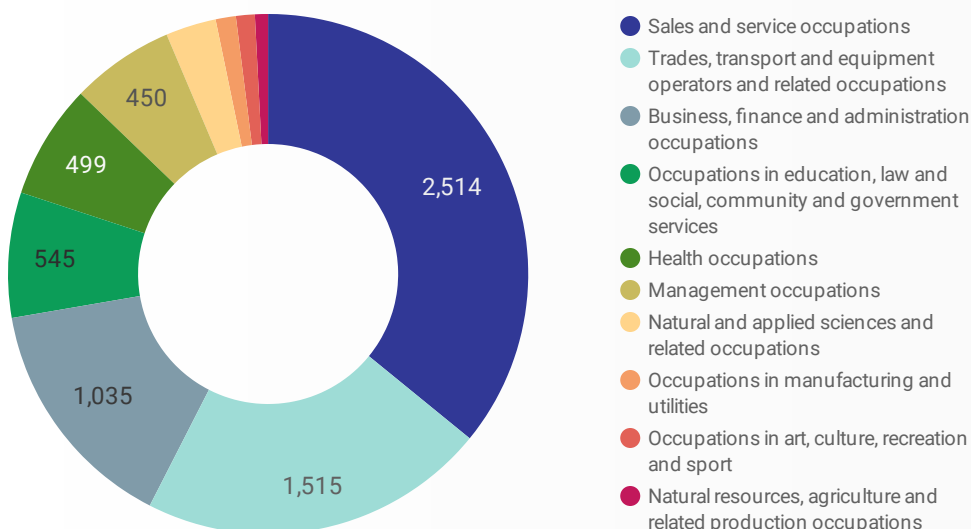
## JOB DURATION

Permanency of jobs posted



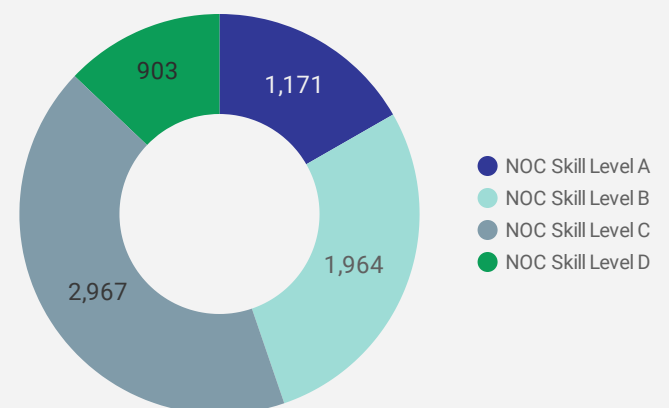
## JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



## JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



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

## TOP HIRING EMPLOYERS & AGENCIES

Who is hiring?

	COMPANY	COMMUNITY	POSTINGS COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Mcmaster University	Hamilton	316	19.8	21
2.	Hamilton Health Sciences	Hamilton	263	8.4	8
3.	Kijiji	Hamilton	165	15.0	15
4.	City of Hamilton	Hamilton	127	14.5	15
5.	Amazon	Hamilton	125	4.4	3
6.	St Joseph's Healthcare Hamilton	Hamilton	93	18.8	22
7.	Hamilton Health Sciences Corporation	Hamilton	89	16.9	15
8.	Randstad	Hamilton	86	21.7	22
9.	Intuit	Hamilton	84	8.6	5
10.	FedEx	Hamilton	80	2.2	2
11.	Walmart	Hamilton	74	3.7	3
12.	McDonald's	Hamilton	73	16.0	15
13.	Varsity Tutors	Hamilton	72	11.7	6
14.	Oakridge Landscape Contractors	Hamilton	71	18.9	22
15.	Amazon Fulfillment	Hamilton	67	6.1	2
16.	Mohawk College	Hamilton	65	18.8	22
17.	Dicom	Hamilton	65	2.5	2
18.	ABL Employment	Hamilton	64	16.8	22
19.	Great Clips	Hamilton	63	16.7	13
20.	Hamilton-Wentworth District School Board	Hamilton	55	19.2	14
21.	Randstad	Ancaster	55	25.6	22
22.	Manpower	Hamilton	54	19.5	22
23.	Walmart Canada	Hamilton	53	13.7	15
24.	Vertical Staffing Resources	Hamilton	50	16.2	22
25.	Hamilton Wentworth District School	Hamilton	49	21.3	22
26.	Shoppers Drug Mart	Hamilton	49	8.7	6
27.	Rogers Communications	Hamilton	48	14.4	14
28.	McDonald's Restaurants	Hamilton	46	15.0	15
29.	Walmart	Flamborough	45	3.4	3
30.	Rona	Hamilton	45	9.6	8
31.	Scotiabank	Hamilton	44	17.1	15

## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Job Postings

293

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE
1.	Osteopathic Manual Practitioner	Total Health Physio - Ancaster	Ancaster	90
2.	Board Certified Behaviour Analyst (bcba)	Teach Me My Way Services	Hamilton	80
3.	Psychologist	Shahrokhnia Psychology Professional Co.	Hamilton	80
4.	Manager, Licensing	City of Hamilton	Hamilton	72.27
5.	Manager, Corporate Real Estate	City of Hamilton	Hamilton	72.27
6.	Manager, Hr Technology & Analytics	City of Hamilton	Hamilton	72.27
7.	Dir, Comm Prog, West Niagara	Hamilton Health Sciences Corporation	Hamilton	70.83
8.	Human Resources Generalist	TES - The Employment Solution	Hamilton	70
9.	Acupuncturist	Durand Integrated Health Group	Hamilton	70
10.	Dietitian & Holistic Nutritionist	Durand Integrated Health Group	Hamilton	70
11.	Supt Quality & Project Management Office	City of Hamilton	Hamilton	65.11
12.	Supervisor, Business Applications (Spatial & Data	City of Hamilton	Hamilton	65.11

1 - 100 / 3332 < >

## TOP SALARIES IN JOB POSTINGS

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

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE
1.	Realtor	One Percent Realty Ltd. Brokerage	Hamilton	350,000
2.	Real Estate Agent - Pre-qualified Buyers & Seller Meetings Booked For You!	Zoocasa Realty Inc	Hamilton	350,000
3.	Family Physician	Jack Nathan Health	Ancaster	300,000
4.	Associate Dentist	Century Stone Dental	Hamilton	291,831
5.	Mortgage Agent	Live Mortgage Inc.	Hamilton	250,000
6.	Real Estate Agent	Royal Canadian Realty	Hamilton	236,062
7.	Real Estate Agent	The Wilson Realty Group- Keller Williams Edge Realty	Hamilton	231,968
8.	Account Manager	G. Charles Taylor & Associates Inc	Dundas	200,000
9.	Sales Representative	D'Angelo & Sons Construction Limited	Ancaster	200,000
10.	Metal Roofing Installations	Paramount Metal Roofing	Hamilton	200,000

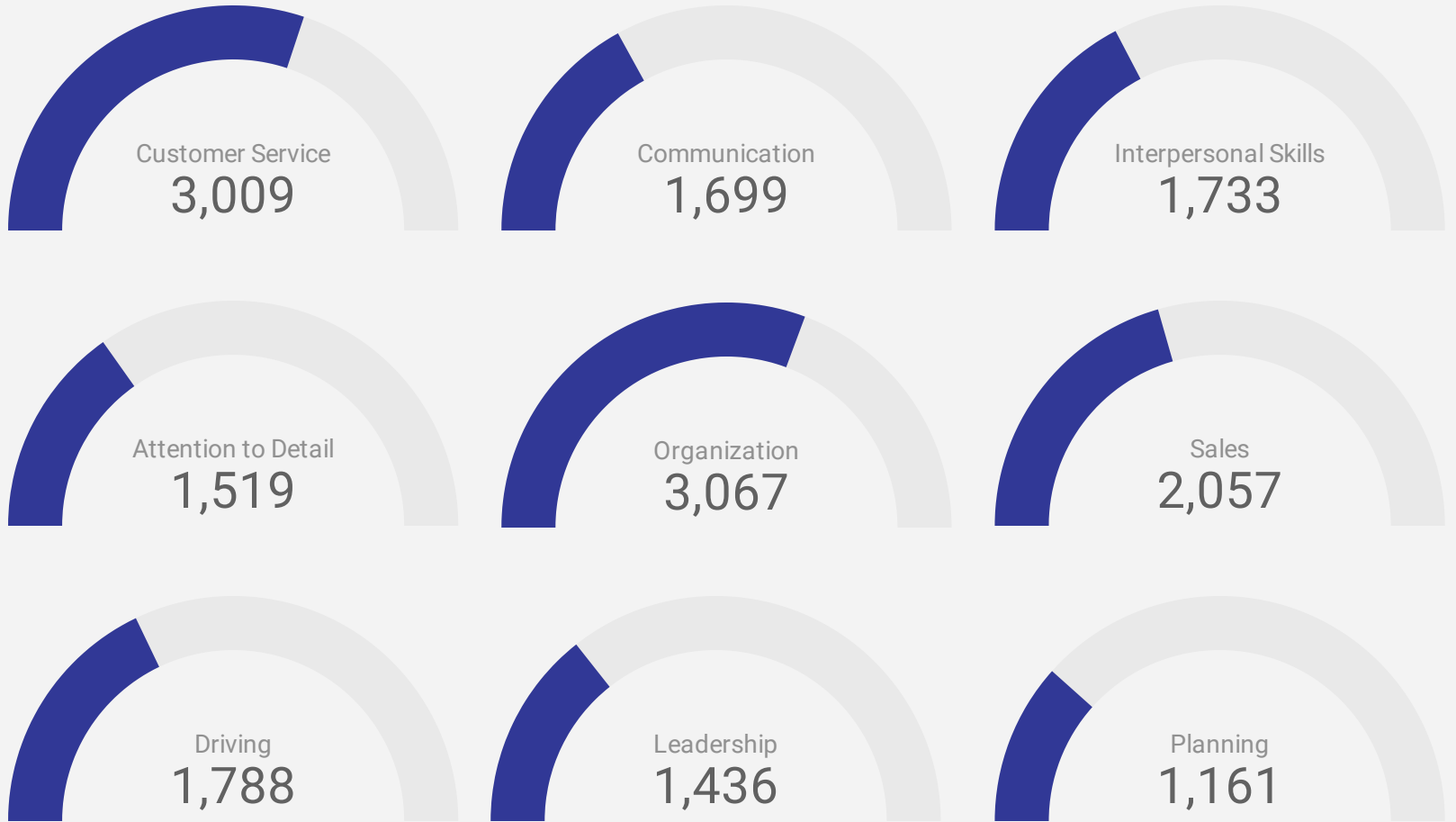
1 - 100 / 5037 < >

## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

12,175

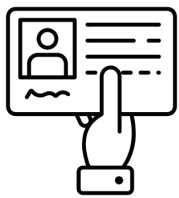


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

12,175



Driver's License  
281



Bilingualism preferred or required  
820



Regular Access to a Vehicle  
301



Criminal Record Check  
316

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

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

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	7452	Material handlers	NOC Skill Level C	590	12.6	15
2.	6421	Retail salespersons	NOC Skill Level C	530	15.4	15
3.	6552	Other customer and information services representatives	NOC Skill Level C	269	17.3	15
4.	6322	Cooks	NOC Skill Level B	245	18.7	21.5
5.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	215	17.3	15
6.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	209	19.0	22
7.	6731	Light duty cleaners	NOC Skill Level D	174	17.1	15
8.	6611	Cashiers	NOC Skill Level D	166	16.9	15
9.	7514	Delivery and courier service drivers	NOC Skill Level C	163	16.6	15
10.	621	Retail and wholesale trade managers	NOC Skill Level A	160	17.4	16
11.	7511	Transport truck drivers	NOC Skill Level C	133	15.9	15
12.	6541	Security guards and related security service occupations	NOC Skill Level C	122	18.0	17
13.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	117	11.3	10
14.	1241	Administrative assistants	NOC Skill Level B	99	18.9	16
15.	1414	Receptionists	NOC Skill Level C	97	17.8	15
16.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	89	14.1	8
17.	6513	Food and beverage servers	NOC Skill Level C	87	17.3	15
18.	1111	Financial auditors and accountants	NOC Skill Level A	84	11.0	6
19.	1114	Other financial officers	NOC Skill Level A	83	19.4	15
20.	4216	Other instructors	NOC Skill Level B	80	14.3	10
21.	1431	Accounting and related clerks	NOC Skill Level C	67	15.8	15
22.	7611	Construction trades helpers and labourers	NOC Skill Level D	66	17.8	17.5
23.	7271	Carpenters	NOC Skill Level B	66	19.0	15
24.	6341	Hairstylists and barbers	NOC Skill Level B	61	17.6	14
25.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	61	18.3	15
26.	4212	Social and community service workers	NOC Skill Level B	60	17.2	15
27.	1521	Shippers and receivers	NOC Skill Level C	59	17.6	16
28.	1221	Administrative officers	NOC Skill Level B	58	17.7	18.5
29.	6222	Retail and wholesale buyers	NOC Skill Level B	58	16.7	15
--	----	-----	-----	--	---	--

## JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	745	Longshore workers and material handlers	NOC Skill Level C	590	12.6	15
2.	642	Retail salespersons	NOC Skill Level C	530	15.4	15
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	312	16.3	15
4.	632	Chefs and cooks	NOC Skill Level B	279	18.8	21.5
5.	655	Customer and information services representatives	NOC Skill Level C	273	17.3	15
6.	673	Cleaners	NOC Skill Level D	252	17.5	15
7.	441	Home care providers and educational support occupations	NOC Skill Level C	225	19.2	22
8.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	215	17.3	15
9.	111	Auditors, accountants and investment professionals	NOC Skill Level A	199	15.1	15
10.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	189	16.3	15
11.	661	Cashiers	NOC Skill Level D	166	16.9	15
12.	062	Retail and wholesale trade managers	NOC Skill Level A	160	17.4	16
13.	141	General office workers	NOC Skill Level C	156	16.9	15
14.	651	Occupations in food and beverage service	NOC Skill Level C	151	17.9	15
15.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	148	18.3	16
16.	122	Administrative and regulatory occupations	NOC Skill Level B	148	17.8	16
17.	662	Other sales support and related occupations	NOC Skill Level D	125	11.8	15
18.	654	Security guards and related security service occupations	NOC Skill Level C	122	18.0	17
19.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	117	17.4	16
20.	341	Assisting occupations in support of health services	NOC Skill Level C	106	17.2	15.5
21.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	99	17.0	15
22.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	90	14.3	15
23.	301	Professional occupations in nursing	NOC Skill Level A	89	14.1	8
24.	323	Other technical occupations in health care	NOC Skill Level B	89	19.1	22
25.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	86	17.5	15
26.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	77	18.2	16
27.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	77	19.0	22
28.	727	Carpenters and cabinetmakers	NOC Skill Level B	76	18.7	15



## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	622	13.0	15
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	594	17.4	15
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	542	15.4	15
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	481	17.4	15
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	414	18.7	21
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	360	16.6	15
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	321	18.1	16
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	320	19.0	21
9.	66	Sales support occupations	NOC Skill Level D	291	14.7	15
10.	14	Office support occupations	NOC Skill Level C	288	16.9	15
11.	11	Professional occupations in business and finance	NOC Skill Level A	242	15.6	15
12.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	229	19.2	22
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	209	17.8	16
14.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	192	17.4	15
15.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	189	16.3	15
16.	32	Technical occupations in health	NOC Skill Level B	185	16.5	15
17.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	153	16.9	16
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	137	20.0	22
19.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	137	18.5	19
20.	31	Professional occupations in health (except nursing)	NOC Skill Level A	119	15.2	15
21.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	111	17.1	15
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	109	19.3	22
23.	34	Assisting occupations in support of health services	NOC Skill Level C	106	17.2	15.5
24.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	93	17.6	16
25.	30	Professional occupations in nursing	NOC Skill Level A	89	14.1	8
26.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	77	18.2	16
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	76	17.7	16

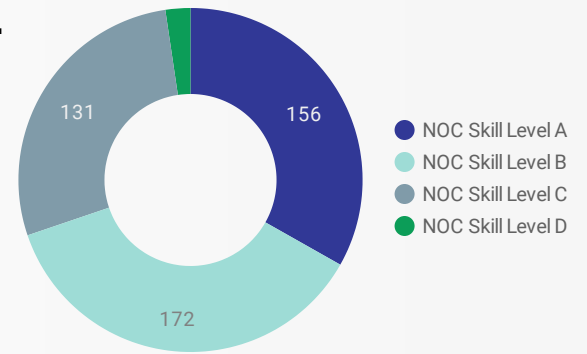
## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
905	326	246	11	AVERAGE	MEDIAN
				14.4	15

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

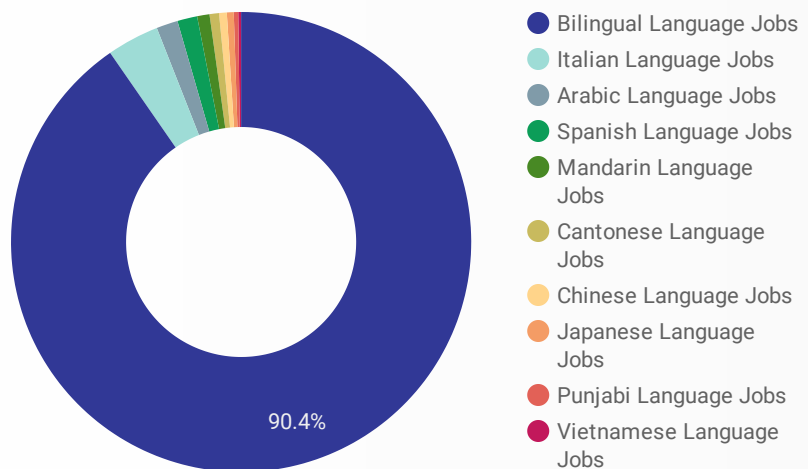
- 156 Skill Level A - Management/ Professional Occupations usually requiring University
- 172 Skill Level B - Usually college education or apprenticeship training
- 131 Skill Level C - Usually secondary education or occupation-specific training
- 11 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	151	145	105	5
Italian Langu...		11	12	2
Arabic Langu...		4	4	
Spanish Lang...	1	3	2	1
Cantonese La...	4		2	
Japanese La...		2	3	1
Chinese Lan...		1	2	1

## LANGUAGE SKILLS BREAKDOWN

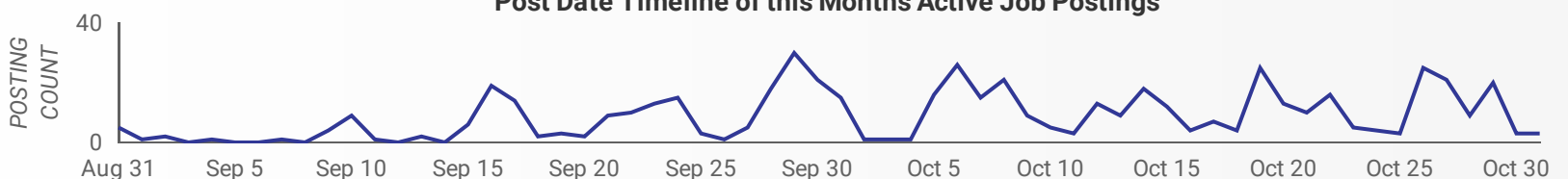
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	820
2. Italian Language Jobs	27
3. Spanish Language Jobs	15
4. Arabic Language Jobs	12
5. Chinese Language Jobs	7
6. Cantonese Language Jobs	7
7. Japanese Language Jobs	6

1 - 10 / 10

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



## LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

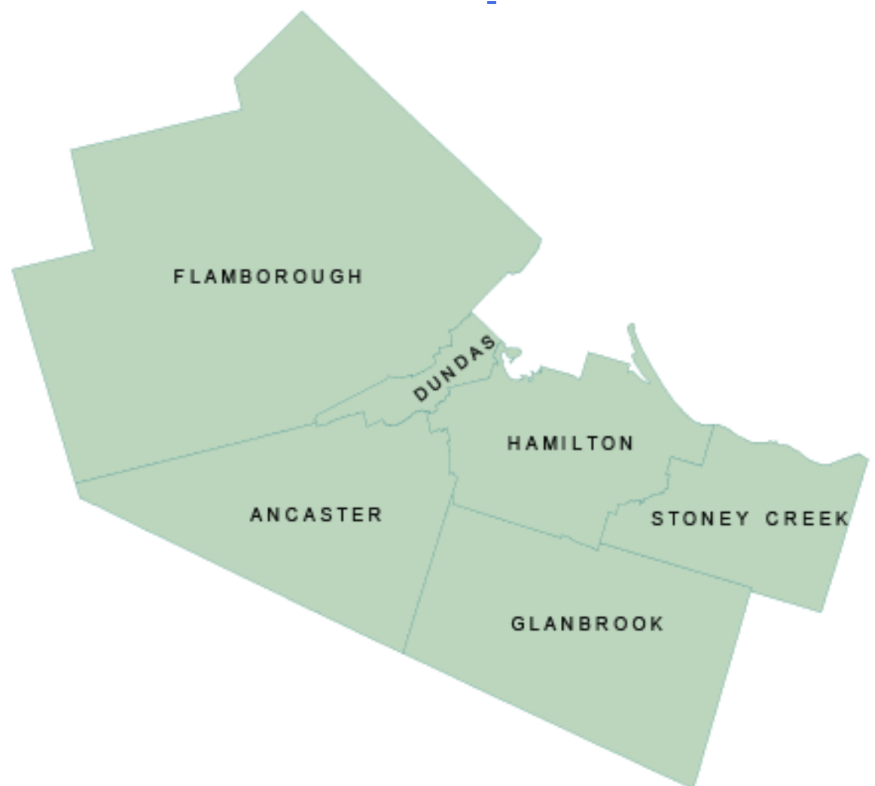
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	Italian La...	Arabic La...	Spanish ...	Cantones...	Japanese...	Grand total
Business, finance and administration occu...	108		3		6		117
Health occupations	111		1				113
Management occupations	15			1			16
Natural and applied sciences and related o...	9						9
Occupations in education, law and social, ...	82	4	2	2			93
Sales and service occupations	70	21	1	4		6	108
Trades, transport and equipment operator...	11		1				14
<b>Grand total</b>	<b>406</b>	<b>25</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>6</b>	<b>470</b>

## MULTILINGUAL JOB POSTINGS BY COMMUNITY

What language skills are sought by community?

COMMUNITY	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Hamilton	835	14.0	15
2. Stoney Creek	36	18.5	22
3. Dundas	19	20.6	22
4. Ancaster	10	16.0	15
5. Flamborough	5	23.7	22
<b>Grand total</b>	<b>905</b>	<b>14.4</b>	<b>15</b>



## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Financial auditors and accountants	43
2. Other customer and information services re...	32
3. Other instructors	31
4. Registered nurses and registered psychiatri...	24
5. Cooks	19
6. Social and community service workers	18
7. Nurse aides, orderlies and patient service a...	16
8. Receptionists	15
9. Home support workers, housekeepers and r...	13
10. Licensed practical nurses	13
11. General office support workers	11
12. Food and beverage servers	9
13. Retail salespersons	9
14. Retail and wholesale trade managers	8
15. Other technical occupations in therapy and ...	8
16. Audiologists and speech-language pathologi...	8
17. Social workers	8
18. Other financial officers	8
19. Lawyers and Quebec notaries	7
20. Other medical technologists and technician...	7
21. Allied primary health practitioners	7
22. Administrative assistants	7
23. Technical sales specialists - wholesale trade	6
24. Cashiers	6
25. Human resources and recruitment officers	6
26. Chefs	5
27. Accounting and related clerks	5
28. Administrative officers	5
29. Food counter attendants, kitchen helpers an...	5
30. Psychologists	4
31. Occupational therapists	4
32. Medical sonographers	4

1 - 87 / 87 < >

## MULTILINGUAL HIRING EMPLOYERS

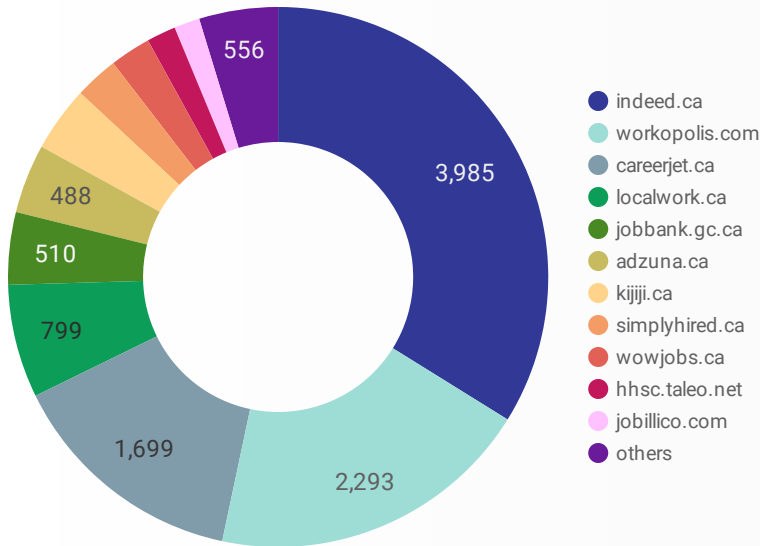
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Hamilton Health Sciences	220
2. Hamilton Health Sciences Corporation	89
3. Intuit	75
4. Varsity Tutors	30
5. YWCA Hamilton	22
6. Centre de Sante Communautaire	17
7. VON Canada	11
8. Farm Boy	11
9. Bell	10
10. Farm Boy Inc.	10
11. Alorica	9
12. The Salvation Army	9
13. Good Shepherd Centres	7
14. Victorian Order of Nurses	6
15. Centre de Sant Communautaire Hamilton/Niagara	6
16. Scotiabank	6
17. CBI Health	5
18. La Source	5
19. Centre de Sant Communautaire	5
20. Catholic Children's Aid Society of Hamilton	5
21. Worksite Safety	4
22. AIM Recycling	4
23. Good Shepherd	4
24. McMaster University	4
25. Purplebricks	4
26. Industria Pizzeria + Bar	4
27. NFP Corp	4
28. Laura Canada	4
29. Radwell International	4
30. Hamilton-Wentworth District School Board	4

1 - 50 / 247 < >

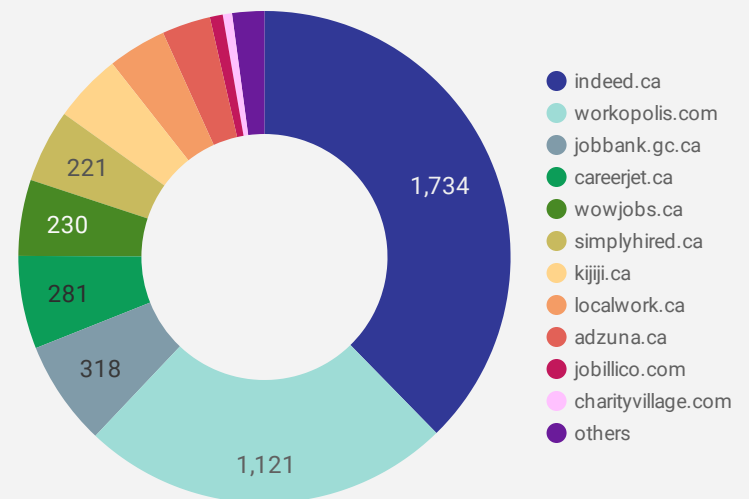
## JOB POSTINGS BY JOB BOARD

What share of unique job postings appear on each job board?



## COMPANIES BY JOB BOARD

What share of unique job postings appear on each job board?



## JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	3,985	21.9	22	1,734
2.	workopolis.com	2,293	15.0	15	1,121
3.	careerjet.ca	1,699	13.8	9	281
4.	localwork.ca	799	10.0	5	177
5.	jobbank.gc.ca	510	17.7	16	318
6.	adzuna.ca	488	15.0	15	147
7.	kijiji.ca	461	15.0	15	208
8.	simplyhired.ca	308	15.3	15	221
9.	wowjobs.ca	289	16.0	16	230
10.	hhsc.taleo.net	205	8.4	8	1
11.	jobillico.com	181	14.8	10	39
12.	careerbuilder.ca	148	11.9	3	24
13.	careerarc.com	128	20.3	17	17
14.	network.applytoeducation.com	56	13.3	5	3
15.	charityvillage.com	47	15.0	15	28
16.	careersinfood.com	39	41.9	33	3
17.	hreapp.hamilton.ca	39	11.2	7	1