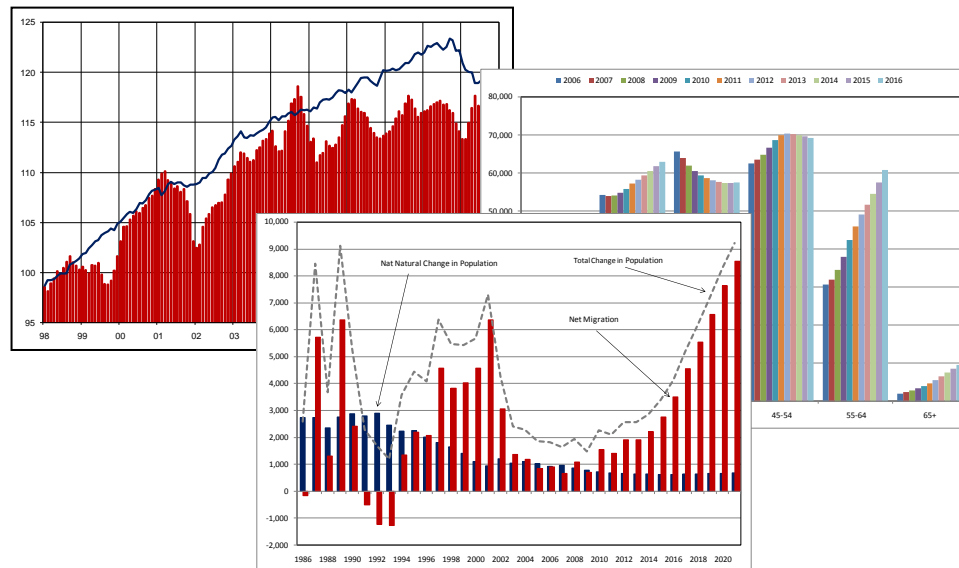


# CHARTING HAMILTON'S LABOUR MARKET: PAST, PRESENT AND FUTURE



January 21, 2010

# City of Hamilton Employed by Place of Work in 2006

## Economic Base and Community Base Jobs by Industry

	Employed by POW		EPOW per 1,000			Hamilton	
	Hamilton	Ontario	Hamilton	Ontario	Index	Economic Base	Comm'ty Base
Total Population (Postcensal)	523,774	12,665,346					
Total Employment (Census)	197,180	5,570,855	376	440		45,245	151,935
Agriculture, Fishing	2,955	95,690	6	8	75	2,955	0
Forestry, Logging	55	4,135	0	0	32	55	0
Mining	185	21,490	0	2	21	185	0
Total manufacturing	32,890	826,430	63	65	96	32,890	0
Professional Services	8,970	416,400	17	33	52	0	8,970
Utilities	935	43,900	2	3	52	0	935
Construction	6,800	176,115	13	14	93	0	6,800
Wholesale Trade	7,645	273,795	15	22	68	0	7,645
Retail Trade	23,885	656,575	46	52	88	0	23,885
Transportation, Warehousing	7,610	225,505	15	18	82	0	7,610
Information, Culture	3,450	152,225	7	12	55	0	3,450
Finance, Insurance	10,265	415,370	20	33	60	0	10,265
Other Business Services	6,815	227,470	13	18	72	0	6,815
Education	18,895	388,370	36	31	118	2,834	16,061
Health, Social Assistance	29,620	563,260	57	44	127	6,326	23,294
Arts, Entertainment, Recreation	3,685	117,075	7	9	76	0	3,685
Accommodation	13,340	367,640	25	29	88	0	13,340
Other Services	10,375	265,735	20	21	94	0	10,375
Public Administration	8,805	333,675	17	26	64	0	8,805

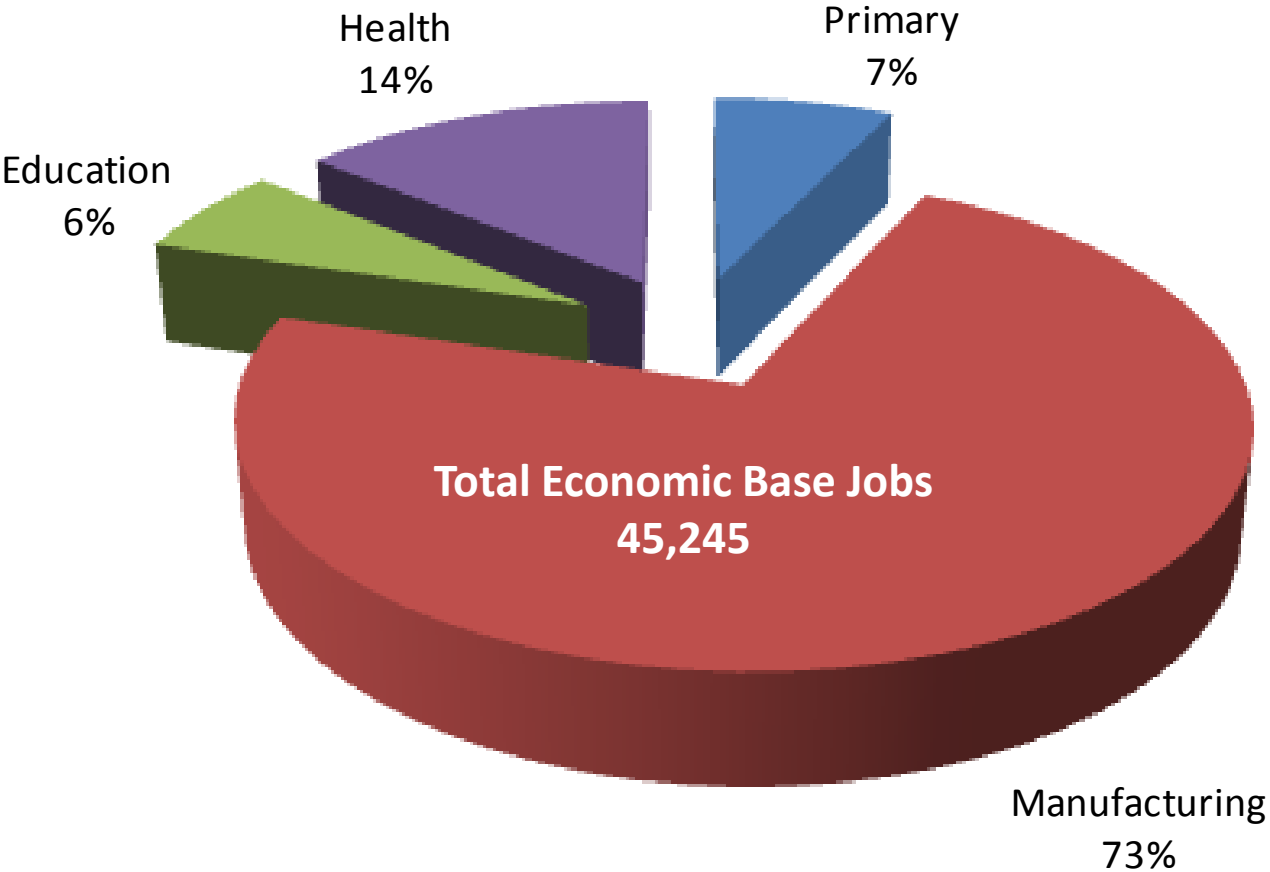
# City of Hamilton Employed by Place of Work in 2006

## Manufacturing by Industry

	Hamilton		Ontario	
	Number	% Share	Number	% Share
Total manufacturing	32,890	100.0	826,430	100.0
Food	3,640	11.1	89,445	10.8
Textiles, Clothing, Leather	1,140	3.5	31,480	3.8
Wood	465	1.4	27,465	3.3
Paper	355	1.1	26,855	3.2
Printing	585	1.8	36,950	4.5
Petroleum, Coal	85	0.3	3,935	0.5
Chemical	540	1.6	41,895	5.1
Plastics, Rubber	625	1.9	61,880	7.5
Non-metallic Minerals	770	2.3	21,030	2.5
Primary Metals	11,760	35.8	39,360	4.8
Fabricated Metals	4,690	14.3	83,355	10.1
Machinery	2,350	7.1	61,490	7.4
Computers	325	1.0	46,720	5.7
Electrical products	560	1.7	22,990	2.8
Transportation Equipment	3,470	10.6	164,995	20.0
Furniture	675	2.1	38,100	4.6
Miscellaneous	855	2.6	28,485	3.4

# City of Hamilton Employed by Place of Work in 2006

## Economic Base Jobs by Industry



# **City of Hamilton Economic Development Strategy**

## ***Business Development Component***

- **Business Attraction**
- **Business Retention and Expansion**
- **A Focus on Key Industry Groups or Clusters**

## ***Key Industry Groups or Clusters***

- **Advanced Manufacturing**
- **Agriculture, Agra-Food and Agra-Based Products**
- **Biosciences**
- **Clean-Tech (Business and the Environment)**
- **Creative Industries**
- **Goods Movement**

# City of Hamilton

## Employed by Place of Work and Residence in 2006

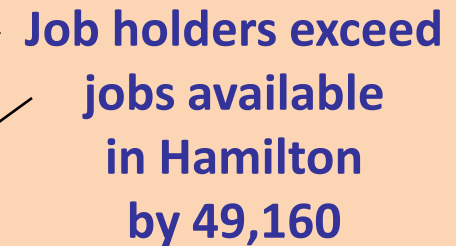
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Employed by place of residence 246,340

At home 13,600  
Outside Canada 895  
No fixed workplace 24,395  
In City of Hamilton 145,485  
In another county or region 61,610  
In another province 360

Employed by place of work 197,180

Hamilton residents working at home 13,600  
Hamilton residents working in City of Hamilton 145,485  
Not held by Hamilton residents 38,095



**Job holders exceed  
jobs available  
in Hamilton  
by 49,160**

# City of Hamilton

## Employed by Place of Work and Residence in 2006

---

Employed by place of residence 246,340

At home	13,600
Outside Canada	895
No fixed workplace	24,395
In City of Hamilton	145,485
In another county or region	61,610
In another province	360

Employed by place of work 197,180

Hamilton residents working at home	13,600
Hamilton residents working in City of Hamilton	145,485
Not held by Hamilton residents	38,095

Peel-Halton	41,410
Toronto	6,925
Waterloo-Wellington-Dufferin	4,395
Niagara	3,340
Grand Erie	3,520
York-South Simcoe	670
Elgin-Middlesex-Oxford	330
Ottawa-Carleton	175
Other Board Areas	845

# City of Hamilton

## Employed by Place of Work and Residence in 2006

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Employed by place of residence	246,340
At home	13,600
Outside Canada	895
No fixed workplace	24,395
In City of Hamilton	145,485
In another county or region	61,610
In another province	360

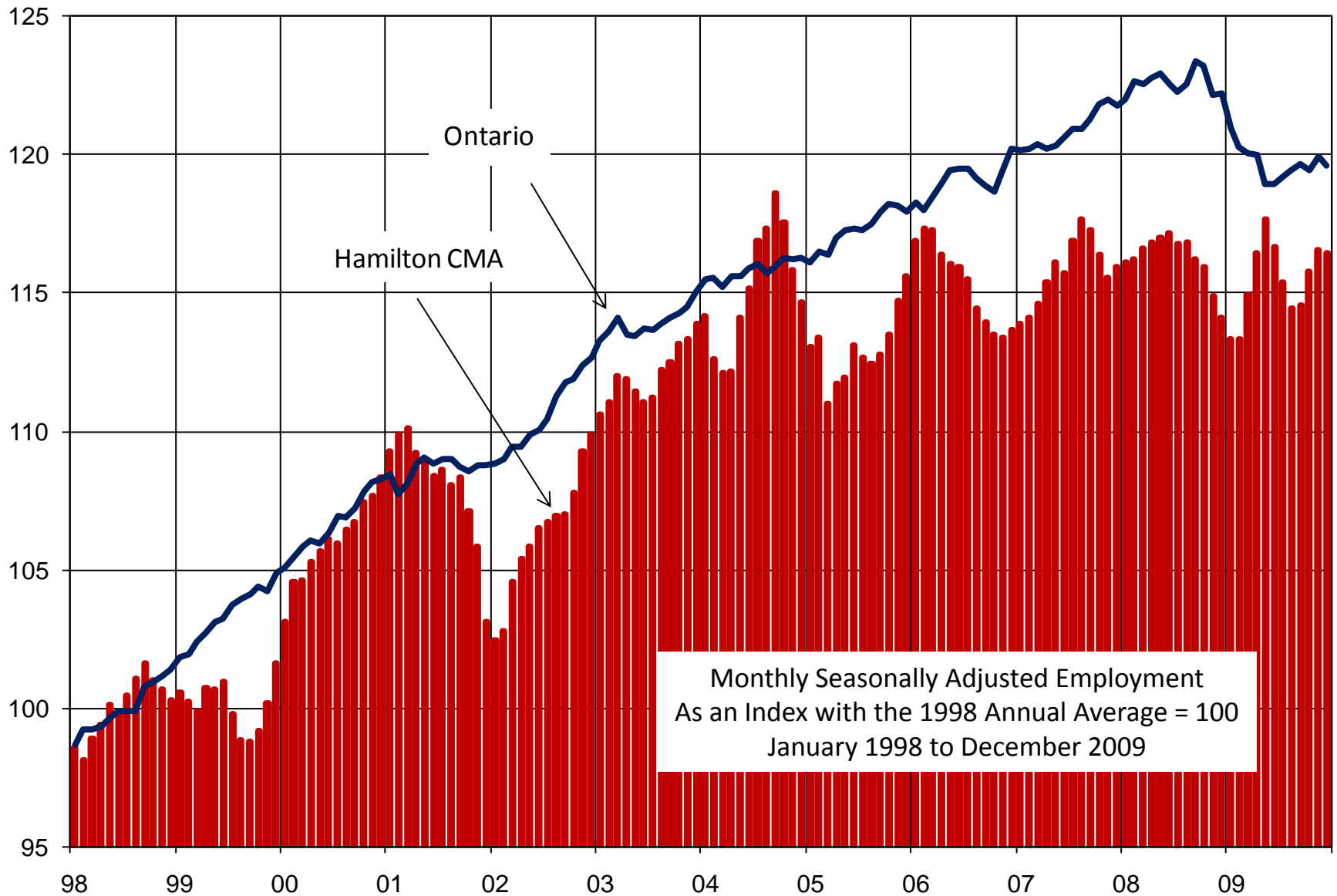
Employed by place of work	197,180
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Hamilton residents working at home	13,600
Hamilton residents working in City of Hamilton	145,485
Not held by Hamilton residents	38,095

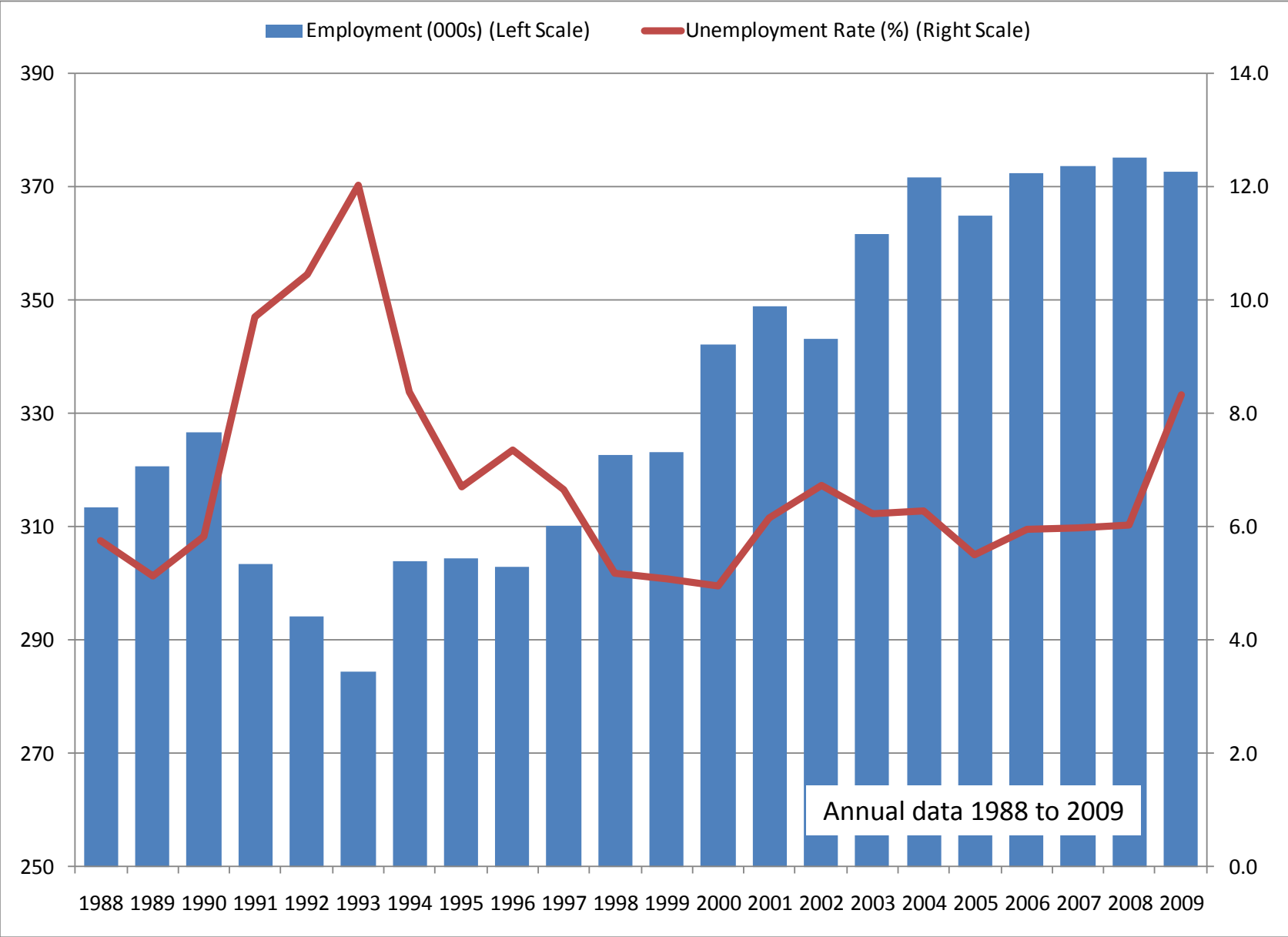
}	Peel-Halton	12,080
}	Niagara	10,740
}	Grand Erie	10,025
}	Waterloo-Wellington-Dufferin	1,975
}	Toronto	1,220
}	Other Board Areas	2,055



# Employment in Ontario and the Hamilton CMA



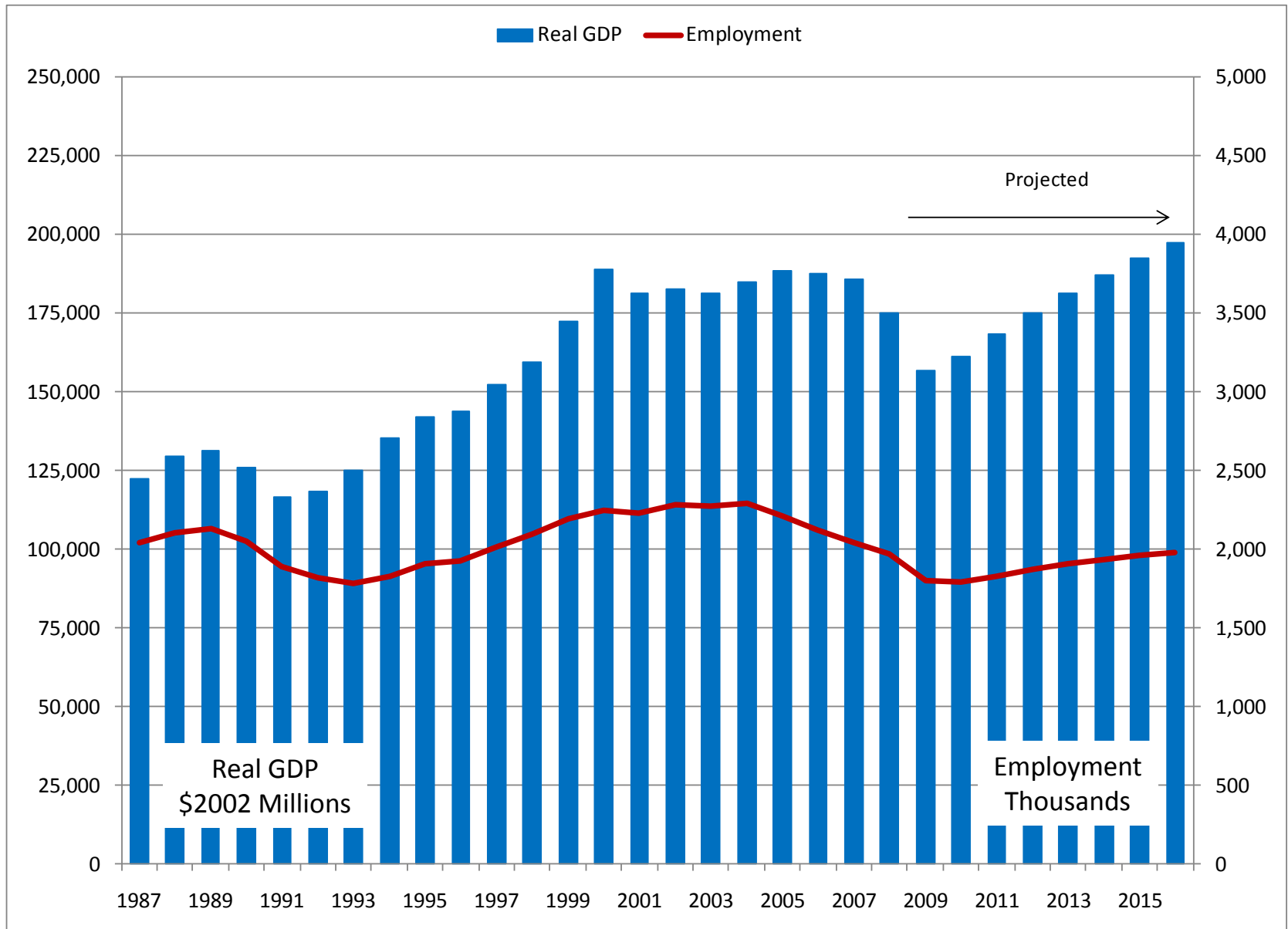
# Hamilton CMA Employment and Unemployment Rate



## Hamilton CMA Employed by Industry 1987 to 2008

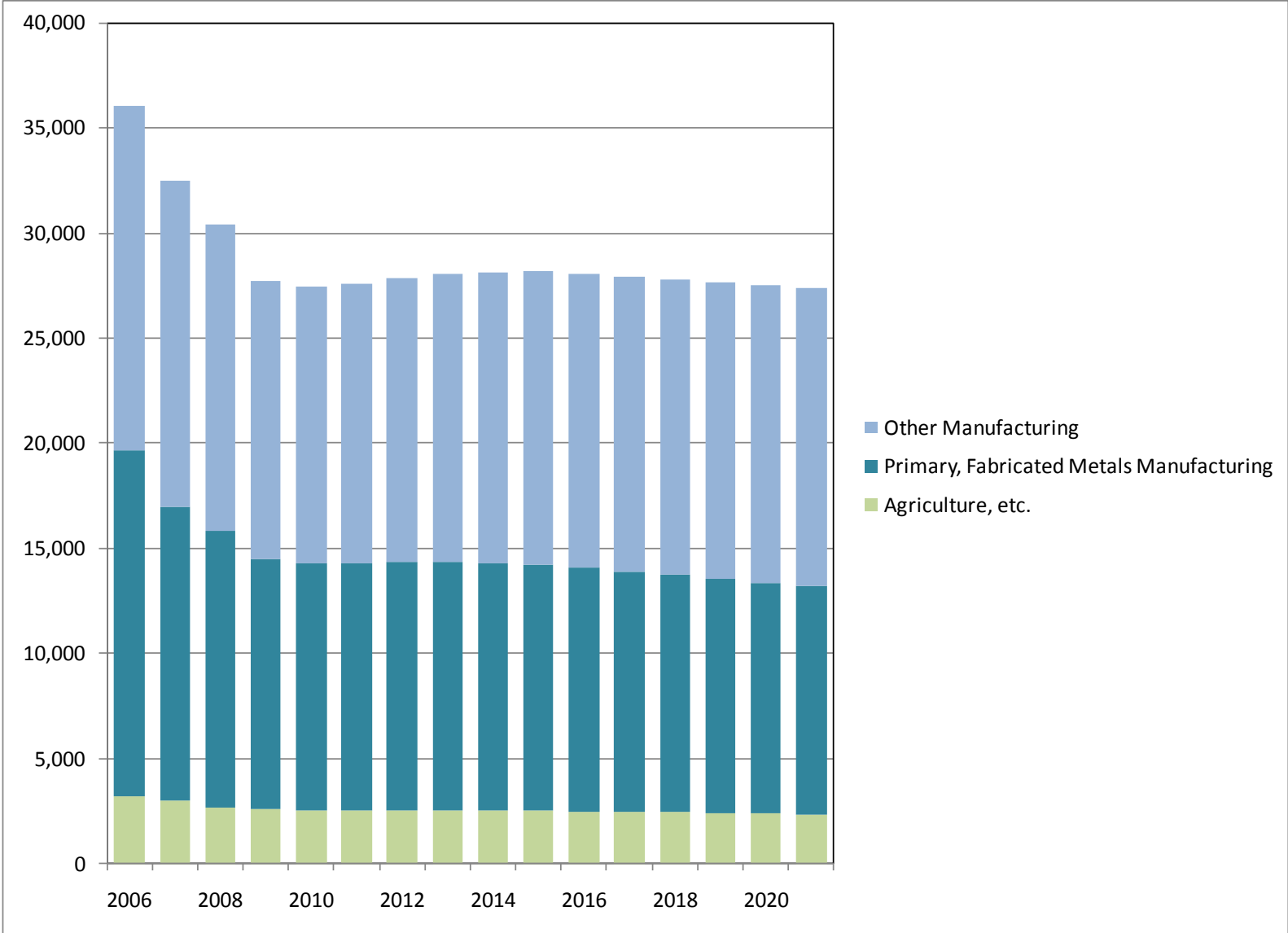
	1987	2008	Change		1987	2008	Change
<b>Total all industries</b>	<b>305,200</b>	<b>374,400</b>	<b>69,200</b>	<b>Total manufacturing</b>	<b>80,000</b>	<b>53,800</b>	<b>-26,200</b>
Agriculture, Other Primary	4,500	4,300	-200	Primary Metals	28,400	10,000	-18,400
Utilities	2,500	2,100	-400	Fabricated Metals	9,300	6,100	-3,200
Construction	16,000	27,400	11,400	Food	5,200	6,100	900
Manufacturing	80,000	53,800	-26,200	Transportation Equipment	7,000	9,600	2,600
Wholesale Trade	10,400	16,300	5,900	Machinery	4,700	4,200	-500
Retail Trade	41,400	42,800	1,400	Electric Equipment, Appliances	4,200	2,000	-2,200
Transportation and Warehousing	8,100	17,100	9,000	Non-Mettallic Minerals	3,300	2,100	-1,200
Information and Cultural Industries	5,900	8,700	2,800	Plastics and Rubber	2,800	1,700	-1,100
Finance and Insurance	12,200	17,200	5,000	Computers and Electronics	1,600	3,800	2,200
Real Estate Rental and Leasing	6,700	6,900	200	All Other Manufacturing	13,500	8,200	-5,300
Professional, Scientific, Technical Services	8,100	22,100	14,000				
Administrative and Support	10,400	17,500	7,100				
Educational Services	20,100	30,800	10,700				
Health Care and Social Assistance	29,200	48,200	19,000				
Arts Entertainment and Recreation	5,200	7,200	2,000				
Accommodation Services	15,000	22,100	7,100				
Other Services	15,700	16,700	1,000				
Public Administration	13,800	13,200	-600				

# Canadian Manufacturing Output and Employment 1986 to 2016

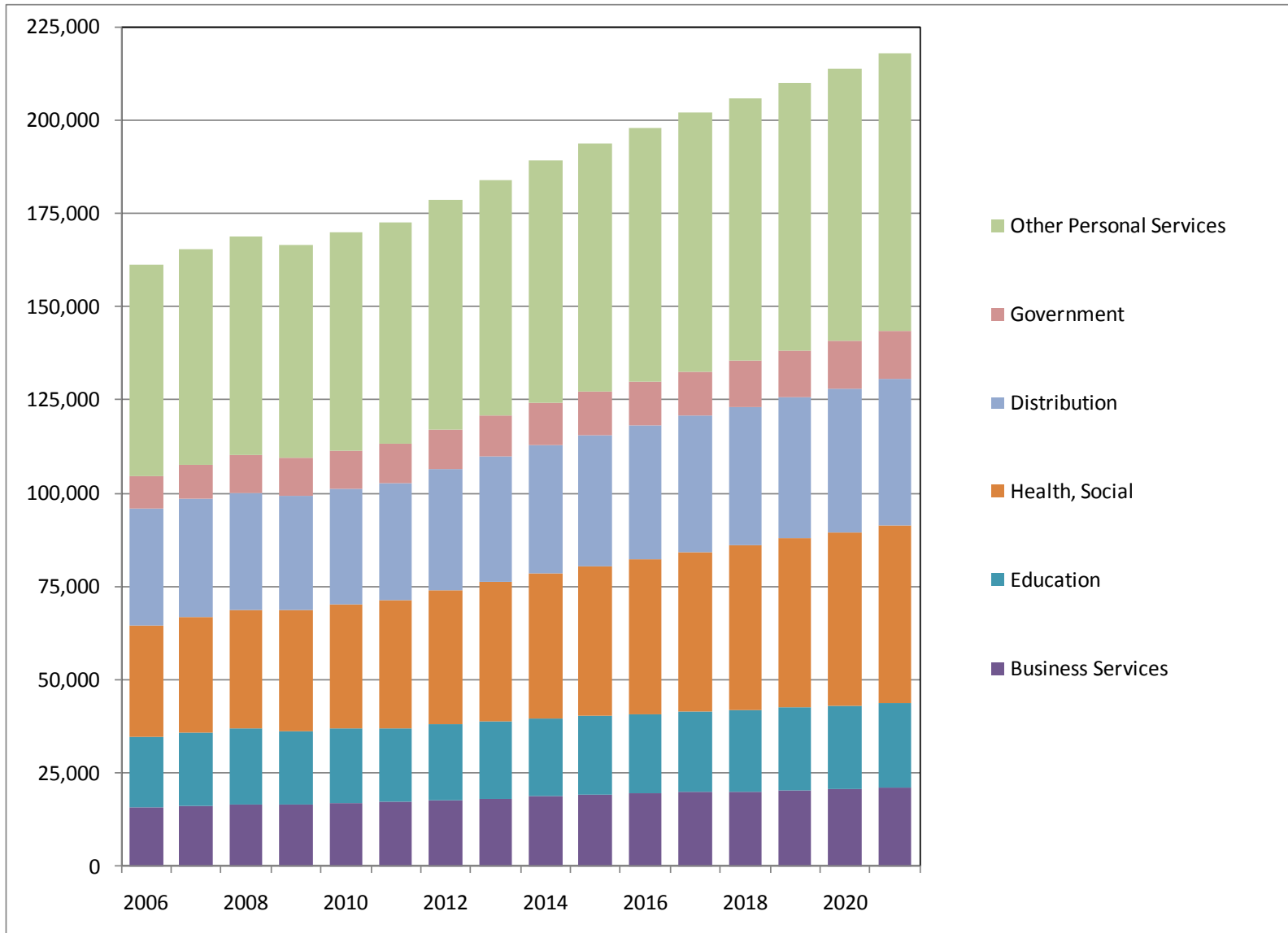


# City of Hamilton Employed by Place of Work

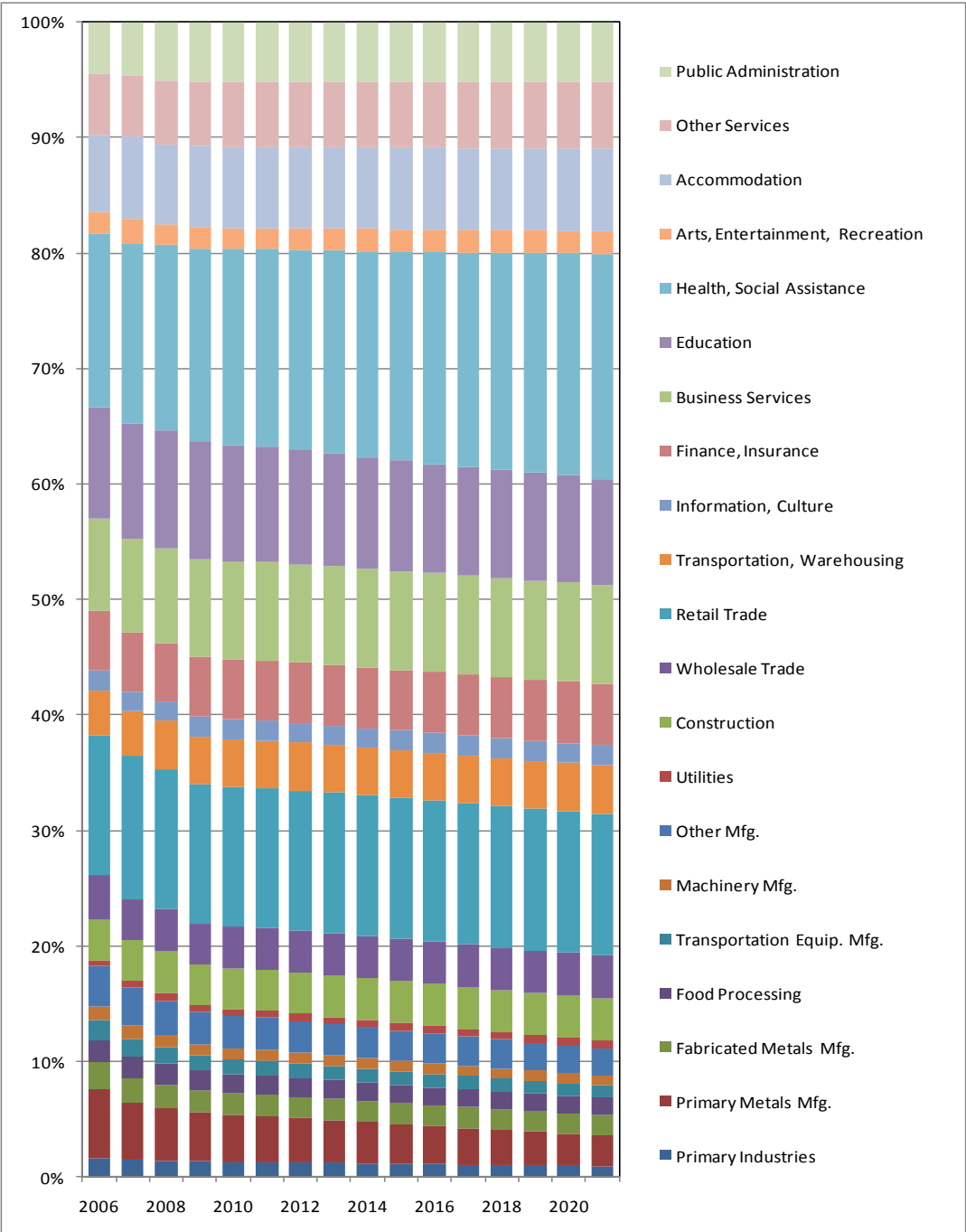
## Agriculture and Manufacturing Employment 2006 to 2021



# City of Hamilton Employed by Place of Work All Other Industries 2006 to 2021



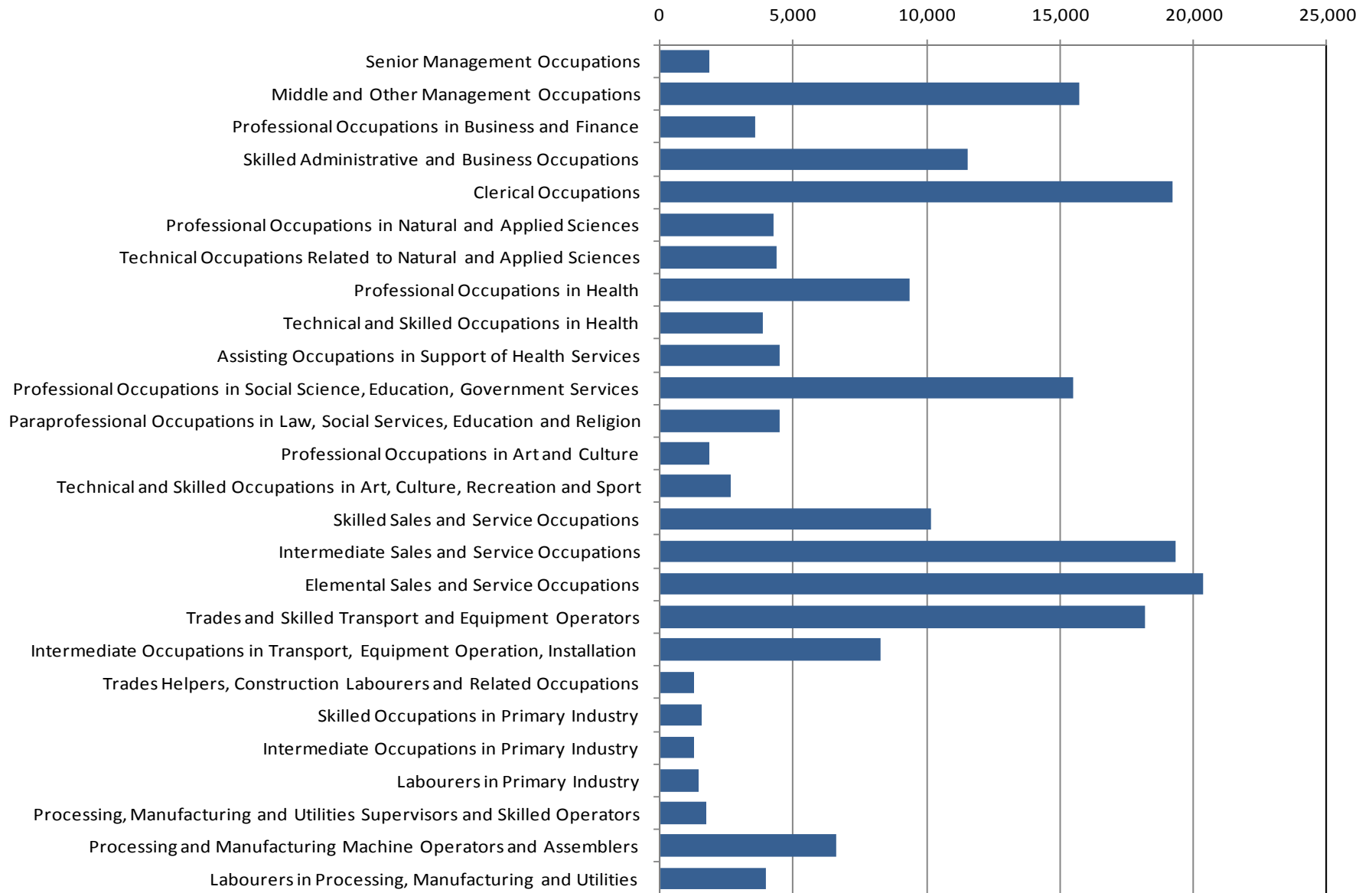
# City of Hamilton Employed by Place of Work by Industry 2006 to 2021



# Hamilton CMA Employed by Occupation 1987 to 2008

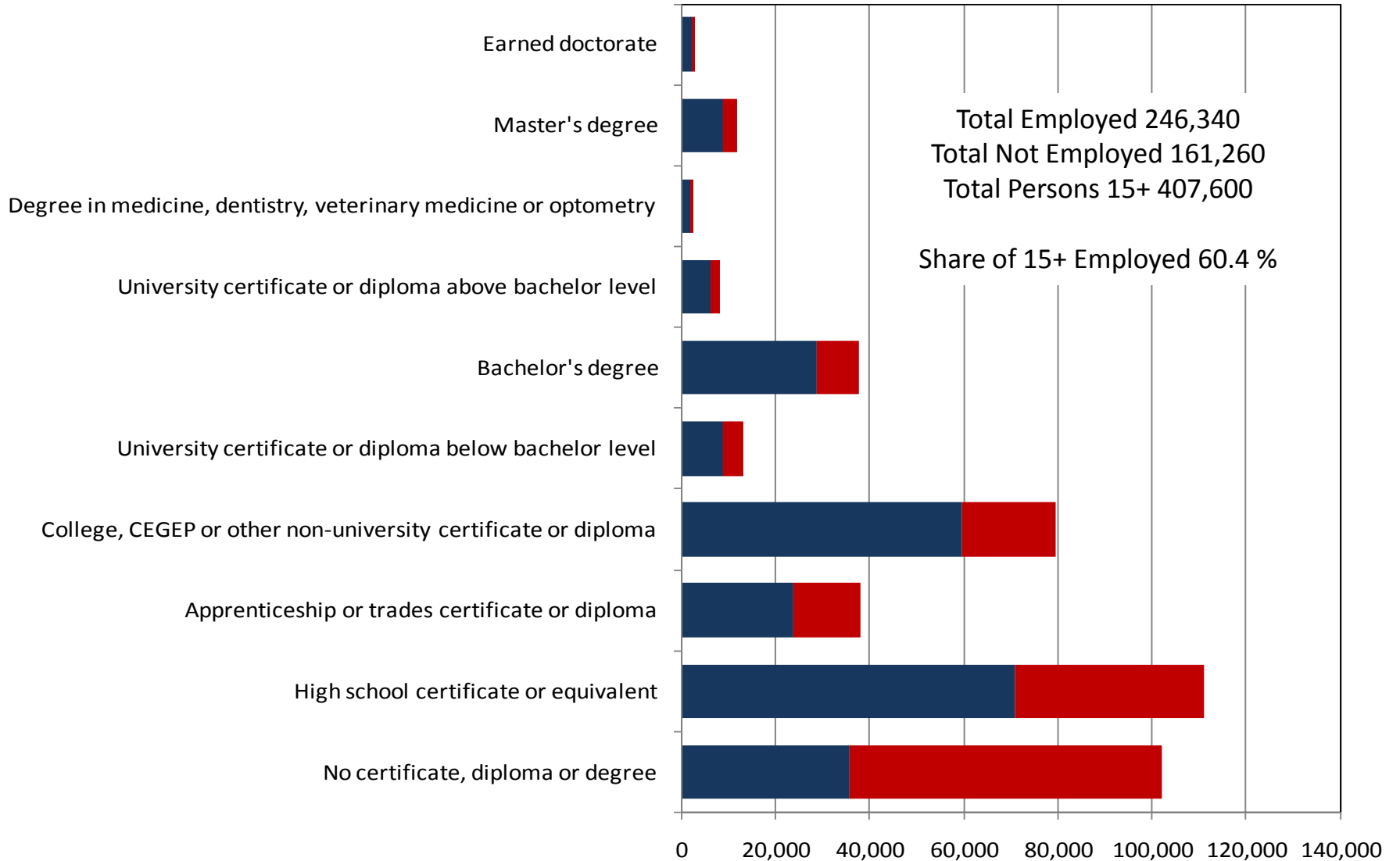
	1987	2008	Rank 2008	Chg 87-08	Rank Chg 87-08	% Chg	Rank %
Total all occupations	305.3	374.4	---	69.1	---	22.6	---
Management occupations	24.9	37.6	1	12.7	1	51.0	7
Professional occupations in business and finance	4.1	8.3	17	4.2	10	102.4	2
Financial, secretarial and administrative occupations	17.6	18.5	8	0.9	16	5.1	16
Clerical occupations, including supervisors	32.0	36.3	2	4.3	9	13.4	13
Natural and applied sciences and related occupations	15.3	19.6	6	4.3	8	28.1	11
Professional occupations in health, nurse supervisors and registered nurses	10.5	11.8	15	1.3	13	12.4	14
Technical, assisting and related occupations in health	7.1	14.9	11	7.8	5	109.9	1
Occupations in social science, government service and religion	8.1	16.0	10	7.9	4	97.5	3
Teachers and professors	9.5	18.7	7	9.2	3	96.8	4
Occupations in art, culture, recreation and sport	6.0	10.5	16	4.5	7	75.0	5
Wholesale, technical, insurance, real estate sales specialists; retail, wholesale buyers	9.6	13.1	13	3.5	11	36.5	10
Retail salespersons, sales clerks, cashiers, including retail trade supervisors	21.1	23.1	5	2.0	12	9.5	15
Chefs and cooks, and occupations in food and beverage service, including supervisors	7.1	12.1	14	5.0	6	70.4	6
Occupation in protective services	6.6	6.6	19	0.0	18	0.0	18
Childcare and home support workers	2.9	4.0	24	1.1	14	37.9	8
Sales and service occupations not elsewhere classified (travel, sport, supervisors)	25.0	34.4	3	9.4	2	37.6	9
Contractors and supervisors in trades and transportation	5.0	5.9	22	0.9	15	18.0	12
Construction trades	7.2	7.2	18	0.0	18	0.0	18
Other trades occupations	25.6	26.2	4	0.6	17	2.3	17
Transport and equipment operators	15.9	13.8	12	-2.1	23	-13.2	22
Trades helpers, construction, and transportation labourers and related occupations	7.0	6.4	20	-0.6	20	-8.6	20
Occupations unique to primary industry	6.9	6.0	21	-0.9	21	-13.0	21
Machine operators and assemblers in manufacturing, including supervisors	24.3	18.4	9	-5.9	24	-24.3	24
Labourer in processing, manufacturing and utilities	6.0	5.0	23	-1.0	22	-16.7	23

# City of Hamilton Jobs by Occupation in 2006

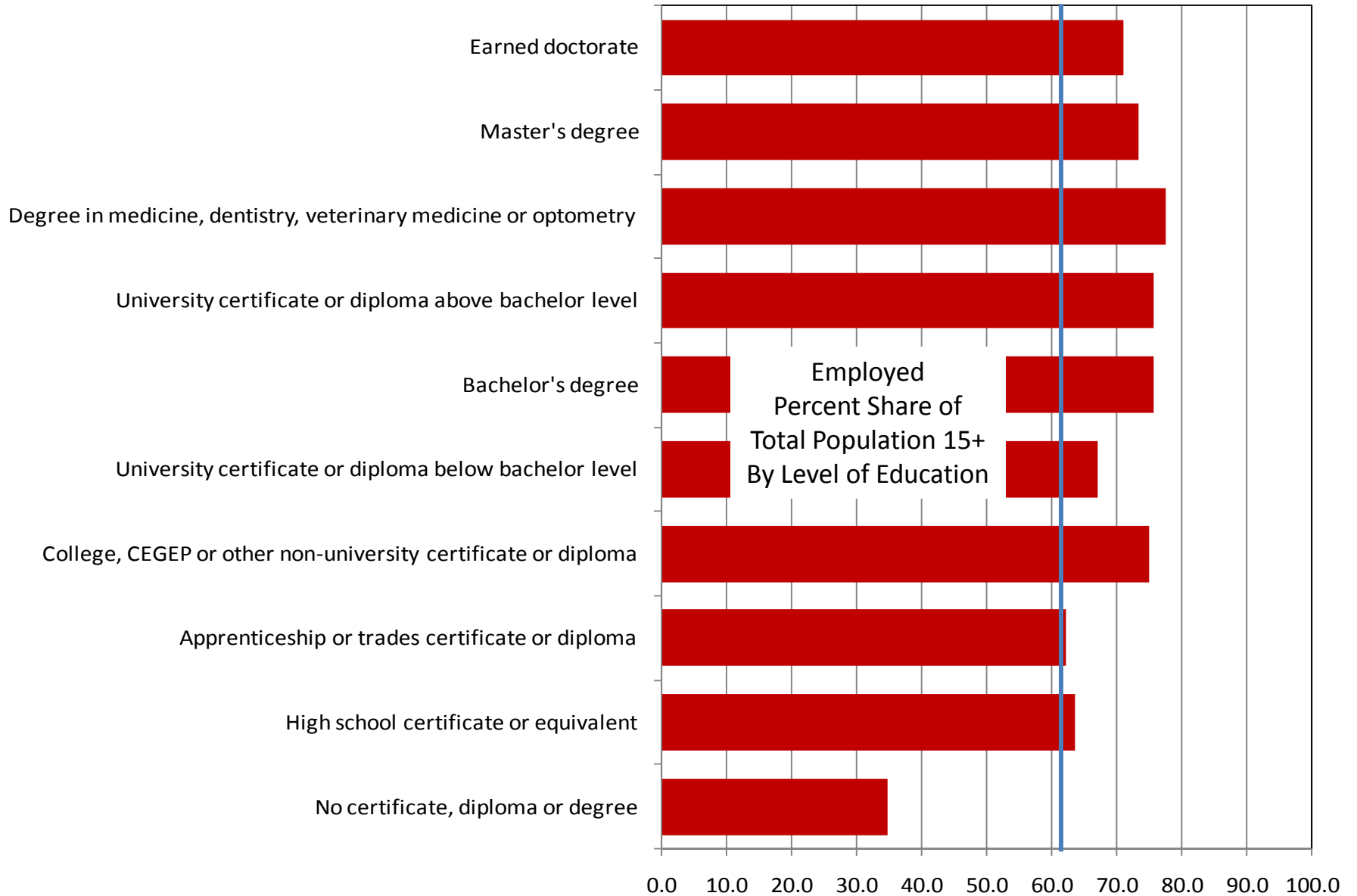


# City of Hamilton Population 15 and Over by Level of Education

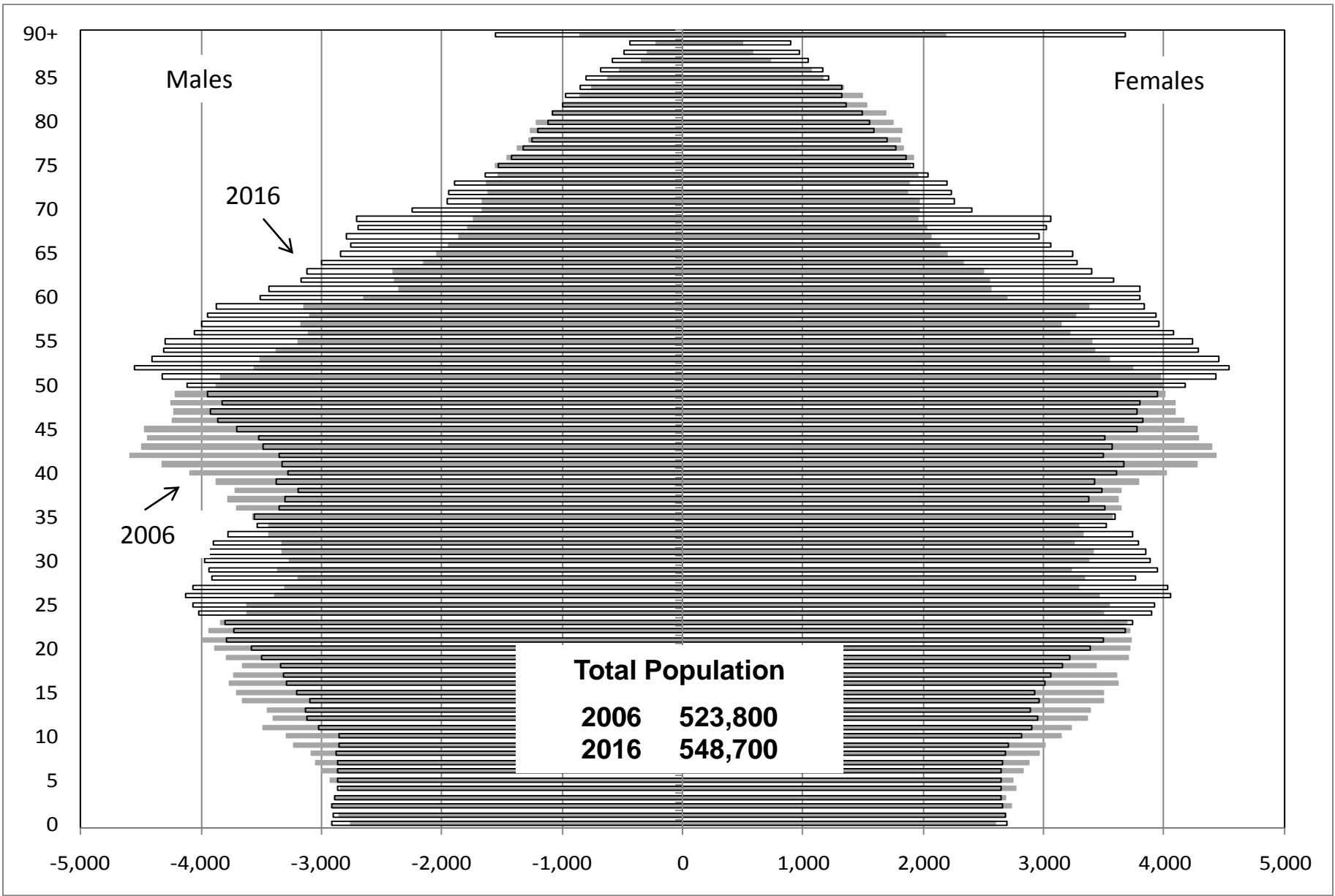
■ Employed ■ Not Employed



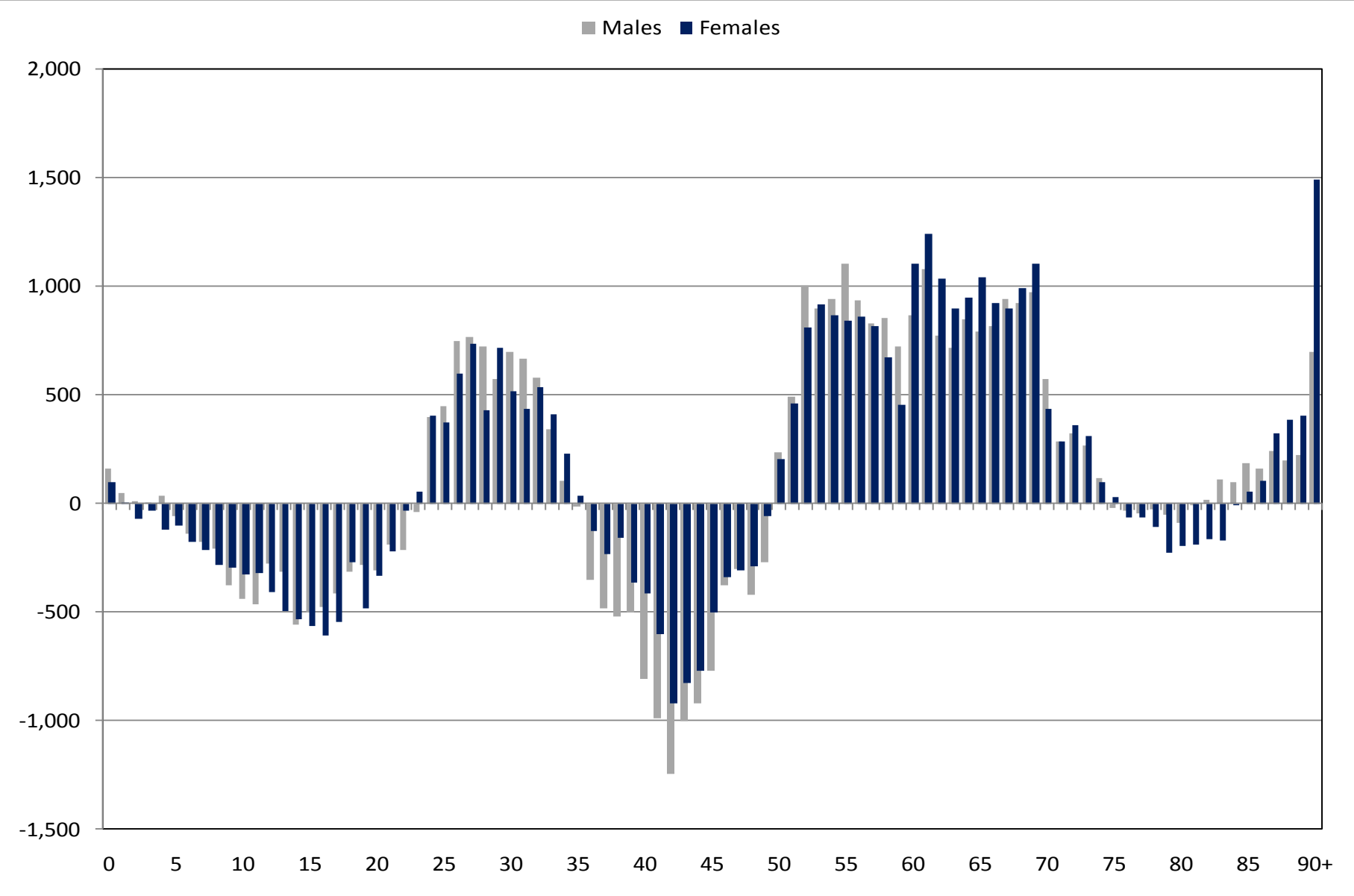
# City of Hamilton Employed by Level of Education



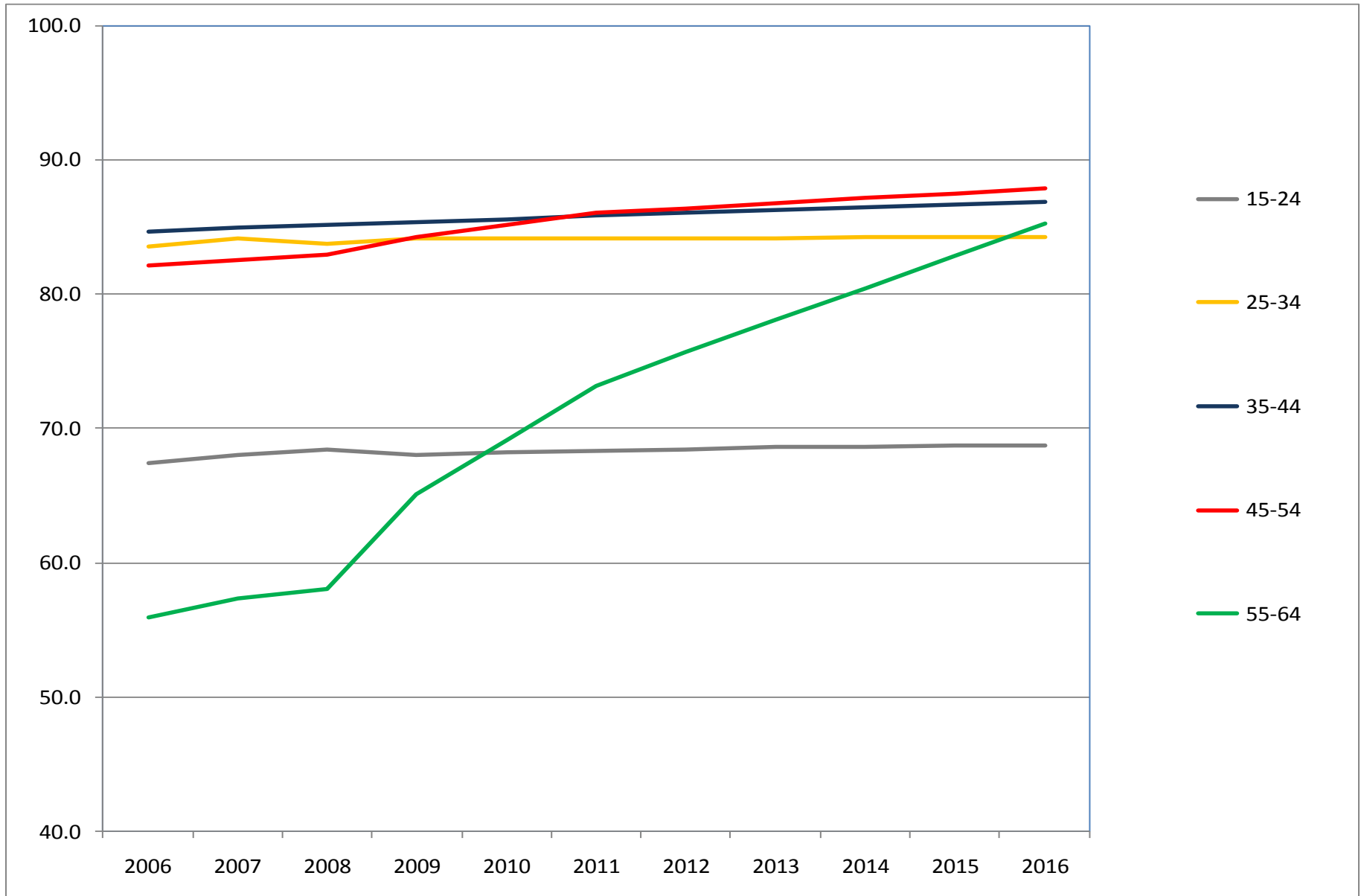
# City of Hamilton Population by Age and Sex 2006 and 2016



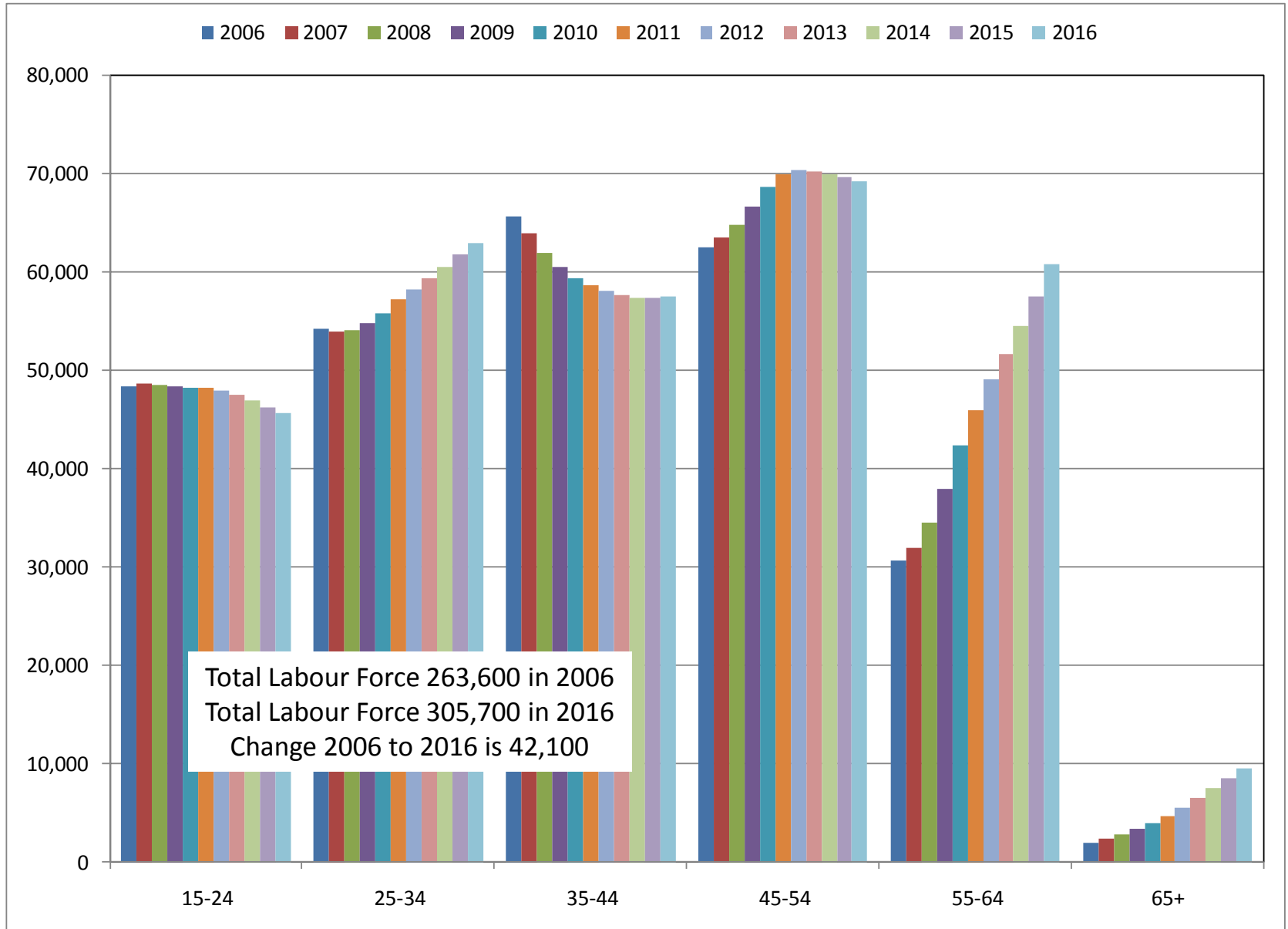
# City of Hamilton Population Change by Age and Sex 2006 to 2016



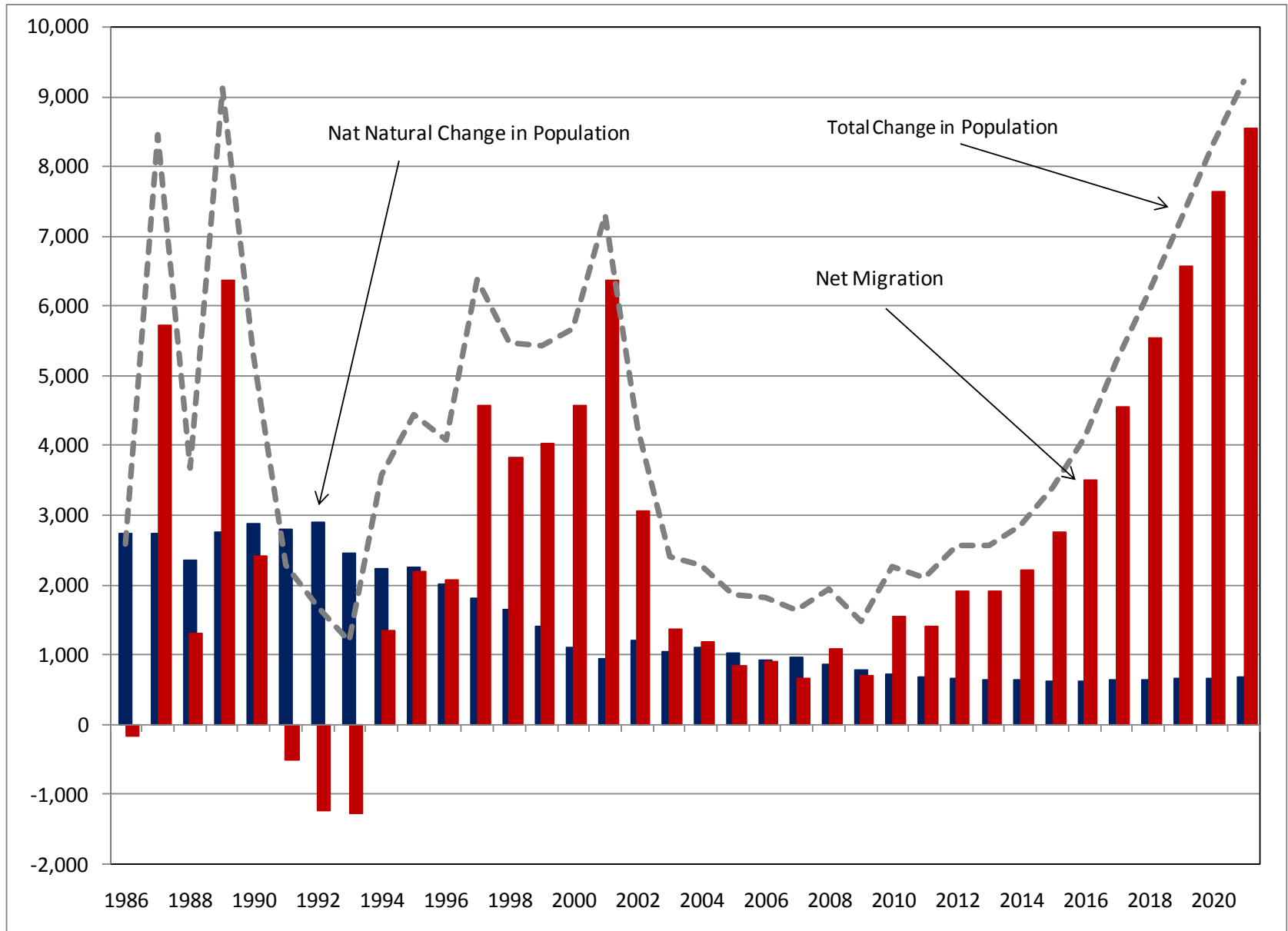
# City of Hamilton Participation Rates by Age Group 2006 to 2016



# City of Hamilton Labour Force by Age Group 2006 to 2016



# City of Hamilton Sources of Population Growth 1986 to 2021



# City of Hamilton and Ontario Populations Immigrants and Visible Minorities As a Percent Share of the Total Population in 2006

	Hamilton	Ontario
<b>Immigrants</b>	<b>25.4</b>	<b>28.3</b>
<b>Visible minority population</b>	<b>13.6</b>	<b>22.8</b>
Chinese	1.9	4.8
South Asian	3.0	6.6
Black	2.8	3.9
Filipino	0.8	1.7
Latin American	1.1	1.2
Southeast Asian	1.2	0.9
Arab	1.1	0.9
West Asian	0.7	0.8
Korean	0.3	0.6
Japanese	0.2	0.2
Visible minority n.i.e.	0.2	0.5
Multiple visible minority	0.4	0.6

# City of Hamilton Employed by Place of Work by Major Occupation

## Actual 2006, Net New Required 2006 to 2016

	Total		Potential		Total		Required	
	2006	Rank	Net New 06-16	Retirees 06-16	06-16	Rank	as % of 2006 Base	Rank
Total all occupations	197,140		28,998	21,374	50,372		26	
Senior Management Occupations	1,870	20	266	467	733	17	39	5
Middle and Other Management Occupations	15,725	5	2,261	1,831	4,092	6	26	16
Professional Occupations in Business and Finance	3,560	18	671	427	1,098	14	31	7
Skilled Administrative and Business Occupations	11,545	7	2,372	1,661	4,033	7	35	6
Clerical Occupations	19,205	3	3,287	2,008	5,294	2	28	12
Professional Occupations in Natural and Applied Sciences	4,245	15	407	414	821	15	19	19
Technical Occupations Related to Natural and Applied Sciences	4,350	14	358	434	792	16	18	20
Professional Occupations in Health	9,370	9	3,637	1,131	4,767	4	51	1
Technical and Skilled Occupations in Health	3,865	17	1,341	243	1,584	12	41	3
Assisting Occupations in Support of Health Services	4,485	12	1,627	354	1,980	10	44	2
Professional Occupations in Social Science, Education, Government Services and Religion	15,485	6	2,804	1,851	4,655	5	30	8
Paraprofessional Occupations in Law, Social Services, Education and Religion	4,485	12	1,568	257	1,824	11	41	4
Professional Occupations in Art and Culture	1,850	21	296	240	536	19	29	10
Technical and Skilled Occupations in Art, Culture, Recreation and Sport	2,675	19	455	207	662	18	25	17
Skilled Sales and Service Occupations	10,210	8	2,048	987	3,036	8	30	9
Intermediate Sales and Service Occupations	19,350	2	3,329	1,824	5,154	3	27	13
Elemental Sales and Service Occupations	20,340	1	3,803	1,921	5,724	1	28	11
Trades and Skilled Transport and Equipment Operators	18,220	4	-546	2,081	1,535	13	8	22
Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance	8,250	10	989	1,187	2,176	9	26	15
Trades Helpers, Construction Labourers and Related Occupations	1,325	25	210	87	297	21	22	18
Skilled Occupations in Primary Industry	1,575	23	-187	394	206	22	13	21
Intermediate Occupations in Primary Industry	1,315	26	-244	117	-127	23	-10	25
Labourers in Primary Industry	1,445	24	251	130	381	20	26	14
Processing, Manufacturing and Utilities Supervisors and Skilled Operators	1,775	22	-428	200	-228	24	-13	26
Processing and Manufacturing Machine Operators and Assemblers	6,625	11	-1,009	594	-416	26	-6	24
Labourers in Processing, Manufacturing and Utilities	3,995	16	-568	330	-238	25	-6	23

**Top Five Groups Above Account for 25,600 of 50,400 Total Required**  
**Top Ten Groups Above Account for 40,900 of 50,400 Total Required**

# City of Hamilton Employed by Place of Work by Occupation

## Top 25 Occupations in 2006

### Actual 2006, Projected 2011 and 2016

	Number 2006	Rankings					Requirements				
		Number 2006	Net New Positions 06-11	Net New Positions 06-16	Potential Retirees 06-16	Total Required 06-16	Net New Positions 06-11	Net New Positions 06-16	Potential Retirees 06-16	Total Required 06-16	Percent of 2006 Base
All occupations	197,235						3,002	28,983	21,370	50,352	26
Top 25 occupations	77,205						3,545	14,860	7,852	22,712	29
Percent share of total	39.1						118.1	51.3	36.7	45.1	
6421 Retail salespersons and sales clerks	9,605	1	29	2	1	2	86	1,398	1,052	2,450	26
3152 Registered nurses	5,575	2	1	1	2	1	855	2,194	620	2,814	50
6641 Food counter attendants, kitchen helpers and related occupations	5,290	3	3	3	11	4	346	1,176	268	1,444	27
6611 Cashiers	4,570	4	23	5	17	8	108	759	231	991	22
621 Retail trade managers	4,455	5	38	7	4	5	70	690	516	1,205	27
4142 Elementary school and kindergarten teachers	3,840	6	5	12	5	7	217	517	489	1,007	26
1411 General office clerks	3,640	7	8	8	8	6	171	686	442	1,129	31
3413 Nurse aides, orderlies and patient service associates	2,905	8	2	4	10	3	449	1,153	302	1,454	50
6663 Janitors, caretakers and building superintendents	2,820	9	45	19	3	10	57	388	549	937	33
1241 Secretaries (except legal and medical)	2,630	10	12	11	7	9	138	527	462	989	38
7411 Truck drivers	2,595	11	101	21	6	13	19	345	482	827	32
6453 Food and beverage servers	2,420	12	13	14	66	19	138	498	84	581	24
4122 Post-secondary teaching and research assistants	2,385	13	11	23	61	29	142	341	101	441	19
1221 Administrative officers	2,340	14	18	16	11	15	124	477	268	745	32
6242 Cooks	2,260	15	14	15	36	16	137	482	154	636	28
4141 Secondary school teachers	2,185	16	19	27	19	25	123	294	208	502	23
7265 Welders and related machine operators	2,165	17	519	516	31	514	-391	-258	164	-94	-4
1414 Receptionists and switchboard operators	2,145	18	7	9	15	11	204	608	261	869	41
6661 Light duty cleaners	2,070	19	10	13	14	14	153	514	265	778	38
7321 Automotive service technicians, truck and bus mechanics, etc.	2,020	20	24	18	23	18	106	396	191	587	29
4214 Early childhood educators and assistants	1,935	21	4	6	56	12	292	753	107	861	44
1453 Customer service, information and related clerks	1,885	22	55	30	50	33	44	291	121	411	22
1431 Accounting and related clerks	1,870	23	69	32	16	23	34	277	248	525	28
7452 Material handlers	1,825	24	504	104	34	54	-106	74	161	235	13
6622 Grocery clerks and store shelf stockers	1,775	25	80	31	56	35	28	279	107	387	22

**Shaded Occupations: Total Required 2006-2016 Exceeds 26 Percent of 2006 Base**

# Hamilton Labour Supply and Demand Study

## *Preliminary Conclusions: Demand Side*

- Jobs in Hamilton's traditional economic base industries are not going to grow
- Education and health are already part of Hamilton's economic base
- Both will grow due to their economic base and community base potential
- The new jobs in all industries will require higher skills than the old jobs
- Expected demand by industry is consistent with the EDS key industries

## *Preliminary Conclusions: Supply Side*

- *Places to Grow* and C4SE foresee strong population growth in Hamilton
- Migration – especially international – will account for most of the growth
- The visible minority share of Hamilton's population will increase
- Most growth 2006-2016 will be among those aged 22-35 and 50-74
- Most labour force growth will among those aged 55-64 and 25-34
- Many residents of Hamilton commute to jobs elsewhere
- Job growth nearby will support population growth in Hamilton
- Hamilton's community based jobs will grow significantly

# Hamilton Labour Supply and Demand Study

## *Preliminary Conclusions: Skill Requirements*

- The top 25 occupations today will grow the most in the future
- Retirements add to the need for new people in these same occupations
- In manufacturing expected job declines exceed potential retirements
- Hamilton faces major challenges regarding many high income occupations  
(Physicians, pharmacists, dentists, lawyers, senior administrators)  
(Medical radiation technologists, police)