

HIRING TRENDS REPORT



TOWN OF HANOVER
July to September 2018



Four County
Labour Market Planning Board
Serving Bruce Grey Huron Perth



Ontario

This service is funded in part by the Government of Canada and the Government of Ontario.



This document provides a summary of the online jobs demand activity within the Town of Hanover during the reporting period of July 1 - September 30, 2018. These figures are derived from TalentNeuron's online reporting portal. This document was produced by the Four County Labour Market Planning Board.

OVERVIEW - JOBS DEMAND

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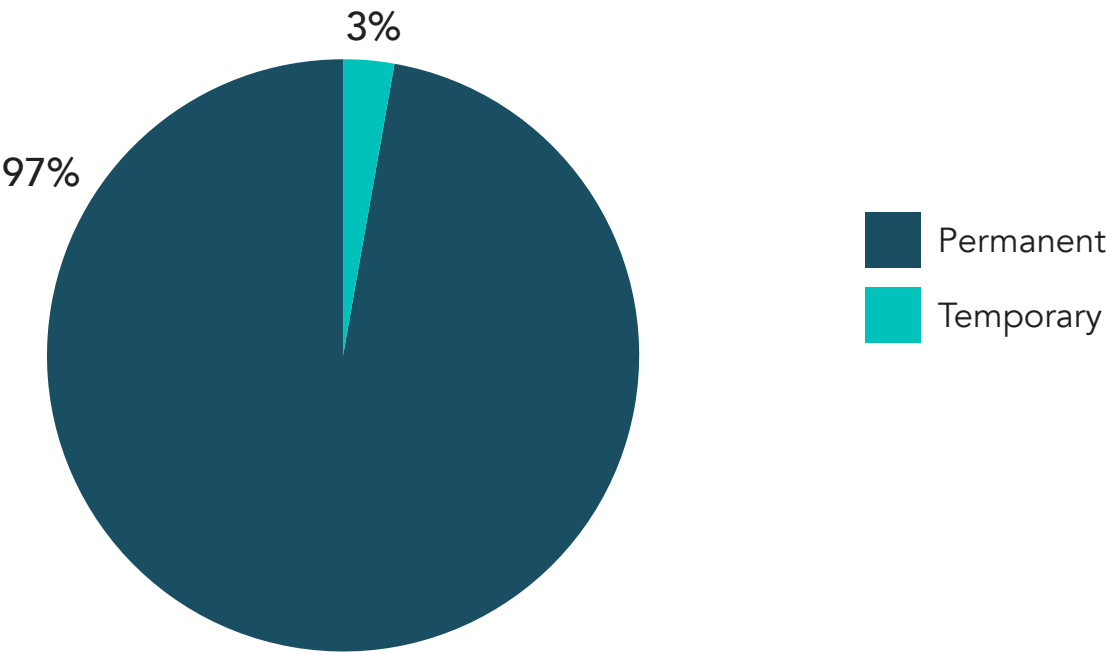
TOP 3 JOB POSTING SITES USED



There were a total of 93 jobs posted in the Town of Hanover between July 1 and September 30, 2018.

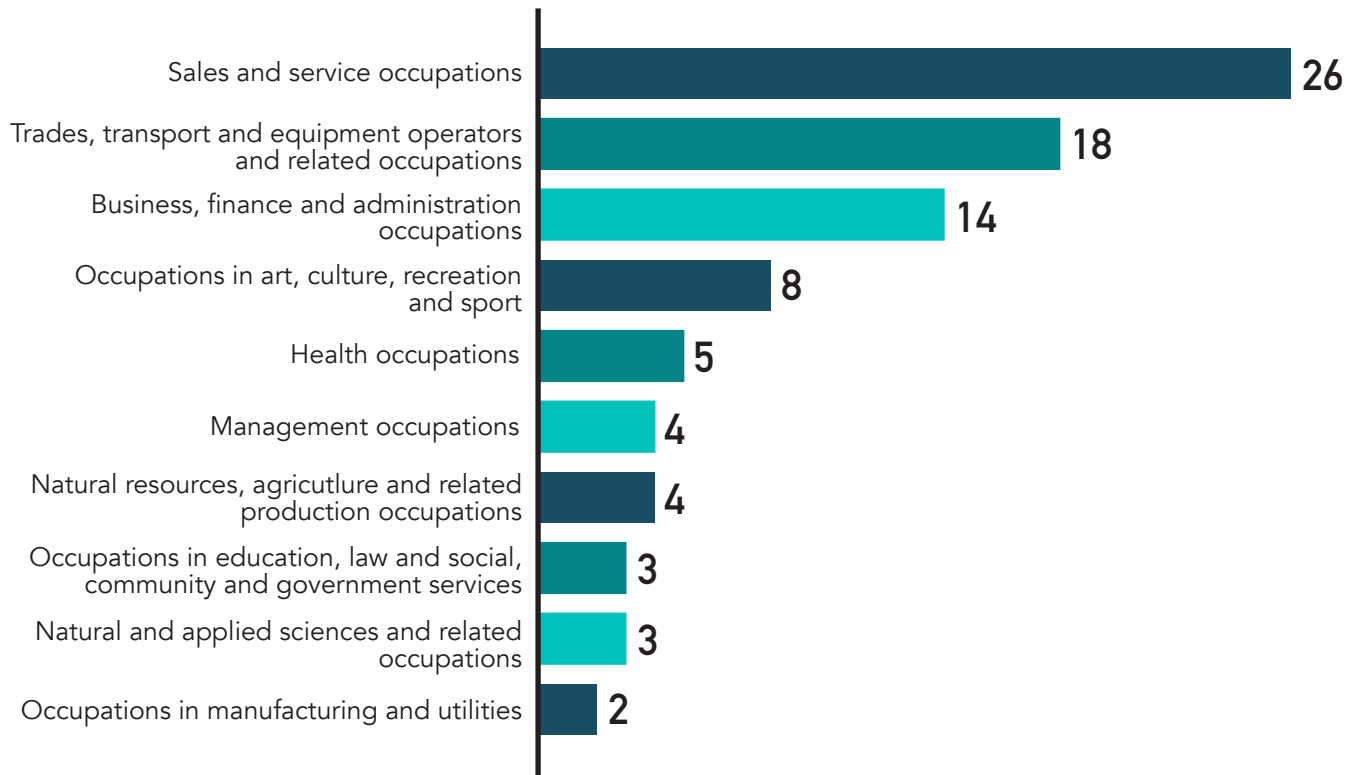
JOB POSTINGS BY DURATION OF EMPLOYMENT

This chart shows the percentage of jobs posted by duration of employment.



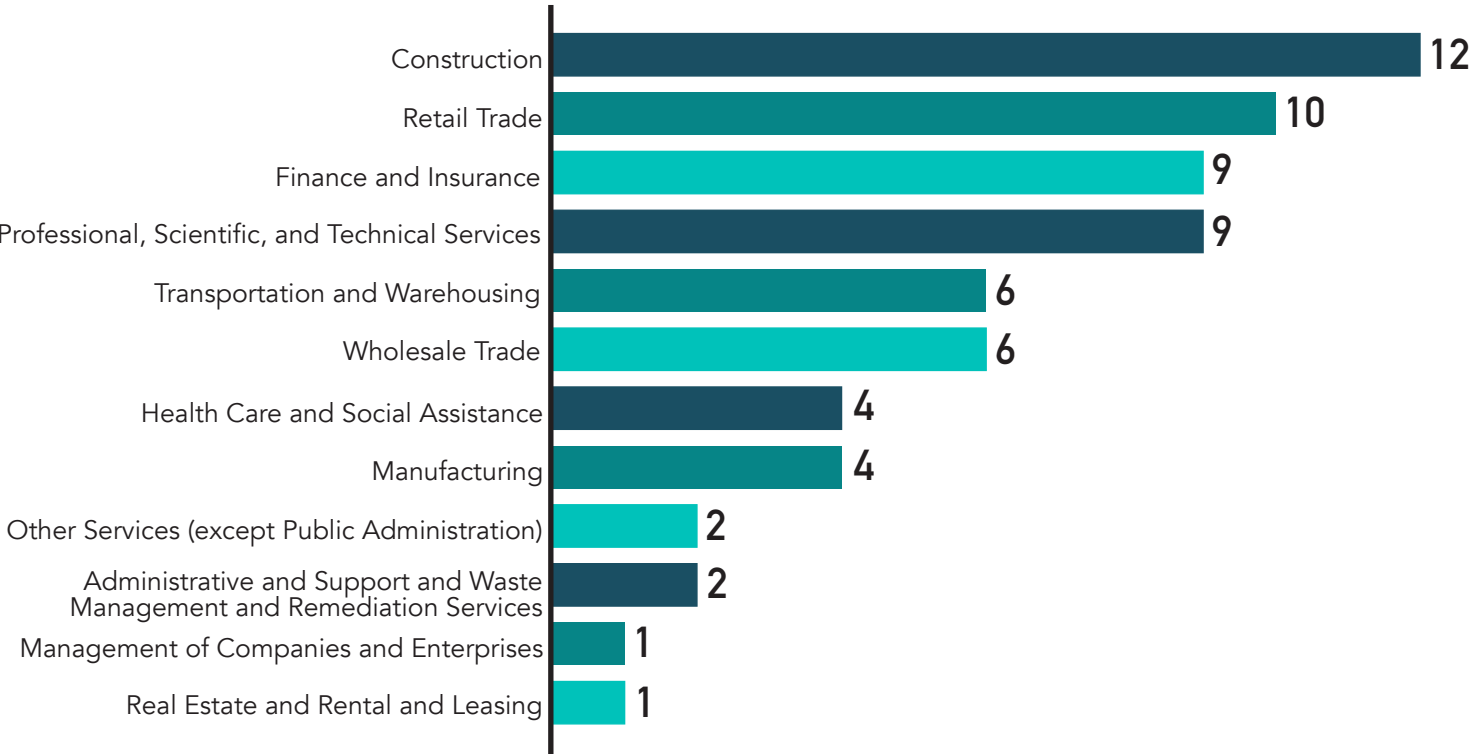
JOB POSTINGS BY MAJOR NOC CODE

The table below shows the number of job postings in the Town of Hanover by National Occupational Classification (NOC) Code. There were a total of 87 job postings that could be associated with a NOC Code. There were a further 6 job postings that did not provide enough information to associate them with a NOC Code.



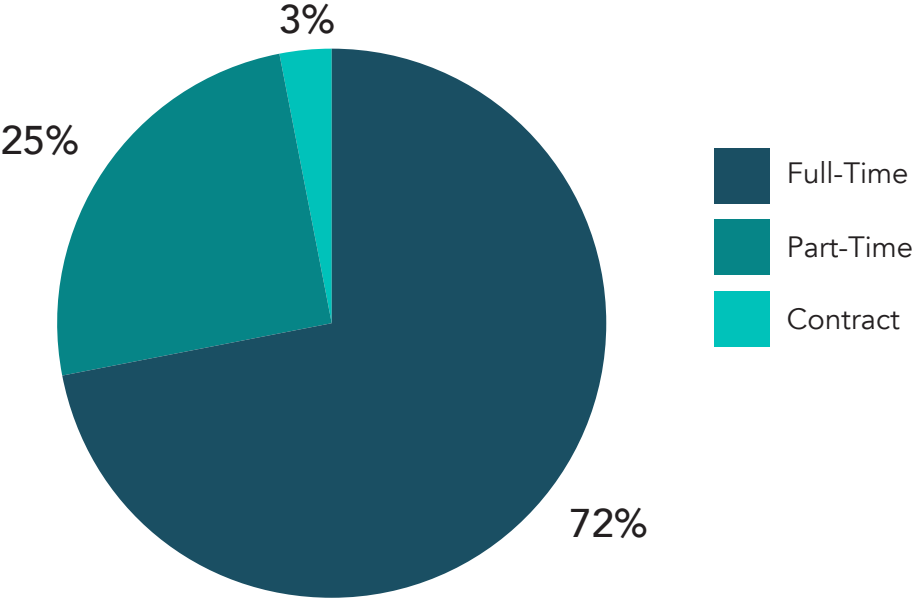
JOB POSTINGS BY INDUSTRY

The following chart illustrates a total 66 job postings across the Town of Hanover that could be matched to a specific industry, as defined by the North American Industry Classification System (NAICS). There were a further 27 postings that did not provide enough information to associate them with a NAICS Code.



JOB POSTINGS BY TYPE

The following chart indicates what percentage of online job postings were for full-time, part-time, or contract positions.



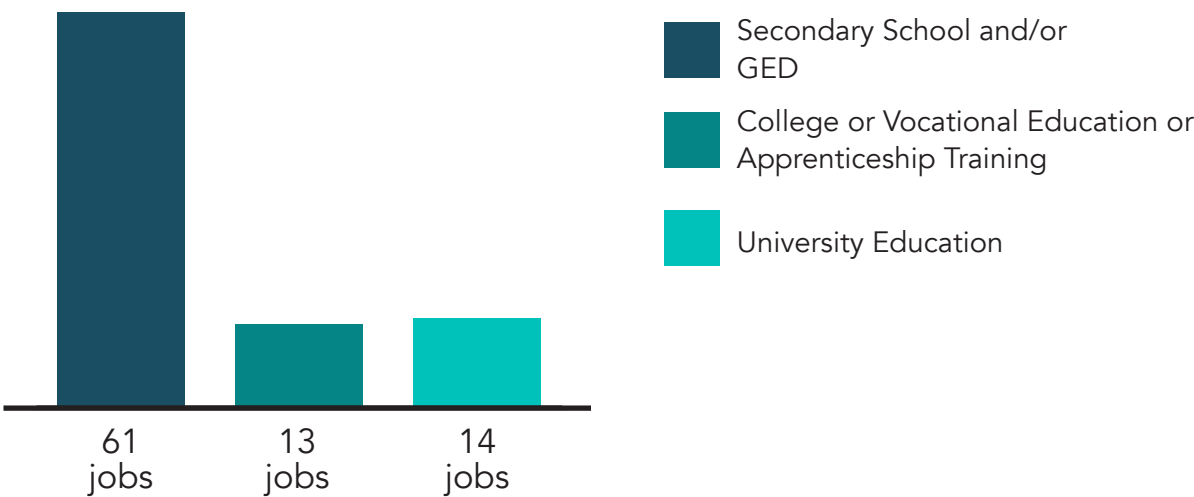
TOP 11 POSTINGS

This table shows the top 11 occupations by 4 Digit NOC posted in the Town of Hanover between July 1 - September 30, 2018. There are 11 listed because five occupational categories had two postings each. These represent 37 jobs (or 40%) of all jobs posted.

OCCUPATION	NUMBER OF JOB POSTINGS
1. Retail salespersons	8
2. Financial sales representatives	5
3. Contractors and supervisors, carpentry trades	4
4. General farm workers	4
5. Construction trades helpers and labourers	3
6. Other customer and information services representatives	3
7. Material handlers	2
8. Security guards and related security service occupations	2
9. Financial auditors and accountants	2
10. Light duty cleaners	2
11. Other financial officers	2

JOB POSTINGS BY SKILL LEVEL

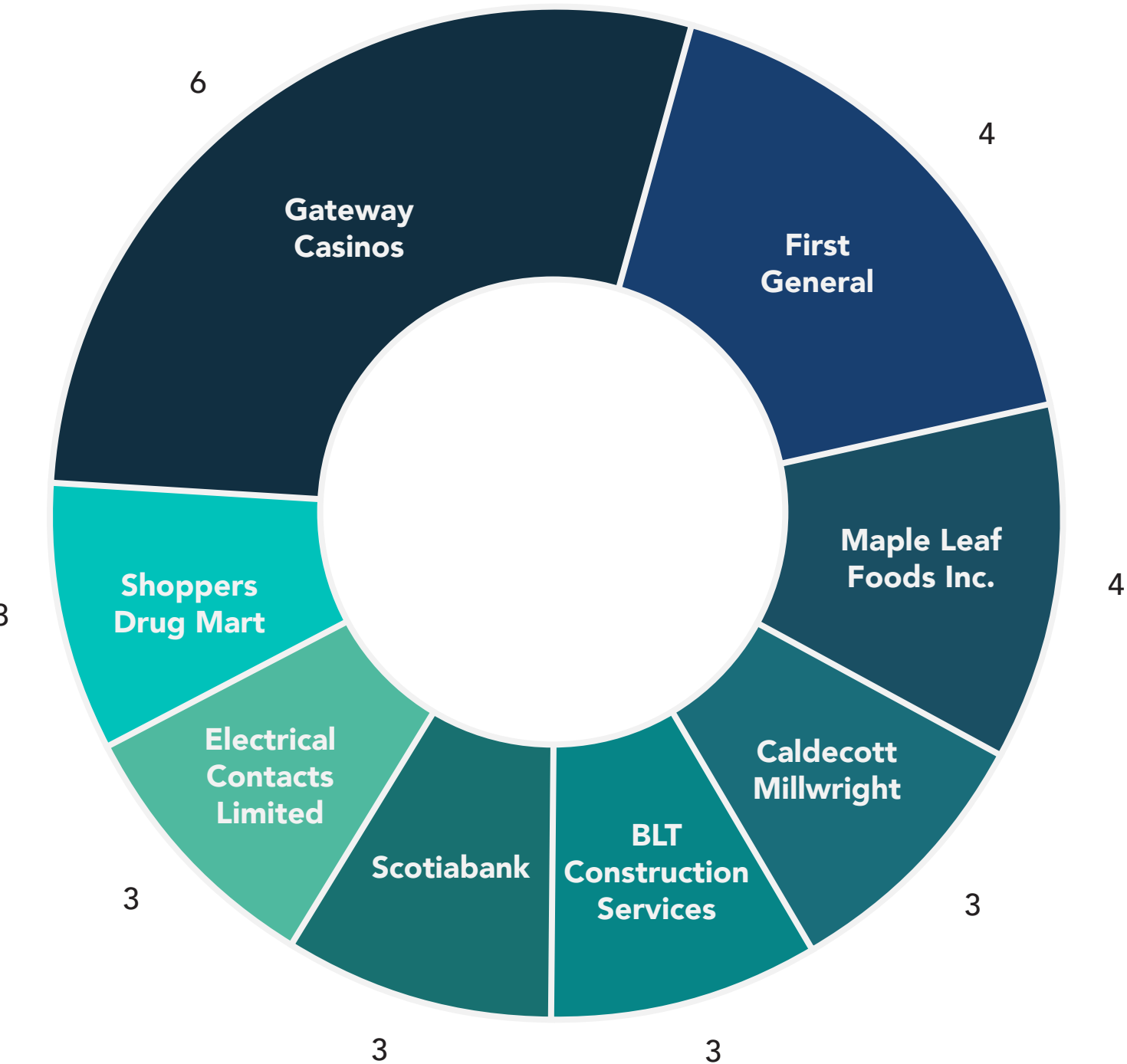
This shows the number of jobs posted by skill level required. Not all job postings provide information in this category, so not all jobs can be classified by skill level. This graph represents 88 jobs.



POSTINGS BY EMPLOYERS (TOP 8)

The following chart illustrates the number of job postings that could be matched to a specific employer.

The top 8 employers are listed here because the remaining employers had either 2 or 1 posting(s) each. The top 8 employers account for 29 jobs (or 31%) of all online job postings.



IN DEMAND...

Top 5 Hard Skills in Demand

- Marketing experience
- Microsoft Office proficiency
- Wealth management experience
- Sales experience
- Financial planning experience

Top 5 Soft Skills in Demand

- Detail oriented
- Communication skills
- Team player
- Dependability
- Work independently

Top 5 Certifications in Demand

- Driver's License
- First Aid Certification
- WHMIS
- Canadian securities course
- Certified financial planner

TOP 5 POSTINGS BY SALARY

The following shows the top 5 postings by 4 digit NOC, based on salary level.

Entry level positions (less than \$30,000)

- Retail salespersons
- General farm workers
- Material handlers
- Security guards and related security service occupations
- Light duty cleaners

Middle/Upper middle income positions (\$30,000 - \$79,000)

- Contractors and supervisors, carpentry trades
- Construction trades helpers and labourers
- Financial auditors and accountants
- Managers in transportation
- Corporate sales managers

High income (over \$80,000)

- Financial sales representatives
- Other financial officers
- Software engineer and designers
- Other customer and information services representatives
- Pharmacists





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