



## Workforce Planning Board of Waterloo Wellington Dufferin

# JOB DEMAND REPORT JULY 2020

Job posting data collected by the Workforce Planning Board of Waterloo Wellington Dufferin from job boards and employer websites who recruit candidates in Waterloo Region, Wellington County, Guelph, and Dufferin County.

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL ACTIVE	NEW THIS MONTH	COMPANIES	JOB BOARDS
8,658	5,465	3,565	22

#### # OF DAYS POSTED

AVERAGE	MEDIAN
17	16

## 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.

MUNICIPALITY	REGION	JOB TYPE
JOB DURATION	ADDITIONAL LANGUA...	QUICK FIND
JOB BOARD	SKILL LEVEL	
SKILL TYPE NAME / 1-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
MAJOR GROUP / 2-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
MINOR GROUP / 3-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
UNIT GROUP / 4-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
COMPANY OR EMPLOYMENT AGENCY		

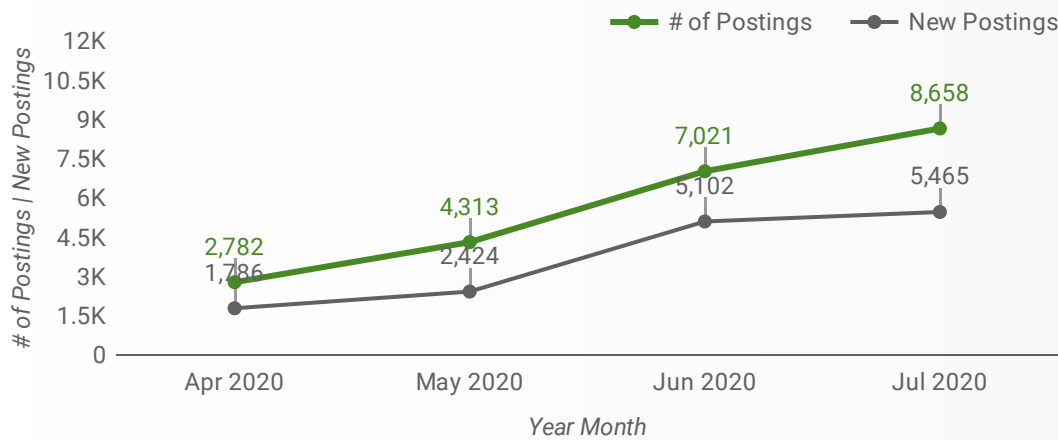


This project is funded in part by the  
Government of Canada and the  
Government of Ontario



## JOB POSTINGS BY MONTH

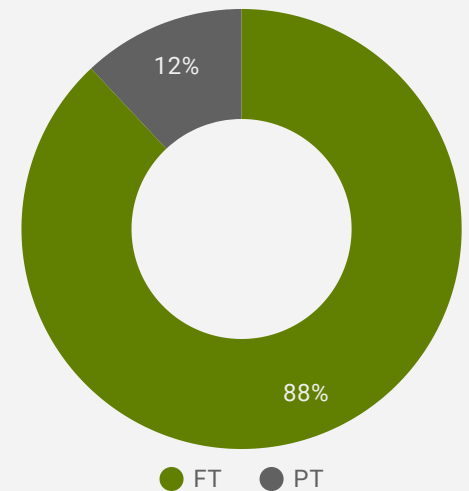
How many job postings were active for at least 1 day this month?



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

## JOB TYPE

Full-time vs Part-time



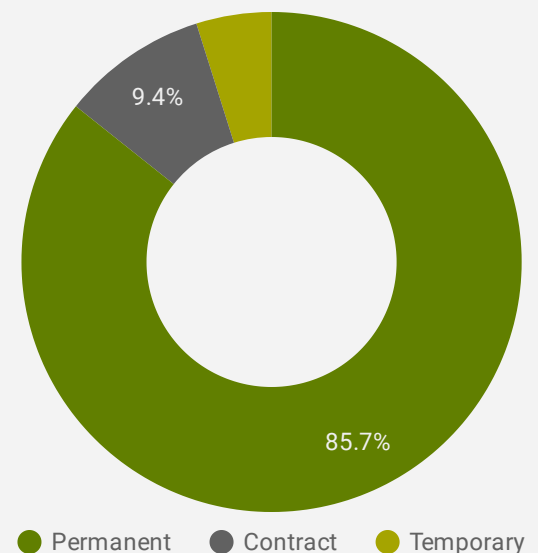
## JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	2,197	17	16.2
2.	City of Guelph	1,700	18	16.2
3.	City of Cambridge	1,587	18	16.2
4.	City of Waterloo	1,288	17	16.2
5.	Town of Orangeville	443	15	16.2
6.	Township of Centre Wellington	217	17	16.2
7.	Woolwich Township	149	20	16.2
8.	Township of North Dumfries	124	17	16.2

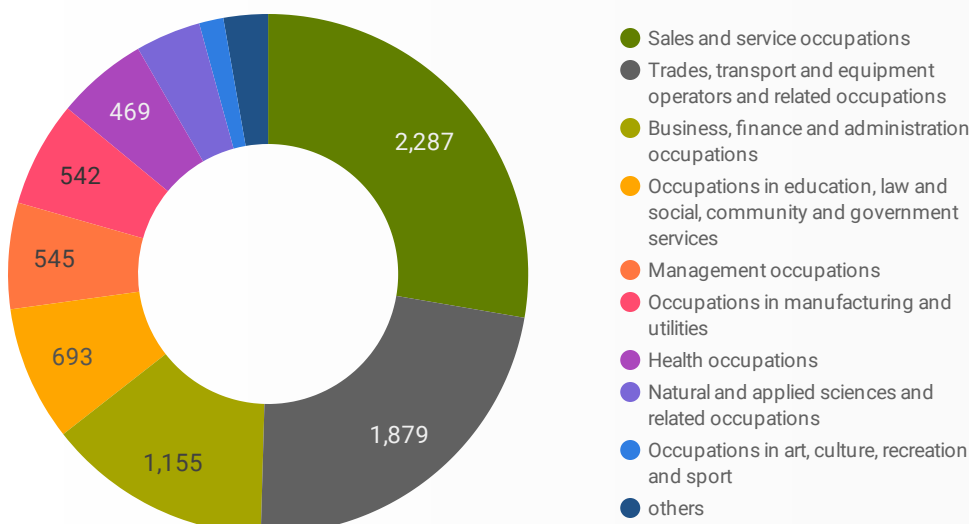
## JOB DURATION

Permanency of jobs posted



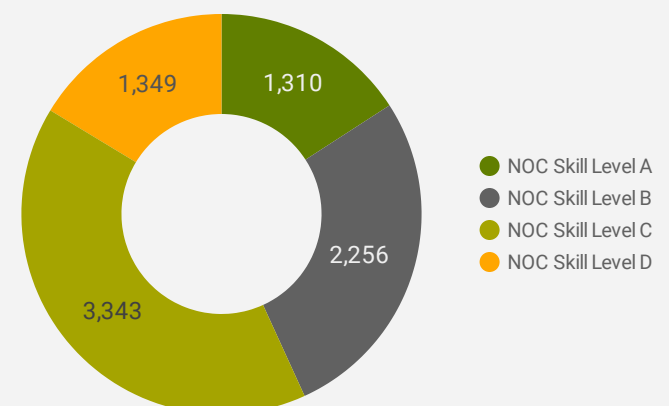
## JOB POSTINGS BY SKILL TYPE

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 OCCUPATIONS

What kind of jobs are in-demand?

	4 DIGIT NOC NAME	POSTINGS ▾
1.	Retail salespersons	414
2.	Material handlers	409
3.	Home support workers, housekeepers and related occupations	312
4.	Other customer and information services representatives	295
5.	Other labourers in processing, manufacturing and utilities	258
6.	Transport truck drivers	234
7.	Cooks	213
8.	Light duty cleaners	185
9.	Delivery and courier service drivers	175
10.	Construction trades helpers and labourers	170
11.	Food counter attendants, kitchen helpers and related support occupations	149
12.	Retail and wholesale trade managers	134
13.	Administrative assistants	129
14.	Janitors, caretakers and building superintendents	127
15.	technician	112
16.	Dental assistants	106
17.	Food and beverage servers	103
18.	Receptionists	101
19.	Security guards and related security service occupations	95
20.	Carpenters	91
21.	Professional occupations in advertising, marketing and public relations	83
22.	Automotive service technicians, truck and bus mechanics and mechanical repairers	81
23.	Residential and commercial installers and servicers	80
24.	Other financial officers	70
25.	Accounting and related clerks	67
26.	Roofers and shinglers	67
27.	Administrative officers	65
28.	Other assisting occupations in support of health services	65
29.	Labourers in food and beverage processing	65
30.	Facilities operation and maintenance occupations	64

## TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS ▾
1.	Randstad	79
2.	Lowe's	64
3.	Grand River Hospital	61
4.	Express Employment Professionals	54
5.	Grand River Personnel	50
6.	Loblaw Companies Limited	44
7.	Sun Life Financial	43
8.	Walmart Canada	42
9.	Majorel	40
10.	We Check	38
11.	Aerotek	37
12.	Procom	36
13.	Linamar Corp	34
14.	Home Depot Canada	32
15.	Dollarama	31
16.	Recipe Unlimited Corporation	30
17.	OpenText	30
18.	Diamond PEO Inc.	29
19.	AutoCanada Inc.	29
20.	Schlegel Villages	29
21.	University of Waterloo	25
22.	Weston Foods	25
23.	Region of Waterloo	25
24.	Davidson Contract Services	25
25.	St. Marys General Hospital	25
26.	Robert Half	24
27.	Shoppers Drug Mart	24
28.	GoodLife Fitness	24
29.	Dean Group	22



## OCCUPATIONS BY FREQUENCY & LENGTH OF JOB POSTINGS

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

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	414	15	16.23
2.	7452	Material handlers	NOC Skill Level C	409	17	16.23
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	312	21	16.23
4.	6552	Other customer and information services representatives	NOC Skill Level C	295	16	16.23
5.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	258	16	15.23
6.	7511	Transport truck drivers	NOC Skill Level C	234	18	16.23
7.	6322	Cooks	NOC Skill Level B	213	19	16.23
8.	6731	Light duty cleaners	NOC Skill Level D	185	17	16.23
9.	7514	Delivery and courier service drivers	NOC Skill Level C	175	16	16.23
10.	7611	Construction trades helpers and labourers	NOC Skill Level D	170	17	16.23
11.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	149	16	16.23
12.	621	Retail and wholesale trade managers	NOC Skill Level A	134	18	16.23
13.	1241	Administrative assistants	NOC Skill Level B	129	15	16.23
14.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	127	16	16.23
15.		technician	NOC Skill Level D	112	12	11.12
16.	3411	Dental assistants	NOC Skill Level C	106	16	16.23
17.	6513	Food and beverage servers	NOC Skill Level C	103	13	16.23
18.	1414	Receptionists	NOC Skill Level C	101	15	16.23
19.	6541	Security guards and related security service occupations	NOC Skill Level C	95	14	16.23
20.	7271	Carpenters	NOC Skill Level B	91	21	16.23
21.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	83	18	16.23
22.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	81	21	16.23
23.	7441	Residential and commercial installers and servicers	NOC Skill Level C	80	20	16.23
24.	1114	Other financial officers	NOC Skill Level A	70	19	16.23
25.	1431	Accounting and related clerks	NOC Skill Level C	67	13	15.23
26.	7291	Roofers and shinglers	NOC Skill Level B	67	18	16.23
27.	1221	Administrative officers	NOC Skill Level B	65	20	16.23
28.	3414	Other assisting occupations in support of health services	NOC Skill Level C	65	21	16.23
29.	9617	Labourers in food and beverage processing	NOC Skill Level D	65	19	16.23



## 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.	751	Motor vehicle and transit drivers	NOC Skill Level C	448	17	16.23
2.	642	Retail salespersons	NOC Skill Level C	414	15	16.23
3.	745	Longshore workers and material handlers	NOC Skill Level C	409	17	16.23
4.	441	Home care providers and educational support occupations	NOC Skill Level C	364	21	16.23
5.	673	Cleaners	NOC Skill Level D	339	16	16.23
6.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	330	17	16.23
7.	655	Customer and information services representatives	NOC Skill Level C	299	16	16.23
8.	632	Chefs and cooks	NOC Skill Level B	248	19	16.23
9.	341	Assisting occupations in support of health services	NOC Skill Level C	192	17	16.23
10.	651	Occupations in food and beverage service	NOC Skill Level C	181	12	16.23
11.	761	Trades helpers and labourers	NOC Skill Level D	178	17	16.23
12.	124	Office administrative assistants - general legal and medical	NOC Skill Level B	176	17	16.23

1 - 50 / 131 < >

## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

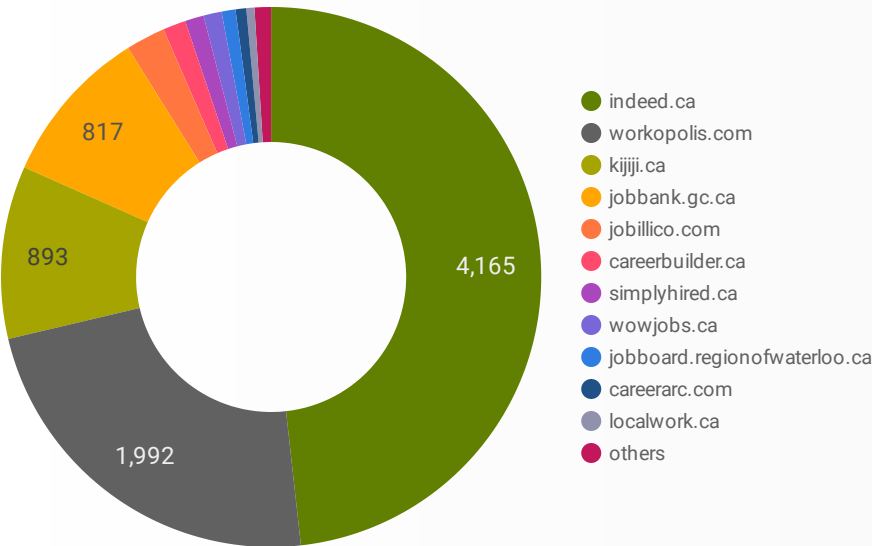
	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	633	15	16.23
2.	72	Industrial, electrical and construction trades	NOC Skill Level B	505	20	16.23
3.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	503	17	16.23
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	502	16	16.23
5.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	491	17	16.23
6.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	433	15	16.23
7.	63	Service supervisors and specialized service occupations	NOC Skill Level B	414	19	16.23
8.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	383	18	16.23
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	365	21	16.23
10.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	330	17	16.23
11.	14	Office support occupations	NOC Skill Level C	289	15	16.23

1 - 45 / 45 < >



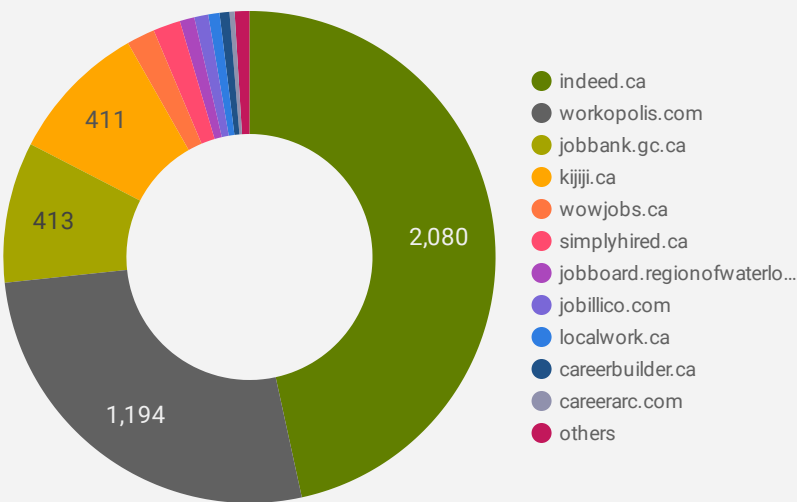
JOB POSTINGS BY JOB BOARD

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 ▾	POSTING DAYS	POSTING DAYS	COMPANY
1.	indeed.ca	4,165	17	13.23	2,080
2.	workopolis.com	1,992	16	16.23	1,194
3.	kijiji.ca	893	16	16.23	411
4.	jobbank.gc.ca	817	26	16.23	413
5.	jobillico.com	204	15	12.23	41
6.	careerbuilder.ca	118	16	13.79	29
7.	simplyhired.ca	97	16	16.23	80
8.	wowjobs.ca	94	12	12.23	83
9.	jobboard.regionofwaterloo.ca	72	50	43.23	43
10.	careerarc.com	55	13	9.02	15
11.	localwork.ca	42	26	31.23	33
12.	agilec.ca	28	27	29.23	12
13.	hcareers.ca	15	19	15.23	3
14.	charityvillage.com	14	16	16.23	10
15.	agcareers.com	9	33	35.23	6
16.	ziprecruiter.com	7	8	8.02	5
17.	canadianexecutivesearch.com	4	18	19.23	1
18.	skilledtradesplus.com	3	28	28.23	1