



Workforce Planning Board of Waterloo Wellington Dufferin

JOB DEMAND REPORT AUGUST 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
9,442	5,364	3,833	22

OF DAYS POSTED

AVERAGE	MEDIAN
19	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		

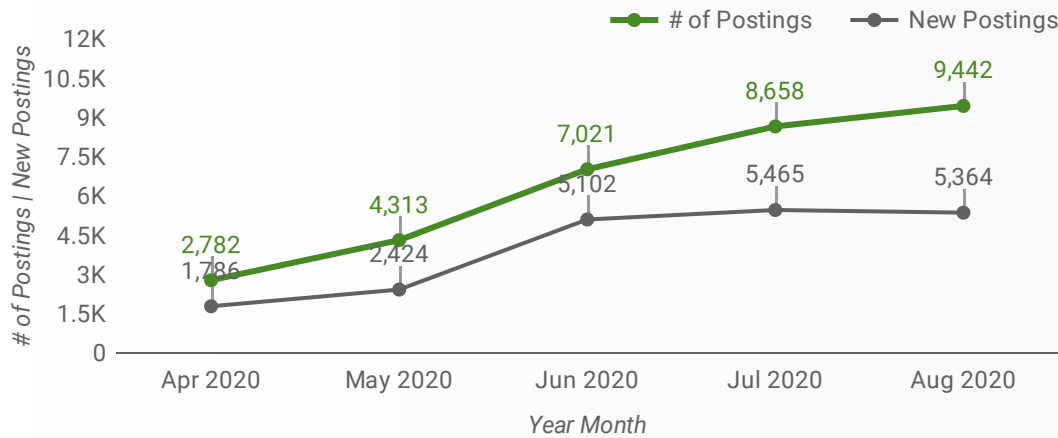


This project is funded in part by the
Government of Canada and the
Government of Ontario



JOB POSTINGS BY MONTH

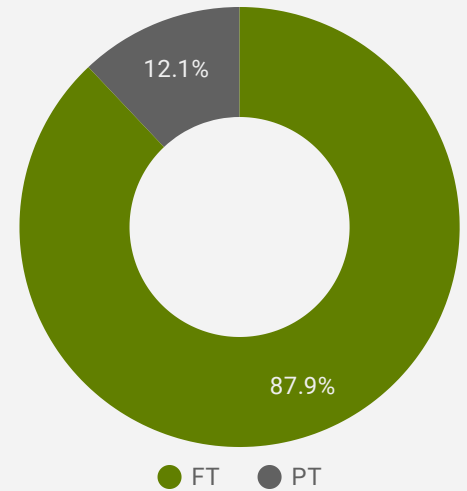
How many job postings were active for at least 1 day this month?



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

JOB TYPE

Full-time vs Part-time



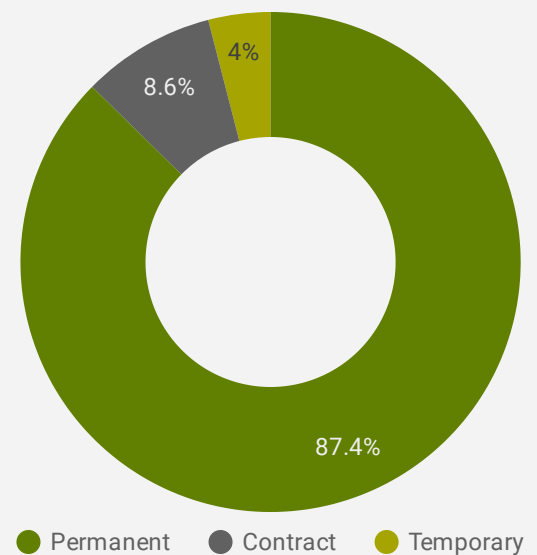
JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	2,288	19	16.2
2.	City of Guelph	1,921	18	16.2
3.	City of Cambridge	1,737	18	16.2
4.	City of Waterloo	1,507	19	16.2
5.	Town of Orangeville	480	16	16.2
6.	Township of Centre Wellington	220	18	16.2
7.	Woolwich Township	167	17	16.2
8.	Township of Wellington North	123	20	16.2

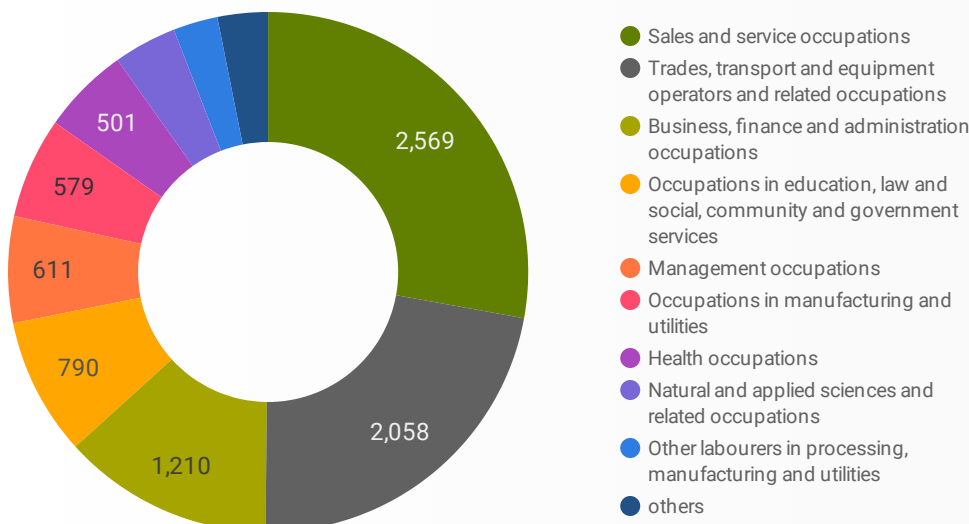
JOB DURATION

Permanency of jobs posted



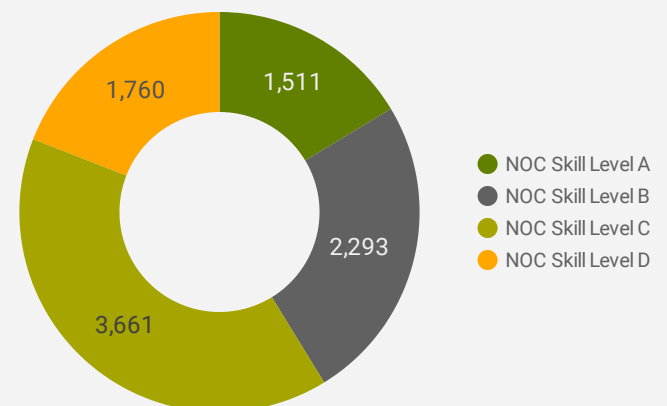
JOB POSTINGS BY SKILL TYPE

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.	Material handlers	504
2.	Retail salespersons	490
3.	Home support workers, housekeepers and related occupations	325
4.	Other customer and information services representatives	316
5.	Other labourers in processing, manufacturing and utilities	299
6.	Transport truck drivers	266
7.	technician	247
8.	Cooks	231
9.	Light duty cleaners	202
10.	Delivery and courier service drivers	197
11.	Construction trades helpers and labourers	195
12.	Food counter attendants, kitchen helpers and related support occupations	184
13.	Retail and wholesale trade managers	158
14.	Administrative assistants	137
15.	Janitors, caretakers and building superintendents	122
16.	Receptionists	117
17.	Dental assistants	114
18.	Other sales related occupations	110
19.	Professional occupations in advertising, marketing and public relations	109
20.	Food and beverage servers	108
21.	Carpenters	100
22.	Security guards and related security service occupations	91
23.	Landscaping and grounds maintenance labourers	86
24.	Cashiers	81
25.	Other assisting occupations in support of health services	79
26.	Accounting and related clerks	77
27.	Labourers in food and beverage processing	74
28.	Other financial officers	72
29.	Residential and commercial installers and servicers	69
30.	Home child care providers	69

TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS ▾
1.	Randstad	145
2.	Loblaw Companies Limited	80
3.	Grand River Hospital	68
4.	OpenText	65
5.	Express Employment Professionals	58
6.	Schlegel Villages	49
7.	Home Depot Canada	48
8.	Linamar Corp	48
9.	Lowe's	45
10.	Sun Life Financial	39
11.	We Check	38
12.	Dean Group	37
13.	Procom	35
14.	Dollarama	34
15.	Recipe Unlimited Corporation	32
16.	Manpower	31
17.	Aerotek	31
18.	Davidson Contract Services	30
19.	Grand River Personnel	29
20.	University of Waterloo	29
21.	Shoppers Drug Mart	29
22.	Robert Half	28
23.	Majorel	27
24.	Diamond PEO Inc.	26
25.	Adecco	24
26.	Chartwell Retirement Residences	24
27.	Sienna Senior Living	24
28.	Compass Group Canada	24
29.	CarePartners	23



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.	7452	Material handlers	NOC Skill Level C	504	15	13.23
2.	6421	Retail salespersons	NOC Skill Level C	490	17	15.23
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	325	20	16.23
4.	6552	Other customer and information services representatives	NOC Skill Level C	316	19	16.23
5.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	299	18	16.23
6.	7511	Transport truck drivers	NOC Skill Level C	266	22	16.23
7.		technician	NOC Skill Level D	247	16	16.23
8.	6322	Cooks	NOC Skill Level B	231	22	16.23
9.	6731	Light duty cleaners	NOC Skill Level D	202	17	16.23
10.	7514	Delivery and courier service drivers	NOC Skill Level C	197	17	16.23
11.	7611	Construction trades helpers and labourers	NOC Skill Level D	195	19	16.23
12.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	184	16	16.23
13.	621	Retail and wholesale trade managers	NOC Skill Level A	158	16	15.73
14.	1241	Administrative assistants	NOC Skill Level B	137	18	16.23
15.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	122	16	16.23
16.	1414	Receptionists	NOC Skill Level C	117	14	15.73
17.	3411	Dental assistants	NOC Skill Level C	114	20	16.23
18.	6623	Other sales related occupations	NOC Skill Level D	110	17	16.23
19.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	109	20	16.23
20.	6513	Food and beverage servers	NOC Skill Level C	108	16	16.23
21.	7271	Carpenters	NOC Skill Level B	100	20	16.23
22.	6541	Security guards and related security service occupations	NOC Skill Level C	91	13	9.23
23.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	86	18	16.23
24.	6611	Cashiers	NOC Skill Level D	81	15	15.23
25.	3414	Other assisting occupations in support of health services	NOC Skill Level C	79	17	16.23
26.	1431	Accounting and related clerks	NOC Skill Level C	77	15	16.15
27.	9617	Labourers in food and beverage processing	NOC Skill Level D	74	16	14.23
28.	1114	Other financial officers	NOC Skill Level A	72	19	16.23
29.	7441	Residential and commercial installers and servicers	NOC Skill Level C	69	26	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.	745	Longshore workers and material handlers	NOC Skill Level C	504	15	13.23
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	497	20	16.23
3.	642	Retail salespersons	NOC Skill Level C	490	17	15.23
4.	441	Home care providers and educational support occupations	NOC Skill Level C	395	21	16.23
5.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	379	18	16.23
6.	673	Cleaners	NOC Skill Level D	353	16	16.23
7.	655	Customer and information services representatives	NOC Skill Level C	320	19	16.23
8.	632	Chefs and cooks	NOC Skill Level B	260	22	16.23
9.	tec	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	247	16	16.23
10.	341	Assisting occupations in support of health services	NOC Skill Level C	210	19	16.23
11.	761	Trades helpers and labourers	NOC Skill Level D	198	20	16.23
12.	671	Food counter attendants, kitchen helpers and related support	NOC Skill Level D	184	16	16.23

1 - 50 / 133 < >

JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

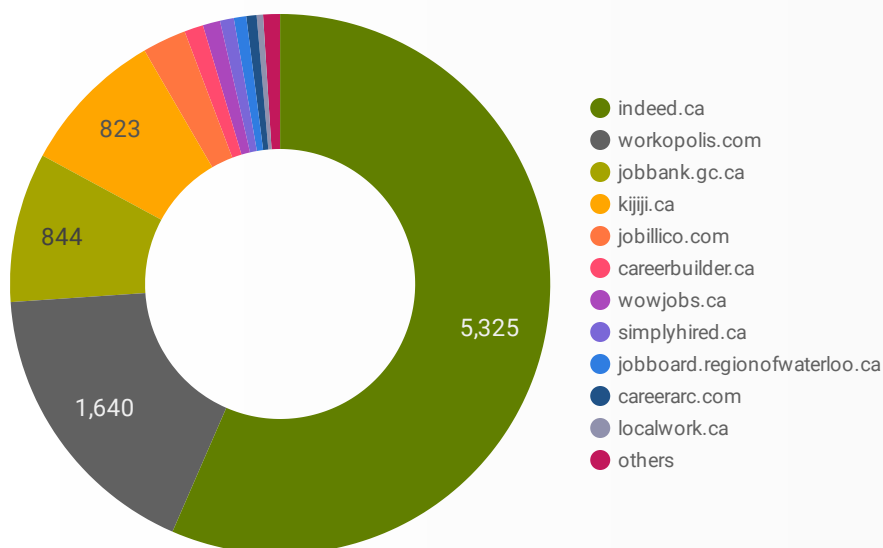
	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	658	17	16.23
2.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	574	16	14.23
3.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	568	19	16.23
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	554	16	16.23
5.	72	Industrial, electrical and construction trades	NOC Skill Level B	519	22	16.23
6.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	499	17	15.23
7.	63	Service supervisors and specialized service occupations	NOC Skill Level B	432	22	16.23
8.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	397	21	16.23
9.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	379	18	16.23
10.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	367	19	16.23
11.	14	Office support occupations	NOC Skill Level C	323	16	16.23

1 - 46 / 46 < >



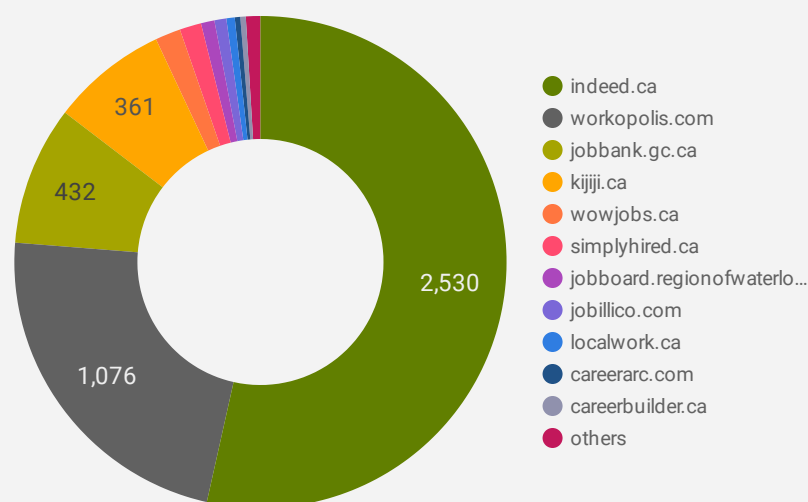
JOB POSTINGS BY JOB BOARD

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	5,325	18	13.23	2,530
2.	workopolis.com	1,640	16	16.23	1,076
3.	jobbank.gc.ca	844	30	16.23	432
4.	kijiji.ca	823	16	16.23	361
5.	jobillico.com	247	14	9.23	37
6.	careerbuilder.ca	107	11	9.06	17
7.	wowjobs.ca	98	13	13.23	79
8.	simplyhired.ca	78	16	16.23	67
9.	jobboard.regionofwaterloo.ca	70	122	118.23	42
10.	careerarc.com	58	18	12	17
11.	localwork.ca	36	29	31.23	26
12.	agilec.ca	34	36	32.23	14
13.	hcareers.ca	15	26	25.23	3
14.	charityvillage.com	15	16	16.23	11
15.	agcareers.com	10	26	17.4	5
16.	canadianexecutivesearch.com	6	3	2.73	1
17.	kwjobboard.ca	5	13	13.23	5
18.	ziprecruiter.com	3	24	24.31	2