



Workforce Planning Board of Waterloo Wellington Dufferin

JOB DEMAND REPORT SEPTEMBER 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
11,300	7,158	4,117	25

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		

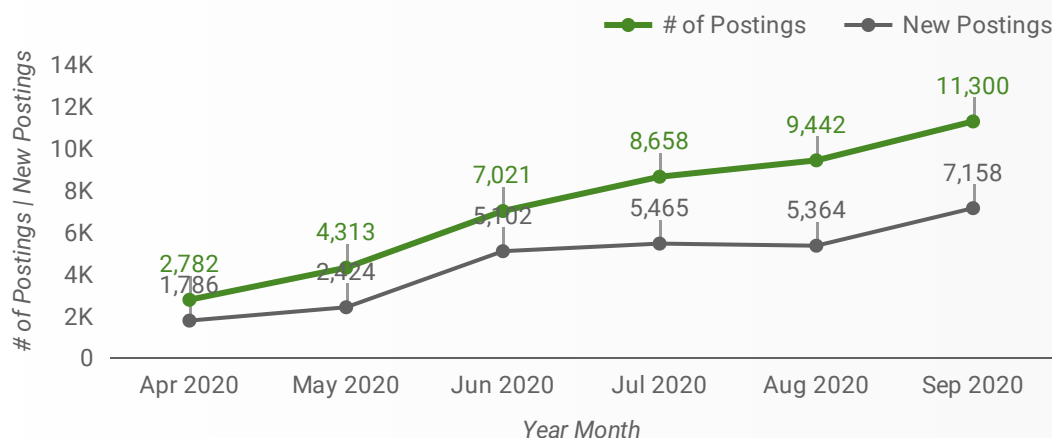


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JOB POSTINGS BY MONTH

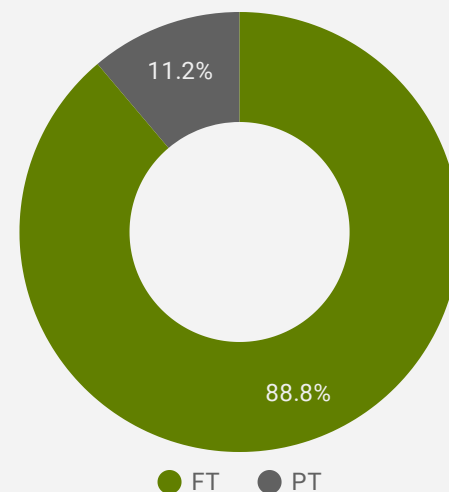
How many job postings were active for at least 1 day this month?



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

JOB TYPE

Full-time vs Part-time



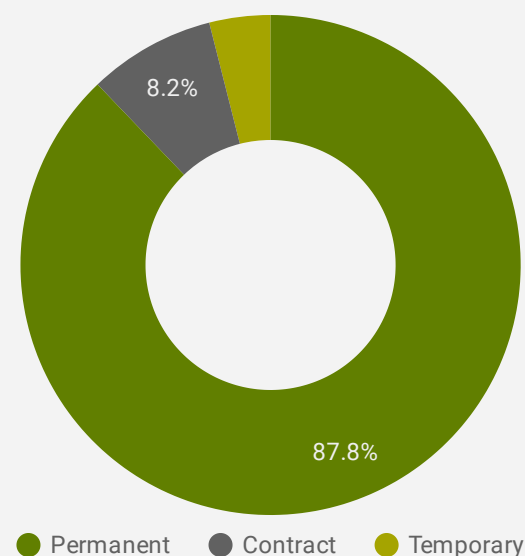
JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	2,762	19	16.2
2.	City of Guelph	2,236	20	16.2
3.	City of Cambridge	2,201	19	15.2
4.	City of Waterloo	1,836	18	15.2
5.	Town of Orangeville	564	17	15.2
6.	Township of Centre Wellington	245	17	15.7
7.	Woolwich Township	180	20	16.2
8.	Township of North Dumfries	134	27	16.2

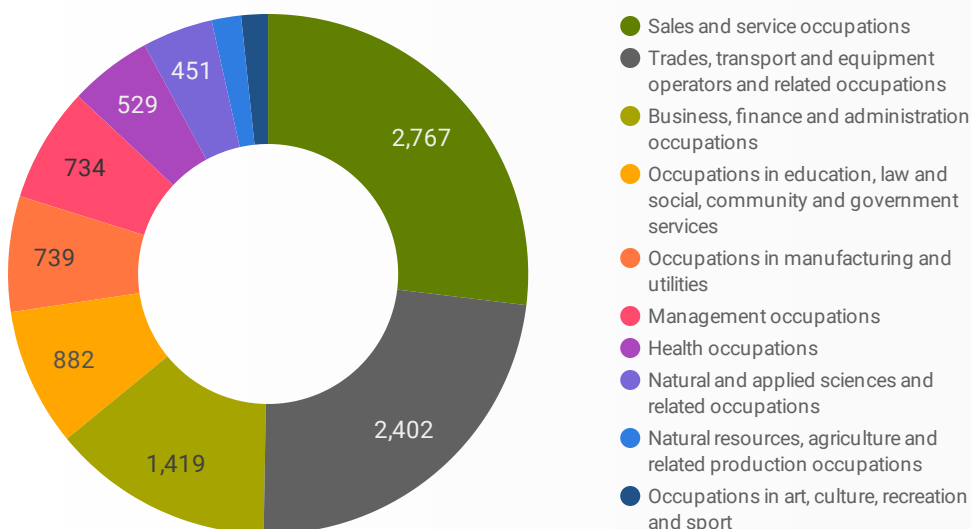
JOB DURATION

Permanency of jobs posted



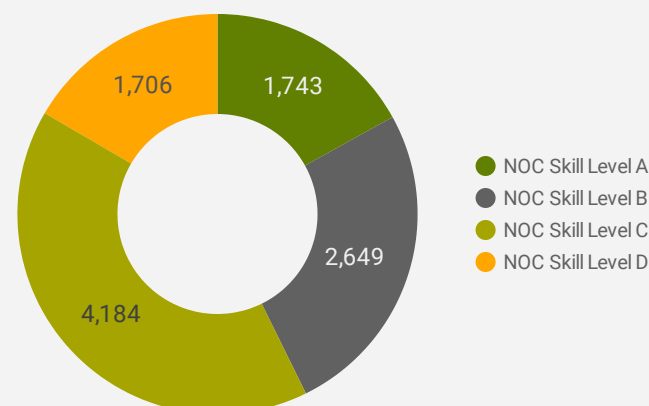
JOB POSTINGS BY SKILL TYPE

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	625
2.	Retail salespersons	591
3.	Other labourers in processing, manufacturing and utilities	374
4.	Other customer and information services representatives	374
5.	Home support workers, housekeepers and related occupations	356
6.	Transport truck drivers	256
7.	Delivery and courier service drivers	225
8.	Light duty cleaners	215
9.	Cooks	208
10.	Food counter attendants, kitchen helpers and related support occupations	197
11.	Retail and wholesale trade managers	183
12.	Construction trades helpers and labourers	169
13.	Administrative assistants	123
14.	Landscaping and grounds maintenance labourers	123
15.	Janitors, caretakers and building superintendents	122
16.	Receptionists	121
17.	Automotive service technicians, truck and bus mechanics and mechanical repairers	115
18.	Other sales related occupations	111
19.	Professional occupations in advertising, marketing and public relations	108
20.	Administrative officers	108
21.	Dental assistants	102
22.	Other assisting occupations in support of health services	97
23.	Labourers in food and beverage processing	96
24.	Carpenters	94
25.	Residential and commercial installers and servicers	94
26.	Security guards and related security service occupations	94
27.	Social workers	85
28.	Other financial officers	83
29.	Food and beverage servers	83
30.	Cashiers	81

TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS ▾
1.	Randstad	251
2.	Grand River Hospital	121
3.	OpenText	94
4.	Lowe's	72
5.	Home Depot Canada	70
6.	Loblaw Companies Limited	68
7.	Express Employment Professionals	57
8.	Dean Group	55
9.	Sun Life Financial	54
10.	Amazon	54
11.	Linamar Corp	52
12.	Farm Boy	51
13.	Schlegel Villages	44
14.	Majorel	40
15.	Staples Canada	40
16.	University of Waterloo	40
17.	Adecco	36
18.	Region of Waterloo	36
19.	St. Mary's General Hospital	34
20.	Manpower	33
21.	TJX Canada	32
22.	Dollarama	32
23.	Canadian Tire	32
24.	Snowman.ca	30
25.	Dufferin County	28
26.	Aerotek	28
27.	McDonald's Restaurants	28
28.	OntarioFireWaterAir.ca	28
29.	UPS	28
30.	Compass Group Canada	27



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	625	16	11.23
2.	6421	Retail salespersons	NOC Skill Level C	591	17	13.54
3.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	374	18	15.23
4.	6552	Other customer and information services representatives	NOC Skill Level C	374	18	15.23
5.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	356	19	15.23
6.	7511	Transport truck drivers	NOC Skill Level C	256	26	16.23
7.	7514	Delivery and courier service drivers	NOC Skill Level C	225	17	16.23
8.	6731	Light duty cleaners	NOC Skill Level D	215	19	16.23
9.	6322	Cooks	NOC Skill Level B	208	20	16.23
10.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	197	20	16.23
11.	621	Retail and wholesale trade managers	NOC Skill Level A	183	20	17.23
12.	7611	Construction trades helpers and labourers	NOC Skill Level D	169	20	16.23
13.	1241	Administrative assistants	NOC Skill Level B	123	14	13.23
14.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	123	22	16.23
15.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	122	16	16.23
16.	1414	Receptionists	NOC Skill Level C	121	15	15.5
17.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	115	21	16.23
18.	6623	Other sales related occupations	NOC Skill Level D	111	22	16.23
19.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	108	22	16.23
20.	1221	Administrative officers	NOC Skill Level B	108	19	16.23
21.	3411	Dental assistants	NOC Skill Level C	102	20	16.23
22.	3414	Other assisting occupations in support of health services	NOC Skill Level C	97	23	16.23
23.	9617	Labourers in food and beverage processing	NOC Skill Level D	96	22	16.23
24.	7271	Carpenters	NOC Skill Level B	94	26	17.23
25.	7441	Residential and commercial installers and servicers	NOC Skill Level C	94	20	16.23
26.	6541	Security guards and related security service occupations	NOC Skill Level C	94	17	11.73
27.	4152	Social workers	NOC Skill Level A	85	15	15
28.	1114	Other financial officers	NOC Skill Level A	83	24	15.73
29.	6513	Food and beverage servers	NOC Skill Level C	83	20	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	626	16	11.23
2.	642	Retail salespersons	NOC Skill Level C	591	17	13.54
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	510	21	16.23
4.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	482	19	15.23
5.	441	Home care providers and educational support occupations	NOC Skill Level C	432	20	16.23
6.	655	Customer and information services representatives	NOC Skill Level C	381	18	15.23
7.	673	Cleaners	NOC Skill Level D	377	18	16.23
8.	632	Chefs and cooks	NOC Skill Level B	241	20	16.23
9.	122	Administrative and regulatory occupations	NOC Skill Level B	218	17	15.23
10.	341	Assisting occupations in support of health services	NOC Skill Level C	217	22	16.23
11.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	204	17	15.23

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JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

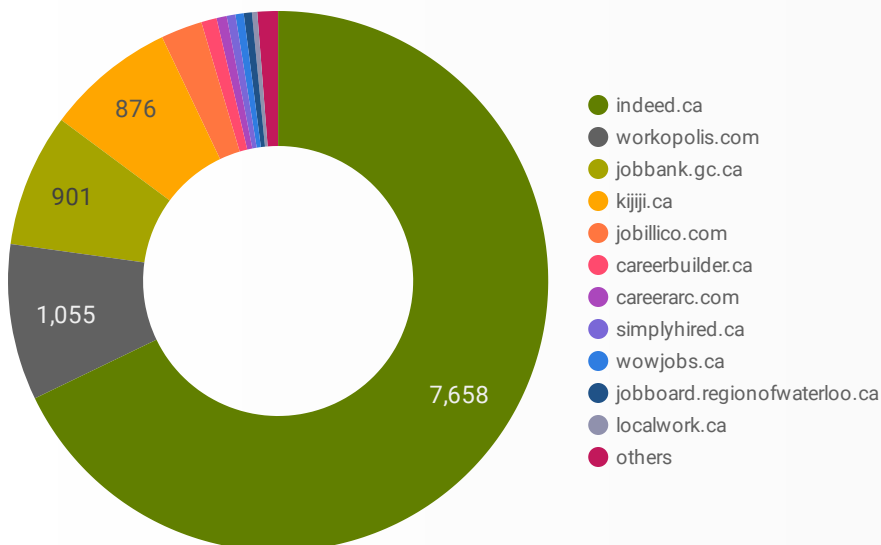
	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	726	16	13.23
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	671	19	16.23
3.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	616	21	16.23
4.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	613	17	14.17
5.	72	Industrial, electrical and construction trades	NOC Skill Level B	603	23	16.23
6.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	590	19	16.23
7.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	482	19	15.23
8.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	451	17	14.23
9.	63	Service supervisors and specialized service occupations	NOC Skill Level B	442	22	16.23
10.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	432	20	16.23
11.	14	Office support occupations	NOC Skill Level C	362	14	12.23

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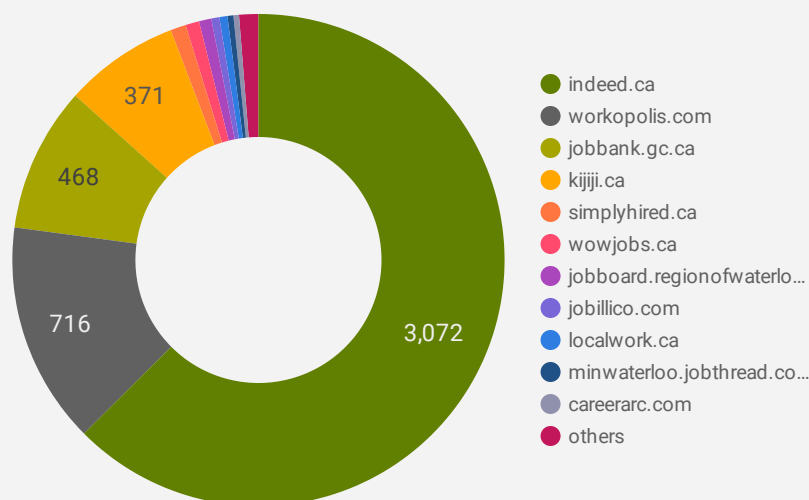
JOB POSTINGS BY JOB BOARD

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	7,658	19	13.23	3,072
2.	workopolis.com	1,055	15	16.23	716
3.	jobbank.gc.ca	901	30	16.23	468
4.	kijiji.ca	876	16	16.23	371
5.	jobillico.com	280	12	8.23	26
6.	careerbuilder.ca	104	13	9.23	16
7.	careerarc.com	69	20	13.67	18
8.	simplyhired.ca	59	15	16.23	50
9.	wowjobs.ca	56	10	9.54	44
10.	jobboard.regionofwaterloo.ca	55	108	135.23	40
11.	localwork.ca	36	24	29.52	26
12.	agilec.ca	34	37	41.23	16
13.	minwaterloo.jobthread.com	32	11	16.23	19
14.	charityvillage.com	17	16	16.23	11
15.	agcareers.com	11	35	30.4	4
16.	network.applytoeducation.com	11	9	8.23	2
17.	hcareers.ca	10	74	57.23	3
18.	canadianexecutivesearch.com	8	30	20.23	1