



## Workforce Planning Board of Waterloo Wellington Dufferin

# JOB DEMAND REPORT NOVEMBER 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
7,015	4,241	2,896	23

#### # OF DAYS POSTED

AVERAGE	MEDIAN
17	16

## REPORT BUILDER

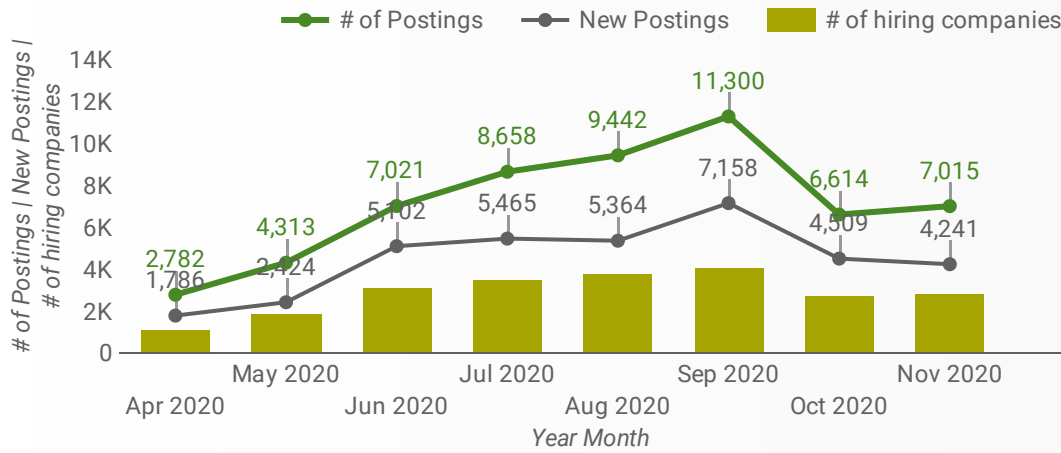
The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.

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		



## JOB POSTINGS BY MONTH

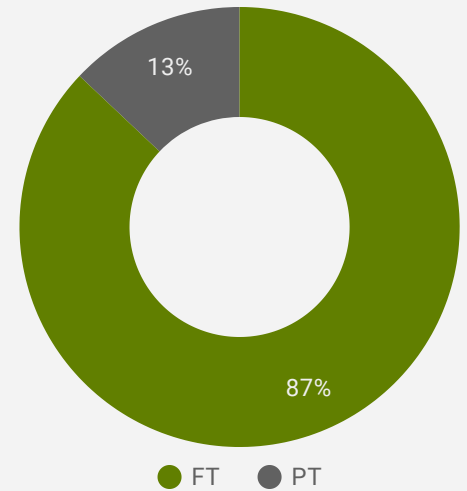
How many job postings were active for at least 1 day this month?



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

## JOB TYPE

Full-time vs Part-time



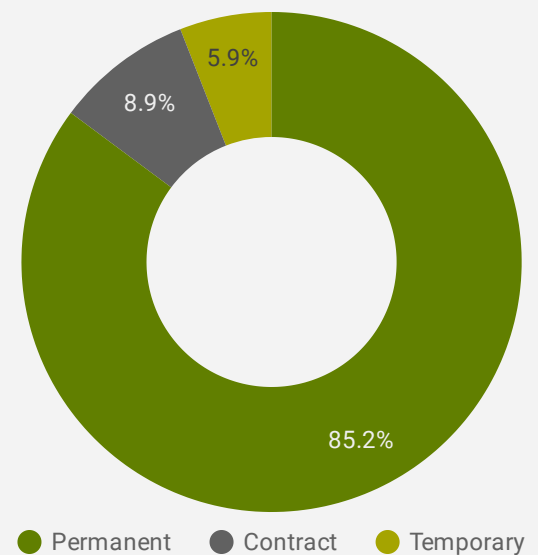
## JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	1,882	18	16.0
2.	City of Guelph	1,520	16	16.0
3.	City of Cambridge	1,108	17	16.0
4.	City of Waterloo	1,102	17	16.0
5.	Town of Orangeville	307	19	16.0
6.	Township of Centre Wellington	192	18	16.0
7.	Woolwich Township	157	17	16.0
8.	Township of Wellington North	85	19	16.0

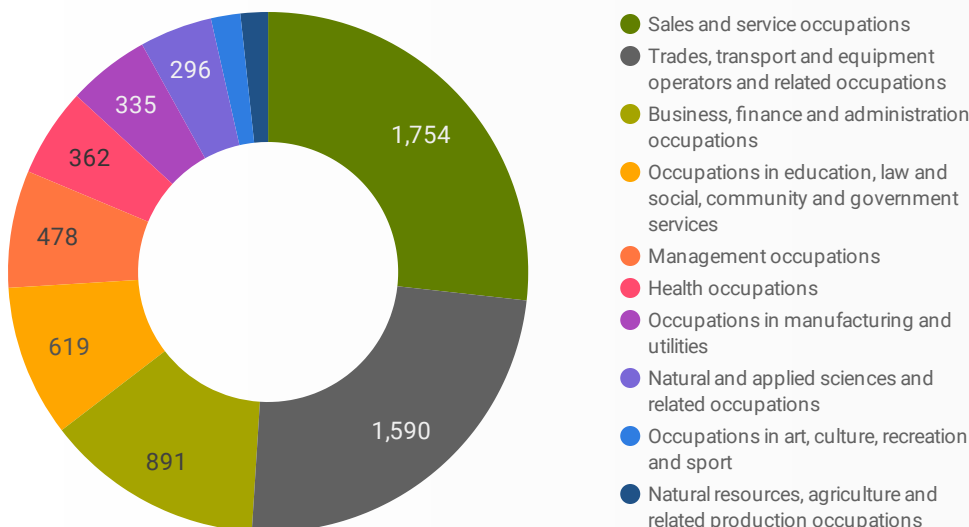
## JOB DURATION

Permanency of jobs posted



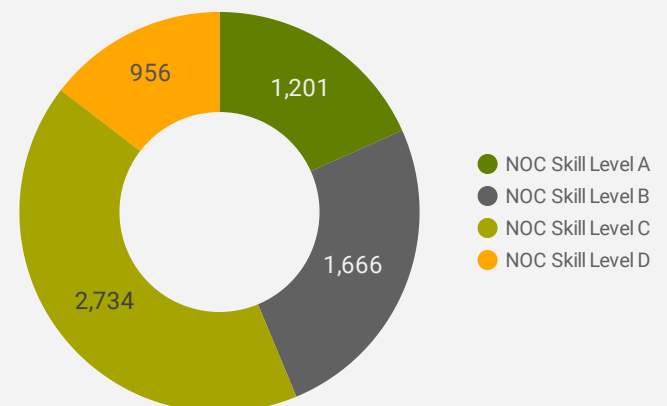
## JOB POSTINGS BY SKILL TYPE

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	461
2.	Retail salespersons	364
3.	Other customer and information services representatives	292
4.	Home support workers, housekeepers and related occupations	226
5.	Delivery and courier service drivers	194
6.	Other labourers in processing, manufacturing and utilities	178
7.	Transport truck drivers	171
8.	Light duty cleaners	153
9.	Cooks	117
10.	Food counter attendants, kitchen helpers and related support occupations	114
11.	Retail and wholesale trade managers	106
12.	Receptionists	87
13.	Construction trades helpers and labourers	87
14.	Administrative assistants	86
15.	Janitors, caretakers and building superintendents	84
16.	Other assisting occupations in support of health services	75
17.	Landscaping and grounds maintenance labourers	73
18.	Social workers	70
19.	Security guards and related security service occupations	68
20.	Automotive service technicians, truck and bus mechanics and mechanical repairers	67
21.	Cashiers	67
22.	Accounting and related clerks	62
23.	Professional occupations in advertising, marketing and public relations	61
24.	Computer network technicians	54
25.	Shippers and receivers	51
26.	Food and beverage servers	51
27.	Senior government managers and officials	50
28.	Food service supervisors	49
29.	Other sales related occupations	49
30.	General office support workers	47

## TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS ▾
1.	Kijiji Jobs	352
2.	OpenText	65
3.	Lowe's	65
4.	Randstad	65
5.	Amazon Canada	65
6.	Amazon	62
7.	Linamar Corp	62
8.	Grand River Hospital	57
9.	Home Depot Canada	56
10.	University of Waterloo	40
11.	UPS	37
12.	St. Mary's General Hospital	33
13.	CarePartners	31
14.	Ontario FireWaterAir.ca	30
15.	Hallink	30
16.	ATS Automation Tooling Systems Inc.	27
17.	We Check	27
18.	Loblaw Companies Limited	27
19.	Homewood Health	27
20.	Sun Life Financial	26
21.	GoRight Fleet Solutions	24
22.	City of Guelph	23
23.	The City of Guelph	23
24.	Walmart Canada	22
25.	TJX Companies, Inc.	21
26.	Wilfrid Laurier University	20
27.	Recipe Unlimited Corporation	20
28.	Linamar Corporation	20
29.	Thresholds Homes and Supports	19



## 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	461	13	16
2.	6421	Retail salespersons	NOC Skill Level C	364	15	16
3.	6552	Other customer and information services representatives	NOC Skill Level C	292	15	16
4.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	226	17	16
5.	7514	Delivery and courier service drivers	NOC Skill Level C	194	16	16
6.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	178	16	16
7.	7511	Transport truck drivers	NOC Skill Level C	171	19	16
8.	6731	Light duty cleaners	NOC Skill Level D	153	17	16
9.	6322	Cooks	NOC Skill Level B	117	31	16
10.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	114	16	16
11.	621	Retail and wholesale trade managers	NOC Skill Level A	106	19	16
12.	1414	Receptionists	NOC Skill Level C	87	16	16
13.	7611	Construction trades helpers and labourers	NOC Skill Level D	87	18	16
14.	1241	Administrative assistants	NOC Skill Level B	86	20	16
15.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	84	16	16
16.	3414	Other assisting occupations in support of health services	NOC Skill Level C	75	15	16
17.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	73	16	16
18.	4152	Social workers	NOC Skill Level A	70	15	16
19.	6541	Security guards and related security service occupations	NOC Skill Level C	68	14	16
20.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	67	15	16
21.	6611	Cashiers	NOC Skill Level D	67	16	16
22.	1431	Accounting and related clerks	NOC Skill Level C	62	14	16
23.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	61	17	16
24.	2281	Computer network technicians	NOC Skill Level B	54	16	16
25.	1521	Shippers and receivers	NOC Skill Level C	51	16	16
26.	6513	Food and beverage servers	NOC Skill Level C	51	17	16
27.	12	Senior government managers and officials	NOC Skill Level A	50	14	16
28.	6311	Food service supervisors	NOC Skill Level B	49	49	23
29.	6623	Other sales related occupations	NOC Skill Level D	49	17	16



## 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	462	13	16
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	385	18	16
3.	642	Retail salespersons	NOC Skill Level C	364	15	16
4.	655	Customer and information services representatives	NOC Skill Level C	297	15	16
5.	673	Cleaners	NOC Skill Level D	269	16	16
6.	441	Home care providers and educational support occupations	NOC Skill Level C	262	18	16
7.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	213	18	16
8.	141	General office workers	NOC Skill Level C	140	16	16
9.	632	Chefs and cooks	NOC Skill Level B	137	33	16
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	135	18	16
11.	341	Assisting occupations in support of health services	NOC Skill Level C	125	15	16
12.	012	Senior managers - construction, transportation, production and	NOC Skill Level A	121	14	16

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## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

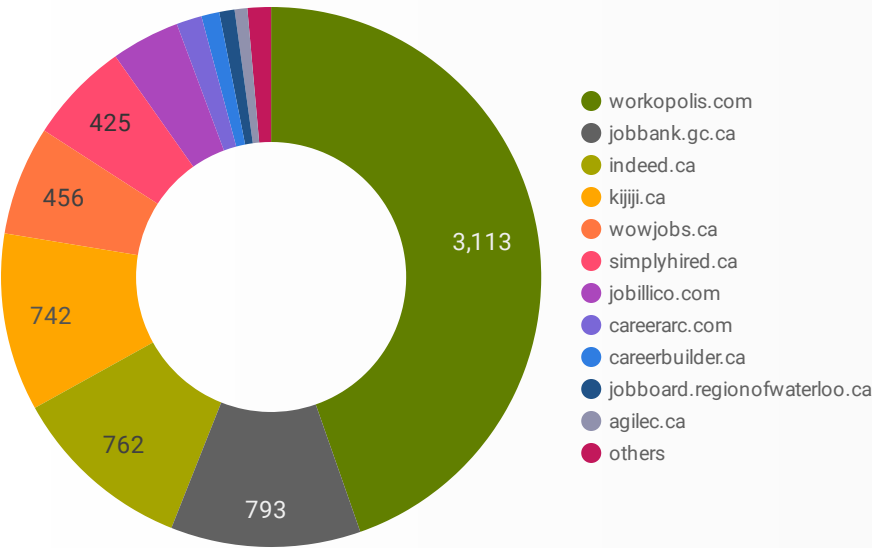
	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	509	14	16
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	471	15	16
3.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	451	18	16
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	397	16	16
5.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	378	15	16
6.	72	Industrial, electrical and construction trades	NOC Skill Level B	378	19	16
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	284	17	16
8.	14	Office support occupations	NOC Skill Level C	266	15	16
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	264	18	16
10.	63	Service supervisors and specialized service occupations	NOC Skill Level B	248	34	16
11.	41	Professional occupations in law and social community and	NOC Skill Level A	216	17	16

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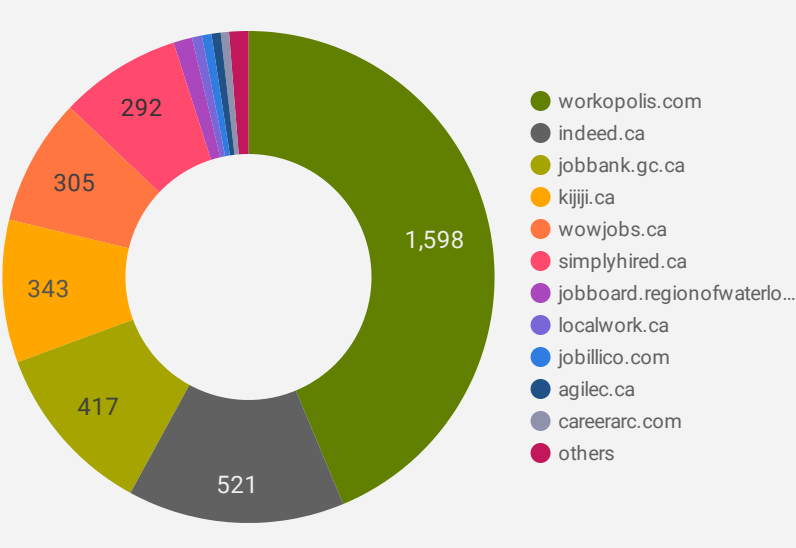
JOB POSTINGS BY JOB BOARD

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.	workopolis.com	3,113	16	16	1,598
2.	jobbank.gc.ca	793	31	16	417
3.	indeed.ca	762	19	11	521
4.	kijiji.ca	742	16	16	343
5.	wowjobs.ca	456	8	9	305
6.	simplyhired.ca	425	15	16	292
7.	jobillico.com	286	11	8	23
8.	careerarc.com	106	19	15.5	20
9.	careerbuilder.ca	75	12	10	11
10.	jobboard.regionofwaterloo.ca	64	107	89	45
11.	agilec.ca	53	27	27	22
12.	localwork.ca	33	29	31	24
13.	minwaterloo.jobthread.com	15	30	31	9
14.	agcareers.com	13	51	61	5
15.	canadianexecutivesearch.com	11	19	15	1
16.	charityvillage.com	8	16	16	7
17.	ospeca.careerwebsite.com	7	19	20.5	5
18.	kwjobboard.ca	3			2