



Workforce Planning Board of Waterloo Wellington Dufferin

JOB DEMAND REPORT DECEMBER 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
6,918	3,742	2,843	24

OF DAYS POSTED

AVERAGE	MEDIAN
24	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		

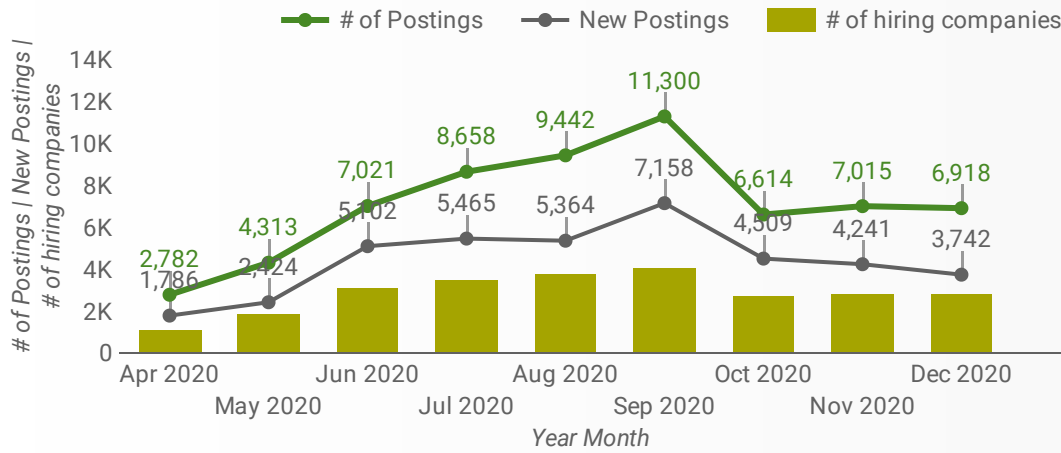


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JOB POSTINGS BY MONTH

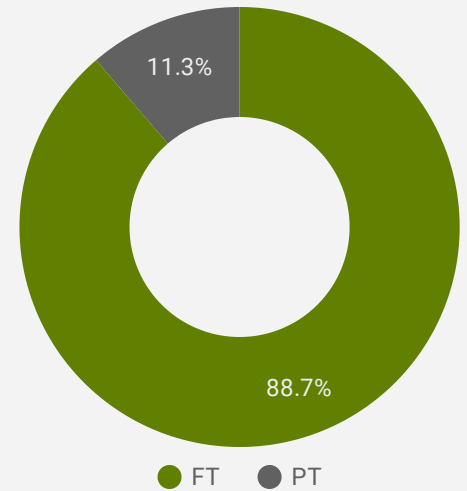
How many job postings were active for at least 1 day this month?



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

JOB TYPE

Full-time vs Part-time



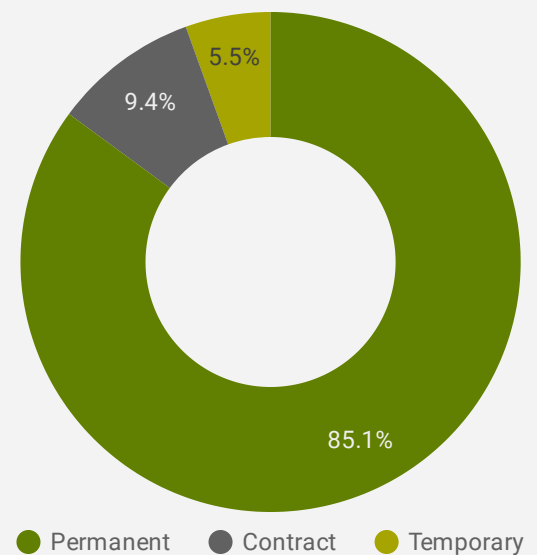
JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	1,790	24.0	16
2.	City of Guelph	1,528	24.7	16
3.	City of Cambridge	1,143	24.4	16
4.	City of Waterloo	1,080	23.6	16
5.	Town of Orangeville	296	23.5	16
6.	Township of Centre Wellington	153	27.9	18
7.	Woolwich Township	144	26.4	16
8.	Township of Wellington North	131	24.7	17

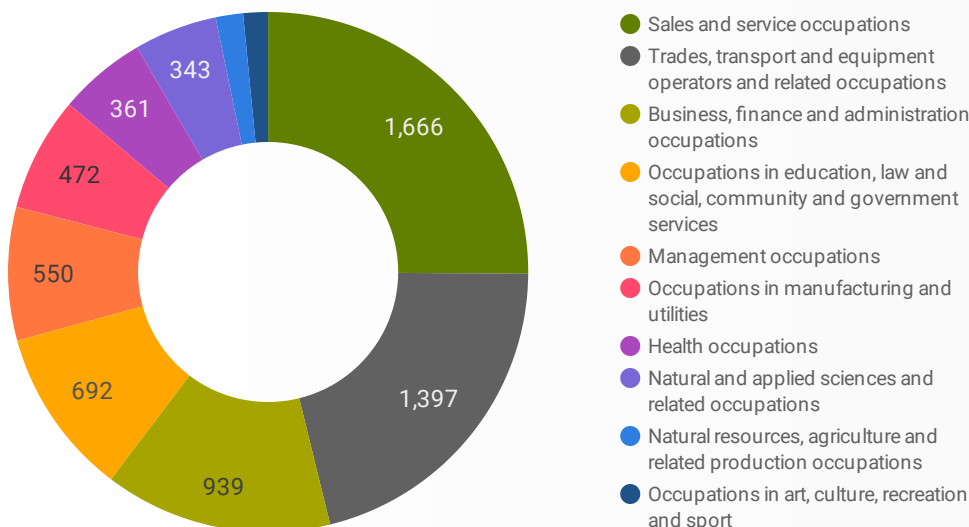
JOB DURATION

Permanency of jobs posted



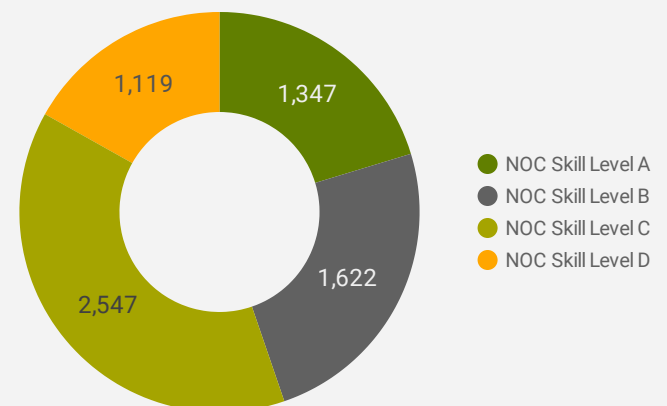
JOB POSTINGS BY SKILL TYPE

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 COUNT
1.	Material handlers	390
2.	Other labourers in processing, manufacturing and utilities	305
3.	Retail salespersons	303
4.	Home support workers, housekeepers and related occupations	262
5.	Other customer and information services representatives	256
6.	Delivery and courier service drivers	179
7.	Light duty cleaners	161
8.	Transport truck drivers	150
9.	Food counter attendants, kitchen helpers and related support occupations	126
10.	Cooks	108
11.	Retail and wholesale trade managers	105
12.	Janitors, caretakers and building superintendents	86
13.	Social workers	85
14.	Construction trades helpers and labourers	84
15.	Other assisting occupations in support of health services	83
16.	Administrative assistants	80
17.	Security guards and related security service occupations	78
18.	Professional occupations in advertising, marketing and public relations	74
19.	Receptionists	74
20.	Accounting and related clerks	73
21.	Automotive service technicians, truck and bus mechanics and mechanical repairers	71
22.	Computer network technicians	70
23.	Business development officers and marketing researchers and consultants	69
24.	Administrative officers	69
25.	Landscaping and grounds maintenance labourers	68
26.	Other business services managers	63
27.	Other sales related occupations	62
28.	Senior government managers and officials	56
29.	Cashiers	55

TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS COUNT
1.	Kijiji Jobs	283
2.	Linamar Corp	70
3.	Amazon	64
4.	Ontario FireWaterAir.ca	52
5.	Home Depot Canada	47
6.	University of Waterloo	46
7.	OpenText	45
8.	Randstad	42
9.	ATS Automation Tooling Systems Inc.	39
10.	Sun Life Financial	39
11.	CarePartners	38
12.	Grand River Hospital	38
13.	We Check	36
14.	Walmart Canada	35
15.	Lowe's	35
16.	Loblaws Companies Limited	33
17.	Amazon Canada	32
18.	The City of Guelph	28
19.	The Economical Insurance Group	28
20.	Equitable Life of Canada	27
21.	St. Mary's General Hospital	27
22.	Farm Boy	26
23.	Region of Waterloo	26
24.	Homewood Health	25
25.	Wellington Health Care Alliance	25
26.	Aerotek	24
27.	House of Friendship	23
28.	Express Employment Professionals	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	390	24.0	16
2.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	305	26.0	16
3.	6421	Retail salespersons	NOC Skill Level C	303	22.9	16
4.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	262	23.3	16
5.	6552	Other customer and information services representatives	NOC Skill Level C	256	21.0	16
6.	7514	Delivery and courier service drivers	NOC Skill Level C	179	20.9	16
7.	6731	Light duty cleaners	NOC Skill Level D	161	24.9	16
8.	7511	Transport truck drivers	NOC Skill Level C	150	22.7	16
9.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	126	25.5	16
10.	6322	Cooks	NOC Skill Level B	108	27.5	16
11.	621	Retail and wholesale trade managers	NOC Skill Level A	105	22.5	16
12.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	86	26.7	16
13.	4152	Social workers	NOC Skill Level A	85	20.0	16
14.	7611	Construction trades helpers and labourers	NOC Skill Level D	84	22.7	16
15.	3414	Other assisting occupations in support of health services	NOC Skill Level C	83	20.8	16
16.	1241	Administrative assistants	NOC Skill Level B	80	27.0	17
17.	6541	Security guards and related security service occupations	NOC Skill Level C	78	27.2	16
18.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	74	22.7	16
19.	1414	Receptionists	NOC Skill Level C	74	22.5	16
20.	1431	Accounting and related clerks	NOC Skill Level C	73	21.8	16
21.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	71	22.7	16
22.	2281	Computer network technicians	NOC Skill Level B	70	22.5	16
23.	4163	Business development officers and marketing researchers and consultants	NOC Skill Level A	69	20.4	16
24.	1221	Administrative officers	NOC Skill Level B	69	26.1	17
25.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	68	21.4	16
26.	125	Other business services managers	NOC Skill Level A	63	22.7	16
27.	6623	Other sales related occupations	NOC Skill Level D	62	23.5	16
28.	12	Senior government managers and officials	NOC Skill Level A	56	20.0	15



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	390	24.0	16
2.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	350	26.1	17
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	348	22.1	16
4.	642	Retail salespersons	NOC Skill Level C	303	22.9	16
5.	441	Home care providers and educational support occupations	NOC Skill Level C	302	24.1	16
6.	673	Cleaners	NOC Skill Level D	274	24.9	16
7.	655	Customer and information services representatives	NOC Skill Level C	259	21.0	16
8.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	168	22.4	16
9.	122	Administrative and regulatory occupations	NOC Skill Level B	148	25.5	16
10.	341	Assisting occupations in support of health services	NOC Skill Level C	134	22.0	16
11.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	127	24.6	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	445	24.1	16
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	416	25.1	16
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	410	23.7	16
4.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	390	21.7	16
5.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	350	26.1	17
6.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	329	23.0	16
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	305	26.2	16
8.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	303	24.0	16
9.	72	Industrial, electrical and construction trades	NOC Skill Level B	277	25.6	16
10.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	268	22.1	16

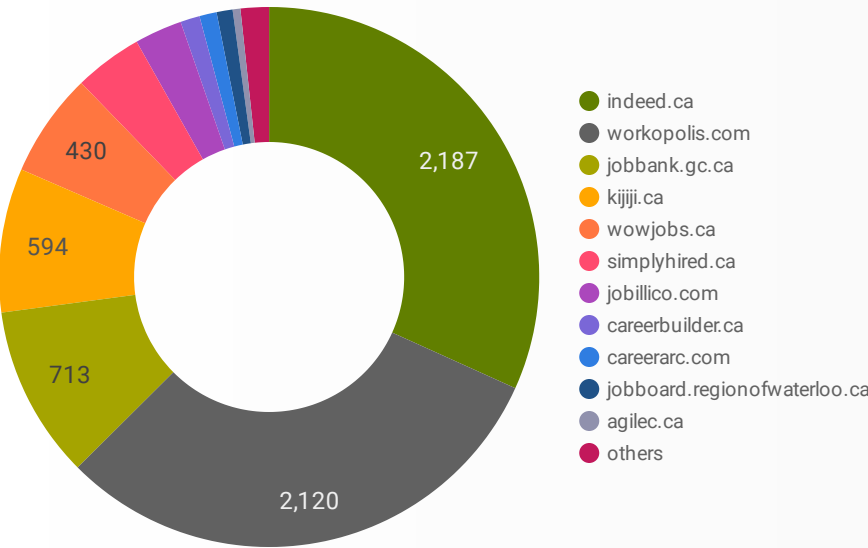
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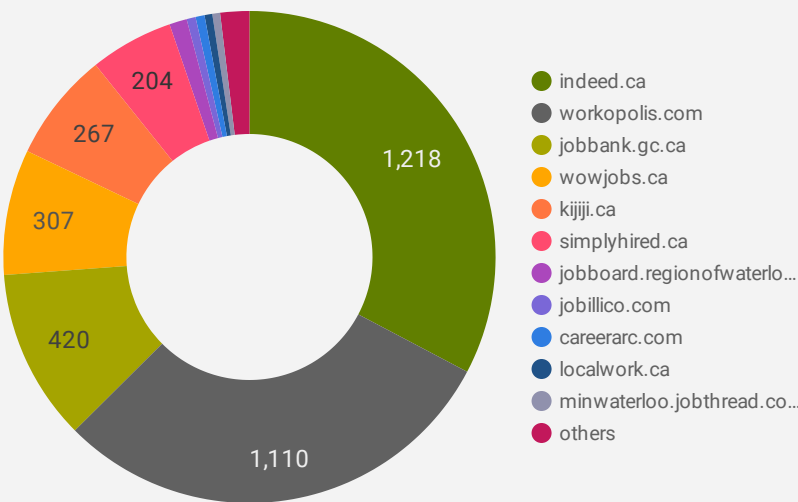
JOB POSTINGS BY JOB BOARD

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 ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	2,187	34.7	33	1,218
2.	workopolis.com	2,120	15.6	15	1,110
3.	jobbank.gc.ca	713	32.4	21	420
4.	kijiji.ca	594	15.6	16	267
5.	wowjobs.ca	430	15.9	16	307
6.	simplyhired.ca	281	15.7	16	204
7.	jobillico.com	196	17.0	11	22
8.	careerbuilder.ca	80	10.5	8	16
9.	careerarc.com	71	21.8	18	22
10.	jobboard.regionofwaterloo.ca	66	139.7	119	43
11.	agilec.ca	32	44.4	39	13
12.	localwork.ca	24	27.7	31	19
13.	minwaterloo.jobthread.com	24	29.7	30	19
14.	agcareers.com	20	27.9	25	9
15.	charityvillage.com	19	15.5	15	12
16.	canadianexecutivesearch.com	7	27.6	21	1
17.	ospeca.careerwebsite.com	6	24.8	26	5