



## Workforce Planning Board of Waterloo Wellington Dufferin

# JOB DEMAND REPORT FEBRUARY 2021

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
7,890	4,684	3,357	31

#### # OF DAYS POSTED

AVERAGE	MEDIAN
17.8	17

## 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		

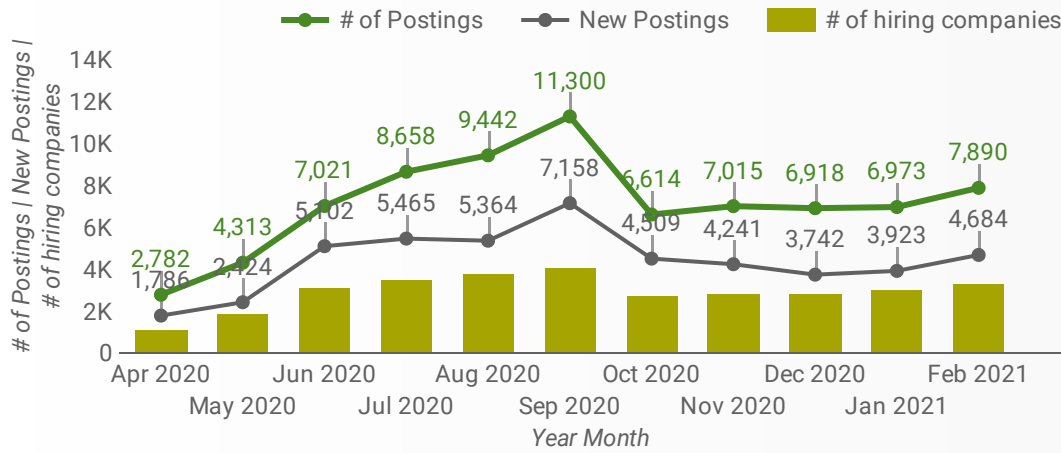


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## JOB POSTINGS BY MONTH

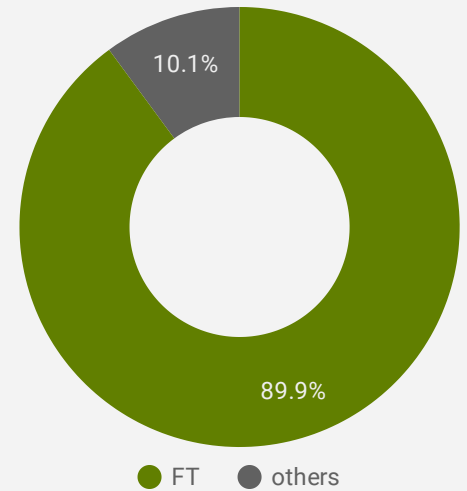
How many job postings were active for at least 1 day this month?



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

## JOB TYPE

Full-time vs Part-time



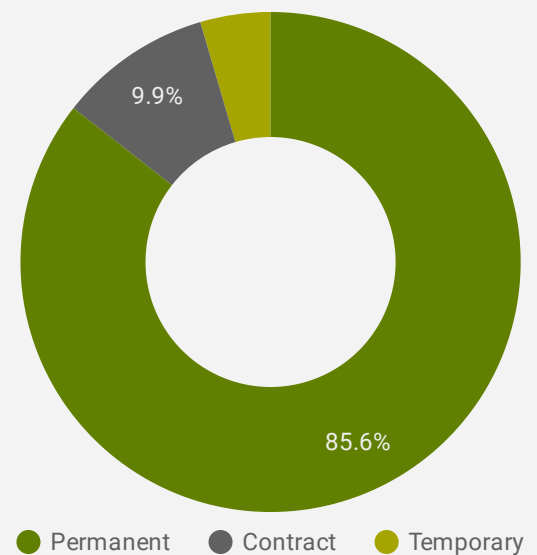
## JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	2,023	18.0	17
2.	City of Guelph	1,728	17.9	18
3.	City of Waterloo	1,312	17.2	17
4.	City of Cambridge	1,259	18.2	18
5.	Town of Orangeville	361	17.5	17
6.	Township of Centre Wellington	206	17.0	16
7.	Woolwich Township	182	16.9	17
8.	Township of Wellington North	123	16.9	17

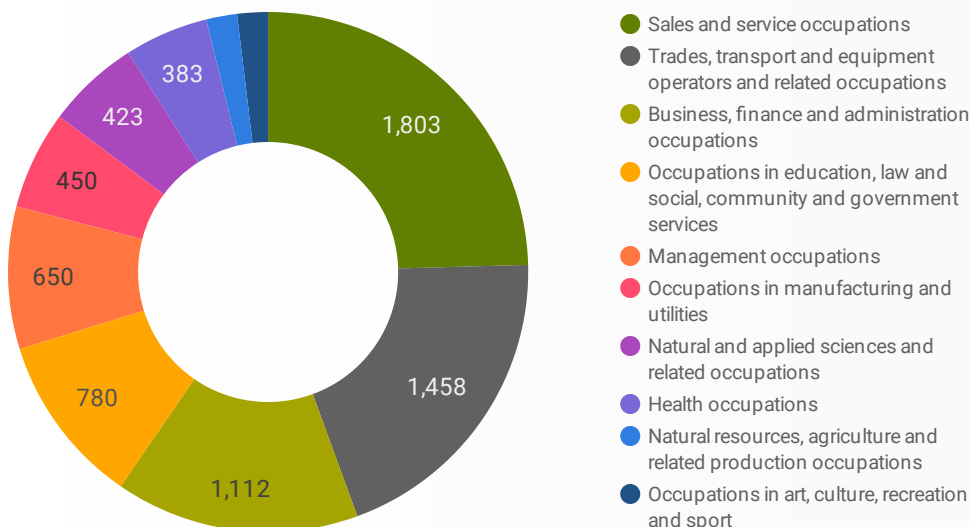
## JOB DURATION

Permanency of jobs posted



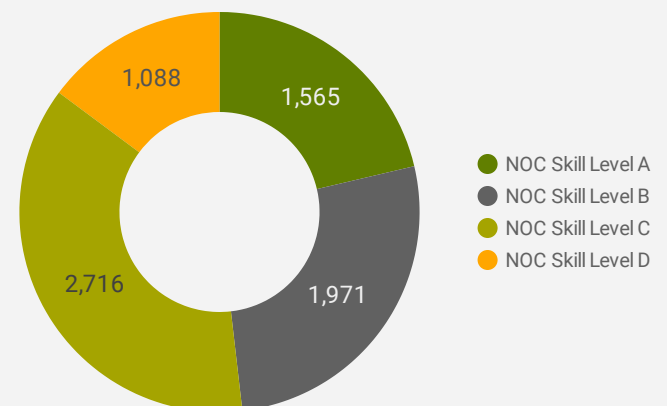
## JOB POSTINGS BY SKILL TYPE

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.	Retail salespersons	368
2.	Material handlers	292
3.	Home support workers, housekeepers and related occupations	287
4.	Other labourers in processing, manufacturing and utilities	272
5.	Other customer and information services representatives	242
6.	Transport truck drivers	197
7.	Delivery and courier service drivers	170
8.	Cooks	152
9.	Light duty cleaners	147
10.	Administrative assistants	117
11.	Retail and wholesale trade managers	109
12.	Construction trades helpers and labourers	105
13.	Food counter attendants, kitchen helpers and related support occupations	104
14.	Administrative officers	102
15.	Receptionists	95
16.	Shippers and receivers	92
17.	Janitors, caretakers and building superintendents	80
18.	Security guards and related security service occupations	79
19.	Cashiers	78
20.	Accounting and related clerks	76
21.	Business development officers and marketing researchers and consultants	75
22.	Landscaping and grounds maintenance labourers	74
23.	Senior government managers and officials	73
24.	Carpenters	73
25.	Professional occupations in advertising, marketing and public relations	72
26.	Computer network technicians	67
27.	Home child care providers	63
28.	Other financial officers	60
29.	Financial managers	58

## TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS COUNT ▾
1.	Kijiji Jobs	272
2.	Stirah	135
3.	CareerJet	93
4.	Home Depot Canada	84
5.	Lowe's	69
6.	OpenText	61
7.	Sun Life Financial	58
8.	Randstad Canada	53
9.	University of Waterloo	47
10.	Linamar Corp	41
11.	Region of Waterloo	39
12.	CarePartners	38
13.	The Economical Insurance Group	35
14.	Upper Grand District School Board	34
15.	Loblaw Companies Limited	32
16.	The Home Depot Canada	31
17.	St. Mary's General Hospital	30
18.	ATS Automation Tooling Systems Inc.	30
19.	Grand River Hospital	30
20.	The City of Guelph	27
21.	Compass Group Canada	24
22.	401 Auto	24
23.	Randstad	23
24.	WATERLOO REGION DISTRICT SCHOOL BOARD	23
25.	Thresholds Homes and Supports	22
26.	Ontario FireWaterAir.ca	21
27.	Sienna Senior Living	21
28.	Walmart Canada	21



## 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	368	16.2	16
2.	7452	Material handlers	NOC Skill Level C	292	16.6	17
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	287	18.4	18
4.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	272	18.4	18
5.	6552	Other customer and information services representatives	NOC Skill Level C	242	16.6	18
6.	7511	Transport truck drivers	NOC Skill Level C	197	18.6	15
7.	7514	Delivery and courier service drivers	NOC Skill Level C	170	17.3	17
8.	6322	Cooks	NOC Skill Level B	152	18.4	17
9.	6731	Light duty cleaners	NOC Skill Level D	147	15.9	16
10.	1241	Administrative assistants	NOC Skill Level B	117	21.1	18
11.	621	Retail and wholesale trade managers	NOC Skill Level A	109	25.6	17
12.	7611	Construction trades helpers and labourers	NOC Skill Level D	105	17.4	15
13.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	104	16.5	17
14.	1221	Administrative officers	NOC Skill Level B	102	17.7	18
15.	1414	Receptionists	NOC Skill Level C	95	16.4	15
16.	1521	Shippers and receivers	NOC Skill Level C	92	16.6	17
17.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	80	19.7	17
18.	6541	Security guards and related security service occupations	NOC Skill Level C	79	15.9	17
19.	6611	Cashiers	NOC Skill Level D	78	13.4	15
20.	1431	Accounting and related clerks	NOC Skill Level C	76	16.8	18
21.	4163	Business development officers and marketing researchers and consultants	NOC Skill Level A	75	17.8	18
22.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	74	16.3	17
23.	12	Senior government managers and officials	NOC Skill Level A	73	16.9	18
24.	7271	Carpenters	NOC Skill Level B	73	15.8	16
25.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	72	16.8	18
26.	2281	Computer network technicians	NOC Skill Level B	67	16.9	18
27.	4411	Home child care providers	NOC Skill Level C	63	21.6	15
28.	1114	Other financial officers	NOC Skill Level A	60	17.7	18
29.	111	Financial managers	NOC Skill Level A	58	16.5	18



## 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	380	17.9	16
2.	642	Retail salespersons	NOC Skill Level C	368	16.2	16
3.	441	Home care providers and educational support occupations	NOC Skill Level C	358	18.7	18
4.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	313	18.3	18
5.	745	Longshore workers and material handlers	NOC Skill Level C	292	16.6	17
6.	673	Cleaners	NOC Skill Level D	264	17.1	17
7.	655	Customer and information services representatives	NOC Skill Level C	253	16.6	18
8.	122	Administrative and regulatory occupations	NOC Skill Level B	194	17.7	18
9.	632	Chefs and cooks	NOC Skill Level B	190	19.8	16
10.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	178	17.0	18
11.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	154	16.9	18

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## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

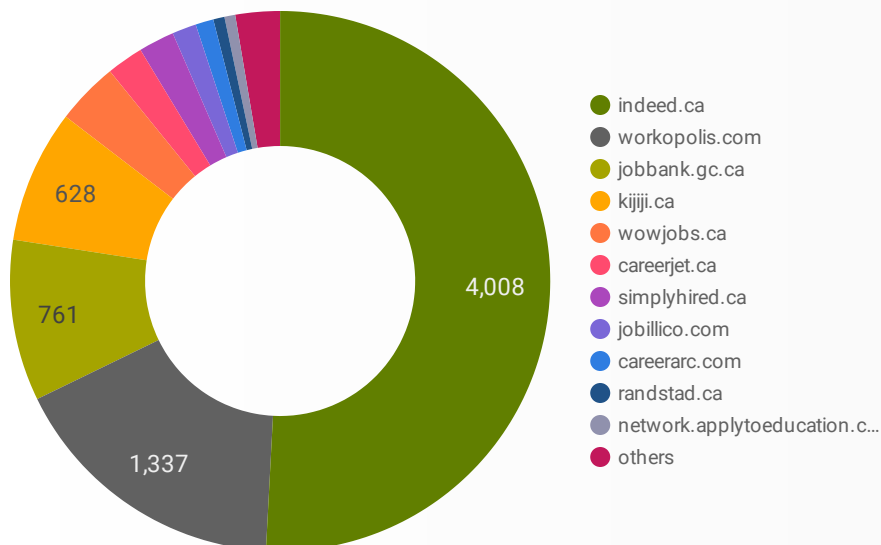
	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	435	16.6	18
2.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	433	17.8	16
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	411	16.3	16
4.	72	Industrial, electrical and construction trades	NOC Skill Level B	408	21.3	17
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	377	18.8	18
6.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	377	17.1	17
7.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	359	18.7	18
8.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	353	16.8	17
9.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	313	18.3	18
10.	63	Service supervisors and specialized service occupations	NOC Skill Level B	312	23.1	17
11.	01	Senior managers - construction, transportation, production and	NOC Skill Level A	292	17.3	18

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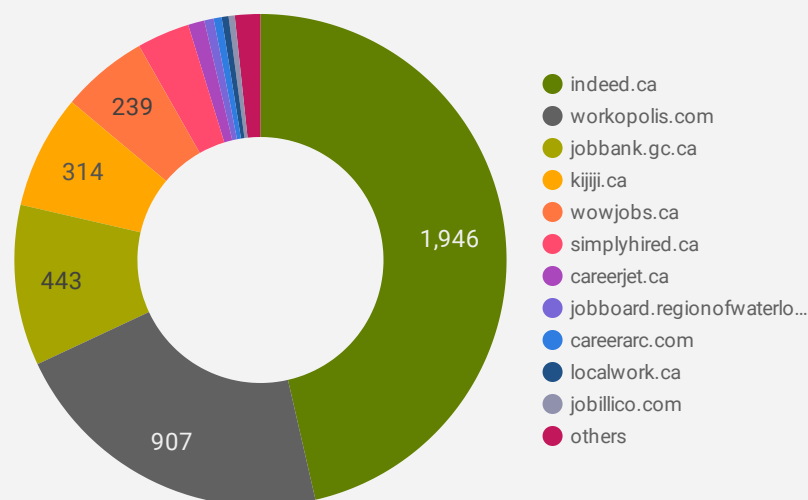
## JOB POSTINGS BY JOB BOARD

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	4,008	17.9	18	1,946
2.	workopolis.com	1,337	15.2	15	907
3.	jobbank.gc.ca	761	31.5	18	443
4.	kijiji.ca	628	15.1	15	314
5.	wowjobs.ca	295	16.1	16	239
6.	careerjet.ca	173	5.7	4	45
7.	simplyhired.ca	169	15.7	16	145
8.	jobillico.com	114	14.7	10	17
9.	careerarc.com	85	19.4	13	22
10.	randstad.ca	53	20.5	17	1
11.	network.applytoeducation.com	51	5.8	5	3
12.	careerbuilder.ca	46	13.3	12	13
13.	jobboard.regionofwaterloo.ca	35	68.0	71	26
14.	localwork.ca	27	25.6	26	19
15.	agilec.ca	24	25.6	22	6
16.	canadianexecutivesearch.com	17	17.8	22	1
17.	agcareers.com	10	37.5	44	9