



## Workforce Planning Board of Waterloo Wellington Dufferin

# JOB DEMAND REPORT

## March 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
12,289	8,314	4,530	31

#### # OF DAYS POSTED

AVERAGE	MEDIAN
17.9	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		

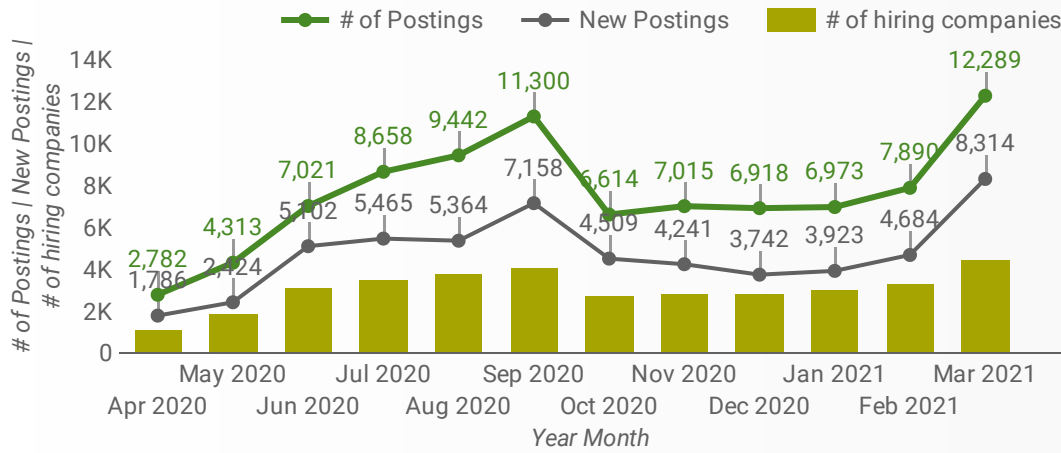


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Government of Ontario



## JOB POSTINGS BY MONTH

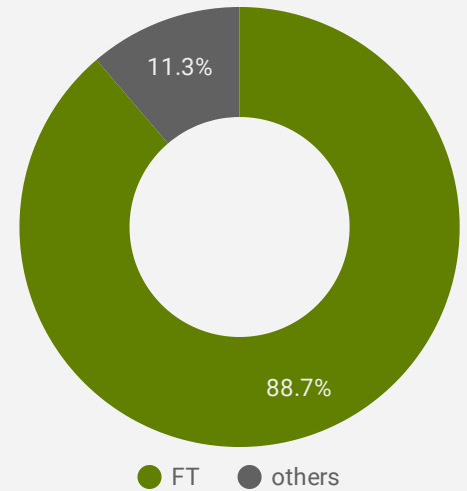
How many job postings were active for at least 1 day this month?



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

## JOB TYPE

Full-time vs Part-time



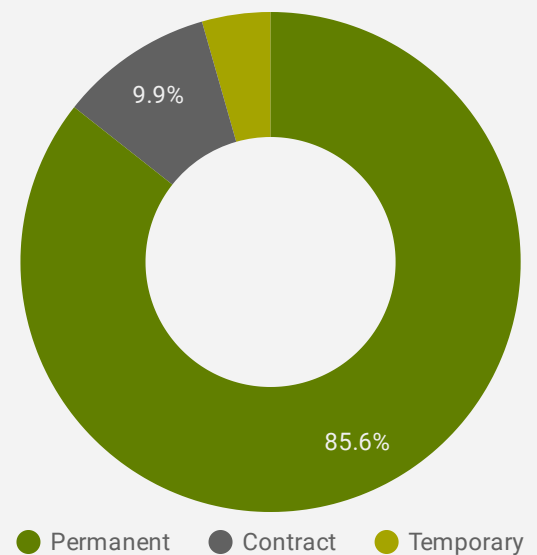
## JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	3,047	17.8	17
2.	City of Guelph	2,773	18.5	17
3.	City of Waterloo	2,004	17.7	17
4.	City of Cambridge	1,874	17.7	17
5.	Town of Orangeville	685	17.3	16
6.	Township of Centre Wellington	397	17.7	17
7.	Woolwich Township	267	18.8	17
8.	Township of Wellington North	151	18.3	17

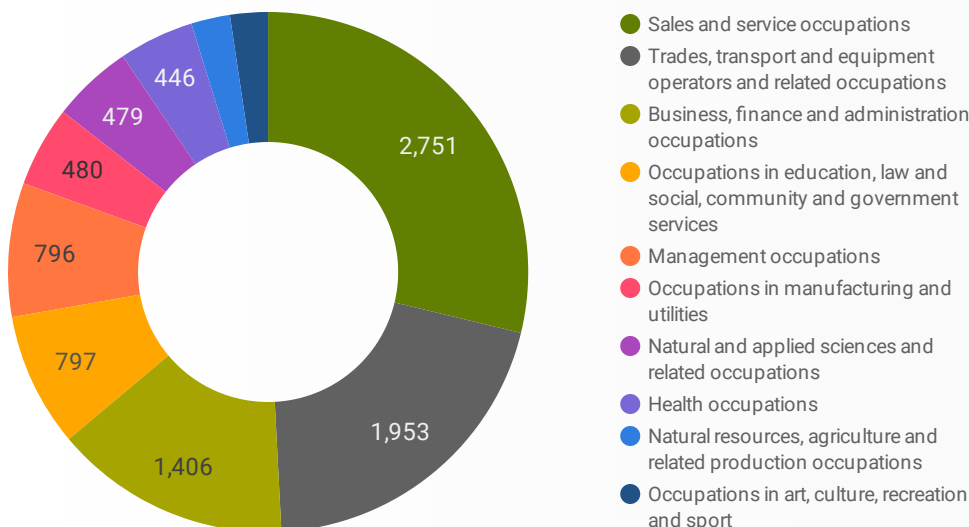
## JOB DURATION

Permanency of jobs posted



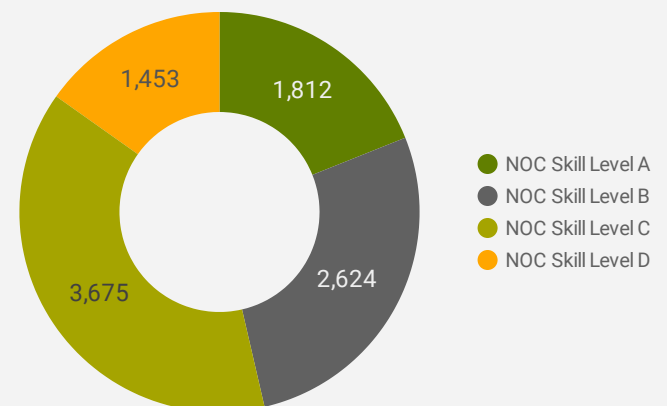
## JOB POSTINGS BY SKILL TYPE

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	654
2.	Material handlers	416
3.	Other customer and information services representatives	327
4.	Home support workers, housekeepers and related occupations	291
5.	Other labourers in processing, manufacturing and utilities	275
6.	Cooks	255
7.	Transport truck drivers	233
8.	Delivery and courier service drivers	201
9.	Light duty cleaners	198
10.	Administrative assistants	192
11.	Construction trades helpers and labourers	180
12.	Retail and wholesale trade managers	166
13.	Food counter attendants, kitchen helpers and related support occupations	162
14.	Receptionists	139
15.	Landscaping and grounds maintenance labourers	133
16.	Food and beverage servers	122
17.	Carpenters	112
18.	Cashiers	103
19.	Janitors, caretakers and building superintendents	95
20.	Other financial officers	93
21.	Home child care providers	92
22.	Shippers and receivers	92
23.	Administrative officers	91
24.	Professional occupations in advertising, marketing and public relations	89
25.	Senior government managers and officials	86
26.	Residential and commercial installers and servicers	82
27.	Store shelf stockers, clerks and order fillers	77
28.	Security guards and related security service occupations	75
29.	Accounting and related clerks	72
30.	Business development officers and marketing representatives	70

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## TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS COUNT
1.	Kijiji Jobs	483
2.	CareerJet	373
3.	Home Depot Canada	154
4.	Stirah	150
5.	Randstad Canada	133
6.	OpenText	91
7.	Upper Grand District School Board	84
8.	Lowe's	74
9.	Sun Life Financial	70
10.	The Home Depot Canada	69
11.	WATERLOO REGION DISTRICT SCHOOL BOARD	68
12.	Grand River Hospital	63
13.	Linamar Corp	62
14.	University of Waterloo	58
15.	St. Mary's General Hospital	48
16.	Randstad	41
17.	The Economical Insurance Group	40
18.	401 Auto	40
19.	City of Guelph	37
20.	Canadian Tire	36
21.	Loblaw Companies Limited	35
22.	Shoppers Drug Mart	35
23.	Ontario FireWaterAir.ca	34
24.	Brulis	34
25.	Region of Waterloo	33
26.	Manulife	33
27.	McDonald's Restaurants	33
28.	Amazon	32
29.	Wilfrid Laurier University	32

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## 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	654	15.4	16
2.	7452	Material handlers	NOC Skill Level C	416	17.8	17
3.	6552	Other customer and information services representatives	NOC Skill Level C	327	17.3	17
4.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	291	18.2	17
5.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	275	20.3	17
6.	6322	Cooks	NOC Skill Level B	255	21.6	16
7.	7511	Transport truck drivers	NOC Skill Level C	233	19.7	15
8.	7514	Delivery and courier service drivers	NOC Skill Level C	201	16.8	15
9.	6731	Light duty cleaners	NOC Skill Level D	198	17.0	16
10.	1241	Administrative assistants	NOC Skill Level B	192	17.4	16
11.	7611	Construction trades helpers and labourers	NOC Skill Level D	180	17.2	16
12.	621	Retail and wholesale trade managers	NOC Skill Level A	166	18.1	17
13.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	162	16.3	15
14.	1414	Receptionists	NOC Skill Level C	139	18.2	16
15.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	133	16.8	16
16.	6513	Food and beverage servers	NOC Skill Level C	122	17.4	17
17.	7271	Carpenters	NOC Skill Level B	112	17.7	16
18.	6611	Cashiers	NOC Skill Level D	103	15.1	15
19.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	95	18.2	17
20.	1114	Other financial officers	NOC Skill Level A	93	17.9	17
21.	4411	Home child care providers	NOC Skill Level C	92	29.1	30
22.	1521	Shippers and receivers	NOC Skill Level C	92	17.6	17
23.	1221	Administrative officers	NOC Skill Level B	91	20.5	17
24.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	89	17.2	17
25.	12	Senior government managers and officials	NOC Skill Level A	86	17.2	17
26.	7441	Residential and commercial installers and servicers	NOC Skill Level C	82	19.1	16
27.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	77	13.6	16
28.	6541	Security guards and related security service occupations	NOC Skill Level C	75	16.0	16
29.	1431	Accounting and related clerks	NOC Skill Level C	72	17.2	17



## 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.	642	Retail salespersons	NOC Skill Level C	654	15.4	16
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	454	18.7	15
3.	745	Longshore workers and material handlers	NOC Skill Level C	416	17.8	17
4.	441	Home care providers and educational support occupations	NOC Skill Level C	395	20.3	17
5.	673	Cleaners	NOC Skill Level D	350	17.4	16
6.	655	Customer and information services representatives	NOC Skill Level C	332	17.2	17
7.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	324	20.4	17
8.	632	Chefs and cooks	NOC Skill Level B	307	22.1	17
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	233	17.2	16
10.	122	Administrative and regulatory occupations	NOC Skill Level B	219	18.9	17
11.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	212	17.7	17

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## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

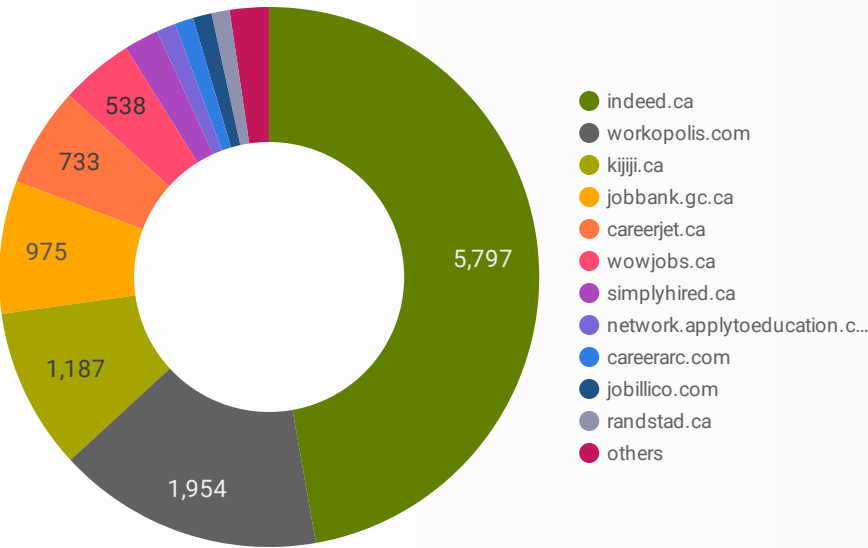
	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	695	15.5	16
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	667	17.1	17
3.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	544	18.5	15
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	527	17.2	16
5.	72	Industrial, electrical and construction trades	NOC Skill Level B	521	19.0	16
6.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	507	18.0	17
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	479	18.2	17
8.	63	Service supervisors and specialized service occupations	NOC Skill Level B	465	25.4	17
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	395	20.3	17
10.	14	Office support occupations	NOC Skill Level C	372	17.9	17
11.	01	Senior managers - construction, transportation, production and	NOC Skill Level A	329	19.4	17

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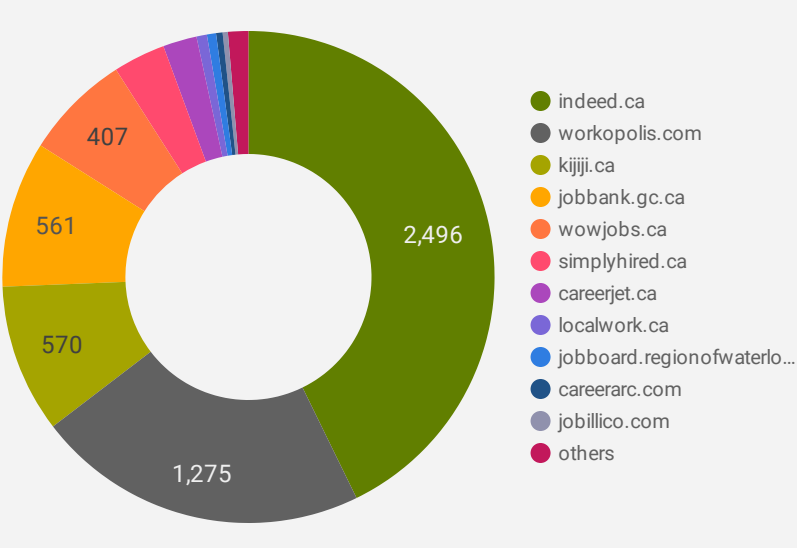
JOB POSTINGS BY JOB BOARD

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	5,797	17.2	17	2,496
2.	workopolis.com	1,954	15.4	15	1,275
3.	kijiji.ca	1,187	15.2	15	570
4.	jobbank.gc.ca	975	33.8	16	561
5.	careerjet.ca	733	17.4	10	130
6.	wowjobs.ca	538	16.5	16	407
7.	simplyhired.ca	255	16.0	16	200
8.	network.applytoeducation.com	140	5.1	5	3
9.	careerarc.com	138	24.7	16	25
10.	jobillico.com	137	15.3	10	20
11.	randstad.ca	133	34.6	34	1
12.	localwork.ca	62	24.9	31	40
13.	jobboard.regionofwaterloo.ca	55	46.2	21	35
14.	careerbuilder.ca	43	19.9	22	12
15.	agilec.ca	38	34.0	32	14
16.	en.agilus.ca	14	23.7	24	1
17.	agcareers.com	13	36.1	31	8