



Workforce Planning Board of Waterloo Wellington Dufferin

JOB DEMAND REPORT AUGUST 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
20,141	13,090	5,632	32

OF DAYS POSTED

AVERAGE	MEDIAN
16.8	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		

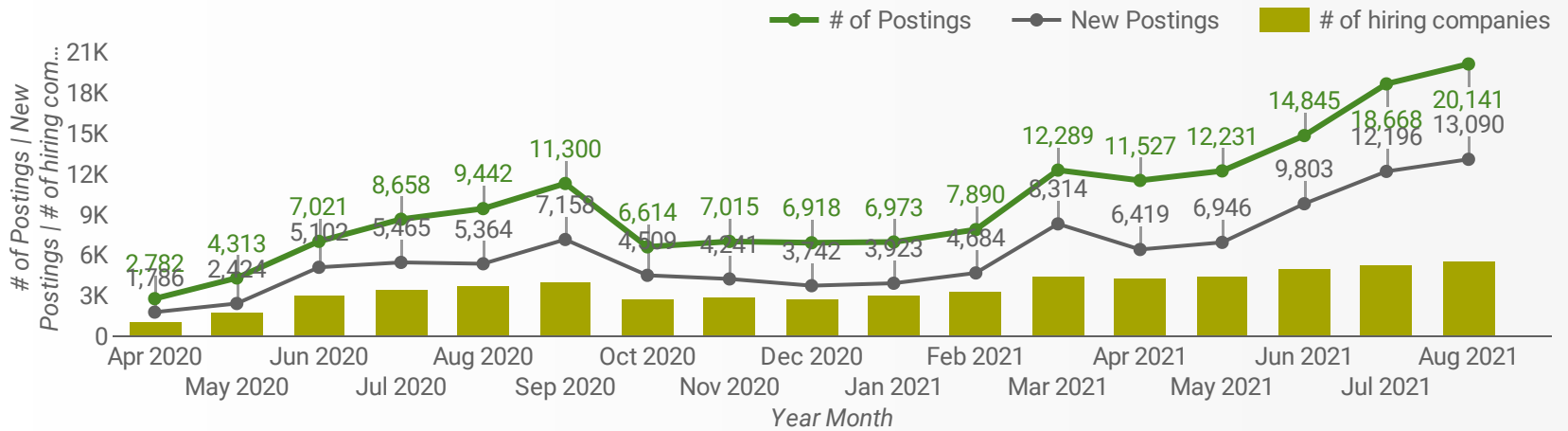


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Government of Canada and the
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JOB POSTINGS BY MONTH FOR LOCAL BOARD AREA

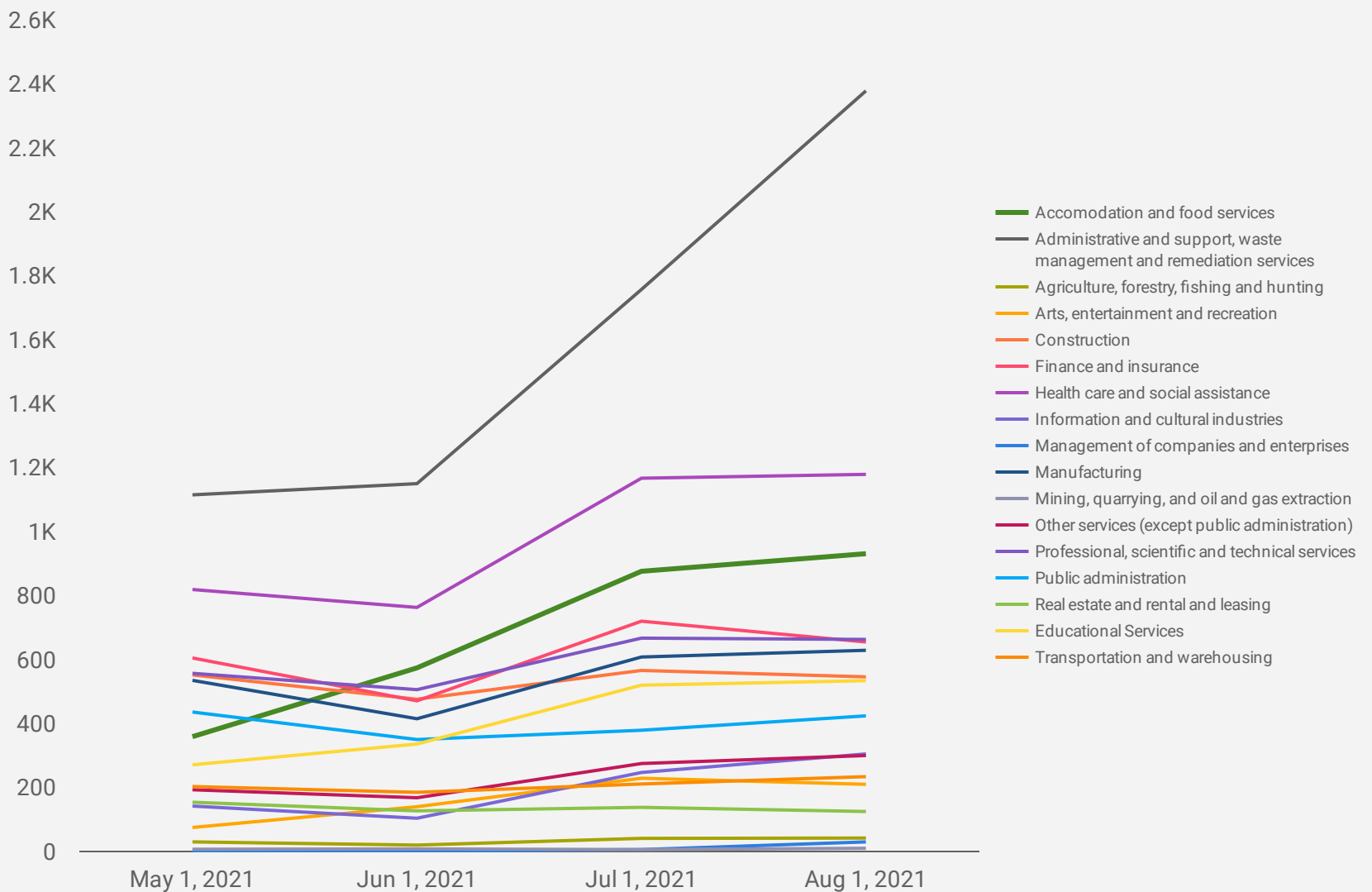
How many job postings were active for at least 1 day this month?



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

JOB POSTINGS BY SECTOR BY MONTH FOR LOCAL BOARD AREA

Where are job opportunities being offered?





JOB POSTINGS BY REGION/COUNTY

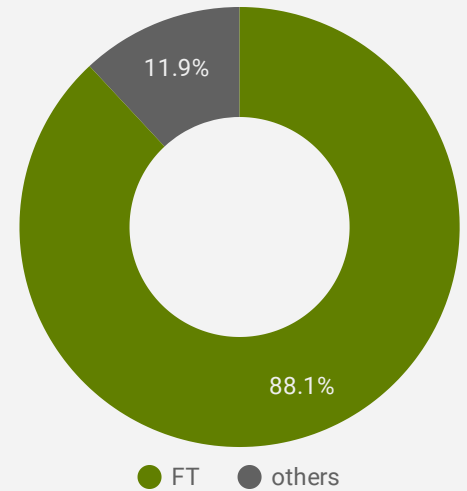
How many job postings were active for at least 1 day this month?

	REGION OR COUNTY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Waterloo Region	13,413	16.9	17
2.	City of Guelph	4,362	16.9	17
3.	Wellington County	1,004	16.0	17
4.	Dufferin County	990	16.5	17

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JOB TYPE

Full-time vs Part-time



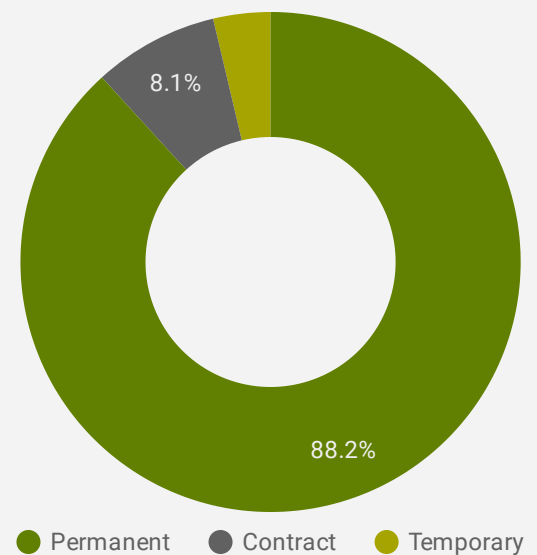
JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	5,013	16.7	17
2.	City of Guelph	4,362	16.9	17
3.	City of Cambridge	3,759	17.2	17
4.	City of Waterloo	3,691	16.7	17
5.	Town of Orangeville	776	16.9	17
6.	Township of Centre Wellington	482	15.1	17
7.	Woolwich Township	425	16.8	17
8.	Township of North Dumfries	224	18.8	17

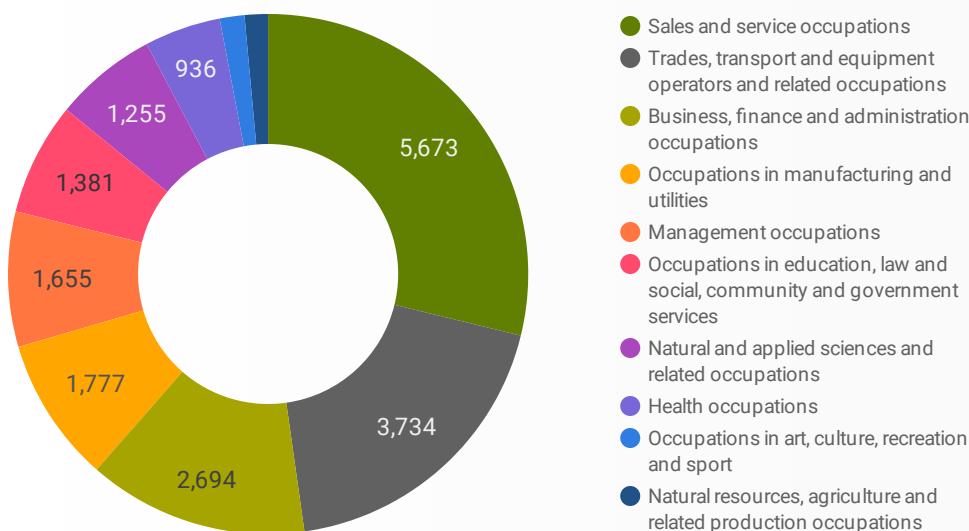
JOB DURATION

Permanency of jobs posted



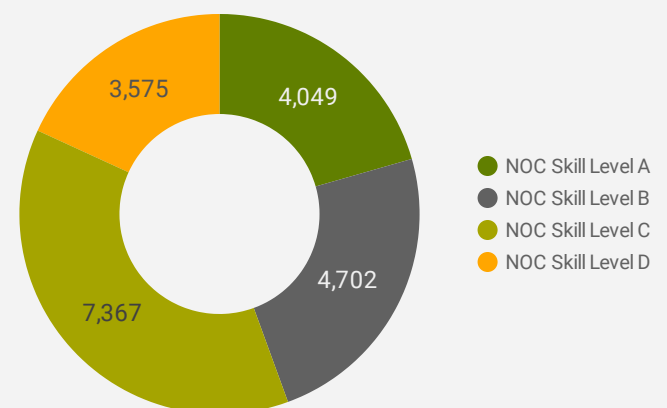
JOB POSTINGS BY SKILL TYPE

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 EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS COUNT ▾	AVG POSTING DURATION IN DAYS	MEDIAN POSTING DURATION IN DAYS
1.	Randstad Canada	720	18.1	17
2.	Kijiji Jobs	302	14.9	15
3.	WATERLOO REGION DISTRICT SCHOOL BOARD	191	4.1	3
4.	Liberty Staffing	178	9.5	8
5.	Manpower	168	16.4	17
6.	Sun Life Financial	143	14.0	16
7.	Upper Grand District School Board	139	6.7	6
8.	OpenText	127	17.0	17
9.	Dean Group	116	9.7	8
10.	University of Waterloo	116	18.8	17
11.	Grand River Hospital	110	14.9	17
12.	Amazon	99	7.9	4
13.	Home Depot Canada	94	10.1	9
14.	Wilfrid Laurier University	92	16.8	17
15.	Loblaws	90	10.6	10
16.	Economical Insurance	88	17.9	16
17.	AES Better Jobs	88	17.0	17
18.	McDonald's	80	9.3	11
19.	ATS Automation Tooling Systems Inc.	75	16.9	17
20.	Lowe's	75	14.0	17
21.	Schlegel Villages	68	21.3	17
22.	Homewood Health	68	11.2	6
23.	University of Guelph	66	13.5	10
24.	Manulife	64	9.2	7
25.	ATS Automation	64	30.9	28
26.	Tim Hortons	63	18.0	17
27.	Loblaws Companies Limited	62	17.0	17
28.	Express Employment Professionals	58	17.0	17
29.	McDonald's Restaurants	57	15.7	15
30.	Cambridge Memorial Hospital	57	12.9	15
31.	Apply Board	56	41.4	32



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	1,161	16.4	17
2.	7452	Material handlers	NOC Skill Level C	1,148	15.3	17
3.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	1,012	16.9	17
4.	6552	Other customer and information services representatives	NOC Skill Level C	669	15.5	17
5.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	576	14.9	17
6.	6322	Cooks	NOC Skill Level B	449	17.9	17
7.	621	Retail and wholesale trade managers	NOC Skill Level A	369	16.4	17
8.	7511	Transport truck drivers	NOC Skill Level C	334	19.2	17
9.	6731	Light duty cleaners	NOC Skill Level D	328	16.2	17
10.	7611	Construction trades helpers and labourers	NOC Skill Level D	313	17.6	17
11.	7514	Delivery and courier service drivers	NOC Skill Level C	310	15.7	17
12.	6513	Food and beverage servers	NOC Skill Level C	298	16.7	17
13.	1241	Administrative assistants	NOC Skill Level B	282	16.4	17
14.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	265	16.5	17
15.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	264	15.4	16
16.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	244	18.1	17
17.	1221	Administrative officers	NOC Skill Level B	210	17.2	17
18.	2281	Computer network technicians	NOC Skill Level B	207	17.2	17
19.	2173	Software engineers and designers	NOC Skill Level A	206	16.0	15
20.	1521	Shippers and receivers	NOC Skill Level C	193	18.3	17
21.	6611	Cashiers	NOC Skill Level D	183	15.2	17
22.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	183	12.3	9
23.	7231	Machinists and machining and tooling inspectors	NOC Skill Level B	181	18.0	17
24.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	176	16.7	17
25.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	174	18.0	17
26.	9617	Labourers in food and beverage processing	NOC Skill Level D	171	16.7	17
27.	1414	Receptionists	NOC Skill Level C	168	16.2	17
28.	1431	Accounting and related clerks	NOC Skill Level C	166	17.8	17
29.	6541	Security guards and related security service occupations	NOC Skill Level C	166	15.2	17



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	1,508	15.8	17
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	1,405	16.6	17
3.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	1,266	15.6	17
4.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	1,255	16.9	17
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	1,176	16.1	17
6.	72	Industrial, electrical and construction trades	NOC Skill Level B	888	19.8	17
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	853	17.7	17
8.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	808	17.6	17
9.	63	Service supervisors and specialized service occupations	NOC Skill Level B	778	17.7	17
10.	14	Office support occupations	NOC Skill Level C	730	16.3	17
11.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	691	17.3	17
12.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	677	18.0	15
13.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	578	18.1	17
14.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	555	17.1	17
15.	11	Professional occupations in business and finance	NOC Skill Level A	542	19.2	17
16.	66	Sales support occupations	NOC Skill Level D	508	15.4	17
17.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	459	17.8	17
18.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	457	16.9	17
19.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	423	17.8	17
20.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	331	16.8	17
21.	34	Assisting occupations in support of health services	NOC Skill Level C	320	17.2	17
22.	40	Professional occupations in education services	NOC Skill Level A	318	10.7	6
23.	32	Technical occupations in health	NOC Skill Level B	318	16.5	17
24.	73	Maintenance and equipment operation trades	NOC Skill Level B	313	21.8	17
25.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	298	16.4	17
26.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	274	17.3	17
27.	84	Processing and manufacturing machine operators and related	NOC Skill Level C	264	18.2	17



JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

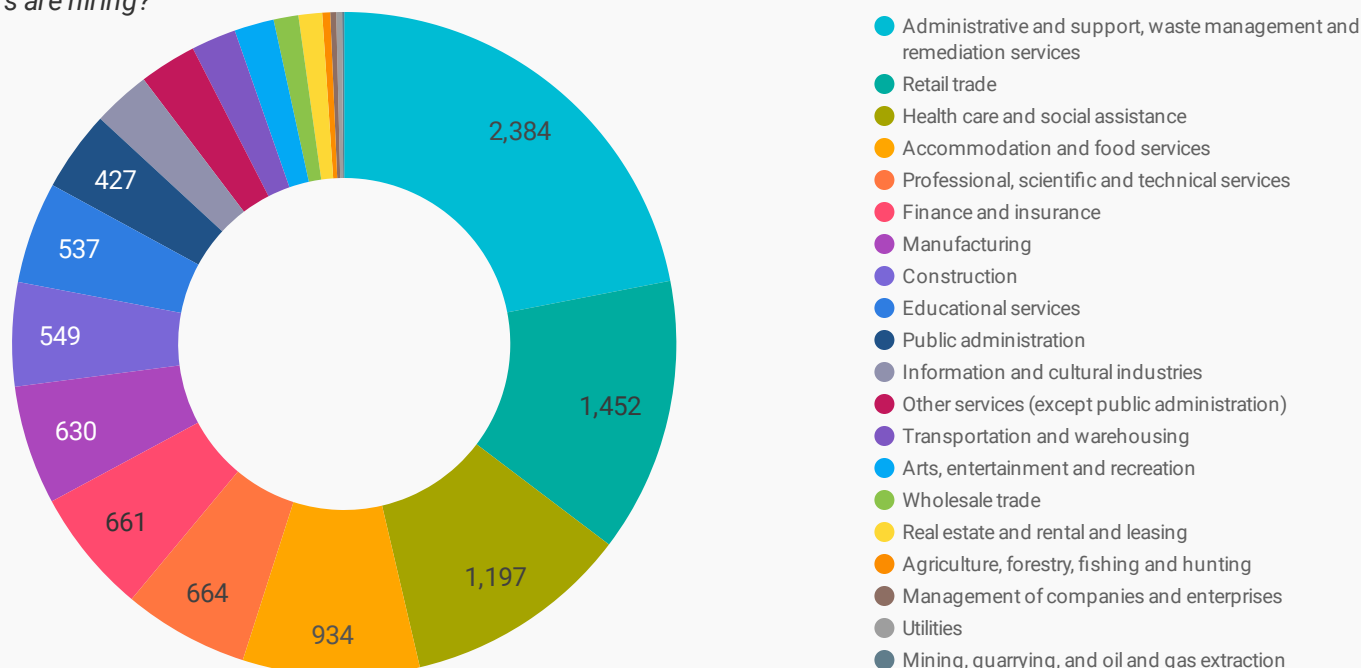
What jobs are hard to fill and/or in-demand?

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	1,255	16.9	17
2.	642	Retail salespersons	NOC Skill Level C	1,161	16.4	17
3.	745	Longshore workers and material handlers	NOC Skill Level C	1,148	15.3	17
4.	655	Customer and information services representatives	NOC Skill Level C	705	15.4	17
5.	751	Motor vehicle and transit drivers	NOC Skill Level C	678	17.5	17
6.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	576	14.9	17
7.	673	Cleaners	NOC Skill Level D	566	17.2	17
8.	632	Chefs and cooks	NOC Skill Level B	518	17.7	17
9.	651	Occupations in food and beverage service	NOC Skill Level C	451	16.6	17
10.	217	Computer and information systems professionals	NOC Skill Level A	451	17.3	15
11.	122	Administrative and regulatory occupations	NOC Skill Level B	428	17.4	17
12.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	373	18.1	17
13.	062	Retail and wholesale trade managers	NOC Skill Level A	369	16.4	17
14.	761	Trades helpers and labourers	NOC Skill Level D	341	17.4	17
15.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	340	17.5	17
16.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	338	16.0	17
17.	662	Other sales support and related occupations	NOC Skill Level D	325	15.5	17
18.	141	General office workers	NOC Skill Level C	323	16.6	17
19.	441	Home care providers and educational support occupations	NOC Skill Level C	323	16.8	17
20.	341	Assisting occupations in support of health services	NOC Skill Level C	320	17.2	17
21.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	320	18.0	17
22.	112	Human resources and business service professionals	NOC Skill Level A	288	18.4	17
23.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	284	16.7	17
24.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	274	17.3	17
25.	416	Policy and program researchers, consultants and officers	NOC Skill Level A	274	16.8	17
26.	111	Auditors, accountants and investment professionals	NOC Skill Level A	254	20.1	17
27.	228	Technical occupations in computer and information systems	NOC Skill Level B	250	17.4	17
28.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	249	8.3	6



TOP HIRING SECTORS (2-DIGIT NAICS CODE)

What sectors are hiring?



	TOP HIRING SECTORS (2-DIGIT NAICS CODE)	NAICS	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Administrative and support, waste management and remediation services	56	2,384	16.9	17
2.	Retail trade	44-45	1,452	15.2	16
3.	Health care and social assistance	62	1,197	16.4	17
4.	Accommodation and food services	72	934	17.4	17
5.	Professional, scientific and technical services	54	664	17.8	17
6.	Finance and insurance	52	661	15.2	16
7.	Manufacturing	31-33	630	18.0	17
8.	Construction	23	549	18.2	17
9.	Educational services	61	537	14.2	15
10.	Public administration	91	427	15.4	15
11.	Information and cultural industries	51	305	16.1	16
12.	Other services (except public administration)	81	303	15.9	17
13.	Transportation and warehousing	48-49	237	18.8	17
14.	Arts, entertainment and recreation	71	210	15.2	17
15.	Wholesale trade	41	131	17.3	17
16.	Real estate and rental and leasing	53	125	17.5	17
17.	Agriculture, forestry, fishing and hunting	11	42	15.6	17
18.	Management of companies and enterprises	55	31	10.8	9
19.	Utilities	22	21	16.8	17



TOP HIRING SECTORS (3-DIGIT NAICS CODE)

What sectors are hiring?

	TOP HIRING SECTORS (3-DIGIT NAICS CODE)	NAICS	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Administrative and support services	561	2,352	16.9	17
2.	Food services and drinking places	722	779	17.4	17
3.	Professional, scientific and technical services	541	664	17.8	17
4.	Educational services	611	537	14.2	15
5.	Insurance carriers and related activities	524	413	15.6	16
6.	Local, municipal and regional public administration	913	406	15.4	15
7.	Nursing and residential care facilities	623	400	16.3	17
8.	Specialty trade contractors	238	353	17.7	17
9.	Hospitals	622	331	15.2	17
10.	Ambulatory health care services	621	318	18.0	17
11.	Food and beverage stores	445	312	14.6	16
12.	Clothing and clothing accessories stores	448	242	18.4	17
13.	Credit intermediation and related activities	522	193	14.5	15
14.	Health and personal care stores	446	186	14.7	15
15.	Personal and laundry services	812	186	15.9	17
16.	Amusement, gambling and recreation industries	713	177	15.5	17
17.	Construction of buildings	236	177	18.0	17
18.	Motor vehicle and parts dealers	441	160	16.1	17
19.	Accommodation services	721	155	17.6	17
20.	Building material and garden equipment and supplies dealers	444	154	12.2	14
21.	General merchandise stores	452	151	12.2	15
22.	Social assistance	624	148	15.9	17
23.	Publishing industries (except Internet)	511	138	15.6	16
24.	Miscellaneous store retailers	453	136	16.8	15
25.	Food manufacturing	311	134	15.9	17
26.	Real estate	531	108	17.5	17
27.	Truck transportation	484	102	20.0	17
28.	Telecommunications	517	81	16.6	15
29.	Couriers and messengers	492	68	17.3	17
30.	Repair and maintenance	811	66	16.2	17



TOP HIRING SECTORS (4-DIGIT NAICS CODE)

What sectors are hiring?

TOP HIRING SECTORS (4-DIGIT NAICS CODE)		NAICS	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Employment services	5613	1,986	16.8	17
2.	Full-service restaurants and limited-service eating places	7225	707	17.5	17
3.	Other local, municipal and regional public administration	9139	398	15.4	15
4.	General medical and surgical hospitals	6221	327	15.2	17
5.	Community care facilities for the elderly	6233	298	18.0	17
6.	Universities	6113	294	17.1	17
7.	Grocery stores	4451	271	14.2	15
8.	Agencies, brokerages and other insurance related activities	5242	250	16.6	16
9.	Services to buildings and dwellings	5617	227	19.9	17
10.	Clothing stores	4481	197	18.9	17
11.	Computer systems design and related services	5415	189	17.2	17
12.	Health and personal care stores	4461	186	14.7	15
13.	Depository credit intermediation	5221	173	14.5	15
14.	Other amusement and recreation industries	7139	168	15.4	17
15.	Insurance carriers	5241	163	14.2	16
16.	Elementary and secondary schools	6111	155	7.7	6
17.	Traveller accommodation	7211	151	17.7	17
18.	Building material and supplies dealers	4441	142	11.9	12
19.	Software publishers	5112	134	15.6	16
20.	Automobile dealers	4411	129	16.1	17
21.	Personal care services	8121	125	15.7	17
22.	Management, scientific and technical consulting services	5416	124	18.4	17
23.	Department stores	4521	119	10.3	10
24.	Building equipment contractors	2382	109	17.4	17
25.	Offices of dentists	6212	108	16.4	17
26.	Other miscellaneous store retailers	4539	105	15.4	15
27.	Residential building construction	2361	104	15.8	17
28.	Foundation, structure, and building exterior contractors	2381	101	17.9	17
29.	Other professional, scientific and technical services	5419	100	17.6	17
30.	Building finishing contractors	2383	98	17.4	17



TOP HIRING SECTORS (5-DIGIT NAICS CODE)

What sectors are hiring?

	TOP HIRING SECTORS (5-DIGIT NAICS CODE)	NAICS	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Employment placement agencies and executive search services	56131	1,986	16.8	17
2.	Full-service restaurants and limited-service eating places	72251	707	17.5	17
3.	Other local, municipal and regional public administration	91391	398	15.4	15
4.	General medical and surgical hospitals	62211	327	15.2	17
5.	Community care facilities for the elderly	62331	298	18.0	17
6.	Universities	61131	294	17.1	17
7.	Supermarkets and other grocery (except convenience) stores	44511	255	13.8	15
8.	Insurance agencies and brokerages	52421	245	16.7	16
9.	Computer systems design and related services	54151	189	17.2	17
10.	Banking	52211	164	14.3	15
11.	Elementary and secondary schools	61111	155	7.7	6
12.	Hotels (except casino hotels) and motels	72111	150	17.7	17
13.	Direct life, health and medical insurance carriers	52411	144	14.0	16
14.	Software publishers	51121	134	15.6	16
15.	Fitness and recreational sports centres	71394	134	14.7	17
16.	Pharmacies and drug stores	44611	128	12.8	15
17.	Hardware stores	44413	121	11.3	11
18.	Department stores	45211	119	10.3	10
19.	New car dealers	44111	118	16.1	17
20.	Landscaping services	56173	116	20.3	17
21.	Offices of dentists	62121	108	16.4	17
22.	Residential building construction	23611	104	15.8	17
23.	Accounting, tax preparation, bookkeeping and payroll services	54121	94	19.9	17
24.	Other personal care services	81219	90	16.3	17
25.	All other miscellaneous store retailers	45399	87	13.8	15
26.	Management consulting services	54161	85	20.9	17
27.	Family clothing stores	44814	84	19.3	17
28.	Plumbing, heating and air-conditioning contractors	23822	83	17.7	17
29.	Janitorial services	56172	82	20.5	17
30.	Wired and wireless telecommunications carriers (except satellite)	51731	79	16.6	15



TOP HIRING SECTORS (6-DIGIT NAICS CODE)

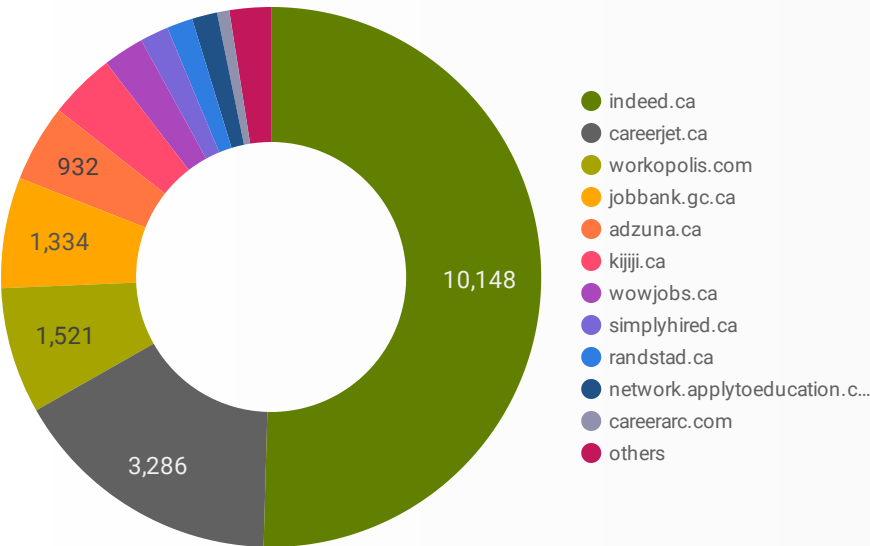
What sectors are hiring?

	TOP HIRING SECTORS (6-DIGIT NAICS CODE)	NAICS	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Employment placement agencies and executive search services	561310	1,986	16.8	17
2.	Full-service restaurants	722511	402	17.9	17
3.	Other local, municipal and regional public administration	913910	398	15.4	15
4.	General (except paediatric) hospitals	622111	327	15.2	17
5.	Limited-service eating places	722512	305	17.1	17
6.	Community care facilities for the elderly	623310	298	18.0	17
7.	Universities	611310	294	17.1	17
8.	Supermarkets and other grocery (except convenience) stores	445110	255	13.8	15
9.	Insurance agencies and brokerages	524210	245	16.7	16
10.	Computer systems design and related services (except video game design and development)	541514	186	17.3	17
11.	Elementary and secondary schools	611110	155	7.7	6
12.	Hotels	721111	148	17.7	17
13.	Direct group life, health and medical insurance carriers	524112	143	14.0	16
14.	Fitness and recreational sports centres	713940	134	14.7	17
15.	Pharmacies and drug stores	446110	128	12.8	15
16.	Software publishers (except video game publishers)	511211	121	15.7	17
17.	Hardware stores	444130	121	11.3	11
18.	Department stores	452110	119	10.3	10
19.	New car dealers	441110	118	16.1	17
20.	Landscaping services	561730	116	20.3	17
21.	Corporate and institutional banking industry	522112	111	13.8	15
22.	Offices of dentists	621210	108	16.4	17
23.	Residential building construction	236110	103	15.8	17
24.	Other personal care services	812190	90	16.3	17
25.	Family clothing stores	448140	84	19.3	17
26.	Plumbing, heating and air-conditioning contractors	238220	83	17.7	17
27.	Wired and wireless telecommunications carriers (except satellite)	517310	79	16.6	15
28.	Janitorial services (except window cleaning)	561722	79	20.7	17
29.	All other miscellaneous store retailers (except beer and wine-making supplies stores)	453999	71	13.2	12



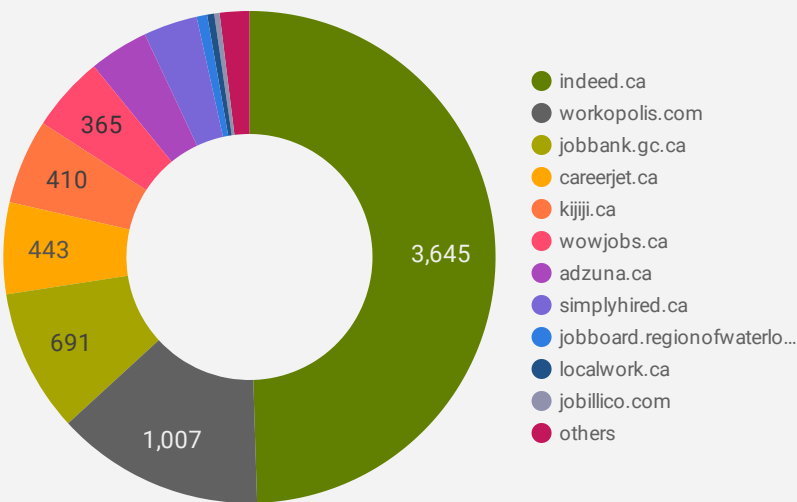
JOB POSTINGS BY JOB BOARD

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	10,148	17.0	17	3,645
2.	careerjet.ca	3,286	14.6	9	443
3.	workopolis.com	1,521	15.0	15	1,007
4.	jobbank.gc.ca	1,334	24.7	16	691
5.	adzuna.ca	932	15.0	15	287
6.	kijiji.ca	797	15.0	15	410
7.	wowjobs.ca	494	16.0	16	365
8.	simplyhired.ca	343	15.6	16	261
9.	randstad.ca	312	27.0	25	1
10.	network.applytoeducation.com	304	5.2	5	5
11.	careerarc.com	148	23.5	16	23
12.	jobillico.com	141	17.3	10	26
13.	jobboard.regionofwaterloo.ca	92	81.3	51	51
14.	localwork.ca	48	29.9	31	34
15.	canadianexecutivesearch.com	34	12.8	8	1
16.	careerbuilder.ca	28	7.1	6	13
17.	agcareers.com	21	8.7	10	14