



# Workforce Planning Board of Waterloo Wellington Dufferin

## JOB DEMAND REPORT SEPTEMBER 2021

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
21,728	13,723	6,008	33

#### # OF DAYS POSTED

AVERAGE	MEDIAN
18.1	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.

#### OCCUPATION FILTERS

SKILL TYPE NAME / 1-DIGIT NOC	▼
MAJOR GROUP / 2-DIGIT NOC	▼
MINOR GROUP / 3-DIGIT NOC	▼
UNIT GROUP / 4-DIGIT NOC	▼
SKILL LEVEL	▼
JOB TYPE	▼
JOB DURATION	▼
ADDITIONAL LANGUAGE	▼
SPECIFIC JOB TAGS	▼

#### INDUSTRY/SECTOR FILTERS

HIRING SECTOR BY 2-DIGIT NAICS CODE	▼
HIRING SECTOR BY 3-DIGIT NAICS CODE	▼
HIRING SECTOR BY 4-DIGIT NAICS CODE	▼
HIRING SECTOR BY 5-DIGIT NAICS CODE	▼
HIRING SECTOR BY 6-DIGIT NAICS CODE	▼

#### OTHER FILTERS

MUNICIPALITY	▼
REGION	▼
JOB BOARD	▼

NOC = National Occupation Classification | NAICS = North American Industry Classification System

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#### Source:

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.

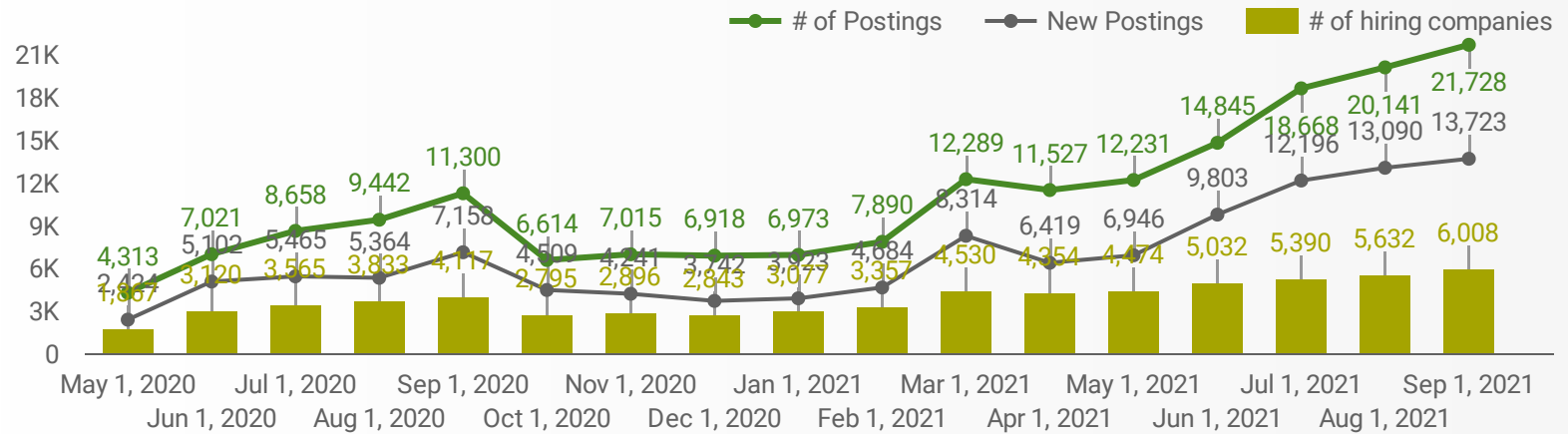


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Ce service Emploi Ontario est financé par le gouvernement de l'Ontario.



## JOB POSTINGS BY MONTH FOR ALL REGIONS

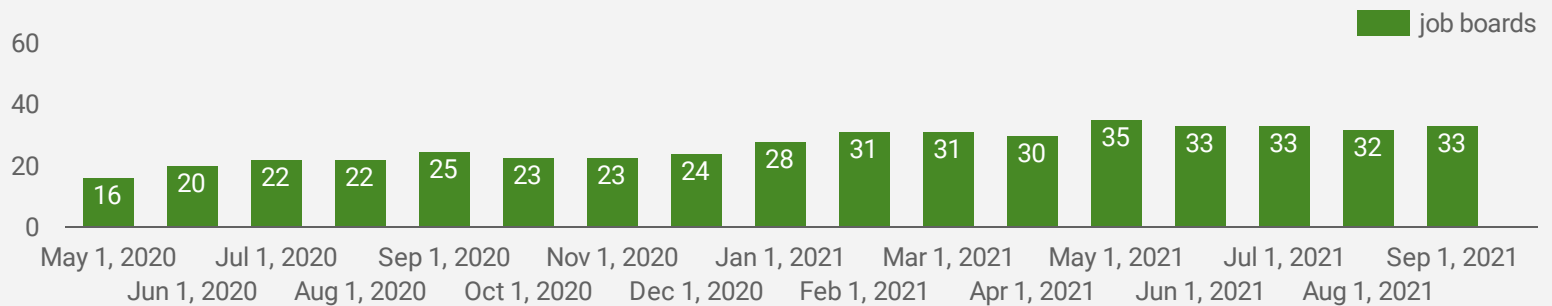
How many job postings were active for at least 1 day this month?



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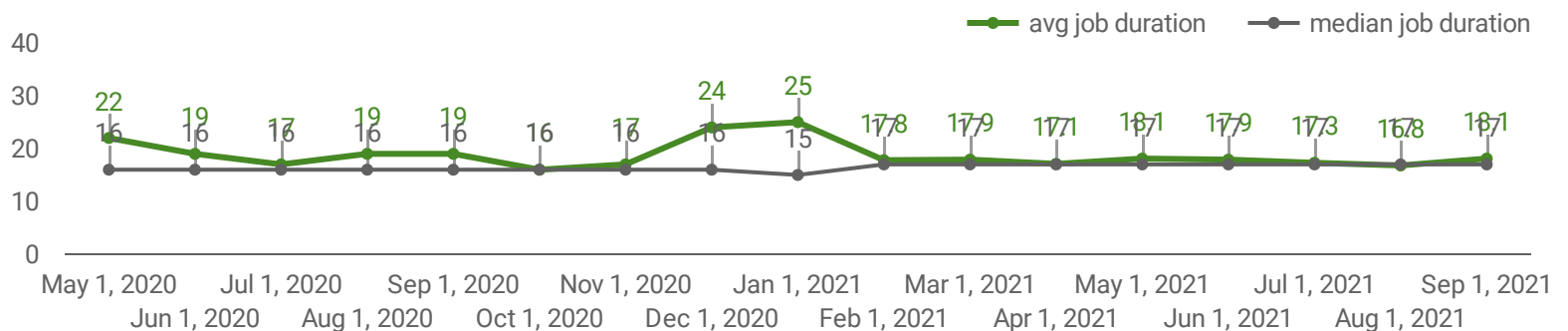
## NUMBER OF ACTIVE JOB BOARDS

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



## AVG & MEDIAN POSTING LENGTH BY DAYS

How long are employers having to recruit for to find candidates to fill their job vacancies?



## POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

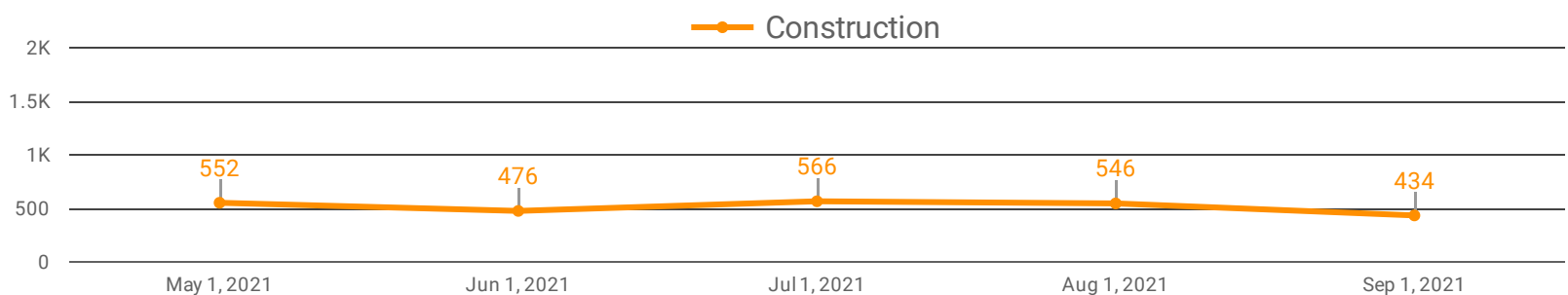
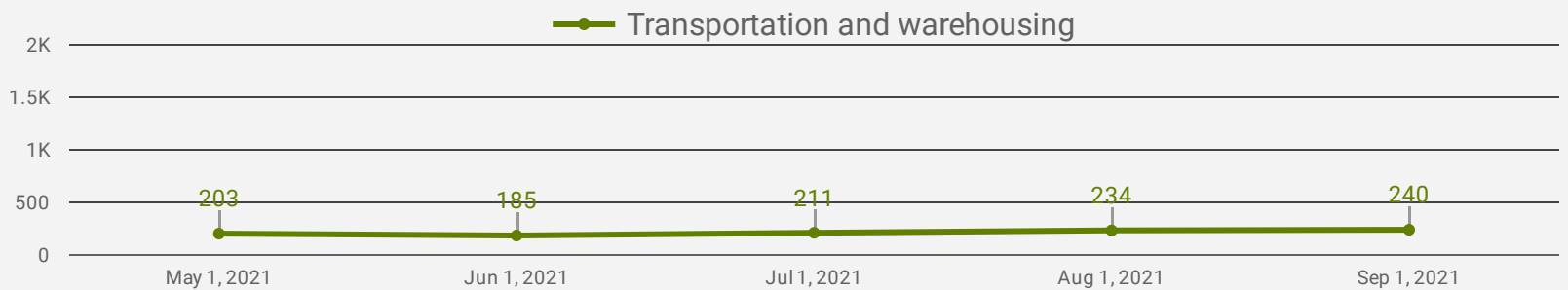
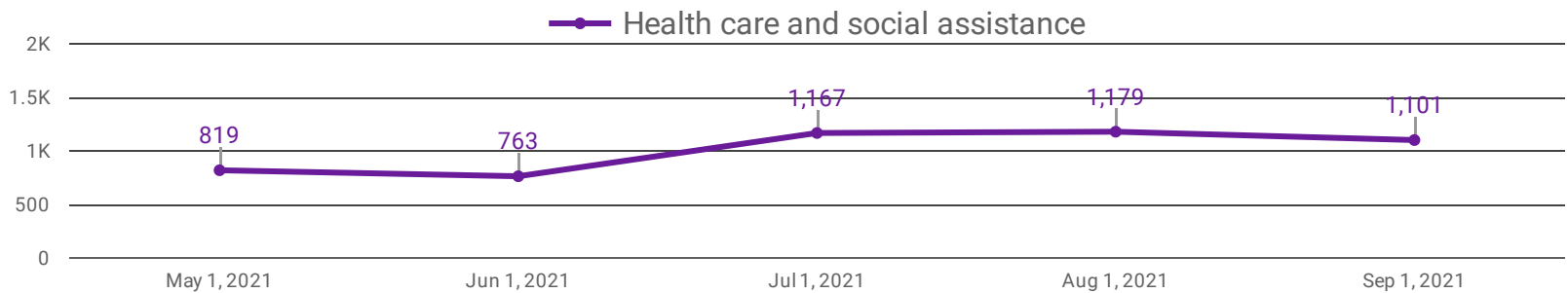
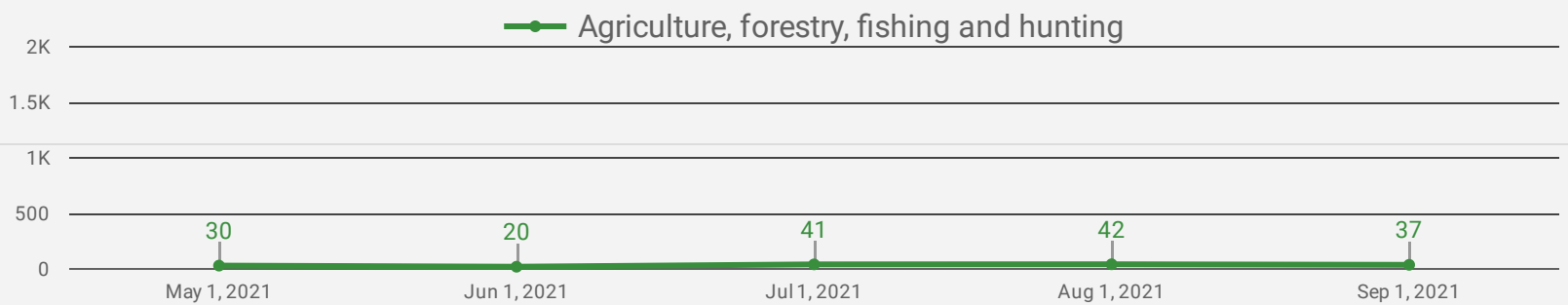
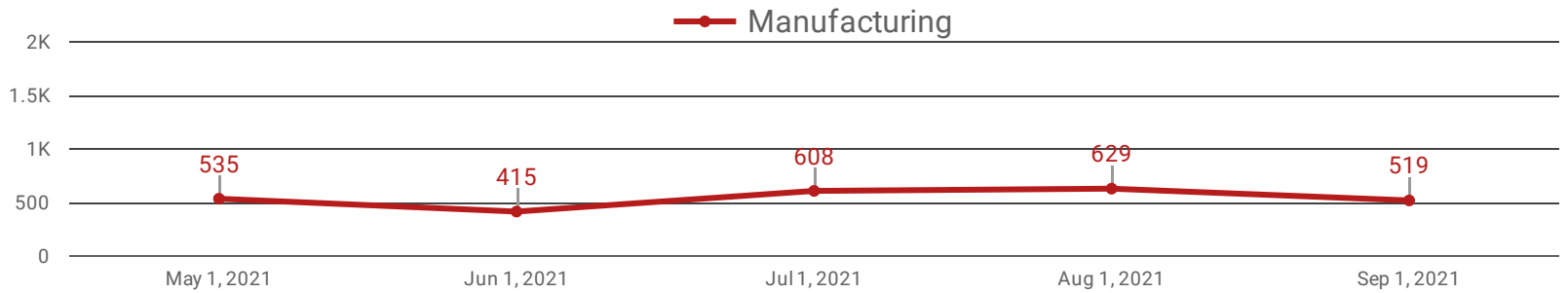
How many job postings were active for at least 1 day this month?





## DEMAND BY KEY SECTOR (ALL REGIONS)

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

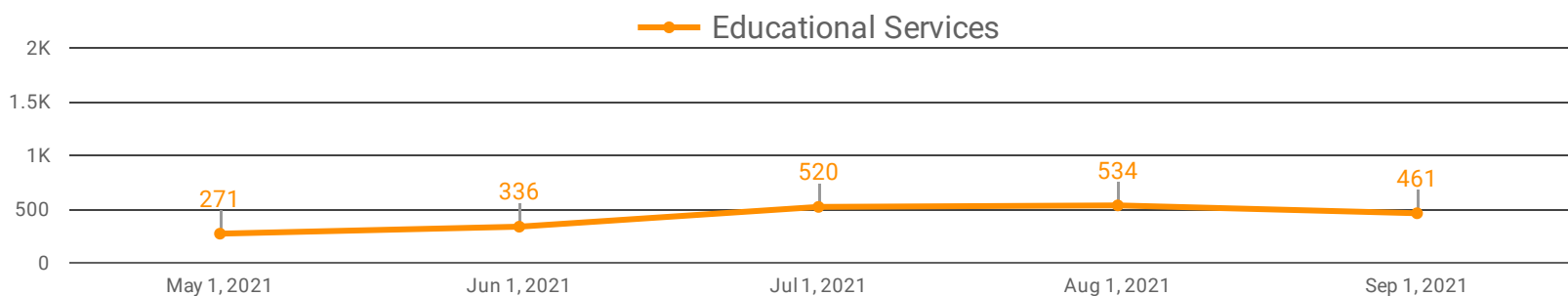
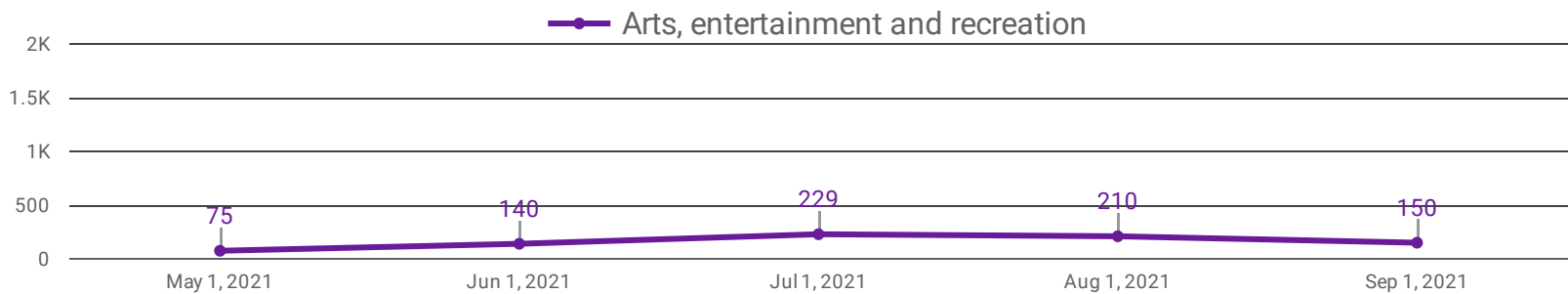
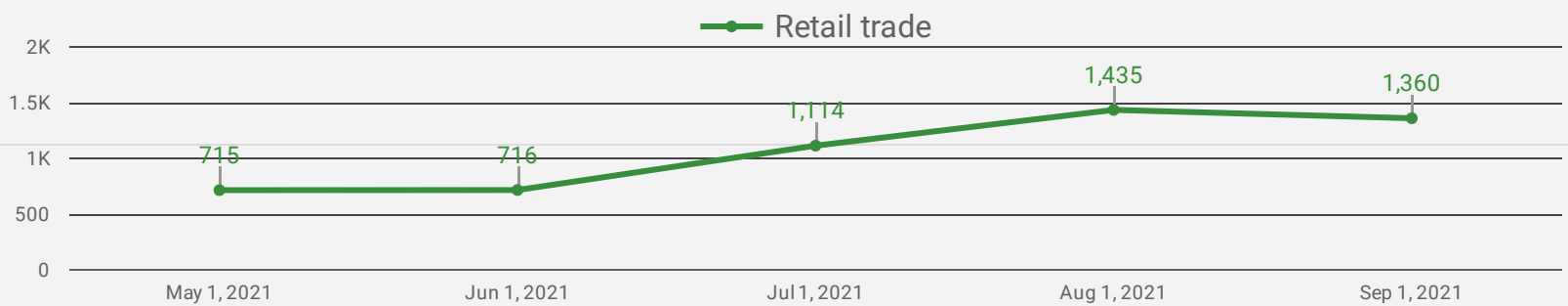
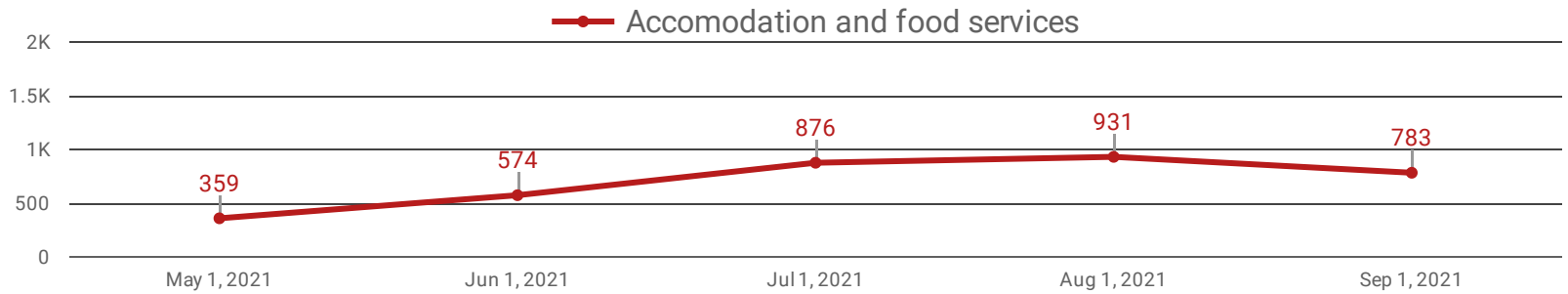


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## DEMAND BY IMPACTED SECTOR (ALL REGIONS)

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



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



## JOB POSTINGS BY COUNTY

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

	COUNTY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Waterloo Region	14,390	17.7	17
2.	City of Guelph	4,739	20.0	17
3.	Wellington County	1,152	16.0	17
4.	Dufferin County	1,057	18.1	17

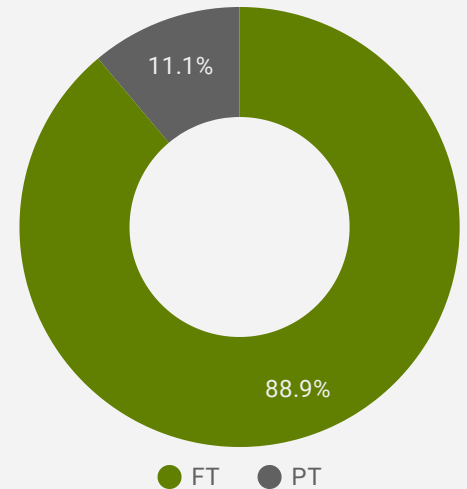
## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	5,360	18.0	17
2.	City of Guelph	4,739	20.0	17
3.	City of Waterloo	4,187	17.2	17
4.	City of Cambridge	3,769	17.8	17
5.	Town of Orangeville	856	18.2	17
6.	Township of Centre Wellington	493	16.7	17
7.	Woolwich Township	475	19.5	17
8.	Township of North Dumfries	266	17.1	17
9.	Township of Wilmot	229	15.8	17
10.	Township of Wellington North	189	18.1	17
11.	Town of Erin	166	11.5	15

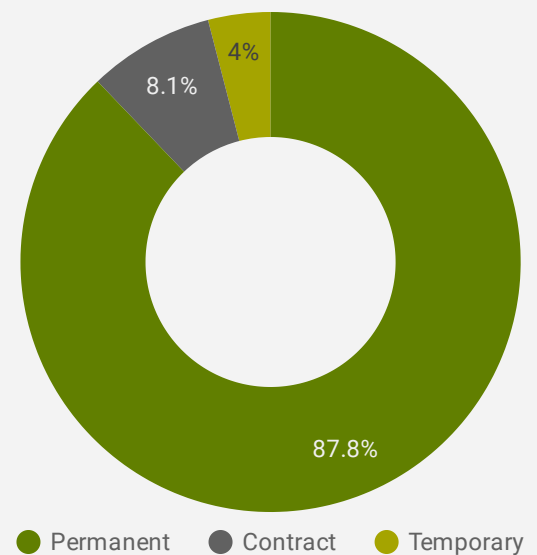
## JOB TYPE

Full-time vs Part-time



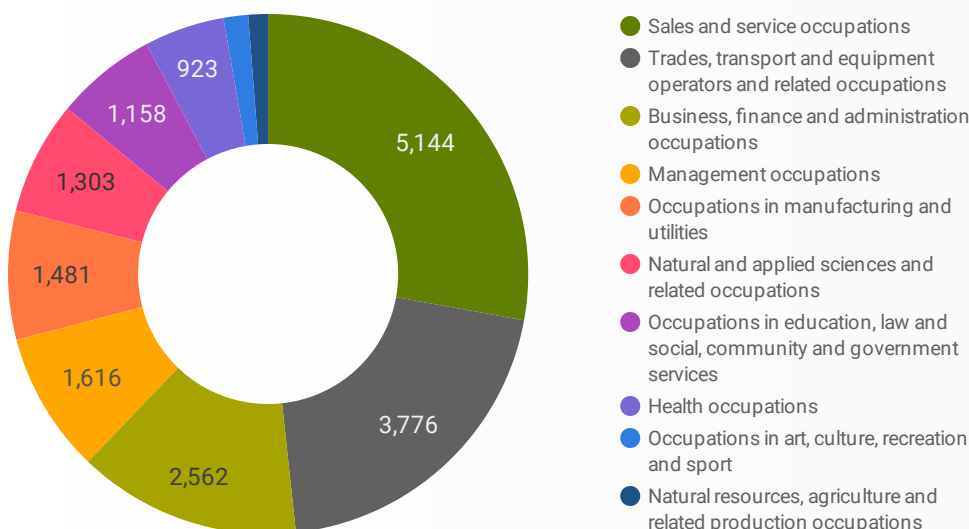
## JOB DURATION

Permanency of jobs posted



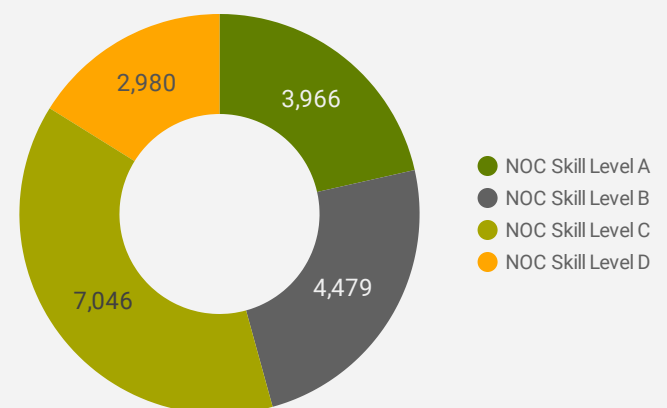
## JOB POSTINGS BY SKILL TYPE

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 HIRING EMPLOYERS & AGENCIES

Who is hiring?

	COMPANY	COUNTY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Randstad Canada	City of Guelph	473	31.5	21
2.	Randstad Canada	Waterloo Region	239	34.8	19
3.	Sun Life Financial	Waterloo Region	188	11.2	12
4.	Liberty Staffing	Waterloo Region	167	12.1	10
5.	WATERLOO REGION DISTRICT SCHOOL BOARD	Waterloo Region	159	8.3	5
6.	Grand River Hospital	Waterloo Region	129	14.4	15
7.	University of Waterloo	Waterloo Region	122	20.1	17
8.	Manpower	Waterloo Region	121	16.3	17
9.	Linamar	City of Guelph	118	16.7	15
10.	OpenText	Waterloo Region	118	17.1	17
11.	Amazon	Wellington County	107	9.1	7
12.	Economical Insurance	Waterloo Region	92	19.9	17
13.	Upper Grand District School Board	City of Guelph	86	9.1	8
14.	Wilfrid Laurier University	Waterloo Region	84	16.9	17
15.	University of Guelph	City of Guelph	81	13.9	9
16.	AES Better Jobs	Waterloo Region	78	17.0	17
17.	Manulife	Waterloo Region	78	9.1	6
18.	Lowe's	Waterloo Region	76	18.4	17
19.	Apply Board	Waterloo Region	74	49.8	45
20.	Dean Group	Waterloo Region	74	10.5	8
21.	Blackberry	Waterloo Region	72	19.6	17
22.	ATS Automation Tooling Systems Inc.	Waterloo Region	70	16.9	17
23.	Amazon	Waterloo Region	67	6.7	2
24.	Linamar Corp	City of Guelph	62	16.9	17
25.	Home Depot Canada	Waterloo Region	60	9.7	9
26.	Cambridge Memorial Hospital	Waterloo Region	59	13.8	15
27.	Homewood human solutions	City of Guelph	58	25.1	20
28.	City of Kitchener	Waterloo Region	57	33.1	17
29.	Homewood Health	City of Guelph	54	8.4	6
30.	ATS Automation	Waterloo Region	53	24.3	18
31.	Compass Group	Waterloo Region	53	16.8	17



## TOP HOURLY WAGES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

# of Minimum Wage Jobs  
**603**

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Social Worker	Maternal Health Niagara	City of Kitchener	90 <div></div>
2.	Delivery Driver - Waterloo to London - Sunday only	Lakelands Diet Delivery	City of Waterloo	75 <div></div>
3.	Delivery Driver - Waterloo To London - Sunday Only	Lakelands Diet Delivery Inc.	City of Waterloo	75 <div></div>
4.	UX Visual Designer	Adecco	City of Waterloo	72.85 <div></div>
5.	Chief Building Officer	The Corporation of the County of Dufferin	Town of Orangeville	70.5 <div></div>
6.	313a Technician	Integrity Refrigeration	City of Guelph	70 <div></div>
7.	Faculty Relations Coordinator	Wilfrid Laurier University	City of Waterloo	69 <div></div>
8.	Retail Floor Cleaner	GCBS Group	City of Kitchener	65 <div></div>
9.	4. Automation Tester (Python)	SmartTechlink Sollutions Inc.	City of Waterloo	60 <div></div>
10.	Electrical Contractor Sub Contract Residential	Handyman Connection - K/W, Cambridge, Guelph & Brantford	City of Kitchener	60 <div></div>
11.	Stable Hand	Abernant farm	Township of Centre Wellington	60 <div></div>
12.	Ceo (chief Executive Officer), Deputy - Trade, Broadcasting And Other Services	2600197 Ontario Inc.	City of Guelph	60 <div></div>
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## TOP SALARIES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Realtor	One Percent Realty Ltd. Brokerage	City of Guelph	350,000 <div></div>
2.	Real Estate Agent - Pre-qualified Buyers & Seller Meetings Booked For You!	Zoocasa Realty Inc	City of Cambridge	350,000 <div></div>
3.	Real Estate Agent - Pre-Qualified Buyers & Seller Meetings Booked for You!	Zoocasa Realty Inc	City of Cambridge	350,000 <div></div>
4.	Realtor	One Percent Realty Ltd. Brokerage	City of Waterloo	350,000 <div></div>
5.	General Dentist	Eastbridge dental care	City of Waterloo	308,057 <div></div>
6.	Full-time/ Part-time Dental Associate	Dentistry on Huron/ Dentistry at DiPietro	City of Kitchener	307,188 <div></div>
7.	Special Finance Manager	AutoCanada Inc.	City of Guelph	300,000 <div></div>
8.	Dentist / Dental Associate	Clair Dental Centre (Guelph)	City of Guelph	298,971 <div></div>
9.	Dental Associate	RiverEdge Dental	Town of Orangeville	298,971 <div></div>
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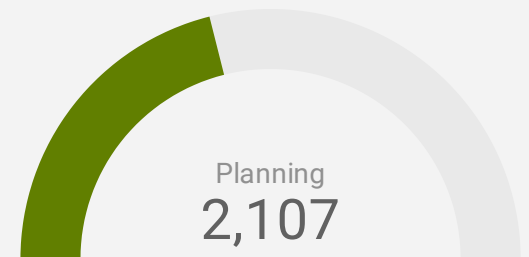
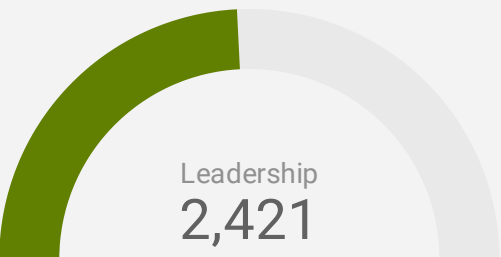
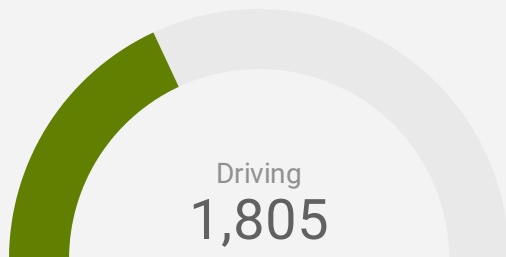
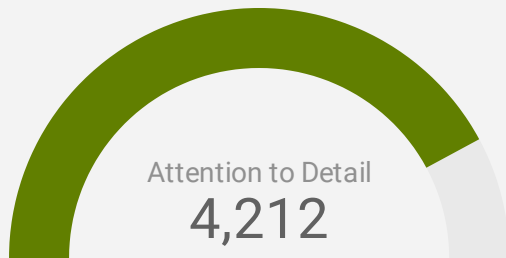
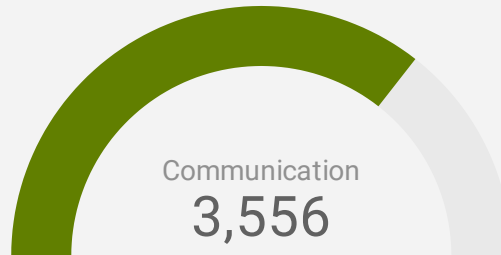
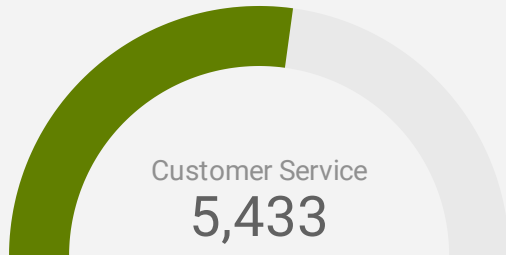


## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

21,728

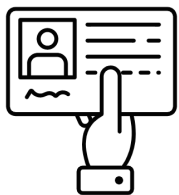


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

9,375



Driver's License  
2,953



Bilingual  
661





## TOP OCCUPATIONS BY SKILL, FREQUENCY & DURATION

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

	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	1,214	19.1	17
2.	6421	Retail salespersons	NOC Skill Level C	1,036	17.4	17
3.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	786	21.6	17
4.	6552	Other customer and information services representatives	NOC Skill Level C	658	17.2	17
5.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	460	18.2	17
6.	6322	Cooks	NOC Skill Level B	399	20.7	17
7.	621	Retail and wholesale trade managers	NOC Skill Level A	379	17.6	17
8.	7514	Delivery and courier service drivers	NOC Skill Level C	348	16.0	17
9.	7511	Transport truck drivers	NOC Skill Level C	330	20.1	17
10.	6731	Light duty cleaners	NOC Skill Level D	316	17.1	17
11.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	295	19.1	17
12.	1241	Administrative assistants	NOC Skill Level B	285	16.5	17
13.	6513	Food and beverage servers	NOC Skill Level C	268	18.5	17
14.	7611	Construction trades helpers and labourers	NOC Skill Level D	264	17.8	17
15.	2173	Software engineers and designers	NOC Skill Level A	242	19.9	15
16.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	224	15.3	16
17.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	192	18.5	17
18.	1414	Receptionists	NOC Skill Level C	189	15.4	17
19.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	185	19.1	14
20.	1521	Shippers and receivers	NOC Skill Level C	178	17.8	17
21.	6541	Security guards and related security service occupations	NOC Skill Level C	174	16.5	17
22.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	169	18.4	17
23.	6611	Cashiers	NOC Skill Level D	166	16.2	17
24.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	147	21.2	17
25.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	143	18.4	17
26.	1221	Administrative officers	NOC Skill Level B	142	17.7	17
27.	2281	Computer network technicians	NOC Skill Level B	142	22.7	17
28.	7271	Carpenters	NOC Skill Level B	139	18.7	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.	745	Longshore workers and material handlers	NOC Skill Level C	1,214	19.1	17
2.	642	Retail salespersons	NOC Skill Level C	1,036	17.4	17
3.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	956	21.9	17
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	717	17.9	17
5.	655	Customer and information services representatives	NOC Skill Level C	686	17.3	17
6.	673	Cleaners	NOC Skill Level D	573	17.6	17
7.	217	Computer and information systems professionals	NOC Skill Level A	517	20.7	17
8.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	460	18.2	17
9.	632	Chefs and cooks	NOC Skill Level B	455	20.5	17
10.	651	Occupations in food and beverage service	NOC Skill Level C	390	19.0	17
11.	122	Administrative and regulatory occupations	NOC Skill Level B	381	17.9	17
12.	062	Retail and wholesale trade managers	NOC Skill Level A	379	17.6	17
13.	441	Home care providers and educational support occupations	NOC Skill Level C	340	20.0	17
14.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	340	18.2	17
15.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	335	16.5	17
16.	141	General office workers	NOC Skill Level C	308	16.1	17
17.	111	Auditors, accountants and investment professionals	NOC Skill Level A	297	17.1	17
18.	341	Assisting occupations in support of health services	NOC Skill Level C	280	19.9	17
19.	761	Trades helpers and labourers	NOC Skill Level D	275	17.8	17
20.	112	Human resources and business service professionals	NOC Skill Level A	273	20.0	17
21.	662	Other sales support and related occupations	NOC Skill Level D	273	16.2	17
22.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	269	19.6	17
23.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	257	16.8	17
24.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	254	18.1	17
25.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	249	18.7	17
26.	416	Policy and program researchers, consultants and officers	NOC Skill Level A	215	21.0	17
27.	228	Technical occupations in computer and information systems	NOC Skill Level B	197	21.6	17
28.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	196	17.7	17
29.	641	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	192	18.5	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	1,413	17.7	17
2.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	1,315	18.9	17
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	1,228	17.6	17
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	1,065	17.8	17
5.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	956	21.9	17
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	859	18.2	17
7.	72	Industrial, electrical and construction trades	NOC Skill Level B	836	20.9	17
8.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	816	17.5	17
9.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	793	21.0	17
10.	63	Service supervisors and specialized service occupations	NOC Skill Level B	691	22.1	17
11.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	651	18.6	17
12.	14	Office support occupations	NOC Skill Level C	644	16.7	17
13.	11	Professional occupations in business and finance	NOC Skill Level A	570	18.5	17
14.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	510	20.2	17
15.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	507	19.4	17
16.	66	Sales support occupations	NOC Skill Level D	439	16.2	17
17.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	404	17.9	17
18.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	390	17.9	17
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	381	19.3	17
20.	73	Maintenance and equipment operation trades	NOC Skill Level B	376	22.5	17
21.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	348	19.9	17
22.	32	Technical occupations in health	NOC Skill Level B	319	17.2	17
23.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	308	17.3	17
24.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	284	22.6	17
25.	34	Assisting occupations in support of health services	NOC Skill Level C	280	19.9	17
26.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	254	18.1	17
27.	67	...	NOC Skill Level A	222	17.5	17



## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**2,666**

NEW POSTINGS  
**1,716**

COMPANIES  
**998**

LANGUAGES  
**12**

## # OF DAYS POSTED

AVERAGE  
**16.8**

MEDIAN  
**17**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

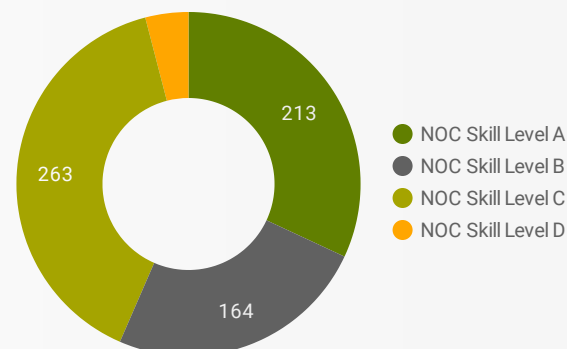
What language skills are employers looking for by occupational skill level?

**569** Skill Level A - Management/ Professional Occupations usually requiring University

**588** Skill Level B - Usually college education or apprenticeship training

**797** Skill Level C - Usually secondary education or occupation-specific training

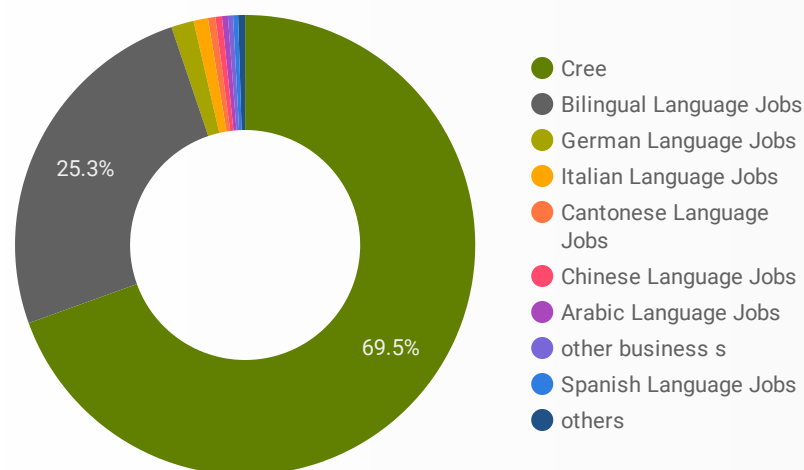
**231** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language...	185	119	219	18
German Language ...	9	14	12	2
Italian Language J...	5	15	8	1
Chinese Language ...	3	4	3	2
Cantonese Langua...	3	2	5	1
Arabic Language J...	3	4	3	
Spanish Language ...	1	1	6	1

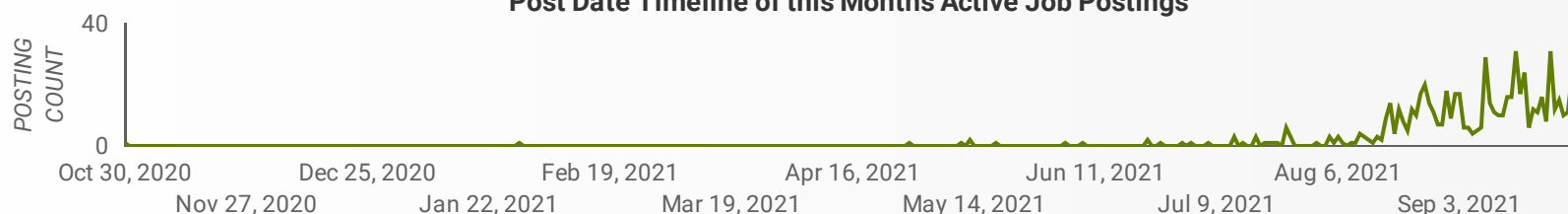
## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	661
2. German Language Jobs	46
3. Italian Language Jobs	31
4. Spanish Language Jobs	13
5. Arabic Language Jobs	12
6. Chinese Language Jobs	12

## Post Date Timeline of this Month's Active Job Postings





## LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

What language skills are sought by 1-Digit NOC?

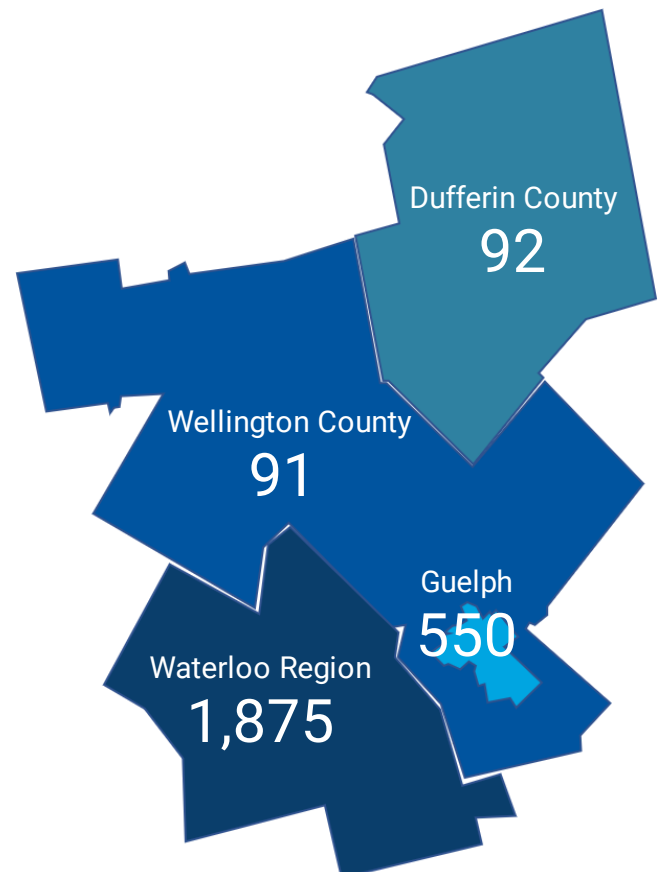
SKILL TYPE NAME	Cree	Bilingual ...	German ...	Italian La...	Chinese ...	Cantones...	Grand total
Business, finance and administration occu...	308	123	6		5	3	456
Health occupations	134	18			1		154
Management occupations	105	83	2	4	1		196
Natural and applied sciences and related o...	115	29	10			1	157
Natural resources, agriculture and related ...	7						7
Occupations in art, culture, recreation and ...	23	8		1			32
Occupations in education, law and social, ...	179	53	3		2	1	244
Occupations in manufacturing and utilities	133	3	2				138
Sales and service occupations	327	175	7	23	3	6	551
Trades, transport and equipment operator...	187	49	7	1			250
<b>Grand total</b>	<b>1,518</b>	<b>541</b>	<b>37</b>	<b>29</b>	<b>12</b>	<b>11</b>	<b>2,185</b>

## MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

	MUNICIPALITY	JOB LANGUAGES ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Waterloo	644	17.2	17
2.	City of Kitchener	640	18.0	17
3.	City of Guelph	550	20.0	17
4.	City of Cambridge	488	17.8	17
5.	Town of Orangeville	79	18.2	17
6.	Township of Centre Wellington	40	16.7	17
7.	Township of North Dumfries	36	17.1	17
8.	Woolwich Township	34	19.5	17
9.	Township of Wilmot	30	15.8	17
10.	Township of Wellington North	29	18.1	17
11.	Puslinch Township	11	16.9	17
12.	Town of Shelburne	7	18.6	17
13.	Town of Frin	6	11.5	15

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## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS ▾
1. Other customer and information services re...	127
2. Retail salespersons	91
3. Other labourers in processing, manufacturin...	75
4. Retail and wholesale trade managers	65
5. Material handlers	57
6. Receptionists	49
7. Cooks	48
8. Home support workers, housekeepers and r...	48
9. Human resources and recruitment officers	48
10. Administrative assistants	45
11. Professional occupations in advertising, ma...	38
12. Delivery and courier service drivers	36
13. Food counter attendants, kitchen helpers an...	35
14. Food and beverage servers	32
15. Other assisting occupations in support of h...	30
16. Nurse aides, orderlies and patient service a...	29
17. Transport truck drivers	28
18. Security guards and related security service...	27
19. Elementary school and kindergarten teachers	26
20. Computer network technicians	26
21. Janitors, caretakers and building superinten...	24
22. Business development officers and marketi...	24
23. Sales and account representatives - wholes...	23
24. Insurance adjusters and claims examiners	23
25. Software engineers and designers	21
26. Light duty cleaners	21
27. Human resources professionals	20
28. Other instructors	20
29. General office support workers	20
30. Financial auditors and accountants	19
31. Construction trades helpers and labourers	19
32. Early childhood educators and assistants	18

## MULTILINGUAL HIRING EMPLOYERS

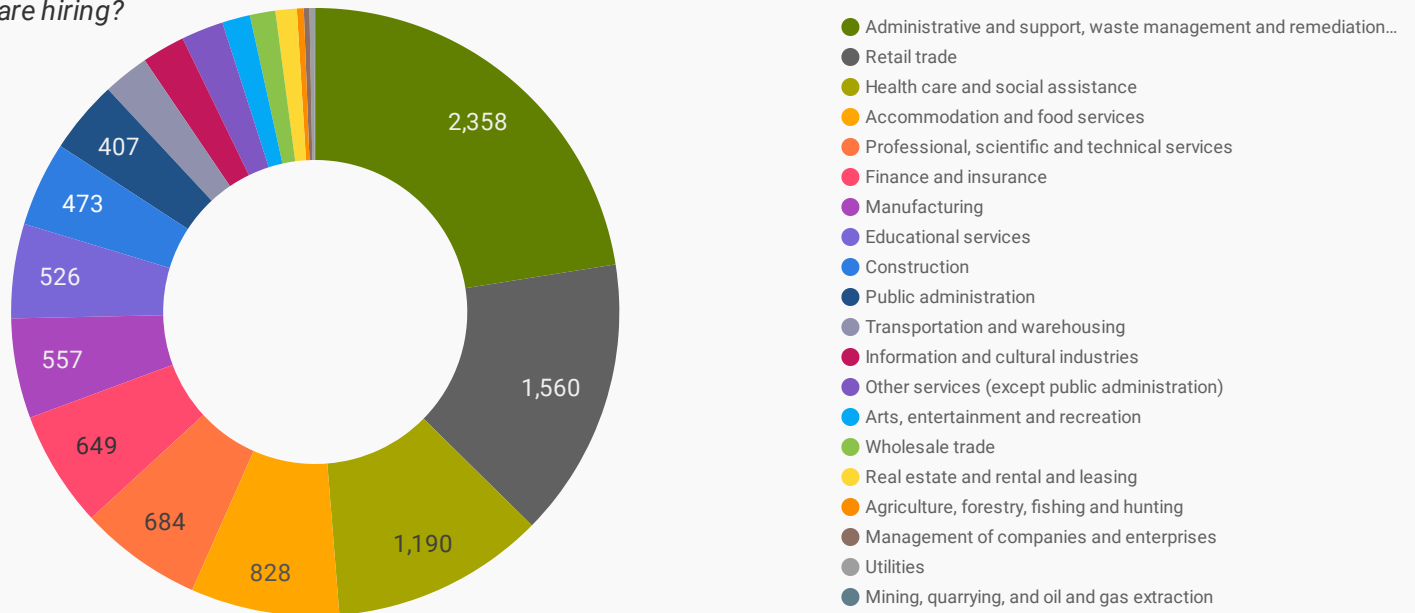
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS ▾
1. Manulife	72
2. St. Mary's General Hospital	51
3. Wilfrid Laurier University	43
4. WATERLOO REGION DISTRICT SCHOOL BOARD	38
5. Sun Life Financial	36
6. OpenText	36
7. Farm Boy	35
8. Fastenal	28
9. Handyman Connection - K/W, Cambridge, Guelph & Brantford	26
10. Seasons Retirement Communities	25
11. LifeLabs	25
12. Farm Boy Inc.	24
13. Bell	23
14. Upper Grand District School Board	22
15. Majorel	20
16. Economical Insurance	19
17. Toyota Motor Manufacturing Canada	19
18. FedEx Express	18
19. FedEx	18
20. YMCA of Three Rivers	17
21. The Descartes	17
22. Randstad Canada	16
23. eSentire	15
24. Clearpath Inc.	15
25. Descartes	15
26. MILL CREEK MOTOR FREIGHT LP	13
27. NCR	13
28. Kijiji Jobs	12
29. Caressant Care	11
30. Intuit	11



## TOP HIRING SECTORS BY 2-DIGIT NAICS CODE

What sectors are hiring?



	2-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Administrative and support, waste management and remediation services	56	2,358	22.2	17
2.	Retail trade	44-45	1,560	14.9	16
3.	Health care and social assistance	62	1,190	17.5	17
4.	Accommodation and food services	72	828	21.2	17
5.	Professional, scientific and technical services	54	684	17.5	17
6.	Finance and insurance	52	649	15.6	16
7.	Manufacturing	31-33	557	18.9	17
8.	Educational services	61	526	14.5	15
9.	Construction	23	473	19.2	17
10.	Public administration	91	407	15.4	15
11.	Transportation and warehousing	48-49	257	16.6	17
12.	Information and cultural industries	51	240	18.4	17
13.	Other services (except public administration)	81	235	17.1	17
14.	Arts, entertainment and recreation	71	156	15.6	17
15.	Wholesale trade	41	142	17.5	17
16.	Real estate and rental and leasing	53	119	16.6	17
17.	Agriculture, forestry, fishing and hunting	11	38	18.6	16
18.	Management of companies and enterprises	55	31	10.0	8.5
19.	Utilities	22	27	21.0	17
20.	Mining, quarrying, and oil and gas extraction	21	5	17.0	17

NOTE: NAICS code 56 includes Employment Agencies. Manufacturing includes codes 31-33, Retail Trade includes codes 44-45 and Transportation and Warehousing includes codes 48-49.



## TOP HIRING SECTORS BY 3-DIGIT NAICS CODE

What sectors are hiring?

	3-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Administrative and support services	561	2,342	22.2	17
2.	Food services and drinking places	722	699	21.6	17
3.	Professional, scientific and technical services	541	684	17.5	17
4.	Educational services	611	526	14.5	15
5.	Nursing and residential care facilities	623	415	19.2	17
6.	Insurance carriers and related activities	524	408	14.9	16
7.	Local, municipal and regional public administration	913	390	15.2	15
8.	Hospitals	622	364	15.3	16
9.	Food and beverage stores	445	290	14.8	16
10.	Specialty trade contractors	238	279	19.1	17
11.	Ambulatory health care services	621	276	18.5	17
12.	Clothing and clothing accessories stores	448	254	19.1	17
13.	General merchandise stores	452	215	13.4	16
14.	Credit intermediation and related activities	522	200	16.6	17
15.	Miscellaneous store retailers	453	200	11.6	9
16.	Health and personal care stores	446	191	14.8	16
17.	Construction of buildings	236	176	19.1	17
18.	Personal and laundry services	812	157	16.5	17
19.	Building material and garden equipment and supplies dealers	444	152	13.1	15
20.	Motor vehicle and parts dealers	441	149	16.5	17
21.	Amusement, gambling and recreation industries	713	138	15.5	17
22.	Social assistance	624	135	16.4	17
23.	Accommodation services	721	129	18.6	17
24.	Food manufacturing	311	125	17.6	17
25.	Publishing industries (except Internet)	511	111	17.9	17
26.	Truck transportation	484	106	19.0	17
27.	Real estate	531	95	17.6	17
28.	Couriers and messengers	492	86	14.5	15
29.	Telecommunications	517	72	18.4	15
30.	Electronics and appliance stores	443	56	14.7	15
31.	Fabricated metal product manufacturing	332	53	19.3	17





## TOP HIRING SECTORS BY 4-DIGIT NAICS CODE

What sectors are hiring?

	4-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Employment services	5613	2,007	22.9	17
2.	Full-service restaurants and limited-service eating places	7225	648	22.1	17
3.	Other local, municipal and regional public administration	9139	383	15.2	15
4.	General medical and surgical hospitals	6221	364	15.3	16
5.	Community care facilities for the elderly	6233	322	19.9	17
6.	Universities	6113	295	17.4	17
7.	Computer systems design and related services	5415	252	17.1	17
8.	Grocery stores	4451	244	14.4	15
9.	Services to buildings and dwellings	5617	220	19.0	17
10.	Clothing stores	4481	214	19.4	17
11.	Insurance carriers	5241	212	11.7	15
12.	Agencies, brokerages and other insurance related activities	5242	196	18.8	17
13.	Health and personal care stores	4461	191	14.8	16
14.	Department stores	4521	187	12.6	15
15.	Depository credit intermediation	5221	185	16.0	16
16.	Other miscellaneous store retailers	4539	173	10.2	8
17.	Elementary and secondary schools	6111	158	9.3	8
18.	Building material and supplies dealers	4441	140	12.8	15
19.	Other amusement and recreation industries	7139	137	15.5	17
20.	Traveller accommodation	7211	128	18.7	17
21.	Automobile dealers	4411	126	16.4	17
22.	Accounting, tax preparation, bookkeeping and payroll services	5412	121	16.1	16
23.	Personal care services	8121	110	16.2	17
24.	Software publishers	5112	108	18.1	17
25.	Offices of dentists	6212	103	16.3	17
26.	Management, scientific and technical consulting services	5416	96	19.7	16
27.	Residential building construction	2361	94	18.8	17
28.	Building finishing contractors	2383	92	19.7	17
29.	General freight trucking	4841	83	19.1	17
30.	Non-residential building construction	2362	82	19.6	17
31.	Foundation, structure, and building exterior contractors	2381	77	21.0	17



## TOP HIRING SECTORS BY 5-DIGIT NAICS CODE

What sectors are hiring?

	5-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Employment placement agencies and executive search services	56131	2,007	22.9	17
2.	Full-service restaurants and limited-service eating places	72251	648	22.1	17
3.	Other local, municipal and regional public administration	91391	383	15.2	15
4.	General medical and surgical hospitals	62211	364	15.3	16
5.	Community care facilities for the elderly	62331	322	19.9	17
6.	Universities	61131	295	17.4	17
7.	Computer systems design and related services	54151	252	17.1	17
8.	Supermarkets and other grocery (except convenience) stores	44511	227	14.5	16
9.	Insurance agencies and brokerages	52421	191	18.9	17
10.	Direct life, health and medical insurance carriers	52411	190	11.3	12
11.	Department stores	45211	187	12.6	15
12.	Banking	52211	175	16.0	16
13.	Elementary and secondary schools	61111	158	9.3	8
14.	All other miscellaneous store retailers	45399	154	8.7	6
15.	Pharmacies and drug stores	44611	146	14.1	15
16.	Hotels (except casino hotels) and motels	72111	128	18.7	17
17.	Landscaping services	56173	125	21.2	17
18.	Hardware stores	44413	123	12.3	11
19.	Accounting, tax preparation, bookkeeping and payroll services	54121	121	16.1	16
20.	Fitness and recreational sports centres	71394	120	15.4	17
21.	New car dealers	44111	113	16.5	17
22.	Software publishers	51121	108	18.1	17
23.	Offices of dentists	62121	103	16.3	17
24.	Residential building construction	23611	94	18.8	17
25.	Other personal care services	81219	92	16.6	17
26.	Family clothing stores	44814	87	16.7	16
27.	Bread and bakery product manufacturing	31181	75	15.9	17
28.	Commercial and institutional building construction	23622	72	20.1	17
29.	Wired and wireless telecommunications carriers (except satellite)	51731	72	18.4	15
30.	Couriers	49211	70	14.4	16
31.	Management consulting services	54161	68	20.9	16



## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

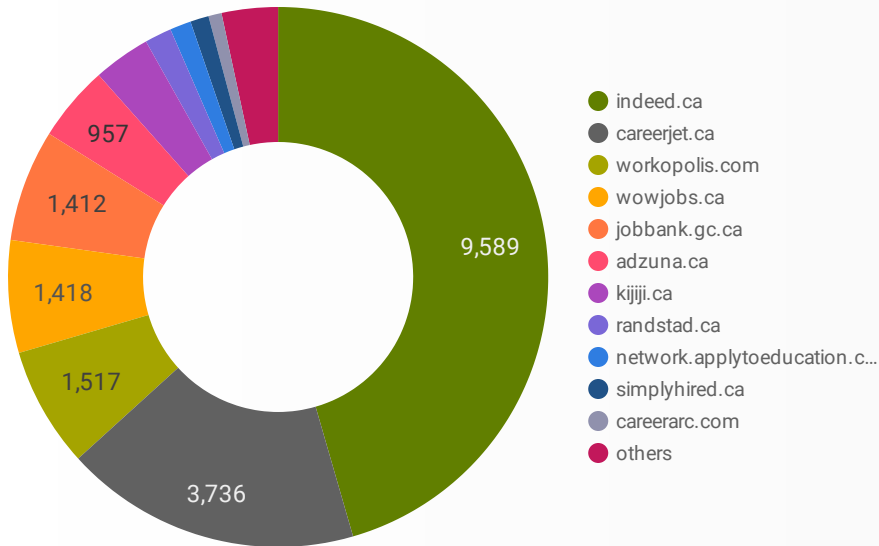
What sectors are hiring?

	6-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Employment placement agencies and executive search services	561310	2,007	22.9	17
2.	Other local, municipal and regional public administration	913910	383	15.2	15
3.	General (except paediatric) hospitals	622111	364	15.3	16
4.	Full-service restaurants	722511	343	25.4	17
5.	Community care facilities for the elderly	623310	322	19.9	17
6.	Limited-service eating places	722512	305	18.3	17
7.	Universities	611310	295	17.4	17
8.	Computer systems design and related services (except video game design and development)	541514	249	17.2	17
9.	Supermarkets and other grocery (except convenience) stores	445110	227	14.5	16
10.	Insurance agencies and brokerages	524210	191	18.9	17
11.	Direct group life, health and medical insurance carriers	524112	189	11.2	12
12.	Department stores	452110	187	12.6	15
13.	Elementary and secondary schools	611110	158	9.3	8
14.	Pharmacies and drug stores	446110	146	14.1	15
15.	All other miscellaneous store retailers (except beer and wine-making supplies stores)	453999	141	8.0	6
16.	Hotels	721111	127	18.8	17
17.	Landscaping services	561730	125	21.2	17
18.	Hardware stores	444130	123	12.3	11
19.	Fitness and recreational sports centres	713940	120	15.4	17
20.	Corporate and institutional banking industry	522112	118	14.9	17
21.	New car dealers	441110	113	16.5	17
22.	Offices of dentists	621210	103	16.3	17
23.	Software publishers (except video game publishers)	511211	102	18.1	17
24.	Residential building construction	236110	94	18.8	17
25.	Other personal care services	812190	92	16.6	17
26.	Family clothing stores	448140	87	16.7	16
27.	Offices of accountants	541212	77	16.5	17
28.	Commercial and institutional building construction	236220	72	20.1	17
29.	Wired and wireless telecommunications carriers (except satellite)	517310	72	18.4	15
30.	Couriers	492110	70	14.4	16



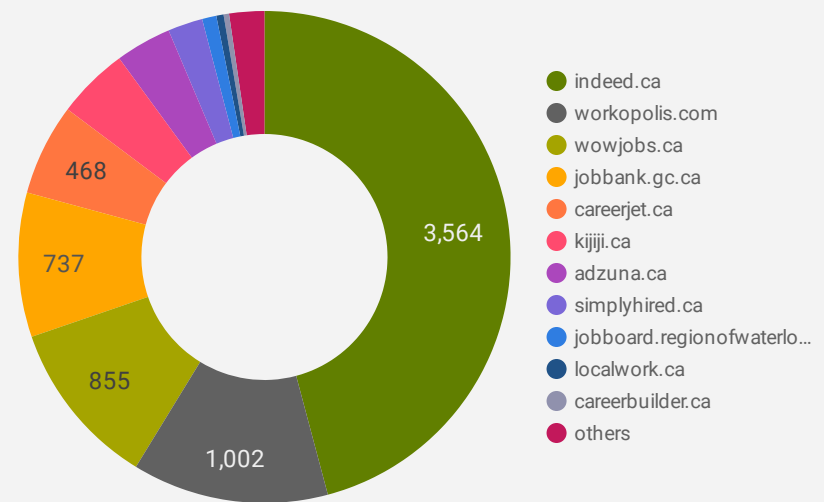
## JOB POSTINGS BY JOB BOARD

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	9,589	17.0	17	3,564
2.	careerjet.ca	3,736	19.0	11	468
3.	workopolis.com	1,517	15.0	15	1,002
4.	wowjobs.ca	1,418	16.0	16	855
5.	jobbank.gc.ca	1,412	27.2	16	737
6.	adzuna.ca	957	15.0	15	286
7.	kijiji.ca	721	15.0	15	366
8.	randstad.ca	339	46.5	43	1
9.	network.applytoeducation.com	267	8.0	7	6
10.	simplyhired.ca	233	15.9	16	178
11.	careerarc.com	166	21.9	12	24
12.	careerbuilder.ca	146	7.3	6	28
13.	jobboard.regionofwaterloo.ca	128	93.9	99	73
14.	jobillico.com	125	26.6	15	26
15.	localwork.ca	55	27.8	31	37
16.	agilec.ca	50	65.4	23	18
17.	agcareers.com	28	28.6	29	16
18.	careersinfood.com	28	57.3	38	7