



Workforce Planning Board of Waterloo Wellington Dufferin

JOB DEMAND REPORT NOVEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
20,870	13,424	5,581	33

OF DAYS POSTED

AVERAGE	MEDIAN
18.3	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

Page 1 of 20

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.

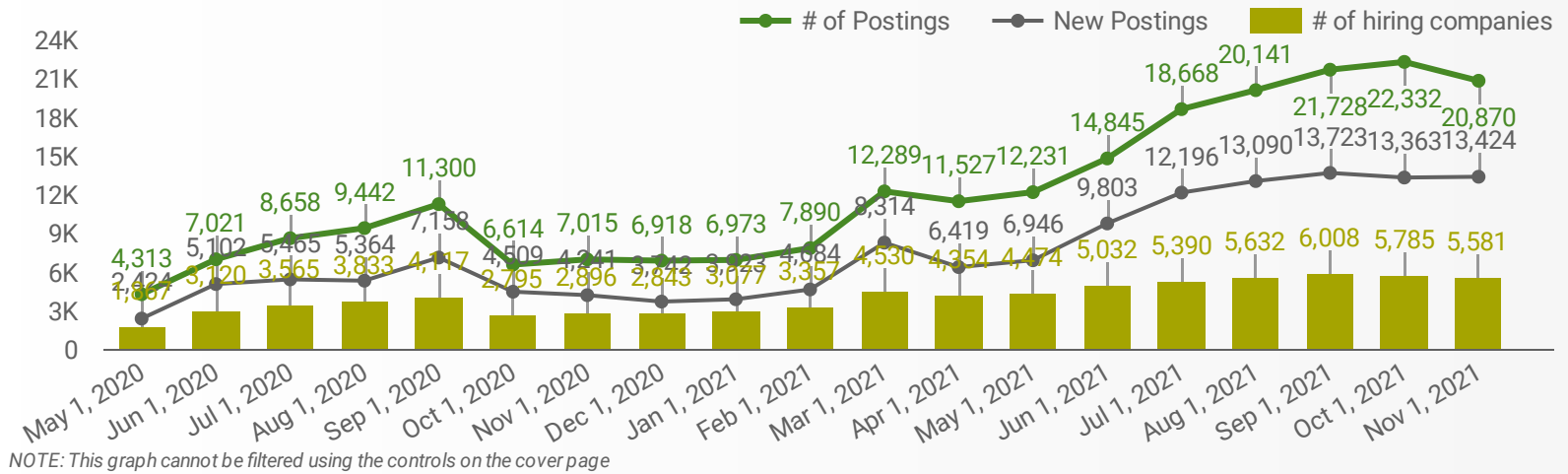


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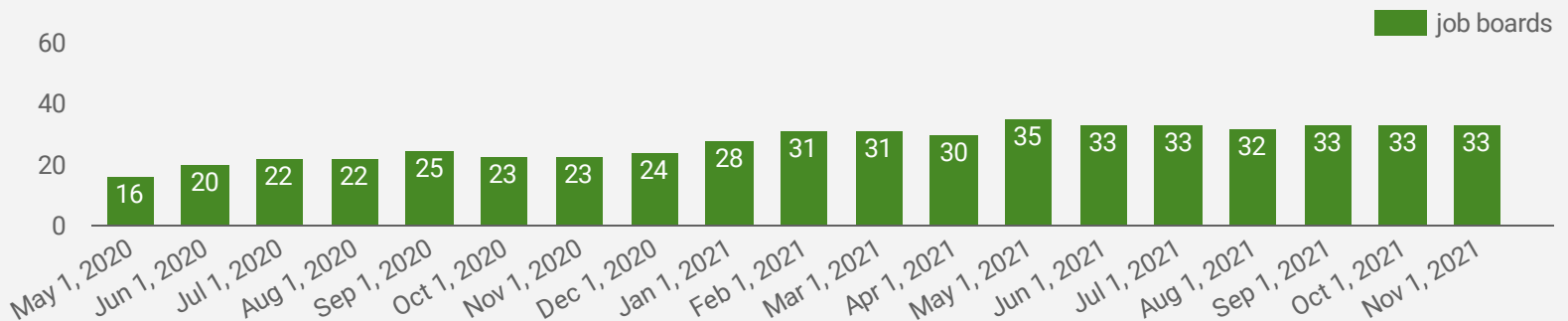
JOB POSTINGS BY MONTH FOR ALL REGIONS

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



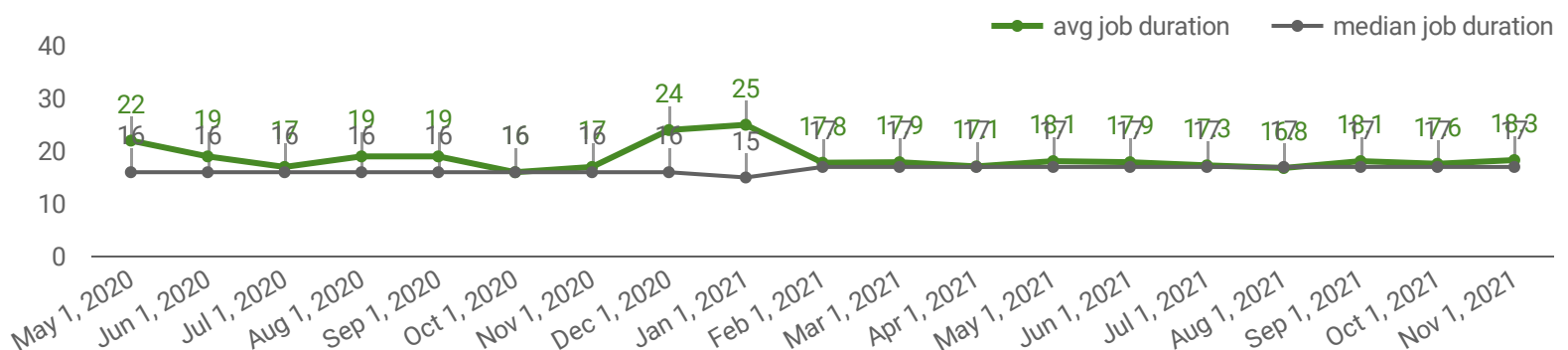
NUMBER OF ACTIVE JOB BOARDS

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

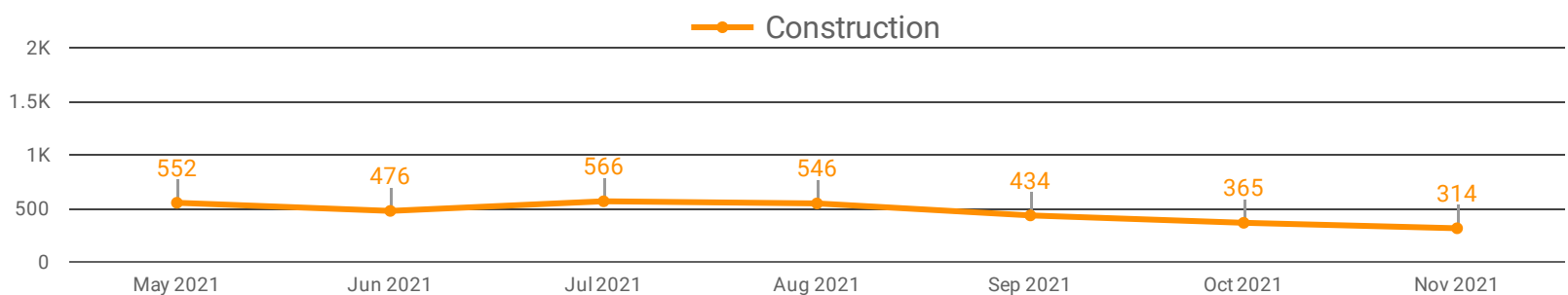
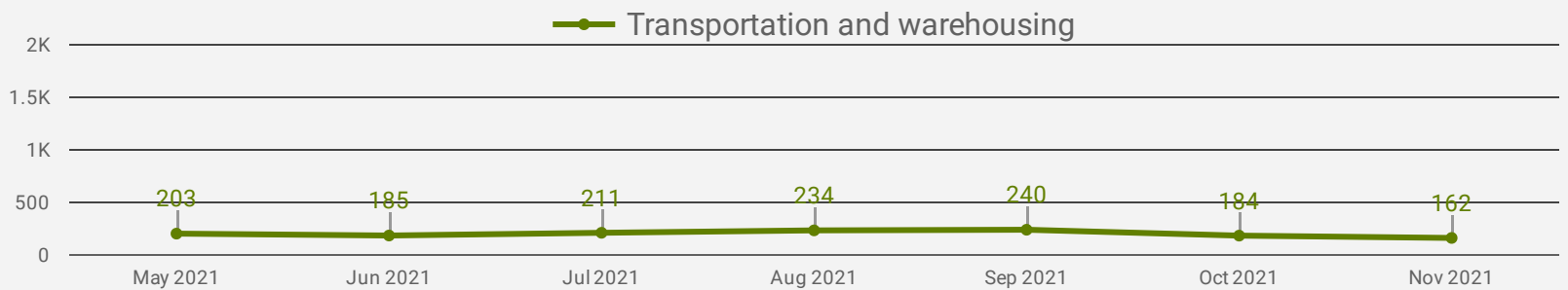
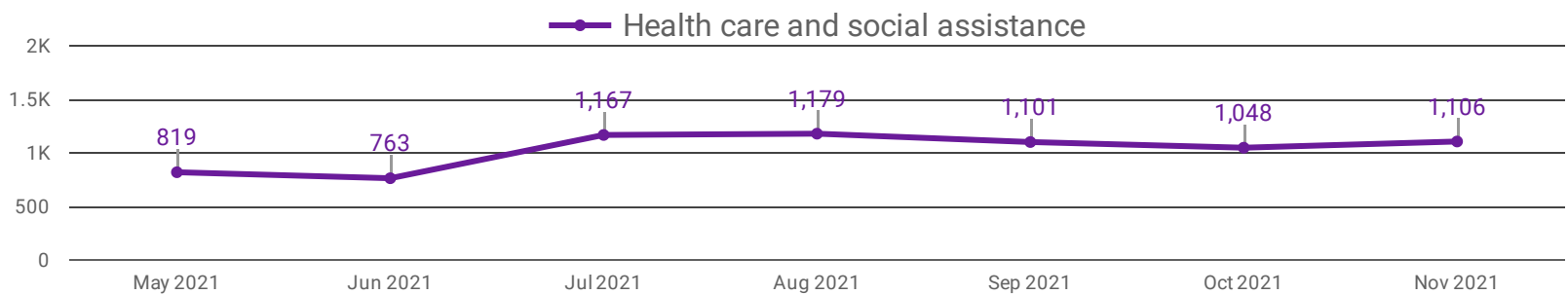
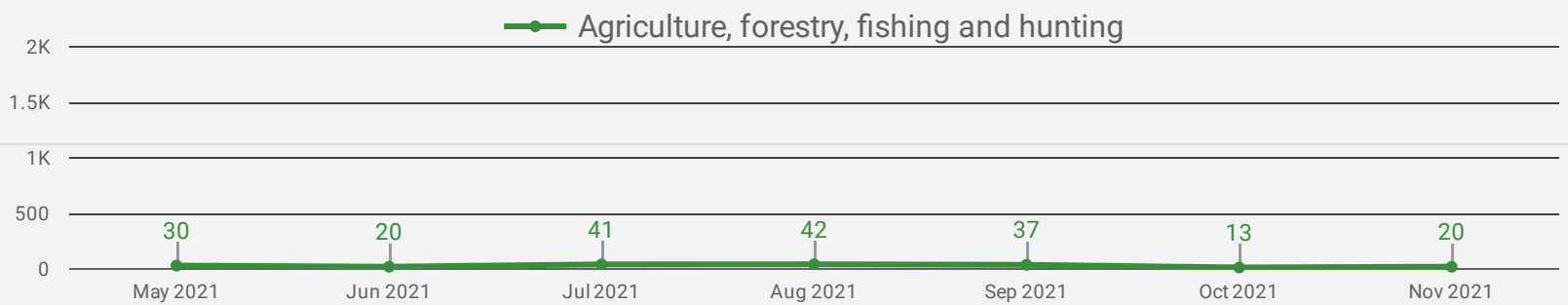
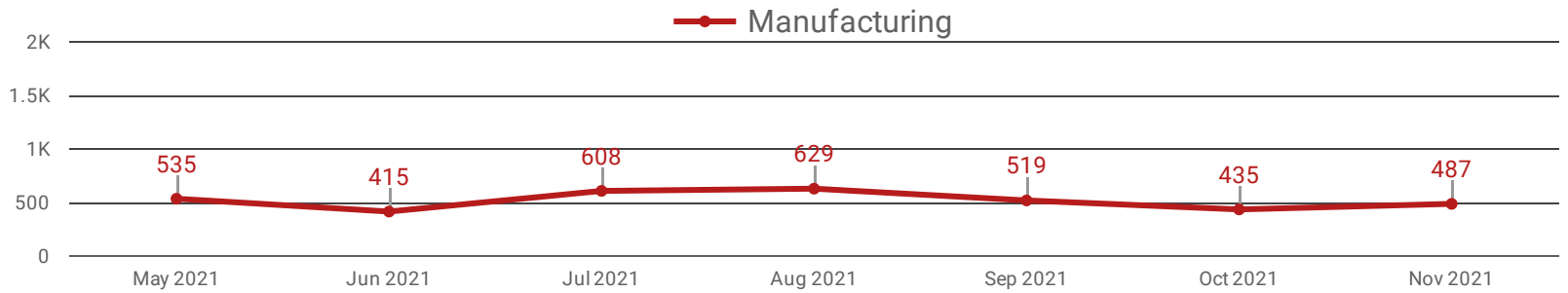
How many job postings were active for at least 1 day this month?





DEMAND BY KEY SECTOR (ALL REGIONS)

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

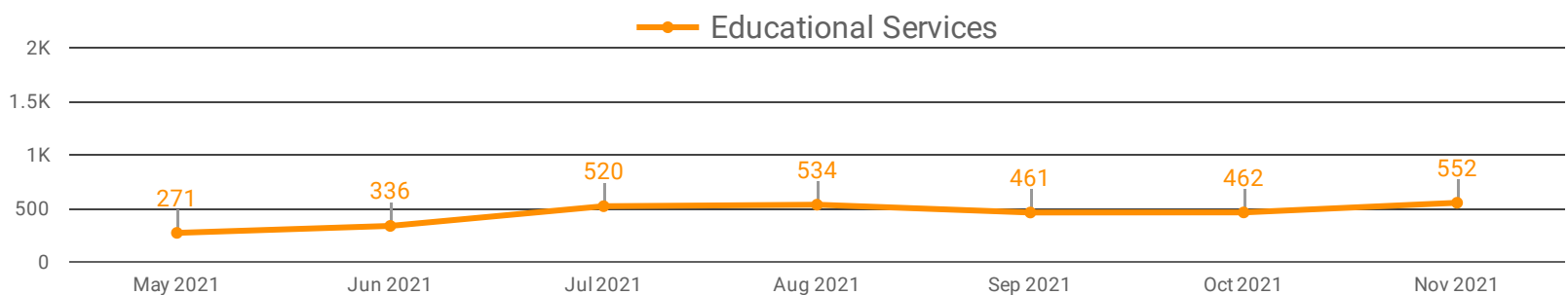
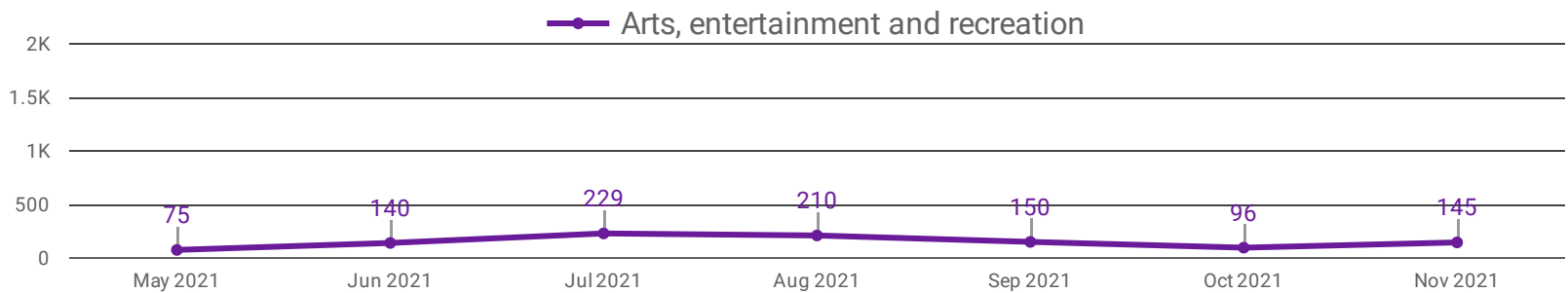
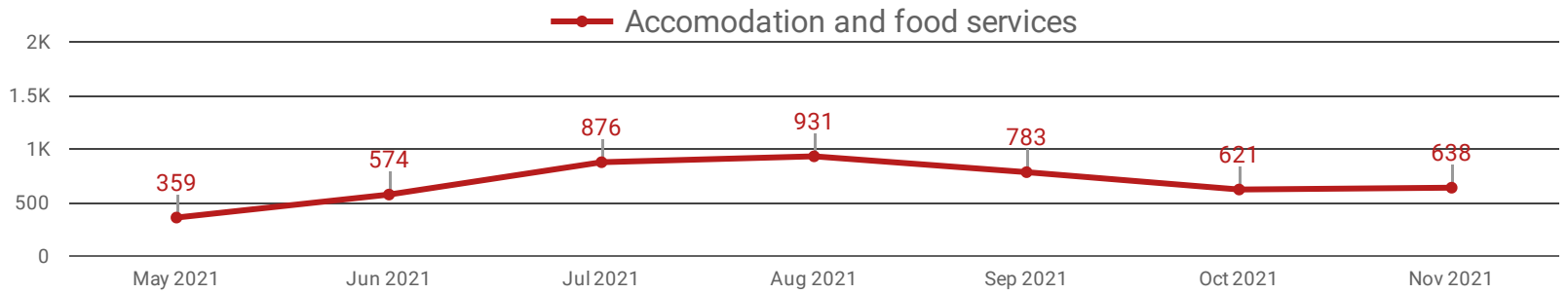


NOTE: This graph cannot be filtered using the controls on the cover page



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	13,990	18.3	17
2.	City of Guelph	4,562	18.3	17
3.	Wellington County	1,009	17.5	17
4.	Dufferin County	967	18.2	17

JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

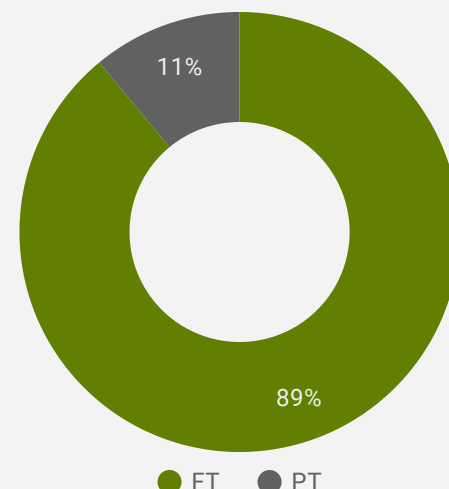
	MUNICIPALITY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	5,120	18.7	17
2.	City of Guelph	4,562	18.3	17
3.	City of Waterloo	4,111	18.3	17
4.	City of Cambridge	3,803	18.1	17
5.	Town of Orangeville	732	16.7	17
6.	Woolwich Township	409	18.1	17
7.	Township of Centre Wellington	379	17.1	17
8.	Township of North Dumfries	278	16.9	17
9.	Township of Wilmot	183	17.6	16
10.	Township of Wellington North	175	16.7	17

1 - 23 / 23



JOB TYPE

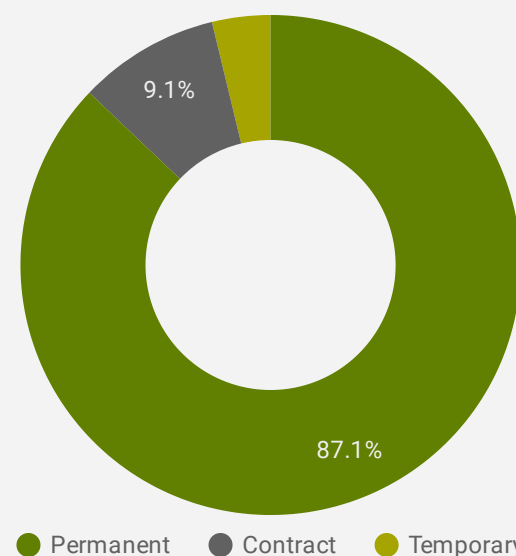
Full-time vs Part-time



● FT ● PT

JOB DURATION

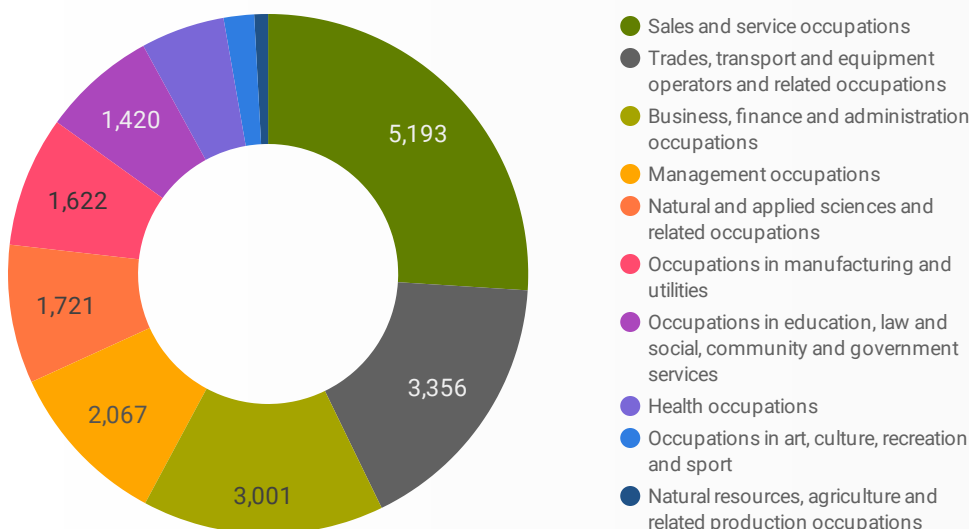
Permanency of jobs posted



● Permanent ● Contract ● Temporary

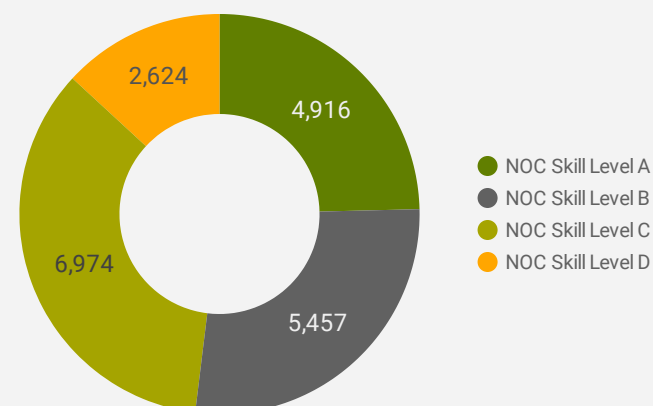
JOB POSTINGS BY SKILL TYPE

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	Waterloo Region	207	27.7	17
2.	Randstad Canada	City of Guelph	189	18.4	17
3.	WATERLOO REGION DISTRICT SCHOOL BOARD	Waterloo Region	187	7.4	3
4.	Sun Life Financial	Waterloo Region	171	13.4	15
5.	University of Waterloo	Waterloo Region	149	19.2	17
6.	Economical Insurance	Waterloo Region	137	7.6	2
7.	Grand River Hospital	Waterloo Region	133	18.9	16
8.	Liberty Staffing Services	Waterloo Region	110	11.8	10
9.	University of Guelph	City of Guelph	105	15.6	10
10.	Linamar	City of Guelph	102	55.4	58
11.	Wilfrid Laurier University	Waterloo Region	99	15.5	16
12.	Lowe's	Waterloo Region	93	16.4	17
13.	Manpower	Waterloo Region	92	16.7	17
14.	St. Mary's General Hospital	Waterloo Region	92	16.2	16
15.	OpenText	Waterloo Region	91	17.0	17
16.	Cambridge Memorial Hospital	Waterloo Region	81	14.4	15
17.	Equitable Life of Canada	Waterloo Region	79	21.6	17
18.	Dean Group	Waterloo Region	71	11.3	8
19.	Shoppers Drug Mart	Waterloo Region	70	5.4	5
20.	Upper Grand District School Board	City of Guelph	70	11.4	8
21.	Linamar Corp	City of Guelph	67	16.9	17
22.	Amazon Fulfillment	Wellington County	66	24.9	31
23.	ATS Automation	Waterloo Region	66	35.6	34
24.	Home Depot Canada	Waterloo Region	66	8.3	8
25.	Manulife	Waterloo Region	65	12.6	14
26.	401 Auto	Waterloo Region	61	17.0	17
27.	ATS Automation Tooling Systems Inc.	Waterloo Region	59	16.9	17
28.	Schlegel Villages	Waterloo Region	57	29.8	17
29.	Blackberry	Waterloo Region	55	45.6	57
30.	Liberty Staffing Services	City of Guelph	51	13.0	11
31.	Inblaws	Waterloo Region	50	15.0	15



TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs
331

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Clinical Social Worker	C.A.R.E. Counselling and Coaching	City of Waterloo	85 <div></div>
2.	Child And Youth Counsellor	C.A.R.E. Counselling and Coaching	City of Waterloo	85 <div></div>
3.	Counsellor	C.A.R.E. Counselling and Coaching	City of Waterloo	85 <div></div>
4.	Mu458a - Music Therapy Internship I - 1.5 Credit	Wilfrid Laurier University	City of Waterloo	73.7 <div></div>
5.	Eyelash Technician	Lashabella	City of Waterloo	70 <div></div>
6.	Sap Abap Consultant	VectorVue	City of Cambridge	65 <div></div>
7.	Communicative Disorders Assistant	Speech Associates	City of Cambridge	60 <div></div>
8.	Mcat Prep Instructors (may To July)	Prep101 Inc	City of Guelph	60 <div></div>
9.	4. Automation Tester (Python)	SmartTechlink Sollutions Inc.	City of Waterloo	60 <div></div>
10.	Fitness Instructor	Drew Climie - Yoga and Fitness Instruction	City of Cambridge	60 <div></div>
11.	General Manager - Financial, Communications And Other	Shoeless Joe's	Town of Orangeville	58 <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.	Real Estate Agent - Pre-qualified Buyers Seller Meetings Booked For You!	Zoocasa Realty Inc	City of Cambridge	350,000 <div></div>
2.	Realtor	One Percent Realty Ltd. Brokerage	City of Guelph	350,000 <div></div>
3.	Physician, Family	Anthony Davies Medicine Professional Corporation	City of Waterloo	350,000 <div></div>
4.	Real Estate Agent - Pre-qualified Buyers & Seller Meetings Booked For You!	Zoocasa Realty Inc	City of Kitchener	350,000 <div></div>
5.	Dentist	247 King Dental	City of Waterloo	319,602 <div></div>
6.	Part Time Permanent Dental Associate	Central Guelph Dentistry	City of Guelph	315,665 <div></div>
7.	Vice-president - Financial, Communications And Other Business Services	The Equitable Life Insurance Company of Canada	City of Waterloo	315,000 <div></div>
8.	Associate Dentist	Dentistry at DiPietro	City of Cambridge	303,003 <div></div>
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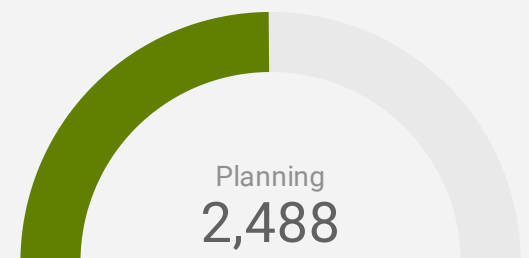
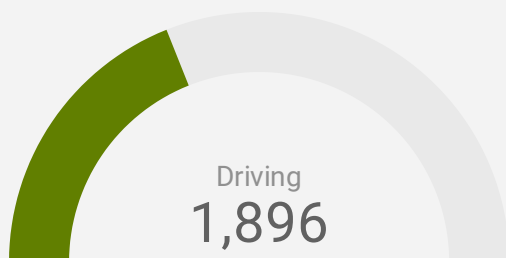
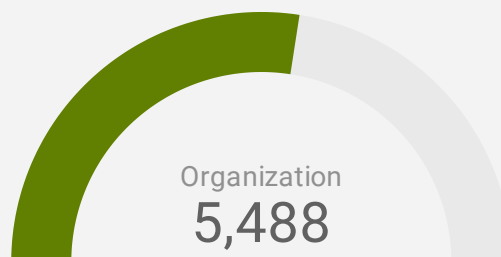
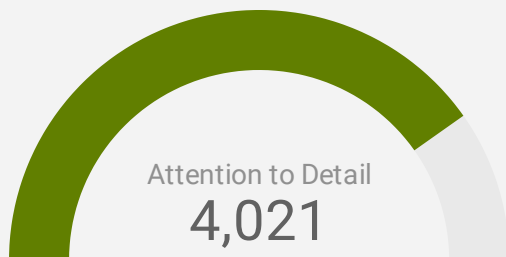
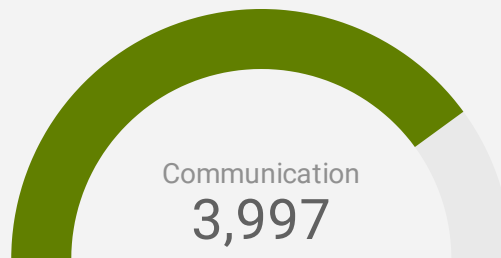


TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

20,870

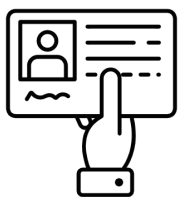


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

10,602



Driver's License
3,588



Bilingual
389



Regular Access to a Vehicle
647



Criminal Record Check
901



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	908	17.0	17
2.	6421	Retail salespersons	NOC Skill Level C	860	16.2	17
3.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	631	16.3	17
4.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	572	18.9	17
5.	6552	Other customer and information services representatives	NOC Skill Level C	569	17.0	17
6.	6322	Cooks	NOC Skill Level B	399	21.7	17
7.	621	Retail and wholesale trade managers	NOC Skill Level A	369	16.9	17
8.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	341	18.0	17
9.	7511	Transport truck drivers	NOC Skill Level C	326	21.6	17
10.	6731	Light duty cleaners	NOC Skill Level D	302	19.2	17
11.	7514	Delivery and courier service drivers	NOC Skill Level C	291	16.6	16
12.	1241	Administrative assistants	NOC Skill Level B	287	20.0	17
13.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	286	17.2	17
14.	9411	Machine operators, mineral and metal processing	NOC Skill Level C	256	15.9	17
15.	2173	Software engineers and designers	NOC Skill Level A	248	31.5	17
16.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	215	15.0	16
17.	1221	Administrative officers	NOC Skill Level B	212	17.3	17
18.	2171	Information systems analysts and consultants	NOC Skill Level A	200	18.2	17
19.	1431	Accounting and related clerks	NOC Skill Level C	194	16.9	17
20.	4212	Social and community service workers	NOC Skill Level B	194	18.0	17
21.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	187	22.4	17
22.	1521	Shippers and receivers	NOC Skill Level C	181	17.2	17
23.	124	Advertising, marketing and public relations managers	NOC Skill Level A	174	20.2	17
24.	1414	Receptionists	NOC Skill Level C	167	17.3	17
25.	6541	Security guards and related security service occupations	NOC Skill Level C	163	15.7	17
26.	7271	Carpenters	NOC Skill Level B	161	19.3	16
27.	714	Facility operation and maintenance managers	NOC Skill Level A	161	18.9	17
28.	6513	Food and beverage servers	NOC Skill Level C	160	19.3	17
29.	6611	Cashiers	NOC Skill Level D	157	16.9	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	913	17.0	17
2.	642	Retail salespersons	NOC Skill Level C	860	16.2	17
3.	217	Computer and information systems professionals	NOC Skill Level A	718	23.3	17
4.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	704	19.3	17
5.	751	Motor vehicle and transit drivers	NOC Skill Level C	670	18.9	17
6.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	631	16.3	17
7.	655	Customer and information services representatives	NOC Skill Level C	630	16.9	17
8.	122	Administrative and regulatory occupations	NOC Skill Level B	538	17.2	17
9.	673	Cleaners	NOC Skill Level D	526	18.8	17
10.	632	Chefs and cooks	NOC Skill Level B	461	21.9	17
11.	441	Home care providers and educational support occupations	NOC Skill Level C	451	16.1	17
12.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	384	18.9	17
13.	941	Machine operators and related workers in mineral and metal products processing and manufacturing	NOC Skill Level C	382	17.8	17
14.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	370	17.2	17
15.	062	Retail and wholesale trade managers	NOC Skill Level A	369	16.9	17
16.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	363	17.4	17
17.	111	Auditors, accountants and investment professionals	NOC Skill Level A	359	17.7	17
18.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	346	19.7	17
19.	112	Human resources and business service professionals	NOC Skill Level A	342	17.1	17
20.	341	Assisting occupations in support of health services	NOC Skill Level C	298	21.4	17
21.	141	General office workers	NOC Skill Level C	293	16.8	17
22.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	289	18.1	17
23.	641	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	286	17.2	17
24.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	268	18.2	17
25.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	260	19.4	17
26.	651	Occupations in food and beverage service	NOC Skill Level C	257	18.0	17
27.	662	Other sales support and related occupations	NOC Skill Level D	251	15.4	16
28.	416	Policy and program researchers, consultants and officers	NOC Skill Level A	249	18.0	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	1,220	17.1	17
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	1,215	17.4	17
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	1,146	16.5	17
4.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	1,070	23.4	17
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	1,042	18.3	17
6.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	979	17.1	17
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	862	18.3	17
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	814	21.3	17
9.	63	Service supervisors and specialized service occupations	NOC Skill Level B	770	21.9	17
10.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	734	19.2	17
11.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	704	19.3	17
12.	11	Professional occupations in business and finance	NOC Skill Level A	701	17.4	17
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	667	19.4	17
14.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	651	18.7	17
15.	14	Office support occupations	NOC Skill Level C	645	17.7	17
16.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	551	18.7	17
17.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	470	16.2	17
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	463	21.7	17
19.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	443	17.0	17
20.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	434	16.2	17
21.	66	Sales support occupations	NOC Skill Level D	408	16.0	16
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	375	18.6	17
23.	32	Technical occupations in health	NOC Skill Level B	364	20.0	17
24.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	363	17.4	17
25.	34	Assisting occupations in support of health services	NOC Skill Level C	298	21.4	17
26.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	291	19.5	17
					1 - 45 / 45	< >



MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
481

NEW POSTINGS
15

COMPANIES
231

LANGUAGES
10

OF DAYS POSTED

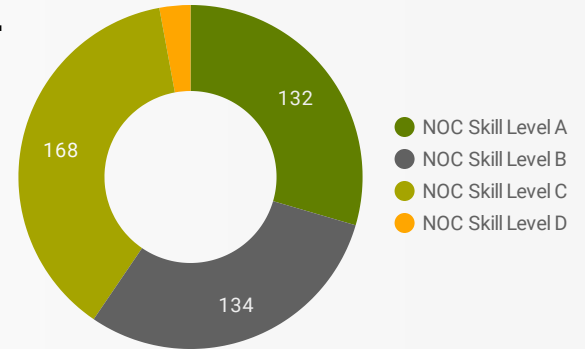
AVERAGE
21.0

MEDIAN
17

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

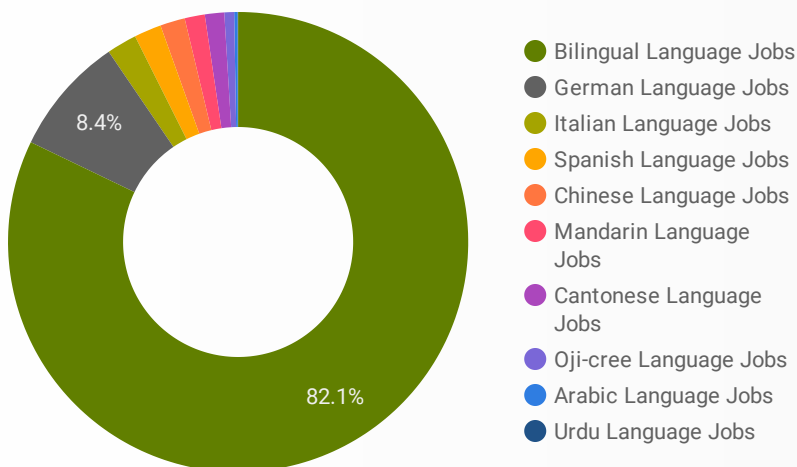
- 132** Skill Level A - Management/ Professional Occupations usually requiring University
- 134** Skill Level B - Usually college education or apprenticeship training
- 168** Skill Level C - Usually secondary education or occupation-specific training
- 13** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language...	109	102	149	7
German Language ...	15	10	9	2
Italian Language J...	2	10	4	1
Spanish Language...	2	3	2	
Chinese Language ...		6		1
Mandarin Language...	1		4	1
Cantonese Language...	1	2		

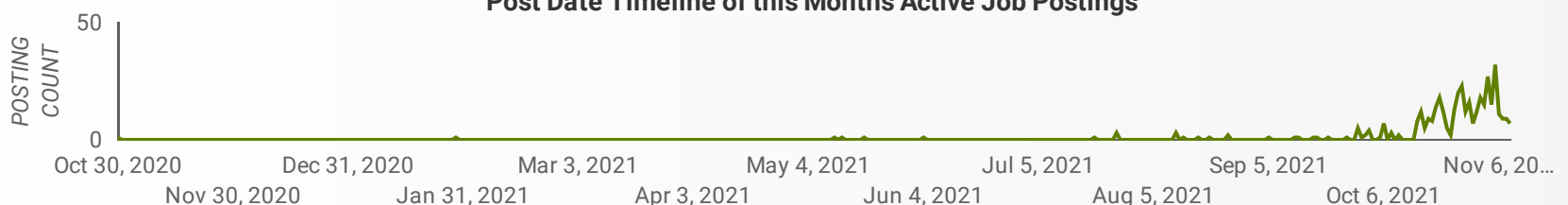
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	389
2. German Language Jobs	39
3. Italian Language Jobs	18
4. Spanish Language Jobs	9
5. Mandarin Language Jobs	8
6. Chinese Language Jobs	7
1 - 10 / 10	

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?

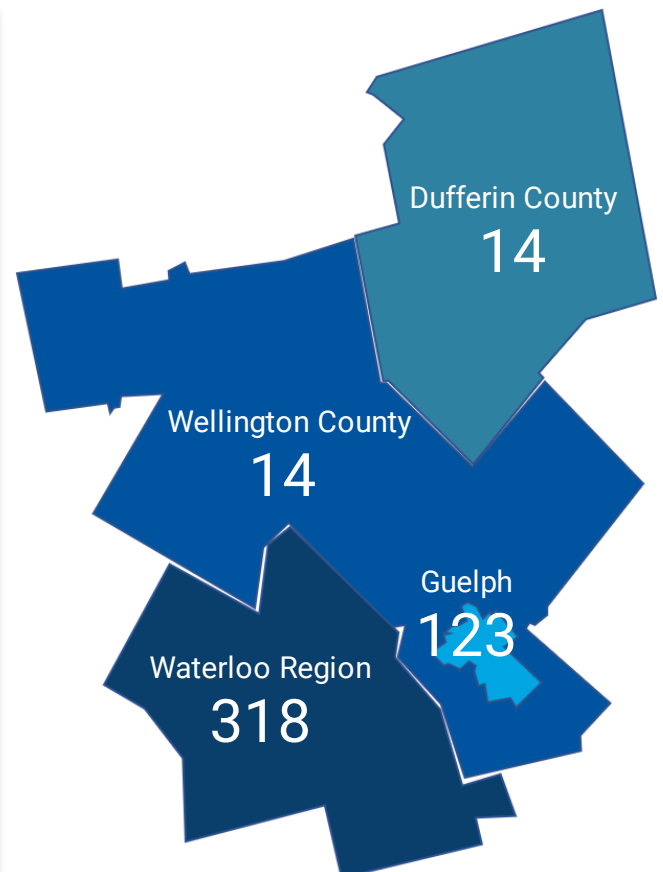
SKILL TYPE NAME	Bilingual ...	German ...	Italian La...	Spanish ...	Chinese ...	Mandarin...	Grand total
Business, finance and administration occu...	93	7		3	1		104
Health occupations	10						10
Management occupations	38	5	2	2		1	49
Natural and applied sciences and related o...	22	8					31
Occupations in art, culture, recreation and ...	12	2					14
Occupations in education, law and social, ...	37	2					41
Occupations in manufacturing and utilities		5					5
Sales and service occupations	135	2	15	2	6	5	168
Trades, transport and equipment operator...	20	5					25
Grand total	367	36	17	7	7	6	447

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 Guelph	123	18.3	17
2.	City of Waterloo	122	18.3	17
3.	City of Kitchener	106	18.7	17
4.	City of Cambridge	79	18.1	17
5.	Town of Orangeville	8	16.7	17
6.	Town of Erin	7	14.8	16
7.	Township of Wilmot	7	17.6	16
8.	Township of Centre Wellington	4	17.1	17
9.	Woolwich Township	4	18.1	17
10.	Township of Mono	3	70.7	81
11.	Town of Shelburne	2	19.6	17
12.	Puslinch Township	1	20.9	17
13.	Township of Wellington North	1	16.7	17

1 - 23 / 23





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...	51
2.	Retail salespersons	36
3.	Cooks	20
4.	Retail and wholesale trade managers	13
5.	Sales and account representatives - wholes...	10
6.	Administrative officers	10
7.	Accounting and related clerks	9
8.	Advertising, marketing and public relations ...	8
9.	Human resources and recruitment officers	8
10.	Material handlers	8
11.	Professional occupations in advertising, ma...	7
12.	Business development officers and marketi...	7
13.	Journalists	7
14.	Chefs	7
15.	Delivery and courier service drivers	6
16.	Elementary and secondary school teacher a...	6
17.	Human resources professionals	6
18.	Financial auditors and accountants	6
19.	User support technicians	6
20.	Insurance underwriters	6
21.	Administrative assistants	5
22.	Computer network technicians	5
23.	Facility operation and maintenance manage...	5
24.	Bakers	5
25.	Elementary school and kindergarten teachers	5
26.	Food counter attendants, kitchen helpers an...	4
27.	Civil engineers	4
28.	Customer services representatives - financi...	4
29.	Purchasing agents and officers	4
30.	Managers in customer and personal service...	4
31.	Corporate sales managers	4
32.	Professional occupations in business mana...	4
1 - 100 / 132		< >

MULTILINGUAL HIRING EMPLOYERS

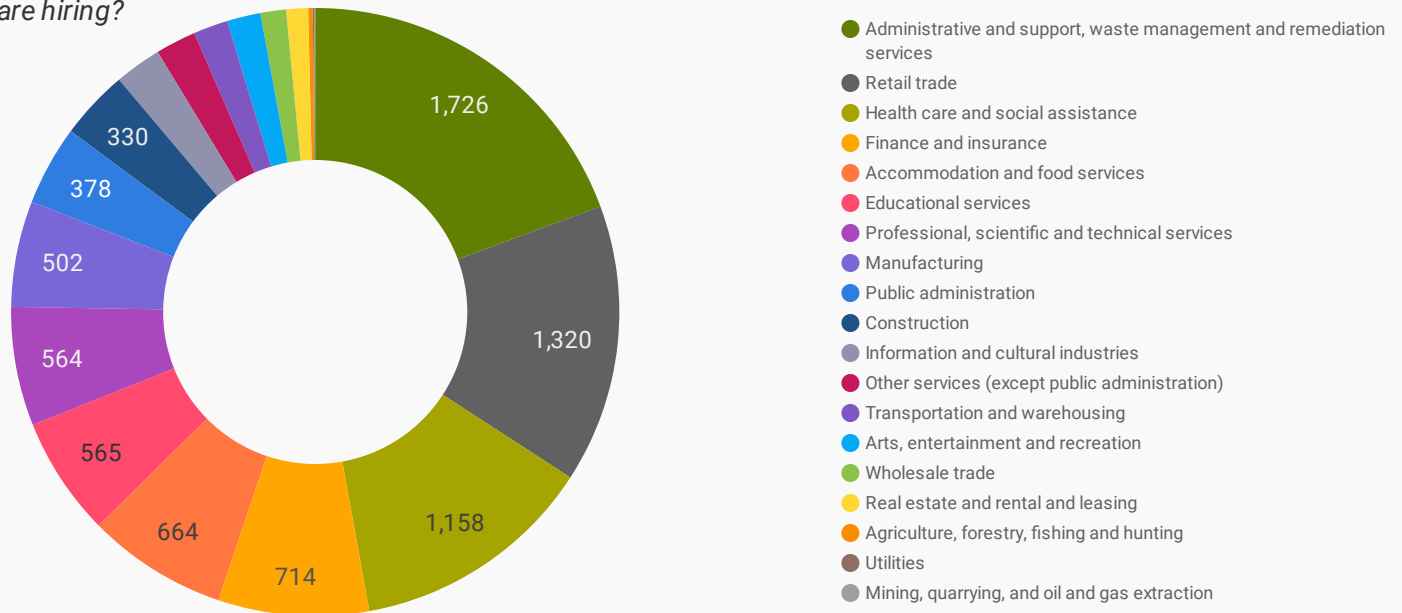
Which employers are seeking multilingual candidates?

COMPANY		POSTINGS ▾
1.	Sun Life Financial	23
2.	Bell	19
3.	Farm Boy	12
4.	Miovision	10
5.	Upper Grand District School Board	10
6.	Farm Boy Inc.	10
7.	Reitmans	9
8.	Randstad Canada	8
9.	Manulife	7
10.	Equitable Life of Canada	7
11.	The Co-operators	7
12.	Bell Canada	6
13.	Homewood Health	6
14.	Maple Leaf Foods	5
15.	Desch Canada Ltd.	5
16.	WATERLOO REGION DISTRICT SCHOOL BOARD	5
17.	Intuit	5
18.	FedEx	5
19.	BELL MOBILITY	5
20.	FedEx Express	5
21.	Northern Digital Inc.	4
22.	EY	4
23.	Banque De Developpement Du Canada FR	4
24.	La Source	4
25.	Homewood human solutions	4
26.	University of Waterloo	3
27.	Economical Insurance	3
28.	Health Canada and the Public Health Agency of Canada	3
29.	CBI Health	3
30.	IBI Group	3
1 - 50 / 232		< >



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	1,726	18.3	17
2.	Retail trade	44-45	1,320	15.9	17
3.	Health care and social assistance	62	1,158	21.0	17
4.	Finance and insurance	52	714	13.5	16
5.	Accommodation and food services	72	664	19.4	17
6.	Educational services	61	565	15.7	16
7.	Professional, scientific and technical services	54	564	22.9	17
8.	Manufacturing	31-33	502	18.4	17
9.	Public administration	91	378	16.5	15
10.	Construction	23	330	22.8	17
11.	Information and cultural industries	51	222	17.0	17
12.	Other services (except public administration)	81	192	17.5	17
13.	Transportation and warehousing	48-49	164	17.0	17
14.	Arts, entertainment and recreation	71	159	15.7	17
15.	Wholesale trade	41	121	19.0	17
16.	Real estate and rental and leasing	53	104	17.6	17
17.	Agriculture, forestry, fishing and hunting	11	22	26.9	17
18.	Utilities	22	7	18.4	17
19.	Mining, quarrying, and oil and gas extraction	21	4	23.3	23

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	1,709	18.2	17
2.	Educational services	611	565	15.7	16
3.	Professional, scientific and technical services	541	564	22.9	17
4.	Food services and drinking places	722	536	19.7	17
5.	Insurance carriers and related activities	524	439	12.8	15
6.	Hospitals	622	397	16.4	16
7.	Nursing and residential care facilities	623	386	26.9	17
8.	Local, municipal and regional public administration	913	351	16.0	15
9.	Food and beverage stores	445	272	18.0	17
10.	Ambulatory health care services	621	260	21.1	17
11.	Credit intermediation and related activities	522	235	14.5	16
12.	Miscellaneous store retailers	453	194	18.3	17
13.	Clothing and clothing accessories stores	448	190	19.0	17
14.	Specialty trade contractors	238	181	22.3	17
15.	Health and personal care stores	446	177	11.6	15
16.	Building material and garden equipment and supplies dealers	444	175	11.9	14
17.	Amusement, gambling and recreation industries	713	147	15.2	17
18.	General merchandise stores	452	132	14.2	15
19.	Construction of buildings	236	130	23.0	17
20.	Accommodation services	721	128	18.2	17
21.	Food manufacturing	311	123	17.8	17
22.	Social assistance	624	115	15.4	17
23.	Publishing industries (except Internet)	511	110	18.8	17
24.	Personal and laundry services	812	106	17.5	17
25.	Motor vehicle and parts dealers	441	103	17.4	17
26.	Real estate	531	76	16.8	17
27.	Telecommunications	517	75	15.3	15
28.	Truck transportation	484	72	16.3	17
29.	Machinery manufacturing	333	47	20.0	17
30.	Religious, grant-making, civic, and professional and similar organizations	813	46	16.0	16
31.	Electrical equipment, appliance and component manufacturing	335	43	17.1	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	1,439	18.5	17
2.	Full-service restaurants and limited-service eating places	7225	502	19.9	17
3.	General medical and surgical hospitals	6221	394	16.4	16
4.	Universities	6113	365	17.1	17
5.	Other local, municipal and regional public administration	9139	342	15.9	15
6.	Community care facilities for the elderly	6233	297	26.2	17
7.	Agencies, brokerages and other insurance related activities	5242	255	12.1	16
8.	Grocery stores	4451	235	15.1	17
9.	Depository credit intermediation	5221	222	14.5	16
10.	Computer systems design and related services	5415	196	26.4	17
11.	Services to buildings and dwellings	5617	186	16.8	17
12.	Insurance carriers	5241	184	13.5	15
13.	Health and personal care stores	4461	177	11.6	15
14.	Other miscellaneous store retailers	4539	175	18.5	17
15.	Building material and supplies dealers	4441	161	11.3	11
16.	Clothing stores	4481	160	18.1	17
17.	Other amusement and recreation industries	7139	145	15.3	17
18.	Elementary and secondary schools	6111	128	11.2	8
19.	Traveller accommodation	7211	125	18.2	17
20.	Accounting, tax preparation, bookkeeping and payroll services	5412	122	18.3	15
21.	Software publishers	5112	110	18.8	17
22.	Department stores	4521	106	12.4	15
23.	Offices of dentists	6212	94	19.1	17
24.	Automobile dealers	4411	85	17.6	17
25.	Building equipment contractors	2382	83	19.3	17
26.	Wired and wireless telecommunications carriers(except satellite)	5173	75	15.3	15
27.	Offices of other health practitioners	6213	73	19.4	17
28.	Bakeries and tortilla manufacturing	3118	71	15.7	17
29.	Other professional, scientific and technical services	5419	71	15.9	16
30.	Non-residential building construction	2362	66	28.6	17
31.	Residential building construction	2361	64	17.0	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	1,439	18.5	17
2.	Full-service restaurants and limited-service eating places	72251	502	19.9	17
3.	General medical and surgical hospitals	62211	394	16.4	16
4.	Universities	61131	365	17.1	17
5.	Other local, municipal and regional public administration	91391	342	15.9	15
6.	Community care facilities for the elderly	62331	297	26.2	17
7.	Insurance agencies and brokerages	52421	255	12.1	16
8.	Supermarkets and other grocery (except convenience) stores	44511	227	15.1	17
9.	Banking	52211	215	14.4	16
10.	Computer systems design and related services	54151	196	26.4	17
11.	Direct life, health and medical insurance carriers	52411	172	13.4	15
12.	All other miscellaneous store retailers	45399	151	18.9	31
13.	Hardware stores	44413	147	10.8	9
14.	Pharmacies and drug stores	44611	146	10.9	7
15.	Fitness and recreational sports centres	71394	132	15.2	17
16.	Elementary and secondary schools	61111	128	11.2	8
17.	Hotels (except casino hotels) and motels	72111	124	18.2	17
18.	Accounting, tax preparation, bookkeeping and payroll services	54121	122	18.3	15
19.	Software publishers	51121	110	18.8	17
20.	Department stores	45211	106	12.4	15
21.	Landscaping services	56173	96	17.0	17
22.	Offices of dentists	62121	94	19.1	17
23.	New car dealers	44111	77	17.6	17
24.	Wired and wireless telecommunications carriers (except satellite)	51731	75	15.3	15
25.	Bread and bakery product manufacturing	31181	71	15.7	17
26.	Plumbing, heating and air-conditioning contractors	23822	69	19.8	17
27.	Residential building construction	23611	62	17.0	17
28.	Janitorial services	56172	62	16.7	17
29.	Family clothing stores	44814	60	15.8	16
30.	Commercial and institutional building construction	23622	57	28.1	17
31.	Home health care services	62161	56	25.5	17



TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

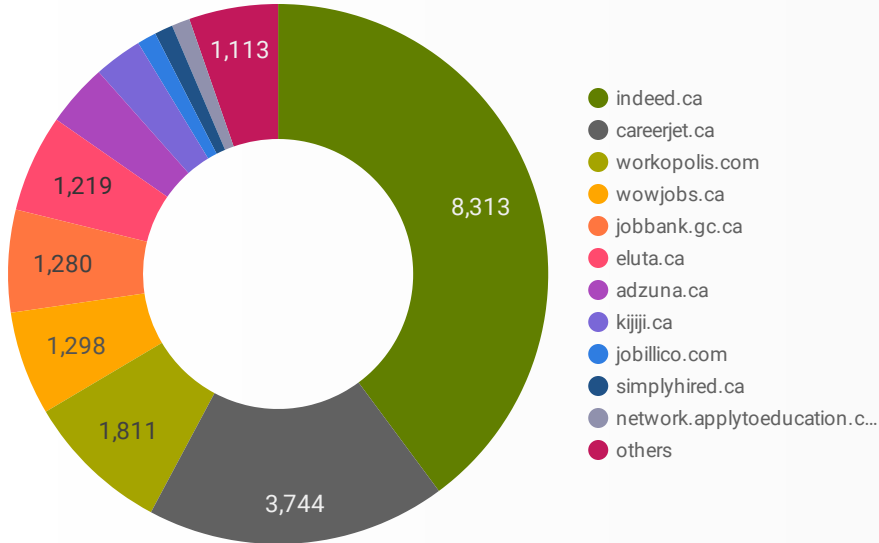
What sectors are hiring?

	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	1,439	18.5	17
2.	General (except paediatric) hospitals	622111	394	16.4	16
3.	Universities	611310	365	17.1	17
4.	Other local, municipal and regional public administration	913910	342	15.9	15
5.	Community care facilities for the elderly	623310	297	26.2	17
6.	Limited-service eating places	722512	280	18.3	17
7.	Insurance agencies and brokerages	524210	255	12.1	16
8.	Supermarkets and other grocery (except convenience) stores	445110	227	15.1	17
9.	Full-service restaurants	722511	222	22.2	17
10.	Computer systems design and related services (except video game design and development)	541514	196	26.4	17
11.	Corporate and institutional banking industry	522112	173	14.6	16
12.	Direct group life, health and medical insurance carriers	524112	172	13.4	15
13.	Hardware stores	444130	147	10.8	9
14.	Pharmacies and drug stores	446110	146	10.9	7
15.	All other miscellaneous store retailers (except beer and wine-making supplies stores)	453999	145	19.1	31
16.	Fitness and recreational sports centres	713940	132	15.2	17
17.	Elementary and secondary schools	611110	128	11.2	8
18.	Hotels	721111	119	18.3	17
19.	Software publishers (except video game publishers)	511211	108	19.0	17
20.	Department stores	452110	106	12.4	15
21.	Offices of accountants	541212	97	18.4	15
22.	Landscaping services	561730	96	17.0	17
23.	Offices of dentists	621210	94	19.1	17
24.	New car dealers	441110	77	17.6	17
25.	Wired and wireless telecommunications carriers (except satellite)	517310	75	15.3	15
26.	Plumbing, heating and air-conditioning contractors	238220	69	19.8	17
27.	Residential building construction	236110	62	17.0	17
28.	Family clothing stores	448140	60	15.8	16
29.	Janitorial services (except window cleaning)	561722	60	16.7	17
30.	Commercial and institutional building construction	236220	57	28.1	17



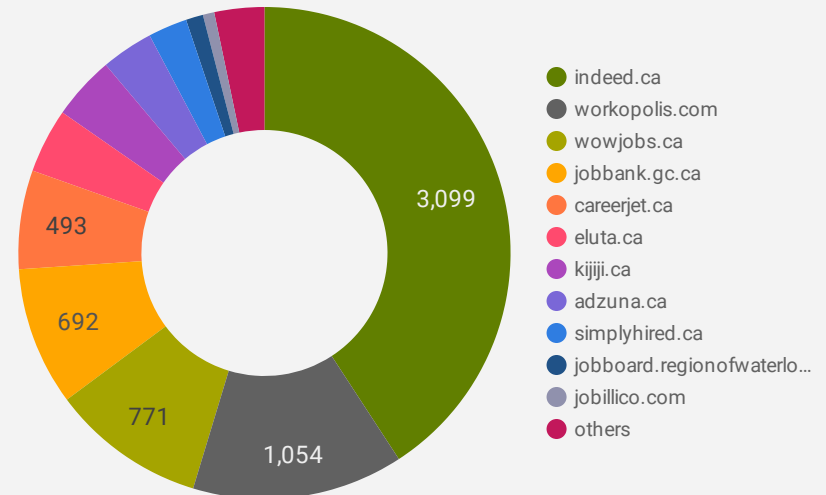
JOB POSTINGS BY JOB BOARD

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	8,313	17.0	17	3,099
2.	careerjet.ca	3,744	19.3	11	493
3.	workopolis.com	1,811	15.0	15	1,054
4.	wowjobs.ca	1,298	16.0	16	771
5.	jobbank.gc.ca	1,280	35.1	23	692
6.	eluta.ca	1,219	17.0	17	322
7.	adzuna.ca	784	15.0	15	260
8.	kijiji.ca	603	15.0	15	317
9.	jobillico.com	239	15.0	10	57
10.	simplyhired.ca	229	15.0	15	195
11.	network.applytoeducation.com	227	5.5	5	5
12.	careerbuilder.ca	205	22.2	31	31
13.	careerarc.com	187	20.6	16	25
14.	randstad.ca	179	32.9	23	1
15.	jobboard.regionofwaterloo.ca	168	72.8	65	86
16.	localwork.ca	65	29.8	31	35
17.	agilec.ca	48	34.5	33	16