



# Workforce Planning Board of Waterloo Wellington Dufferin

## JOB DEMAND REPORT DECEMBER 2021

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
18,776	10,476	4,905	34

#### # OF DAYS POSTED

AVERAGE	MEDIAN
18.7	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.

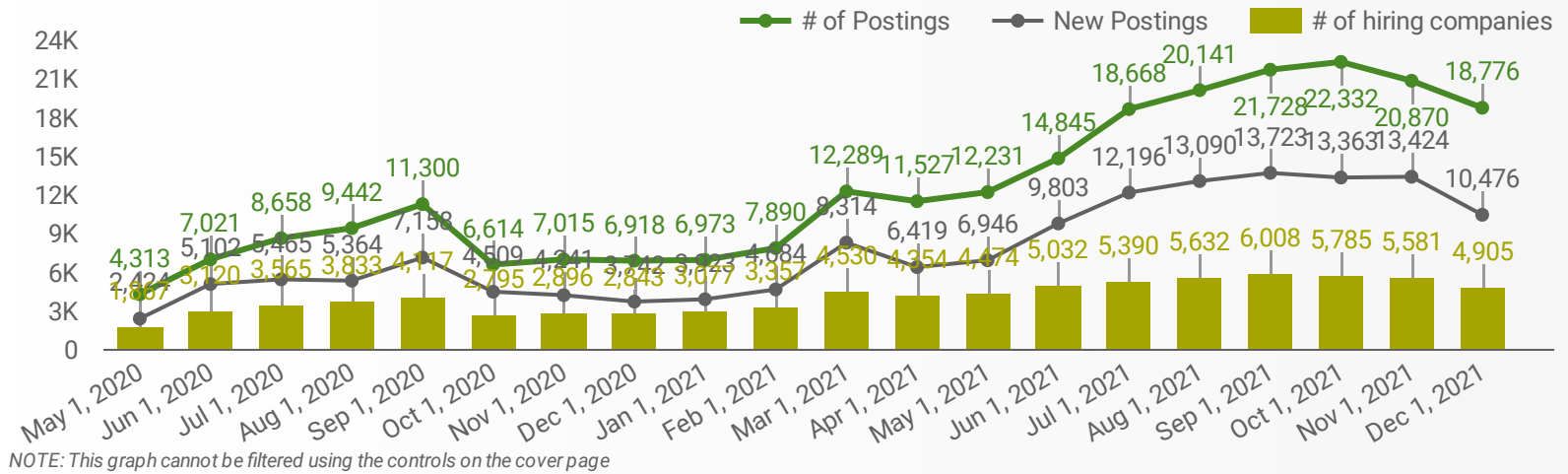


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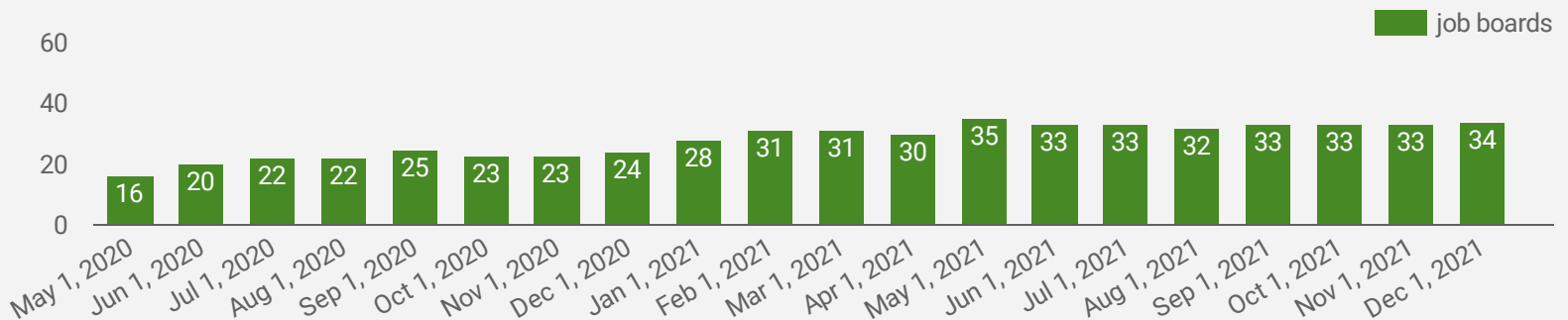
## JOB POSTINGS BY MONTH FOR ALL REGIONS

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



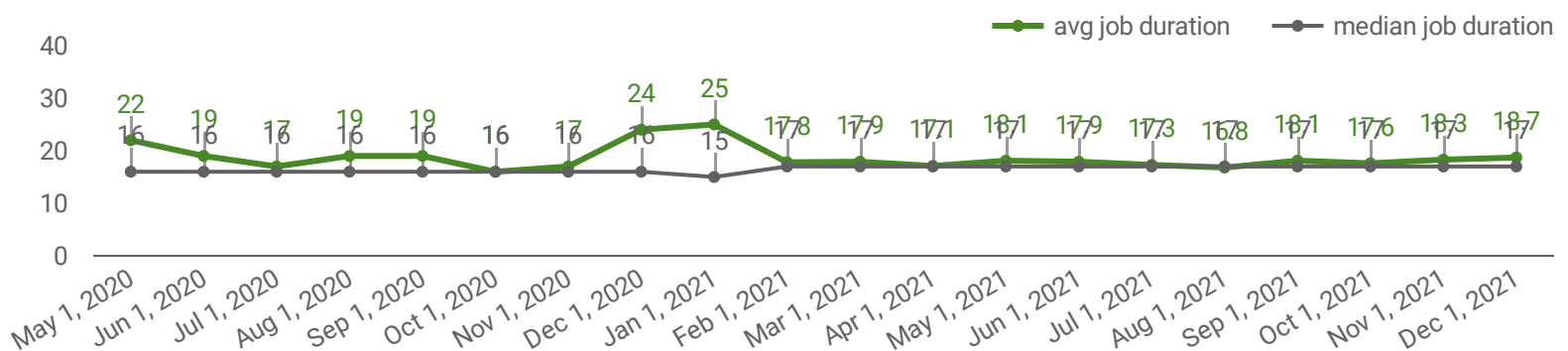
## NUMBER OF ACTIVE JOB BOARDS

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

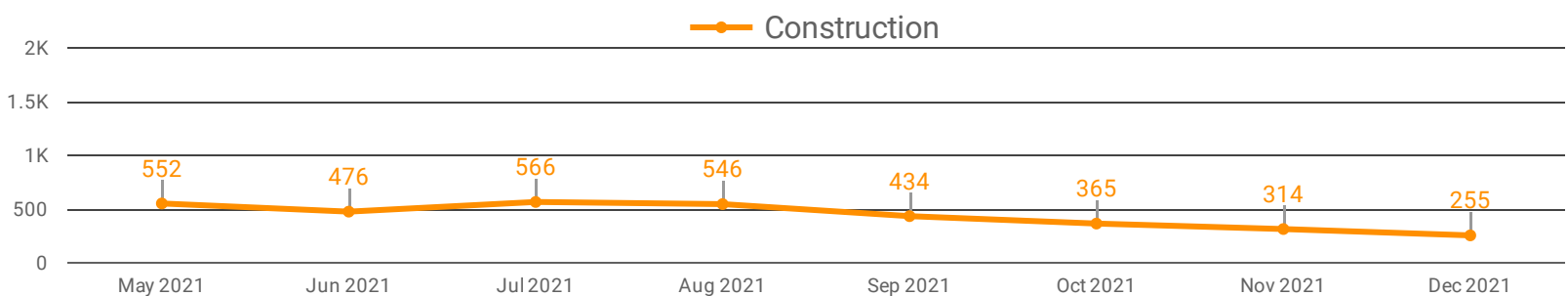
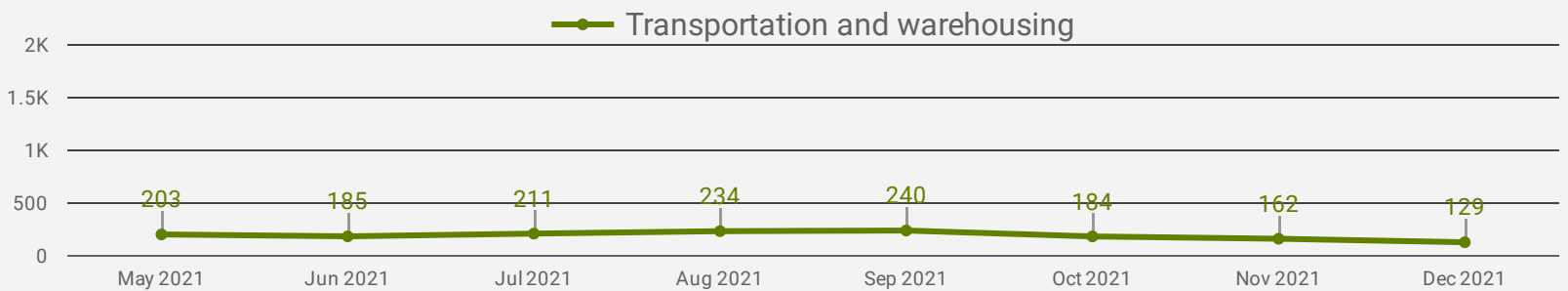
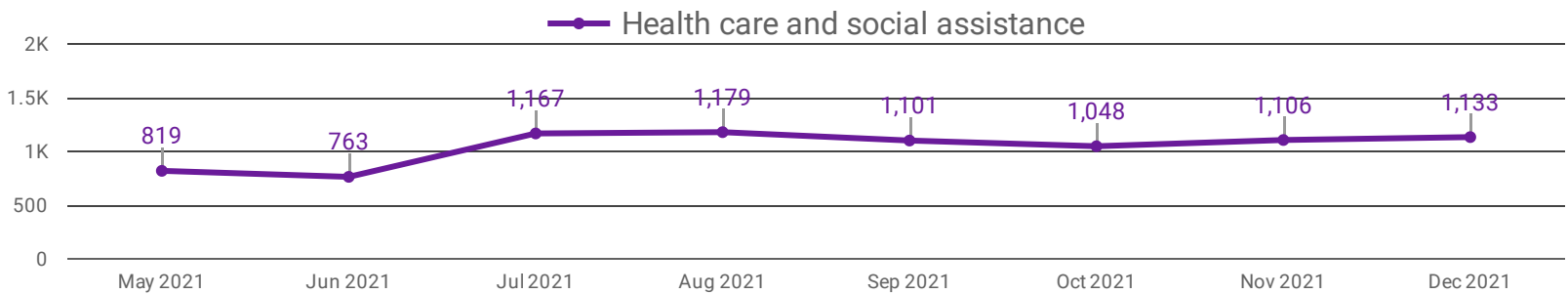
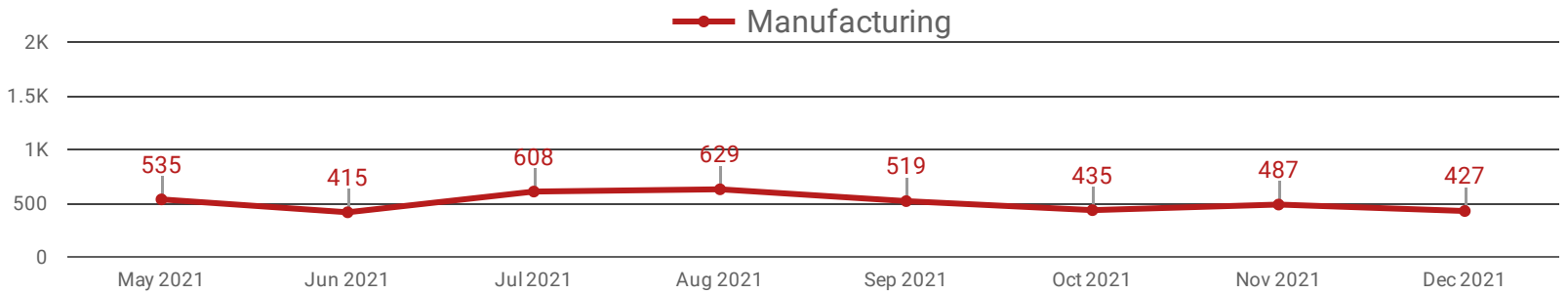
How many job postings were active for at least 1 day this month?





## DEMAND BY KEY SECTOR (ALL REGIONS)

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

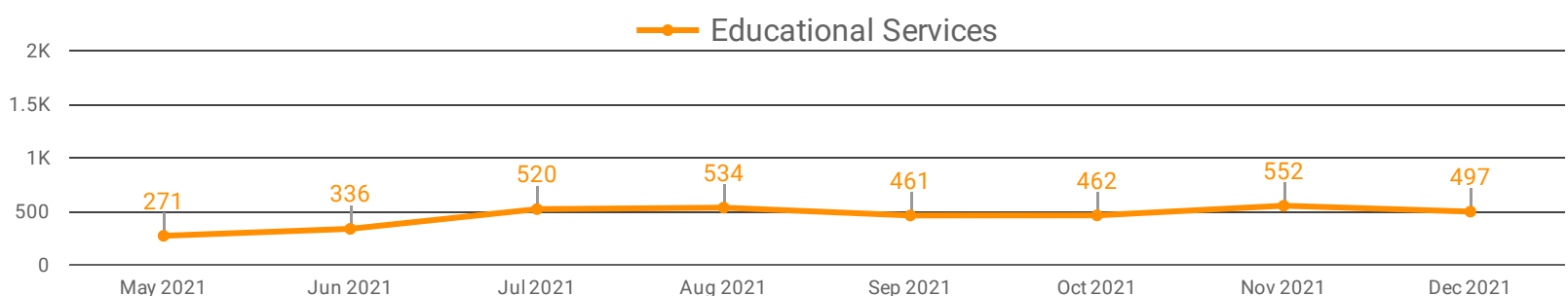
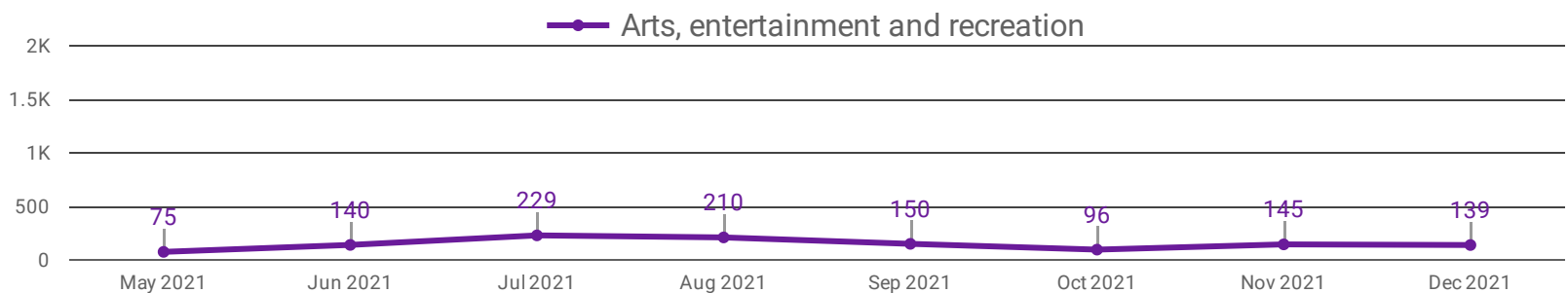
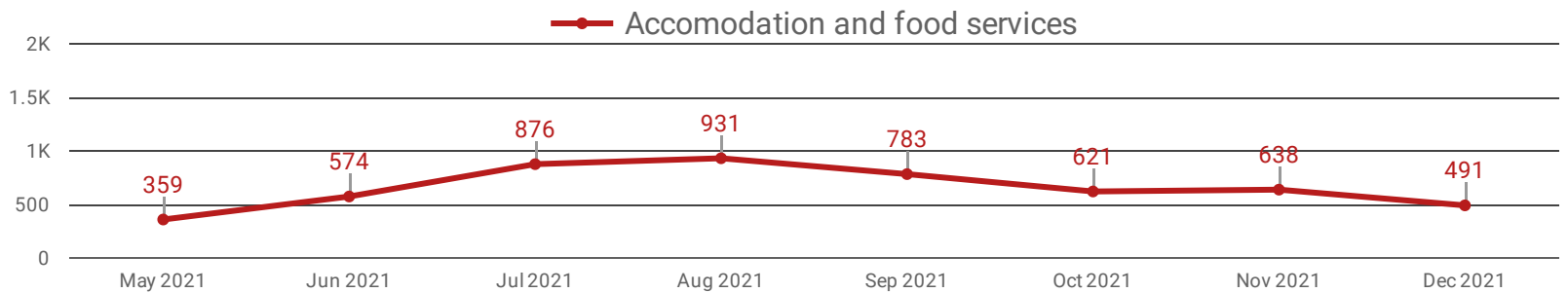


NOTE: This graph cannot be filtered using the controls on the cover page



## 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	12,799	18.6	17
2.	City of Guelph	4,126	19.1	17
3.	Wellington County	833	19.1	17
4.	Dufferin County	760	19.1	17

## JOB POSTINGS BY MUNICIPALITY

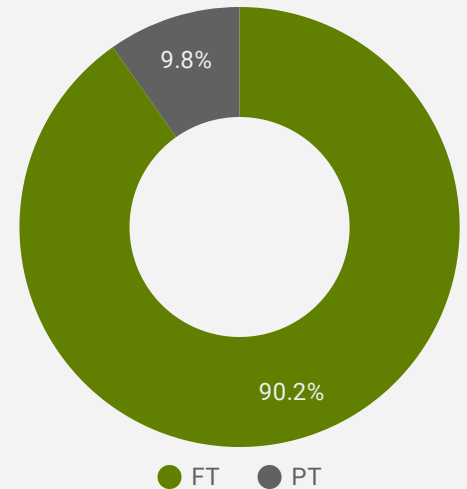
Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	4,635	18.4	17
2.	City of Guelph	4,126	19.1	17
3.	City of Waterloo	4,010	18.0	17
4.	City of Cambridge	3,353	19.4	17
5.	Town of Orangeville	574	19.4	17
6.	Woolwich Township	363	18.1	17
7.	Township of Centre Wellington	360	19.6	17
8.	Township of North Dumfries	226	17.8	17
9.	Township of Wellington North	164	20.5	17
10.	Township of Wilmot	140	18.6	17

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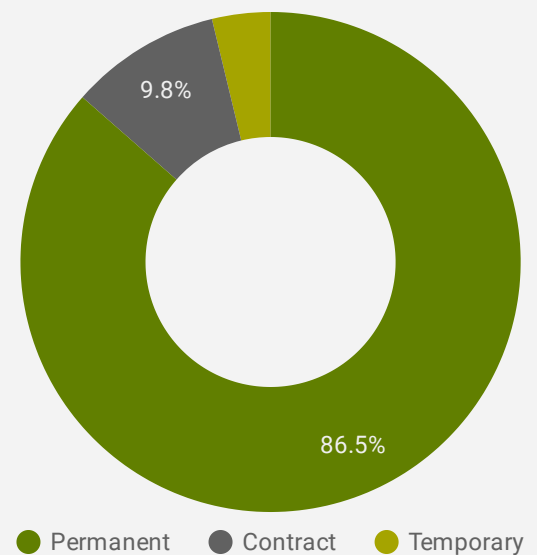
## JOB TYPE

Full-time vs Part-time



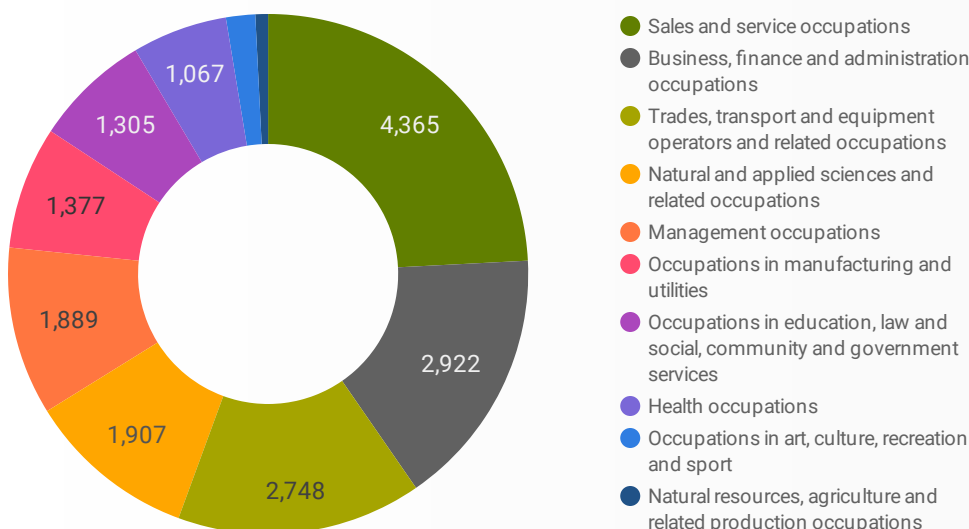
## JOB DURATION

Permanency of jobs posted



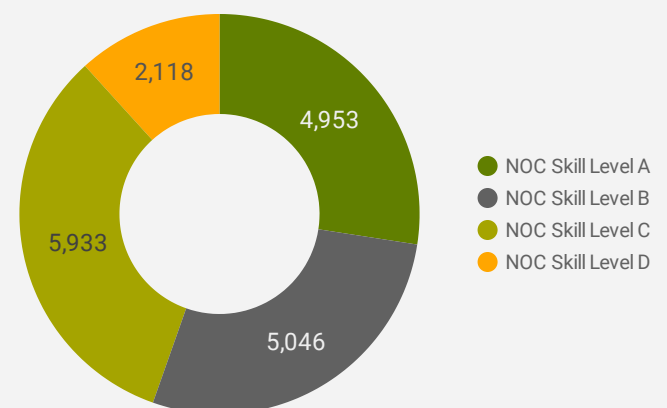
## JOB POSTINGS BY SKILL TYPE

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	Waterloo Region	184	26.4	17
2.	Grand River Hospital	Waterloo Region	181	22.9	17
3.	Randstad Canada	City of Guelph	173	18.2	17
4.	University of Waterloo	Waterloo Region	160	20.6	17
5.	Sun Life Financial	Waterloo Region	138	14.8	15
6.	Linamar	City of Guelph	106	56.0	50
7.	University of Guelph	City of Guelph	102	19.8	17
8.	Liberty Staffing Services	Waterloo Region	102	11.3	10
9.	St. Mary's General Hospital	Waterloo Region	99	16.2	17
10.	loblaws	Waterloo Region	91	15.0	15
11.	WATERLOO REGION DISTRICT SCHOOL BOARD	Waterloo Region	86	8.5	5
12.	OpenText	Waterloo Region	83	17.2	17
13.	Blackberry	Waterloo Region	77	24.8	21
14.	ATS Automation Tooling Systems Inc.	Waterloo Region	77	16.9	17
15.	Cambridge Memorial Hospital	Waterloo Region	72	13.2	15
16.	Wilfrid Laurier University	Waterloo Region	72	17.3	16
17.	Equitable Life of Canada	Waterloo Region	69	25.5	22
18.	Economical Insurance	Waterloo Region	68	15.5	17
19.	Shoppers Drug Mart	Waterloo Region	67	12.6	15
20.	ATS Automation	Waterloo Region	66	54.3	45
21.	Region of Waterloo	Waterloo Region	66	15.8	15
22.	Linamar Corporation	City of Guelph	64	19.8	17
23.	Manulife	Waterloo Region	62	20.6	17
24.	Scotiabank	Waterloo Region	61	15.7	16
25.	Dean Group	Waterloo Region	61	12.1	8
26.	Opentext Corporation	Waterloo Region	60	17.0	17
27.	Equest	Waterloo Region	58	15.0	15
28.	Stantec	Waterloo Region	58	24.4	17
29.	Lowe's	Waterloo Region	57	18.4	17
30.	Manpower	Waterloo Region	54	15.3	17
31.	Home Depot Canada	Waterloo Region	54	12.5	14



## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Jobs  
**217**

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Social Worker	Maternal Health Niagara	#N/A	90 <div></div>
2.	Clinical Social Worker	A Mindful Change	City of Guelph	90 <div></div>
3.	Child And Youth Counsellor	C.A.R.E. Counselling and Coaching	City of Waterloo	85 <div></div>
4.	Clinical Social Worker	C.A.R.E. Counselling and Coaching	City of Waterloo	85 <div></div>
5.	Mu458a - Music Therapy Internship I - 1.5 Credit	Wilfrid Laurier University	City of Waterloo	73.7 <div></div>
6.	Finance And Administration Vice-president - Financial, Communications And Other Business Services	NEXTREME CONSULTANCY INC.	City of Cambridge	62.5 <div></div>
7.	General Manager - Financial, Communications And Other Business Services	Shoeless Joe's	Town of Orangeville	62.32 <div></div>
8.	4. Automation Tester (Python)	SmartTechlink Sollutions Inc.	City of Waterloo	60 <div></div>
9.	Mcat Prep Instructors (may To July)	Prep101 Inc	City of Guelph	60 <div></div>
10.	Experienced Server	Three Kretans	City of Kitchener	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.	Real Estate Agent - Pre-qualified Buyers & Seller Meetings Booked For You!	Zoocasa Realty Inc	City of Kitchener	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.	Realtor	One Percent Realty Ltd. Brokerage	City of Guelph	350,000 <div></div>
4.	Physician, Family	Anthony Davies Medicine Professional Corporation	City of Waterloo	350,000 <div></div>
5.	Dental Associate	Country Dental Cambridge	City of Cambridge	323,530 <div></div>
6.	Dentist	247 King Dental	City of Waterloo	319,602 <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	King East Dental Care	City of Kitchener	308,275 <div></div>
9.	Associate Dentist	Dentistry at DiPietro	City of Cambridge	303,003 <div></div>
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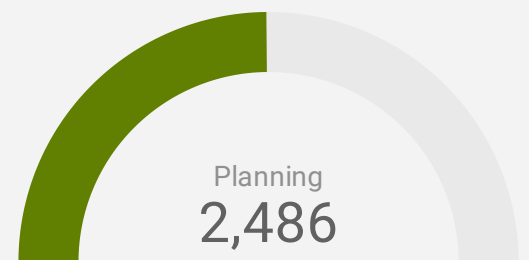
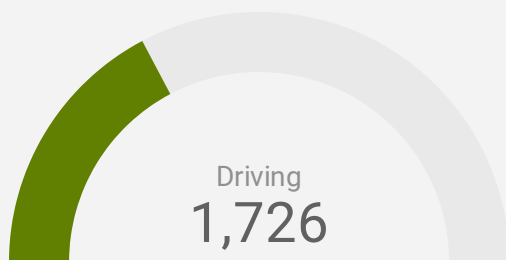
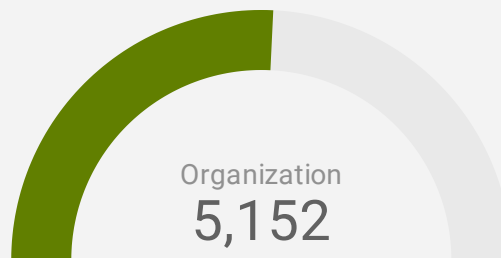
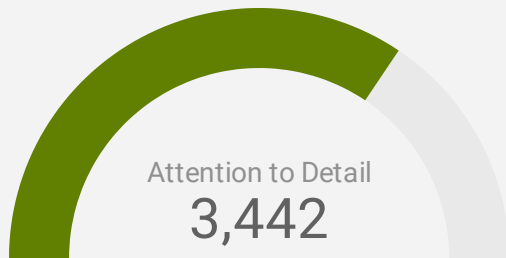
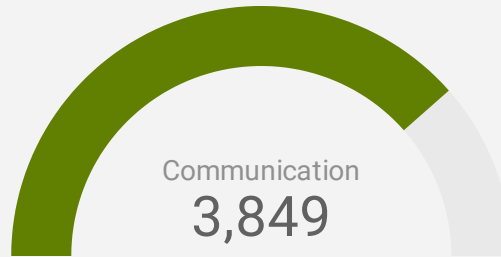
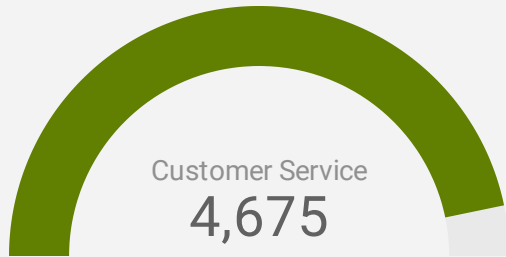


## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

18,776

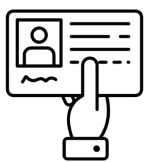


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

8,619



Driver's License  
3,221



First Aid  
684



Regular Access to a Vehi  
605



Criminal Record Check  
866



Microsoft Office  
1,387



Food Safety  
406





## 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.	6421	Retail salespersons	NOC Skill Level C	798	17.7	17
2.	7452	Material handlers	NOC Skill Level C	623	16.8	17
3.	6552	Other customer and information services representatives	NOC Skill Level C	556	17.0	17
4.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	510	18.4	17
5.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	495	17.1	17
6.	7511	Transport truck drivers	NOC Skill Level C	355	19.4	17
7.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	342	19.9	17
8.	621	Retail and wholesale trade managers	NOC Skill Level A	335	18.2	17
9.	6322	Cooks	NOC Skill Level B	300	25.3	17
10.	2173	Software engineers and designers	NOC Skill Level A	284	23.9	17
11.	1241	Administrative assistants	NOC Skill Level B	272	20.0	17
12.	6731	Light duty cleaners	NOC Skill Level D	243	17.7	17
13.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	241	18.8	17
14.	1221	Administrative officers	NOC Skill Level B	240	18.0	17
15.	7514	Delivery and courier service drivers	NOC Skill Level C	239	16.9	16
16.	2171	Information systems analysts and consultants	NOC Skill Level A	227	18.5	17
17.	9411	Machine operators, mineral and metal processing	NOC Skill Level C	221	17.3	17
18.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	217	23.0	17
19.	2174	Computer programmers and interactive media developers	NOC Skill Level A	198	21.1	17
20.	4212	Social and community service workers	NOC Skill Level B	177	20.9	17
21.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	176	15.5	16
22.	1431	Accounting and related clerks	NOC Skill Level C	170	17.6	17
23.	124	Advertising, marketing and public relations managers	NOC Skill Level A	158	17.9	17
24.	1111	Financial auditors and accountants	NOC Skill Level A	150	18.6	16
25.	714	Facility operation and maintenance managers	NOC Skill Level A	146	18.6	17
26.	4163	Business development officers and marketing researchers and consultants	NOC Skill Level A	144	19.6	17
27.	1121	Human resources professionals	NOC Skill Level A	143	18.0	17
28.	1114	Other financial officers	NOC Skill Level A	139	16.5	17
29.	601	Corporate sales managers	NOC Skill Level A	139	19.6	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.	217	Computer and information systems professionals	NOC Skill Level A	851	20.7	17
2.	642	Retail salespersons	NOC Skill Level C	798	17.7	17
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	629	18.6	16
4.	745	Longshore workers and material handlers	NOC Skill Level C	628	16.9	17
5.	655	Customer and information services representatives	NOC Skill Level C	608	17.1	17
6.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	600	18.9	17
7.	122	Administrative and regulatory occupations	NOC Skill Level B	555	17.5	17
8.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	495	17.1	17
9.	673	Cleaners	NOC Skill Level D	438	17.4	17
10.	441	Home care providers and educational support occupations	NOC Skill Level C	433	17.9	17
11.	111	Auditors, accountants and investment professionals	NOC Skill Level A	419	17.3	17
12.	112	Human resources and business service professionals	NOC Skill Level A	361	17.8	17
13.	632	Chefs and cooks	NOC Skill Level B	357	24.4	17
14.	062	Retail and wholesale trade managers	NOC Skill Level A	335	18.2	17
15.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	335	18.5	17
16.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	333	19.6	17
17.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	327	20.6	17
18.	941	Machine operators and related workers in mineral and metal products processing and manufacturing	NOC Skill Level C	319	18.6	17
19.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	307	18.5	17
20.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	284	20.2	17
21.	341	Assisting occupations in support of health services	NOC Skill Level C	263	18.4	17
22.	416	Policy and program researchers, consultants and officers	NOC Skill Level A	251	19.8	17
23.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	250	18.5	17
24.	141	General office workers	NOC Skill Level C	248	17.3	17
25.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	243	17.8	17
26.	641	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	241	18.8	17
27.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	234	19.3	17
28.	301	Professional occupations in nursing	NOC Skill Level A	227	22.7	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.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	1,239	20.5	17
2.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	1,040	18.3	17
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	1,039	18.0	17
4.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	1,022	17.7	17
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	972	17.3	17
6.	11	Professional occupations in business and finance	NOC Skill Level A	780	17.6	17
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	762	18.4	17
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	710	21.2	17
9.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	704	16.9	17
10.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	676	19.6	17
11.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	668	18.3	17
12.	63	Service supervisors and specialized service occupations	NOC Skill Level B	616	24.1	17
13.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	600	18.9	17
14.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	599	19.8	17
15.	14	Office support occupations	NOC Skill Level C	574	17.8	17
16.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	469	19.2	17
17.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	441	17.9	17
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	410	23.9	17
19.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	382	19.9	17
20.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	374	18.1	17
21.	32	Technical occupations in health	NOC Skill Level B	373	19.6	17
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	366	18.7	17
23.	66	Sales support occupations	NOC Skill Level D	334	16.4	17
24.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	327	20.6	17
25.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	267	18.4	17
26.	34	Assisting occupations in support of health services	NOC Skill Level C	263	18.4	17
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## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**122**

NEW POSTINGS  
**7**

COMPANIES  
**84**

LANGUAGES  
**9**

## # OF DAYS POSTED

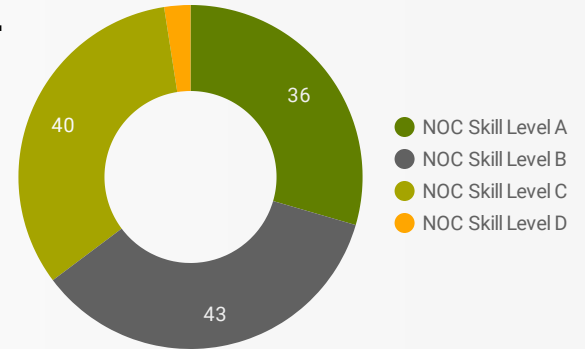
AVERAGE  
**69.8**

MEDIAN  
**57**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

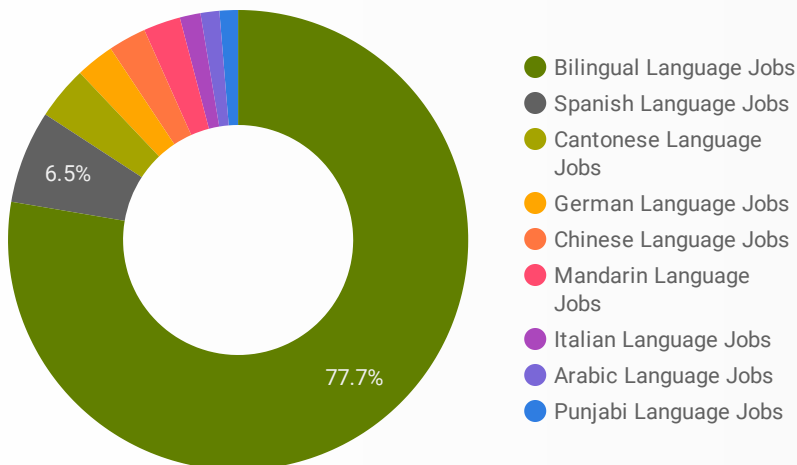
- 36** Skill Level A - Management/ Professional Occupations usually requiring University
- 43** Skill Level B - Usually college education or apprenticeship training
- 40** Skill Level C - Usually secondary education or occupation-specific training
- 3** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language...	...	...	...	1
German Language ...	3	2	1	
Italian Language J...	2	3		
Spanish Language...		2	3	
Cantonese Langua...		2	1	
Mandarin Language...	1	1		
Chinese Language...		1	1	

## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	97
2. German Language Jobs	6
3. Spanish Language Jobs	5
4. Italian Language Jobs	5
5. Cantonese Language Jobs	3
6. Mandarin Language Jobs	2

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





## LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

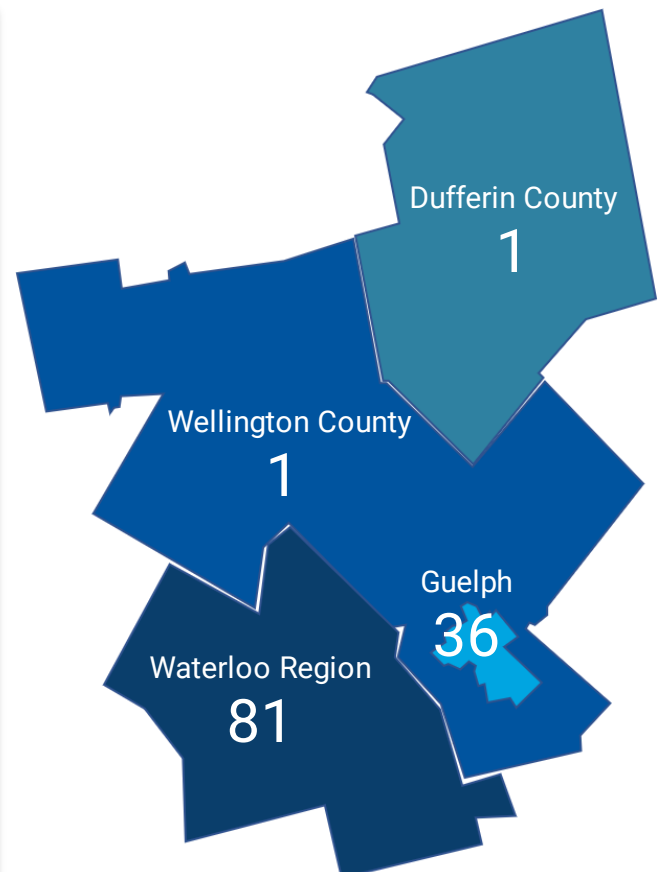
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	German ...	Italian La...	Spanish ...	Cantones...	Mandarin...	Grand total
Business, finance and administration occu...	29						30
Health occupations							1
Management occupations	10		2			1	13
Natural and applied sciences and related o...	14	3		1			18
Occupations in art, culture, recreation and ...	2						2
Occupations in education, law and social, ...	5			1			7
Sales and service occupations	31	2	3	2	3	1	43
Trades, transport and equipment operator...	6	1		1			8
Grand total	97	6	5	5	3	2	122

## 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	36	19.1	17
2.	City of Waterloo	32	18.0	17
3.	City of Kitchener	25	18.4	17
4.	City of Cambridge	23	19.4	17
5.	Town of Orangeville	1	19.4	17
6.	Woolwich Township	1	18.1	17
7.	Township of Wellington North	1	20.5	17
8.	Puslinch Township	0	17.2	17
9.	Township of Mulmur	0	16.3	16.5
10.	Town of Erin	0	19.9	16
11.	Township of Wellesley	0	19.2	17
12.	Township of Wilmot	0	18.6	17
13.	Town of Shelburne	0	17.0	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...	18
2. Retail and wholesale trade managers	8
3. Administrative assistants	5
4. Sales and account representatives - wholes...	5
5. Administrative officers	4
6. Cooks	4
7. Material handlers	3
8. Computer network technicians	3
9. Civil engineers	3
10. Employment insurance, immigration, border ...	2
11. Database analysts and data administrators	2
12. Chefs	2
13. Professional occupations in business mana...	2
14. Financial auditors and accountants	2
15. Restaurant and food service managers	2
16. Accounting technicians and bookkeepers	2
17. Business development officers and marketi...	2
18. Data entry clerks	2
19. Retail sales supervisors	2
20. Information systems analysts and consulta...	2
21. Advertising, marketing and public relations ...	2
22. Retail salespersons	2
23. Accounting and related clerks	2
24. Mechanical engineers	1
25. Retail and wholesale buyers	1
26. Authors and writers	1
27. Technical sales specialists - wholesale trade	1
28. Other financial officers	1
29. Receptionists	1
30. Bus drivers, subway operators and other tra...	1
31. Delivery and courier service drivers	1
32. Food counter attendants, kitchen helpers an...	1
1 - 64 / 64 < >	

## MULTILINGUAL HIRING EMPLOYERS

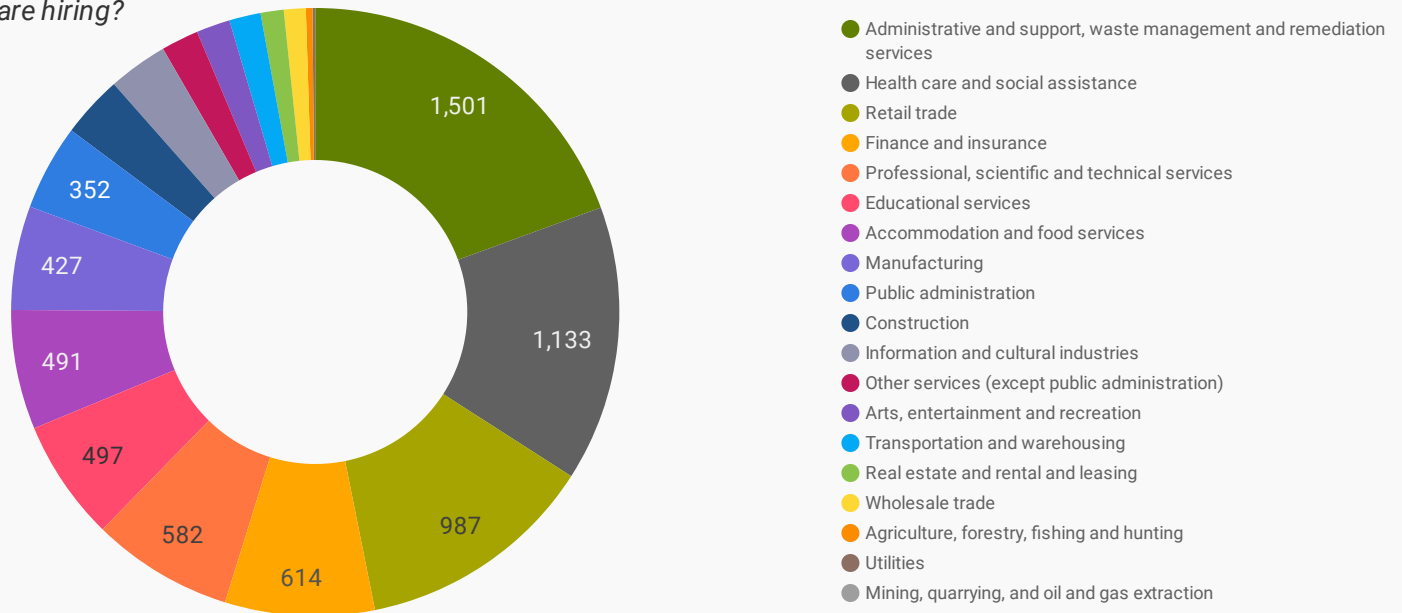
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS ▾
1. Sun Life Financial	5
2. Farm Boy	5
3. Farm Boy Inc.	4
4. TELUS	4
5. Reitmans	3
6. IBI Group	3
7. Public Health Agency of Canada - National Microbiology Laboratory - Scientific Informatics Services	3
8. Health Canada and the Public Health Agency of Canada	3
9. National Bank of Canada	3
10. WÃ¼rth	2
11. Immigration, Refugees and Citizenship Canada	2
12. FedEx	2
13. Allstate Canada	2
14. 1817816 Ontario inc.	2
15. Bell Canada	2
16. Equitable Life of Canada	2
17. EY	2
18. Victorian Order of Nurses	2
19. Humber	2
20. Swiss Chalet	2
21. Mars Incorporated	2
22. Intelcom Express	1
23. Challenger	1
24. Randstad Canada	1
25. Onward Manufacturing Company Ltd.	1
26. Express Employment Professionals	1
27. T&T Supermarket	1
28. La Cucina	1
29. Demant	1
1 - 50 / 86 < >	



## 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	1,501	18.3	17
2.	Health care and social assistance	62	1,133	20.6	17
3.	Retail trade	44-45	987	17.6	16
4.	Finance and insurance	52	614	15.3	16
5.	Professional, scientific and technical services	54	582	20.2	17
6.	Educational services	61	497	18.0	16
7.	Accommodation and food services	72	491	20.1	17
8.	Manufacturing	31-33	427	18.8	17
9.	Public administration	91	352	16.4	15
10.	Construction	23	255	24.2	17
11.	Information and cultural industries	51	245	16.8	17
12.	Other services (except public administration)	81	154	18.4	17
13.	Arts, entertainment and recreation	71	139	15.4	17
14.	Transportation and warehousing	48-49	129	18.8	16.5
15.	Real estate and rental and leasing	53	95	16.8	17
16.	Wholesale trade	41	90	25.5	17
17.	Agriculture, forestry, fishing and hunting	11	27	17.2	17
18.	Utilities	22	10	18.6	17
19.	Mining, quarrying, and oil and gas extraction	21	1		

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	1,485	18.3	17
2.	Professional, scientific and technical services	541	582	20.2	17
3.	Educational services	611	497	18.0	16
4.	Hospitals	622	460	17.6	16
5.	Food services and drinking places	722	429	20.4	17
6.	Nursing and residential care facilities	623	376	24.6	17
7.	Local, municipal and regional public administration	913	331	16.0	15
8.	Insurance carriers and related activities	524	309	15.5	17
9.	Credit intermediation and related activities	522	269	14.8	15
10.	Food and beverage stores	445	266	16.7	15
11.	Ambulatory health care services	621	213	22.0	17
12.	Publishing industries (except Internet)	511	158	16.7	17
13.	Specialty trade contractors	238	146	25.4	17
14.	Health and personal care stores	446	144	14.1	15
15.	Building material and garden equipment and supplies dealers	444	133	13.8	16
16.	Amusement, gambling and recreation industries	713	131	15.2	16
17.	Clothing and clothing accessories stores	448	126	27.8	17
18.	Food manufacturing	311	116	17.8	17
19.	General merchandise stores	452	93	15.5	15
20.	Construction of buildings	236	89	21.2	17
21.	Social assistance	624	84	14.3	16
22.	Motor vehicle and parts dealers	441	76	22.9	17
23.	Miscellaneous store retailers	453	75	16.9	15
24.	Real estate	531	71	17.0	17
25.	Personal and laundry services	812	64	22.2	17
26.	Accommodation services	721	62	18.4	17
27.	Telecommunications	517	62	16.5	15
28.	Truck transportation	484	54	18.8	17
29.	Plastics and rubber products manufacturing	326	48	17.3	15
30.	Religious, grant-making, civic, and professional and similar organizations	813	46	16.4	17
31.	Repair and maintenance	811	44	14.5	16





## 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	1,270	18.3	17
2.	General medical and surgical hospitals	6221	454	17.7	16
3.	Full-service restaurants and limited-service eating places	7225	392	20.8	17
4.	Universities	6113	343	19.4	17
5.	Other local, municipal and regional public administration	9139	325	16.0	15
6.	Community care facilities for the elderly	6233	292	24.3	17
7.	Depository credit intermediation	5221	258	14.3	15
8.	Grocery stores	4451	246	15.5	15
9.	Computer systems design and related services	5415	243	17.4	17
10.	Agencies, brokerages and other insurance related activities	5242	164	16.1	17
11.	Software publishers	5112	158	16.7	17
12.	Insurance carriers	5241	145	14.8	15
13.	Health and personal care stores	4461	144	14.1	15
14.	Services to buildings and dwellings	5617	134	18.1	17
15.	Building material and supplies dealers	4441	126	13.8	16
16.	Other amusement and recreation industries	7139	125	15.2	17
17.	Accounting, tax preparation, bookkeeping and payroll services	5412	113	15.8	15
18.	Clothing stores	4481	111	29.4	17
19.	Elementary and secondary schools	6111	110	13.6	8
20.	Offices of dentists	6212	84	19.0	17
21.	Department stores	4521	70	13.2	15
22.	Management, scientific and technical consulting services	5416	67	23.6	17
23.	Building equipment contractors	2382	66	24.3	17
24.	Wired and wireless telecommunications carriers(except satellite)	5173	60	16.4	15
25.	Architectural, engineering and related services	5413	60	28.4	17
26.	Traveller accommodation	7211	58	18.4	17
27.	Automobile dealers	4411	57	21.1	17
28.	Other professional, scientific and technical services	5419	56	16.6	16
29.	Other miscellaneous store retailers	4539	53	14.6	15
30.	Home health care services	6216	53	26.7	17
31.	Bakeries and tortilla manufacturing	3118	52	14.0	15



## 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	1,269	18.4	17
2.	General medical and surgical hospitals	62211	454	17.7	16
3.	Full-service restaurants and limited-service eating places	72251	392	20.8	17
4.	Universities	61131	343	19.4	17
5.	Other local, municipal and regional public administration	91391	325	16.0	15
6.	Community care facilities for the elderly	62331	292	24.3	17
7.	Banking	52211	254	14.3	15
8.	Computer systems design and related services	54151	243	17.4	17
9.	Supermarkets and other grocery (except convenience) stores	44511	235	15.5	15
10.	Insurance agencies and brokerages	52421	164	16.1	17
11.	Software publishers	51121	158	16.7	17
12.	Direct life, health and medical insurance carriers	52411	138	14.8	15
13.	Pharmacies and drug stores	44611	129	13.8	15
14.	Fitness and recreational sports centres	71394	114	15.1	17
15.	Hardware stores	44413	113	13.3	16
16.	Accounting, tax preparation, bookkeeping and payroll services	54121	113	15.8	15
17.	Elementary and secondary schools	61111	110	13.6	8
18.	Offices of dentists	62121	84	19.0	17
19.	Department stores	45211	70	13.2	15
20.	Landscaping services	56173	63	20.3	17
21.	Wired and wireless telecommunications carriers (except satellite)	51731	60	16.4	15
22.	Hotels (except casino hotels) and motels	72111	57	18.4	17
23.	Home health care services	62161	53	26.7	17
24.	Plumbing, heating and air-conditioning contractors	23822	53	27.0	17
25.	Bread and bakery product manufacturing	31181	52	14.0	15
26.	Janitorial services	56172	52	16.0	17
27.	New car dealers	44111	50	21.8	17
28.	Management consulting services	54161	47	26.9	17
29.	Other plastic product manufacturing	32619	47	17.3	15
30.	Residential building construction	23611	45	18.0	17
31.	Investigation, guard and armoured car services	56161	38	17.2	17



## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

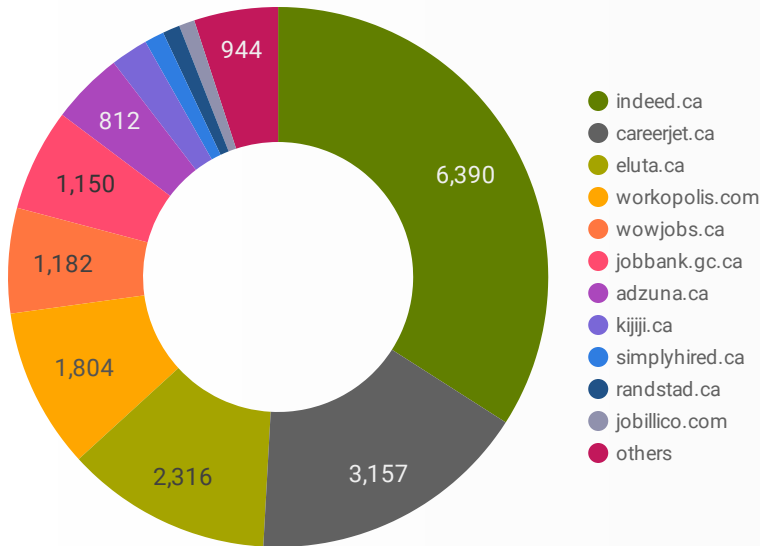
What sectors are hiring?

	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	1,269	18.4	17
2.	General (except paediatric) hospitals	622111	454	17.7	16
3.	Universities	611310	343	19.4	17
4.	Other local, municipal and regional public administration	913910	325	16.0	15
5.	Community care facilities for the elderly	623310	292	24.3	17
6.	Computer systems design and related services (except video game design and development)	541514	242	17.4	17
7.	Supermarkets and other grocery (except convenience) stores	445110	235	15.5	15
8.	Limited-service eating places	722512	224	17.2	16
9.	Corporate and institutional banking industry	522112	220	14.1	16
10.	Full-service restaurants	722511	168	26.3	17
11.	Insurance agencies and brokerages	524210	164	16.1	17
12.	Software publishers (except video game publishers)	511211	154	16.8	17
13.	Direct group life, health and medical insurance carriers	524112	138	14.8	15
14.	Pharmacies and drug stores	446110	129	13.8	15
15.	Fitness and recreational sports centres	713940	114	15.1	17
16.	Hardware stores	444130	113	13.3	16
17.	Elementary and secondary schools	611110	110	13.6	8
18.	Offices of dentists	621210	84	19.0	17
19.	Department stores	452110	70	13.2	15
20.	Landscaping services	561730	63	20.3	17
21.	Wired and wireless telecommunications carriers (except satellite)	517310	60	16.4	15
22.	Tax preparation services	541213	59	15.1	15
23.	Plumbing, heating and air-conditioning contractors	238220	53	27.0	17
24.	Hotels	721111	53	18.6	17
25.	Home health care services	621610	53	26.7	17
26.	Offices of accountants	541212	52	16.4	15
27.	New car dealers	441110	50	21.8	17
28.	Janitorial services (except window cleaning)	561722	49	16.0	17
29.	Residential building construction	236110	45	18.0	17
30.	All other plastic product manufacturing	326198	38	15.7	15



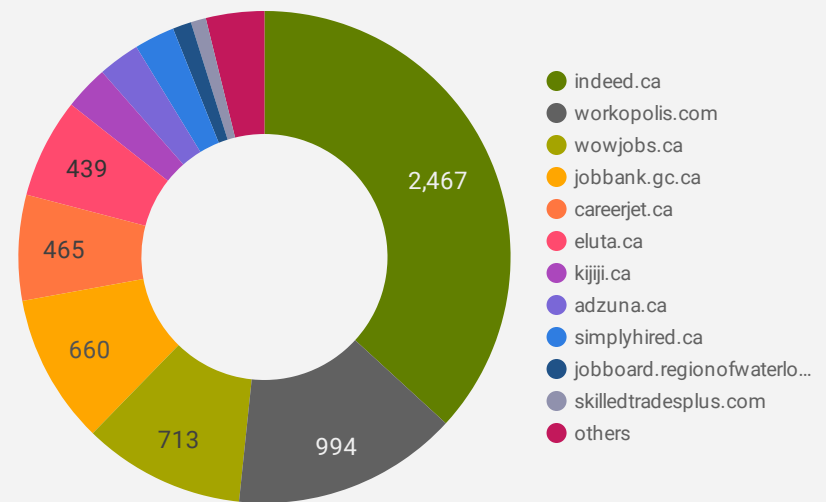
## JOB POSTINGS BY JOB BOARD

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	6,390	16.9	17	2,467
2.	careerjet.ca	3,157	23.2	14	465
3.	eluta.ca	2,316	17.0	17	439
4.	workopolis.com	1,804	14.9	15	994
5.	wowjobs.ca	1,182	16.0	16	713
6.	jobbank.gc.ca	1,150	34.6	23	660
7.	adzuna.ca	812	15.0	15	184
8.	kijiji.ca	421	15.0	15	195
9.	simplyhired.ca	220	15.0	15	178
10.	randstad.ca	194	27.4	20	1
11.	jobillico.com	176	21.1	14	49
12.	careerarc.com	163	31.7	22	25
13.	jobboard.regionofwaterloo.ca	158	87.2	74	82
14.	careerbuilder.ca	109	18.3	17	28
15.	network.applytoeducation.com	105	6.0	6	5
16.	skilledtradesplus.com	94	13.1	13	67
17.	localwork.ca	64	28.6	31	34