



# Workforce Planning Board of Waterloo Wellington Dufferin

## JOB DEMAND REPORT JANUARY 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
19,679	13,504	5,128	34

#### # OF DAYS POSTED

AVERAGE	MEDIAN
19.2	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.



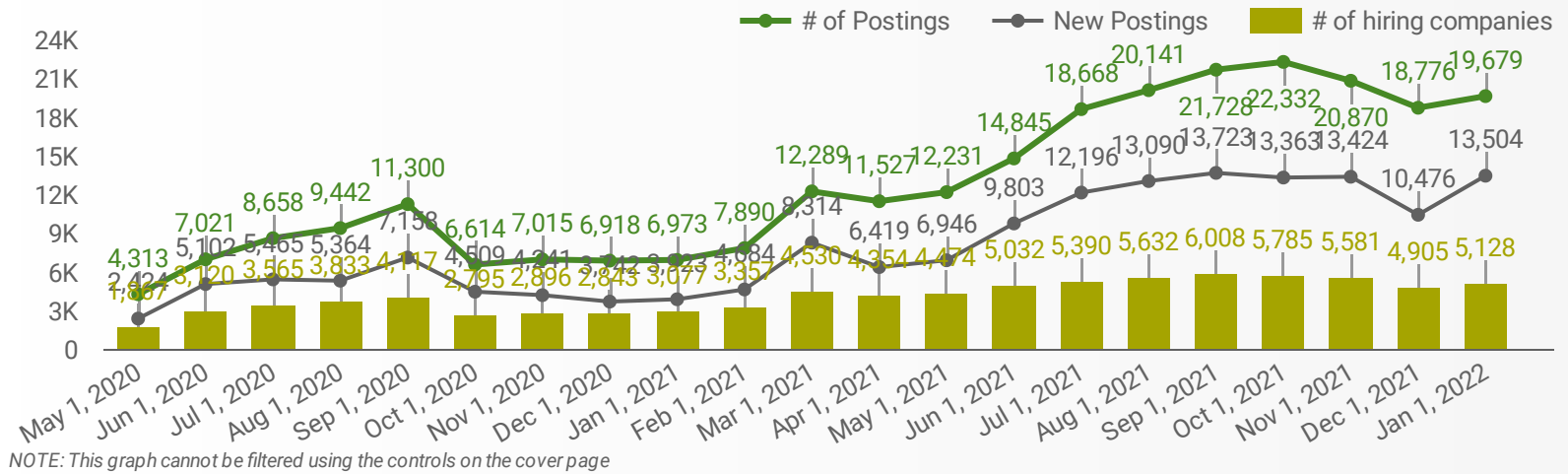
This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario.

Ce service Emploi Ontario est financé en partie par le gouvernement du Canada et le gouvernement de l'Ontario.



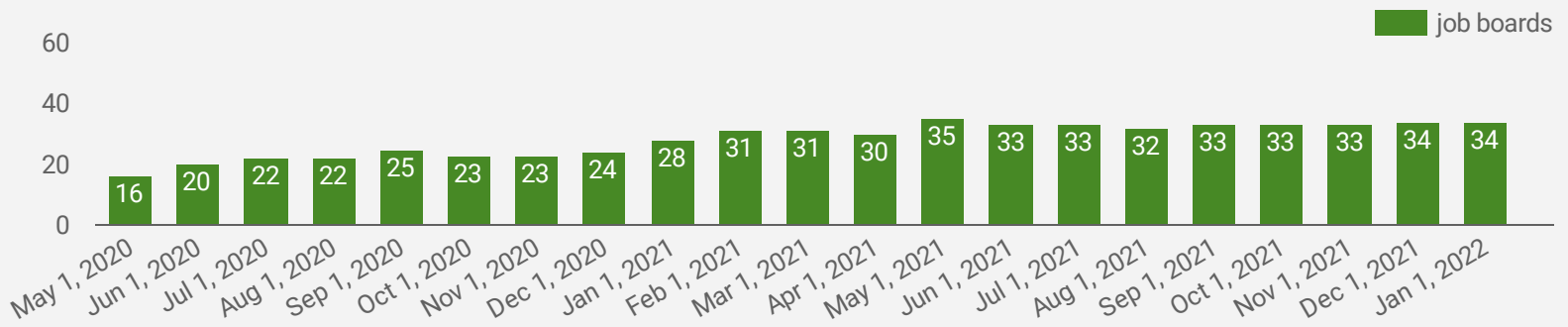
## JOB POSTINGS BY MONTH FOR ALL REGIONS

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



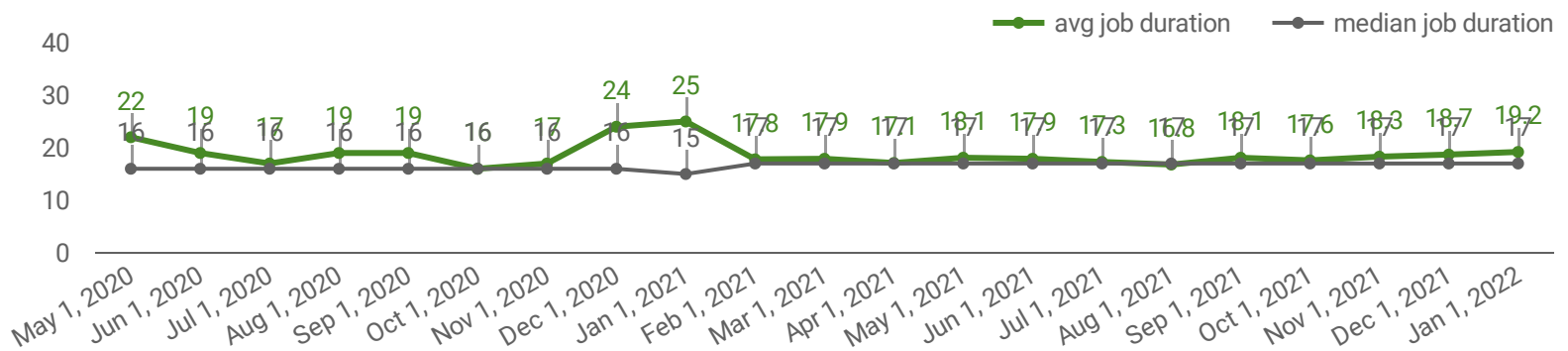
## NUMBER OF ACTIVE JOB BOARDS

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



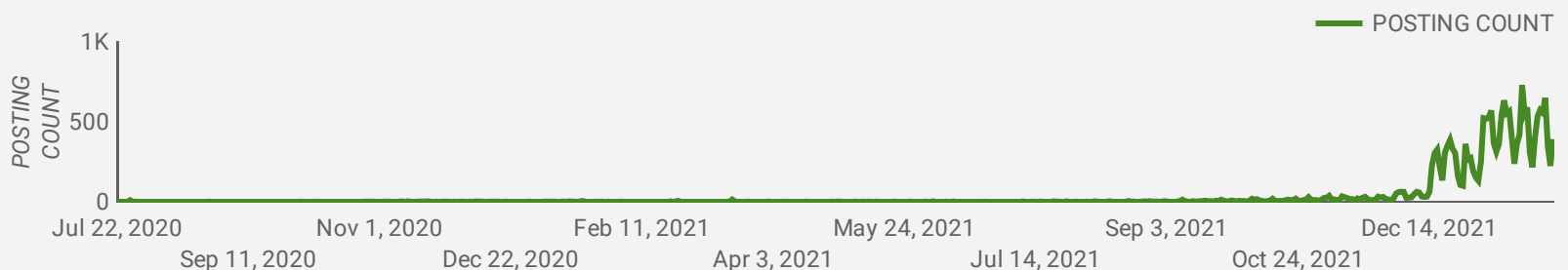
## AVG & MEDIAN POSTING LENGTH BY DAYS

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

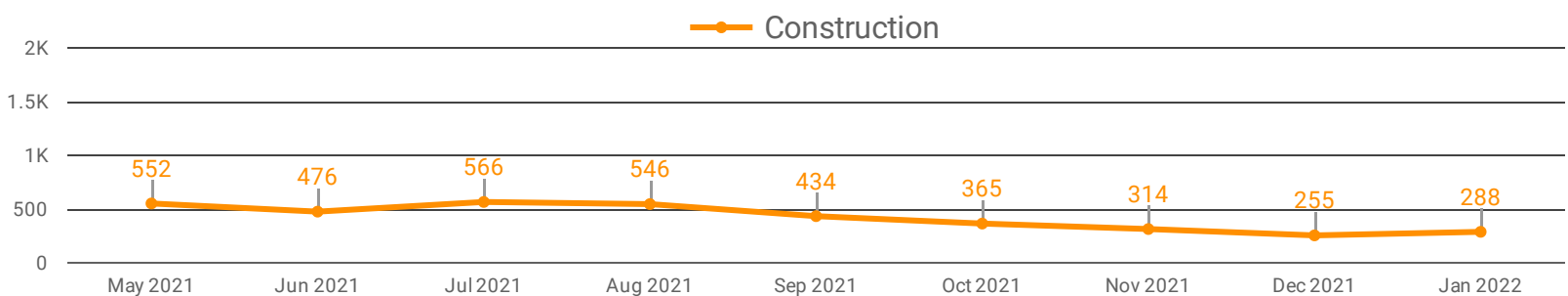
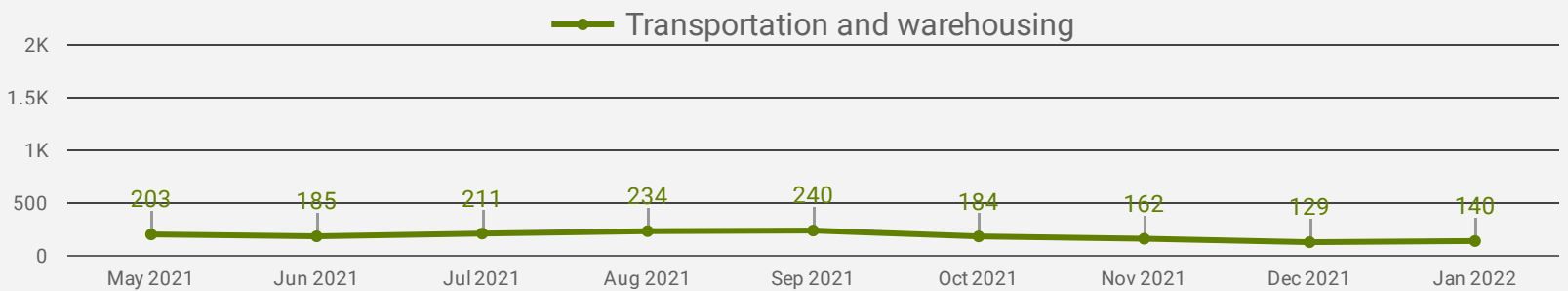
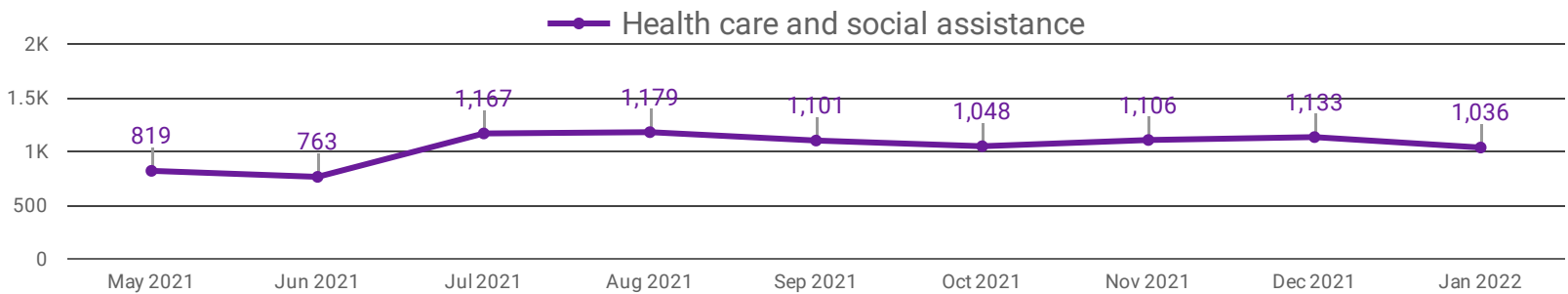
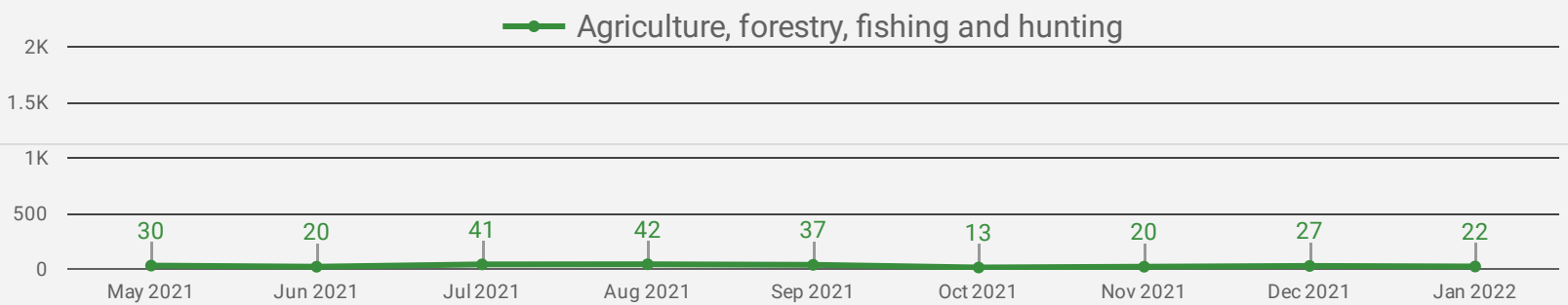
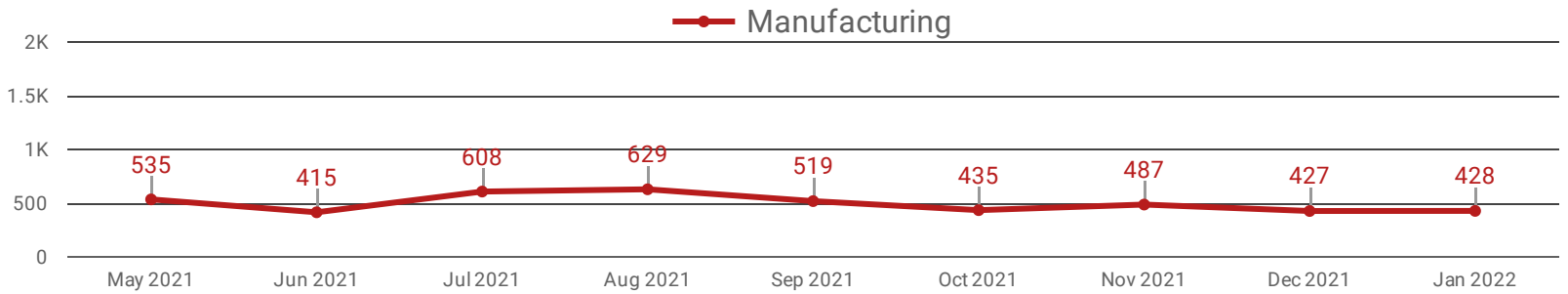
How many job postings were active for at least 1 day this month?





## DEMAND BY KEY SECTOR (ALL REGIONS)

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

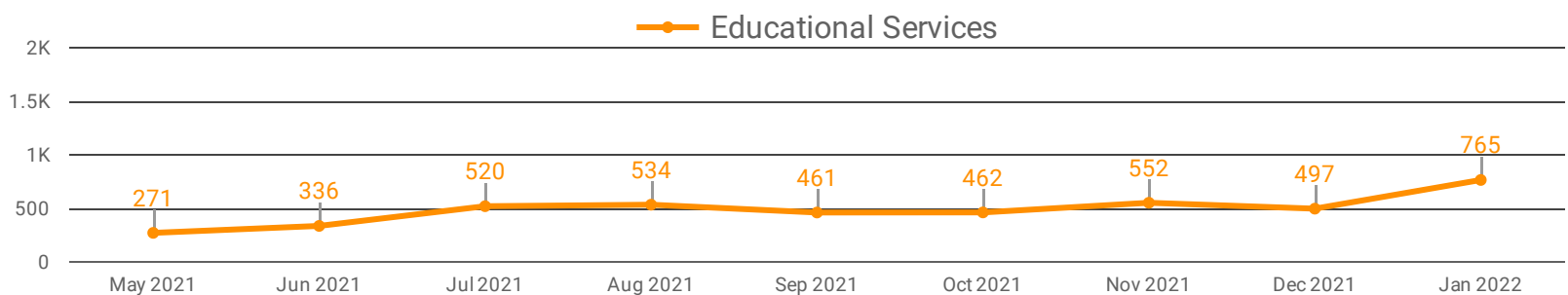
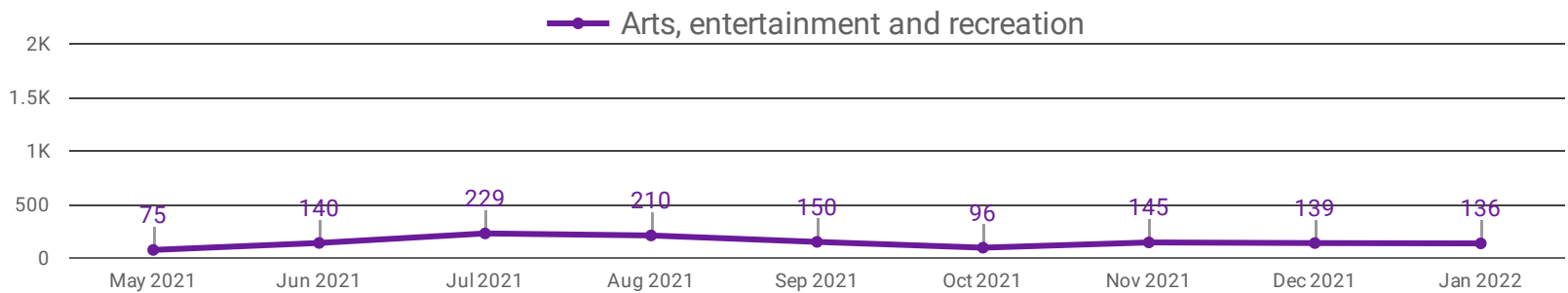
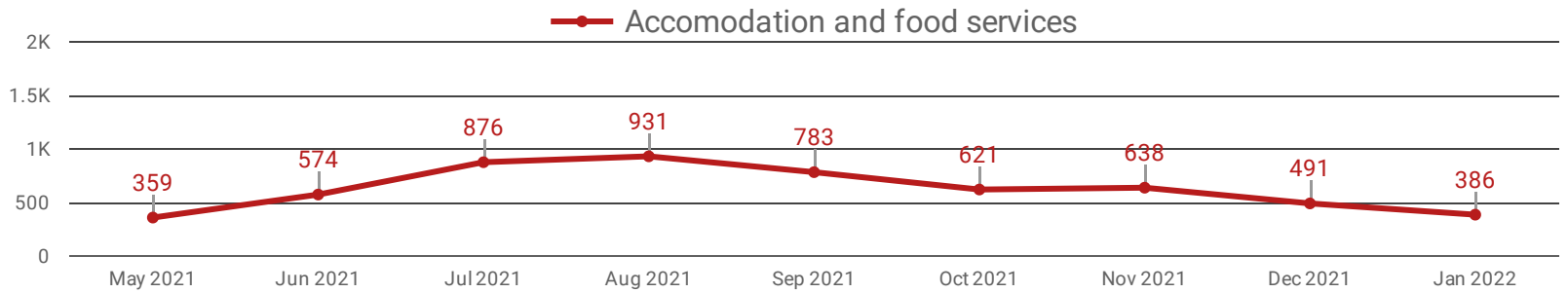


NOTE: This graph cannot be filtered using the controls on the cover page



## 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	13,154	19.2	17
2.	City of Guelph	4,309	19.1	17
3.	Dufferin County	976	18.5	16
4.	Wellington County	916	19.1	17

## JOB POSTINGS BY MUNICIPALITY

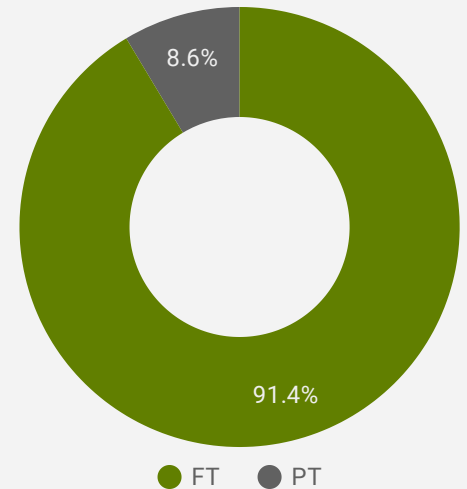
Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	4,698	19.7	17
2.	City of Guelph	4,309	19.1	17
3.	City of Waterloo	4,147	18.4	17
4.	City of Cambridge	3,472	19.9	17
5.	Town of Orangeville	794	18.7	16
6.	Township of Centre Wellington	389	19.6	17
7.	Woolwich Township	381	20.9	17
8.	Township of North Dumfries	233	16.8	16
9.	Township of Wellington North	180	22.1	17
10.	Township of Wilmot	150	12.9	15

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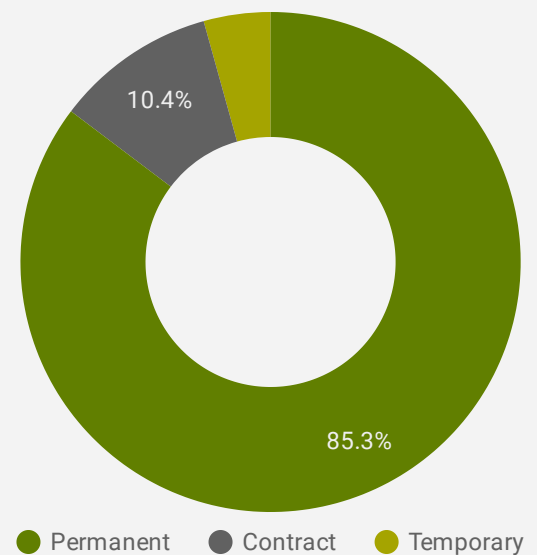
## JOB TYPE

Full-time vs Part-time



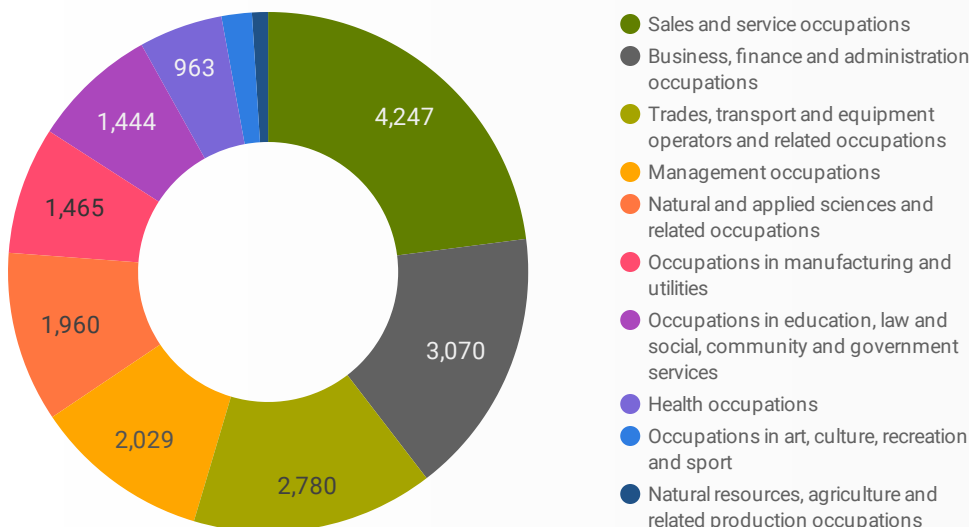
## JOB DURATION

Permanency of jobs posted



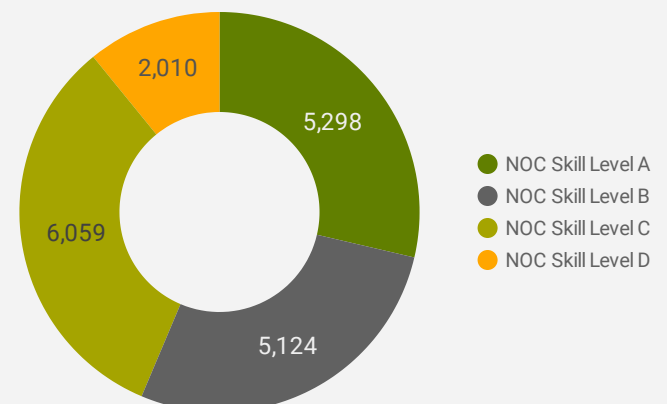
## JOB POSTINGS BY SKILL TYPE

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.	University of Waterloo	Waterloo Region	236	17.3	17
2.	Sun Life Financial	Waterloo Region	199	13.7	17
3.	Grand River Hospital	Waterloo Region	190	34.2	17
4.	Randstad Canada	Waterloo Region	186	33.7	17
5.	WATERLOO REGION DISTRICT SCHOOL BOARD	Waterloo Region	184	9.2	4
6.	Randstad Canada	City of Guelph	170	30.4	17
7.	Lowe's	Waterloo Region	148	5.1	2
8.	University of Guelph	City of Guelph	127	26.4	17
9.	Linamar	City of Guelph	121	39.4	31
10.	Upper Grand District School Board	City of Guelph	107	9.3	8
11.	Economical Insurance	Waterloo Region	97	16.6	16
12.	Manulife	Waterloo Region	93	22.5	17
13.	Blackberry	Waterloo Region	90	21.4	17
14.	OpenText	Waterloo Region	89	16.7	17
15.	loblaws	Waterloo Region	79	15.0	15
16.	Wilfrid Laurier University	Waterloo Region	79	20.2	16
17.	St. Mary's General Hospital	Waterloo Region	76	16.3	17
18.	ATS Automation	Waterloo Region	75	67.7	57
19.	ATS Automation Tooling Systems Inc.	Waterloo Region	75	16.9	17
20.	Express Employment Professionals	City of Guelph	75	7.8	4
21.	Dean Group	Waterloo Region	73	8.1	6
22.	Equitable Life of Canada	Waterloo Region	72	15.8	16
23.	Open Text Corporation	Waterloo Region	68	16.9	17
24.	Liberty Staffing Services	Waterloo Region	68	17.8	16
25.	401 Auto	Waterloo Region	66	16.7	17
26.	Majorel	Waterloo Region	65	17.5	17
27.	Linamar Corp	City of Guelph	65	16.6	17
28.	Ravensview	City of Guelph	63	9.9	11
29.	Scotiabank	Waterloo Region	63	16.0	16
30.	Manpower	Waterloo Region	63	15.8	17
31.	Humber	City of Guelph	60	16.5	16



## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Jobs

104

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Massage Therapist (mt)	Helios Physiotherapy and Rehab Inc.	City of Cambridge	90 <div></div>
2.	Social Worker	Maternal Health Niagara	#N/A	90 <div></div>
3.	Clinical Social Worker	A Mindful Change	City of Guelph	90 <div></div>
4.	Clinical Social Worker	Changing Tides Counselling	City of Guelph	80 <div></div>
5.	Solicitor (corporate) - Temporary Full Time	Region of Waterloo	City of Waterloo	76.87 <div></div>
6.	Chiropractor	Tandem Health and Diagnostics	City of Cambridge	75 <div></div>
7.	Delivery Driver - Waterloo to London - Sunday only	Lakelands	City of Waterloo	75 <div></div>
8.	Rpn Needed Urgently \$55/hr !!! Kitchener On	LA Viva Healthcare Inc	City of Kitchener	70 <div></div>
9.	313a Technician	Integrity Refrigeration	City of Guelph	70 <div></div>
10.	Rpn	BENCO HEALTH SERVICES INC	City of Cambridge	65 <div></div>
11.	General Manager - Financial, Communications And Other Business Services	Shoeless Joe's	Town of Orangeville	62.32 <div></div>
12.	Human Resources Manager	The Corporation of the County of	Town of Orangeville	61.2 <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 Kitchener	350,000 <div></div>
3.	Real Estate Agent - Pre-qualified Buyers & Seller Meetings Booked For You!	Zoocasa Realty Inc	City of Guelph	350,000 <div></div>
4.	Real Estate Agent - Pre-qualified Buyers Seller Meetings Booked For You!	Zoocasa Realty Inc	City of Guelph	350,000 <div></div>
5.	Physician, Family	Anthony Davies Medicine Professional Corporation	City of Waterloo	350,000 <div></div>
6.	Realtor	One Percent Realty Ltd. Brokerage	#N/A	350,000 <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	208,275 <div></div>
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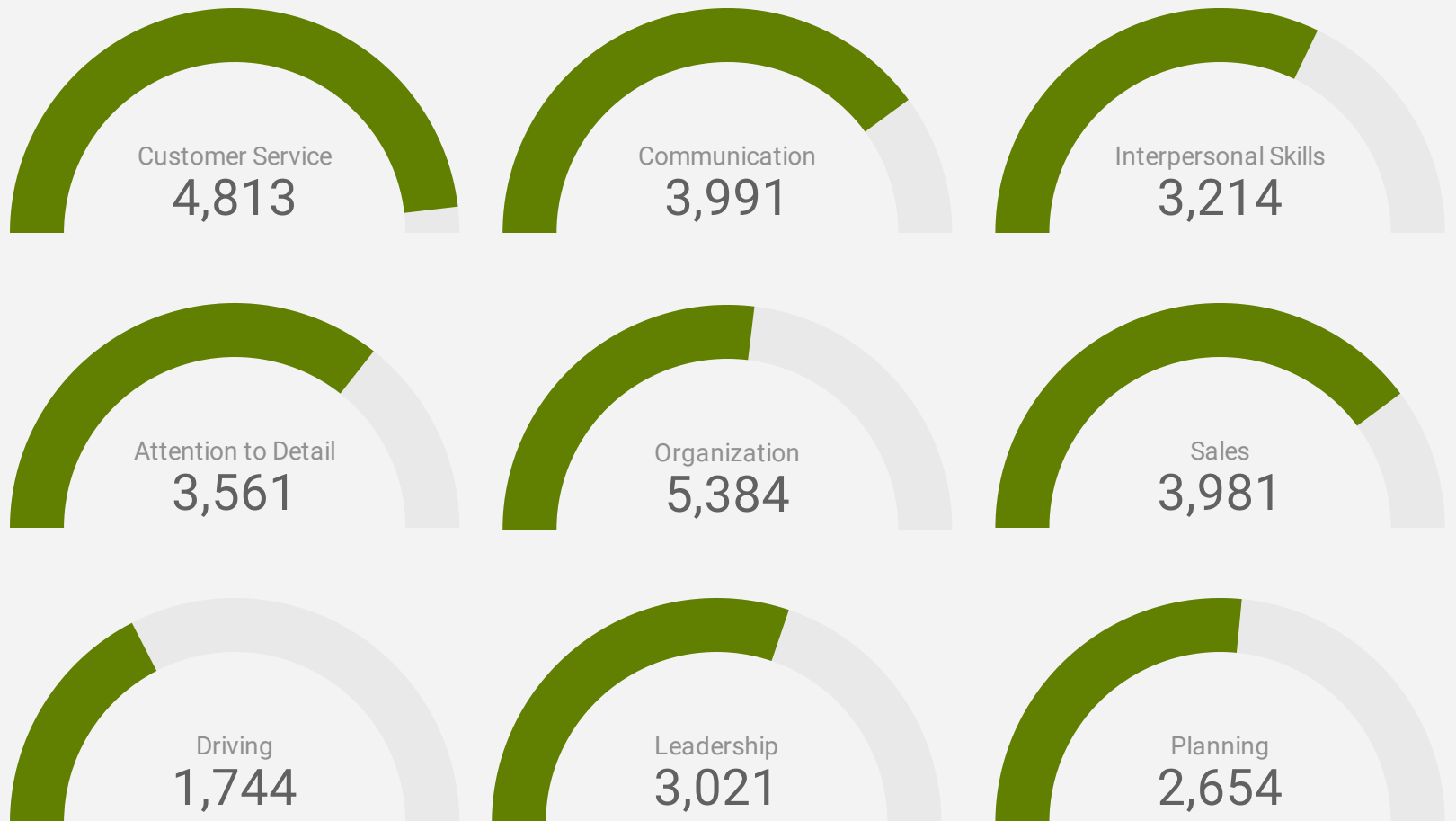


## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

19,679

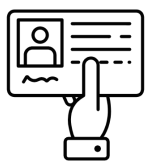


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

13,220



Driver's License

3,458



First Aid

707



Regular Access to a Vehi

676



Criminal Record Check

844



Microsoft Office

1,540



Food Safety

437





## 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	818	16.5	17
2.	6552	Other customer and information services representatives	NOC Skill Level C	644	17.5	17
3.	7452	Material handlers	NOC Skill Level C	565	19.7	17
4.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	551	20.8	17
5.	7511	Transport truck drivers	NOC Skill Level C	393	19.1	16
6.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	371	20.8	17
7.	621	Retail and wholesale trade managers	NOC Skill Level A	338	18.9	17
8.	1221	Administrative officers	NOC Skill Level B	326	18.6	17
9.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	322	18.2	17
10.	2173	Software engineers and designers	NOC Skill Level A	317	23.9	17
11.	6322	Cooks	NOC Skill Level B	267	23.3	17
12.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	266	17.5	17
13.	2171	Information systems analysts and consultants	NOC Skill Level A	260	16.5	17
14.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	244	23.5	17
15.	1241	Administrative assistants	NOC Skill Level B	220	21.0	17
16.	7514	Delivery and courier service drivers	NOC Skill Level C	219	18.4	17
17.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	213	14.4	15
18.	9411	Machine operators, mineral and metal processing	NOC Skill Level C	206	16.1	17
19.	6731	Light duty cleaners	NOC Skill Level D	205	18.6	17
20.	4212	Social and community service workers	NOC Skill Level B	201	18.9	17
21.	1121	Human resources professionals	NOC Skill Level A	191	16.7	17
22.	601	Corporate sales managers	NOC Skill Level A	185	20.4	17
23.	1414	Receptionists	NOC Skill Level C	174	17.4	17
24.	1431	Accounting and related clerks	NOC Skill Level C	174	17.7	17
25.	1521	Shippers and receivers	NOC Skill Level C	172	17.4	16
26.	124	Advertising, marketing and public relations managers	NOC Skill Level A	165	20.2	17
27.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	156	18.9	17
28.	4163	Business development officers and marketing researchers and consultants	NOC Skill Level A	154	18.3	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	859	21.0	17
2.	642	Retail salespersons	NOC Skill Level C	818	16.5	17
3.	655	Customer and information services representatives	NOC Skill Level C	693	17.5	17
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	650	19.0	16
5.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	650	21.1	17
6.	122	Administrative and regulatory occupations	NOC Skill Level B	641	19.2	17
7.	745	Longshore workers and material handlers	NOC Skill Level C	567	19.7	17
8.	441	Home care providers and educational support occupations	NOC Skill Level C	498	17.4	16
9.	112	Human resources and business service professionals	NOC Skill Level A	457	17.3	17
10.	111	Auditors, accountants and investment professionals	NOC Skill Level A	406	19.8	17
11.	673	Cleaners	NOC Skill Level D	391	21.4	17
12.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	350	19.9	17
13.	062	Retail and wholesale trade managers	NOC Skill Level A	338	18.9	17
14.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	331	19.6	17
15.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	330	18.6	17
16.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	322	18.2	17
17.	632	Chefs and cooks	NOC Skill Level B	322	22.5	17
18.	941	Machine operators and related workers in mineral and metal products processing and manufacturing	NOC Skill Level C	308	18.1	17
19.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	298	21.9	17
20.	416	Policy and program researchers, consultants and officers	NOC Skill Level A	286	16.7	17
21.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	279	20.5	17
22.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	276	17.9	17
23.	141	General office workers	NOC Skill Level C	271	16.9	17
24.	641	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	266	17.5	17
25.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	258	19.0	17
26.	301	Professional occupations in nursing	NOC Skill Level A	255	23.2	17
27.	662	Other sales support and related occupations	NOC Skill Level D	250	15.0	15.5
28.	341	Assisting occupations in support of health services	NOC Skill Level C	218	18.7	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	1,261	22.7	17
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	1,084	16.7	17
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	1,078	17.8	17
4.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	1,071	20.0	17
5.	11	Professional occupations in business and finance	NOC Skill Level A	863	18.5	17
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	767	18.8	16
7.	72	Industrial, electrical and construction trades	NOC Skill Level B	750	22.3	17
8.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	747	20.0	17
9.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	714	21.2	17
10.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	699	21.8	17
11.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	682	19.9	17
12.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	650	21.1	17
13.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	635	20.3	17
14.	63	Service supervisors and specialized service occupations	NOC Skill Level B	621	24.3	17
15.	14	Office support occupations	NOC Skill Level C	616	17.7	17
16.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	505	17.4	16
17.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	480	19.5	17
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	445	22.3	17
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	416	16.9	16
20.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	387	19.3	17
21.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	369	17.8	17
22.	66	Sales support occupations	NOC Skill Level D	348	14.6	16
23.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	330	18.6	17
24.	32	Technical occupations in health	NOC Skill Level B	323	23.0	17
25.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	272	19.0	17
26.	30	Professional occupations in nursing	NOC Skill Level A	255	23.2	17
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## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**692**

NEW POSTINGS  
**4**

COMPANIES  
**286**

LANGUAGES  
**10**

## # OF DAYS POSTED

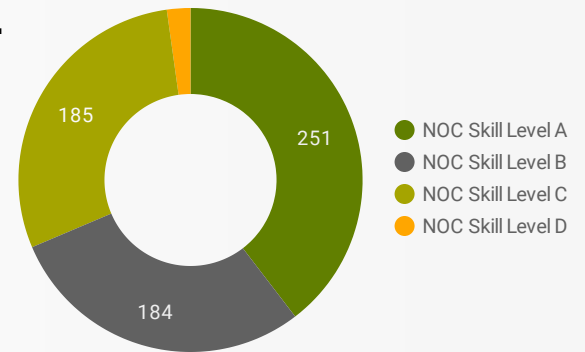
AVERAGE  
**15.9**

MEDIAN  
**16**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

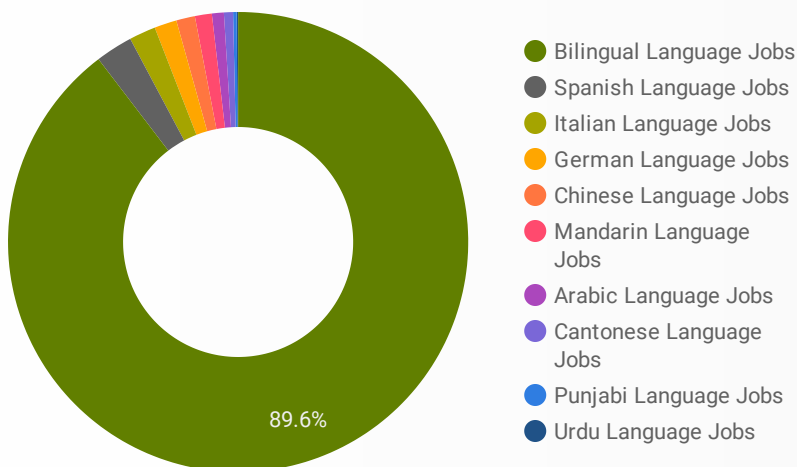
- 251** Skill Level A - Management/ Professional Occupations usually requiring University
- 184** Skill Level B - Usually college education or apprenticeship training
- 185** Skill Level C - Usually secondary education or occupation-specific training
- 14** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language...	227	162	164	9
Spanish Language...	6	3	10	
Italian Language J...	2	6	1	3
German Language ...	2	3	4	
Mandarin Language...	4	3	2	
Chinese Language ...	3	4	1	1
Arabic Language J...	2	2	1	

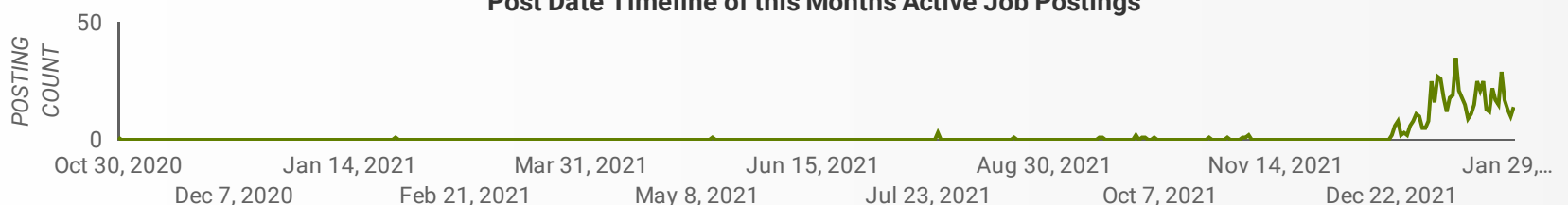
## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	614
2. Spanish Language Jobs	20
3. Italian Language Jobs	13
4. German Language Jobs	11
5. Mandarin Language Jobs	9
6. Chinese Language Jobs	9
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?

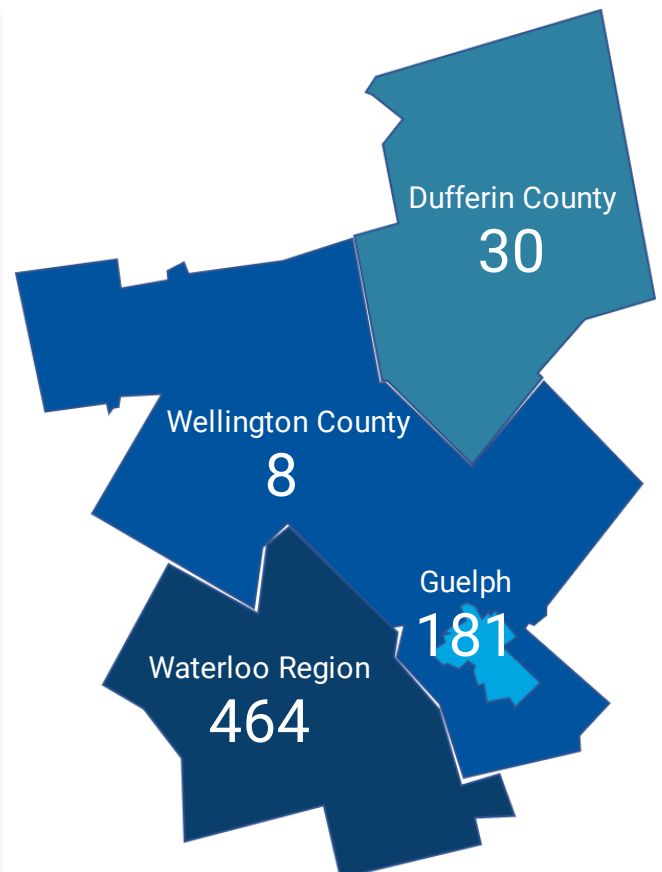
SKILL TYPE NAME	Bilingual ...	Spanish ...	Italian La...	German ...	Mandarin...	Chinese ...	Grand total
Business, finance and administration occu...	152	2	1		4	6	167
Health occupations	9				1		11
Management occupations	91	4	2	2	1		100
Natural and applied sciences and related o...	49	2			2		54
Natural resources, agriculture and related ...		2					2
Occupations in art, culture, recreation and ...	10						11
Occupations in education, law and social, ...	61	2				2	70
Occupations in manufacturing and utilities	1						1
Sales and service occupations	167	6	9	4	1	1	192
Trades, transport and equipment operator...	22	1		3			26
Grand total	562	19	12	9	9	9	634

## 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	199	18.4	17
2.	City of Guelph	181	19.1	17
3.	City of Kitchener	154	19.7	17
4.	City of Cambridge	99	19.9	17
5.	Town of Orangeville	25	18.7	16
6.	Woolwich Township	7	20.9	17
7.	Township of North Dumfries	4	16.8	16
8.	Town of Shelburne	3	15.2	16
9.	Puslinch Township	2	18.6	17
10.	Town of Erin	2	17.0	16
11.	Town of Grand Valley	2	17.7	17
12.	Township of Wellington North	2	22.1	17
13.	Township of Centre Wellington	1	19.6	17

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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...	76
2. Retail and wholesale trade managers	39
3. Retail salespersons	30
4. Administrative officers	22
5. Business development officers and marketi...	22
6. Human resources professionals	16
7. Sales and account representatives - wholes...	16
8. Financial auditors and accountants	15
9. Administrative assistants	14
10. User support technicians	13
11. Professional occupations in advertising, ma...	11
12. Information systems analysts and consulta...	10
13. Advertising, marketing and public relations ...	10
14. Other financial officers	10
15. Professional occupations in business mana...	8
16. Financial sales representatives	8
17. Social and community service workers	8
18. Technical sales specialists - wholesale trade	8
19. Human resources and recruitment officers	8
20. Corporate sales managers	8
21. Material handlers	7
22. Elementary and secondary school teacher a...	6
23. Customer services representatives - financi...	6
24. Financial and investment analysts	6
25. Butchers, meat cutters and fishmongers - re...	6
26. Janitors, caretakers and building superinten...	6
27. Home support workers, housekeepers and r...	6
28. Insurance adjusters and claims examiners	6
29. Cable television service and maintenance te...	5
30. Retail sales supervisors	5
31. Insurance underwriters	5
32. Database analysts and data administrators	5
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## MULTILINGUAL HIRING EMPLOYERS

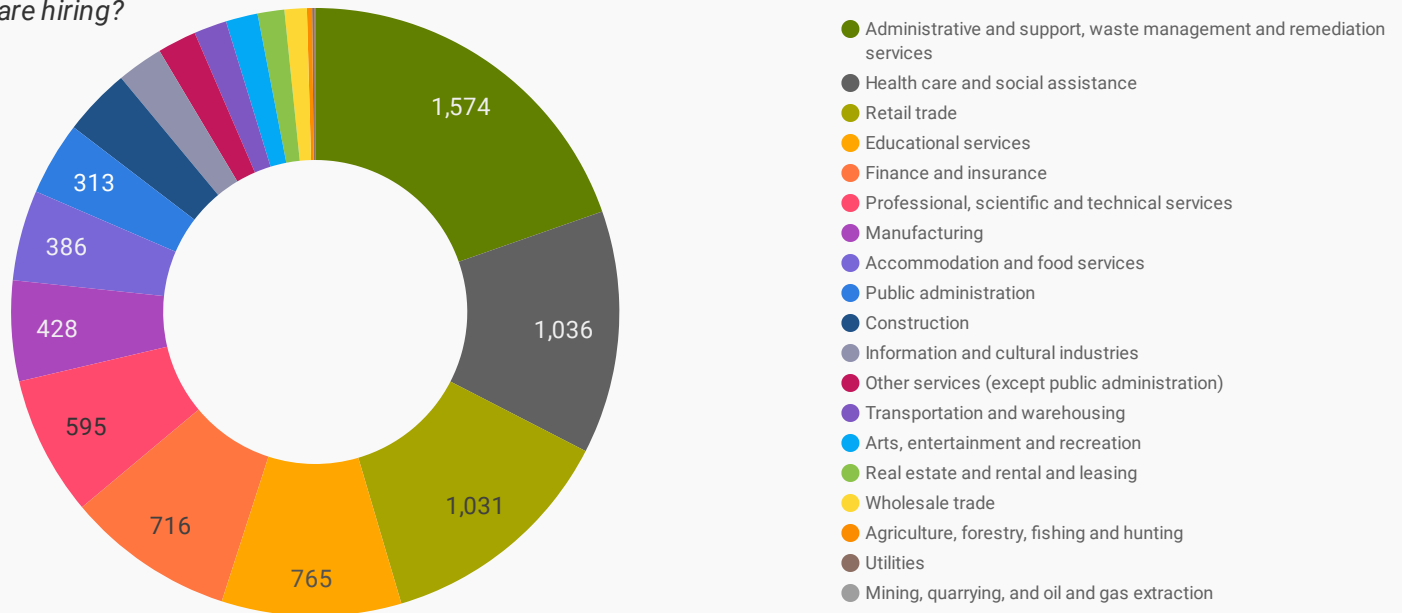
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS ▾
1. Sun Life Financial	34
2. Farm Boy	29
3. Farm Boy Inc.	27
4. Bell Canada	21
5. WATERLOO REGION DISTRICT SCHOOL BOARD	18
6. Economical Insurance	15
7. University of Waterloo	11
8. The Co-operators	11
9. Intuit	11
10. Manulife	9
11. Equitable Life of Canada	8
12. Bell	8
13. Reitmans	8
14. BELL MOBILITY/BELL MOBILITÄ%	8
15. Septodont	8
16. NTT Business Process Outsourcing	7
17. Renison University College	7
18. National Bank of Canada	7
19. TELUS	6
20. Upper Grand District School Board	6
21. Rw&co	6
22. Canon	5
23. Camis	5
24. Shared Value Solutions	5
25. Stantec	4
26. Homewood Health	4
27. Financial Horizons Group	4
28. SYKES	4
29. Banque Nationale	4
30. The Skyline Group of Companies	4
31. Dean Group	4
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## 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	1,574	21.2	17
2.	Health care and social assistance	62	1,036	21.4	17
3.	Retail trade	44-45	1,031	15.8	16
4.	Educational services	61	765	16.0	15
5.	Finance and insurance	52	716	15.5	16
6.	Professional, scientific and technical services	54	595	19.0	17
7.	Manufacturing	31-33	428	18.3	16
8.	Accommodation and food services	72	386	21.9	17
9.	Public administration	91	313	18.4	15
10.	Construction	23	288	21.4	17
11.	Information and cultural industries	51	197	21.4	17
12.	Other services (except public administration)	81	166	17.1	17
13.	Transportation and warehousing	48-49	140	20.3	16
14.	Arts, entertainment and recreation	71	136	14.0	15
15.	Real estate and rental and leasing	53	114	17.6	17
16.	Wholesale trade	41	95	15.4	15
17.	Agriculture, forestry, fishing and hunting	11	22	18.8	17
18.	Utilities	22	11	16.3	16.5
19.	Mining, quarrying, and oil and gas extraction	21	2	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	1,562	21.2	17
2.	Educational services	611	765	16.0	15
3.	Professional, scientific and technical services	541	595	19.0	17
4.	Insurance carriers and related activities	524	414	15.0	16
5.	Hospitals	622	396	23.4	17
6.	Nursing and residential care facilities	623	382	19.9	17
7.	Food services and drinking places	722	336	21.3	17
8.	Local, municipal and regional public administration	913	293	18.1	15
9.	Food and beverage stores	445	275	12.7	15
10.	Credit intermediation and related activities	522	270	16.0	16
11.	Ambulatory health care services	621	188	23.1	17
12.	Specialty trade contractors	238	175	22.5	17
13.	General merchandise stores	452	132	10.2	15
14.	Publishing industries (except Internet)	511	128	21.1	17
15.	Amusement, gambling and recreation industries	713	128	13.9	15
16.	Building material and garden equipment and supplies dealers	444	123	13.2	16
17.	Health and personal care stores	446	121	17.0	16
18.	Motor vehicle and parts dealers	441	119	16.4	17
19.	Clothing and clothing accessories stores	448	117	28.8	17
20.	Construction of buildings	236	98	16.2	17
21.	Food manufacturing	311	97	19.1	17
22.	Personal and laundry services	812	80	14.8	17
23.	Truck transportation	484	79	20.0	16
24.	Miscellaneous store retailers	453	78	20.4	16
25.	Real estate	531	75	17.7	17
26.	Social assistance	624	70	14.7	17
27.	Plastics and rubber products manufacturing	326	51	15.1	15
28.	Accommodation services	721	50	27.5	17
29.	Telecommunications	517	47	18.3	15
30.	Transportation equipment manufacturing	336	46	18.4	15
31.	Repair and maintenance	811	46	21.0	15





## 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	1,336	21.4	17
2.	Universities	6113	457	20.4	17
3.	General medical and surgical hospitals	6221	392	23.5	17
4.	Community care facilities for the elderly	6233	303	18.1	17
5.	Full-service restaurants and limited-service eating places	7225	301	22.1	17
6.	Other local, municipal and regional public administration	9139	287	18.2	15
7.	Computer systems design and related services	5415	254	17.4	17
8.	Depository credit intermediation	5221	252	15.7	16
9.	Grocery stores	4451	251	12.2	15
10.	Elementary and secondary schools	6111	249	10.8	8
11.	Insurance carriers	5241	209	13.7	17
12.	Agencies, brokerages and other insurance related activities	5242	205	16.4	16
13.	Services to buildings and dwellings	5617	150	22.1	17
14.	Software publishers	5112	128	21.1	17
15.	Other amusement and recreation industries	7139	127	13.7	15
16.	Health and personal care stores	4461	121	17.0	16
17.	Department stores	4521	117	9.8	14
18.	Building material and supplies dealers	4441	113	12.9	15
19.	Clothing stores	4481	100	30.1	17
20.	Accounting, tax preparation, bookkeeping and payroll services	5412	97	15.7	15
21.	Automobile dealers	4411	85	16.1	17
22.	Other professional, scientific and technical services	5419	71	17.1	17
23.	Offices of dentists	6212	68	16.9	17
24.	General freight trucking	4841	67	17.3	16
25.	Architectural, engineering and related services	5413	65	20.0	17
26.	Management, scientific and technical consulting services	5416	65	24.3	17
27.	Personal care services	8121	60	14.5	17
28.	Non-residential building construction	2362	58	16.6	17
29.	Building finishing contractors	2383	55	28.9	17
30.	Building equipment contractors	2382	55	21.7	17
31.	Residential developmental handicap, mental health and substance abuse facilities	6232	52	6.4	3.5



## 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	1,336	21.4	17
2.	Universities	61131	457	20.4	17
3.	General medical and surgical hospitals	62211	392	23.5	17
4.	Community care facilities for the elderly	62331	303	18.1	17
5.	Full-service restaurants and limited-service eating places	72251	301	22.1	17
6.	Other local, municipal and regional public administration	91391	287	18.2	15
7.	Computer systems design and related services	54151	254	17.4	17
8.	Elementary and secondary schools	61111	249	10.8	8
9.	Banking	52211	246	15.7	16
10.	Supermarkets and other grocery (except convenience) stores	44511	241	12.1	15
11.	Direct life, health and medical insurance carriers	52411	204	13.6	17
12.	Insurance agencies and brokerages	52421	203	16.4	16
13.	Software publishers	51121	128	21.1	17
14.	Department stores	45211	117	9.8	14
15.	Fitness and recreational sports centres	71394	116	13.6	15
16.	Pharmacies and drug stores	44611	103	16.1	16
17.	Hardware stores	44413	100	12.7	15
18.	Accounting, tax preparation, bookkeeping and payroll services	54121	97	15.7	15
19.	Landscaping services	56173	87	19.0	17
20.	New car dealers	44111	78	16.0	17
21.	Offices of dentists	62121	68	16.9	17
22.	Other personal care services	81219	52	14.2	17
23.	Home health care services	62161	50	31.4	17
24.	Plumbing, heating and air-conditioning contractors	23822	49	21.9	17
25.	Educational support services	61171	48	17.2	15
26.	Management consulting services	54161	47	28.6	17
27.	Other plastic product manufacturing	32619	47	15.5	15
28.	Janitorial services	56172	47	20.0	17
29.	Residential mental health and substance abuse facilities	62322	46	5.2	3
30.	Wired and wireless telecommunications carriers (except satellite)	51731	46	18.4	15
31.	Bread and bakery product manufacturing	31181	45	15.0	15



## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

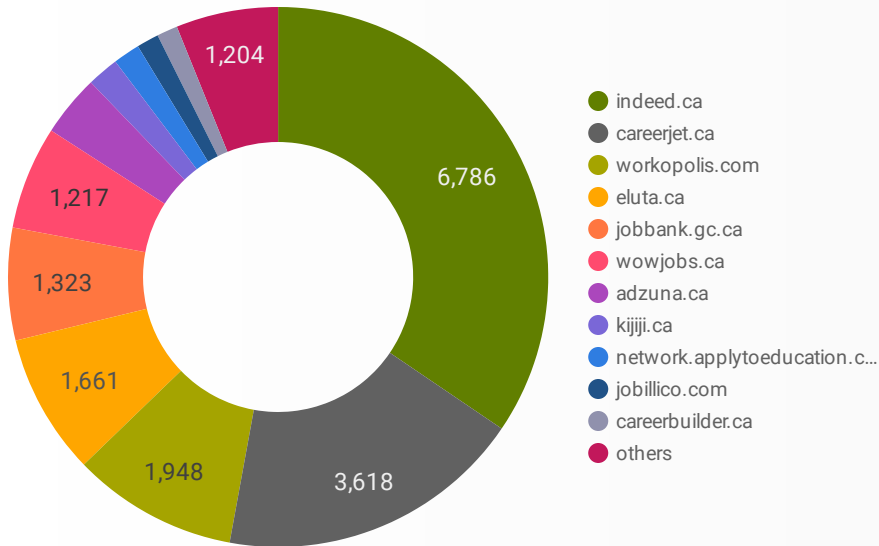
What sectors are hiring?

	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	1,336	21.4	17
2.	Universities	611310	457	20.4	17
3.	General (except paediatric) hospitals	622111	392	23.5	17
4.	Community care facilities for the elderly	623310	303	18.1	17
5.	Other local, municipal and regional public administration	913910	287	18.2	15
6.	Computer systems design and related services (except video game design and development)	541514	252	17.4	17
7.	Elementary and secondary schools	611110	249	10.8	8
8.	Supermarkets and other grocery (except convenience) stores	445110	241	12.1	15
9.	Direct group life, health and medical insurance carriers	524112	204	13.6	17
10.	Corporate and institutional banking industry	522112	204	15.8	16
11.	Insurance agencies and brokerages	524210	203	16.4	16
12.	Limited-service eating places	722512	154	18.2	17
13.	Full-service restaurants	722511	147	26.7	17
14.	Software publishers (except video game publishers)	511211	127	21.0	17
15.	Department stores	452110	117	9.8	14
16.	Fitness and recreational sports centres	713940	116	13.6	15
17.	Pharmacies and drug stores	446110	103	16.1	16
18.	Hardware stores	444130	100	12.7	15
19.	Landscaping services	561730	87	19.0	17
20.	New car dealers	441110	78	16.0	17
21.	Offices of dentists	621210	68	16.9	17
22.	Tax preparation services	541213	54	15.1	15
23.	Other personal care services	812190	52	14.2	17
24.	Home health care services	621610	50	31.4	17
25.	Plumbing, heating and air-conditioning contractors	238220	49	21.9	17
26.	Educational support services	611710	48	17.2	15
27.	Wired and wireless telecommunications carriers (except satellite)	517310	46	18.4	15
28.	Residential substance abuse facilities	623221	46	5.2	3
29.	Janitorial services (except window cleaning)	561722	45	20.3	17
30.	Personal and commercial banking industry	522111	42	15.4	15



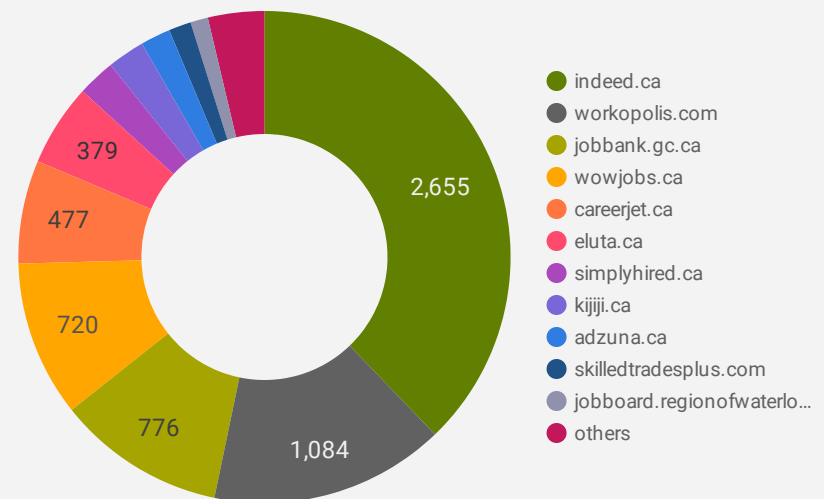
## JOB POSTINGS BY JOB BOARD

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	6,786	16.8	17	2,655
2.	careerjet.ca	3,618	24.1	15	477
3.	workopolis.com	1,948	14.9	15	1,084
4.	eluta.ca	1,661	17.0	17	379
5.	jobbank.gc.ca	1,323	29.3	16	776
6.	wowjobs.ca	1,217	16.0	16	720
7.	adzuna.ca	725	15.0	15	138
8.	kijiji.ca	373	16.7	15	173
9.	network.applytoeducation.com	316	7.1	6	5
10.	jobillico.com	261	14.4	7	62
11.	careerbuilder.ca	245	12.7	8	43
12.	simplyhired.ca	210	15.0	15	174
13.	randstad.ca	204	41.5	40	1
14.	careerarc.com	185	30.7	20	23
15.	skilledtradesplus.com	162	12.6	13	103
16.	jobboard.regionofwaterloo.ca	149	117.8	82	81
17.	localwork.ca	54	26.2	31	26