



# JOB DEMAND REPORT

## APRIL 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
22,992	15,119	6,276	33

#### # OF DAYS POSTED

AVERAGE	MEDIAN
17.9	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

**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.



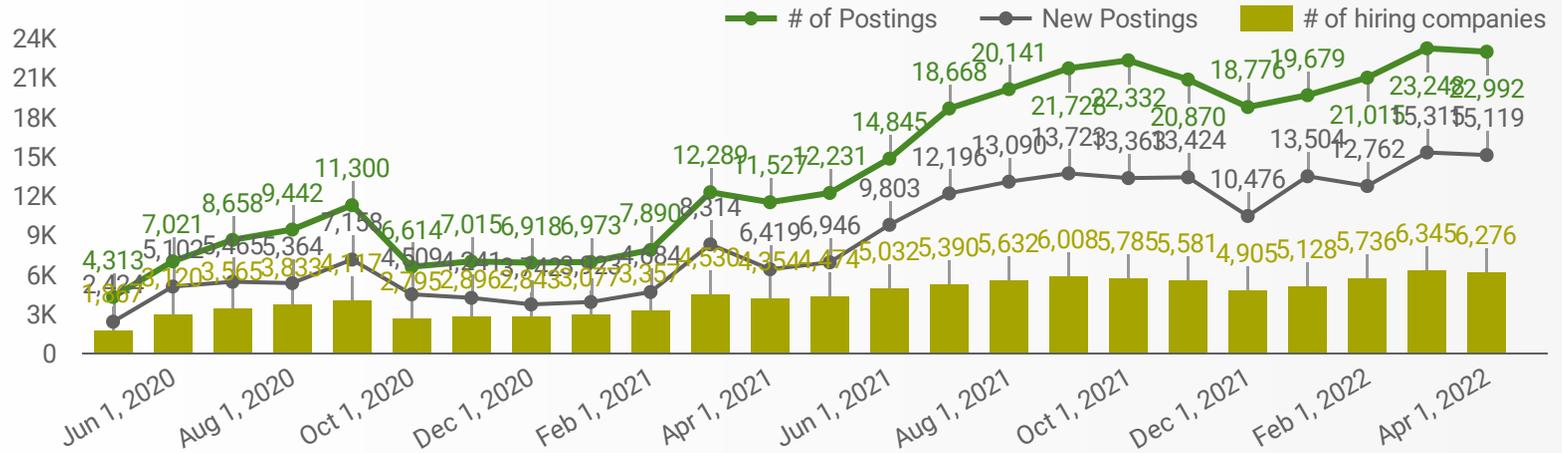
This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario.

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?



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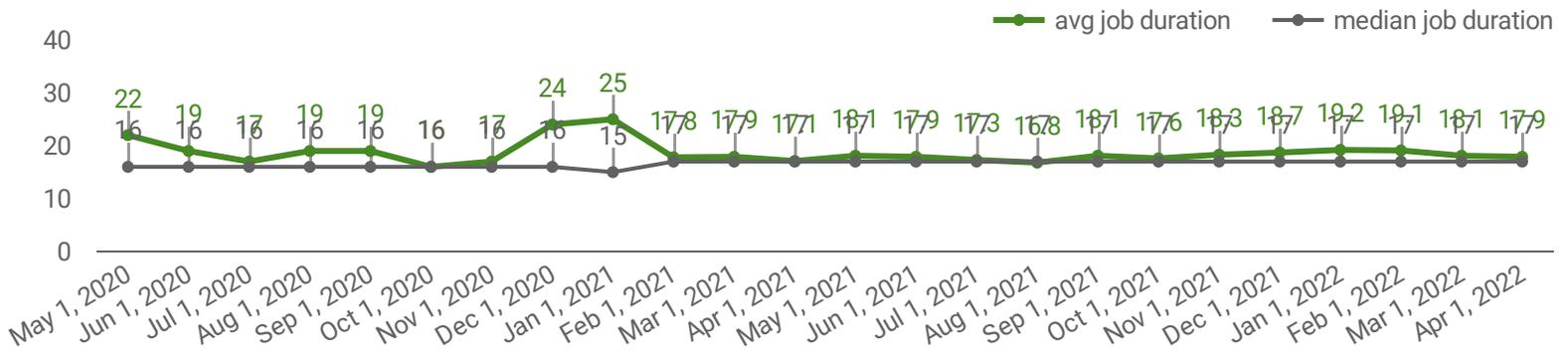
## NUMBER OF ACTIVE JOB BOARDS

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



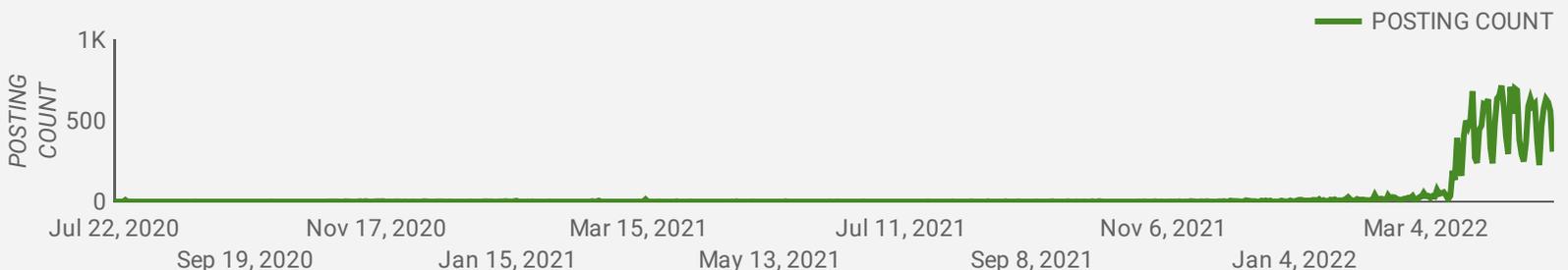
## AVG & MEDIAN POSTING LENGTH BY DAYS

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



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

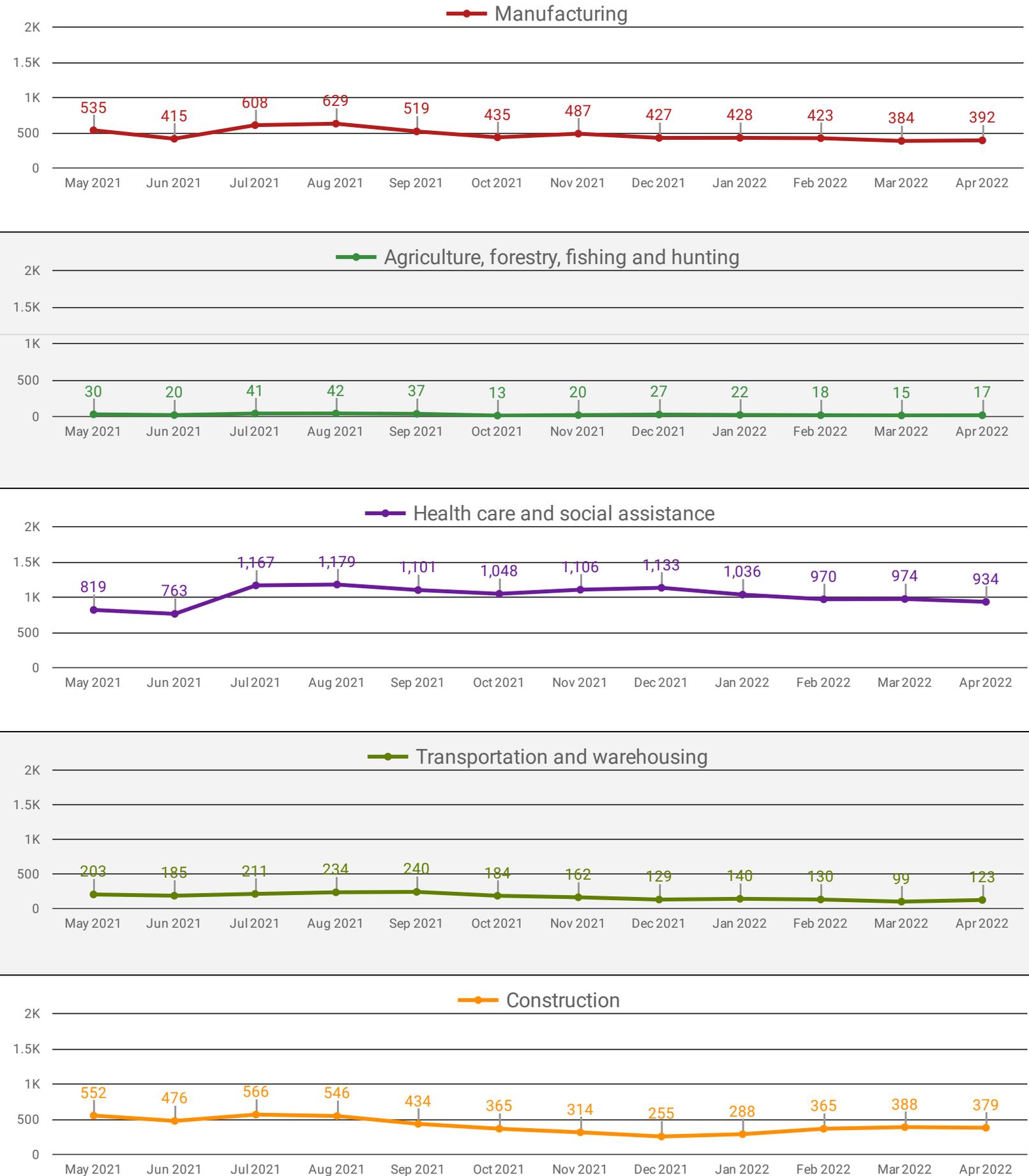
How many job postings were active for at least 1 day this month?





## DEMAND BY KEY SECTOR (ALL REGIONS)

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

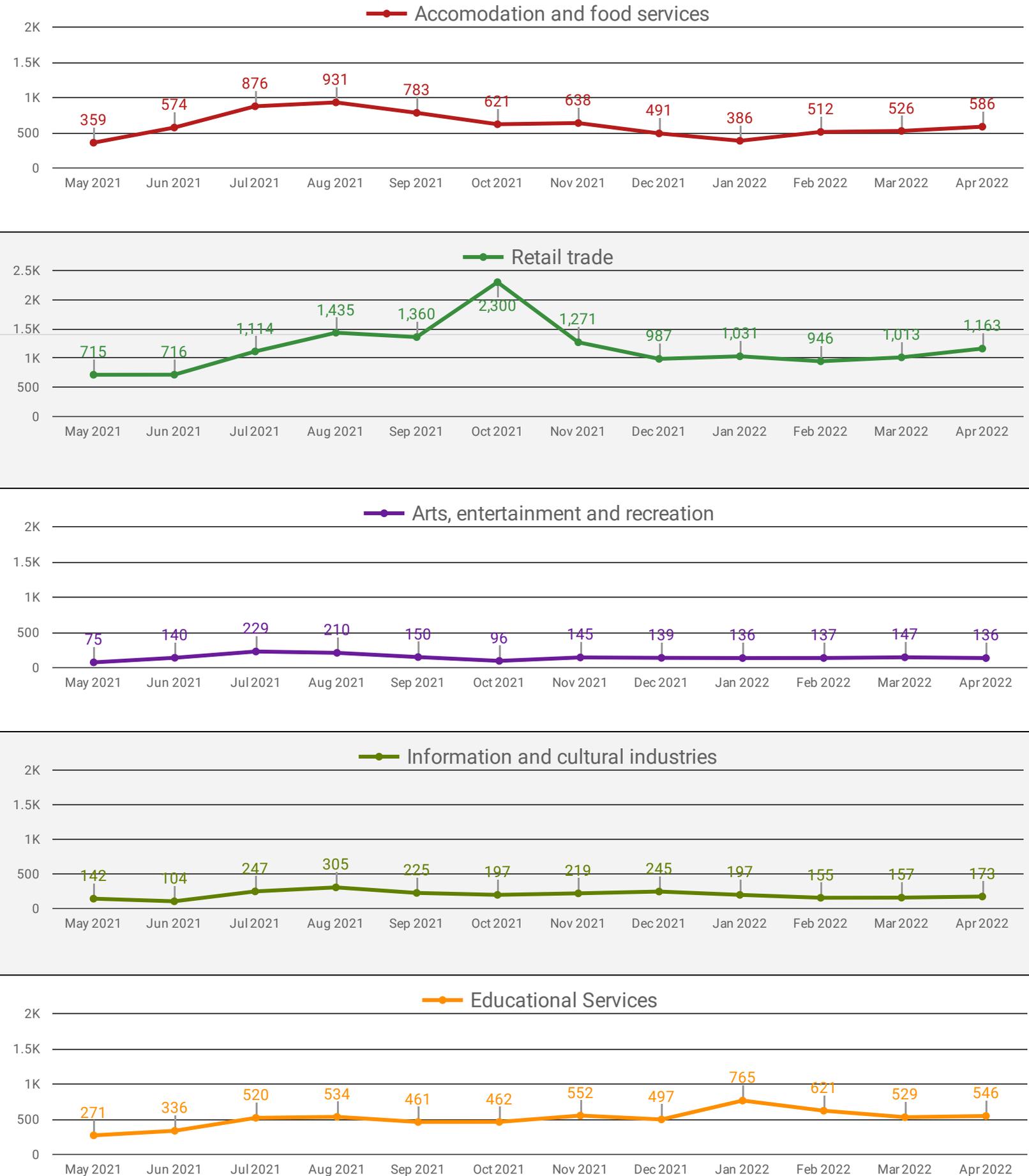


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## DEMAND BY IMPACTED SECTOR (ALL REGIONS)

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



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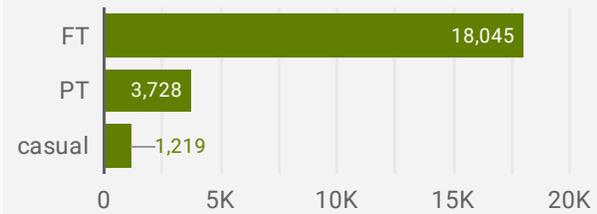
## JOB POSTINGS BY COUNTY

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	15,423	17.8	17
2.	City of Guelph	4,753	18.5	17
3.	Wellington County	1,229	17.3	17
4.	Dufferin County	1,148	16.9	17

## JOB TYPE

Full-time vs Part-time



## JOB POSTINGS BY MUNICIPALITY

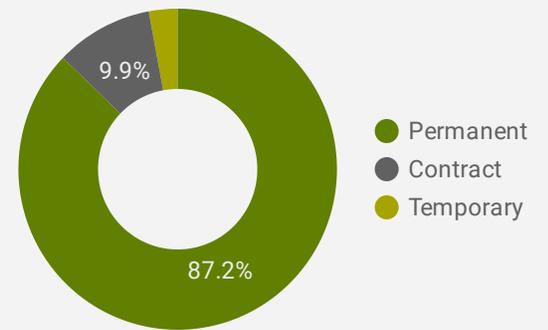
Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	5,517	17.7	17
2.	City of Guelph	4,753	18.5	17
3.	City of Waterloo	4,597	17.3	17
4.	City of Cambridge	4,221	18.6	17
5.	Town of Orangeville	935	16.4	17
6.	Township of Centre Wellington	557	16.5	17
7.	Woolwich Township	446	18.7	17
8.	Township of North Dumfries	304	17.5	17
9.	Township of Wilmot	244	15.6	15
10.	Township of Wellington North	228	18.0	17

1 - 22 / 22

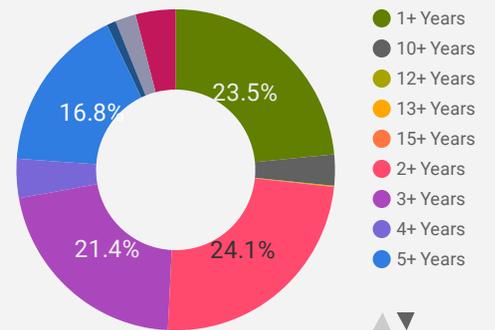
## JOB DURATION

Permanency of jobs posted



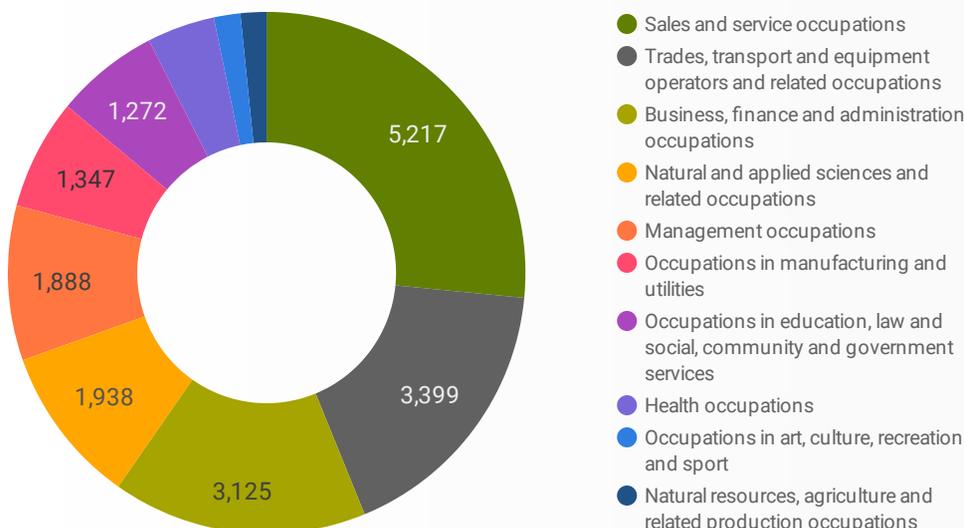
## JOB EXPERIENCE

Job Postings by Experience Level Required



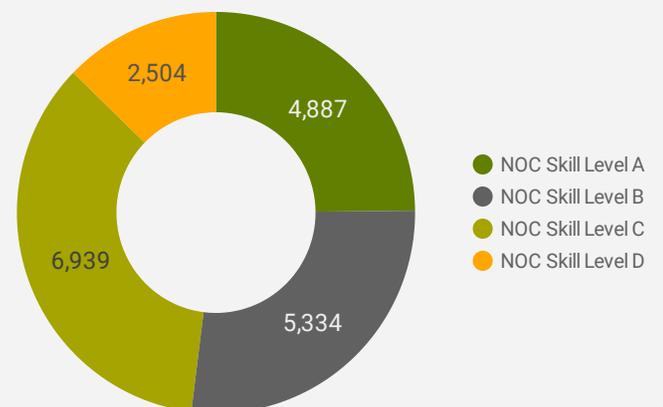
## JOB POSTINGS BY SKILL TYPE

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.	Google	Waterloo Region	256	13.7	11
2.	Randstad Canada	Waterloo Region	218	33.0	17
3.	Sun Life Financial	Waterloo Region	176	13.5	17
4.	Grand River Hospital	Waterloo Region	174	29.2	17
5.	University of Guelph	City of Guelph	168	15.6	17
6.	University of Waterloo	Waterloo Region	156	20.4	17
7.	Randstad Canada	City of Guelph	128	29.6	17
8.	Lowe's	Waterloo Region	116	7.4	6
9.	Manulife	Waterloo Region	113	11.5	12
10.	WATERLOO REGION DISTRICT SCHOOL BOARD	Waterloo Region	102	6.9	4
11.	Manpower	Waterloo Region	102	14.5	17
12.	Waterloo Catholic District School Board	Waterloo Region	97	18.1	15
13.	OpenText	Waterloo Region	95	17.8	17
14.	Cambridge Memorial Hospital	Waterloo Region	91	13.0	15
15.	ATS Automation	Waterloo Region	88	50.6	45
16.	loblaws	Waterloo Region	82	15.0	15
17.	ATS Automation Tooling Systems Inc.	Waterloo Region	82	16.8	17
18.	Humber	City of Guelph	81	12.1	13
19.	Angi	Waterloo Region	81	15.4	15
20.	Liberty Staffing Services	Waterloo Region	80	14.6	11
21.	Maxi	Waterloo Region	80	5.7	7
22.	Homewood Health	City of Guelph	77	14.2	14
23.	Loblaw	Waterloo Region	73	9.6	10
24.	Linamar Corporation	City of Guelph	73	19.2	17
25.	401 Auto	Waterloo Region	71	16.2	17
26.	Linamar Corp	City of Guelph	71	16.8	17
27.	Grand River Personnel	Waterloo Region	70	12.9	17
28.	Liberty Staffing Services	City of Guelph	70	17.1	11
29.	Home Depot Canada	Waterloo Region	70	12.0	11
30.	Region of Waterloo	Waterloo Region	65	15.9	15
31.	Shoppers Drug Mart	Waterloo Region	63	8.3	7



## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Jobs  
**477**

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE
1.	Excavator Operator	Imagine Fiberglass Pools	City of Waterloo	80
2.	Excavation Manager	Imagine Fiberglass Products Inc.	City of Waterloo	80
3.	Aluminum Welder (Waterloo)	AppleOne	City of Waterloo	75
4.	Welder (Waterloo, ON)	AppleOne	City of Waterloo	75
5.	Welder/ Fabricator (Waterloo, ON)	AppleOne	City of Waterloo	75
6.	P2 - Director, Accounting Projects - 3361	Randstad Canada	City of Waterloo	70
7.	313a Technician	Integrity Refrigeration	#N/A	70
8.	General Manager - Financial, Communications And Other Business Services	Bramcity Logistic Inc	Town of Orangeville	65
9.	P3 - C++ Developer	Randstad Canada	City of Kitchener	63.68
10.	Finance And Administration Vice-president - Financial, Communications And Other Business Services	NEXTREME CONSULTANCY INC.	City of Kitchener	62.5
11.	General Manager - Financial, Communications And Other	Shoeless Joe's	Town of Orangeville	62.32

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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
2.	Real Estate Agent - Pre-qualified Buyers Seller Meetings Booked For You!	Zoocasa Realty Inc	City of Cambridge	350,000
3.	Physician, Family	Bridgeport Medical Clinic	City of Waterloo	350,000
4.	Associate Dentist	Smile Town	City of Waterloo	319,067
5.	Dentist	Smile Town	City of Waterloo	319,067
6.	Part-time/ Full-time Dentist Associate	Dentistry o Huron	City of Cambridge	309,723
7.	Owner Operator Truck Driver	Primemax Energy Inc.	#N/A	300,000
8.	University Professor, Engineering	University of Waterloo	City of Waterloo	250,000
9.	Real Estate Acquisitions	Artisan Corporation	#N/A	250,000
10.	Personal Injury Lawyer	Masgras Professional Corporation	City of Kitchener	250,000

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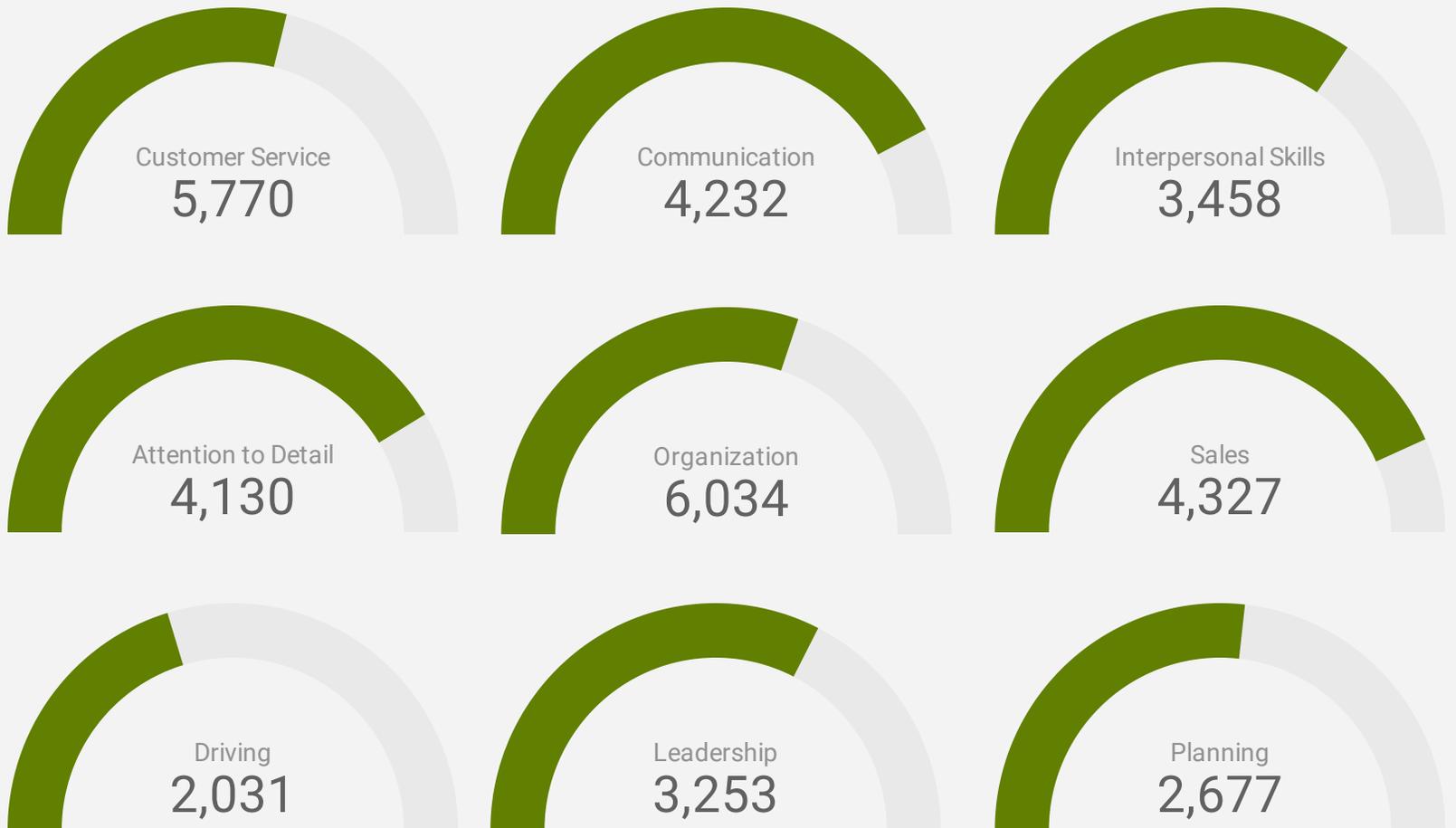


## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

22,992



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

13,915



Driver's License  
4,107



First Aid  
634



Regular Access to a Vehi  
708



Criminal Record Check  
891



Microsoft Office  
1,673



Food Safety  
459



## 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	1,106	16.6	17
2.	7452	Material handlers	NOC Skill Level C	783	16.7	17
3.	6552	Other customer and information services representatives	NOC Skill Level C	705	16.8	17
4.	2173	Software engineers and designers	NOC Skill Level A	592	19.6	17
5.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	430	22.8	17
6.	7511	Transport truck drivers	NOC Skill Level C	421	20.5	17
7.	6322	Cooks	NOC Skill Level B	393	21.0	17
8.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	384	17.7	17
9.	621	Retail and wholesale trade managers	NOC Skill Level A	356	17.0	17
10.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	314	17.8	17
11.	6731	Light duty cleaners	NOC Skill Level D	301	19.3	17
12.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	296	18.3	17
13.	1241	Administrative assistants	NOC Skill Level B	288	19.9	17
14.	1221	Administrative officers	NOC Skill Level B	264	17.9	17
15.	7514	Delivery and courier service drivers	NOC Skill Level C	260	15.7	17
16.	7611	Construction trades helpers and labourers	NOC Skill Level D	240	19.8	17
17.	6513	Food and beverage servers	NOC Skill Level C	230	18.9	17
18.	4212	Social and community service workers	NOC Skill Level B	209	18.6	17
19.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	205	14.0	15
20.	1414	Receptionists	NOC Skill Level C	204	16.4	17
21.	1121	Human resources professionals	NOC Skill Level A	196	19.9	17
22.	1521	Shippers and receivers	NOC Skill Level C	196	14.9	16
23.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	194	20.4	17
24.	111	Financial managers	NOC Skill Level A	168	19.4	17
25.	7271	Carpenters	NOC Skill Level B	159	21.4	17
26.	6611	Cashiers	NOC Skill Level D	156	12.9	15
27.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	146	19.3	17
28.	714	Facility operation and maintenance managers	NOC Skill Level A	143	16.8	17
29.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	141	21.3	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.	642	Retail salespersons	NOC Skill Level C	1,106	16.6	17
2.	217	Computer and information systems professionals	NOC Skill Level A	885	19.9	17
3.	745	Longshore workers and material handlers	NOC Skill Level C	784	16.7	17
4.	655	Customer and information services representatives	NOC Skill Level C	732	16.8	17
5.	751	Motor vehicle and transit drivers	NOC Skill Level C	705	18.6	17
6.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	631	22.2	17
7.	122	Administrative and regulatory occupations	NOC Skill Level B	568	17.9	17
8.	673	Cleaners	NOC Skill Level D	541	19.2	17
9.	632	Chefs and cooks	NOC Skill Level B	458	21.8	17
10.	112	Human resources and business service professionals	NOC Skill Level A	398	18.6	17
11.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	390	20.1	17
12.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	384	17.7	17
13.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	378	16.5	17
14.	111	Auditors, accountants and investment professionals	NOC Skill Level A	377	20.9	17
15.	141	General office workers	NOC Skill Level C	360	16.5	17
16.	062	Retail and wholesale trade managers	NOC Skill Level A	356	17.0	17
17.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	352	19.3	17
18.	441	Home care providers and educational support occupations	NOC Skill Level C	333	17.3	17
19.	651	Occupations in food and beverage service	NOC Skill Level C	328	19.0	17
20.	641	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	314	17.8	17
21.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	301	21.6	17
22.	341	Assisting occupations in support of health services	NOC Skill Level C	273	19.2	17
23.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	258	16.7	17
24.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	255	18.6	17
25.	761	Trades helpers and labourers	NOC Skill Level D	255	20.0	17
26.	941	Machine operators and related workers in mineral and metal products processing and manufacturing	NOC Skill Level C	248	19.9	17
27.	662	Other sales support and related occupations	NOC Skill Level D	245	13.6	15
28.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	244	24.4	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.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	1,420	16.8	17
2.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	1,349	21.3	17
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	1,316	17.4	17
4.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	1,051	18.7	17
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	974	18.6	17
6.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	928	17.0	17
7.	72	Industrial, electrical and construction trades	NOC Skill Level B	865	21.2	17
8.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	845	18.8	17
9.	11	Professional occupations in business and finance	NOC Skill Level A	775	19.7	17
10.	63	Service supervisors and specialized service occupations	NOC Skill Level B	759	22.5	17
11.	14	Office support occupations	NOC Skill Level C	680	16.8	17
12.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	654	20.5	17
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	649	19.3	17
14.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	631	22.2	17
15.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	589	20.2	17
16.	73	Maintenance and equipment operation trades	NOC Skill Level B	462	22.3	17
17.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	440	16.5	17
18.	66	Sales support occupations	NOC Skill Level D	401	13.3	15
19.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	390	20.1	17
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	387	19.3	17
21.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	385	21.2	17
22.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	347	18.2	17
23.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	338	17.3	17
24.	32	Technical occupations in health	NOC Skill Level B	334	17.6	17
25.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	299	19.4	17
26.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	282	16.9	17



## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS: 970  
NEW POSTINGS: 1  
COMPANIES: 382  
LANGUAGES: 10

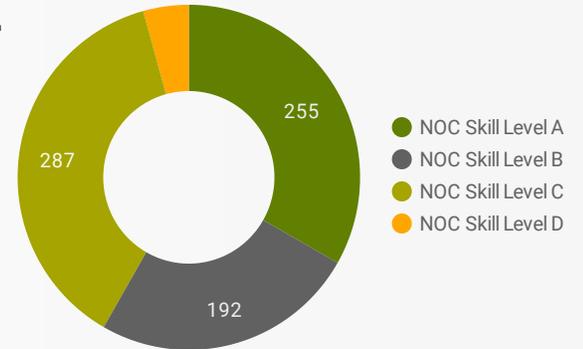
## # OF DAYS POSTED

AVERAGE: 16.5  
MEDIAN: 17

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 255 Skill Level A - Management/ Professional Occupations usually requiring University
- 192 Skill Level B - Usually college education or apprenticeship training
- 287 Skill Level C - Usually secondary education or occupation-specific training
- 33 Skill Level D - Usually on-the-job training

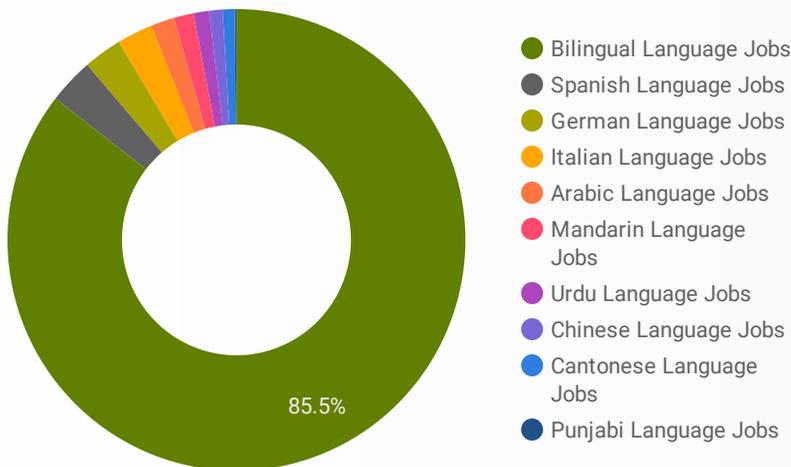


SKILL LEVEL / POSTING COUNT

LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language...	224	153	257	20
Italian Language J...	1	9	6	5
German Language ...	4	9	6	2
Spanish Language...	4	5	9	2
Mandarin Language...	4	5	3	1
Arabic Language J...	7	4	1	
Chinese Language	5	4		1

## LANGUAGE SKILLS BREAKDOWN

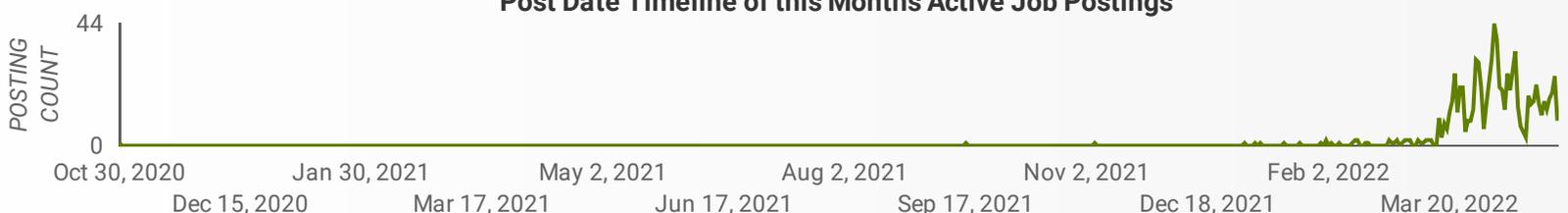
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	839
2. Spanish Language Jobs	28
3. Italian Language Jobs	23
4. German Language Jobs	22
5. Mandarin Language Jobs	16
6. Arabic Language Jobs	13

1 - 10 / 10

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





## LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

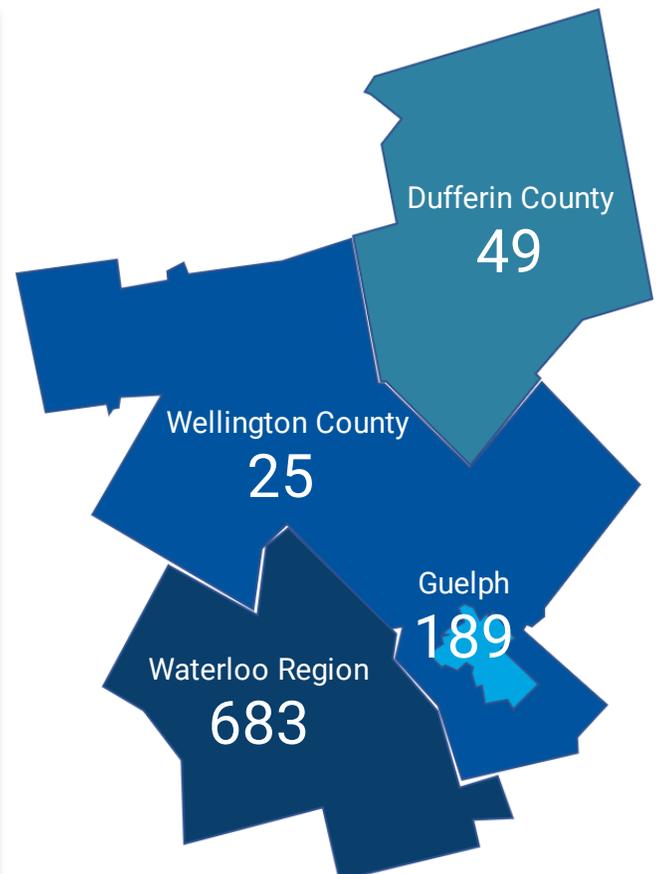
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	Italian La...	German ...	Spanish ...	Mandarin...	Arabic La...	Grand total
Business, finance and administration occu...	185		4	2	3	1	201
Health occupations	11						11
Management occupations	86	1		1	1	1	93
Natural and applied sciences and related o...	44		3	3	2	2	56
Natural resources, agriculture and related ...			1	2			3
Occupations in art, culture, recreation and ...	13				1		14
Occupations in education, law and social, ...	56		2	2		7	71
Occupations in manufacturing and utilities	5		1				6
Sales and service occupations	239	20	9	9	5	1	294
Trades, transport and equipment operator...	15		1	1	1		18
<b>Grand total</b>	<b>654</b>	<b>21</b>	<b>21</b>	<b>20</b>	<b>13</b>	<b>12</b>	<b>767</b>

## MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

	MUNICIPALITY	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Waterloo	267	17.3	17
2.	City of Kitchener	233	17.7	17
3.	City of Guelph	189	18.5	17
4.	City of Cambridge	157	18.6	17
5.	Town of Orangeville	28	16.4	17
6.	Woolwich Township	18	18.7	17
7.	Township of Mono	13	16.8	17
8.	Town of Erin	7	16.3	17
9.	Township of Wellington North	7	18.0	17
10.	Township of Centre Wellington	7	16.5	17
11.	Township of Wilmot	4	15.6	15
12.	Town of Shelburne	4	17.8	17
13.	Township of North Dumfries	3	17.5	17





## 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...	112
2. Retail salespersons	71
3. Human resources professionals	24
4. Retail and wholesale trade managers	23
5. Professional occupations in advertising, ma...	21
6. Administrative officers	18
7. Cooks	18
8. Advertising, marketing and public relations ...	18
9. Business development officers and marketi...	17
10. Administrative assistants	16
11. Sales and account representatives - wholes...	15
12. Data entry clerks	14
13. Other financial officers	13
14. Food counter attendants, kitchen helpers an...	12
15. User support technicians	12
16. Professional occupations in business mana...	11
17. Insurance adjusters and claims examiners	9
18. Human resources managers	9
19. Other instructors	9
20. Financial managers	9
21. Janitors, caretakers and building superinten...	8
22. Purchasing agents and officers	8
23. Technical sales specialists - wholesale trade	8
24. Food and beverage servers	8
25. Letter carriers	7
26. Information systems analysts and consulta...	6
27. Human resources and recruitment officers	6
28. Cashiers	6
29. Accounting and related clerks	6
30. General office support workers	6
31. Software engineers and designers	6
32. Employment counsellors	6

1 - 100 / 152 < >

## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

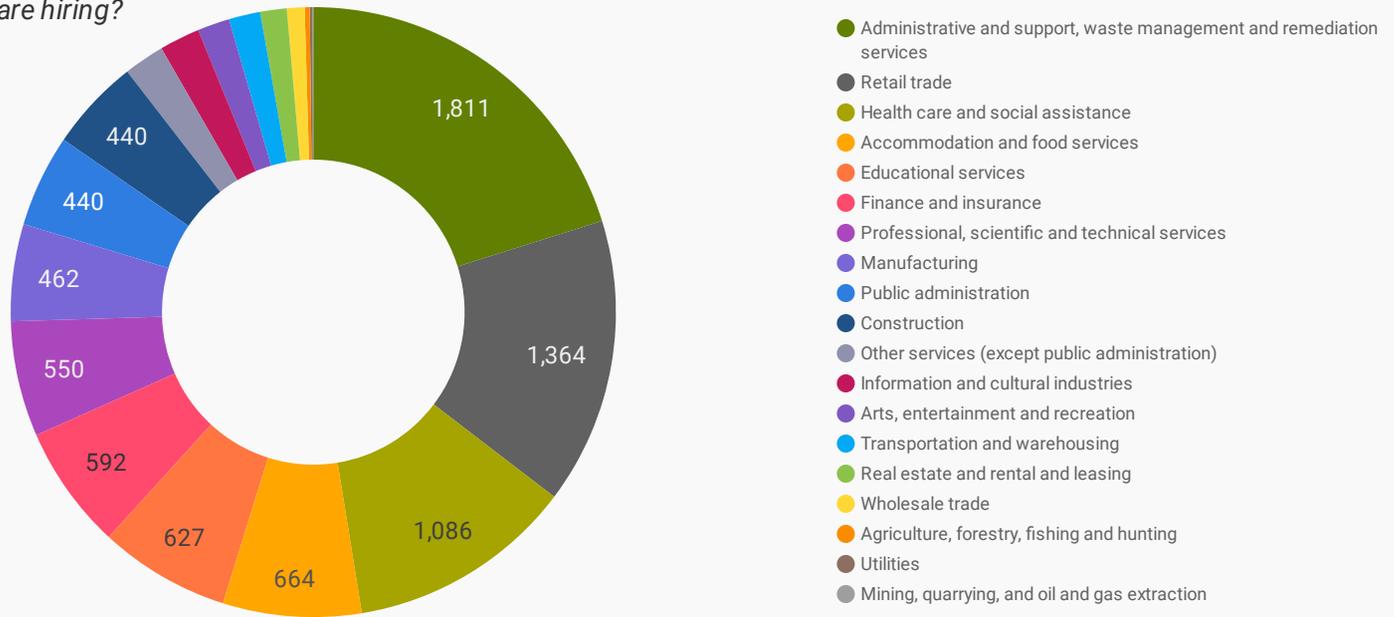
COMPANY	POSTINGS
1. Sun Life Financial	55
2. Farm Boy	28
3. Liquor Control Board of Ontario	28
4. Farm Boy Inc.	23
5. LCBO	16
6. Septodont	16
7. WATERLOO REGION DISTRICT SCHOOL BOARD	16
8. Manulife	15
9. Bell	14
10. Collège de Rosemont	13
11. Randstad Canada	13
12. Upper Grand District School Board	12
13. Bell Canada	12
14. BELL MOBILITY/BELL MOBILITÉ	10
15. Manpower	9
16. Financial Horizons	9
17. OTIP (Ontario Teachers Insurance Plan)	9
18. Sitel Group	9
19. Dean Group	8
20. W&A	8
21. Kerry's Place Autism Services	8
22. Equitable Life of Canada	8
23. Financial Horizons Group	8
24. SCRUFF	8
25. Cowan Insurance Group	8
26. Definity Financial Corporation	8
27. Mad Mexican Prepared Food Products Ltd.	7
28. ATS Automation Tooling Systems Inc.	6
29. Reitmans	6
30. BilingualOne	6
31. The Co-operators	6

1 - 50 / 385 < >



## 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	1,811	19.2	17
2.	Retail trade	44-45	1,364	13.1	15
3.	Health care and social assistance	62	1,086	19.2	17
4.	Accommodation and food services	72	664	19.5	17
5.	Educational services	61	627	14.1	15
6.	Finance and insurance	52	592	15.2	17
7.	Professional, scientific and technical services	54	550	19.9	17
8.	Manufacturing	31-33	462	18.6	17
9.	Public administration	91	440	16.5	15
10.	Construction	23	440	19.6	17
11.	Other services (except public administration)	81	195	15.8	17
12.	Information and cultural industries	51	194	20.2	17
13.	Arts, entertainment and recreation	71	154	14.9	17
14.	Transportation and warehousing	48-49	151	16.2	17
15.	Real estate and rental and leasing	53	127	15.8	17
16.	Wholesale trade	41	85	25.2	17
17.	Agriculture, forestry, fishing and hunting	11	24	17.6	17
18.	Utilities	22	13	17.4	17
19.	Mining, quarrying, and oil and gas extraction	21	4	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	1,788	19.2	17
2.	Educational services	611	627	14.1	15
3.	Professional, scientific and technical services	541	550	19.9	17
4.	Food services and drinking places	722	505	19.4	17
5.	Local, municipal and regional public administration	913	419	16.5	15
6.	Hospitals	622	402	20.6	17
7.	Nursing and residential care facilities	623	358	17.6	17
8.	Food and beverage stores	445	353	13.6	15
9.	Insurance carriers and related activities	524	343	15.0	17
10.	Specialty trade contractors	238	284	19.8	17
11.	General merchandise stores	452	251	9.0	3
12.	Ambulatory health care services	621	240	20.4	17
13.	Credit intermediation and related activities	522	220	14.9	15
14.	Clothing and clothing accessories stores	448	183	18.6	17
15.	Building material and garden equipment and supplies dealers	444	175	12.8	15
16.	Accommodation services	721	159	19.9	17
17.	Health and personal care stores	446	158	10.7	15
18.	Construction of buildings	236	136	18.2	17
19.	Amusement, gambling and recreation industries	713	129	13.5	17
20.	Personal and laundry services	812	124	15.6	15
21.	Food manufacturing	311	102	19.9	17
22.	Motor vehicle and parts dealers	441	98	17.4	17
23.	Real estate	531	94	15.6	17
24.	Publishing industries (except Internet)	511	93	21.0	17
25.	Social assistance	624	86	16.0	17
26.	Truck transportation	484	78	16.1	16.5
27.	Miscellaneous store retailers	453	70	14.4	15
28.	Telecommunications	517	64	16.6	15
29.	Transportation equipment manufacturing	336	47	16.6	15
30.	Plastics and rubber products manufacturing	326	43	15.6	15
31.	Electrical equipment, appliance and component manufacturing	335	41	16.5	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	1,479	19.8	17
2.	Full-service restaurants and limited-service eating places	7225	466	19.7	17
3.	Other local, municipal and regional public administration	9139	412	16.5	15
4.	General medical and surgical hospitals	6221	397	20.6	17
5.	Universities	6113	350	17.4	17
6.	Grocery stores	4451	278	14.2	15
7.	Community care facilities for the elderly	6233	247	18.9	17
8.	Services to buildings and dwellings	5617	229	16.9	17
9.	Department stores	4521	221	7.6	3
10.	Elementary and secondary schools	6111	209	9.7	7
11.	Depository credit intermediation	5221	207	14.8	15
12.	Computer systems design and related services	5415	207	21.1	17
13.	Insurance carriers	5241	187	13.6	17
14.	Health and personal care stores	4461	158	10.7	15
15.	Agencies, brokerages and other insurance related activities	5242	156	16.9	17
16.	Clothing stores	4481	156	18.8	17
17.	Building material and supplies dealers	4441	156	12.6	15
18.	Traveller accommodation	7211	146	20.4	17
19.	Other amusement and recreation industries	7139	123	13.3	17
20.	Residential developmental handicap, mental health and substance abuse facilities	6232	99	14.8	15
21.	Accounting, tax preparation, bookkeeping and payroll services	5412	98	19.9	15
22.	Building equipment contractors	2382	98	19.2	17
23.	Offices of dentists	6212	93	17.6	17
24.	Software publishers	5112	89	21.0	17
25.	Non-residential building construction	2362	83	18.0	17
26.	Personal care services	8121	82	15.8	17
27.	Automobile dealers	4411	81	16.0	17
28.	Management, scientific and technical consulting services	5416	68	25.2	17
29.	Foundation, structure, and building exterior contractors	2381	68	20.8	15
30.	Wired and wireless telecommunications carriers(except satellite)	5173	63	16.7	15
31.	Architectural engineering and related services	5413	63	16.4	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	1,479	19.8	17
2.	Full-service restaurants and limited-service eating places	72251	466	19.7	17
3.	Other local, municipal and regional public administration	91391	412	16.5	15
4.	General medical and surgical hospitals	62211	397	20.6	17
5.	Universities	61131	350	17.4	17
6.	Supermarkets and other grocery (except convenience) stores	44511	270	13.7	15
7.	Community care facilities for the elderly	62331	247	18.9	17
8.	Department stores	45211	221	7.6	3
9.	Elementary and secondary schools	61111	209	9.7	7
10.	Computer systems design and related services	54151	207	21.1	17
11.	Banking	52211	203	14.8	15
12.	Direct life, health and medical insurance carriers	52411	179	13.5	17
13.	Insurance agencies and brokerages	52421	156	16.9	17
14.	Hotels (except casino hotels) and motels	72111	145	20.4	17
15.	Hardware stores	44413	145	12.4	13
16.	Pharmacies and drug stores	44611	141	9.9	11
17.	Landscaping services	56173	131	16.4	17
18.	Fitness and recreational sports centres	71394	101	12.6	15
19.	Accounting, tax preparation, bookkeeping and payroll services	54121	98	19.9	15
20.	Offices of dentists	62121	93	17.6	17
21.	Software publishers	51121	89	21.0	17
22.	Plumbing, heating and air-conditioning contractors	23822	80	16.9	17
23.	Residential mental health and substance abuse facilities	62322	79	14.3	14
24.	Other personal care services	81219	75	15.7	15
25.	New car dealers	44111	72	16.1	17
26.	Commercial and institutional building construction	23622	69	18.0	17
27.	Family clothing stores	44814	68	18.0	16
28.	Wired and wireless telecommunications carriers (except satellite)	51731	63	16.7	15
29.	Beer, wine and liquor stores	44531	62	10.3	15
30.	Management consulting services	54161	53	27.4	17
31.	Residential building construction	23611	53	18.4	17



## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

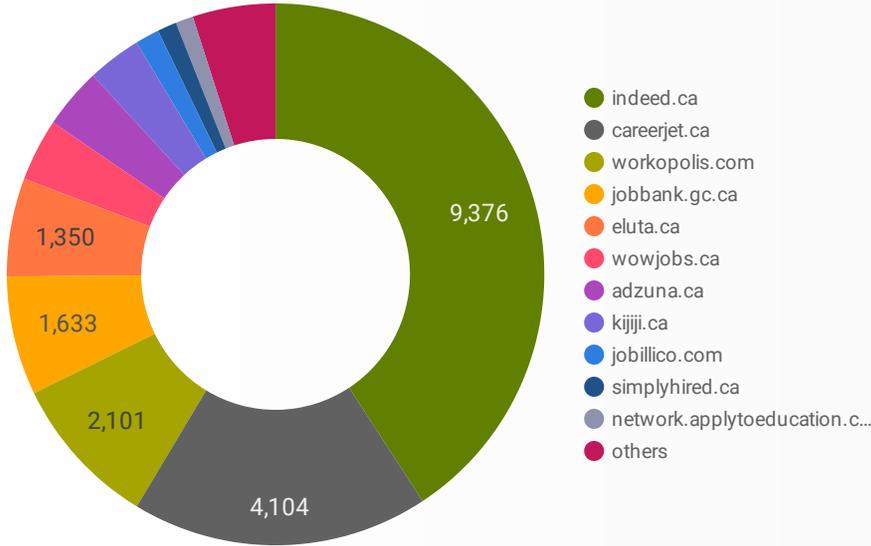
What sectors are hiring?

	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	1,479	19.8	17
2.	Other local, municipal and regional public administration	913910	412	16.5	15
3.	General (except paediatric) hospitals	622111	397	20.6	17
4.	Universities	611310	350	17.4	17
5.	Supermarkets and other grocery (except convenience) stores	445110	270	13.7	15
6.	Full-service restaurants	722511	253	21.6	17
7.	Community care facilities for the elderly	623310	247	18.9	17
8.	Department stores	452110	221	7.6	3
9.	Limited-service eating places	722512	213	17.6	17
10.	Elementary and secondary schools	611110	209	9.7	7
11.	Computer systems design and related services (except video game design and development)	541514	206	21.2	17
12.	Corporate and institutional banking industry	522112	190	14.8	15
13.	Direct group life, health and medical insurance carriers	524112	178	13.5	17
14.	Insurance agencies and brokerages	524210	156	16.9	17
15.	Hardware stores	444130	145	12.4	13
16.	Pharmacies and drug stores	446110	141	9.9	11
17.	Hotels	721111	138	20.8	17
18.	Landscaping services	561730	131	16.4	17
19.	Fitness and recreational sports centres	713940	101	12.6	15
20.	Offices of dentists	621210	93	17.6	17
21.	Software publishers (except video game publishers)	511211	84	20.3	17
22.	Plumbing, heating and air-conditioning contractors	238220	80	16.9	17
23.	Residential substance abuse facilities	623221	77	14.2	14
24.	Other personal care services	812190	75	15.7	15
25.	New car dealers	441110	72	16.1	17
26.	Commercial and institutional building construction	236220	69	18.0	17
27.	Family clothing stores	448140	68	18.0	16
28.	Wired and wireless telecommunications carriers (except satellite)	517310	63	16.7	15
29.	Beer, wine and liquor stores	445310	62	10.3	15
30.	Residential building construction	236110	53	18.4	17



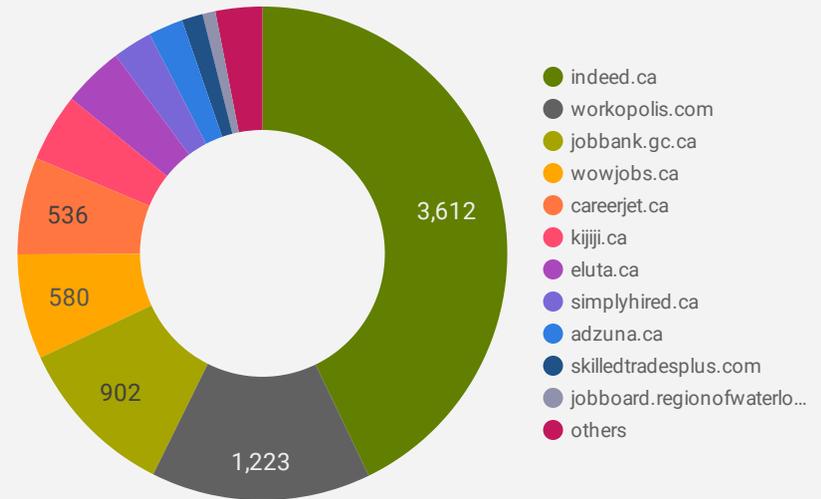
## JOB POSTINGS BY JOB BOARD

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	9,376	17.0	17	3,612
2.	careerjet.ca	4,104	19.1	12	536
3.	workopolis.com	2,101	15.0	15	1,223
4.	jobbank.gc.ca	1,633	29.6	18	902
5.	eluta.ca	1,350	17.0	17	338
6.	wowjobs.ca	858	15.0	15	580
7.	adzuna.ca	836	15.0	15	193
8.	kijiji.ca	743	15.6	15	377
9.	jobillico.com	334	13.2	8	55
10.	simplyhired.ca	266	15.0	15	220
11.	network.applytoeducation.com	244	5.7	5	7
12.	randstad.ca	190	46.4	37	1
13.	careerarc.com	176	23.0	18	25
14.	skilledtradesplus.com	169	14.7	13	117
15.	careerbuilder.ca	158	16.3	15	31
16.	jobboard.regionofwaterloo.ca	131	81.9	35	72
17.	agilec.ca	88	41.6	34	41