



# Workforce Planning Board of Waterloo Wellington Dufferin

## JOB DEMAND REPORT JUNE 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
22,281	14,164	5,940	36

#### # 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.



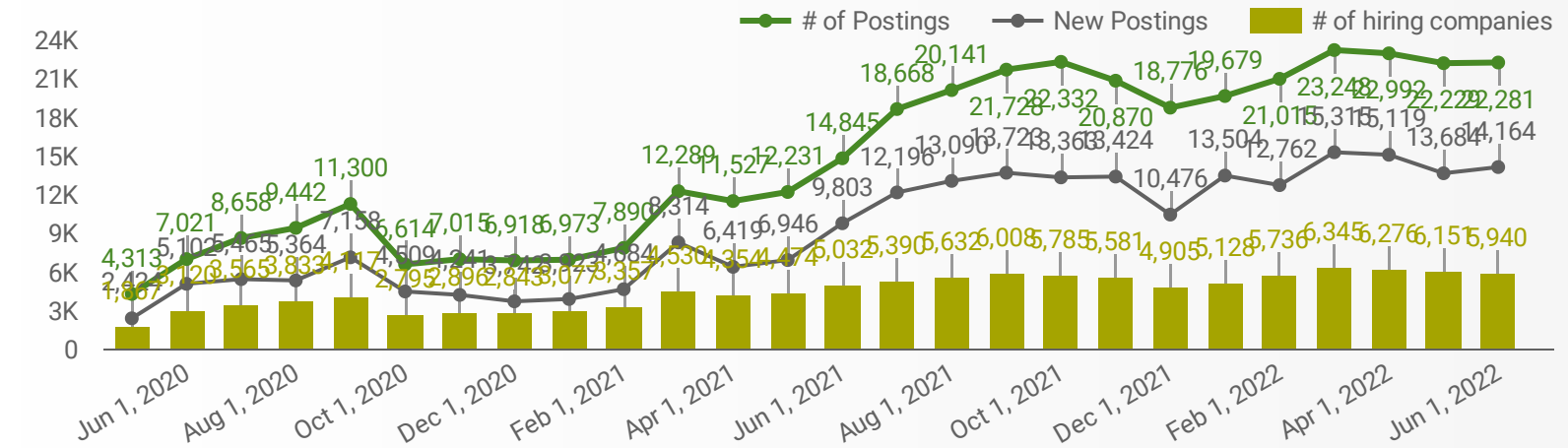
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## JOB POSTINGS BY MONTH FOR ALL REGIONS

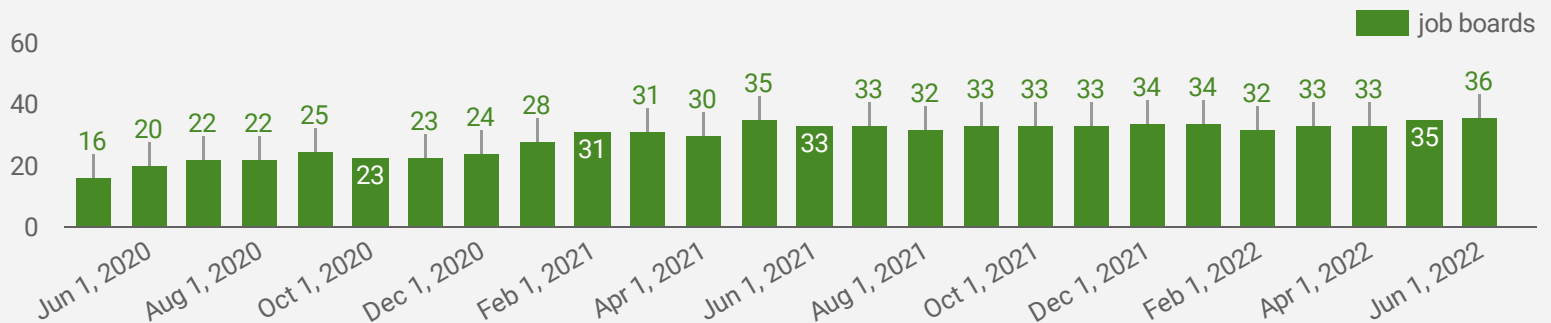
How many job postings were active for at least 1 day this month?



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

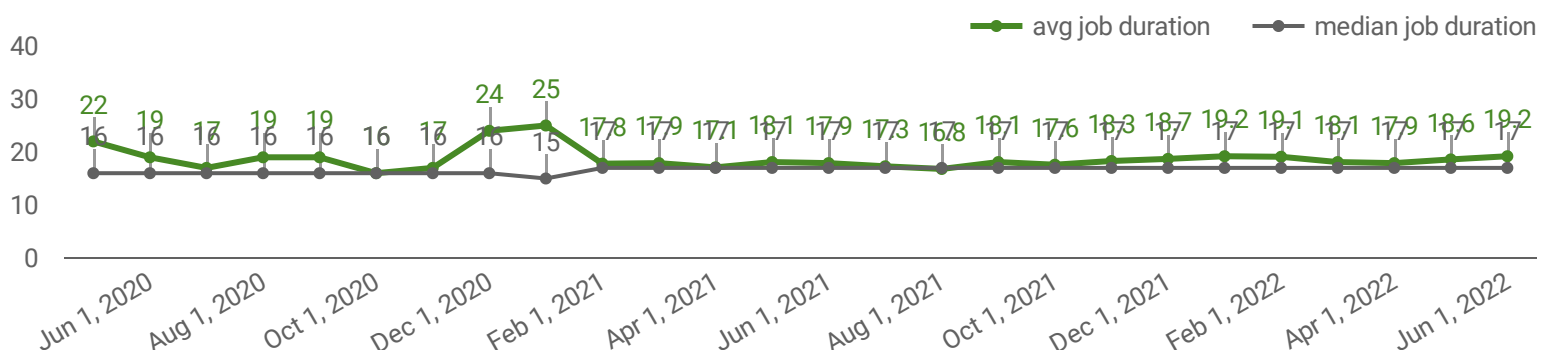
## NUMBER OF ACTIVE JOB BOARDS

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



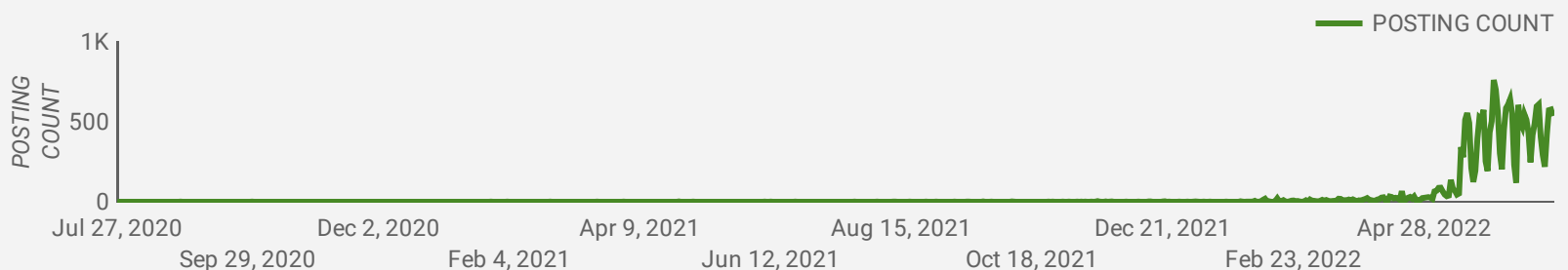
## AVG & MEDIAN POSTING LENGTH BY DAYS

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



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

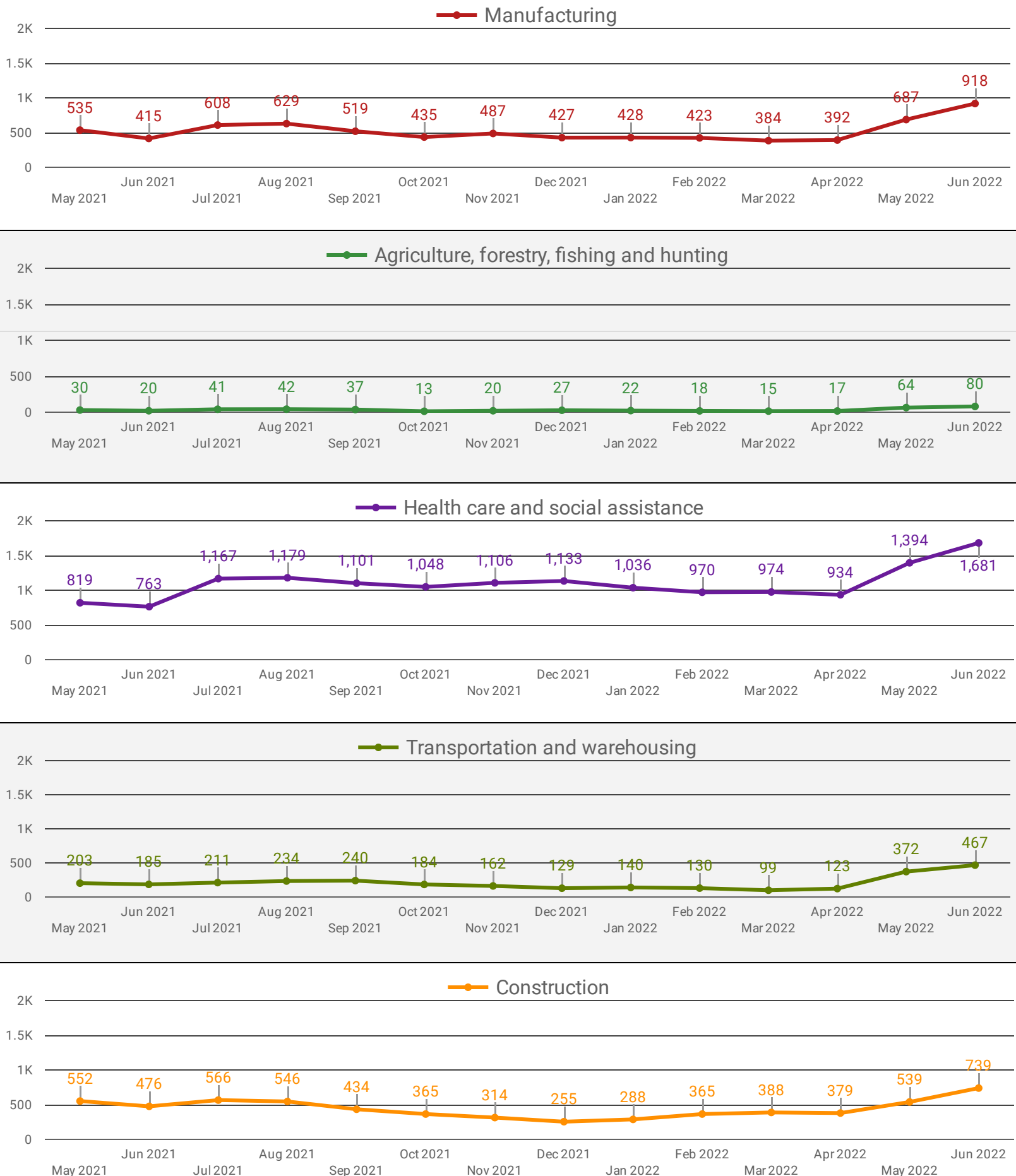
How many job postings were active for at least 1 day this month?





## DEMAND BY KEY SECTOR (ALL REGIONS)

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

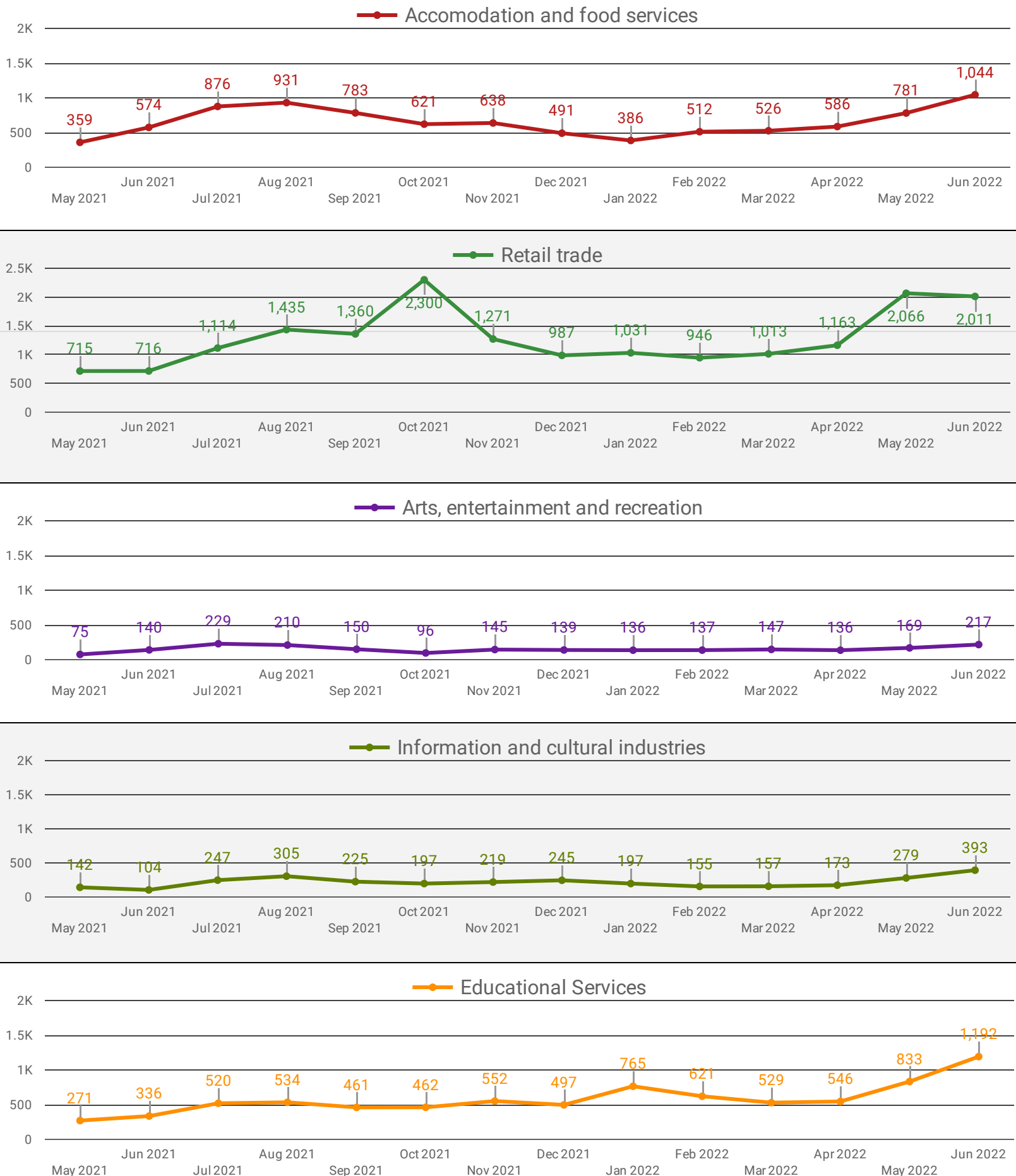


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## DEMAND BY IMPACTED SECTOR (ALL REGIONS)

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



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



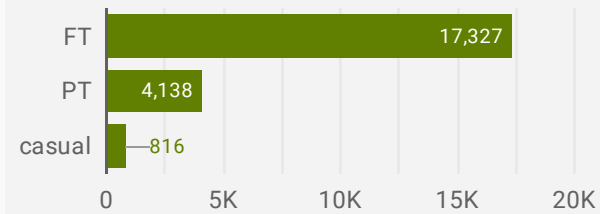
## JOB POSTINGS BY COUNTY

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

	COUNTY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Waterloo Region	15,204	19.3	17
2.	City of Guelph	4,339	19.3	17
3.	Dufferin County	1,145	19.2	17
4.	Wellington County	1,115	18.4	17

## JOB TYPE

Full-time vs Part-time



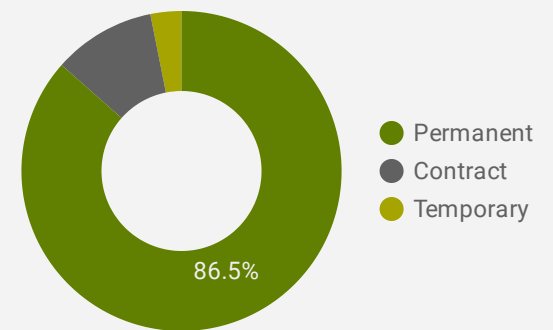
## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	5,263	18.7	17
2.	City of Waterloo	4,805	19.7	17
3.	City of Guelph	4,339	19.3	17
4.	City of Cambridge	4,163	19.9	17
5.	Town of Orangeville	939	19.3	17
6.	Township of Centre Wellington	501	18.3	17
7.	Woolwich Township	391	19.0	17
8.	Township of North Dumfries	263	17.5	17
9.	Township of Wilmot	218	16.9	17
10.	Township of Wellington North	214	18.5	17

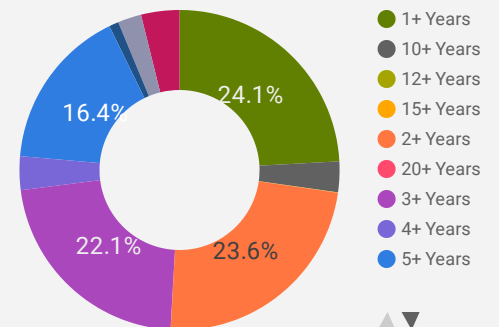
## JOB DURATION

Permanency of jobs posted



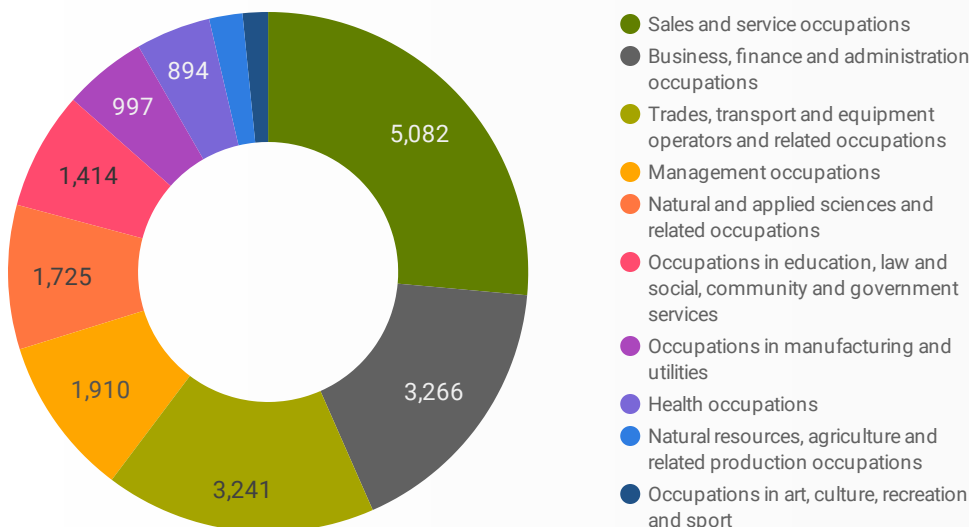
## JOB EXPERIENCE

Job Postings by Experience Level Required



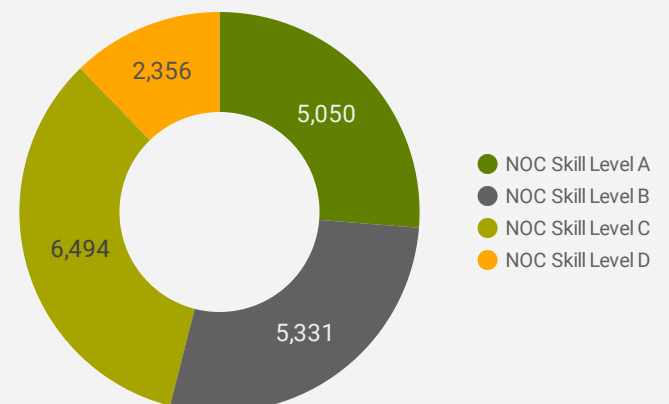
## JOB POSTINGS BY SKILL TYPE

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.	Wilfrid Laurier University	Waterloo Region	529	18.3	17
2.	Randstad Canada	City of Guelph	255	19.4	17
3.	Randstad Canada	Waterloo Region	215	28.3	17
4.	WATERLOO REGION DISTRICT SCHOOL BOARD	Waterloo Region	184	3.6	2
5.	University of Waterloo	Waterloo Region	158	18.0	17
6.	Grand River Hospital	Waterloo Region	151	27.3	17
7.	University of Guelph	City of Guelph	146	16.5	17
8.	Sun Life Financial	Waterloo Region	128	14.2	15
9.	Google	Waterloo Region	127	39.5	47
10.	Homewood Health	City of Guelph	118	33.9	31
11.	OpenText	Waterloo Region	112	18.0	17
12.	Sun Life Financial Inc.	Waterloo Region	111	17.0	17
13.	Manulife	Waterloo Region	105	18.6	17
14.	Upper Grand District School Board	City of Guelph	91	4.5	2
15.	ATS Automation Tooling Systems Inc.	Waterloo Region	91	16.7	17
16.	Grand River Personnel	Waterloo Region	86	23.3	17
17.	Blackberry	Waterloo Region	81	31.3	35
18.	Cambridge Memorial Hospital	Waterloo Region	81	14.2	15
19.	Stantec	Waterloo Region	75	21.1	15
20.	Conestoga College	Waterloo Region	72	17.5	17
21.	Home Depot Canada	Waterloo Region	71	11.4	10
22.	401 Auto	Waterloo Region	69	16.8	17
23.	ATS Automation	Waterloo Region	66	42.6	37
24.	YMCA of Three Rivers	Waterloo Region	66	16.5	17
25.	Waterloo Catholic District School Board	Waterloo Region	66	12.0	9
26.	Equitable Life of Canada	Waterloo Region	62	25.8	27
27.	Sun Life	Waterloo Region	59	18.1	17
28.	Manpower	Waterloo Region	59	16.8	17
29.	Davidson Contract Services	Waterloo Region	58	26.6	26
30.	Linamar Corp	City of Guelph	58	16.9	17
31.	Definitiv	Waterloo Region	58	18.1	17



## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Jobs  
**199**

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Fractional Cto Remote	NuBinary Inc	City of Waterloo	170 <div></div>
2.	Child And Adolescent Psychiatrist	Grand River Hospital Corporation	City of Kitchener	127.37 <div></div>
3.	Psychotherapist	Atlas Therapy	City of Cambridge	100 <div></div>
4.	Counsellor And Psychotherapist	EMDR KW Counselling	City of Waterloo	100 <div></div>
5.	Mu190a-496 @g - Guitar - 0.5-1.5 Credit (fall 2022 & Winter 2023)	Wilfrid Laurier University	City of Waterloo	89.1 <div></div>
6.	Clinician/psychotherapist	A Mindful Change	City of Guelph	87 <div></div>
7.	Optometrist	KITCHENER VISION	City of Kitchener	85 <div></div>
8.	Osteopathic Manual Practitioner (Osteopath)	Fergus Naturopathic Clinic	Township of Centre Wellington	80 <div></div>
9.	MU603 - Music Psychotherapy Placement III (Fall 2022)	Wilfrid Laurier University	City of Waterloo	73.7 <div></div>
10.	MU604 - Music Psychotherapy Placement IV (Winter 2023)	Wilfrid Laurier University	City of Waterloo	73.7 <div></div>
11.	MU455A - Music Therapy Practica III (Fall 2022)	Wilfrid Laurier University	City of Waterloo	73.7 <div></div>
12.	MU455A - Music Therapy	Wilfrid Laurier University	City of Waterloo	73.7 <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 Guelph	350,000 <div></div>
2.	Digital Forensic Incident Response Analyst At Cryptocurrency Trading Firm	Recruiting From Scratch	City of Waterloo	350,000 <div></div>
3.	Real Estate Agent - Pre-qualified Buyers & Seller Meetings Booked For You!	Zoocasa Realty Inc	City of Kitchener	350,000 <div></div>
4.	Manager, Transportation Services #2022-0347 Physical Resources	University of Guelph	City of Guelph	300,000 <div></div>
5.	Manager, Transportation Services	University of Guelph	City of Guelph	300,000 <div></div>
6.	Realtor	Champs Real Estate Brokerage Inc.	City of Guelph	277,820 <div></div>
7.	Sales Representative	Royal York Property Management	#N/A	250,000 <div></div>
8.	Sales Agent	Royal York Property	#N/A	250,000 <div></div>
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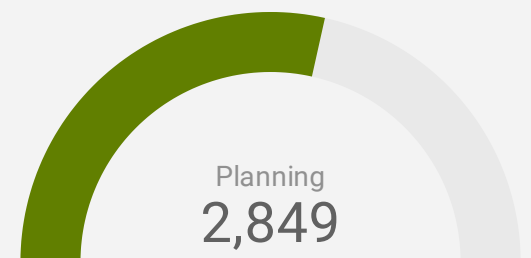
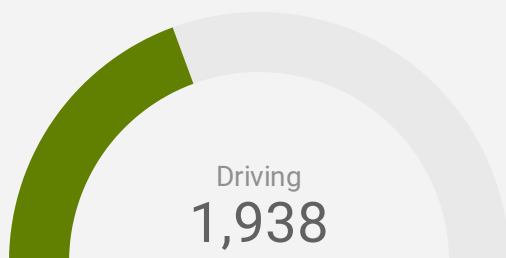
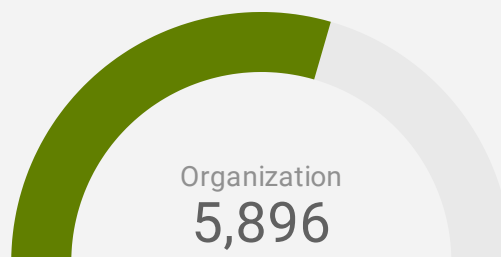
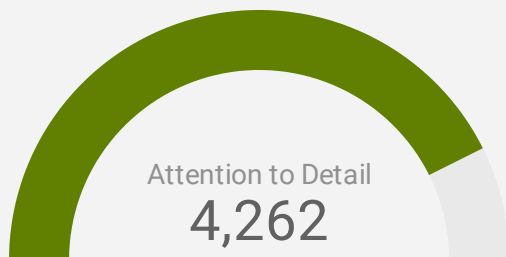
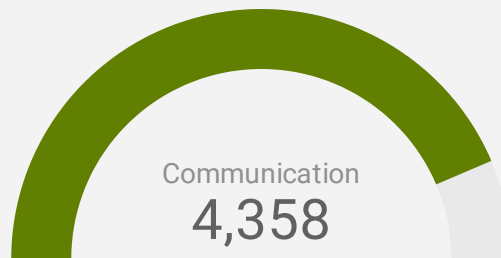
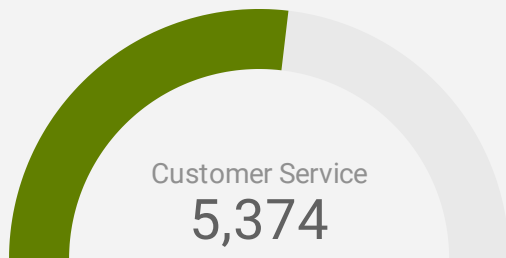


## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

22,281

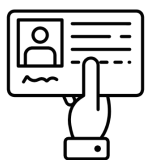


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

8,797



Driver's License  
3,939



First Aid  
722



Regular Access to a Vehi  
709



Criminal Record Check  
1,039



Microsoft Office  
1,748



Food Safety  
491





## 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	984	18.7	17
2.	7452	Material handlers	NOC Skill Level C	842	17.4	17
3.	6552	Other customer and information services representatives	NOC Skill Level C	657	17.8	17
4.	1241	Administrative assistants	NOC Skill Level B	466	19.1	17
5.	621	Retail and wholesale trade managers	NOC Skill Level A	445	18.3	17
6.	6322	Cooks	NOC Skill Level B	393	22.2	17
7.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	377	18.8	17
8.	7511	Transport truck drivers	NOC Skill Level C	364	20.3	17
9.	7514	Delivery and courier service drivers	NOC Skill Level C	356	17.6	17
10.	4011	University professors and lecturers	NOC Skill Level A	328	18.0	17
11.	2173	Software engineers and designers	NOC Skill Level A	307	32.5	35
12.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	307	17.9	17
13.	1221	Administrative officers	NOC Skill Level B	291	19.5	17
14.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	289	19.1	17
15.	6731	Light duty cleaners	NOC Skill Level D	269	19.2	17
16.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	249	19.7	17
17.	2174	Computer programmers and interactive media developers	NOC Skill Level A	215	20.8	17
18.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	214	17.3	17
19.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	195	18.8	17
20.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	192	24.3	17
21.	1521	Shippers and receivers	NOC Skill Level C	188	18.6	17
22.	4212	Social and community service workers	NOC Skill Level B	186	16.7	17
23.	601	Corporate sales managers	NOC Skill Level A	173	18.6	17
24.	6513	Food and beverage servers	NOC Skill Level C	167	19.2	17
25.	1414	Receptionists	NOC Skill Level C	165	18.1	17
26.	7271	Carpenters	NOC Skill Level B	162	20.1	17
27.	7611	Construction trades helpers and labourers	NOC Skill Level D	162	18.5	17
28.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	156	20.4	17
29.	1421	Accounting and related clerks	NOC Skill Level C	155	17.9	17



## JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	642	Retail salespersons	NOC Skill Level C	984	18.7	17
2.	745	Longshore workers and material handlers	NOC Skill Level C	845	17.4	17
3.	217	Computer and information systems professionals	NOC Skill Level A	753	25.9	17
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	752	18.9	17
5.	655	Customer and information services representatives	NOC Skill Level C	715	17.9	17
6.	122	Administrative and regulatory occupations	NOC Skill Level B	625	19.4	17
7.	673	Cleaners	NOC Skill Level D	586	18.9	17
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	520	19.0	17
9.	632	Chefs and cooks	NOC Skill Level B	471	22.9	17
10.	062	Retail and wholesale trade managers	NOC Skill Level A	445	18.3	17
11.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	386	18.9	17
12.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	377	18.8	17
13.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	372	23.9	17
14.	111	Auditors, accountants and investment professionals	NOC Skill Level A	371	20.6	17
15.	112	Human resources and business service professionals	NOC Skill Level A	367	19.2	17
16.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	341	17.8	17
17.	401	University professors and post-secondary assistants	NOC Skill Level A	332	18.0	17
18.	141	General office workers	NOC Skill Level C	325	18.2	17
19.	662	Other sales support and related occupations	NOC Skill Level D	324	17.7	17
20.	861	Harvesting, landscaping and natural resources labourers	NOC Skill Level D	311	18.0	17
21.	441	Home care providers and educational support occupations	NOC Skill Level C	305	19.4	17
22.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	293	21.1	17
23.	651	Occupations in food and beverage service	NOC Skill Level C	288	19.0	17
24.	641	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	249	19.7	17
25.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	219	18.3	17
26.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	212	25.3	17
27.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	211	25.6	17
28.	341	Assisting occupations in support of health services	NOC Skill Level C	209	20.2	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.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	1,285	19.9	17
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	1,253	18.5	17
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	1,233	18.9	17
4.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	1,226	25.2	17
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	1,028	18.9	17
6.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	936	17.4	17
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	859	19.0	17
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	789	22.1	17
9.	63	Service supervisors and specialized service occupations	NOC Skill Level B	777	24.6	17
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	769	19.8	17
11.	11	Professional occupations in business and finance	NOC Skill Level A	738	19.9	17
12.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	622	22.5	17
13.	14	Office support occupations	NOC Skill Level C	602	18.0	17
14.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	499	22.1	17
15.	73	Maintenance and equipment operation trades	NOC Skill Level B	457	23.6	17
16.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	446	18.7	17
17.	66	Sales support occupations	NOC Skill Level D	445	17.5	17
18.	40	Professional occupations in education services	NOC Skill Level A	384	17.6	17
19.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	372	23.9	17
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	370	19.6	17
21.	32	Technical occupations in health	NOC Skill Level B	359	20.6	17
22.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	346	19.3	17
23.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	343	18.8	17
24.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	341	17.8	17
25.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	318	19.3	17
26.	86	Harvesting, landscaping and natural resources labourers	NOC Skill Level D	311	18.0	17
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## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**1,333**

NEW POSTINGS  
**1**

COMPANIES  
**681**

LANGUAGES  
**10**

## # OF DAYS POSTED

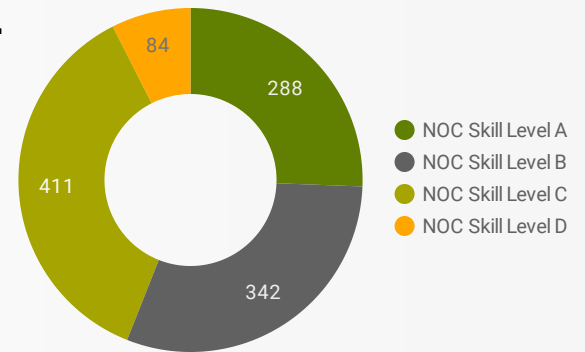
AVERAGE  
**17.4**

MEDIAN  
**17**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

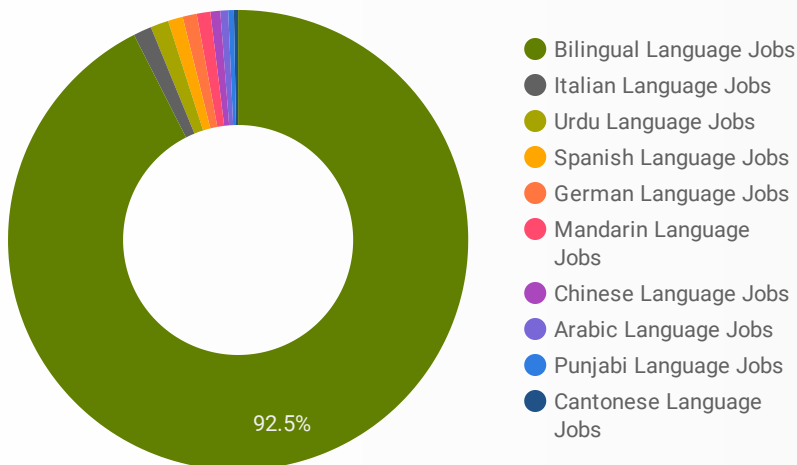
- 288** Skill Level A - Management/ Professional Occupations usually requiring University
- 342** Skill Level B - Usually college education or apprenticeship training
- 411** Skill Level C - Usually secondary education or occupation-specific training
- 84** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language...	251	309	384	80
Italian Language J...	2	11	7	2
Mandarin Language...	6	10	2	
Spanish Language...	5	2	7	1
German Language ...	6	4	4	
Urdu Language Jo...	6		4	
Chinese Language	5	2		1

## LANGUAGE SKILLS BREAKDOWN

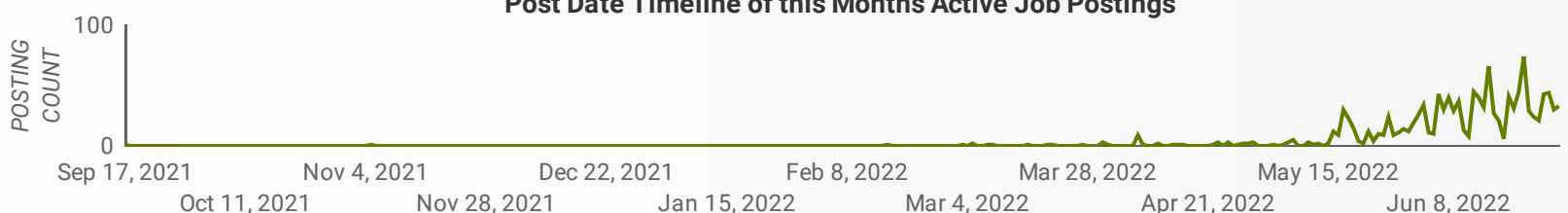
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	1,216
2. Italian Language Jobs	24
3. Spanish Language Jobs	20
4. Mandarin Language Jobs	19
5. German Language Jobs	16
6. Urdu Language Jobs	14

1 - 10 / 10

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





## LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

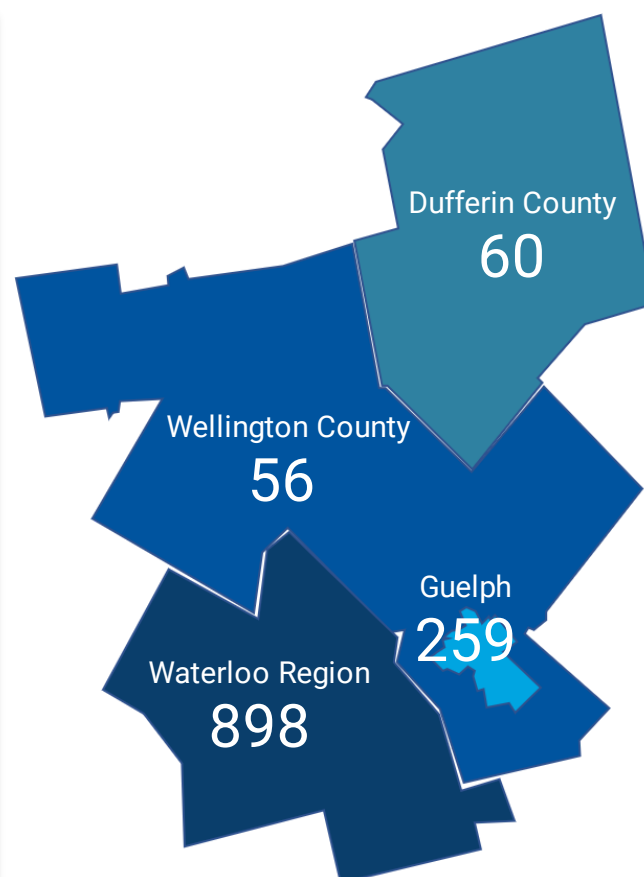
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual ...	Italian La...	Mandarin...	Spanish ...	German ...	Urdu Lan...	Grand total
Business, finance and administration occu...	230		7	3	1		305
Health occupations	18		1		1		20
Management occupations	101	1	3	2			110
Natural and applied sciences and related o...	56				1	6	65
Natural resources, agriculture and related ...	21			1			22
Occupations in art, culture, recreation and ...	20		2				22
Occupations in education, law and social, ...	76	1	2	4	4		92
Occupations in manufacturing and utilities	22						22
Sales and service occupations	320	20	2	5	5	4	362
Trades, transport and equipment operator...	100		1		2		105
Grand total	1,024	22	18	15	14	10	1,125

## 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	301	19.7	17
2.	City of Kitchener	284	18.7	17
3.	City of Guelph	259	19.3	17
4.	City of Cambridge	255	19.9	17
5.	Town of Orangeville	50	19.3	17
6.	Township of Centre Wellington	27	18.3	17
7.	Woolwich Township	23	19.0	17
8.	Township of North Dumfries	17	17.5	17
9.	Town of Erin	9	17.0	17
10.	Township of Wilmot	9	16.9	17
11.	Township of Wellesley	9	17.0	17
12.	Guelph-Eramosa Township	6	19.8	17
13.	Puslinch Township	6	25.0	17
1 - 21 / 21 < >				





## 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...	115
2.	Retail salespersons	62
3.	Administrative assistants	38
4.	Administrative officers	37
5.	Retail and wholesale trade managers	32
6.	Material handlers	31
7.	Cooks	27
8.	Sales and account representatives - wholes...	24
9.	Human resources professionals	22
10.	Database analysts and data administrators	20
11.	Insurance underwriters	19
12.	Human resources and recruitment officers	18
13.	Accounting and related clerks	18
14.	Professional occupations in advertising, ma...	17
15.	Food counter attendants, kitchen helpers an...	17
16.	Landscaping and grounds maintenance labo...	16
17.	Other financial officers	16
18.	Food and beverage servers	15
19.	Delivery and courier service drivers	15
20.	Social and community service workers	14
21.	User support technicians	13
22.	University professors and lecturers	13
23.	Receptionists	12
24.	Advertising, marketing and public relations ...	10
25.	Other sales related occupations	10
26.	Home support workers, housekeepers and r...	10
27.	General office support workers	9
28.	Financial managers	9
29.	Accounting technicians and bookkeepers	9
30.	Insurance agents and brokers	9
31.	Business development officers and marketi...	9
32.	Human resources managers	8
1 - 100 / 198		< >

## MULTILINGUAL HIRING EMPLOYERS

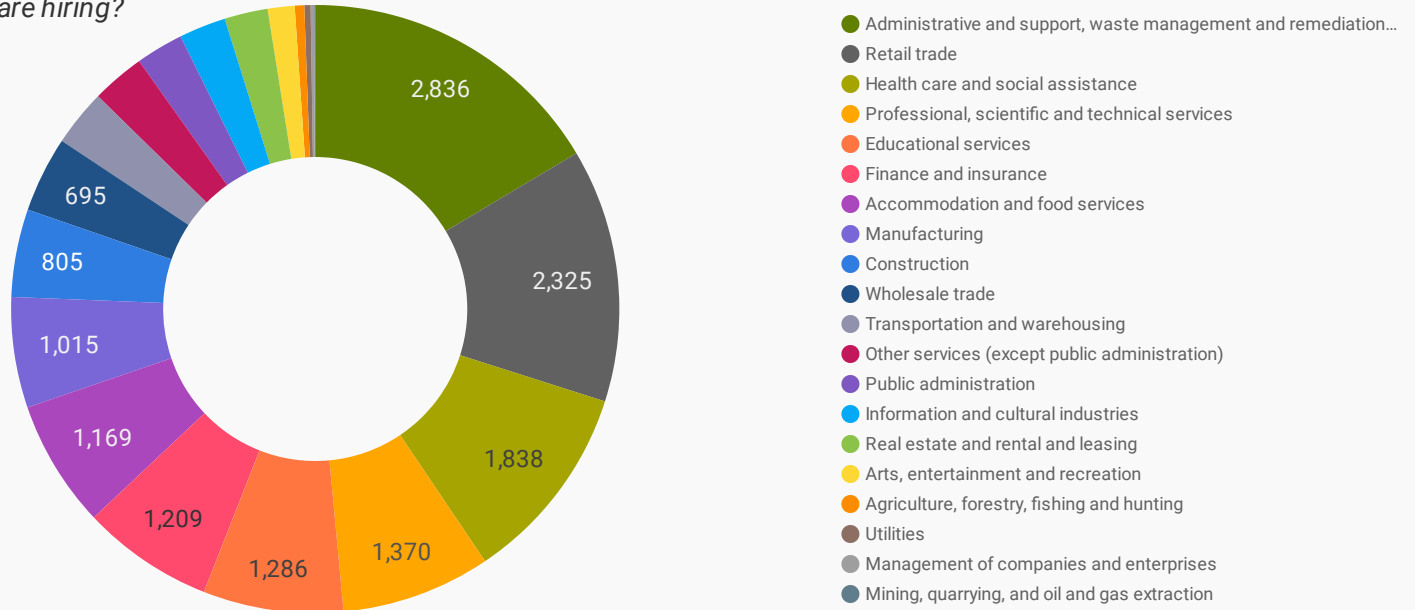
Which employers are seeking multilingual candidates?

COMPANY		POSTINGS ▾
1.	WATERLOO REGION DISTRICT SCHOOL BOARD	37
2.	Sun Life Financial	34
3.	Upper Grand District School Board	29
4.	Sun Life Financial Inc.	24
5.	Farm Boy Inc.	20
6.	Wilfrid Laurier University	17
7.	Manulife	16
8.	Septodont	16
9.	Sun Life	15
10.	Farm Boy	15
11.	The Restorer Inc.	14
12.	The Co-operators	11
13.	Eco Residential Roofs & Commerical Shelters Inc.	11
14.	Sitel Group	10
15.	Majorel	10
16.	Procom Consultants Group Ltd	9
17.	Dieter's Metal Fabricating Ltd	9
18.	Liberty Staffing	9
19.	Dean Group	8
20.	Parrish & Heimbecker, Limited (P&H)	8
21.	Stantec	8
22.	Equitable Life of Canada	8
23.	Liquor Control Board of Ontario	7
24.	W&A	7
25.	Randstad Canada	7
26.	Cambridge Elevating Inc	7
27.	Homewood Health	7
28.	Bell	6
29.	Elora Mill Hotel & Spa	6
30.	DriverCheck Inc.	6
1 - 50 / 685		< >



## TOP HIRING SECTORS BY 2-DIGIT NAICS CODE

What sectors are hiring?



2-DIGIT NAICS LABEL		NAICS CODE	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Administrative and support, waste management and remediation services	56	2,836	19.3	17
2.	Retail trade	44-45	2,325	17.4	17
3.	Health care and social assistance	62	1,838	20.0	17
4.	Professional, scientific and technical services	54	1,370	22.1	17
5.	Educational services	61	1,286	15.5	17
6.	Finance and insurance	52	1,209	18.1	17
7.	Accommodation and food services	72	1,169	21.5	17
8.	Manufacturing	31-33	1,015	19.6	17
9.	Construction	23	805	20.6	17
10.	Wholesale trade	41	695	20.0	17
11.	Transportation and warehousing	48-49	519	20.7	17
12.	Other services (except public administration)	81	489	19.0	17
13.	Public administration	91	436	15.8	15
14.	Information and cultural industries	51	430	21.0	17
15.	Real estate and rental and leasing	53	397	19.0	17
16.	Arts, entertainment and recreation	71	247	17.2	17
17.	Agriculture, forestry, fishing and hunting	11	87	17.3	17
18.	Utilities	22	57	17.5	17
19.	Management of companies and enterprises	55	33	14.8	15.5
20.	Mining, quarrying, and oil and gas extraction	21	9	16.8	17

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



## TOP HIRING SECTORS BY 3-DIGIT NAICS CODE

What sectors are hiring?

	3-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Administrative and support services	561	2,744	19.4	17
2.	Professional, scientific and technical services	541	1,370	22.1	17
3.	Educational services	611	1,286	15.5	17
4.	Food services and drinking places	722	996	20.8	17
5.	Insurance carriers and related activities	524	799	17.6	17
6.	Nursing and residential care facilities	623	599	22.1	17
7.	Ambulatory health care services	621	517	18.4	17
8.	Specialty trade contractors	238	481	19.7	17
9.	Hospitals	622	435	20.3	17
10.	Food and beverage stores	445	400	17.8	17
11.	Local, municipal and regional public administration	913	376	15.6	15
12.	Clothing and clothing accessories stores	448	348	19.0	17
13.	Credit intermediation and related activities	522	344	17.5	17
14.	Building material and garden equipment and supplies dealers	444	311	14.4	17
15.	Social assistance	624	287	18.6	17
16.	Health and personal care stores	446	275	19.3	17
17.	Construction of buildings	236	266	21.1	17
18.	Motor vehicle and parts dealers	441	264	17.8	17
19.	Truck transportation	484	259	21.6	17
20.	Personal and laundry services	812	246	18.5	17
21.	Real estate	531	241	18.4	17
22.	Miscellaneous store retailers	453	238	17.1	17
23.	Machinery, equipment and supplies merchant wholesalers	417	217	18.9	17
24.	Amusement, gambling and recreation industries	713	210	16.4	17
25.	Food manufacturing	311	185	23.3	17
26.	General merchandise stores	452	184	14.3	17
27.	Accommodation services	721	173	25.0	17
28.	Rental and leasing services	532	156	19.9	17
29.	Telecommunications	517	148	20.2	17
30.	Publishing industries (except Internet)	511	132	20.8	17
31.	Building material and supplies merchant wholesalers	416	129	18.8	17





## TOP HIRING SECTORS BY 4-DIGIT NAICS CODE

What sectors are hiring?

	4-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Employment services	5613	2,201	19.7	17
2.	Full-service restaurants and limited-service eating places	7225	894	21.0	17
3.	Universities	6113	845	18.0	17
4.	Insurance carriers	5241	474	16.9	17
5.	General medical and surgical hospitals	6221	425	20.4	17
6.	Other local, municipal and regional public administration	9139	365	15.5	15
7.	Architectural, engineering and related services	5413	361	20.7	17
8.	Community care facilities for the elderly	6233	348	21.3	17
9.	Services to buildings and dwellings	5617	338	18.1	17
10.	Agencies, brokerages and other insurance related activities	5242	325	18.7	17
11.	Building material and supplies dealers	4441	307	14.4	17
12.	Grocery stores	4451	304	17.3	17
13.	Management, scientific and technical consulting services	5416	303	18.5	17
14.	Clothing stores	4481	290	19.2	17
15.	Computer systems design and related services	5415	277	30.3	17
16.	Health and personal care stores	4461	275	19.3	17
17.	Depository credit intermediation	5221	235	16.9	17
18.	General freight trucking	4841	228	22.3	17
19.	Elementary and secondary schools	6111	217	5.5	3
20.	Building equipment contractors	2382	172	22.1	17
21.	Automobile dealers	4411	160	17.4	17
22.	Other miscellaneous store retailers	4539	160	17.3	17
23.	Residential building construction	2361	157	19.1	17
24.	Other amusement and recreation industries	7139	153	16.3	17
25.	Traveller accommodation	7211	151	26.6	17
26.	Construction, forestry, mining, and industrial machinery, equipment and supplies merchant wholesalers	4172	146	17.5	17
27.	Personal care services	8121	146	16.5	17
28.	Wired and wireless telecommunications carriers(except satellite)	5173	141	20.4	17
29.	Foundation, structure, and building exterior contractors	2381	138	18.2	17
30.	Residential developmental handicap, mental health and substance abuse facilities	6232	137	30.8	30



## TOP HIRING SECTORS BY 5-DIGIT NAICS CODE

What sectors are hiring?

	5-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Employment placement agencies and executive search services	56131	2,185	19.8	17
2.	Full-service restaurants and limited-service eating places	72251	894	21.0	17
3.	Universities	61131	845	18.0	17
4.	General medical and surgical hospitals	62211	425	20.4	17
5.	Direct life, health and medical insurance carriers	52411	417	16.7	17
6.	Other local, municipal and regional public administration	91391	365	15.5	15
7.	Community care facilities for the elderly	62331	348	21.3	17
8.	Insurance agencies and brokerages	52421	324	18.7	17
9.	Supermarkets and other grocery (except convenience) stores	44511	292	17.0	17
10.	Computer systems design and related services	54151	277	30.3	17
11.	Management consulting services	54161	248	18.8	17
12.	Elementary and secondary schools	61111	217	5.5	3
13.	Engineering services	54133	205	19.3	17
14.	Hardware stores	44413	197	13.7	17
15.	Banking	52211	189	16.8	17
16.	Pharmacies and drug stores	44611	175	18.1	17
17.	Landscaping services	56173	173	19.4	17
18.	Residential building construction	23611	157	19.1	17
19.	Hotels (except casino hotels) and motels	72111	150	26.7	17
20.	Wired and wireless telecommunications carriers (except satellite)	51731	141	20.4	17
21.	Home health care services	62161	135	18.6	17
22.	Plumbing, heating and air-conditioning contractors	23822	135	23.0	17
23.	All other miscellaneous store retailers	45399	135	17.3	17
24.	New car dealers	44111	133	17.4	17
25.	Department stores	45211	129	12.9	17
26.	Industrial machinery, equipment and supplies merchant wholesalers	41723	126	17.9	17
27.	Software publishers	51121	126	20.0	17
28.	General freight trucking, long distance	48412	125	22.3	17
29.	Offices of dentists	62121	125	19.0	17
30.	Residential mental health and substance abuse facilities	62322	120	33.9	31
31.	Fitness and recreational sports centres	71394	119	15.9	17



## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

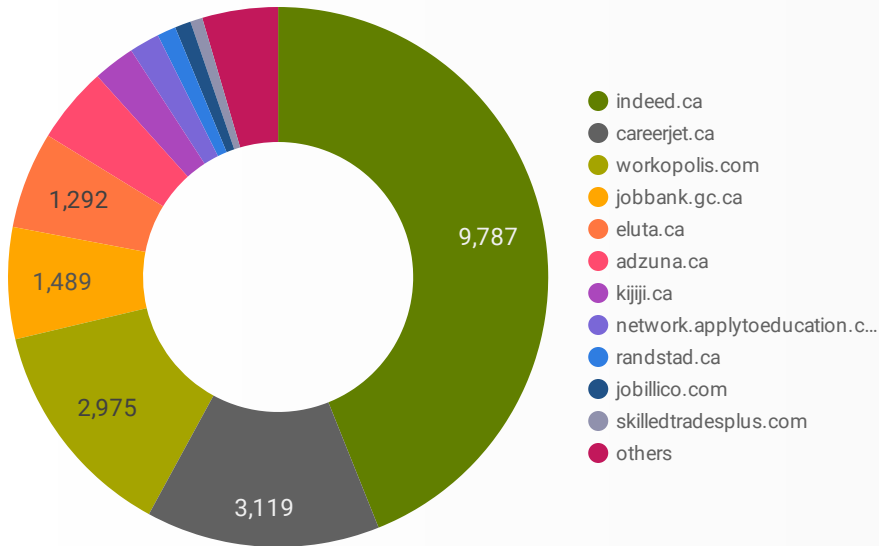
What sectors are hiring?

	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	2,185	19.8	17
2.	Universities	611310	845	18.0	17
3.	Limited-service eating places	722512	466	18.2	15
4.	Full-service restaurants	722511	428	24.4	17
5.	General (except paediatric) hospitals	622111	425	20.4	17
6.	Other local, municipal and regional public administration	913910	365	15.5	15
7.	Community care facilities for the elderly	623310	348	21.3	17
8.	Insurance agencies and brokerages	524210	324	18.7	17
9.	Supermarkets and other grocery (except convenience) stores	445110	292	17.0	17
10.	Direct individual life, health and medical insurance carriers	524111	286	17.8	17
11.	Computer systems design and related services (except video game design and development)	541514	277	30.3	17
12.	Elementary and secondary schools	611110	217	5.5	3
13.	Engineering services	541330	205	19.3	17
14.	Hardware stores	444130	197	13.7	17
15.	Pharmacies and drug stores	446110	175	18.1	17
16.	Landscaping services	561730	173	19.4	17
17.	Corporate and institutional banking industry	522112	166	16.8	17
18.	Residential building construction	236110	157	19.1	17
19.	Wired and wireless telecommunications carriers (except satellite)	517310	141	20.4	17
20.	Hotels	721111	140	27.4	17
21.	Plumbing, heating and air-conditioning contractors	238220	135	23.0	17
22.	Home health care services	621610	135	18.6	17
23.	New car dealers	441110	133	17.4	17
24.	Direct group life, health and medical insurance carriers	524112	131	14.3	15
25.	Department stores	452110	129	12.9	17
26.	Industrial machinery, equipment and supplies merchant wholesalers	417230	126	17.9	17
27.	Offices of dentists	621210	125	19.0	17
28.	Software publishers (except video game publishers)	511211	125	20.0	17
29.	Residential substance abuse facilities	623221	120	33.9	31
30.	Fitness and recreational sports centres	713940	119	15.9	17



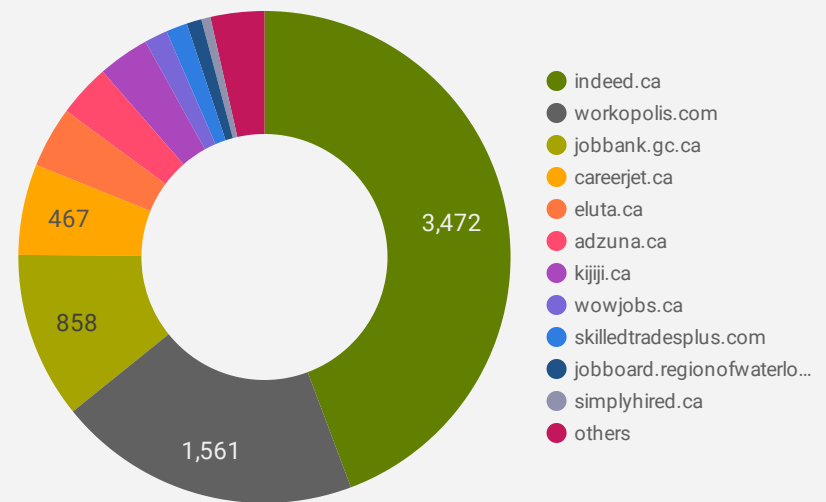
## JOB POSTINGS BY JOB BOARD

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	9,787	17.0	17	3,472
2.	careerjet.ca	3,119	26.7	22	467
3.	workopolis.com	2,975	15.0	15	1,561
4.	jobbank.gc.ca	1,489	34.6	23	858
5.	eluta.ca	1,292	17.0	17	315
6.	adzuna.ca	1,017	15.0	15	272
7.	kijiji.ca	558	15.0	15	265
8.	network.applytoeducation.com	403	4.2	2	6
9.	randstad.ca	250	29.2	20	1
10.	jobillico.com	214	22.7	15	42
11.	skilledtradesplus.com	163	15.1	13	110
12.	careerbuilder.ca	161	23.6	30	24
13.	wowjobs.ca	157	32.5	33	119
14.	jobboard.regionofwaterloo.ca	133	54.7	30	77
15.	careerarc.com	109	31.0	22	27
16.	agilec.ca	101	67.2	61	44
17.	simplyhired.ca	56	32.9	35	47