



Workforce Planning Board of Waterloo Wellington Dufferin

JOB DEMAND REPORT JULY 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

| POSTING COUNT | NEW THIS MONTH | COMPANIES | JOB BOARDS |
|---------------|----------------|-----------|------------|
| 20,372 | 12,480 | 5,718 | 32 |

OF DAYS POSTED

| AVERAGE | MEDIAN |
|---------|--------|
| 17.6 | 16 |

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.



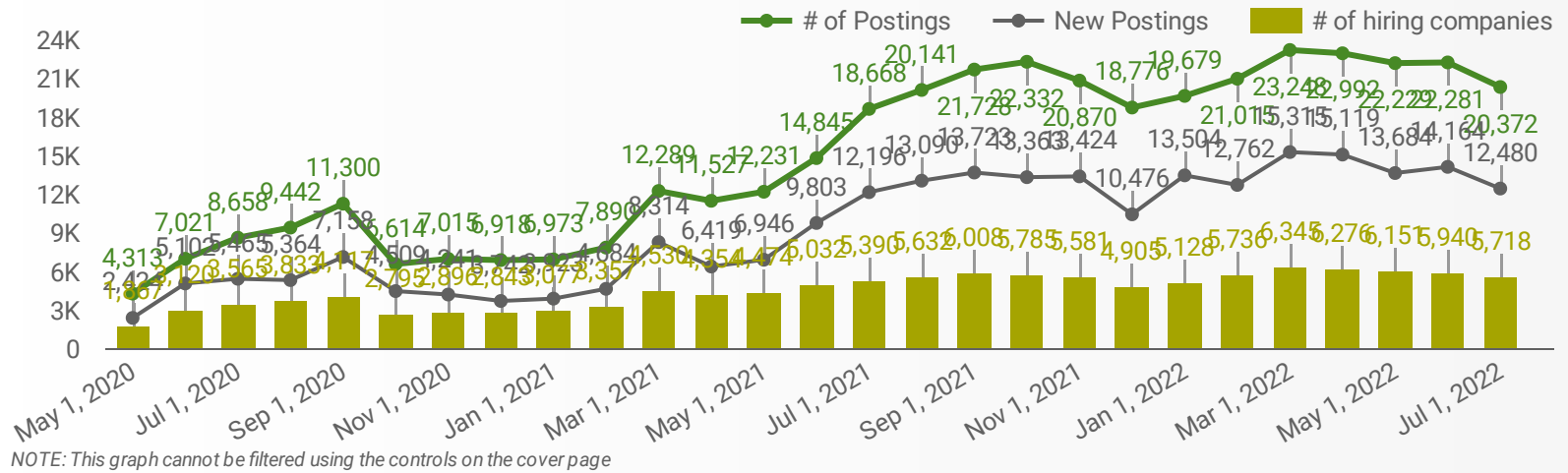
This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario.

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



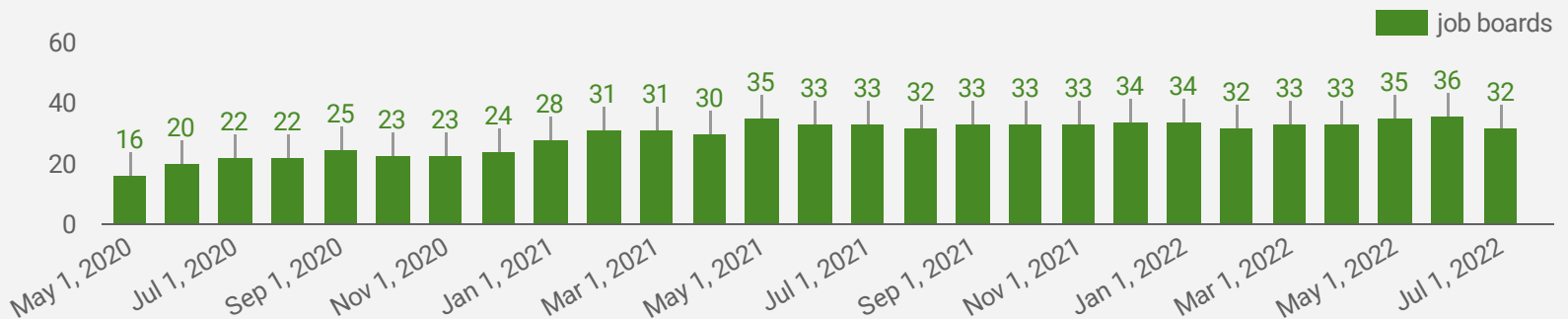
JOB POSTINGS BY MONTH FOR ALL REGIONS

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



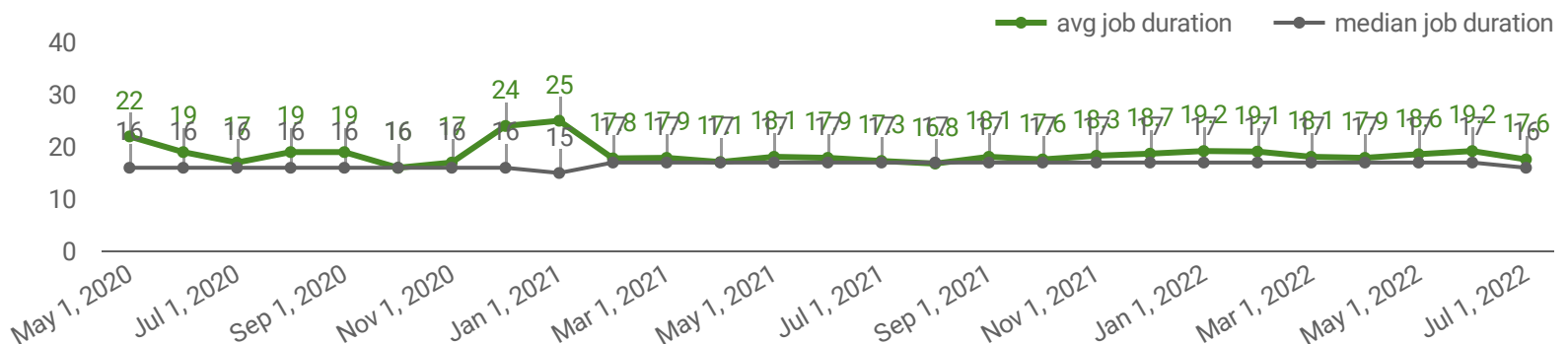
NUMBER OF ACTIVE JOB BOARDS

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



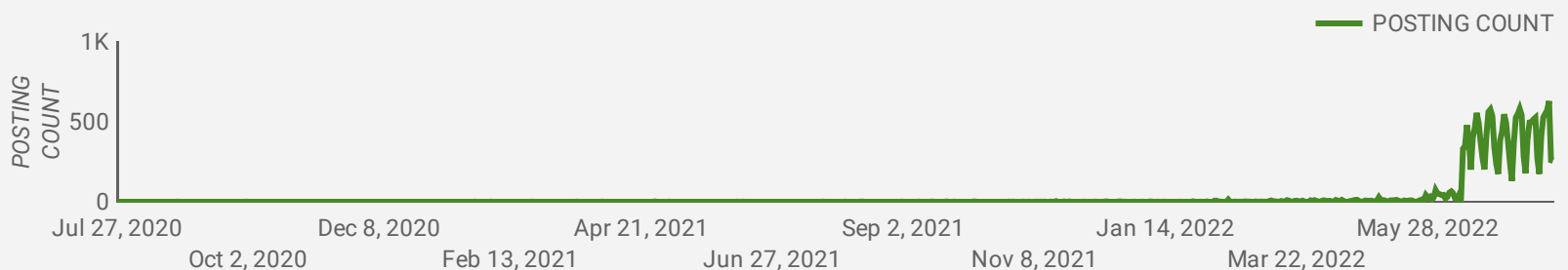
AVG & MEDIAN POSTING LENGTH BY DAYS

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

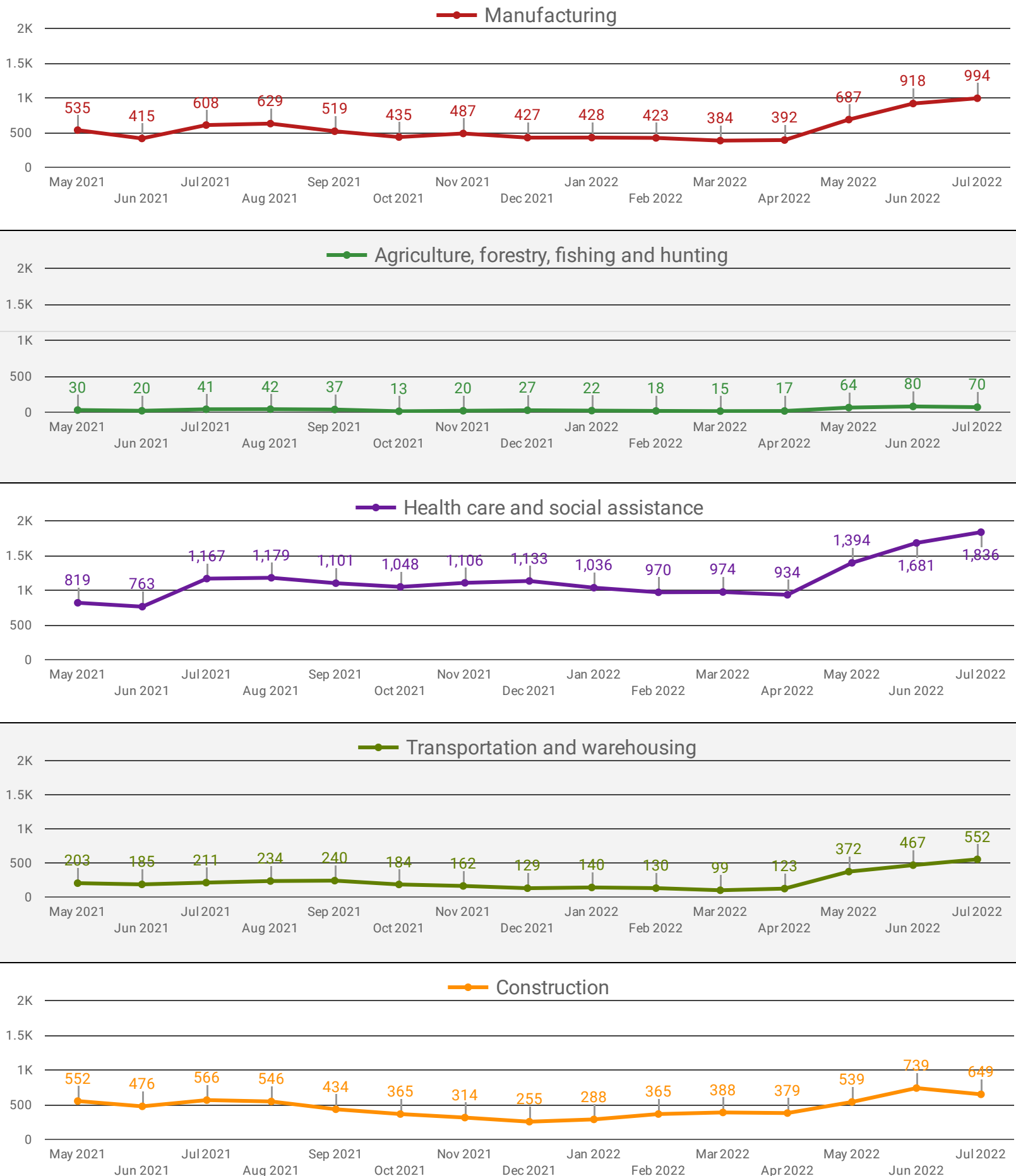
How many job postings were active for at least 1 day this month?





DEMAND BY KEY SECTOR (ALL REGIONS)

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

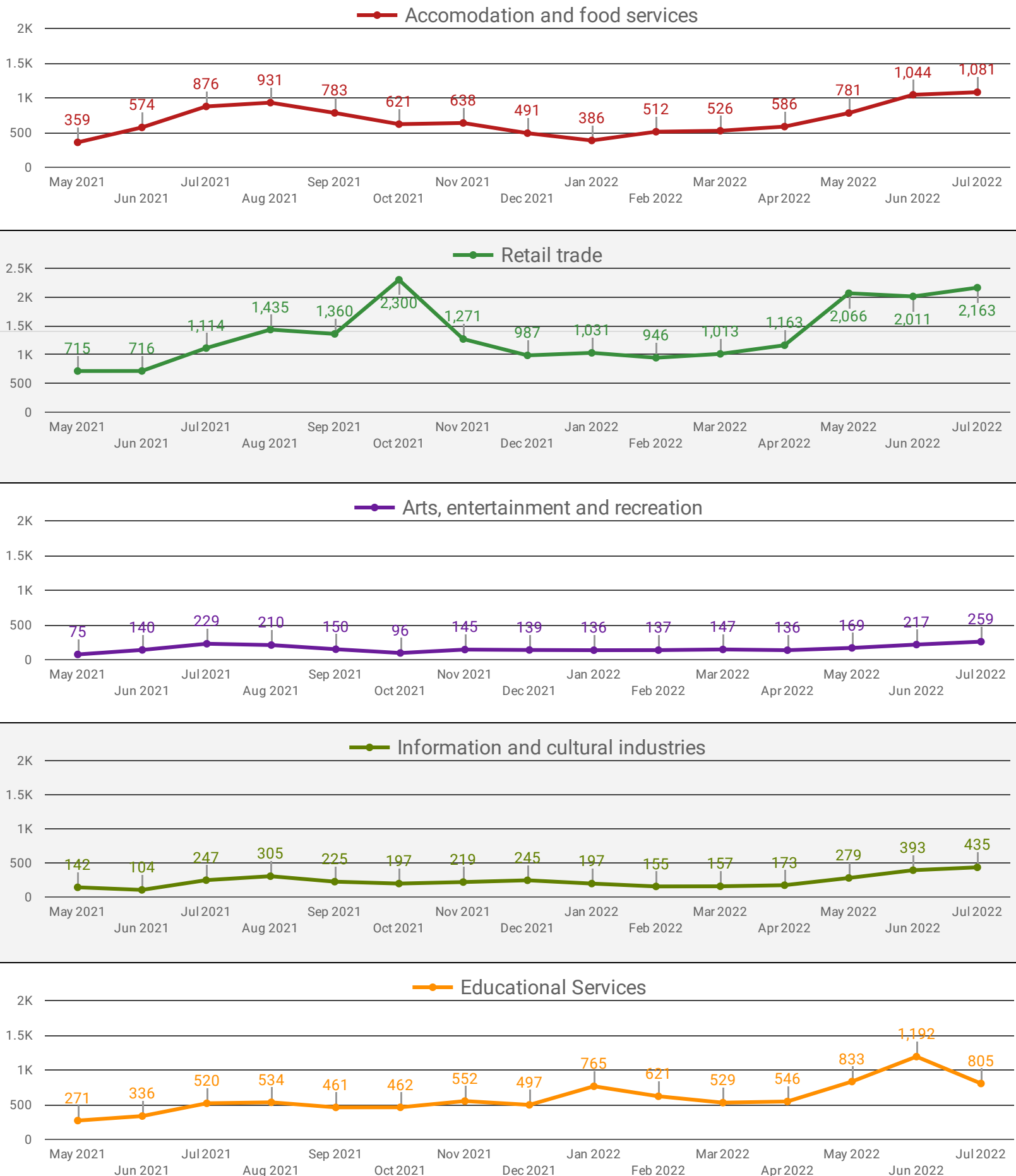


NOTE: This graph cannot be filtered using the controls on the cover page



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 | 13,776 | 17.7 | 16 |
| 2. | City of Guelph | 4,155 | 17.8 | 16 |
| 3. | Wellington County | 1,045 | 18.1 | 16 |
| 4. | Dufferin County | 988 | 16.5 | 16 |

JOB TYPE

Full-time vs Part-time



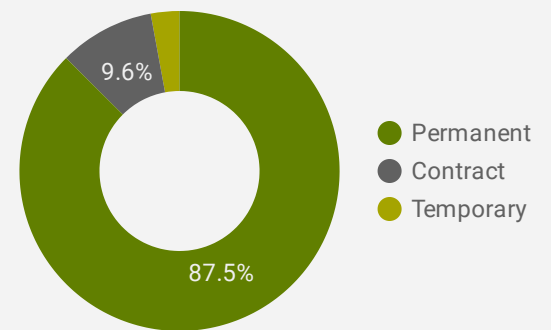
JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

| | MUNICIPALITY | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|-------------------------------|---------------|----------------------------|-------------------------------|
| 1. | City of Kitchener | 4,962 | 17.2 | 16 |
| 2. | City of Waterloo | 4,346 | 17.5 | 16 |
| 3. | City of Guelph | 4,155 | 17.8 | 16 |
| 4. | City of Cambridge | 3,616 | 18.5 | 16 |
| 5. | Town of Orangeville | 810 | 16.5 | 16 |
| 6. | Township of Centre Wellington | 524 | 19.2 | 16 |
| 7. | Woolwich Township | 366 | 19.8 | 16 |
| 8. | Township of North Dumfries | 228 | 17.0 | 16 |
| 9. | Township of Wilmot | 183 | 15.8 | 15 |
| 10. | Township of Wellington North | 179 | 17.8 | 16 |

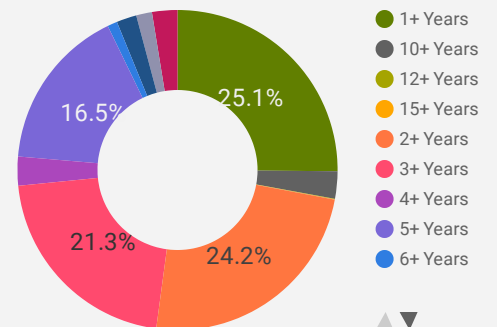
JOB DURATION

Permanency of jobs posted



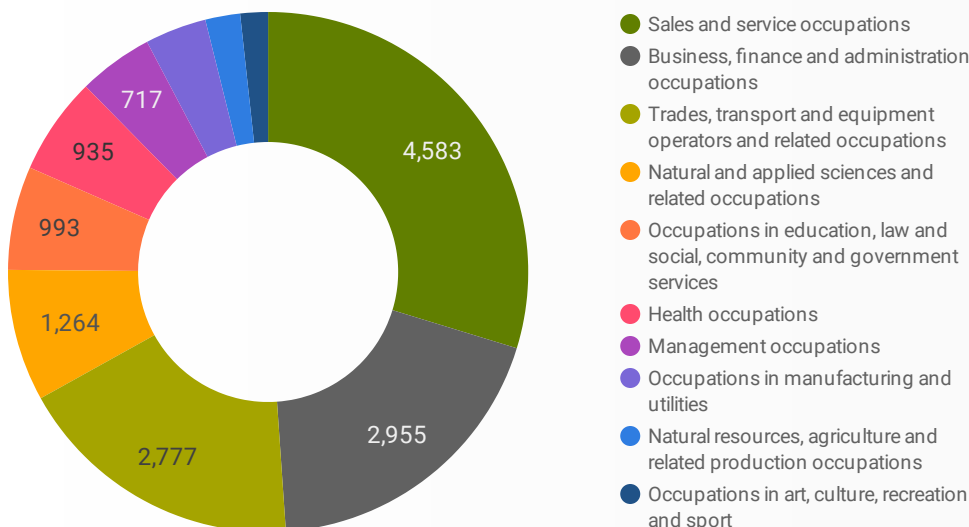
JOB EXPERIENCE

Job Postings by Experience Level Required



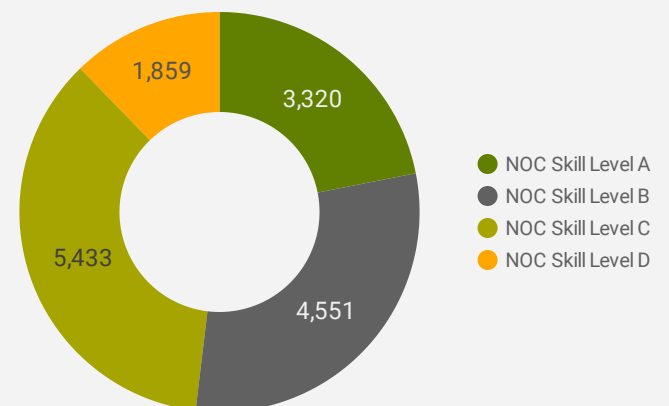
JOB POSTINGS BY JOB CATEGORY

What broad occupational category is being recruited?



JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



Skill Level A = Usually University education | Skill Level B = Usually College education or Apprenticeship training | Skill Level C = Usually Secondary education or occupation-specific training | Skill Level D = Usually on-the-job training



TOP HIRING EMPLOYERS & AGENCIES

Who is hiring?

| | COMPANY | COUNTY | POSTINGS COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|-------------------------------------|-------------------|---------------------|-------------------------------|----------------------------------|
| 1. | Randstad Canada | City of Guelph | 317 | 16.4 | 16 |
| 2. | Wilfrid Laurier University | Waterloo Region | 221 | 16.1 | 16 |
| 3. | University of Guelph | City of Guelph | 174 | 14.7 | 16 |
| 4. | Randstad Canada | Waterloo Region | 162 | 32.0 | 16 |
| 5. | Grand River Hospital | Waterloo Region | 142 | 22.8 | 16 |
| 6. | Sun Life Financial | Waterloo Region | 138 | 14.2 | 14 |
| 7. | University of Waterloo | Waterloo Region | 137 | 19.7 | 15 |
| 8. | Manulife | Waterloo Region | 134 | 17.3 | 16 |
| 9. | Homewood Health | City of Guelph | 122 | 29.6 | 22 |
| 10. | OpenText | Waterloo Region | 102 | 20.2 | 16 |
| 11. | Sun Life | Waterloo Region | 99 | 15.9 | 16 |
| 12. | Grand River Hospital Corp. | Waterloo Region | 95 | 16.0 | 16 |
| 13. | Sun Life Financial Inc. | Waterloo Region | 88 | 16.0 | 16 |
| 14. | loblaws | Waterloo Region | 82 | 14.0 | 14 |
| 15. | Cambridge Memorial Hospital | Waterloo Region | 80 | 15.0 | 14 |
| 16. | ATS Automation Tooling Systems Inc. | Waterloo Region | 77 | 15.8 | 16 |
| 17. | Stantec | Waterloo Region | 71 | 17.6 | 14 |
| 18. | Grand River Personnel | Waterloo Region | 69 | 23.0 | 19 |
| 19. | Equest | Waterloo Region | 68 | 14.0 | 14 |
| 20. | Conestoga College | Waterloo Region | 66 | 15.8 | 16 |
| 21. | Region of Waterloo | Waterloo Region | 60 | 15.2 | 16 |
| 22. | Tri-County Mennonite Homes | Waterloo Region | 59 | 16.2 | 14 |
| 23. | Compass Group | Waterloo Region | 56 | 16.6 | 16 |
| 24. | Manpower | Waterloo Region | 55 | 15.2 | 16 |
| 25. | Schlegel Villages | Waterloo Region | 53 | 19.3 | 16 |
| 26. | St. Mary's General Hospital | Waterloo Region | 53 | 15.9 | 16 |
| 27. | Linamar Corp | City of Guelph | 53 | 15.9 | 16 |
| 28. | Wellington Health Care Alliance | Wellington County | 53 | 15.3 | 16 |
| 29. | Robert Half | Waterloo Region | 52 | 19.4 | 16 |
| 30. | PeopleReady | Waterloo Region | 50 | 15.6 | 14 |
| 31. | I oblaw Companies Limited | Waterloo Region | 47 | 16.0 | 16 |



TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs
207

| | JOB TITLE | COMPANY | LOCATION | HOURLY WAGE ▾ |
|-----|---|--|-------------------|--------------------|
| 1. | Data Entry Position Work From Home - Part-Time Focus Group Participants | FocusGroupJobs | City of Cambridge | 250 <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. | Acupuncturist | Guelph Medical Place Physiotherapy and Health Centre | City of Guelph | 80 <div></div> |
| 5. | Osteopath | Guelph Rehab Centre | City of Guelph | 80 <div></div> |
| 6. | Dc (doctor Of Chiropractic) | Guelph Medical Place Physiotherapy and Health Centre | City of Guelph | 80 <div></div> |
| 7. | Chiropractor | Guelph Medical Place Physiotherapy and Health Centre | City of Guelph | 80 <div></div> |
| 8. | P3 - Lead Systems Analyst Sap Erp | Randstad Canada | City of Waterloo | 70 <div></div> |
| 9. | Osteopath - Physician | Guelph Medical Place Physiotherapy and Health Centre | City of Guelph | 70 <div></div> |
| 10. | Osteopath | Guelph Medical Place Physiotherapy and Health Centre | City of Guelph | 70 <div></div> |
| | | | | 1 - 100 / 2774 < > |

TOP SALARIES IN JOB POSTINGS

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

| | JOB TITLE | COMPANY | LOCATION | ANNUAL SALARY ▾ |
|----|--|-----------------------------------|-------------------------------|------------------------|
| 1. | Real Estate Agent - Pre-qualified Buyers & Seller Meetings Booked For You! | Zoocasa Realty Inc | City of Kitchener | 350,000 <div></div> |
| 2. | Real Estate Agent - Pre-qualified Buyers Seller Meetings Booked For You! | Zoocasa Realty Inc | City of Cambridge | 350,000 <div></div> |
| 3. | Dentist | 247 King Dental | City of Waterloo | 298,619.56 <div></div> |
| 4. | Realtor | Champs Real Estate Brokerage Inc. | City of Guelph | 277,820 <div></div> |
| 5. | University Professor, Engineering | University of Waterloo | City of Waterloo | 250,000 <div></div> |
| 6. | Elora Family Physician Fho Opportunity | Wellington Health Care Alliance | Township of Centre Wellington | 240,000 <div></div> |
| 7. | Department Head - University | University of Waterloo | City of Waterloo | 230,000 <div></div> |
| 8. | Senior Infrastructure Security Engineer | Angie's List | City of Waterloo | 210,000 <div></div> |
| 9. | Senior Infrastructure Security Engineer | Angi | City of Waterloo | 210,000 <div></div> |
| | | | | 1 - 100 / 4009 < > |

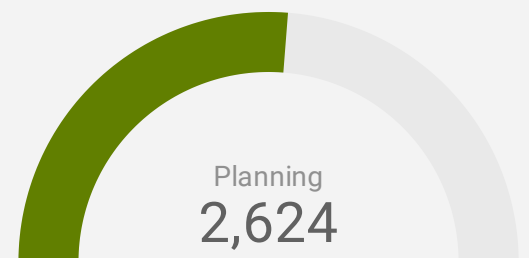
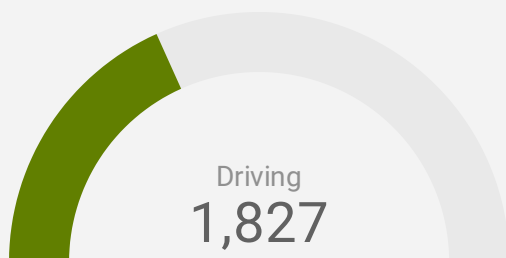
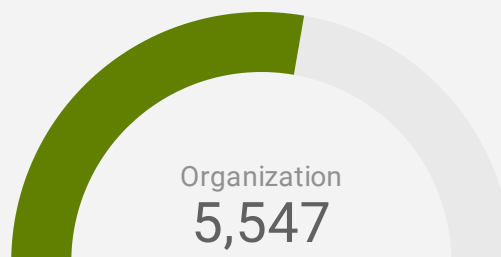
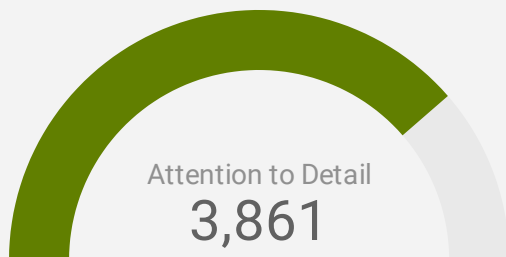
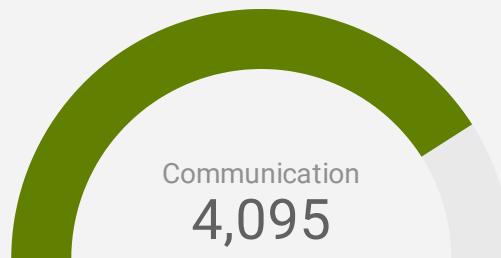
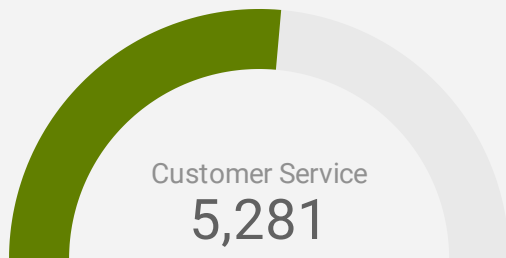


TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

20,372

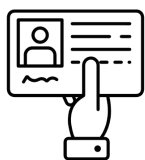


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

10,902



Driver's License
3,603



First Aid
647



Regular Access to a Vehi
630



Criminal Record Check
881



Microsoft Office
1,540



Food Safety
498



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 | 849 | 16.8 | 16 |
| 2. | 7452 | Material handlers | NOC Skill Level C | 717 | 17.1 | 16 |
| 3. | 6552 | Other customer and information services representatives | NOC Skill Level C | 544 | 16.6 | 16 |
| 4. | 0621 | Retail and wholesale trade managers | NOC Skill Level A | 416 | 17.3 | 16 |
| 5. | 6322 | Cooks | NOC Skill Level B | 408 | 19.5 | 16 |
| 6. | 1241 | Administrative assistants | NOC Skill Level B | 365 | 18.2 | 16 |
| 7. | 7514 | Delivery and courier service drivers | NOC Skill Level C | 343 | 16.0 | 16 |
| 8. | 7511 | Transport truck drivers | NOC Skill Level C | 331 | 20.2 | 16 |
| 9. | 6711 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 320 | 16.8 | 16 |
| 10. | 4412 | Home support workers, housekeepers and related occupations | NOC Skill Level C | 312 | 17.7 | 16 |
| 11. | 8612 | Landscaping and grounds maintenance labourers | NOC Skill Level D | 285 | 15.8 | 16 |
| 12. | 1221 | Administrative officers | NOC Skill Level B | 271 | 17.5 | 16 |
| 13. | 6622 | Store shelf stockers, clerks and order fillers | NOC Skill Level D | 228 | 15.3 | 14 |
| 14. | 6731 | Light duty cleaners | NOC Skill Level D | 212 | 15.6 | 16 |
| 15. | 2174 | Computer programmers and interactive media developers | NOC Skill Level A | 200 | 19.9 | 16 |
| 16. | 2173 | Software engineers and designers | NOC Skill Level A | 179 | 22.1 | 16 |
| 17. | 3012 | Registered nurses and registered psychiatric nurses | NOC Skill Level A | 171 | 26.9 | 16 |
| 18. | 6411 | Sales and account representatives - wholesale trade (non-technical) | NOC Skill Level C | 165 | 17.7 | 16 |
| 19. | 1521 | Shippers and receivers | NOC Skill Level C | 162 | 17.3 | 16 |
| 20. | 6513 | Food and beverage servers | NOC Skill Level C | 157 | 16.9 | 16 |
| 21. | 1414 | Receptionists | NOC Skill Level C | 154 | 15.4 | 16 |
| 22. | 3233 | Licensed practical nurses | NOC Skill Level B | 147 | 22.0 | 16 |
| 23. | 6611 | Cashiers | NOC Skill Level D | 135 | 15.8 | 16 |
| 24. | 1114 | Other financial officers | NOC Skill Level A | 133 | 16.7 | 16 |
| 25. | 7271 | Carpenters | NOC Skill Level B | 132 | 18.4 | 16 |
| 26. | 6733 | Janitors, caretakers and building superintendents | NOC Skill Level D | 131 | 17.1 | 16 |
| 27. | 1431 | Accounting and related clerks | NOC Skill Level C | 127 | 16.1 | 16 |
| 28. | 7321 | Automotive service technicians, truck and bus mechanics and mechanical repairers | NOC Skill Level B | 125 | 23.4 | 16 |
| 29. | 4212 | Social and community service workers | NOC Skill Level B | 123 | 15.7 | 16 |



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 | 849 | 16.8 | 16 |
| 2. | 745 | Longshore workers and material handlers | NOC Skill Level C | 718 | 17.1 | 16 |
| 3. | 751 | Motor vehicle and transit drivers | NOC Skill Level C | 702 | 18.2 | 16 |
| 4. | 655 | Customer and information services representatives | NOC Skill Level C | 576 | 16.7 | 16 |
| 5. | 217 | Computer and information systems professionals | NOC Skill Level A | 566 | 19.8 | 16 |
| 6. | 122 | Administrative and regulatory occupations | NOC Skill Level B | 552 | 17.1 | 16 |
| 7. | 632 | Chefs and cooks | NOC Skill Level B | 478 | 20.4 | 16 |
| 8. | 124 | Office administrative assistants - general, legal and medical | NOC Skill Level B | 455 | 17.8 | 16 |
| 9. | 673 | Cleaners | NOC Skill Level D | 451 | 16.2 | 16 |
| 10. | 062 | Retail and wholesale trade managers | NOC Skill Level A | 416 | 17.3 | 16 |
| 11. | 111 | Auditors, accountants and investment professionals | NOC Skill Level A | 401 | 17.2 | 16 |
| 12. | 112 | Human resources and business service professionals | NOC Skill Level A | 333 | 16.5 | 16 |
| 13. | 441 | Home care providers and educational support occupations | NOC Skill Level C | 325 | 17.9 | 16 |
| 14. | 662 | Other sales support and related occupations | NOC Skill Level D | 320 | 15.4 | 15 |
| 15. | 671 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 320 | 16.8 | 16 |
| 16. | 651 | Occupations in food and beverage service | NOC Skill Level C | 302 | 16.5 | 16 |
| 17. | 152 | Supply chain logistics, tracking and scheduling co-ordination occupations | NOC Skill Level C | 295 | 17.3 | 16 |
| 18. | 861 | Harvesting, landscaping and natural resources labourers | NOC Skill Level D | 287 | 16.4 | 16 |
| 19. | 141 | General office workers | NOC Skill Level C | 285 | 16.3 | 16 |
| 20. | 421 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 220 | 15.9 | 16 |
| 21. | 631 | Service supervisors | NOC Skill Level B | 198 | 20.3 | 16 |
| 22. | 961 | Labourers in processing, manufacturing and utilities | NOC Skill Level D | 195 | 20.7 | 16 |
| 23. | 323 | Other technical occupations in health care | NOC Skill Level B | 188 | 20.1 | 16 |
| 24. | 321 | Medical technologists and technicians (except dental health) | NOC Skill Level B | 180 | 20.3 | 16 |
| 25. | 723 | Machining, metal forming, shaping and erecting trades | NOC Skill Level B | 179 | 25.1 | 16 |
| 26. | 341 | Assisting occupations in support of health services | NOC Skill Level C | 178 | 17.8 | 16 |
| 27. | 143 | Financial, insurance and related administrative support workers | NOC Skill Level C | 175 | 16.6 | 16 |
| 28. | 301 | Professional occupations in nursing | NOC Skill Level A | 173 | 26.7 | 16 |
| 29. | 641 | Sales and account representatives - wholesale trade (non-technical) | NOC Skill Level C | 165 | 17.7 | 16 |



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 | 1,128 | 17.9 | 16 |
| 2. | 65 | Service representatives and other customer and personal services occupations | NOC Skill Level C | 1,114 | 16.6 | 16 |
| 3. | 64 | Sales representatives and salespersons - wholesale and retail trade | NOC Skill Level C | 1,014 | 17.0 | 16 |
| 4. | 21 | Professional occupations in natural and applied sciences | NOC Skill Level A | 951 | 19.9 | 16 |
| 5. | 67 | Service support and other service occupations, n.e.c. | NOC Skill Level D | 807 | 16.5 | 16 |
| 6. | 75 | Transport and heavy equipment operation and related maintenance occupations | NOC Skill Level C | 793 | 18.1 | 16 |
| 7. | 63 | Service supervisors and specialized service occupations | NOC Skill Level B | 788 | 20.2 | 16 |
| 8. | 11 | Professional occupations in business and finance | NOC Skill Level A | 771 | 16.8 | 16 |
| 9. | 74 | Other installers, repairers and servicers and material handlers | NOC Skill Level C | 771 | 17.4 | 16 |
| 10. | 72 | Industrial, electrical and construction trades | NOC Skill Level B | 636 | 21.2 | 16 |
| 11. | 14 | Office support occupations | NOC Skill Level C | 501 | 16.5 | 16 |
| 12. | 06 | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 488 | 19.8 | 16 |
| 13. | 66 | Sales support occupations | NOC Skill Level D | 455 | 15.5 | 16 |
| 14. | 32 | Technical occupations in health | NOC Skill Level B | 390 | 20.3 | 16 |
| 15. | 73 | Maintenance and equipment operation trades | NOC Skill Level B | 349 | 23.1 | 16 |
| 16. | 15 | Distribution, tracking and scheduling co-ordination occupations | NOC Skill Level C | 346 | 17.0 | 16 |
| 17. | 44 | Care providers and educational, legal and public protection support occupations | NOC Skill Level C | 332 | 17.9 | 16 |
| 18. | 22 | Technical occupations related to natural and applied sciences | NOC Skill Level B | 313 | 19.4 | 16 |
| 19. | 62 | Retail sales supervisors and specialized sales occupations | NOC Skill Level B | 297 | 18.4 | 16 |
| 20. | 86 | Harvesting, landscaping and natural resources labourers | NOC Skill Level D | 287 | 16.4 | 16 |
| 21. | 41 | Professional occupations in law and social, community and government services | NOC Skill Level A | 284 | 17.8 | 16 |
| 22. | 42 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 230 | 15.8 | 16 |
| 23. | 94 | Processing and manufacturing machine operators and related production workers | NOC Skill Level C | 213 | 19.4 | 16 |
| 24. | 13 | Finance, insurance and related business administrative occupations | NOC Skill Level B | 201 | 19.0 | 16 |
| 25. | 96 | Labourers in processing, manufacturing and utilities | NOC Skill Level D | 195 | 20.7 | 16 |
| 26. | 31 | Professional occupations in health (except nursing) | NOC Skill Level A | 194 | 18.7 | 16 |
| 27. | 34 | Assisting occupations in support of health services | NOC Skill Level C | 178 | 17.8 | 16 |



MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
1,465

NEW POSTINGS
1

COMPANIES
840

LANGUAGES
10

OF DAYS POSTED

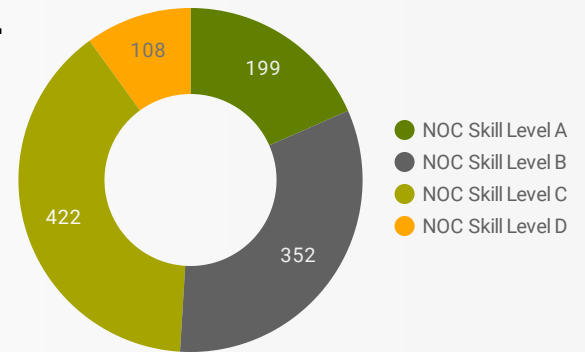
AVERAGE
16.7

MEDIAN
16

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

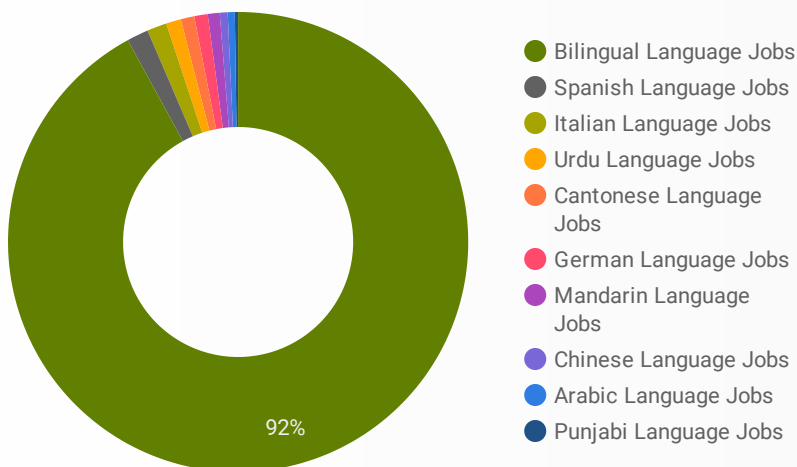
- 199** Skill Level A - Management/ Professional Occupations usually requiring University
- 352** Skill Level B - Usually college education or apprenticeship training
- 422** Skill Level C - Usually secondary education or occupation-specific training
- 108** Skill Level D - Usually on-the-job training



| LANGUAGES | NOC Skill Level A | NOC Skill Level B | NOC Skill Level C | NOC Skill Level D |
|-----------------------|-------------------|-------------------|-------------------|-------------------|
| Bilingual Language... | 176 | 320 | 401 | 101 |
| Italian Language J... | 2 | 11 | 4 | 3 |
| German Language ... | 3 | 3 | 4 | |
| Spanish Language... | 3 | 2 | 3 | 1 |
| Mandarin Language... | 1 | 8 | | |
| Cantonese Langua... | | 3 | 6 | |
| Chinese Language... | 4 | 1 | | 2 |

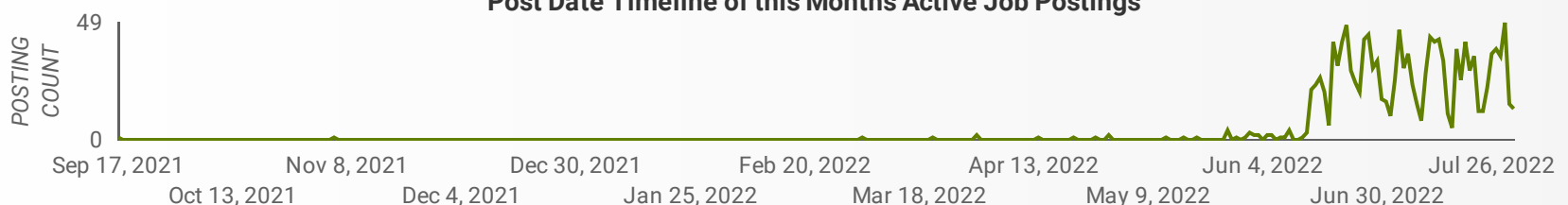
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



| LANGUAGES | POSTING COUNT |
|----------------------------|---------------|
| 1. Bilingual Language Jobs | 1,349 |
| 2. Italian Language Jobs | 23 |
| 3. Spanish Language Jobs | 18 |
| 4. Urdu Language Jobs | 17 |
| 5. German Language Jobs | 13 |
| 6. Mandarin Language Jobs | 12 |

Post Date Timeline of this Month's Active Job Postings





LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

What language skills are sought by 1-Digit NOC?

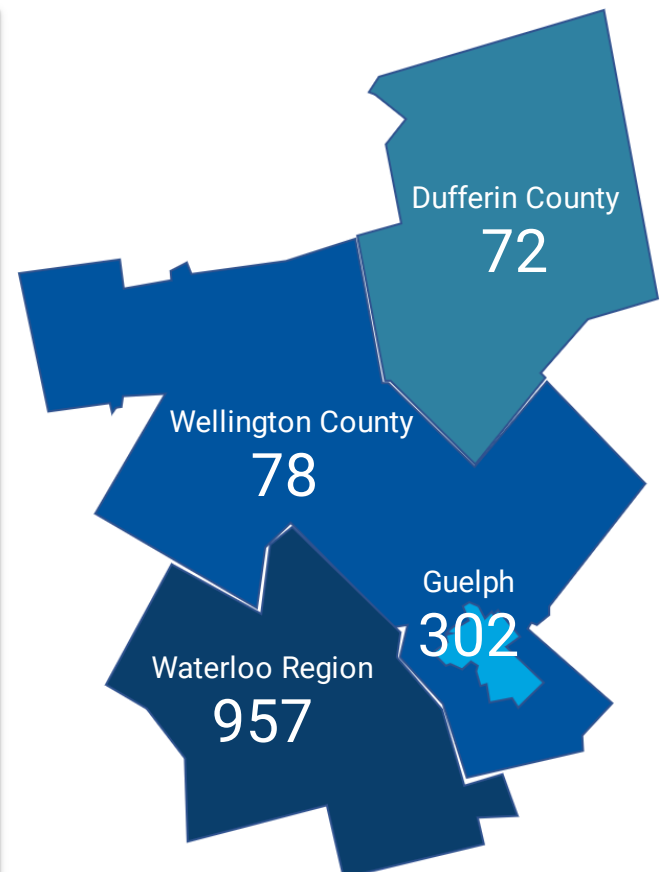
| BROAD OCCUPATIONAL CATEGORY | Bilingual ... | Italian La... | German ... | Spanish ... | Mandarin... | Cantones... | Grand total |
|---|---------------|---------------|------------|-------------|-------------|-------------|-------------|
| Business, finance and administration occu... | 273 | | 3 | 2 | 5 | 2 | 287 |
| Health occupations | 26 | | | | 1 | | 27 |
| Management occupations | 46 | | | 1 | | | 49 |
| Natural and applied sciences and related o... | 48 | | 1 | 1 | | | 57 |
| Natural resources, agriculture and related ... | 29 | | | 1 | | | 30 |
| Occupations in art, culture, recreation and ... | 24 | | | | 1 | | 26 |
| Occupations in education, law and social, ... | 67 | 4 | 2 | 1 | 1 | 1 | 80 |
| Occupations in manufacturing and utilities | 27 | | | | | | 27 |
| Sales and service occupations | 333 | 16 | 2 | 3 | | 6 | 369 |
| Trades, transport and equipment operator... | 136 | | 2 | | 1 | | 140 |
| Grand total | 1,009 | 20 | 10 | 9 | 9 | 9 | 1,092 |

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 | 344 | 17.5 | 16 |
| 2. | City of Guelph | 302 | 17.8 | 16 |
| 3. | City of Cambridge | 290 | 18.5 | 16 |
| 4. | City of Kitchener | 279 | 17.2 | 16 |
| 5. | Town of Orangeville | 52 | 16.5 | 16 |
| 6. | Township of Centre Wellington | 36 | 19.2 | 16 |
| 7. | Woolwich Township | 19 | 19.8 | 16 |
| 8. | Town of Shelburne | 14 | 15.8 | 16 |
| 9. | Township of North Dumfries | 13 | 17.0 | 16 |
| 10. | Township of Wellington North | 10 | 17.8 | 16 |
| 11. | Township of Wellesley | 9 | 17.7 | 16 |
| 12. | Township of Mapleton | 9 | 15.5 | 16 |
| 13. | Town of Frin | 9 | 16.5 | 16 |

1 - 22 / 22 < >





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... | 101 |
| 2. | Retail salespersons | 49 |
| 3. | Administrative assistants | 46 |
| 4. | Administrative officers | 40 |
| 5. | Material handlers | 36 |
| 6. | Cooks | 33 |
| 7. | Retail and wholesale trade managers | 32 |
| 8. | Landscaping and grounds maintenance labo... | 25 |
| 9. | Sales and account representatives - wholes... | 22 |
| 10. | Food and beverage servers | 20 |
| 11. | Database analysts and data administrators | 20 |
| 12. | Food counter attendants, kitchen helpers an... | 19 |
| 13. | Home support workers, housekeepers and r... | 19 |
| 14. | Delivery and courier service drivers | 18 |
| 15. | Professional occupations in advertising, ma... | 17 |
| 16. | Receptionists | 16 |
| 17. | Transport truck drivers | 16 |
| 18. | Accounting and related clerks | 15 |
| 19. | Human resources and recruitment officers | 14 |
| 20. | Insurance underwriters | 14 |
| 21. | Cashiers | 13 |
| 22. | Accounting technicians and bookkeepers | 11 |
| 23. | User support technicians | 11 |
| 24. | Human resources professionals | 11 |
| 25. | Social and community service workers | 11 |
| 26. | General office support workers | 10 |
| 27. | Executive assistants | 9 |
| 28. | Other financial officers | 9 |
| 29. | Specialized cleaners | 8 |
| 30. | Pet groomers and animal care workers | 8 |
| 31. | Janitors, caretakers and building superinten... | 8 |
| 32. | Social workers | 8 |
| 1 - 100 / 191 | | < > |

MULTILINGUAL HIRING EMPLOYERS

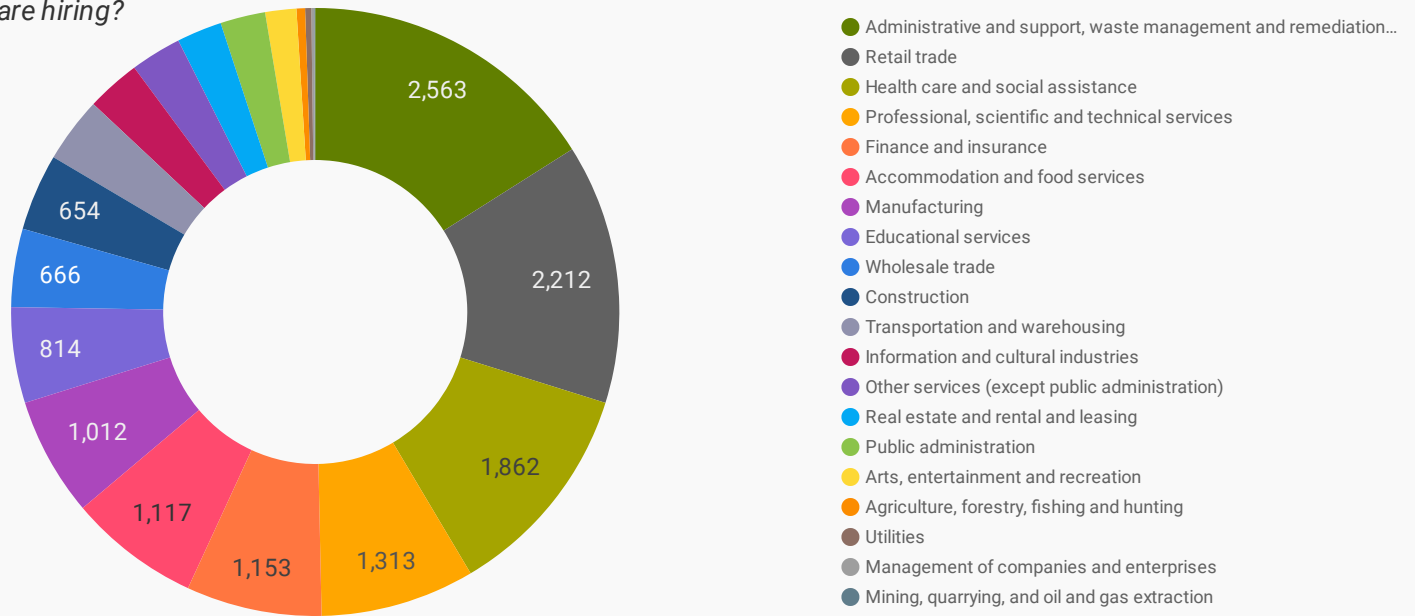
Which employers are seeking multilingual candidates?

| COMPANY | | POSTINGS ▾ |
|--------------|--|------------|
| 1. | Sun Life | 31 |
| 2. | Sun Life Financial | 27 |
| 3. | Farm Boy Inc. | 21 |
| 4. | Sun Life Financial Inc. | 20 |
| 5. | The Co-operators | 19 |
| 6. | Manulife | 17 |
| 7. | Farm Boy | 16 |
| 8. | Randstad Canada | 15 |
| 9. | The Restorer Inc. | 14 |
| 10. | Eco Residential Roofs & Commerical Shelters Inc. | 12 |
| 11. | Septodont | 11 |
| 12. | Procom Consultants Group Ltd | 9 |
| 13. | Equitable Life of Canada | 9 |
| 14. | Dieter's Metal Fabricating Ltd | 9 |
| 15. | Equest | 9 |
| 16. | Allianz Global Assistance Canada | 9 |
| 17. | Stantec | 8 |
| 18. | Homewood Health | 7 |
| 19. | CAMBRIDGE MILL | 7 |
| 20. | Majorel | 7 |
| 21. | Liberty Staffing | 7 |
| 22. | Cambridge Elevating Inc | 7 |
| 23. | The Murray Group | 6 |
| 24. | Experior Financial Group Inc. | 6 |
| 25. | CBI Health | 6 |
| 26. | Canon | 6 |
| 27. | SYKES | 6 |
| 28. | NAVBLUE, an Airbus Company | 6 |
| 29. | Tim Hortons | 5 |
| 30. | Robinson Motor Company | 5 |
| 31. | Kelly Services | 5 |
| 1 - 50 / 842 | | < > |



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 | 2,563 | 18.3 | 16 |
| 2. | Retail trade | 44-45 | 2,212 | 16.2 | 16 |
| 3. | Health care and social assistance | 62 | 1,862 | 18.2 | 16 |
| 4. | Professional, scientific and technical services | 54 | 1,313 | 18.1 | 16 |
| 5. | Finance and insurance | 52 | 1,153 | 16.6 | 16 |
| 6. | Accommodation and food services | 72 | 1,117 | 19.4 | 16 |
| 7. | Manufacturing | 31-33 | 1,012 | 17.7 | 16 |
| 8. | Educational services | 61 | 814 | 15.8 | 16 |
| 9. | Wholesale trade | 41 | 666 | 17.5 | 16 |
| 10. | Construction | 23 | 654 | 20.9 | 16 |
| 11. | Transportation and warehousing | 48-49 | 558 | 18.4 | 16 |
| 12. | Information and cultural industries | 51 | 459 | 17.3 | 16 |
| 13. | Other services (except public administration) | 81 | 434 | 17.4 | 16 |
| 14. | Real estate and rental and leasing | 53 | 384 | 17.4 | 16 |
| 15. | Public administration | 91 | 383 | 15.6 | 15 |
| 16. | Arts, entertainment and recreation | 71 | 265 | 17.1 | 16 |
| 17. | Agriculture, forestry, fishing and hunting | 11 | 73 | 20.5 | 16 |
| 18. | Utilities | 22 | 52 | 17.0 | 16 |
| 19. | Management of companies and enterprises | 55 | 25 | 14.3 | 14 |
| 20. | Mining, quarrying, and oil and gas extraction | 21 | 8 | 14.3 | 15 |

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 | 2,477 | 18.3 | 16 |
| 2. | Professional, scientific and technical services | 541 | 1,313 | 18.1 | 16 |
| 3. | Food services and drinking places | 722 | 982 | 18.8 | 16 |
| 4. | Educational services | 611 | 814 | 15.8 | 16 |
| 5. | Insurance carriers and related activities | 524 | 797 | 16.7 | 16 |
| 6. | Nursing and residential care facilities | 623 | 628 | 19.4 | 16 |
| 7. | Ambulatory health care services | 621 | 508 | 17.8 | 16 |
| 8. | Hospitals | 622 | 470 | 18.0 | 16 |
| 9. | Food and beverage stores | 445 | 429 | 15.8 | 14 |
| 10. | Specialty trade contractors | 238 | 398 | 20.8 | 16 |
| 11. | Clothing and clothing accessories stores | 448 | 332 | 16.9 | 16 |
| 12. | Local, municipal and regional public administration | 913 | 330 | 15.4 | 15 |
| 13. | Miscellaneous store retailers | 453 | 283 | 16.5 | 16 |
| 14. | Credit intermediation and related activities | 522 | 280 | 16.6 | 16 |
| 15. | Truck transportation | 484 | 277 | 18.0 | 16 |
| 16. | Social assistance | 624 | 256 | 16.9 | 16 |
| 17. | Motor vehicle and parts dealers | 441 | 252 | 16.7 | 16 |
| 18. | Health and personal care stores | 446 | 244 | 17.5 | 16 |
| 19. | Machinery, equipment and supplies merchant wholesalers | 417 | 243 | 16.7 | 16 |
| 20. | Amusement, gambling and recreation industries | 713 | 234 | 17.1 | 16 |
| 21. | Personal and laundry services | 812 | 214 | 18.0 | 16 |
| 22. | Real estate | 531 | 210 | 16.5 | 16 |
| 23. | Construction of buildings | 236 | 200 | 21.6 | 16 |
| 24. | Building material and garden equipment and supplies dealers | 444 | 199 | 14.5 | 16 |
| 25. | Rental and leasing services | 532 | 174 | 18.3 | 16 |
| 26. | Publishing industries (except Internet) | 511 | 169 | 18.1 | 16 |
| 27. | Food manufacturing | 311 | 160 | 20.5 | 16 |
| 28. | General merchandise stores | 452 | 156 | 13.6 | 16 |
| 29. | Accommodation services | 721 | 135 | 23.1 | 16 |
| 30. | Telecommunications | 517 | 133 | 16.8 | 16 |
| 31. | Repair and maintenance | 811 | 123 | 16.2 | 16 |



TOP HIRING SECTORS BY 4-DIGIT NAICS CODE

What sectors are hiring?

| | 4-DIGIT NAICS LABEL | NAICS CODE | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|---|------------|-----------------|----------------------------|-------------------------------|
| 1. | Employment services | 5613 | 2,008 | 18.4 | 16 |
| 2. | Full-service restaurants and limited-service eating places | 7225 | 855 | 19.2 | 16 |
| 3. | Universities | 6113 | 545 | 16.3 | 16 |
| 4. | Insurance carriers | 5241 | 520 | 16.3 | 16 |
| 5. | General medical and surgical hospitals | 6221 | 465 | 18.1 | 16 |
| 6. | Community care facilities for the elderly | 6233 | 370 | 17.7 | 16 |
| 7. | Grocery stores | 4451 | 337 | 15.8 | 14 |
| 8. | Architectural, engineering and related services | 5413 | 326 | 16.6 | 16 |
| 9. | Other local, municipal and regional public administration | 9139 | 321 | 15.4 | 15 |
| 10. | Clothing stores | 4481 | 292 | 17.0 | 16 |
| 11. | Agencies, brokerages and other insurance related activities | 5242 | 277 | 17.4 | 16 |
| 12. | Management, scientific and technical consulting services | 5416 | 259 | 16.5 | 16 |
| 13. | Health and personal care stores | 4461 | 244 | 17.5 | 16 |
| 14. | General freight trucking | 4841 | 243 | 18.0 | 16 |
| 15. | Services to buildings and dwellings | 5617 | 240 | 17.8 | 16 |
| 16. | Computer systems design and related services | 5415 | 235 | 24.6 | 16 |
| 17. | Depository credit intermediation | 5221 | 212 | 15.7 | 16 |
| 18. | Building material and supplies dealers | 4441 | 190 | 14.5 | 16 |
| 19. | Other miscellaneous store retailers | 4539 | 171 | 16.9 | 16 |
| 20. | Other amusement and recreation industries | 7139 | 169 | 16.1 | 16 |
| 21. | Automobile dealers | 4411 | 166 | 17.2 | 16 |
| 22. | Investigation and security services | 5616 | 159 | 17.9 | 16 |
| 23. | Software publishers | 5112 | 159 | 18.9 | 16 |
| 24. | Construction, forestry, mining, and industrial machinery, equipment and supplies merchant wholesalers | 4172 | 157 | 17.2 | 16 |
| 25. | Accounting, tax preparation, bookkeeping and payroll services | 5412 | 147 | 16.1 | 14 |
| 26. | Home health care services | 6216 | 141 | 20.9 | 16 |
| 27. | Residential developmental handicap, mental health and substance abuse facilities | 6232 | 141 | 27.4 | 22 |
| 28. | Building equipment contractors | 2382 | 140 | 24.8 | 16 |
| 29. | Personal care services | 8121 | 136 | 15.7 | 16 |
| 30. | Wired and wireless telecommunications carriers(except satellite) | 5173 | 131 | 16.9 | 16 |



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 | 2,000 | 18.4 | 16 |
| 2. | Full-service restaurants and limited-service eating places | 72251 | 855 | 19.2 | 16 |
| 3. | Universities | 61131 | 545 | 16.3 | 16 |
| 4. | Direct life, health and medical insurance carriers | 52411 | 478 | 16.1 | 16 |
| 5. | General medical and surgical hospitals | 62211 | 465 | 18.1 | 16 |
| 6. | Community care facilities for the elderly | 62331 | 370 | 17.7 | 16 |
| 7. | Supermarkets and other grocery (except convenience) stores | 44511 | 327 | 15.6 | 14 |
| 8. | Other local, municipal and regional public administration | 91391 | 321 | 15.4 | 15 |
| 9. | Insurance agencies and brokerages | 52421 | 276 | 17.4 | 16 |
| 10. | Computer systems design and related services | 54151 | 235 | 24.6 | 16 |
| 11. | Engineering services | 54133 | 200 | 16.0 | 16 |
| 12. | Management consulting services | 54161 | 191 | 17.0 | 16 |
| 13. | Banking | 52211 | 180 | 15.4 | 14 |
| 14. | Software publishers | 51121 | 159 | 18.9 | 16 |
| 15. | Pharmacies and drug stores | 44611 | 154 | 16.9 | 16 |
| 16. | Accounting, tax preparation, bookkeeping and payroll services | 54121 | 147 | 16.1 | 14 |
| 17. | Home health care services | 62161 | 141 | 20.9 | 16 |
| 18. | Industrial machinery, equipment and supplies merchant wholesalers | 41723 | 140 | 17.5 | 16 |
| 19. | All other miscellaneous store retailers | 45399 | 139 | 17.2 | 16 |
| 20. | New car dealers | 44111 | 137 | 17.3 | 16 |
| 21. | Wired and wireless telecommunications carriers (except satellite) | 51731 | 131 | 16.9 | 16 |
| 22. | Fitness and recreational sports centres | 71394 | 127 | 15.1 | 16 |
| 23. | General freight trucking, local | 48411 | 125 | 18.1 | 16 |
| 24. | Residential mental health and substance abuse facilities | 62322 | 125 | 29.5 | 22 |
| 25. | Hotels (except casino hotels) and motels | 72111 | 122 | 24.0 | 16 |
| 26. | General freight trucking, long distance | 48412 | 118 | 18.0 | 16 |
| 27. | Landscaping services | 56173 | 117 | 20.2 | 16 |
| 28. | Offices of dentists | 62121 | 112 | 16.7 | 16 |
| 29. | Plumbing, heating and air-conditioning contractors | 23822 | 110 | 27.0 | 16 |
| 30. | Community colleges and C.E.G.E.P.s | 61121 | 110 | 15.8 | 16 |
| 31. | Department stores | 45211 | 110 | 11.8 | 16 |



TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

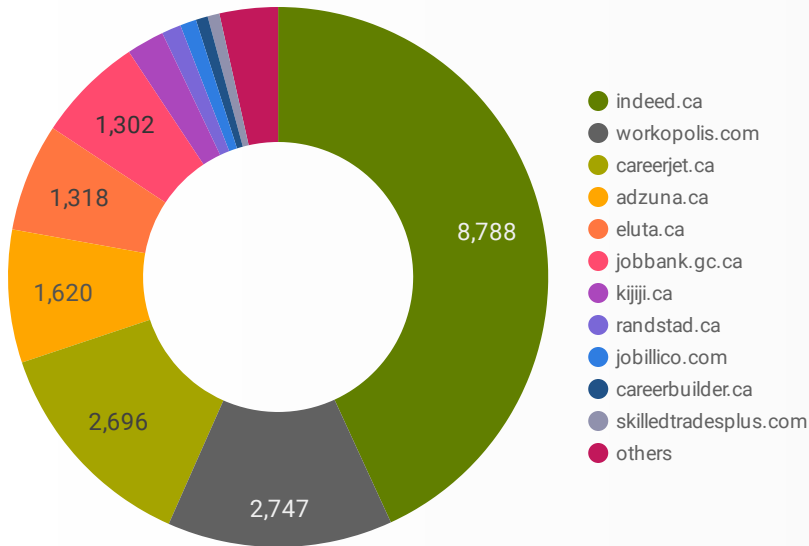
What sectors are hiring?

| | 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 | 2,000 | 18.4 | 16 |
| 2. | Universities | 611310 | 545 | 16.3 | 16 |
| 3. | General (except paediatric) hospitals | 622111 | 465 | 18.1 | 16 |
| 4. | Limited-service eating places | 722512 | 431 | 17.5 | 15 |
| 5. | Full-service restaurants | 722511 | 424 | 21.1 | 16 |
| 6. | Community care facilities for the elderly | 623310 | 370 | 17.7 | 16 |
| 7. | Direct individual life, health and medical insurance carriers | 524111 | 336 | 16.8 | 16 |
| 8. | Supermarkets and other grocery (except convenience) stores | 445110 | 327 | 15.6 | 14 |
| 9. | Other local, municipal and regional public administration | 913910 | 321 | 15.4 | 15 |
| 10. | Insurance agencies and brokerages | 524210 | 276 | 17.4 | 16 |
| 11. | Computer systems design and related services (except video game design and development) | 541514 | 234 | 24.6 | 16 |
| 12. | Engineering services | 541330 | 200 | 16.0 | 16 |
| 13. | Software publishers (except video game publishers) | 511211 | 156 | 19.0 | 16 |
| 14. | Pharmacies and drug stores | 446110 | 154 | 16.9 | 16 |
| 15. | Direct group life, health and medical insurance carriers | 524112 | 142 | 14.2 | 14 |
| 16. | Home health care services | 621610 | 141 | 20.9 | 16 |
| 17. | Industrial machinery, equipment and supplies merchant wholesalers | 417230 | 140 | 17.5 | 16 |
| 18. | New car dealers | 441110 | 137 | 17.3 | 16 |
| 19. | Wired and wireless telecommunications carriers (except satellite) | 517310 | 131 | 16.9 | 16 |
| 20. | Corporate and institutional banking industry | 522112 | 128 | 15.9 | 16 |
| 21. | Fitness and recreational sports centres | 713940 | 127 | 15.1 | 16 |
| 22. | Residential substance abuse facilities | 623221 | 125 | 29.5 | 22 |
| 23. | General freight trucking, local | 484110 | 125 | 18.1 | 16 |
| 24. | Hotels | 721111 | 117 | 24.4 | 16 |
| 25. | Landscaping services | 561730 | 117 | 20.2 | 16 |
| 26. | Offices of dentists | 621210 | 112 | 16.7 | 16 |
| 27. | General freight trucking, long distance, truck-load | 484121 | 111 | 18.2 | 16 |
| 28. | Department stores | 452110 | 110 | 11.8 | 16 |
| 29. | Plumbing, heating and air-conditioning contractors | 238220 | 110 | 27.0 | 16 |
| 30. | Community colleges and C.E.G.E.P.s | 611210 | 110 | 15.8 | 16 |



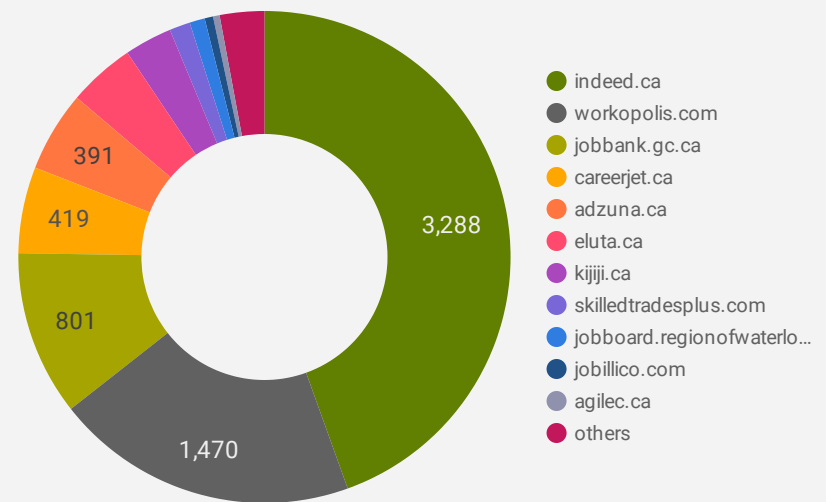
JOB POSTINGS BY JOB BOARD

What share of unique job postings appear on each job board?



COMPANIES BY JOB BOARD

What share of unique job postings appear on each job board?



JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

| | JOB BOARD | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS | # OF COMPANIES |
|-----|------------------------------|-----------------|----------------------------|-------------------------------|----------------|
| 1. | indeed.ca | 8,788 | 16.0 | 16 | 3,288 |
| 2. | workopolis.com | 2,747 | 14.0 | 14 | 1,470 |
| 3. | careerjet.ca | 2,696 | 20.6 | 22 | 419 |
| 4. | adzuna.ca | 1,620 | 14.0 | 14 | 391 |
| 5. | eluta.ca | 1,318 | 16.0 | 16 | 324 |
| 6. | jobbank.gc.ca | 1,302 | 34.7 | 26 | 801 |
| 7. | kijiji.ca | 460 | 15.0 | 15 | 231 |
| 8. | randstad.ca | 236 | 28.3 | 15 | 1 |
| 9. | jobillico.com | 198 | 22.1 | 15 | 41 |
| 10. | careerbuilder.ca | 146 | 21.8 | 26 | 26 |
| 11. | skilledtradesplus.com | 145 | 16.2 | 12 | 101 |
| 12. | careerarc.com | 145 | 27.6 | 19 | 23 |
| 13. | jobboard.regionofwaterloo.ca | 135 | 41.3 | 26 | 74 |
| 14. | agilec.ca | 68 | 67.8 | 60 | 32 |
| 15. | rncareers.ca | 57 | 45.1 | 42 | 21 |
| 16. | network.applytoeducation.com | 52 | 7.5 | 6 | 6 |
| 17. | aboriginaljobboard.ca | 40 | 28.5 | 28 | 26 |