



Workforce Planning Board of Waterloo Wellington Dufferin

JOB DEMAND REPORT SEPTEMBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
23,780	14,782	6,151	35

OF DAYS POSTED

AVERAGE	MEDIAN
16.3	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

Page 1 of 20

Source:

Job posting data collected by the Workforce Planning Board of Waterloo Wellington Dufferin from job boards and employer websites who recruit candidates in Waterloo Region, Wellington County, Guelph, and Dufferin County.



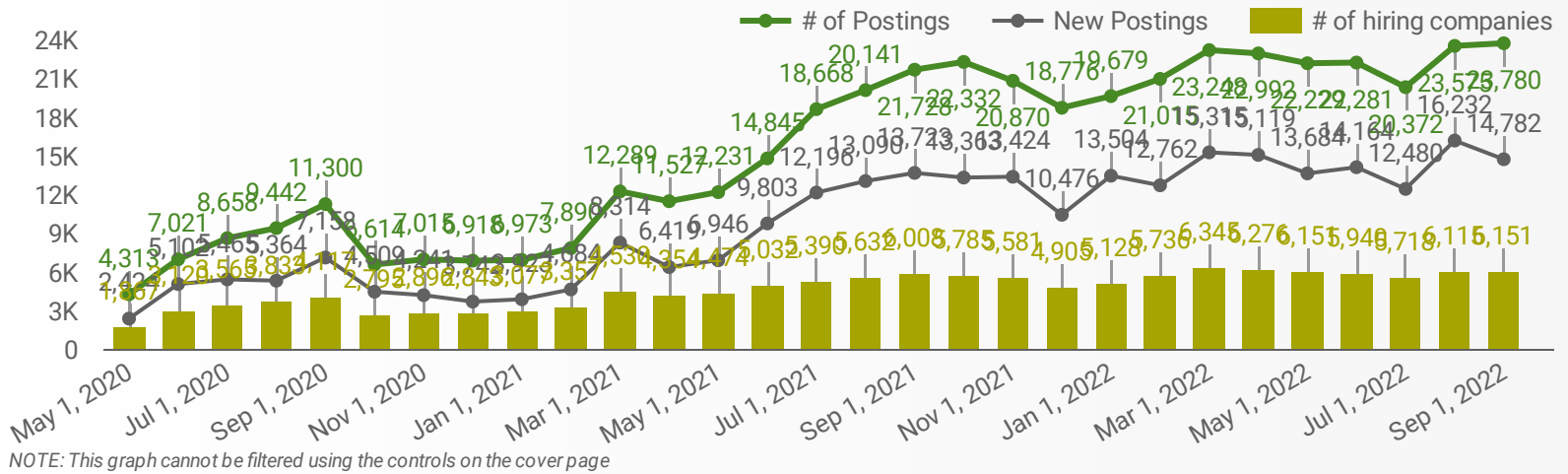
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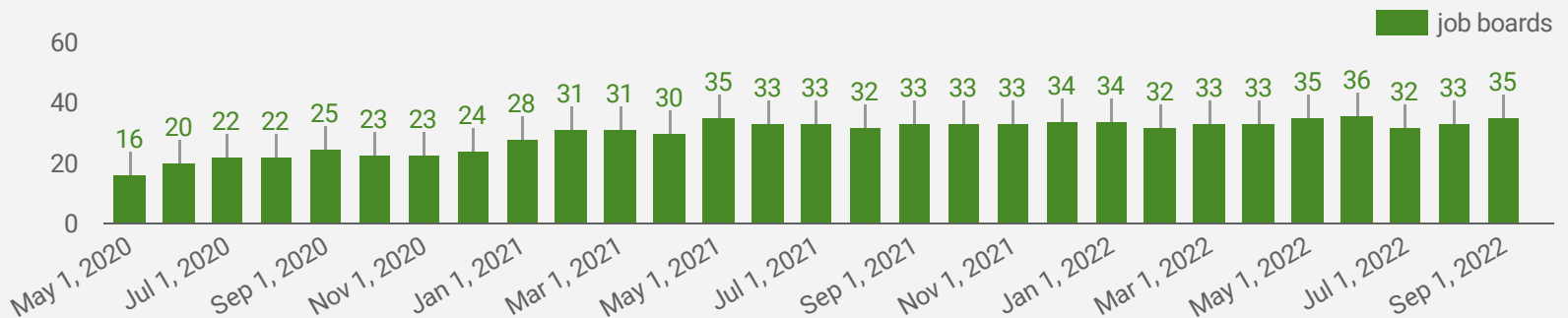
JOB POSTINGS BY MONTH FOR ALL REGIONS

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



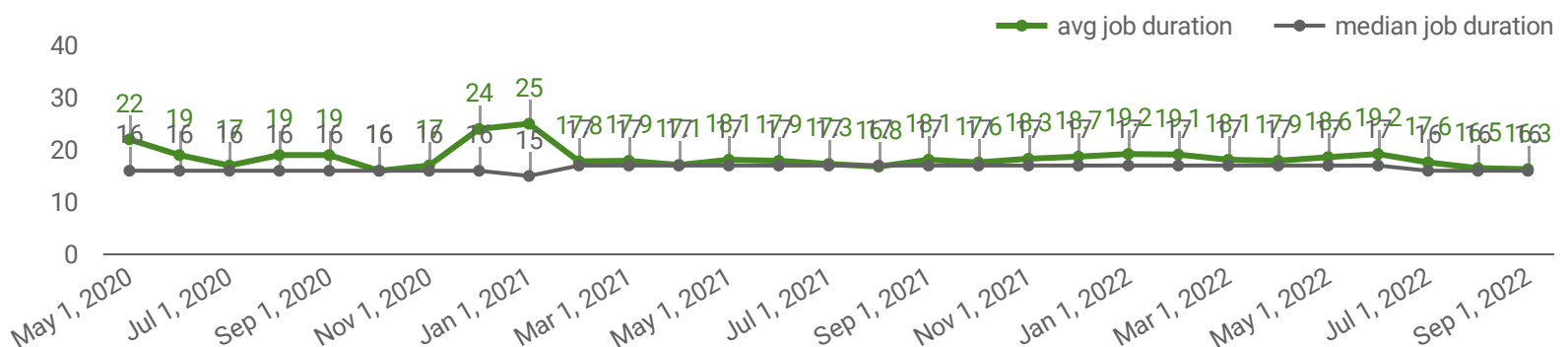
NUMBER OF ACTIVE JOB BOARDS

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



AVG & MEDIAN POSTING LENGTH BY DAYS

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



POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

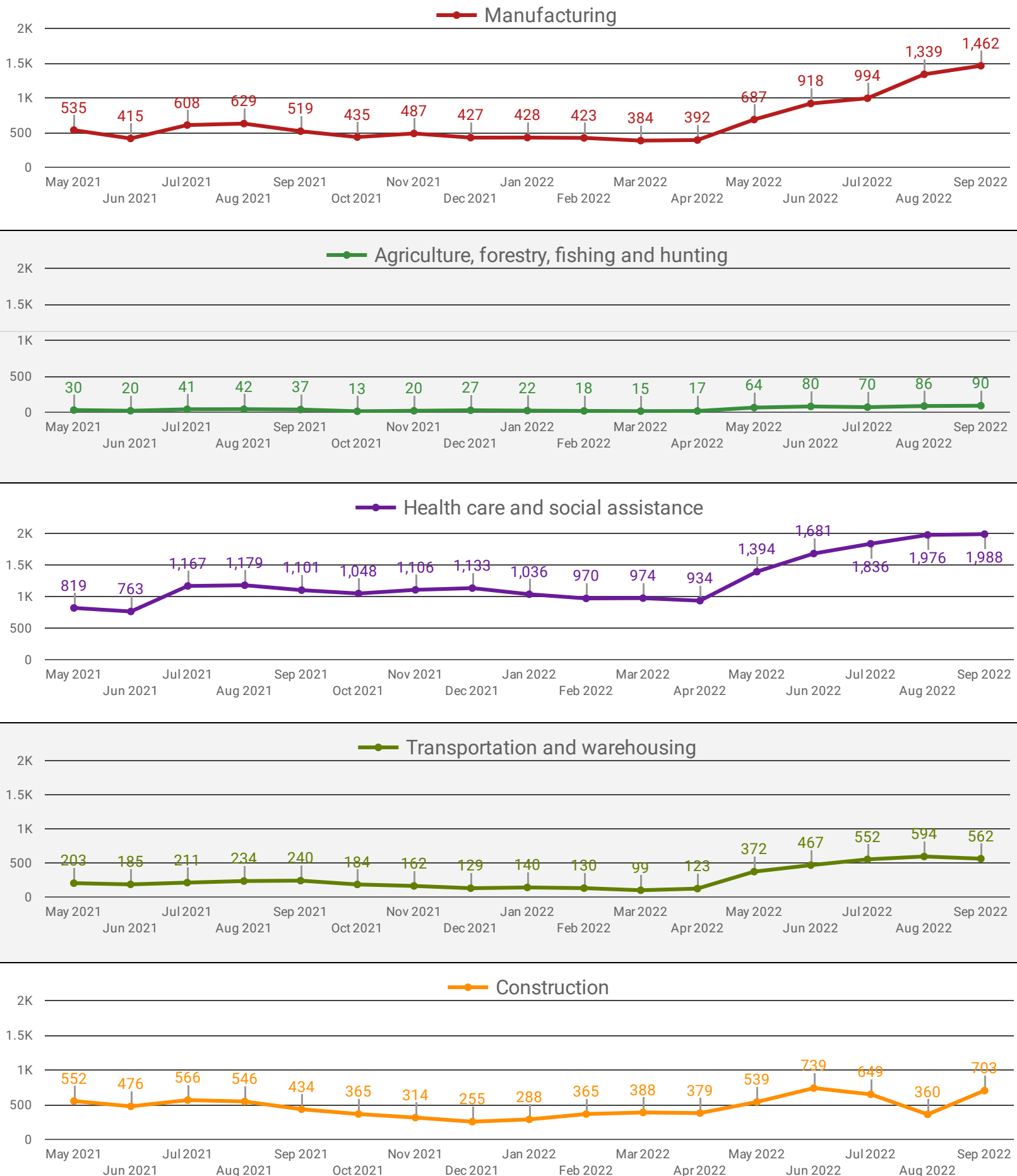
How many job postings were active for at least 1 day this month?





DEMAND BY KEY SECTOR (ALL REGIONS)

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

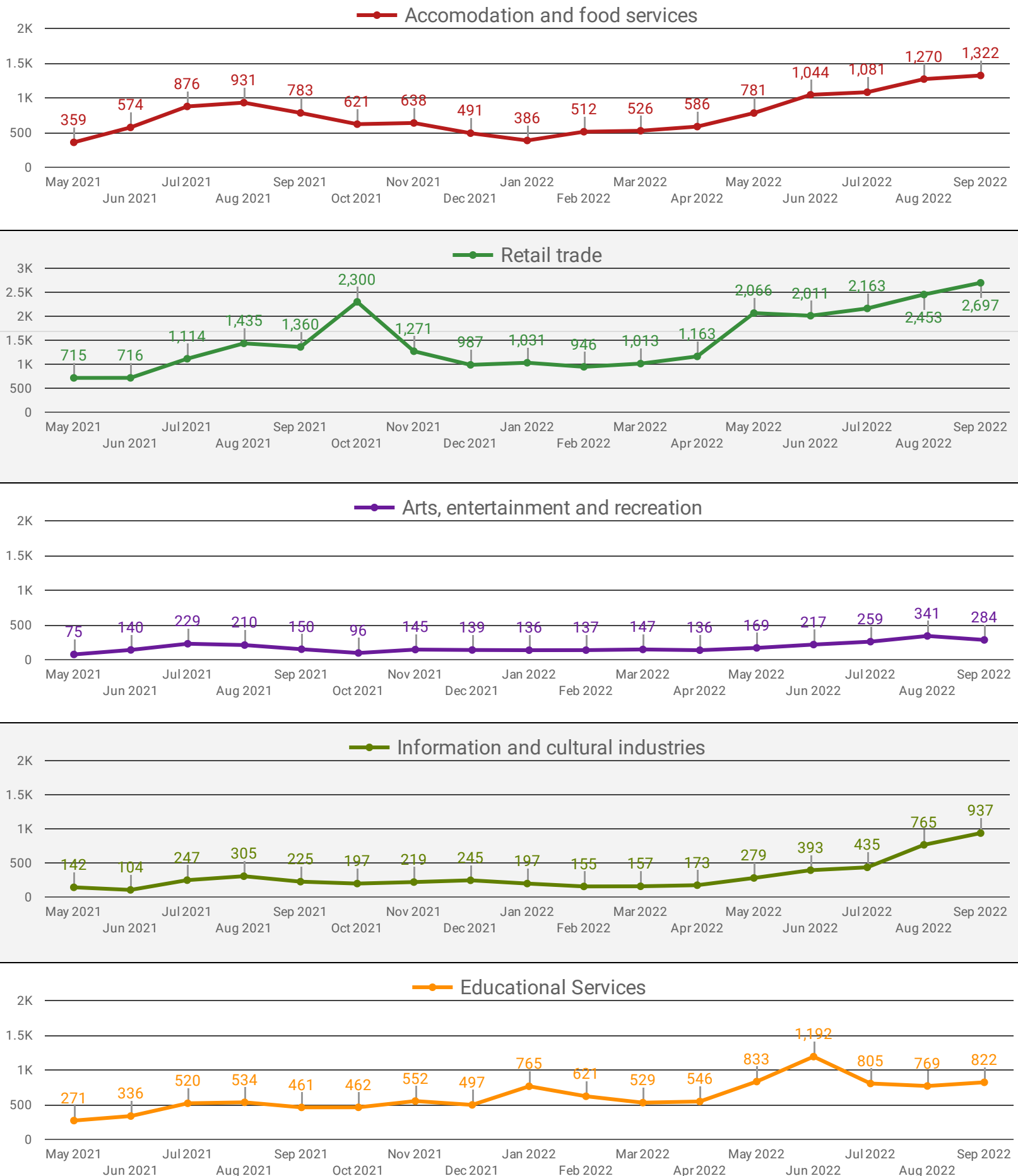


NOTE: This graph cannot be filtered using the controls on the cover page



DEMAND BY IMPACTED SECTOR (ALL REGIONS)

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



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



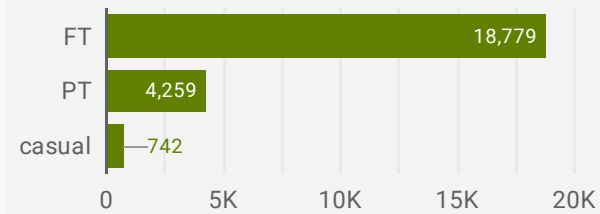
JOB POSTINGS BY COUNTY

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

	COUNTY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Waterloo Region	16,814	15.9	16
2.	City of Guelph	4,618	16.6	16
3.	Dufferin County	1,009	19.6	16
4.	Wellington County	961	19.1	16

JOB TYPE

Full-time vs Part-time



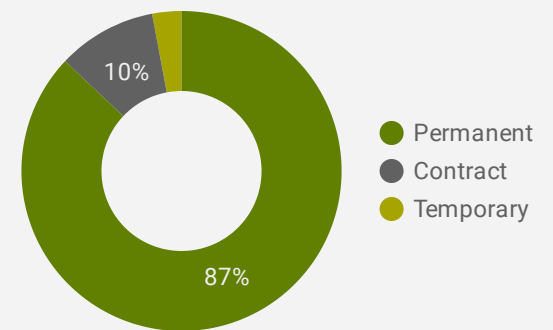
JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	6,129	15.6	16
2.	City of Waterloo	5,889	15.0	14
3.	City of Guelph	4,618	16.6	16
4.	City of Cambridge	3,643	17.6	16
5.	Town of Orangeville	809	19.7	16
6.	Woolwich Township	480	17.2	16
7.	Township of Centre Wellington	431	18.4	16
8.	Township of North Dumfries	304	16.1	16
9.	Township of Wilmot	281	17.2	16
10.	Township of Wellington North	187	16.1	16

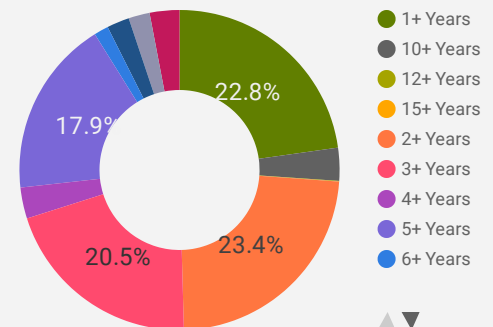
JOB DURATION

Permanency of jobs posted



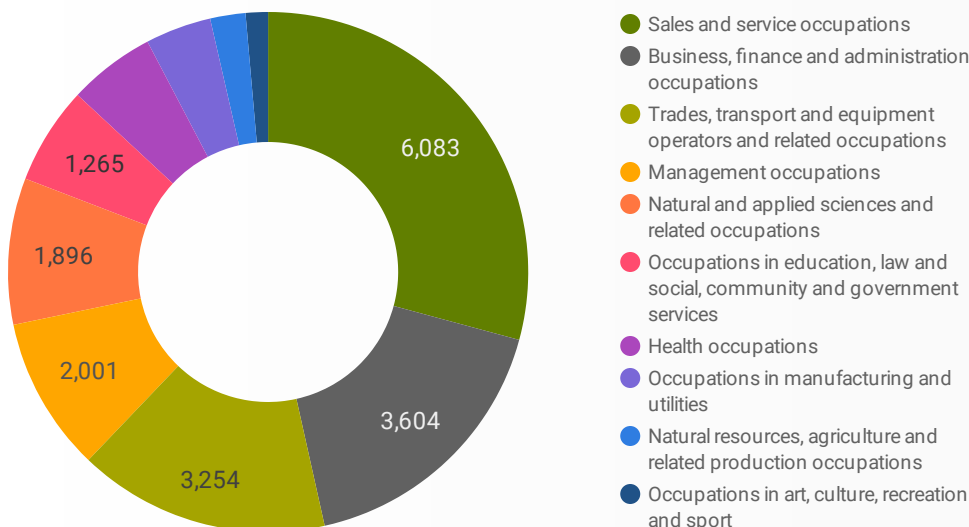
JOB EXPERIENCE

Job Postings by Experience Level Required



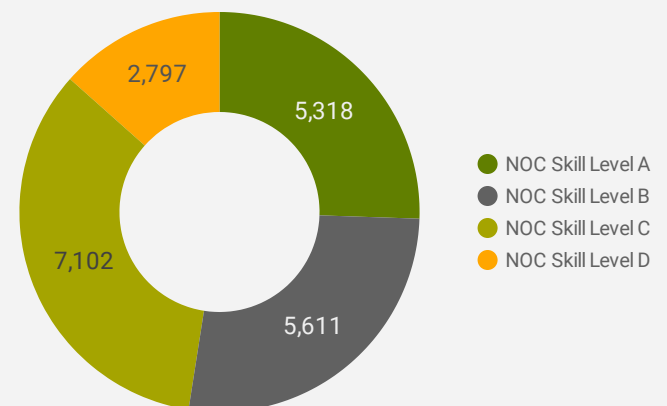
JOB POSTINGS BY JOB CATEGORY

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	407	13.4	10
2.	Sun Life Financial	Waterloo Region	298	11.6	14
3.	Manulife	Waterloo Region	292	11.2	14
4.	Grand River Hospital	Waterloo Region	284	14.3	12
5.	Definity Financial Corporation	Waterloo Region	229	10.5	9
6.	Google	Waterloo Region	225	17.8	14
7.	Randstad Canada	Waterloo Region	222	20.2	16
8.	Loblaw Companies Limited	Waterloo Region	155	12.9	14
9.	University of Waterloo	Waterloo Region	145	21.0	16
10.	WATERLOO REGION DISTRICT SCHOOL BOARD	Waterloo Region	144	3.2	2
11.	Opentext Corporation	Waterloo Region	124	11.0	14
12.	Blackberry Limited	Waterloo Region	121	10.5	9
13.	University of Guelph	City of Guelph	102	16.3	16
14.	loblaws	Waterloo Region	99	13.2	14
15.	Sun Life Financial Inc.	Waterloo Region	93	16.0	16
16.	OpenText	Waterloo Region	89	19.5	16
17.	Sun Life	Waterloo Region	88	15.6	16
18.	Conestoga College	Waterloo Region	86	17.5	16
19.	ATS Automation Tooling Systems Inc.	Waterloo Region	83	15.9	16
20.	Waterloo Catholic District School Board	Waterloo Region	80	11.0	9
21.	Cambridge Memorial Hospital	Waterloo Region	80	12.0	14
22.	Homewood Health	City of Guelph	79	55.7	31
23.	Grand River Hospital Corp.	Waterloo Region	78	16.0	16
24.	Upper Grand District School Board	City of Guelph	74	8.9	7
25.	Adzuna	Waterloo Region	71	14.3	14
26.	Equitable Life Of Canada, Inc.	Waterloo Region	71	11.1	14
27.	Region of Waterloo	Waterloo Region	69	15.6	16
28.	Lowe's	Waterloo Region	67	19.2	16
29.	Loblaw	Waterloo Region	66	17.7	16
30.	Wilfrid Laurier University	Waterloo Region	64	15.9	16
31.	Linamar Corp	City of Guelph	64	15.9	16



TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs

185

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Psychologist Or Psychological Associate (autonomous Or Supervised Practice)	Dr. Kathy Smolewska, C.Psych. & Associates	City of Waterloo	158 <div></div>
2.	Clinical Psychologist/psychological Associate	Waterloo CBT Clinic	City of Waterloo	150 <div></div>
3.	Psychotherapist	Full Potential Collaborative Professional and Educational Services	City of Cambridge	90 <div></div>
4.	Moving Team Of 2 Needed - \$30 To \$40 Per Hour, Plus Tips, Each	Moving	City of Kitchener	80 <div></div>
5.	Dc (doctor Of Chiropractic)	Guelph Medical Place Physiotherapy and Health Centre	City of Guelph	80 <div></div>
6.	P3 - Lead Systems Analyst Sap Erp	Randstad Canada	City of Waterloo	70 <div></div>
7.	Osteopath - Physician	Guelph Medical Place Physiotherapy and Health Centre	City of Guelph	70 <div></div>
8.	General Manager - Financial, Communications And Other Business Services	Bramcity Logistic Inc	Town of Orangeville	65 <div></div>
9.	Group Fitness Coach	Orangetheory Fitness Cambridge	City of Cambridge	65 <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	ANNUAL SALARY ▾
1.	Class Az Regional Owner Operators	Adzuna	City of Kitchener	330,000 <div></div>
2.	Oversized Transport Broker/Owner Operator - September 2022	Equipment Express	Township of North Dumfries	300,000 <div></div>
3.	Intermodal Driver	Altom Transport	City of Kitchener	300,000 <div></div>
4.	Looking for Owner Operators. Excellent benefits	Kijiji Jobs	City of Cambridge	300,000 <div></div>
5.	Principal Investigator	MDpreferred	City of Guelph	275,000 <div></div>
6.	Vice President - Credit Risk Analytics	Cash 4 You Corp.	City of Waterloo	220,000 <div></div>
7.	Professor, University	University of Waterloo	City of Waterloo	200,000 <div></div>
8.	Professor, University	University of Guelph	City of Guelph	200,000 <div></div>
9.	Senior Kinaxis Solution Architect (Remote)	Molex	City of Waterloo	185,000 <div></div>
10.	Family Law Lawyer	Wonnarski Szymura Kelly LLP	City of Kitchener	165,138 <div></div>
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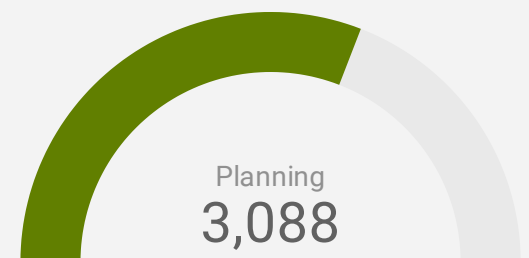
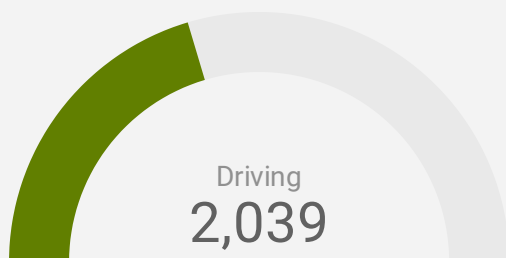
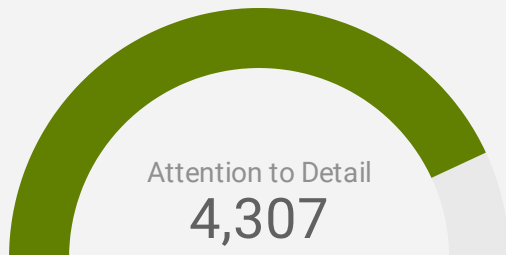
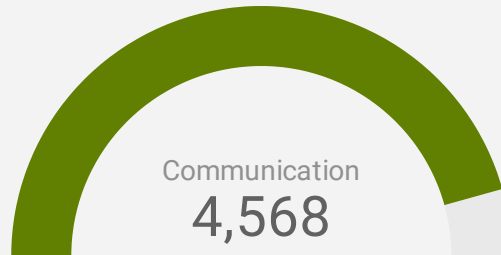
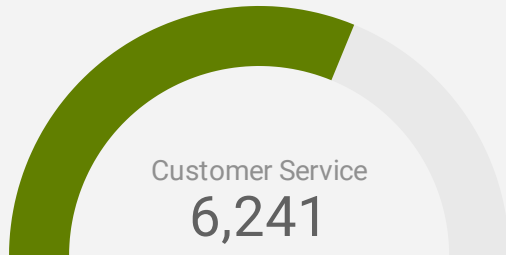


TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

23,780

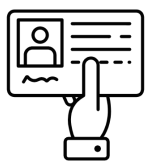


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

12,028



Driver's License
3,875



First Aid
696



Regular Access to a Vehi
603



Criminal Record Check
973



Microsoft Office
1,745



Food Safety
590



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	1,201	15.9	16
2.	7452	Material handlers	NOC Skill Level C	940	15.4	16
3.	6552	Other customer and information services representatives	NOC Skill Level C	725	15.8	16
4.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	578	17.5	16
5.	0621	Retail and wholesale trade managers	NOC Skill Level A	471	15.3	16
6.	7514	Delivery and courier service drivers	NOC Skill Level C	463	15.0	16
7.	1241	Administrative assistants	NOC Skill Level B	463	17.4	16
8.	6322	Cooks	NOC Skill Level B	422	21.4	16
9.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	380	15.7	16
10.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	379	14.8	14
11.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	354	19.8	16
12.	1221	Administrative officers	NOC Skill Level B	333	15.9	16
13.	2174	Computer programmers and interactive media developers	NOC Skill Level A	323	14.7	14
14.	7511	Transport truck drivers	NOC Skill Level C	290	18.9	16
15.	2173	Software engineers and designers	NOC Skill Level A	289	15.7	14
16.	6731	Light duty cleaners	NOC Skill Level D	279	16.2	16
17.	6513	Food and beverage servers	NOC Skill Level C	228	15.6	16
18.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	215	18.8	14
19.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	198	16.3	16
20.	3233	Licensed practical nurses	NOC Skill Level B	194	16.4	16
21.	1521	Shippers and receivers	NOC Skill Level C	193	15.8	16
22.	4212	Social and community service workers	NOC Skill Level B	193	16.6	16
23.	6611	Cashiers	NOC Skill Level D	192	15.6	16
24.	1414	Receptionists	NOC Skill Level C	192	16.7	16
25.	0601	Corporate sales managers	NOC Skill Level A	188	16.9	15.5
26.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	186	17.4	16
27.	6623	Other sales related occupations	NOC Skill Level D	183	14.3	16
28.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	178	16.5	16
29.	1121	Human resources professionals	NOC Skill Level A	175	15.3	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	1,201	15.9	16
2.	745	Longshore workers and material handlers	NOC Skill Level C	940	15.4	16
3.	217	Computer and information systems professionals	NOC Skill Level A	837	15.4	14
4.	655	Customer and information services representatives	NOC Skill Level C	789	15.6	16
5.	751	Motor vehicle and transit drivers	NOC Skill Level C	778	16.8	16
6.	122	Administrative and regulatory occupations	NOC Skill Level B	692	16.7	16
7.	673	Cleaners	NOC Skill Level D	589	16.6	16
8.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	578	17.5	16
9.	662	Other sales support and related occupations	NOC Skill Level D	562	14.7	14
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	520	17.4	16
11.	632	Chefs and cooks	NOC Skill Level B	509	21.6	16
12.	062	Retail and wholesale trade managers	NOC Skill Level A	471	15.3	16
13.	112	Human resources and business service professionals	NOC Skill Level A	467	15.6	16
14.	111	Auditors, accountants and investment professionals	NOC Skill Level A	459	15.0	14
15.	441	Home care providers and educational support occupations	NOC Skill Level C	386	18.8	16
16.	861	Harvesting, landscaping and natural resources labourers	NOC Skill Level D	380	15.7	16
17.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	367	16.3	16
18.	651	Occupations in food and beverage service	NOC Skill Level C	367	15.4	16
19.	141	General office workers	NOC Skill Level C	352	16.7	16
20.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	351	16.3	16
21.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	291	17.4	16
22.	341	Assisting occupations in support of health services	NOC Skill Level C	264	19.6	16
23.	131	Finance, insurance and related business administrative occupations	NOC Skill Level B	258	18.0	16
24.	323	Other technical occupations in health care	NOC Skill Level B	251	16.3	16
25.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	237	15.7	16
26.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	237	15.2	16
27.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	230	20.0	16
28.	301	Professional occupations in nursing	NOC Skill Level A	224	18.7	15



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.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	1,432	15.6	16
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	1,399	15.9	16
3.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	1,357	16.2	14
4.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	1,356	17.2	16
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	1,232	17.0	16
6.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	1,028	15.5	16
7.	11	Professional occupations in business and finance	NOC Skill Level A	926	15.3	16
8.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	897	16.9	16
9.	63	Service supervisors and specialized service occupations	NOC Skill Level B	871	23.9	16
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	822	16.6	16
11.	66	Sales support occupations	NOC Skill Level D	754	14.9	14
12.	72	Industrial, electrical and construction trades	NOC Skill Level B	722	20.9	16
13.	14	Office support occupations	NOC Skill Level C	651	16.1	16
14.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	539	17.6	16
15.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	531	16.6	16
16.	32	Technical occupations in health	NOC Skill Level B	442	16.3	16
17.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	413	16.4	16
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	406	21.7	16
19.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	396	18.9	16
20.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	395	17.9	16
21.	86	Harvesting, landscaping and natural resources labourers	NOC Skill Level D	380	15.7	16
22.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	367	16.3	16
23.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	352	18.6	16
24.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	314	17.7	16
25.	34	Assisting occupations in support of health services	NOC Skill Level C	264	19.6	16
26.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	258	18.0	16
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
1,867

NEW POSTINGS
1

COMPANIES
956

LANGUAGES
10

OF DAYS POSTED

AVERAGE
15.4

MEDIAN
16

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

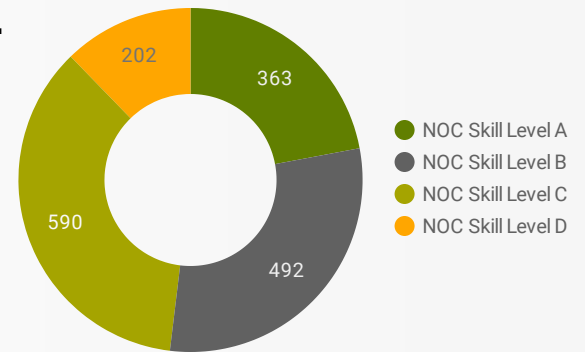
What language skills are employers looking for by occupational skill level?

363 Skill Level A - Management/ Professional Occupations usually requiring University

492 Skill Level B - Usually college education or apprenticeship training

590 Skill Level C - Usually secondary education or occupation-specific training

202 Skill Level D - Usually on-the-job training

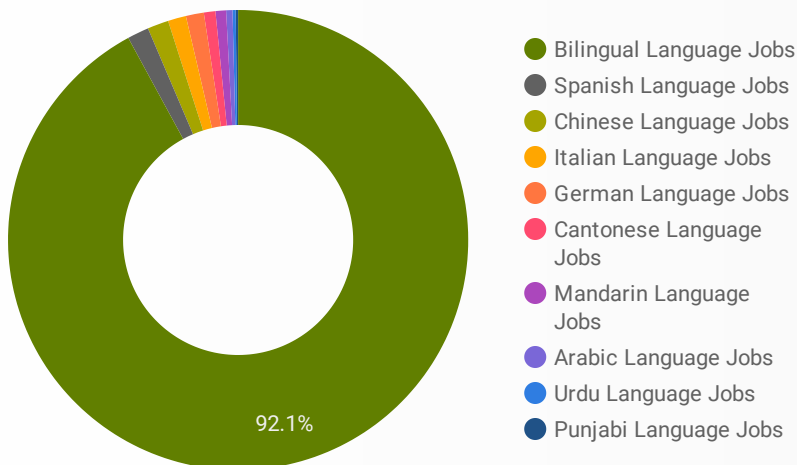


SKILL LEVEL / POSTING COUNT

LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language...	334	456	547	186
Italian Language J...	3	8	9	4
Chinese Language ...	12	4	4	3
Spanish Language...	3	10	5	2
German Language ...	4	6	5	4
Mandarin Language...	5	7	2	2
Cantonese Language...			12	

LANGUAGE SKILLS BREAKDOWN

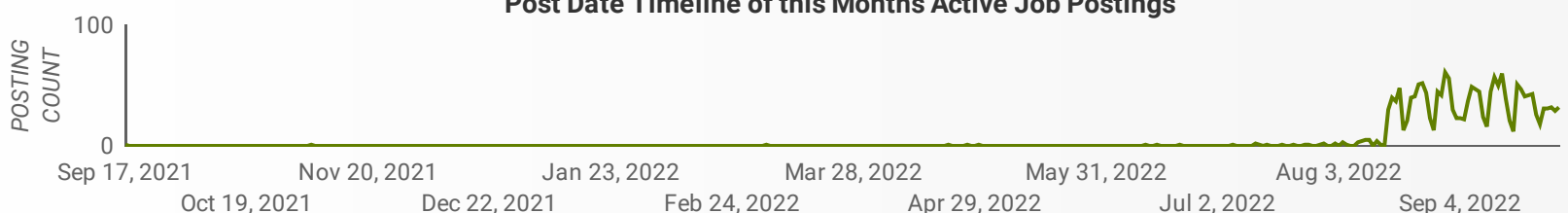
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	1,729
2. Chinese Language Jobs	25
3. Italian Language Jobs	24
4. Spanish Language Jobs	23
5. German Language Jobs	23
6. Mandarin Language Jobs	17

1 - 10 / 10

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?

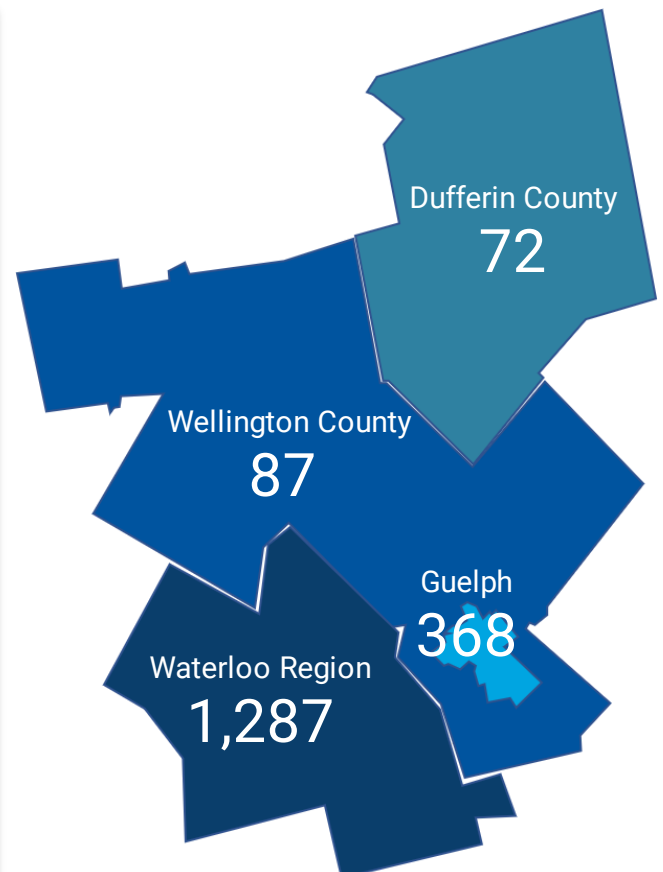
BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Italian La...	Chinese ...	Spanish ...	German ...	Mandarin...	Grand total
Business, finance and administration occu...	389		6	4	2	9	410
Health occupations	55						55
Management occupations	130	3	6				139
Natural and applied sciences and related o...	66			4	1	2	73
Natural resources, agriculture and related ...	32			1	2		35
Occupations in art, culture, recreation and ...	23		2			1	26
Occupations in education, law and social, ...	113	1	2	4	2		125
Occupations in manufacturing and utilities	44				2		48
Sales and service occupations	502	20	7	4	7	4	561
Trades, transport and equipment operator...	169			3	3		175
Grand total	1,523	24	23	20	19	16	1,647

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	503	15.0	14
2.	City of Kitchener	371	15.6	16
3.	City of Guelph	368	16.6	16
4.	City of Cambridge	315	17.6	16
5.	Woolwich Township	53	17.2	16
6.	Township of Centre Wellington	51	18.4	16
7.	Town of Orangeville	48	19.7	16
8.	Township of North Dumfries	23	16.1	16
9.	Town of Shelburne	19	17.2	16
10.	Town of Erin	13	27.1	16
11.	Township of Wellington North	13	16.1	16
12.	Township of Wellesley	12	15.0	16
13.	Township of Wilmot	10	17.2	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...	139
2. Retail salespersons	78
3. Food counter attendants, kitchen helpers an...	71
4. Administrative assistants	64
5. Cooks	47
6. Administrative officers	45
7. Retail and wholesale trade managers	43
8. Material handlers	38
9. Professional occupations in advertising, ma...	34
10. Food and beverage servers	34
11. Landscaping and grounds maintenance labo...	30
12. Delivery and courier service drivers	22
13. Light duty cleaners	22
14. Elementary school and kindergarten teachers	21
15. Human resources and recruitment officers	20
16. Other instructors	19
17. Human resources professionals	18
18. Insurance underwriters	18
19. Accounting technicians and bookkeepers	17
20. Receptionists	17
21. Bartenders	16
22. Accounting and related clerks	16
23. Other sales related occupations	16
24. Social and community service workers	16
25. Home support workers, housekeepers and r...	16
26. Sales and account representatives - wholes...	15
27. Financial auditors and accountants	14
28. Corporate sales managers	13
29. MaÃ@tres d'hÃ´tel and hosts/hostes...	13
30. Purchasing agents and officers	13
31. Mail, postal and related workers	12
32. Construction trades helpers and labourers	12
1 - 100 / 228	< >

MULTILINGUAL HIRING EMPLOYERS

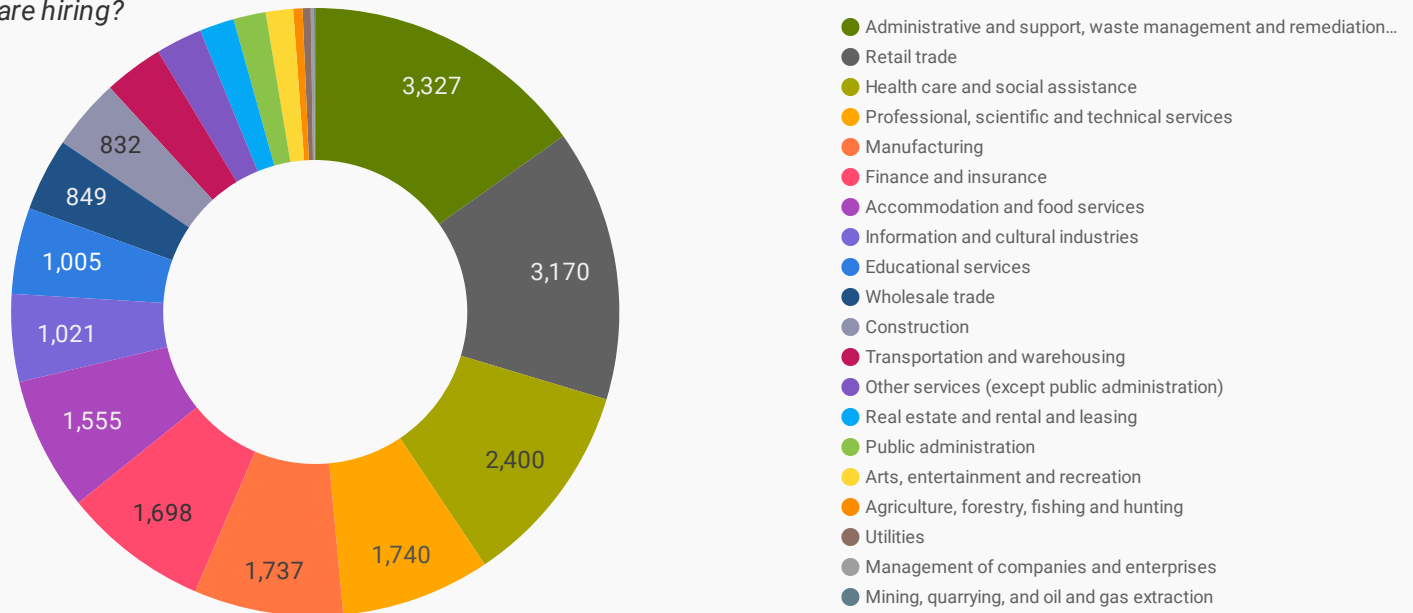
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS ▾
1. Sun Life Financial	76
2. Manulife	32
3. Definity Financial Corporation	27
4. Sun Life	26
5. The Co-operators	22
6. Farm Boy Inc.	22
7. WATERLOO REGION DISTRICT SCHOOL BOARD	18
8. Sun Life Financial Inc.	16
9. Farm Boy	15
10. Equitable Life Of Canada, Inc.	14
11. Liquor Control Board of Ontario	14
12. Ontario Teachers Insurance Plan (OTIP)	14
13. Tim Hortons	13
14. Intuit	13
15. CAMBRIDGE MILL	12
16. Equitable Life of Canada	11
17. PwC	11
18. The Restorer Inc.	10
19. Randstad Canada	9
20. La Source	9
21. Waterloo Catholic District School Board	9
22. Williamsburg Community Association	9
23. Elements Grand River	9
24. D2L	8
25. Septodont	8
26. Upper Grand District School Board	8
27. Canada Post Corp	8
28. Express Employment Professionals	8
29. Guelph Manufacturing Group, Inc.	7
30. Adzuna	7
31. Recrute Action Inc.	7
1 - 50 / 958	< >



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	3,327	16.0	16
2.	Retail trade	44-45	3,170	15.6	16
3.	Health care and social assistance	62	2,400	17.4	16
4.	Professional, scientific and technical services	54	1,740	15.5	16
5.	Manufacturing	31-33	1,737	17.4	16
6.	Finance and insurance	52	1,698	13.4	14
7.	Accommodation and food services	72	1,555	19.7	16
8.	Information and cultural industries	51	1,021	16.1	14
9.	Educational services	61	1,005	12.4	14
10.	Wholesale trade	41	849	16.4	16
11.	Construction	23	832	17.8	16
12.	Transportation and warehousing	48-49	691	17.9	16
13.	Other services (except public administration)	81	541	19.1	16
14.	Real estate and rental and leasing	53	403	17.6	16
15.	Public administration	91	377	16.5	16
16.	Arts, entertainment and recreation	71	319	16.4	16
17.	Agriculture, forestry, fishing and hunting	11	108	16.1	16
18.	Utilities	22	94	17.0	16
19.	Management of companies and enterprises	55	39	14.1	14
20.	Mining, quarrying, and oil and gas extraction	21	13	14.6	16

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	3,204	16.1	16
2.	Professional, scientific and technical services	541	1,740	15.5	16
3.	Food services and drinking places	722	1,332	20.2	16
4.	Insurance carriers and related activities	524	1,287	13.1	14
5.	Educational services	611	1,005	12.4	14
6.	Food and beverage stores	445	795	14.9	14
7.	Nursing and residential care facilities	623	767	18.8	16
8.	Ambulatory health care services	621	664	18.0	16
9.	Hospitals	622	623	14.7	16
10.	Specialty trade contractors	238	526	18.3	16
11.	Publishing industries (except Internet)	511	500	15.1	14
12.	Clothing and clothing accessories stores	448	407	15.4	16
13.	General merchandise stores	452	351	14.2	16
14.	Truck transportation	484	346	18.5	16
15.	Social assistance	624	346	17.9	16
16.	Credit intermediation and related activities	522	334	13.1	14
17.	Machinery, equipment and supplies merchant wholesalers	417	327	14.5	16
18.	Motor vehicle and parts dealers	441	324	15.7	16
19.	Health and personal care stores	446	318	15.5	16
20.	Local, municipal and regional public administration	913	303	16.4	16
21.	Fabricated metal product manufacturing	332	298	16.7	16
22.	Amusement, gambling and recreation industries	713	281	16.5	16
23.	Other information services	519	278	17.7	14
24.	Miscellaneous store retailers	453	275	18.7	16
25.	Food manufacturing	311	264	20.6	16
26.	Machinery manufacturing	333	249	19.7	16
27.	Construction of buildings	236	247	17.0	16
28.	Building material and garden equipment and supplies dealers	444	246	15.6	16
29.	Real estate	531	232	17.3	16
30.	Accommodation services	721	223	17.2	16
31.	Personal and laundry services	812	183	21.1	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	2,455	16.5	16
2.	Full-service restaurants and limited-service eating places	7225	1,189	20.6	16
3.	Insurance carriers	5241	869	12.7	14
4.	Grocery stores	4451	677	14.9	14
5.	General medical and surgical hospitals	6221	616	14.7	16
6.	Community care facilities for the elderly	6233	556	15.8	16
7.	Software publishers	5112	487	15.0	14
8.	Computer systems design and related services	5415	441	16.6	14
9.	Agencies, brokerages and other insurance related activities	5242	418	14.0	16
10.	Services to buildings and dwellings	5617	399	16.4	16
11.	Architectural, engineering and related services	5413	395	16.0	16
12.	Elementary and secondary schools	6111	382	7.4	5
13.	Clothing stores	4481	338	15.8	16
14.	Universities	6113	322	18.3	16
15.	Health and personal care stores	4461	318	15.5	16
16.	Other local, municipal and regional public administration	9139	297	16.4	16
17.	General freight trucking	4841	289	18.7	16
18.	Other information services	5191	278	17.7	14
19.	Depository credit intermediation	5221	278	12.6	14
20.	Investigation and security services	5616	271	12.9	14
21.	Management, scientific and technical consulting services	5416	269	15.5	16
22.	Accounting, tax preparation, bookkeeping and payroll services	5412	249	13.7	14
23.	Building material and supplies dealers	4441	240	15.6	16
24.	Construction, forestry, mining, and industrial machinery, equipment and supplies merchant wholesalers	4172	230	14.8	16
25.	Other amusement and recreation industries	7139	229	16.0	16
26.	Automobile dealers	4411	224	15.9	16
27.	Department stores	4521	216	13.5	16
28.	Traveller accommodation	7211	200	17.4	16
29.	Other miscellaneous store retailers	4539	188	19.1	16
30.	Home health care services	6216	187	22.1	16
31.	Individual and family services	6241	182	20.7	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	2,424	16.3	16
2.	Full-service restaurants and limited-service eating places	72251	1,189	20.6	16
3.	Direct life, health and medical insurance carriers	52411	804	12.6	14
4.	Supermarkets and other grocery (except convenience) stores	44511	658	14.8	14
5.	General medical and surgical hospitals	62211	616	14.7	16
6.	Community care facilities for the elderly	62331	556	15.8	16
7.	Software publishers	51121	487	15.0	14
8.	Computer systems design and related services	54151	441	16.6	14
9.	Insurance agencies and brokerages	52421	418	14.0	16
10.	Elementary and secondary schools	61111	382	7.4	5
11.	Universities	61131	322	18.3	16
12.	Other local, municipal and regional public administration	91391	297	16.4	16
13.	Accounting, tax preparation, bookkeeping and payroll services	54121	249	13.7	14
14.	Engineering services	54133	249	15.1	14
15.	Banking	52211	246	12.3	14
16.	All other information services	51919	243	17.6	14
17.	Landscaping services	56173	219	16.2	16
18.	Department stores	45211	216	13.5	16
19.	Management consulting services	54161	214	15.6	16
20.	Industrial machinery, equipment and supplies merchant wholesalers	41723	212	14.8	16
21.	New car dealers	44111	206	15.8	16
22.	Hotels (except casino hotels) and motels	72111	190	17.4	16
23.	Home health care services	62161	187	22.1	16
24.	Pharmacies and drug stores	44611	165	16.1	16
25.	General freight trucking, long distance	48412	158	19.8	16
26.	Fitness and recreational sports centres	71394	158	16.9	16
27.	Security systems services	56162	157	10.7	10
28.	Offices of dentists	62121	142	17.8	16
29.	All other miscellaneous store retailers	45399	142	19.7	16
30.	Residential building construction	23611	137	16.8	16
31.	Wired and wireless telecommunications carriers (except satellite)	51731	136	16.3	14



TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

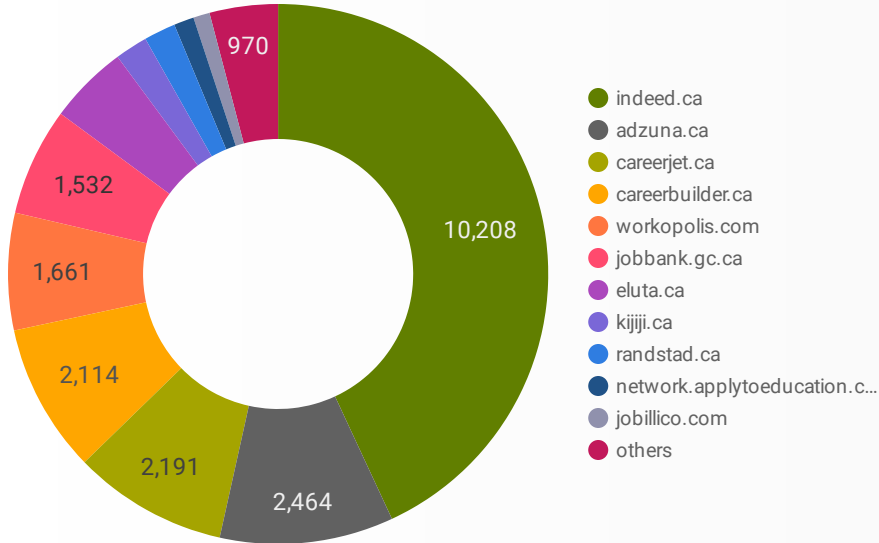
What sectors are hiring?

	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	2,424	16.3	16
2.	Supermarkets and other grocery (except convenience) stores	445110	658	14.8	14
3.	Full-service restaurants	722511	642	21.6	16
4.	General (except paediatric) hospitals	622111	616	14.7	16
5.	Community care facilities for the elderly	623310	556	15.8	16
6.	Limited-service eating places	722512	547	19.5	16
7.	Direct individual life, health and medical insurance carriers	524111	479	12.9	14
8.	Software publishers (except video game publishers)	511211	466	15.3	14
9.	Computer systems design and related services (except video game design and development)	541514	436	16.7	14
10.	Insurance agencies and brokerages	524210	418	14.0	16
11.	Elementary and secondary schools	611110	382	7.4	5
12.	Direct group life, health and medical insurance carriers	524112	325	12.0	14
13.	Universities	611310	322	18.3	16
14.	Other local, municipal and regional public administration	913910	297	16.4	16
15.	Engineering services	541330	249	15.1	14
16.	All other information services	519190	243	17.6	14
17.	Landscaping services	561730	219	16.2	16
18.	Department stores	452110	216	13.5	16
19.	Industrial machinery, equipment and supplies merchant wholesalers	417230	212	14.8	16
20.	New car dealers	441110	206	15.8	16
21.	Home health care services	621610	187	22.1	16
22.	Hotels	721111	183	17.6	16
23.	Corporate and institutional banking industry	522112	170	12.5	14
24.	Pharmacies and drug stores	446110	165	16.1	16
25.	Fitness and recreational sports centres	713940	158	16.9	16
26.	Security systems services (except locksmiths)	561621	150	10.6	10
27.	Offices of dentists	621210	142	17.8	16
28.	Residential building construction	236110	137	16.8	16
29.	Wired and wireless telecommunications carriers (except satellite)	517310	136	16.3	14
30.	Hardware stores	444130	133	13.8	16



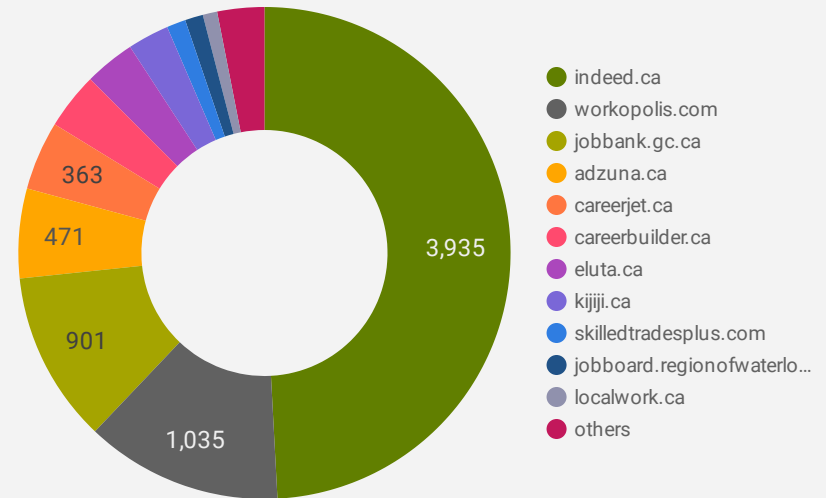
JOB POSTINGS BY JOB BOARD

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	10,208	16.0	16	3,935
2.	adzuna.ca	2,464	13.9	14	471
3.	careerjet.ca	2,191	21.5	22	363
4.	careerbuilder.ca	2,114	7.6	8	298
5.	workopolis.com	1,661	14.0	14	1,035
6.	jobbank.gc.ca	1,532	34.4	23	901
7.	eluta.ca	1,127	16.0	16	266
8.	kijiji.ca	463	15.0	15	218
9.	randstad.ca	450	15.3	9	1
10.	network.applytoeducation.com	285	5.0	5	4
11.	jobillico.com	233	26.1	13	47
12.	jobboard.regionofwaterloo.ca	185	106.2	40	95
13.	careerarc.com	145	22.6	16	26
14.	localwork.ca	129	8.9	6	76
15.	skilledtradesplus.com	119	15.1	12	100
16.	agilec.ca	104	43.0	24	42
17.	rncareers.ca	83	12.9	4	24