



## Workforce Planning Board of Waterloo Wellington Dufferin

# JOB DEMAND REPORT NOVEMBER 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
19,450	11,104	5,369	35

#### # OF DAYS POSTED

AVERAGE	MEDIAN
19.4	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.



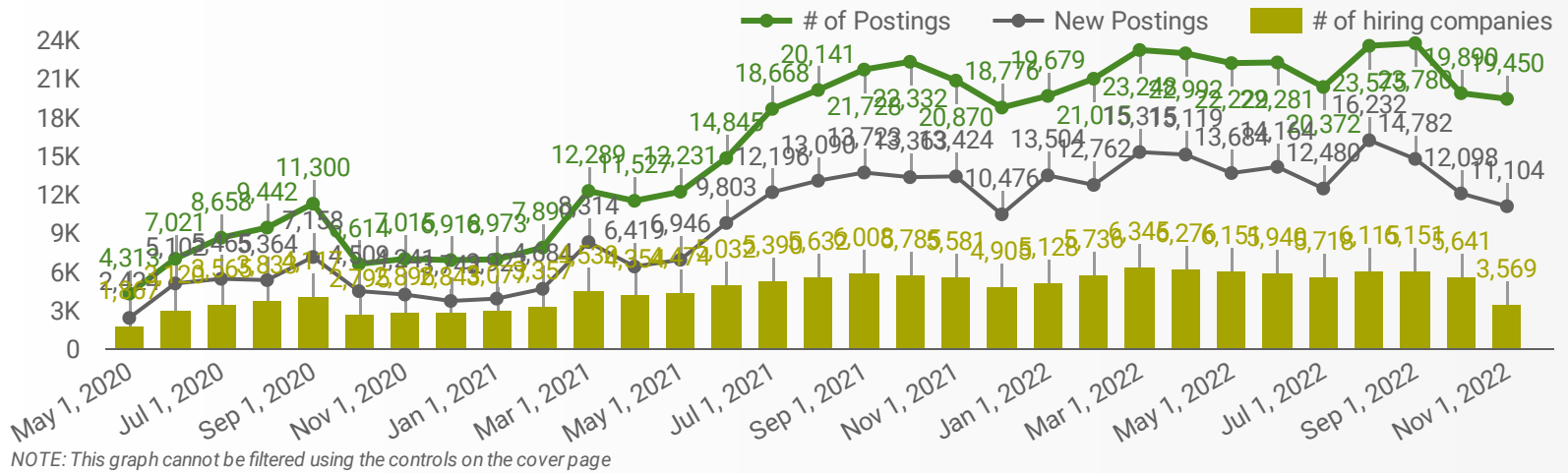
This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario.

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



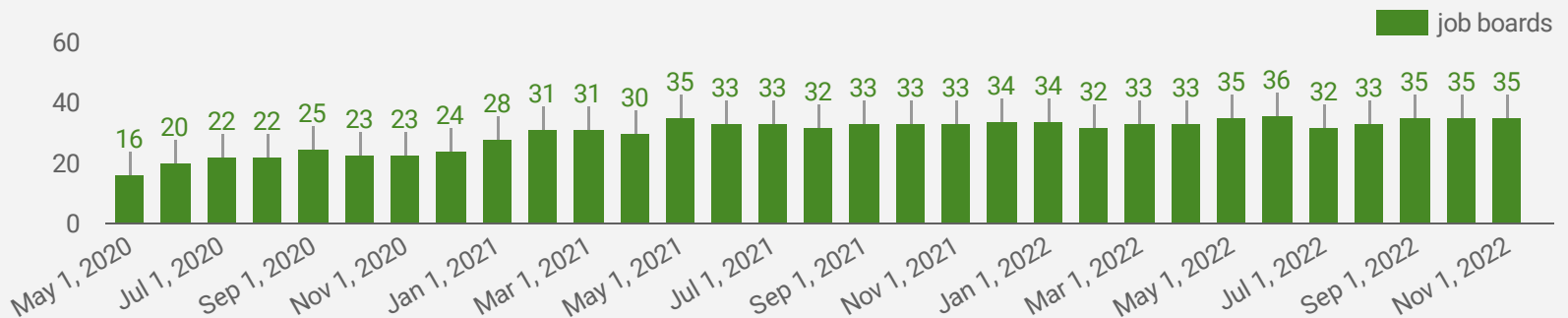
## JOB POSTINGS BY MONTH FOR ALL REGIONS

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



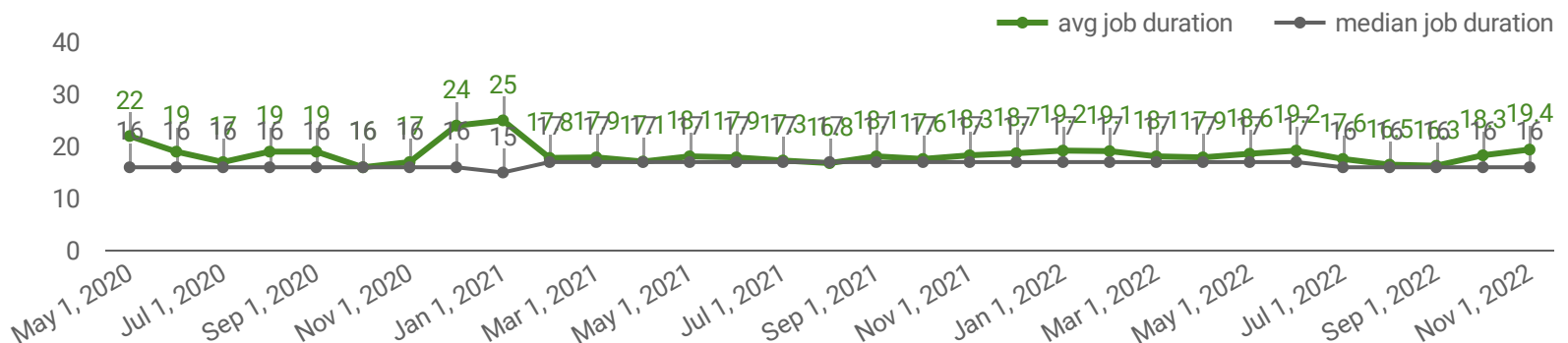
## NUMBER OF ACTIVE JOB BOARDS

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



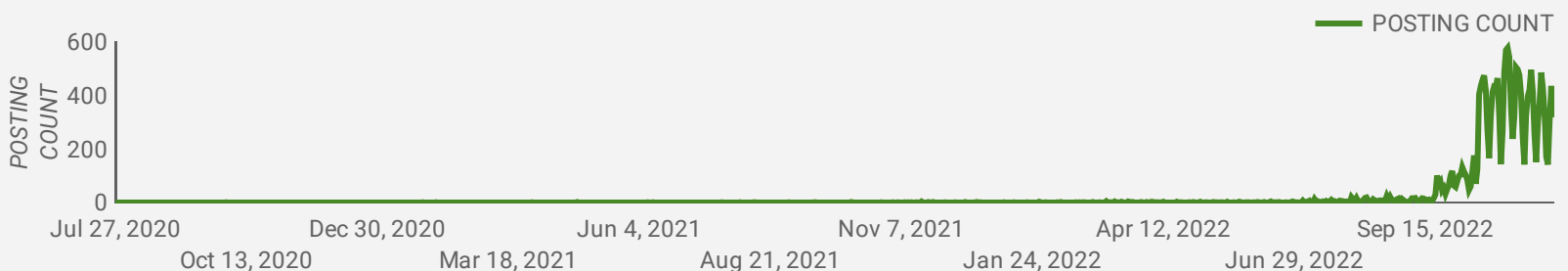
## AVG & MEDIAN POSTING LENGTH BY DAYS

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

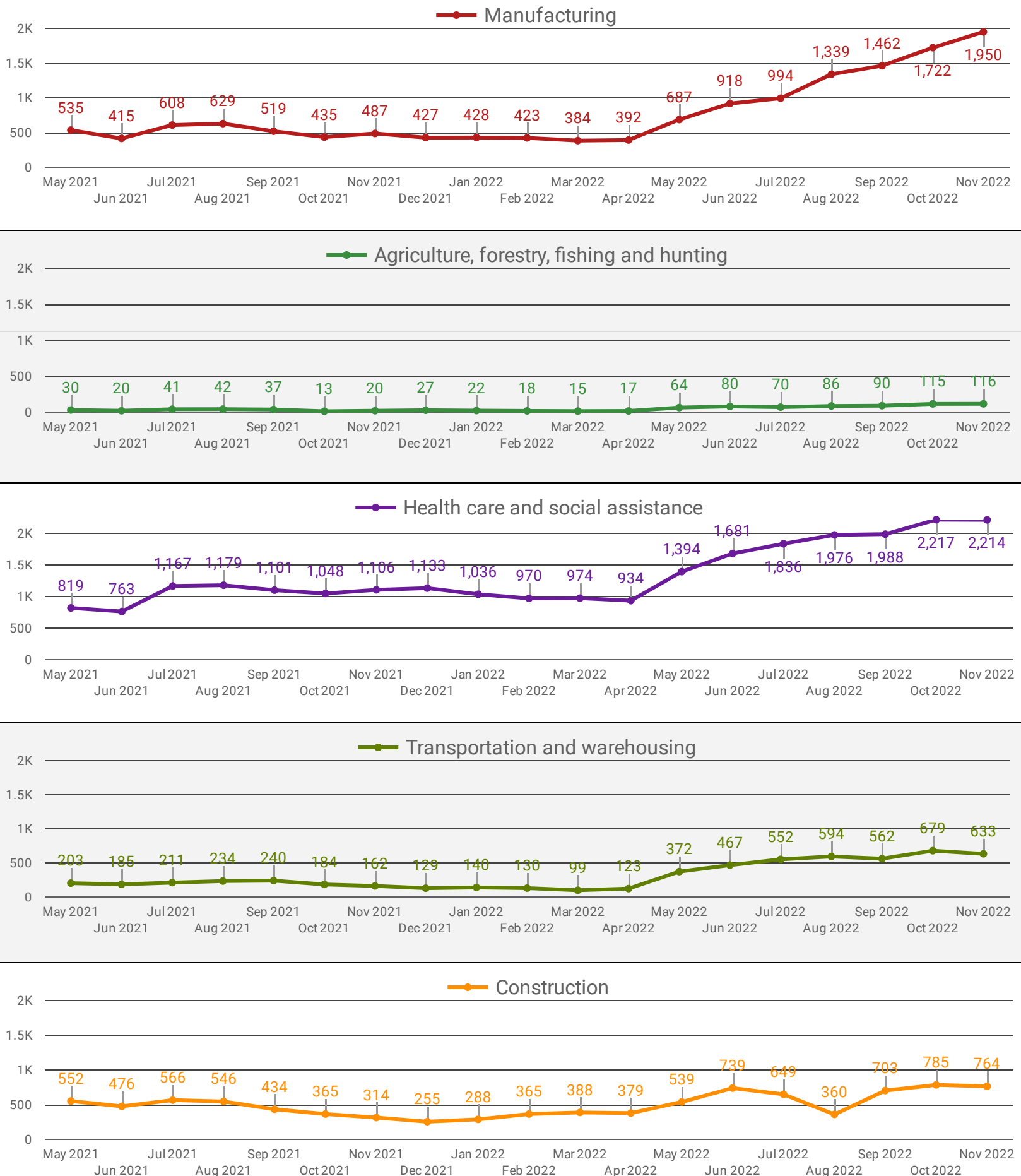
How many job postings were active for at least 1 day this month?





## DEMAND BY KEY SECTOR (ALL REGIONS)

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

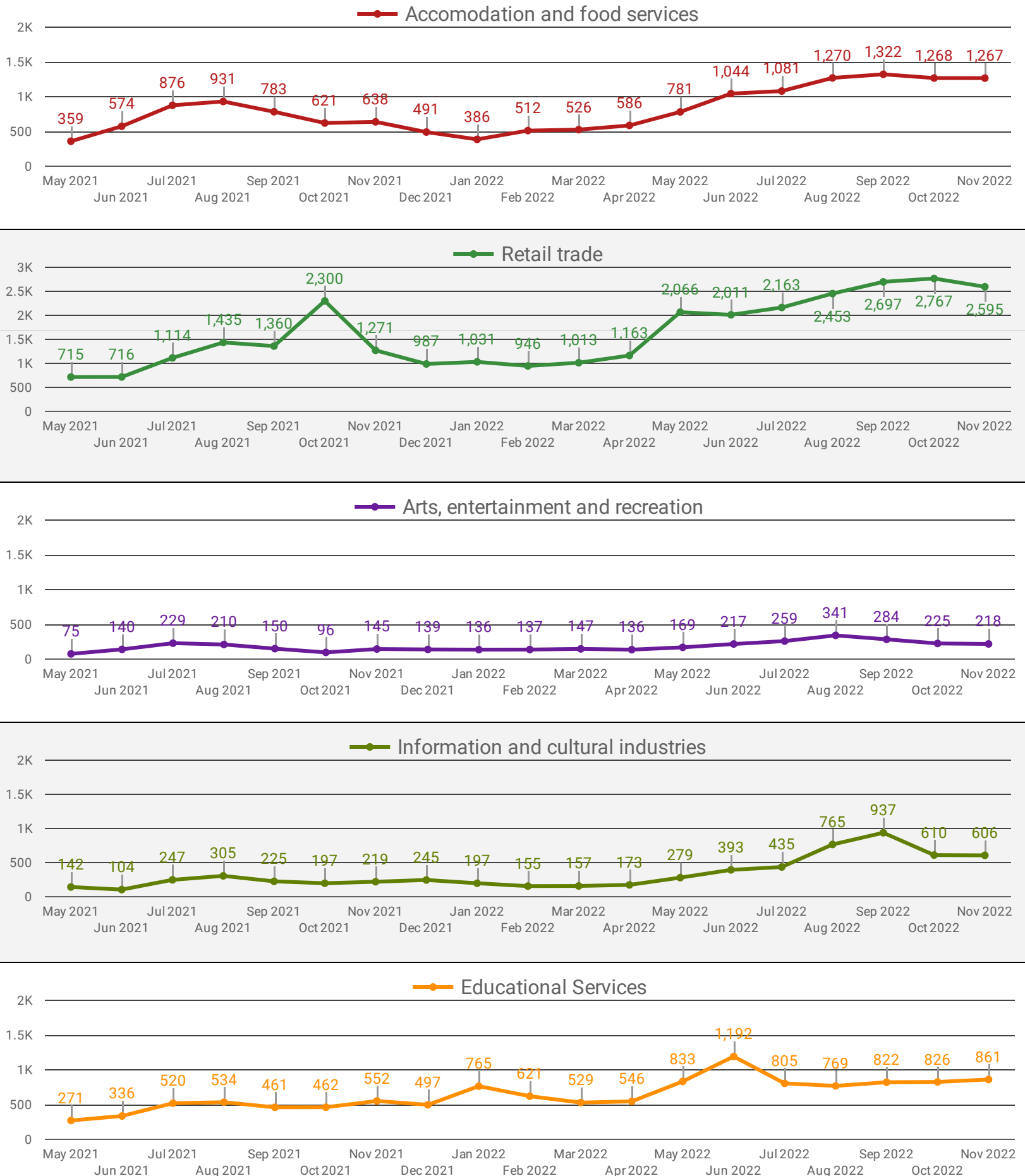


NOTE: This graph cannot be filtered using the controls on the cover page



## 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	13,660	19.9	16
2.	City of Guelph	3,693	18.0	16
3.	Dufferin County	1,007	18.4	16
4.	Wellington County	842	20.2	16

## JOB TYPE

Full-time vs Part-time



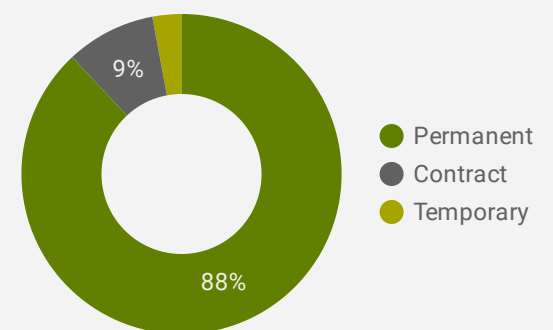
## JOB POSTINGS BY MUNICIPALITY

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	20.0	16
2.	City of Waterloo	4,220	19.6	16
3.	City of Guelph	3,693	18.0	16
4.	City of Cambridge	3,534	19.3	16
5.	Town of Orangeville	836	18.3	16
6.	Township of Centre Wellington	402	20.3	16
7.	Woolwich Township	380	26.6	16
8.	Township of North Dumfries	257	23.8	16
9.	Township of Wilmot	253	19.7	16
10.	Township of Wellington North	150	20.0	16

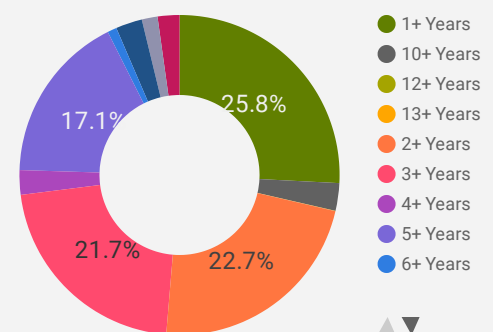
## JOB DURATION

Permanency of jobs posted



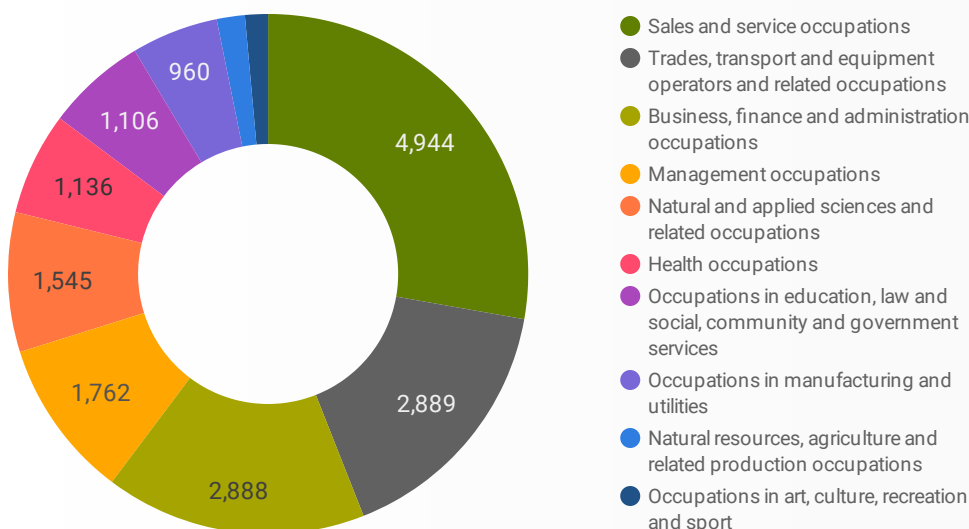
## JOB EXPERIENCE

Job Postings by Experience Level Required



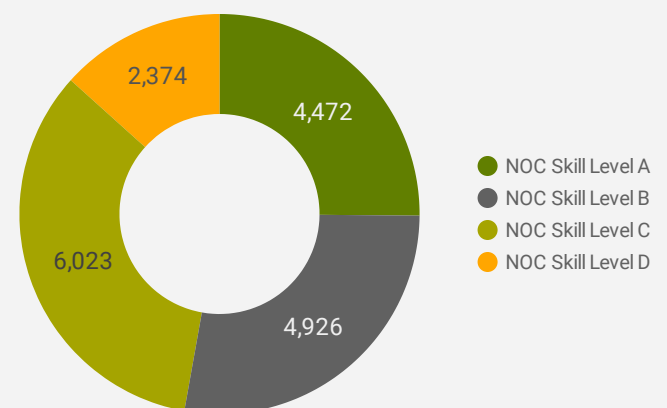
## JOB POSTINGS BY JOB CATEGORY

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.	Sun Life Financial	Waterloo Region	212	15.4	12
2.	Grand River Hospital	Waterloo Region	170	22.0	16
3.	University of Waterloo	Waterloo Region	166	30.1	16
4.	Randstad Canada	City of Guelph	156	21.0	16
5.	WATERLOO REGION DISTRICT SCHOOL BOARD	Waterloo Region	153	3.6	2
6.	Manulife	Waterloo Region	138	19.4	16
7.	Randstad Canada	Waterloo Region	136	29.1	16
8.	OpenText	Waterloo Region	114	18.0	16
9.	Linamar Corporation	City of Guelph	103	15.9	16
10.	Loblaw Companies Limited - Waterloo, ON	Waterloo Region	102	15.0	15
11.	Sun Life	Waterloo Region	99	16.0	16
12.	Loblaw Companies Limited	Waterloo Region	96	15.8	16
13.	ATS Automation Tooling Systems Inc.	Waterloo Region	95	16.0	16
14.	Cambridge Memorial Hospital	Waterloo Region	88	15.1	16
15.	Grand River Personnel	Waterloo Region	87	16.3	16
16.	Grand River Hospital Corp.	Waterloo Region	85	16.0	16
17.	St. Mary's General Hospital	Waterloo Region	81	15.9	16
18.	Adzuna	Waterloo Region	75	null	null
19.	Home Depot Canada	Waterloo Region	75	12.1	16
20.	Manpower	Waterloo Region	74	16.4	16
21.	Loblaw	Waterloo Region	74	18.0	14
22.	Robert Half	Waterloo Region	70	20.4	16
23.	University of Guelph	City of Guelph	68	25.2	16
24.	Manulife Financial	Waterloo Region	67	null	null
25.	Region of Waterloo	Waterloo Region	67	15.8	16
26.	OpenText Corp	Waterloo Region	65	16.0	16
27.	Wilfrid Laurier University	Waterloo Region	65	10.0	9
28.	Sun Life Financial Inc.	Waterloo Region	64	16.0	16
29.	Conestoga College	Waterloo Region	63	15.8	16
30.	Loblaw Companies Ltd.	Waterloo Region	61	16.0	16
31.	Homewood Health	City of Guelph	56	15.9	8



## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Jobs

322

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Chiropractor - Orangeville, On	Canadian Centre for Physiotherapy and Wellness	City of Guelph	150 <div></div>
2.	Dentist	Wellington Dufferin Guelph Public Health	Town of Orangeville	120 <div></div>
3.	Santa Claus Performers	Enchanted Entertainment	#N/A	100 <div></div>
4.	Santa Claus Impersonator	Enchanted Entertainment	#N/A	100 <div></div>
5.	Counsellor And Psychotherapist	EMDR KW Counselling	City of Waterloo	100 <div></div>
6.	Project Manager - Non-technical	Recrute Action Inc.	City of Waterloo	96 <div></div>
7.	Hairstylist	Autumn Artistry, Makeup & Hair	City of Waterloo	90 <div></div>
8.	Personal Trainer	Motus Strength Health Club	Town of Erin	90 <div></div>
9.	Accounting Manager	Dean Group	City of Guelph	85 <div></div>
10.	Dc (doctor Of Chiropractic)	Guelph Medical Place Physiotherapy and Health Centre	City of Guelph	80 <div></div>
11.	Handyman/woman/maintenance	Serveased	#N/A	80 <div></div>
12.	Electrical Design Engineer	Turntide Technologies Canada Inc.	City of Waterloo	70 <div></div>
				1 - 100 / 4435 < >

## TOP SALARIES IN JOB POSTINGS

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

	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Associate Dentist	Bisson Dentistry	City of Guelph	350,000 <div></div>
2.	Class Az Regional Owner Operators	Adzuna	City of Kitchener	330,000 <div></div>
3.	Associate Dentist	Cambridge Smiles Family Dentistry	City of Cambridge	307,668 <div></div>
4.	Outside Sales	HRC INC	#N/A	300,000 <div></div>
5.	Physician, Family	Hopeton Medical Centre Inc.	City of Cambridge	300,000 <div></div>
6.	family Physician	Wolfe & Castle	Town of Orangeville	300,000 <div></div>
7.	Family Physician	Orangeville Pharmacy	Town of Orangeville	300,000 <div></div>
8.	Professor Of Computer Science - University	University of Waterloo	City of Waterloo	250,000 <div></div>
9.	Dean, Faculty Of Science	University of Waterloo	City of Waterloo	226,084 <div></div>
10.	Financial Services Manager	Kitchener Ford	City of Kitchener	200,000 <div></div>
11.	Business Development Manager	Quality Sterling Group	#N/A	200,000 <div></div>
				1 - 100 / 5326 < >

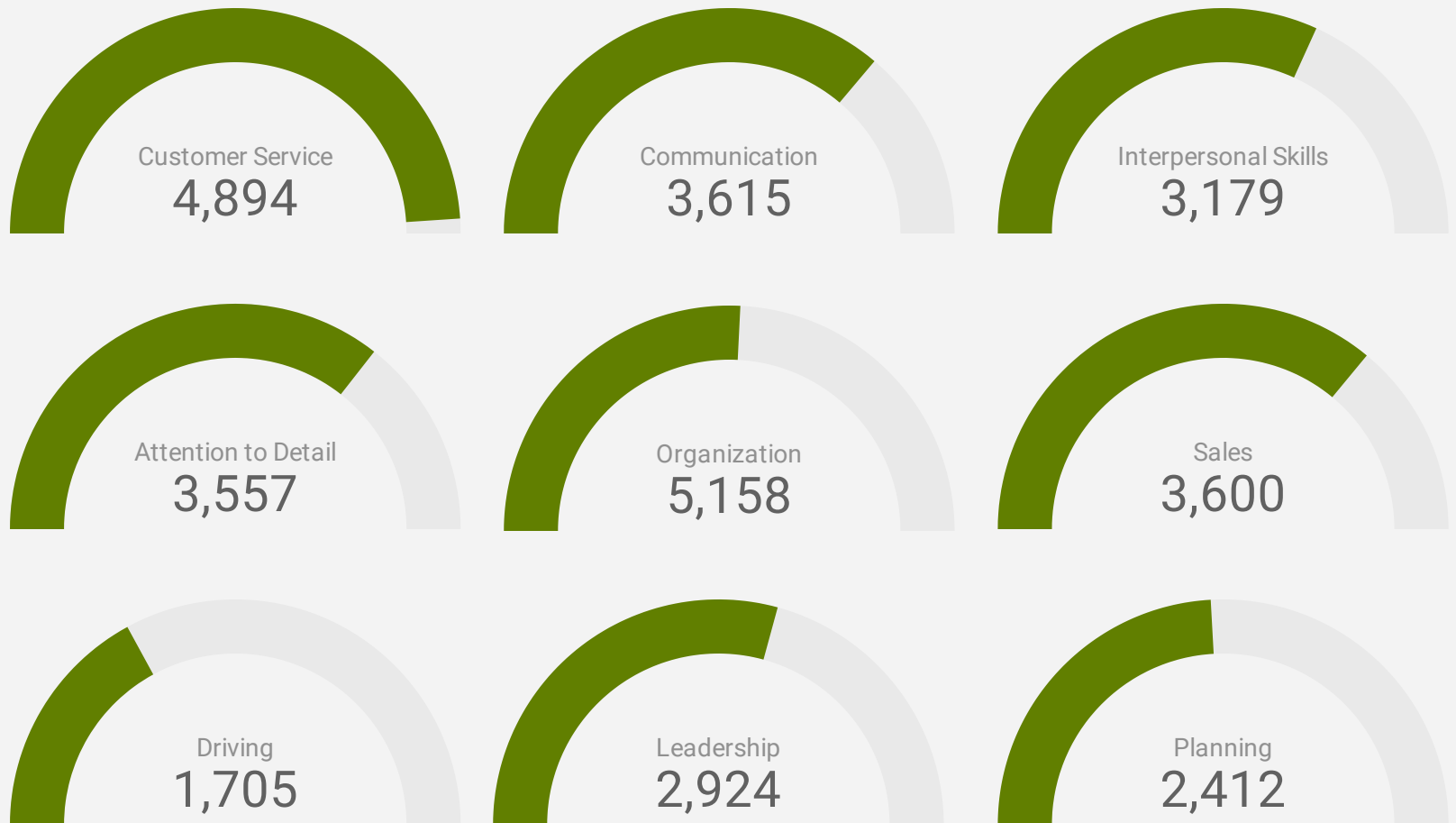


## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

19,450

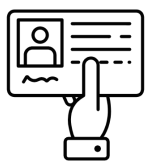


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

10,048



Driver's License

3,266



First Aid

705



Regular Access to a Vehi

580



Criminal Record Check

844



Microsoft Office

1,434



Food Safety

432





## 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	909	16.6	16
2.	7452	Material handlers	NOC Skill Level C	768	19.0	16
3.	6552	Other customer and information services representatives	NOC Skill Level C	645	19.7	16
4.	7514	Delivery and courier service drivers	NOC Skill Level C	451	17.3	16
5.	1241	Administrative assistants	NOC Skill Level B	416	17.9	16
6.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	403	17.5	16
7.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	379	17.1	16
8.	0621	Retail and wholesale trade managers	NOC Skill Level A	377	17.7	16
9.	6322	Cooks	NOC Skill Level B	365	21.1	16
10.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	267	19.2	16
11.	7511	Transport truck drivers	NOC Skill Level C	265	20.3	16
12.	1221	Administrative officers	NOC Skill Level B	264	24.2	16
13.	6731	Light duty cleaners	NOC Skill Level D	261	16.9	16
14.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	255	16.8	16
15.	2173	Software engineers and designers	NOC Skill Level A	254	28.2	16
16.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	235	17.1	16
17.	2174	Computer programmers and interactive media developers	NOC Skill Level A	210	26.5	16
18.	4212	Social and community service workers	NOC Skill Level B	194	17.8	16
19.	3233	Licensed practical nurses	NOC Skill Level B	182	19.1	16
20.	1521	Shippers and receivers	NOC Skill Level C	178	18.3	16
21.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	173	31.9	16
22.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	159	19.2	16
23.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	159	19.6	16
24.	0111	Financial managers	NOC Skill Level A	151	19.7	16
25.	6541	Security guards and related security service occupations	NOC Skill Level C	148	16.1	16
26.	6611	Cashiers	NOC Skill Level D	145	16.3	16
27.	0631	Restaurant and food service managers	NOC Skill Level A	140	23.9	16
28.	6211	Retail sales supervisors	NOC Skill Level B	139	19.8	16
29.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	139	18.8	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	909	16.6	16
2.	745	Longshore workers and material handlers	NOC Skill Level C	768	19.0	16
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	742	18.3	16
4.	655	Customer and information services representatives	NOC Skill Level C	684	19.7	16
5.	217	Computer and information systems professionals	NOC Skill Level A	674	27.6	16
6.	122	Administrative and regulatory occupations	NOC Skill Level B	574	20.5	16
7.	673	Cleaners	NOC Skill Level D	517	17.9	16
8.	662	Other sales support and related occupations	NOC Skill Level D	514	17.9	16
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	465	17.7	16
10.	632	Chefs and cooks	NOC Skill Level B	445	21.4	16
11.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	403	17.5	16
12.	062	Retail and wholesale trade managers	NOC Skill Level A	377	17.7	16
13.	112	Human resources and business service professionals	NOC Skill Level A	357	20.6	16
14.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	356	17.6	16
15.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	340	19.3	16
16.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	330	19.5	16
17.	441	Home care providers and educational support occupations	NOC Skill Level C	318	18.3	16
18.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	306	32.0	16
19.	111	Auditors, accountants and investment professionals	NOC Skill Level A	300	19.4	16
20.	141	General office workers	NOC Skill Level C	270	16.3	16
21.	861	Harvesting, landscaping and natural resources labourers	NOC Skill Level D	255	16.8	16
22.	323	Other technical occupations in health care	NOC Skill Level B	251	19.2	16
23.	301	Professional occupations in nursing	NOC Skill Level A	241	16.9	16
24.	341	Assisting occupations in support of health services	NOC Skill Level C	226	20.2	16
25.	651	Occupations in food and beverage service	NOC Skill Level C	216	19.6	16
26.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	210	16.5	16
27.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	201	17.8	16
28.	941	Machine operators and related workers in mineral and metal products processing and manufacturing	NOC Skill Level C	191	17.2	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.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	1,169	19.6	16
2.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	1,128	19.3	16
3.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	1,090	26.4	16
4.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	1,068	17.1	16
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	967	17.9	16
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	832	18.1	16
7.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	832	20.0	16
8.	63	Service supervisors and specialized service occupations	NOC Skill Level B	728	26.2	16
9.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	690	19.1	16
10.	66	Sales support occupations	NOC Skill Level D	659	17.5	16
11.	11	Professional occupations in business and finance	NOC Skill Level A	657	20.1	16
12.	72	Industrial, electrical and construction trades	NOC Skill Level B	624	26.3	16
13.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	542	18.8	16
14.	14	Office support occupations	NOC Skill Level C	507	16.6	16
15.	32	Technical occupations in health	NOC Skill Level B	474	19.0	16
16.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	455	22.5	16
17.	73	Maintenance and equipment operation trades	NOC Skill Level B	414	24.5	16
18.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	411	17.7	16
19.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	396	19.3	16
20.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	353	18.4	16
21.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	330	19.5	16
22.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	328	18.2	16
23.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	306	32.0	16
24.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	271	19.2	16
25.	86	Harvesting, landscaping and natural resources labourers	NOC Skill Level D	255	16.8	16
26.	30	Professional occupations in nursing	NOC Skill Level A	241	16.9	16
					1 - 46 / 46	< >



## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**1,635**

NEW POSTINGS  
**1**

COMPANIES  
**824**

LANGUAGES  
**10**

## # OF DAYS POSTED

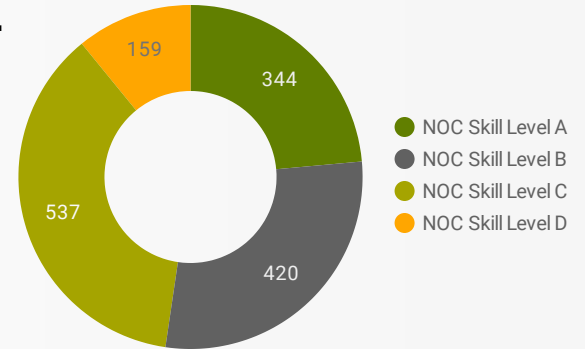
AVERAGE  
**16.5**

MEDIAN  
**16**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 344** Skill Level A - Management/ Professional Occupations usually requiring University
- 420** Skill Level B - Usually college education or apprenticeship training
- 537** Skill Level C - Usually secondary education or occupation-specific training
- 159** Skill Level D - Usually on-the-job training

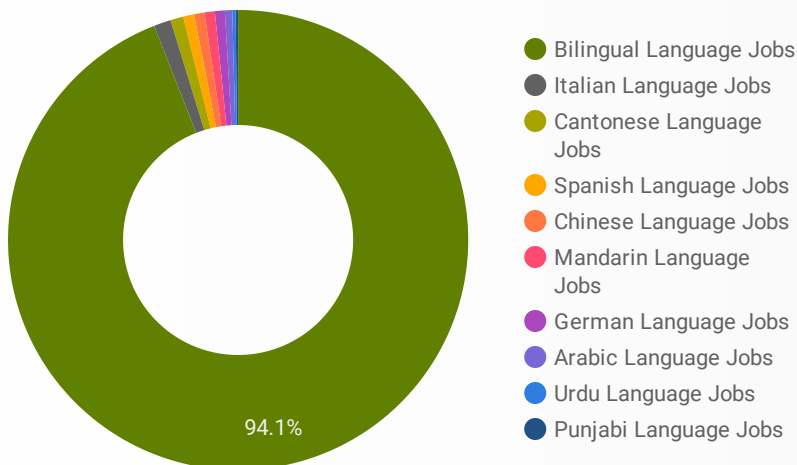


SKILL LEVEL / POSTING COUNT

LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language...	325	381	506	153
Cantonese Language...	2	5	9	3
Italian Language J...	1	8	6	2
Spanish Language...	8	4	3	
Chinese Language ...	3	4	4	
Mandarin Language...		8	2	
German Language...	2	4	2	1

## LANGUAGE SKILLS BREAKDOWN

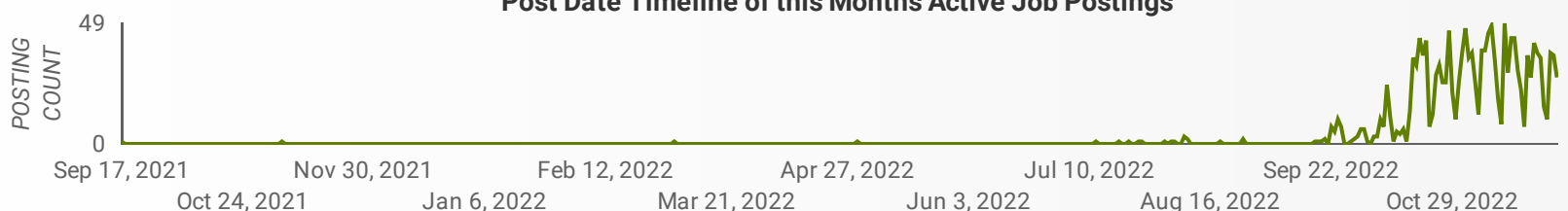
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	1,526
2. Italian Language Jobs	20
3. Cantonese Language Jobs	19
4. Spanish Language Jobs	16
5. Chinese Language Jobs	13
6. German Language Jobs	12

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?

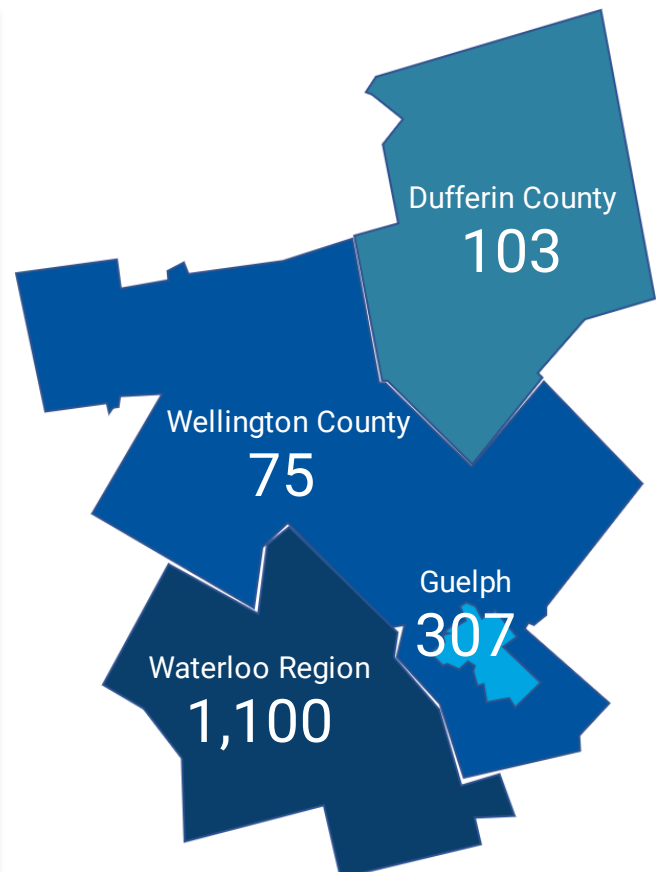
BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Cantones...	Italian La...	Spanish ...	Chinese ...	Mandarin...	Grand total
Business, finance and administration occu...	333	3	3	1	2	8	355
Health occupations	53				1		54
Management occupations	143		1	3	3		152
Natural and applied sciences and related o...	56	1		7			65
Natural resources, agriculture and related ...	21			1			22
Occupations in art, culture, recreation and ...	29						29
Occupations in education, law and social, ...	101			1	1		106
Occupations in manufacturing and utilities	57						59
Sales and service occupations	419	15	12	2	4	2	462
Trades, transport and equipment operator...	153		1				156
Grand total	1,365	19	17	15	11	10	1,460

## 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	432	19.6	16
2.	City of Kitchener	307	20.0	16
3.	City of Guelph	307	18.0	16
4.	City of Cambridge	290	19.3	16
5.	Town of Orangeville	84	18.3	16
6.	Woolwich Township	48	26.6	16
7.	Township of Centre Wellington	35	20.3	16
8.	Township of Wellington North	21	20.0	16
9.	Town of Shelburne	14	16.8	16
10.	Township of North Dumfries	14	23.8	16
11.	Town of Erin	9	22.4	16
12.	Puslinch Township	9	19.4	16
13.	Township of Wilmot	7	19.7	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...	137
2.	Retail salespersons	60
3.	Administrative assistants	60
4.	Food counter attendants, kitchen helpers an...	43
5.	Cooks	41
6.	Material handlers	36
7.	Delivery and courier service drivers	35
8.	Retail and wholesale trade managers	34
9.	Professional occupations in advertising, ma...	31
10.	Administrative officers	30
11.	Social and community service workers	26
12.	Sales and account representatives - wholes...	23
13.	Corporate sales managers	21
14.	Light duty cleaners	20
15.	Landscaping and grounds maintenance labo...	19
16.	Home support workers, housekeepers and r...	17
17.	Receptionists	17
18.	Accounting and related clerks	16
19.	Human resources and recruitment officers	16
20.	Professional occupations in business mana...	15
21.	Other sales related occupations	14
22.	Shippers and receivers	13
23.	Insurance underwriters	13
24.	General office support workers	13
25.	Plastics processing machine operators	13
26.	Manufacturing managers	13
27.	Secondary school teachers	13
28.	Human resources professionals	13
29.	Transport truck drivers	12
30.	Chefs	12
31.	Automotive service technicians, truck and b...	12
32.	Store shelf stockers, clerks and order fillers	12
		1 - 100 / 215 < >

## MULTILINGUAL HIRING EMPLOYERS

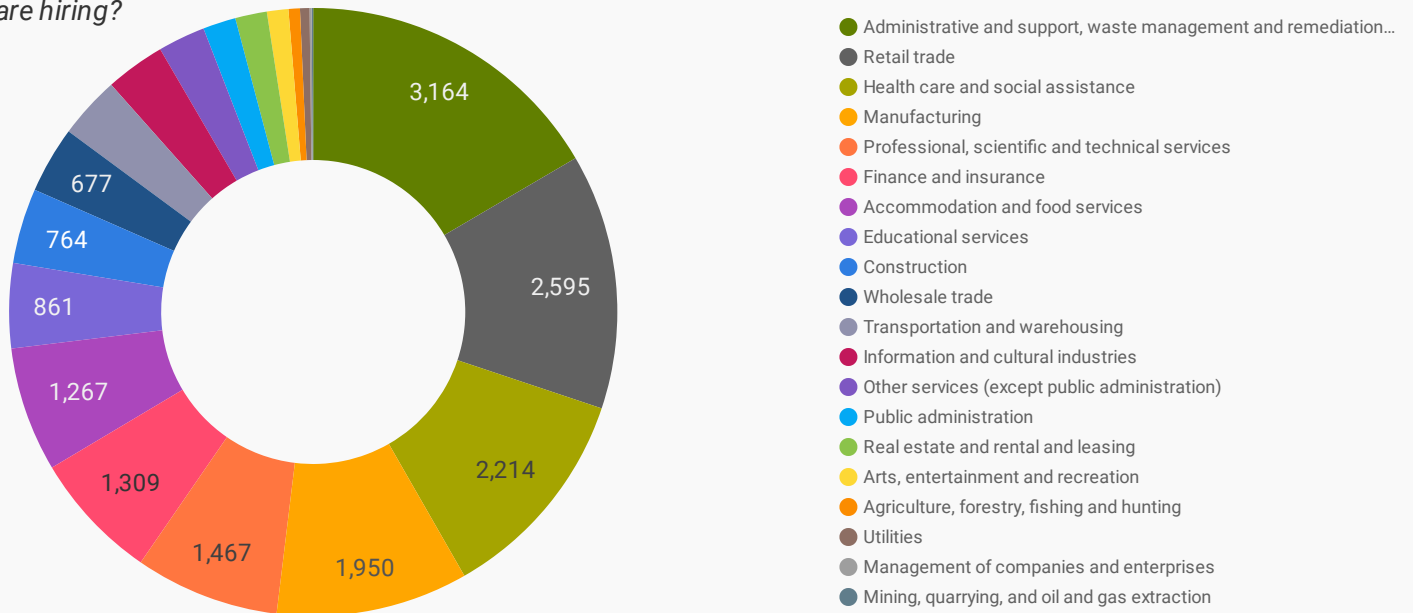
Which employers are seeking multilingual candidates?

	COMPANY	POSTINGS ▾
1.	Sun Life Financial	64
2.	Sun Life	38
3.	Liquor Control Board of Ontario	28
4.	Eco Residential Roofs & Commerical Shelters Inc.	25
5.	Manulife	21
6.	WATERLOO REGION DISTRICT SCHOOL BOARD	19
7.	Sun Life Financial Inc.	18
8.	The Co-operators	16
9.	Upper Grand District School Board	13
10.	T&T Supermarket	13
11.	Farm Boy	13
12.	AES Better Jobs	13
13.	Septodont	13
14.	Manulife Financial	13
15.	Home and Community Care Support Services	11
16.	Farm Boy Inc.	11
17.	Ontario Teachers Insurance Plan (OTIP)	11
18.	Expert Staffing Solutions	11
19.	Equitable Life of Canada	9
20.	Godspeed Group	9
21.	Apple	9
22.	Recrute Action Inc.	9
23.	OpenText	9
24.	LHIN	8
25.	ATR Maintenance Services	8
26.	Reitmans	8
27.	Advendors for Universal Staffing	8
28.	Definity Financial Corporation	7
29.	CarePartners	7
30.	Kerry's Place Autism Services	7
		1 - 50 / 827 < >



## 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	3,164	17.9	16
2.	Retail trade	44-45	2,595	17.1	16
3.	Health care and social assistance	62	2,214	18.3	16
4.	Manufacturing	31-33	1,950	22.1	16
5.	Professional, scientific and technical services	54	1,467	20.8	16
6.	Finance and insurance	52	1,309	17.8	16
7.	Accommodation and food services	72	1,267	20.6	16
8.	Educational services	61	861	14.8	15
9.	Construction	23	764	21.8	16
10.	Wholesale trade	41	677	21.0	16
11.	Transportation and warehousing	48-49	633	19.9	16
12.	Information and cultural industries	51	606	19.5	16
13.	Other services (except public administration)	81	481	23.4	16
14.	Public administration	91	334	19.6	16
15.	Real estate and rental and leasing	53	322	24.8	16
16.	Arts, entertainment and recreation	71	218	21.2	16
17.	Agriculture, forestry, fishing and hunting	11	116	25.9	16
18.	Utilities	22	96	16.8	16
19.	Management of companies and enterprises	55	22	15.9	16
20.	Mining, quarrying, and oil and gas extraction	21	15	15.8	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	3,068	17.8	16
2.	Professional, scientific and technical services	541	1,467	20.8	16
3.	Food services and drinking places	722	1,071	20.7	16
4.	Insurance carriers and related activities	524	980	17.3	16
5.	Educational services	611	861	14.8	15
6.	Food and beverage stores	445	752	18.5	16
7.	Ambulatory health care services	621	741	18.0	16
8.	Nursing and residential care facilities	623	602	20.3	16
9.	Hospitals	622	557	16.4	16
10.	Specialty trade contractors	238	454	19.8	16
11.	Machinery manufacturing	333	411	17.0	16
12.	Truck transportation	484	355	20.3	16
13.	Social assistance	624	314	18.8	16
14.	Clothing and clothing accessories stores	448	313	17.8	16
15.	Food manufacturing	311	298	34.6	16
16.	Building material and garden equipment and supplies dealers	444	283	15.5	16
17.	Credit intermediation and related activities	522	272	15.5	16
18.	Local, municipal and regional public administration	913	270	16.4	16
19.	Fabricated metal product manufacturing	332	261	17.9	16
20.	Publishing industries (except Internet)	511	251	17.1	16
21.	Motor vehicle and parts dealers	441	240	16.5	16
22.	Miscellaneous store retailers	453	229	16.9	16
23.	Construction of buildings	236	228	27.2	16
24.	General merchandise stores	452	225	13.5	16
25.	Health and personal care stores	446	220	17.1	16
26.	Accommodation services	721	196	20.2	16
27.	Building material and supplies merchant wholesalers	416	192	20.5	16
28.	Amusement, gambling and recreation industries	713	185	16.3	16
29.	Real estate	531	178	26.6	16
30.	Personal and laundry services	812	160	25.2	16
31.	Machinery, equipment and supplies merchant wholesalers	417	153	21.0	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	2,422	17.8	16
2.	Full-service restaurants and limited-service eating places	7225	962	21.2	16
3.	Insurance carriers	5241	704	16.9	16
4.	Grocery stores	4451	643	17.3	16
5.	General medical and surgical hospitals	6221	555	16.4	16
6.	Computer systems design and related services	5415	440	24.8	16
7.	Community care facilities for the elderly	6233	430	22.4	16
8.	Services to buildings and dwellings	5617	368	16.5	16
9.	Architectural, engineering and related services	5413	353	18.6	16
10.	Universities	6113	307	23.9	16
11.	Elementary and secondary schools	6111	302	7.3	4
12.	General freight trucking	4841	288	21.2	16
13.	Agencies, brokerages and other insurance related activities	5242	276	17.9	16
14.	Building material and supplies dealers	4441	273	14.8	16
15.	Other general-purpose machinery manufacturing	3339	262	15.8	16
16.	Other local, municipal and regional public administration	9139	260	16.4	16
17.	Clothing stores	4481	254	18.4	16
18.	Software publishers	5112	243	16.6	16
19.	Health and personal care stores	4461	220	17.1	16
20.	Home health care services	6216	217	17.6	16
21.	Management, scientific and technical consulting services	5416	206	17.0	16
22.	Depository credit intermediation	5221	200	15.0	16
23.	Building equipment contractors	2382	183	17.0	16
24.	Traveller accommodation	7211	172	19.5	16
25.	Accounting, tax preparation, bookkeeping and payroll services	5412	167	18.3	16
26.	Individual and family services	6241	167	20.1	16
27.	Investigation and security services	5616	165	15.9	16
28.	Automobile dealers	4411	164	17.1	16
29.	Other amusement and recreation industries	7139	150	16.4	16
30.	Offices of other health practitioners	6213	148	22.6	16
31.	Offices of dentists	6212	138	17.6	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	2,392	17.6	16
2.	Full-service restaurants and limited-service eating places	72251	962	21.2	16
3.	Direct life, health and medical insurance carriers	52411	665	16.9	16
4.	Supermarkets and other grocery (except convenience) stores	44511	634	17.3	16
5.	General medical and surgical hospitals	62211	555	16.4	16
6.	Computer systems design and related services	54151	440	24.8	16
7.	Community care facilities for the elderly	62331	430	22.4	16
8.	Universities	61131	307	23.9	16
9.	Elementary and secondary schools	61111	302	7.3	4
10.	Insurance agencies and brokerages	52421	270	18.1	16
11.	Other local, municipal and regional public administration	91391	260	16.4	16
12.	Software publishers	51121	243	16.6	16
13.	Engineering services	54133	240	19.1	16
14.	Home health care services	62161	217	17.6	16
15.	Hardware stores	44413	181	14.0	16
16.	General freight trucking, long distance	48412	176	20.7	16
17.	Banking	52211	169	14.7	16
18.	Hotels (except casino hotels) and motels	72111	168	19.6	16
19.	Accounting, tax preparation, bookkeeping and payroll services	54121	167	18.3	16
20.	Landscaping services	56173	160	16.9	16
21.	Material handling equipment manufacturing	33392	153	15.7	16
22.	New car dealers	44111	147	17.2	16
23.	Janitorial services	56172	146	16.4	16
24.	Management consulting services	54161	143	17.7	16
25.	Offices of dentists	62121	138	17.6	16
26.	Fitness and recreational sports centres	71394	127	16.0	16
27.	Wired and wireless telecommunications carriers (except satellite)	51731	127	18.1	16
28.	Plumbing, heating and air-conditioning contractors	23822	127	17.7	16
29.	Residential building construction	23611	122	24.2	16
30.	Department stores	45211	118	9.6	6
31.	Pharmacies and drug stores	44611	116	17.6	16



## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

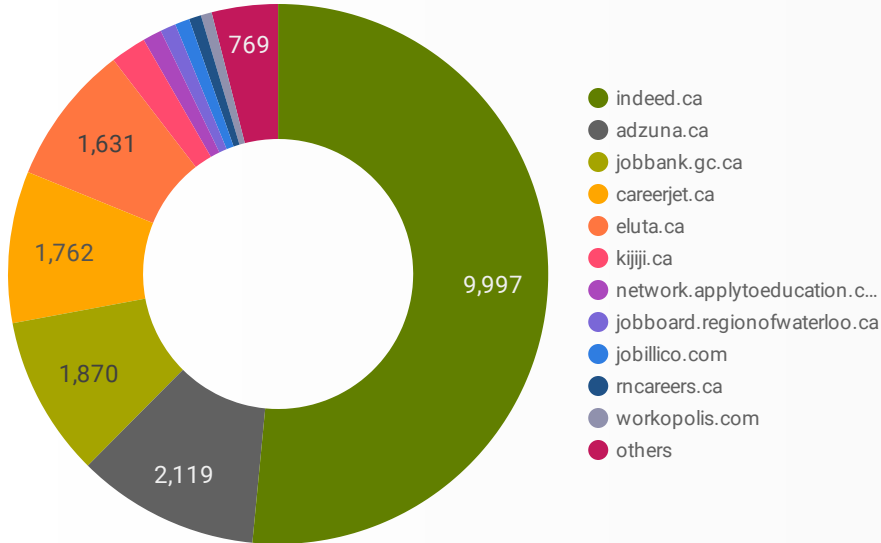
What sectors are hiring?

	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	2,392	17.6	16
2.	Supermarkets and other grocery (except convenience) stores	445110	634	17.3	16
3.	General (except paediatric) hospitals	622111	555	16.4	16
4.	Full-service restaurants	722511	514	21.9	16
5.	Limited-service eating places	722512	448	20.4	16
6.	Computer systems design and related services (except video game design and development)	541514	439	24.8	16
7.	Community care facilities for the elderly	623310	430	22.4	16
8.	Direct individual life, health and medical insurance carriers	524111	378	17.2	16
9.	Universities	611310	307	23.9	16
10.	Elementary and secondary schools	611110	302	7.3	4
11.	Direct group life, health and medical insurance carriers	524112	287	16.0	16
12.	Insurance agencies and brokerages	524210	270	18.1	16
13.	Other local, municipal and regional public administration	913910	260	16.4	16
14.	Engineering services	541330	240	19.1	16
15.	Software publishers (except video game publishers)	511211	234	16.6	16
16.	Home health care services	621610	217	17.6	16
17.	Hardware stores	444130	181	14.0	16
18.	Landscaping services	561730	160	16.9	16
19.	Hotels	721111	156	19.9	16
20.	Material handling equipment manufacturing	333920	153	15.7	16
21.	New car dealers	441110	147	17.2	16
22.	Janitorial services (except window cleaning)	561722	140	16.4	16
23.	Offices of dentists	621210	138	17.6	16
24.	Wired and wireless telecommunications carriers (except satellite)	517310	127	18.1	16
25.	Fitness and recreational sports centres	713940	127	16.0	16
26.	Plumbing, heating and air-conditioning contractors	238220	127	17.7	16
27.	Residential building construction	236110	122	24.2	16
28.	Department stores	452110	118	9.6	6
29.	Pharmacies and drug stores	446110	116	17.6	16
30.	General freight trucking, local	484110	112	22.3	16



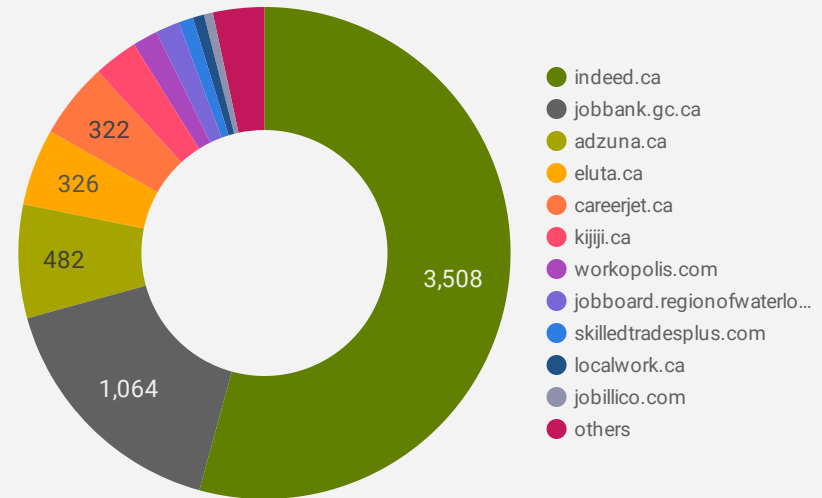
## JOB POSTINGS BY JOB BOARD

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	9,997	15.7	16	3,508
2.	adzuna.ca	2,119	33.6	39	482
3.	jobbank.gc.ca	1,870	29.6	19	1,064
4.	careerjet.ca	1,762	21.3	22	322
5.	eluta.ca	1,631	16.0	16	326
6.	kijiji.ca	416	15.0	15	188
7.	network.applytoeducation.com	220	4.4	2	5
8.	jobboard.regionofwaterloo.ca	182	163.8	98	102
9.	jobillico.com	170	42.6	19	38
10.	rncareers.ca	141	18.0	8	22
11.	workopolis.com	127	16.0	15	107
12.	careerbuilder.ca	124	22.0	29	19
13.	careerarc.com	97	33.3	26	21
14.	randstad.ca	94	46.2	41	1
15.	skilledtradesplus.com	92	14.1	12	62
16.	agilec.ca	84	53.3	49	36
17.	localwork.ca	65	18.5	27	48