



Workforce Planning Board of Waterloo Wellington Dufferin

JOB DEMAND REPORT JANUARY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
15,605	10,944	4,803	36

OF DAYS POSTED

AVERAGE	MEDIAN
18.1	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.



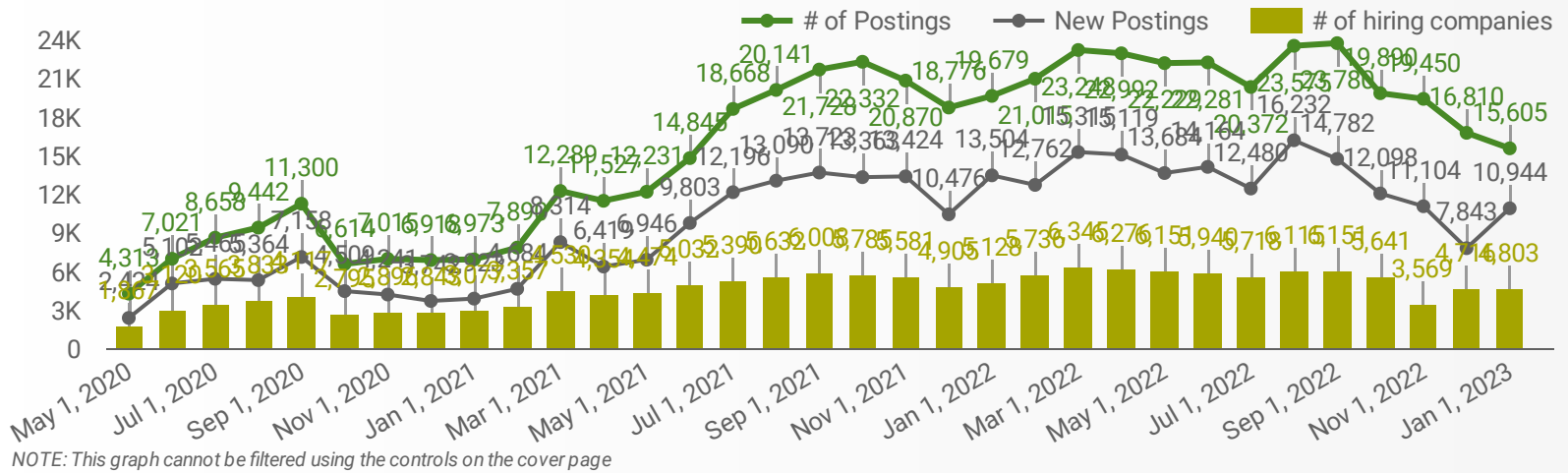
This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario.

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



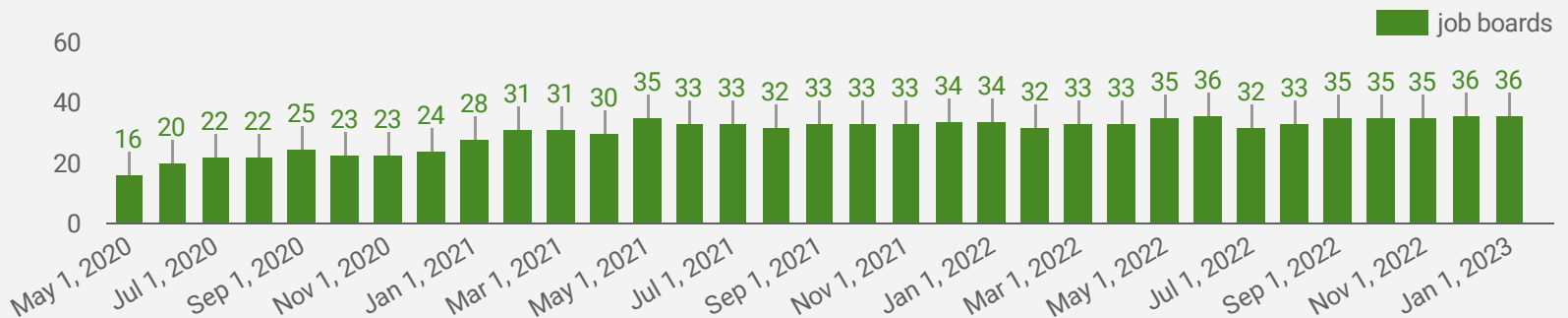
JOB POSTINGS BY MONTH FOR ALL REGIONS

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



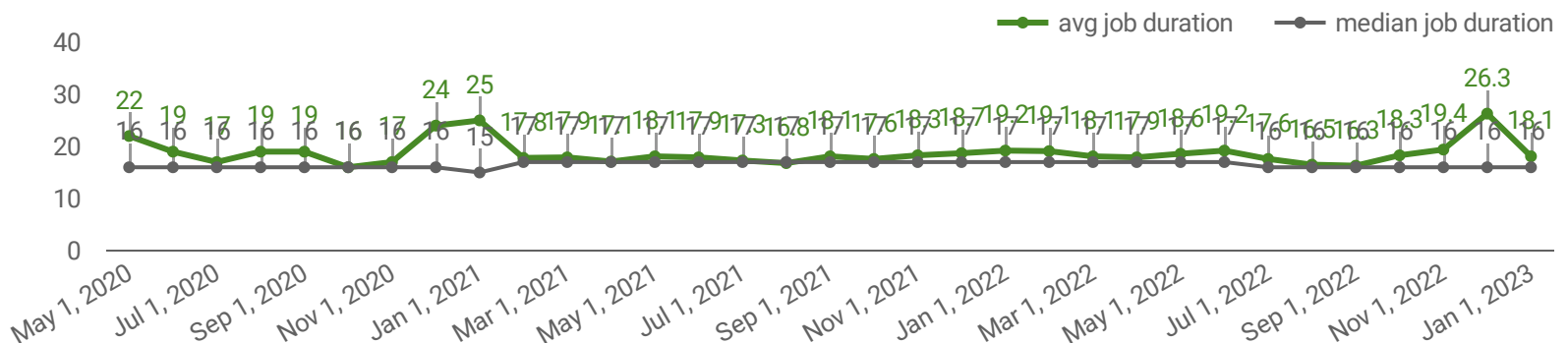
NUMBER OF ACTIVE JOB BOARDS

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



AVG & MEDIAN POSTING LENGTH BY DAYS

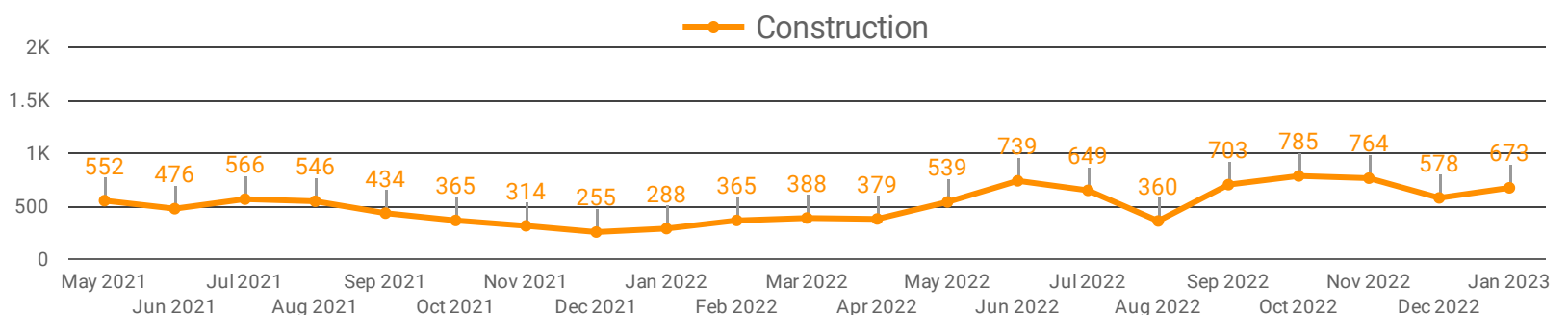
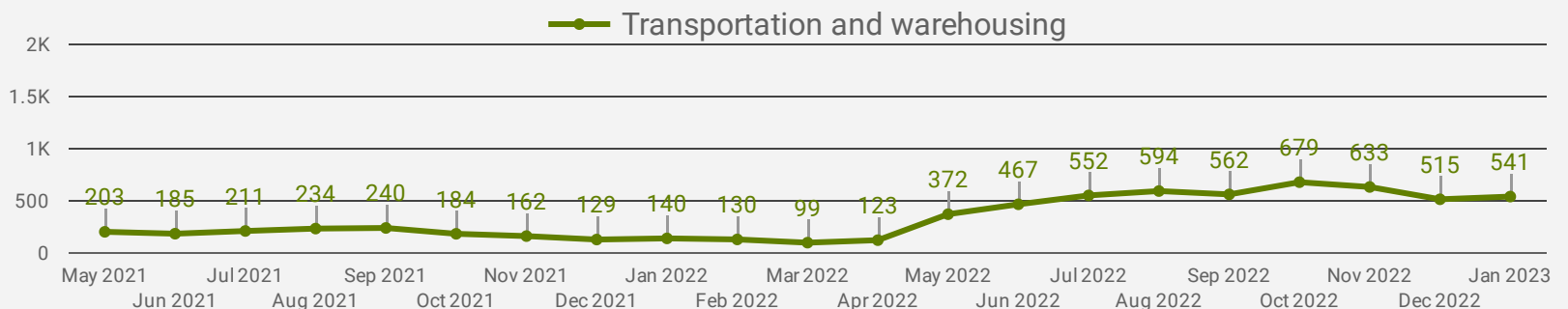
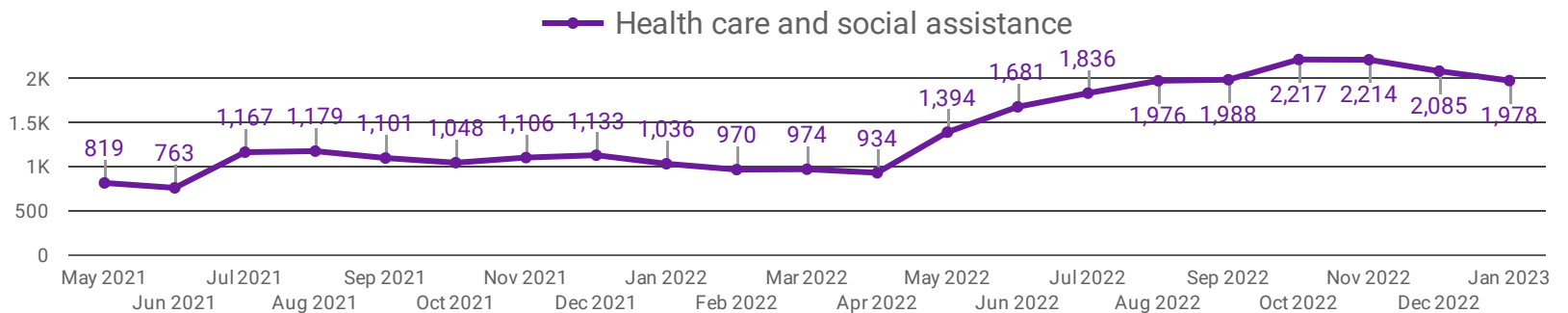
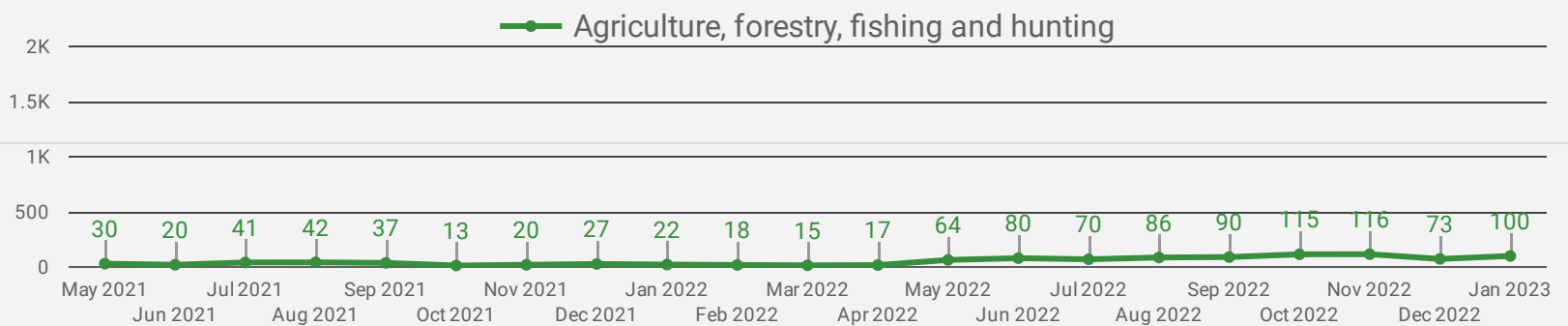
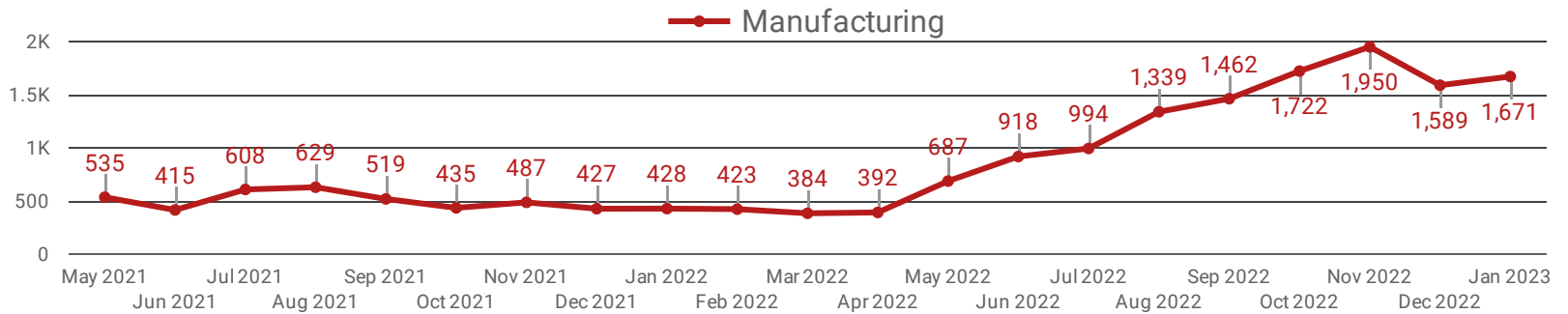
How long are employers having to recruit for to find candidates to fill their job vacancies?





DEMAND BY KEY SECTOR (ALL REGIONS)

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

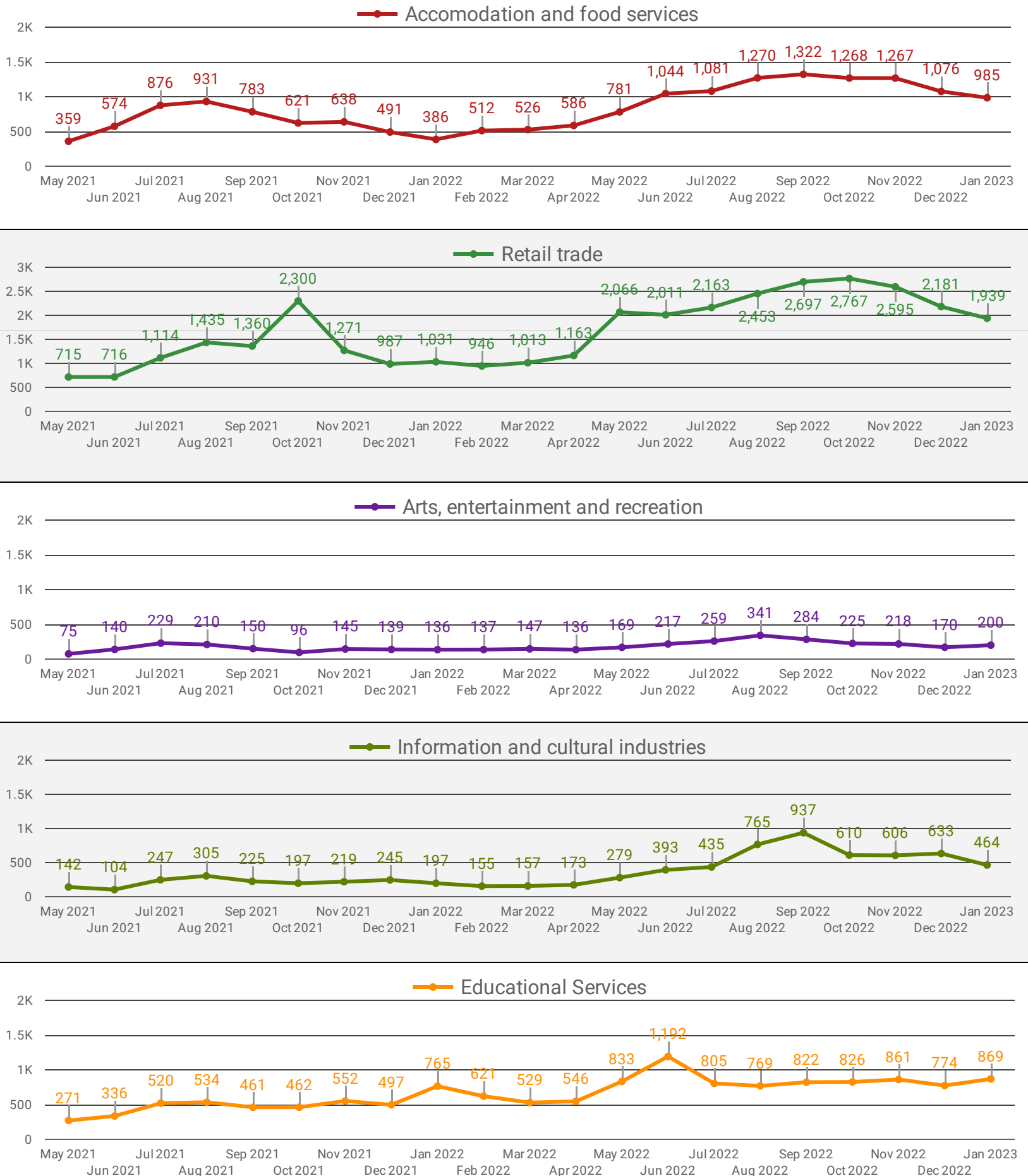


NOTE: This graph cannot be filtered using the controls on the cover page



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



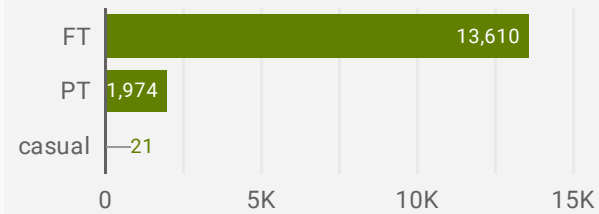
JOB POSTINGS BY COUNTY

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	10,939	17.6	16
2.	City of Guelph	2,904	18.0	16
3.	Dufferin County	782	19.7	16
4.	Wellington County	739	24.6	16

JOB TYPE

Full-time vs Part-time



JOB POSTINGS BY MUNICIPALITY

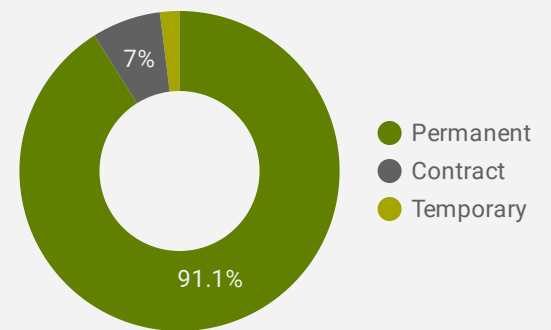
Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	3,797	18.8	16
2.	City of Waterloo	3,432	16.0	16
3.	City of Cambridge	2,938	17.4	16
4.	City of Guelph	2,904	18.0	16
5.	Town of Orangeville	612	19.1	16
6.	Township of Centre Wellington	307	23.3	16
7.	Woolwich Township	286	23.3	16
8.	Township of North Dumfries	245	18.1	16
9.	Township of Wilmot	185	17.7	16
10.	Township of Wellington North	134	26.4	16

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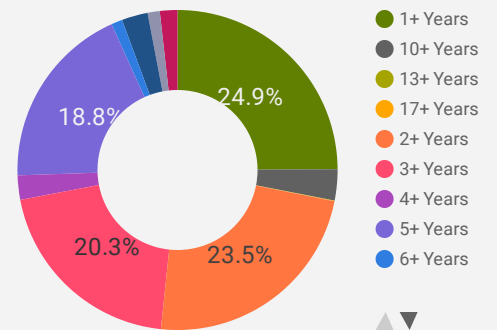
JOB DURATION

Permanency of jobs posted



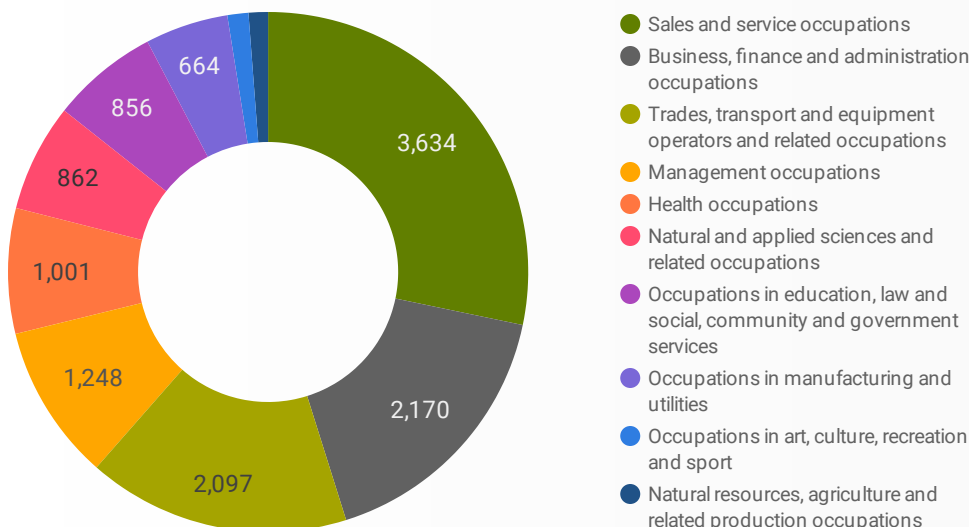
JOB EXPERIENCE

Job Postings by Experience Level Required



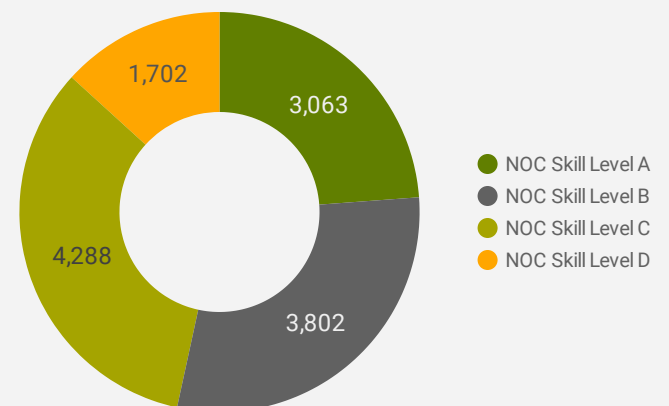
JOB POSTINGS BY JOB CATEGORY

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.	University of Waterloo	Waterloo Region	235	16.5	16
2.	Sun Life Financial	Waterloo Region	197	10.4	14
3.	Randstad Canada	Waterloo Region	156	28.4	16
4.	OpenText Corporation	Waterloo Region	123	15.8	16
5.	Grand River Hospital	Waterloo Region	116	17.0	15
6.	Sun Life	Waterloo Region	113	15.1	16
7.	Loblaw Companies Limited	Waterloo Region	95	16.8	16
8.	Randstad Canada	City of Guelph	93	37.8	25
9.	Linamar Corporation	City of Guelph	89	15.8	16
10.	Loblaw Companies	Waterloo Region	89	14.0	14
11.	Manulife Financial	Waterloo Region	86	14.0	14
12.	WATERLOO REGION DISTRICT SCHOOL BOARD	Waterloo Region	86	6.0	2
13.	St. Mary's General Hospital	Waterloo Region	82	15.8	16
14.	Wilfrid Laurier University	Waterloo Region	81	15.7	16
15.	Region of Waterloo	Waterloo Region	78	16.4	16
16.	Conestoga College	Waterloo Region	76	15.5	16
17.	Financial Sun Life	Waterloo Region	69	14.0	14
18.	401 Auto	Waterloo Region	69	15.2	15
19.	Cambridge Memorial Hospital	Waterloo Region	67	14.2	16
20.	Ravensview	City of Guelph	66	17.8	18
21.	Loblaw Companies Limited - Waterloo, ON	Waterloo Region	65	14.0	14
22.	ATS Automation Tooling Systems Inc.	Waterloo Region	63	16.0	16
23.	Manpower	Waterloo Region	63	19.5	16
24.	University of Guelph	City of Guelph	61	16.5	16
25.	Home Depot Canada	Waterloo Region	60	15.9	14
26.	Waterloo Catholic District School Board	Waterloo Region	57	24.3	20
27.	Loblaw Companies Ltd.	Waterloo Region	55	16.0	16
28.	Revera Inc.	Waterloo Region	53	16.1	16
29.	Sun Life Financial Inc.	Waterloo Region	48	16.0	16
30.	Grand River Hospital Corp.	Waterloo Region	48	16.0	16
31.	Revera	Waterloo Region	45	23.0	14



TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs
204

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Tattoo Artist	True Ink Tattoo Studio	City of Kitchener	250 <div></div>
2.	Social Worker - Child And Adolescent Focus	Dr. Kathy Smolewska, C.Psych. & Associates	City of Waterloo	120 <div></div>
3.	Sex And Relationship Therapist	Bliss Counselling + Psychotherapy	City of Waterloo	110 <div></div>
4.	Santa Claus Performers	Enchanted Entertainment	#N/A	100 <div></div>
5.	Santa Claus Impersonator	Enchanted Entertainment	#N/A	100 <div></div>
6.	Associate (child) Psychotherapist	Blue Couch Psychotherapy Group	City of Guelph	90 <div></div>
7.	Acupuncturist	Norfolk Chiropractic Wellness Centre	City of Guelph	85 <div></div>
8.	Pharmacist	RPI Consulting Group	City of Kitchener	80 <div></div>
9.	Osteopath	Guelph Rehab Centre	City of Guelph	80 <div></div>
10.	Dc (doctor Of Chiropractic)	Guelph Medical Place Physiotherapy and Health Centre	City of Guelph	80 <div></div>
11.	System Administrator	Source Code	City of Cambridge	80 <div></div>
12.	P3 - Lead It Asp.net Developer	Randstad Canada	City of Waterloo	77 <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.	Physician, Family	Hopeton Medical Centre Inc.	City of Cambridge	300,000 <div></div>
2.	family Physician	Wolfe & Castle	Town of Orangeville	300,000 <div></div>
3.	Family Physician	Orangeville Pharmacy	Town of Orangeville	300,000 <div></div>
4.	Faculty Position In Performance Management (managerial Accounting)	University of Waterloo	City of Waterloo	270,000 <div></div>
5.	Faculty Position In Emerging Technologies	University of Waterloo	City of Waterloo	270,000 <div></div>
6.	Faculty Position In Sustainable Corporate Accounting Or Finance	University of Waterloo	City of Waterloo	270,000 <div></div>
7.	Professor Of Computer Science - University	University of Waterloo	City of Waterloo	250,000 <div></div>
8.	Dean, Faculty Of Science	University of Waterloo	City of Waterloo	226,084 <div></div>
9.	Business Development Manager (southwest Ontario)	Quality Sterling Group	#N/A	200,000 <div></div>
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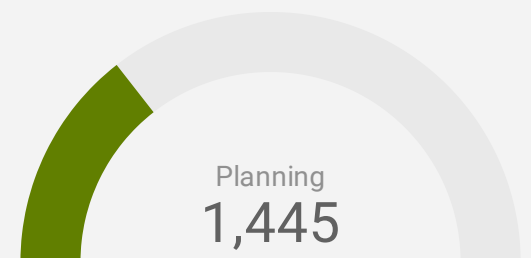
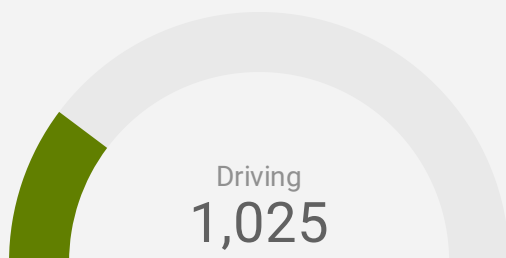
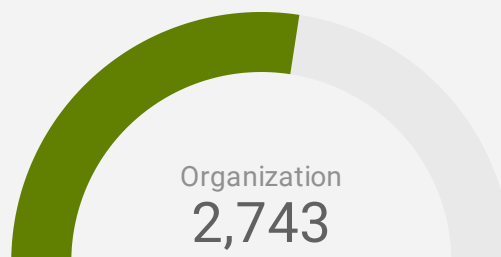
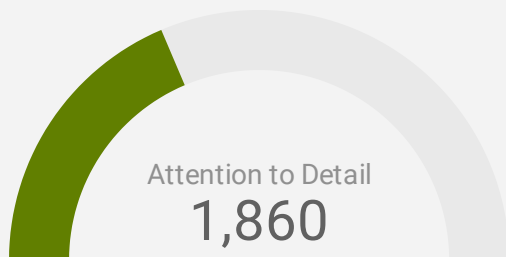
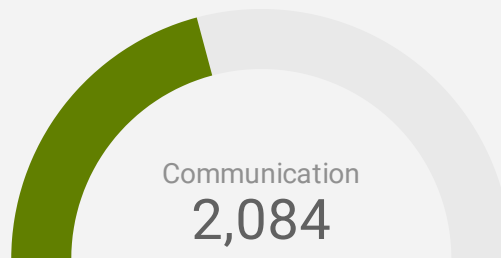
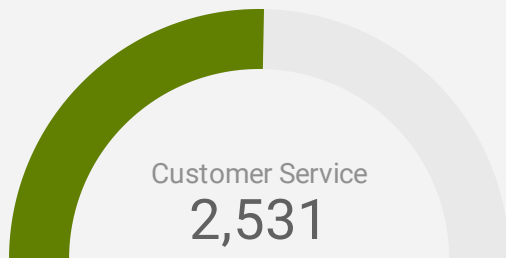


TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

15,605

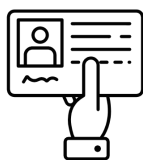


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

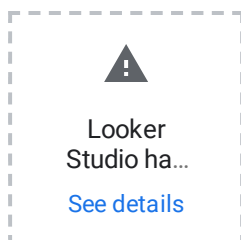
10,146



Driver's License
2,244



First Aid
435



Regular Access to a Vehi
428



Criminal Record Check
526



Microsoft Office
725



Food Safety
228



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	603	17.2	16
2.	7452	Material handlers	NOC Skill Level C	477	20.1	16
3.	6552	Other customer and information services representatives	NOC Skill Level C	415	16.4	16
4.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	340	15.2	16
5.	0621	Retail and wholesale trade managers	NOC Skill Level A	332	18.5	16
6.	7514	Delivery and courier service drivers	NOC Skill Level C	285	15.8	16
7.	1221	Administrative officers	NOC Skill Level B	283	19.1	16
8.	6322	Cooks	NOC Skill Level B	283	26.5	16
9.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	259	18.9	16
10.	7511	Transport truck drivers	NOC Skill Level C	257	21.3	16
11.	1241	Administrative assistants	NOC Skill Level B	246	17.6	16
12.	6731	Light duty cleaners	NOC Skill Level D	208	15.9	16
13.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	196	18.7	16
14.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	178	17.8	16
15.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	171	22.0	16
16.	3233	Licensed practical nurses	NOC Skill Level B	165	20.7	16
17.	6311	Food service supervisors	NOC Skill Level B	142	59.4	24
18.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	141	16.1	16
19.	4212	Social and community service workers	NOC Skill Level B	135	17.7	16
20.	3413	Nurse aides, orderlies and patient service associates	NOC Skill Level C	134	17.4	16
21.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	129	19.0	16
22.	1414	Receptionists	NOC Skill Level C	123	15.5	16
23.	1521	Shippers and receivers	NOC Skill Level C	120	17.8	16
24.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	119	17.8	16
25.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	117	24.6	16
26.	6541	Security guards and related security service occupations	NOC Skill Level C	112	16.0	16
27.	0111	Financial managers	NOC Skill Level A	109	14.6	16
28.	0631	Restaurant and food service managers	NOC Skill Level A	108	21.1	16
29.	1421	Accounting and related clerks	NOC Skill Level C	106	15.9	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	603	17.2	16
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	562	18.2	16
3.	122	Administrative and regulatory occupations	NOC Skill Level B	486	17.8	16
4.	745	Longshore workers and material handlers	NOC Skill Level C	478	20.1	16
5.	655	Customer and information services representatives	NOC Skill Level C	477	16.0	16
6.	673	Cleaners	NOC Skill Level D	425	15.8	16
7.	662	Other sales support and related occupations	NOC Skill Level D	424	15.6	16
8.	062	Retail and wholesale trade managers	NOC Skill Level A	332	18.5	16
9.	632	Chefs and cooks	NOC Skill Level B	329	25.8	16
10.	217	Computer and information systems professionals	NOC Skill Level A	313	15.8	16
11.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	286	17.4	16
12.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	275	15.9	16
13.	111	Auditors, accountants and investment professionals	NOC Skill Level A	270	21.0	16
14.	341	Assisting occupations in support of health services	NOC Skill Level C	268	17.3	16
15.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	259	18.9	16
16.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	256	23.9	16
17.	441	Home care providers and educational support occupations	NOC Skill Level C	253	15.8	15
18.	112	Human resources and business service professionals	NOC Skill Level A	237	19.3	16
19.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	211	17.8	16
20.	141	General office workers	NOC Skill Level C	210	15.8	16
21.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	209	15.8	16
22.	323	Other technical occupations in health care	NOC Skill Level B	198	20.0	16
23.	301	Professional occupations in nursing	NOC Skill Level A	187	17.7	16
24.	631	Service supervisors	NOC Skill Level B	168	49.7	16
25.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	168	20.0	16
26.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	168	16.3	16
27.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	162	23.3	16
28.	131	Finance, insurance and related business administrative occupations	NOC Skill Level B	150	23.7	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	853	18.0	16
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	808	16.4	16
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	724	16.9	16
4.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	722	17.3	16
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	633	27.9	16
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	632	18.4	16
7.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	569	17.6	16
8.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	559	18.4	16
9.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	517	20.0	16
10.	11	Professional occupations in business and finance	NOC Skill Level A	507	20.2	16
11.	72	Industrial, electrical and construction trades	NOC Skill Level B	502	22.3	16
12.	66	Sales support occupations	NOC Skill Level D	499	15.4	16
13.	14	Office support occupations	NOC Skill Level C	404	15.9	16
14.	32	Technical occupations in health	NOC Skill Level B	367	18.8	16
15.	73	Maintenance and equipment operation trades	NOC Skill Level B	324	23.1	16
16.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	324	16.4	16
17.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	293	21.4	16
18.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	275	15.9	16
19.	34	Assisting occupations in support of health services	NOC Skill Level C	268	17.3	16
20.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	256	17.7	16
21.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	256	16.5	15
22.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	256	23.9	16
23.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	248	20.0	16
24.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	245	20.4	16
25.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	200	18.7	16
26.	30	Professional occupations in nursing	NOC Skill Level A	187	17.7	16
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
747

NEW POSTINGS
1

COMPANIES
401

LANGUAGES
10

OF DAYS POSTED

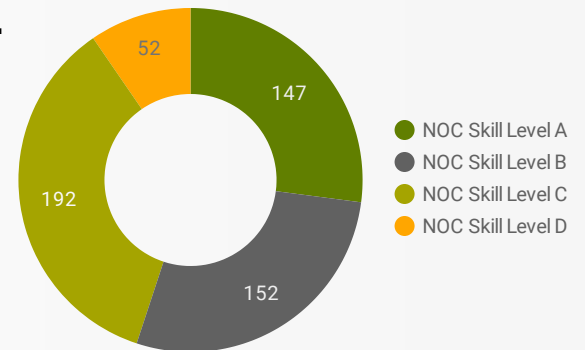
AVERAGE
15.8

MEDIAN
16

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

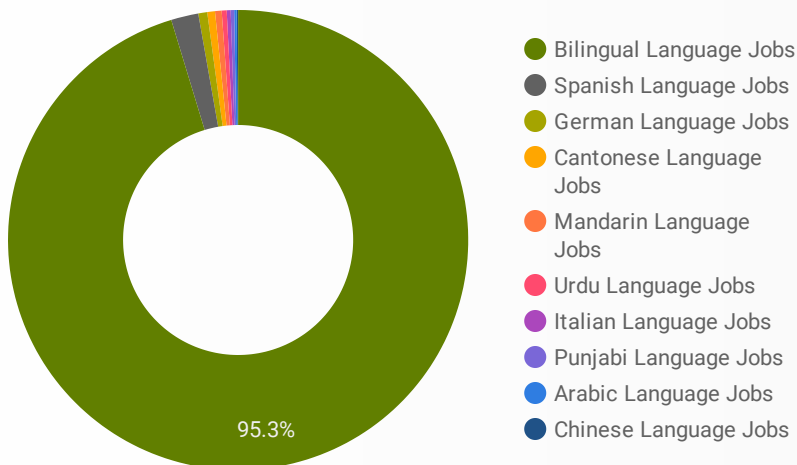
- 147** Skill Level A - Management/ Professional Occupations usually requiring University
- 152** Skill Level B - Usually college education or apprenticeship training
- 192** Skill Level C - Usually secondary education or occupation-specific training
- 52** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A		NOC Skill Level B		NOC Skill Level C		NOC Skill Level D	
Bilingual Language...	139		142		186		49	
Spanish Language...	2				2		1	
German Language ...	1		2		1			
Urdu Language Jo...	3		1					
Cantonese Langua...			2		1		1	
Chinese Language ...	1		1		1			
Italian Language ...			2					

LANGUAGE SKILLS BREAKDOWN

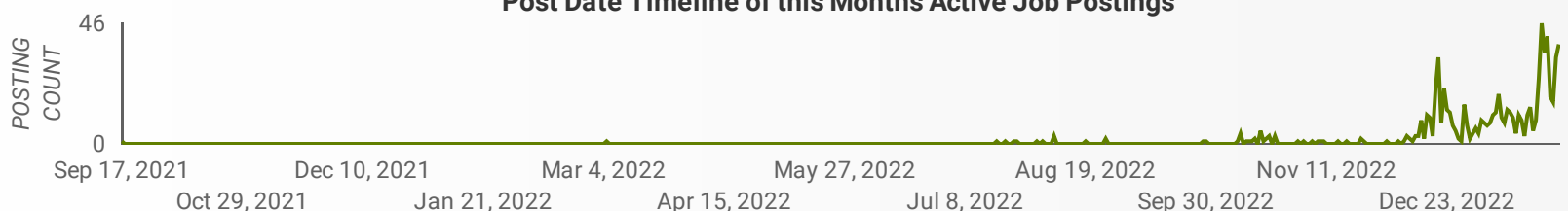
Which kinds of language skills do employers seek?



LANGUAGES		POSTING COUNT
1.	Bilingual Language Jobs	707
2.	Spanish Language Jobs	11
3.	Italian Language Jobs	6
4.	Cantonese Language Jobs	4
5.	Urdu Language Jobs	4
6.	Arabic Language Jobs	4

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?

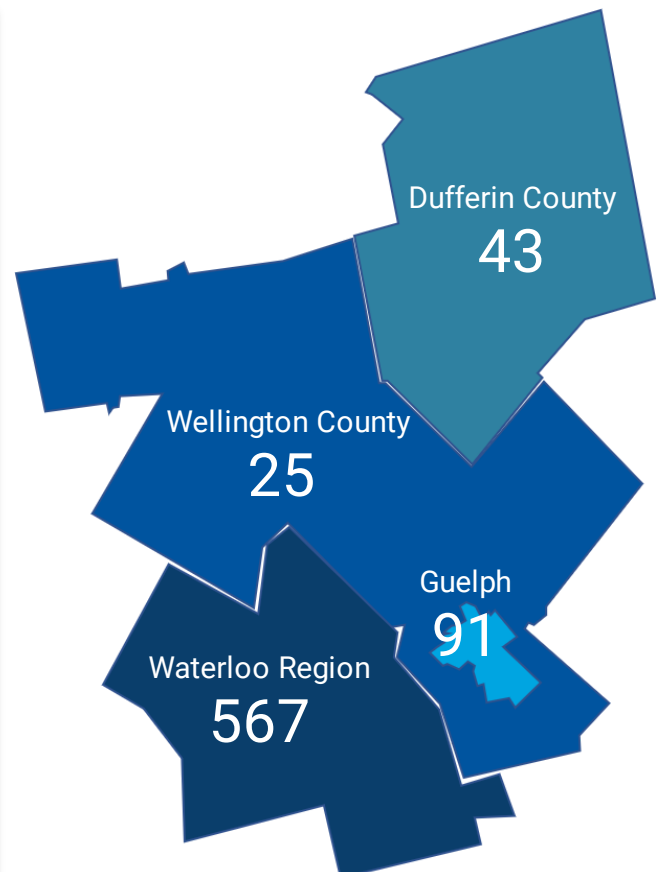
BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Spanish ...	German ...	Urdu Lan...	Cantones...	Chinese ...	Grand total
Business, finance and administration occu...	135	1		4	1	2	145
Health occupations	45						45
Management occupations	41	1	1			1	44
Natural and applied sciences and related o...	19						19
Natural resources, agriculture and related ...	4	1					5
Occupations in art, culture, recreation and ...	6						6
Occupations in education, law and social, ...	44						45
Occupations in manufacturing and utilities	22		1				23
Sales and service occupations	152	2			3		161
Trades, transport and equipment operator...	48		2				50
Grand total	516	5	4	4	4	3	543

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	269	16.0	16
2.	City of Kitchener	153	18.8	16
3.	City of Cambridge	123	17.4	16
4.	City of Guelph	91	18.0	16
5.	Town of Orangeville	32	19.1	16
6.	Woolwich Township	9	23.3	16
7.	Township of Wellington North	8	26.4	16
8.	Town of Shelburne	8	19.8	16
9.	Township of Centre Wellington	7	23.3	16
10.	Township of Wilmot	7	17.7	16
11.	Township of North Dumfries	6	18.1	16
12.	Town of Erin	5	31.2	16
13.	Town of Minto	3	17.1	16

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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...	37
2.	Retail salespersons	24
3.	Administrative assistants	21
4.	Administrative officers	20
5.	Retail and wholesale trade managers	15
6.	Food counter attendants, kitchen helpers an...	12
7.	Customer services representatives - financi...	12
8.	Cooks	12
9.	Professional occupations in advertising, ma...	12
10.	Secondary school teachers	11
11.	Light duty cleaners	10
12.	Registered nurses and registered psychiatri...	9
13.	Human resources professionals	8
14.	Nurse aides, orderlies and patient service a...	8
15.	Delivery and courier service drivers	8
16.	Home support workers, housekeepers and r...	7
17.	Plastics processing machine operators	7
18.	Dental assistants	7
19.	Other sales related occupations	7
20.	Financial auditors and accountants	7
21.	Material handlers	7
22.	Accounting and related clerks	7
23.	Accounting technicians and bookkeepers	7
24.	Sales and account representatives - wholes...	7
25.	Professional occupations in business mana...	6
26.	Chefs	6
27.	Collectors	5
28.	Social and community service workers	5
29.	Nursing co-ordinators and supervisors	5
30.	Receptionists	5
31.	Roofers and shinglers	5
32.	Transport truck drivers	5
		1 - 100 / 153 < >

MULTILINGUAL HIRING EMPLOYERS

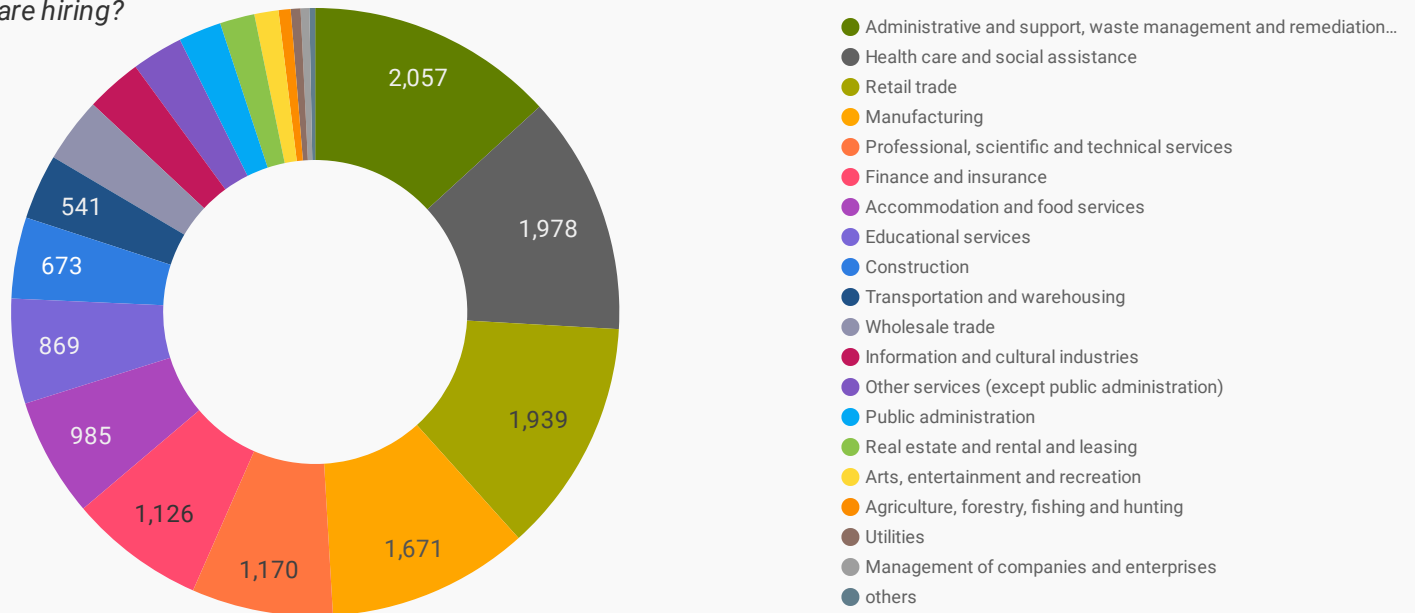
Which employers are seeking multilingual candidates?

	COMPANY	POSTINGS ▾
1.	Sun Life Financial	59
2.	FinanciÃ're Sun Life	25
3.	Home and Community Care Support Services	20
4.	Sun Life	18
5.	Manulife Financial	14
6.	Farm Boy Inc.	11
7.	Sun Life Financial Inc.	9
8.	OpenText Corporation	9
9.	WATERLOO REGION DISTRICT SCHOOL BOARD	8
10.	Various Ministries	8
11.	Definity Financial Corporation	8
12.	Farm Boy	6
13.	Home and Community Care Support Services South West	6
14.	Eco Residential Roofs & Commerical Shelters Inc.	6
15.	Manulife	5
16.	Flynn Canada Ltd.	5
17.	VON Canada	5
18.	Enchanted Entertainment	4
19.	Equitable Life Insurance Company of Canada, The	4
20.	Upper Grand District School Board	4
21.	NAVBLUE, an Airbus Company	4
22.	Your Talent Consultancy	4
23.	Government Of Canada	4
24.	Kijiji Jobs	4
25.	Canada Post Corp	4
26.	Cambridge Elevating Inc	4
27.	Ontario Federation of Agriculture	3
28.	Ravensview	3
29.	Magnotta Winery	3
30.	WinFast Auto Canada	3
		1 - 50 / 403 < >



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	2,057	19.5	16
2.	Health care and social assistance	62	1,978	17.3	16
3.	Retail trade	44-45	1,939	16.9	16
4.	Manufacturing	31-33	1,671	17.9	16
5.	Professional, scientific and technical services	54	1,170	16.8	16
6.	Finance and insurance	52	1,126	14.4	15
7.	Accommodation and food services	72	985	24.4	16
8.	Educational services	61	869	13.4	15
9.	Construction	23	673	21.2	16
10.	Transportation and warehousing	48-49	541	20.0	16
11.	Wholesale trade	41	539	20.2	16
12.	Information and cultural industries	51	464	18.4	16
13.	Other services (except public administration)	81	424	20.0	16
14.	Public administration	91	355	21.5	16
15.	Real estate and rental and leasing	53	288	16.3	16
16.	Arts, entertainment and recreation	71	200	16.0	16
17.	Agriculture, forestry, fishing and hunting	11	100	17.5	16
18.	Utilities	22	81	20.0	16
19.	Management of companies and enterprises	55	72	15.8	16
20.			32	14.4	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	1,968	19.6	16
2.	Professional, scientific and technical services	541	1,170	16.8	16
3.	Educational services	611	869	13.4	15
4.	Food services and drinking places	722	852	25.4	16
5.	Insurance carriers and related activities	524	801	14.1	14
6.	Ambulatory health care services	621	758	16.9	16
7.	Food and beverage stores	445	577	15.8	16
8.	Nursing and residential care facilities	623	509	18.6	16
9.	Hospitals	622	445	15.3	16
10.	Specialty trade contractors	238	399	23.1	16
11.	Truck transportation	484	356	22.0	16
12.	Machinery manufacturing	333	343	18.1	16
13.	Credit intermediation and related activities	522	270	15.3	15
14.	Local, municipal and regional public administration	913	269	15.6	16
15.	Social assistance	624	266	19.0	16
16.	Food manufacturing	311	246	18.6	16
17.	Building material and garden equipment and supplies dealers	444	237	15.6	15
18.	Fabricated metal product manufacturing	332	223	19.4	16
19.	Clothing and clothing accessories stores	448	207	15.8	16
20.	Construction of buildings	236	198	19.7	16
21.	Motor vehicle and parts dealers	441	197	19.1	16
22.	Health and personal care stores	446	194	16.8	16
23.	Miscellaneous store retailers	453	178	15.3	16
24.	Personal and laundry services	812	175	16.9	16
25.	Real estate	531	170	16.2	16
26.	Transportation equipment manufacturing	336	165	15.1	16
27.	Data processing, hosting, and related services	518	164	15.8	16
28.	Building material and supplies merchant wholesalers	416	157	17.2	16
29.	Amusement, gambling and recreation industries	713	153	16.2	16
30.	Furniture and home furnishings stores	442	136	18.2	16
31.	Accommodation services	721	133	16.8	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	1,526	19.9	16
2.	Full-service restaurants and limited-service eating places	7225	772	26.5	16
3.	Insurance carriers	5241	632	13.6	14
4.	Grocery stores	4451	511	15.8	16
5.	General medical and surgical hospitals	6221	438	15.3	16
6.	Community care facilities for the elderly	6233	409	19.3	16
7.	Universities	6113	381	16.4	16
8.	Architectural, engineering and related services	5413	335	15.7	16
9.	General freight trucking	4841	279	22.8	16
10.	Services to buildings and dwellings	5617	263	18.8	16
11.	Other local, municipal and regional public administration	9139	258	15.6	16
12.	Elementary and secondary schools	6111	240	8.7	4
13.	Other general-purpose machinery manufacturing	3339	221	15.5	16
14.	Management, scientific and technical consulting services	5416	221	17.2	16
15.	Building material and supplies dealers	4441	220	15.6	15
16.	Computer systems design and related services	5415	204	15.5	16
17.	Health and personal care stores	4461	194	16.8	16
18.	Home health care services	6216	191	17.2	16
19.	Clothing stores	4481	170	15.8	16
20.	Out-patient care centres	6214	170	15.2	16
21.	Agencies, brokerages and other insurance related activities	5242	169	16.2	16
22.	Depository credit intermediation	5221	166	15.1	16
23.	Data processing, hosting, and related services	5182	164	15.8	16
24.	Accounting, tax preparation, bookkeeping and payroll services	5412	144	17.0	15
25.	Building equipment contractors	2382	138	21.1	16
26.	Offices of other health practitioners	6213	138	16.5	16
27.	Individual and family services	6241	138	15.4	16
28.	Automobile dealers	4411	137	16.8	16
29.	Offices of dentists	6212	136	18.8	16
30.	Other miscellaneous store retailers	4539	129	15.1	16
31.	Other amusement and recreation industries	7139	129	16.2	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	1,493	19.5	16
2.	Full-service restaurants and limited-service eating places	72251	772	26.5	16
3.	Direct life, health and medical insurance carriers	52411	521	13.4	14
4.	Supermarkets and other grocery (except convenience) stores	44511	499	15.8	16
5.	General medical and surgical hospitals	62211	438	15.3	16
6.	Community care facilities for the elderly	62331	409	19.3	16
7.	Universities	61131	381	16.4	16
8.	Other local, municipal and regional public administration	91391	258	15.6	16
9.	Engineering services	54133	243	15.3	16
10.	Elementary and secondary schools	61111	240	8.7	4
11.	Computer systems design and related services	54151	204	15.5	16
12.	Home health care services	62161	191	17.2	16
13.	Insurance agencies and brokerages	52421	166	16.2	16
14.	Data processing, hosting, and related services	51821	164	15.8	16
15.	Management consulting services	54161	159	17.8	16
16.	General freight trucking, long distance	48412	151	23.3	16
17.	Out-patient mental health and substance abuse centres	62142	150	15.5	16
18.	Material handling equipment manufacturing	33392	149	15.2	16
19.	Accounting, tax preparation, bookkeeping and payroll services	54121	144	17.0	15
20.	Banking	52211	139	15.0	16
21.	Offices of dentists	62121	136	18.8	16
22.	Hardware stores	44413	131	14.2	14
23.	General freight trucking, local	48411	128	22.3	16
24.	Landscaping services	56173	123	20.8	16
25.	New car dealers	44111	120	16.3	16
26.	Janitorial services	56172	111	16.4	16
27.	Residential building construction	23611	111	24.2	16
28.	Pharmacies and drug stores	44611	107	16.3	16
29.	Wired and wireless telecommunications carriers (except satellite)	51731	102	15.2	16
30.	Hotels (except casino hotels) and motels	72111	101	17.5	16
31.	All other miscellaneous store retailers	45399	98	14.2	16



TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

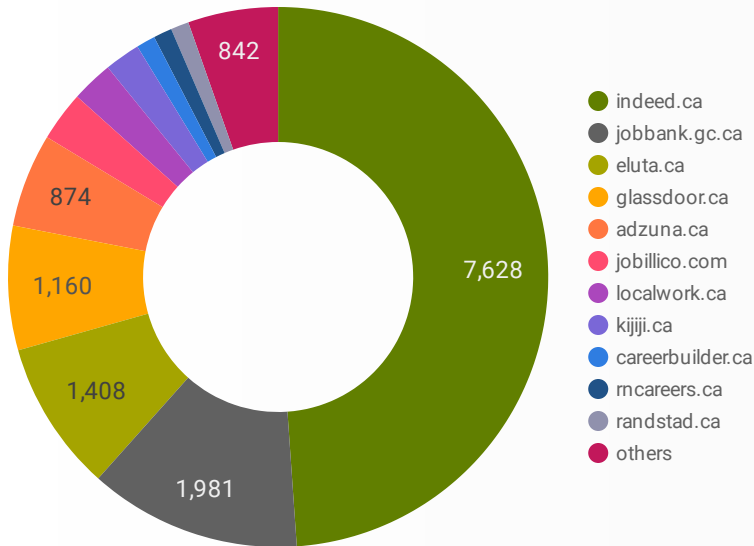
What sectors are hiring?

	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	1,493	19.5	16
2.	Supermarkets and other grocery (except convenience) stores	445110	499	15.8	16
3.	General (except paediatric) hospitals	622111	438	15.3	16
4.	Community care facilities for the elderly	623310	409	19.3	16
5.	Limited-service eating places	722512	387	26.2	16
6.	Full-service restaurants	722511	385	26.8	16
7.	Universities	611310	381	16.4	16
8.	Direct individual life, health and medical insurance carriers	524111	296	15.3	16
9.	Other local, municipal and regional public administration	913910	258	15.6	16
10.	Engineering services	541330	243	15.3	16
11.	Elementary and secondary schools	611110	240	8.7	4
12.	Direct group life, health and medical insurance carriers	524112	225	11.0	14
13.	Computer systems design and related services (except video game design and development)	541514	204	15.5	16
14.	Home health care services	621610	191	17.2	16
15.	Insurance agencies and brokerages	524210	166	16.2	16
16.	Data processing, hosting, and related services	518210	164	15.8	16
17.	Out-patient mental health and substance abuse centres	621420	150	15.5	16
18.	Material handling equipment manufacturing	333920	149	15.2	16
19.	Offices of dentists	621210	136	18.8	16
20.	Hardware stores	444130	131	14.2	14
21.	General freight trucking, local	484110	128	22.3	16
22.	Landscaping services	561730	123	20.8	16
23.	New car dealers	441110	120	16.3	16
24.	Residential building construction	236110	111	24.2	16
25.	Pharmacies and drug stores	446110	107	16.3	16
26.	Offices of accountants	541212	103	14.5	14.5
27.	Janitorial services (except window cleaning)	561722	103	16.2	16
28.	Wired and wireless telecommunications carriers (except satellite)	517310	102	15.2	16
29.	Hotels	721111	94	18.1	16
30.	Community colleges and C.E.G.E.P.s	611210	91	15.5	16



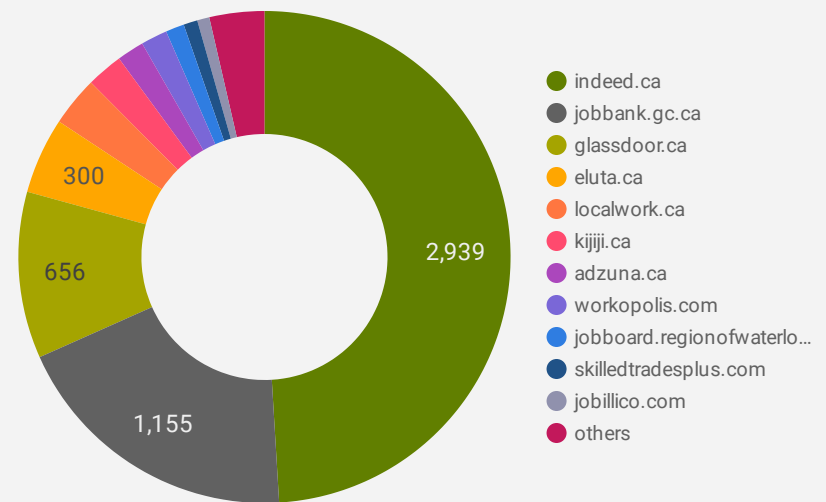
JOB POSTINGS BY JOB BOARD

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	7,628	15.8	16	2,939
2.	jobbank.gc.ca	1,981	36.0	26	1,155
3.	eluta.ca	1,408	16.0	16	300
4.	glassdoor.ca	1,160	18.2	16	656
5.	adzuna.ca	874	14.0	14	107
6.	jobillico.com	465	14.3	10	48
7.	localwork.ca	390	6.9	4	196
8.	kijiji.ca	333	15.0	15	143
9.	careerbuilder.ca	177	28.3	29	24
10.	rncareers.ca	173	23.1	13	30
11.	randstad.ca	169	41.0	29	1
12.	network.applytoeducation.com	159	4.7	3	4
13.	workopolis.com	123			104
14.	jobboard.regionofwaterloo.ca	118	116.8	92	73
15.	careerarc.com	82	44.1	25	22
16.	skilledtradesplus.com	75	22.4	12	55
17.	agilec.ca	62	84.0	59	34