



Workforce Planning Board
of Waterloo Wellington Dufferin

JOB DEMAND REPORT

FEBRUARY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
16,381	9,543	5,134	37

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

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Source:

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



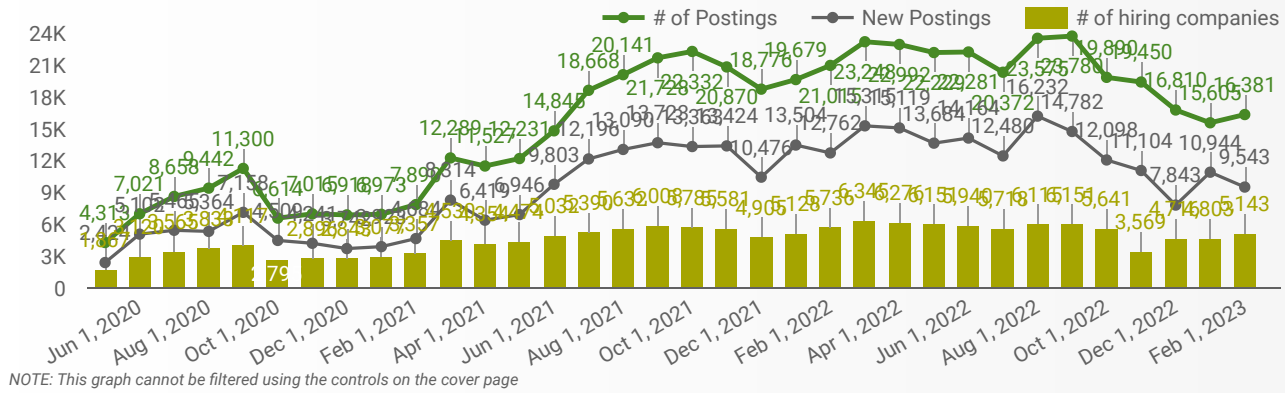
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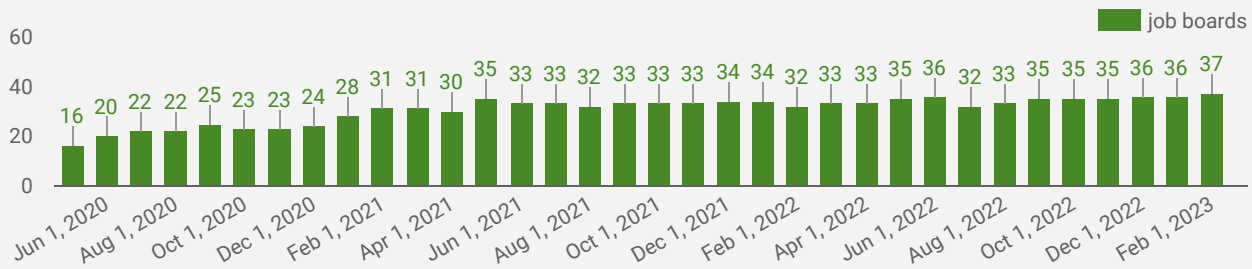
JOB POSTINGS BY MONTH FOR ALL REGIONS

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



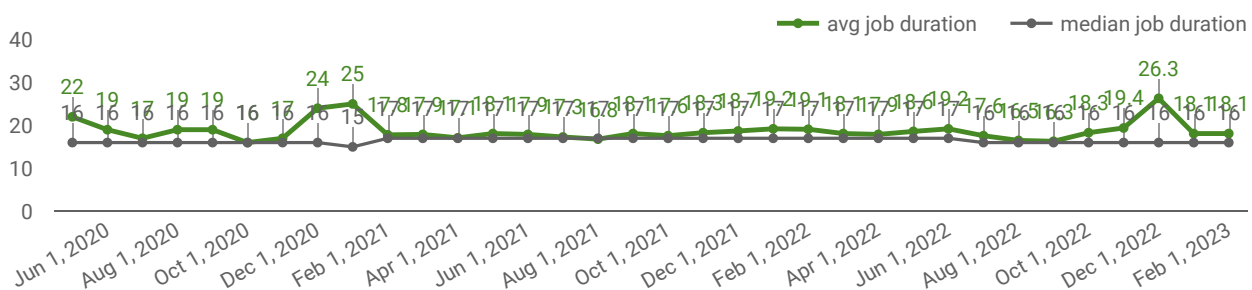
NUMBER OF ACTIVE JOB BOARDS

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

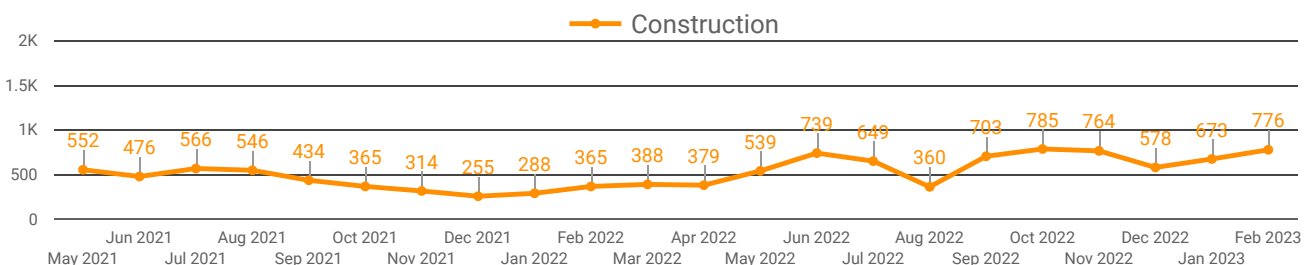
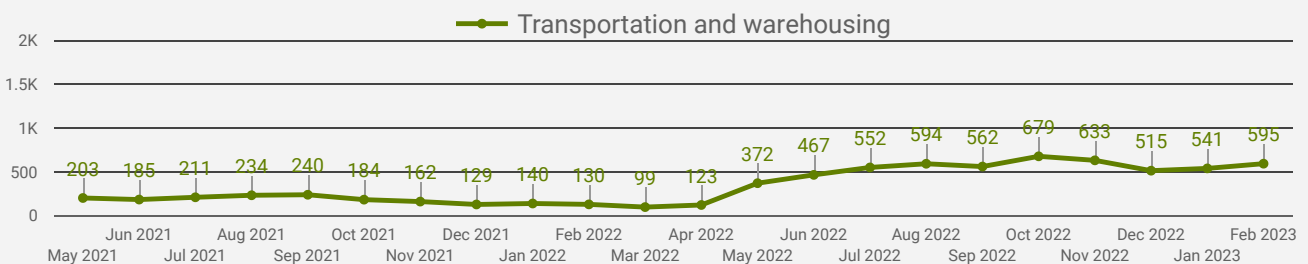
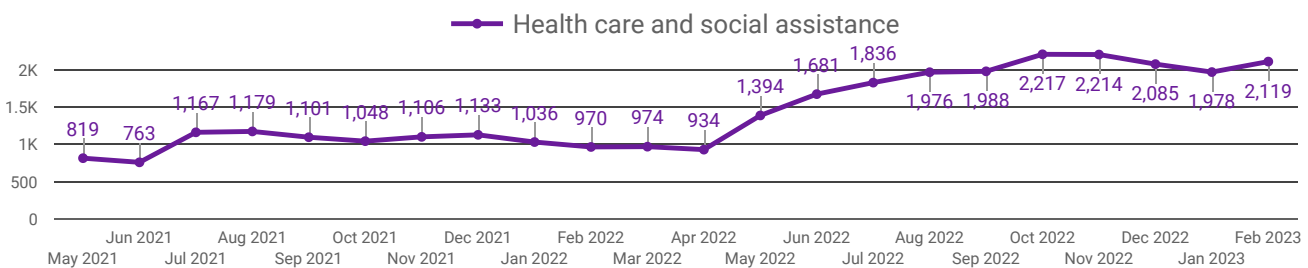
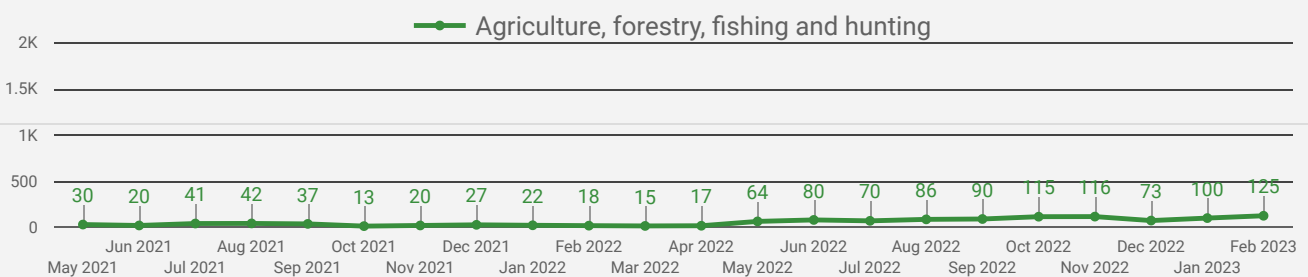
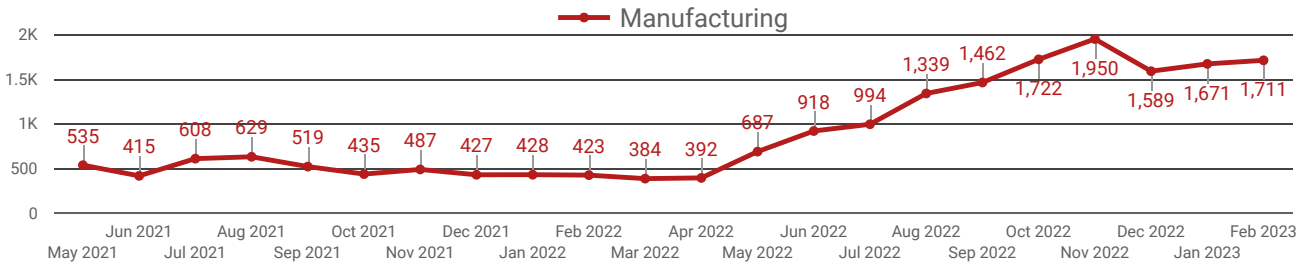
How many job postings were active for at least 1 day this month?





DEMAND BY KEY SECTOR (ALL REGIONS)

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

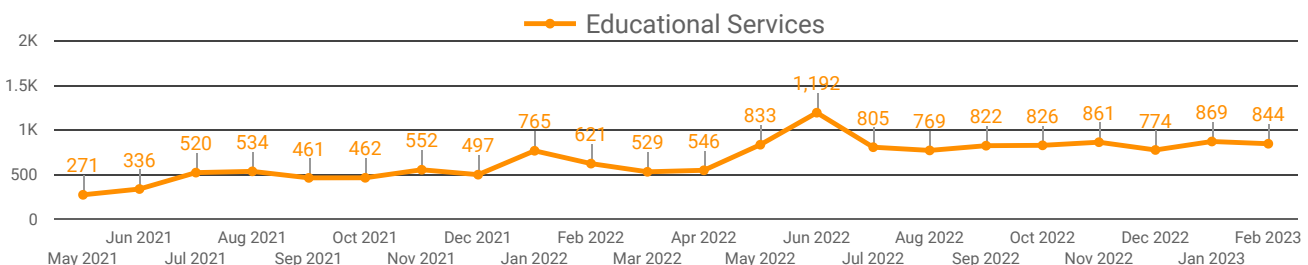
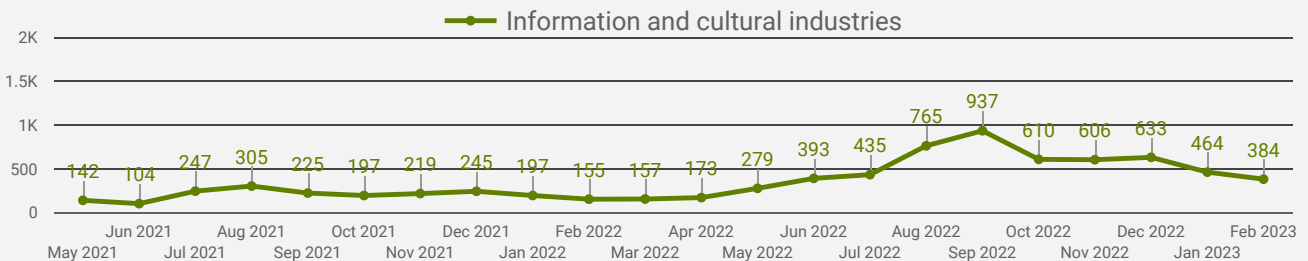
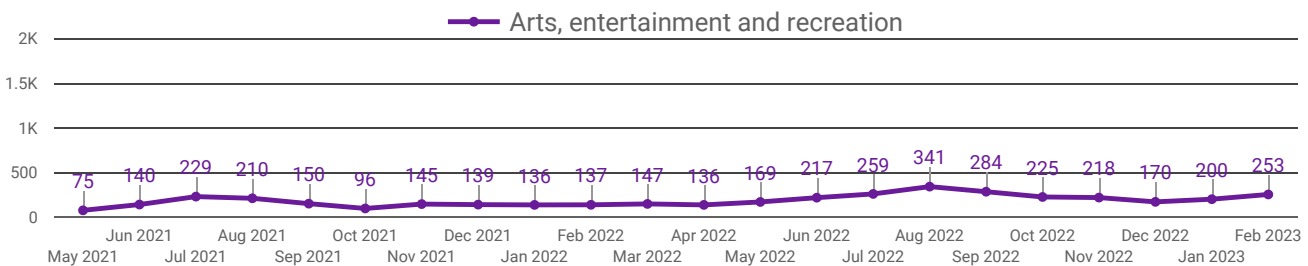
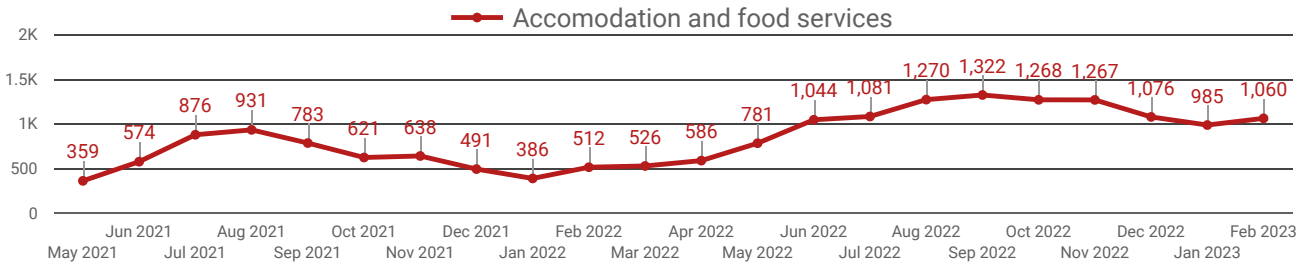


NOTE: This graph cannot be filtered using the controls on the cover page



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	11,305	17.8	16
2.	City of Guelph	3,038	18.2	16
3.	Wellington County	885	20.0	16
4.	Dufferin County	863	19.7	16

JOB POSTINGS BY MUNICIPALITY

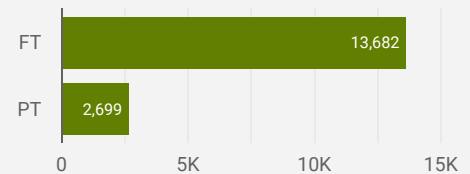
Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	3,937	17.9	16
2.	City of Waterloo	3,407	18.0	16
3.	City of Cambridge	3,130	17.7	16
4.	City of Guelph	3,038	18.2	16
5.	Town of Orangeville	683	18.9	16
6.	Township of Centre Wellington	372	20.8	16
7.	Woolwich Township	318	17.3	16
8.	Township of North Dumfries	237	17.4	16
9.	Township of Wilmot	204	17.8	16
10.	Township of Wellington North	169	16.9	16

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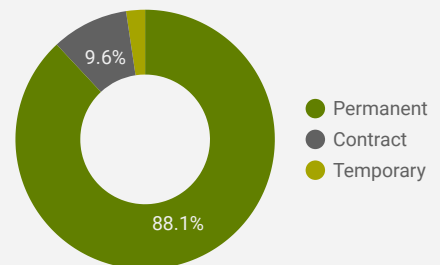
JOB TYPE

Full-time vs Part-time



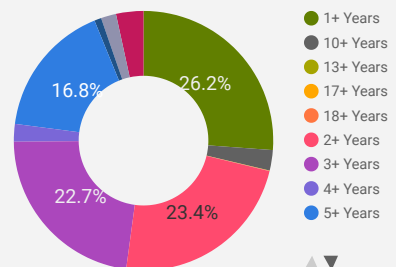
JOB DURATION

Permanency of jobs posted



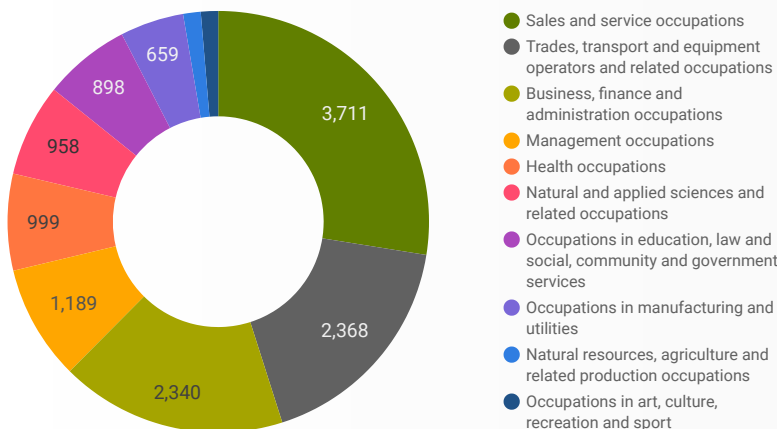
JOB EXPERIENCE

Job Postings by Experience Level Required



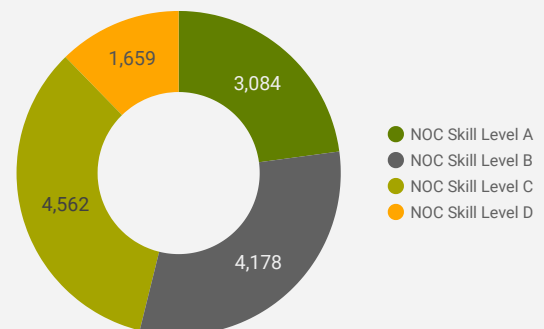
JOB POSTINGS BY JOB CATEGORY

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	226	12.4	14
2.	University of Waterloo	Waterloo Region	209	25.7	16
3.	Randstad Canada	Waterloo Region	153	22.1	16
4.	Sun Life	Waterloo Region	121	15.7	16
5.	Grand River Hospital	Waterloo Region	116	17.9	15
6.	Linamar Corporation	City of Guelph	94	19.0	16
7.	Revera Inc.	Waterloo Region	92	17.8	15
8.	Wilfrid Laurier University	Waterloo Region	90	14.5	15
9.	Home Depot Canada	Waterloo Region	89	15.2	14
10.	Conestoga College	Waterloo Region	88	14.3	16
11.	FinanciÃ"re Sun Life	Waterloo Region	86	14.0	14
12.	Lowe's	Waterloo Region	85	13.1	15
13.	Grand River Hospital Corp.	Waterloo Region	81	16.0	16
14.	Randstad Canada	City of Guelph	77	33.4	16
15.	Manulife Financial	Waterloo Region	76	14.0	14
16.	WATERLOO REGION DISTRICT SCHOOL BOARD	Waterloo Region	74	4.6	2
17.	Cambridge Memorial Hospital	Waterloo Region	73	14.5	16
18.	Waterloo Catholic District School Board	Waterloo Region	73	17.0	15
19.	University of Guelph	City of Guelph	68	16.1	16
20.	Sun Life Financial Inc.	Waterloo Region	66	16.0	16
21.	401 Auto	Waterloo Region	64	15.3	15
22.	St. Mary's General Hospital	Waterloo Region	63	16.4	16
23.	Stantec System	Waterloo Region	61	14.0	14
24.	Guelph General Hospital	City of Guelph	60	24.2	28
25.	Manpower	Waterloo Region	59	18.8	16
26.	OpenText Corporation	Waterloo Region	59	15.9	16
27.	Ravensview	City of Guelph	58	29.8	30
28.	Loblaw Companies Limited - Waterloo, ON	Waterloo Region	51	null	null
29.	Homewood Health Centre	City of Guelph	49	6.5	4
30.	Loblaw Companies	Waterloo Region	47	14.0	14
31.	Guelph General Hospital (GGH)	City of Guelph	47	16.0	16



TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs

340

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Tattoo Artist	True Ink Tattoo Studio	City of Kitchener	250 <div></div>
2.	Physician, Mental Health & Addictions	Langs	City of Cambridge	167 <div></div>
3.	Psychologist, Psychological Associate, Or Neuropsychology Intern	Dr. Kathy Smolewska, C.Psych. & Associates	City of Waterloo	157 <div></div>
4.	Clinical Psychologist/psychological Associate	Waterloo CBT Clinic	City of Waterloo	150 <div></div>
5.	Environment And Regulatory Advisor	Adecco Canada	City of Guelph	150 <div></div>
6.	DRIFT TRUCKLINE FLATBED , ROLLTITE SERVICE ACROSS ONTARIO	DRIFT TRUCKLINE	City of Waterloo	150 <div></div>
7.	Osteopath	Uptown Waterloo Therapy	City of Waterloo	120 <div></div>
8.	Dentist	Wellington Dufferin Guelph Public Health	Town of Orangeville	120 <div></div>
9.	Private Chef	Chez You Experience Inc.	City of Kitchener	100 <div></div>
10.	Santa Claus Performers	Enchanted Entertainment	#N/A	100 <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.	Regional Sales Closer	Provincial Smart Home Services	#N/A	350,000 <div></div>
2.	Fho Family Physician	Guelph Wellington FHO	City of Guelph	325,000 <div></div>
3.	Oversized Transport Broker/Owner Operator	Equipment Express	#N/A	300,000 <div></div>
4.	Family Physician	Kitchener Downtown Community Health Centre	City of Kitchener	285,234 <div></div>
5.	Faculty Position In Empirical / Entrepreneurial Finance	University of Waterloo	City of Waterloo	270,000 <div></div>
6.	Az Owner Operator Or Drivers-Dedicated! Paid By Miles Or %	Xan Systems Inc	City of Kitchener	250,654 <div></div>
7.	Az Owner Operator	Rig Chef Transport Inc.	City of Kitchener	250,000 <div></div>
8.	Owner Operator Driver	ONE For Freight	City of Guelph	250,000 <div></div>
9.	Professor Of Computer Science - University	University of Waterloo	City of Waterloo	250,000 <div></div>
10.	Real Estate Sales Agent	Estate 24	City of Kitchener	200,000 <div></div>
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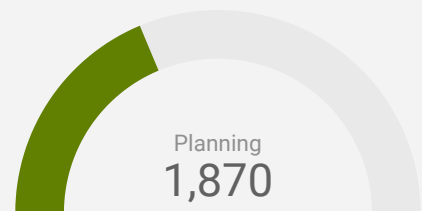
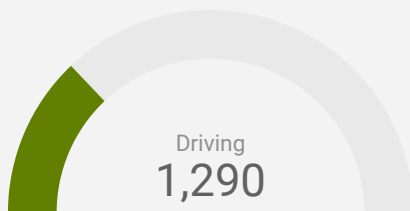
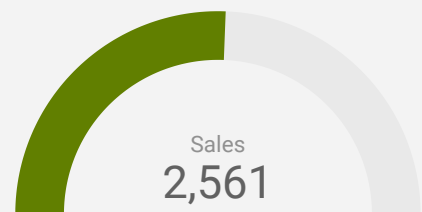
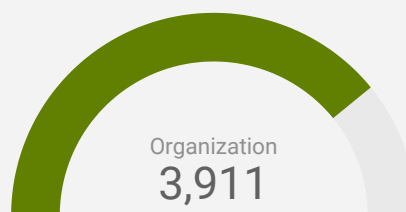
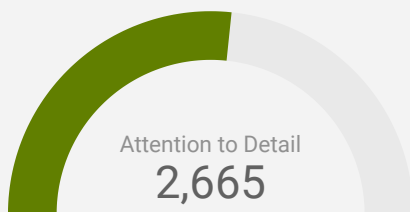
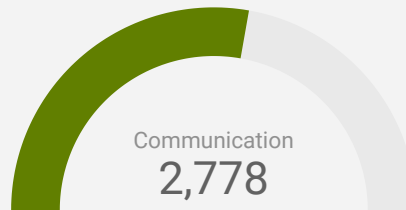


TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

16,381



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

8,388



Driver's License
2,694



First Aid
603



Regular Access to a Vehi
525



Criminal Record Check
686



Microsoft Office
1,100



Food Safety
334



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	652	17.7	16
2.	7452	Material handlers	NOC Skill Level C	495	16.4	16
3.	6552	Other customer and information services representatives	NOC Skill Level C	413	17.5	16
4.	7511	Transport truck drivers	NOC Skill Level C	310	17.2	16
5.	7514	Delivery and courier service drivers	NOC Skill Level C	307	15.8	16
6.	1221	Administrative officers	NOC Skill Level B	300	18.1	16
7.	0621	Retail and wholesale trade managers	NOC Skill Level A	299	18.2	16
8.	6322	Cooks	NOC Skill Level B	298	24.1	16
9.	1241	Administrative assistants	NOC Skill Level B	283	20.2	16
10.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	265	17.2	16
11.	6731	Light duty cleaners	NOC Skill Level D	239	16.9	16
12.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	233	15.2	16
13.	3233	Licensed practical nurses	NOC Skill Level B	202	18.2	16
14.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	185	22.6	16
15.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	170	17.4	16
16.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	162	16.7	16
17.	6311	Food service supervisors	NOC Skill Level B	161	51.8	16
18.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	146	16.4	16
19.	1521	Shippers and receivers	NOC Skill Level C	145	18.0	16
20.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	140	16.8	16
21.	4212	Social and community service workers	NOC Skill Level B	136	15.5	16
22.	1431	Accounting and related clerks	NOC Skill Level C	129	17.8	16
23.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	124	21.1	16
24.	3413	Nurse aides, orderlies and patient service associates	NOC Skill Level C	124	16.0	16
25.	0631	Restaurant and food service managers	NOC Skill Level A	122	32.5	16
26.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	120	15.7	16
27.	1414	Receptionists	NOC Skill Level C	117	15.7	16
28.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	116	16.0	16
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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	652	17.7	16
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	641	16.6	16
3.	745	Longshore workers and material handlers	NOC Skill Level C	497	16.4	16
4.	122	Administrative and regulatory occupations	NOC Skill Level B	492	17.1	16
5.	655	Customer and information services representatives	NOC Skill Level C	472	17.9	16
6.	673	Cleaners	NOC Skill Level D	455	16.9	16
7.	632	Chefs and cooks	NOC Skill Level B	351	25.3	16
8.	217	Computer and information systems professionals	NOC Skill Level A	342	20.6	16
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	332	19.6	16
10.	662	Other sales support and related occupations	NOC Skill Level D	316	15.7	16
11.	062	Retail and wholesale trade managers	NOC Skill Level A	299	18.2	16
12.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	288	16.4	16
13.	111	Auditors, accountants and investment professionals	NOC Skill Level A	269	20.8	16
14.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	265	17.4	16
15.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	265	17.2	16
16.	341	Assisting occupations in support of health services	NOC Skill Level C	259	15.9	16
17.	112	Human resources and business service professionals	NOC Skill Level A	246	17.5	16
18.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	241	16.7	16
19.	323	Other technical occupations in health care	NOC Skill Level B	239	17.8	16
20.	441	Home care providers and educational support occupations	NOC Skill Level C	225	20.2	16
21.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	221	18.3	16
22.	141	General office workers	NOC Skill Level C	213	17.2	16
23.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	196	19.8	16
24.	631	Service supervisors	NOC Skill Level B	188	46.7	16
25.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	180	20.3	16
26.	301	Professional occupations in nursing	NOC Skill Level A	176	17.1	16
27.	651	Occupations in food and beverage service	NOC Skill Level C	176	16.7	16
28.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	161	20.6	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	925	18.4	16
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	828	17.5	16
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	798	17.5	16
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	751	17.0	16
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	724	16.6	16
6.	63	Service supervisors and specialized service occupations	NOC Skill Level B	641	29.3	16
7.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	616	20.1	16
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	583	21.1	16
9.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	549	16.5	16
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	530	20.6	16
11.	11	Professional occupations in business and finance	NOC Skill Level A	515	19.3	16
12.	14	Office support occupations	NOC Skill Level C	441	18.1	16
13.	66	Sales support occupations	NOC Skill Level D	410	15.4	16
14.	32	Technical occupations in health	NOC Skill Level B	394	17.2	16
15.	73	Maintenance and equipment operation trades	NOC Skill Level B	378	20.3	16
16.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	342	18.7	16
17.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	337	19.6	16
18.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	312	17.2	16
19.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	288	16.4	16
20.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	283	21.0	16
21.	34	Assisting occupations in support of health services	NOC Skill Level C	259	15.9	16
22.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	242	20.2	16
23.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	241	16.7	16
24.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	232	20.1	16
25.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	229	17.7	16
26.	30	Professional occupations in nursing	NOC Skill Level A	176	17.1	16
27.	31	Professional occupations in health (except nursing)	NOC Skill Level A	170	17.7	16



MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS: 1,501
NEW POSTINGS: 1
COMPANIES: 843
LANGUAGES: 11

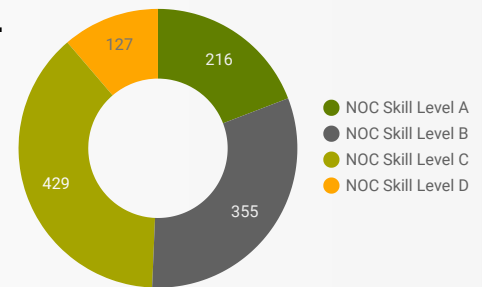
OF DAYS POSTED

AVERAGE: 15.8
MEDIAN: 16

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

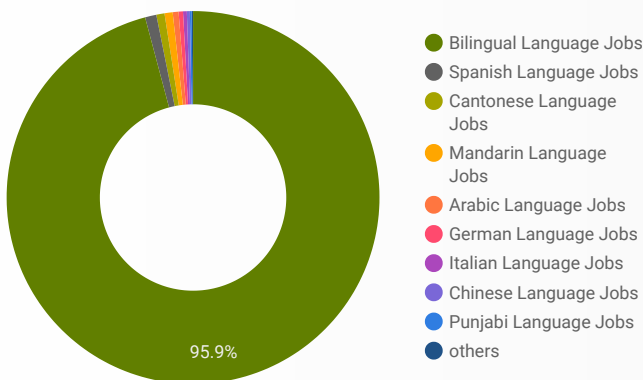
- 216 Skill Level A - Management/ Professional Occupations usually requiring University
- 355 Skill Level B - Usually college education or apprenticeship training
- 429 Skill Level C - Usually secondary education or occupation-specific training
- 127 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language...	208	331	415	122
Spanish Language ...	1	5	2	1
Mandarin Language...		7	2	
Cantonese Langua...	1	1	5	1
German Language ...	1	3	1	2
Italian Language J...	1	4	1	
Chinese Language	1	2		1

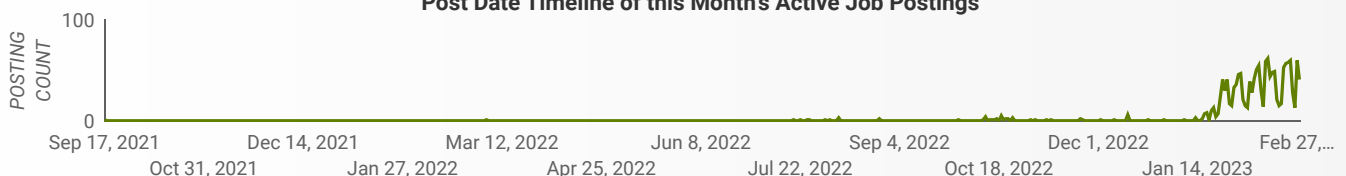
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	1,433
2. Spanish Language Jobs	17
3. Cantonese Language Jobs	10
4. Mandarin Language Jobs	10
5. German Language Jobs	8
6. Arabic Language Jobs	7
1 - 11 / 11	

Post Date Timeline of this Month's Active Job Postings





LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

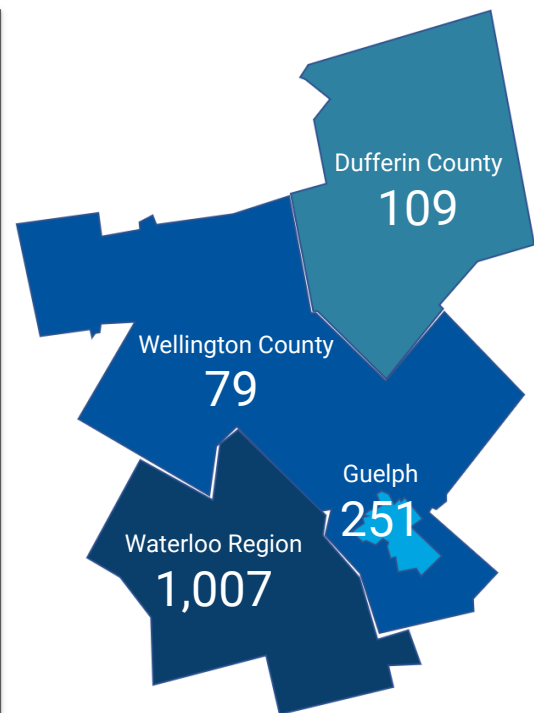
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Spanish ...	Mandarin...	Cantones...	German L...	Italian La...	Grand total
Business, finance and administration occup...	249	4	8				264
Health occupations	52						52
Management occupations	74				1	1	77
Natural and applied sciences and related o...	39	2		1		1	44
Natural resources, agriculture and related p...	18						18
Occupations in art, culture, recreation and s...	20						20
Occupations in education, law and social, c...	89						92
Occupations in manufacturing and utilities	46				2		48
Sales and service occupations	309	2	1	7	2	4	326
Trades, transport and equipment operators ...	181	1			2		186
Grand total	1,076	9	9	8	7	6	1,127

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	413	18.0	16
2. City of Kitchener	269	17.9	16
3. City of Cambridge	256	17.7	16
4. City of Guelph	251	18.2	16
5. Town of Orangeville	82	18.9	16
6. Township of Centre Wellington	35	20.8	16
7. Woolwich Township	28	17.3	16
8. Township of Wellington North	22	16.9	16
9. Town of Shelburne	22	20.9	16
10. Township of North Dumfries	18	17.4	16
11. Township of Wilmot	17	17.8	16
12. Puslinch Township	9	23.0	16
13. Town of Erin	6	16.7	16





LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other customer and information services rep...	69
2. Retail salespersons	46
3. Administrative officers	42
4. Administrative assistants	36
5. Material handlers	35
6. Delivery and courier service drivers	33
7. Cooks	29
8. Food counter attendants, kitchen helpers an...	28
9. Retail and wholesale trade managers	23
10. Social and community service workers	21
11. Transport truck drivers	20
12. Sales and account representatives - wholesal...	18
13. Accounting and related clerks	16
14. Professional occupations in advertising, mar...	15
15. Home support workers, housekeepers and re...	14
16. Light duty cleaners	14
17. Carpenters	13
18. Landscaping and grounds maintenance labo...	13
19. Accounting technicians and bookkeepers	12
20. Construction trades helpers and labourers	12
21. Food and beverage servers	12
22. Other sales related occupations	12
23. Receptionists	11
24. Specialized cleaners	11
25. Early childhood educators and assistants	11
26. Secondary school teachers	11
27. Human resources managers	11
28. Other instructors	10
29. Database analysts and data administrators	10
30. Dental assistants	10
31. Advertising, marketing and public relations m...	10
32. Nurse aides, orderlies and patient service as...	10
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MULTILINGUAL HIRING EMPLOYERS

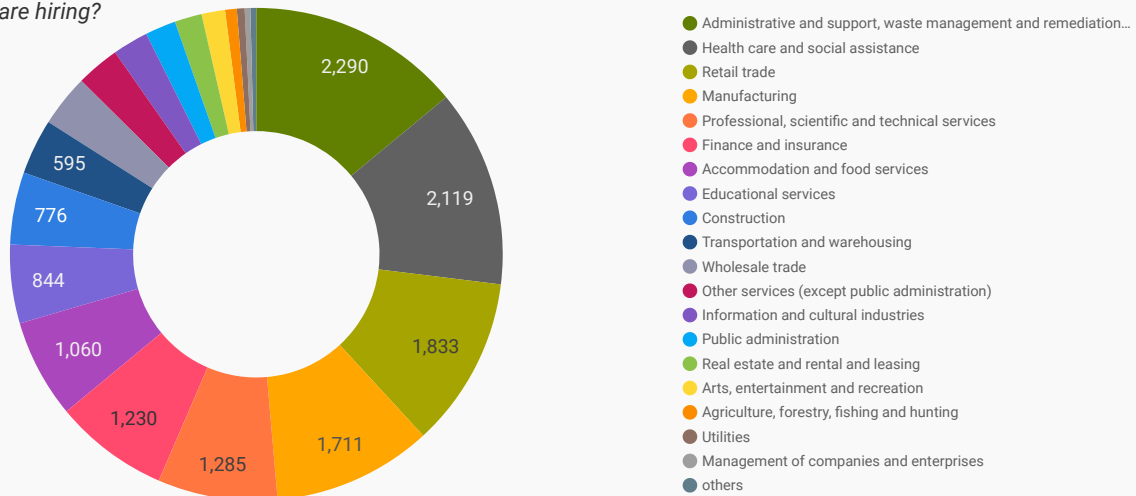
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Sun Life Financial	65
2. Sun Life	45
3. Financial Sun Life	39
4. Home and Community Care Support Services	27
5. Express Employment Professionals (Cambridge)	18
6. Sun Life Financial Inc.	15
7. Farm Boy Inc.	14
8. Ontario Teachers Insurance Plan (OTIP)	14
9. Skilled Jobs	12
10. WATERLOO REGION DISTRICT SCHOOL BOARD	11
11. Exporior Financial Group Inc.	9
12. Eco Residential Roofs & Commerical Shelters Inc.	9
13. Kerry's Place Autism Services	8
14. Manulife Financial	7
15. Various Ministries	7
16. Wilder Concepts	7
17. Ice River Sustainable Solutions	7
18. OpenText Corporation	6
19. The Co-operators	6
20. Definity	6
21. Forest City Staffing	6
22. Definity Financial Corporation	5
23. Randstad Canada	5
24. Saint Luke's Place	5
25. AES Better Jobs	5
26. Flynn Canada Ltd.	5
27. Tim Hortons	5
28. Your Talent Consultancy	5
29. Home and Community Care Support Services South West	5
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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	2,290	17.4	16
2.	Health care and social assistance	62	2,119	17.2	16
3.	Retail trade	44-45	1,833	17.1	16
4.	Manufacturing	31-33	1,711	18.3	16
5.	Professional, scientific and technical services	54	1,285	17.7	16
6.	Finance and insurance	52	1,230	16.9	16
7.	Accommodation and food services	72	1,060	23.9	16
8.	Educational services	61	844	16.1	16
9.	Construction	23	776	20.0	16
10.	Transportation and warehousing	48-49	595	19.0	16
11.	Wholesale trade	41	559	19.8	16
12.	Other services (except public administration)	81	466	18.7	16
13.	Information and cultural industries	51	384	18.6	16
14.	Public administration	91	329	19.8	16
15.	Real estate and rental and leasing	53	292	19.0	16
16.	Arts, entertainment and recreation	71	253	16.7	16
17.	Agriculture, forestry, fishing and hunting	11	125	19.7	16
18.	Utilities	22	83	16.8	16
19.	Management of companies and enterprises	55	61	15.4	16
20.			38	15.7	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	2,179	17.5	16
2.	Professional, scientific and technical services	541	1,285	17.7	16
3.	Insurance carriers and related activities	524	901	15.4	16
4.	Food services and drinking places	722	895	24.2	16
5.	Educational services	611	844	16.1	16
6.	Ambulatory health care services	621	791	17.6	16
7.	Hospitals	622	510	16.9	16
8.	Nursing and residential care facilities	623	506	17.4	16
9.	Specialty trade contractors	238	495	18.7	16
10.	Food and beverage stores	445	398	17.1	16
11.	Truck transportation	484	387	20.4	16
12.	Building material and garden equipment and supplies dealers	444	369	14.1	16
13.	Machinery manufacturing	333	332	18.1	16
14.	Social assistance	624	312	16.4	16
15.	Credit intermediation and related activities	522	271	20.0	16
16.	Food manufacturing	311	248	20.5	16
17.	Fabricated metal product manufacturing	332	245	18.7	16
18.	Local, municipal and regional public administration	913	233	15.7	16
19.	Amusement, gambling and recreation industries	713	226	16.7	16
20.	Construction of buildings	236	207	21.0	16
21.	Motor vehicle and parts dealers	441	200	16.1	16
22.	Clothing and clothing accessories stores	448	191	17.9	16
23.	Real estate	531	176	17.1	16
24.	Miscellaneous store retailers	453	174	17.7	16
25.	Health and personal care stores	446	174	15.6	16
26.	Personal and laundry services	812	170	19.1	16
27.	Accommodation services	721	165	22.6	16
28.	Building material and supplies merchant wholesalers	416	159	19.0	16
29.	Transportation equipment manufacturing	336	152	19.3	16
30.	Religious, grant-making, civic, and professional and similar organizations	813	136	19.0	16
31.	Repair and maintenance	811	135	16.2	16
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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	1,663	17.7	16
2.	Full-service restaurants and limited-service eating places	7225	805	25.6	16
3.	Insurance carriers	5241	701	14.5	14
4.	General medical and surgical hospitals	6221	505	16.9	16
5.	Community care facilities for the elderly	6233	406	17.6	16
6.	Architectural, engineering and related services	5413	400	16.0	16
7.	Universities	6113	373	20.9	16
8.	Building material and supplies dealers	4441	347	14.0	16
9.	Grocery stores	4451	326	16.1	16
10.	Services to buildings and dwellings	5617	324	17.1	16
11.	General freight trucking	4841	312	19.1	16
12.	Elementary and secondary schools	6111	236	10.5	7
13.	Management, scientific and technical consulting services	5416	230	17.4	16
14.	Other local, municipal and regional public administration	9139	220	15.6	16
15.	Agencies, brokerages and other insurance related activities	5242	200	18.5	16
16.	Out-patient care centres	6214	198	18.8	16
17.	Home health care services	6216	196	19.7	16
18.	Computer systems design and related services	5415	193	16.8	16
19.	Other amusement and recreation industries	7139	189	16.9	16
20.	Other general-purpose machinery manufacturing	3339	181	17.6	16
21.	Health and personal care stores	4461	174	15.6	16
22.	Depository credit intermediation	5221	165	21.4	16
23.	Building equipment contractors	2382	164	16.3	16
24.	Individual and family services	6241	161	17.2	16
25.	Clothing stores	4481	152	17.7	16
26.	Accounting, tax preparation, bookkeeping and payroll services	5412	148	21.0	16
27.	Traveller accommodation	7211	143	23.8	16
28.	Offices of dentists	6212	141	16.2	16
29.	Automobile dealers	4411	136	16.3	16
30.	Offices of other health practitioners	6213	129	15.2	16
31.	Advertising, public relations, and related services	5418	128	22.3	16
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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	1,630	17.6	16
2.	Full-service restaurants and limited-service eating places	72251	805	25.6	16
3.	Direct life, health and medical insurance carriers	52411	569	14.5	14
4.	General medical and surgical hospitals	62211	505	16.9	16
5.	Community care facilities for the elderly	62331	406	17.6	16
6.	Universities	61131	373	20.9	16
7.	Supermarkets and other grocery (except convenience) stores	44511	316	15.6	16
8.	Engineering services	54133	279	16.2	16
9.	Elementary and secondary schools	61111	236	10.5	7
10.	Other local, municipal and regional public administration	91391	220	15.6	16
11.	Insurance agencies and brokerages	52421	199	18.5	16
12.	Home health care services	62161	196	19.7	16
13.	Computer systems design and related services	54151	193	16.8	16
14.	Out-patient mental health and substance abuse centres	62142	175	19.2	16
15.	Management consulting services	54161	174	17.7	16
16.	Hardware stores	44413	173	14.2	16
17.	General freight trucking, long distance	48412	170	20.7	16
18.	Landscaping services	56173	168	17.9	16
19.	Accounting, tax preparation, bookkeeping and payroll services	54121	148	21.0	16
20.	Material handling equipment manufacturing	33392	143	18.0	16
21.	General freight trucking, local	48411	142	17.3	16
22.	Offices of dentists	62121	141	16.2	16
23.	Hotels (except casino hotels) and motels	72111	135	24.4	16
24.	Banking	52211	131	14.8	15
25.	Janitorial services	56172	128	16.1	16
26.	Home centres	44411	122	13.1	15
27.	Advertising agencies	54181	118	22.3	16
28.	Direct insurance (except life, health and medical) carriers	52412	116	14.4	14
29.	Residential building construction	23611	114	20.6	16
30.	New car dealers	44111	114	15.6	16
31.	Plumbing, heating and air-conditioning contractors	23822	109	16.9	16
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TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

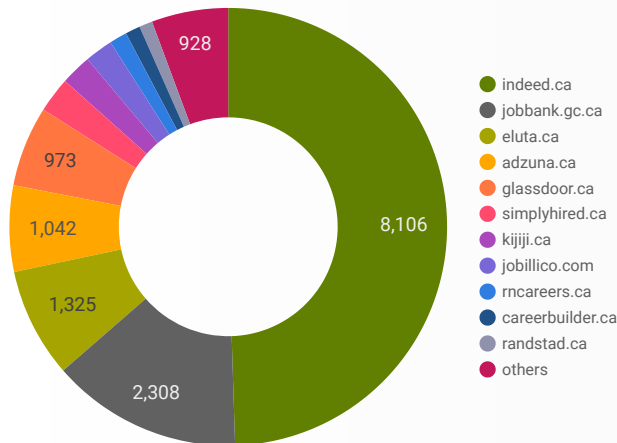
What sectors are hiring?

	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	1,630	17.6	16
2.	General (except paediatric) hospitals	622111	505	16.9	16
3.	Limited-service eating places	722512	424	27.3	16
4.	Community care facilities for the elderly	623310	406	17.6	16
5.	Full-service restaurants	722511	381	23.9	16
6.	Universities	611310	373	20.9	16
7.	Supermarkets and other grocery (except convenience) stores	445110	316	15.6	16
8.	Direct individual life, health and medical insurance carriers	524111	310	15.4	16
9.	Engineering services	541330	279	16.2	16
10.	Direct group life, health and medical insurance carriers	524112	259	13.4	14
11.	Elementary and secondary schools	611110	236	10.5	7
12.	Other local, municipal and regional public administration	913910	220	15.6	16
13.	Insurance agencies and brokerages	524210	199	18.5	16
14.	Home health care services	621610	196	19.7	16
15.	Computer systems design and related services (except video game design and development)	541514	193	16.8	16
16.	Out-patient mental health and substance abuse centres	621420	175	19.2	16
17.	Hardware stores	444130	173	14.2	16
18.	Landscaping services	561730	168	17.9	16
19.	Material handling equipment manufacturing	333920	143	18.0	16
20.	General freight trucking, local	484110	142	17.3	16
21.	Offices of dentists	621210	141	16.2	16
22.	Hotels	721111	130	24.4	16
23.	Home centres	444110	122	13.1	15
24.	Advertising agencies	541810	118	22.3	16
25.	Residential building construction	236110	114	20.6	16
26.	New car dealers	441110	114	15.6	16
27.	Janitorial services (except window cleaning)	561722	113	16.1	16
28.	Offices of accountants	541212	111	21.3	16
29.	Plumbing, heating and air-conditioning contractors	238220	109	16.9	16
30.	Community colleges and C.E.G.E.P.s	611210	105	14.4	16



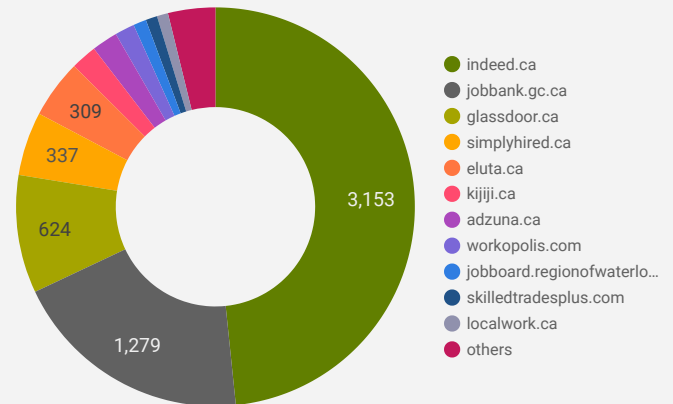
JOB POSTINGS BY JOB BOARD

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



COMPANIES BY JOB BOARD

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



JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	8,106	15.6	16	3,153
2.	jobbank.gc.ca	2,308	34.0	24	1,279
3.	eluta.ca	1,325	16.0	16	309
4.	adzuna.ca	1,042	14.0	14	137
5.	glassdoor.ca	973	15.9	16	624
6.	simplyhired.ca	428	15.6	16	337
7.	kijiji.ca	373	15.0	15	137
8.	jobillico.com	340	24.8	24	41
9.	rncareers.ca	213	22.2	13	30
10.	careerbuilder.ca	180	32.3	30	24
11.	randstad.ca	160	32.7	24	1
12.	network.applytoeducation.com	148	6.1	4	5
13.	workopolis.com	123			104
14.	jobboard.regionofwaterloo.ca	116	36.4	27	69
15.	skilledtradesplus.com	96	14.1	12	61
16.	localwork.ca	89	21.5	29	59
17.	careerarc.com	69	30.3	15	21