



Workforce Planning Board  
of Waterloo Wellington Dufferin

# JOB DEMAND REPORT

## MARCH 2023

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
17,684	10,746	5,556	35

#### # OF DAYS POSTED

AVERAGE	MEDIAN
18.8	16

### REPORT BUILDER

The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.

#### OCCUPATION FILTERS

SKILL TYPE NAME / 1-DIGIT NOC	▼
MAJOR GROUP / 2-DIGIT NOC	▼
MINOR GROUP / 3-DIGIT NOC	▼
UNIT GROUP / 4-DIGIT NOC	▼
SKILL LEVEL	▼
JOB TYPE	▼
JOB DURATION	▼
ADDITIONAL LANGUAGE	▼
SPECIFIC JOB TAGS	▼

#### INDUSTRY/SECTOR FILTERS

HIRING SECTOR BY 2-DIGIT NAICS CODE	▼
HIRING SECTOR BY 3-DIGIT NAICS CODE	▼
HIRING SECTOR BY 4-DIGIT NAICS CODE	▼
HIRING SECTOR BY 5-DIGIT NAICS CODE	▼
HIRING SECTOR BY 6-DIGIT NAICS CODE	▼

#### OTHER FILTERS

MUNICIPALITY	▼
REGION	▼
JOB BOARD	▼

NOC = National Occupation Classification | NAICS = North American Industry Classification System

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#### Source:

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



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



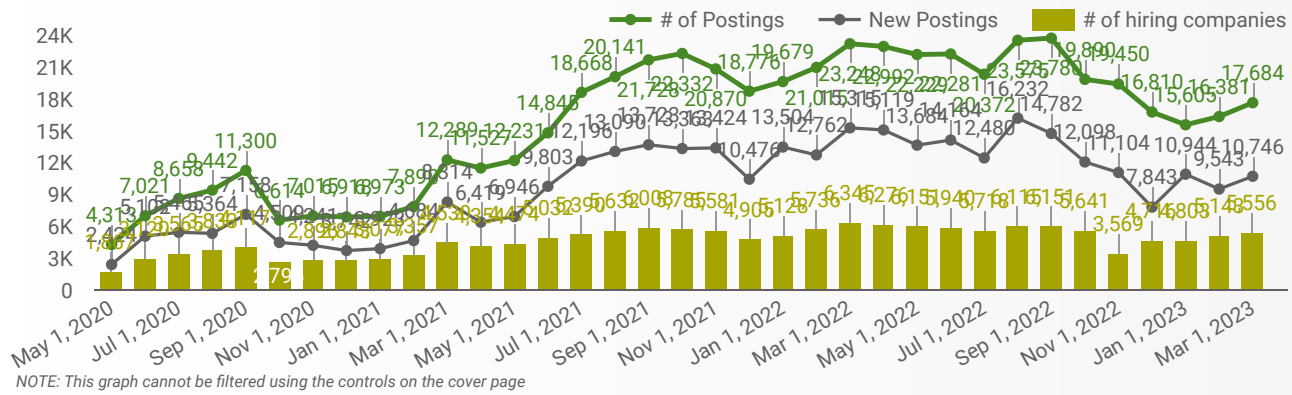
Ce service Emploi Ontario est financé en partie par le gouvernement du Canada et le gouvernement de l'Ontario.





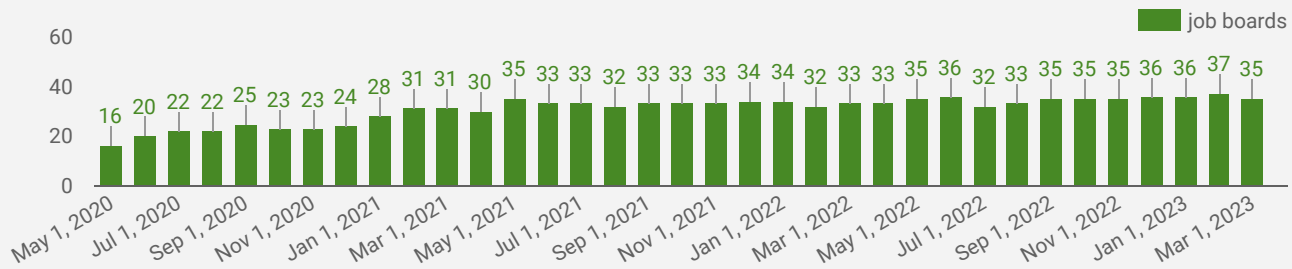
## JOB POSTINGS BY MONTH FOR ALL REGIONS

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



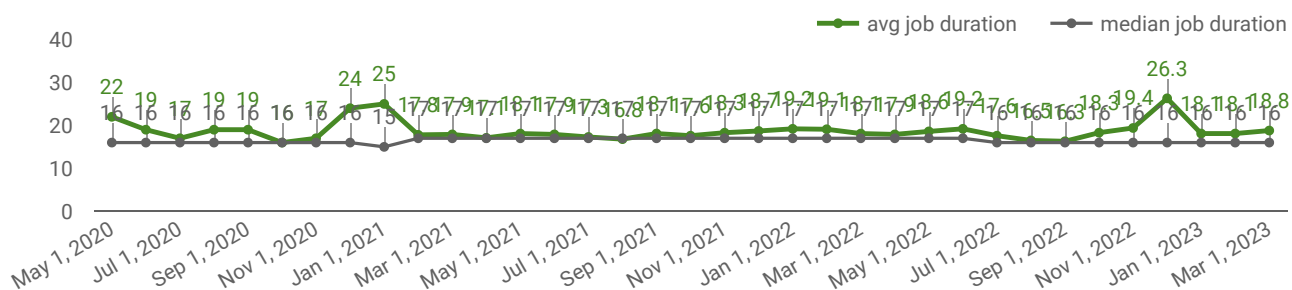
## NUMBER OF ACTIVE JOB BOARDS

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



## AVG & MEDIAN POSTING LENGTH BY DAYS

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



## POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

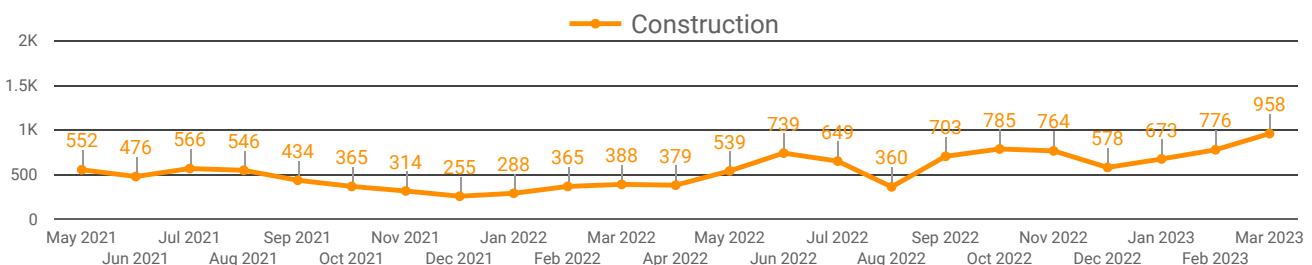
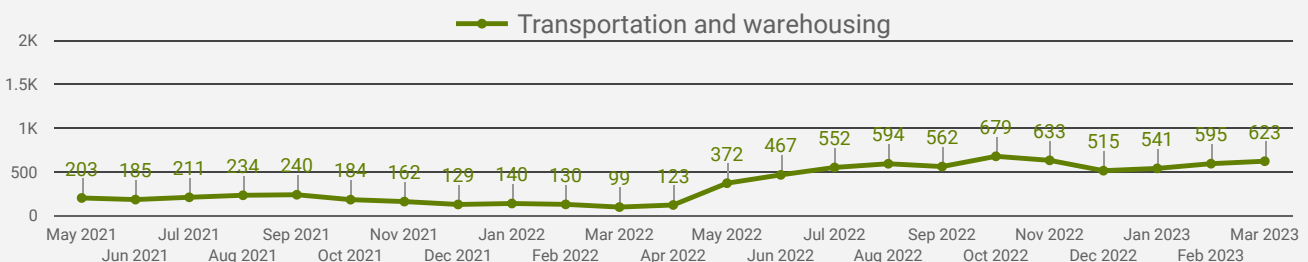
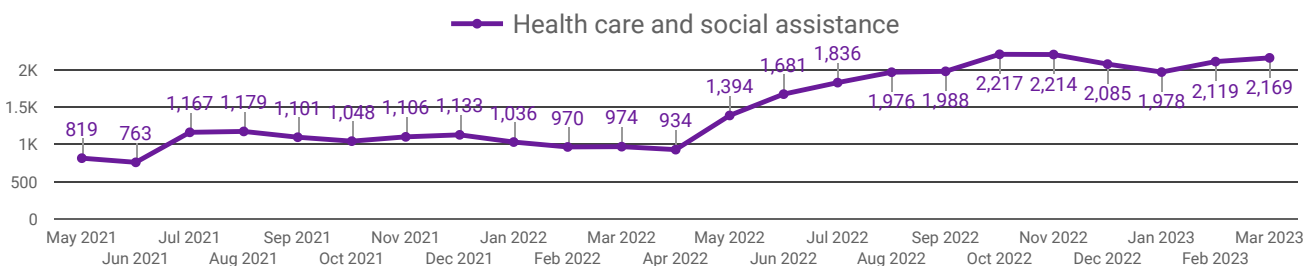
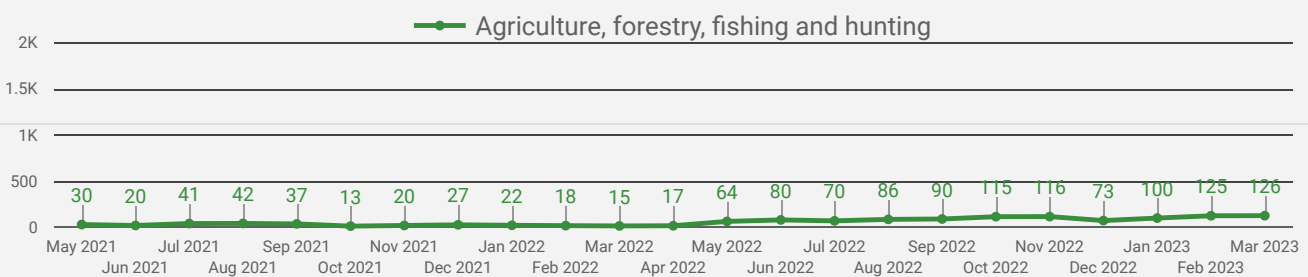
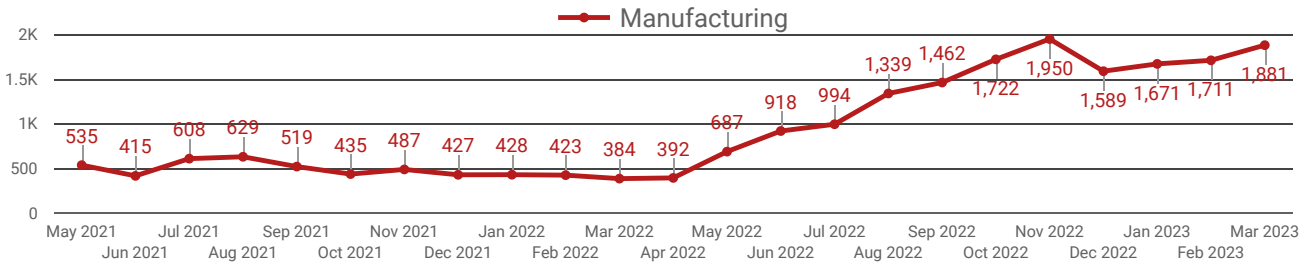
How many job postings were active for at least 1 day this month?





## DEMAND BY KEY SECTOR (ALL REGIONS)

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

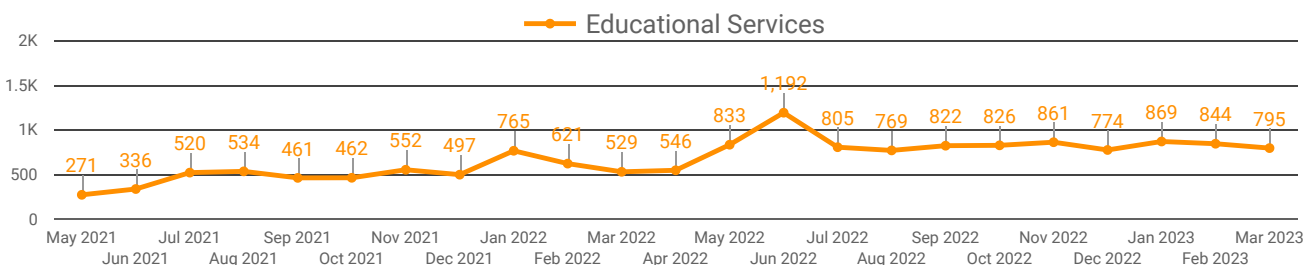
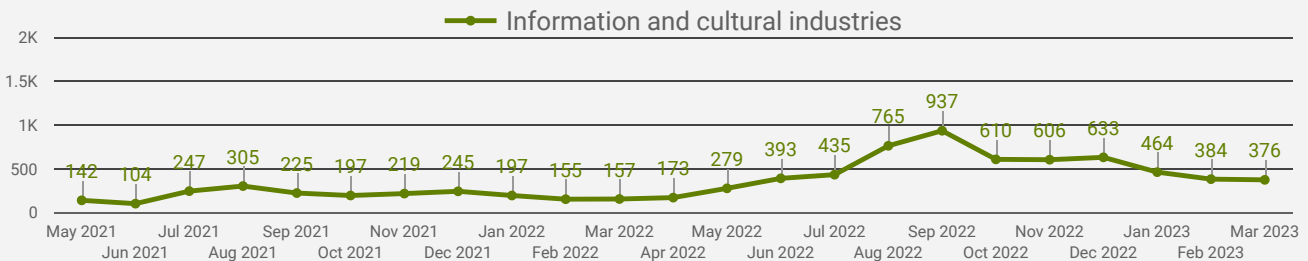
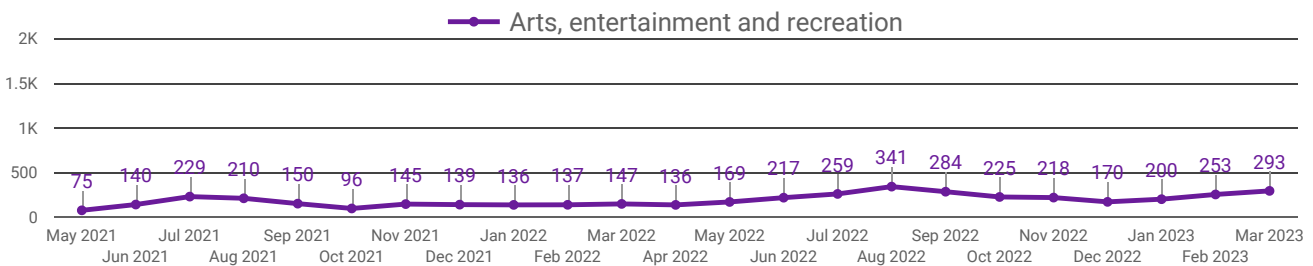
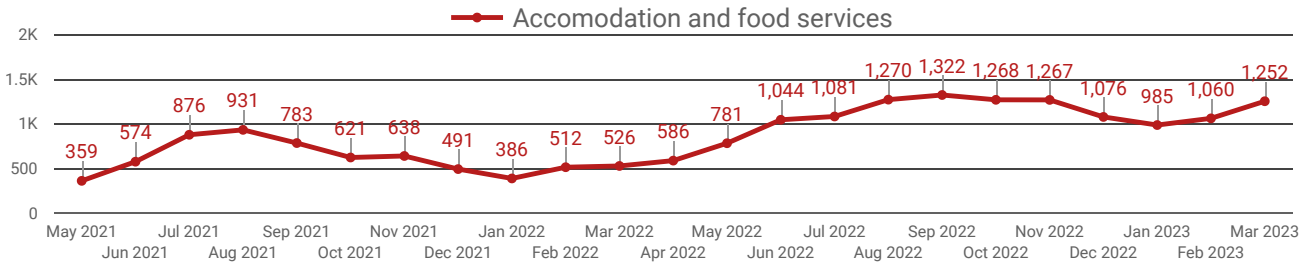


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## DEMAND BY IMPACTED SECTOR (ALL REGIONS)

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	12,034	18.7	16
2.	City of Guelph	3,286	19.0	16
3.	Wellington County	1,056	19.7	16
4.	Dufferin County	982	18.2	16

## JOB POSTINGS BY MUNICIPALITY

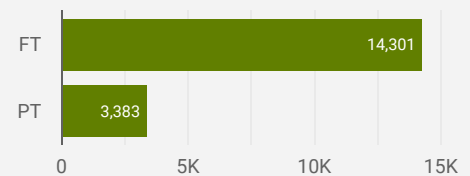
Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kitchener	4,214	18.9	16
2.	City of Waterloo	3,548	18.1	16
3.	City of Cambridge	3,408	18.4	16
4.	City of Guelph	3,286	19.0	16
5.	Town of Orangeville	781	17.7	16
6.	Township of Centre Wellington	456	20.9	16
7.	Woolwich Township	327	24.3	16
8.	Township of North Dumfries	257	24.1	16
9.	Township of Wellington North	201	16.2	16
10.	Township of Wilmot	200	16.6	16

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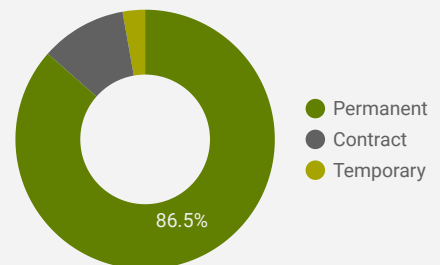
## JOB TYPE

Full-time vs Part-time



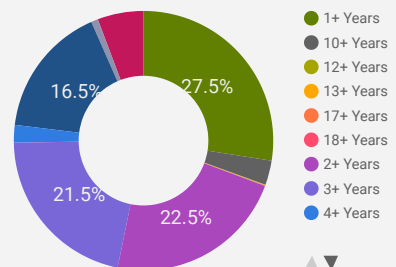
## JOB DURATION

Permanency of jobs posted



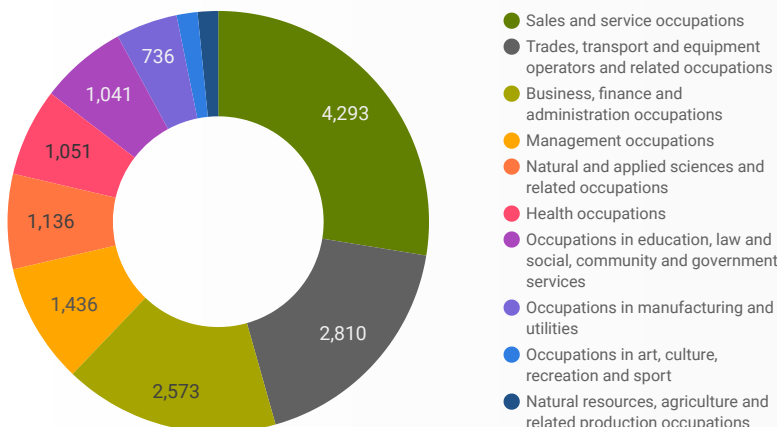
## JOB EXPERIENCE

Job Postings by Experience Level Required



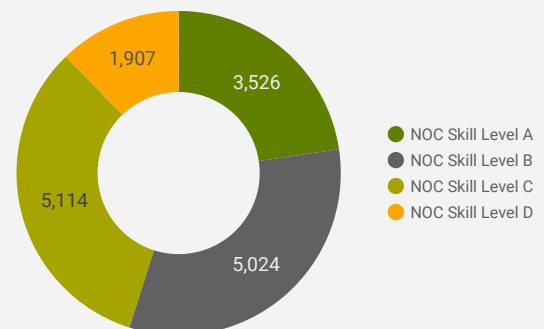
## JOB POSTINGS BY JOB CATEGORY

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.	University of Waterloo	Waterloo Region	204	19.0	15
2.	Sun Life Financial	Waterloo Region	196	12.6	14
3.	Randstad Canada	Waterloo Region	149	20.9	16
4.	Sun Life	Waterloo Region	117	15.8	16
5.	Grand River Hospital	Waterloo Region	115	21.0	15
6.	Grand River Hospital Corp.	Waterloo Region	97	16.0	16
7.	Linamar Corporation	City of Guelph	94	15.7	16
8.	Cambridge Memorial Hospital	Waterloo Region	90	14.7	16
9.	Conestoga College	Waterloo Region	87	12.9	16
10.	Home Depot Canada	Waterloo Region	85	13.6	14
11.	University of Guelph	City of Guelph	82	15.9	16
12.	Manulife Financial	Waterloo Region	76	14.0	14
13.	Guelph General Hospital (GGH)	City of Guelph	76	15.9	16
14.	Sun Life Financial Inc.	Waterloo Region	73	16.0	16
15.	The City of Guelph	City of Guelph	71	17.2	15
16.	Loblaw Companies Limited - Waterloo, ON	Waterloo Region	67	14.0	14
17.	WATERLOO REGION DISTRICT SCHOOL BOARD	Waterloo Region	67	8.3	2
18.	Randstad Canada	City of Guelph	66	39.2	16
19.	Region of Waterloo	Waterloo Region	65	26.1	16
20.	ATS Automation Tooling Systems	Waterloo Region	64	16.0	16
21.	Lowe's	Waterloo Region	63	13.2	14
22.	Stantec System	Waterloo Region	59	14.0	14
23.	FinanciÃ~re Sun Life	Waterloo Region	59	14.0	14
24.	Revera Inc.	Waterloo Region	53	15.5	14
25.	Guelph General Hospital	City of Guelph	53	28.5	27
26.	Manulife	Waterloo Region	52	14.4	16
27.	Waterloo Catholic District School Board	Waterloo Region	52	22.4	16
28.	401 Auto	Waterloo Region	50	15.3	15
29.	Stantec	Waterloo Region	48	13.9	16
30.	St. Mary's General Hospital	Waterloo Region	48	15.8	16
31.	Definitv	Waterloo Region	44	15.6	16

## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Jobs

442

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Landscape Foreman/woman	Monarch Fine Landscapes & Interiors	City of Waterloo	336 <div></div>
2.	Wedding Dj	Nitro Music	#N/A	300 <div></div>
3.	Tattoo Artist	True Ink Tattoo Studio	City of Kitchener	250 <div></div>
4.	Forklift Operator/general Labour - Night Shift - Located In Ayr	Randstad Canada	Township of North Dumfries	210 <div></div>
5.	Psychologist Or Psychological Associate	Dr. Kathy Smolewska, C.Psych. & Associates	City of Waterloo	158 <div></div>
6.	Clinical Psychologist/psychological Associate	Waterloo CBT Clinic	City of Waterloo	150 <div></div>
7.	Environment And Regulatory Advisor	Adecco Canada	City of Guelph	150 <div></div>
8.	DRIFT TRUCKLINE FLATBED , ROLLTITE SERVICE ACROSS ONTARIO	DRIFT TRUCKLINE	City of Waterloo	150 <div></div>
9.	Registered Massage Therapist In Wellness Clinic	Path To Wellness Massage	City of Waterloo	130 <div></div>
10.	Chiropractor	Goldsworthy Wellness Centre	City of Waterloo	125 <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.	Associate Dentist	Kitchener Dental Office	City of Kitchener	350,000	
2.	Regional Sales Closer	Provincial Smart Home Services	#N/A	350,000	
3.	Az Owner Operators For Ottawa To Toronto Run \$2/mile	KUTHALA LOGISTICS	#N/A	343,120	
4.	Fho Family Physician	Guelph Wellington FHO	City of Guelph	325,000	
5.	Associate Dentist	Smile Town	City of Cambridge	311,477	
6.	Family Physician	Kitchener Downtown Community Health Centre	City of Kitchener	285,234	
7.	Az Owner Operator Cambridge To Thunderbay Dedicated Canada Post	ACB Cartage Inc	City of Cambridge	261,350	
8.	Senior Regional Sales Rep	Magic Windows & Doors	City of Kitchener	250,000	
9.	Az Owner Operator	Rig Chef Transport Inc.	City of Kitchener	250,000	
10.	Owner Operator Driver	ONE For Freight	City of Guelph	250,000	
11.	Az Owner Operator	ONE For Freight	City of Guelph	250,000	

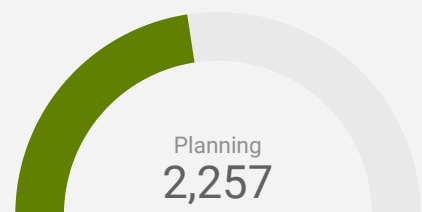
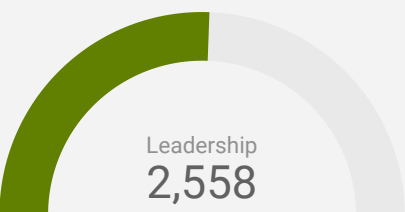
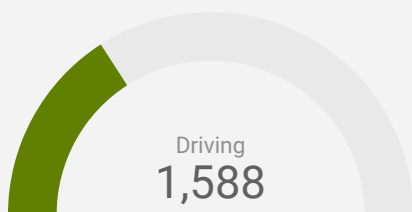
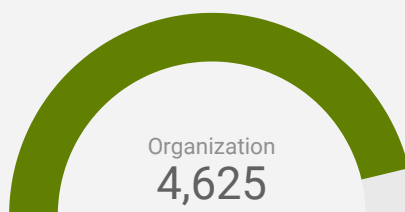
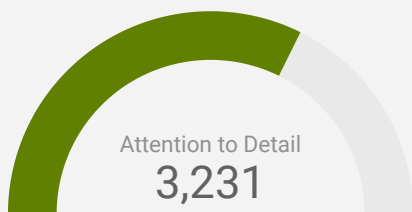
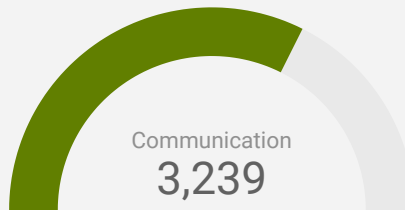
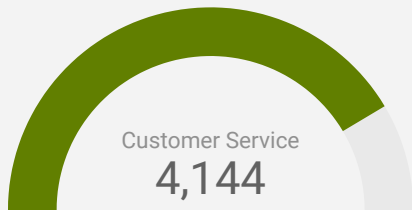


## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

17,684



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

9,081



Driver's License  
3,244



First Aid  
733



Regular Access to a Vehi  
618



Criminal Record Check  
818



Microsoft Office  
1,362



Food Safety  
404





## 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	774	17.8	16
2.	7452	Material handlers	NOC Skill Level C	558	17.6	16
3.	6552	Other customer and information services representatives	NOC Skill Level C	458	16.1	16
4.	7511	Transport truck drivers	NOC Skill Level C	366	22.3	16
5.	0621	Retail and wholesale trade managers	NOC Skill Level A	354	18.5	16
6.	1241	Administrative assistants	NOC Skill Level B	348	19.7	16
7.	1221	Administrative officers	NOC Skill Level B	345	17.7	16
8.	6322	Cooks	NOC Skill Level B	334	27.3	16
9.	7514	Delivery and courier service drivers	NOC Skill Level C	332	15.8	16
10.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	320	17.0	16
11.	6731	Light duty cleaners	NOC Skill Level D	262	17.4	16
12.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	225	18.3	15
13.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	200	20.5	16
14.	3233	Licensed practical nurses	NOC Skill Level B	196	20.0	16
15.	6311	Food service supervisors	NOC Skill Level B	183	55.0	16
16.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	170	18.4	16
17.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	169	16.9	16
18.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	166	15.9	16
19.	4212	Social and community service workers	NOC Skill Level B	165	17.1	16
20.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	165	20.5	16
21.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	163	17.6	16
22.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	157	16.2	16
23.	7611	Construction trades helpers and labourers	NOC Skill Level D	144	18.0	16
24.	1521	Shippers and receivers	NOC Skill Level C	136	16.5	16
25.	1431	Accounting and related clerks	NOC Skill Level C	132	16.9	16
26.	2173	Software engineers and designers	NOC Skill Level A	131	23.4	16
27.	6513	Food and beverage servers	NOC Skill Level C	131	17.9	16
28.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	127	18.7	16
29.	0631	Restaurant and food service managers	NOC Skill Level A	125	21.2	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	774	17.8	16
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	727	20.1	16
3.	122	Administrative and regulatory occupations	NOC Skill Level B	584	16.7	16
4.	745	Longshore workers and material handlers	NOC Skill Level C	559	17.7	16
5.	655	Customer and information services representatives	NOC Skill Level C	536	15.8	16
6.	673	Cleaners	NOC Skill Level D	487	18.0	16
7.	632	Chefs and cooks	NOC Skill Level B	414	26.7	16
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	409	19.5	16
9.	217	Computer and information systems professionals	NOC Skill Level A	391	21.3	16
10.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	381	19.7	16
11.	062	Retail and wholesale trade managers	NOC Skill Level A	354	18.5	16
12.	662	Other sales support and related occupations	NOC Skill Level D	331	17.9	16
13.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	320	17.0	16
14.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	278	18.2	16
15.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	267	22.9	16
16.	112	Human resources and business service professionals	NOC Skill Level A	259	17.9	16
17.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	255	17.7	16
18.	441	Home care providers and educational support occupations	NOC Skill Level C	251	19.1	16
19.	341	Assisting occupations in support of health services	NOC Skill Level C	247	16.0	16
20.	323	Other technical occupations in health care	NOC Skill Level B	244	19.1	16
21.	111	Auditors, accountants and investment professionals	NOC Skill Level A	242	16.9	16
22.	141	General office workers	NOC Skill Level C	213	15.3	16
23.	631	Service supervisors	NOC Skill Level B	213	49.2	16
24.	651	Occupations in food and beverage service	NOC Skill Level C	210	17.1	16
25.	732	Automotive service technicians	NOC Skill Level B	206	19.9	16
26.	301	Professional occupations in nursing	NOC Skill Level A	204	15.6	16
27.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	202	17.7	16
28.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	189	19.6	16
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## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and/or in-demand?

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	1,106	18.3	16
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	940	17.5	16
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	937	16.3	16
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	856	17.4	16
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	843	20.2	16
6.	63	Service supervisors and specialized service occupations	NOC Skill Level B	782	31.0	16
7.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	732	21.2	16
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	672	22.8	16
9.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	650	17.5	16
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	598	19.5	16
11.	11	Professional occupations in business and finance	NOC Skill Level A	501	17.4	16
12.	73	Maintenance and equipment operation trades	NOC Skill Level B	469	19.7	16
13.	14	Office support occupations	NOC Skill Level C	467	16.4	16
14.	66	Sales support occupations	NOC Skill Level D	441	17.3	16
15.	32	Technical occupations in health	NOC Skill Level B	412	18.3	16
16.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	405	18.8	16
17.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	404	20.6	16
18.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	381	19.7	16
19.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	337	19.5	16
20.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	310	17.8	16
21.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	277	26.7	16
22.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	267	22.9	16
23.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	255	19.2	16
24.	34	Assisting occupations in support of health services	NOC Skill Level C	247	16.0	16
25.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	245	17.9	16
26.	30	Professional occupations in nursing	NOC Skill Level A	204	15.6	16
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	189	16.5	16



## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	LANGUAGES
2,102	1	1,162	10

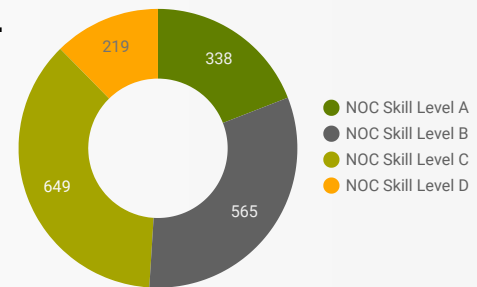
## # OF DAYS POSTED

AVERAGE	MEDIAN
15.8	16

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

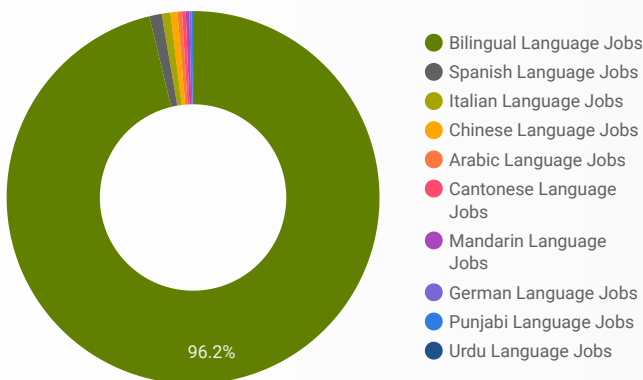
- 338 Skill Level A - Management/ Professional Occupations usually requiring University
- 565 Skill Level B - Usually college education or apprenticeship training
- 649 Skill Level C - Usually secondary education or occupation-specific training
- 219 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language...	325	528	634	212
Spanish Language ...	4	10	2	2
Italian Language J...	2	6	4	1
Chinese Language ...	2	8	1	1
Mandarin Language...	1	7	2	
Cantonese Language...	1	1	5	1
Arabic Language J...	2	1	1	

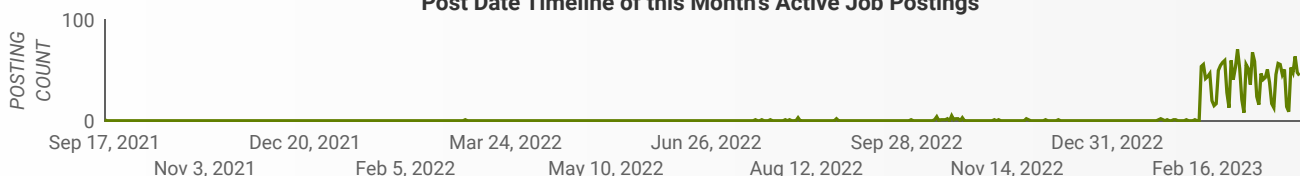
## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	2,015
2. Spanish Language Jobs	22
3. Chinese Language Jobs	13
4. Italian Language Jobs	13
5. Arabic Language Jobs	11
6. Mandarin Language Jobs	10
1 - 10 / 10	

## Post Date Timeline of this Month's Active Job Postings





## LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

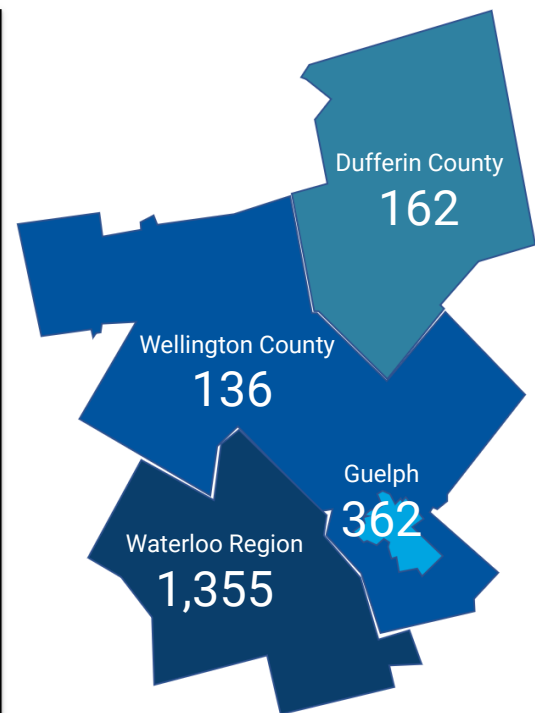
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Spanish ...	Italian La...	Chinese ...	Mandarin...	Cantones...	Grand total
Business, finance and administration occup...	342	5		3	7		360
Health occupations	98			1			99
Management occupations	140	1	2	1			144
Natural and applied sciences and related o...	66	4	1			1	73
Natural resources, agriculture and related p...	36	2					38
Occupations in art, culture, recreation and s...	42						42
Occupations in education, law and social, c...	92	1		2	2		100
Occupations in manufacturing and utilities	82					1	85
Sales and service occupations	490	4	9	3	1	6	514
Trades, transport and equipment operators ...	311	1	1	2			316
<b>Grand total</b>	<b>1,699</b>	<b>18</b>	<b>13</b>	<b>12</b>	<b>10</b>	<b>8</b>	<b>1,771</b>

## MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

MUNICIPALITY	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. City of Waterloo	503	18.1	16
2. City of Kitchener	375	18.9	16
3. City of Guelph	362	19.0	16
4. City of Cambridge	360	18.4	16
5. Town of Orangeville	119	17.7	16
6. Township of Centre Wellington	64	20.9	16
7. Woolwich Township	55	24.3	16
8. Town of Shelburne	36	20.0	16
9. Township of North Dumfries	32	24.1	16
10. Township of Wellington North	30	16.2	16
11. Township of Wilmot	15	16.6	16
12. Town of Erin	15	19.1	16
13. Township of Wellesley	15	22.7	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...	98
2. Retail salespersons	78
3. Administrative officers	59
4. Material handlers	58
5. Administrative assistants	55
6. Cooks	51
7. Food counter attendants, kitchen helpers an...	48
8. Transport truck drivers	45
9. Delivery and courier service drivers	44
10. Retail and wholesale trade managers	39
11. Nursing co-ordinators and supervisors	32
12. Sales and account representatives - wholesal...	30
13. Landscaping and grounds maintenance labo...	25
14. Light duty cleaners	23
15. Accounting and related clerks	22
16. Construction trades helpers and labourers	22
17. Food and beverage servers	21
18. Other sales related occupations	20
19. Social and community service workers	19
20. Other labourers in processing, manufacturing...	18
21. Receptionists	18
22. Professional occupations in advertising, mar...	17
23. Accounting technicians and bookkeepers	16
24. Financial managers	16
25. Early childhood educators and assistants	16
26. Insurance underwriters	16
27. Other instructors	16
28. Human resources managers	15
29. Home support workers, housekeepers and re...	14
30. Dental assistants	14
31. General office support workers	13
32. Bartenders	13
1 - 100 / 263	< >

## MULTILINGUAL HIRING EMPLOYERS

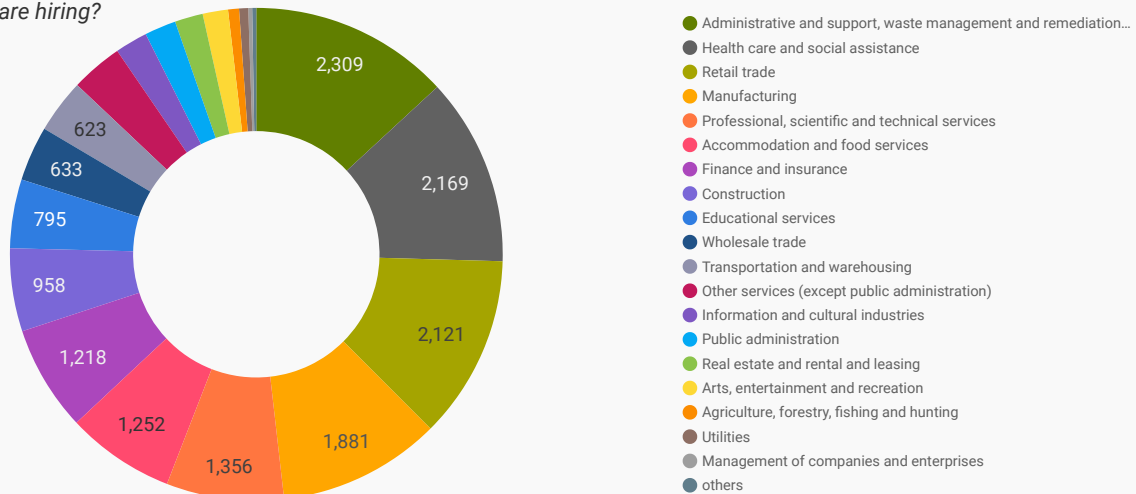
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Sun Life Financial	53
2. Sun Life	49
3. Home and Community Care Support Services	32
4. Express Employment Professionals (Cambridge)	27
5. Financial Sun Life	24
6. Ontario Teachers Insurance Plan (OTIP)	23
7. Sun Life Financial Inc.	16
8. Eco Residential Roofs & Commercial Shelters Inc.	15
9. Cambridge Elevating Inc	15
10. Skilled Jobs	14
11. Exporior Financial Group Inc.	13
12. Ice River Sustainable Solutions	12
13. Farm Boy Inc.	12
14. Manulife	11
15. Wilder Concepts	10
16. Definity	10
17. Septodont	10
18. AES Better Jobs	9
19. Equitable Life of Canada	8
20. Forest City Staffing	8
21. NAVBLUE, an Airbus Company	7
22. Manulife Financial	7
23. Rimowa	7
24. Elmira Pet Products	7
25. The Co-operators	7
26. Durose Manufacturing Limited	7
27. Tim Hortons	6
28. Dollarama L.P.	6
29. Truck It Personnel Services Inc	6
30. CarePartners	6
1 - 50 / 1164	< >



## 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	2,309	17.7	16
2.	Health care and social assistance	62	2,169	17.4	16
3.	Retail trade	44-45	2,121	17.8	16
4.	Manufacturing	31-33	1,881	20.2	16
5.	Professional, scientific and technical services	54	1,356	17.9	16
6.	Accommodation and food services	72	1,252	24.9	16
7.	Finance and insurance	52	1,218	15.3	16
8.	Construction	23	958	21.2	16
9.	Educational services	61	795	15.7	15
10.	Wholesale trade	41	633	19.9	16
11.	Transportation and warehousing	48-49	623	20.5	16
12.	Other services (except public administration)	81	599	19.9	16
13.	Information and cultural industries	51	376	27.2	16
14.	Public administration	91	363	22.8	16
15.	Real estate and rental and leasing	53	325	19.9	16
16.	Arts, entertainment and recreation	71	293	15.7	16
17.	Agriculture, forestry, fishing and hunting	11	126	19.9	16
18.	Utilities	22	105	16.0	16
19.	Management of companies and enterprises	55	45	14.7	16
20.			37	16.5	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	2,172	17.6	16
2.	Professional, scientific and technical services	541	1,356	17.9	16
3.	Food services and drinking places	722	1,051	25.5	16
4.	Insurance carriers and related activities	524	881	15.3	16
5.	Ambulatory health care services	621	809	16.1	16
6.	Educational services	611	795	15.7	15
7.	Specialty trade contractors	238	648	19.0	16
8.	Hospitals	622	562	17.8	16
9.	Nursing and residential care facilities	623	449	18.4	16
10.	Machinery manufacturing	333	428	17.5	16
11.	Food and beverage stores	445	415	17.9	16
12.	Truck transportation	484	400	20.9	16
13.	Building material and garden equipment and supplies dealers	444	354	16.1	16
14.	Social assistance	624	349	18.3	16
15.	Motor vehicle and parts dealers	441	337	18.6	16
16.	Local, municipal and regional public administration	913	280	17.6	16
17.	Food manufacturing	311	273	23.7	16
18.	Personal and laundry services	812	256	16.7	16
19.	Credit intermediation and related activities	522	256	15.1	16
20.	Amusement, gambling and recreation industries	713	255	15.8	16
21.	Fabricated metal product manufacturing	332	252	21.3	16
22.	Clothing and clothing accessories stores	448	235	19.6	16
23.	Construction of buildings	236	213	25.5	16
24.	Miscellaneous store retailers	453	203	17.7	16
25.	Accommodation services	721	201	21.8	16
26.	Real estate	531	198	20.6	16
27.	Transportation equipment manufacturing	336	189	16.5	16
28.	Building material and supplies merchant wholesalers	416	183	21.3	16
29.	Religious, grant-making, civic, and professional and similar organizations	813	180	16.0	16
30.	Health and personal care stores	446	163	15.2	16
31.	Machinery, equipment and supplies merchant wholesalers	417	142	21.3	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	1,586	17.4	16
2.	Full-service restaurants and limited-service eating places	7225	952	26.9	16
3.	Insurance carriers	5241	671	15.0	14
4.	General medical and surgical hospitals	6221	557	17.8	16
5.	Architectural, engineering and related services	5413	489	16.1	16
6.	Services to buildings and dwellings	5617	412	18.7	16
7.	Community care facilities for the elderly	6233	341	17.7	16
8.	Grocery stores	4451	336	17.4	15
9.	Building material and supplies dealers	4441	332	16.1	16
10.	General freight trucking	4841	331	19.3	16
11.	Universities	6113	327	17.1	16
12.	Management, scientific and technical consulting services	5416	268	19.1	16
13.	Other local, municipal and regional public administration	9139	267	17.8	16
14.	Automobile dealers	4411	229	18.6	16
15.	Elementary and secondary schools	6111	218	11.1	6
16.	Depository credit intermediation	5221	215	14.7	16
17.	Building equipment contractors	2382	211	20.5	16
18.	Agencies, brokerages and other insurance related activities	5242	210	16.5	16
19.	Other amusement and recreation industries	7139	203	15.5	16
20.	Home health care services	6216	199	15.0	16
21.	Other general-purpose machinery manufacturing	3339	197	15.6	16
22.	Other specialty trade contractors	2389	187	16.9	16
23.	Individual and family services	6241	179	16.4	16
24.	Clothing stores	4481	179	20.8	16
25.	Computer systems design and related services	5415	168	24.2	16
26.	Offices of dentists	6212	167	17.0	16
27.	Health and personal care stores	4461	163	15.2	16
28.	Traveller accommodation	7211	161	23.0	16
29.	Personal care services	8121	159	16.7	16
30.	Out-patient care centres	6214	156	14.3	16
31.	Offices of other health practitioners	6213	148	15.7	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	1,544	17.3	16
2.	Full-service restaurants and limited-service eating places	72251	952	26.9	16
3.	Direct life, health and medical insurance carriers	52411	573	15.1	14
4.	General medical and surgical hospitals	62211	557	17.8	16
5.	Community care facilities for the elderly	62331	341	17.7	16
6.	Universities	61131	327	17.1	16
7.	Supermarkets and other grocery (except convenience) stores	44511	322	16.5	15
8.	Engineering services	54133	314	15.5	16
9.	Other local, municipal and regional public administration	91391	267	17.8	16
10.	Landscaping services	56173	237	16.9	16
11.	Elementary and secondary schools	61111	218	11.1	6
12.	Insurance agencies and brokerages	52421	209	16.5	16
13.	Management consulting services	54161	200	17.4	16
14.	Home health care services	62161	199	15.0	16
15.	Banking	52211	193	14.6	15
16.	General freight trucking, long distance	48412	187	19.5	16
17.	Hardware stores	44413	187	16.5	15.5
18.	Computer systems design and related services	54151	168	24.2	16
19.	Offices of dentists	62121	167	17.0	16
20.	New car dealers	44111	164	18.4	16
21.	Material handling equipment manufacturing	33392	154	15.5	16
22.	Hotels (except casino hotels) and motels	72111	152	23.5	16
23.	General freight trucking, local	48411	144	19.0	16
24.	Plumbing, heating and air-conditioning contractors	23822	141	20.8	16
25.	All other specialty trade contractors	23899	140	17.1	16
26.	Janitorial services	56172	134	17.6	16
27.	Out-patient mental health and substance abuse centres	62142	124	13.9	16
28.	Accounting, tax preparation, bookkeeping and payroll services	54121	115	16.8	15
29.	Fitness and recreational sports centres	71394	115	15.6	16
30.	Residential building construction	23611	114	29.6	16
31.	Advertising agencies	54181	107	18.3	16
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## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

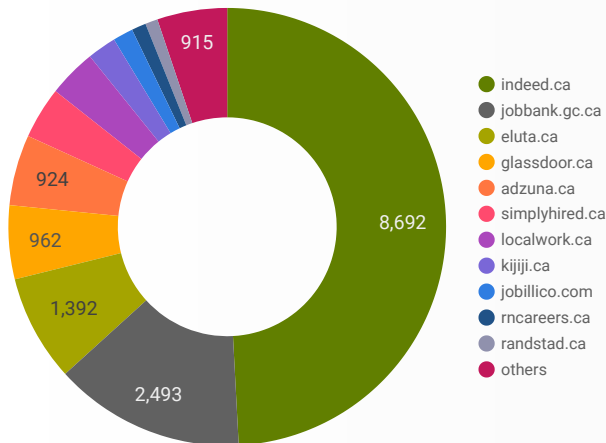
What sectors are hiring?

	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	1,544	17.3	16
2.	General (except paediatric) hospitals	622111	557	17.8	16
3.	Full-service restaurants	722511	479	26.3	16
4.	Limited-service eating places	722512	473	27.5	16
5.	Community care facilities for the elderly	623310	341	17.7	16
6.	Direct individual life, health and medical insurance carriers	524111	336	16.6	16
7.	Universities	611310	327	17.1	16
8.	Supermarkets and other grocery (except convenience) stores	445110	322	16.5	15
9.	Engineering services	541330	314	15.5	16
10.	Other local, municipal and regional public administration	913910	267	17.8	16
11.	Landscaping services	561730	237	16.9	16
12.	Direct group life, health and medical insurance carriers	524112	237	13.3	14
13.	Elementary and secondary schools	611110	218	11.1	6
14.	Insurance agencies and brokerages	524210	209	16.5	16
15.	Home health care services	621610	199	15.0	16
16.	Hardware stores	444130	187	16.5	15.5
17.	Offices of dentists	621210	167	17.0	16
18.	Computer systems design and related services (except video game design and development)	541514	166	24.3	16
19.	New car dealers	441110	164	18.4	16
20.	Material handling equipment manufacturing	333920	154	15.5	16
21.	General freight trucking, local	484110	144	19.0	16
22.	Hotels	721111	142	23.9	16
23.	Plumbing, heating and air-conditioning contractors	238220	141	20.8	16
24.	All other specialty trade contractors	238990	140	17.1	16
25.	Out-patient mental health and substance abuse centres	621420	124	13.9	16
26.	Corporate and institutional banking industry	522112	121	14.7	16
27.	Fitness and recreational sports centres	713940	115	15.6	16
28.	Janitorial services (except window cleaning)	561722	114	18.0	16
29.	Residential building construction	236110	114	29.6	16
30.	General freight trucking, long distance, truck-load	484121	108	20.6	16



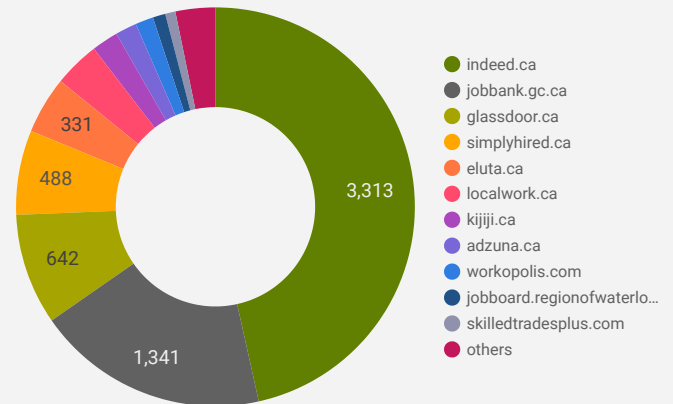
## JOB POSTINGS BY JOB BOARD

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	8,692	15.6	16	3,313
2.	jobbank.gc.ca	2,493	35.6	22	1,341
3.	eluta.ca	1,392	16.0	16	331
4.	glassdoor.ca	962	15.9	16	642
5.	adzuna.ca	924	14.0	14	124
6.	simplyhired.ca	678	15.7	16	488
7.	localwork.ca	630	5.9	3	265
8.	kijiji.ca	378	15.0	15	153
9.	jobillico.com	265	12.4	11	32
10.	rncareers.ca	188	21.7	18	28
11.	randstad.ca	163	31.2	18	1
12.	network.applytoeducation.com	133	7.1	4	5
13.	workopolis.com	123	146.0	146	104
14.	jobboard.regionofwaterloo.ca	123	150.7	133	73
15.	careerbuilder.ca	115	38.0	28	20
16.	skilledtradesplus.com	81	14.3	12	59
17.	careerarc.com	77	46.2	14	21