



# JOB DEMAND REPORT

## OCTOBER 2021

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,923	1,531	1,021	21

#### # OF DAYS POSTED

AVERAGE	MEDIAN
19.7	20

## 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	▼

### OTHER FILTERS

MUNICIPALITY	▼
COUNTY	▼
JOB BOARD	▼

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

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#### Source:

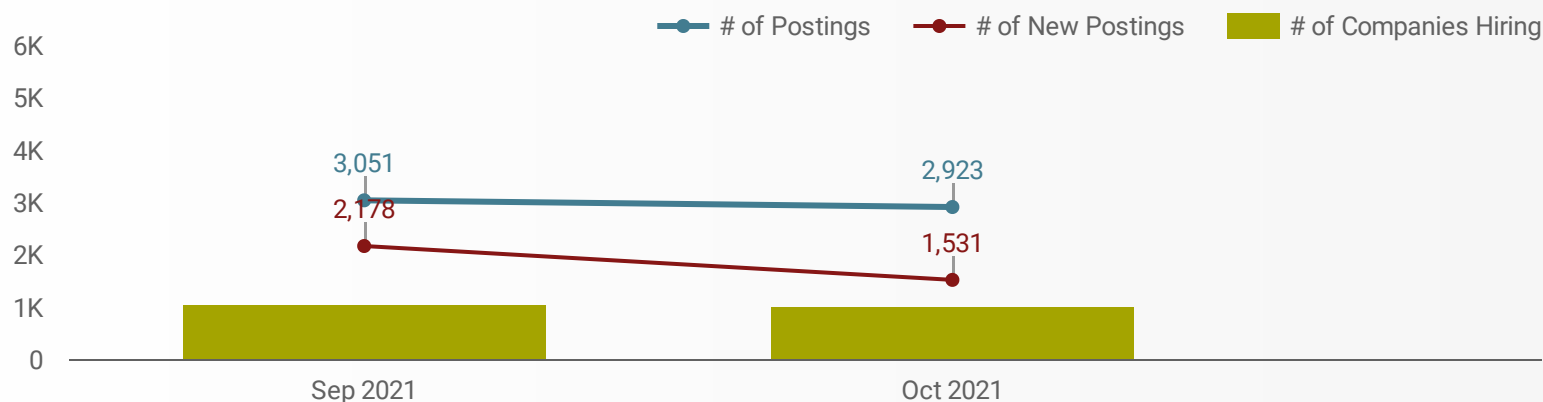
Job posting data is collected by the Labour Market Group of Renfrew & Lanark from job boards and employer websites that recruit candidates in the County of Renfrew, Lanark County, the Town of Smith Falls, and the City of Pembroke.



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## JOB POSTINGS BY MONTH

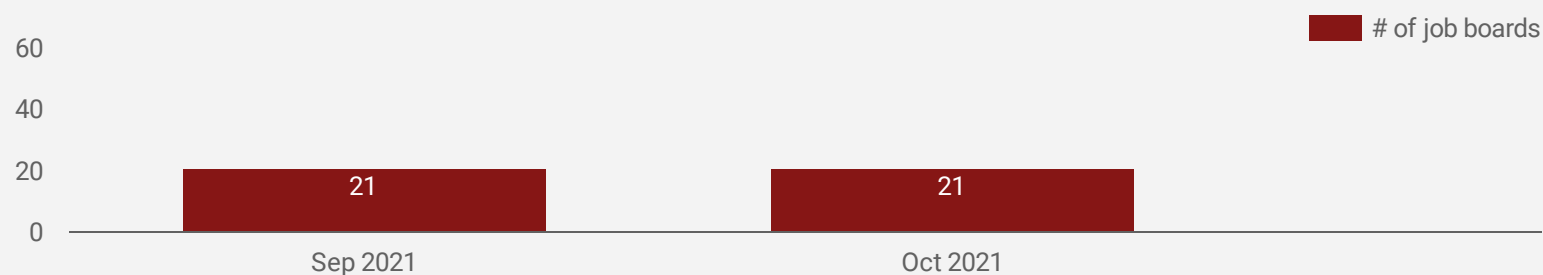
How many job postings were active for at least 1 day this month?



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

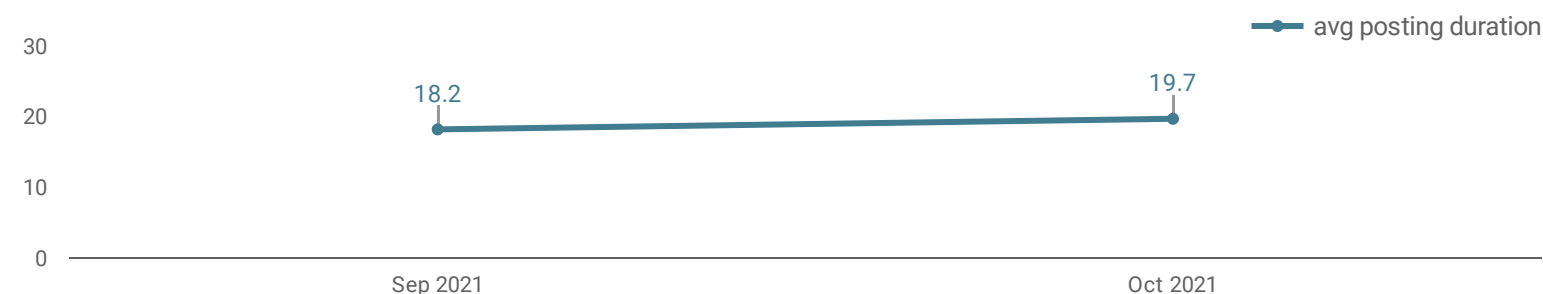
## NUMBER OF ACTIVE JOB BOARDS

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



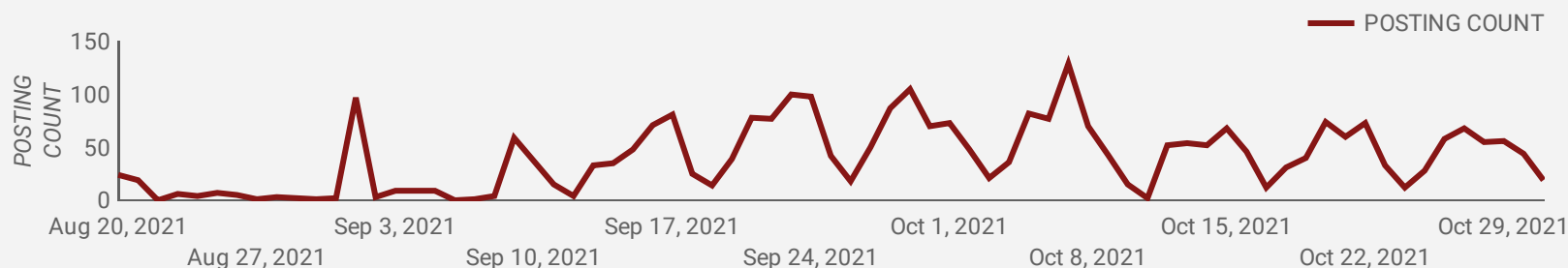
## AVG & MEDIAN POSTING LENGTH BY DAYS

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?



## JOB POSTINGS BY MUNICIPALITY

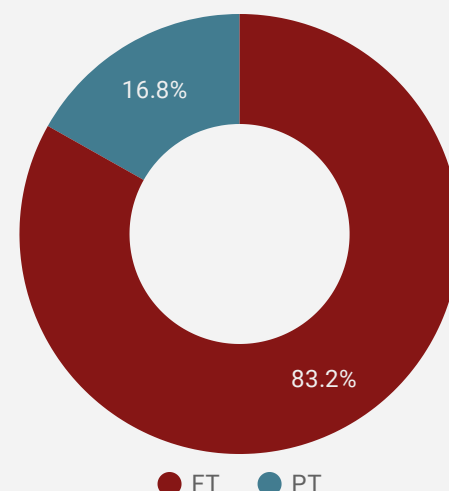
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	794	18.3	16
2.	Carleton Place	346	19.8	22
3.	Smiths Falls	311	21.6	22
4.	Petawawa	248	18.6	16
5.	Perth	242	23.4	22
6.	Arnprior	239	22.3	22
7.	Renfrew	226	19.3	16
8.	Laurentian Hills	146	19.9	22
9.	Mississippi Mills	127	19.4	22
10.	Deep River	48	16.4	15
11.	Whitewater Region	32	18.2	16

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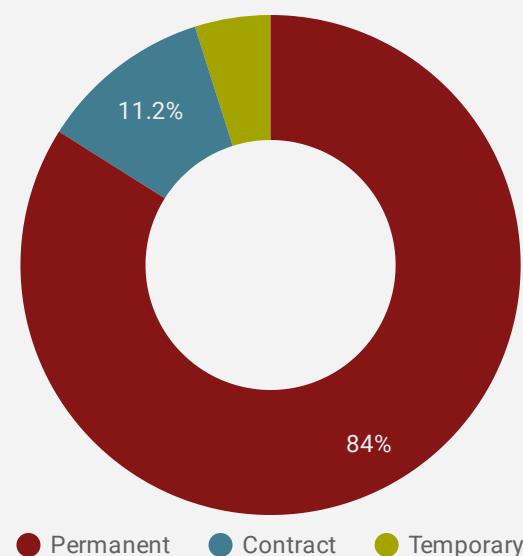
## JOB TYPE

Full-time vs Part-time



## JOB DURATION

Permanency of jobs posted



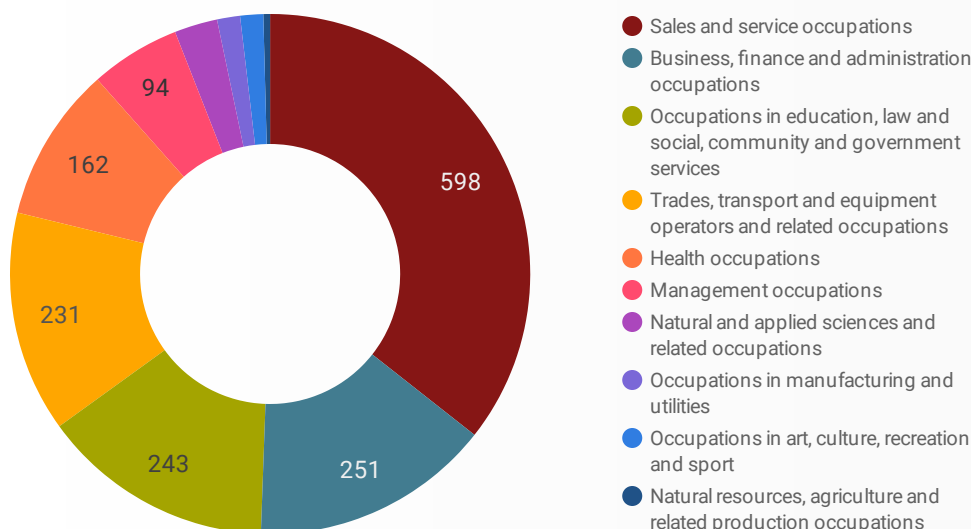
## JOB POSTINGS BY COUNTY/CITY/TOWN

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

	UPPER TIER	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Renfrew County	1,014	19.4	18
2.	Pembroke	794	18.3	16
3.	Lanark County	759	20.8	22
4.	Smiths Falls	311	21.6	22

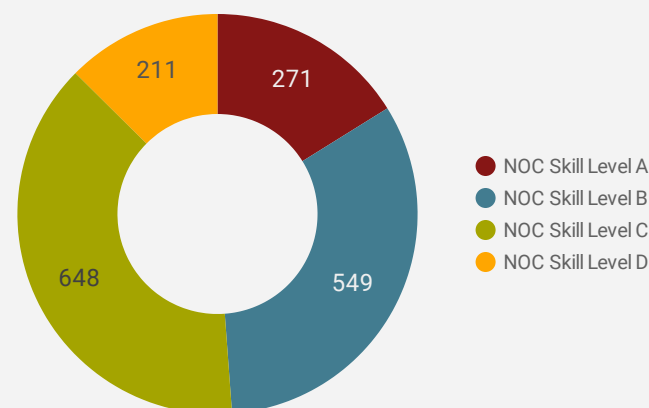
## JOB POSTINGS BY SKILL TYPE

What skill type 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	MUNICIPALITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Canadian Nuclear Laboratories	Laurentian Hills	115	19.6	22
2.	Pembroke Regional Hospital	Pembroke	44	21.4	22
3.	Varsity Tutors	Pembroke	38	24.4	22
4.	Just Eat	Petawawa	32	25.0	26
5.	Canopy Growth Corporation	Smiths Falls	31	18.3	22
6.	Canadian Forces Morale and Welfare Services	Petawawa	25	20.3	22
7.	CFMWS	Petawawa	24	19.9	22
8.	Walmart Canada	Renfrew	22	23.0	22
9.	Walmart Canada	Smiths Falls	20	18.1	22
10.	Renfrew County District School Board	Pembroke	19	7.4	7
11.	Renfrew County Catholic District School Board	Pembroke	18	15.9	13
12.	Walmart	Renfrew	16	5.9	3
13.	Pillar5 Pharma	Arnprior	16	20.3	22
14.	Upper Canada District School Board	Smiths Falls	15	23.3	8
15.	Marianhill Inc.	Pembroke	15	34.3	22
16.	Walmart	Pembroke	15	4.6	2
17.	Algonquin College	Pembroke	14	17.3	19
18.	The Home Depot Canada	Carleton Place	13	16.7	15
19.	Recipe Unlimited Corporation	Petawawa	13	19.1	22
20.	Auxly Cannabis Group	Carleton Place	13	20.7	22
21.	Upper Canada District School Board	Carleton Place	13	21.2	8
22.	Teen Challenge	Renfrew	12	15.0	15
23.	Walmart Canada	Pembroke	12	16.8	15
24.	Renfrew County District School Board	Renfrew	12	8.7	8
25.	Kangaroo	Petawawa	11	10.7	3
26.	VIVA Retirement Communities	Carleton Place	11	26.8	23
27.	FAMILY & CHILDREN SERV.	Pembroke	10	20.8	22
28.	The Home Depot Canada	Pembroke	10	16.6	15
29.	McDonalds	Perth	10	21.1	19
30.	Staples Canada	Pembroke	10	16.4	15
31.	Home Depot of Canada Inc.	Pembroke	9	6.3	8

## TOP HOURLY WAGES IN JOB POSTINGS

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



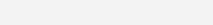
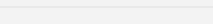
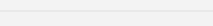
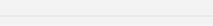

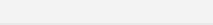
# of Minimum Wage Job Postings

71

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Radiation Surveyor	BHI Energy of Canada, Inc	Laurentian Hills	54 
2.	Registered Nurse	Marianhill Inc.	Pembroke	53.88 
3.	Social Worker	Renfrew County and District Health Unit	Pembroke	51.84 
4.	Physiotherapist	Bonnechere Manor	Renfrew	51.75 
5.	Social Worker li (rft 1.0 Fte)	The Royal Ottawa Mental Health Centre	Arnprior	50.97 
6.	Kinesiologist	Fleming Fitness	Pembroke	50 
7.	DENTAL HYGIENIST-ALMONTE-\$48-\$50/hr+bonus!!	Almonte Dental Centre	Mississippi Mills	50 
8.	REGISTERED NURSES	Almonte General Hospital	Mississippi Mills	48.53 
9.	Registered Nurses	Renfrew Victoria Hospital	Renfrew	48.53 
10.	DENTAL HYGIENIST-ALMONTE-\$48/hr+bonus!!	Almonte Dental Centre	Mississippi Mills	48 
11.	Millwright	Carson Lake Lumber Ltd.	Pembroke	46 
12.	Jr. Radiation Surveyor	BHI Energy Canada	Laurentian Hills	45.75 
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## TOP SALARIES IN JOB POSTINGS

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

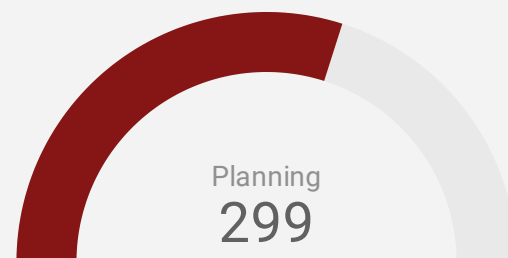
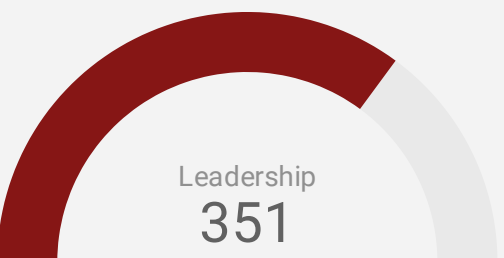
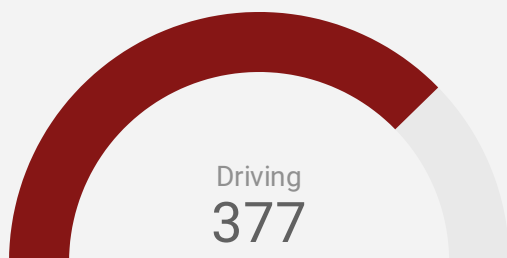
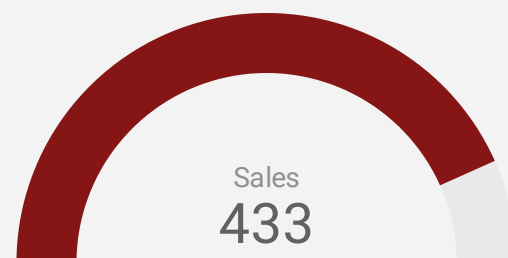
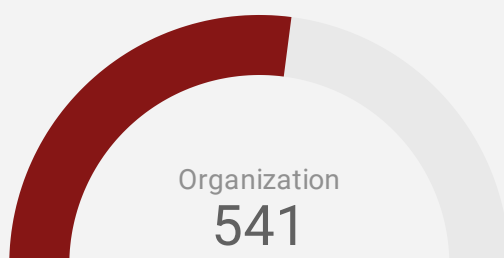
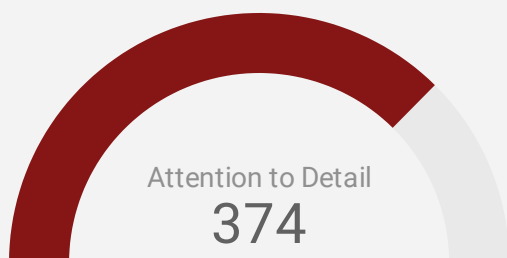
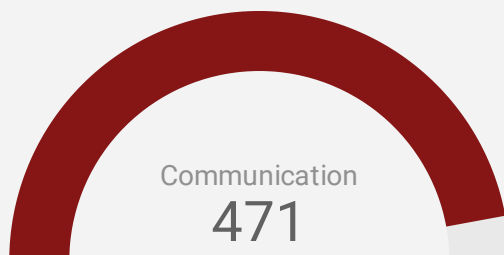
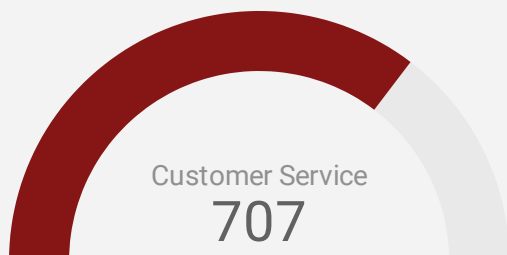
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	General Manager	jimmy lapointe automotive group	Petawawa	200,000 
2.	Financial Services Manager	jimmy lapointe automotive group	Petawawa	150,000 
3.	Financial Services Manager	Petawawa Kia	Petawawa	150,000 
4.	F&i Manager	jimmy lapointe automotive group	Petawawa	150,000 
5.	Information Technology Coordinator	Town of Smiths Falls	Smiths Falls	132,283 
6.	Product Manager	Communication Components Inc.	Renfrew	130,000 
7.	Pharmacy Clerk	Cahoon's Pharmacy	Deep River	120,000 
8.	Lawyer	Chown Smith & Scott Professional Corporation	Renfrew	120,000 
9.	Supply Chain Hiring Campaign	Canadian Nuclear Laboratories	Laurentian Hills	120,000 
10.	Amended - Crown Surveyor	Ministry of Northern	Perth	114,578 
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## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,923

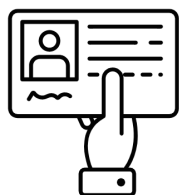


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,923



Driver's License

64



Bilingual preferred or required

205



Regular Access to a Vehicle

80



Criminal Record Check

134

## JOB POSTINGS BY SKILL LEVEL, 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	120	17.8	16
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	111	20.5	22
3.	6322	Cooks	NOC Skill Level B	59	21.9	17
4.	7514	Delivery and courier service drivers	NOC Skill Level C	59	20.8	16
5.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	52	20.7	22
6.	621	Retail and wholesale trade managers	NOC Skill Level A	51	18.8	18.5
7.	6552	Other customer and information services representatives	NOC Skill Level C	47	20.8	22
8.	6611	Cashiers	NOC Skill Level D	40	17.7	22
9.	4216	Other instructors	NOC Skill Level B	39	24.1	22
10.	6731	Light duty cleaners	NOC Skill Level D	37	21.5	22
11.	6222	Retail and wholesale buyers	NOC Skill Level B	34	20.7	16
12.	1241	Administrative assistants	NOC Skill Level B	34	18.6	21
13.	6513	Food and beverage servers	NOC Skill Level C	33	21.2	22
14.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	32	23.4	16
15.	1434	Banking, insurance and other financial clerks	NOC Skill Level C	31	16.9	15
16.	7271	Carpenters	NOC Skill Level B	31	24.6	22
17.	7452	Material handlers	NOC Skill Level C	25	20.8	22
18.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	25	17.4	15
19.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	24	17.5	19
20.	1114	Other financial officers	NOC Skill Level A	23	16.7	15
21.	1513	Couriers, messengers and door-to-door distributors	NOC Skill Level C	23	19.7	18.5
22.	3131	Pharmacists	NOC Skill Level A	21	12.2	10
23.	1414	Receptionists	NOC Skill Level C	21	19.6	22
24.	3233	Licensed practical nurses	NOC Skill Level B	19	21.3	22
25.	1221	Administrative officers	NOC Skill Level B	19	22.6	18.5
26.	4212	Social and community service workers	NOC Skill Level B	18	16.7	16
27.	4032	Elementary school and kindergarten teachers	NOC Skill Level A	17	10.1	7
28.	7511	Transport truck drivers	NOC Skill Level C	17	21.8	15
29.	7611	Construction trades helpers and labourers	NOC Skill Level D	16	18.2	19

## 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.	441	Home care providers and educational support occupations	NOC Skill Level C	126	20.5	22
2.	642	Retail salespersons	NOC Skill Level C	120	17.8	16
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	80	21.5	16
4.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	72	21.8	22
5.	673	Cleaners	NOC Skill Level D	69	19.8	19
6.	632	Chefs and cooks	NOC Skill Level B	66	22.1	18
7.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	52	20.7	22
8.	062	Retail and wholesale trade managers	NOC Skill Level A	51	18.8	18.5
9.	655	Customer and information services representatives	NOC Skill Level C	48	20.7	22
10.	651	Occupations in food and beverage service	NOC Skill Level C	47	19.5	22
11.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	43	19.0	22
12.	661	Cashiers	NOC Skill Level D	40	17.7	22
13.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	39	17.5	16
14.	122	Administrative and regulatory occupations	NOC Skill Level B	39	23.1	22
15.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	39	18.2	22
16.	141	General office workers	NOC Skill Level C	39	19.9	22
17.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	38	20.3	15.5
18.	727	Carpenters and cabinetmakers	NOC Skill Level B	33	25.1	22
19.	301	Professional occupations in nursing	NOC Skill Level A	32	23.4	16
20.	323	Other technical occupations in health care	NOC Skill Level B	30	20.2	22
21.	151	Mail and message distribution occupations	NOC Skill Level C	25	19.6	18.5
22.	745	Longshore workers and material handlers	NOC Skill Level C	25	20.8	22
23.	111	Auditors, accountants and investment professionals	NOC Skill Level A	25	17.2	15
24.	313	Pharmacists, dietitians and nutritionists	NOC Skill Level A	24	13.0	15
25.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	21	34.7	30
26.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	18	19.4	22
27.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	18	12.5	7
28.	761	Trades helpers and labourers	NOC Skill Level D	17	18.5	22
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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.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	133	20.6	22
2.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	126	20.5	22
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	123	20.4	22
4.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	122	17.8	16
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	97	20.5	18
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	93	22.5	16
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	84	20.8	22
8.	14	Office support occupations	NOC Skill Level C	83	18.4	18
9.	32	Technical occupations in health	NOC Skill Level B	74	18.6	21
10.	72	Industrial, electrical and construction trades	NOC Skill Level B	72	23.2	22
11.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	72	21.8	22
12.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	66	23.7	22
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	60	18.6	18
14.	66	Sales support occupations	NOC Skill Level D	57	16.3	18
15.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	43	19.6	21
16.	31	Professional occupations in health (except nursing)	NOC Skill Level A	42	15.7	15
17.	11	Professional occupations in business and finance	NOC Skill Level A	34	17.8	15
18.	30	Professional occupations in nursing	NOC Skill Level A	32	23.4	16
19.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	25	20.8	22
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	24	21.1	20
21.	73	Maintenance and equipment operation trades	NOC Skill Level B	24	23.8	18
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	23	21.9	22
23.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	22	19.2	20
24.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	19	18.0	22
25.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	19	19.2	20
26.	40	Professional occupations in education services	NOC Skill Level A	18	12.5	7
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	17	18.5	22

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**212**

NEW POSTINGS  
**76**

COMPANIES  
**93**

LANGUAGES  
**4**

## # OF DAYS POSTED

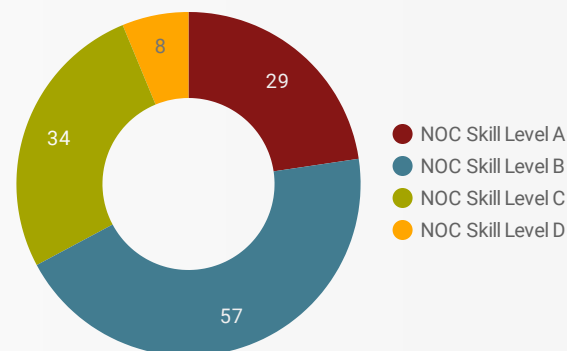
AVERAGE  
**19.4**

MEDIAN  
**22**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

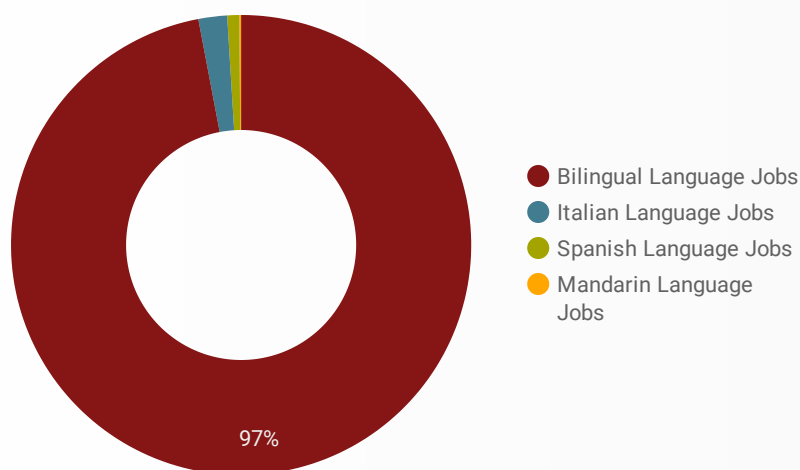
- 29** Skill Level A - Management/ Professional Occupations usually requiring University
- 57** Skill Level B - Usually college education or apprenticeship training
- 34** Skill Level C - Usually secondary education or occupation-specific training
- 8** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	...	...	...	8
Italian Langu...		1	2	
Spanish Lang...	1	1		
Mandarin Lan...		1		

## LANGUAGE SKILLS BREAKDOWN

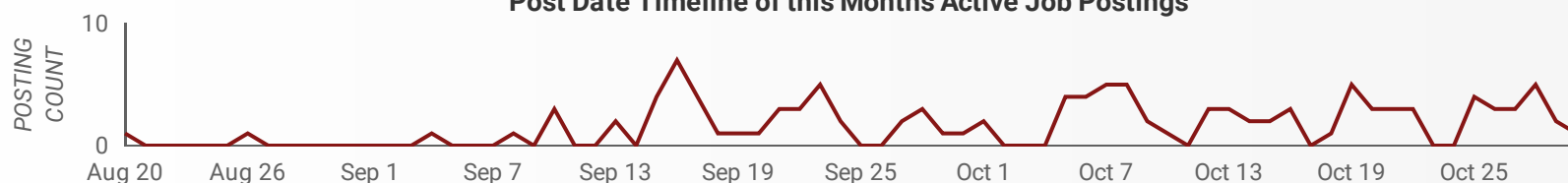
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	205
2. Italian Language Jobs	4
3. Spanish Language Jobs	2
4. Mandarin Language Jobs	1

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



## LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

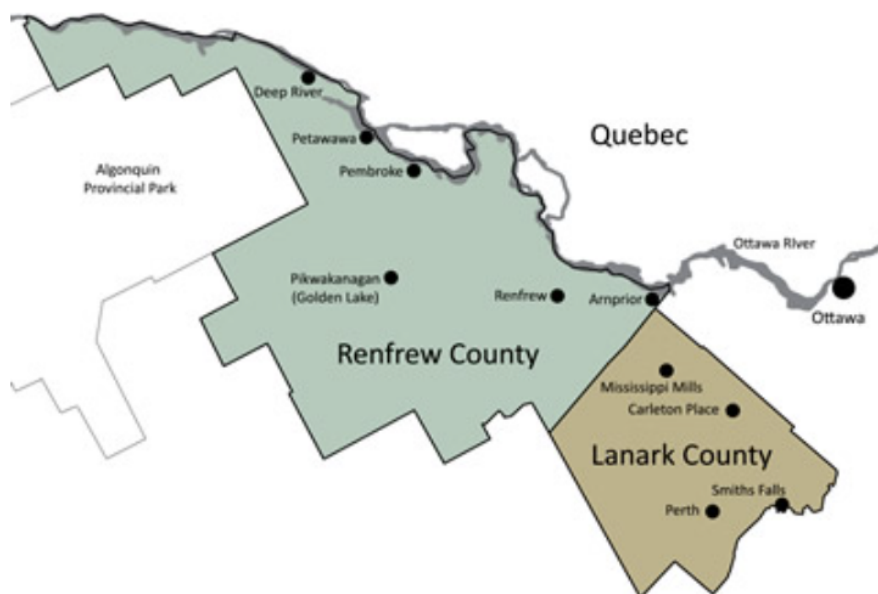
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual Language...	Italian Language ...	Spanish Language...	Mandarin Language...	Grand total
Business, finance and administration occu...	24				24
Health occupations	21				21
Management occupations	2				2
Occupations in art, culture, recreation and ...	1		1		2
Occupations in education, law and social, ...	48		1	1	50
Sales and service occupations	22	3			25
Trades, transport and equipment operator...	4				4
<b>Grand total</b>	<b>122</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>128</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.	Pembroke	117	20.9	22
2.	Smiths Falls	20	16.5	22
3.	Petawawa	18	15.8	15
4.	Perth	14	16.9	15.5
5.	Carleton Place	11	12.5	15
6.	Renfrew	9	17.3	16
7.	Mississippi Mills	9	22.6	22
8.	Arnprior	8	23.4	26
9.	Lanark Highlands	2	15.5	15.5
10.	Deep River	1		
11.	Laurentian Hills	1	22.0	22
12.	Killaloe, Hagarty and Richards	1		
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	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	117	20.9	22
2.	Renfrew County	38	17.6	16.5
3.	Lanark County	36	16.7	15
4.	Smiths Falls	20	16.5	22

## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other instructors	10
2. Home support workers, housekeepers and r...	9
3. Social and community service workers	9
4. Licensed practical nurses	7
5. Registered nurses and registered psychiatri...	7
6. Early childhood educators and assistants	7
7. Administrative assistants	6
8. Elementary school and kindergarten teachers	6
9. Food counter attendants, kitchen helpers an...	6
10. Social workers	6
11. Other customer and information services re...	5
12. General office support workers	4
13. Retail salespersons	4
14. Nurse aides, orderlies and patient service a...	3
15. Medical administrative assistants	3
16. Cooks	3
17. Security guards and related security service...	2
18. Food and beverage servers	2
19. Receptionists	2
20. Administrative officers	2
21. Light duty cleaners	2
22. Dietitians and nutritionists	2
23. Carpenters	2
24. Retail and wholesale trade managers	2
25. Human resources and recruitment officers	2
26. Program leaders and instructors in recreati...	1
27. Other trades and related occupations, n.e.c.	1
28. Personnel clerks	1
29. Family, marriage and other related counsell...	1
30. Health information management occupations	1
31. Purchasing and inventory control workers	1
32. Professional occupations in business mana...	1

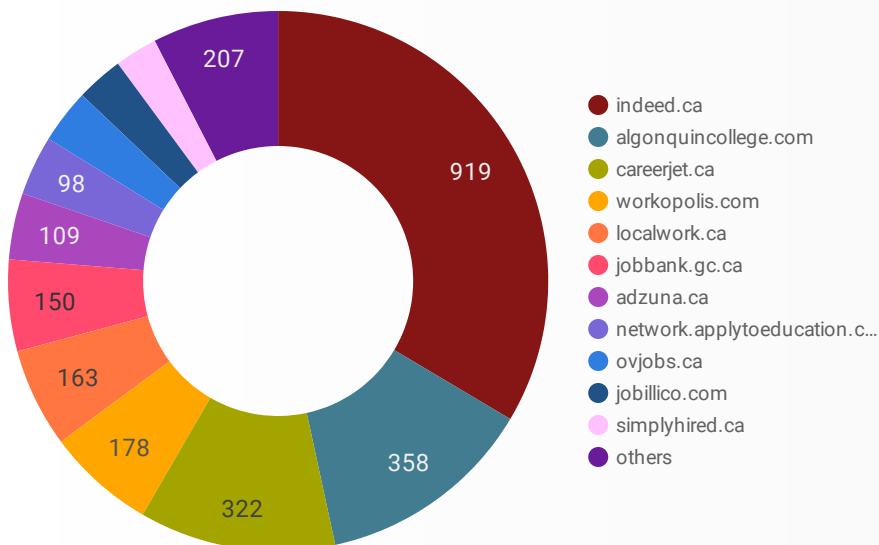
## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Pembroke Regional Hospital	32
2. Marianhill Inc.	14
3. FAMILY & CHILDREN SERV.	11
4. Upper Canada District School Board	10
5. Varsity Tutors	10
6. Family and Children's Services of Renfrew County	8
7. Bell Canada	6
8. The Source	4
9. Jumecon Construction Inc.	3
10. LCBO	3
11. Bell	3
12. Canada Post	3
13. Family and Children's Services	3
14. Renfrew County Catholic District School Board	3
15. Skyline Group	2
16. Service Canada	2
17. EORLA	2
18. Community Living Upper Ottawa Valley	2
19. Joe's Italian Kitchen/Various Locations	2
20. Bernadette McCann House	2
21. Family and Children Services	2
22. Home and Community Care Support Services	2
23. Symphony Senior Living	2
24. Ottawa Valley Vision	2
25. Canopy Growth Corporation	2
26. CROSSMARK, Inc.	2
27. Petawawa Public Library	2
28. National Defence	2
29. EORLA / ALREO	2
30. Family & Children Services	2

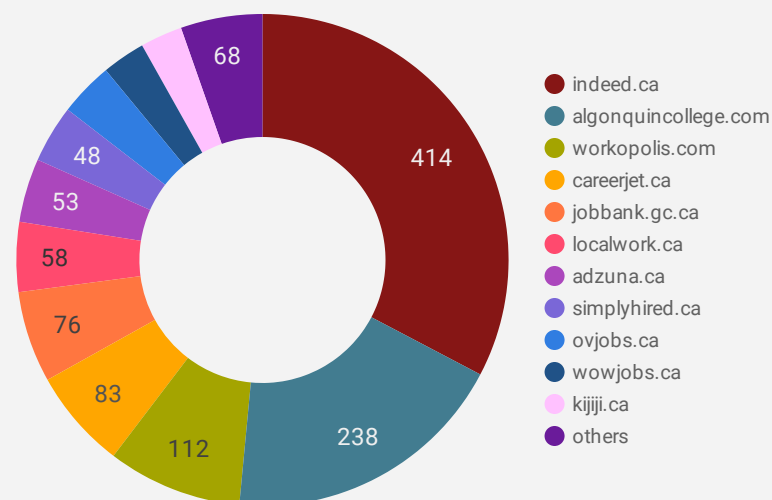
## JOB POSTINGS BY JOB BOARD

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	919	22.0	22	414
2.	algonquincollege.com	358	18.4	15	238
3.	careerjet.ca	322	17.6	15	83
4.	workopolis.com	178	15.0	15	112
5.	localwork.ca	163	17.4	18	58
6.	jobbank.gc.ca	150	24.4	16	76
7.	adzuna.ca	109	15.0	15	53
8.	network.applytoeducation.com	98	7.6	7	4
9.	ovjobs.ca	89	30.9	31	45
10.	jobillico.com	77	17.6	10	22
11.	simplyhired.ca	70	15.3	15	48
12.	kijiji.ca	66	15.0	15	35
13.	wowjobs.ca	64	16.0	16	36
14.	canadacareer.ca	38	35.5	35	24
15.	careerarc.com	20	30.4	28	7
16.	careerbuilder.ca	6	21.6	20	2
17.	emploisfp-psjobs.cfp-psc.gc.ca	4	15.7	17	4
18.	en.agilus.ca	3	21.7	21	1