



JOB DEMAND REPORT

NOVEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,874	1,957	883	23

OF DAYS POSTED

AVERAGE	MEDIAN
20.4	22

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

Page 1 of 13

Source:

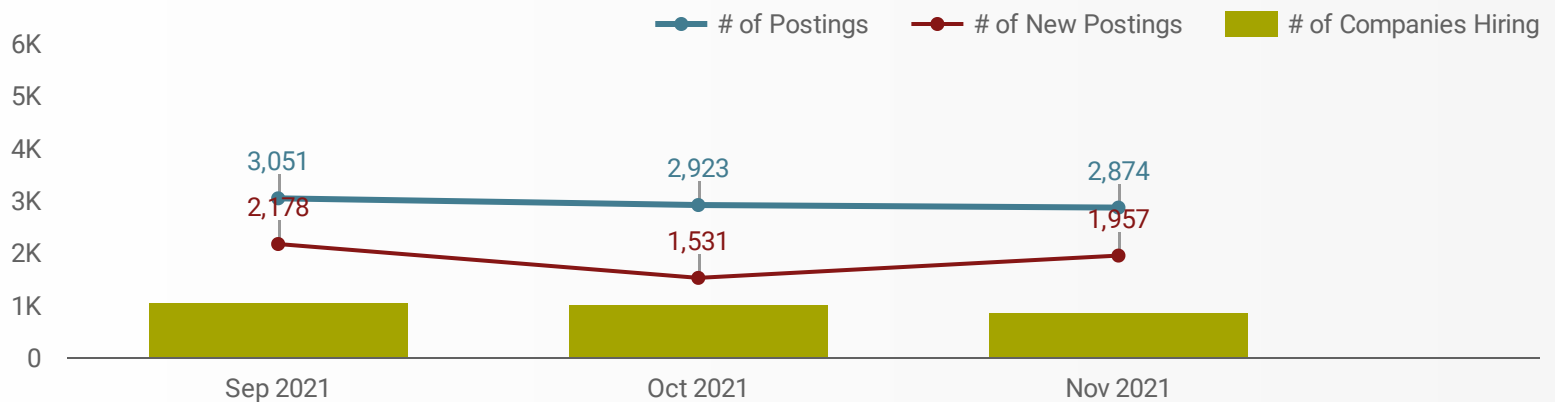
Job posting data is collected by the Labour Market Group of Renfrew & Lanark from job boards and employer websites that recruit candidates in the County of Renfrew, Lanark County, the Town of Smith Falls, and the City of Pembroke.



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JOB POSTINGS BY MONTH

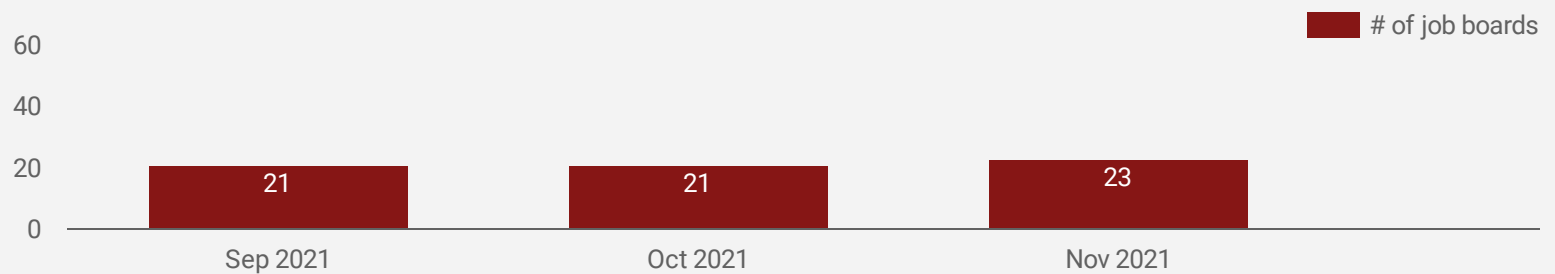
How many job postings were active for at least 1 day this month?



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

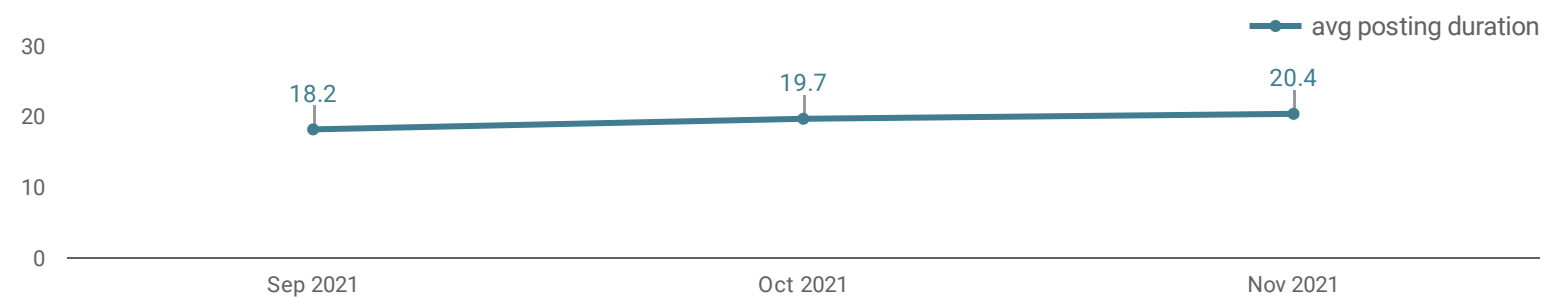
NUMBER OF ACTIVE JOB BOARDS

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



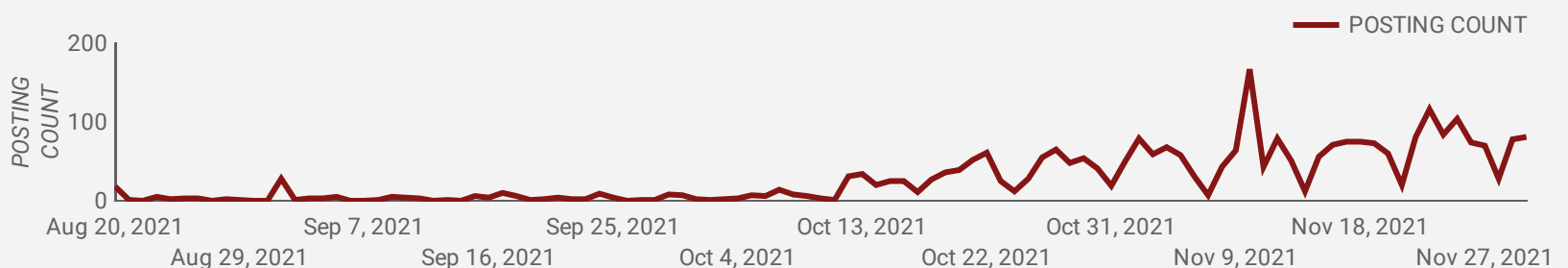
AVG & MEDIAN POSTING LENGTH BY DAYS

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

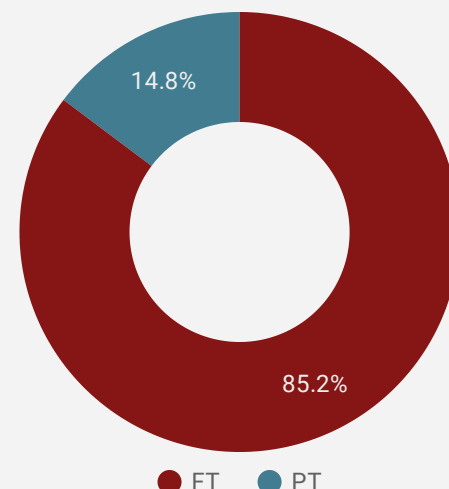
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	693	19.9	16
2.	Carleton Place	420	20.0	22
3.	Smiths Falls	295	22.3	22
4.	Petawawa	258	16.6	15
5.	Arnprior	256	21.9	22
6.	Perth	230	25.7	22
7.	Renfrew	202	21.6	22
8.	Laurentian Hills	191	21.8	22
9.	Mississippi Mills	133	18.8	22
10.	Deep River	35	18.4	15
11.	Whitewater Region	26	16.5	15

1 - 24 / 24 < >

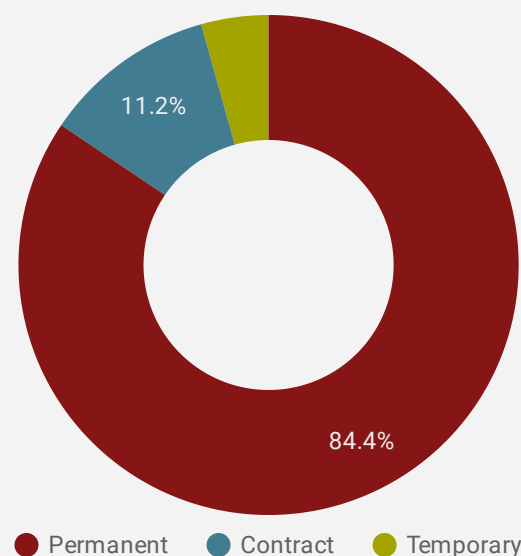
JOB TYPE

Full-time vs Part-time



JOB DURATION

Permanency of jobs posted



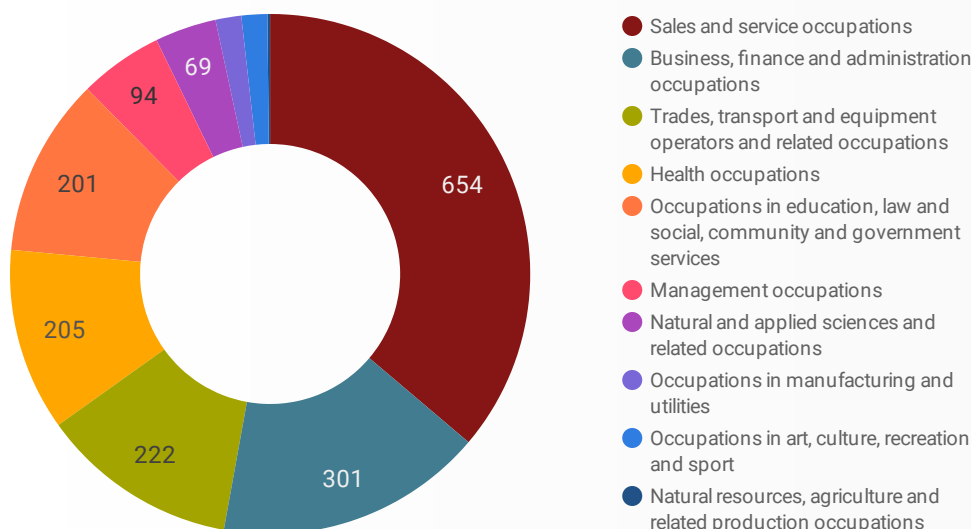
JOB POSTINGS BY COUNTY/CITY/TOWN

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	1,050	19.6	21
2.	Lanark County	804	21.3	22
3.	Pembroke	693	19.9	16
4.	Smiths Falls	295	22.3	22

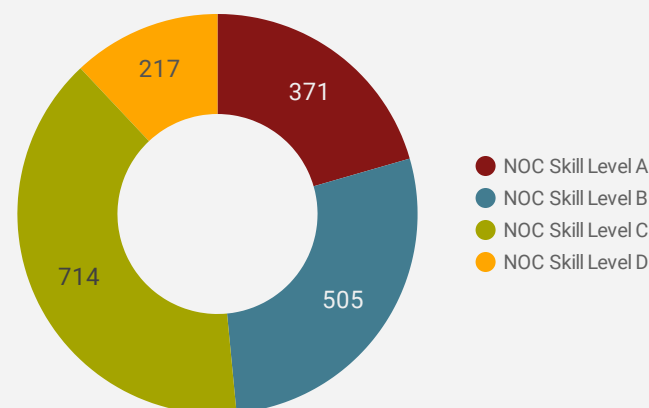
JOB POSTINGS BY SKILL TYPE

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	92	21.4	22
2.	Canadian Nuclear Laboratories Ltd.	Laurentian Hills	73	22.0	22
3.	Pembroke Regional Hospital Inc.	Pembroke	57	22.0	22
4.	CFMWS	Petawawa	38	19.8	22
5.	Canopy Growth Corporation	Smiths Falls	37	21.6	22
6.	Canadian Forces Morale and Welfare Services - CFMWS	Petawawa	36	7.6	8
7.	Just Eat	Petawawa	32	15.5	16
8.	Pembroke Regional Hospital	Pembroke	25	18.0	15
9.	Home Depot	Pembroke	21	9.0	9
10.	Renfrew Victoria Hospital	Renfrew	18	21.9	22
11.	The Home Depot Canada	Pembroke	17	15.6	15
12.	VIVA Retirement Communities	Carleton Place	17	22.7	22
13.	Kolab Project	Carleton Place	16	38.1	38
14.	Home Depot of Canada Inc.	Pembroke	15	7.9	7
15.	Home Depot	Carleton Place	15	11.5	13
16.	Renfrew County District School Board	Pembroke	15	16.2	12
17.	The Home Depot Canada	Carleton Place	15	19.2	22
18.	Auxly Cannabis Group Inc	Carleton Place	14	16.7	15
19.	Sienna Living	Perth	13	22.9	22
20.	Auxly Cannabis Group	Carleton Place	13	21.2	22
21.	Almonte General Hospital	Mississippi Mills	13	21.0	22
22.	WIRELESSWAVE	Pembroke	13	5.8	2
23.	Conseil des Écoles catholiques du Centre-Est	Pembroke	12	20.6	16
24.	Upper Canada District School Board	Smiths Falls	12	14.8	15
25.	Pillar5 Pharma	Arnprior	12	21.5	22
26.	Home Depot of Canada Inc.	Carleton Place	12	9.8	9
27.	Shoppers Drug Mart	Carleton Place	11	7.9	6
28.	Home Depot Canada	Carleton Place	11	22.0	22
29.	The Canadian Forces Morale and Welfare Services	Petawawa	11	15.3	15
30.	Sienna Senior Living	Arnprior	10	19.9	22
31.	PTAG	Laurentian Hills	10	25.1	16

TOP HOURLY WAGES IN JOB POSTINGS

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







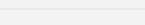
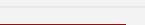

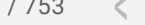

of Minimum Wage Job Postings

61

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Professor	Algonquin College	Pembroke	139.88 
2.	Business Analyst	Morson International	Laurentian Hills	100 
3.	Registered Nurse	Marianhill Inc.	Pembroke	53.88 
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.	DENTAL HYGIENIST-ALMONTE-\$48-\$50/hr+bonus!!	Almonte Dental Centre	Mississippi Mills	50 
7.	Registered Nurses Fairview Manor - Permanent Positions	Almonte General Hospital	Mississippi Mills	48.53 
8.	Registered Nurses - Fairview Manor	Almonte General Hospital	Mississippi Mills	48.53 
9.	Registered Nurses	Renfrew Victoria Hospital	Renfrew	48.53 
10.	Regional His Project Manager (2 Positions)	Perth & Smiths Falls District Hospital	Smiths Falls	48.29 
11.	DENTAL HYGIENIST-ALMONTE-\$48/hr+bonus!!	Almonte Dental Centre	Mississippi Mills	48 
12.	Millwright	Carsen Lake Lumber Ltd	Pembroke	46 
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TOP SALARIES IN JOB POSTINGS

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

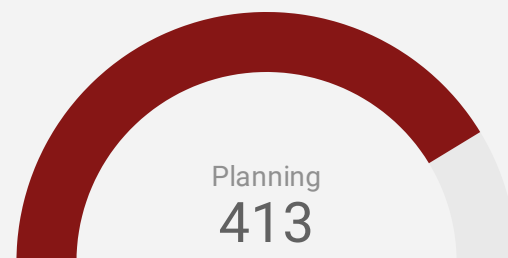
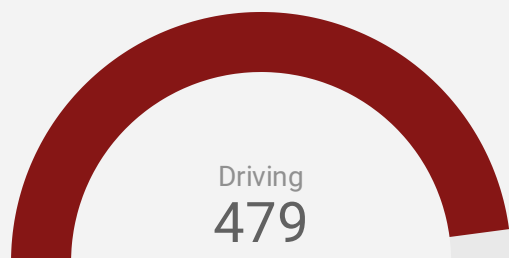
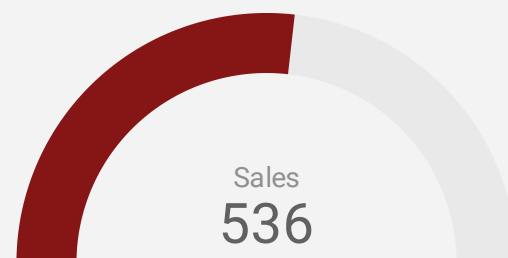
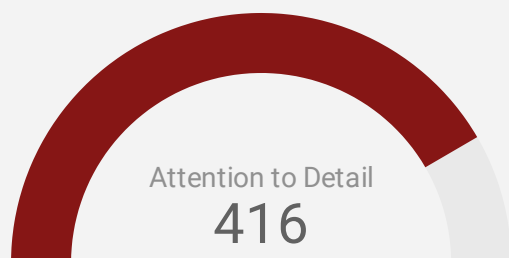
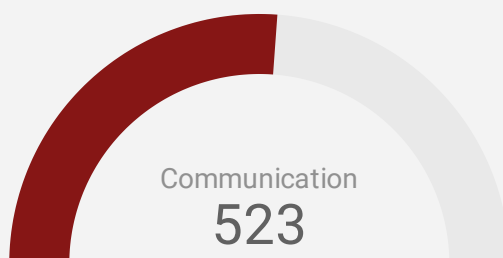
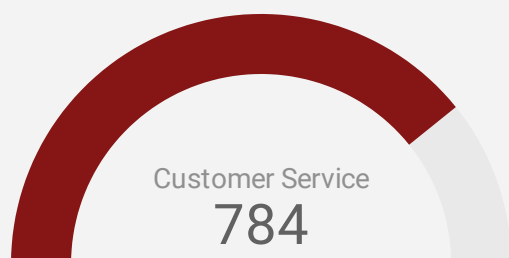
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	General Manager	jimmy lapointe automotive group	Petawawa	200,000 
2.	Automotive Service Manager	Bean Chevrolet Buick GMC Ltd.	Carleton Place	175,000 
3.	F&i Manager	jimmy lapointe automotive group	Petawawa	150,000 
4.	Financial Services Manager	Petawawa Kia	Petawawa	150,000 
5.	Financial Services Manager	jimmy lapointe automotive group	Petawawa	150,000 
6.	Az Owner Operator	Contrans Tank Group	Perth	150,000 
7.	21865 Data Scientist	Canadian Nuclear Laboratories	Laurentian Hills	125,300 
8.	Lawyer	Chown Smith & Scott Professional Corporation	Renfrew	120,000 
9.	Sales Representative	Stanmore Equipment Ltd	Carleton Place	120,000 
10.	Technology Sales Consultant	SITECH Mid-Canada Ltd.	Perth	110,474 
11.	Millwright	Carsen Lake Lumber Ltd	Pembroke	110,000 
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,874



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,874



Driver's License
65



First Aid
132



Regular Access to a Vehicle
124



Criminal Record Check
187



Microsoft Office
153



Food Safety
67

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	142	16.3	16
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	89	22.4	22
3.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	69	21.0	18.5
4.	7514	Delivery and courier service drivers	NOC Skill Level C	62	17.2	16
5.	6322	Cooks	NOC Skill Level B	60	23.3	22
6.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	58	24.1	22
7.	6552	Other customer and information services representatives	NOC Skill Level C	54	24.4	22
8.	621	Retail and wholesale trade managers	NOC Skill Level A	47	18.5	19
9.	6611	Cashiers	NOC Skill Level D	45	18.7	22
10.	6731	Light duty cleaners	NOC Skill Level D	32	20.0	20.5
11.	1512	Letter carriers	NOC Skill Level C	32	14.5	16
12.	6513	Food and beverage servers	NOC Skill Level C	32	24.1	22
13.	6222	Retail and wholesale buyers	NOC Skill Level B	31	18.3	21
14.	1434	Banking, insurance and other financial clerks	NOC Skill Level C	31	15.6	15
15.	1114	Other financial officers	NOC Skill Level A	29	19.7	15
16.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	28	19.5	22
17.	7452	Material handlers	NOC Skill Level C	28	18.4	22
18.	1411	General office support workers	NOC Skill Level C	27	15.9	15
19.	1241	Administrative assistants	NOC Skill Level B	26	15.9	16
20.	7271	Carpenters	NOC Skill Level B	25	25.7	21.5
21.	4152	Social workers	NOC Skill Level A	23	17.3	15
22.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	23	15.6	15.5
23.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	20	19.2	15
24.	3131	Pharmacists	NOC Skill Level A	19	13.2	15
25.	6311	Food service supervisors	NOC Skill Level B	18	15.9	15
26.	4214	Early childhood educators and assistants	NOC Skill Level B	18	22.7	15
27.	4032	Elementary school and kindergarten teachers	NOC Skill Level A	18	21.0	19
28.	6525	Hotel front desk clerks	NOC Skill Level C	17	20.3	22
29.	3233	Licensed practical nurses	NOC Skill Level B	17	23.9	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.	642	Retail salespersons	NOC Skill Level C	142	16.3	16
2.	441	Home care providers and educational support occupations	NOC Skill Level C	105	21.4	22
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	80	18.6	16
4.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	69	21.0	18.5
5.	632	Chefs and cooks	NOC Skill Level B	67	23.1	22
6.	301	Professional occupations in nursing	NOC Skill Level A	58	24.1	22
7.	151	Mail and message distribution occupations	NOC Skill Level C	54	13.8	15
8.	655	Customer and information services representatives	NOC Skill Level C	54	24.4	22
9.	673	Cleaners	NOC Skill Level D	53	19.8	17.5
10.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	51	23.8	22
11.	651	Occupations in food and beverage service	NOC Skill Level C	48	20.9	22
12.	062	Retail and wholesale trade managers	NOC Skill Level A	47	18.5	19
13.	661	Cashiers	NOC Skill Level D	45	18.7	22
14.	141	General office workers	NOC Skill Level C	44	17.2	16
15.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	40	16.1	16
16.	111	Auditors, accountants and investment professionals	NOC Skill Level A	39	21.0	22
17.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	36	18.2	21
18.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	34	17.7	16
19.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	31	21.8	15.5
20.	745	Longshore workers and material handlers	NOC Skill Level C	28	18.4	22
21.	415	Social and community service professionals	NOC Skill Level A	26	17.4	15.5
22.	727	Carpenters and cabinetmakers	NOC Skill Level B	26	25.7	21.5
23.	122	Administrative and regulatory occupations	NOC Skill Level B	26	21.2	22
24.	662	Other sales support and related occupations	NOC Skill Level D	25	15.9	15.5
25.	313	Pharmacists, dietitians and nutritionists	NOC Skill Level A	24	14.4	15
26.	323	Other technical occupations in health care	NOC Skill Level B	24	21.6	18
27.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	22	18.4	18.5
28.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	21	21.3	19

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.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	147	16.3	16
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	143	22.2	22
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	123	20.9	19
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	107	23.2	22
5.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	105	21.4	22
6.	14	Office support occupations	NOC Skill Level C	90	17.4	16
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	88	19.6	16
8.	32	Technical occupations in health	NOC Skill Level B	81	22.8	22
9.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	76	15.0	15
10.	66	Sales support occupations	NOC Skill Level D	70	17.6	22
11.	72	Industrial, electrical and construction trades	NOC Skill Level B	67	24.3	22
12.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	64	19.0	22
13.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	64	19.2	19
14.	11	Professional occupations in business and finance	NOC Skill Level A	60	20.0	22
15.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	59	19.7	20
16.	30	Professional occupations in nursing	NOC Skill Level A	58	24.1	22
17.	31	Professional occupations in health (except nursing)	NOC Skill Level A	45	18.4	16
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	44	19.1	22
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	43	18.5	16
20.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	31	21.8	15.5
21.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	30	18.4	22
22.	73	Maintenance and equipment operation trades	NOC Skill Level B	26	27.7	22
23.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	25	21.4	22
24.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	23	22.5	15
25.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	21	20.5	21
26.	34	Assisting occupations in support of health services	NOC Skill Level C	21	28.1	22
27.	40	Professional occupations in education services	NOC Skill Level A	21	21.3	19
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
118

NEW POSTINGS
1

COMPANIES
63

LANGUAGES
3

OF DAYS POSTED

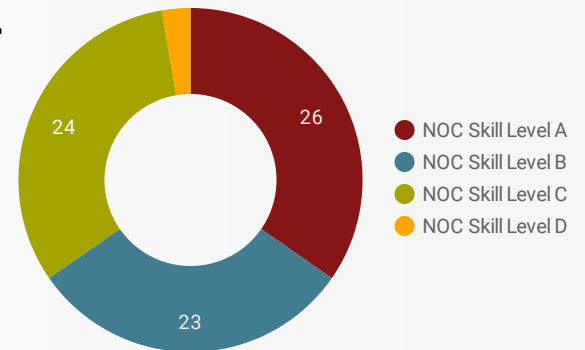
AVERAGE
19.6

MEDIAN
16

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

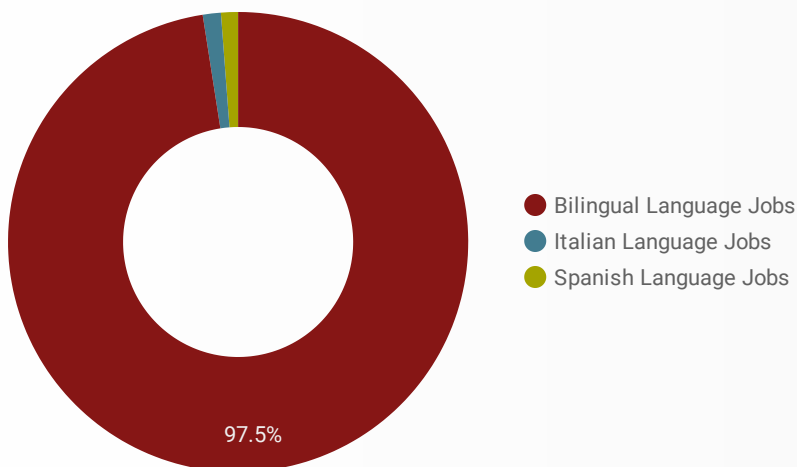
- 26** Skill Level A - Management/ Professional Occupations usually requiring University
- 23** Skill Level B - Usually college education or apprenticeship training
- 24** Skill Level C - Usually secondary education or occupation-specific training
- 2** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	2
Italian Langu...			1	

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	115
2. Italian Language Jobs	2
3. Spanish Language Jobs	1

1 - 3 / 3 < >

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

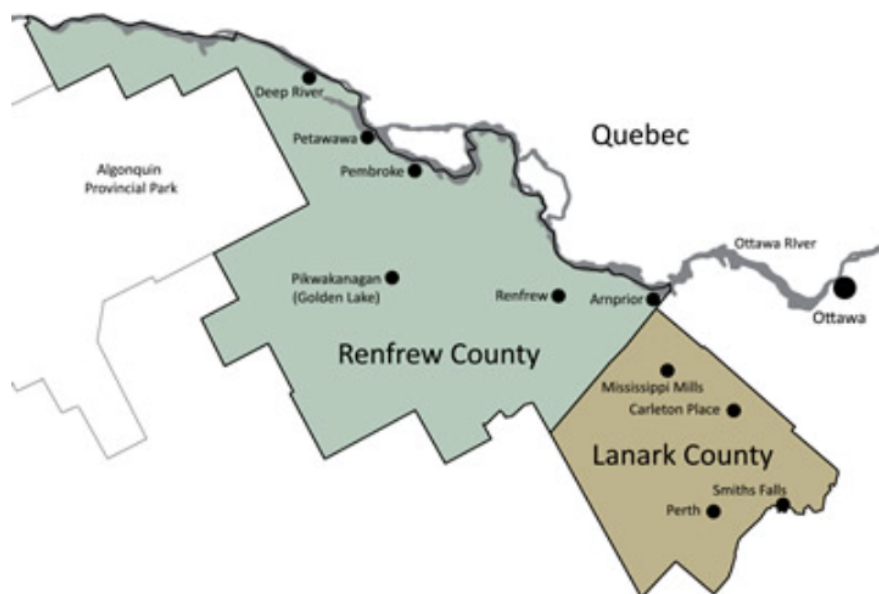
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual Language Jobs	Italian Language Jobs	Grand total
Business, finance and administration occu...	18		18
Health occupations	11		11
Management occupations	2		2
Occupations in education, law and social, ...	26		26
Sales and service occupations	13	1	14
Trades, transport and equipment operator...	4		4
Grand total	74	1	75

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	64	19.4	15
2.	Smiths Falls	15	20.0	22
3.	Petawawa	9	13.6	15
4.	Perth	7	25.4	22
5.	Arnprior	6	23.6	22
6.	Mississippi Mills	4	19.8	18.5
7.	Carleton Place	4	17.3	15
8.	Renfrew	2	18.5	18.5
9.	Lanark Highlands	2	12.5	12.5
10.	Whitewater Region	1	15.0	15
11.	McNab/Braeside	1	5.0	5
12.	Laurentian Hills	1	22.0	22
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	UPPER TIER	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	64	19.4	15
2.	Renfrew County	22	19.0	15.5
3.	Lanark County	17	20.6	16
4.	Smiths Falls	15	20.0	22

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Social workers	9
2. Early childhood educators and assistants	6
3. Registered nurses and registered psychiatri...	5
4. Elementary school and kindergarten teachers	5
5. General office support workers	5
6. Retail salespersons	5
7. Administrative assistants	4
8. Human resources and recruitment officers	4
9. Home support workers, housekeepers and r...	3
10. Security guards and related security service...	3
11. Carpenters	2
12. Allied primary health practitioners	2
13. Retail and wholesale trade managers	2
14. Food counter attendants, kitchen helpers an...	2
15. Licensed practical nurses	2
16. Data entry clerks	1
17. Letter carriers	1
18. Material handlers	1
19. Medical sonographers	1
20. Storekeepers and partspersons	1
21. Technical sales specialists - wholesale trade	1
22. Purchasing and inventory control workers	1
23. Program officers unique to government	1
24. Food and beverage servers	1
25. Dietitians and nutritionists	1
26. Social and community service workers	1
27. Home child care providers	1
28. Cooks	1
29. Financial and investment analysts	1
30. Other customer and information services re...	1
31. Other trades and related occupations, n.e.c.	1

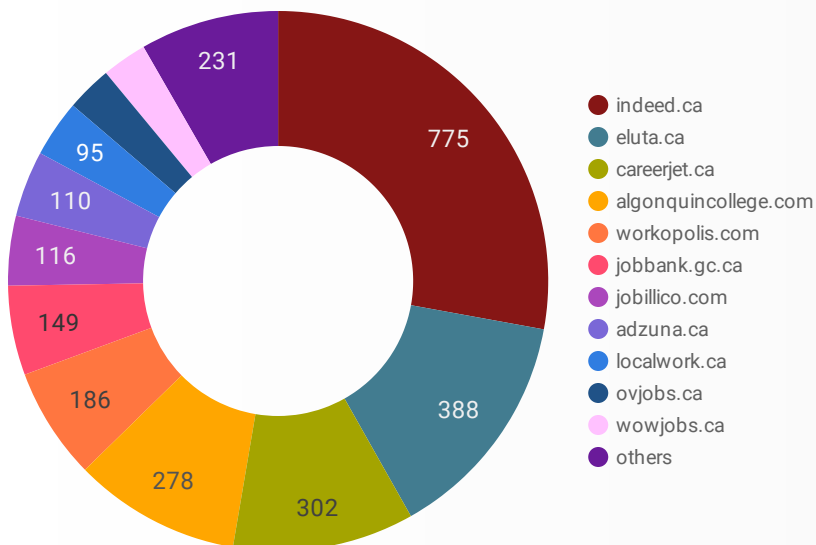
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Pembroke Regional Hospital	14
2. Marianhill Inc.	6
3. Conseil des Ã©coles catholiques du Centre-Est	5
4. FAMILY & CHILDREN SERV.	5
5. The Source	4
6. Upper Canada District School Board	4
7. Canada Post Corp	4
8. Bell	3
9. Family and Children's Services of Renfrew County	3
10. Home and Community Care Support Services South East	3
11. Renfrew County Catholic District School Board	3
12. Jumec Construction Inc.	3
13. Community Living Upper Ottawa Valley	3
14. CECCE	3
15. Bell Canada	2
16. Petawawa Military Family Resource Centre	2
17. Skyline Group	2
18. Canopy Growth Corporation	2
19. Paladin Security	2
20. CROSSMARK, Inc.	2
21. Complete CPAP Care Inc.	1
22. Family and Children's Services of County of Renfrew	1
23. Ontario Clean Water Agency	1
24. Riverview Heights Retirement Residence	1
25. Swob Inc.	1
26. Liquor Control Board of Ontario	1
27. Town & Country RV Ltd	1
28. Eastern Ontario Regional Laboratory Association	1

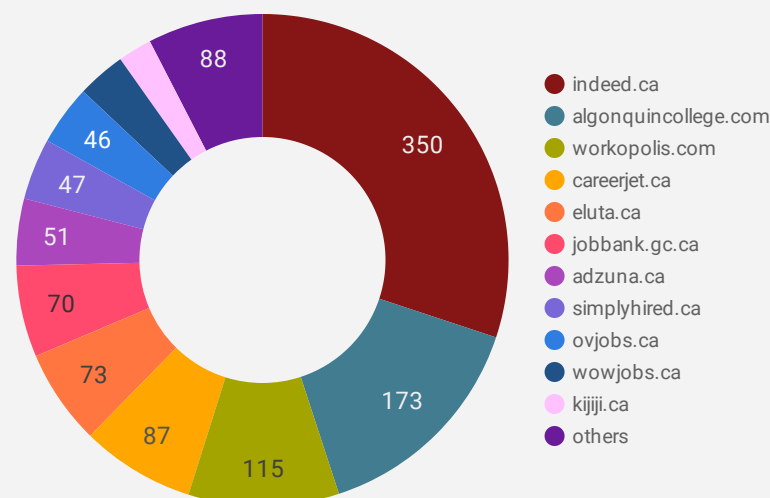
JOB POSTINGS BY JOB BOARD

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	775	21.8	22	350
2.	eluta.ca	388	22.0	22	73
3.	careerjet.ca	302	19.4	13	87
4.	algonquincollege.com	278	20.3	15	173
5.	workopolis.com	186	15.0	15	115
6.	jobbank.gc.ca	149	30.6	27	70
7.	jobillico.com	116	13.6	9	24
8.	adzuna.ca	110	15.0	15	51
9.	localwork.ca	95	10.6	10	24
10.	ovjobs.ca	76	37.7	36	46
11.	wowjobs.ca	75	15.9	16	37
12.	simplyhired.ca	70	15.0	15	47
13.	kijiji.ca	44	15.0	15	26
14.	canadacareer.ca	43	45.5	38	16
15.	network.applytoeducation.com	41	6.9	6	5
16.	careerarc.com	16	28.0	28	6
17.	careerbuilder.ca	4	19.8	18	2
18.	ospeca.careerwebsite.com	4	22.3	19	4