



JOB DEMAND REPORT

DECEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

| POSTING COUNT | NEW THIS MONTH | COMPANIES | JOB BOARDS |
|---------------|----------------|-----------|------------|
| 2,797 | 1,342 | 770 | 21 |

OF DAYS POSTED

| AVERAGE | MEDIAN |
|---------|--------|
| 20.5 | 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

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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.

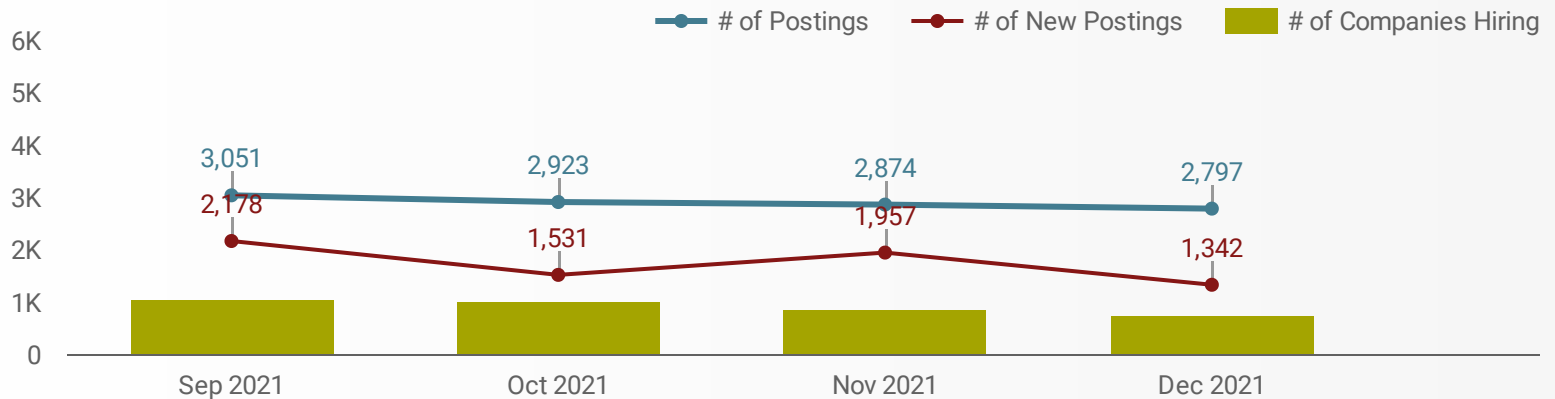


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JOB POSTINGS BY MONTH

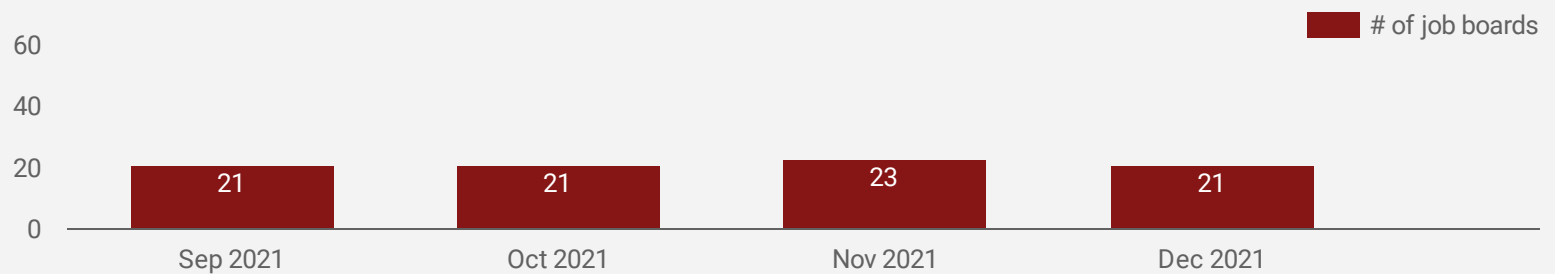
How many job postings were active for at least 1 day this month?



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

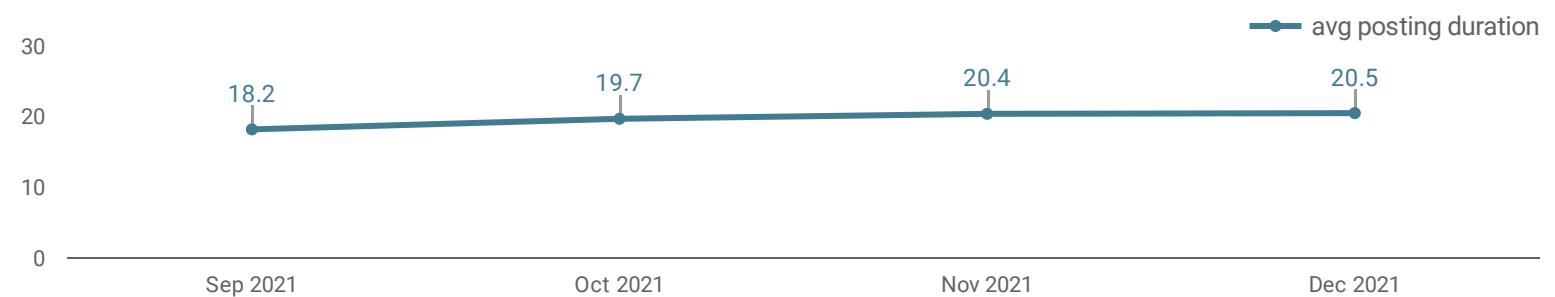
NUMBER OF ACTIVE JOB BOARDS

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



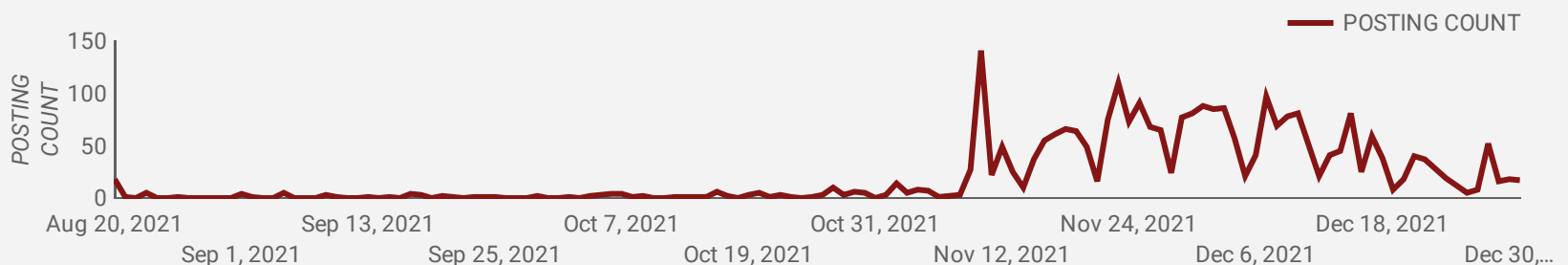
AVG & MEDIAN POSTING LENGTH BY DAYS

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

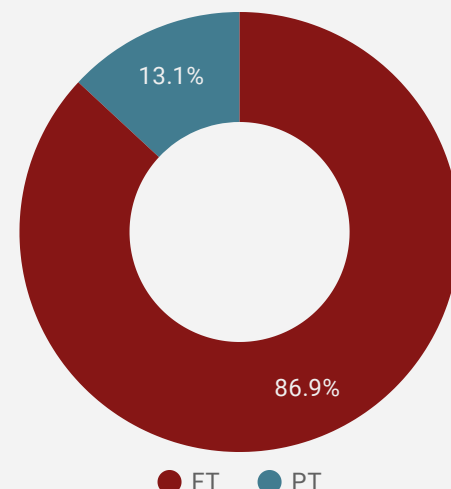
How many job postings were active for at least 1 day this month?

| | MUNICIPALITY | POSTING COUNT ▼ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|-------------------|-----------------|----------------------------|-------------------------------|
| 1. | Pembroke | 770 | 19.8 | 22 |
| 2. | Carleton Place | 362 | 20.4 | 22 |
| 3. | Smiths Falls | 257 | 24.8 | 22 |
| 4. | Laurentian Hills | 241 | 20.7 | 22 |
| 5. | Petawawa | 228 | 17.8 | 15 |
| 6. | Perth | 222 | 21.9 | 22 |
| 7. | Renfrew | 207 | 22.4 | 22 |
| 8. | Arnprior | 204 | 21.5 | 22 |
| 9. | Mississippi Mills | 115 | 19.8 | 22 |
| 10. | Deep River | 50 | 18.2 | 15 |
| 11. | Whitewater Region | 34 | 17.9 | 22 |

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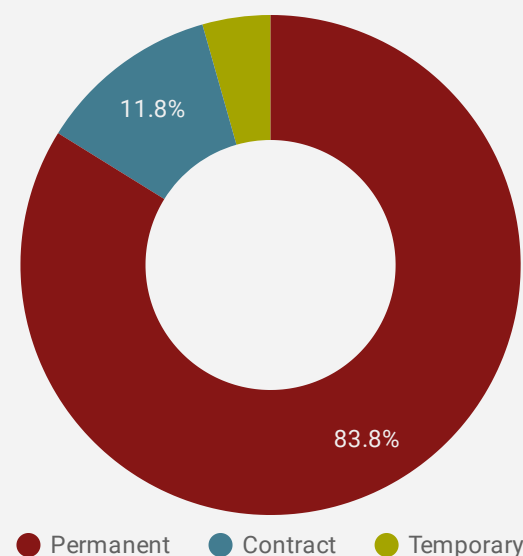
JOB TYPE

Full-time vs Part-time



JOB DURATION

Permanency of jobs posted



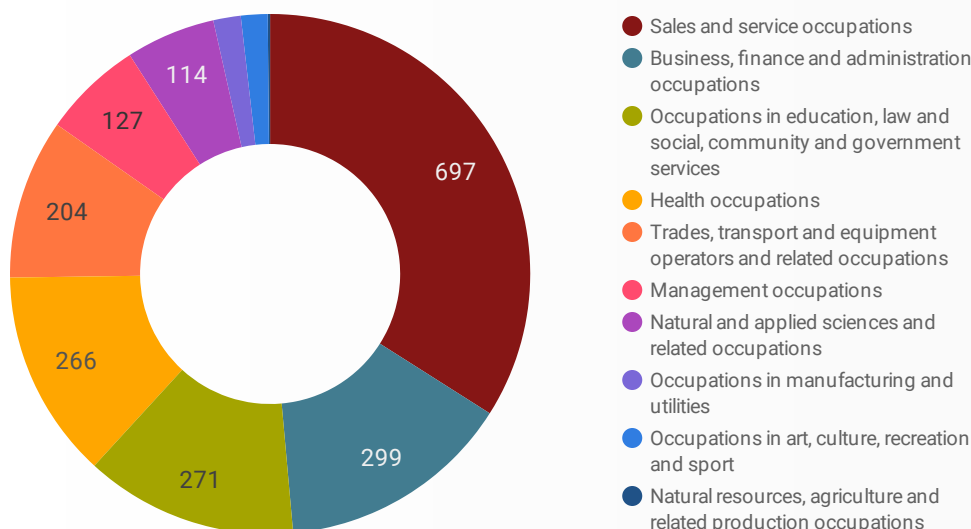
JOB POSTINGS BY COUNTY/CITY/TOWN

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 | 1,008 | 20.2 | 22 |
| 2. | Pembroke | 770 | 19.8 | 22 |
| 3. | Lanark County | 722 | 20.6 | 22 |
| 4. | Smiths Falls | 257 | 24.8 | 22 |

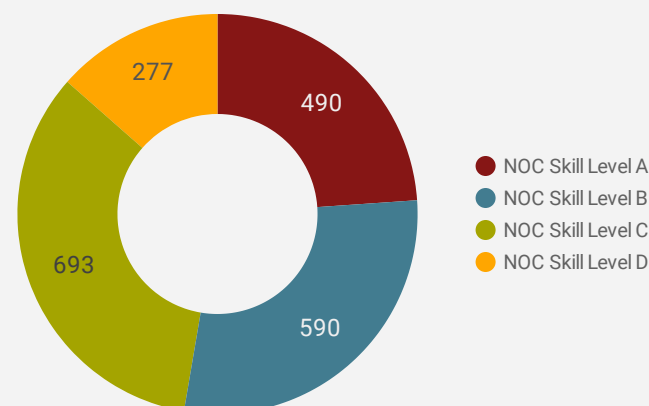
JOB POSTINGS BY SKILL TYPE

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 (CNL) | Laurentian Hills | 225 | 20.7 | 22 |
| 2. | Pembroke Regional Hospital (PRH) | Pembroke | 127 | 21.1 | 22 |
| 3. | Canadian Forces Morale & Welfare Services (CFMWS) | Petawawa | 72 | 15.2 | 16 |
| 4. | Canopy Growth Corporation | Smiths Falls | 40 | 22.2 | 22 |
| 5. | Home Depot of Canada Inc. | Carleton Place | 34 | 13.3 | 15 |
| 6. | Renfrew Victoria Hospital (RVH) | Renfrew | 30 | 23.1 | 22 |
| 7. | Home Depot | Carleton Place | 24 | 17.9 | 22 |
| 8. | Almonte General Hospital (AGH) | Mississippi Mills | 23 | 21.1 | 22 |
| 9. | Varsity Tutors | Pembroke | 22 | 5.5 | 6 |
| 10. | Perth and Smiths Falls District Hospital, Smiths Falls | Smiths Falls | 21 | 22.0 | 22 |
| 11. | Staples, Pembroke | Pembroke | 19 | 15.8 | 15 |
| 12. | Renfrew County District School Board | Pembroke | 17 | 13.3 | 8 |
| 13. | Home Depot of Canada Inc. | Pembroke | 16 | 14.6 | 15 |
| 14. | Marianhill Inc. | Pembroke | 15 | 42.1 | 22 |
| 15. | VIVA Retirement Communities | Carleton Place | 14 | 28.3 | 31 |
| 16. | Walmart Canada | Smiths Falls | 14 | 22.0 | 22 |
| 17. | Conseil des Ã©coles publiques de l'Est de l'Ontario | Pembroke | 14 | 18.5 | 19 |
| 18. | Auxly Cannabis Group Inc | Carleton Place | 13 | 18.6 | 21 |
| 19. | Deep River and District Hospital (DRDH) | Deep River | 13 | 17.3 | 15 |
| 20. | Conseil des Ã©coles catholiques du Centre-Est | Pembroke | 12 | 25.0 | 27 |
| 21. | Pillar5 Pharma Inc. | Arnprior | 12 | 22.0 | 22 |
| 22. | Walmart Canada Corp. | Smiths Falls | 11 | 22.0 | 22 |
| 23. | Lanark Lifestyles Retirement Residence | Perth | 11 | 18.8 | 22 |
| 24. | The McCluskey Group/ Tim Hortons | Pembroke | 11 | 16.4 | 15 |
| 25. | Sienna Living | Perth | 11 | 29.4 | 22 |
| 26. | Algonquin College | Pembroke | 10 | 21.5 | 16 |
| 27. | Under Armour, Inc | Carleton Place | 10 | 22.0 | 22 |
| 28. | Auxly Cannabis Group | Carleton Place | 9 | 22.0 | 22 |
| 29. | Upper Canada District School Board | Carleton Place | 9 | 13.9 | 7 |
| 30. | WIRELESSWAVE | Pembroke | 9 | 1.8 | 2 |
| 31. | Renfrew County Catholic District School Board | Pembroke | 9 | 23.8 | 16 |

TOP HOURLY WAGES IN JOB POSTINGS

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












of Minimum Wage Job Postings

39

| | JOB TITLE | COMPANY | LOCATION | WAGE VALUE ▾ |
|-----|---|--|-------------------|---|
| 1. | Professor | Algonquin College | Pembroke | 139.88  |
| 2. | Registered Nurse | Marianhill Inc. | Pembroke | 53.88  |
| 3. | Social Worker li (rft 1.0 Fte) | Royal Ottawa Mental Health Centre (The Royal) | Arnprior | 50.97  |
| 4. | Patient Flow Coordinator - Temporary Full-time | Almonte General Hospital (AGH) | Mississippi Mills | 49.89  |
| 5. | Registered Nurses Fairview Manor - Permanent Positions | Almonte General Hospital (AGH) | Mississippi Mills | 48.53  |
| 6. | Registered Nurses | Renfrew Victoria Hospital (RVH) | Renfrew | 48.53  |
| 7. | Registered Nurse | Renfrew Victoria Hospital (RVH) | Renfrew | 48.53  |
| 8. | Registered Nurses, Full-time, Part-time & Casual - Long-term Care | Almonte General Hospital (AGH) | Mississippi Mills | 48.53  |
| 9. | Registered Nurses - Fairview Manor | Almonte General Hospital (AGH) | Mississippi Mills | 48.53  |
| 10. | Regional His Project Manager (2 Positions) | Perth and Smiths Falls District Hospital, Smiths Falls | Smiths Falls | 48.29  |
| 11. | Millwright | Carson Lake Lumber Ltd. | Pembroke | 46  |
| | | | | 1 - 100 / 519 < > |

TOP SALARIES IN JOB POSTINGS

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

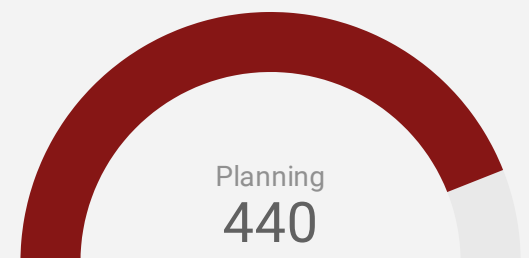
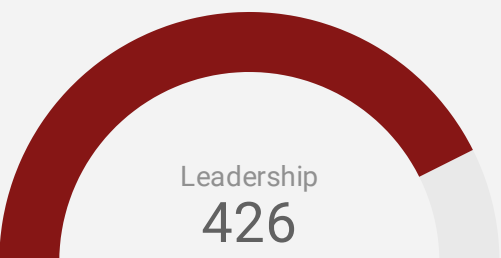
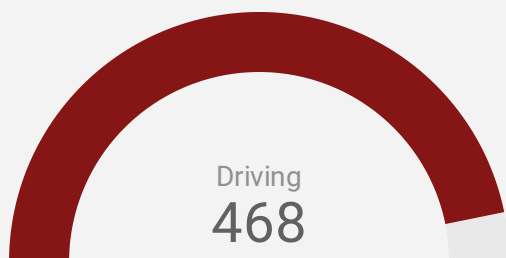
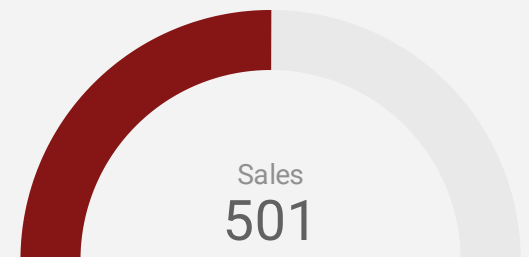
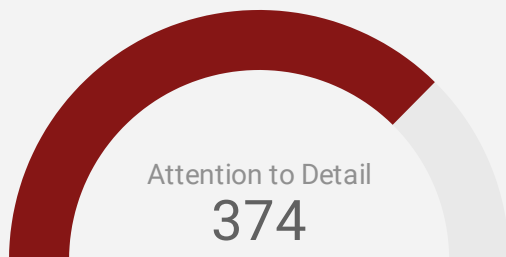
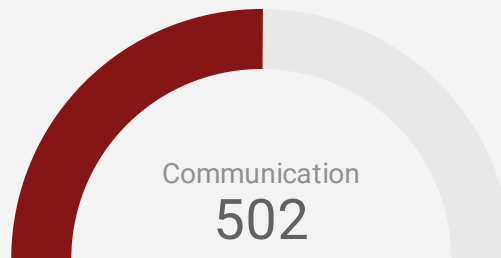
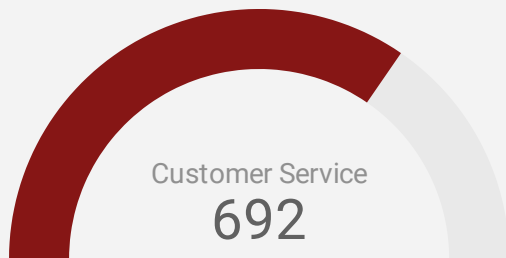
| | JOB TITLE | COMPANY | LOCATION | WAGE VALUE ▾ |
|-----|--|--|-----------------------|---|
| 1. | Automotive Service Manager | Bean Chevrolet Buick GMC Ltd. | Carleton Place | 175,000  |
| 2. | Executive Director | THE PHOENIX CENTRE FOR CHILDREN AND FAMILIES | Pembroke | 155,000  |
| 3. | Az Driver | Contrans Tank Group | Perth | 150,000  |
| 4. | Operations & Procurement Manager | Skyline Group | Perth | 150,000  |
| 5. | Az Owner Operator | Contrans Tank Group | Perth | 150,000  |
| 6. | Experienced Real Estate Sales Representative | HomeFluent Realty | Carleton Place | 140,000  |
| 7. | Site Manager | NUVIA Canada | Deep River | 130,000  |
| 8. | Sales Representative | Stanmore Equipment Ltd | Carleton Place | 120,000  |
| 9. | Sales Floor Manager | Hyundai Pembroke | Pembroke | 120,000  |
| 10. | Fire Standards Specialist | Morson International | Laurentian Hills | 112,000  |
| 11. | Head Of Biology | PhAST | Head, Clara and Maria | 110,000  |
| | | | | 1 - 100 / 704 < > |

TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,797



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,797



Driver's License

49



First Aid

133



Regular Access to a Vehicle

124



Criminal Record Check

190



Microsoft Office

158



Food Safety

73

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 | 140 | 18.1 | 22 |
| 2. | 4412 | Home support workers, housekeepers and related occupations | NOC Skill Level C | 113 | 21.3 | 22 |
| 3. | 6711 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 107 | 20.9 | 18 |
| 4. | 3012 | Registered nurses and registered psychiatric nurses | NOC Skill Level A | 67 | 23.7 | 22 |
| 5. | 6322 | Cooks | NOC Skill Level B | 63 | 24.4 | 22 |
| 6. | 6611 | Cashiers | NOC Skill Level D | 62 | 19.5 | 22 |
| 7. | 621 | Retail and wholesale trade managers | NOC Skill Level A | 61 | 18.7 | 22 |
| 8. | 6552 | Other customer and information services representatives | NOC Skill Level C | 54 | 18.0 | 16 |
| 9. | 7514 | Delivery and courier service drivers | NOC Skill Level C | 49 | 18.1 | 15.5 |
| 10. | 1434 | Banking, insurance and other financial clerks | NOC Skill Level C | 42 | 15.5 | 15 |
| 11. | 1114 | Other financial officers | NOC Skill Level A | 33 | 17.5 | 15 |
| 12. | 6731 | Light duty cleaners | NOC Skill Level D | 32 | 20.6 | 16 |
| 13. | 3219 | Other medical technologists and technicians (except dental health) | NOC Skill Level B | 31 | 20.1 | 22 |
| 14. | 6733 | Janitors, caretakers and building superintendents | NOC Skill Level D | 30 | 17.8 | 21.5 |
| 15. | 6311 | Food service supervisors | NOC Skill Level B | 29 | 27.4 | 22 |
| 16. | 6222 | Retail and wholesale buyers | NOC Skill Level B | 27 | 22.5 | 22 |
| 17. | 3212 | Medical laboratory technicians and pathologists' assistants | NOC Skill Level B | 25 | 35.7 | 22 |
| 18. | 4152 | Social workers | NOC Skill Level A | 25 | 21.2 | 22 |
| 19. | 7452 | Material handlers | NOC Skill Level C | 24 | 22.5 | 22 |
| 20. | 3131 | Pharmacists | NOC Skill Level A | 23 | 18.0 | 15 |
| 21. | 6211 | Retail sales supervisors | NOC Skill Level B | 23 | 18.4 | 22 |
| 22. | 4212 | Social and community service workers | NOC Skill Level B | 22 | 21.1 | 22 |
| 23. | 4413 | Elementary and secondary school teacher assistants | NOC Skill Level C | 22 | 20.5 | 18 |
| 24. | 4214 | Early childhood educators and assistants | NOC Skill Level B | 22 | 24.2 | 22 |
| 25. | 2211 | Chemical technologists and technicians | NOC Skill Level B | 21 | 22.0 | 22 |
| 26. | 1512 | Letter carriers | NOC Skill Level C | 21 | 19.4 | 21 |
| 27. | 4032 | Elementary school and kindergarten teachers | NOC Skill Level A | 21 | 19.4 | 21 |
| 28. | 6332 | Bakers | NOC Skill Level B | 18 | 18.7 | 19 |
| 29. | 6513 | Food and beverage servers | NOC Skill Level C | 18 | 21.5 | 22 |

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 | 140 | 18.1 | 22 |
| 2. | 441 | Home care providers and educational support occupations | NOC Skill Level C | 138 | 21.0 | 22 |
| 3. | 671 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 107 | 20.9 | 18 |
| 4. | 632 | Chefs and cooks | NOC Skill Level B | 72 | 24.4 | 22 |
| 5. | 321 | Medical technologists and technicians (except dental health) | NOC Skill Level B | 72 | 25.7 | 22 |
| 6. | 301 | Professional occupations in nursing | NOC Skill Level A | 67 | 23.7 | 22 |
| 7. | 673 | Cleaners | NOC Skill Level D | 64 | 19.2 | 19 |
| 8. | 661 | Cashiers | NOC Skill Level D | 62 | 19.5 | 22 |
| 9. | 751 | Motor vehicle and transit drivers | NOC Skill Level C | 62 | 18.4 | 16 |
| 10. | 062 | Retail and wholesale trade managers | NOC Skill Level A | 61 | 18.7 | 22 |
| 11. | 655 | Customer and information services representatives | NOC Skill Level C | 55 | 18.0 | 16 |
| 12. | 143 | Financial, insurance and related administrative support workers | NOC Skill Level C | 51 | 16.8 | 15 |
| 13. | 421 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 50 | 22.7 | 22 |
| 14. | 111 | Auditors, accountants and investment professionals | NOC Skill Level A | 45 | 19.0 | 16 |
| 15. | 141 | General office workers | NOC Skill Level C | 39 | 18.5 | 22 |
| 16. | 631 | Service supervisors | NOC Skill Level B | 36 | 29.3 | 22 |
| 17. | 151 | Mail and message distribution occupations | NOC Skill Level C | 36 | 18.6 | 18.5 |
| 18. | 415 | Social and community service professionals | NOC Skill Level A | 33 | 20.9 | 22 |
| 19. | 313 | Pharmacists, dietitians and nutritionists | NOC Skill Level A | 32 | 18.7 | 22 |
| 20. | 341 | Assisting occupations in support of health services | NOC Skill Level C | 32 | 24.6 | 22 |
| 21. | 403 | Secondary and elementary school teachers and educational counsellors | NOC Skill Level A | 31 | 18.9 | 18 |
| 22. | 124 | Office administrative assistants - general, legal and medical | NOC Skill Level B | 30 | 20.2 | 22 |
| 23. | 122 | Administrative and regulatory occupations | NOC Skill Level B | 30 | 23.5 | 22 |
| 24. | 622 | Technical sales specialists in wholesale trade and retail and wholesale buyers | NOC Skill Level B | 29 | 22.0 | 22 |
| 25. | 651 | Occupations in food and beverage service | NOC Skill Level C | 25 | 21.0 | 22 |
| 26. | 112 | Human resources and business service professionals | NOC Skill Level A | 25 | 21.1 | 22 |
| 27. | 217 | Computer and information systems professionals | NOC Skill Level A | 25 | 17.0 | 19 |
| 28. | 745 | Longshore workers and material handlers | NOC Skill Level C | 24 | 22.5 | 22 |
| 29. | 152 | Supply chain logistics, tracking and scheduling coordination | NOC Skill Level C | 24 | 20.9 | 22 |

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. | 67 | Service support and other service occupations, n.e.c. | NOC Skill Level D | 171 | 20.3 | 18.5 |
| 2. | 64 | Sales representatives and salespersons - wholesale and retail trade | NOC Skill Level C | 142 | 18.3 | 22 |
| 3. | 44 | Care providers and educational, legal and public protection support occupations | NOC Skill Level C | 138 | 21.0 | 22 |
| 4. | 63 | Service supervisors and specialized service occupations | NOC Skill Level B | 129 | 24.9 | 22 |
| 5. | 65 | Service representatives and other customer and personal services occupations | NOC Skill Level C | 107 | 21.1 | 22 |
| 6. | 32 | Technical occupations in health | NOC Skill Level B | 99 | 25.0 | 22 |
| 7. | 14 | Office support occupations | NOC Skill Level C | 92 | 17.6 | 21 |
| 8. | 66 | Sales support occupations | NOC Skill Level D | 78 | 19.4 | 22 |
| 9. | 06 | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 74 | 19.2 | 22 |
| 10. | 75 | Transport and heavy equipment operation and related maintenance occupations | NOC Skill Level C | 71 | 18.4 | 16 |
| 11. | 11 | Professional occupations in business and finance | NOC Skill Level A | 70 | 19.8 | 21.5 |
| 12. | 62 | Retail sales supervisors and specialized sales occupations | NOC Skill Level B | 70 | 20.6 | 22 |
| 13. | 31 | Professional occupations in health (except nursing) | NOC Skill Level A | 68 | 20.2 | 22 |
| 14. | 30 | Professional occupations in nursing | NOC Skill Level A | 67 | 23.7 | 22 |
| 15. | 21 | Professional occupations in natural and applied sciences | NOC Skill Level A | 66 | 19.8 | 22 |
| 16. | 12 | Administrative and financial supervisors and administrative occupations | NOC Skill Level B | 65 | 21.7 | 22 |
| 17. | 15 | Distribution, tracking and scheduling co-ordination occupations | NOC Skill Level C | 60 | 19.4 | 21 |
| 18. | 41 | Professional occupations in law and social, community and government services | NOC Skill Level A | 52 | 20.6 | 22 |
| 19. | 72 | Industrial, electrical and construction trades | NOC Skill Level B | 52 | 27.8 | 22 |
| 20. | 42 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 50 | 22.7 | 22 |
| 21. | 22 | Technical occupations related to natural and applied sciences | NOC Skill Level B | 48 | 24.8 | 22 |
| 22. | 73 | Maintenance and equipment operation trades | NOC Skill Level B | 35 | 25.1 | 22 |
| 23. | 74 | Other installers, repairers and servicers and material handlers | NOC Skill Level C | 33 | 22.6 | 22 |
| 24. | 34 | Assisting occupations in support of health services | NOC Skill Level C | 32 | 24.6 | 22 |
| 25. | 40 | Professional occupations in education services | NOC Skill Level A | 31 | 18.9 | 18 |
| 26. | 52 | Technical occupations in art, culture, recreation and sport | NOC Skill Level B | 25 | 18.4 | 16 |
| 27. | 01 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 22 | 23.2 | 22 |
| | | | | | 1 - 41 / 41 | < > |

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

25

NEW POSTINGS

0

COMPANIES

17

LANGUAGES

1

OF DAYS POSTED

AVERAGE

44.5

MEDIAN

59

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

13

Skill Level A - Management/ Professional Occupations usually requiring University

3

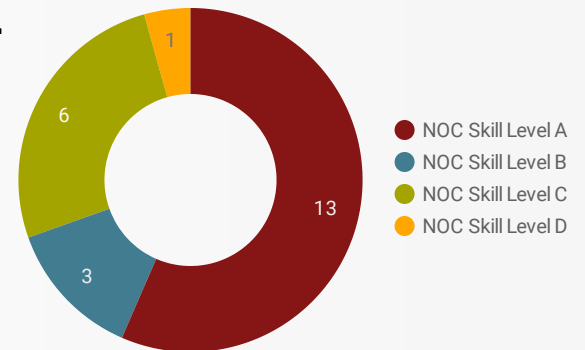
Skill Level B - Usually college education or apprenticeship training

6

Skill Level C - Usually secondary education or occupation-specific training

1

Skill Level D - Usually on-the-job training

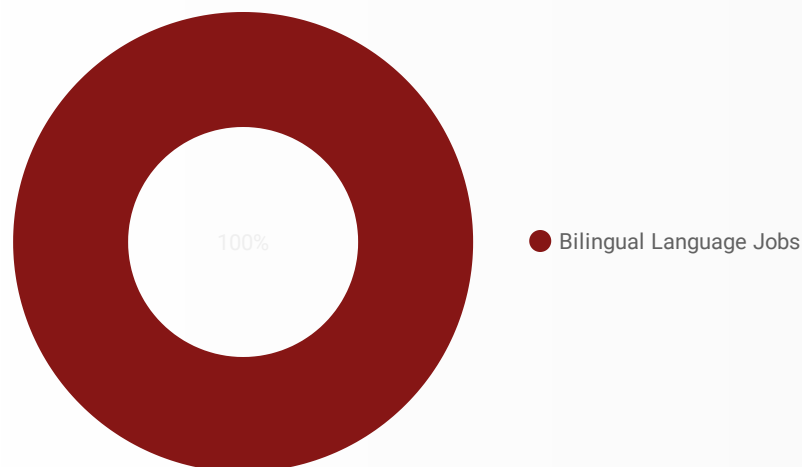


SKILL LEVEL / POSTING COUNT

| LANGUAGES | NOC Skill Level A | NOC Skill Level B | NOC Skill Level C | NOC Skill Level D |
|------------------|-------------------|-------------------|-------------------|-------------------|
| Bilingual Lan... | ... | 3 | 6 | 1 |

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



| LANGUAGES | POSTING COUNT |
|----------------------------|---------------|
| 1. Bilingual Language Jobs | 25 |

1 - 1 / 1 < >

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

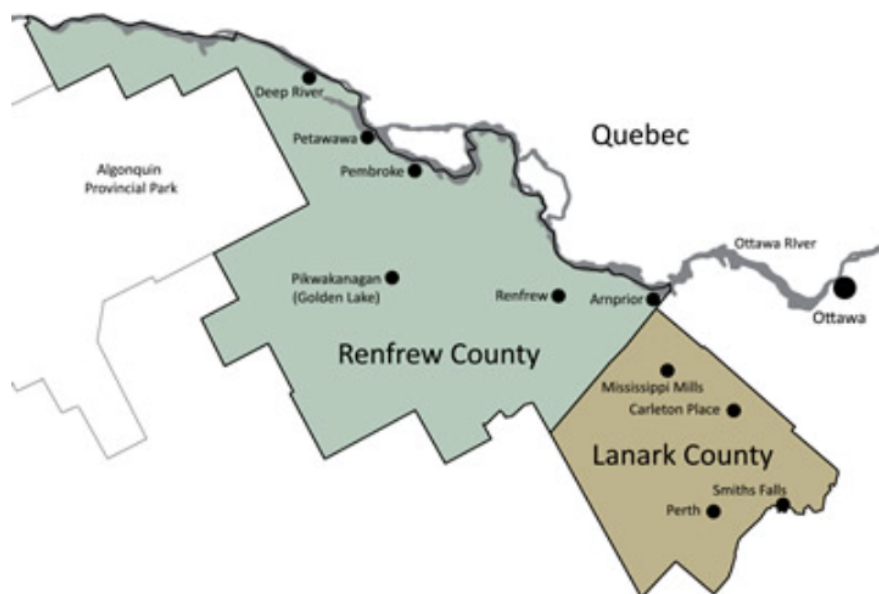
What language skills are sought by 1-Digit NOC?

| SKILL TYPE NAME | Bilingual Language Jobs | Grand total |
|---|-------------------------|-------------|
| Business, finance and administration occu... | 2 | 2 |
| Health occupations | 7 | 7 |
| Management occupations | 1 | 1 |
| Occupations in education, law and social, ... | 8 | 8 |
| Sales and service occupations | 4 | 4 |
| Trades, transport and equipment operator... | 1 | 1 |
| Grand total | 23 | 23 |

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 | 18 | 49.5 | 62 |
| 2. | Petawawa | 3 | 12.0 | 12 |
| 3. | Renfrew | 3 | | |
| 4. | Arnprior | 1 | | |



| | UPPER TIER | JOB LANGUAGES | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|----------------|---------------|----------------------------|-------------------------------|
| 1. | Pembroke | 18 | 49.5 | 62 |
| 2. | Renfrew County | 7 | 12.0 | 12 |

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

| 4 DIGIT NOC NAME | | POSTINGS ▾ |
|------------------|--|------------|
| 1. | Elementary school and kindergarten teachers | 3 |
| 2. | Registered nurses and registered psychiatri... | 3 |
| 3. | Social workers | 2 |
| 4. | Occupational therapists | 2 |
| 5. | Home support workers, housekeepers and r... | 2 |
| 6. | Human resources and recruitment officers | 1 |
| 7. | Food counter attendants, kitchen helpers an... | 1 |
| 8. | Material handlers | 1 |
| 9. | Other customer and information services re... | 1 |
| 10. | Other professional occupations in therapy a... | 1 |
| 11. | Cooks | 1 |
| 12. | Physiotherapists | 1 |
| 13. | Retail and wholesale trade managers | 1 |
| 14. | Data entry clerks | 1 |
| 15. | Social and community service workers | 1 |
| 16. | Retail salespersons | 1 |
| 1 - 16 / 16 < > | | |

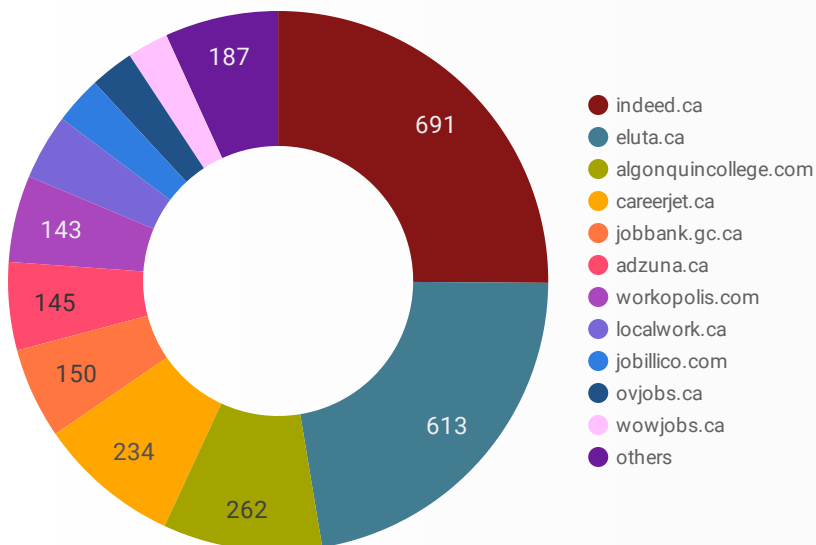
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

| COMPANY | | POSTINGS ▾ |
|-----------------|---|------------|
| 1. | Marianhill Inc. | 7 |
| 2. | Conseil des Ã©coles publiques de l'Est de l'Ontario | 2 |
| 3. | Home and Community Care Support Services Champlain | 2 |
| 4. | Age-Wise Solutions Inc. | 1 |
| 5. | Community Living Upper Ottawa Valley | 1 |
| 6. | Riverview Heights Retirement Residence | 1 |
| 7. | Conseil des Ã©coles catholiques du Centre-Est | 1 |
| 8. | Pembroke Regional Hospital (PRH) | 1 |
| 9. | Royal Ottawa Mental Health Centre (The Royal) | 1 |
| 10. | Canadian Forces Morale & Welfare Services (CFMWS) | 1 |
| 11. | LCBO | 1 |
| 12. | Home and Community Care Support Services | 1 |
| 13. | Renfrew County District Health Unit | 1 |
| 14. | Michael Rossy Ltd. | 1 |
| 15. | Intelcom Express | 1 |
| 16. | National Defence - National Defence - Assistant Deputy Minister (Human-Resources Civilian), Director General Workplace Management - Directorate Total Health Management | 1 |
| 17. | Crossmark | 1 |
| 1 - 17 / 17 < > | | |

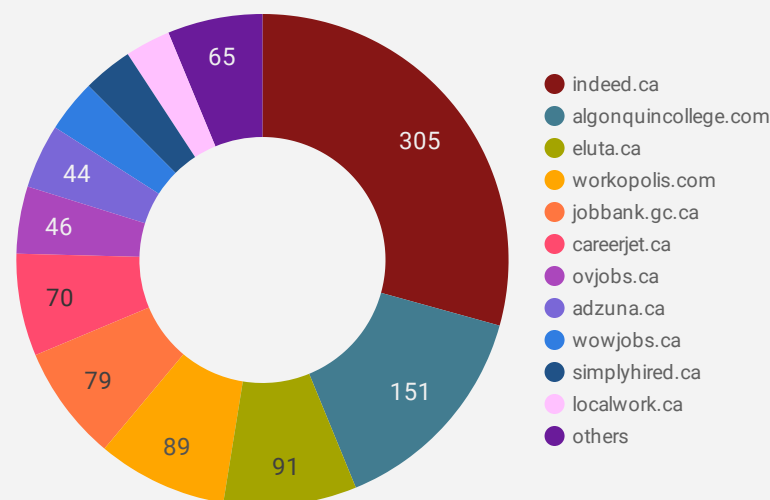
JOB POSTINGS BY JOB BOARD

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 | 691 | 21.9 | 22 | 305 |
| 2. | eluta.ca | 613 | 22.0 | 22 | 91 |
| 3. | algonquincollege.com | 262 | 16.8 | 15 | 151 |
| 4. | careerjet.ca | 234 | 22.3 | 18 | 70 |
| 5. | jobbank.gc.ca | 150 | 38.4 | 30 | 79 |
| 6. | adzuna.ca | 145 | 15.0 | 15 | 44 |
| 7. | workopolis.com | 143 | 15.0 | 15 | 89 |
| 8. | localwork.ca | 108 | 8.6 | 6 | 31 |
| 9. | jobillico.com | 79 | 18.6 | 13 | 19 |
| 10. | ovjobs.ca | 72 | 42.4 | 60 | 46 |
| 11. | wowjobs.ca | 68 | 16.0 | 16 | 36 |
| 12. | network.applytoeducation.com | 64 | 7.7 | 7 | 5 |
| 13. | simplyhired.ca | 51 | 15.0 | 15 | 34 |
| 14. | kijiji.ca | 26 | 15.0 | 15 | 16 |
| 15. | canadacareer.ca | 19 | 40.8 | 34 | 9 |
| 16. | careerarc.com | 14 | 41.0 | 31 | 5 |
| 17. | emploisfp-psjobs.cfp-psc.gc.ca | 5 | 14.0 | 14 | 5 |
| 18. | ospeca.careerwebsite.com | 4 | 24.3 | 25 | 3 |