



JOB DEMAND REPORT

FEBRUARY 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,989	1,721	1,008	22

OF DAYS POSTED

AVERAGE	MEDIAN
19.9	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.

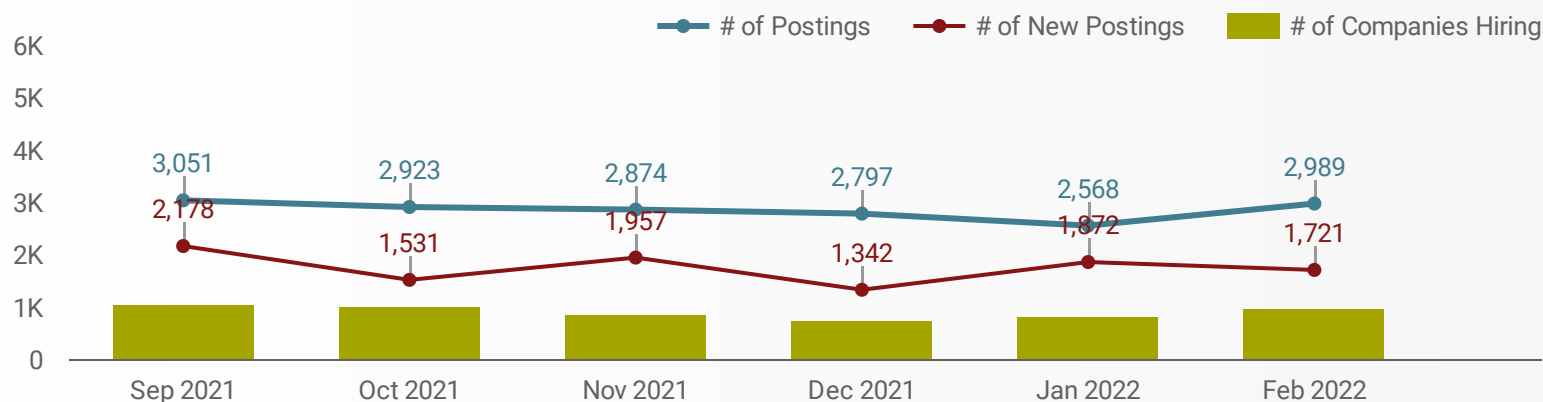


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JOB POSTINGS BY MONTH

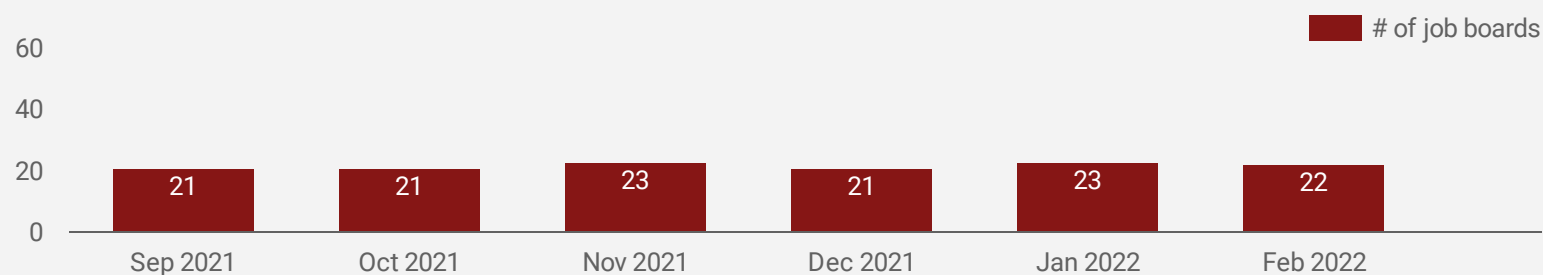
How many job postings were active for at least 1 day this month?



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

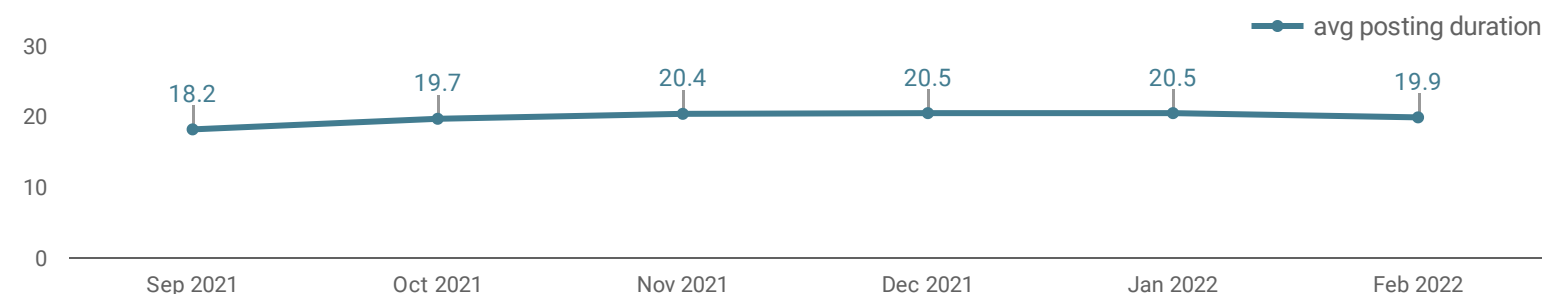
NUMBER OF ACTIVE JOB BOARDS

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



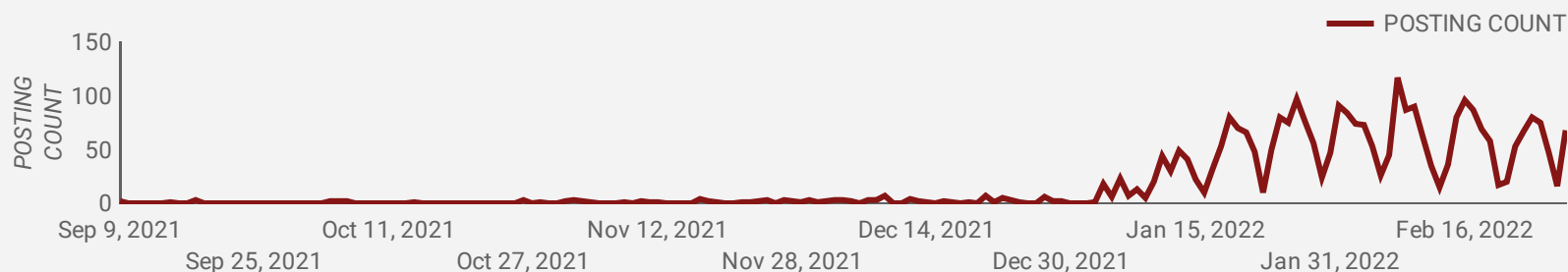
AVG & MEDIAN POSTING LENGTH BY DAYS

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

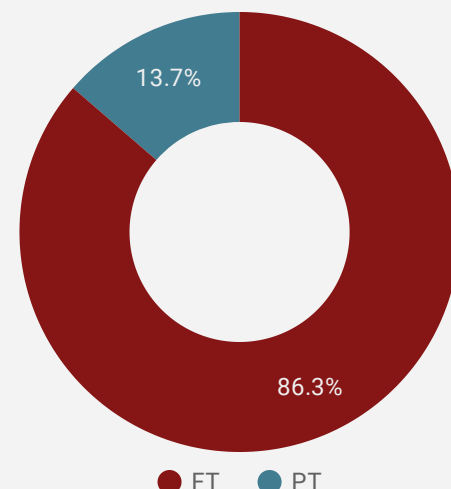
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	762	19.7	19
2.	Carleton Place	391	17.8	21
3.	Arnprior	272	19.7	22
4.	Renfrew	252	17.3	19
5.	Smiths Falls	250	20.2	22
6.	Perth	243	23.3	22
7.	Petawawa	236	17.6	15
8.	Laurentian Hills	233	25.7	22
9.	Mississippi Mills	108	20.2	22
10.	Whitewater Region	58	17.5	15
11.	Deep River	33	22.1	22

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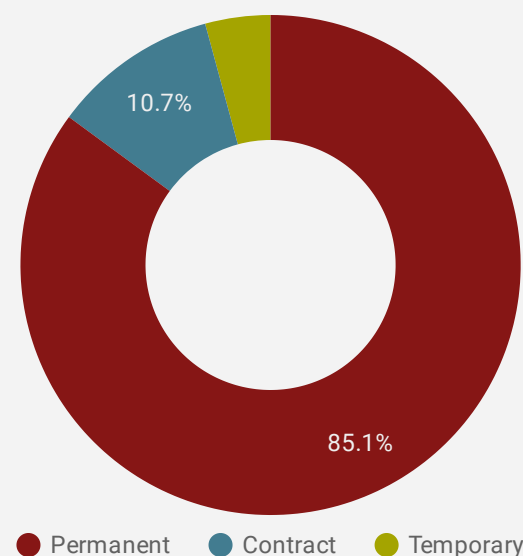
JOB TYPE

Full-time vs Part-time



JOB DURATION

Permanency of jobs posted



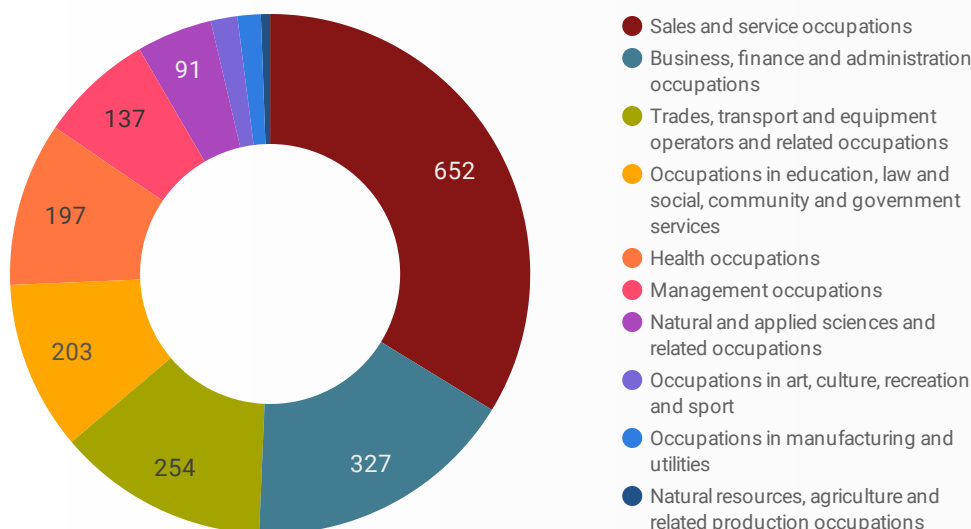
JOB POSTINGS BY COUNTY/CITY/TOWN

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	1,169	19.8	21
2.	Lanark County	773	19.9	22
3.	Pembroke	762	19.7	19
4.	Smiths Falls	250	20.2	22

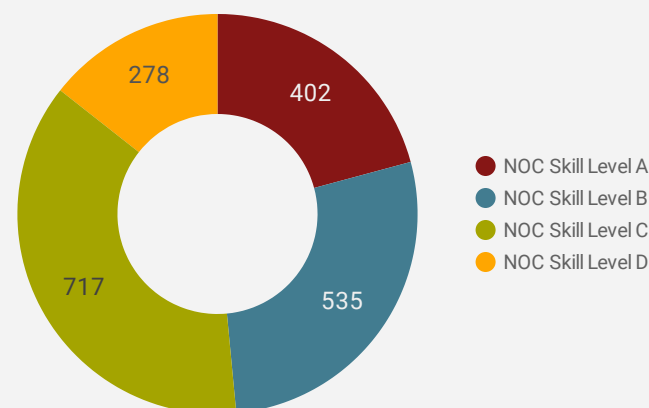
JOB POSTINGS BY SKILL TYPE

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?

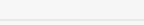
	COMPANY	MUNICIPALITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Canadian Nuclear Laboratories (CNL)	Laurentian Hills	194	27.2	22
2.	Pembroke Regional Hospital (PRH)	Pembroke	87	21.4	22
3.	Canadian Forces Morale & Welfare Services (CFMWS)	Petawawa	62	14.7	12
4.	Home Depot	Carleton Place	38	14.0	16
5.	Home Depot of Canada Inc.	Pembroke	32	13.3	15
6.	Staples, Pembroke	Pembroke	29	20.9	15
7.	Home Depot	Pembroke	27	14.3	16
8.	Home Depot of Canada Inc.	Carleton Place	22	13.0	15
9.	Canopy Growth Corporation	Smiths Falls	22	13.1	15
10.	VIVA Retirement Communities	Carleton Place	21	18.5	15
11.	Bayshore HealthCare	Pembroke	18	19.7	22
12.	Renfrew County District School Board	Pembroke	18	9.1	8
13.	Renfrew Victoria Hospital (RVH)	Renfrew	18	23.4	22
14.	Perth and Smiths Falls District Hospital, Smiths Falls	Smiths Falls	16	22.0	22
15.	Arnprior Regional Health	Arnprior	15	21.1	22
16.	Marianhill Inc.	Pembroke	13	50.6	62
17.	Upper Canada District School Board	Smiths Falls	13	5.9	7
18.	Renfrew County District School Board	Renfrew	13	7.3	8
19.	Sienna Senior Living (Various Locations)	Arnprior	11	21.8	22
20.	Renfrew County Catholic District School Board	Pembroke	10	12.3	13
21.	VIVA Retirement Living Corp.	Carleton Place	10	22.0	22
22.	Renfrew County District School Board	Petawawa	10	14.9	7
23.	Walmart Canada Corp.	Pembroke	10	22.0	22
24.	Upper Canada District School Board	Perth	10	7.1	7
25.	The McCluskey Group/ Tim Hortons	Pembroke	9	19.7	22
26.	Dexterra Group	Petawawa	9	22.0	22
27.	Walmart Canada	Carleton Place	9	20.0	22
28.	Champlain Gardens	#N/A	9	19.1	22
29.	Walmart Canada	Pembroke	9	16.4	15
30.	Walmart	Pembroke	9	3.1	3
31.	Sienna Living	Arnprior	9	24.6	20

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

101

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Journeyman/woman Powerline Technician	Vickers Power Services	Pembroke	100 
2.	Powerline Technician	Canadian Union of Skilled Workers	Petawawa	58 
3.	Radiation Surveyor	BHI Energy of Canada, Inc	Laurentian Hills	54 
4.	Registered Nurse	Marianhill Inc.	Pembroke	53.88 
5.	Finance Manager	Family and Children's Services of County of Renfrew	Pembroke	51.55 
6.	Speech-language Pathologist, Development And Rehabilitation, Full Time (1.0), / Orthophoniste, D�veloppement Et RA�adaptation, � Temps Plein (1,0)	CHEO	Pembroke	50.82 
7.	Speech-language Pathologist, Development And Rehabilitation	CHEO	Pembroke	50.82 
8.	Social Worker/patient Flow Coordinator (temporary Part-time)	Almonte General Hospital/Carleton Place & District Memorial Hospital	Mississippi Mills	49.89 
9.	Social Worker/patient Flow Coordinator (temporary Full-time)	Almonte General Hospital/Carleton Place & District Memorial Hospital	Mississippi Mills	49.89 
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TOP SALARIES IN JOB POSTINGS

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

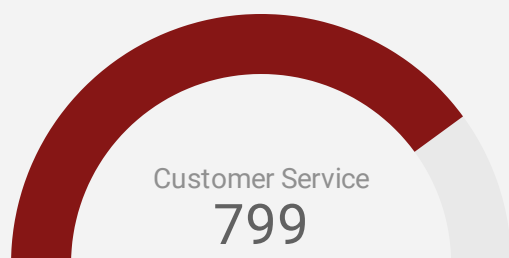
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Associate Dentist	Barry's Bay Family Dental	#N/A	329,666 
2.	Full Time Dental Associate	Costello Family Dentistry/Yazdani Family Dentistry	Carleton Place	250,000 
3.	Customer Service Representative - Part Time	Momentum Financial Services Group	Pembroke	250,000 
4.	Customer Service Representative - Part time	MoneyMart Financial Services	Pembroke	250,000 
5.	Finance Manager	The RV Place	Perth	180,000 
6.	Real Estate Sales Representative	Royal LePage Real Estate Services	Petawawa	150,000 
7.	Real Estate Sales Representative	Royal LePage	Perth	150,000 
8.	Experienced Realtor: Join Our Fast Growing Real Estate Team	HomeFluent Realty	Mississippi Mills	140,000 
9.	Experienced Real Estate Sales Representative	HomeFluent Realty	Mississippi Mills	140,000 
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TOP IN-DEMAND SKILLS

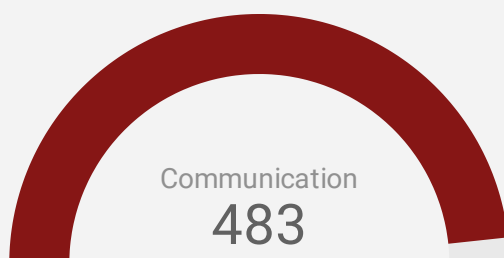
How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,989



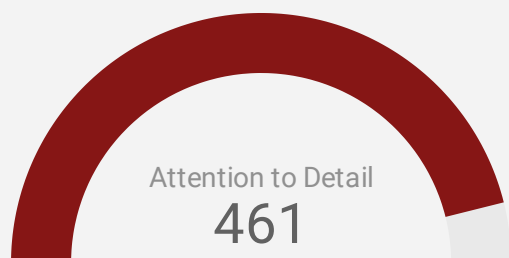
Customer Service
799



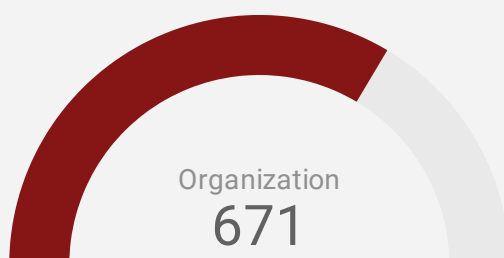
Communication
483



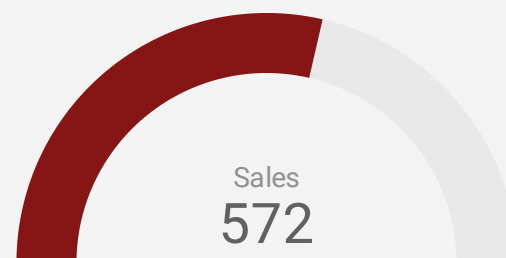
Interpersonal Skills
474



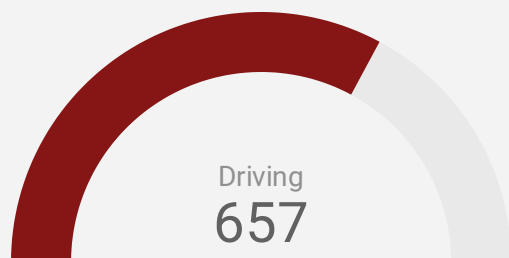
Attention to Detail
461



Organization
671



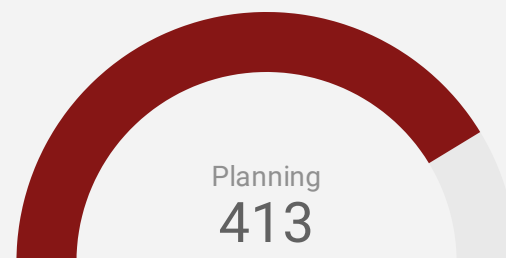
Sales
572



Driving
657



Leadership
415



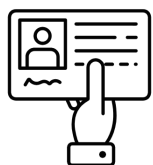
Planning
413

KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,989



Driver's License
50



First Aid
164



Regular Access to a Vehicle
161



Criminal Record Check
233



Microsoft Office
171



Food Safety
50

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	123	16.8	16
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	92	24.5	22
3.	6731	Light duty cleaners	NOC Skill Level D	72	19.9	22
4.	6552	Other customer and information services representatives	NOC Skill Level C	67	15.3	15
5.	621	Retail and wholesale trade managers	NOC Skill Level A	65	18.9	16
6.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	64	19.7	22
7.	6322	Cooks	NOC Skill Level B	52	25.5	22
8.	7514	Delivery and courier service drivers	NOC Skill Level C	50	17.4	16
9.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	46	24.7	22
10.	6611	Cashiers	NOC Skill Level D	36	15.3	15
11.	6222	Retail and wholesale buyers	NOC Skill Level B	34	18.8	22
12.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	33	19.4	22
13.	6513	Food and beverage servers	NOC Skill Level C	32	21.2	15
14.	1241	Administrative assistants	NOC Skill Level B	32	20.8	22
15.	7511	Transport truck drivers	NOC Skill Level C	30	21.2	21.5
16.	1414	Receptionists	NOC Skill Level C	29	21.2	22
17.	1114	Other financial officers	NOC Skill Level A	29	16.9	15
18.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	28	19.3	22
19.	1511	Mail, postal and related workers	NOC Skill Level C	25	10.1	4.5
20.	1512	Letter carriers	NOC Skill Level C	25	15.5	15
21.	1522	Storekeepers and partspersons	NOC Skill Level C	23	19.1	22
22.	7452	Material handlers	NOC Skill Level C	22	18.5	16
23.	1221	Administrative officers	NOC Skill Level B	21	26.9	22
24.	4212	Social and community service workers	NOC Skill Level B	21	25.5	18.5
25.	7271	Carpenters	NOC Skill Level B	21	19.5	22
26.	4152	Social workers	NOC Skill Level A	20	28.6	22
27.	1411	General office support workers	NOC Skill Level C	19	23.2	21.5
28.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	18	14.3	15
29.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	18	22.4	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	123	16.8	16
2.	441	Home care providers and educational support occupations	NOC Skill Level C	104	23.5	22
3.	673	Cleaners	NOC Skill Level D	99	18.9	22
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	82	18.7	16
5.	655	Customer and information services representatives	NOC Skill Level C	68	15.3	15.5
6.	062	Retail and wholesale trade managers	NOC Skill Level A	65	18.9	16
7.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	64	19.7	22
8.	632	Chefs and cooks	NOC Skill Level B	60	24.4	22
9.	151	Mail and message distribution occupations	NOC Skill Level C	54	12.9	14
10.	141	General office workers	NOC Skill Level C	51	22.1	22
11.	301	Professional occupations in nursing	NOC Skill Level A	46	24.7	22
12.	111	Auditors, accountants and investment professionals	NOC Skill Level A	43	21.4	16.5
13.	651	Occupations in food and beverage service	NOC Skill Level C	42	18.1	15
14.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	41	25.0	22
15.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	37	17.7	19
16.	122	Administrative and regulatory occupations	NOC Skill Level B	37	26.4	22
17.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	37	22.1	16
18.	661	Cashiers	NOC Skill Level D	36	15.3	15
19.	662	Other sales support and related occupations	NOC Skill Level D	35	19.6	22
20.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	35	18.8	22
21.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	33	20.8	22
22.	341	Assisting occupations in support of health services	NOC Skill Level C	31	20.9	22
23.	415	Social and community service professionals	NOC Skill Level A	30	35.1	22
24.	323	Other technical occupations in health care	NOC Skill Level B	25	18.1	15.5
25.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	25	17.4	21.5
26.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	23	6.3	7
27.	727	Carpenters and cabinetmakers	NOC Skill Level B	22	19.5	22
28.	745	Longshore workers and material handlers	NOC Skill Level C	22	18.5	16

JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	166	19.3	22
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	131	17.1	17
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	130	16.7	15
4.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	105	23.4	22
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	95	18.5	16
6.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	91	14.9	15
7.	63	Service supervisors and specialized service occupations	NOC Skill Level B	89	33.4	22
8.	14	Office support occupations	NOC Skill Level C	82	20.3	22
9.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	79	22.2	16
10.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	76	23.0	22
11.	32	Technical occupations in health	NOC Skill Level B	72	21.7	22
12.	72	Industrial, electrical and construction trades	NOC Skill Level B	71	21.3	22
13.	66	Sales support occupations	NOC Skill Level D	71	17.8	15.5
14.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	65	22.2	22
15.	11	Professional occupations in business and finance	NOC Skill Level A	60	20.3	16
16.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	49	28.5	22
17.	31	Professional occupations in health (except nursing)	NOC Skill Level A	48	23.5	15
18.	30	Professional occupations in nursing	NOC Skill Level A	46	24.7	22
19.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	42	28.1	21
20.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	37	22.1	16
21.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	36	34.4	22
22.	73	Maintenance and equipment operation trades	NOC Skill Level B	32	34.8	22
23.	34	Assisting occupations in support of health services	NOC Skill Level C	31	20.9	22
24.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	31	20.8	19
25.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	30	21.4	22
26.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	25	20.7	22
27.	40	Professional occupations in education services	NOC Skill Level A	24	6.3	7
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
188

NEW POSTINGS
0

COMPANIES
86

LANGUAGES
2

OF DAYS POSTED

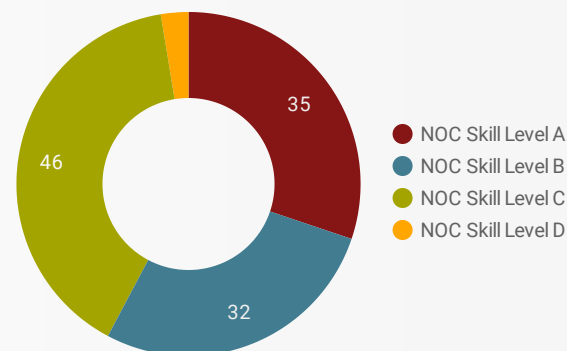
AVERAGE
18.0

MEDIAN
16

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

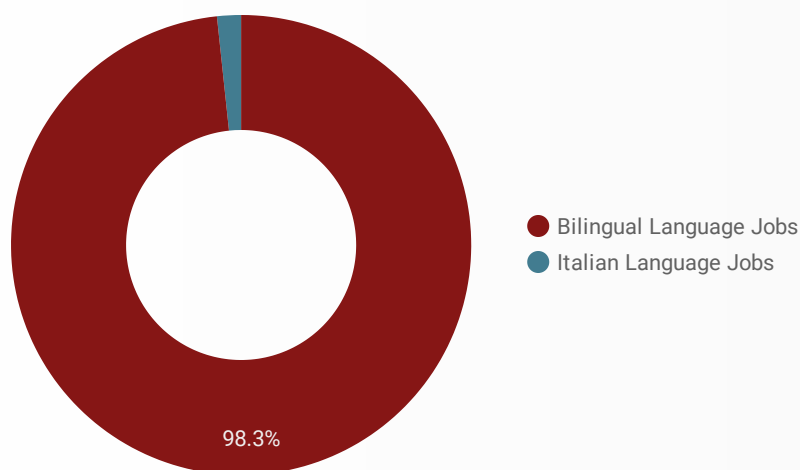
- 35** Skill Level A - Management/ Professional Occupations usually requiring University
- 32** Skill Level B - Usually college education or apprenticeship training
- 46** Skill Level C - Usually secondary education or occupation-specific training
- 3** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	3
Italian Langu...		1	1	

LANGUAGE SKILLS BREAKDOWN

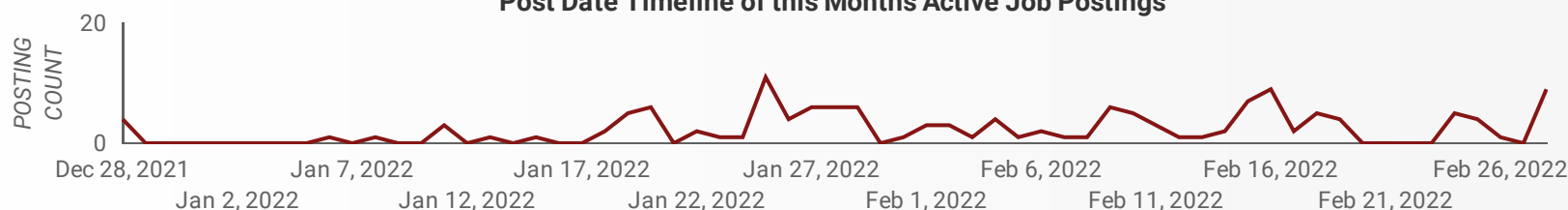
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	186
2. Italian Language Jobs	2

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

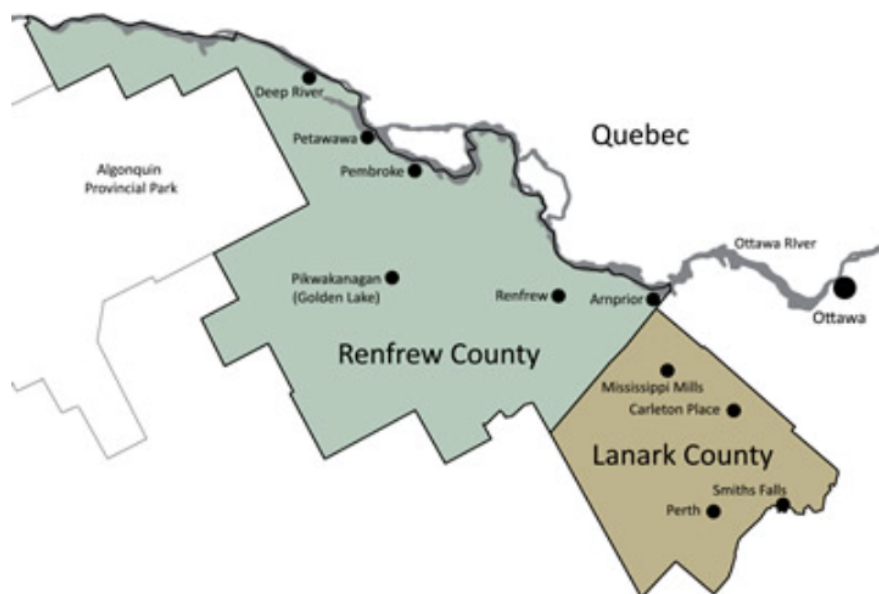
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual Language Jobs	Italian Language Jobs	Grand total
Business, finance and administration occu...	28		28
Health occupations	13		13
Management occupations	13		13
Natural and applied sciences and related o...	1		1
Occupations in art, culture, recreation and ...	4		4
Occupations in education, law and social, ...	25		25
Sales and service occupations	28	2	30
Trades, transport and equipment operator...	2		2
Grand total	114	2	116

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	78	18.9	22
2.	Petawawa	25	22.2	15.5
3.	Arnprior	17	14.2	15
4.	Perth	14	14.8	15
5.	Carleton Place	13	21.5	22
6.	Renfrew	13	19.3	22
7.	Smiths Falls	13	18.1	21.5
8.	Mississippi Mills	4	6.0	3
9.	Bonnechere Valley	3	15.0	15
10.	Whitewater Region	2	18.0	18
11.	Laurentian Hills	2	4.0	4
12.	Laurentian Valley	1		
1 - 15 / 15			<	>



	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	78	18.9	22
2.	Renfrew County	65	18.0	16
3.	Lanark County	32	15.9	15
4.	Smiths Falls	13	18.1	21.5

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Letter carriers	15
2. Retail and wholesale trade managers	11
3. Retail salespersons	8
4. Home support workers, housekeepers and r...	8
5. Mail, postal and related workers	5
6. Retail and wholesale buyers	5
7. Social and community service workers	5
8. Registered nurses and registered psychiatri...	5
9. Elementary school and kindergarten teachers	5
10. Cooks	4
11. Program leaders and instructors in recreati...	4
12. Statistical officers and related research sup...	2
13. Nurse aides, orderlies and patient service a...	2
14. Hotel front desk clerks	2
15. Financial managers	2
16. Chefs	2
17. Food counter attendants, kitchen helpers an...	2
18. Employment counsellors	2
19. Audiologists and speech-language pathologi...	2
20. Social workers	2
21. Heavy-duty equipment mechanics	1
22. Bakers	1
23. Dental assistants	1
24. Physiotherapists	1
25. Other technical occupations in therapy and ...	1
26. Security guards and related security service...	1
27. Human resources professionals	1
28. Material handlers	1
29. Police officers (except commissioned)	1
30. Conservation and fishery officers	1
31. Professional occupations in advertising, ma...	1
32. Accounting technicians and bookkeepers	1

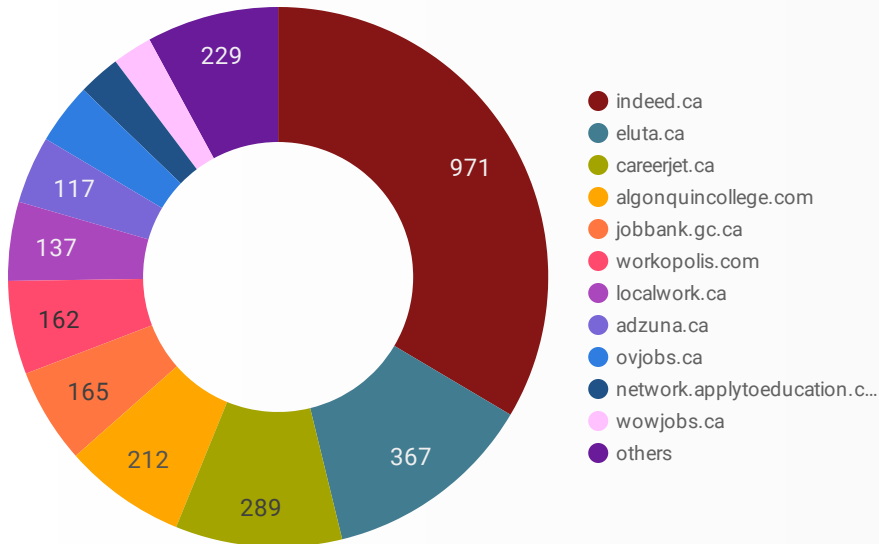
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Marianhill Inc.	13
2. Canadian Forces Morale & Welfare Services (CFMWS)	9
3. Pembroke Regional Hospital (PRH)	7
4. Renfrew Victoria Hospital (RVH)	6
5. The Source	6
6. La Source	6
7. Canada Post - Postes Canada	6
8. Canada Post Corp	5
9. Varsity Tutors	5
10. Conseil des Ã©coles publiques de l'Est de l'Ontario	5
11. Canada Post Corporation	5
12. The Source (Bell) Electronics Inc.	5
13. Upper Canada District School Board	5
14. Canada Post	4
15. Petawawa Military Family Resource Centre	4
16. Various Ministries	3
17. Scotts Miracle-Gro Company, The	3
18. Bell	3
19. Bell Canada	3
20. Source, The	3
21. Renfrew County Catholic District School Board	3
22. My Place Home Care Inc.	2
23. Algonquin College of Applied Arts & Technology	2
24. Renfrew County District School Board	2
25. FAMILY & CHILDREN SERV.	2
26. Renfrew County Community Futures Development Corporation	2
27. East Side Mario's	2
28. CHEO	2
29. The Mile High Club Dispensary Ltd	2

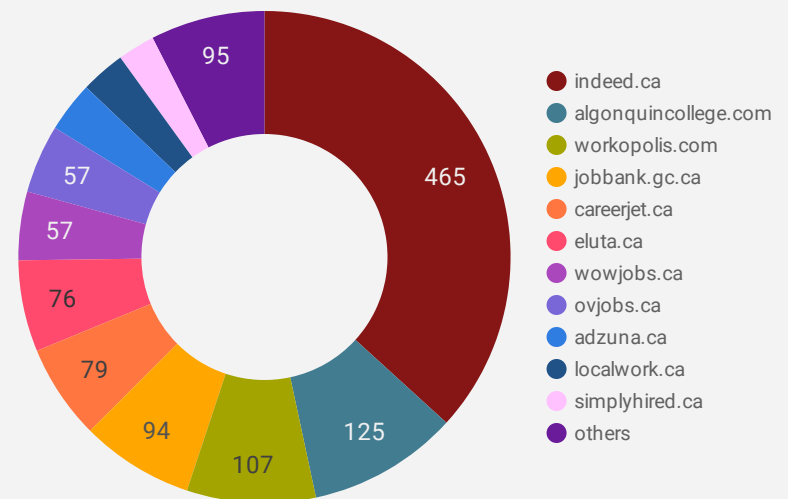
JOB POSTINGS BY JOB BOARD

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	971	21.8	22	465
2.	eluta.ca	367	21.9	22	76
3.	careerjet.ca	289	27.1	16	79
4.	algonquincollege.com	212	18.3	15	125
5.	jobbank.gc.ca	165	27.9	16	94
6.	workopolis.com	162	14.9	15	107
7.	localwork.ca	137	6.5	4	37
8.	adzuna.ca	117	14.9	15	42
9.	ovjobs.ca	106	33.5	22	57
10.	network.applytoeducation.com	73	6.9	7	4
11.	wowjobs.ca	69	15.6	16	57
12.	jobillico.com	66	11.9	8	18
13.	simplyhired.ca	50	15.0	15	31
14.	kijiji.ca	49	15.0	15	29
15.	canadacareer.ca	34	30.6	32	22
16.	emploisfp-psjobs.cfp-psc.gc.ca	9	39.7	15	8
17.	gojobs.gov.on.ca	9	17.2	17	6
18.	careerbuilder.ca	5	16.5	17	4