

JOB DEMAND REPORT

SEPTEMBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
3,290	2,049	979	26

OF DAYS POSTED

AVERAGE	MEDIAN
18.8	21

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.

Canada

EMPLOYMENT
ONTARIO

EMPLOI
ONTARIO

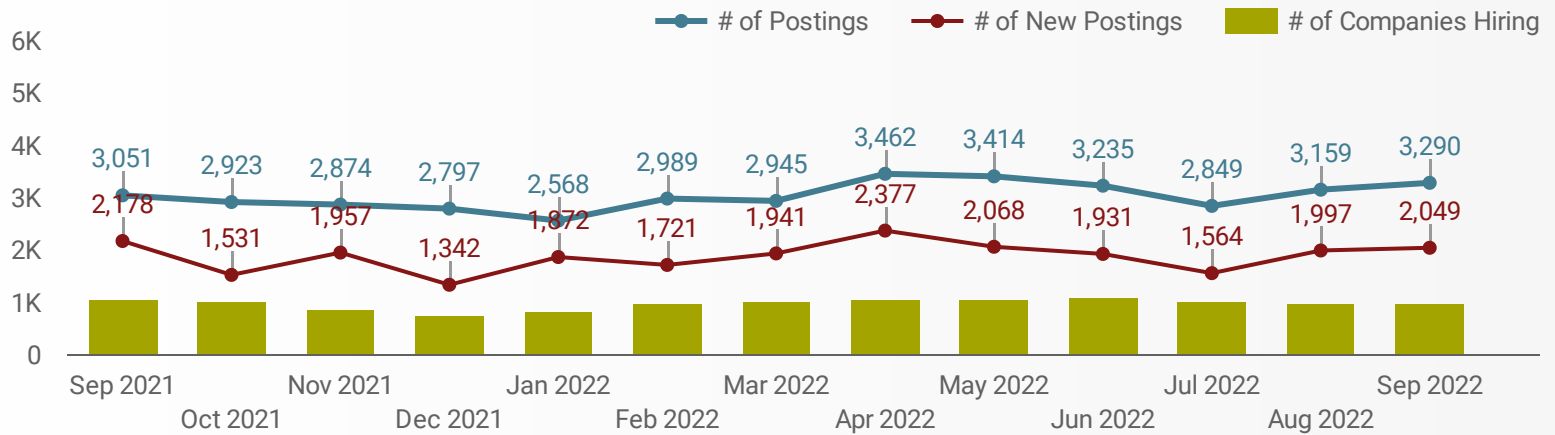
Ontario

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JOB POSTINGS BY MONTH

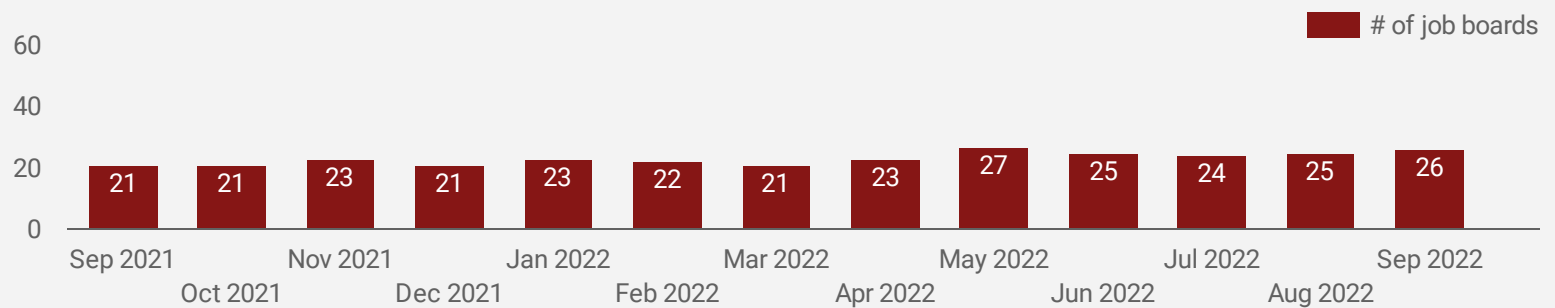
How many job postings were active for at least 1 day this month?



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

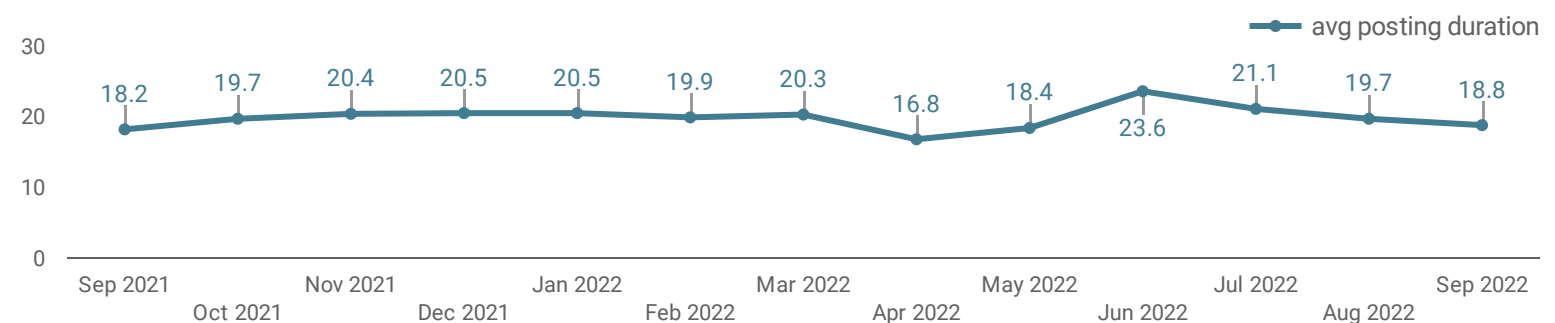
NUMBER OF ACTIVE JOB BOARDS

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?



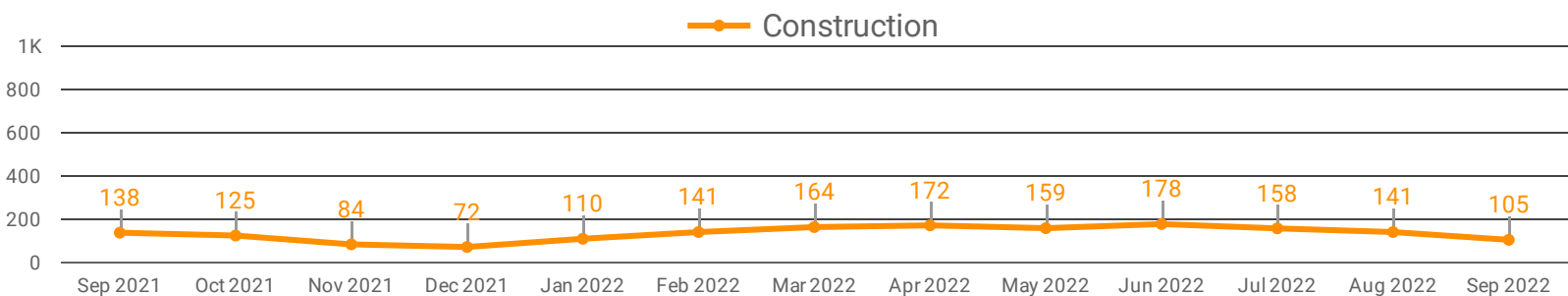
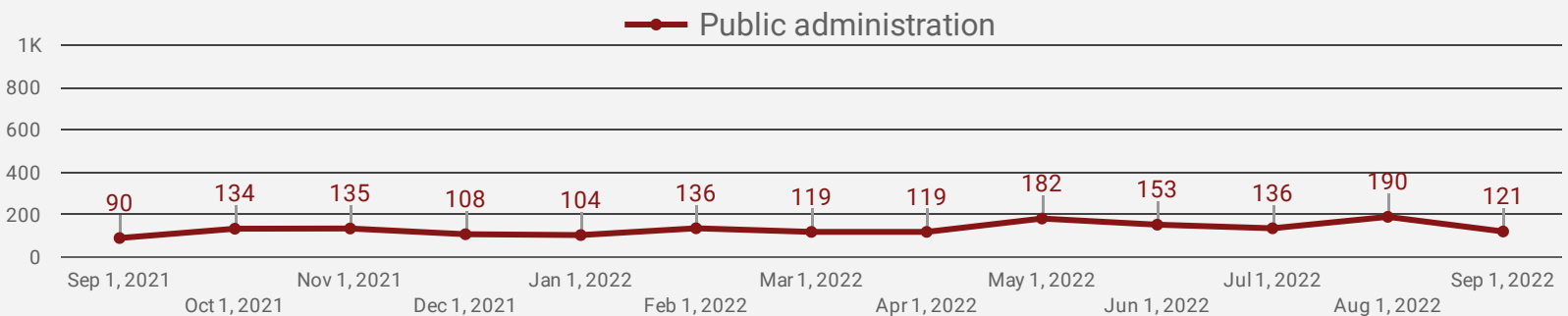
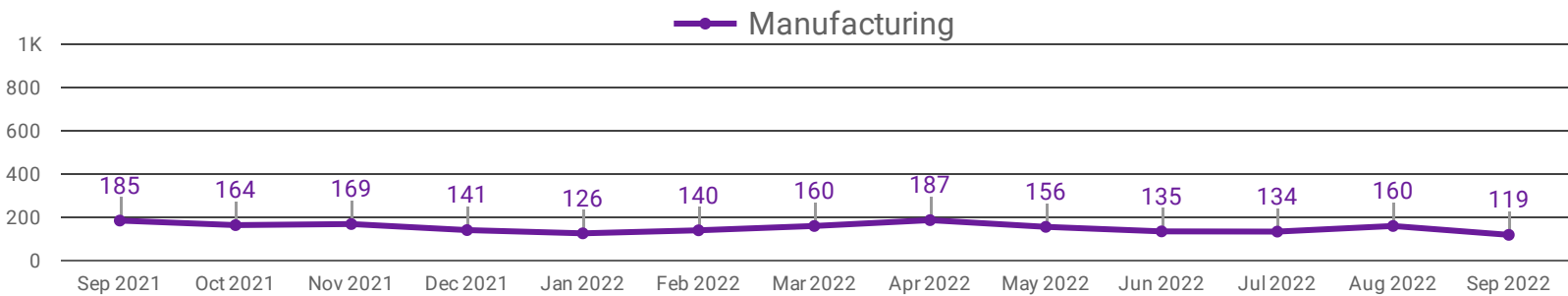
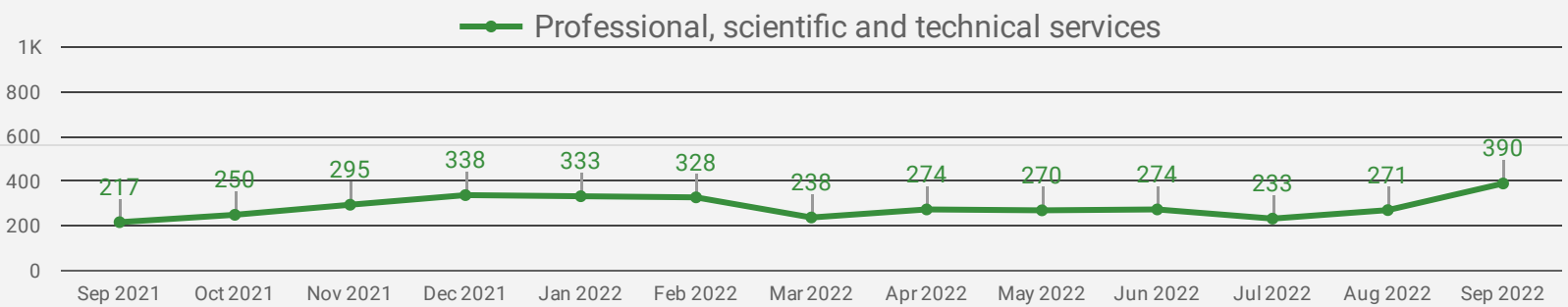
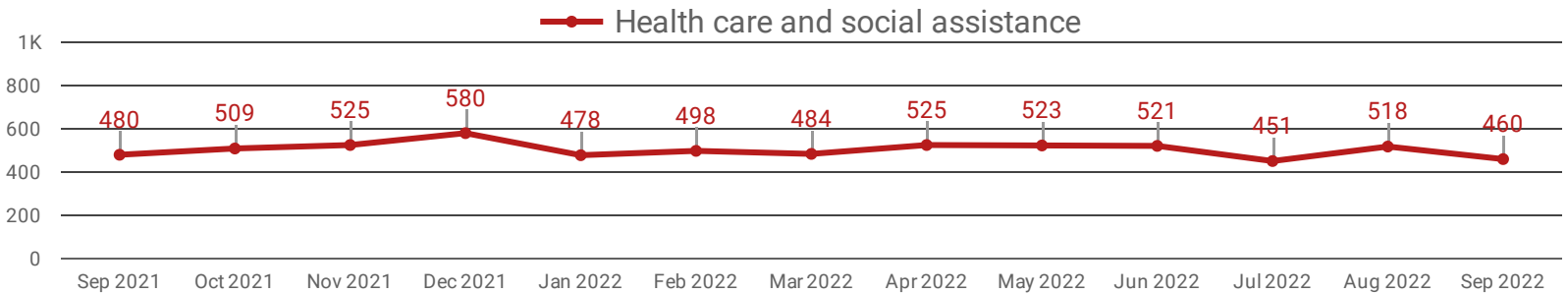
POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



DEMAND BY KEY SECTOR

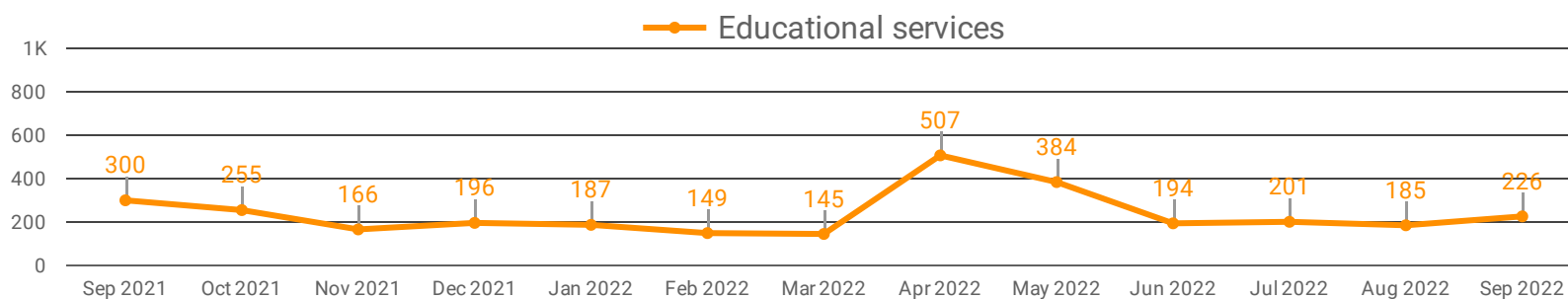
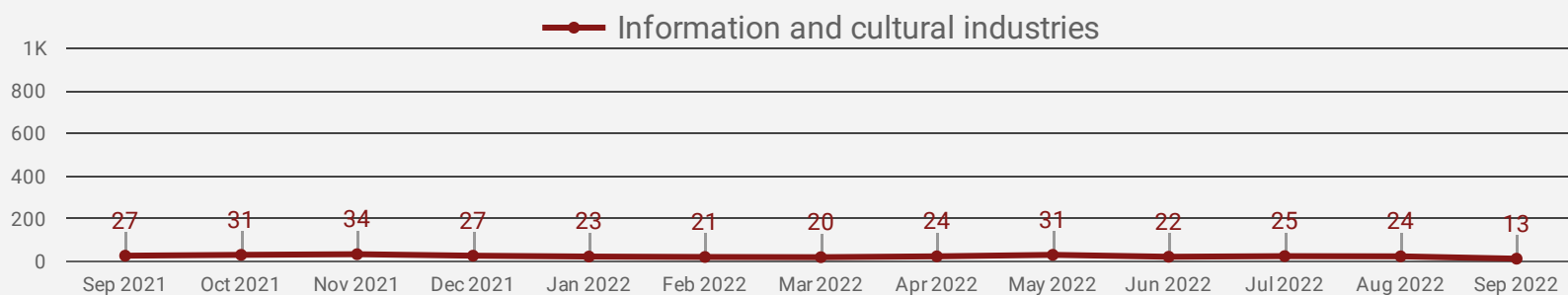
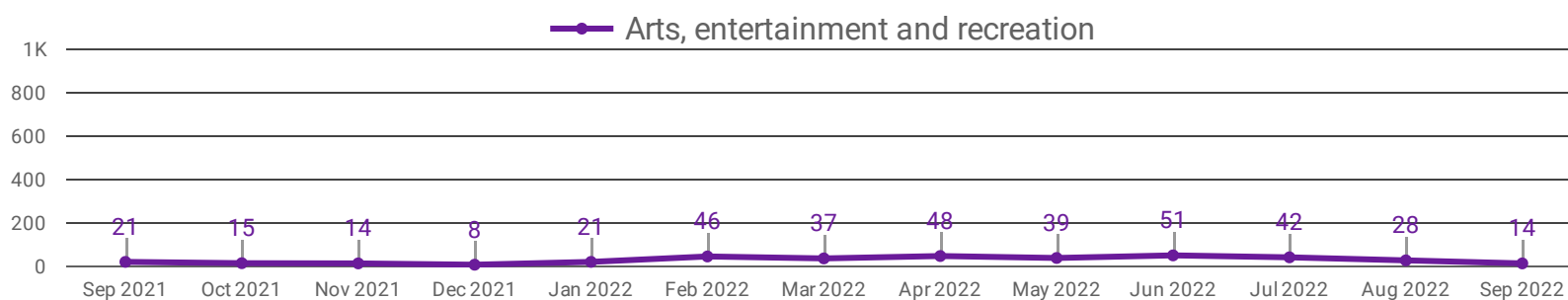
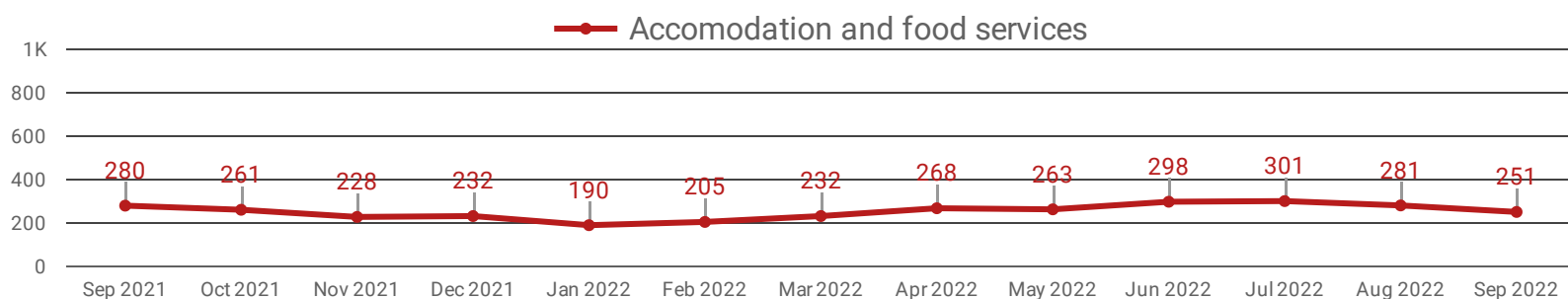
How many job postings were active for at least 1 day this month by sector?



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

DEMAND BY IMPACTED SECTOR

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



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

JOB POSTINGS BY MUNICIPALITY

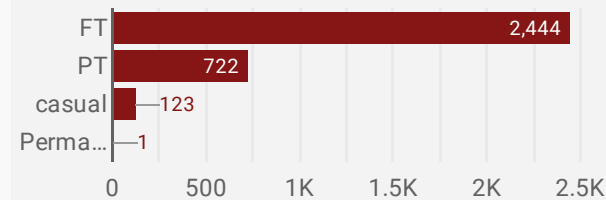
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	743	18.2	15
2.	Carleton Place	420	17.1	21
3.	Smiths Falls	345	19.2	21
4.	Arnprior	340	20.9	14
5.	Perth	318	18.4	21
6.	Laurentian Hills	293	20.1	21
7.	Renfrew	262	22.3	18
8.	Petawawa	204	15.7	14
9.	Mississippi Mills	131	16.7	21
10.	Deep River	56	21.5	21
11.	Lanark Highlands	33	20.1	21

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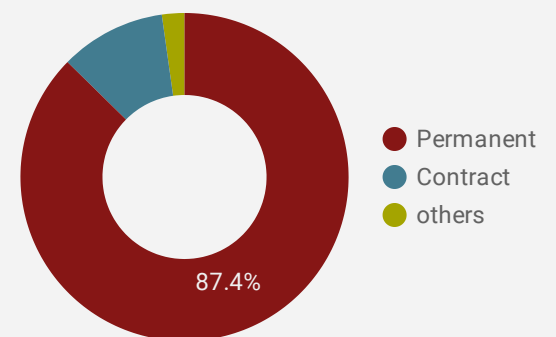
JOB TYPE

Full-time vs Part-time



JOB DURATION

Permanency of jobs posted



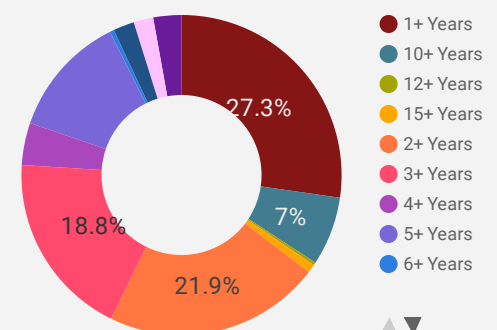
JOB POSTINGS BY COUNTY/CITY/TOWN

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	1,240	20.0	21
2.	Lanark County	941	17.9	21
3.	Pembroke	743	18.2	15
4.	Smiths Falls	345	19.2	21

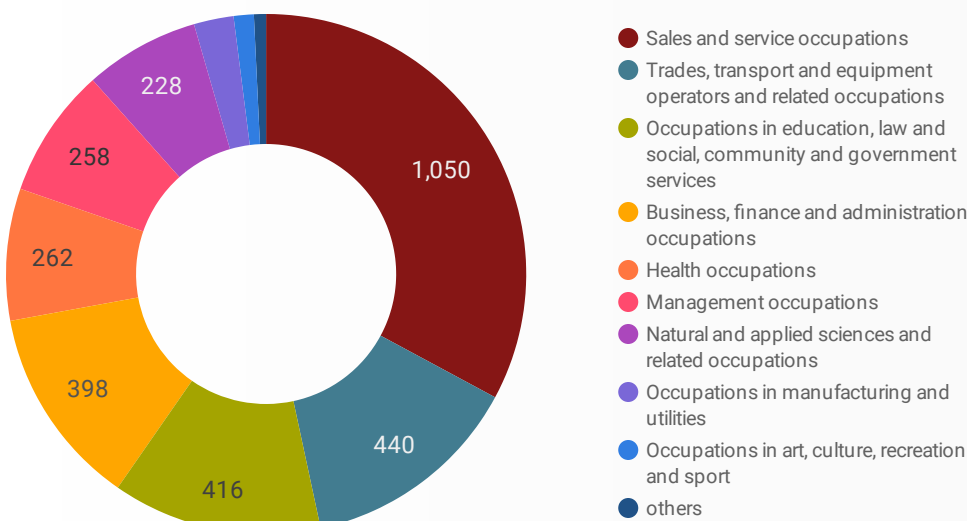
JOB EXPERIENCE

Job Postings by Experience Level Required



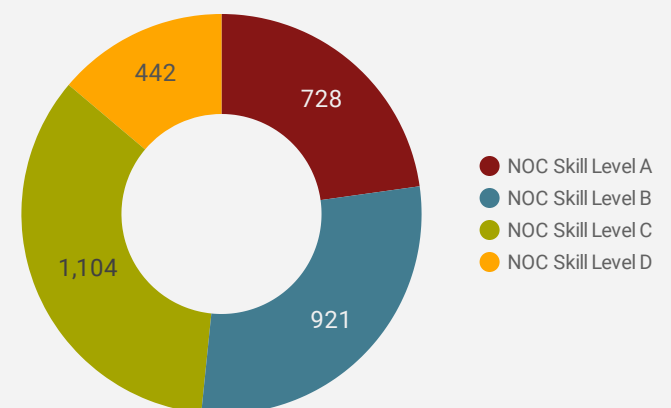
JOB POSTINGS BY JOB CATEGORY

What broad occupational category is being recruited?



JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



Skill Level A = Usually University education | Skill Level B = Usually College education or Apprenticeship training | Skill Level C = Usually Secondary education or occupation-specific training | Skill Level D = Usually on-the-job training

TOP HIRING EMPLOYERS & AGENCIES

Who is hiring?

	COMPANY	MUNICIPALITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Canadian Nuclear Laboratories (CNL)	Laurentian Hills	250	22.7	21
2.	Canadian Forces Morale & Welfare Services (CFMWS)	Petawawa	42	14.8	14
3.	Your Independent Grocer	Carleton Place	37	14.8	21
4.	Canopy Growth Corporation	Smiths Falls	26	11.2	10
5.	Upper Canada District School Board	Carleton Place	25	5.9	6
6.	Chartwell Retirement Residences	Pembroke	23	15.7	21
7.	Marianhill Inc.	Pembroke	21	55.6	64
8.	Upper Canada District School Board	Smiths Falls	20	5.6	6
9.	Colas	Arnprior	19	14.6	14
10.	Pembroke Regional Hospital (PRH)	Pembroke	19	20.5	21
11.	Renfrew County District School Board	Pembroke	18	8.0	6
12.	Pillar5 Pharma Inc.	Arnprior	18	21.0	21
13.	Arnprior Regional Health	Arnprior	18	21.0	21
14.	Staples, Pembroke	Pembroke	18	17.1	14
15.	Perth and Smiths Falls District Hospital, Smiths Falls	Smiths Falls	17	21.0	21
16.	Metro Inc.	Arnprior	16	10.0	9
17.	Pembroke Mall	Pembroke	16	14.5	18
18.	Sienna Senior Living Inc.	Arnprior	16	13.3	12
19.	Roseburg Forest Products Co.	Pembroke	16	19.6	14
20.	Upper Canada District School Board	Perth	15	5.9	6
21.	Metro Inc.	Pembroke	15	12.3	12
22.	V!VA Retirement Communities	Carleton Place	14	21.5	22
23.	Adzuna	Pembroke	14	null	null
24.	Bj's Wholesale Club, Inc.	Pembroke	14	11.9	14
25.	Government Of Canada	Petawawa	14	9.5	9
26.	Walmart Canada	Pembroke	14	10.2	9
27.	Revera Inc.	Arnprior	13	13.3	9
28.	Upper Canada District School Board	Mississippi Mills	12	6.0	7
29.	Renfrew County Catholic District School Board	Pembroke	12	11.6	14
30.	Recipe Unlimited Corporation	Petawawa	12	14.8	15
31.	Walmart Canada	Carleton Place	12	11.7	9

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

36

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Pharmacy Manager	Randstad Canada	Pembroke	65
2.	Operations Vice-president - Financial, Communications And Other Business Services	Holiday Inn Express Pembroke	Pembroke	63
3.	Social Worker	GoServeCare	Petawawa	60
4.	Operations Vice-president - Financial, Communications and Other Business Services - Holiday Inn Express Pembroke	Holiday Inn Pembroke	Pembroke	58.25
5.	Registered Nurse	Marianhill Inc.	Pembroke	53.88
6.	Registered Nurse For The Regional Assault Care Program	Renfrew Victoria Hospital (RVH)	Renfrew	49.02
7.	Geriatric Assessor In Primary Care	Renfrew Victoria Hospital (RVH)	Renfrew	49.02
8.	Tile Installer	EDV Flooring Inc.	Carleton Place	45
9.	Millwright	Kingston Millwrights Local Union 1410	Pembroke	44
10.	Physiotherapist	P. Bhatt Physiotherapy Professional Corporation	Smiths Falls	41
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TOP SALARIES IN JOB POSTINGS

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

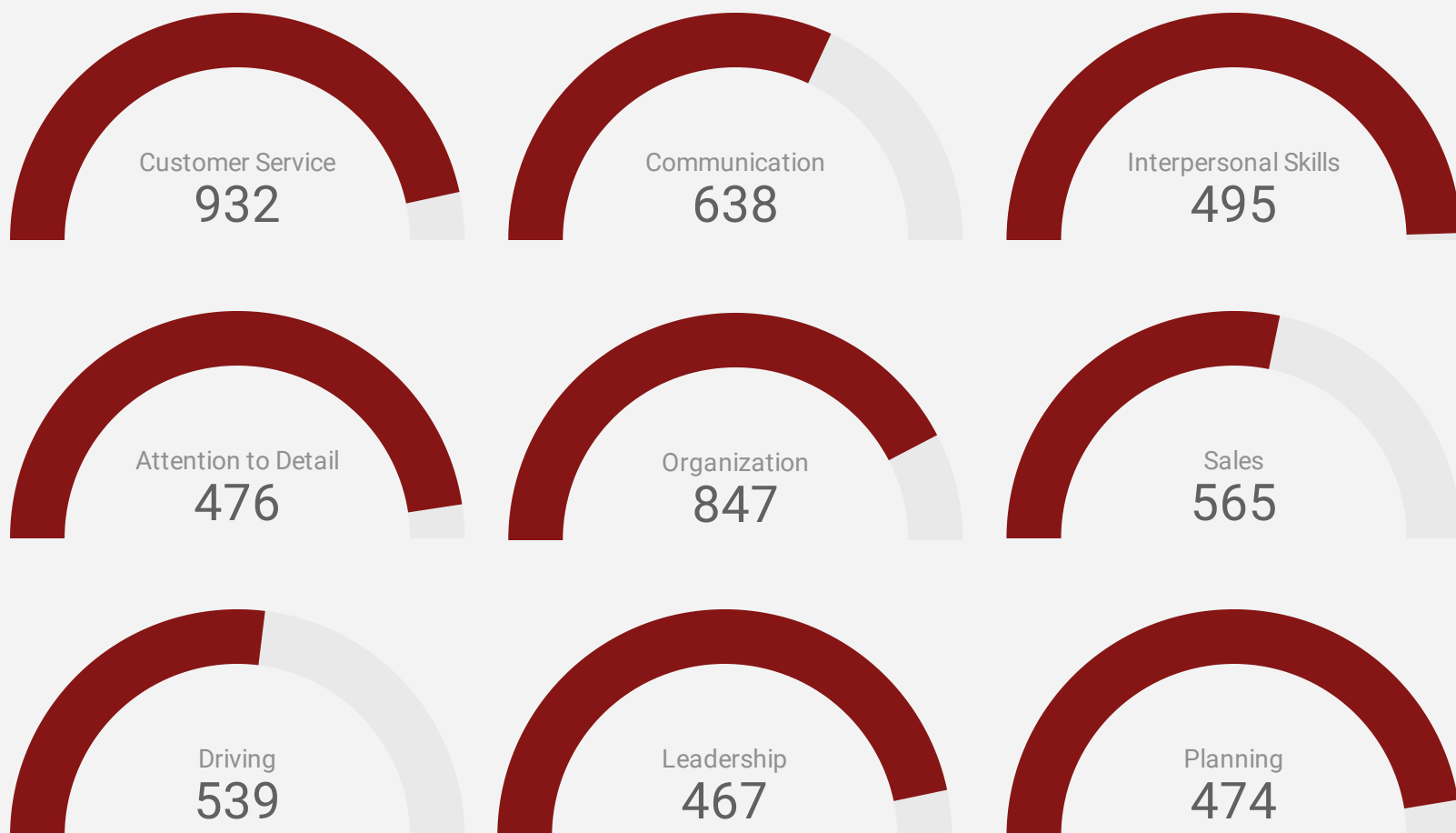
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Chair - Business, Technology & Outdoor Training (pembroke Campus)	Algonquin College	Pembroke	139,013
2.	General Manager	Sport Systems Canada Inc.	Mississippi Mills	130,000
3.	Gestionnaire Régional : Région Centrale	Canadian Forces Morale & Welfare Services (CFMWS)	Petawawa	122,420
4.	Manager, Branch Services	Ministry of Labour, Immigration, Training and Skills Development	Pembroke	117,015
5.	Agent, Real Estate	Synicky & Associates	Carleton Place	115,000
6.	It Systems Analyst (erp Specialist)	Magellan Aerospace	Renfrew	110,000
7.	Train Conductor - Smith Falls, On	Canadian Pacific Railway Limited	Smiths Falls	107,000
8.	Treasurer-deputy Clerk	Township of Admaston Bromley	Renfrew	100,000
9.	Automotive Sales Consultant	Jimmy Lapointe's Auto Group - JLAG	Pembroke	100,000
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,290

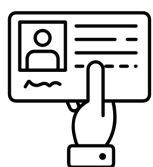


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,290



Driver's License

92



First Aid

172



Regular Access to a Vehicle

124



Criminal Record Check

259



Microsoft Office

184



Food Safety

69

JOB POSTINGS BY 4-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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	227	16.1	14
2.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	116	20.0	21
3.	4032	Elementary school and kindergarten teachers	NOC Skill Level A	105	7.1	6
4.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	97	19.8	21
5.	0621	Retail and wholesale trade managers	NOC Skill Level A	79	17.0	14
6.	6552	Other customer and information services representatives	NOC Skill Level C	79	15.3	14
7.	6322	Cooks	NOC Skill Level B	71	26.6	21
8.	7514	Delivery and courier service drivers	NOC Skill Level C	62	18.7	16
9.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	55	16.6	15
10.	7511	Transport truck drivers	NOC Skill Level C	55	16.5	14
11.	1114	Other financial officers	NOC Skill Level A	49	16.0	14
12.	6731	Light duty cleaners	NOC Skill Level D	47	23.2	21
13.	6513	Food and beverage servers	NOC Skill Level C	47	19.0	21
14.	6611	Cashiers	NOC Skill Level D	45	15.1	15
15.	7452	Material handlers	NOC Skill Level C	44	21.8	21
16.	4212	Social and community service workers	NOC Skill Level B	43	22.9	21
17.	6211	Retail sales supervisors	NOC Skill Level B	40	20.6	14
18.	1522	Storekeepers and partspersons	NOC Skill Level C	39	18.8	21
19.	7611	Construction trades helpers and labourers	NOC Skill Level D	39	20.9	21
20.	6311	Food service supervisors	NOC Skill Level B	39	36.9	21
21.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	35	14.8	14
22.	4216	Other instructors	NOC Skill Level B	33	13.0	4
23.	2232	Mechanical engineering technologists and technicians	NOC Skill Level B	33	18.4	21
24.	6222	Retail and wholesale buyers	NOC Skill Level B	32	15.8	14
25.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	32	14.0	13
26.	1411	General office support workers	NOC Skill Level C	31	15.6	13
27.	7271	Carpenters	NOC Skill Level B	30	28.1	21
28.	4214	Early childhood educators and assistants	NOC Skill Level B	29	16.5	14
29.	1241	Administrative assistants	NOC Skill Level B	28	19.7	21
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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	227	16.1	14
2.	441	Home care providers and educational support occupations	NOC Skill Level C	130	17.7	14
3.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	128	7.0	6
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	126	17.6	15
5.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	116	20.0	21
6.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	107	18.5	14
7.	673	Cleaners	NOC Skill Level D	98	18.9	21
8.	655	Customer and information services representatives	NOC Skill Level C	97	15.2	14
9.	062	Retail and wholesale trade managers	NOC Skill Level A	79	17.0	14
10.	632	Chefs and cooks	NOC Skill Level B	75	27.4	21
11.	111	Auditors, accountants and investment professionals	NOC Skill Level A	73	20.6	14
12.	662	Other sales support and related occupations	NOC Skill Level D	70	17.1	14.5
13.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	61	21.7	21
14.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	60	17.1	21
15.	651	Occupations in food and beverage service	NOC Skill Level C	57	20.6	21
16.	761	Trades helpers and labourers	NOC Skill Level D	55	20.0	21
17.	141	General office workers	NOC Skill Level C	54	16.8	14.5
18.	223	Technical occupations in civil, mechanical and industrial engineering	NOC Skill Level B	49	19.8	21
19.	341	Assisting occupations in support of health services	NOC Skill Level C	47	17.8	21
20.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	46	15.1	19
21.	661	Cashiers	NOC Skill Level D	45	15.1	15
22.	745	Longshore workers and material handlers	NOC Skill Level C	44	21.8	21
23.	323	Other technical occupations in health care	NOC Skill Level B	44	28.4	21
24.	631	Service supervisors	NOC Skill Level B	43	35.2	21
25.	151	Mail and message distribution occupations	NOC Skill Level C	41	20.1	21
26.	621	Retail sales supervisors	NOC Skill Level B	40	20.6	14
27.	122	Administrative and regulatory occupations	NOC Skill Level B	38	26.0	21
28.	213	Civil, mechanical, electrical and chemical engineers	NOC Skill Level A	38	25.4	21

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	241	16.2	14
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	226	19.4	21
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	202	17.5	21
4.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	164	17.9	15
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	161	26.8	21
6.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	133	21.9	21
7.	40	Professional occupations in education services	NOC Skill Level A	131	7.3	6
8.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	131	17.7	14
9.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	115	18.2	21
10.	66	Sales support occupations	NOC Skill Level D	115	16.4	15
11.	14	Office support occupations	NOC Skill Level C	108	16.6	18.5
12.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	107	18.5	14
13.	32	Technical occupations in health	NOC Skill Level B	106	24.9	21
14.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	105	19.7	15
15.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	101	18.4	21
16.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	95	19.6	21
17.	11	Professional occupations in business and finance	NOC Skill Level A	90	20.6	15
18.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	88	22.1	21
19.	72	Industrial, electrical and construction trades	NOC Skill Level B	88	25.8	21
20.	31	Professional occupations in health (except nursing)	NOC Skill Level A	71	17.0	14
21.	73	Maintenance and equipment operation trades	NOC Skill Level B	68	19.8	21
22.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	60	19.9	21
23.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	60	21.7	21
24.	34	Assisting occupations in support of health services	NOC Skill Level C	47	17.8	21
25.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	45	17.7	21
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	40	14.6	14
27.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	38	17.2	21
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
262

NEW POSTINGS
0

COMPANIES
149

LANGUAGES
6

OF DAYS POSTED

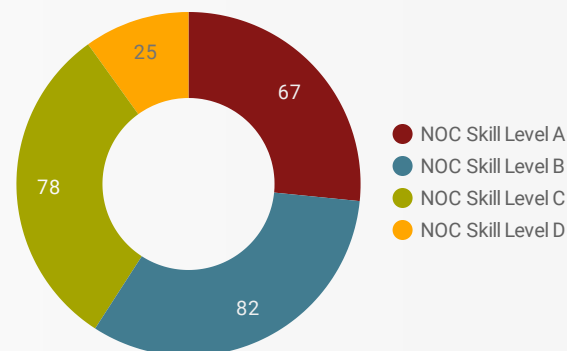
AVERAGE
19.8

MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

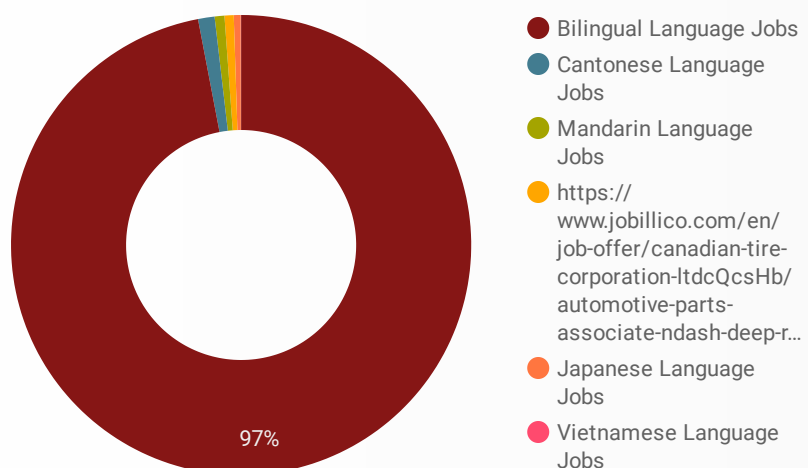
- 67** Skill Level A - Management/ Professional Occupations usually requiring University
- 82** Skill Level B - Usually college education or apprenticeship training
- 78** Skill Level C - Usually secondary education or occupation-specific training
- 25** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...
Cantonese La...			4	
Vietnamese L...		2		
Japanese La...			1	
https://www.j...			1	
Mandarin Lan...	1			

LANGUAGE SKILLS BREAKDOWN

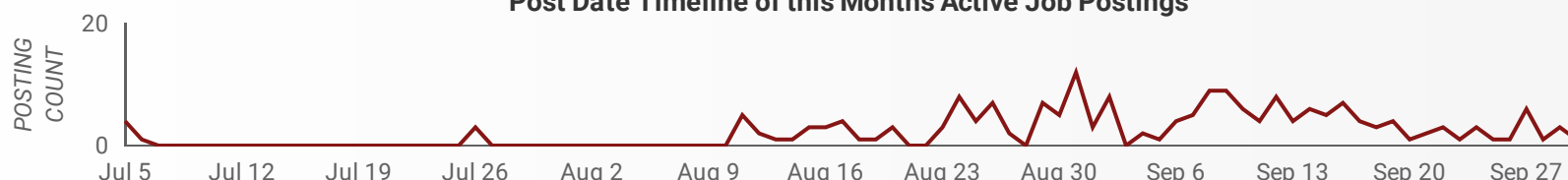
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	253
2. Cantonese Language Jobs	4
3. Vietnamese Language Jobs	2
4. Mandarin Language Jobs	1
5. https://www.jobillico.com/...	1

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

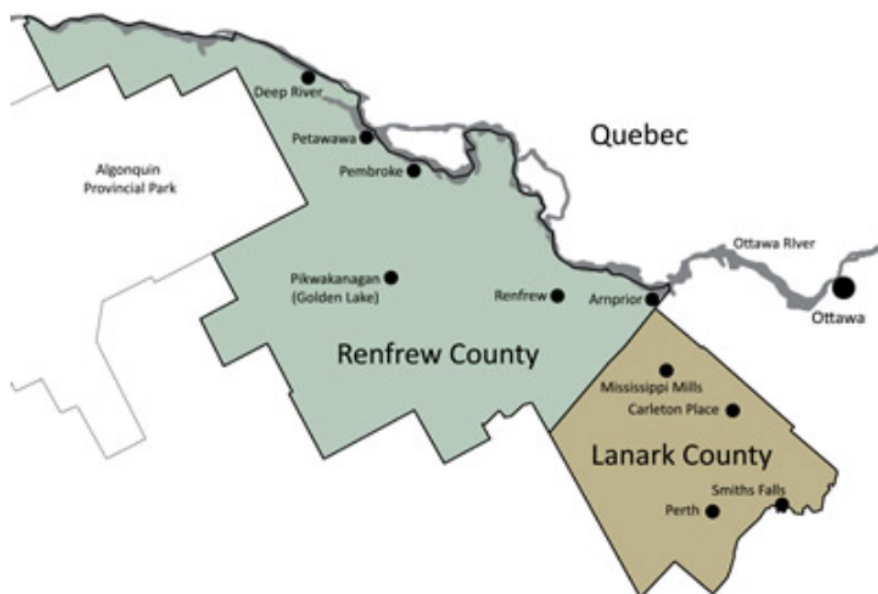
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Cantones...	Vietname...	Japanese...	https://w...	Mandarin...	Grand total
Business, finance and administration occu...	41						41
Health occupations	30						30
Management occupations	17						17
Natural and applied sciences and related o...	6						6
Natural resources, agriculture and related ...	1						1
Occupations in art, culture, recreation and ...	11						11
Occupations in education, law and social, ...	50					1	51
Occupations in manufacturing and utilities	4						4
Other labourers in processing, manufactur...					1		1
Sales and service occupations	53	4	2	1			60
Grand total	243	4	2	1	1	1	252

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	74	25.6	21
2.	Petawawa	34	13.3	12.5
3.	Carleton Place	32	17.5	21
4.	Renfrew	25	21.2	21
5.	Perth	24	19.1	21
6.	Smiths Falls	22	18.5	21
7.	Arnprior	20	17.1	21
8.	Mississippi Mills	15	15.5	17.5
9.	Beckwith	4	21.0	21
10.	Greater Madawaska	2	21.0	21
11.	Laurentian Hills	2	21.0	21
12.	Lanark Highlands	2	72.0	72
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	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Renfrew County	88	16.4	14
2.	Lanark County	77	18.5	21
3.	Pembroke	74	25.6	21
4.	Smiths Falls	22	18.5	21

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Elementary school and kindergarten teachers	12
2. Program leaders and instructors in recreati...	11
3. Early childhood educators and assistants	10
4. Social and community service workers	10
5. Letter carriers	10
6. Other customer and information services re...	10
7. Physiotherapists	9
8. Home support workers, housekeepers and r...	8
9. Retail salespersons	8
10. Cooks	8
11. Food counter attendants, kitchen helpers an...	7
12. Social workers	6
13. Administrative assistants	5
14. Receptionists	5
15. Administrative officers	5
16. Registered nurses and registered psychiatri...	5
17. Managers in health care	4
18. Other assisting occupations in support of h...	4
19. Food and beverage servers	4
20. Motor vehicle body repairers	4
21. Occupational therapists	4
22. Light duty cleaners	4
23. Senior managers - health, education, social ...	3
24. Hotel front desk clerks	3
25. Heavy equipment operators (except crane)	3
26. Executive assistants	3
27. Nurse aides, orderlies and patient service a...	3
28. General office support workers	3
29. Medical administrative assistants	3
30. Bricklayers	2
31. Licensed practical nurses	2
32. Information systems analysts and consulta...	2

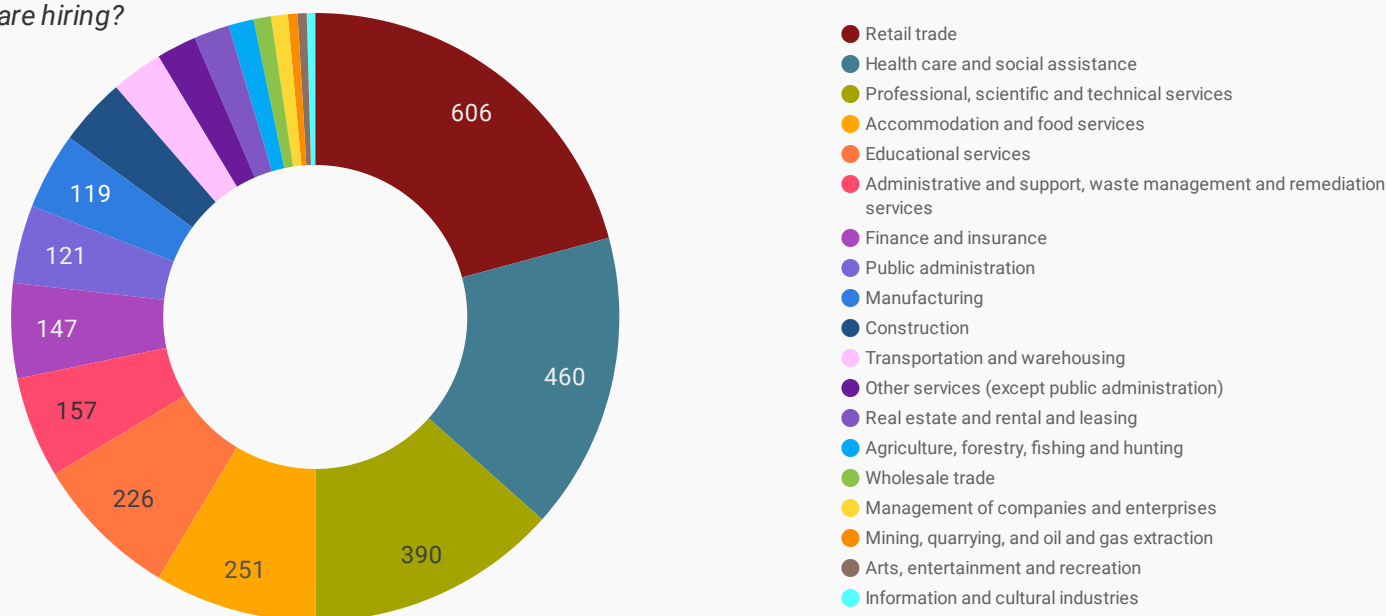
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Marianhill Inc.	16
2. Upper Canada District School Board	12
3. Canadian Forces Morale & Welfare Services (CFMWS)	11
4. Home and Community Care Support Services Champlain	10
5. Government Of Canada	7
6. Liquor Control Board of Ontario / LCBO	5
7. Home and Community Care Support Services	5
8. Conseil des Ã©coles catholiques du Centre-Est / CECCE	5
9. Symphony Senior Living Orleans	4
10. Canada Post Corp	4
11. Carefor Health and Community Services	4
12. Renfrew County Catholic District School Board	4
13. Perth and Smiths Falls District Hospital, Smiths Falls	4
14. Renfrew County District School Board	4
15. The cupboard	3
16. Family & Children's Services of Lanark, Leeds & Grenville	3
17. The Source (Bell) Electronics Inc.	3
18. Cubic Corporation	3
19. Community Living Upper Ottawa Valley	3
20. Family and Children's Services of County of Renfrew	3
21. Home and Community Care Support Services (South East)	3
22. Pembroke Regional Hospital (PRH)	2
23. Canada Post - Postes Canada	2
24. Community Living Renfrew County South	2
25. R.G. T. Clouthier Construction Ltd.	2
26. Bernadette McCann House	2
27. Rural FASD Support Network of Eastern Ontario	2

TOP HIRING SECTORS BY 2-DIGIT NAICS CODE

What sectors are hiring?



	2-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Retail trade	44-45	606	16.1	14
2.	Health care and social assistance	62	460	21.8	21
3.	Professional, scientific and technical services	54	390	23.2	21
4.	Accommodation and food services	72	251	25.0	21
5.	Educational services	61	226	8.3	6
6.	Administrative and support, waste management and remediation services	56	157	20.1	19
7.	Finance and insurance	52	147	18.0	20
8.	Public administration	91	121	14.7	14
9.	Manufacturing	31-33	119	21.9	21
10.	Construction	23	105	26.9	21
11.	Transportation and warehousing	48-49	80	19.2	21
12.	Other services (except public administration)	81	62	27.4	21
13.	Real estate and rental and leasing	53	55	18.8	21
14.	Agriculture, forestry, fishing and hunting	11	39	15.2	14
15.	Wholesale trade	41	27	16.1	14
16.	Management of companies and enterprises	55	26	24.8	21
17.	Mining, quarrying, and oil and gas extraction	21	15	19.8	21
18.	Arts, entertainment and recreation	71	14	38.8	21
19.	Information and cultural industries	51	13	15.5	14

NOTE: NAICS code 56 includes Employment Agencies. Manufacturing includes codes 31-33, Retail Trade includes codes 44-45 and Transportation and Warehousing includes codes 48-49.

TOP HIRING SECTORS BY 3-DIGIT NAICS CODE

What sectors are hiring?

	3-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Professional, scientific and technical services	541	390	23.2	21
2.	Educational services	611	226	8.3	6
3.	Food services and drinking places	722	218	24.8	21
4.	Nursing and residential care facilities	623	188	21.5	21
5.	Food and beverage stores	445	163	15.9	14
6.	Administrative and support services	561	143	20.2	18.5
7.	Ambulatory health care services	621	129	23.1	21
8.	General merchandise stores	452	125	14.3	14
9.	Miscellaneous store retailers	453	93	17.2	21
10.	Monetary authorities - central bank	521	89	16.4	17
11.	Federal government public administration	911	77	12.5	11
12.	Hospitals	622	75	19.7	21
13.	Health and personal care stores	446	70	17.6	15
14.	Social assistance	624	68	22.4	21
15.	Motor vehicle and parts dealers	441	63	16.3	21
16.	Building material and garden equipment and supplies dealers	444	50	17.8	21
17.	Specialty trade contractors	238	45	28.5	21
18.	Real estate	531	44	16.8	14.5
19.	Postal service	491	40	20.4	21
20.	Local, municipal and regional public administration	913	39	18.5	21
21.	Construction of buildings	236	38	28.4	21
22.	Crop production	111	33	12.4	10
23.	Accommodation services	721	33	26.0	21
24.	Insurance carriers and related activities	524	31	25.5	21
25.	Religious, grant-making, civic, and professional and similar organizations	813	29	26.3	21
26.	Management of companies and enterprises	551	26	24.8	21
27.	Wood product manufacturing	321	24	27.1	14.5
28.	Chemical manufacturing	325	23	20.6	21
29.	Heavy and civil engineering construction	237	22	17.7	18.5
30.	Credit intermediation and related activities	522	19	15.9	21
31.	Personal and laundry services	812	18	28.4	21

TOP HIRING SECTORS BY 4-DIGIT NAICS CODE

What sectors are hiring?

	4-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Architectural, engineering and related services	5413	283	21.6	21
2.	Full-service restaurants and limited-service eating places	7225	208	24.8	21
3.	Elementary and secondary schools	6111	201	7.4	6
4.	Community care facilities for the elderly	6233	122	23.9	21
5.	Grocery stores	4451	118	16.3	14
6.	Employment services	5613	94	23.0	21
7.	Monetary authorities - central bank	5211	89	16.4	17
8.	Department stores	4521	81	12.7	14
9.	General medical and surgical hospitals	6221	75	19.7	21
10.	Health and personal care stores	4461	70	17.6	15
11.	Other federal government public administration	9119	66	12.4	10
12.	Other residential care facilities	6239	62	16.8	21
13.	Home health care services	6216	60	20.2	14
14.	Other miscellaneous store retailers	4539	56	16.1	21
15.	Building material and supplies dealers	4441	50	17.8	21
16.	Other general merchandise stores	4529	44	18.5	15
17.	Individual and family services	6241	44	22.2	21
18.	Postal service	4911	40	20.4	21
19.	Other local, municipal and regional public administration	9139	39	18.5	21
20.	Traveller accommodation	7211	33	26.0	21
21.	Management, scientific and technical consulting services	5416	32	15.5	14
22.	Automotive parts, accessories and tire stores	4413	31	13.7	14
23.	Specialty food stores	4452	31	15.6	11
24.	Advertising, public relations, and related services	5418	30	17.1	19
25.	Automobile dealers	4411	29	20.4	21
26.	Accounting, tax preparation, bookkeeping and payroll services	5412	28	31.9	21
27.	Management of companies and enterprises	5511	26	24.8	21
28.	Greenhouse, nursery and floriculture production	1114	26	11.2	10
29.	Lessors of real estate	5311	25	18.2	21
30.	Services to buildings and dwellings	5617	24	22.8	21
31.	Office supplies, stationery and gift stores	4532	24	19.0	17.5

TOP HIRING SECTORS BY 5-DIGIT NAICS CODE

What sectors are hiring?

	5-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Testing laboratories	54138	260	22.6	21
2.	Full-service restaurants and limited-service eating places	72251	208	24.8	21
3.	Elementary and secondary schools	61111	201	7.4	6
4.	Community care facilities for the elderly	62331	122	23.9	21
5.	Supermarkets and other grocery (except convenience) stores	44511	107	14.8	14
6.	Employment placement agencies and executive search services	56131	93	23.0	21
7.	Monetary authorities - central bank	52111	89	16.4	17
8.	Department stores	45211	81	12.7	14
9.	General medical and surgical hospitals	62211	75	19.7	21
10.	Pharmacies and drug stores	44611	68	17.8	15
11.	Other federal government public administration	91191	66	12.4	10
12.	Other residential care facilities	62399	62	16.8	21
13.	Home health care services	62161	60	20.2	14
14.	Hardware stores	44413	44	17.7	21
15.	Postal service	49111	40	20.4	21
16.	Other local, municipal and regional public administration	91391	39	18.5	21
17.	Pet and pet supplies stores	45391	34	15.0	21
18.	Hotels (except casino hotels) and motels	72111	31	21.4	21
19.	Other specialty food stores	44529	31	15.6	11
20.	All other general merchandise stores	45299	30	23.4	18.5
21.	Automotive parts and accessories stores	44131	29	12.9	14
22.	Accounting, tax preparation, bookkeeping and payroll services	54121	28	31.9	21
23.	New car dealers	44111	27	20.3	21
24.	Food crops grown under cover	11141	26	11.2	10
25.	Management of companies and enterprises	55111	26	24.8	21
26.	Management consulting services	54161	25	16.3	14
27.	Office supplies and stationery stores	45321	24	19.0	17.5
28.	Medical and diagnostic laboratories	62151	23	15.7	14
29.	Services for the elderly and persons with disabilities	62412	23	16.6	21
30.	Insurance agencies and brokerages	52421	22	23.1	21
31.	All other miscellaneous store retailers	45399	22	18.1	21

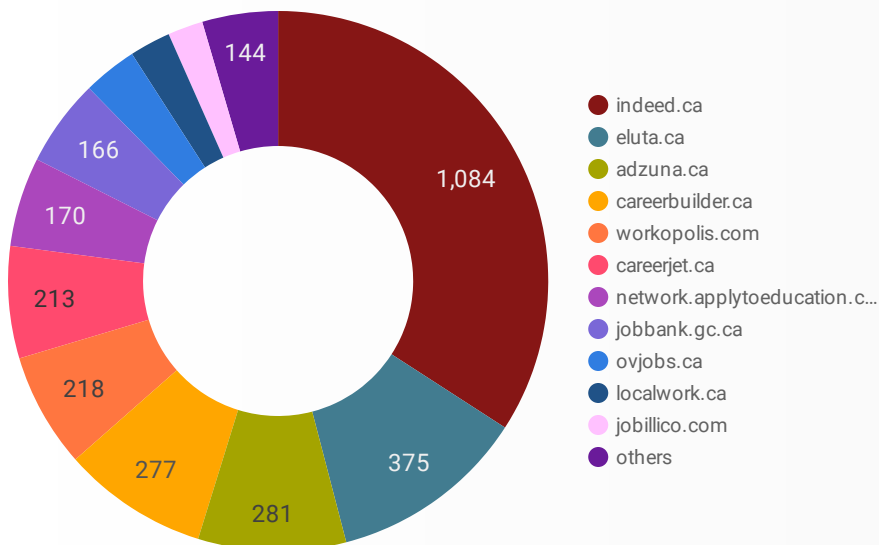
TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

What sectors are hiring?

	NAICS Label	NAICS CODE	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Testing laboratories	541380	260	22.6	21
2.	Elementary and secondary schools	611110	201	7.4	6
3.	Community care facilities for the elderly	623310	122	23.9	21
4.	Limited-service eating places	722512	117	27.9	21
5.	Supermarkets and other grocery (except convenience) stores	445110	107	14.8	14
6.	Employment placement agencies and executive search services	561310	93	23.0	21
7.	Full-service restaurants	722511	91	21.4	16
8.	Monetary authorities - central bank	521110	89	16.4	17
9.	Department stores	452110	81	12.7	14
10.	General (except paediatric) hospitals	622111	74	19.6	21
11.	Pharmacies and drug stores	446110	68	17.8	15
12.	Other federal government public administration	911910	66	12.4	10
13.	All other residential care facilities	623999	62	16.8	21
14.	Home health care services	621610	60	20.2	14
15.	Hardware stores	444130	44	17.7	21
16.	Postal service	491110	40	20.4	21
17.	Other local, municipal and regional public administration	913910	39	18.5	21
18.	Pet and pet supplies stores	453910	34	15.0	21
19.	All other specialty food stores	445299	31	15.6	11
20.	All other miscellaneous general merchandise stores	452999	30	23.4	18.5
21.	Hotels	721111	29	21.5	21
22.	Automotive parts and accessories stores	441310	29	12.9	14
23.	New car dealers	441110	27	20.3	21
24.	Mushroom production	111412	26	11.2	10
25.	Offices of accountants	541212	26	31.9	21
26.	Office supplies and stationery stores	453210	24	19.0	17.5
27.	Services for the elderly and persons with disabilities	624120	23	16.6	21
28.	Medical and diagnostic laboratories	621510	23	15.7	14
29.	Insurance agencies and brokerages	524210	22	23.1	21
30.	All other services related to advertising	541899	20	19.2	21
31.	Community health centres	621494	19	19.5	21

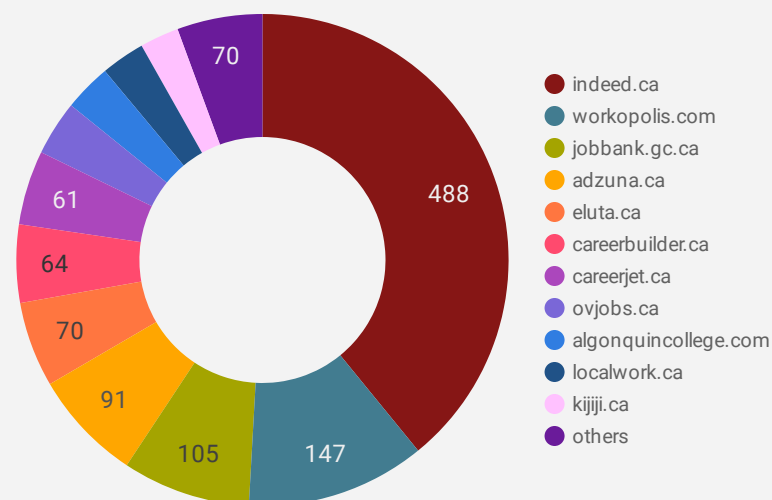
JOB POSTINGS BY JOB BOARD

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	1,084	20.8	21	488
2.	eluta.ca	375	20.7	21	70
3.	adzuna.ca	281	13.9	14	91
4.	careerbuilder.ca	277	7.8	8	64
5.	workopolis.com	218	14.0	14	147
6.	careerjet.ca	213	19.8	22	61
7.	network.applytoeducation.com	170	6.0	6	5
8.	jobbank.gc.ca	166	29.8	17	105
9.	ovjobs.ca	103	37.2	23	45
10.	localwork.ca	78	10.0	7	36
11.	jobillico.com	67	16.0	13	19
12.	algonquincollege.com	43	21.8	16	39
13.	kijiji.ca	37	15.0	15	32
14.	canadacareer.ca	17	37.2	32	11
15.	aboriginaljobboard.ca	15	82.2	82	13
16.	emploisfp-psjobs.cfp-psc.gc.ca	6	4.0	4	6
17.	rncareers.ca	5	9.6	1	3
18.	careerarc.com	5	21.3	24	4