

# JOB DEMAND REPORT

## OCTOBER 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

| POSTING COUNT | NEW THIS MONTH | COMPANIES | JOB BOARDS |
|---------------|----------------|-----------|------------|
| 3,152         | 1,828          | 951       | 24         |

#### # OF DAYS POSTED

| AVERAGE | MEDIAN |
|---------|--------|
| 20.7    | 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 ▾

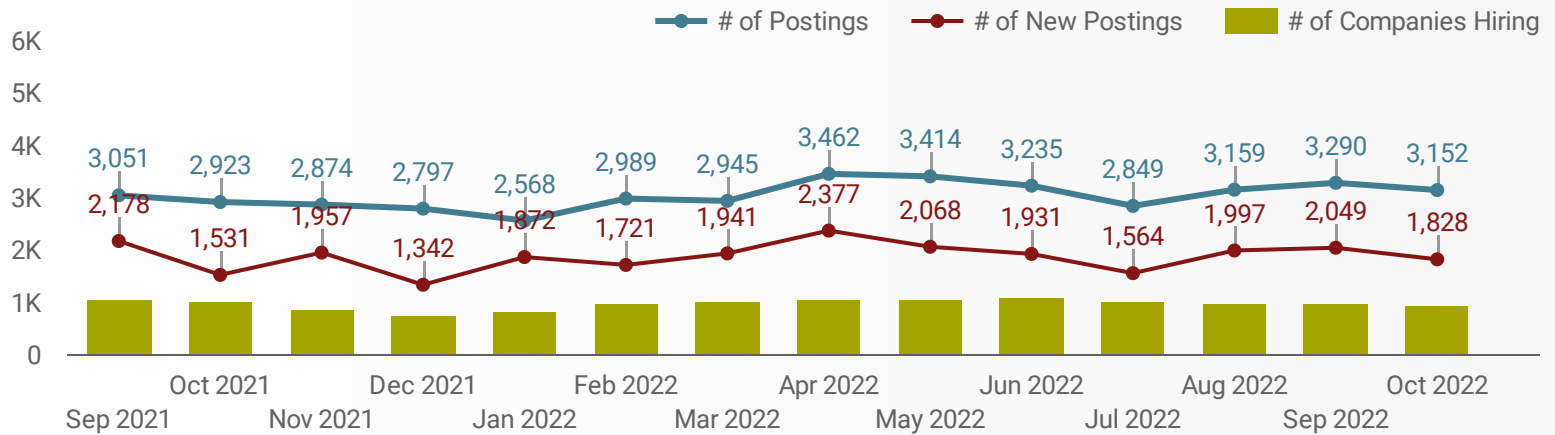
NOC = National Occupation Classification | NAICS = North American Industry Classification System

#### 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.

## JOB POSTINGS BY MONTH

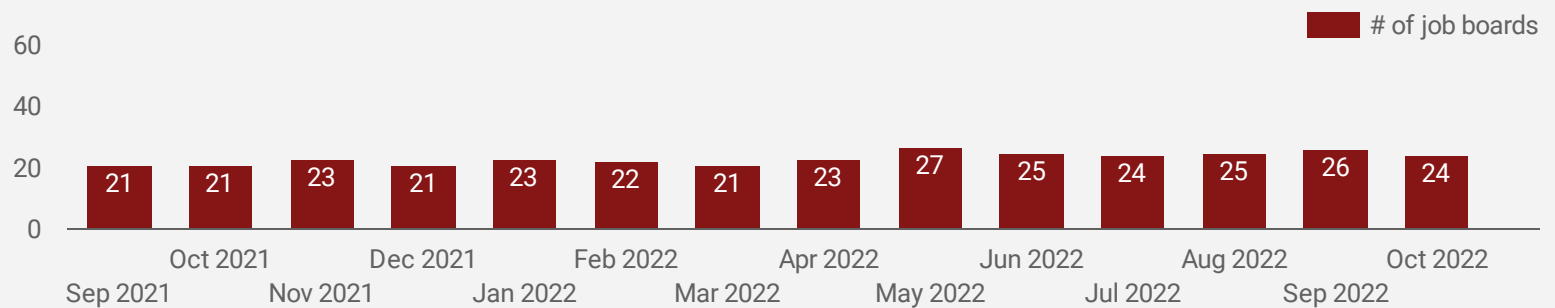
How many job postings were active for at least 1 day this month?



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

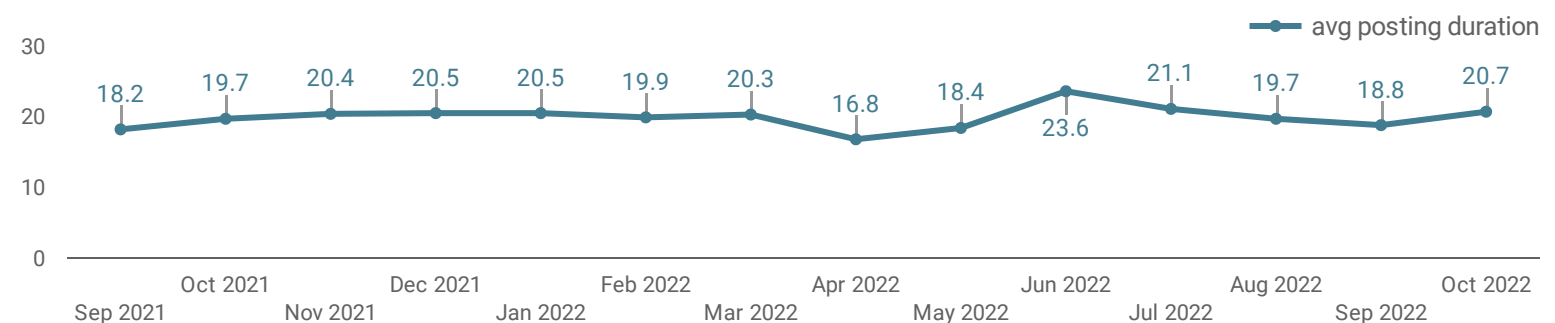
## NUMBER OF ACTIVE JOB BOARDS

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?



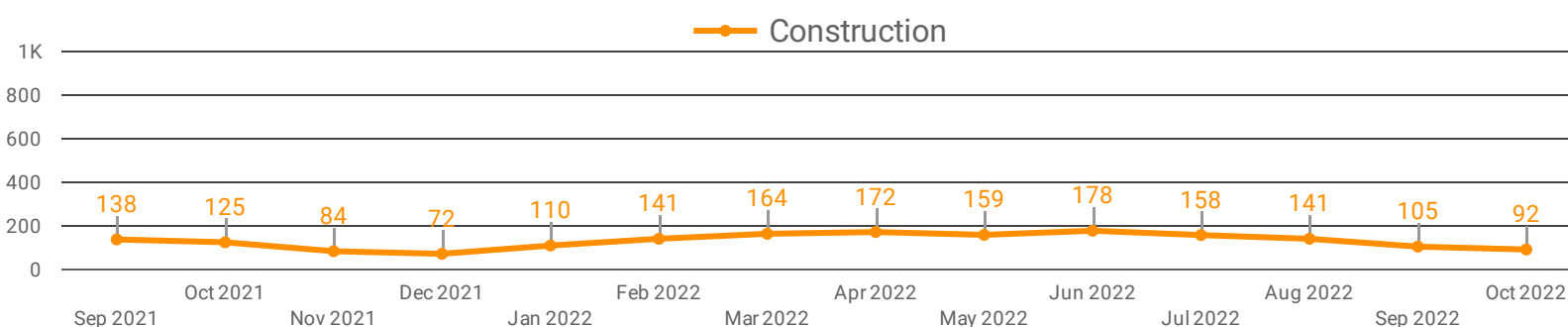
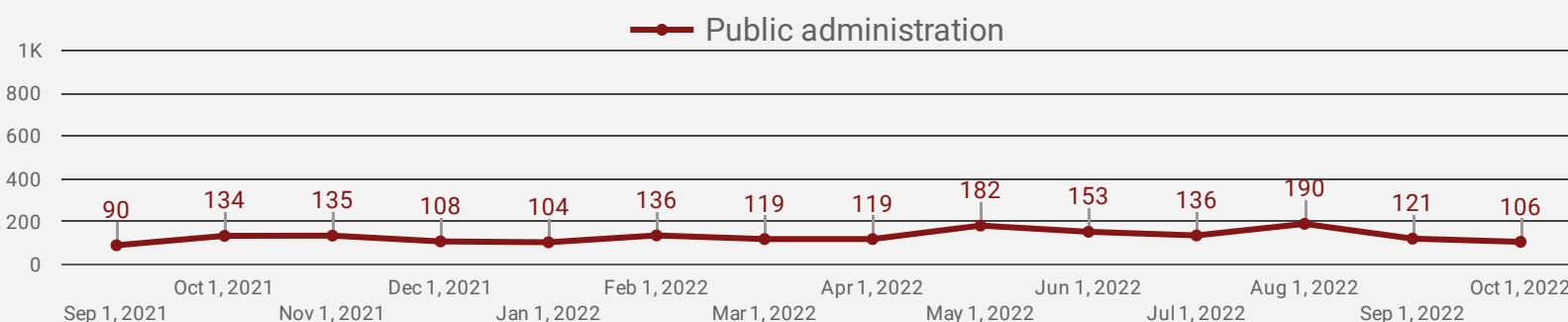
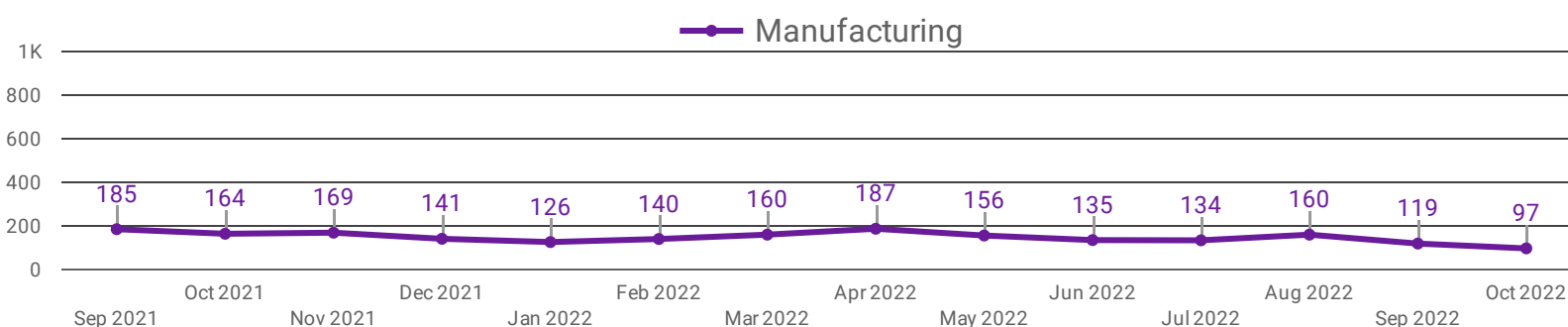
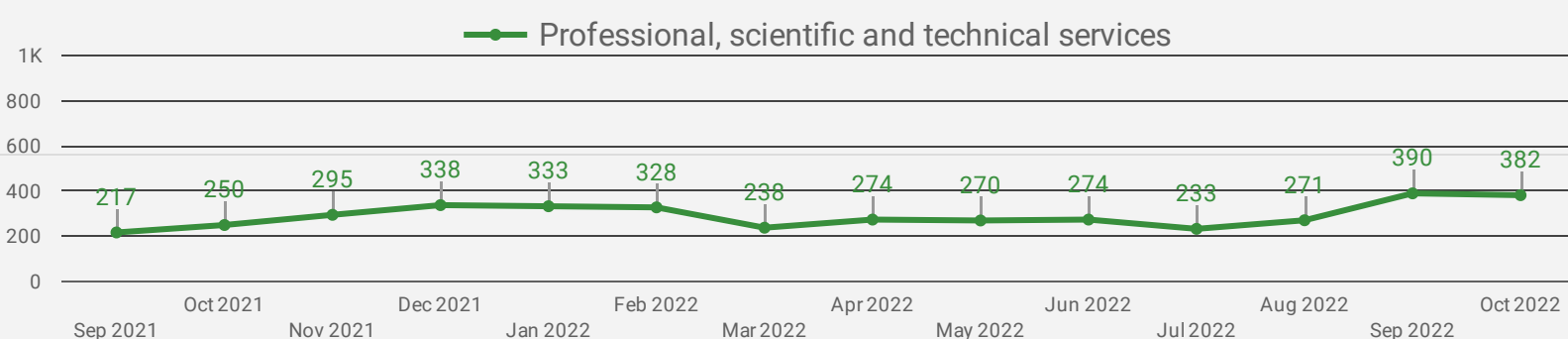
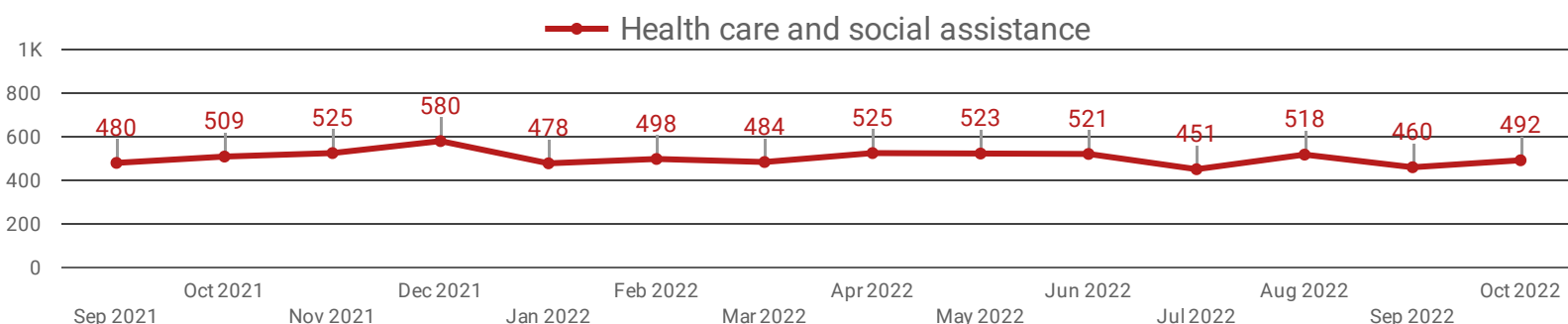
## POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



## DEMAND BY KEY SECTOR

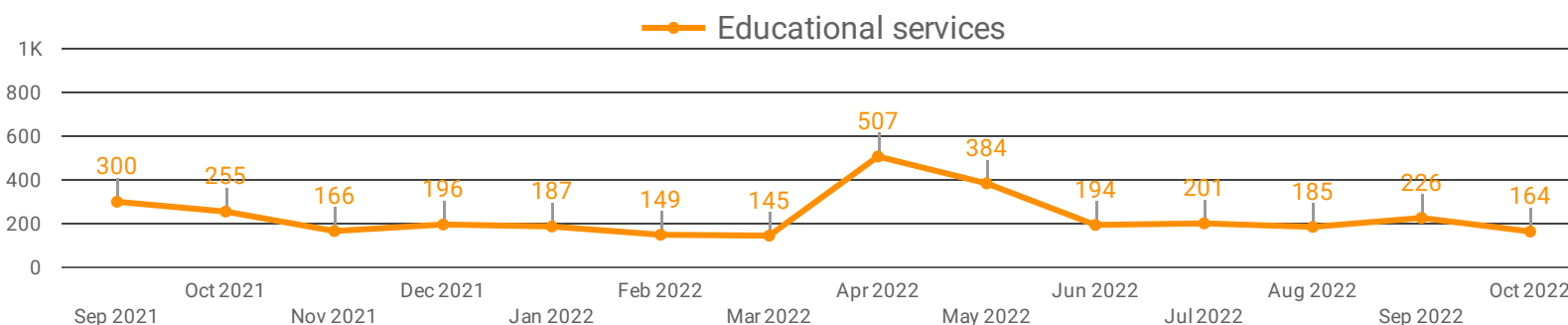
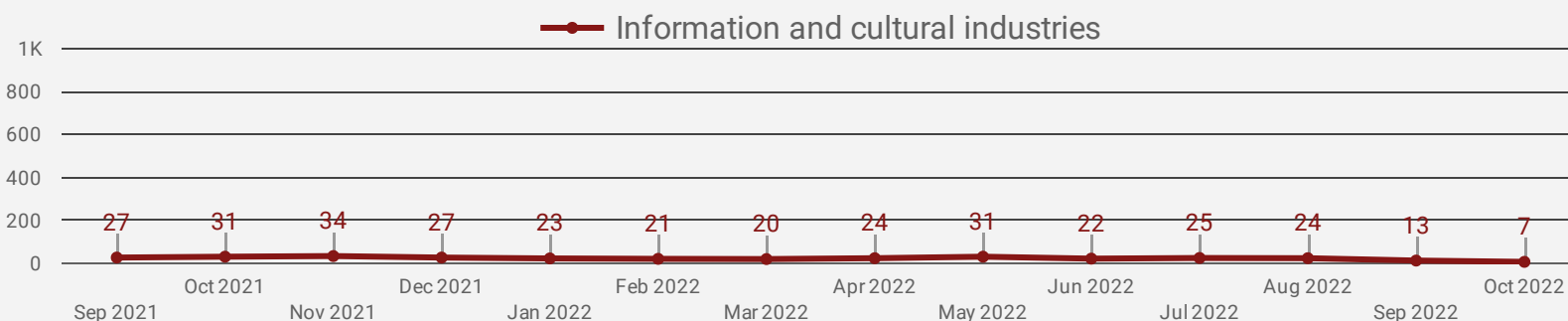
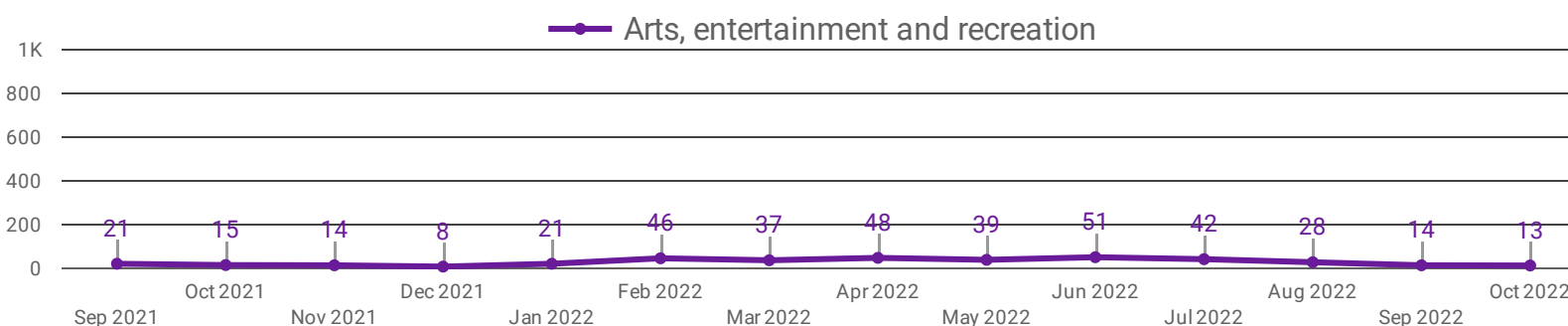
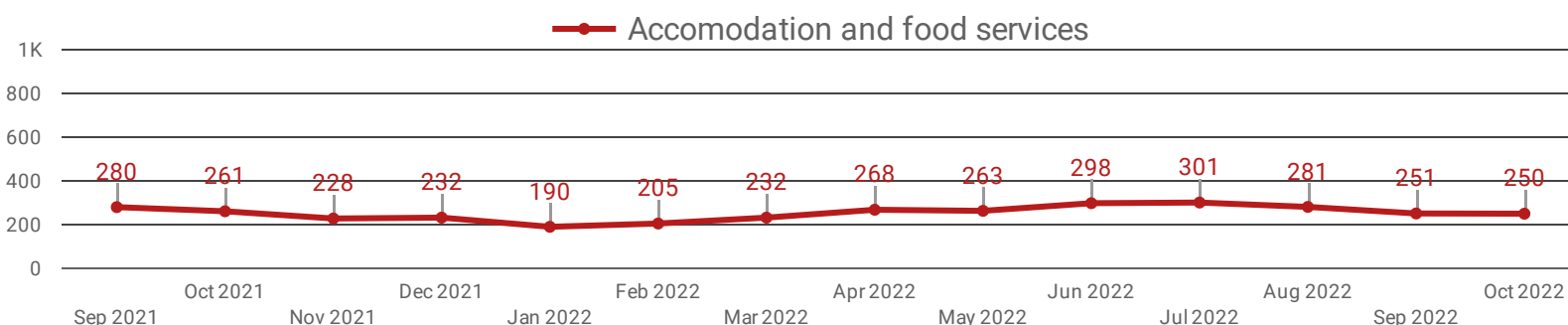
How many job postings were active for at least 1 day this month by sector?



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

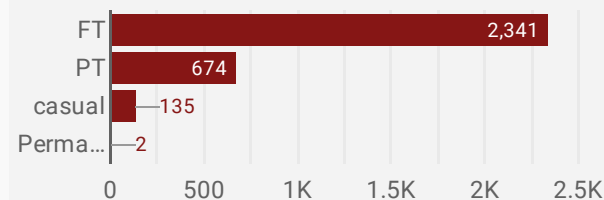
How many job postings were active for at least 1 day this month?

|     | MUNICIPALITY      | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|-------------------|---------------|----------------------------|-------------------------------|
| 1.  | Pembroke          | 758           | 22.2                       | 21                            |
| 2.  | Carleton Place    | 479           | 13.9                       | 14                            |
| 3.  | Arnprior          | 305           | 24.1                       | 21                            |
| 4.  | Laurentian Hills  | 303           | 22.9                       | 21                            |
| 5.  | Smiths Falls      | 288           | 24.3                       | 21                            |
| 6.  | Perth             | 268           | 20.4                       | 21                            |
| 7.  | Renfrew           | 229           | 24.4                       | 21                            |
| 8.  | Petawawa          | 180           | 18.0                       | 21                            |
| 9.  | Mississippi Mills | 128           | 18.0                       | 21                            |
| 10. | Deep River        | 56            | 16.1                       | 21                            |
| 11. | Beckwith          | 54            | 19.0                       | 21                            |

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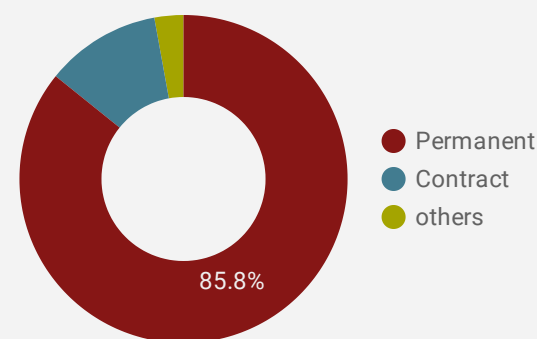
## JOB TYPE

Full-time vs Part-time



## JOB DURATION

Permanency of jobs posted



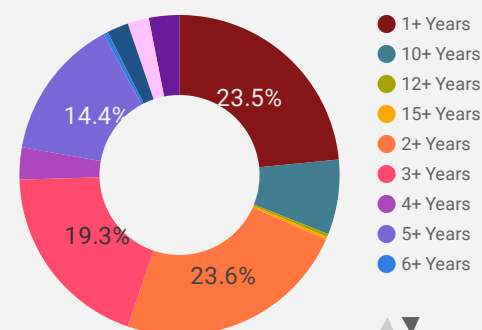
## JOB POSTINGS BY COUNTY/CITY/TOWN

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 | 1,136         | 22.2                       | 21                            |
| 2. | Lanark County  | 952           | 16.8                       | 21                            |
| 3. | Pembroke       | 758           | 22.2                       | 21                            |
| 4. | Smiths Falls   | 288           | 24.3                       | 21                            |

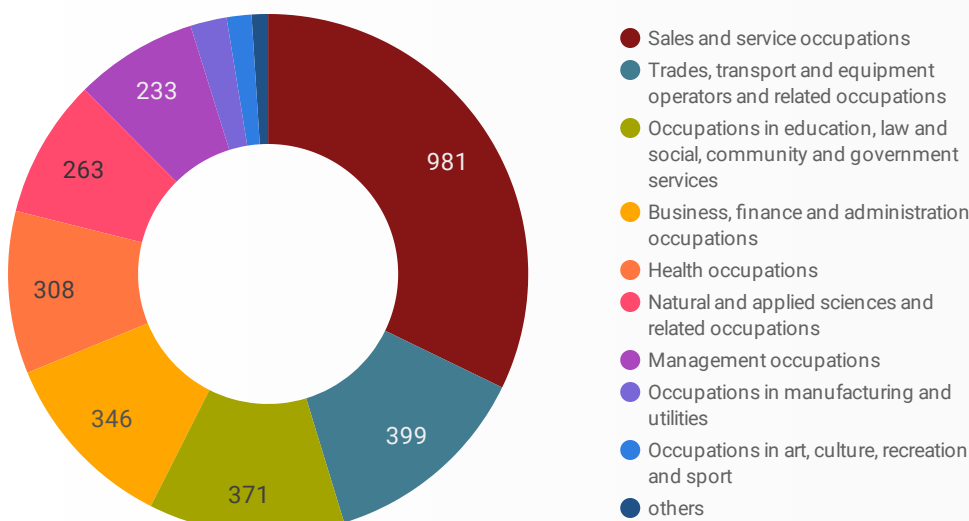
## JOB EXPERIENCE

Job Postings by Experience Level Required



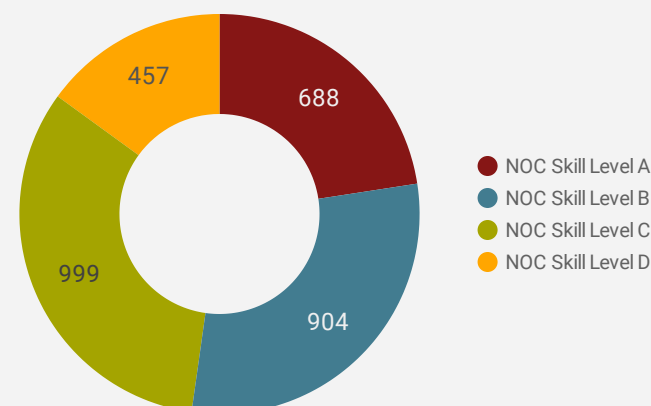
## JOB POSTINGS BY JOB CATEGORY

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<br>COUNT ▾ | AVG POSTING<br>LENGTH IN DAYS | MEDIAN POSTING<br>LENGTH IN DAYS |
|-----|--|-------------------|---------------------|-------------------------------|----------------------------------|
| 1.  | Canadian Nuclear Laboratories (CNL)                    | Laurentian Hills  | 270                 | 22.1                          | 21                               |
| 2.  | Pembroke Regional Hospital (PRH)                       | Pembroke          | 134                 | 19.9                          | 21                               |
| 3.  | Blue Mountain Resort                                   | Carleton Place    | 81                  | 2.8                           | 3                                |
| 4.  | Canadian Forces Morale & Welfare Services (CFMWS)      | Petawawa          | 57                  | 13.3                          | 10                               |
| 5.  | Your Independent Grocer                                | Carleton Place    | 28                  | 15.8                          | 21                               |
| 6.  | Arnprior Regional Health                               | Arnprior          | 26                  | 21.9                          | 21                               |
| 7.  | Pillar5 Pharma Inc.                                    | Arnprior          | 19                  | 24.9                          | 21                               |
| 8.  | Home Depot   | Carleton Place    | 18                  | 20.4                          | 17                               |
| 9.  | Perth and Smiths Falls District Hospital, Smiths Falls | Smiths Falls      | 16                  | 21.0                          | 21                               |
| 10. | Upper Canada District School Board                     | Perth             | 15                  | 5.5                           | 6                                |
| 11. | Adzuna   | Pembroke          | 15                  | null                          | null                             |
| 12. | Sienna Senior Living Inc.                              | Arnprior          | 15                  | 21.0                          | 21                               |
| 13. | Upper Canada District School Board                     | Carleton Place    | 14                  | 5.6                           | 6                                |
| 14. | Staples, Pembroke                                      | Pembroke          | 13                  | 28.0                          | 35                               |
| 15. | Marianhill Inc.  | Pembroke          | 13                  | 52.3                          | 45                               |
| 16. | Home Depot of Canada Inc.                              | Carleton Place    | 13                  | 16.7                          | 21                               |
| 17. | Shoppers Drug Mart Inc.                                | Beckwith          | 13                  | 14.3                          | 15                               |
| 18. | Upper Canada District School Board                     | Smiths Falls      | 12                  | 6.0                           | 7                                |
| 19. | Colas  | Arnprior          | 12                  | 21.0                          | 21                               |
| 20. | Chalom - Chalom/ Family First Financial                | Carleton Place    | 12                  | 8.3                           | 8                                |
| 21. | Value Village Stores Ltd.                              | Pembroke          | 12                  | 21.0                          | 21                               |
| 22. | Thomas Cavanagh Construction Limited                   | Beckwith          | 12                  | 21.0                          | 21                               |
| 23. | Home and Community Care Support Services Champlain     | Renfrew           | 12                  | 21.0                          | 21                               |
| 24. | Metro Inc.   | Arnprior          | 11                  | 10.1                          | 8                                |
| 25. | The McCluskey Group/ Tim Hortons                       | Pembroke          | 11                  | 19.0                          | 21                               |
| 26. | Canopy Growth Corporation                              | Smiths Falls      | 11                  | 21.0                          | 21                               |
| 27. | Upper Canada District School Board                     | Mississippi Mills | 10                  | 6.5                           | 7                                |
| 28. | Ericsson   | Arnprior          | 10                  | 4.1                           | 4                                |
| 29. | Sienna Senior Living Inc.                              | Perth             | 10                  | 21.3                          | 21                               |
| 30. | The McCluskey Group/ Tim Hortons                       | Petawawa          | 10                  | 17.0                          | 21                               |
| 31. | Metro Inc.   | Pembroke          | 9                   | 19.7                          | 21                               |

## TOP HOURLY WAGES IN JOB POSTINGS

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







# of Minimum Wage Job Postings

49

|     | JOB TITLE  | COMPANY                         | LOCATION       | HOURLY WAGE ▾   |
|-----|--|---------------------------------|----------------|---|
| 1.  | Soccer Training Activities Operator/owner For Toddlers And Young Children  | Green Wave Sports               | Petawawa       | 80       |
| 2.  | Pharmacy Manager   | Randstad Canada                 | Pembroke       | 65       |
| 3.  | Operations Vice-president - Financial, Communications And Other Business Services                                | Holiday Inn Express Pembroke    | Pembroke       | 63       |
| 4.  | Operations Vice-president - Financial, Communications and Other Business Services - Holiday Inn Express Pembroke | Holiday Inn Pembroke            | Pembroke       | 58.25    |
| 5.  | Employee Health Coordinator  | County of Renfrew               | Pembroke       | 56       |
| 6.  | Registered Nurse   | Eastern Ontario Jobs            | Pembroke       | 53.88    |
| 7.  | Registered Nurse   | Marianhill Inc.                 | Pembroke       | 53.88   |
| 8.  | Registered Nurse, Regional Assault Care Program  | Renfrew Victoria Hospital (RVH) | Renfrew        | 49.02  |
| 9.  | Registered Nurse For The Regional Assault Care Program   | Renfrew Victoria Hospital (RVH) | Renfrew        | 49.02  |
| 10. | Tile Installer   | EDV Flooring Inc.               | Carleton Place | 45     |
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## TOP SALARIES IN JOB POSTINGS

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

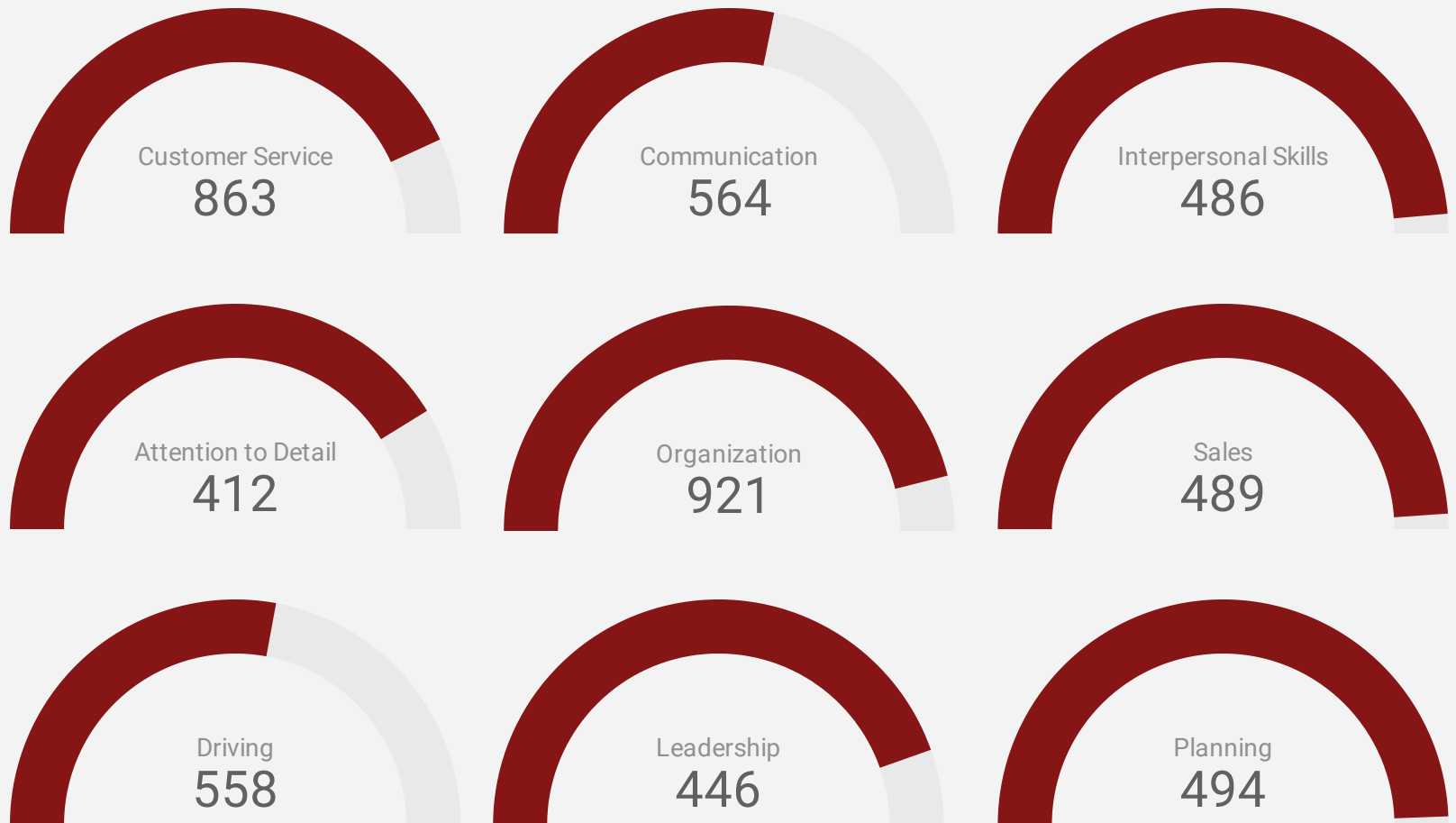
|    | JOB TITLE   | COMPANY  | LOCATION       | ANNUAL SALARY ▾   |
|----|---|--|----------------|---|
| 1. | Pembroke Honda - General Manager                                  | Jimmy Lapointe's Auto Group - JLAG             | Pembroke       | 300,000  |
| 2. | Chair - Business, Technology & Outdoor Training (pembroke Campus) | Algonquin College                              | Pembroke       | 139,013  |
| 3. | Registered Energy Advisor   | Energy Werx Eastern Ontario                    | Pembroke       | 125,000  |
| 4. | Construction Site Foreman/woman                                   | AWD Contractors                                | Perth          | 120,000  |
| 5. | Professor - Nursing (pembroke Campus)                             | Algonquin College of Applied Arts & Technology | Pembroke       | 117,697  |
| 6. | Agent, Real Estate  | Synicky & Associates                           | Carleton Place | 115,000  |
| 7. | Train Conductor - Smith Falls, On                                 | Canadian Pacific Railway Limited               | Smiths Falls   | 107,000  |
| 8. | Project Management Consultant                                     | Ministry of Natural Resources and Forestry     | Pembroke       | 100,036  |
| 9. | Automotive Sales Consultant                                       | Jimmy Lapointe's Auto Group - JLAG             | Pembroke       | 100,000  |
|    |   |  |                | 1 - 100 / 401 < >   |

## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,152



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,152



Driver's License

56



First Aid

149



Regular Access to a Vehicle

116



Criminal Record Check

234



Microsoft Office

172



Food Safety

77



## 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 | 222           | 20.3                       | 21                            |
| 2.  | 6711        | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 142           | 23.4                       | 21                            |
| 3.  | 4412        | Home support workers, housekeepers and related occupations               | NOC Skill Level C | 94            | 24.2                       | 21                            |
| 4.  | 6552        | Other customer and information services representatives                  | NOC Skill Level C | 68            | 21.6                       | 21                            |
| 5.  | 3012        | Registered nurses and registered psychiatric nurses                      | NOC Skill Level A | 68            | 21.4                       | 21                            |
| 6.  | 0621        | Retail and wholesale trade managers                                      | NOC Skill Level A | 67            | 21.5                       | 21                            |
| 7.  | 7511        | Transport truck drivers  | NOC Skill Level C | 66            | 17.4                       | 21                            |
| 8.  | 6611        | Cashiers   | NOC Skill Level D | 64            | 19.0                       | 21                            |
| 9.  | 6322        | Cooks  | NOC Skill Level B | 61            | 35.9                       | 21                            |
| 10. | 7514        | Delivery and courier service drivers                                     | NOC Skill Level C | 55            | 19.6                       | 21                            |
| 11. | 4032        | Elementary school and kindergarten teachers                              | NOC Skill Level A | 54            | 7.5                        | 6                             |
| 12. | 6731        | Light duty cleaners  | NOC Skill Level D | 53            | 20.3                       | 21                            |
| 13. | 6622        | Store shelf stockers, clerks and order fillers                           | NOC Skill Level D | 49            | 17.8                       | 21                            |
| 14. | 6311        | Food service supervisors   | NOC Skill Level B | 49            | 27.1                       | 21                            |
| 15. | 3233        | Licensed practical nurses  | NOC Skill Level B | 47            | 23.4                       | 21                            |
| 16. | 6211        | Retail sales supervisors   | NOC Skill Level B | 43            | 20.7                       | 21                            |
| 17. | 2132        | Mechanical engineers   | NOC Skill Level A | 43            | 23.8                       | 21                            |
| 18. | 4216        | Other instructors  | NOC Skill Level B | 40            | 7.1                        | 4                             |
| 19. | 2232        | Mechanical engineering technologists and technicians                     | NOC Skill Level B | 39            | 21.6                       | 21                            |
| 20. | 7452        | Material handlers  | NOC Skill Level C | 35            | 23.8                       | 21                            |
| 21. | 4212        | Social and community service workers                                     | NOC Skill Level B | 34            | 21.5                       | 21                            |
| 22. | 5254        | Program leaders and instructors in recreation, sport and fitness         | NOC Skill Level B | 33            | 14.7                       | 21                            |
| 23. | 0211        | Engineering managers   | NOC Skill Level A | 33            | 19.0                       | 21                            |
| 24. | 6222        | Retail and wholesale buyers  | NOC Skill Level B | 32            | 19.9                       | 21                            |
| 25. | 1522        | Storekeepers and partspersons  | NOC Skill Level C | 30            | 21.3                       | 21                            |
| 26. | 6513        | Food and beverage servers  | NOC Skill Level C | 29            | 20.4                       | 21                            |
| 27. | 3219        | Other medical technologists and technicians (except dental health)       | NOC Skill Level B | 28            | 16.9                       | 21                            |
| 28. | 4413        | Elementary and secondary school teacher assistants                       | NOC Skill Level C | 28            | 13.5                       | 14                            |
| 29. | 7611        | Construction trades helpers and labourers                                | NOC Skill Level D | 28            | 27.6                       | 21                            |

## 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 | 222             | 20.3                       | 21                            |
| 2.  | 671         | Food counter attendants, kitchen helpers and related support occupations        | NOC Skill Level D | 142             | 23.4                       | 21                            |
| 3.  | 441         | Home care providers and educational support occupations                         | NOC Skill Level C | 134             | 21.6                       | 21                            |
| 4.  | 751         | Motor vehicle and transit drivers   | NOC Skill Level C | 132             | 18.2                       | 21                            |
| 5.  | 421         | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 94              | 14.5                       | 14.5                          |
| 6.  | 673         | Cleaners  | NOC Skill Level D | 85              | 19.0                       | 21                            |
| 7.  | 655         | Customer and information services representatives                               | NOC Skill Level C | 78              | 21.4                       | 21                            |
| 8.  | 321         | Medical technologists and technicians (except dental health)                    | NOC Skill Level B | 74              | 20.6                       | 21                            |
| 9.  | 301         | Professional occupations in nursing   | NOC Skill Level A | 68              | 21.4                       | 21                            |
| 10. | 062         | Retail and wholesale trade managers   | NOC Skill Level A | 67              | 21.5                       | 21                            |
| 11. | 403         | Secondary and elementary school teachers and educational counsellors            | NOC Skill Level A | 66              | 8.6                        | 6                             |
| 12. | 632         | Chefs and cooks   | NOC Skill Level B | 64              | 37.2                       | 21                            |
| 13. | 661         | Cashiers  | NOC Skill Level D | 64              | 19.0                       | 21                            |
| 14. | 662         | Other sales support and related occupations                                     | NOC Skill Level D | 62              | 17.3                       | 21                            |
| 15. | 323         | Other technical occupations in health care                                      | NOC Skill Level B | 59              | 19.8                       | 21                            |
| 16. | 141         | General office workers  | NOC Skill Level C | 58              | 20.4                       | 21                            |
| 17. | 213         | Civil, mechanical, electrical and chemical engineers                            | NOC Skill Level A | 57              | 23.2                       | 21                            |
| 18. | 152         | Supply chain logistics, tracking and scheduling co-ordination occupations       | NOC Skill Level C | 53              | 28.4                       | 21                            |
| 19. | 631         | Service supervisors   | NOC Skill Level B | 52              | 27.3                       | 21                            |
| 20. | 223         | Technical occupations in civil, mechanical and industrial engineering           | NOC Skill Level B | 51              | 22.0                       | 21                            |
| 21. | 124         | Office administrative assistants - general, legal and medical                   | NOC Skill Level B | 47              | 19.2                       | 21                            |
| 22. | 621         | Retail sales supervisors  | NOC Skill Level B | 43              | 20.7                       | 21                            |
| 23. | 761         | Trades helpers and labourers  | NOC Skill Level D | 43              | 28.0                       | 21                            |
| 24. | 651         | Occupations in food and beverage service  | NOC Skill Level C | 43              | 22.9                       | 21                            |
| 25. | 122         | Administrative and regulatory occupations                                       | NOC Skill Level B | 42              | 21.1                       | 21                            |
| 26. | 525         | Athletes, coaches, referees and related occupations                             | NOC Skill Level B | 41              | 13.7                       | 14                            |
| 27. | 341         | Assisting occupations in support of health services                             | NOC Skill Level C | 41              | 18.4                       | 21                            |
| 28. | 111         | Auditors, accountants and investment professionals                              | NOC Skill Level A | 39              | 22.8                       | 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 | 233             | 20.4                       | 21                            |
| 2.  | 67          | Service support and other service occupations, n.e.c.                             | NOC Skill Level D | 233             | 21.3                       | 21                            |
| 3.  | 75          | Transport and heavy equipment operation and related maintenance occupations       | NOC Skill Level C | 168             | 19.2                       | 21                            |
| 4.  | 65          | Service representatives and other customer and personal services occupations      | NOC Skill Level C | 153             | 21.0                       | 21                            |
| 5.  | 63          | Service supervisors and specialized service occupations                           | NOC Skill Level B | 147             | 30.5                       | 21                            |
| 6.  | 22          | Technical occupations related to natural and applied sciences                     | NOC Skill Level B | 136             | 24.4                       | 21                            |
| 7.  | 32          | Technical occupations in health   | NOC Skill Level B | 135             | 20.4                       | 21                            |
| 8.  | 44          | Care providers and educational, legal and public protection support occupations   | NOC Skill Level C | 135             | 21.6                       | 21                            |
| 9.  | 21          | Professional occupations in natural and applied sciences                          | NOC Skill Level A | 127             | 20.1                       | 21                            |
| 10. | 66          | Sales support occupations   | NOC Skill Level D | 126             | 18.2                       | 21                            |
| 11. | 06          | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 100             | 20.8                       | 21                            |
| 12. | 12          | Administrative and financial supervisors and administrative occupations           | NOC Skill Level B | 99              | 22.1                       | 21                            |
| 13. | 14          | Office support occupations  | NOC Skill Level C | 94              | 19.7                       | 21                            |
| 14. | 42          | Paraprofessional occupations in legal, social, community and education services   | NOC Skill Level B | 94              | 14.5                       | 14.5                          |
| 15. | 62          | Retail sales supervisors and specialized sales occupations                        | NOC Skill Level B | 89              | 22.8                       | 21                            |
| 16. | 15          | Distribution, tracking and scheduling co-ordination occupations                   | NOC Skill Level C | 82              | 24.8                       | 21                            |
| 17. | 40          | Professional occupations in education services                                    | NOC Skill Level A | 74              | 9.0                        | 6                             |
| 18. | 72          | Industrial, electrical and construction trades                                    | NOC Skill Level B | 73              | 25.8                       | 21                            |
| 19. | 30          | Professional occupations in nursing   | NOC Skill Level A | 68              | 21.4                       | 21                            |
| 20. | 41          | Professional occupations in law and social, community and government services     | NOC Skill Level A | 64              | 17.5                       | 21                            |
| 21. | 31          | Professional occupations in health (except nursing)                               | NOC Skill Level A | 64              | 25.7                       | 21                            |
| 22. | 11          | Professional occupations in business and finance                                  | NOC Skill Level A | 56              | 23.4                       | 21                            |
| 23. | 76          | Trades helpers, construction labourers and related occupations                    | NOC Skill Level D | 55              | 26.1                       | 21                            |
| 24. | 74          | Other installers, repairers and servicers and material handlers                   | NOC Skill Level C | 52              | 23.8                       | 21                            |
| 25. | 73          | Maintenance and equipment operation trades  | NOC Skill Level B | 51              | 24.1                       | 21                            |
| 26. | 52          | Technical occupations in art, culture, recreation and sport                       | NOC Skill Level B | 45              | 13.7                       | 14                            |
| 27. | 34          | Assisting occupations in support of health services                               | NOC Skill Level C | 41              | 18.4                       | 21                            |
|     |             |   |                   |                 | 1 - 46 / 46                | < >                           |

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**282**

NEW POSTINGS  
**0**

COMPANIES  
**170**

LANGUAGES  
**7**

## # OF DAYS POSTED

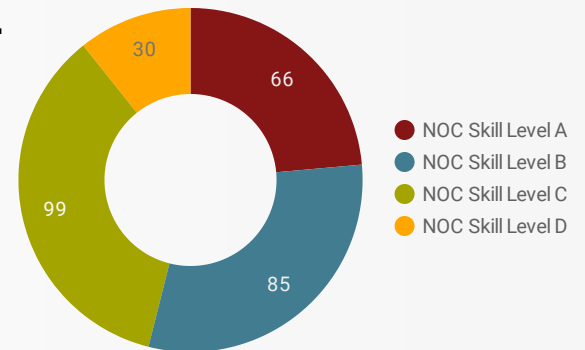
AVERAGE  
**19.9**

MEDIAN  
**21**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

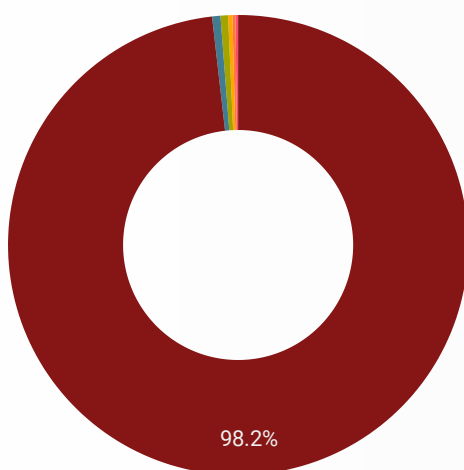
- 66** Skill Level A - Management/ Professional Occupations usually requiring University
- 85** Skill Level B - Usually college education or apprenticeship training
- 99** Skill Level C - Usually secondary education or occupation-specific training
- 30** Skill Level D - Usually on-the-job training



| LANGUAGES        | NOC Skill Level A | NOC Skill Level B | NOC Skill Level C | NOC Skill Level D |
|------------------|-------------------|-------------------|-------------------|-------------------|
| Bilingual Lan... | ...               | ...               | ...               | ...               |
| Japanese La...   |                   |                   |                   | 2                 |
| Vietnamese L...  |                   | 1                 |                   |                   |
| https://www.j... |                   |                   | 1                 |                   |
| Cantonese La...  |                   | 1                 |                   |                   |
| https://www....  |                   |                   | 1                 |                   |
| Chinese Lang...  |                   | 1                 |                   |                   |

## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?

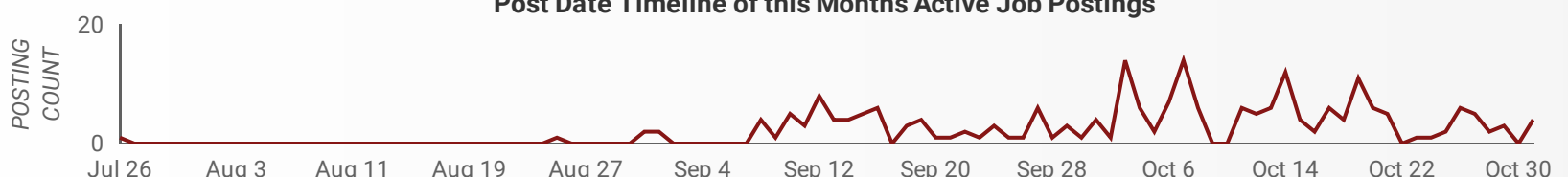


- Bilingual Language Jobs
- Japanese Language Jobs
- Chinese Language Jobs
- https://www.adzuna.ca/details/3542867271
- Cantonese Language Jobs
- https://www.jobillico.com/en/job-offer/canadian-tire-corporation-ltdcQcsHb/automotive-parts-asso...
- Vietnamese Language Jobs

| LANGUAGES                       | POSTING COUNT |
|---------------------------------|---------------|
| 1. Bilingual Language Jobs      | 275           |
| 2. Japanese Language Jobs       | 2             |
| 3. https://www.adzuna.ca/det... | 1             |
| 4. Chinese Language Jobs        | 1             |
| 5. Cantonese Language Jobs      | 1             |

1 - 7 / 7 < >

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



## LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

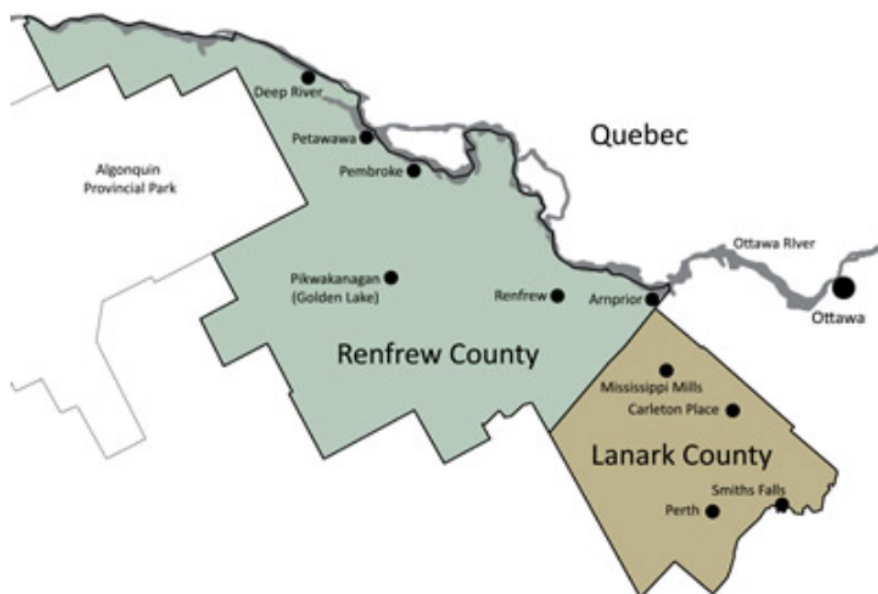
What language skills are sought by 1-Digit NOC?

| BROAD OCCUPATIONAL CATEGORY                     | Bilingual ... | Japanese... | Vietname... | https://w... | Cantones... | https://w... | Grand total |
|---|---------------|-------------|-------------|--------------|-------------|--------------|-------------|
| Business, finance and administration occu...    | 48            |             |             |              |             |              | 48          |
| Health occupations                              | 40            |             |             |              |             |              | 41          |
| Management occupations                          | 21            |             |             |              |             |              | 21          |
| Natural and applied sciences and related o...   | 3             |             |             |              |             |              | 3           |
| Natural resources, agriculture and related ...  | 2             |             |             |              |             |              | 2           |
| Occupations in art, culture, recreation and ... | 11            |             |             |              |             |              | 11          |
| Occupations in education, law and social, ...   | 48            |             |             |              |             |              | 48          |
| Other labourers in processing, manufactur...    |               |             |             | 1            |             | 1            | 2           |
| Sales and service occupations                   | 71            | 2           | 1           |              | 1           |              | 75          |
| Trades, transport and equipment operator...     | 29            |             |             |              |             |              | 29          |
| <b>Grand total</b>                              | <b>273</b>    | <b>2</b>    | <b>1</b>    | <b>1</b>     | <b>1</b>    | <b>1</b>     | <b>280</b>  |

## MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

| MUNICIPALITY          | JOB LANGUAGES | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----------------------|---------------|----------------------------|-------------------------------|
| 1. Pembroke           | 81            | 19.5                       | 21                            |
| 2. Carleton Place     | 37            | 18.7                       | 21                            |
| 3. Petawawa           | 31            | 15.6                       | 14.5                          |
| 4. Renfrew            | 31            | 23.9                       | 21                            |
| 5. Smiths Falls       | 25            | 19.9                       | 21                            |
| 6. Arnprior           | 18            | 21.7                       | 21                            |
| 7. Perth              | 16            | 20.9                       | 21                            |
| 8. Mississippi Mills  | 16            | 15.1                       | 17.5                          |
| 9. Deep River         | 5             | 21.0                       | 21                            |
| 10. Beckwith          | 4             | 21.0                       | 21                            |
| 11. Greater Madawaska | 4             | 21.0                       | 21                            |
| 12. Whitewater Region | 4             | 12.3                       | 14                            |
| 13. Lanark            | 2             | 12.5                       | 12.5                          |
| 1 - 16 / 16 < >       |               |                            |                               |



| UPPER TIER        | JOB LANGUAGES | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-------------------|---------------|----------------------------|-------------------------------|
| 1. Renfrew County | 98            | 21.2                       | 21                            |
| 2. Pembroke       | 81            | 19.5                       | 21                            |
| 3. Lanark County  | 75            | 18.6                       | 21                            |
| 4. Smiths Falls   | 25            | 19.9                       | 21                            |

## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

| 4 DIGIT NOC NAME                                    | POSTINGS |
|---|----------|
| 1. Other customer and information services re...    | 19       |
| 2. Social and community service workers             | 12       |
| 3. Program leaders and instructors in recreati...   | 11       |
| 4. Retail salespersons                              | 11       |
| 5. Letter carriers                                  | 11       |
| 6. Food counter attendants, kitchen helpers an...   | 11       |
| 7. Home support workers, housekeepers and r...      | 9        |
| 8. Cooks  | 7        |
| 9. Registered nurses and registered psychiatri...   | 6        |
| 10. Physiotherapists                                | 6        |
| 11. Nurse aides, orderlies and patient service a... | 6        |
| 12. Social workers                                  | 6        |
| 13. Retail and wholesale trade managers             | 5        |
| 14. Elementary school and kindergarten teachers     | 5        |
| 15. Transport truck drivers                         | 5        |
| 16. Administrative officers                         | 5        |
| 17. Senior managers - health, education, social ... | 5        |
| 18. Administrative assistants                       | 5        |
| 19. Heavy equipment operators (except crane)        | 5        |
| 20. Light duty cleaners                             | 5        |
| 21. Occupational therapists                         | 5        |
| 22. Early childhood educators and assistants        | 5        |
| 23. Medical administrative assistants               | 4        |
| 24. Specialized cleaners                            | 4        |
| 25. Delivery and courier service drivers            | 4        |
| 26. Hotel front desk clerks                         | 3        |
| 27. Carpenters                                      | 3        |
| 28. Elementary and secondary school teacher a...    | 3        |
| 29. Licensed practical nurses                       | 3        |
| 30. Restaurant and food service managers            | 3        |
| 31. Receptionists                                   | 3        |
| 32. Cashiers  | 3        |

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## MULTILINGUAL HIRING EMPLOYERS

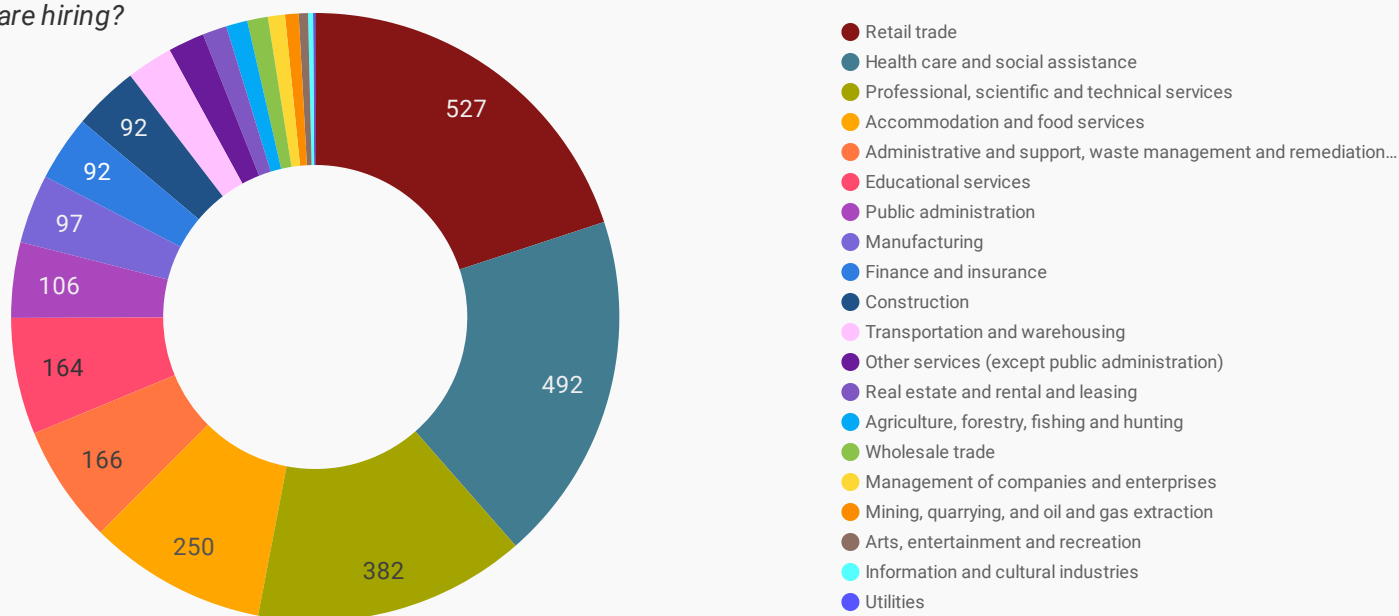
Which employers are seeking multilingual candidates?

| COMPANY   | POSTINGS |
|---|----------|
| 1. Canadian Forces Morale & Welfare Services (CFMWS)      | 12       |
| 2. Home and Community Care Support Services Champlain     | 11       |
| 3. Liquor Control Board of Ontario / LCBO                 | 10       |
| 4. Canada Post Corp                                       | 10       |
| 5. Pembroke Regional Hospital (PRH)                       | 9        |
| 6. Marianhill Inc.  | 8        |
| 7. Upper Canada District School Board                     | 6        |
| 8. Government Of Canada                                   | 5        |
| 9. Access Healthcare Services Inc.                        | 5        |
| 10. Wendy's Fast Food Restaurants                         | 4        |
| 11. Carefor Health and Community Services                 | 4        |
| 12. Home and Community Care Support Services              | 4        |
| 13. Renfrew Victoria Hospital (RVH)                       | 3        |
| 14. The cupboard  | 3        |
| 15. Sportsjobfinder                                       | 3        |
| 16. Conseil des Ã©coles catholiques du Centre-Est / CECCE | 3        |
| 17. Bernadette McCann House                               | 3        |
| 18. Calabogie Peaks Hotel                                 | 3        |
| 19. Bento Sushi   | 2        |
| 20. Community Living Renfrew County South                 | 2        |
| 21. Sitel   | 2        |
| 22. Messer North America, Inc.                            | 2        |
| 23. Conseil des Ã©coles publiques de l'Est de l'Ontario   | 2        |
| 24. Blair Jones Professional Corporation                  | 2        |
| 25. Hummingbird Chocolate                                 | 2        |
| 26. RYHAB DEVELOPMENTS LTD                                | 2        |
| 27. Rural FASD Support Network of Eastern Ontario         | 2        |
| 28. Culligan Pembroke                                     | 2        |
| 29. Mississippi Veterinary Services                       | 2        |

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## 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      | 527           | 19.4                       | 21                            |
| 2.  | Health care and social assistance                                     | 62         | 492           | 21.5                       | 21                            |
| 3.  | Professional, scientific and technical services                       | 54         | 382           | 23.6                       | 21                            |
| 4.  | Accommodation and food services                                       | 72         | 250           | 29.4                       | 21                            |
| 5.  | Administrative and support, waste management and remediation services | 56         | 166           | 21.2                       | 21                            |
| 6.  | Educational services  | 61         | 164           | 9.6                        | 7                             |
| 7.  | Public administration   | 91         | 106           | 14.3                       | 14                            |
| 8.  | Manufacturing   | 31-33      | 97            | 22.7                       | 21                            |
| 9.  | Finance and insurance   | 52         | 92            | 23.4                       | 21                            |
| 10. | Construction  | 23         | 92            | 27.1                       | 21                            |
| 11. | Transportation and warehousing  | 48-49      | 65            | 21.8                       | 21                            |
| 12. | Other services (except public administration)                         | 81         | 51            | 37.9                       | 21                            |
| 13. | Real estate and rental and leasing                                    | 53         | 34            | 27.4                       | 21                            |
| 14. | Agriculture, forestry, fishing and hunting                            | 11         | 30            | 22.8                       | 21                            |
| 15. | Wholesale trade   | 41         | 29            | 28.6                       | 18                            |
| 16. | Management of companies and enterprises                               | 55         | 24            | 24.4                       | 21                            |
| 17. | Mining, quarrying, and oil and gas extraction                         | 21         | 19            | 20.4                       | 21                            |
| 18. | Arts, entertainment and recreation                                    | 71         | 13            | 70.8                       | 21                            |
| 19. | Information and cultural industries                                   | 51         | 7             | 17.3                       | 21                            |
| 20. | Utilities   | 22         | 3             | 17.5                       | 17.5                          |

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        | 382             | 23.6                       | 21                            |
| 2.  | Food services and drinking places  | 722        | 225             | 29.0                       | 21                            |
| 3.  | Hospitals  | 622        | 202             | 20.5                       | 21                            |
| 4.  | Educational services   | 611        | 164             | 9.6                        | 7                             |
| 5.  | Administrative and support services  | 561        | 149             | 21.5                       | 21                            |
| 6.  | Nursing and residential care facilities                                    | 623        | 137             | 23.7                       | 21                            |
| 7.  | Food and beverage stores   | 445        | 111             | 17.1                       | 21                            |
| 8.  | Ambulatory health care services  | 621        | 99              | 20.4                       | 21                            |
| 9.  | General merchandise stores   | 452        | 87              | 17.1                       | 21                            |
| 10. | Federal government public administration                                   | 911        | 79              | 13.9                       | 14                            |
| 11. | Miscellaneous store retailers  | 453        | 76              | 22.3                       | 21                            |
| 12. | Building material and garden equipment and supplies dealers                | 444        | 71              | 21.7                       | 21                            |
| 13. | Health and personal care stores  | 446        | 69              | 17.8                       | 21                            |
| 14. | Motor vehicle and parts dealers  | 441        | 63              | 19.1                       | 21                            |
| 15. | Monetary authorities - central bank  | 521        | 55              | 21.4                       | 21                            |
| 16. | Social assistance  | 624        | 54              | 20.7                       | 21                            |
| 17. | Specialty trade contractors  | 238        | 35              | 26.7                       | 21                            |
| 18. | Construction of buildings  | 236        | 33              | 32.0                       | 21                            |
| 19. | Real estate  | 531        | 25              | 25.5                       | 21                            |
| 20. | Chemical manufacturing   | 325        | 25              | 24.1                       | 21                            |
| 21. | Accommodation services   | 721        | 25              | 32.6                       | 21                            |
| 22. | Crop production  | 111        | 24              | 19.7                       | 21                            |
| 23. | Heavy and civil engineering construction                                   | 237        | 24              | 19.3                       | 21                            |
| 24. | Management of companies and enterprises                                    | 551        | 24              | 24.4                       | 21                            |
| 25. | Postal service   | 491        | 23              | 17.9                       | 21                            |
| 26. | Local, municipal and regional public administration                        | 913        | 23              | 14.9                       | 15                            |
| 27. | Religious, grant-making, civic, and professional and similar organizations | 813        | 23              | 31.9                       | 21                            |
| 28. | Insurance carriers and related activities                                  | 524        | 22              | 35.5                       | 21                            |
| 29. | Waste management and remediation services                                  | 562        | 17              | 18.2                       | 21                            |
| 30. | Personal and laundry services  | 812        | 16              | 55.8                       | 25.5                          |
| 31. | Couriers and messengers  | 492        | 16              | 23.6                       | 14                            |



## 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       | 305             | 22.3                       | 21                            |
| 2.  | Full-service restaurants and limited-service eating places | 7225       | 217             | 29.2                       | 21                            |
| 3.  | General medical and surgical hospitals                     | 6221       | 202             | 20.5                       | 21                            |
| 4.  | Elementary and secondary schools                           | 6111       | 132             | 8.9                        | 6                             |
| 5.  | Employment services  | 5613       | 104             | 17.1                       | 21                            |
| 6.  | Community care facilities for the elderly                  | 6233       | 91              | 24.2                       | 21                            |
| 7.  | Grocery stores   | 4451       | 85              | 16.7                       | 21                            |
| 8.  | Building material and supplies dealers                     | 4441       | 71              | 21.7                       | 21                            |
| 9.  | Health and personal care stores                            | 4461       | 69              | 17.8                       | 21                            |
| 10. | Other federal government public administration             | 9119       | 67              | 13.3                       | 10                            |
| 11. | Monetary authorities - central bank                        | 5211       | 55              | 21.4                       | 21                            |
| 12. | Department stores  | 4521       | 49              | 16.2                       | 21                            |
| 13. | Home health care services                                  | 6216       | 47              | 20.6                       | 21                            |
| 14. | Automobile dealers   | 4411       | 42              | 18.5                       | 21                            |
| 15. | Other residential care facilities                          | 6239       | 39              | 20.6                       | 21                            |
| 16. | Other general merchandise stores                           | 4529       | 38              | 18.4                       | 16                            |
| 17. | Individual and family services                             | 6241       | 37              | 19.5                       | 21                            |
| 18. | Other miscellaneous store retailers                        | 4539       | 36              | 21.2                       | 21                            |
| 19. | Services to buildings and dwellings                        | 5617       | 31              | 32.5                       | 21                            |
| 20. | Management, scientific and technical consulting services   | 5416       | 25              | 24.3                       | 21                            |
| 21. | Management of companies and enterprises                    | 5511       | 24              | 24.4                       | 21                            |
| 22. | Traveller accommodation                                    | 7211       | 24              | 32.6                       | 21                            |
| 23. | Other local, municipal and regional public administration  | 9139       | 23              | 14.9                       | 15                            |
| 24. | Postal service   | 4911       | 23              | 17.9                       | 21                            |
| 25. | Office supplies, stationery and gift stores                | 4532       | 21              | 26.1                       | 21                            |
| 26. | Non-residential building construction                      | 2362       | 20              | 20.6                       | 21                            |
| 27. | Lessors of real estate                                     | 5311       | 20              | 20.1                       | 21                            |
| 28. | Automotive parts, accessories and tire stores              | 4413       | 19              | 20.2                       | 21                            |
| 29. | Other heavy and civil engineering construction             | 2379       | 19              | 19.3                       | 21                            |
| 30. | Pharmaceutical and medicine manufacturing                  | 3254       | 19              | 24.9                       | 21                            |
| 31. | Used merchandise stores                                    | 4533       | 18              | 21.0                       | 21                            |

## 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      | 285             | 22.2                       | 21                            |
| 2.  | Full-service restaurants and limited-service eating places  | 72251      | 217             | 29.2                       | 21                            |
| 3.  | General medical and surgical hospitals                      | 62211      | 202             | 20.5                       | 21                            |
| 4.  | Elementary and secondary schools                            | 61111      | 132             | 8.9                        | 6                             |
| 5.  | Employment placement agencies and executive search services | 56131      | 103             | 17.1                       | 21                            |
| 6.  | Community care facilities for the elderly                   | 62331      | 91              | 24.2                       | 21                            |
| 7.  | Supermarkets and other grocery (except convenience) stores  | 44511      | 77              | 17.1                       | 21                            |
| 8.  | Pharmacies and drug stores                                  | 44611      | 67              | 17.7                       | 21                            |
| 9.  | Hardware stores   | 44413      | 67              | 21.9                       | 21                            |
| 10. | Other federal government public administration              | 91191      | 67              | 13.3                       | 10                            |
| 11. | Monetary authorities - central bank                         | 52111      | 55              | 21.4                       | 21                            |
| 12. | Department stores   | 45211      | 49              | 16.2                       | 21                            |
| 13. | Home health care services                                   | 62161      | 47              | 20.6                       | 21                            |
| 14. | New car dealers   | 44111      | 41              | 18.4                       | 21                            |
| 15. | Other residential care facilities                           | 62399      | 39              | 20.6                       | 21                            |
| 16. | All other general merchandise stores                        | 45299      | 32              | 18.4                       | 16                            |
| 17. | Services for the elderly and persons with disabilities      | 62412      | 26              | 20.0                       | 21                            |
| 18. | Pet and pet supplies stores                                 | 45391      | 25              | 22.2                       | 21                            |
| 19. | Management consulting services                              | 54161      | 24              | 24.3                       | 21                            |
| 20. | Management of companies and enterprises                     | 55111      | 24              | 24.4                       | 21                            |
| 21. | Postal service  | 49111      | 23              | 17.9                       | 21                            |
| 22. | Other local, municipal and regional public administration   | 91391      | 23              | 14.9                       | 15                            |
| 23. | Hotels (except casino hotels) and motels                    | 72111      | 23              | 33.4                       | 21                            |
| 24. | Office supplies and stationery stores                       | 45321      | 21              | 26.1                       | 21                            |
| 25. | Pharmaceutical and medicine manufacturing                   | 32541      | 19              | 24.9                       | 21                            |
| 26. | Commercial and institutional building construction          | 23622      | 19              | 20.5                       | 21                            |
| 27. | Other heavy and civil engineering construction              | 23799      | 19              | 19.3                       | 21                            |
| 28. | Used merchandise stores                                     | 45331      | 18              | 21.0                       | 21                            |
| 29. | Automotive parts and accessories stores                     | 44131      | 18              | 20.1                       | 21                            |
| 30. | Landscaping services  | 56173      | 17              | 43.0                       | 21                            |
| 31. | Other out-patient care centres                              | 62149      | 17              | 19.8                       | 21                            |

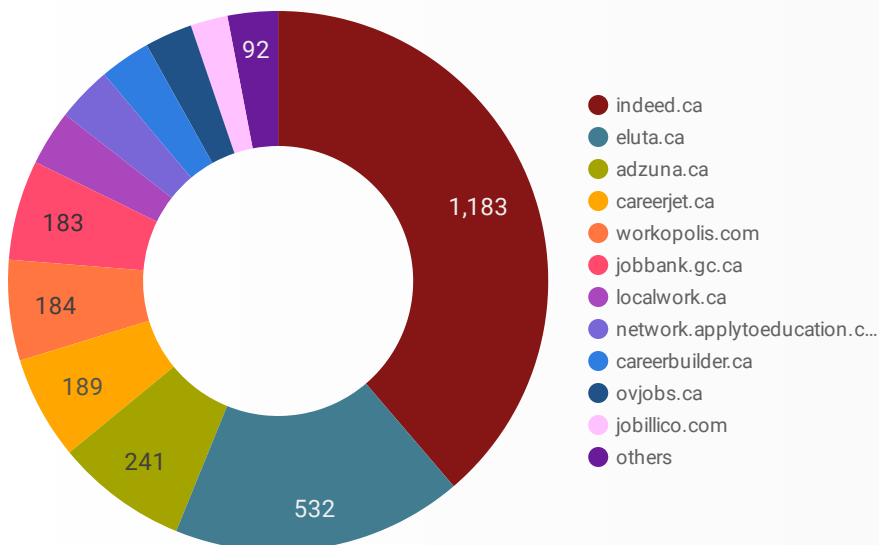
## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

What sectors are hiring?

|     | NAICS Label   | NAICS CODE | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|---|------------|-----------------|----------------------------|-------------------------------|
| 1.  | Testing laboratories  | 541380     | 285             | 22.2                       | 21                            |
| 2.  | General (except paediatric) hospitals                       | 622111     | 202             | 20.5                       | 21                            |
| 3.  | Limited-service eating places                               | 722512     | 139             | 28.1                       | 21                            |
| 4.  | Elementary and secondary schools                            | 611110     | 132             | 8.9                        | 6                             |
| 5.  | Employment placement agencies and executive search services | 561310     | 103             | 17.1                       | 21                            |
| 6.  | Community care facilities for the elderly                   | 623310     | 91              | 24.2                       | 21                            |
| 7.  | Full-service restaurants                                    | 722511     | 78              | 31.3                       | 21                            |
| 8.  | Supermarkets and other grocery (except convenience) stores  | 445110     | 77              | 17.1                       | 21                            |
| 9.  | Hardware stores   | 444130     | 67              | 21.9                       | 21                            |
| 10. | Other federal government public administration              | 911910     | 67              | 13.3                       | 10                            |
| 11. | Pharmacies and drug stores                                  | 446110     | 67              | 17.7                       | 21                            |
| 12. | Monetary authorities - central bank                         | 521110     | 55              | 21.4                       | 21                            |
| 13. | Department stores   | 452110     | 49              | 16.2                       | 21                            |
| 14. | Home health care services                                   | 621610     | 47              | 20.6                       | 21                            |
| 15. | New car dealers   | 441110     | 41              | 18.4                       | 21                            |
| 16. | All other residential care facilities                       | 623999     | 39              | 20.6                       | 21                            |
| 17. | All other miscellaneous general merchandise stores          | 452999     | 32              | 18.4                       | 16                            |
| 18. | Services for the elderly and persons with disabilities      | 624120     | 26              | 20.0                       | 21                            |
| 19. | Pet and pet supplies stores                                 | 453910     | 25              | 22.2                       | 21                            |
| 20. | Other local, municipal and regional public administration   | 913910     | 23              | 14.9                       | 15                            |
| 21. | Postal service  | 491110     | 23              | 17.9                       | 21                            |
| 22. | Hotels  | 721111     | 22              | 34.3                       | 21                            |
| 23. | Office supplies and stationery stores                       | 453210     | 21              | 26.1                       | 21                            |
| 24. | Pharmaceutical and medicine manufacturing                   | 325410     | 19              | 24.9                       | 21                            |
| 25. | Commercial and institutional building construction          | 236220     | 19              | 20.5                       | 21                            |
| 26. | Other heavy and civil engineering construction              | 237990     | 19              | 19.3                       | 21                            |
| 27. | Automotive parts and accessories stores                     | 441310     | 18              | 20.1                       | 21                            |
| 28. | Used merchandise stores                                     | 453310     | 18              | 21.0                       | 21                            |
| 29. | Medical and diagnostic laboratories                         | 621510     | 17              | 21.8                       | 21                            |
| 30. | Community health centres                                    | 621494     | 17              | 19.8                       | 21                            |
| 31. | Beer, wine and liquor stores                                | 445310     | 17              | 16.7                       | 17.5                          |

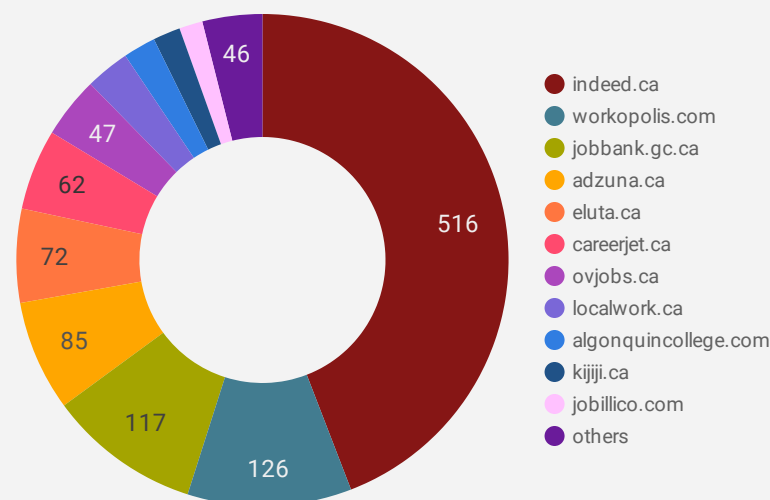
## JOB POSTINGS BY JOB BOARD

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                      | 1,183           | 20.5                       | 21                            | 516            |
| 2.  | eluta.ca                       | 532             | 21.0                       | 21                            | 72             |
| 3.  | adzuna.ca                      | 241             | 11.6                       | 12                            | 85             |
| 4.  | careerjet.ca                   | 189             | 21.9                       | 22                            | 62             |
| 5.  | workopolis.com                 | 184             | 13.9                       | 14                            | 126            |
| 6.  | jobbank.gc.ca                  | 183             | 35.3                       | 24                            | 117            |
| 7.  | localwork.ca                   | 101             | 6.1                        | 3                             | 34             |
| 8.  | network.applytoeducation.com   | 101             | 6.4                        | 6                             | 4              |
| 9.  | careerbuilder.ca               | 93              | 5.3                        | 3                             | 6              |
| 10. | ovjobs.ca                      | 87              | 34.4                       | 23                            | 47             |
| 11. | jobillico.com                  | 68              | 15.6                       | 11                            | 18             |
| 12. | algonquincollege.com           | 27              | 68.8                       | 41                            | 25             |
| 13. | kijiji.ca                      | 23              | 15.0                       | 15                            | 21             |
| 14. | canadacareer.ca                | 16              | 45.1                       | 34                            | 14             |
| 15. | careerowl.ca                   | 5               |                            |                               | 2              |
| 16. | aboriginaljobboard.ca          | 5               | 91.0                       | 91                            | 5              |
| 17. | emploisfp-psjobs.cfp-psc.gc.ca | 5               | 24.0                       | 24                            | 5              |
| 18. | careerarc.com                  | 2               |                            |                               | 2              |