

JOB DEMAND REPORT

NOVEMBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,829	1,443	873	24

OF DAYS POSTED

AVERAGE	MEDIAN
21.6	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

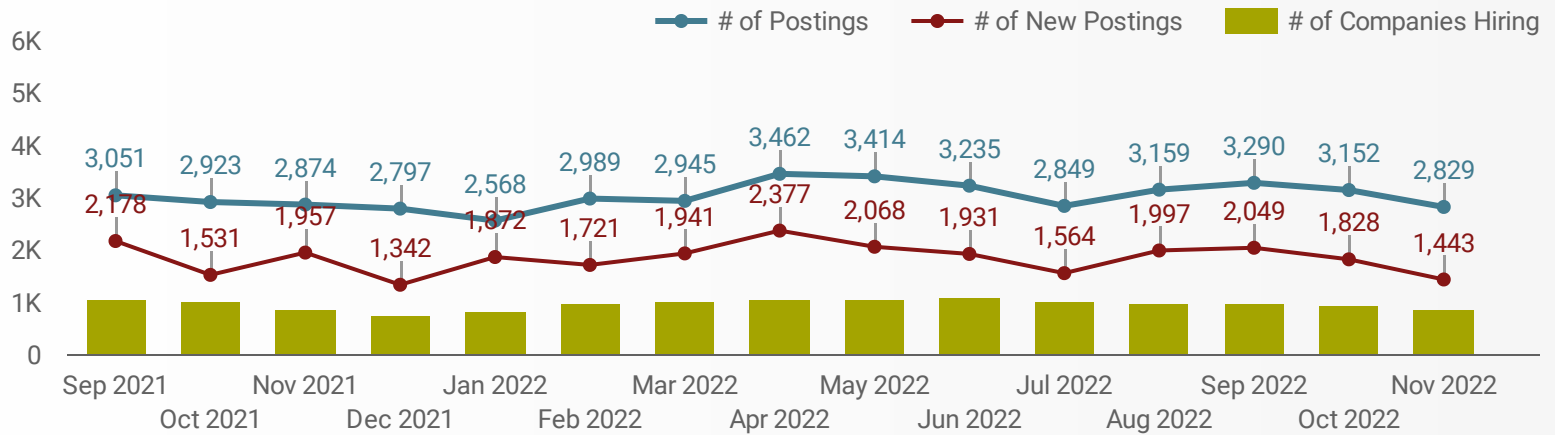
Ontario

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Ce service Emploi Ontario est financé en partie par le gouvernement du Canada et le gouvernement de l'Ontario.

JOB POSTINGS BY MONTH

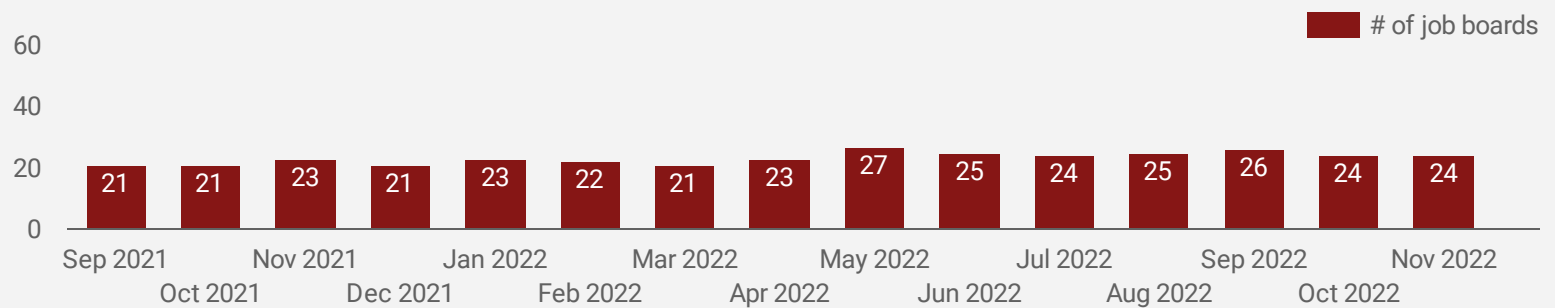
How many job postings were active for at least 1 day this month?



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

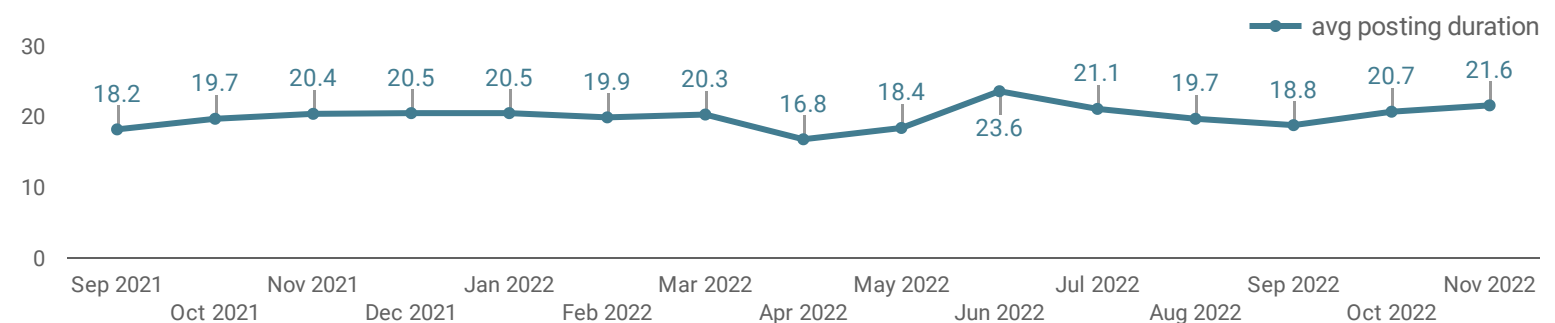
NUMBER OF ACTIVE JOB BOARDS

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?



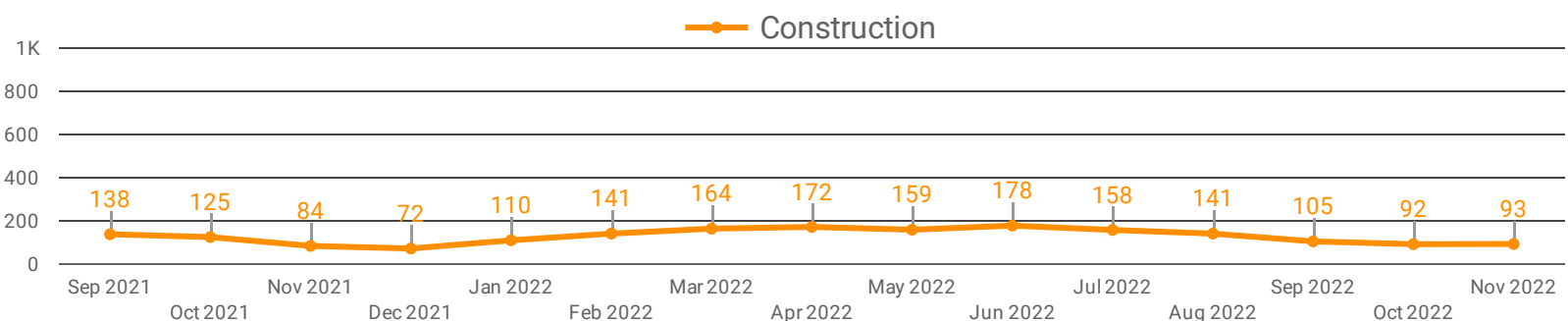
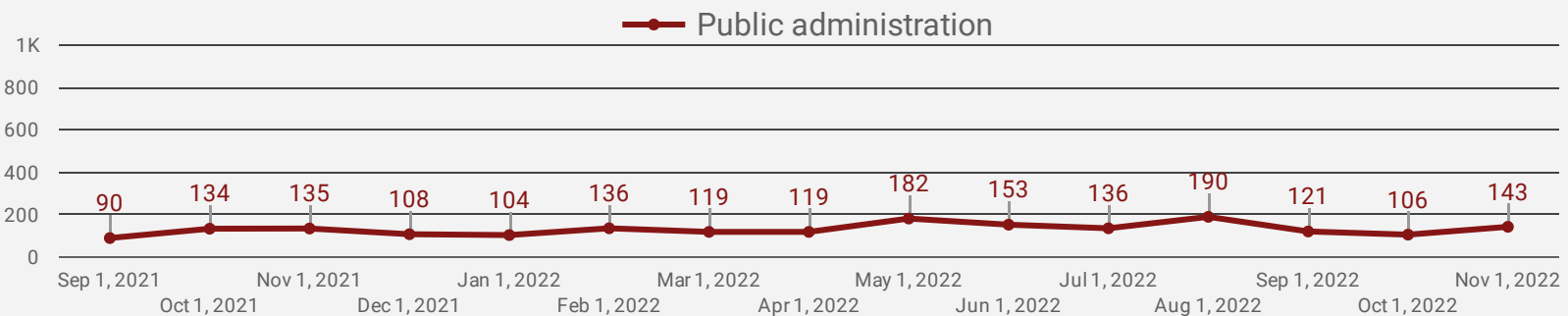
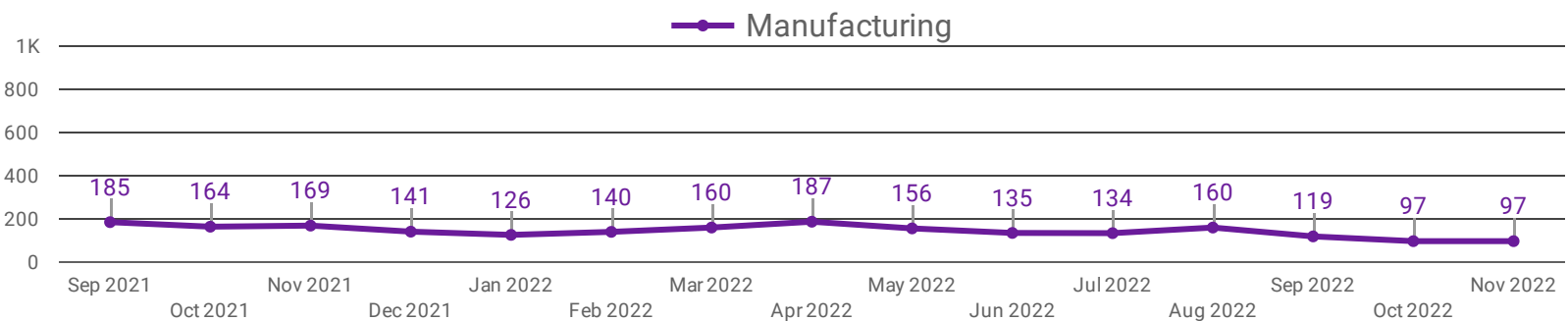
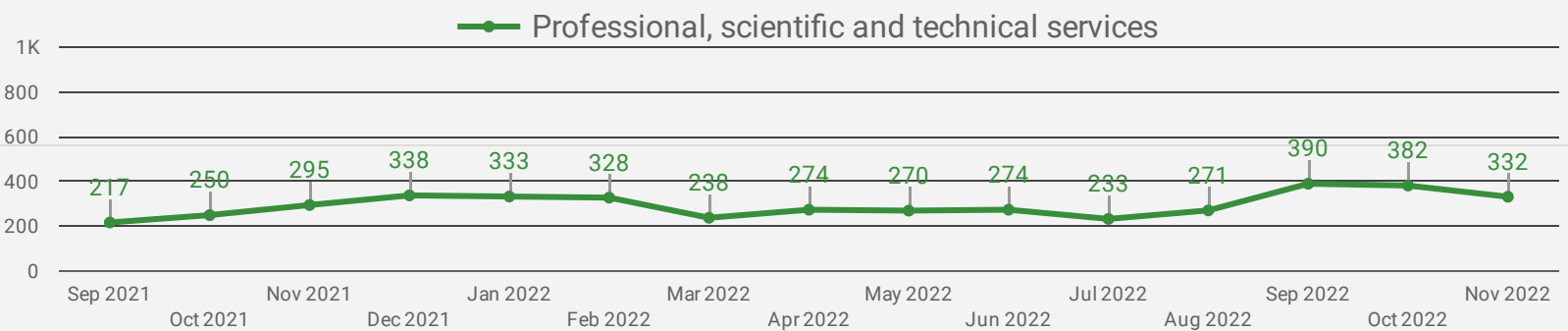
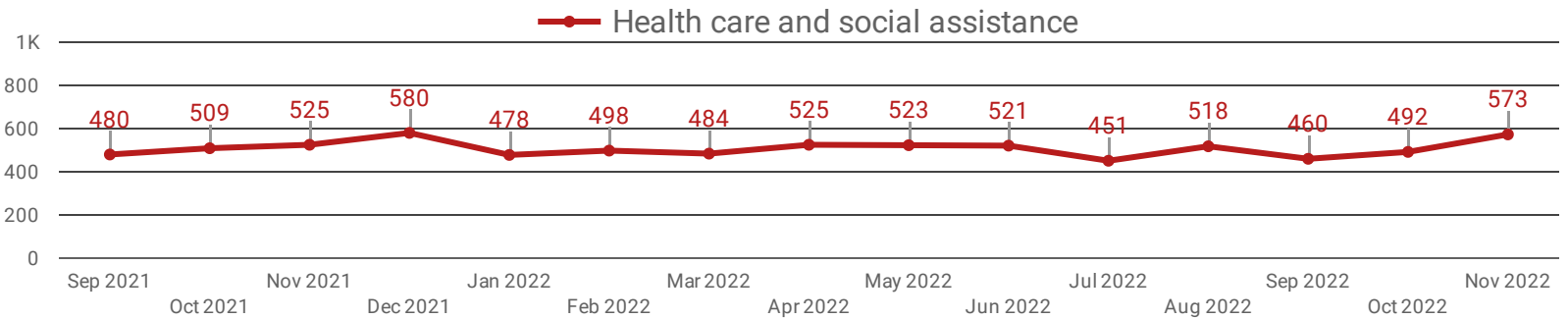
POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



DEMAND BY KEY SECTOR

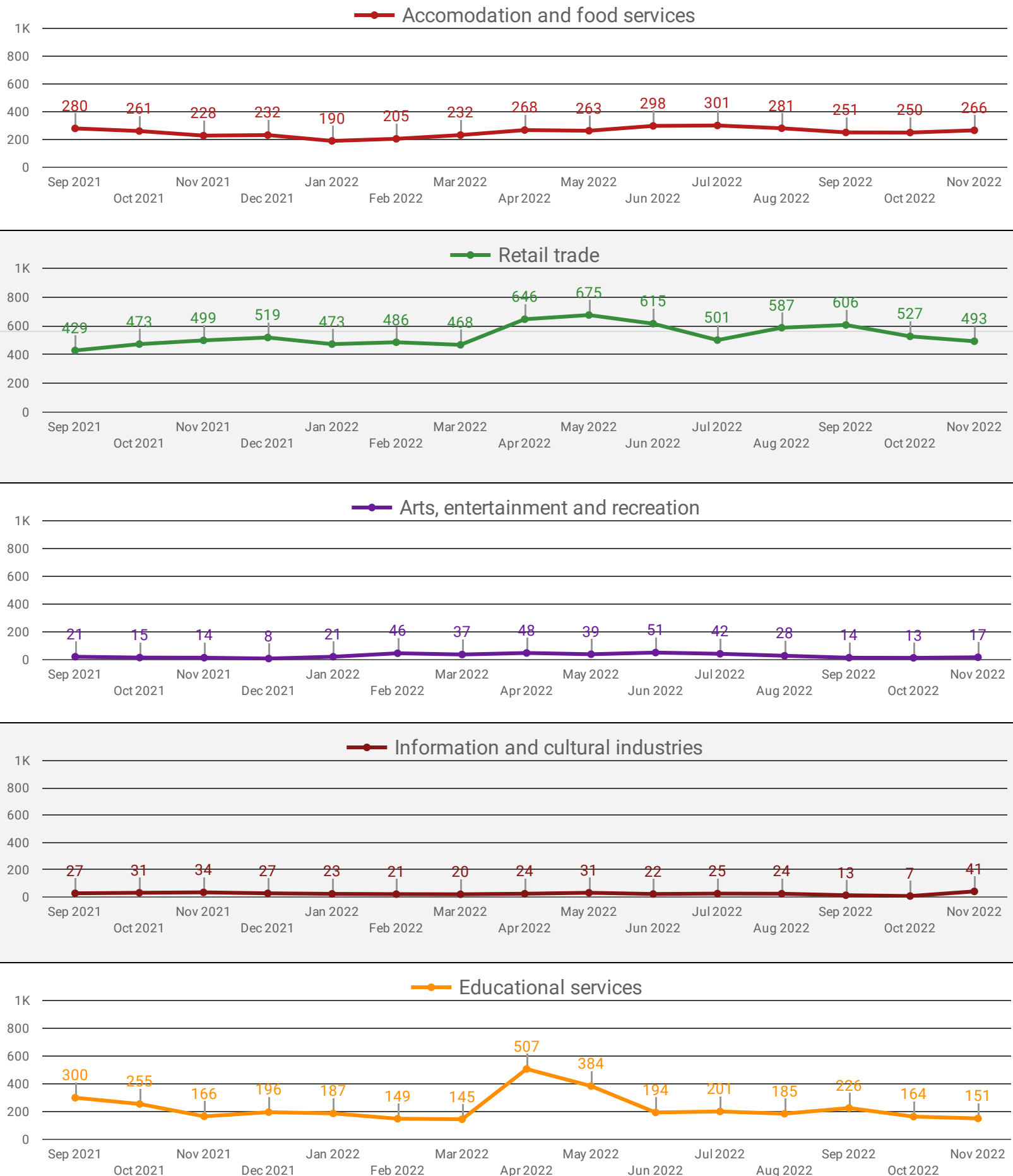
How many job postings were active for at least 1 day this month by sector?



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

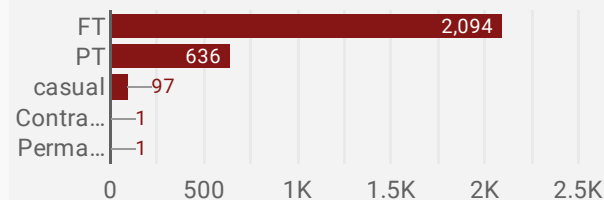
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	763	21.6	21
2.	Carleton Place	387	20.3	21
3.	Smiths Falls	267	20.0	21
4.	Arnprior	260	26.2	21
5.	Laurentian Hills	247	21.9	21
6.	Petawawa	224	17.3	21
7.	Renfrew	198	24.3	21
8.	Perth	192	22.0	21
9.	Mississippi Mills	101	19.7	21
10.	Deep River	48	30.2	21
11.	Beckwith	33	20.8	21

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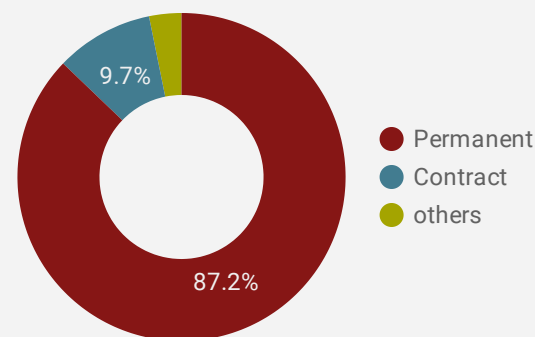
JOB TYPE

Full-time vs Part-time



JOB DURATION

Permanency of jobs posted



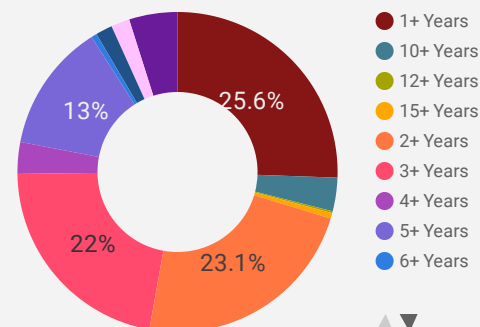
JOB POSTINGS BY COUNTY/CITY/TOWN

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	1,040	22.8	21
2.	Pembroke	763	21.6	21
3.	Lanark County	737	20.7	21
4.	Smiths Falls	267	20.0	21

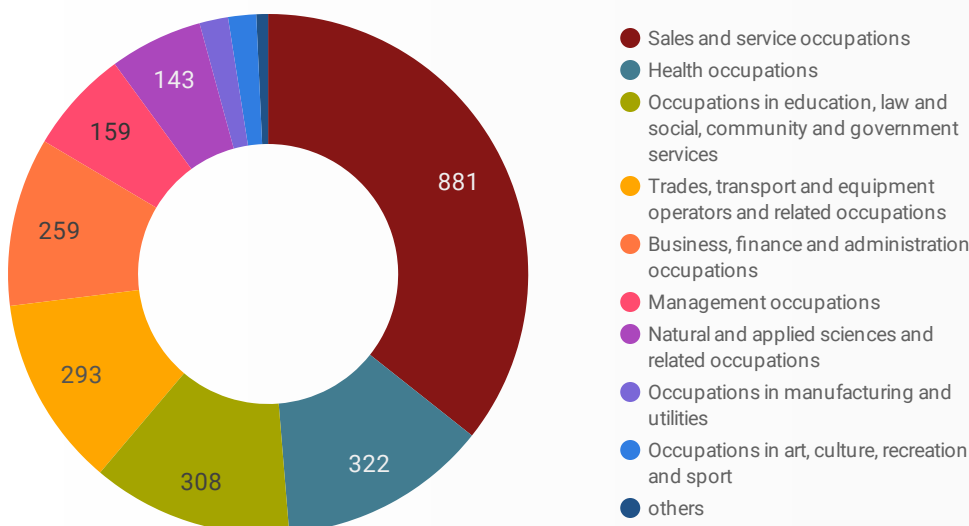
JOB EXPERIENCE

Job Postings by Experience Level Required



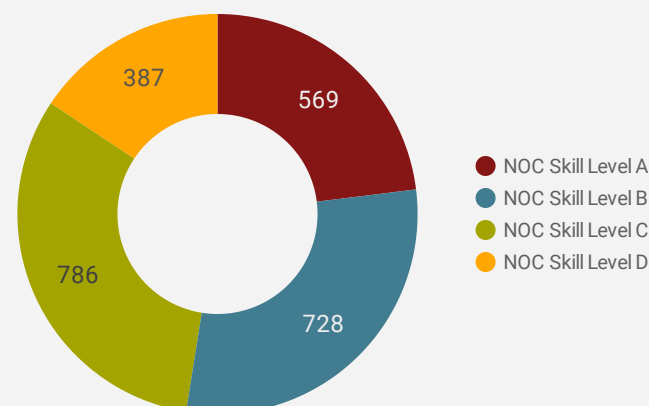
JOB POSTINGS BY JOB CATEGORY

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	207	20.7	21
2.	Pembroke Regional Hospital (PRH)	Pembroke	200	20.9	21
3.	Canadian Forces Morale & Welfare Services (CFMWS)	Petawawa	68	15.3	20
4.	Your Independent Grocer	Carleton Place	30	21.0	21
5.	Home Depot of Canada Inc.	Carleton Place	22	20.4	21
6.	Upper Canada District School Board	Carleton Place	21	12.5	6
7.	Home Depot	Carleton Place	21	19.1	21
8.	Perth and Smiths Falls District Hospital, Smiths Falls	Smiths Falls	19	21.0	21
9.	Marianhill Inc.	Pembroke	18	55.8	61
10.	Pillar5 Pharma Inc.	Arnprior	16	25.6	21
11.	Revera Inc.	Arnprior	15	20.8	21
12.	Arnprior Regional Health	Arnprior	15	18.8	6
13.	Adzuna	Pembroke	15	null	null
14.	Sienna Senior Living Inc.	Arnprior	14	27.8	28
15.	Government Of Canada	Petawawa	14	null	null
16.	Value Village Stores Ltd.	Pembroke	13	21.0	21
17.	The McCluskey Group/ Tim Hortons	Petawawa	11	21.0	21
18.	Renfrew County District School Board	Pembroke	10	5.9	6
19.	Staples, Pembroke	Carleton Place	10	35.0	35
20.	Renfrew County Catholic District School Board	Pembroke	10	15.2	21
21.	Magellan Aerospace, Winnipeg	Whitewater Region	10	21.0	21
22.	Boston Pizza International, Inc.	Pembroke	10	21.0	21
23.	Canopy Growth Corporation	Smiths Falls	9	20.6	21
24.	Walmart Canada	Smiths Falls	9	21.0	21
25.	Metro Inc.	Pembroke	9	13.3	14
26.	Upper Canada District School Board	Smiths Falls	8	6.3	7
27.	Renfrew Victoria Hospital (RVH)	Renfrew	8	22.2	21
28.	Almonte General Hospital (AGH)	Mississippi Mills	8	null	null
29.	Staples, Pembroke	Pembroke	8	null	null
30.	Upper Canada District School Board	Mississippi Mills	8	6.1	6

TOP HOURLY WAGES IN JOB POSTINGS

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











of Minimum Wage Job Postings

64

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Soccer Training Activities Operator/owner For Toddlers And Young Children	Green Wave Sports	Petawawa	80 
2.	Remote/rural Community Nursing	Mobile Healthcare Services	Pembroke	74 
3.	\$60-\$65 Rpn Needed For December (travel Nursing)	UND Healthcare Services	Pembroke	65 
4.	Operations Vice-president - Financial, Communications And Other Business Services	Holiday Inn Express Pembroke	Pembroke	63 
5.	Operations Vice-president - Financial, Communications and Other Business Services - Holiday Inn Express Pembroke	Holiday Inn Pembroke	Pembroke	58.25 
6.	Director Of Technology Management	MW EDUPAHRM CORP (MONA'S PHARMACY)	Carleton Place	58 
7.	Radiation Surveyor	BHI Energy of Canada, Inc	Laurentian Hills	54 
8.	Registered Nurse	Eastern Ontario Jobs	Pembroke	53.88 
9.	Registered Nurse	Marianhill Inc.	Pembroke	53.88 
10.	Speech-language Pathologist- Temporary Part Time	Arnprior Regional Health	Arnprior	50.96 
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TOP SALARIES IN JOB POSTINGS

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

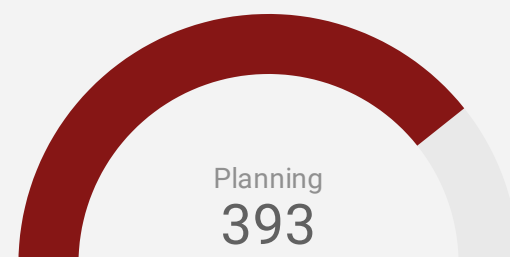
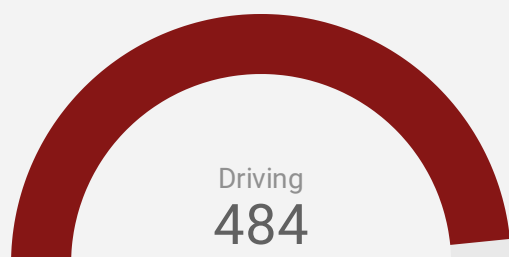
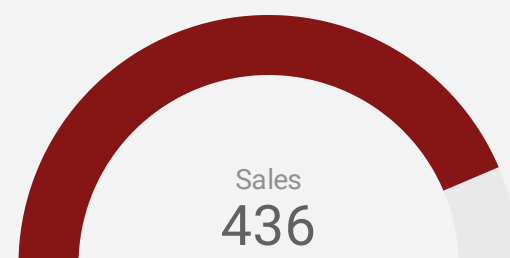
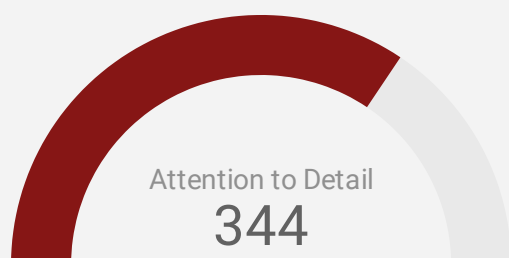
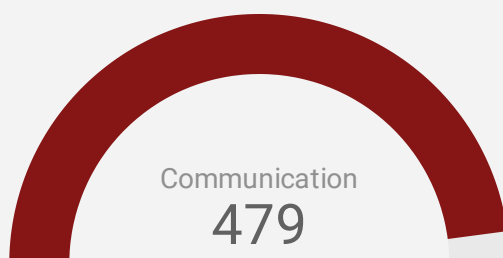
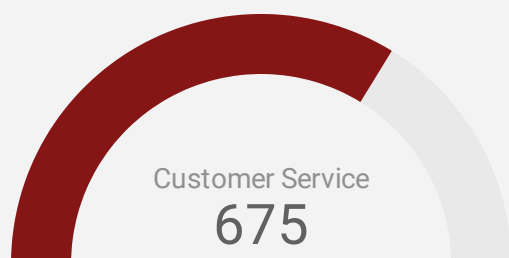
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Pembroke Honda - General Manager	Jimmy Lapointe's Auto Group - JLAG	Pembroke	300,000 
2.	Associate Dentist	Dentistry @ Arnprior	Renfrew	240,000 
3.	Automotive F&i (business Manager)	Petawawa Kia	Petawawa	159,644 
4.	Automotive Sales & Finance Manager	401 Auto	Pembroke	150,000 
5.	Director, Corporate Services	Renfrew County and District Health Unit	Pembroke	141,646 
6.	Automation Specialist	Eteros Technologies	Carleton Place	120,000 
7.	Construction Site Foreman/woman	AWD Contractors	Perth	120,000 
8.	Professor - Nursing (pembroke Campus)	Algonquin College of Applied Arts & Technology	Pembroke	117,697 
9.	Agent, Real Estate	Synicky & Associates	Carleton Place	115,000 
10.	Real Estate Listing Agent	Synicky & Associates	Perth	115,000 
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,829

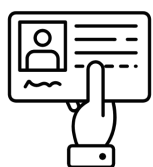


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,829



Driver's License

52



First Aid

130



Regular Access to a Vehicle

101



Criminal Record Check

247



Microsoft Office

125



Food Safety

72

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	201	21.4	21
2.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	138	20.6	21
3.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	81	23.6	21
4.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	80	21.8	21
5.	6322	Cooks	NOC Skill Level B	69	29.0	21
6.	3233	Licensed practical nurses	NOC Skill Level B	62	24.2	21
7.	0621	Retail and wholesale trade managers	NOC Skill Level A	61	19.8	21
8.	6552	Other customer and information services representatives	NOC Skill Level C	58	19.5	21
9.	6611	Cashiers	NOC Skill Level D	53	23.8	21
10.	6731	Light duty cleaners	NOC Skill Level D	52	18.0	21
11.	4032	Elementary school and kindergarten teachers	NOC Skill Level A	50	10.0	6
12.	6311	Food service supervisors	NOC Skill Level B	46	32.2	21
13.	7514	Delivery and courier service drivers	NOC Skill Level C	44	23.4	21
14.	7511	Transport truck drivers	NOC Skill Level C	43	22.2	21
15.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	43	19.3	21
16.	6211	Retail sales supervisors	NOC Skill Level B	35	21.9	21
17.	7452	Material handlers	NOC Skill Level C	31	19.7	21
18.	1114	Other financial officers	NOC Skill Level A	30	26.6	21
19.	4152	Social workers	NOC Skill Level A	26	20.5	21
20.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	26	15.4	18.5
21.	6513	Food and beverage servers	NOC Skill Level C	25	21.9	21
22.	2132	Mechanical engineers	NOC Skill Level A	24	22.4	21
23.	4212	Social and community service workers	NOC Skill Level B	24	26.2	21
24.	4216	Other instructors	NOC Skill Level B	22	10.4	6.5
25.	3414	Other assisting occupations in support of health services	NOC Skill Level C	22	18.2	21
26.	6222	Retail and wholesale buyers	NOC Skill Level B	21	21.1	21
27.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	21	19.6	21
28.	1411	General office support workers	NOC Skill Level C	21	18.3	21
29.	1241	Administrative assistants	NOC Skill Level B	21	18.3	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	201	21.4	21
2.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	138	20.6	21
3.	441	Home care providers and educational support occupations	NOC Skill Level C	112	22.4	21
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	97	22.9	21
5.	323	Other technical occupations in health care	NOC Skill Level B	81	23.2	21
6.	301	Professional occupations in nursing	NOC Skill Level A	81	23.6	21
7.	673	Cleaners	NOC Skill Level D	79	18.1	21
8.	632	Chefs and cooks	NOC Skill Level B	75	29.0	21
9.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	66	10.0	6
10.	655	Customer and information services representatives	NOC Skill Level C	64	19.6	21
11.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	62	19.4	21
12.	062	Retail and wholesale trade managers	NOC Skill Level A	61	19.8	21
13.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	59	21.9	21
14.	661	Cashiers	NOC Skill Level D	53	23.8	21
15.	662	Other sales support and related occupations	NOC Skill Level D	49	19.9	21
16.	631	Service supervisors	NOC Skill Level B	47	32.2	21
17.	341	Assisting occupations in support of health services	NOC Skill Level C	43	21.5	21
18.	415	Social and community service professionals	NOC Skill Level A	40	20.3	21
19.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	39	20.3	21
20.	111	Auditors, accountants and investment professionals	NOC Skill Level A	38	27.4	21
21.	141	General office workers	NOC Skill Level C	38	20.7	21
22.	651	Occupations in food and beverage service	NOC Skill Level C	37	22.0	21
23.	525	Athletes, coaches, referees and related occupations	NOC Skill Level B	36	20.0	20
24.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	36	19.3	21
25.	122	Administrative and regulatory occupations	NOC Skill Level B	35	17.5	21
26.	621	Retail sales supervisors	NOC Skill Level B	35	21.9	21
27.	213	Civil, mechanical, electrical and chemical engineers	NOC Skill Level A	35	22.4	21
28.	745	Longshore workers and material handlers	NOC Skill Level C	31	19.7	21
29.	312	Pharmacists, dietitians and nutritionists	NOC Skill Level A	26	40.4	26.5

JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	224	19.6	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	206	21.4	21
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	151	27.1	21
4.	32	Technical occupations in health	NOC Skill Level B	141	22.7	21
5.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	125	21.1	21
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	118	23.6	21
7.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	112	22.4	21
8.	66	Sales support occupations	NOC Skill Level D	102	21.9	21
9.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	90	23.1	21
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	86	22.2	21
11.	30	Professional occupations in nursing	NOC Skill Level A	81	23.6	21
12.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	80	19.5	21
13.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	73	21.8	21
14.	40	Professional occupations in education services	NOC Skill Level A	70	10.6	6
15.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	62	19.4	21
16.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	62	20.8	21
17.	14	Office support occupations	NOC Skill Level C	61	20.5	21
18.	72	Industrial, electrical and construction trades	NOC Skill Level B	59	32.5	21
19.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	59	19.5	21
20.	31	Professional occupations in health (except nursing)	NOC Skill Level A	57	27.5	21
21.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	53	22.0	21
22.	11	Professional occupations in business and finance	NOC Skill Level A	47	25.9	21
23.	73	Maintenance and equipment operation trades	NOC Skill Level B	46	26.7	21
24.	34	Assisting occupations in support of health services	NOC Skill Level C	43	21.5	21
25.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	40	22.4	21
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	40	19.2	17
27.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	30	26.7	21
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
246

NEW POSTINGS
0

COMPANIES
142

LANGUAGES
6

OF DAYS POSTED

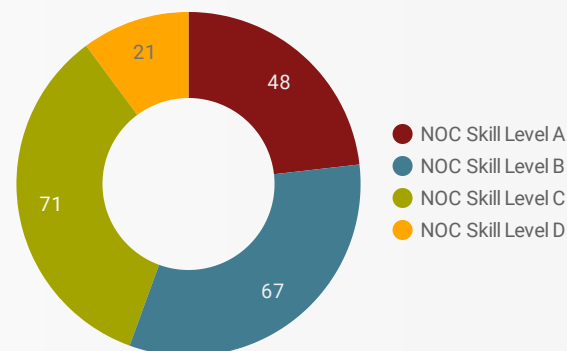
AVERAGE
21.7

MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

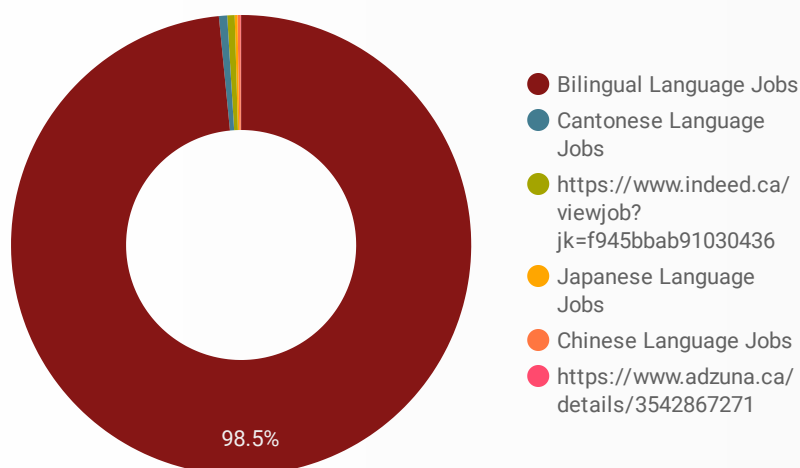
- 48** Skill Level A - Management/ Professional Occupations usually requiring University
- 67** Skill Level B - Usually college education or apprenticeship training
- 71** Skill Level C - Usually secondary education or occupation-specific training
- 21** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...
https://www....				1
Chinese Lang...		1		
Japanese La...				1
Cantonese La...			1	

LANGUAGE SKILLS BREAKDOWN

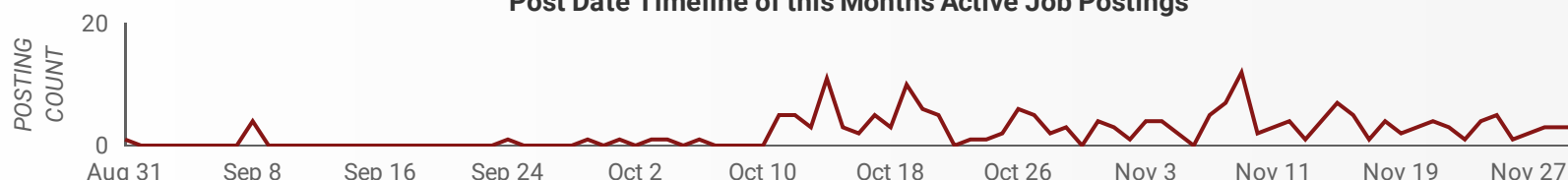
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	241
2. Chinese Language Jobs	1
3. Cantonese Language Jobs	1
4. https://www.indeed.ca/viewjob?jk=f945bbab91030436	1
5. Japanese Language Jobs	1

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

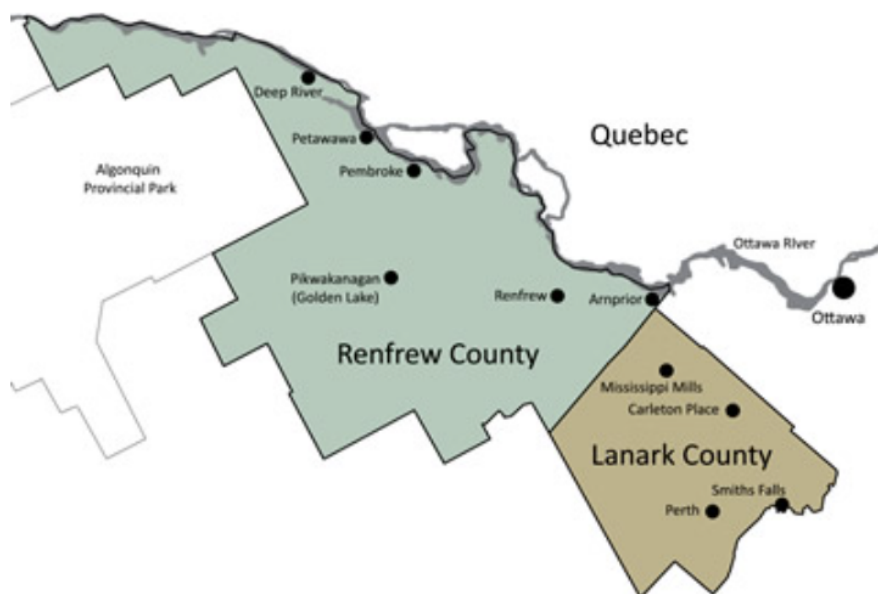
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual Lan...	https://www...	Chinese Lan...	Japanese L...	Cantonese L...	Grand total
Business, finance and administration occu...	27					27
Health occupations	36		1			37
Management occupations	10					10
Natural and applied sciences and related o...	4					4
Natural resources, agriculture and related ...	1					1
Occupations in art, culture, recreation and ...	8					8
Occupations in education, law and social, ...	35					35
Other labourers in processing, manufactur...		1				1
Sales and service occupations	63			1	1	65
Trades, transport and equipment operator...	19					19
Grand total	203	1	1	1	1	207

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	75	25.7	21
2.	Carleton Place	33	20.3	21
3.	Petawawa	30	16.0	17.5
4.	Renfrew	29	20.0	21
5.	Smiths Falls	21	21.0	21
6.	Arnprior	19	22.7	21
7.	Mississippi Mills	11	19.7	21
8.	Perth	10	21.0	21
9.	Deep River	6	27.7	31
10.	Laurentian Hills	5	12.0	14
11.	Whitewater Region	2	21.0	21
12.	Bonnechere Valley	1		
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	UPPER TIER	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Renfrew County	93	19.4	21
2.	Pembroke	75	25.7	21
3.	Lanark County	55	20.2	21
4.	Smiths Falls	21	21.0	21

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

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

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MULTILINGUAL HIRING EMPLOYERS

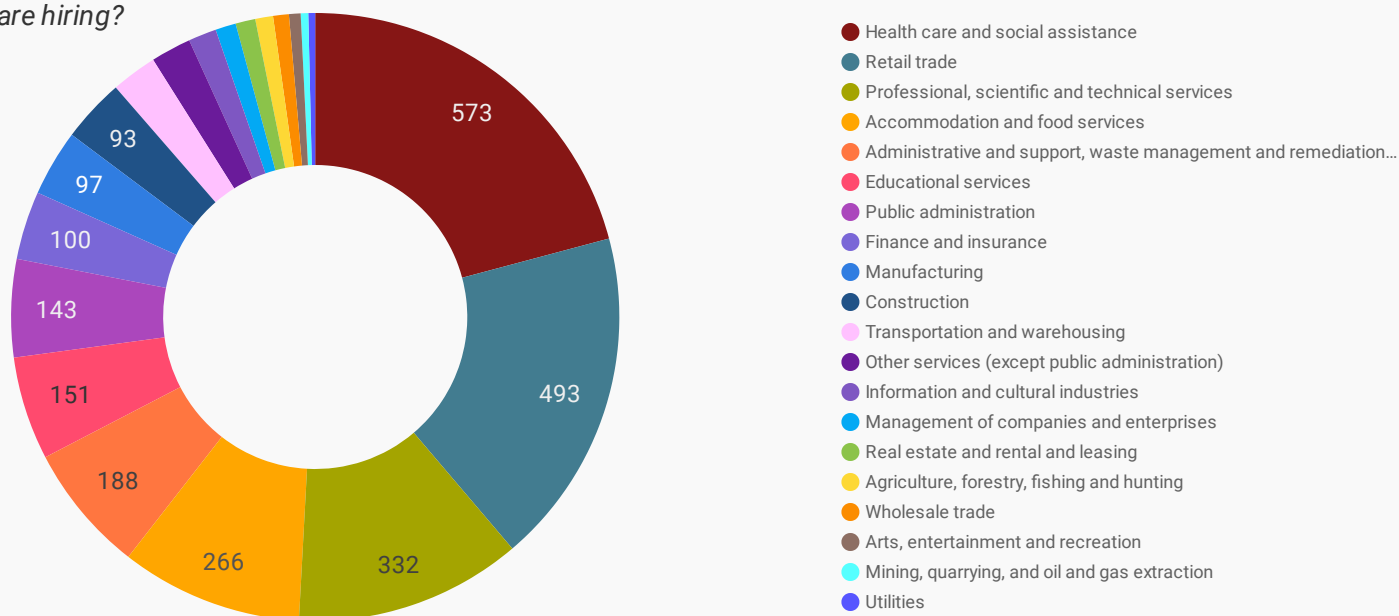
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Marianhill Inc.	13
2. Pembroke Regional Hospital (PRH)	11
3. Canadian Forces Morale & Welfare Services (CFMWS)	8
4. Government Of Canada	6
5. PIZZA HUT	6
6. Renfrew Victoria Hospital (RVH)	5
7. Home and Community Care Support Services Champlain	5
8. Conseil des Ã©coles publiques de l'Est de l'Ontario	4
9. Pillar5 Pharma Inc.	4
10. Wendy's Fast Food Restaurants	4
11. Canadian Nuclear Laboratories (CNL)	4
12. Power Staffing Solutions	4
13. Liquor Control Board of Ontario / LCBO	3
14. Bernadette McCann House	3
15. Home and Community Care Support Services (South East)	3
16. Pinsa Romana Canada	3
17. Upper Canada District School Board	3
18. Canada Post Corp	3
19. Uptown Resto Bar	3
20. Town of Arnprior	3
21. Petawawa Military Family Resource Centre, Petawawa	3
22. ServiceMaster	3
23. Arnprior Regional Health	2
24. Foundry Coffee Bar	2
25. Deslaurier Custom Cabinets	2
26. Martel Advantage Inc.	2
27. Tim Hortons	2
28. Messer North America, Inc.	2
29. Carefor Health and Community 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.	Health care and social assistance	62	573	22.4	21
2.	Retail trade	44-45	493	20.8	21
3.	Professional, scientific and technical services	54	332	22.7	21
4.	Accommodation and food services	72	266	26.1	21
5.	Administrative and support, waste management and remediation services	56	188	19.8	21
6.	Educational services	61	151	13.1	7
7.	Public administration	91	143	16.3	20
8.	Finance and insurance	52	100	19.9	21
9.	Manufacturing	31-33	97	21.9	21
10.	Construction	23	93	32.3	21
11.	Transportation and warehousing	48-49	67	17.9	21
12.	Other services (except public administration)	81	59	43.1	21
13.	Information and cultural industries	51	41	12.8	6
14.	Management of companies and enterprises	55	30	24.1	21
15.	Real estate and rental and leasing	53	29	22.6	21
16.	Agriculture, forestry, fishing and hunting	11	26	19.6	21
17.	Wholesale trade	41	23	26.1	21
18.	Arts, entertainment and recreation	71	17	17.9	21
19.	Mining, quarrying, and oil and gas extraction	21	11	21.0	21
20.	Utilities	22	10	21.0	21

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	332	22.7	21
2.	Hospitals	622	264	20.8	21
3.	Food services and drinking places	722	244	24.8	21
4.	Administrative and support services	561	173	19.6	21
5.	Nursing and residential care facilities	623	154	27.3	21
6.	Educational services	611	151	13.1	7
7.	Food and beverage stores	445	108	19.0	21
8.	Ambulatory health care services	621	102	22.1	21
9.	Federal government public administration	911	100	15.6	20
10.	General merchandise stores	452	83	18.2	21
11.	Building material and garden equipment and supplies dealers	444	73	21.8	21
12.	Miscellaneous store retailers	453	66	23.9	21
13.	Motor vehicle and parts dealers	441	64	21.6	21
14.	Social assistance	624	53	20.8	20.5
15.	Health and personal care stores	446	51	22.8	21
16.	Specialty trade contractors	238	46	35.5	21
17.	Monetary authorities - central bank	521	44	22.0	21
18.	Telecommunications	517	37	11.8	5
19.	Local, municipal and regional public administration	913	31	19.1	21
20.	Construction of buildings	236	30	32.6	21
21.	Religious, grant-making, civic, and professional and similar organizations	813	30	47.0	21
22.	Management of companies and enterprises	551	30	24.1	21
23.	Insurance carriers and related activities	524	29	17.1	21
24.	Chemical manufacturing	325	25	24.2	21
25.	Credit intermediation and related activities	522	24	19.7	21
26.	Real estate	531	23	23.8	21
27.	Transportation equipment manufacturing	336	22	19.5	21
28.	Accommodation services	721	22	45.3	21
29.	Postal service	491	19	18.7	21
30.	Truck transportation	484	17	22.0	21
31.	Heavy and civil engineering construction	237	17	22.7	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.	General medical and surgical hospitals	6221	264	20.8	21
2.	Full-service restaurants and limited-service eating places	7225	240	24.2	21
3.	Architectural, engineering and related services	5413	238	22.4	21
4.	Elementary and secondary schools	6111	125	12.8	7
5.	Employment services	5613	119	18.9	21
6.	Community care facilities for the elderly	6233	115	30.1	21
7.	Other federal government public administration	9119	88	15.3	20
8.	Grocery stores	4451	88	18.4	21
9.	Building material and supplies dealers	4441	71	21.8	21
10.	Department stores	4521	59	18.0	21
11.	Health and personal care stores	4461	51	22.8	21
12.	Automobile dealers	4411	45	22.7	21
13.	Home health care services	6216	44	23.9	21
14.	Monetary authorities - central bank	5211	44	22.0	21
15.	Management, scientific and technical consulting services	5416	39	20.8	21
16.	Services to buildings and dwellings	5617	36	22.7	21
17.	Other residential care facilities	6239	35	20.1	21
18.	Individual and family services	6241	34	18.7	20
19.	Other local, municipal and regional public administration	9139	31	19.1	21
20.	Management of companies and enterprises	5511	30	24.1	21
21.	Advertising, public relations, and related services	5418	28	23.8	21
22.	Other miscellaneous store retailers	4539	28	23.8	21
23.	Wired and wireless telecommunications carriers(except satellite)	5173	26	9.2	4
24.	Other general merchandise stores	4529	24	18.8	21
25.	Traveller accommodation	7211	21	48.7	21
26.	Aerospace product and parts manufacturing	3364	19	19.5	21
27.	Postal service	4911	19	18.7	21
28.	Used merchandise stores	4533	19	20.8	21
29.	Building equipment contractors	2382	18	26.8	21
30.	Office supplies, stationery and gift stores	4532	18	35.0	35
31.	Agencies, brokerages and other insurance related activities	5242	17	23.5	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.	General medical and surgical hospitals	62211	264	20.8	21
2.	Full-service restaurants and limited-service eating places	72251	240	24.2	21
3.	Testing laboratories	54138	218	21.0	21
4.	Elementary and secondary schools	61111	125	12.8	7
5.	Community care facilities for the elderly	62331	115	30.1	21
6.	Employment placement agencies and executive search services	56131	115	18.8	21
7.	Other federal government public administration	91191	88	15.3	20
8.	Supermarkets and other grocery (except convenience) stores	44511	77	18.6	21
9.	Hardware stores	44413	66	21.9	21
10.	Department stores	45211	59	18.0	21
11.	Pharmacies and drug stores	44611	48	23.4	21
12.	New car dealers	44111	44	22.8	21
13.	Monetary authorities - central bank	52111	44	22.0	21
14.	Home health care services	62161	44	23.9	21
15.	Other residential care facilities	62399	35	20.1	21
16.	Other local, municipal and regional public administration	91391	31	19.1	21
17.	Management of companies and enterprises	55111	30	24.1	21
18.	Management consulting services	54161	28	23.3	21
19.	Wired and wireless telecommunications carriers (except satellite)	51731	26	9.2	4
20.	Services for the elderly and persons with disabilities	62412	20	20.7	21
21.	Hotels (except casino hotels) and motels	72111	20	48.7	21
22.	Landscaping services	56173	19	24.0	21
23.	Postal service	49111	19	18.7	21
24.	Used merchandise stores	45331	19	20.8	21
25.	Aerospace product and parts manufacturing	33641	19	19.5	21
26.	Other services related to advertising	54189	18	23.2	20
27.	Office supplies and stationery stores	45321	18	35.0	35
28.	All other general merchandise stores	45299	18	18.8	21
29.	Automotive parts and accessories stores	44131	17	19.1	21
30.	Insurance agencies and brokerages	52421	17	23.5	21
31.	Residential building construction	23611	17	34.8	21

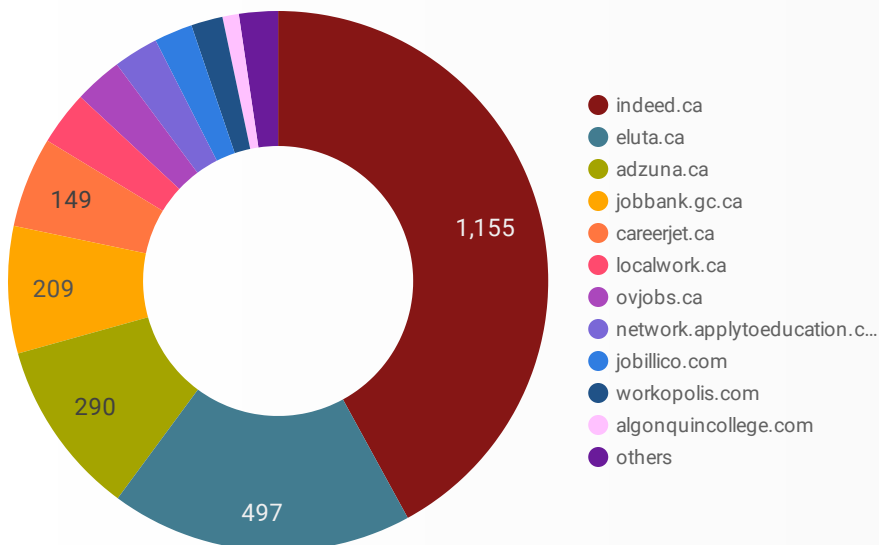
TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

What sectors are hiring?

	NAICS Label	NAICS CODE	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	General (except paediatric) hospitals	622111	264	20.8	21
2.	Testing laboratories	541380	218	21.0	21
3.	Limited-service eating places	722512	156	23.1	21
4.	Elementary and secondary schools	611110	125	12.8	7
5.	Community care facilities for the elderly	623310	115	30.1	21
6.	Employment placement agencies and executive search services	561310	115	18.8	21
7.	Other federal government public administration	911910	88	15.3	20
8.	Full-service restaurants	722511	84	26.5	21
9.	Supermarkets and other grocery (except convenience) stores	445110	77	18.6	21
10.	Hardware stores	444130	66	21.9	21
11.	Department stores	452110	59	18.0	21
12.	Pharmacies and drug stores	446110	48	23.4	21
13.	Home health care services	621610	44	23.9	21
14.	Monetary authorities - central bank	521110	44	22.0	21
15.	New car dealers	441110	44	22.8	21
16.	All other residential care facilities	623999	35	20.1	21
17.	Other local, municipal and regional public administration	913910	31	19.1	21
18.	Wired and wireless telecommunications carriers (except satellite)	517310	26	9.2	4
19.	Administrative management and general management consulting services	541611	23	21.5	21
20.	Services for the elderly and persons with disabilities	624120	20	20.7	21
21.	Landscaping services	561730	19	24.0	21
22.	Postal service	491110	19	18.7	21
23.	Aerospace product and parts manufacturing	336410	19	19.5	21
24.	Used merchandise stores	453310	19	20.8	21
25.	All other services related to advertising	541899	18	23.2	20
26.	All other miscellaneous general merchandise stores	452999	18	18.8	21
27.	Office supplies and stationery stores	453210	18	35.0	35
28.	Holding companies	551113	17	24.4	21
29.	Automotive parts and accessories stores	441310	17	19.1	21
30.	Residential building construction	236110	17	34.8	21
31.	Insurance carriers and intermediaries	534010	17	22.5	21

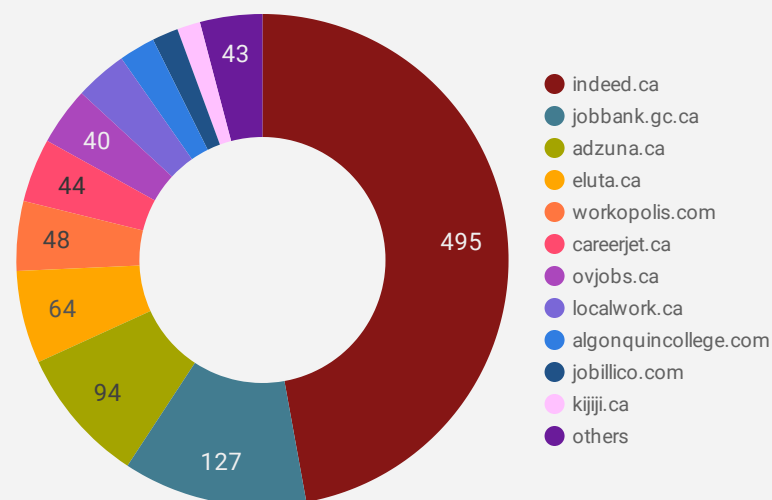
JOB POSTINGS BY JOB BOARD

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	1,155	20.2	21	495
2.	eluta.ca	497	21.0	21	64
3.	adzuna.ca	290	30.0	32	94
4.	jobbank.gc.ca	209	27.4	16	127
5.	careerjet.ca	149	26.0	35	44
6.	localwork.ca	89	5.4	3	36
7.	ovjobs.ca	79	34.5	21	40
8.	network.applytoeducation.com	74	6.8	6	4
9.	jobillico.com	63	16.5	11	18
10.	workopolis.com	52	15.8	16	48
11.	algonquincollege.com	27	29.5	21	25
12.	canadacareer.ca	18	28.6	33	14
13.	kijiji.ca	17	15.0	15	16
14.	careerbuilder.ca	5	22.3	23	5
15.	careerowl.ca	5	215.0	215	2
16.	gojobs.gov.on.ca	5	16.0	16	4
17.	emploisfp-psjobs.cfp-psc.gc.ca	4			4
18.	aboriginaljobboard.ca	3	90.5	91	3