

JOB DEMAND REPORT

DECEMBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,493	1,106	824	23

OF DAYS POSTED

AVERAGE	MEDIAN
28.6	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

Page 1 of 20

Source:

Job posting data is collected by the Labour Market Group of Renfrew & Lanark from job boards and employer websites that recruit candidates in the County of Renfrew, Lanark County, the Town of Smith Falls, and the City of Pembroke.

Canada

EMPLOYMENT
ONTARIO

EMPLOI
ONTARIO

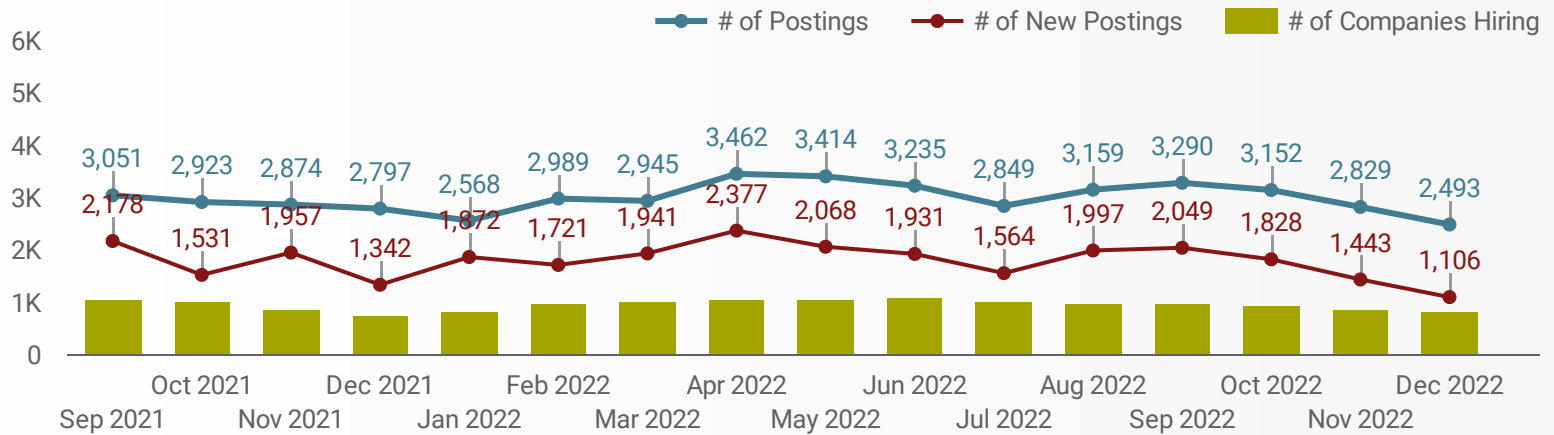
Ontario

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JOB POSTINGS BY MONTH

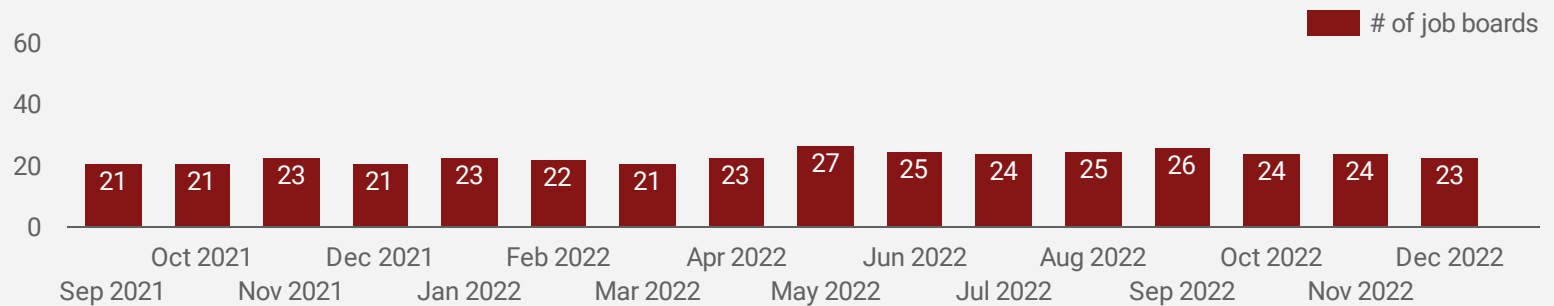
How many job postings were active for at least 1 day this month?



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

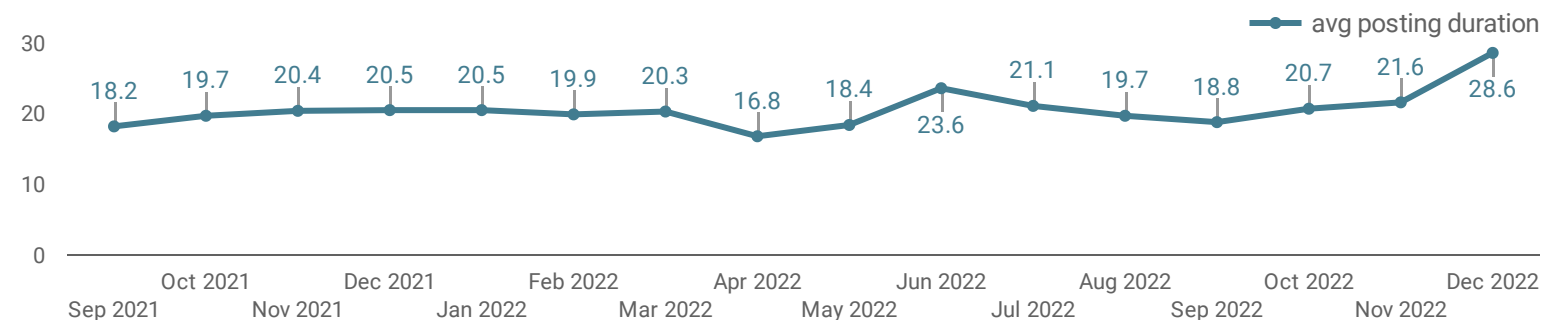
NUMBER OF ACTIVE JOB BOARDS

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



AVG & MEDIAN POSTING LENGTH BY DAYS

How long are employers having to recruit for to find candidates to fill their job vacancies?



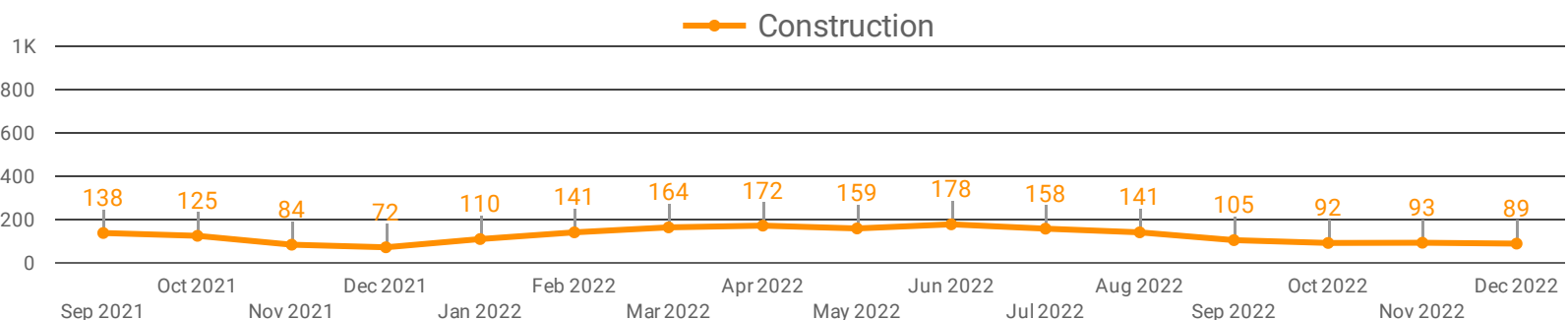
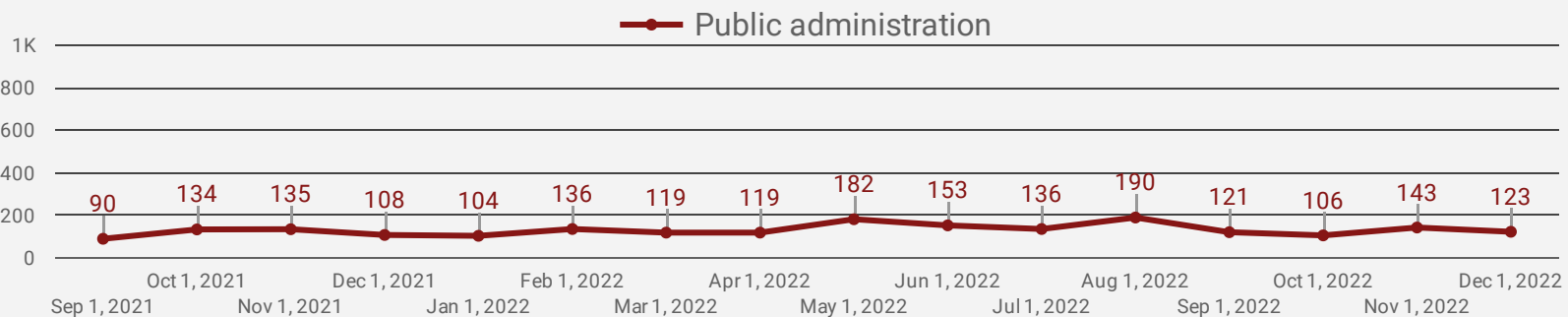
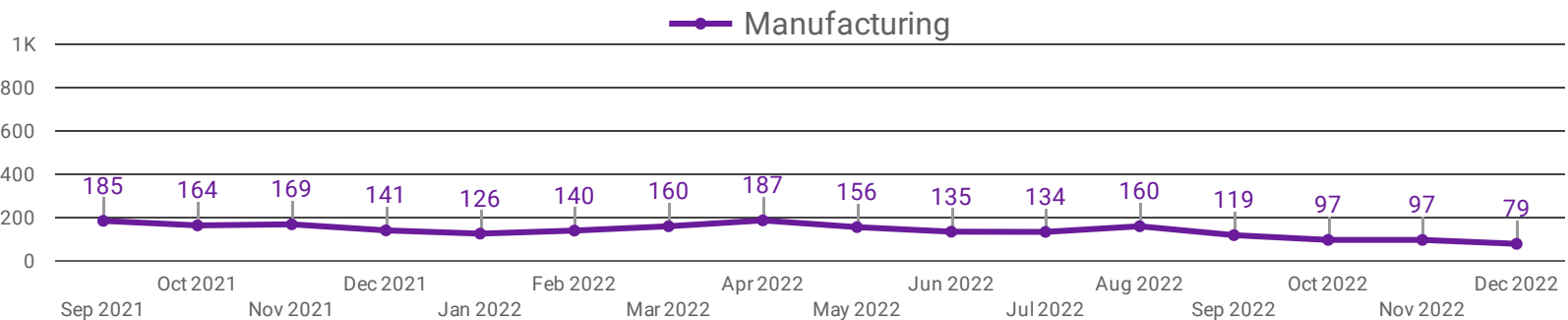
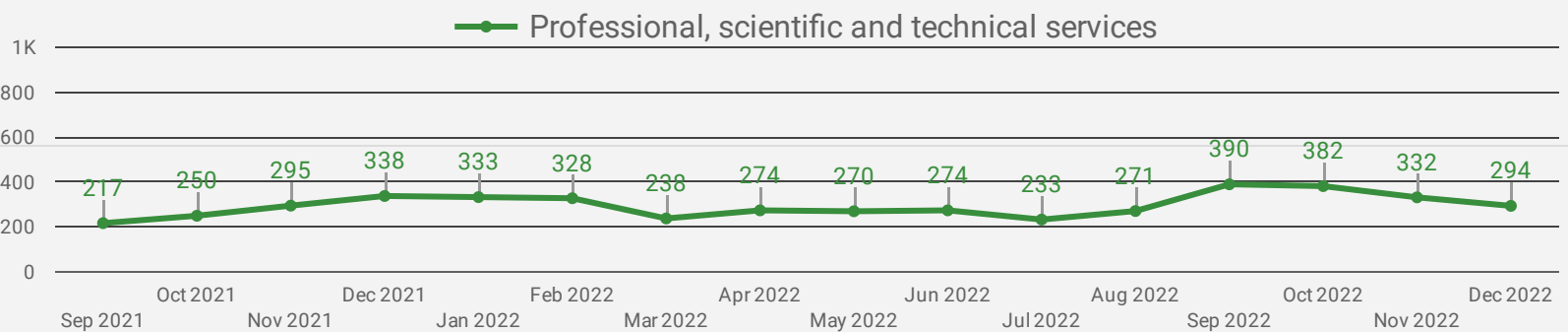
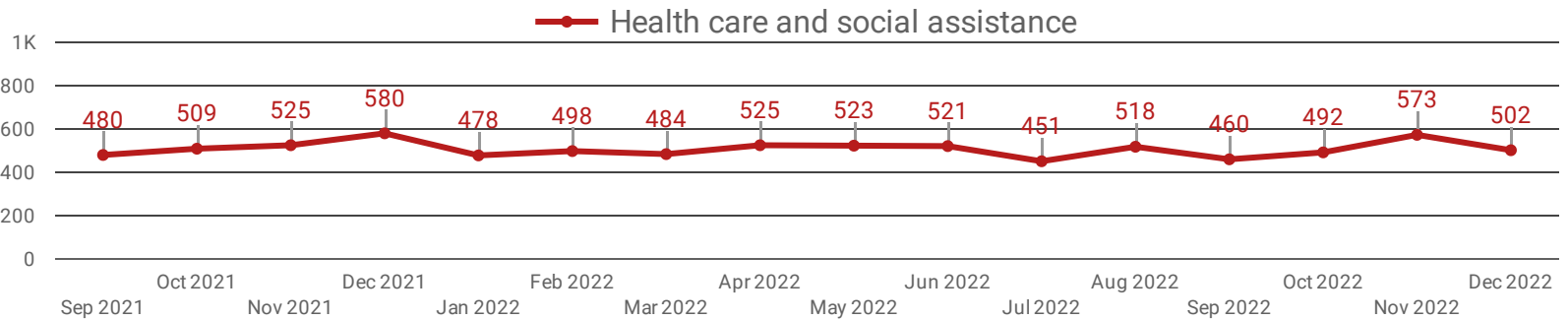
POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



DEMAND BY KEY SECTOR

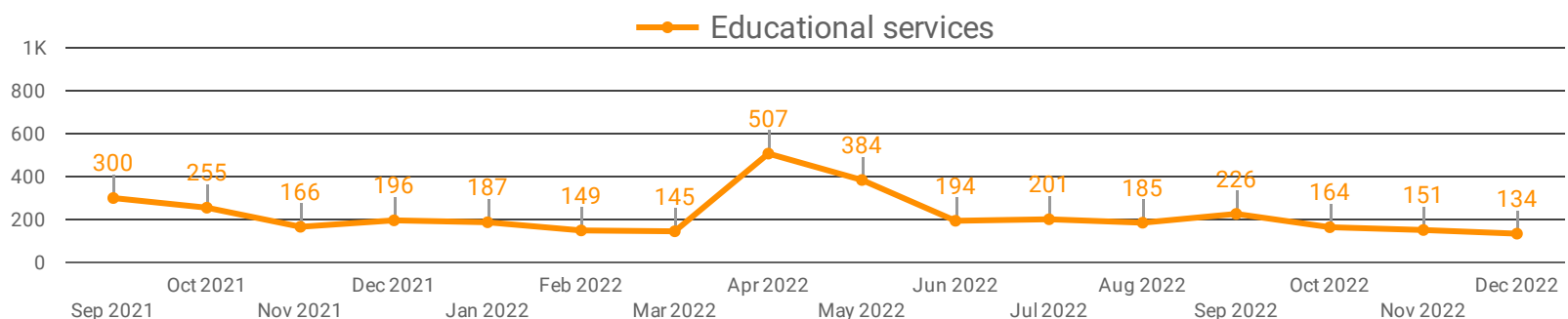
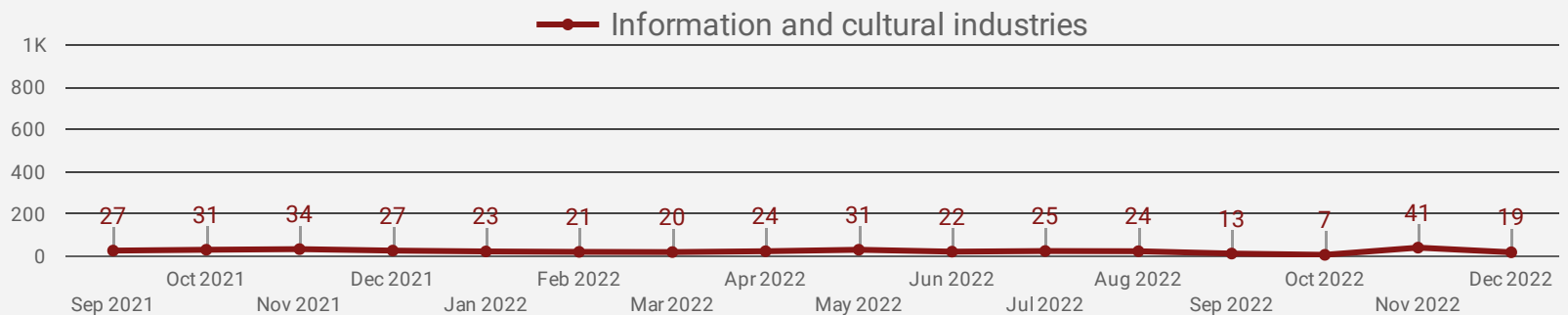
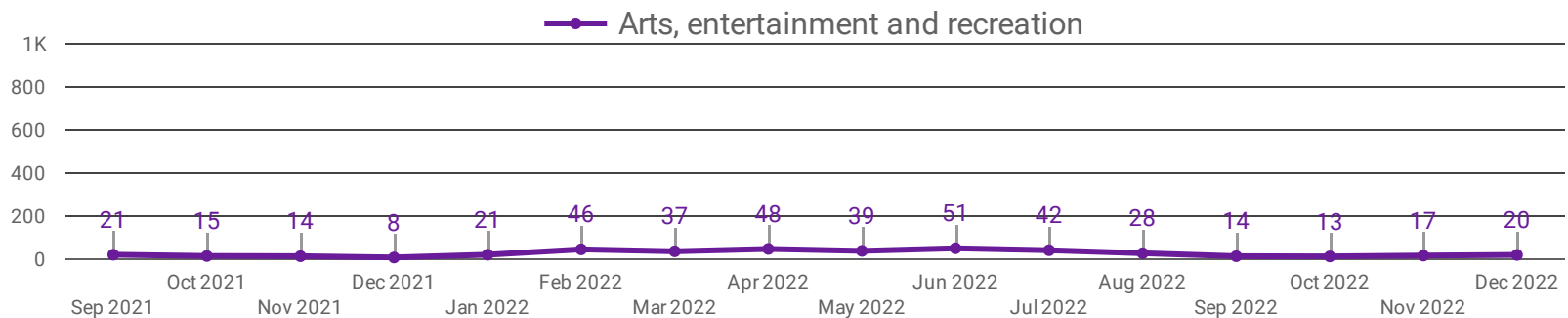
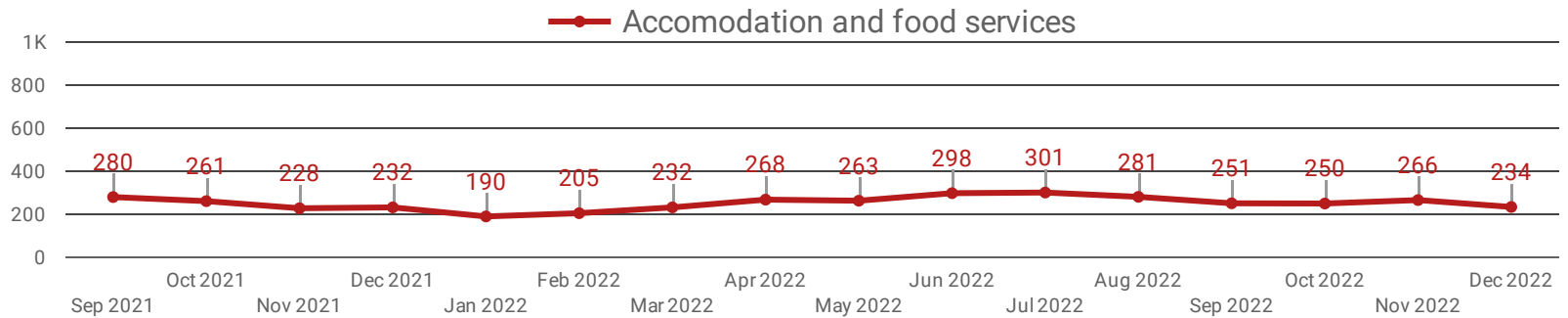
How many job postings were active for at least 1 day this month by sector?



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

DEMAND BY IMPACTED SECTOR

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



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

JOB POSTINGS BY MUNICIPALITY

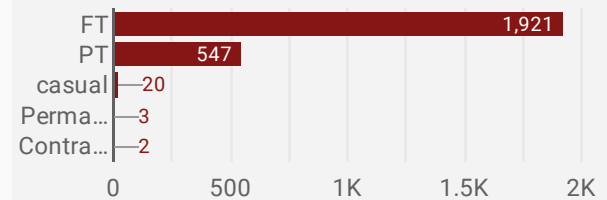
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	644	29.8	21
2.	Carleton Place	324	27.2	21
3.	Smiths Falls	254	31.9	21
4.	Arnprior	228	31.1	21
5.	Laurentian Hills	211	25.5	21
6.	Renfrew	199	28.6	21
7.	Petawawa	194	29.2	21
8.	Perth	170	28.0	21
9.	Mississippi Mills	87	27.7	21
10.	Deep River	39	27.5	21
11.	Whitewater Region	32	21.0	21

1 - 26 / 26

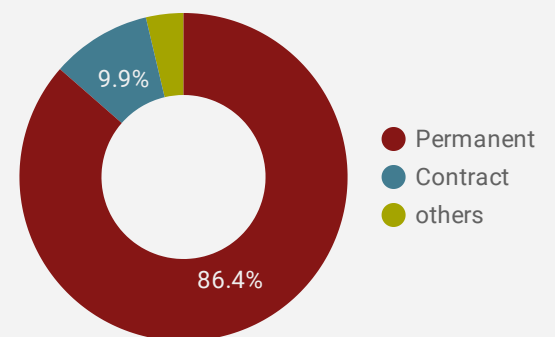
JOB TYPE

Full-time vs Part-time



JOB DURATION

Permanency of jobs posted



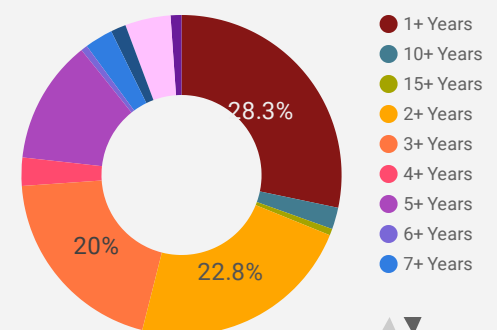
JOB POSTINGS BY COUNTY/CITY/TOWN

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	942	27.8	21
2.	Pembroke	644	29.8	21
3.	Lanark County	634	27.6	21
4.	Smiths Falls	254	31.9	21

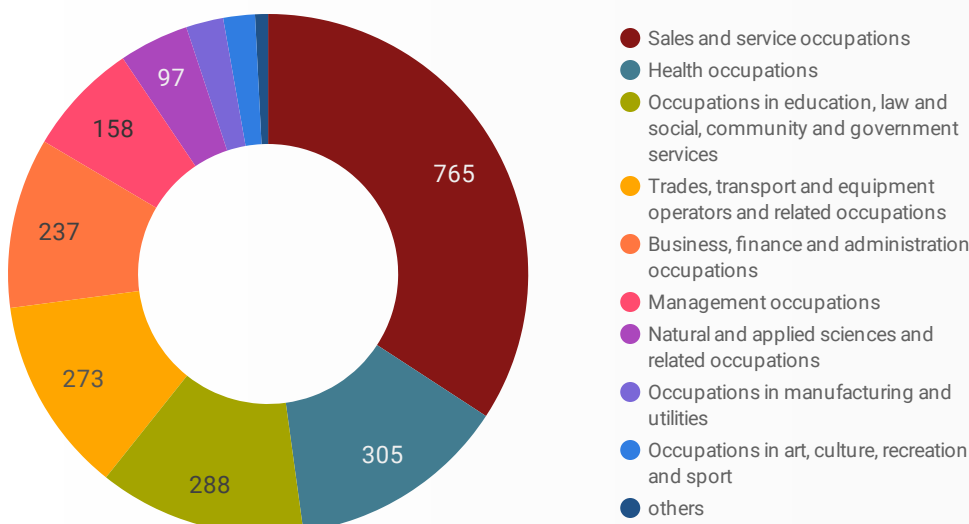
JOB EXPERIENCE

Job Postings by Experience Level Required



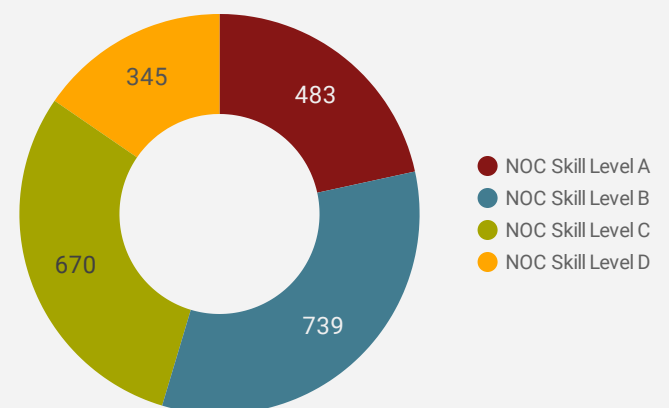
JOB POSTINGS BY JOB CATEGORY

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	178	25.6	21
2.	Pembroke Regional Hospital (PRH)	Pembroke	100	21.1	21
3.	Canadian Forces Morale & Welfare Services (CFMWS)	Petawawa	43	17.2	20
4.	Your Independent Grocer	Carleton Place	23	23.1	21
5.	Revera Inc.	Arnprior	23	27.1	21
6.	Home Depot of Canada Inc.	Carleton Place	23	32.4	35
7.	Government Of Canada	Petawawa	17	43.9	39
8.	Varsity Tutors	Pembroke	17	17.7	6
9.	Revera Inc.	Carleton Place	16	25.3	24
10.	Adzuna	Pembroke	15	null	null
11.	Walmart Canada	Smiths Falls	14	22.1	20
12.	Renfrew County District School Board	Pembroke	13	6.9	6
13.	Marianhill Inc.	Pembroke	13	61.0	21
14.	Value Village Stores Ltd.	Pembroke	13	21.0	21
15.	Sienna Senior Living Inc.	Perth	13	29.4	21
16.	Upper Canada District School Board	Carleton Place	13	6.3	6
17.	Home Depot	Carleton Place	12	17.3	16
18.	Sienna Senior Living Inc.	Arnprior	11	32.6	23
19.	Dexterra	Petawawa	11	28.4	30
20.	Metro Inc.	Pembroke	11	15.3	16
21.	Renfrew Victoria Hospital (RVH)	Renfrew	11	27.7	21
22.	Perth and Smiths Falls District Hospital, Smiths Falls	Smiths Falls	10	21.0	21
23.	Canopy Growth Corporation	Smiths Falls	10	48.7	48
24.	Deep River and District Hospital (DRDH)	Deep River	10	18.6	21
25.	401 Auto	Pembroke	10	21.2	20
26.	Arnprior Regional Health	Arnprior	9	17.8	21
27.	Boston Pizza International, Inc.	Pembroke	9	22.2	21
28.	Almonte General Hospital (AGH)	Mississippi Mills	9	51.5	60
29.	Home and Community Care Support Services Champlain	Renfrew	9	21.0	21
30.	Chartwell Retirement Residences	Pembroke	8	38.1	21
31.	Stanles. Pembroke	Carleton Place	8	21.0	21

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

66

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Osteopath	VC Athletic Therapy & Bracing	Petawawa	92
2.	Soccer Training Activities Operator/owner For Toddlers And Young Children	Green Wave Sports	Petawawa	80
3.	Remote/rural Community Nursing	Mobile Healthcare Services	Pembroke	74
4.	operations vice-president - financial, communications and other business services -Holiday Inn Express Pembroke	Holiday Inn Pembroke	Pembroke	67
5.	\$60-\$65 Rpn Needed For December (travel Nursing)	UND Healthcare Services	Pembroke	65
6.	Rn- Cad\$ 60-65 / Rpn Cad\$50-52	SugiCare Staffing Corp.	Perth	65
7.	Registered Nurse	Phoenix HR Services	Mississippi Mills	65
8.	Operations Vice-president - Financial, Communications And Other Business Services	Holiday Inn Express Pembroke	Pembroke	63
9.	Clinical Psychologist	ConnectWell Community Health	Carleton Place	59
10.	Resident Care Coordinator	Bonnechere Manor	Renfrew	58
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TOP SALARIES IN JOB POSTINGS

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

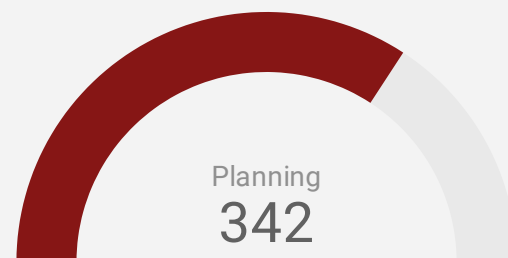
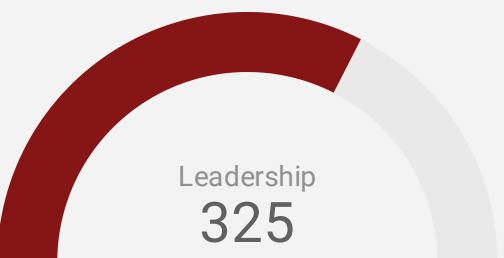
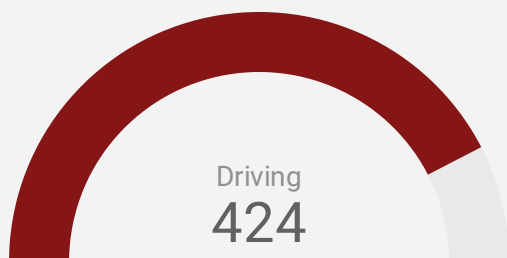
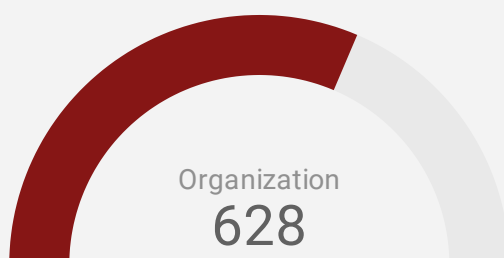
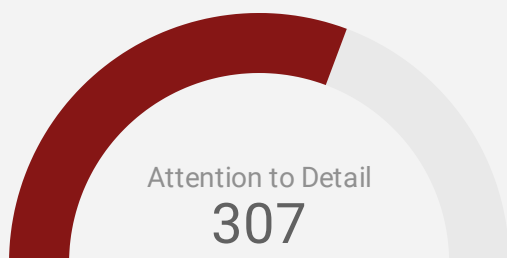
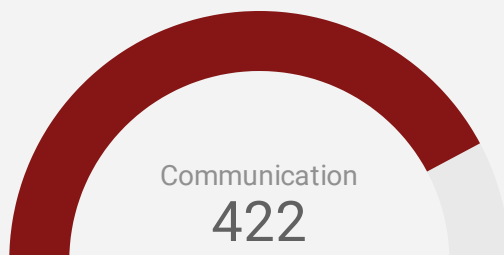
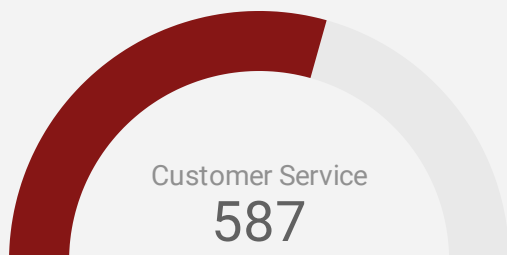
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Pembroke Honda - General Manager	Jimmy Lapointe's Auto Group - JLAG	Pembroke	300,000
2.	Automotive F&i (business Manager)	Petawawa Kia	Petawawa	159,644
3.	Automotive Sales & Finance Manager	401 Auto	Pembroke	150,000
4.	Director, Corporate Services	Renfrew County and District Health Unit	Pembroke	141,646
5.	Account Executive	Uline Canada	Carleton Place	140,000
6.	Automotive Service Technician	Bean Chevrolet Buick GMC Ltd.	Carleton Place	130,000
7.	Nurse Practitioner - Renfrew County	ConnectWell Community Health Care	Renfrew	122,178
8.	Construction Site Foreman/woman	AWD Contractors	Perth	120,000
9.	Automation Specialist	Eteros Technologies	Carleton Place	120,000
10.	Real Estate Listing Agent	Synick & 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

2,493

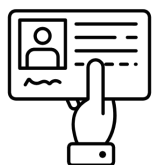


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,493



Driver's License

48



First Aid

151



Regular Access to a Vehicle

90



Criminal Record Check

209



Microsoft Office

129



Food Safety

47

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	162	29.2	21
2.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	110	26.2	21
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	74	30.4	21
4.	3233	Licensed practical nurses	NOC Skill Level B	65	26.3	21
5.	6552	Other customer and information services representatives	NOC Skill Level C	63	24.7	21
6.	6322	Cooks	NOC Skill Level B	57	27.6	21
7.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	57	25.7	21
8.	0621	Retail and wholesale trade managers	NOC Skill Level A	56	34.1	21
9.	6731	Light duty cleaners	NOC Skill Level D	49	20.3	21
10.	6311	Food service supervisors	NOC Skill Level B	45	52.7	42
11.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	42	24.2	21
12.	4032	Elementary school and kindergarten teachers	NOC Skill Level A	40	8.7	6
13.	7514	Delivery and courier service drivers	NOC Skill Level C	38	33.3	21
14.	6611	Cashiers	NOC Skill Level D	32	31.5	21
15.	4212	Social and community service workers	NOC Skill Level B	30	20.7	21
16.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	28	24.3	21
17.	6211	Retail sales supervisors	NOC Skill Level B	27	48.4	39
18.	0631	Restaurant and food service managers	NOC Skill Level A	27	39.8	24
19.	1114	Other financial officers	NOC Skill Level A	27	40.4	35
20.	7511	Transport truck drivers	NOC Skill Level C	25	30.7	21
21.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	23	38.5	28
22.	4152	Social workers	NOC Skill Level A	22	22.3	21
23.	4214	Early childhood educators and assistants	NOC Skill Level B	22	49.4	21
24.	4216	Other instructors	NOC Skill Level B	22	20.8	6
25.	1241	Administrative assistants	NOC Skill Level B	21	32.8	24.5
26.	3212	Medical laboratory technicians and pathologists' assistants	NOC Skill Level B	20	26.2	21
27.	3413	Nurse aides, orderlies and patient service associates	NOC Skill Level C	19	20.5	21
28.	4413	Elementary and secondary school teacher assistants	NOC Skill Level C	19	15.1	7
29.	6732	Specialized cleaners	NOC Skill Level D	19	25.4	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	162	29.2	21
2.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	110	26.2	21
3.	441	Home care providers and educational support occupations	NOC Skill Level C	110	33.5	21
4.	673	Cleaners	NOC Skill Level D	82	21.6	21
5.	323	Other technical occupations in health care	NOC Skill Level B	77	27.3	21
6.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	74	27.0	21
7.	751	Motor vehicle and transit drivers	NOC Skill Level C	73	30.7	21
8.	655	Customer and information services representatives	NOC Skill Level C	72	25.3	21
9.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	68	33.1	21
10.	632	Chefs and cooks	NOC Skill Level B	63	26.7	21
11.	301	Professional occupations in nursing	NOC Skill Level A	57	25.7	21
12.	062	Retail and wholesale trade managers	NOC Skill Level A	56	34.1	21
13.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	53	10.7	6
14.	662	Other sales support and related occupations	NOC Skill Level D	47	25.7	21
15.	631	Service supervisors	NOC Skill Level B	46	52.7	42
16.	122	Administrative and regulatory occupations	NOC Skill Level B	41	27.7	21
17.	525	Athletes, coaches, referees and related occupations	NOC Skill Level B	38	26.4	21
18.	341	Assisting occupations in support of health services	NOC Skill Level C	37	23.3	21
19.	111	Auditors, accountants and investment professionals	NOC Skill Level A	36	41.4	30
20.	141	General office workers	NOC Skill Level C	36	27.0	21
21.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	32	28.2	21
22.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	32	29.3	21
23.	661	Cashiers	NOC Skill Level D	32	31.5	21
24.	651	Occupations in food and beverage service	NOC Skill Level C	31	36.4	21
25.	415	Social and community service professionals	NOC Skill Level A	29	25.7	21
26.	063	Managers in food service and accommodation	NOC Skill Level A	29	43.5	27
27.	621	Retail sales supervisors	NOC Skill Level B	27	48.4	39
28.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	26	26.9	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.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	200	24.2	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	166	29.7	21
3.	32	Technical occupations in health	NOC Skill Level B	146	30.3	21
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	133	32.7	21
5.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	124	28.7	21
6.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	110	33.5	21
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	89	27.7	21
8.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	88	35.4	21
9.	66	Sales support occupations	NOC Skill Level D	79	28.2	21
10.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	78	27.5	21
11.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	74	27.0	21
12.	73	Maintenance and equipment operation trades	NOC Skill Level B	69	29.2	21
13.	72	Industrial, electrical and construction trades	NOC Skill Level B	65	30.4	21
14.	31	Professional occupations in health (except nursing)	NOC Skill Level A	65	43.7	39
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	63	39.4	30
16.	14	Office support occupations	NOC Skill Level C	59	27.6	21
17.	30	Professional occupations in nursing	NOC Skill Level A	57	25.7	21
18.	40	Professional occupations in education services	NOC Skill Level A	54	10.7	6
19.	11	Professional occupations in business and finance	NOC Skill Level A	51	40.2	24
20.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	49	27.1	21
21.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	49	28.0	21
22.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	48	24.3	21
23.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	43	26.0	21
24.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	42	26.3	21
25.	34	Assisting occupations in support of health services	NOC Skill Level C	37	23.3	21
26.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	29	49.1	25
27.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	29	34.8	21
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
206

NEW POSTINGS
0

COMPANIES
117

LANGUAGES
9

OF DAYS POSTED

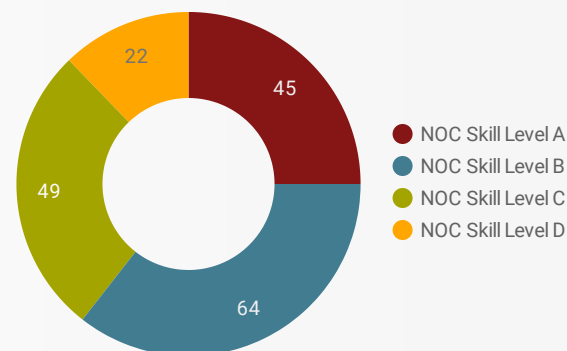
AVERAGE
24.8

MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

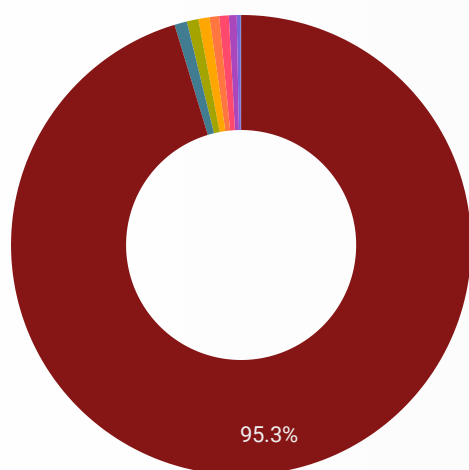
- 45** Skill Level A - Management/ Professional Occupations usually requiring University
- 64** Skill Level B - Usually college education or apprenticeship training
- 49** Skill Level C - Usually secondary education or occupation-specific training
- 22** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...
https://www....				1
Cantonese La...		1		
Japanese La...			1	
https://www.i...			1	
Italian Langu...	1			
https://www....				1

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?

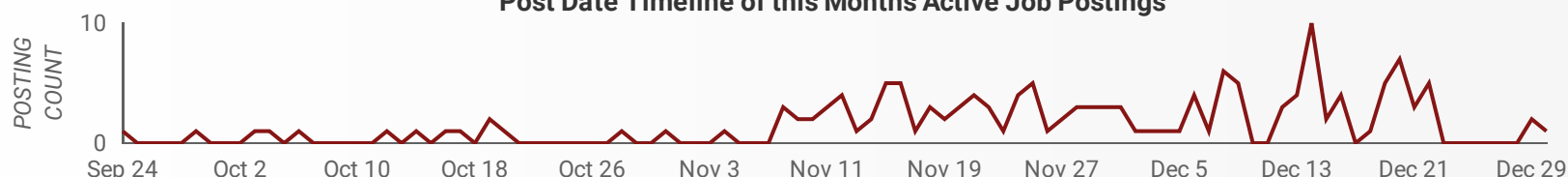


- Bilingual Language Jobs
- https://www.indeed.ca/viewjob?jk=3ecda1473...
- https://www.localwork.ca/job/...
- https://www.getontrac.ca/job-...
- Italian Language Jobs
- https://www.indeed.ca/viewjob?jk=d8fc418fa5...
- Japanese Language Jobs
- Cantonese Language J...
- https://www.adzuna.ca...

LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	198
2. Cantonese Language Jobs	1
3. Italian Language Jobs	1
4. https://www.getontrac.ca/j...	1
5. https://www.indeed.ca/vie...	1

1 - 9 / 9 < >

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

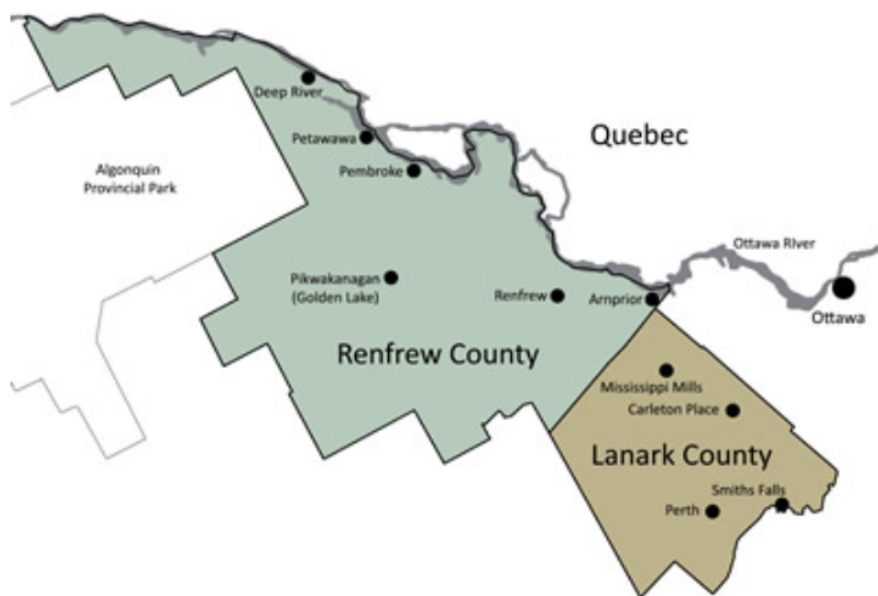
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	https://w...	Cantones...	Japanese...	https://w...	Italian La...	Grand total
Business, finance and administration occu...	18						18
Health occupations	42						42
Management occupations	6						6
Natural and applied sciences and related o...	2						2
Occupations in art, culture, recreation and ...	9						9
Occupations in education, law and social, ...	34						34
Other labourers in processing, manufactur...		1			1		5
Sales and service occupations	49		1	1		1	52
Trades, transport and equipment operator...	12						12
Grand total	172	1	1	1	1	1	180

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	55	28.3	21
2. Carleton Place	29	21.3	21
3. Renfrew	28	22.8	21
4. Petawawa	26	35.0	21
5. Smiths Falls	16	20.9	21
6. Arnprior	13	17.1	21
7. Perth	11	20.9	21
8. Mississippi Mills	8	21.0	21
9. Laurentian Hills	5	30.5	30.5
10. Greater Madawaska	3	16.3	14
11. Deep River	3	17.0	21
12. Madawaska Valley	1		
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UPPER TIER	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Renfrew County	81	25.5	21
2. Pembroke	55	28.3	21
3. Lanark County	49	21.2	21
4. Smiths Falls	16	20.9	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...	14
2. Light duty cleaners	9
3. Other customer and information services re...	9
4. Social and community service workers	8
5. Home support workers, housekeepers and r...	8
6. Program leaders and instructors in recreati...	8
7. Elementary school and kindergarten teachers	7
8. Food counter attendants, kitchen helpers an...	7
9. Cooks	6
10. Retail salespersons	6
11. Nurse aides, orderlies and patient service a...	6
12. Licensed practical nurses	5
13. Early childhood educators and assistants	4
14. Medical administrative assistants	3
15. Delivery and courier service drivers	3
16. Physiotherapists	3
17. General office support workers	3
18. Allied primary health practitioners	3
19. Social workers	3
20. Lawyers and Quebec notaries	2
21. Financial managers	2
22. Accounting and related clerks	2
23. Food service supervisors	2
24. Hotel front desk clerks	2
25. Bartenders	2
26. Sales and account representatives - wholes...	2
27. Retail and wholesale buyers	2
28. Executive assistants	2
29. Storekeepers and partspersons	2
30. Automotive service technicians, truck and b...	2
31. Chefs	2
32. Managers in health care	2

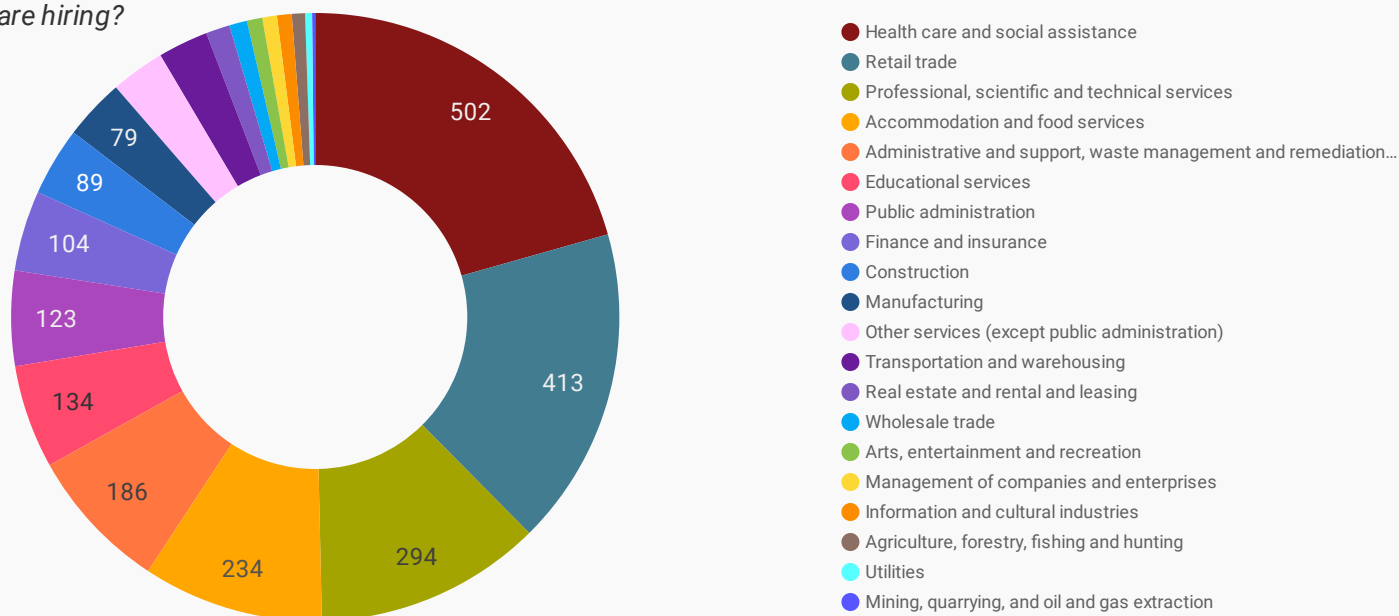
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Pembroke Regional Hospital (PRH)	9
2. Marianhill Inc.	7
3. Government Of Canada	7
4. Canadian Forces Morale & Welfare Services (CFMWS)	7
5. Home and Community Care Support Services Champlain	6
6. Arnprior Regional Health	6
7. PIZZA HUT	5
8. Renfrew Victoria Hospital (RVH)	5
9. Various Ministries	5
10. Canadian Nuclear Laboratories (CNL)	4
11. Upper Canada District School Board	4
12. Conseil des Ã©coles publiques de l'Est de l'Ontario	3
13. Petawawa Military Family Resource Centre, Petawawa	3
14. "active"	3
15. ServiceMaster	3
16. Home and Community Care Support Services (South East)	3
17. Carefor Health and Community Services	3
18. Deslaurier Custom Cabinets	3
19. Town of Arnprior	3
20. Uline Canada	3
21. Wendy's Fast Food Restaurants	2
22. Martel Advantage Inc.	2
23. Black Tartan Kitchen	2
24. Liquor Control Board of Ontario / LCBO	2
25. Almonte Country Haven - Almonte	2
26. "expired"	2
27. Acklands Grainger	2
28. Community Living Upper Ottawa Valley	2
29. A&W Perth	2

TOP HIRING SECTORS BY 2-DIGIT NAICS CODE

What sectors are hiring?



	2-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Health care and social assistance	62	502	28.3	21
2.	Retail trade	44-45	413	33.0	21
3.	Professional, scientific and technical services	54	294	26.8	21
4.	Accommodation and food services	72	234	30.8	21
5.	Administrative and support, waste management and remediation services	56	186	30.4	21
6.	Educational services	61	134	12.2	6
7.	Public administration	91	123	25.2	21
8.	Finance and insurance	52	104	32.8	21
9.	Construction	23	89	31.6	21
10.	Manufacturing	31-33	79	28.6	21
11.	Other services (except public administration)	81	70	29.1	21
12.	Transportation and warehousing	48-49	65	25.4	21
13.	Real estate and rental and leasing	53	31	41.2	23.5
14.	Wholesale trade	41	23	25.2	21
15.	Arts, entertainment and recreation	71	20	22.1	21
16.	Management of companies and enterprises	55	19	43.9	23.5
17.	Information and cultural industries	51	19	20.3	20.5
18.	Agriculture, forestry, fishing and hunting	11	17	34.3	21
19.	Utilities	22	9	23.3	17
20.	Mining, quarrying, and oil and gas extraction	21	4	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	294	26.8	21
2.	Food services and drinking places	722	216	31.5	21
3.	Administrative and support services	561	174	30.6	21
4.	Nursing and residential care facilities	623	163	29.6	21
5.	Hospitals	622	158	23.6	21
6.	Educational services	611	134	12.2	6
7.	Ambulatory health care services	621	125	30.4	21
8.	Food and beverage stores	445	88	27.0	21
9.	Federal government public administration	911	80	25.4	21
10.	General merchandise stores	452	80	34.3	21
11.	Miscellaneous store retailers	453	60	32.6	21
12.	Building material and garden equipment and supplies dealers	444	56	34.0	21
13.	Social assistance	624	56	32.9	21
14.	Motor vehicle and parts dealers	441	54	27.2	21
15.	Health and personal care stores	446	47	46.9	53
16.	Monetary authorities - central bank	521	41	40.9	21
17.	Specialty trade contractors	238	38	32.9	21
18.	Religious, grant-making, civic, and professional and similar organizations	813	33	33.7	21
19.	Credit intermediation and related activities	522	32	26.2	21
20.	Construction of buildings	236	32	29.4	21
21.	Local, municipal and regional public administration	913	31	24.1	21
22.	Insurance carriers and related activities	524	27	28.1	21
23.	Repair and maintenance	811	23	21.9	21
24.	Real estate	531	22	46.0	21
25.	Transportation equipment manufacturing	336	20	34.2	21
26.	Heavy and civil engineering construction	237	19	33.2	21
27.	Management of companies and enterprises	551	19	43.9	23.5
28.	Amusement, gambling and recreation industries	713	18	22.3	21
29.	Accommodation services	721	18	20.4	20
30.	Telecommunications	517	17	20.7	20.5
31.	Couriers and messengers	492	14	34.5	35

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.	Full-service restaurants and limited-service eating places	7225	214	31.7	21
2.	Architectural, engineering and related services	5413	201	25.7	21
3.	General medical and surgical hospitals	6221	158	23.6	21
4.	Employment services	5613	120	35.1	21
5.	Community care facilities for the elderly	6233	119	29.3	21
6.	Elementary and secondary schools	6111	104	11.2	6
7.	Grocery stores	4451	74	24.9	21
8.	Other federal government public administration	9119	65	24.6	21
9.	Department stores	4521	62	30.2	21
10.	Building material and supplies dealers	4441	54	34.7	21
11.	Home health care services	6216	51	34.5	21
12.	Health and personal care stores	4461	47	46.9	53
13.	Monetary authorities - central bank	5211	41	40.9	21
14.	Other residential care facilities	6239	40	30.6	21
15.	Management, scientific and technical consulting services	5416	38	29.1	21
16.	Automobile dealers	4411	36	23.3	21
17.	Individual and family services	6241	36	37.3	21
18.	Services to buildings and dwellings	5617	35	22.0	21
19.	Other local, municipal and regional public administration	9139	31	24.1	21
20.	Advertising, public relations, and related services	5418	26	29.0	21
21.	Other miscellaneous store retailers	4539	25	29.2	21
22.	Out-patient care centres	6214	22	25.0	21
23.	Automotive repair and maintenance	8111	21	22.0	21
24.	Non-residential building construction	2362	21	23.7	21
25.	Management of companies and enterprises	5511	19	43.9	23.5
26.	Used merchandise stores	4533	19	21.0	21
27.	Medical and diagnostic laboratories	6215	19	25.7	21
28.	Offices of other health practitioners	6213	19	34.2	21
29.	Non-depository credit intermediation	5222	18	21.1	21
30.	Other general merchandise stores	4529	18	48.5	63
31.	Traveller accommodation	7211	18	20.4	20

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.	Full-service restaurants and limited-service eating places	72251	214	31.7	21
2.	Testing laboratories	54138	186	25.7	21
3.	General medical and surgical hospitals	62211	158	23.6	21
4.	Community care facilities for the elderly	62331	119	29.3	21
5.	Employment placement agencies and executive search services	56131	113	35.2	21
6.	Elementary and secondary schools	61111	104	11.2	6
7.	Other federal government public administration	91191	65	24.6	21
8.	Department stores	45211	62	30.2	21
9.	Supermarkets and other grocery (except convenience) stores	44511	61	23.6	21
10.	Home health care services	62161	51	34.5	21
11.	Hardware stores	44413	49	34.8	21
12.	Pharmacies and drug stores	44611	47	46.9	53
13.	Monetary authorities - central bank	52111	41	40.9	21
14.	Other residential care facilities	62399	40	30.6	21
15.	New car dealers	44111	36	23.3	21
16.	Other local, municipal and regional public administration	91391	31	24.1	21
17.	Services for the elderly and persons with disabilities	62412	26	27.4	21
18.	Management consulting services	54161	23	30.3	21
19.	Other out-patient care centres	62149	22	25.0	21
20.	Commercial and institutional building construction	23622	20	23.7	21
21.	Management of companies and enterprises	55111	19	43.9	23.5
22.	Medical and diagnostic laboratories	62151	19	25.7	21
23.	Used merchandise stores	45331	19	21.0	21
24.	Landscaping services	56173	18	22.8	21
25.	Other services related to advertising	54189	17	25.6	21
26.	Hotels (except casino hotels) and motels	72111	17	18.5	20
27.	All other schools and instruction	61169	17	17.7	6
28.	Aerospace product and parts manufacturing	33641	16	29.7	21
29.	Janitorial services	56172	16	21.1	21
30.	Office supplies and stationery stores	45321	16	45.7	43.5
31.	Other heavy and civil engineering construction	23799	16	36.5	21

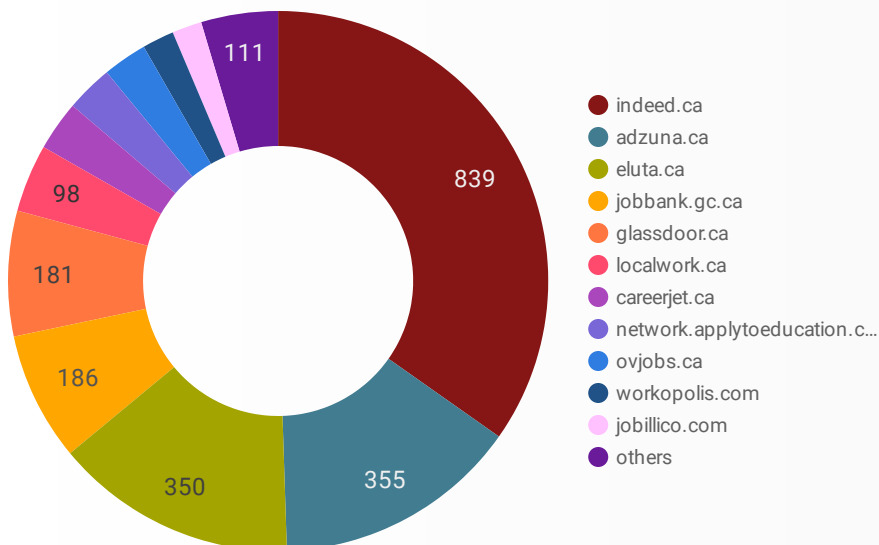
TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

What sectors are hiring?

	NAICS Label	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Testing laboratories	541380	186	25.7	21
2.	General (except paediatric) hospitals	622111	158	23.6	21
3.	Limited-service eating places	722512	136	28.9	21
4.	Community care facilities for the elderly	623310	119	29.3	21
5.	Employment placement agencies and executive search services	561310	113	35.2	21
6.	Elementary and secondary schools	611110	104	11.2	6
7.	Full-service restaurants	722511	78	36.3	21
8.	Other federal government public administration	911910	65	24.6	21
9.	Department stores	452110	62	30.2	21
10.	Supermarkets and other grocery (except convenience) stores	445110	61	23.6	21
11.	Home health care services	621610	51	34.5	21
12.	Hardware stores	444130	49	34.8	21
13.	Pharmacies and drug stores	446110	47	46.9	53
14.	Monetary authorities - central bank	521110	41	40.9	21
15.	All other residential care facilities	623999	40	30.6	21
16.	New car dealers	441110	36	23.3	21
17.	Other local, municipal and regional public administration	913910	31	24.1	21
18.	Services for the elderly and persons with disabilities	624120	26	27.4	21
19.	Community health centres	621494	22	25.0	21
20.	Commercial and institutional building construction	236220	20	23.7	21
21.	Used merchandise stores	453310	19	21.0	21
22.	Medical and diagnostic laboratories	621510	19	25.7	21
23.	Administrative management and general management consulting services	541611	19	25.4	21
24.	Landscaping services	561730	18	22.8	21
25.	All other services related to advertising	541899	17	25.6	21
26.	All other schools and instruction	611690	17	17.7	6
27.	Office supplies and stationery stores	453210	16	45.7	43.5
28.	Janitorial services (except window cleaning)	561722	16	21.1	21
29.	Aerospace product and parts manufacturing	336410	16	29.7	21
30.	Other heavy and civil engineering construction	237990	16	36.5	21
31.	Employment placement agencies	561300	15	27.2	27

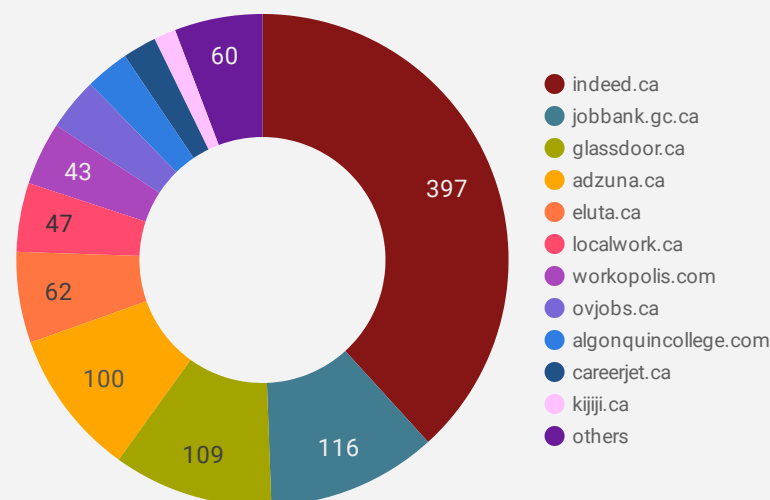
JOB POSTINGS BY JOB BOARD

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	839	20.6	21	397
2.	adzuna.ca	355	53.2	62	100
3.	eluta.ca	350	21.0	21	62
4.	jobbank.gc.ca	186	39.9	30	116
5.	glassdoor.ca	181	24.6	25	109
6.	localwork.ca	98	11.8	6	47
7.	careerjet.ca	72	37.5	36	23
8.	network.applytoeducation.com	68	7.6	6	5
9.	ovjobs.ca	64	43.8	54	36
10.	workopolis.com	46			43
11.	jobillico.com	43	20.9	14	14
12.	algonquincollege.com	32	27.5	21	30
13.	canadacareer.ca	17	37.4	35	11
14.	kijiji.ca	16	15.0	15	15
15.	gojobs.gov.on.ca	13	17.6	16	5
16.	rncareers.ca	9	8.6	4	8
17.	careerbuilder.ca	7	18.7	14	5
18.	careerowl.ca	6			2