

JOB DEMAND REPORT

JANUARY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,323	1,467	818	23

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

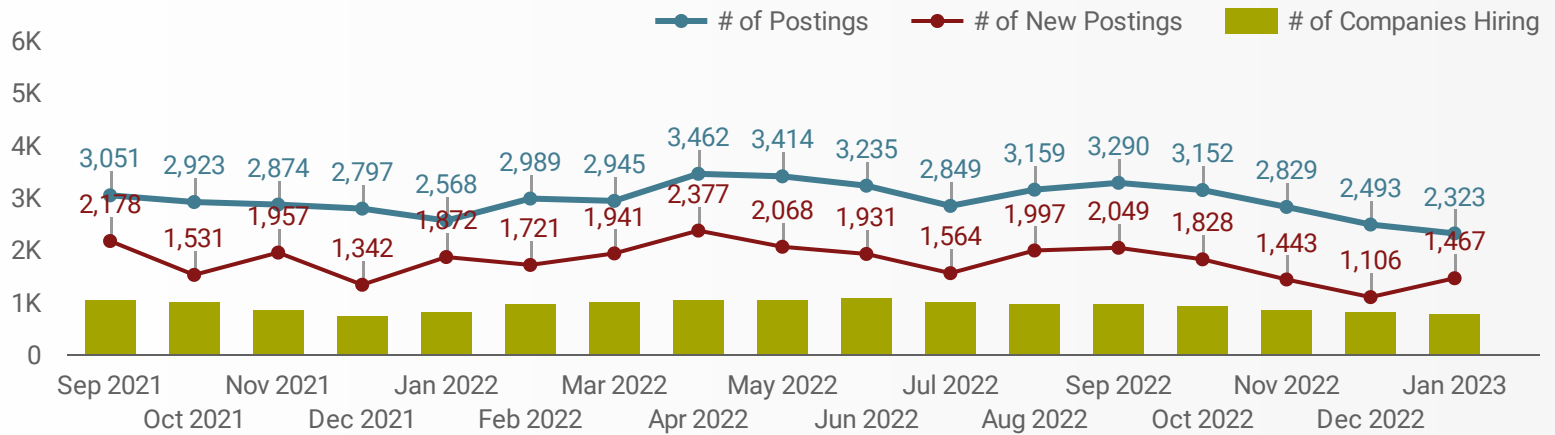
Ontario

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JOB POSTINGS BY MONTH

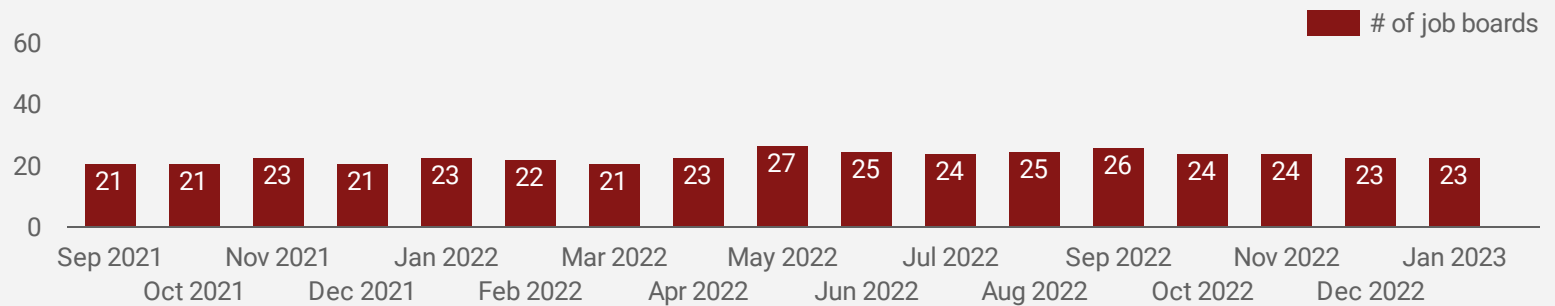
How many job postings were active for at least 1 day this month?



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

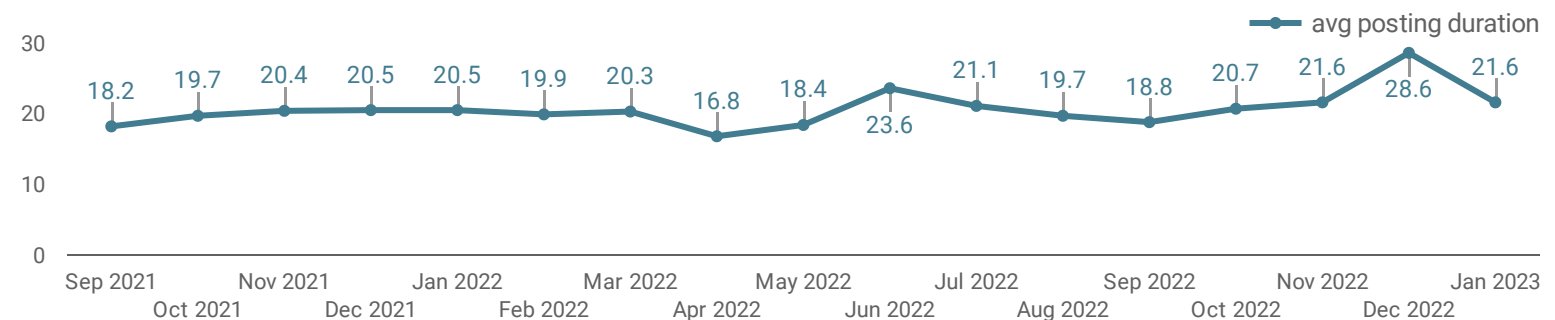
NUMBER OF ACTIVE JOB BOARDS

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?



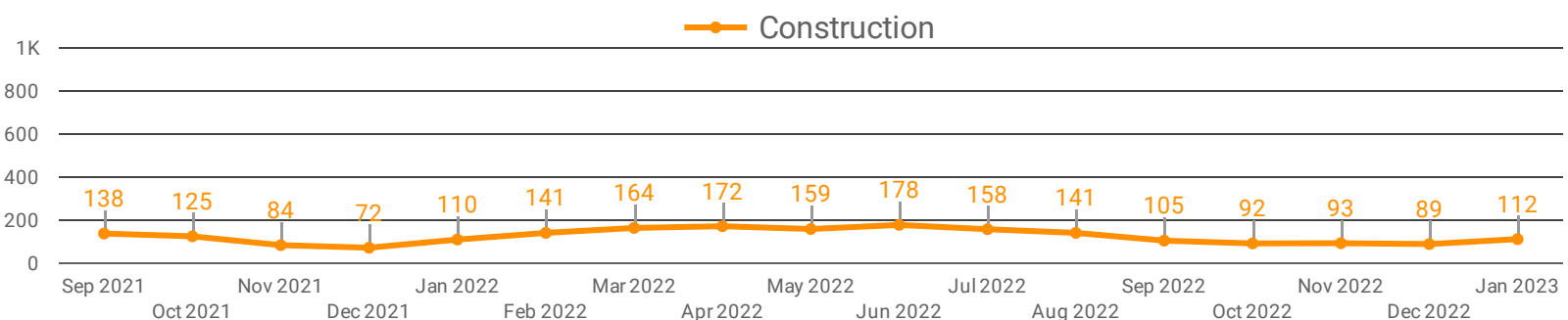
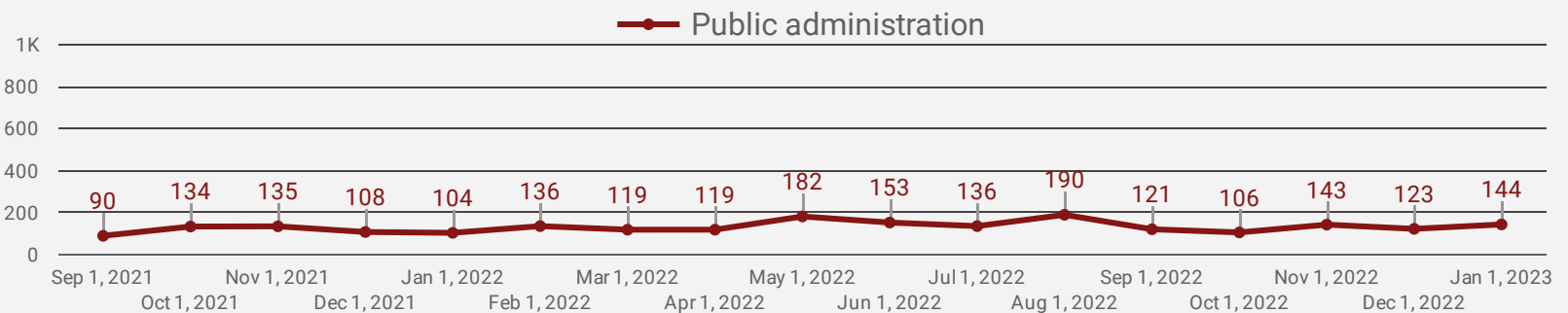
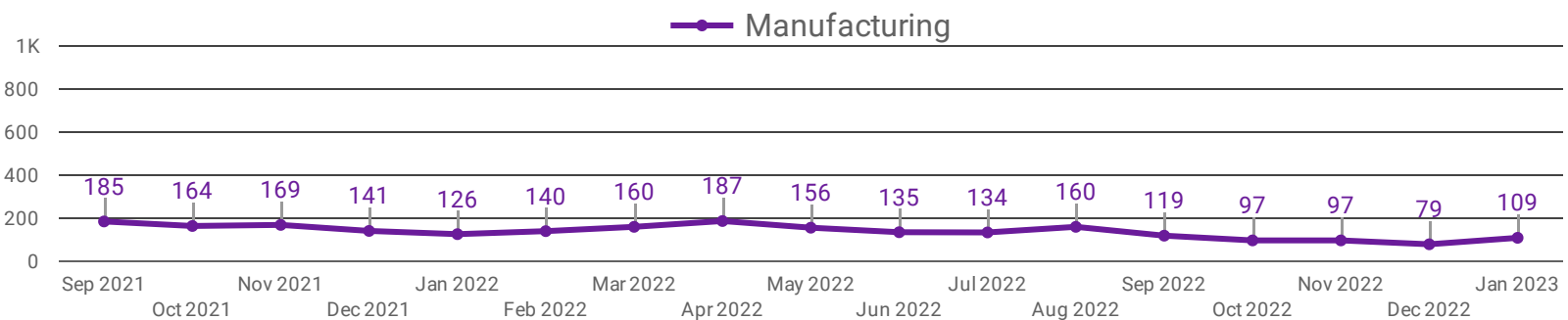
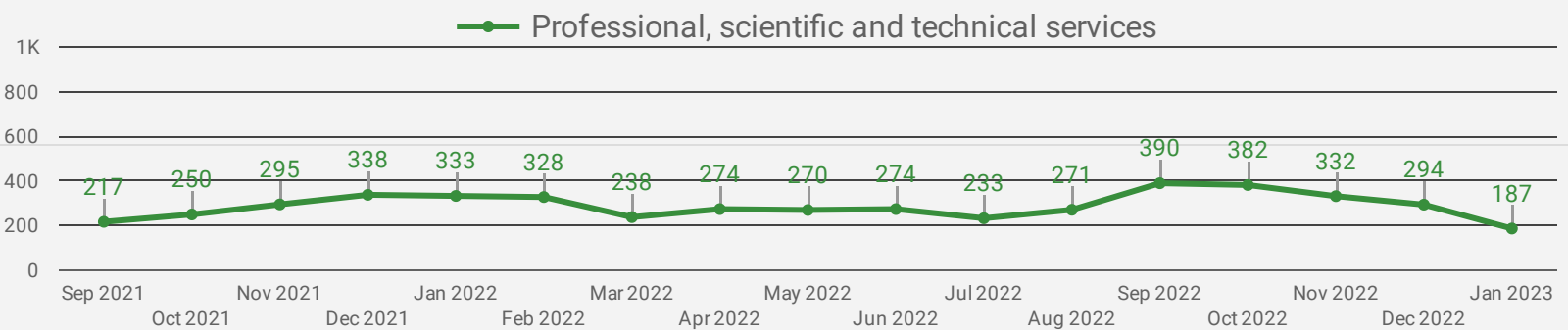
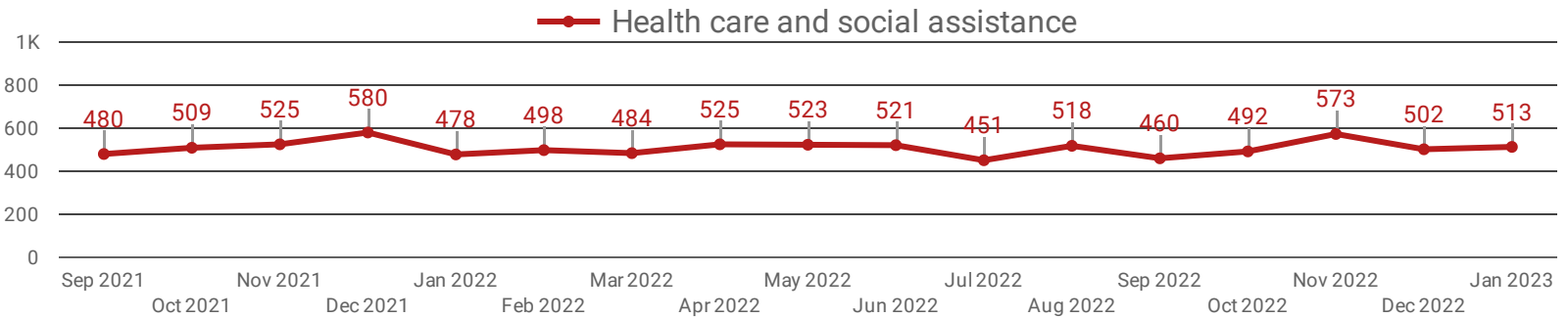
POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



DEMAND BY KEY SECTOR

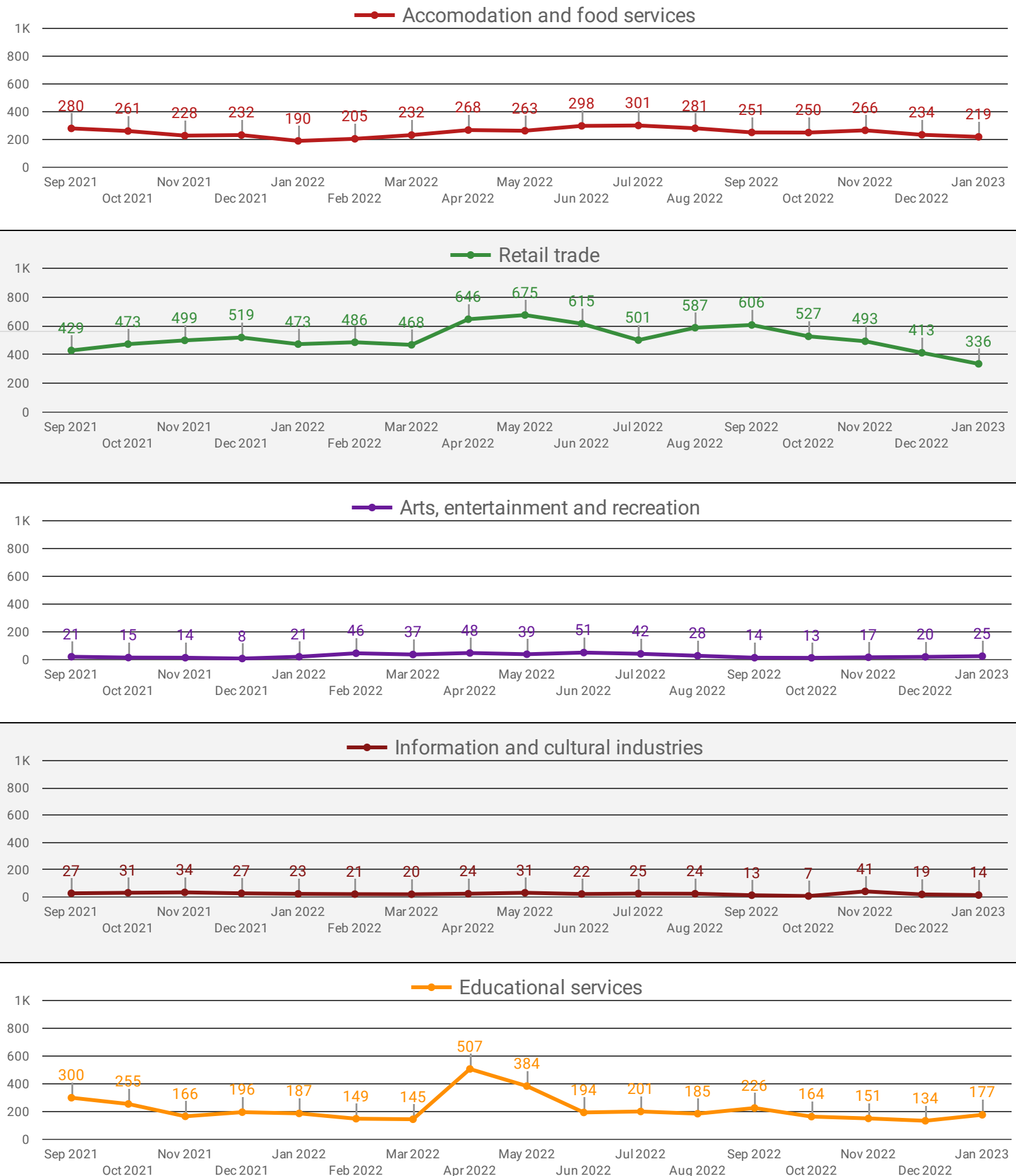
How many job postings were active for at least 1 day this month by sector?



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

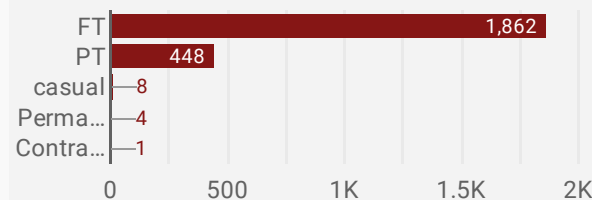
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	615	23.2	21
2.	Carleton Place	343	19.0	21
3.	Arnprior	221	21.6	21
4.	Smiths Falls	218	25.2	21
5.	Renfrew	188	24.4	21
6.	Petawawa	187	18.5	21
7.	Perth	164	22.4	21
8.	Laurentian Hills	111	19.5	21
9.	Mississippi Mills	101	19.3	21
10.	Deep River	46	24.9	21
11.	Whitewater Region	27	14.7	21

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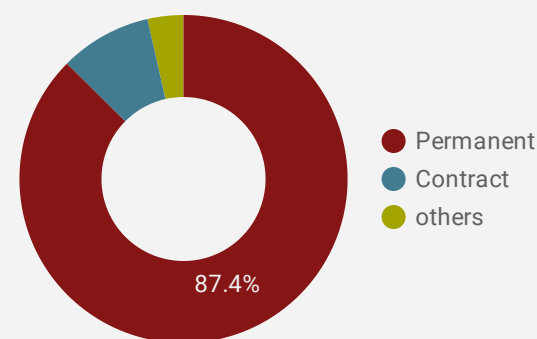
JOB TYPE

Full-time vs Part-time



JOB DURATION

Permanency of jobs posted



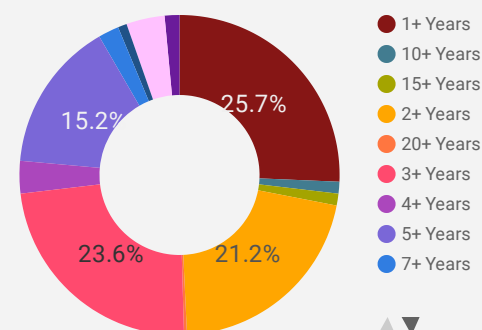
JOB POSTINGS BY COUNTY/CITY/TOWN

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	817	20.8	21
2.	Lanark County	648	20.2	21
3.	Pembroke	615	23.2	21
4.	Smiths Falls	218	25.2	21

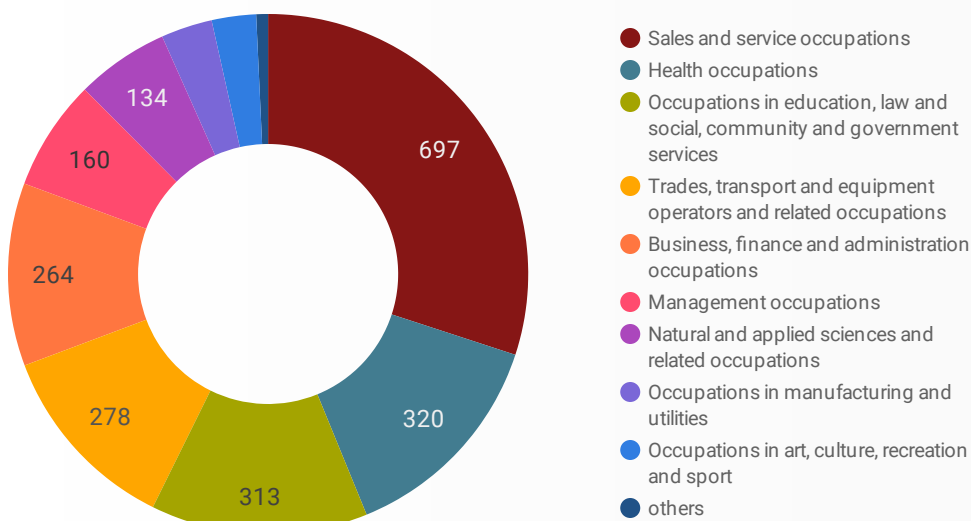
JOB EXPERIENCE

Job Postings by Experience Level Required



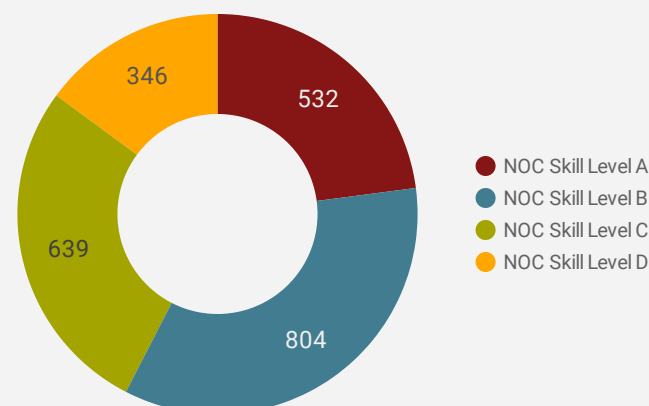
JOB POSTINGS BY JOB CATEGORY

What broad occupational category is being recruited?



JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



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

TOP HIRING EMPLOYERS & AGENCIES

Who is hiring?


	COMPANY	MUNICIPALITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke Regional Hospital (PRH)	Pembroke	97	21.1	21
2.	Canadian Forces Morale & Welfare Services (CFMWS)	Petawawa	75	18.6	21
3.	Canadian Nuclear Laboratories (CNL)	Laurentian Hills	74	20.6	21
4.	Home Depot of Canada Inc.	Carleton Place	34	12.9	9
5.	Revera Inc.	Carleton Place	24	23.6	24
6.	Marianhill Inc.	Pembroke	21	28.5	21
7.	401 Auto	Pembroke	20	20.8	20
8.	Upper Canada District School Board	Carleton Place	19	6.2	6
9.	Home Depot	Carleton Place	18	18.0	18
10.	Varsity Tutors	Pembroke	17	7.7	6
11.	Your Independent Grocer	Carleton Place	17	20.4	20
12.	Renfrew County District School Board	Pembroke	17	7.5	6
13.	Deep River and District Hospital (DRDH)	Deep River	16	21.0	21
14.	Arnprior Regional Health	Arnprior	15	25.2	21
15.	Revera Inc.	Arnprior	14	19.0	21
16.	Home and Community Care Support Services Champlain	Renfrew	14	20.8	21
17.	Catholic District School Board of Eastern Ontario	Carleton Place	13	10.3	7
18.	Jpb Fabricationservices Inc.	Smiths Falls	12	49.0	54
19.	Metro Inc.	Pembroke	12	22.4	17
20.	Staples, Pembroke	Pembroke	12	14.0	14
21.	Pillar5 Pharma Inc.	Arnprior	11	21.0	21
22.	Boston Pizza International, Inc.	Pembroke	10	21.8	21
23.	Renfrew County Catholic District School Board	Pembroke	10	20.8	21
24.	The County of Lanark	Lanark Highlands	10	21.0	21
25.	H & H Construction Inc.	Petawawa	10	21.0	21
26.	Walmart Canada	Smiths Falls	9	17.4	17
27.	Perth and Smiths Falls District Hospital, Smiths Falls	Smiths Falls	9	21.0	21
28.	Supples Landing Retirement Residence	Pembroke	9	21.0	21
29.	Carefor Health and Community Services	Pembroke	9	30.8	21
30.	Sienna Senior Living Inc.	Perth	9	21.4	21
31.	B&K Management	Perth	9	22.6	21

TOP HOURLY WAGES IN JOB POSTINGS

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












of Minimum Wage Job Postings

45

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Soccer Training Activities Operator/owner For Toddlers And Young Children	Green Wave Sports	Petawawa	80 
2.	Nurse Practitioner	ConnectWell Community Health	Whitewater Region	67 
3.	operations vice-president - financial, communications and other business services -Holiday Inn Express Pembroke	Holiday Inn Pembroke	Pembroke	67 
4.	Deputy Chief, Operations	County of Renfrew	Pembroke	66 
5.	Registered Nurse	Phoenix HR Services	Mississippi Mills	65 
6.	Rn- Cad\$ 60-65 / Rpn Cad\$50-52	SugiCare Staffing Corp.	Perth	65 
7.	Operations Vice-president - Financial, Communications And Other Business Services	Holiday Inn Express Pembroke	Pembroke	63 
8.	Resident Care Coordinator	Corporation of the County of Renfrew - Bonnechere Manor	Renfrew	58 
9.	Resident Care Coordinator	Bonnechere Manor	Renfrew	58 
10.	Physiotherapist	Corporation of the County of Renfrew - Bonnechere Manor	Renfrew	56 
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TOP SALARIES IN JOB POSTINGS

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

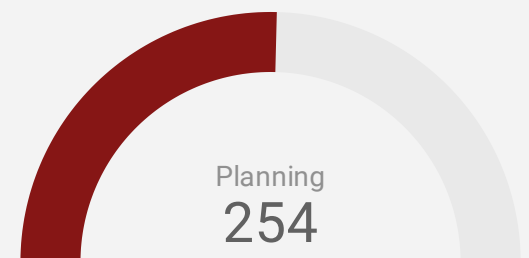
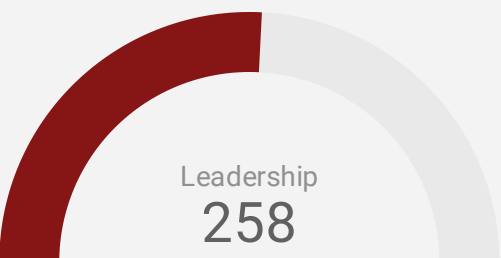
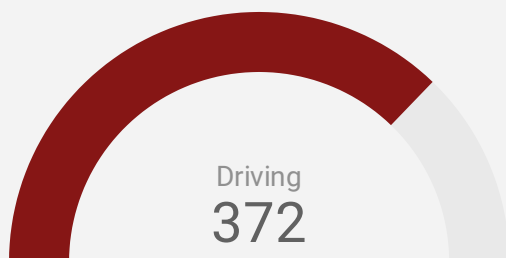
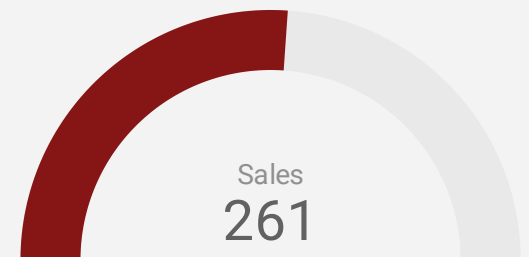
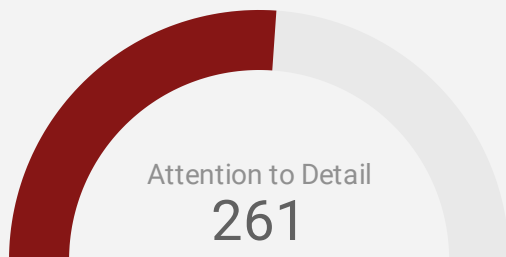
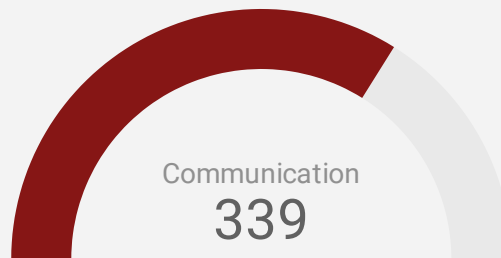
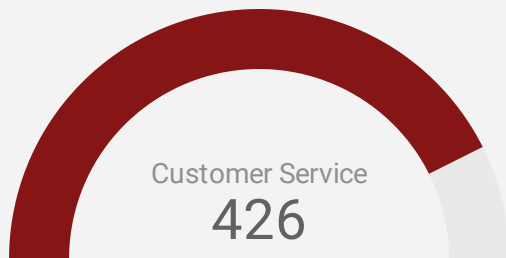
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Pembroke Honda - General Manager	Jimmy Lapointe's Auto Group - JLAG	Pembroke	300,000 
2.	Associate Dentist Needed	Dentistry @ Renfrew	Renfrew	250,000 
3.	Associate Dentist Needed	Dentistry@Arnprior	Renfrew	250,000 
4.	Automotive Sales Representative	Carleton Place Ford	Carleton Place	150,000 
5.	Director Of Marketing	The Urban Group of Companies	Arnprior	149,435 
6.	Director, Corporate Services	Renfrew County and District Health Unit	Pembroke	141,646 
7.	Sales Account Executive - Bilingual	Uline Canada	Carleton Place	140,000 
8.	Account Executive - Bilingual	Uline Canada	Carleton Place	140,000 
9.	Automotive Service Technician	Bean Chevrolet Buick GMC Ltd.	Carleton Place	130,000 
10.	Nurse Practitioner - Renfrew County	ConnectWell Community Health Care	Renfrew	122,178 
11.	100,000 
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,323



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,323



Driver's License
20



First Aid
126



Regular Access to a Vehicle
77



Criminal Record Check
187



Microsoft Office
95



Food Safety
39

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	131	17.9	21
2.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	103	25.2	21
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	80	34.4	21
4.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	75	22.8	21
5.	3233	Licensed practical nurses	NOC Skill Level B	72	22.8	21
6.	6322	Cooks	NOC Skill Level B	61	26.3	21
7.	6552	Other customer and information services representatives	NOC Skill Level C	59	21.9	21
8.	4032	Elementary school and kindergarten teachers	NOC Skill Level A	53	7.1	6
9.	6731	Light duty cleaners	NOC Skill Level D	50	21.7	21
10.	6311	Food service supervisors	NOC Skill Level B	43	46.9	21
11.	0621	Retail and wholesale trade managers	NOC Skill Level A	42	17.4	20
12.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	41	20.1	21
13.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	38	19.6	21
14.	1241	Administrative assistants	NOC Skill Level B	34	20.0	21
15.	4031	Secondary school teachers	NOC Skill Level A	34	5.8	6
16.	0631	Restaurant and food service managers	NOC Skill Level A	32	23.9	21
17.	7511	Transport truck drivers	NOC Skill Level C	30	25.8	21
18.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	28	22.5	21
19.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	28	24.2	21
20.	4212	Social and community service workers	NOC Skill Level B	26	21.0	21
21.	4214	Early childhood educators and assistants	NOC Skill Level B	25	47.1	21
22.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	23	14.7	17.5
23.	1411	General office support workers	NOC Skill Level C	22	20.6	17.5
24.	4216	Other instructors	NOC Skill Level B	21	11.1	6
25.	3414	Other assisting occupations in support of health services	NOC Skill Level C	21	21.8	21
26.	3413	Nurse aides, orderlies and patient service associates	NOC Skill Level C	20	21.7	21
27.	4413	Elementary and secondary school teacher assistants	NOC Skill Level C	19	17.3	20
28.	6513	Food and beverage servers	NOC Skill Level C	17	32.1	21
29.	3212	Medical laboratory technicians and pathologists' assistants	NOC Skill Level B	17	18.6	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	131	17.9	21
2.	441	Home care providers and educational support occupations	NOC Skill Level C	108	29.1	21
3.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	103	25.2	21
4.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	88	6.5	6
5.	673	Cleaners	NOC Skill Level D	88	19.2	21
6.	323	Other technical occupations in health care	NOC Skill Level B	80	22.7	21
7.	301	Professional occupations in nursing	NOC Skill Level A	76	22.8	21
8.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	73	26.1	21
9.	632	Chefs and cooks	NOC Skill Level B	66	26.1	21
10.	655	Customer and information services representatives	NOC Skill Level C	65	21.8	21
11.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	59	19.8	21
12.	525	Athletes, coaches, referees and related occupations	NOC Skill Level B	50	19.4	21
13.	751	Motor vehicle and transit drivers	NOC Skill Level C	49	29.7	21
14.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	47	19.5	21
15.	341	Assisting occupations in support of health services	NOC Skill Level C	46	21.7	21
16.	631	Service supervisors	NOC Skill Level B	45	50.9	21
17.	662	Other sales support and related occupations	NOC Skill Level D	44	19.9	21
18.	062	Retail and wholesale trade managers	NOC Skill Level A	42	17.4	20
19.	732	Automotive service technicians	NOC Skill Level B	38	23.4	21
20.	141	General office workers	NOC Skill Level C	36	18.6	21
21.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	36	26.3	21
22.	063	Managers in food service and accommodation	NOC Skill Level A	35	23.5	21
23.	651	Occupations in food and beverage service	NOC Skill Level C	33	24.4	21
24.	223	Technical occupations in civil, mechanical and industrial engineering	NOC Skill Level B	33	26.1	21
25.	122	Administrative and regulatory occupations	NOC Skill Level B	32	19.2	21
26.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	31	23.9	21
27.	112	Human resources and business service professionals	NOC Skill Level A	31	20.7	21
28.	314	Therapy and assessment professionals	NOC Skill Level A	27	20.7	21
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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	208	22.3	21
2.	32	Technical occupations in health	NOC Skill Level B	144	21.2	21
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	138	17.4	21
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	134	32.2	21
5.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	110	22.4	21
6.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	108	29.1	21
7.	40	Professional occupations in education services	NOC Skill Level A	89	6.6	6
8.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	87	19.3	21
9.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	82	21.2	21
10.	73	Maintenance and equipment operation trades	NOC Skill Level B	81	23.1	21
11.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	80	19.9	21
12.	30	Professional occupations in nursing	NOC Skill Level A	76	22.8	21
13.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	73	26.1	21
14.	72	Industrial, electrical and construction trades	NOC Skill Level B	72	24.6	21
15.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	71	26.2	21
16.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	63	18.8	21
17.	14	Office support occupations	NOC Skill Level C	61	19.1	21
18.	66	Sales support occupations	NOC Skill Level D	59	22.0	21
19.	11	Professional occupations in business and finance	NOC Skill Level A	58	24.8	21
20.	31	Professional occupations in health (except nursing)	NOC Skill Level A	54	20.4	21
21.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	52	18.1	21
22.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	50	24.3	21
23.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	48	17.1	20
24.	34	Assisting occupations in support of health services	NOC Skill Level C	46	21.7	21
25.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	42	19.7	21
26.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	36	26.3	21
27.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	30	18.7	21
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
197

NEW POSTINGS
0

COMPANIES
111

LANGUAGES
8

OF DAYS POSTED

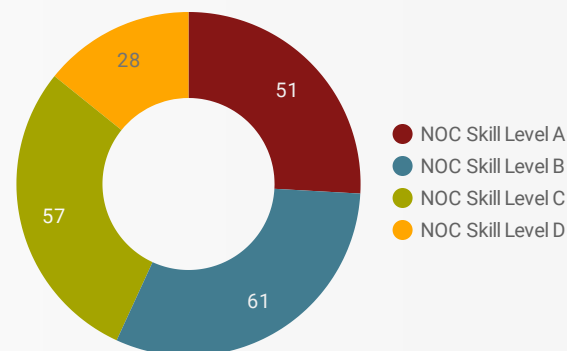
AVERAGE
20.1

MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

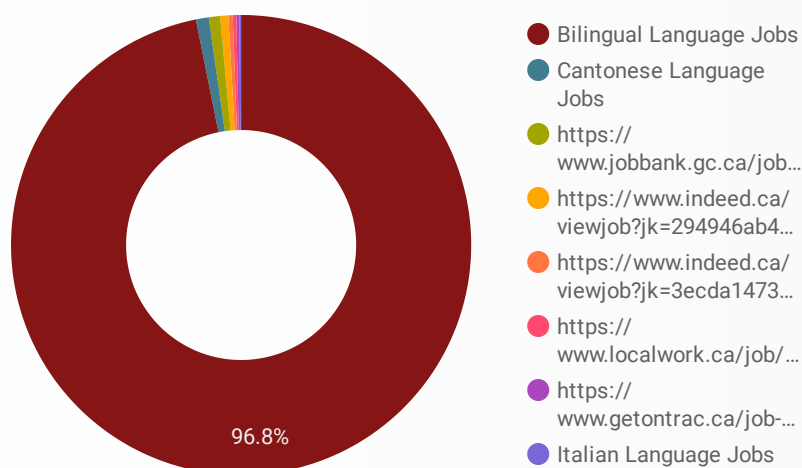
- 51** Skill Level A - Management/ Professional Occupations usually requiring University
- 61** Skill Level B - Usually college education or apprenticeship training
- 57** Skill Level C - Usually secondary education or occupation-specific training
- 28** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...
Italian Lang...		1		
https://www...			1	
https://www.l...			1	
https://www.i...			1	
https://www.i...			1	
https://www.i...			1	

LANGUAGE SKILLS BREAKDOWN

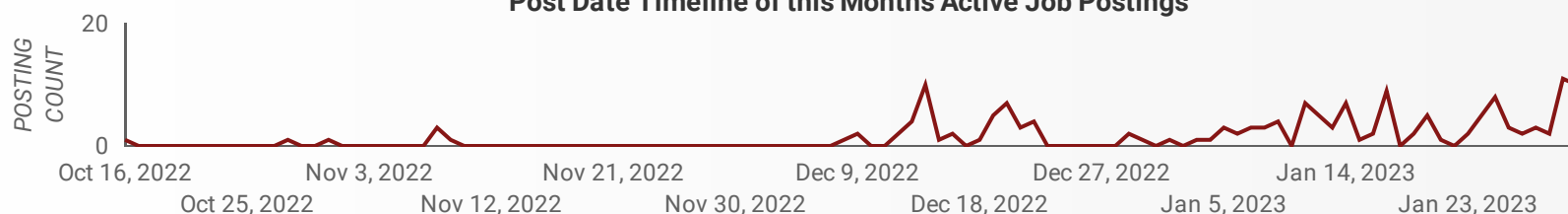
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	190
2. https://www.getontrac.ca/j...	1
3. https://www.indeed.ca/vie...	1
4. https://www.jobbank.gc.ca...	1
5. https://www.indeed.ca/vie...	1

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

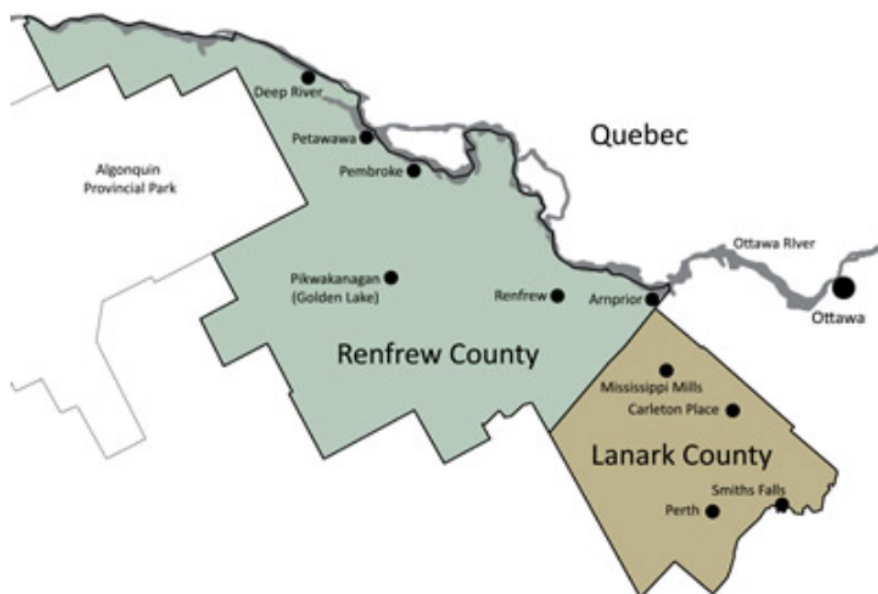
What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Italian La...	https://w...	https://w...	https://w...	https://w...	Grand total
Business, finance and administration occu...	30						30
Health occupations	45						45
Management occupations	6						6
Natural and applied sciences and related o...	4						4
Occupations in art, culture, recreation and ...	10						10
Occupations in education, law and social, ...	36						36
Occupations in manufacturing and utilities	1						1
Other labourers in processing, manufactur...			1	1	1	1	5
Sales and service occupations	42	1					44
Trades, transport and equipment operator...	16						16
Grand total	190	1	1	1	1	1	197

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	51	22.0	21
2. Carleton Place	34	15.9	15
3. Petawawa	22	19.4	21
4. Renfrew	18	21.0	21
5. Arnprior	17	20.4	21
6. Mississippi Mills	13	19.0	21
7. Perth	13	25.4	21
8. Smiths Falls	11	20.8	21
9. Whitewater Region	4	5.0	5
10. Deep River	2		
11. Bonnechere Valley	1		
12. Greater Madawaska	1	21.0	21
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UPPER TIER	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Renfrew County	67	19.3	21
2. Lanark County	62	18.9	21
3. Pembroke	51	22.0	21
4. Smiths Falls	11	20.8	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. Elementary school and kindergarten teachers	11
3. Home support workers, housekeepers and r...	10
4. Food counter attendants, kitchen helpers an...	9
5. Program leaders and instructors in recreati...	9
6. Cooks	8
7. Retail salespersons	7
8. Licensed practical nurses	7
9. Early childhood educators and assistants	6
10. Light duty cleaners	6
11. Nurse aides, orderlies and patient service a...	6
12. Letter carriers	5
13. Construction trades helpers and labourers	4
14. Other customer and information services re...	4
15. Carpenters	4
16. General office support workers	4
17. Physiotherapists	4
18. Medical administrative assistants	3
19. Administrative assistants	3
20. Mail, postal and related workers	3
21. Respiratory therapists, clinical perfusionist...	3
22. Receptionists	3
23. Managers in health care	3
24. Food and beverage servers	3
25. Lawyers and Quebec notaries	2
26. Professional occupations in advertising, ma...	2
27. Occupational therapists	2
28. Conservation and fishery officers	2
29. Sales and account representatives - wholes...	2
30. Financial managers	2
31. Other assisting occupations in support of h...	2
32. Other technical occupations in therapy and ...	2

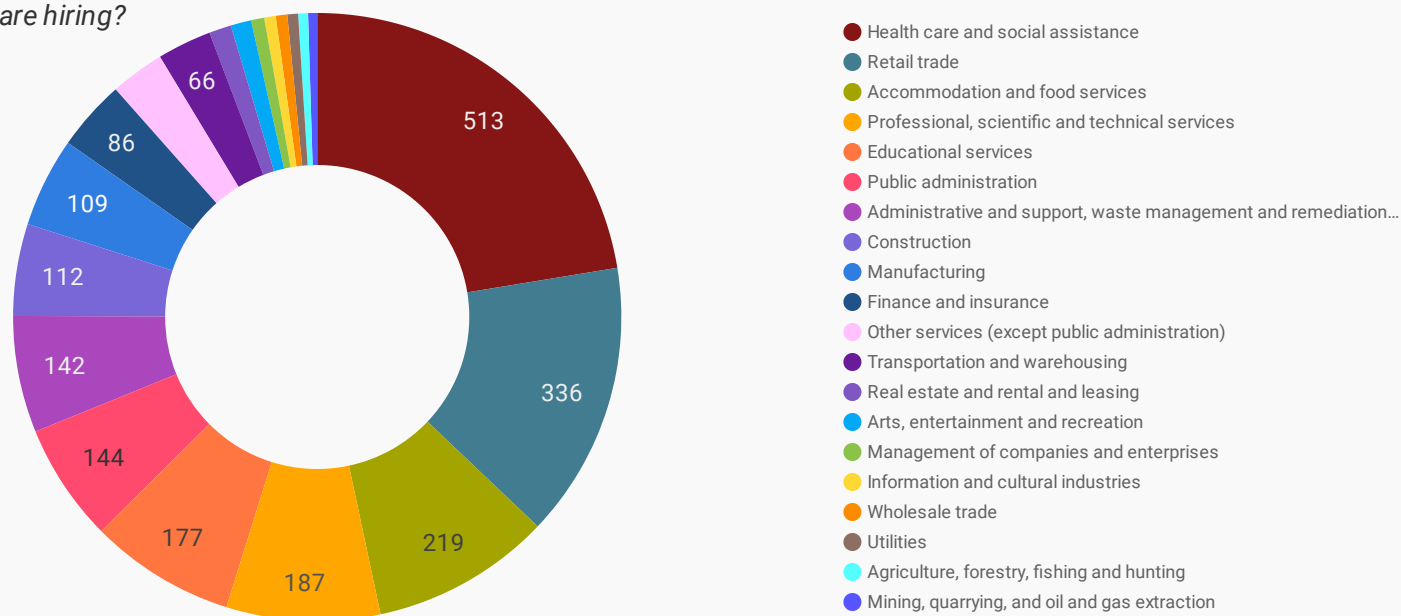
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Marianhill Inc.	10
2. Canadian Forces Morale & Welfare Services (CFMWS)	10
3. Home and Community Care Support Services Champlain	9
4. Arnprior Regional Health	8
5. Upper Canada District School Board	7
6. Pembroke Regional Hospital (PRH)	6
7. Various Ministries	5
8. Petawawa Military Family Resource Centre, Petawawa	4
9. Renfrew County District School Board	4
10. Home and Community Care Support Services (South East)	3
11. Revera - Stoneridge Manor	3
12. McArthur Island Inc	3
13. Canada Post Corporation	3
14. Renfrew Victoria Hospital (RVH)	3
15. "i»ç",active"	3
16. Carefor Health and Community Services	3
17. Canada Post Corp	2
18. Black Tartan Kitchen	2
19. Canada Post - Postes Canada	2
20. Your Talent Consultancy	2
21. ConnectWell Community Health	2
22. Almonte Country Haven - Almonte	2
23. McKesson Canada	2
24. BELL MOBILITY/BELL MOBILITÄ%	2
25. JWK Contracting	2
26. Martel Advantage Inc.	2
27. MedSleep	2
28. "i»ç",expired"	2
29. Supples Landing Retirement Residence	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	513	25.0	21
2.	Retail trade	44-45	336	18.6	21
3.	Accommodation and food services	72	219	30.6	21
4.	Professional, scientific and technical services	54	187	21.3	21
5.	Educational services	61	177	9.5	6
6.	Public administration	91	144	19.8	21
7.	Administrative and support, waste management and remediation services	56	142	20.0	21
8.	Construction	23	112	23.8	21
9.	Manufacturing	31-33	109	22.8	21
10.	Finance and insurance	52	86	19.5	21
11.	Other services (except public administration)	81	66	22.0	21
12.	Transportation and warehousing	48-49	66	25.5	21
13.	Real estate and rental and leasing	53	27	20.4	21
14.	Arts, entertainment and recreation	71	25	19.4	20
15.	Management of companies and enterprises	55	16	29.0	23.5
16.	Information and cultural industries	51	14	22.5	21
17.	Wholesale trade	41	14	20.9	21
18.	Utilities	22	13	21.0	21
19.	Agriculture, forestry, fishing and hunting	11	12	21.0	21
20.	Mining, quarrying, and oil and gas extraction	21	11	20.8	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	187	21.3	21
2.	Food services and drinking places	722	186	30.0	21
3.	Educational services	611	177	9.5	6
4.	Nursing and residential care facilities	623	167	23.8	21
5.	Hospitals	622	160	21.9	21
6.	Ambulatory health care services	621	125	25.1	21
7.	Administrative and support services	561	124	20.0	21
8.	Federal government public administration	911	97	18.4	21
9.	Building material and garden equipment and supplies dealers	444	68	14.3	14
10.	Food and beverage stores	445	68	20.1	21
11.	Social assistance	624	61	38.1	21
12.	Specialty trade contractors	238	57	27.7	21
13.	General merchandise stores	452	49	20.3	21
14.	Miscellaneous store retailers	453	48	19.4	21
15.	Motor vehicle and parts dealers	441	45	22.3	21
16.	Local, municipal and regional public administration	913	43	22.3	21
17.	Credit intermediation and related activities	522	39	19.3	20
18.	Health and personal care stores	446	38	18.3	14
19.	Accommodation services	721	33	34.2	21
20.	Monetary authorities - central bank	521	28	19.5	21
21.	Heavy and civil engineering construction	237	28	20.2	21
22.	Construction of buildings	236	27	20.1	21
23.	Religious, grant-making, civic, and professional and similar organizations	813	24	16.8	21
24.	Postal service	491	21	20.4	20
25.	Repair and maintenance	811	21	26.7	21
26.	Truck transportation	484	20	24.0	21
27.	Amusement, gambling and recreation industries	713	20	20.3	21
28.	Chemical manufacturing	325	19	18.5	21
29.	Personal and laundry services	812	19	20.7	21
30.	Waste management and remediation services	562	18	20.0	21
31.	Real estate	531	17	25.2	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.	Full-service restaurants and limited-service eating places	7225	184	30.0	21
2.	General medical and surgical hospitals	6221	160	21.9	21
3.	Elementary and secondary schools	6111	139	8.5	6
4.	Community care facilities for the elderly	6233	117	23.9	21
5.	Architectural, engineering and related services	5413	93	20.1	21
6.	Other federal government public administration	9119	83	18.1	21
7.	Employment services	5613	72	19.1	21
8.	Building material and supplies dealers	4441	68	14.3	14
9.	Grocery stores	4451	53	20.4	20
10.	Home health care services	6216	48	29.5	21
11.	Other residential care facilities	6239	43	24.3	21
12.	Other local, municipal and regional public administration	9139	43	22.3	21
13.	Individual and family services	6241	40	41.0	21
14.	Services to buildings and dwellings	5617	39	21.7	21
15.	Management, scientific and technical consulting services	5416	38	23.4	21
16.	Health and personal care stores	4461	38	18.3	14
17.	Department stores	4521	36	18.8	21
18.	Automobile dealers	4411	30	22.5	21
19.	Monetary authorities - central bank	5211	28	19.5	21
20.	Traveller accommodation	7211	27	40.8	21
21.	Other miscellaneous store retailers	4539	27	21.3	21
22.	Non-depository credit intermediation	5222	26	20.6	20
23.	Building equipment contractors	2382	25	33.9	21
24.	Out-patient care centres	6214	24	30.5	21
25.	Other heavy and civil engineering construction	2379	23	20.1	21
26.	Other schools and instruction	6116	21	8.7	6
27.	Postal service	4911	21	20.4	20
28.	Other amusement and recreation industries	7139	20	20.3	21
29.	Automotive repair and maintenance	8111	20	26.7	21
30.	Accounting, tax preparation, bookkeeping and payroll services	5412	19	31.5	21
31.	Offices of dentists	6212	18	19.3	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.	Full-service restaurants and limited-service eating places	72251	184	30.0	21
2.	General medical and surgical hospitals	62211	160	21.9	21
3.	Elementary and secondary schools	61111	139	8.5	6
4.	Community care facilities for the elderly	62331	117	23.9	21
5.	Other federal government public administration	91191	83	18.1	21
6.	Testing laboratories	54138	81	20.6	21
7.	Employment placement agencies and executive search services	56131	67	18.5	21
8.	Hardware stores	44413	65	13.9	14
9.	Home health care services	62161	48	29.5	21
10.	Supermarkets and other grocery (except convenience) stores	44511	47	20.1	20
11.	Other residential care facilities	62399	43	24.3	21
12.	Other local, municipal and regional public administration	91391	43	22.3	21
13.	Pharmacies and drug stores	44611	36	18.2	14
14.	Department stores	45211	36	18.8	21
15.	Management consulting services	54161	34	23.6	21
16.	New car dealers	44111	30	22.5	21
17.	Monetary authorities - central bank	52111	28	19.5	21
18.	Hotels (except casino hotels) and motels	72111	27	40.8	21
19.	Janitorial services	56172	25	20.8	21
20.	Services for the elderly and persons with disabilities	62412	24	20.8	21
21.	Other heavy and civil engineering construction	23799	23	20.1	21
22.	Other out-patient care centres	62149	23	30.5	21
23.	Sales financing	52222	23	20.7	20
24.	Postal service	49111	21	20.4	20
25.	All other schools and instruction	61169	20	8.7	6
26.	All other miscellaneous store retailers	45399	19	21.0	21
27.	Accounting, tax preparation, bookkeeping and payroll services	54121	19	31.5	21
28.	Offices of dentists	62121	18	19.3	21
29.	Medical and diagnostic laboratories	62151	18	18.7	21
30.	Management of companies and enterprises	55111	16	29.0	23.5
31.	Community colleges and C.E.G.E.P.s	61121	14	19.2	21

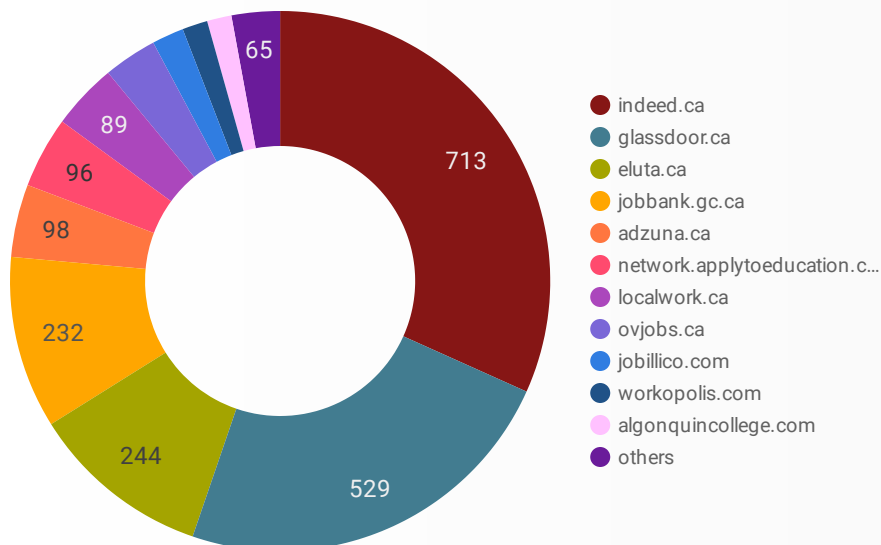
TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

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	158	21.9	21
2.	Elementary and secondary schools	611110	139	8.5	6
3.	Community care facilities for the elderly	623310	117	23.9	21
4.	Limited-service eating places	722512	112	32.7	21
5.	Other federal government public administration	911910	83	18.1	21
6.	Testing laboratories	541380	81	20.6	21
7.	Full-service restaurants	722511	72	25.6	21
8.	Employment placement agencies and executive search services	561310	67	18.5	21
9.	Hardware stores	444130	65	13.9	14
10.	Home health care services	621610	48	29.5	21
11.	Supermarkets and other grocery (except convenience) stores	445110	47	20.1	20
12.	Other local, municipal and regional public administration	913910	43	22.3	21
13.	All other residential care facilities	623999	43	24.3	21
14.	Department stores	452110	36	18.8	21
15.	Pharmacies and drug stores	446110	36	18.2	14
16.	New car dealers	441110	30	22.5	21
17.	Monetary authorities - central bank	521110	28	19.5	21
18.	Administrative management and general management consulting services	541611	27	24.5	21
19.	Janitorial services (except window cleaning)	561722	25	20.8	21
20.	Hotels	721111	24	45.9	21
21.	Services for the elderly and persons with disabilities	624120	24	20.8	21
22.	Community health centres	621494	23	30.5	21
23.	Sales financing	522220	23	20.7	20
24.	Other heavy and civil engineering construction	237990	23	20.1	21
25.	Postal service	491110	21	20.4	20
26.	All other schools and instruction	611690	20	8.7	6
27.	Offices of dentists	621210	18	19.3	21
28.	Medical and diagnostic laboratories	621510	18	18.7	21
29.	Insurance agencies and brokerages	524210	14	19.0	21
30.	Commercial and institutional building construction	236220	14	21.0	21
31.	Community colleges and CEGEPs	611810	14	18.8	21

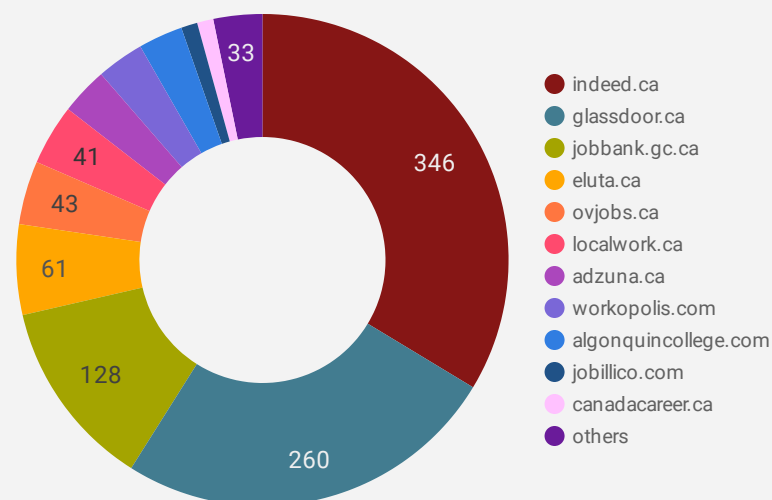
JOB POSTINGS BY JOB BOARD

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	713	20.7	21	346
2.	glassdoor.ca	529	21.8	21	260
3.	eluta.ca	244	20.9	21	61
4.	jobbank.gc.ca	232	35.9	15	128
5.	adzuna.ca	98	14.0	14	32
6.	network.applytoeducation.com	96	6.0	6	5
7.	localwork.ca	89	9.8	6	41
8.	ovjobs.ca	72	37.6	46	43
9.	jobillico.com	43	23.0	11	11
10.	workopolis.com	34			32
11.	algonquincollege.com	33	27.6	21	30
12.	canadacareer.ca	14	30.5	33	11
13.	gojobs.gov.on.ca	8	36.7	43	2
14.	careerbuilder.ca	8	30.0	30	3
15.	rncareers.ca	7	12.3	4	6
16.	careerowl.ca	6			2
17.	kijiji.ca	6	15.0	15	5
18.	emploisfp-psjobs.cfp-psc.gc.ca	5	35.0	35	4