

JOB DEMAND REPORT

FEBRUARY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

| POSTING COUNT | NEW THIS MONTH | COMPANIES | JOB BOARDS |
|---------------|----------------|-----------|------------|
| 2,391 | 1,308 | 899 | 25 |

OF DAYS POSTED

| AVERAGE | MEDIAN |
|---------|--------|
| 21.3 | 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.

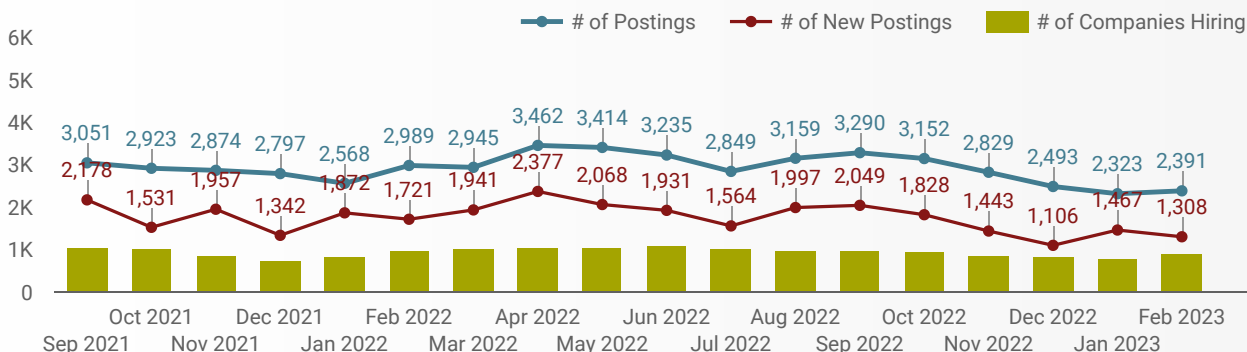


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JOB POSTINGS BY MONTH

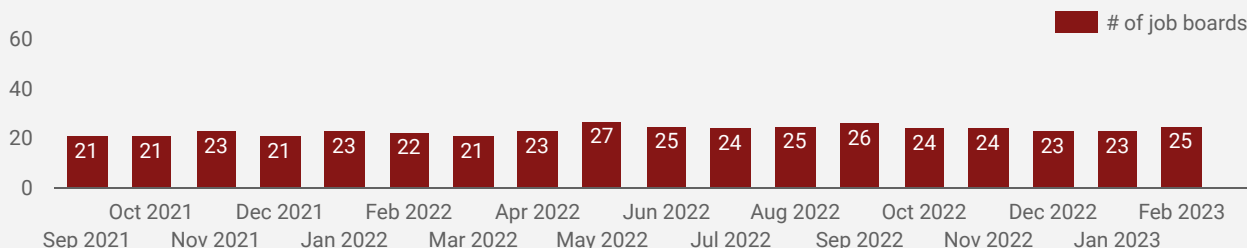
How many job postings were active for at least 1 day this month?



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

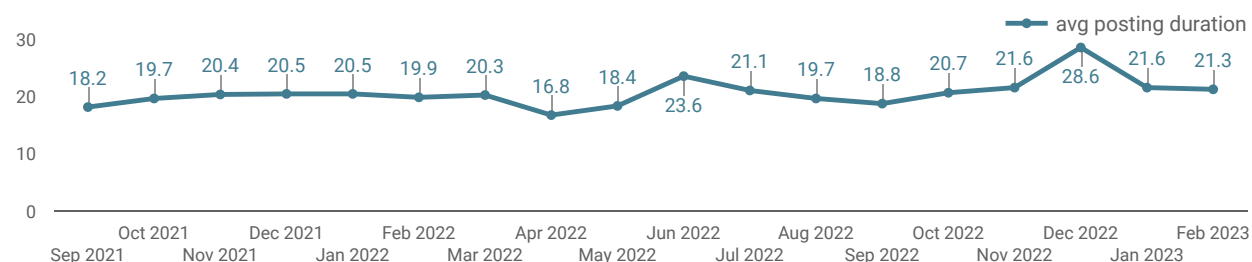
NUMBER OF ACTIVE JOB BOARDS

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



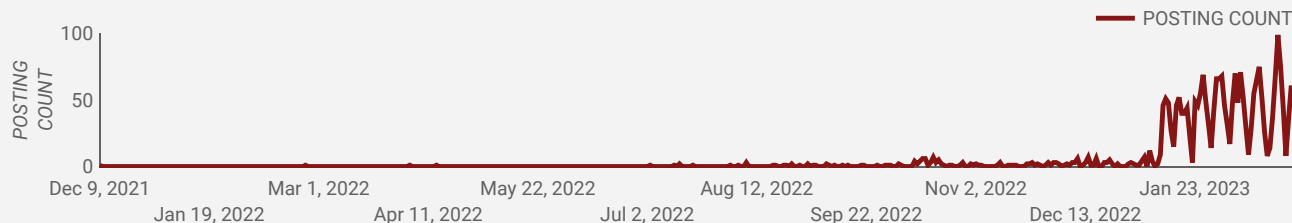
AVG & MEDIAN POSTING LENGTH BY DAYS

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



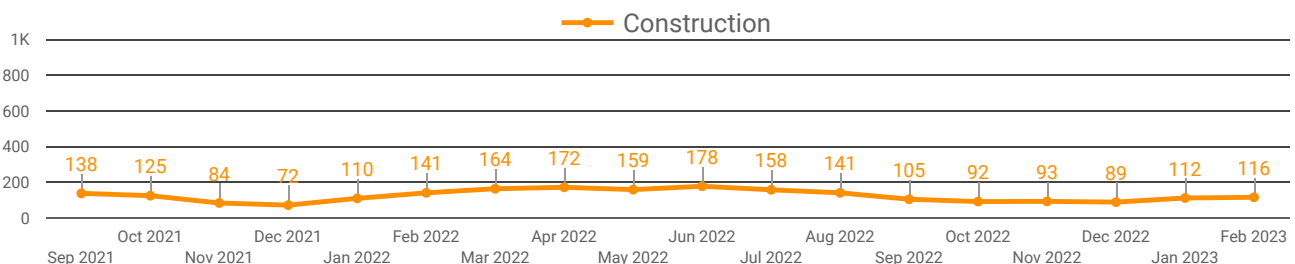
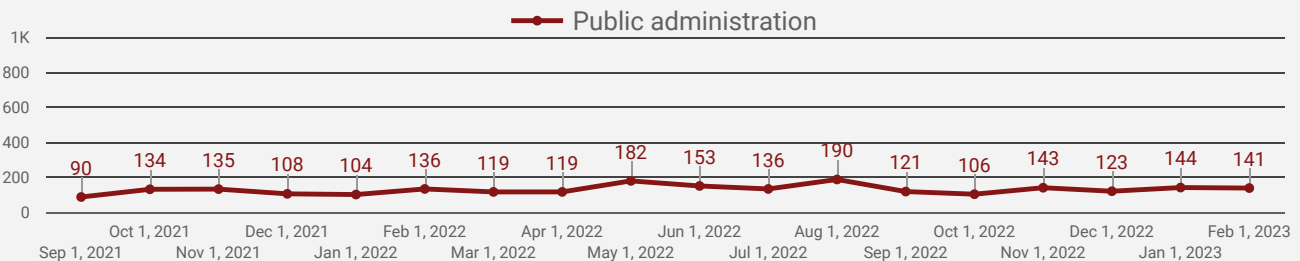
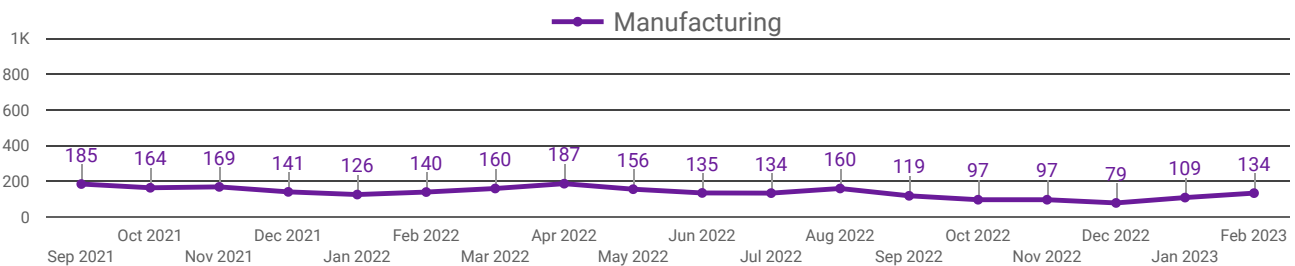
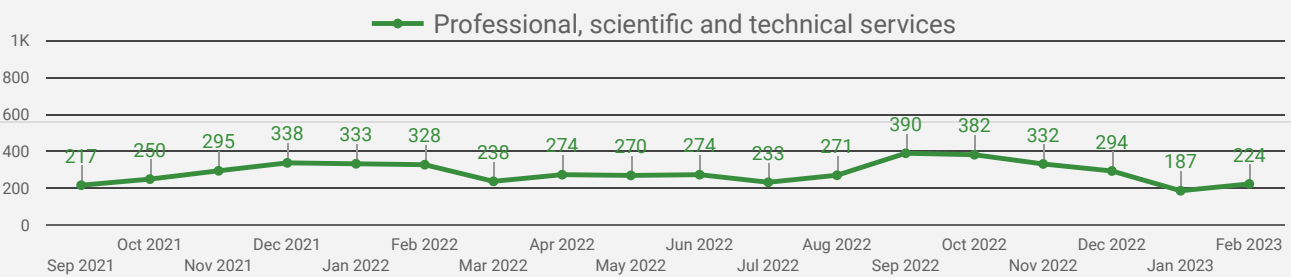
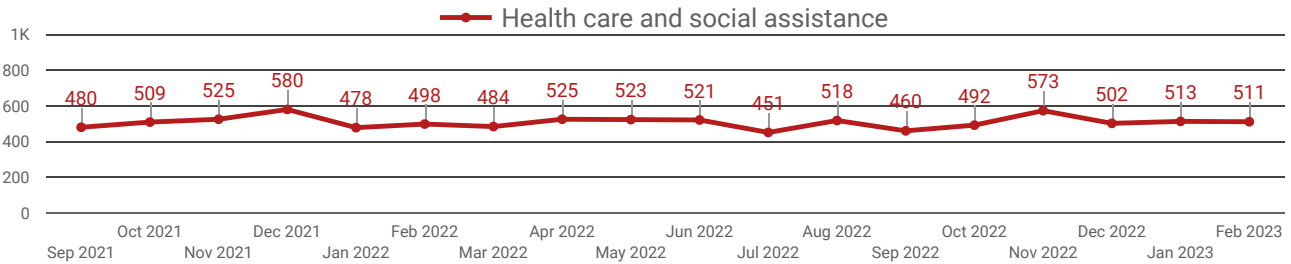
POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



DEMAND BY KEY SECTOR

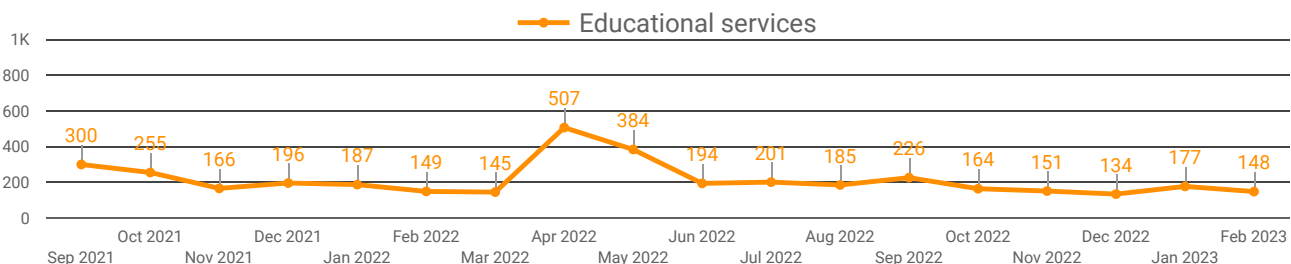
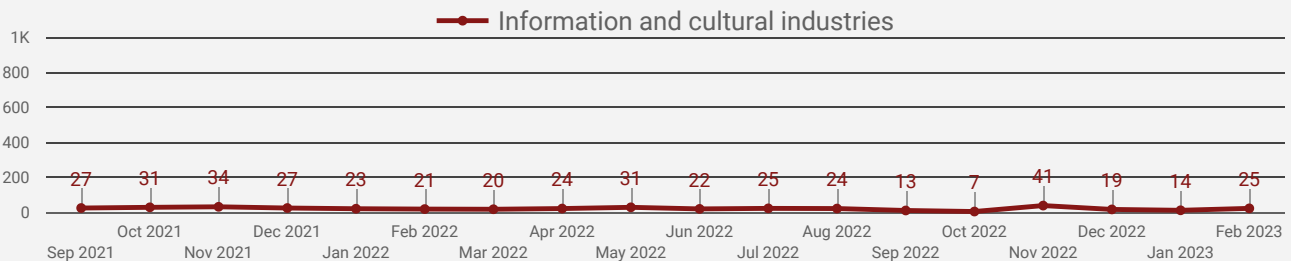
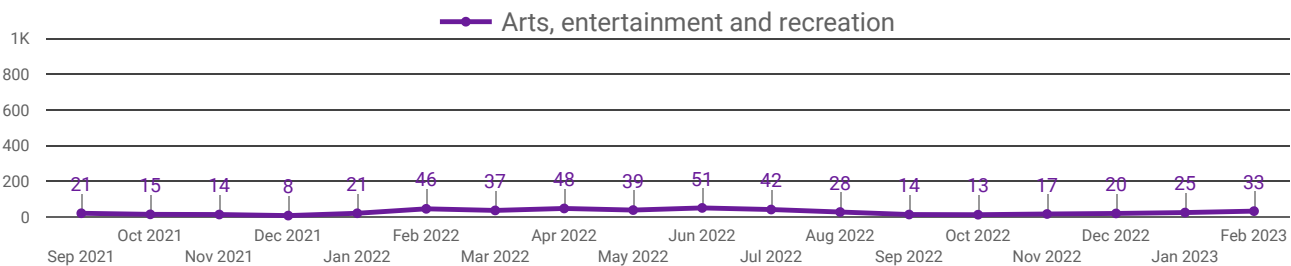
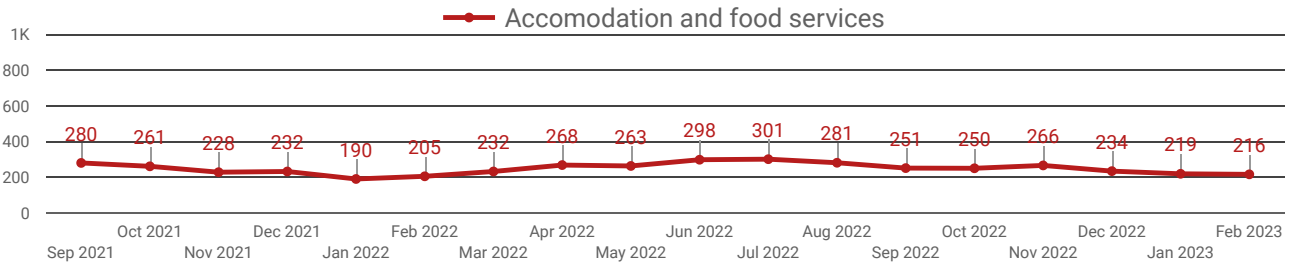
How many job postings were active for at least 1 day this month by sector?



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

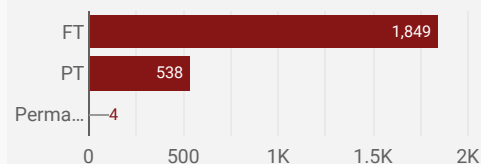
How many job postings were active for at least 1 day this month?

| | MUNICIPALITY | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|-------------------|---------------|----------------------------|-------------------------------|
| 1. | Pembroke | 549 | 22.2 | 21 |
| 2. | Carleton Place | 357 | 20.1 | 21 |
| 3. | Arnprior | 241 | 22.9 | 21 |
| 4. | Smiths Falls | 233 | 23.6 | 21 |
| 5. | Renfrew | 216 | 24.5 | 21 |
| 6. | Perth | 191 | 22.6 | 21 |
| 7. | Petawawa | 175 | 17.4 | 21 |
| 8. | Laurentian Hills | 144 | 19.8 | 21 |
| 9. | Mississippi Mills | 102 | 19.1 | 21 |
| 10. | Deep River | 47 | 19.5 | 21 |
| 11. | Whitewater Region | 32 | 18.0 | 21 |

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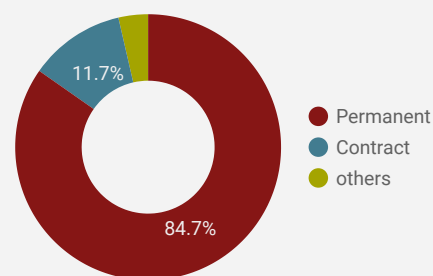
JOB TYPE

Full-time vs Part-time



JOB DURATION

Permanency of jobs posted



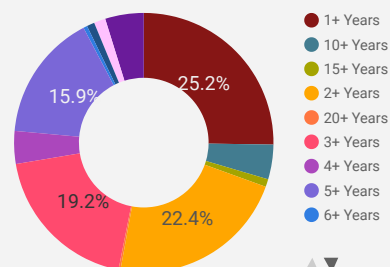
JOB POSTINGS BY COUNTY/CITY/TOWN

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

| | UPPER TIER | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|----------------|---------------|----------------------------|-------------------------------|
| 1. | Renfrew County | 891 | 20.7 | 21 |
| 2. | Lanark County | 697 | 20.7 | 21 |
| 3. | Pembroke | 549 | 22.2 | 21 |
| 4. | Smiths Falls | 233 | 23.6 | 21 |

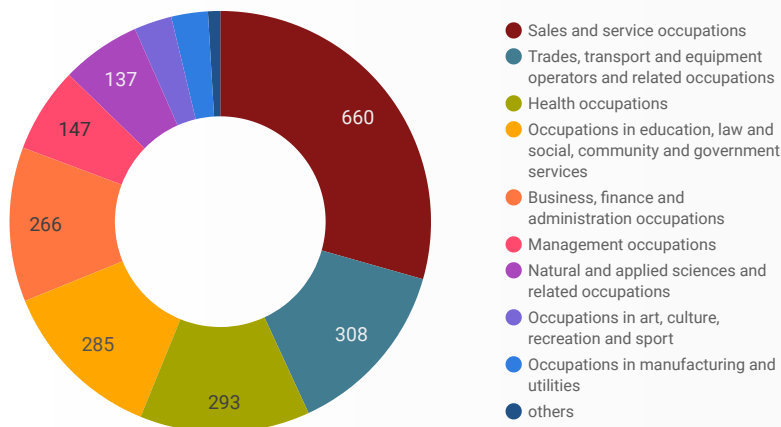
JOB EXPERIENCE

Job Postings by Experience Level Required



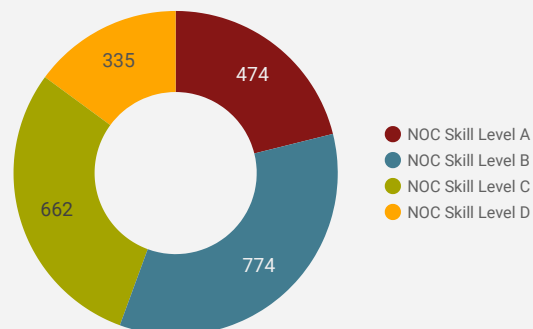
JOB POSTINGS BY JOB CATEGORY

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?







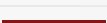
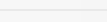


| | COMPANY | MUNICIPALITY | POSTINGS COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|--|-------------------|-------------------|-------------------------------|----------------------------------|
| 1. | Pembroke Regional Hospital (PRH) | Pembroke | 96 | 20.9 | 21 |
| 2. | Canadian Nuclear Laboratories (CNL) | Laurentian Hills | 93 | 19.2 | 21 |
| 3. | Canadian Forces Morale & Welfare Services (CFMWS) | Petawawa | 70 | 16.1 | 21 |
| 4. | Home Depot of Canada Inc. | Carleton Place | 34 | 14.1 | 14 |
| 5. | Home Depot | Carleton Place | 25 | 18.8 | 21 |
| 6. | Your Independent Grocer | Carleton Place | 21 | 20.9 | 21 |
| 7. | Revera Inc. | Carleton Place | 21 | 20.7 | 21 |
| 8. | Pillar5 Pharma Inc. | Arnprior | 18 | 19.6 | 21 |
| 9. | 401 Auto | Pembroke | 16 | 20.3 | 20 |
| 10. | Deep River and District Hospital (DRDH) | Deep River | 14 | 19.5 | 21 |
| 11. | Staples, Pembroke | Pembroke | 13 | 17.2 | 14 |
| 12. | Revera Inc. | Arnprior | 12 | 19.9 | 21 |
| 13. | Sienna Senior Living Inc. | Arnprior | 12 | 21.0 | 21 |
| 14. | Catholic District School Board of Eastern Ontario | Carleton Place | 11 | 5.3 | 7 |
| 15. | Renfrew County District School Board | Pembroke | 11 | 9.1 | 7 |
| 16. | Renfrew County District School Board | Petawawa | 11 | 5.0 | 5 |
| 17. | Arnprior Regional Health | Arnprior | 10 | 18.6 | 21 |
| 18. | Renfrew County Catholic District School Board | Pembroke | 10 | 18.9 | 21 |
| 19. | Metro Inc. | Arnprior | 10 | 11.3 | 12 |
| 20. | Home and Community Care Support Services Champlain | Renfrew | 10 | 21.0 | 21 |
| 21. | Carefor Health and Community Services | Pembroke | 10 | 12.4 | 10 |
| 22. | Home Depot | Pembroke | 9 | 18.0 | 18 |
| 23. | Rogers | Pembroke | 9 | 3.8 | 4 |
| 24. | Deslaurier Custom Cabinets | Renfrew | 8 | 20.7 | 21 |
| 25. | WSP Canada Inc. | Laurentian Hills | 8 | null | null |
| 26. | Perth and Smiths Falls District Hospital, Smiths Falls | Smiths Falls | 8 | 21.0 | 21 |
| 27. | Almonte General Hospital (AGH) | Mississippi Mills | 8 | 21.0 | 21 |
| 28. | Supples Landing Retirement Residence | Pembroke | 7 | 21.0 | 21 |
| 29. | Renfrew County District School Board | Arnprior | 7 | 15.2 | 6 |
| 30. | The County of Lanark | Lanark Highlands | 7 | 21.0 | 21 |
| 31. | Upper Canada District School Board | Carleton Place | 7 | 6.0 | 6 |

TOP HOURLY WAGES IN JOB POSTINGS

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





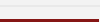
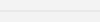



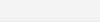
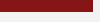
of Minimum Wage Job Postings

56

| | JOB TITLE | COMPANY | LOCATION | HOURLY WAGE ▾ |
|-----|---|-----------------------------------|-------------------|--|
| 1. | Part-time Academic - Post-secondary Professor | Algonquin College | Pembroke | 139  |
| 2. | Home And Community Physiotherapist | ONIn-home Therapeutics | Carleton Place | 90  |
| 3. | Soccer Training Activities Operator/owner For Toddlers And Young Children | Green Wave Sports | Petawawa | 80  |
| 4. | Nurse Practitioner | ConnectWell Community Health | Whitewater Region | 67  |
| 5. | operations vice-president - financial, communications and other business services -Holiday Inn Express Pembroke | Holiday Inn Pembroke | Pembroke | 67  |
| 6. | Chiropractor | Back on Track Physiotherapy | Perth | 60  |
| 7. | Physiotherapist | Caring Support | Pembroke | 60  |
| 8. | Registered Practical Nurse & Registered Nurse | Precibol Healthcare Services Inc | Perth | 60  |
| 9. | Registered Nurse (part Time) | County of Renfrew-Miramichi Lodge | Pembroke | 57  |
| 10. | Registered Nurse (part Time Hours) | Bonnechere Manor | Renfrew | 57  |
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TOP SALARIES IN JOB POSTINGS

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

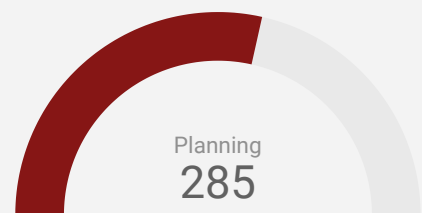
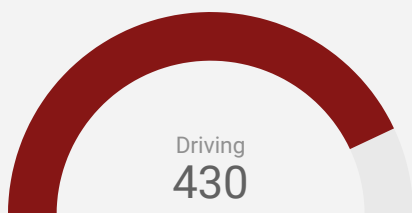
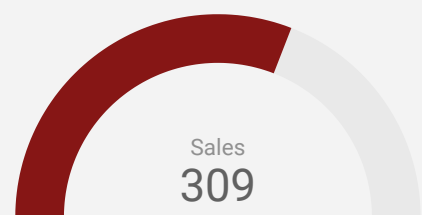
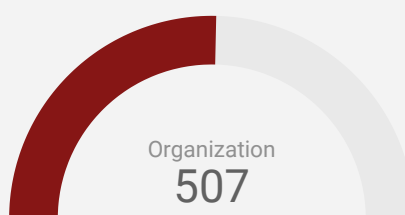
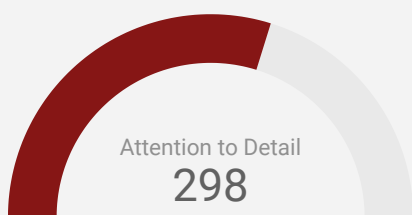
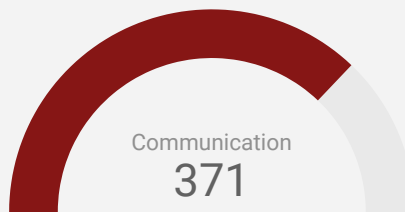
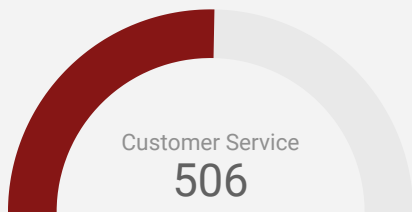
| | JOB TITLE | COMPANY | LOCATION | ANNUAL SALARY ▾ |
|-----|---|------------------------------------|----------------|---|
| 1. | Pembroke Honda - General Manager | Jimmy Lapointe's Auto Group - JLAG | Pembroke | 300,000  |
| 2. | Associate Dentist Needed | Dentistry @ Renfrew | Renfrew | 250,000  |
| 3. | Associate Dentist Needed | Dentistry@Arnprior | Renfrew | 250,000  |
| 4. | Automotive Sales Representative | Carleton Place Ford | Carleton Place | 150,000  |
| 5. | Az Truck Driver | Contrans Tank Group | Perth | 150,000  |
| 6. | Fixed Operations Manager | Jimmy Lapointe's Auto Group - JLAG | Petawawa | 150,000  |
| 7. | Director Of Marketing | The Urban Group of Companies | Arnprior | 149,435  |
| 8. | Duty Counsel - Criminal And Family (french Bilingual) | Legal Aid Ontario | Pembroke | 142,422  |
| 9. | General Sales Manager | Smiths Falls Hyundai | Smiths Falls | 140,000  |
| 10. | Vp/director Of Finance | Robert Half Canada | Pembroke | 140,000  |
| 11. | Sales Account Executive - | Uline Canada | Carleton Place | 140,000  |
| | | | | 1 - 100 / 701 < > |

TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,391



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,391



Driver's License
24



First Aid
142



Regular Access to a Vehicle
110



Criminal Record Check
174



Microsoft Office
120



Food Safety
40

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 | 128 | 18.7 | 21 |
| 2. | 6711 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 91 | 23.4 | 21 |
| 3. | 4412 | Home support workers, housekeepers and related occupations | NOC Skill Level C | 90 | 27.4 | 21 |
| 4. | 3012 | Registered nurses and registered psychiatric nurses | NOC Skill Level A | 67 | 20.6 | 21 |
| 5. | 3233 | Licensed practical nurses | NOC Skill Level B | 57 | 22.9 | 21 |
| 6. | 6322 | Cooks | NOC Skill Level B | 55 | 27.6 | 21 |
| 7. | 6552 | Other customer and information services representatives | NOC Skill Level C | 50 | 23.8 | 21 |
| 8. | 4032 | Elementary school and kindergarten teachers | NOC Skill Level A | 47 | 9.0 | 6 |
| 9. | 0621 | Retail and wholesale trade managers | NOC Skill Level A | 43 | 19.1 | 21 |
| 10. | 6731 | Light duty cleaners | NOC Skill Level D | 42 | 22.9 | 21 |
| 11. | 6311 | Food service supervisors | NOC Skill Level B | 40 | 41.5 | 21 |
| 12. | 1241 | Administrative assistants | NOC Skill Level B | 38 | 24.7 | 21 |
| 13. | 5254 | Program leaders and instructors in recreation, sport and fitness | NOC Skill Level B | 33 | 17.8 | 21 |
| 14. | 7511 | Transport truck drivers | NOC Skill Level C | 33 | 22.9 | 21 |
| 15. | 6622 | Store shelf stockers, clerks and order fillers | NOC Skill Level D | 31 | 17.8 | 21 |
| 16. | 7321 | Automotive service technicians, truck and bus mechanics and mechanical repairers | NOC Skill Level B | 30 | 22.1 | 21 |
| 17. | 4212 | Social and community service workers | NOC Skill Level B | 28 | 20.5 | 21 |
| 18. | 0631 | Restaurant and food service managers | NOC Skill Level A | 27 | 31.6 | 21 |
| 19. | 4214 | Early childhood educators and assistants | NOC Skill Level B | 26 | 20.8 | 21 |
| 20. | 6611 | Cashiers | NOC Skill Level D | 25 | 17.5 | 21 |
| 21. | 1411 | General office support workers | NOC Skill Level C | 25 | 23.5 | 21 |
| 22. | 4031 | Secondary school teachers | NOC Skill Level A | 25 | 4.8 | 5.5 |
| 23. | 3414 | Other assisting occupations in support of health services | NOC Skill Level C | 24 | 20.8 | 21 |
| 24. | 6733 | Janitors, caretakers and building superintendents | NOC Skill Level D | 23 | 17.1 | 14 |
| 25. | 7611 | Construction trades helpers and labourers | NOC Skill Level D | 22 | 19.7 | 21 |
| 26. | 6513 | Food and beverage servers | NOC Skill Level C | 21 | 35.2 | 21 |
| 27. | 1114 | Other financial officers | NOC Skill Level A | 21 | 17.7 | 21 |
| 28. | 7514 | Delivery and courier service drivers | NOC Skill Level C | 20 | 20.7 | 21 |
| 29. | 4413 | Elementary and secondary school teacher assistants | NOC Skill Level C | 20 | 15.5 | 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 | 128 | 18.7 | 21 |
| 2. | 441 | Home care providers and educational support occupations | NOC Skill Level C | 118 | 24.0 | 21 |
| 3. | 671 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 91 | 23.4 | 21 |
| 4. | 673 | Cleaners | NOC Skill Level D | 81 | 21.8 | 21 |
| 5. | 403 | Secondary and elementary school teachers and educational counsellors | NOC Skill Level A | 73 | 7.4 | 6 |
| 6. | 301 | Professional occupations in nursing | NOC Skill Level A | 70 | 20.6 | 21 |
| 7. | 421 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 69 | 20.1 | 21 |
| 8. | 323 | Other technical occupations in health care | NOC Skill Level B | 66 | 22.5 | 21 |
| 9. | 751 | Motor vehicle and transit drivers | NOC Skill Level C | 62 | 22.4 | 21 |
| 10. | 632 | Chefs and cooks | NOC Skill Level B | 60 | 29.9 | 21 |
| 11. | 321 | Medical technologists and technicians (except dental health) | NOC Skill Level B | 54 | 22.2 | 21 |
| 12. | 124 | Office administrative assistants - general, legal and medical | NOC Skill Level B | 53 | 23.9 | 21 |
| 13. | 655 | Customer and information services representatives | NOC Skill Level C | 52 | 23.5 | 21 |
| 14. | 631 | Service supervisors | NOC Skill Level B | 44 | 36.9 | 21 |
| 15. | 525 | Athletes, coaches, referees and related occupations | NOC Skill Level B | 43 | 16.4 | 20 |
| 16. | 062 | Retail and wholesale trade managers | NOC Skill Level A | 43 | 19.1 | 21 |
| 17. | 341 | Assisting occupations in support of health services | NOC Skill Level C | 41 | 22.8 | 21 |
| 18. | 141 | General office workers | NOC Skill Level C | 38 | 21.7 | 21 |
| 19. | 732 | Automotive service technicians | NOC Skill Level B | 38 | 23.2 | 21 |
| 20. | 662 | Other sales support and related occupations | NOC Skill Level D | 37 | 18.2 | 21 |
| 21. | 223 | Technical occupations in civil, mechanical and industrial engineering | NOC Skill Level B | 36 | 19.7 | 21 |
| 22. | 651 | Occupations in food and beverage service | NOC Skill Level C | 32 | 28.9 | 21 |
| 23. | 152 | Supply chain logistics, tracking and scheduling co-ordination occupations | NOC Skill Level C | 32 | 18.5 | 21 |
| 24. | 761 | Trades helpers and labourers | NOC Skill Level D | 30 | 20.5 | 21 |
| 25. | 111 | Auditors, accountants and investment professionals | NOC Skill Level A | 30 | 18.4 | 21 |
| 26. | 731 | Machinery and transportation equipment mechanics (except motor vehicles) | NOC Skill Level B | 29 | 27.6 | 21 |
| 27. | 063 | Managers in food service and accommodation | NOC Skill Level A | 28 | 30.8 | 21 |
| 28. | 961 | Labourers in processing, manufacturing and utilities | NOC Skill Level D | 27 | 21.5 | 21 |
| | | | | | 1 - 50 / 121 | < > |

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 | 188 | 22.3 | 21 |
| 2. | 64 | Sales representatives and salespersons - wholesale and retail trade | NOC Skill Level C | 135 | 18.8 | 21 |
| 3. | 32 | Technical occupations in health | NOC Skill Level B | 127 | 22.3 | 21 |
| 4. | 63 | Service supervisors and specialized service occupations | NOC Skill Level B | 127 | 29.6 | 21 |
| 5. | 44 | Care providers and educational, legal and public protection support occupations | NOC Skill Level C | 118 | 24.0 | 21 |
| 6. | 65 | Service representatives and other customer and personal services occupations | NOC Skill Level C | 103 | 24.0 | 21 |
| 7. | 22 | Technical occupations related to natural and applied sciences | NOC Skill Level B | 90 | 20.9 | 21 |
| 8. | 75 | Transport and heavy equipment operation and related maintenance occupations | NOC Skill Level C | 83 | 22.1 | 21 |
| 9. | 12 | Administrative and financial supervisors and administrative occupations | NOC Skill Level B | 81 | 22.1 | 21 |
| 10. | 73 | Maintenance and equipment operation trades | NOC Skill Level B | 77 | 26.9 | 21 |
| 11. | 06 | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 77 | 22.3 | 21 |
| 12. | 40 | Professional occupations in education services | NOC Skill Level A | 75 | 7.4 | 6 |
| 13. | 72 | Industrial, electrical and construction trades | NOC Skill Level B | 71 | 23.4 | 21 |
| 14. | 30 | Professional occupations in nursing | NOC Skill Level A | 70 | 20.6 | 21 |
| 15. | 42 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 69 | 20.1 | 21 |
| 16. | 66 | Sales support occupations | NOC Skill Level D | 62 | 17.9 | 21 |
| 17. | 52 | Technical occupations in art, culture, recreation and sport | NOC Skill Level B | 61 | 16.1 | 20 |
| 18. | 14 | Office support occupations | NOC Skill Level C | 60 | 21.4 | 21 |
| 19. | 15 | Distribution, tracking and scheduling co-ordination occupations | NOC Skill Level C | 56 | 20.7 | 21 |
| 20. | 31 | Professional occupations in health (except nursing) | NOC Skill Level A | 55 | 20.7 | 21 |
| 21. | 11 | Professional occupations in business and finance | NOC Skill Level A | 54 | 19.9 | 21 |
| 22. | 21 | Professional occupations in natural and applied sciences | NOC Skill Level A | 47 | 23.3 | 21 |
| 23. | 62 | Retail sales supervisors and specialized sales occupations | NOC Skill Level B | 45 | 24.0 | 21 |
| 24. | 76 | Trades helpers, construction labourers and related occupations | NOC Skill Level D | 44 | 19.7 | 21 |
| 25. | 34 | Assisting occupations in support of health services | NOC Skill Level C | 41 | 22.8 | 21 |
| 26. | 74 | Other installers, repairers and servicers and material handlers | NOC Skill Level C | 33 | 25.9 | 21 |
| 27. | 96 | Labourers in processing, manufacturing and utilities | NOC Skill Level D | 27 | 21.5 | 21 |
| 28. | 01 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 26 | 22.1 | 21 |

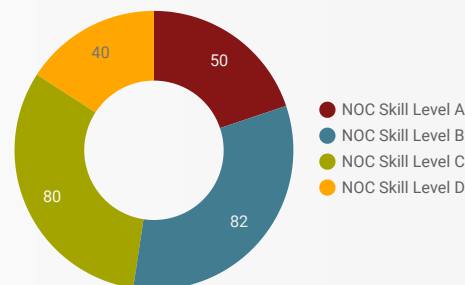
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

| ACTIVE POSTINGS | NEW POSTINGS | COMPANIES | LANGUAGES | # OF DAYS POSTED |
|-----------------|--------------|-----------|-----------|---------------------------------|
| 279 | 0 | 169 | 7 | AVERAGE 20.5 MEDIAN 21 |

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

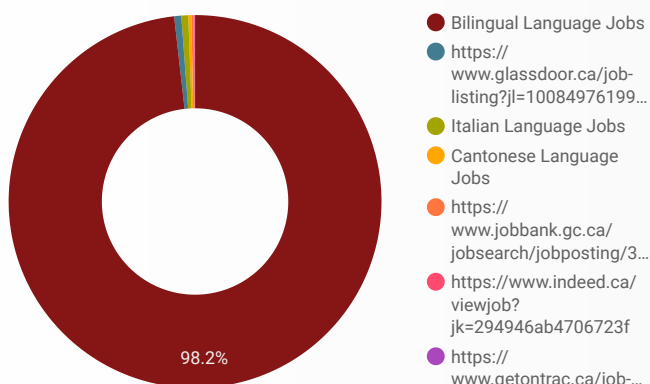
- 50 Skill Level A - Management/ Professional Occupations usually requiring University
- 82 Skill Level B - Usually college education or apprenticeship training
- 80 Skill Level C - Usually secondary education or occupation-specific training
- 40 Skill Level D - Usually on-the-job training



| LANGUAGES | NOC Skill Level A | NOC Skill Level B | NOC Skill Level C | NOC Skill Level D |
|-------------------|-------------------|-------------------|-------------------|-------------------|
| Bilingual Lang... | 50 | 82 | 78 | 36 |
| https://www.... | | | | 1 |
| https://www.i... | | | | 1 |
| https://www.j... | | | | 1 |
| Cantonese La... | | | 1 | |
| Italian Langu... | | | 1 | |
| https://www.... | | | | 1 |

LANGUAGE SKILLS BREAKDOWN

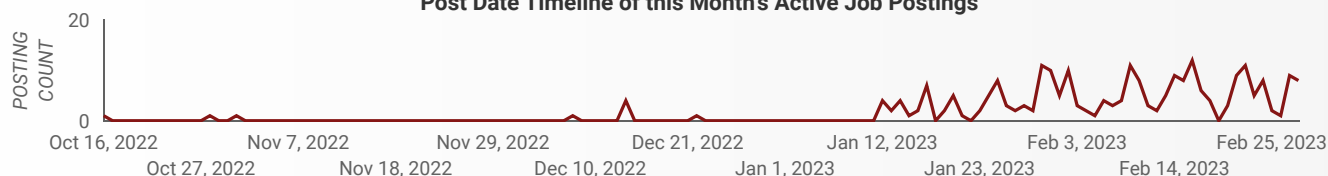
Which kinds of language skills do employers seek?



| LANGUAGES | POSTING COUNT |
|----------------------------------|---------------|
| 1. Bilingual Language Jobs | 273 |
| 2. https://www.indeed.ca/vie... | 1 |
| 3. Italian Language Jobs | 1 |
| 4. https://www.glassdoor.ca/j... | 1 |
| 5. Cantonese Language Jobs | 1 |

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

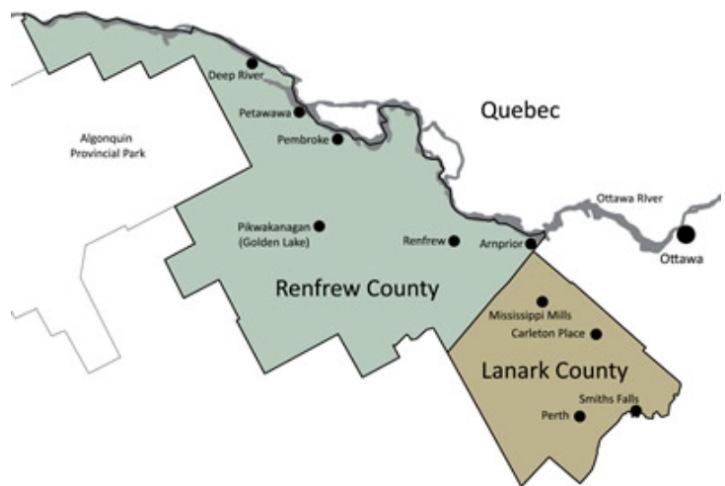
What language skills are sought by 1-Digit NOC?

| BROAD OCCUPATIONAL CATEGORY | Bilingual ... | https://w... | https://w... | https://w... | Cantones... | Italian La... | Grand total |
|--|---------------|--------------|--------------|--------------|-------------|---------------|-------------|
| Business, finance and administration occup... | 45 | | | | | | 45 |
| Health occupations | 36 | | | | | | 36 |
| Management occupations | 10 | | | | | | 10 |
| Natural and applied sciences and related o... | 9 | | | | | | 9 |
| Natural resources, agriculture and related p... | 1 | | | | | | 1 |
| Occupations in art, culture, recreation and s... | 13 | | | | | | 13 |
| Occupations in education, law and social, c... | 42 | | | | | | 42 |
| Occupations in manufacturing and utilities | 2 | | | | | | 2 |
| Other labourers in processing, manufacturi... | | 1 | 1 | 1 | | | 4 |
| Sales and service occupations | 61 | | | | 1 | 1 | 63 |
| Grand total | 246 | 1 | 1 | 1 | 1 | 1 | 252 |

MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

| MUNICIPALITY | JOB LANGUAGES | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----------------------------------|---------------|----------------------------|-------------------------------|
| 1. Pembroke | 55 | 22.8 | 21 |
| 2. Carleton Place | 48 | 23.3 | 21 |
| 3. Arnprior | 30 | 21.0 | 21 |
| 4. Smiths Falls | 30 | 21.9 | 21 |
| 5. Petawawa | 29 | 15.3 | 20.5 |
| 6. Perth | 25 | 20.9 | 21 |
| 7. Mississippi Mills | 23 | 16.3 | 21 |
| 8. Renfrew | 17 | 20.0 | 21 |
| 9. Deep River | 6 | 11.7 | 8 |
| 10. Laurentian Hills | 3 | 17.5 | 17.5 |
| 11. Whitewater Region | 2 | 17.5 | 17.5 |
| 12. Brudenell, Lyndoch and Raglan | 1 | 7.0 | 7 |



| UPPER TIER | JOB LANGUAGES | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-------------------|---------------|----------------------------|-------------------------------|
| 1. Lanark County | 98 | 21.3 | 21 |
| 2. Renfrew County | 91 | 18.2 | 21 |
| 3. Pembroke | 55 | 22.8 | 21 |
| 4. Smiths Falls | 30 | 21.9 | 21 |

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

| 4 DIGIT NOC NAME | POSTINGS |
|--|----------|
| 1. Food counter attendants, kitchen helpers an... | 13 |
| 2. Home support workers, housekeepers and re... | 12 |
| 3. Retail salespersons | 10 |
| 4. Other customer and information services rep... | 10 |
| 5. Program leaders and instructors in recreatio... | 9 |
| 6. Administrative assistants | 8 |
| 7. Social and community service workers | 8 |
| 8. Elementary school and kindergarten teachers | 8 |
| 9. Early childhood educators and assistants | 7 |
| 10. Other assisting occupations in support of he... | 6 |
| 11. Letter carriers | 6 |
| 12. Light duty cleaners | 6 |
| 13. Cooks | 6 |
| 14. Construction trades helpers and labourers | 5 |
| 15. Food and beverage servers | 5 |
| 16. General office support workers | 4 |
| 17. Carpenters | 4 |
| 18. Licensed practical nurses | 4 |
| 19. Human resources professionals | 3 |
| 20. Elementary and secondary school teacher as... | 3 |
| 21. Physiotherapists | 3 |
| 22. Professional occupations in advertising, mar... | 3 |
| 23. Respiratory therapists, clinical perfusionists ... | 3 |
| 24. Mail, postal and related workers | 3 |
| 25. Receptionists | 3 |
| 26. Engineering managers | 2 |
| 27. Social workers | 2 |
| 28. Other trades and related occupations, n.e.c. | 2 |
| 29. Financial auditors and accountants | 2 |
| 30. Occupational therapists | 2 |
| 31. Dentists | 2 |
| 32. Animal health technologists and veterinary te... | 2 |

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MULTILINGUAL HIRING EMPLOYERS

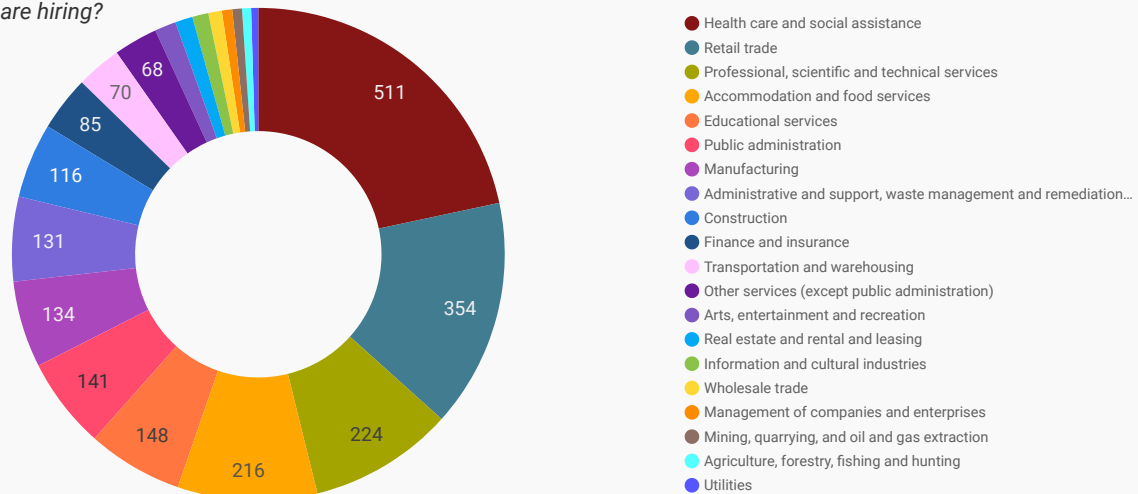
Which employers are seeking multilingual candidates?

| COMPANY | POSTINGS |
|--|----------|
| 1. Canadian Forces Morale & Welfare Services (CFMWS) | 12 |
| 2. Home and Community Care Support Services Champlain | 8 |
| 3. Lanark County | 6 |
| 4. McArthur Island Inc | 6 |
| 5. Arnprior Regional Health | 5 |
| 6. Various Ministries | 5 |
| 7. Access Healthcare Services Inc. | 5 |
| 8. Conseil des Écoles catholiques du Centre-Est / CECCE | 4 |
| 9. Family & Children's Services of Lanark, Leeds & Grenville | 4 |
| 10. Canada Post Corporation | 4 |
| 11. Revera - Stoneridge Manor | 4 |
| 12. Dentistry@ Almonte | 3 |
| 13. ConnectWell Community Health | 3 |
| 14. La Compagnie Commonwealth Plywood | 3 |
| 15. Renfrew Victoria Hospital (RVH) | 3 |
| 16. Pembroke Regional Hospital (PRH) | 3 |
| 17. Town of Arnprior | 3 |
| 18. Pillar5 Pharma Inc. | 3 |
| 19. Carefor Health and Community Services | 3 |
| 20. Petawawa Military Family Resource Centre, Petawawa | 3 |
| 21. Upper Canada District School Board | 3 |
| 22. Throttle Powersports (Almonte) | 3 |
| 23. Back on Track Physiotherapy | 3 |
| 24. Heritage Community Fitness & Rehabilitation Centre | 3 |
| 25. "i>ç",expired" | 2 |
| 26. Linde Canada Inc. | 2 |
| 27. Bayshore HealthCare | 2 |
| 28. Canada Post - Postes Canada | 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 | 511 | 21.9 | 21 |
| 2. | Retail trade | 44-45 | 354 | 19.3 | 21 |
| 3. | Professional, scientific and technical services | 54 | 224 | 20.8 | 21 |
| 4. | Accommodation and food services | 72 | 216 | 29.0 | 21 |
| 5. | Educational services | 61 | 148 | 11.2 | 7 |
| 6. | Public administration | 91 | 141 | 17.7 | 21 |
| 7. | Manufacturing | 31-33 | 134 | 21.4 | 21 |
| 8. | Administrative and support, waste management and remediation services | 56 | 131 | 20.7 | 21 |
| 9. | Construction | 23 | 116 | 25.9 | 21 |
| 10. | Finance and insurance | 52 | 85 | 20.5 | 21 |
| 11. | Transportation and warehousing | 48-49 | 70 | 22.1 | 21 |
| 12. | Other services (except public administration) | 81 | 68 | 27.3 | 21 |
| 13. | Arts, entertainment and recreation | 71 | 33 | 20.2 | 21 |
| 14. | Real estate and rental and leasing | 53 | 27 | 17.3 | 21 |
| 15. | Information and cultural industries | 51 | 25 | 15.4 | 17 |
| 16. | Wholesale trade | 41 | 21 | 19.6 | 21 |
| 17. | Management of companies and enterprises | 55 | 16 | 25.0 | 21 |
| 18. | Mining, quarrying, and oil and gas extraction | 21 | 15 | 21.0 | 21 |
| 19. | Agriculture, forestry, fishing and hunting | 11 | 14 | 29.5 | 21 |
| 20. | Utilities | 22 | 11 | 19.7 | 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 | 224 | 20.8 | 21 |
| 2. | Food services and drinking places | 722 | 183 | 27.2 | 21 |
| 3. | Hospitals | 622 | 149 | 20.5 | 21 |
| 4. | Educational services | 611 | 148 | 11.2 | 7 |
| 5. | Nursing and residential care facilities | 623 | 148 | 24.6 | 21 |
| 6. | Ambulatory health care services | 621 | 140 | 20.2 | 21 |
| 7. | Administrative and support services | 561 | 113 | 20.5 | 21 |
| 8. | Building material and garden equipment and supplies dealers | 444 | 95 | 16.4 | 20 |
| 9. | Federal government public administration | 911 | 89 | 17.2 | 20.5 |
| 10. | Social assistance | 624 | 74 | 21.8 | 21 |
| 11. | Food and beverage stores | 445 | 66 | 18.5 | 21 |
| 12. | Specialty trade contractors | 238 | 56 | 28.8 | 21 |
| 13. | Motor vehicle and parts dealers | 441 | 56 | 22.6 | 21 |
| 14. | Local, municipal and regional public administration | 913 | 45 | 18.7 | 17 |
| 15. | Construction of buildings | 236 | 42 | 25.2 | 21 |
| 16. | Credit intermediation and related activities | 522 | 41 | 20.3 | 20 |
| 17. | General merchandise stores | 452 | 41 | 21.3 | 21 |
| 18. | Health and personal care stores | 446 | 34 | 17.8 | 21 |
| 19. | Miscellaneous store retailers | 453 | 33 | 22.7 | 21 |
| 20. | Accommodation services | 721 | 33 | 37.5 | 21 |
| 21. | Amusement, gambling and recreation industries | 713 | 26 | 21.1 | 21 |
| 22. | Chemical manufacturing | 325 | 25 | 19.5 | 21 |
| 23. | Transportation equipment manufacturing | 336 | 23 | 20.8 | 21 |
| 24. | Postal service | 491 | 23 | 20.5 | 21 |
| 25. | Personal and laundry services | 812 | 22 | 20.3 | 21 |
| 26. | Religious, grant-making, civic, and professional and similar organizations | 813 | 22 | 26.3 | 21 |
| 27. | Truck transportation | 484 | 21 | 19.9 | 21 |
| 28. | Repair and maintenance | 811 | 20 | 32.6 | 21 |
| 29. | Monetary authorities - central bank | 521 | 19 | 19.9 | 21 |
| 30. | Waste management and remediation services | 562 | 18 | 23.2 | 23.5 |
| 31. | Heavy and civil engineering construction | 237 | 18 | 21.0 | 21 |
| | | | | | 1 - 50 / 79 < > |

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 | 179 | 27.3 | 21 |
| 2. | General medical and surgical hospitals | 6221 | 149 | 20.5 | 21 |
| 3. | Architectural, engineering and related services | 5413 | 125 | 20.2 | 21 |
| 4. | Elementary and secondary schools | 6111 | 124 | 10.4 | 6 |
| 5. | Community care facilities for the elderly | 6233 | 109 | 23.2 | 21 |
| 6. | Building material and supplies dealers | 4441 | 92 | 16.3 | 20 |
| 7. | Other federal government public administration | 9119 | 75 | 15.8 | 20 |
| 8. | Employment services | 5613 | 62 | 19.0 | 21 |
| 9. | Grocery stores | 4451 | 58 | 17.8 | 21 |
| 10. | Home health care services | 6216 | 55 | 19.2 | 21 |
| 11. | Individual and family services | 6241 | 52 | 20.4 | 21 |
| 12. | Other local, municipal and regional public administration | 9139 | 45 | 18.7 | 17 |
| 13. | Services to buildings and dwellings | 5617 | 42 | 23.1 | 21 |
| 14. | Management, scientific and technical consulting services | 5416 | 39 | 19.1 | 21 |
| 15. | Other residential care facilities | 6239 | 35 | 29.2 | 21 |
| 16. | Health and personal care stores | 4461 | 34 | 17.8 | 21 |
| 17. | Automobile dealers | 4411 | 33 | 24.8 | 21 |
| 18. | Traveller accommodation | 7211 | 29 | 37.9 | 21 |
| 19. | Out-patient care centres | 6214 | 27 | 22.6 | 21 |
| 20. | Other amusement and recreation industries | 7139 | 26 | 21.1 | 21 |
| 21. | Department stores | 4521 | 26 | 20.2 | 21 |
| 22. | Residential building construction | 2361 | 25 | 15.8 | 21 |
| 23. | Postal service | 4911 | 23 | 20.5 | 21 |
| 24. | Offices of other health practitioners | 6213 | 21 | 19.3 | 21 |
| 25. | Non-depository credit intermediation | 5222 | 21 | 23.5 | 20 |
| 26. | Advertising, public relations, and related services | 5418 | 21 | 17.9 | 21 |
| 27. | Offices of dentists | 6212 | 19 | 21.0 | 21 |
| 28. | Monetary authorities - central bank | 5211 | 19 | 19.9 | 21 |
| 29. | Pharmaceutical and medicine manufacturing | 3254 | 18 | 19.6 | 21 |
| 30. | Automotive repair and maintenance | 8111 | 18 | 26.0 | 21 |
| 31. | Foundation, structure, and building exterior contractors | 2381 | 18 | 32.1 | 21 |
| | | | | | 1 - 50 / 172 < > |

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 | 179 | 27.3 | 21 |
| 2. | General medical and surgical hospitals | 62211 | 149 | 20.5 | 21 |
| 3. | Elementary and secondary schools | 61111 | 124 | 10.4 | 6 |
| 4. | Community care facilities for the elderly | 62331 | 109 | 23.2 | 21 |
| 5. | Testing laboratories | 54138 | 102 | 20.3 | 21 |
| 6. | Hardware stores | 44413 | 90 | 16.3 | 20 |
| 7. | Other federal government public administration | 91191 | 75 | 15.8 | 20 |
| 8. | Employment placement agencies and executive search services | 56131 | 61 | 19.0 | 21 |
| 9. | Home health care services | 62161 | 55 | 19.2 | 21 |
| 10. | Supermarkets and other grocery (except convenience) stores | 44511 | 54 | 17.8 | 21 |
| 11. | Other local, municipal and regional public administration | 91391 | 45 | 18.7 | 17 |
| 12. | Other residential care facilities | 62399 | 35 | 29.2 | 21 |
| 13. | Services for the elderly and persons with disabilities | 62412 | 34 | 20.5 | 21 |
| 14. | New car dealers | 44111 | 32 | 24.8 | 21 |
| 15. | Management consulting services | 54161 | 32 | 20.3 | 21 |
| 16. | Pharmacies and drug stores | 44611 | 30 | 18.7 | 21 |
| 17. | Department stores | 45211 | 26 | 20.2 | 21 |
| 18. | Hotels (except casino hotels) and motels | 72111 | 26 | 40.4 | 21 |
| 19. | Residential building construction | 23611 | 25 | 15.8 | 21 |
| 20. | Landscaping services | 56173 | 24 | 20.2 | 21 |
| 21. | Postal service | 49111 | 23 | 20.5 | 21 |
| 22. | Other out-patient care centres | 62149 | 23 | 22.9 | 21 |
| 23. | Engineering services | 54133 | 20 | 17.3 | 21 |
| 24. | Monetary authorities - central bank | 52111 | 19 | 19.9 | 21 |
| 25. | Sales financing | 52222 | 19 | 20.3 | 20 |
| 26. | Offices of dentists | 62121 | 19 | 21.0 | 21 |
| 27. | Pharmaceutical and medicine manufacturing | 32541 | 18 | 19.6 | 21 |
| 28. | Fitness and recreational sports centres | 71394 | 17 | 21.1 | 21 |
| 29. | Management of companies and enterprises | 55111 | 16 | 25.0 | 21 |
| 30. | Accounting, tax preparation, bookkeeping and payroll services | 54121 | 15 | 20.2 | 21 |
| 31. | Insurance agencies and brokerages | 52421 | 15 | 23.9 | 21 |
| | | | | | 1 - 50 / 244 |

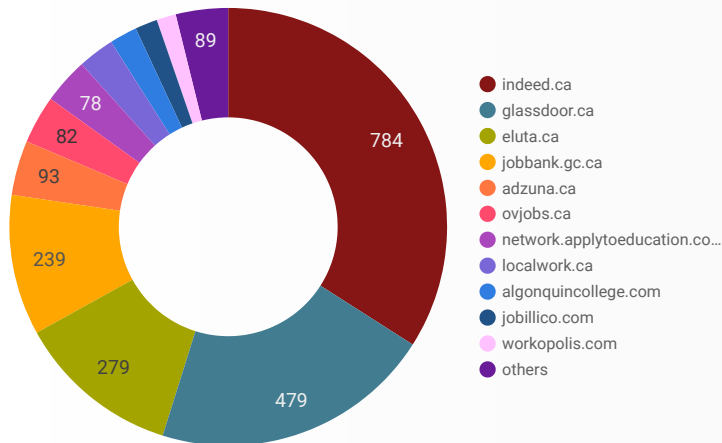
TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

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 | 146 | 20.5 | 21 |
| 2. | Elementary and secondary schools | 611110 | 124 | 10.4 | 6 |
| 3. | Limited-service eating places | 722512 | 120 | 23.6 | 21 |
| 4. | Community care facilities for the elderly | 623310 | 109 | 23.2 | 21 |
| 5. | Testing laboratories | 541380 | 102 | 20.3 | 21 |
| 6. | Hardware stores | 444130 | 90 | 16.3 | 20 |
| 7. | Other federal government public administration | 911910 | 75 | 15.8 | 20 |
| 8. | Employment placement agencies and executive search services | 561310 | 61 | 19.0 | 21 |
| 9. | Full-service restaurants | 722511 | 59 | 34.4 | 21 |
| 10. | Home health care services | 621610 | 55 | 19.2 | 21 |
| 11. | Supermarkets and other grocery (except convenience) stores | 445110 | 54 | 17.8 | 21 |
| 12. | Other local, municipal and regional public administration | 913910 | 45 | 18.7 | 17 |
| 13. | All other residential care facilities | 623999 | 35 | 29.2 | 21 |
| 14. | Services for the elderly and persons with disabilities | 624120 | 34 | 20.5 | 21 |
| 15. | New car dealers | 441110 | 32 | 24.8 | 21 |
| 16. | Pharmacies and drug stores | 446110 | 30 | 18.7 | 21 |
| 17. | Administrative management and general management consulting services | 541611 | 26 | 21.3 | 21 |
| 18. | Department stores | 452110 | 26 | 20.2 | 21 |
| 19. | Residential building construction | 236110 | 25 | 15.8 | 21 |
| 20. | Landscaping services | 561730 | 24 | 20.2 | 21 |
| 21. | Postal service | 491110 | 23 | 20.5 | 21 |
| 22. | Hotels | 721111 | 23 | 41.8 | 21 |
| 23. | Community health centres | 621494 | 22 | 22.9 | 21 |
| 24. | Engineering services | 541330 | 20 | 17.3 | 21 |
| 25. | Sales financing | 522220 | 19 | 20.3 | 20 |
| 26. | Offices of dentists | 621210 | 19 | 21.0 | 21 |
| 27. | Monetary authorities - central bank | 521110 | 19 | 19.9 | 21 |
| 28. | Pharmaceutical and medicine manufacturing | 325410 | 18 | 19.6 | 21 |
| 29. | Fitness and recreational sports centres | 713940 | 17 | 21.1 | 21 |
| 30. | Insurance agencies and brokerages | 524210 | 15 | 23.9 | 21 |
| 31. | Commercial and institutional building construction | 236220 | 15 | 20.6 | 21 |

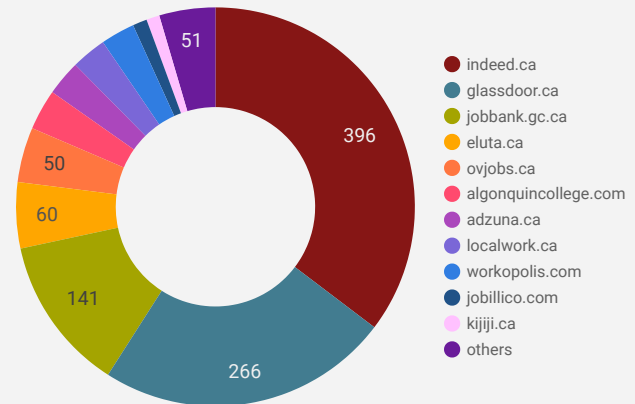
JOB POSTINGS BY JOB BOARD

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 | 784 | 20.1 | 21 | 396 |
| 2. | glassdoor.ca | 479 | 20.8 | 21 | 266 |
| 3. | eluta.ca | 279 | 21.0 | 21 | 60 |
| 4. | jobbank.gc.ca | 239 | 35.0 | 28 | 141 |
| 5. | adzuna.ca | 93 | 14.0 | 14 | 32 |
| 6. | ovjobs.ca | 82 | 31.8 | 23 | 50 |
| 7. | network.applytoeducation.com | 78 | 5.9 | 6 | 4 |
| 8. | localwork.ca | 62 | 9.1 | 3 | 32 |
| 9. | algonquincollege.com | 47 | 27.0 | 19 | 37 |
| 10. | jobillico.com | 38 | 18.2 | 7 | 13 |
| 11. | workopolis.com | 33 | | | 31 |
| 12. | canadacareer.ca | 14 | 44.4 | 33 | 8 |
| 13. | simplyhired.ca | 12 | 19.4 | 21 | 11 |
| 14. | kijiji.ca | 12 | 15.0 | 15 | 12 |
| 15. | gojobs.gov.on.ca | 10 | 39.5 | 38 | 3 |
| 16. | careerbuilder.ca | 9 | 27.0 | 30 | 4 |
| 17. | careerowl.ca | 8 | 3.0 | 3 | 3 |
| 18. | charityvillage.com | 7 | 15.0 | 15 | 3 |