



# JOB DEMAND REPORT

## MAY 2023

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
3,125	1,648	1,038	22

#### # OF DAYS POSTED

AVERAGE	MEDIAN
24.4	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

This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario.

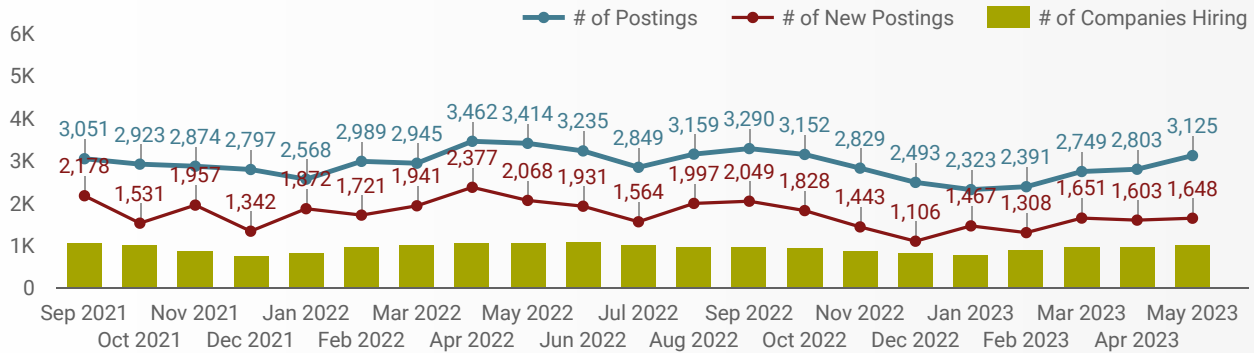
EMPLOYMENT ONTARIO EMPLOI ONTARIO

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

Ontario

## JOB POSTINGS BY MONTH

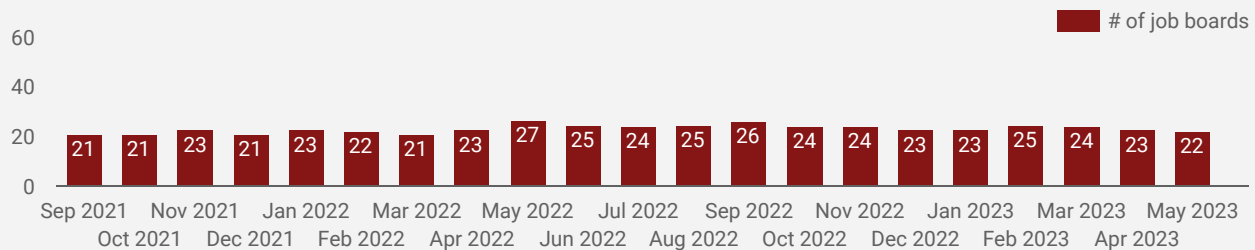
How many job postings were active for at least 1 day this month?



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

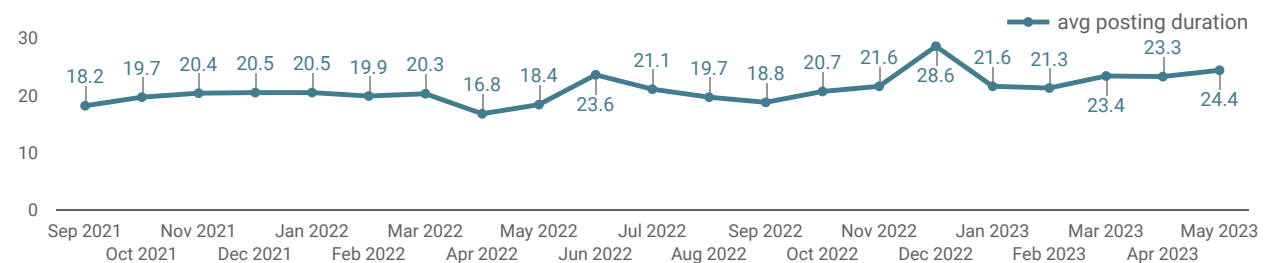
## NUMBER OF ACTIVE JOB BOARDS

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



## AVG & MEDIAN POSTING LENGTH BY DAYS

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



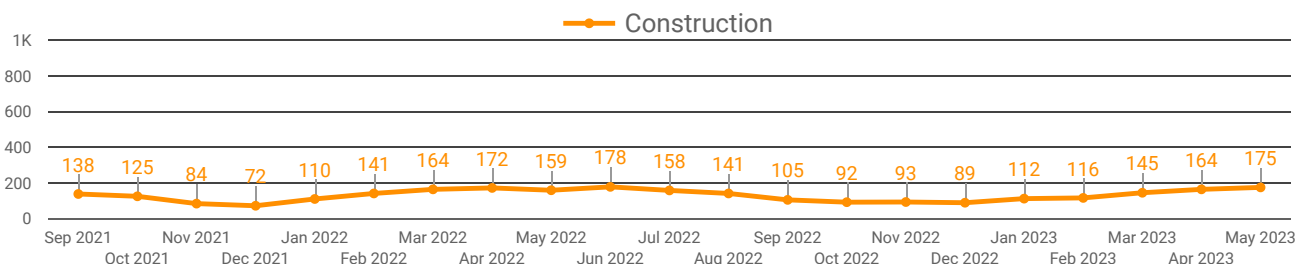
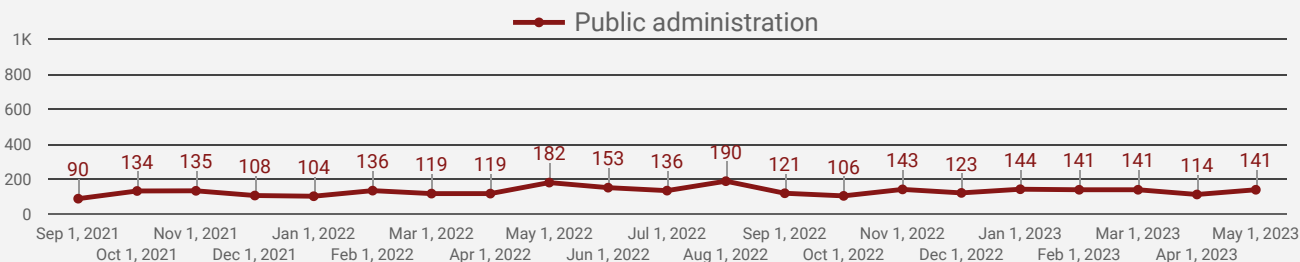
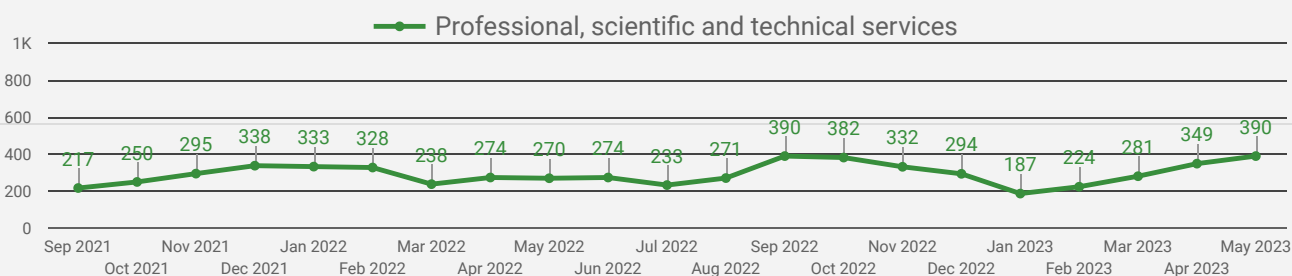
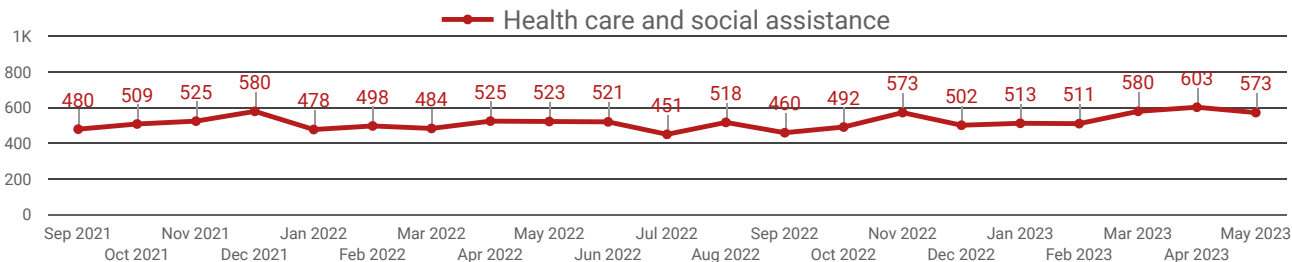
## POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



## DEMAND BY KEY SECTOR

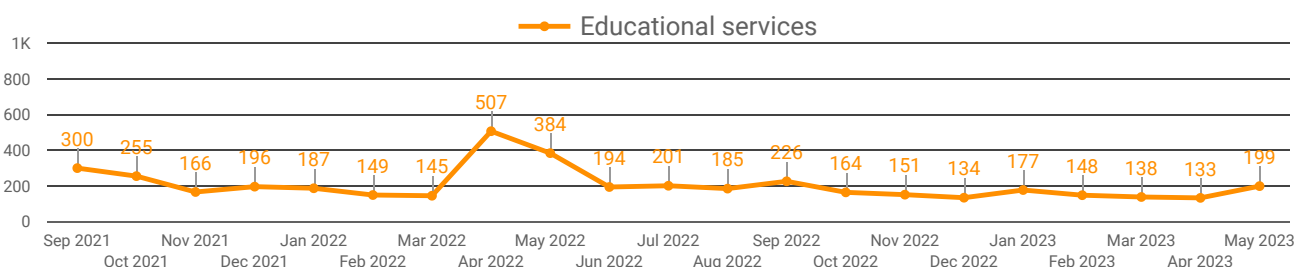
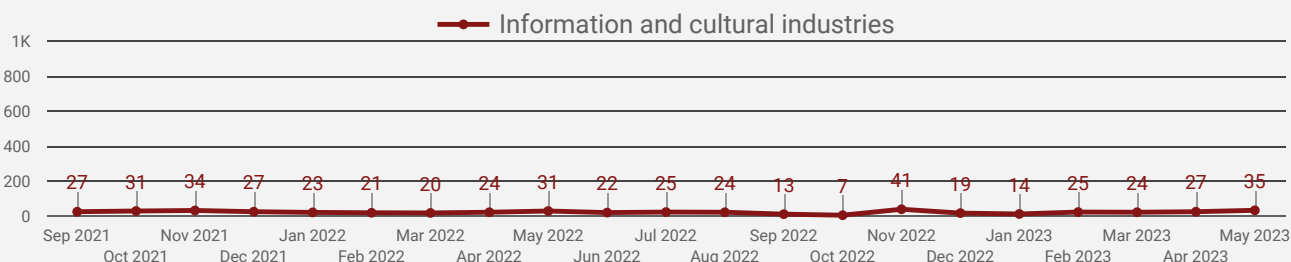
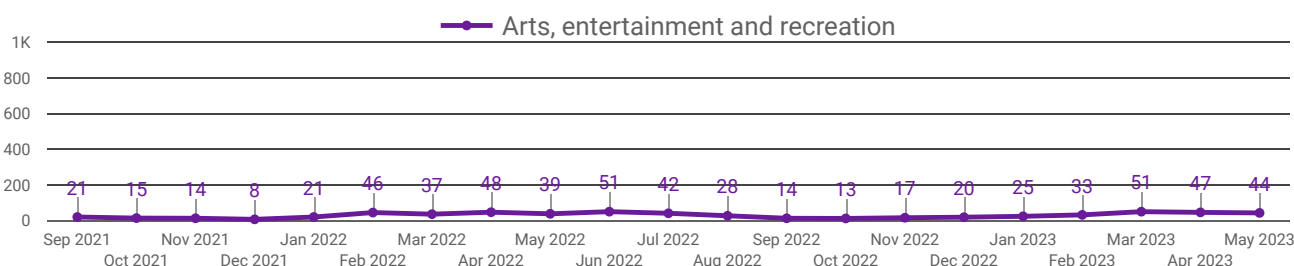
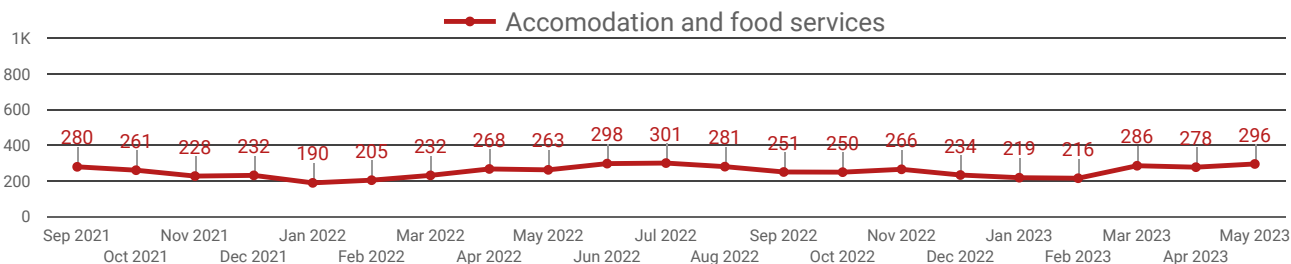
How many job postings were active for at least 1 day this month by sector?



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

## DEMAND BY IMPACTED SECTOR

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



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

## JOB POSTINGS BY MUNICIPALITY

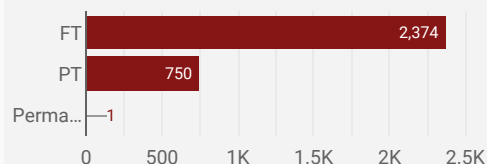
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	747	23.9	21
2.	Carleton Place	370	33.4	21
3.	Smiths Falls	336	25.8	21
4.	Arnprior	288	25.6	21
5.	Perth	246	22.5	21
6.	Renfrew	246	25.1	21
7.	Petawawa	207	19.4	21
8.	Deep River	187	21.5	21
9.	Laurentian Hills	169	20.3	21
10.	Mississippi Mills	131	23.6	21
11.	Whitewater Region	40	18.7	21

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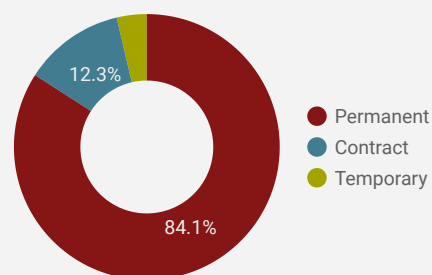
## JOB TYPE

Full-time vs Part-time



## JOB DURATION

Permanency of jobs posted



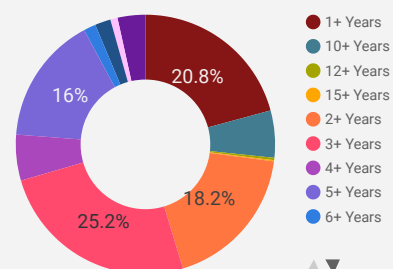
## JOB POSTINGS BY COUNTY/CITY/TOWN

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	1,201	22.3	21
2.	Lanark County	823	27.8	21
3.	Pembroke	747	23.9	21
4.	Smiths Falls	336	25.8	21

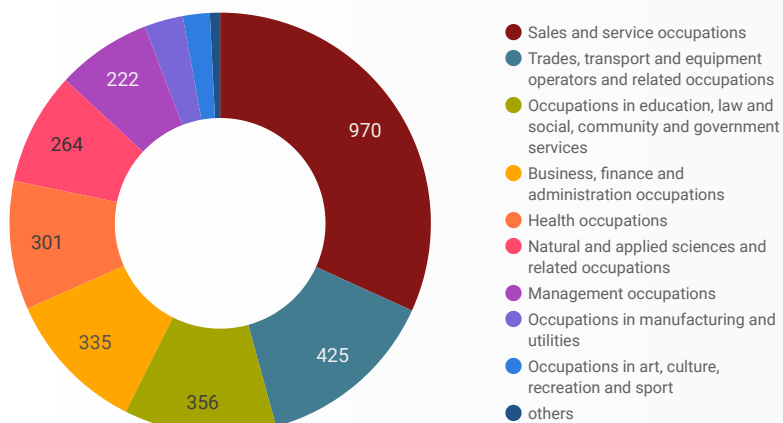
## JOB EXPERIENCE

Job Postings by Experience Level Required



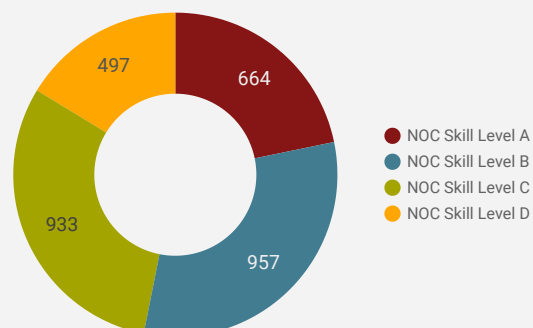
## JOB POSTINGS BY JOB CATEGORY

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)	Deep River	135	21.0	21
2.	Canadian Nuclear Laboratories (CNL)	Laurentian Hills	119	20.6	21
3.	Pembroke Regional Hospital (PRH)	Pembroke	105	21.0	21
4.	Canadian Forces Morale & Welfare Services (CFMWS)	Petawawa	79	16.1	21
5.	Arnprior Regional Health	Arnprior	25	19.9	21
6.	Your Independent Grocer	Carleton Place	23	21.0	21
7.	Staples, Pembroke	Pembroke	23	22.4	18
8.	Pillar5 Pharma Inc.	Arnprior	23	18.9	21
9.	Revera Inc.	Carleton Place	19	21.7	22
10.	Renfrew County District School Board	Pembroke	18	19.4	19
11.	Deep River and District Hospital (DRDH)	Deep River	17	17.3	21
12.	Thomas Cavanagh Construction Limited	Beckwith	15	21.0	21
13.	Perth and Smiths Falls District Hospital, Smiths Falls	Smiths Falls	15	21.0	21
14.	Carefor Health and Community Services	Pembroke	14	20.9	21
15.	Catholic District School Board of Eastern Ontario	Carleton Place	13	18.7	21
16.	Walmart Canada	Pembroke	13	17.2	14
17.	Upper Canada District School Board	Carleton Place	12	82.3	83
18.	Sienna Senior Living Inc.	Arnprior	12	21.0	21
19.	Sienna Senior Living Inc.	Perth	12	21.0	21
20.	Loblaw Companies	Carleton Place	12	14.0	14
21.	Algonquin College of Applied Arts & Technology	Pembroke	12	21.1	21
22.	Home Depot of Canada Inc.	Carleton Place	12	40.7	21
23.	Metro Inc.	Smiths Falls	11	16.9	15
24.	Metro Inc.	Arnprior	11	8.9	3
25.	401 Auto	Pembroke	11	21.0	21
26.	Conseil des Ã©coles publiques de l'Est de l'Ontario	Pembroke	11	21.0	21
27.	Catholic District School Board of Eastern Ontario	Smiths Falls	11	11.6	8
28.	Walmart	Pembroke	11	21.0	21
29.	Le Boat	Smiths Falls	10	21.0	21
30.	Bonnechere Excavating Inc.	Renfrew	10	21.0	21
31.	Rona. Carleton Place	Smiths Falls	10	26.6	21

## TOP HOURLY WAGES IN JOB POSTINGS

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











# of Minimum Wage Job Postings

82

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Part Time Post Secondary Professor - Carpentry (pembroke Campus)	Algonquin College	Pembroke	139 
2.	Osteopath	VC Athletic Therapy & Bracing	Petawawa	92 
3.	Registered Massage Therapist	Mahogany Salon and Spa (Carleton Place)	Carleton Place	84 
4.	Soccer Training Activities Operator/owner For Toddlers And Young Children	Green Wave Sports	Petawawa	80 
5.	Interior Designer	Candace Plotz Design	Renfrew	75 
6.	Relief Pharmacist	RPI Consulting Group	Mississippi Mills	70 
7.	Nurse Practitioner	ConnectWell Community Health	Whitewater Region	67 
8.	operations vice-president - financial, communications and other business services -Holiday Inn Express Pembroke	Holiday Inn Pembroke	Pembroke	67 
9.	Nurse Practitioner	Arnprior & District Family Health Team	Arnprior	61 
10.	Registered Massage Therapist	Active Care Massage Therapy	Pembroke	60 
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## TOP SALARIES IN JOB POSTINGS

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

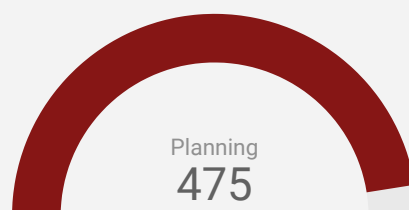
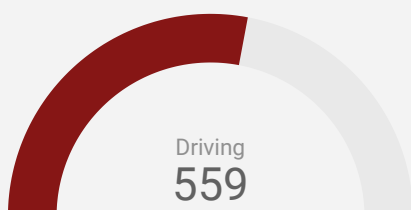
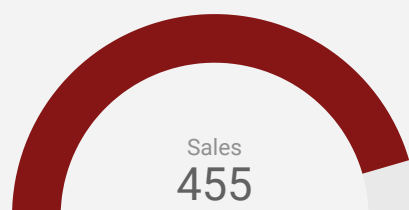
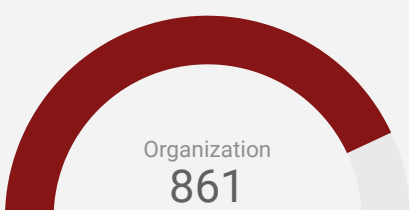
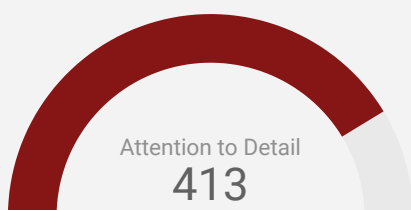
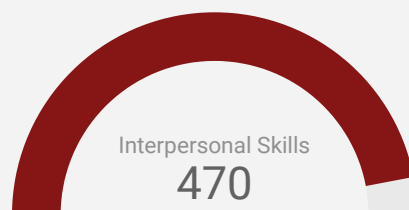
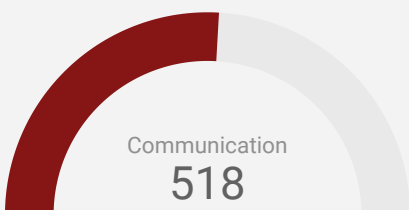
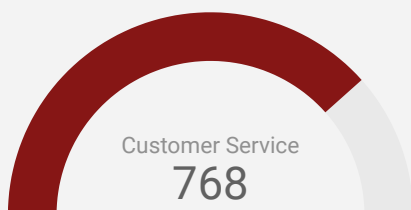
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Pembroke Honda - General Manager	Jimmy Lapointe's Auto Group - JLAG	Pembroke	300,000 
2.	Automotive Group Controller/cfo	Jimmy Lapointe's Automotive Group (JLAG)	Pembroke	218,438 
3.	Technical Manager	Morson Canada	Laurentian Hills	175,000 
4.	Sales Account Executive - Bilingual	Uline Canada	Carleton Place	166,000 
5.	Lumeo Regional Lumeo Operations Director	Perth and Smiths Falls District Hospital, Smiths Falls	Smiths Falls	154,664 
6.	Business Manager	401 Auto	Renfrew	150,000 
7.	General Manager	401 Auto	Pembroke	150,000 
8.	Real Estate Sales Representative	Royal LePage Real Estate	Perth	150,000 
9.	Real Estate Sales Representative	Royal LePage Real Estate	Renfrew	150,000 
10.	Duty Counsel - Criminal And/or Family	Legal Aid Ontario	Pembroke	142,422 
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## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,125



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,125



Driver's License  
59



First Aid  
193



Regular Access to a Vehicle  
127



Criminal Record Check  
244



Microsoft Office  
155



Food Safety  
77



## JOB POSTINGS BY 4-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	206	22.8	21
2.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	114	26.2	21
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	104	23.5	21
4.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	83	17.0	21
5.	4032	Elementary school and kindergarten teachers	NOC Skill Level A	80	16.9	20
6.	6552	Other customer and information services representatives	NOC Skill Level C	70	28.0	21
7.	6322	Cooks	NOC Skill Level B	66	23.9	21
8.	3233	Licensed practical nurses	NOC Skill Level B	62	28.6	21
9.	0621	Retail and wholesale trade managers	NOC Skill Level A	60	28.2	21
10.	7511	Transport truck drivers	NOC Skill Level C	59	25.7	21
11.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	55	21.4	21
12.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	51	21.4	21
13.	6731	Light duty cleaners	NOC Skill Level D	50	25.0	21
14.	6311	Food service supervisors	NOC Skill Level B	47	34.2	21
15.	1221	Administrative officers	NOC Skill Level B	42	18.3	21
16.	1241	Administrative assistants	NOC Skill Level B	40	19.7	21
17.	4212	Social and community service workers	NOC Skill Level B	38	20.8	21
18.	7611	Construction trades helpers and labourers	NOC Skill Level D	36	31.3	21
19.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	35	17.6	21
20.	3413	Nurse aides, orderlies and patient service associates	NOC Skill Level C	34	33.5	21
21.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	32	42.2	21
22.	7452	Material handlers	NOC Skill Level C	32	17.9	21
23.	6611	Cashiers	NOC Skill Level D	32	35.6	21
24.	4413	Elementary and secondary school teacher assistants	NOC Skill Level C	32	22.2	21
25.	2232	Mechanical engineering technologists and technicians	NOC Skill Level B	29	20.4	21
26.	7612	Other trades helpers and labourers	NOC Skill Level D	28	18.8	21
27.	1511	Mail, postal and related workers	NOC Skill Level C	27	26.5	21
28.	1522	Storekeepers and partspersons	NOC Skill Level C	27	24.8	21
29.	7271	Carpenters	NOC Skill Level B	27	24.7	21
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## 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	206	22.8	21
2.	441	Home care providers and educational support occupations	NOC Skill Level C	143	22.6	21
3.	673	Cleaners	NOC Skill Level D	116	22.9	21
4.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	114	26.2	21
5.	662	Other sales support and related occupations	NOC Skill Level D	95	17.6	21
6.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	93	17.6	21
7.	751	Motor vehicle and transit drivers	NOC Skill Level C	89	24.4	21
8.	323	Other technical occupations in health care	NOC Skill Level B	79	27.7	21
9.	632	Chefs and cooks	NOC Skill Level B	75	23.6	21
10.	122	Administrative and regulatory occupations	NOC Skill Level B	72	18.9	21
11.	655	Customer and information services representatives	NOC Skill Level C	72	27.6	21
12.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	69	28.2	21
13.	761	Trades helpers and labourers	NOC Skill Level D	64	26.5	21
14.	062	Retail and wholesale trade managers	NOC Skill Level A	60	28.2	21
15.	301	Professional occupations in nursing	NOC Skill Level A	59	21.4	21
16.	631	Service supervisors	NOC Skill Level B	58	40.3	21
17.	341	Assisting occupations in support of health services	NOC Skill Level C	58	30.7	21
18.	141	General office workers	NOC Skill Level C	52	24.0	21
19.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	47	19.0	21
20.	223	Technical occupations in civil, mechanical and industrial engineering	NOC Skill Level B	47	20.6	21
21.	213	Civil, mechanical, electrical and chemical engineers	NOC Skill Level A	46	21.3	21
22.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	42	23.3	21
23.	651	Occupations in food and beverage service	NOC Skill Level C	42	32.1	21
24.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	41	24.4	21
25.	525	Athletes, coaches, referees and related occupations	NOC Skill Level B	39	17.8	21
26.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	38	20.1	21
27.	732	Automotive service technicians	NOC Skill Level B	37	38.3	21
28.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	36	33.0	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	246	24.4	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	210	22.8	21
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	164	31.5	21
4.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	157	29.5	21
5.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	145	22.6	21
6.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	135	22.4	21
7.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	129	21.7	21
8.	66	Sales support occupations	NOC Skill Level D	127	21.6	21
9.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	126	19.2	21
10.	32	Technical occupations in health	NOC Skill Level B	125	26.2	21
11.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	123	24.9	21
12.	40	Professional occupations in education services	NOC Skill Level A	102	17.8	21
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	94	33.5	21
14.	72	Industrial, electrical and construction trades	NOC Skill Level B	93	25.7	21
15.	73	Maintenance and equipment operation trades	NOC Skill Level B	89	30.6	21
16.	14	Office support occupations	NOC Skill Level C	83	21.9	21
17.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	74	25.3	21
18.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	69	28.2	21
19.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	69	32.5	21
20.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	66	28.5	21
21.	31	Professional occupations in health (except nursing)	NOC Skill Level A	59	23.9	21
22.	30	Professional occupations in nursing	NOC Skill Level A	59	21.4	21
23.	34	Assisting occupations in support of health services	NOC Skill Level C	58	30.7	21
24.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	56	19.1	21
25.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	46	18.2	21
26.	11	Professional occupations in business and finance	NOC Skill Level A	46	20.2	21
27.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	46	20.3	21
28.	41	Professional occupations in law and social community and	NOC Skill Level A	40	20.2	21

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	LANGUAGES
152	0	100	6

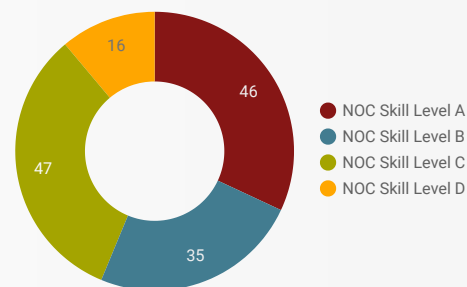
## # OF DAYS POSTED

AVERAGE	MEDIAN
22.8	21

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

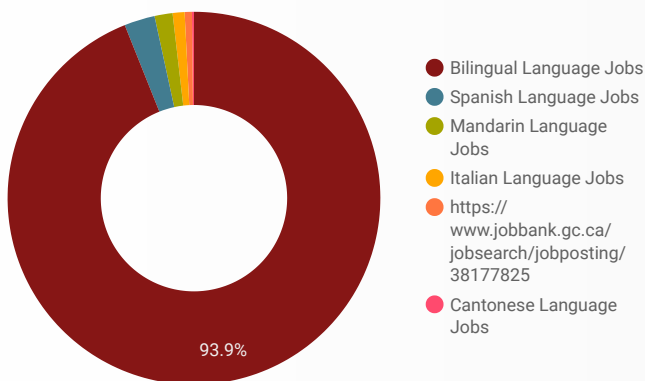
- 46 Skill Level A - Management/ Professional Occupations usually requiring University
- 35 Skill Level B - Usually college education or apprenticeship training
- 47 Skill Level C - Usually secondary education or occupation-specific training
- 16 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lang...	46	35	42	15
Spanish Lang...		2		
Cantonese La...		1		
https://www.j...				1
Italian Langu...		1		
Mandarin Lan...		1		

## LANGUAGE SKILLS BREAKDOWN

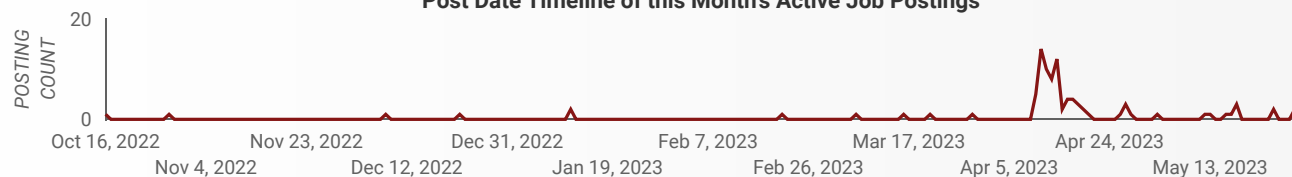
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	146
2. Spanish Language Jobs	2
3. https://www.jobbank.gc.ca/...	1
4. Mandarin Language Jobs	1
5. Italian 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?

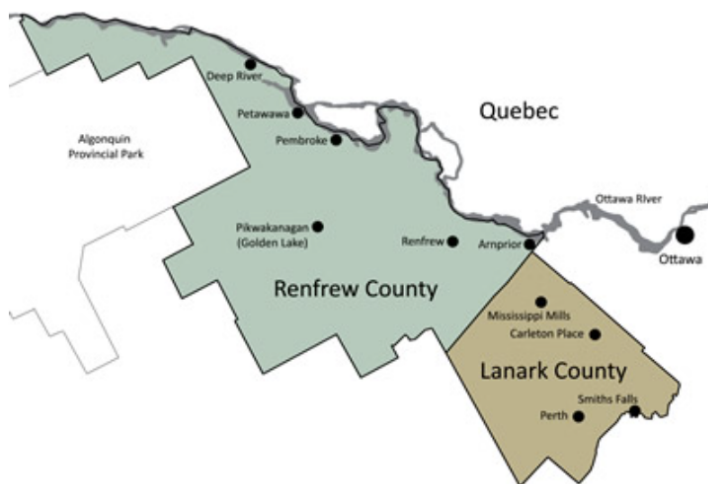
BROAD OCCUPATIONAL CATEGORY	Bilingual ...	Spanish ...	Cantonese...	https://w...	Italian La...	Mandarin...	Grand total
Business, finance and administration occup...	22	2				1	25
Health occupations	16						16
Management occupations	11						11
Natural and applied sciences and related o...	4						4
Natural resources, agriculture and related p...	1						1
Occupations in art, culture, recreation and s...	9						9
Occupations in education, law and social, c...	30						30
Occupations in manufacturing and utilities	3						3
Other labourers in processing, manufacturi...				1			1
Sales and service occupations	34		1		1		36
<b>Grand total</b>	<b>138</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>144</b>

## MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

MUNICIPALITY	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Pembroke	39	25.9	21
2. Petawawa	31	15.7	21
3. Arnprior	21	21.0	21
4. Carleton Place	15	26.0	21
5. Smiths Falls	14	31.4	21
6. Perth	12	23.3	21
7. Mississippi Mills	10	21.0	21
8. Renfrew	6	20.2	21
9. Deep River	2	17.5	17.5
10. 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	61	18.3	21
2. Pembroke	39	25.9	21
3. Lanark County	37	24.0	21
4. Smiths Falls	14	31.4	21

# JOB DEMAND REPORT - MAY 2023

Who is hiring and what occupations are being recruited?

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## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Elementary school and kindergarten teachers	10
2. Other customer and information services rep...	8
3. Mail, postal and related workers	6
4. Program leaders and instructors in recreatio...	6
5. Retail salespersons	5
6. Food counter attendants, kitchen helpers an...	4
7. Storekeepers and partspersons	4
8. Light duty cleaners	4
9. Registered nurses and registered psychiatric ...	4
10. Social and community service workers	3
11. Facility operation and maintenance managers	3
12. Home support workers, housekeepers and re...	3
13. Food and beverage servers	3
14. Licensed practical nurses	2
15. Information systems testing technicians	2
16. Other labourers in processing, manufacturing...	2
17. Other financial officers	2
18. Allied primary health practitioners	2
19. Nurse aides, orderlies and patient service as...	2
20. Collectors	2
21. Specialized cleaners	2
22. General office support workers	2
23. Hotel front desk clerks	2
24. Automotive service technicians, truck and bu...	2
25. Dietitians and nutritionists	2
26. Cooks	2
27. Employment counsellors	2
28. Administrative officers	2
29. Administrators - post-secondary education a...	2
30. Administrative assistants	2
31. Sales and account representatives - wholesal...	2
32. Recreation, sports and fitness policy researc...	2

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## MULTILINGUAL HIRING EMPLOYERS

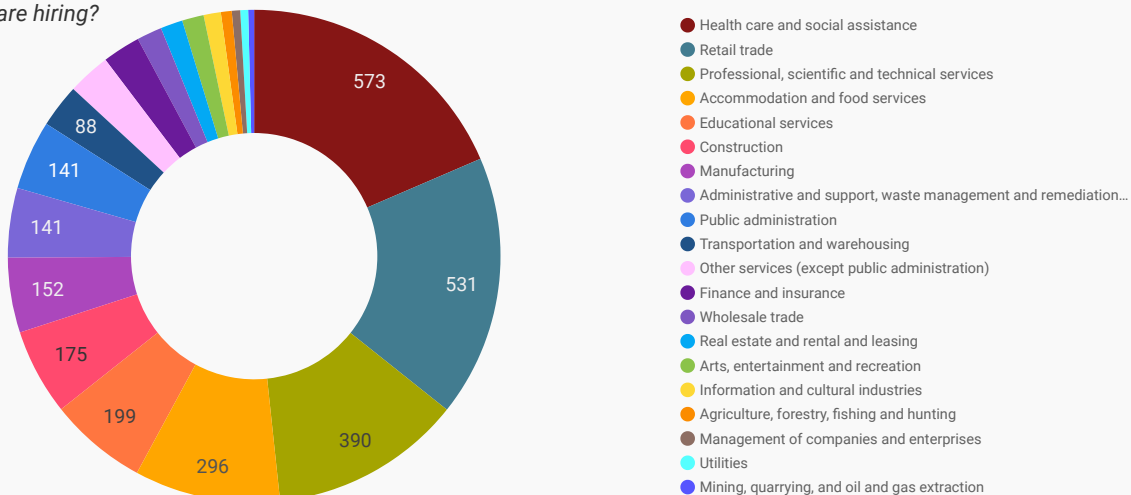
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Canadian Forces Morale & Welfare Services (CFMWS)	13
2. Conseil des Ã©coles publiques de l'Est de l'Ontario	6
3. Government Of Canada	5
4. Petawawa Military Family Resource Centre, Petawawa	5
5. Ottawa Valley Air Paddle	4
6. Revera - Stoneridge Manor	3
7. Conseil des Ã©coles catholiques du Centre-Est / CECCE	3
8. CECCE	3
9. Arnprior Regional Health	3
10. Family and Children's Services of County of Renfrew	2
11. Canada Post Corporation	2
12. Bonnechere Excavating Inc.	2
13. Natural Resources Canada	2
14. Easter Seals Ontario	2
15. Michael Rossy LtÃ©e	2
16. CIBC	2
17. Uline Canada	2
18. Canada Post - Postes Canada	2
19. MOBIA Technology Innovations Inc.	2
20. Supples Landing Retirement Residence	2
21. MOBIA Technology Innovations	2
22. Canada Post Corp	2
23. La Coccinelle	2
24. Holiday Inn Express Pembroke	2
25. Tim Hortons	2
26. Optikinetics Inc.	1
27. U Better Call Paul's Team - EXP Realty Almonte	1
28. North Renfrew Long-Term Care Centre	1

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## TOP HIRING SECTORS BY 2-DIGIT NAICS CODE

What sectors are hiring?



	2-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Health care and social assistance	62	573	24.2	21
2.	Retail trade	44-45	531	24.5	21
3.	Professional, scientific and technical services	54	390	21.3	21
4.	Accommodation and food services	72	296	33.3	21
5.	Educational services	61	199	22.1	21
6.	Construction	23	175	28.0	21
7.	Manufacturing	31-33	152	22.4	21
8.	Administrative and support, waste management and remediation services	56	141	26.5	21
9.	Public administration	91	141	16.4	21
10.	Transportation and warehousing	48-49	88	28.3	21
11.	Other services (except public administration)	81	87	19.9	21
12.	Finance and insurance	52	77	20.0	21
13.	Wholesale trade	41	51	20.4	21
14.	Real estate and rental and leasing	53	45	38.5	21
15.	Arts, entertainment and recreation	71	44	33.5	21
16.	Information and cultural industries	51	35	25.0	21
17.	Agriculture, forestry, fishing and hunting	11	22	25.5	21
18.	Management of companies and enterprises	55	17	28.4	21
19.	Utilities	22	16	28.2	22
20.	Mining, quarrying, and oil and gas extraction	21	12	21.2	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	390	21.3	21
2.	Food services and drinking places	722	250	30.1	21
3.	Educational services	611	199	22.1	21
4.	Hospitals	622	183	20.6	21
5.	Ambulatory health care services	621	158	20.8	21
6.	Nursing and residential care facilities	623	142	31.3	21
7.	Food and beverage stores	445	124	17.4	21
8.	Administrative and support services	561	121	28.0	21
9.	Federal government public administration	911	100	16.3	21
10.	General merchandise stores	452	96	26.2	21
11.	Social assistance	624	90	27.4	21
12.	Miscellaneous store retailers	453	85	20.7	21
13.	Specialty trade contractors	238	80	29.8	21
14.	Construction of buildings	236	73	26.2	21
15.	Building material and garden equipment and supplies dealers	444	72	33.4	21
16.	Motor vehicle and parts dealers	441	63	28.3	21
17.	Accommodation services	721	46	50.4	21
18.	Health and personal care stores	446	40	21.0	21
19.	Religious, grant-making, civic, and professional and similar organizations	813	40	12.3	13
20.	Local, municipal and regional public administration	913	36	16.4	18
21.	Credit intermediation and related activities	522	35	18.9	21
22.	Transportation equipment manufacturing	336	34	19.0	21
23.	Postal service	491	33	31.7	21
24.	Chemical manufacturing	325	29	18.4	21
25.	Amusement, gambling and recreation industries	713	29	45.1	21
26.	Real estate	531	28	49.4	21
27.	Truck transportation	484	27	31.8	21
28.	Personal and laundry services	812	27	22.3	21
29.	Heavy and civil engineering construction	237	22	27.9	21
30.	Telecommunications	517	20	27.6	21
31.	Waste management and remediation services	562	20	19.0	21
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## TOP HIRING SECTORS BY 4-DIGIT NAICS CODE

What sectors are hiring?

	4-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Architectural, engineering and related services	5413	291	21.6	21
2.	Full-service restaurants and limited-service eating places	7225	245	30.3	21
3.	General medical and surgical hospitals	6221	182	20.6	21
4.	Elementary and secondary schools	6111	168	22.9	21
5.	Community care facilities for the elderly	6233	110	31.3	21
6.	Other federal government public administration	9119	92	15.8	21
7.	Grocery stores	4451	91	17.1	21
8.	Department stores	4521	80	19.7	21
9.	Home health care services	6216	73	21.1	21
10.	Building material and supplies dealers	4441	68	33.9	21
11.	Residential building construction	2361	63	27.0	21
12.	Individual and family services	6241	63	29.2	21
13.	Other miscellaneous store retailers	4539	52	19.3	21
14.	Employment services	5613	51	21.8	21
15.	Automobile dealers	4411	48	30.7	21
16.	Traveller accommodation	7211	42	49.7	21
17.	Advertising, public relations, and related services	5418	40	14.7	16.5
18.	Services to buildings and dwellings	5617	40	37.0	21
19.	Health and personal care stores	4461	40	21.0	21
20.	Other local, municipal and regional public administration	9139	35	16.4	18
21.	Postal service	4911	33	31.7	21
22.	Aerospace product and parts manufacturing	3364	31	18.9	21
23.	Other specialty trade contractors	2389	29	28.9	21
24.	Other residential care facilities	6239	28	28.1	21
25.	Other amusement and recreation industries	7139	27	45.1	21
26.	Out-patient care centres	6214	27	18.8	21
27.	Offices of other health practitioners	6213	25	23.3	21
28.	Management, scientific and technical consulting services	5416	25	21.6	21
29.	Civic and social organizations	8134	24	17.1	14
30.	Pharmaceutical and medicine manufacturing	3254	23	18.9	21
31.	Office supplies, stationery and gift stores	4532	23	22.4	17.5

## TOP HIRING SECTORS BY 5-DIGIT NAICS CODE

What sectors are hiring?

	5-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Testing laboratories	54138	255	21.3	21
2.	Full-service restaurants and limited-service eating places	72251	245	30.3	21
3.	General medical and surgical hospitals	62211	182	20.6	21
4.	Elementary and secondary schools	61111	168	22.9	21
5.	Community care facilities for the elderly	62331	110	31.3	21
6.	Other federal government public administration	91191	92	15.8	21
7.	Supermarkets and other grocery (except convenience) stores	44511	87	16.9	21
8.	Department stores	45211	80	19.7	21
9.	Home health care services	62161	73	21.1	21
10.	Residential building construction	23611	63	27.0	21
11.	Hardware stores	44413	63	34.4	21
12.	Employment placement agencies and executive search services	56131	47	21.9	21
13.	New car dealers	44111	46	31.5	21
14.	Hotels (except casino hotels) and motels	72111	40	48.9	21
15.	Other local, municipal and regional public administration	91391	35	16.4	18
16.	Postal service	49111	33	31.7	21
17.	Pharmacies and drug stores	44611	33	20.1	21
18.	Child and youth services	62411	31	26.6	21
19.	Aerospace product and parts manufacturing	33641	31	18.9	21
20.	All other miscellaneous store retailers	45399	28	19.1	21
21.	Other residential care facilities	62399	28	28.1	21
22.	Engineering services	54133	27	24.3	21
23.	Services for the elderly and persons with disabilities	62412	25	29.1	21
24.	Other out-patient care centres	62149	25	18.8	21
25.	Civic and social organizations	81341	24	17.1	14
26.	Pet and pet supplies stores	45391	24	19.5	21
27.	Management consulting services	54161	23	23.1	21
28.	Office supplies and stationery stores	45321	23	22.4	17.5
29.	Pharmaceutical and medicine manufacturing	32541	23	18.9	21
30.	Advertising agencies	54181	22	15.4	19.5
31.	Monetary authorities - central bank	52111	20	17.7	21
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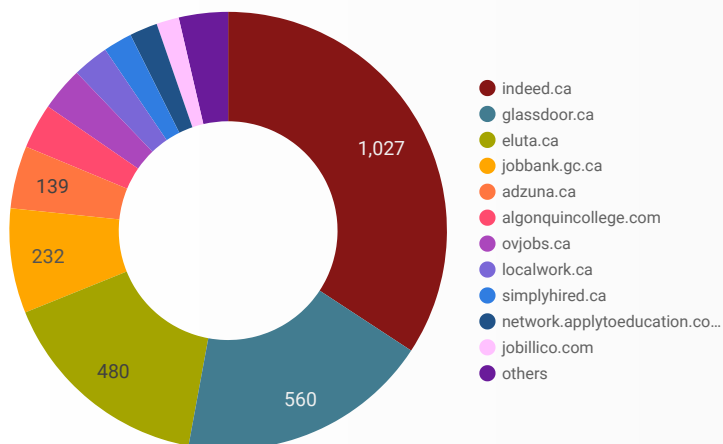
## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

What sectors are hiring?

	NAICS Label	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Testing laboratories	541380	255	21.3	21
2.	General (except paediatric) hospitals	622111	182	20.6	21
3.	Elementary and secondary schools	611110	168	22.9	21
4.	Limited-service eating places	722512	137	36.7	21
5.	Community care facilities for the elderly	623310	110	31.3	21
6.	Full-service restaurants	722511	108	22.7	21
7.	Other federal government public administration	911910	92	15.8	21
8.	Supermarkets and other grocery (except convenience) stores	445110	87	16.9	21
9.	Department stores	452110	80	19.7	21
10.	Home health care services	621610	73	21.1	21
11.	Hardware stores	444130	63	34.4	21
12.	Residential building construction	236110	63	27.0	21
13.	Employment placement agencies and executive search services	561310	47	21.9	21
14.	New car dealers	441110	46	31.5	21
15.	Hotels	721111	36	50.9	21
16.	Other local, municipal and regional public administration	913910	35	16.4	18
17.	Postal service	491110	33	31.7	21
18.	Pharmacies and drug stores	446110	33	20.1	21
19.	Aerospace product and parts manufacturing	336410	31	18.9	21
20.	Child and youth services	624110	31	26.6	21
21.	All other residential care facilities	623999	28	28.1	21
22.	Engineering services	541330	27	24.3	21
23.	Services for the elderly and persons with disabilities	624120	25	29.1	21
24.	Civic and social organizations	813410	24	17.1	14
25.	Pet and pet supplies stores	453910	24	19.5	21
26.	Office supplies and stationery stores	453210	23	22.4	17.5
27.	Pharmaceutical and medicine manufacturing	325410	23	18.9	21
28.	Advertising agencies	541810	22	15.4	19.5
29.	Community health centres	621494	22	19.6	21
30.	Landscaping services	561730	20	55.4	21
31.	Monetary authorities - central bank	521110	20	17.7	21

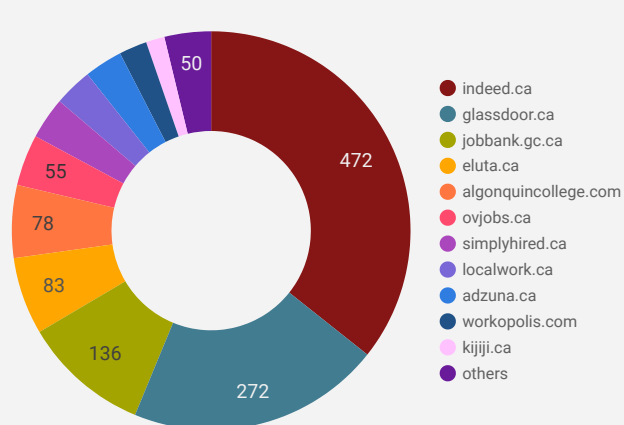
## JOB POSTINGS BY JOB BOARD

What share of unique job postings appear on each job board?



## COMPANIES BY JOB BOARD

What share of unique job postings appear on each job board?



## JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	1,027	22.1	21	472
2.	glassdoor.ca	560	20.9	21	272
3.	eluta.ca	480	20.8	21	83
4.	jobbank.gc.ca	232	84.3	56	136
5.	adzuna.ca	139	14.0	14	41
6.	algonquincollege.com	100	18.2	11	78
7.	ovjobs.ca	97	36.9	24	55
8.	localwork.ca	80	8.5	3	41
9.	simplyhired.ca	64	18.8	21	45
10.	network.applytoeducation.com	62	17.7	19	4
11.	jobillico.com	50	16.1	13	12
12.	workopolis.com	32			30
13.	kijiji.ca	21	15.0	15	20
14.	canadacareer.ca	16	35.5	34	10
15.	rncareers.ca	9	20.3	16	5
16.	gojobs.gov.on.ca	9	17.2	16	4
17.	careerarc.com	7	64.0	64	5
18.	careerbuilder.ca	5			3