

# JOB DEMAND REPORT

## OCTOBER 2020

Job posting data collected by the Peel Halton Workforce Development Group from job boards and employer websites who recruit candidates in Peel Region, Halton Region and Caledon County.

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL ACTIVE	NEW THIS MONTH	COMPANIES	JOB BOARDS
16,509	9,136	6,624	25

#### # OF DAYS POSTED

AVERAGE	MEDIAN
21	16

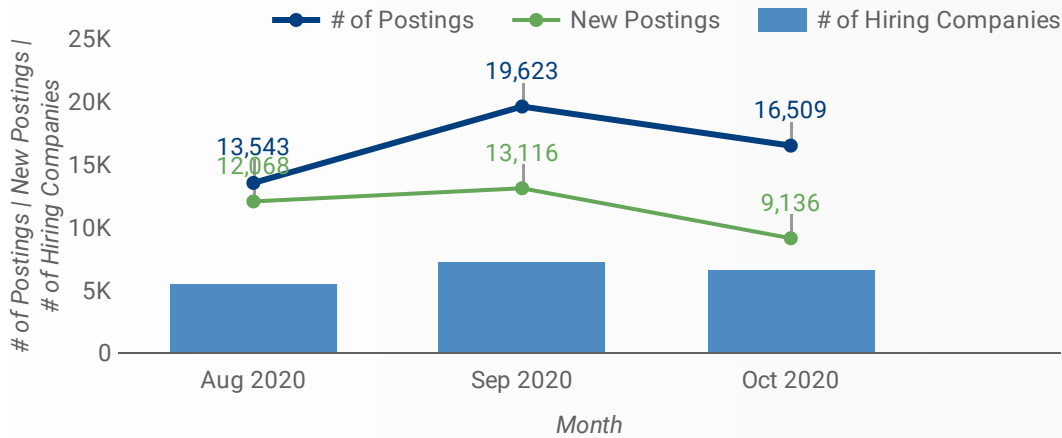
### REPORT BUILDER

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.

MUNICIPALITY	REGION	JOB TYPE
JOB BOARD	ADDITIONAL LANGUAGE	QUICK FIND
Skill Level	SKILL LEVEL	
SKILL TYPE NAME / 1-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
MAJOR GROUP / 2-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
MINOR GROUP / 3-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
UNIT GROUP / 4-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
COMPANY OR EMPLOYMENT AGENCY		

## JOB POSTINGS BY MONTH

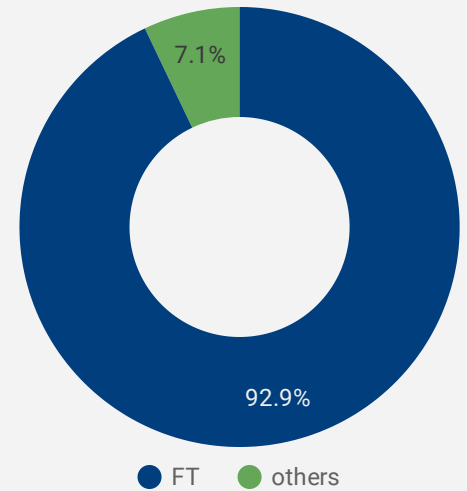
How many job postings were active for at least 1 day this month?



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

## JOB TYPE

Full-time vs Part-time



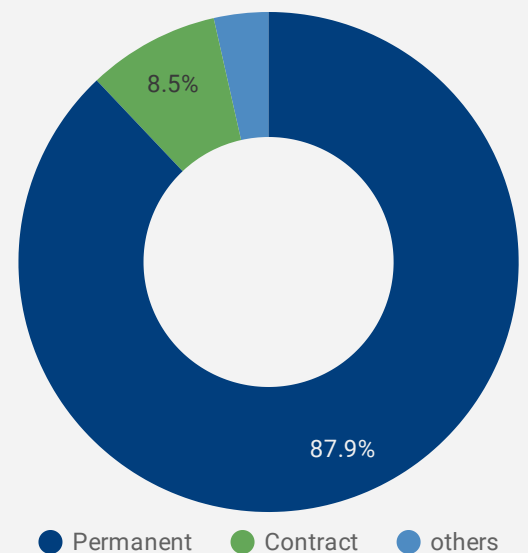
## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Mississauga	7,497	23	16
2.	City of Brampton	5,077	21	16
3.	Burlington	1,559	21	16
4.	Town of Caledon	936	19	16
5.	Oakville	587	14	15
6.	Milton	506	15	16
7.	Halton Hills	311	18	16

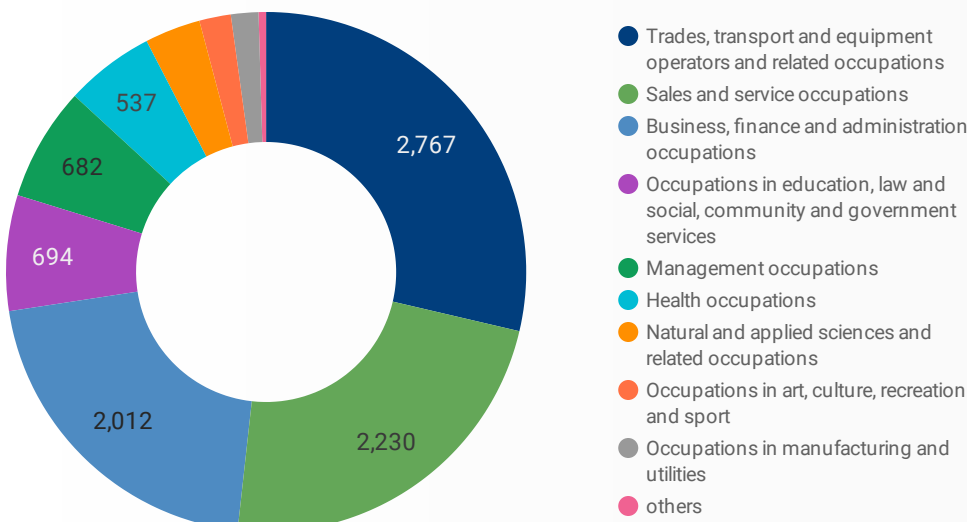
## JOB DURATION

Permanency of jobs posted



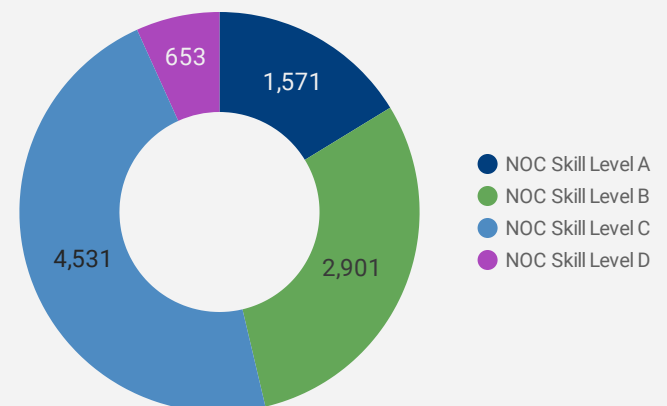
## JOB POSTINGS BY SKILL TYPE

What skill type 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 OCCUPATIONS

What kind of jobs are in-demand?

	4 DIGIT NOC NAME	POSTINGS
1.	Material handlers	1,046
2.	Transport truck drivers	709
3.	Administrative assistants	460
4.	Retail salespersons	432
5.	Other customer and information services representatives	385
6.	Home support workers, housekeepers and related occupations	258
7.	Cooks	237
8.	Receptionists	222
9.	Delivery and courier service drivers	208
10.	General practitioners and family physicians	165
11.	Retail and wholesale trade managers	156
12.	Dispatchers	149
13.	Accounting technicians and bookkeepers	137
14.	Home child care providers	132
15.	Light duty cleaners	124
16.	Shippers and receivers	122
17.	Store shelf stockers, clerks and order fillers	114
18.	Senior government managers and officials	97
19.	Food service supervisors	97
20.	General office support workers	90
21.	Retail sales supervisors	84
22.	Supervisors, supply chain, tracking and scheduling co-ordination occupations	79
23.	Dental assistants	79
24.	Other instructors	78
25.	Administrative officers	77
26.	Cashiers	75
27.	Accounting and related clerks	75
28.	Other financial officers	74
29.	Construction trades helpers and labourers	72
30.	Janitors, caretakers and building superintendents	69

## TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS
1.	Kijiji Jobs	1,259
2.	Randstad Interim Inc.	287
3.	Randstad	244
4.	UPS	93
5.	Trillium Health Partners	86
6.	Loblaw Companies Limited	81
7.	Aerotek	78
8.	Walmart Canada	71
9.	TJX Companies, Inc.	69
10.	Adecco	62
11.	Foremost Staffing Solutions Inc.	59
12.	Home Depot of Canada Inc.	58
13.	The Home Depot	56
14.	UPS inc.	56
15.	Sunrise Senior Living	50
16.	Procom	48
17.	Sobeys	47
18.	AMAZON	45
19.	Thermo Fisher Scientific	44
20.	Robert Half Canada	44
21.	Shoppers Drug Mart	43
22.	Agilus	42
23.	DHL   Supply Chain	40
24.	Manpower	39
25.	University of Toronto	38
26.	Halton Healthcare Services	36
27.	UNITED PARCEL SERVICE	35
28.	Compass Group Canada	35
29.	Innomar Strategies Inc.	34
30.	22 Employment Services	24

## TOP HIRING SECTORS (6 DIGIT NAICS CODE)

What sectors are hiring?

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

	Class title	Code	Class definition	Job Posting Count	Avg Posting Length
1.	Employment placement agencies and executive search services	561310	This Canadian industry comprises establishments primarily engaged in listing employment vacancies and selecting, referring and placing applicants in employment, either on a permanent or temporary basis. The individuals placed are not employees of the placement agencies.	486	22
2.	Full-service restaurants	722511	This Canadian industry comprises establishments primarily engaged in providing food services to patrons who order and are served while seated and pay after eating.	115	27
3.	All other miscellaneous store retailers (except beer and wine-making supplies stores)	453999	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in retailing specialized lines of merchandise.	76	19
4.	General freight trucking, local	484110	This Canadian industry comprises establishments primarily engaged in local general freight trucking. These establishments primarily provide trucking services within a metropolitan area and its hinterland. Generally the trips are same-day return.	67	23
5.	Limited-service eating places	722512	This Canadian industry comprises establishments primarily engaged in providing food services to patrons who order or select items at a counter, food bar or cafeteria line (or order by telephone) and pay before eating. Food and drink are picked up for consumption on the premises or for take-out, or delivered to the customer's location.	66	29
6.	General warehousing and storage	493110	This Canadian industry comprises establishments primarily engaged in operating public and contract general merchandise warehousing and storage facilities. These establishments handle goods in containers, such as boxes, barrels and drums, using equipment such as forklifts, pallets and racks. They are not specialized in the handling of a particular type of good.	64	24
7.	New car dealers	441110	This Canadian industry comprises establishments primarily engaged in retailing new automobiles, sport utility vehicles, and light-duty trucks and vans, including mini-vans, to final consumers or to automobile lessors. These establishments also typically retail used cars, replacement parts and accessories, and provide repair services.	60	32
8.	Hardware stores	444130	This Canadian industry comprises establishments, known as hardware stores, primarily engaged in retailing a general line of basic hardware items, such as tools and builders' hardware.	54	13
9.	Community care facilities for the elderly	623310	This Canadian industry comprises establishments primarily engaged in providing residential and personal care services for the elderly and persons who are unable to fully care for themselves or who do not desire to live independently. In some instances these establishments provide skilled nursing care for residents in separate on-site facilities.	52	22
10.	Supermarkets and other grocery (except convenience) stores	445110	This Canadian industry comprises establishments, known as supermarkets and grocery stores, primarily engaged in retailing a general line of food, such as canned, dry and frozen foods; fresh fruits and vegetables; fresh and prepared meats, fish, poultry, dairy products, baked products and snack foods.	51	15
11.	All other home furnishings stores	442298	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in retailing new home furnishings.	44	19
12.	Offices of dentists	621210	This Canadian industry comprises establishments of licensed dentists primarily engaged in the private or group practice of general or specialized dentistry or dental surgery. Offices of dentists, especially walk-in centres that accept patients without appointment and that often have extended office hours, are sometimes called clinics or dental centres.	43	20
13.	Other warehousing	493190	This Canadian industry comprises establishments, not classified to any other	43	10

## OCCUPATIONS BY FREQUENCY & LENGTH OF JOB POSTINGS

What jobs are hard to fill and in-demand?

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	7452	Material handlers	NOC Skill Level C	1,046	18	16
2.	7511	Transport truck drivers	NOC Skill Level C	709	19	16
3.	1241	Administrative assistants	NOC Skill Level B	460	26	16
4.	6421	Retail salespersons	NOC Skill Level C	432	18	15
5.	6552	Other customer and information services representatives	NOC Skill Level C	385	20	16
6.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	258	23	16
7.	6322	Cooks	NOC Skill Level B	237	29	16
8.	1414	Receptionists	NOC Skill Level C	222	19	16
9.	7514	Delivery and courier service drivers	NOC Skill Level C	208	17	16
10.	3112	General practitioners and family physicians	NOC Skill Level A	165	20	16
11.	621	Retail and wholesale trade managers	NOC Skill Level A	156	22	16
12.	1525	Dispatchers	NOC Skill Level C	149	24	16
13.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	137	36	16
14.	4411	Home child care providers	NOC Skill Level C	132	37	20
15.	6731	Light duty cleaners	NOC Skill Level D	124	20	16
16.	1521	Shippers and receivers	NOC Skill Level C	122	19	16
17.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	114	16	15
18.	12	Senior government managers and officials	NOC Skill Level A	97	22	16
19.	6311	Food service supervisors	NOC Skill Level B	97	45	47.5
20.	1411	General office support workers	NOC Skill Level C	90	17	16
21.	6211	Retail sales supervisors	NOC Skill Level B	84	42	31
22.	1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	NOC Skill Level B	79	27	16
23.	3411	Dental assistants	NOC Skill Level C	79	23	16
24.	4216	Other instructors	NOC Skill Level B	78	19	16
25.	1221	Administrative officers	NOC Skill Level B	77	34	16
26.	6611	Cashiers	NOC Skill Level D	75	22	16
27.	1431	Accounting and related clerks	NOC Skill Level C	75	19	16
28.	1114	Other financial officers	NOC Skill Level A	74	30	17
29.	7611	Construction trades helpers and labourers	NOC Skill Level D	72	16	15
30.	6732	Light duty cleaners and building maintenance workers	NOC Skill Level D	68	22	16

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

819

NEW POSTINGS

59

COMPANIES

461

UNIQUE LANGUAGES

9

## # OF DAYS POSTED

AVERAGE

21

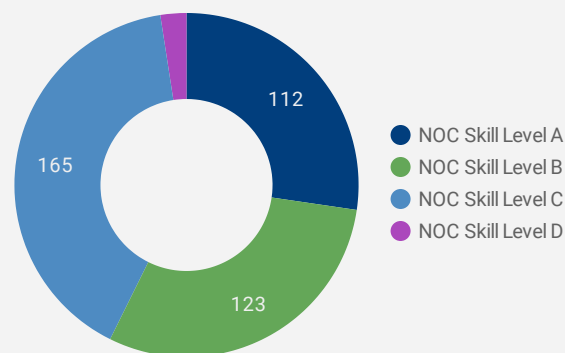
MEDIAN

16

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 112 Skill Level A - Management/ Professional Occupations usually requiring University
- 123 Skill Level B - Usually college education or apprenticeship training
- 165 Skill Level C - Usually secondary education or occupation-specific training
- 10 Skill Level D - Usually on-the-job training



## JOB POSTINGS BY LANGUAGE SKILL

How many job postings require specific language skills?

Arabic Language Jobs

10

African Dialect Language Jobs

0

Cantonese Language Jobs

15

Chinese Language Jobs

17

French Language Jobs

288

German Language Jobs

4

Italian Language Jobs

0

Japanese Language Jobs

0

Mandarin Language Jobs

0

Portuguese Language Jobs

0

Punjabi Language Jobs

60

Spanish Language Jobs

12

Thai Language Jobs

0

African Dialect Language Jobs

0

## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

	COMPANY	POSTINGS
1.	Trillium Health Partners	76
2.	Kijiji Jobs	37
3.	FedEx Express	27
4.	Randstad Interim Inc.	23
5.	VON Canada	9
6.	Sobeys	8
7.	WCG Services	7
8.	The Bob Rumball Canadian Centre of Excellence for the Deaf (BRCCED)	6
9.	Randstad	5
10.	Sun-Mar Corporation	5
11.	Adecco	5
12.	Intuit	5
13.	RBC	5
14.	Bayshore HealthCare	5
15.	Innomar Strategies Inc.	5
16.	Bell	4

## MULTILINGUAL JOB DEMAND BY 4-DIGIT NOC

What occupations seek Language Skills?

4 DIGIT NOC NAME		FRENCH	AFRICAN	ARABIC	CANTONESE	CHINESE	GERMAN	ITALIAN	JAPANESE	MANDARIN	PORTUGUESE	PUNJABI	SPANISH	THAI	VIETNAMESE
1.	Other customer and information services representatives	49	0	1	2	1	0	0	0	0	0	0	0	0	0
2.	General practitioners and family physicians	24	0	1	0	1	0	0	0	0	0	0	0	0	0
3.	Other instructors	21	0	0	0	0	0	0	0	0	0	0	1	0	0
4.	Delivery and courier service drivers	10	0	0	1	0	0	0	0	0	0	0	0	0	0
5.	Administrative assistants	10	0	0	0	0	0	0	0	0	0	...	1	0	0
6.	Home support workers, housekeepers and related occupations	9	0	1	0	0	0	0	0	0	0	3	0	0	0
7.	General office support workers	8	0	0	0	1	0	0	0	0	0	5	1	0	0
8.	Retail salespersons	8	0	0	1	1	1	0	0	0	0	0	0	0	0
9.	Material handlers	7	0	0	1	0	1	0	0	0	0	0	0	0	0
10.	Financial sales representatives	7	0	0	0	0	0	0	0	0	0	0	0	0	0
11.	Nurse aides, orderlies and patient service associates	6	0	0	0	0	0	0	0	0	0	0	0	0	0
12.	Senior government managers and officials	6	0	0	0	0	0	0	0	0	0	0	1	0	0
13.	Other financial officers	6	0	0	0	0	0	0	0	0	0	0	0	0	0
14.	Human resources and recruitment officers	6	0	0	0	0	0	0	0	0	0	0	0	0	0
15.	Dispatchers	5	0	0	0	0	0	0	0	0	0	2	0	0	0
16.	Professional occupations in business management consulting	5	0	0	0	0	0	0	0	0	0	0	0	0	0
17.	Accounting and related clerks	5	0	0	0	0	0	0	0	0	0	0	0	0	0
18.	Corporate sales managers	5	0	0	0	0	0	0	0	0	0	0	0	0	0
19.	Retail and wholesale trade managers	5	0	0	0	0	0	0	0	0	0	0	1	0	0
20.	Supervisors, general office and administrative support workers	4	0	0	0	0	0	0	0	0	0	1	0	0	0
21.	Professional occupations in advertising, marketing and public relations	4	0	0	0	0	0	0	0	0	0	0	0	0	0
22.	Other medical technologists and technicians (except dental health)	4	0	0	0	0	0	0	0	0	0	2	0	0	0
23.	Lawyers and Quebec notaries	4	0	0	0	0	0	0	0	0	0	0	0	0	0
24.	Advertising, marketing and public relations managers	3	0	0	0	0	0	0	0	0	0	0	0	0	0
25.	Health support technicians	3	0	0	0	0	0	0	0	0	0	0	0	0	0

## JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and in-demand?

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	745	Longshore workers and material handlers	NOC Skill Level C	1,048	18	16
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	925	19	16
3.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	484	26	16
4.	642	Retail salespersons	NOC Skill Level C	432	18	15
5.	441	Home care providers and educational support occupations	NOC Skill Level C	391	27	16
6.	655	Customer and information services representatives	NOC Skill Level C	387	20	16
7.	141	General office workers	NOC Skill Level C	315	18	16
8.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	314	22	16
9.	632	Chefs and cooks	NOC Skill Level B	282	28	16
10.	673	Cleaners	NOC Skill Level D	225	22	16
11.	122	Administrative and regulatory occupations	NOC Skill Level B	196	25	16

1 - 50 / 126 < >

## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and in-demand?

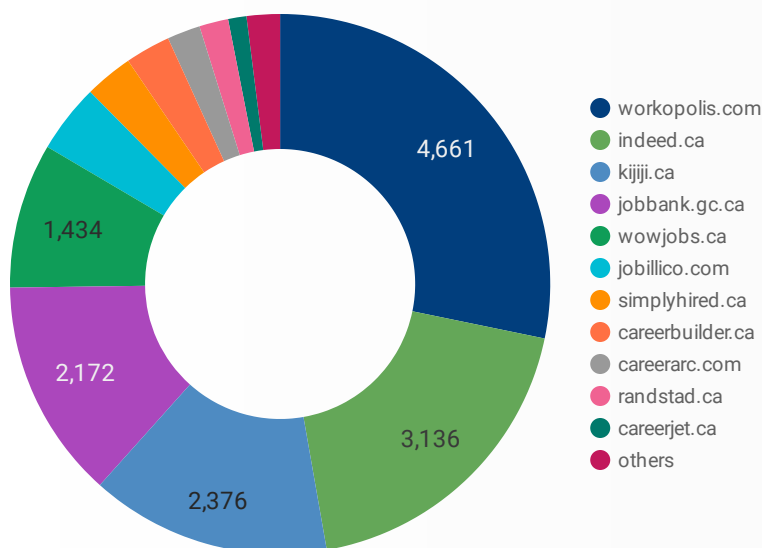
	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	1,083	18	16
2.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	967	19	16
3.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	825	25	16
4.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	578	21	16
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	496	30	16
6.	14	Office support occupations	NOC Skill Level C	456	19	16
7.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	449	18	15
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	408	29	16
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	391	27	16
10.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	351	21	16
11.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	289	22	16

1 - 45 / 45 < >



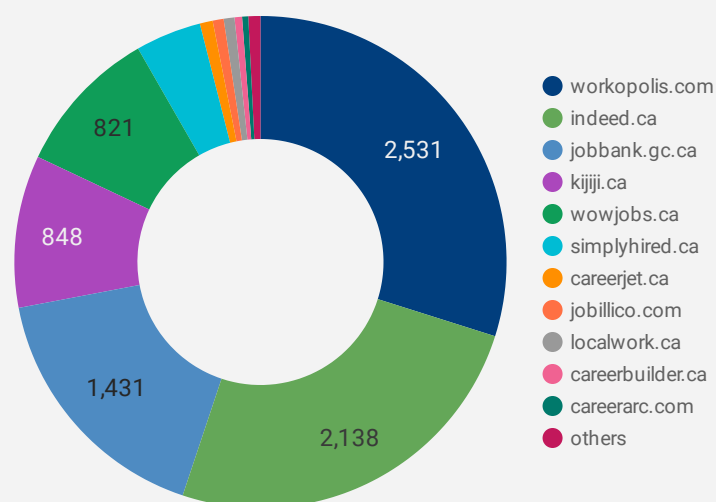
## JOB POSTINGS BY JOB BOARD

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.	workopolis.com	4,661	16	16	2,531
2.	indeed.ca	3,136	40	29	2,138
3.	kijiji.ca	2,376	15	16	848
4.	jobbank.gc.ca	2,172	37	31	1,431
5.	wowjobs.ca	1,434	8	8	821
6.	jobillico.com	680	15	8	61
7.	simplyhired.ca	478	15	15	366
8.	careerbuilder.ca	446	21	19	42
9.	careerarc.com	327	20	15	34
10.	randstad.ca	287	26	15	1
11.	careerjet.ca	181	64	62	72
12.	localwork.ca	83	30	31	60
13.	retail.ca	65	29	27	11
14.	charityvillage.com	46	16	16	30
15.	en.agilus.ca	42	26	26	1
16.	adecco.ca	32	25	23	1
17.	ospeca.careerwebsite.com	18	41	31	7