

# JOB DEMAND REPORT

## JULY 2021

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 |
|--------------|----------------|-----------|------------|
| 47,255       | 29,891         | 12,587    | 31         |

#### # OF DAYS POSTED

| AVERAGE | MEDIAN |
|---------|--------|
| 20.1    | 22     |

### 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 NATIONAL OC... ▾

MAJOR GROUP / 2-DIGIT NATIONAL OCCU... ▾

MINOR GROUP / 3-DIGIT NATIONAL OCCUP... ▾

UNIT GROUP / 4-DIGIT NATIONAL OCCUPA... ▾

SKILL LEVEL ▾

JOB TYPE ▾

JOB DURATION ▾

ADDITIONAL LANGUAGE ▾

QUICK FIND ▾

#### INDUSTRY/SECTOR FILTERS

HIRING SECTOR BY 2-DIGIT NAICS CODE ▾

HIRING SECTOR BY 3-DIGIT NAICS CODE ▾

HIRING SECTOR BY 4-DIGIT NAICS CODE ▾

HIRING SECTOR BY 5-DIGIT NAICS CODE ▾

HIRING SECTOR BY 6-DIGIT NAICS CODE ▾

#### OTHER FILTERS

REGION ▾

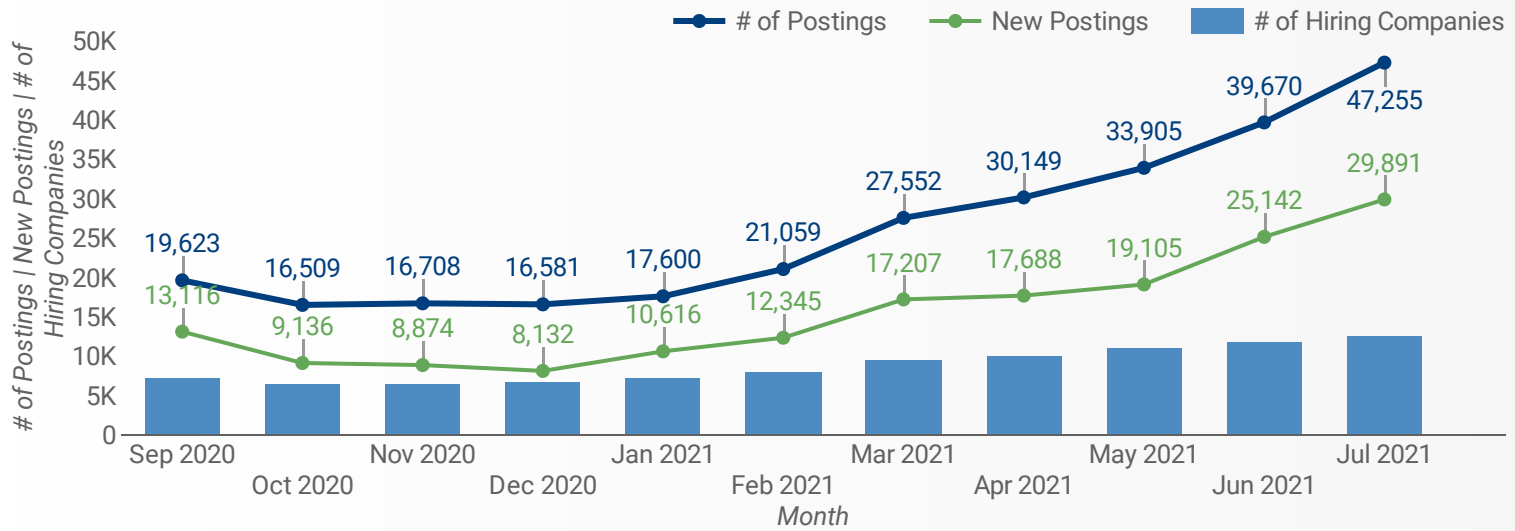
MUNICIPALITY ▾

JOB BOARD ▾

NOC = National Occupation Classification | NAICS = North American Industry Classification System

## JOB POSTINGS BY MONTH

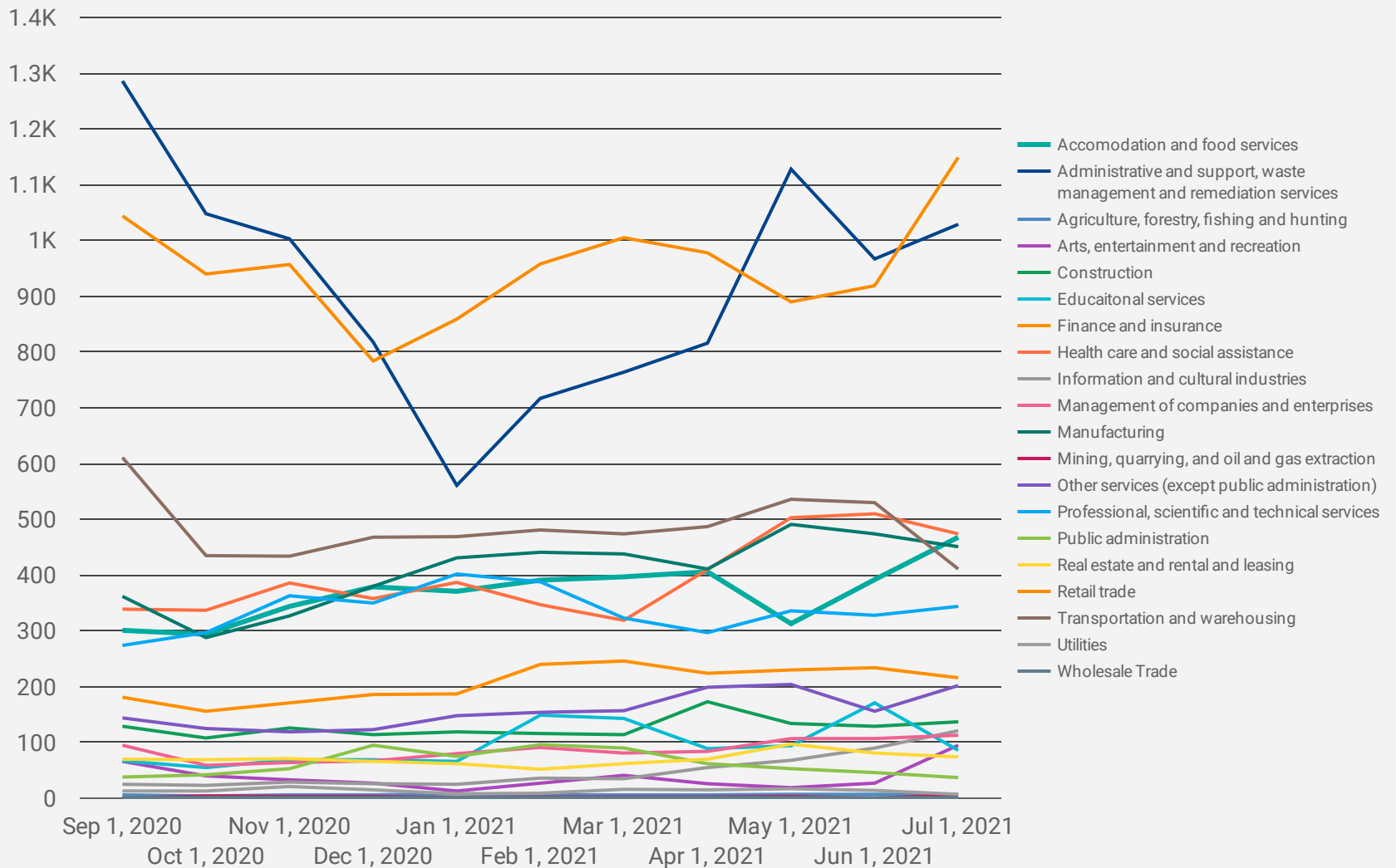
How many job postings were active for at least 1 day this month?



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

## JOB POSTINGS BY SECTOR BY MONTH FOR PEEL & HALTON

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

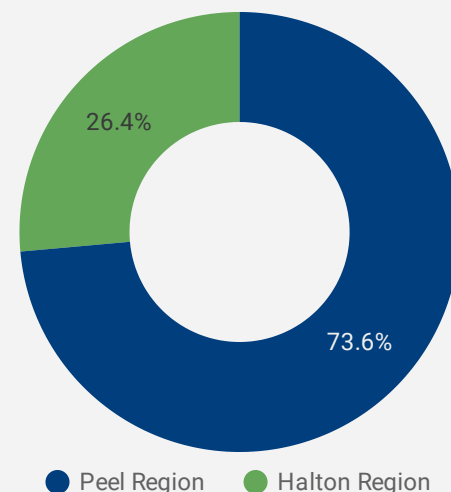
## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

|    | MUNICIPALITY        | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|---------------------|---------------|----------------------------|-------------------------------|
| 1. | City of Mississauga | 22,326        | 19.6                       | 22                            |
| 2. | City of Brampton    | 10,535        | 20.8                       | 18                            |
| 3. | Burlington          | 4,864         | 19.6                       | 22                            |
| 4. | Oakville            | 4,739         | 21.1                       | 22                            |
| 5. | Milton              | 2,169         | 20.1                       | 22                            |
| 6. | Town of Caledon     | 1,839         | 21.4                       | 16                            |
| 7. | Halton Hills        | 688           | 21.7                       | 22                            |

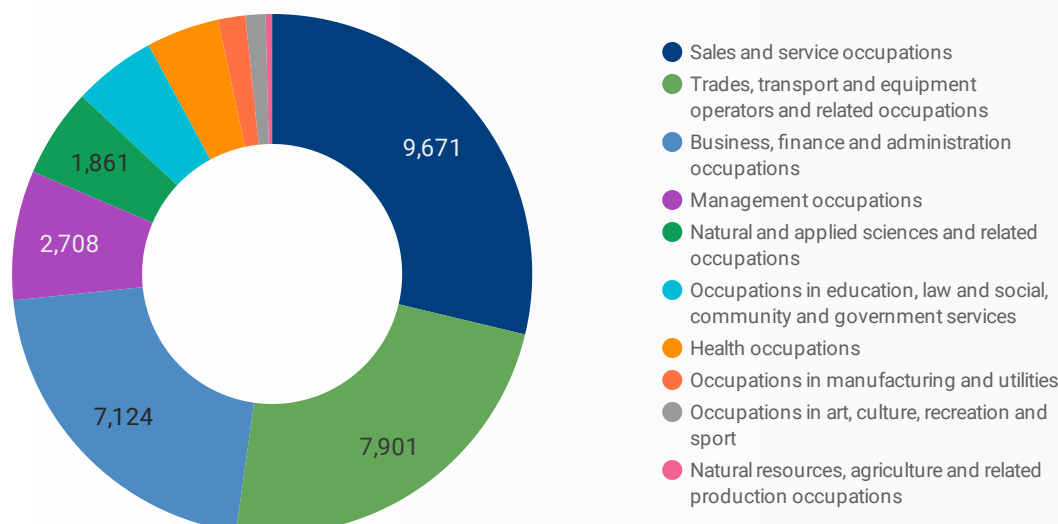
## BY REGION

Job Postings by Region



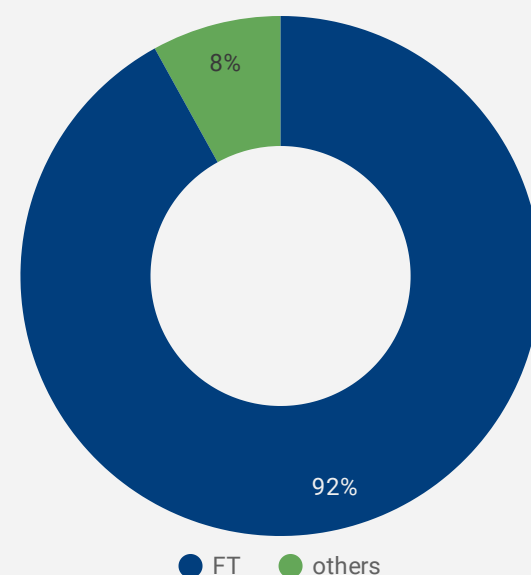
## JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



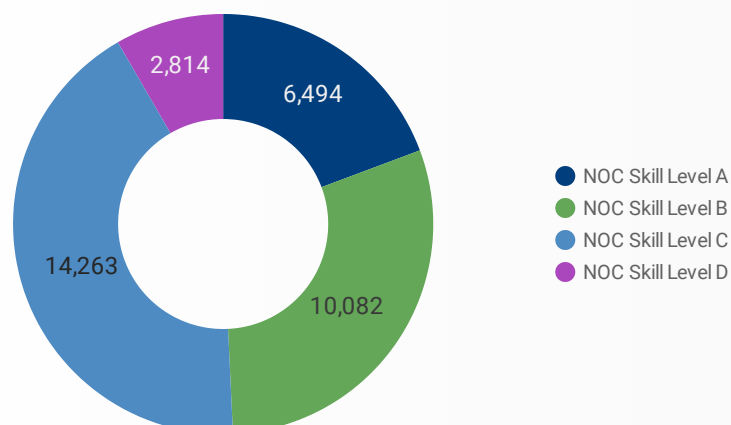
## JOB TYPE

Full-time vs Part-time



## JOB POSTINGS BY SKILL LEVEL

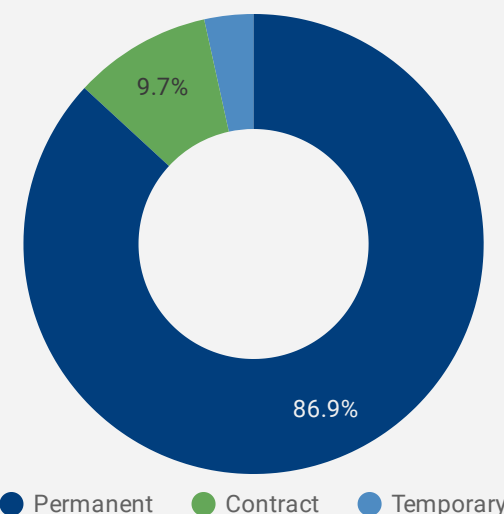
What education do occupations typically require?



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

## JOB DURATION

Permanency of jobs posted



## TOP OCCUPATIONS

What kind of jobs are in-demand?

|     | 4 DIGIT NOC NAME   | POSTINGS |
|-----|--|----------|
| 1.  | Material handlers  | 3,391    |
| 2.  | Retail salespersons  | 2,455    |
| 3.  | Transport truck drivers  | 1,449    |
| 4.  | Other customer and information services representatives                          | 1,150    |
| 5.  | Administrative officers  | 1,083    |
| 6.  | Cooks  | 986      |
| 7.  | Food counter attendants, kitchen helpers and related support occupations         | 919      |
| 8.  | Retail and wholesale trade managers  | 730      |
| 9.  | Administrative assistants  | 660      |
| 10. | Delivery and courier service drivers   | 593      |
| 11. | Home support workers, housekeepers and related occupations                       | 526      |
| 12. | Automotive service technicians, truck and bus mechanics and mechanical repairers | 485      |
| 13. | Human resources and recruitment officers   | 463      |
| 14. | Food and beverage servers  | 434      |
| 15. | Receptionists  | 403      |
| 16. | Light duty cleaners  | 390      |
| 17. | Accounting technicians and bookkeepers   | 389      |
| 18. | Shippers and receivers   | 387      |
| 19. | Insurance agents and brokers   | 373      |
| 20. | Janitors, caretakers and building superintendents                                | 348      |
| 21. | Dispatchers  | 324      |
| 22. | Registered nurses and registered psychiatric nurses                              | 313      |
| 23. | Cashiers   | 296      |
| 24. | General office support workers   | 289      |
| 25. | Accounting and related clerks  | 286      |
| 26. | Advertising, marketing and public relations managers                             | 282      |
| 27. | Professional occupations in business management consulting                       | 274      |
| 28. | Professional occupations in advertising, marketing and public relations          | 271      |
| 29. | Other instructors  | 265      |

## TOP EMPLOYERS/AGENCIES

Who is hiring?

|     | COMPANY                           | POSTINGS |
|-----|-----------------------------------|----------|
| 1.  | Kijiji Jobs                       | 1,431    |
| 2.  | Randstad                          | 737      |
| 3.  | Randstad Canada                   | 674      |
| 4.  | Halton Healthcare                 | 390      |
| 5.  | Bell                              | 293      |
| 6.  | S.i. Systems                      | 264      |
| 7.  | Breakaway Staff                   | 208      |
| 8.  | Walmart Canada                    | 205      |
| 9.  | Walmart                           | 181      |
| 10. | Trillium Health Partners          | 172      |
| 11. | AppleOne                          | 169      |
| 12. | Breakaway Staffing                | 157      |
| 13. | ROGERS COMMUNICATIONS             | 156      |
| 14. | Manpower                          | 147      |
| 15. | University of Toronto             | 146      |
| 16. | ABL Employment                    | 143      |
| 17. | Shoppers Drug Mart                | 131      |
| 18. | Scotiabank                        | 129      |
| 19. | TJX Companies, Inc.               | 126      |
| 20. | CHARGER LOGISTICS                 | 120      |
| 21. | Rogers Communications Canada Inc. | 118      |
| 22. | Loblaw                            | 115      |
| 23. | Aerotek                           | 113      |
| 24. | Loblaw Companies Limited          | 113      |
| 25. | TJX CANADA                        | 112      |
| 26. | Procom                            | 108      |
| 27. | McDonald's                        | 106      |
| 28. | Home Depot                        | 105      |
| 29. | Robert Half                       | 103      |
| 30. | Home Depot of Canada              | 103      |

## 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 | 3,391         | 18.5                       | 22.23                         |
| 2.  | 6421        | Retail salespersons  | NOC Skill Level C | 2,455         | 18.1                       | 22.23                         |
| 3.  | 7511        | Transport truck drivers  | NOC Skill Level C | 1,449         | 20.9                       | 15.23                         |
| 4.  | 6552        | Other customer and information services representatives                          | NOC Skill Level C | 1,150         | 18.2                       | 16.23                         |
| 5.  | 1221        | Administrative officers  | NOC Skill Level B | 1,083         | 20.2                       | 22.23                         |
| 6.  | 6322        | Cooks  | NOC Skill Level B | 986           | 24.4                       | 22.23                         |
| 7.  | 6711        | Food counter attendants, kitchen helpers and related support occupations         | NOC Skill Level D | 919           | 18.7                       | 22.23                         |
| 8.  | 621         | Retail and wholesale trade managers  | NOC Skill Level A | 730           | 19.0                       | 22.23                         |
| 9.  | 1241        | Administrative assistants  | NOC Skill Level B | 660           | 26.8                       | 22.23                         |
| 10. | 7514        | Delivery and courier service drivers   | NOC Skill Level C | 593           | 19.0                       | 22.23                         |
| 11. | 4412        | Home support workers, housekeepers and related occupations                       | NOC Skill Level C | 526           | 23.9                       | 22.23                         |
| 12. | 7321        | Automotive service technicians, truck and bus mechanics and mechanical repairers | NOC Skill Level B | 485           | 20.9                       | 16.23                         |
| 13. | 1223        | Human resources and recruitment officers   | NOC Skill Level B | 463           | 20.3                       | 22.23                         |
| 14. | 6513        | Food and beverage servers  | NOC Skill Level C | 434           | 19.2                       | 22.23                         |
| 15. | 1414        | Receptionists  | NOC Skill Level C | 403           | 19.8                       | 22.23                         |
| 16. | 6731        | Light duty cleaners  | NOC Skill Level D | 390           | 20.7                       | 22.23                         |
| 17. | 1311        | Accounting technicians and bookkeepers   | NOC Skill Level B | 389           | 28.9                       | 22.23                         |
| 18. | 1521        | Shippers and receivers   | NOC Skill Level C | 387           | 18.4                       | 22.23                         |
| 19. | 6231        | Insurance agents and brokers   | NOC Skill Level B | 373           | 18.2                       | 22.23                         |
| 20. | 6733        | Janitors, caretakers and building superintendents                                | NOC Skill Level D | 348           | 20.6                       | 22.23                         |
| 21. | 1525        | Dispatchers  | NOC Skill Level C | 324           | 19.9                       | 22.23                         |
| 22. | 3012        | Registered nurses and registered psychiatric nurses                              | NOC Skill Level A | 313           | 37.2                       | 15.23                         |
| 23. | 6611        | Cashiers   | NOC Skill Level D | 296           | 18.4                       | 16.23                         |
| 24. | 1411        | General office support workers   | NOC Skill Level C | 289           | 19.3                       | 16.23                         |
| 25. | 1431        | Accounting and related clerks  | NOC Skill Level C | 286           | 19.6                       | 22.23                         |
| 26. | 124         | Advertising, marketing and public relations managers                             | NOC Skill Level A | 282           | 22.2                       | 22.23                         |
| 27. | 1122        | Professional occupations in business management consulting                       | NOC Skill Level A | 274           | 16.8                       | 16.23                         |
| 28. | 1123        | Professional occupations in advertising, marketing and public relations          | NOC Skill Level A | 271           | 20.2                       | 22.23                         |
| 29. | 4216        | Other instructors  | NOC Skill Level B | 265           | 19.9                       | 22.23                         |

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

3,458

NEW POSTINGS

0

COMPANIES

1,243

UNIQUE LANGUAGES

11

## # OF DAYS POSTED

AVERAGE

19

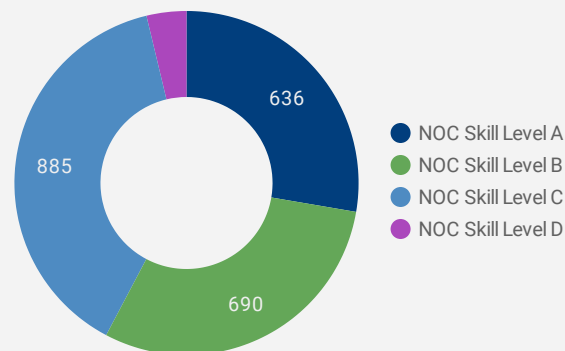
MEDIAN

22

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 636 Skill Level A - Management/ Professional Occupations usually requiring University
- 690 Skill Level B - Usually college education or apprenticeship training
- 885 Skill Level C - Usually secondary education or occupation-specific training
- 86 Skill Level D - Usually on-the-job training



## JOB POSTINGS BY LANGUAGE SKILL

How many job postings require specific language skills?

Arabic Language Jobs

29

African Dialect Language Jobs

0

Cantonese Language Jobs

59

Chinese Language Jobs

103

French Language Jobs

1,612

German Language Jobs

69

Italian Language Jobs

113

Japanese Language Jobs

40

Mandarin Language Jobs

42

Portuguese Language Jobs

0

Punjabi Language Jobs

152

Spanish Language Jobs

63

Thai Language Jobs

0

African Dialect Language Jobs

0

## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

|     | COMPANY                            | POSTINGS |
|-----|------------------------------------|----------|
| 1.  | Trillium Health Partners           | 170      |
| 2.  | Bell                               | 157      |
| 3.  | BELL MOBILITY/BELL MOBILIT         | 61       |
| 4.  | Bell Canada                        | 52       |
| 5.  | Kijiji Jobs                        | 47       |
| 6.  | BTRUST INTERNATIONAL TRADING       | 35       |
| 7.  | FedEx Express Canada               | 35       |
| 8.  | Evertz Microsystems                | 30       |
| 9.  | S.i. Systems                       | 28       |
| 10. | Evertz Microsystems Limited        | 26       |
| 11. | Farm Boy Inc.                      | 23       |
| 12. | Randstad Canada                    | 23       |
| 13. | Farm Boy                           | 22       |
| 14. | BilingualOne                       | 21       |
| 15. | University of Toronto              | 20       |
| 16. | The Source (Bell) Electronics Inc. | 20       |
| 17. | Undated                            | 20       |

## 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                    | 2...   | 0       | 2      | 2         | 1       | 0      | 2       | 0        | 0        | 0          | 7       | ...     | 0    | 0          |
| 2.               | Retail salespersons  | 2...   | 0       | 0      | 9         | 3       | 8      | 5       | 4        | 6        | 0          | 9       | 4       | 0    | 0          |
| 3.               | Administrative officers  | 79     | 0       | 1      | 3         | 2       | 3      | 2       | 0        | 1        | 0          | ...     | 3       | 0    | 0          |
| 4.               | Retail and wholesale trade managers  | 61     | 0       | 0      | 0         | 1       | 0      | 1       | 1        | 0        | 0          | 0       | 0       | 0    | 0          |
| 5.               | Human resources and recruitment officers                                   | 56     | 0       | 0      | 1         | 0       | 0      | 0       | 0        | 0        | 0          | 0       | 2       | 0    | 0          |
| 6.               | School principals and administrators of elementary and secondary education | 53     | 0       | 0      | 0         | 0       | 0      | 0       | 0        | 0        | 0          | 0       | 0       | 0    | 0          |
| 7.               | Professional occupations in advertising, marketing and public relations    | 42     | 0       | 0      | 1         | 10      | 1      | 0       | 0        | 1        | 0          | 1       | 0       | 0    | 0          |
| 8.               | Professional occupations in business management consulting                 | 33     | 0       | 0      | 0         | 3       | 1      | 0       | 0        | 0        | 0          | 0       | 0       | 0    | 0          |
| 9.               | Other financial officers   | 31     | 0       | 1      | 0         | 0       | 0      | 0       | 0        | 5        | 0          | 0       | 0       | 0    | 0          |
| 10.              | Insurance agents and brokers   | 30     | 0       | 0      | 6         | 0       | 0      | 2       | 0        | 1        | 0          | 0       | 0       | 0    | 0          |
| 11.              | User support technicians   | 27     | 0       | 0      | 0         | 0       | 0      | 0       | 0        | 0        | 0          | 0       | 2       | 0    | 0          |
| 12.              | Corporate sales managers   | 27     | 0       | 2      | 0         | 1       | 1      | 0       | 0        | 4        | 0          | 0       | 0       | 0    | 0          |
| 13.              | General office support workers   | 25     | 0       | 0      | 1         | 0       | 0      | 0       | 0        | 0        | 0          | 5       | 2       | 0    | 1          |
| 14.              | Other instructors  | 25     | 0       | 0      | 0         | 0       | 1      | 0       | 0        | 1        | 0          | 3       | 0       | 0    | 0          |
| 15.              | Administrative assistants  | 25     | 0       | 1      | 1         | 15      | 2      | 0       | 0        | 0        | 0          | ...     | 1       | 0    | 0          |
| 16.              | Information systems analysts and consultants                               | 25     | 0       | 0      | 0         | 0       | 0      | 0       | 0        | 0        | 0          | 0       | 3       | 0    | 0          |
| 17.              | Social and community service workers                                       | 24     | 0       | 0      | 0         | 0       | 0      | 0       | 0        | 0        | 0          | 2       | 0       | 0    | 0          |
| 18.              | Advertising, marketing and public relations managers                       | 24     | 0       | 0      | 0         | 2       | 0      | 0       | 0        | 1        | 0          | 0       | 0       | 0    | 0          |
| 19.              | Material handlers  | 23     | 0       | 0      | 0         | 7       | 2      | 1       | 0        | 3        | 0          | 2       | 1       | 0    | 0          |
| 20.              | Business development officers and marketing researchers and consultants    | 21     | 0       | 0      | 0         | 1       | 2      | 0       | 0        | 0        | 0          | 0       | 0       | 0    | 0          |
| 21.              | Accounting and related clerks  | 16     | 0       | 0      | 3         | 0       | 4      | 0       | 0        | 2        | 0          | 0       | 0       | 0    | 0          |
| 22.              | Registered nurses and registered psychiatric nurses                        | 16     | 0       | 0      | 0         | 0       | 0      | 0       | 0        | 0        | 0          | 1       | 0       | 0    | 0          |
| 23.              | Collectors   | 16     | 0       | 0      | 0         | 0       | 0      | 0       | 0        | 0        | 0          | 1       | 0       | 0    | 0          |
| 24.              | Nurse aides, orderlies and patient service associates                      | 16     | 0       | 0      | 0         | 0       | 0      | 0       | 0        | 0        | 0          | 0       | 0       | 0    | 0          |

## 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 | 3,479         | 18.7                       | 22                            |
| 2.  | 12          | Administrative and financial supervisors and administrative occupations           | NOC Skill Level B | 2,954         | 22.3                       | 22                            |
| 3.  | 64          | Sales representatives and salespersons - wholesale and retail trade               | NOC Skill Level C | 2,457         | 18.1                       | 22                            |
| 4.  | 65          | Service representatives and other customer and personal services occupations      | NOC Skill Level C | 2,338         | 18.7                       | 22                            |
| 5.  | 75          | Transport and heavy equipment operation and related maintenance occupations       | NOC Skill Level C | 2,214         | 20.6                       | 15                            |
| 6.  | 67          | Service support and other service occupations, n.e.c.                             | NOC Skill Level D | 1,843         | 19.6                       | 22                            |
| 7.  | 63          | Service supervisors and specialized service occupations                           | NOC Skill Level B | 1,744         | 24.9                       | 22                            |
| 8.  | 14          | Office support occupations  | NOC Skill Level C | 1,355         | 19.2                       | 22                            |
| 9.  | 11          | Professional occupations in business and finance                                  | NOC Skill Level A | 1,256         | 18.2                       | 18                            |
| 10. | 21          | Professional occupations in natural and applied sciences                          | NOC Skill Level A | 1,194         | 17.5                       | 15                            |
| 11. | 72          | Industrial, electrical and construction trades                                    | NOC Skill Level B | 1,177         | 25.3                       | 22                            |
| 12. | 06          | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 1,149         | 20.1                       | 22                            |
| 13. | 15          | Distribution, tracking and scheduling co-ordination occupations                   | NOC Skill Level C | 1,053         | 19.1                       | 22                            |
| 14. | 01          | Senior managers - construction, transportation, production and utilities          | NOC Skill Level A | 872           | 24.7                       | 22                            |
| 15. | 62          | Retail sales supervisors and specialized sales occupations                        | NOC Skill Level B | 828           | 21.0                       | 22                            |
| 16. | 73          | Maintenance and equipment operation trades  | NOC Skill Level B | 780           | 24.4                       | 22                            |
| 17. | 22          | Technical occupations related to natural and applied sciences                     | NOC Skill Level B | 667           | 21.7                       | 22                            |
| 18. | 44          | Care providers and educational, legal and public protection support occupations   | NOC Skill Level C | 643           | 28.8                       | 22                            |
| 19. | 32          | Technical occupations in health   | NOC Skill Level B | 569           | 22.0                       | 22                            |
| 20. | 42          | Paraprofessional occupations in legal, social, community and education services   | NOC Skill Level B | 532           | 21.0                       | 22                            |
| 21. | 13          | Finance, insurance and related business administrative occupations                | NOC Skill Level B | 506           | 25.8                       | 22                            |
| 22. | 66          | Sales support occupations   | NOC Skill Level D | 461           | 18.2                       | 15                            |
| 23. | 41          | Professional occupations in law and social, community and government services     | NOC Skill Level A | 420           | 22.4                       | 22                            |
| 24. | 31          | Professional occupations in health (except nursing)                               | NOC Skill Level A | 322           | 23.6                       | 22                            |
| 25. | 34          | Assisting occupations in support of health services                               | NOC Skill Level C | 322           | 20.8                       | 22                            |
| 26. | 30          | Professional occupations in nursing   | NOC Skill Level A | 314           | 37.1                       | 15                            |
| 27. | 07          | Managers in customer and personal services, n.e.c.                                | NOC Skill Level A | 297           | 24.1                       | 22                            |



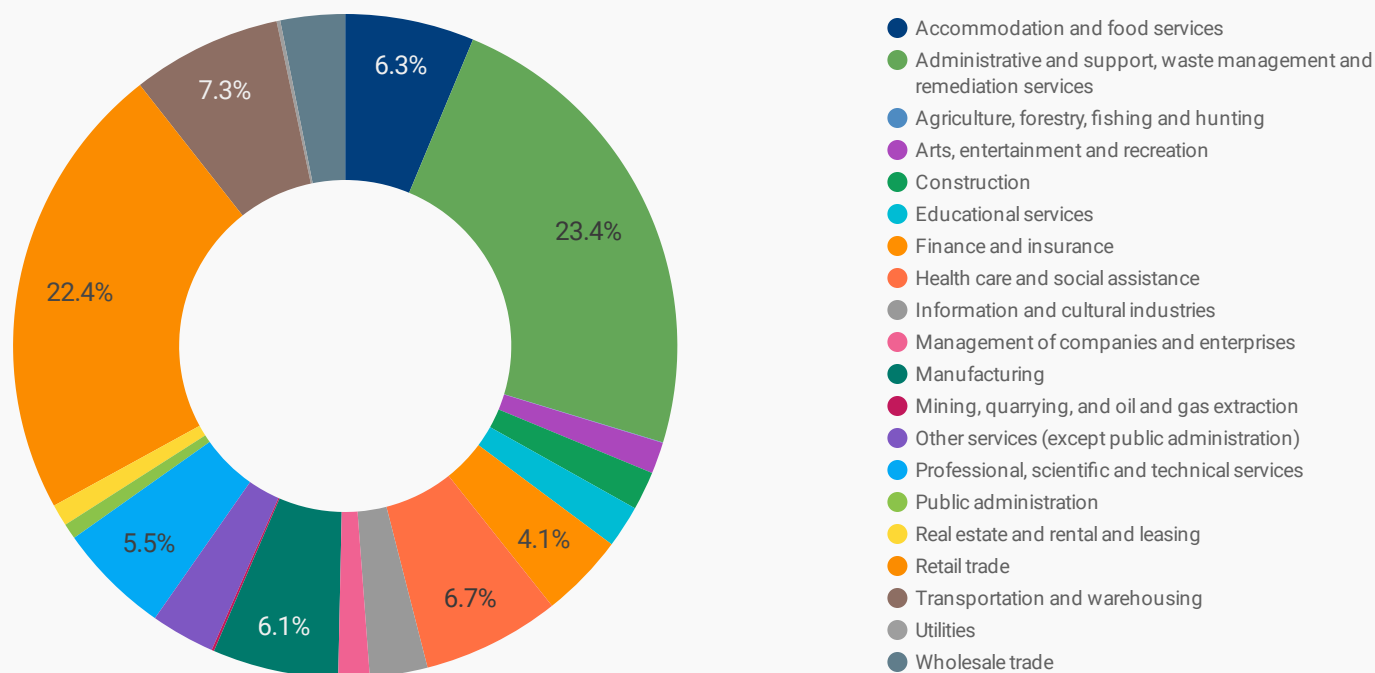
## JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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 | 3,397         | 18.5                       | 22                            |
| 2.  | 642         | Retail salespersons   | NOC Skill Level C | 2,455         | 18.1                       | 22                            |
| 3.  | 751         | Motor vehicle and transit drivers   | NOC Skill Level C | 2,083         | 20.3                       | 15                            |
| 4.  | 122         | Administrative and regulatory occupations                                       | NOC Skill Level B | 1,851         | 20.5                       | 22                            |
| 5.  | 632         | Chefs and cooks   | NOC Skill Level B | 1,171         | 24.2                       | 22                            |
| 6.  | 655         | Customer and information services representatives                               | NOC Skill Level C | 1,152         | 18.1                       | 16                            |
| 7.  | 152         | Supply chain logistics, tracking and scheduling co-ordination occupations       | NOC Skill Level C | 981           | 19.0                       | 22                            |
| 8.  | 671         | Food counter attendants, kitchen helpers and related support occupations        | NOC Skill Level D | 919           | 18.7                       | 22                            |
| 9.  | 673         | Cleaners  | NOC Skill Level D | 895           | 20.5                       | 22                            |
| 10. | 124         | Office administrative assistants - general, legal and medical                   | NOC Skill Level B | 798           | 25.7                       | 22                            |
| 11. | 651         | Occupations in food and beverage service  | NOC Skill Level C | 733           | 19.6                       | 22                            |
| 12. | 062         | Retail and wholesale trade managers   | NOC Skill Level A | 730           | 19.0                       | 22                            |
| 13. | 217         | Computer and information systems professionals                                  | NOC Skill Level A | 716           | 16.7                       | 15                            |
| 14. | 141         | General office workers  | NOC Skill Level C | 704           | 19.6                       | 22                            |
| 15. | 112         | Human resources and business service professionals                              | NOC Skill Level A | 648           | 18.4                       | 21                            |
| 16. | 441         | Home care providers and educational support occupations                         | NOC Skill Level C | 639           | 28.9                       | 22                            |
| 17. | 111         | Auditors, accountants and investment professionals                              | NOC Skill Level A | 608           | 17.9                       | 17                            |
| 18. | 421         | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 532           | 21.0                       | 22                            |
| 19. | 732         | Automotive service technicians  | NOC Skill Level B | 521           | 22.0                       | 19                            |
| 20. | 143         | Financial, insurance and related administrative support workers                 | NOC Skill Level C | 511           | 18.6                       | 22                            |
| 21. | 131         | Finance, insurance and related business administrative occupations              | NOC Skill Level B | 506           | 25.8                       | 22                            |
| 22. | 623         | Insurance, real estate and financial sales occupations                          | NOC Skill Level B | 446           | 18.6                       | 22                            |
| 23. | 012         | Senior managers - construction, transportation, production and utilities        | NOC Skill Level A | 401           | 22.0                       | 22                            |
| 24. | 321         | Medical technologists and technicians (except dental health)                    | NOC Skill Level B | 354           | 21.6                       | 22                            |
| 25. | 011         | Senior managers - construction, transportation, production and utilities        | NOC Skill Level A | 336           | 20.3                       | 22                            |
| 26. | 723         | Machining, metal forming, shaping and erecting trades                           | NOC Skill Level B | 334           | 25.6                       | 22                            |
| 27. | 341         | Assisting occupations in support of health services                             | NOC Skill Level C | 322           | 20.8                       | 22                            |

## TOP HIRING SECTORS (2 DIGIT NAICS CODE)

What sectors are hiring?



| TOP HIRING SECTORS (2 DIGIT NAICS CODE) |   | NAICS CODE | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|---|---|------------|---------------|----------------------------|-------------------------------|
| 1.                                      | Retail trade  | 44-45      | 3,009         | 16.8                       | 15.23                         |
| 2.                                      | Administrative and support, waste management and remediation services | 56         | 2,993         | 20.3                       | 22.23                         |
| 3.                                      | Health care and social assistance                                     | 62         | 1,041         | 27.8                       | 22.23                         |
| 4.                                      | Transportation and warehousing  | 48-49      | 1,015         | 19.1                       | 22.23                         |
| 5.                                      | Accommodation and food services                                       | 72         | 980           | 23.2                       | 22.23                         |
| 6.                                      | Manufacturing   | 31-33      | 964           | 21.7                       | 22.23                         |
| 7.                                      | Professional, scientific and technical services                       | 54         | 783           | 19.5                       | 21.23                         |
| 8.                                      | Finance and insurance   | 52         | 570           | 18.0                       | 16.23                         |
| 9.                                      | Wholesale trade   | 41         | 478           | 20.9                       | 22.23                         |
| 10.                                     | Other services (except public administration)                         | 81         | 473           | 20.7                       | 22.23                         |
| 11.                                     | Information and cultural industries                                   | 51         | 361           | 16.1                       | 15.23                         |
| 12.                                     | Construction  | 23         | 281           | 24.1                       | 22.23                         |
| 13.                                     | Educational services  | 61         | 272           | 15.4                       | 15.23                         |
| 14.                                     | Management of companies and enterprises                               | 55         | 242           | 25.2                       | 22.23                         |
| 15.                                     | Arts, entertainment and recreation                                    | 71         | 220           | 20.5                       | 22.23                         |
| 16.                                     | Real estate and rental and leasing                                    | 53         | 161           | 22.9                       | 22.23                         |
| 17.                                     | Public administration   | 91         | 105           | 19.2                       | 22.23                         |
| 18.                                     | Utilities   | 22         | 21            | 18.1                       | 22.23                         |
| 19.                                     | Mining, quarrying, and oil and gas extraction                         | 21         | 15            | 16.8                       | 15.73                         |
| 20.                                     | Agriculture, forestry, fishing and hunting                            | 11         | 8             | 20.5                       | 22.23                         |

## TOP HIRING SECTORS (3 DIGIT NAICS CODE)

What sectors are hiring?

|     | NAICS CODE | TOP HIRING SECTORS (3 DIGIT NAICS CODE)                                    | POSTING COUNT ▼ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|--|-----------------|----------------------------|-------------------------------|
| 1.  | 561        | Administrative and support services  | 2,953           | 20.2                       | 22.23                         |
| 2.  | 722        | Food services and drinking places  | 962             | 23.2                       | 22.23                         |
| 3.  | 541        | Professional, scientific and technical services                            | 783             | 19.5                       | 21.23                         |
| 4.  | 621        | Ambulatory health care services  | 774             | 31.5                       | 22.23                         |
| 5.  | 448        | Clothing and clothing accessories stores                                   | 467             | 17.8                       | 18.23                         |
| 6.  | 493        | Warehousing and storage  | 433             | 15.3                       | 15.23                         |
| 7.  | 443        | Electronics and appliance stores   | 419             | 17.0                       | 15.23                         |
| 8.  | 522        | Credit intermediation and related activities                               | 414             | 17.5                       | 15.23                         |
| 9.  | 453        | Miscellaneous store retailers  | 372             | 18.3                       | 22.23                         |
| 10. | 445        | Food and beverage stores   | 363             | 18.0                       | 15.23                         |
| 11. | 452        | General merchandise stores   | 353             | 9.4                        | 4.23                          |
| 12. | 484        | Truck transportation   | 323             | 22.6                       | 22.23                         |
| 13. | 517        | Telecommunications   | 310             | 15.7                       | 15.23                         |
| 14. | 446        | Health and personal care stores  | 295             | 18.2                       | 22.23                         |
| 15. | 442        | Furniture and home furnishings stores                                      | 275             | 18.9                       | 22.04                         |
| 16. | 611        | Educational services   | 272             | 15.4                       | 15.23                         |
| 17. | 551        | Management of companies and enterprises                                    | 242             | 25.2                       | 22.23                         |
| 18. | 444        | Building material and garden equipment and supplies dealers                | 219             | 12.9                       | 15.23                         |
| 19. | 713        | Amusement, gambling and recreation industries                              | 203             | 20.4                       | 22.23                         |
| 20. | 441        | Motor vehicle and parts dealers  | 184             | 23.0                       | 22.23                         |
| 21. | 488        | Support activities for transportation                                      | 181             | 23.1                       | 22.23                         |
| 22. | 813        | Religious, grant-making, civic, and professional and similar organizations | 171             | 20.2                       | 22.23                         |
| 23. | 238        | Specialty trade contractors  | 158             | 24.4                       | 22.23                         |
| 24. | 812        | Personal and laundry services  | 155             | 18.4                       | 16.23                         |
| 25. | 333        | Machinery manufacturing  | 149             | 21.1                       | 22.23                         |
| 26. | 811        | Repair and maintenance   | 147             | 24.6                       | 18.23                         |
| 27. | 417        | Machinery, equipment and supplies merchant wholesalers                     | 139             | 20.8                       | 22.23                         |
| 28. | 624        | Social assistance  | 131             | 18.4                       | 22.23                         |
| 29. | 325        | Chemical manufacturing   | 131             | 19.7                       | 22.23                         |
| 30. | 532        | Rental and leasing services  | 114             | 24.2                       | 22.23                         |
| 31. | 311        | Food manufacturing   | 111             | 21.7                       | 22.23                         |
| 32. | 623        | Nursing and residential care facilities                                    | 106             | 19.8                       | 22.23                         |

## TOP HIRING SECTORS (4 DIGIT NAICS CODE)

What sectors are hiring?

|     | NAICS CODE | TOP HIRING SECTORS (4 DIGIT NAICS CODE)                    | POSTING COUNT ▼ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|--|-----------------|----------------------------|-------------------------------|
| 1.  | 5613       | Employment services  | 2,797           | 20.2                       | 22.23                         |
| 2.  | 7225       | Full-service restaurants and limited-service eating places | 872             | 23.5                       | 22.23                         |
| 3.  | 6211       | Offices of physicians                                      | 434             | 43.9                       | 22.23                         |
| 4.  | 4931       | Warehousing and storage                                    | 433             | 15.3                       | 15.23                         |
| 5.  | 4431       | Electronics and appliance stores                           | 419             | 17.0                       | 15.23                         |
| 6.  | 4481       | Clothing stores  | 394             | 16.8                       | 16.23                         |
| 7.  | 5221       | Depository credit intermediation                           | 382             | 17.5                       | 15.23                         |
| 8.  | 4521       | Department stores  | 323             | 8.3                        | 3.23                          |
| 9.  | 5179       | Other telecommunications                                   | 297             | 15.5                       | 15.23                         |
| 10. | 4461       | Health and personal care stores                            | 295             | 18.2                       | 22.23                         |
| 11. | 4841       | General freight trucking                                   | 290             | 22.4                       | 22.23                         |
| 12. | 4451       | Grocery stores   | 249             | 17.4                       | 15.23                         |
| 13. | 5511       | Management of companies and enterprises                    | 242             | 25.2                       | 22.23                         |
| 14. | 5413       | Architectural, engineering and related services            | 224             | 17.9                       | 15.23                         |
| 15. | 4441       | Building material and supplies dealers                     | 213             | 12.8                       | 15.23                         |
| 16. | 7139       | Other amusement and recreation industries                  | 203             | 20.4                       | 22.23                         |
| 17. | 4539       | Other miscellaneous store retailers                        | 196             | 17.0                       | 15.23                         |
| 18. | 4532       | Office supplies, stationery and gift stores                | 161             | 19.9                       | 22.23                         |
| 19. | 4422       | Home furnishings stores                                    | 161             | 17.2                       | 15.23                         |
| 20. | 4411       | Automobile dealers   | 160             | 23.5                       | 22.23                         |
| 21. | 5416       | Management, scientific and technical consulting services   | 135             | 20.6                       | 17.73                         |
| 22. | 5417       | Scientific research and development services               | 132             | 19.6                       | 22.23                         |
| 23. | 8111       | Automotive repair and maintenance                          | 115             | 25.0                       | 22.23                         |
| 24. | 4421       | Furniture stores   | 114             | 21.4                       | 22.23                         |
| 25. | 6116       | Other schools and instruction                              | 111             | 18.8                       | 22.23                         |
| 26. | 6212       | Offices of dentists  | 106             | 20.0                       | 22.23                         |
| 27. | 6117       | Educational support services                               | 105             | 9.3                        | 5.23                          |
| 28. | 6213       | Offices of other health practitioners                      | 103             | 23.2                       | 22.23                         |
| 29. | 4452       | Specialty food stores                                      | 102             | 19.6                       | 19.23                         |
| 30. | 8121       | Personal care services                                     | 102             | 17.5                       | 15.23                         |
| 31. | 5419       | Other professional, scientific and technical services      | 100             | 20.5                       | 22.23                         |
| 32. | 4885       | Freight transportation arrangement                         | 91              | 25.1                       | 22.23                         |

## TOP HIRING SECTORS (5 DIGIT NAICS CODE)

What sectors are hiring?

|     | NAICS CODE | TOP HIRING SECTORS (5 DIGIT NAICS CODE)                                 | POSTING COUNT ▼ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|---|-----------------|----------------------------|-------------------------------|
| 1.  | 56131      | Employment placement agencies and executive search services             | 2,693           | 20.2                       | 22.23                         |
| 2.  | 72251      | Full-service restaurants and limited-service eating places              | 872             | 23.5                       | 22.23                         |
| 3.  | 62111      | Offices of physicians   | 434             | 43.9                       | 22.23                         |
| 4.  | 44314      | Electronics and appliance stores  | 419             | 17.0                       | 15.23                         |
| 5.  | 52211      | Banking   | 380             | 17.5                       | 15.23                         |
| 6.  | 49311      | General warehousing and storage   | 344             | 15.5                       | 15.23                         |
| 7.  | 45211      | Department stores   | 323             | 8.3                        | 3.23                          |
| 8.  | 51791      | Other telecommunications  | 297             | 15.5                       | 15.23                         |
| 9.  | 55111      | Management of companies and enterprises                                 | 242             | 25.2                       | 22.23                         |
| 10. | 44511      | Supermarkets and other grocery (except convenience) stores              | 229             | 17.6                       | 15.23                         |
| 11. | 54133      | Engineering services  | 188             | 17.6                       | 15.23                         |
| 12. | 44619      | Other health and personal care stores                                   | 185             | 16.9                       | 15.23                         |
| 13. | 71394      | Fitness and recreational sports centres                                 | 175             | 20.3                       | 22.23                         |
| 14. | 48411      | General freight trucking, local   | 169             | 20.3                       | 22.23                         |
| 15. | 45321      | Office supplies and stationery stores                                   | 159             | 19.9                       | 22.23                         |
| 16. | 45399      | All other miscellaneous store retailers                                 | 155             | 16.2                       | 15.23                         |
| 17. | 44229      | Other home furnishings stores   | 151             | 17.1                       | 15.23                         |
| 18. | 44111      | New car dealers   | 137             | 20.3                       | 22.23                         |
| 19. | 54171      | Research and development in the physical, engineering and life sciences | 127             | 20.0                       | 22.23                         |
| 20. | 48412      | General freight trucking, long distance                                 | 121             | 25.8                       | 22.23                         |
| 21. | 44819      | Other clothing stores   | 120             | 16.6                       | 16.23                         |
| 22. | 44211      | Furniture stores  | 114             | 21.4                       | 22.23                         |
| 23. | 62121      | Offices of dentists   | 106             | 20.0                       | 22.23                         |
| 24. | 44411      | Home centres  | 106             | 8.5                        | 7.23                          |
| 25. | 61171      | Educational support services  | 105             | 9.3                        | 5.23                          |
| 26. | 44814      | Family clothing stores  | 105             | 16.3                       | 16.18                         |
| 27. | 56132      | Temporary help services   | 104             | 21.8                       | 22.23                         |
| 28. | 54161      | Management consulting services  | 102             | 20.1                       | 15.23                         |
| 29. | 44529      | Other specialty food stores   | 93              | 19.5                       | 16.23                         |
| 30. | 48851      | Freight transportation arrangement                                      | 91              | 25.1                       | 22.23                         |
| 31. | 91391      | Other local, municipal and regional public administration               | 90              | 19.7                       | 22.23                         |
| 32. | 81341      | Civic and social organizations  | 88              | 21.2                       | 22.23                         |

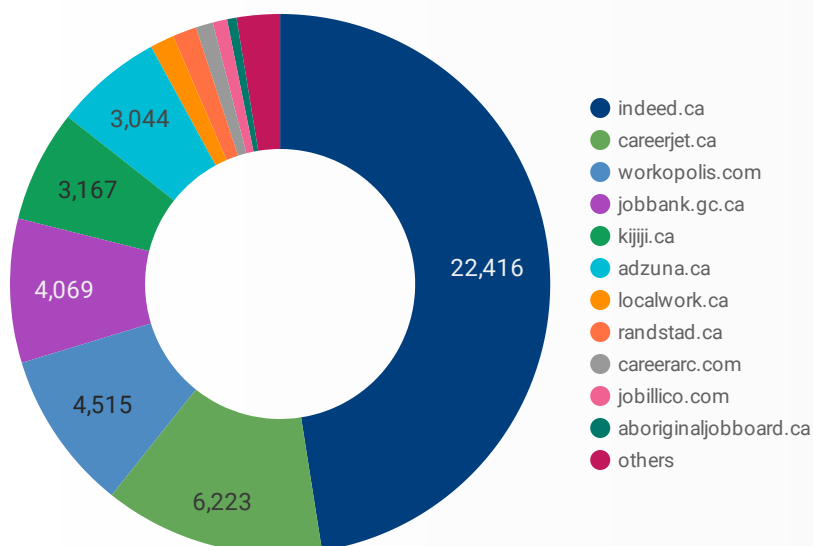
## TOP HIRING SECTORS (6 DIGIT NAICS CODE)

What sectors are hiring?

|     | NAICS CODE | TOP HIRING SECTORS (6 DIGIT NAICS CODE)   | POSTING COUNT ▼ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|---|-----------------|----------------------------|-------------------------------|
| 1.  | 561310     | Employment placement agencies and executive search services                           | 2,693           | 20.2                       | 22.23                         |
| 2.  | 722511     | Full-service restaurants  | 553             | 23.5                       | 22.23                         |
| 3.  | 621110     | Offices of physicians   | 434             | 43.9                       | 22.23                         |
| 4.  | 443143     | Appliance, television and other electronics stores                                    | 388             | 16.6                       | 15.23                         |
| 5.  | 493110     | General warehousing and storage   | 344             | 15.5                       | 15.23                         |
| 6.  | 452110     | Department stores   | 323             | 8.3                        | 3.23                          |
| 7.  | 722512     | Limited-service eating places   | 319             | 23.5                       | 22.23                         |
| 8.  | 517919     | All other telecommunications  | 297             | 15.5                       | 15.23                         |
| 9.  | 551114     | Head offices  | 242             | 25.2                       | 22.23                         |
| 10. | 445110     | Supermarkets and other grocery (except convenience) stores                            | 229             | 17.6                       | 15.23                         |
| 11. | 522112     | Corporate and institutional banking industry  | 209             | 18.2                       | 15.23                         |
| 12. | 541330     | Engineering services  | 188             | 17.6                       | 15.23                         |
| 13. | 713940     | Fitness and recreational sports centres   | 175             | 20.3                       | 22.23                         |
| 14. | 522111     | Personal and commercial banking industry  | 171             | 16.5                       | 16.23                         |
| 15. | 446199     | All other health and personal care stores   | 171             | 16.6                       | 15.23                         |
| 16. | 484110     | General freight trucking, local   | 169             | 20.3                       | 22.23                         |
| 17. | 453210     | Office supplies and stationery stores   | 159             | 19.9                       | 22.23                         |
| 18. | 453999     | All other miscellaneous store retailers (except beer and wine-making supplies stores) | 155             | 16.2                       | 15.23                         |
| 19. | 442298     | All other home furnishings stores   | 150             | 17.0                       | 15.23                         |
| 20. | 441110     | New car dealers   | 137             | 20.3                       | 22.23                         |
| 21. | 541710     | Research and development in the physical, engineering and life sciences               | 127             | 20.0                       | 22.23                         |
| 22. | 448199     | All other clothing stores   | 120             | 16.6                       | 16.23                         |
| 23. | 442110     | Furniture stores  | 114             | 21.4                       | 22.23                         |
| 24. | 444110     | Home centres  | 106             | 8.5                        | 7.23                          |
| 25. | 621210     | Offices of dentists   | 106             | 20.0                       | 22.23                         |
| 26. | 448140     | Family clothing stores  | 105             | 16.3                       | 16.18                         |
| 27. | 611710     | Educational support services  | 105             | 9.3                        | 5.23                          |
| 28. | 561320     | Temporary help services   | 104             | 21.8                       | 22.23                         |
| 29. | 488519     | Other freight transportation arrangement  | 90              | 25.2                       | 22.23                         |
| 30. | 913910     | Other local, municipal and regional public administration                             | 90              | 19.7                       | 22.23                         |
| 31. | 813410     | Civic and social organizations  | 88              | 21.2                       | 22.23                         |
| 32. | 493190     | Other warehousing and storage   | 87              | 14.6                       | 15.23                         |

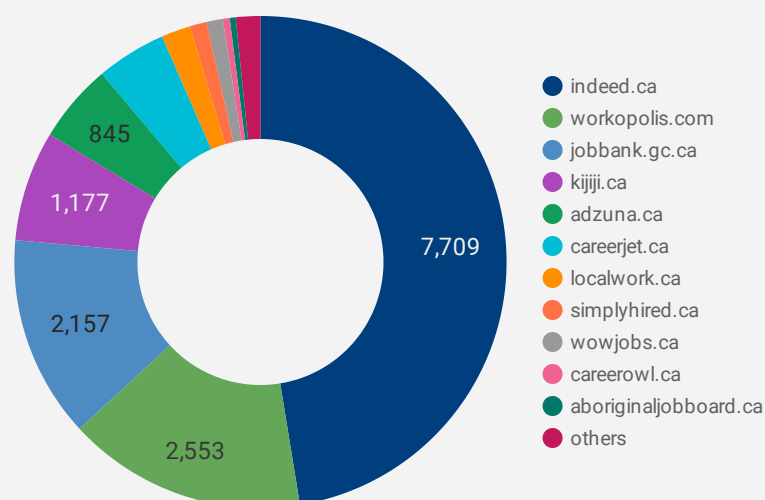
## JOB POSTINGS BY JOB BOARD

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                    | 22,416        | 22.2                       | 22                            | 7,709          |
| 2.  | careerjet.ca                 | 6,223         | 12.5                       | 9                             | 746            |
| 3.  | workopolis.com               | 4,515         | 15.2                       | 15                            | 2,553          |
| 4.  | jobbank.gc.ca                | 4,069         | 40.4                       | 25                            | 2,157          |
| 5.  | kijiji.ca                    | 3,167         | 15.2                       | 15                            | 1,177          |
| 6.  | adzuna.ca                    | 3,044         | 15.2                       | 15                            | 845            |
| 7.  | localwork.ca                 | 683           | 6.6                        | 2                             | 313            |
| 8.  | randstad.ca                  | 674           | 16.7                       | 17                            | 1              |
| 9.  | careerarc.com                | 486           | 23.8                       | 16                            | 38             |
| 10. | jobillico.com                | 409           | 20.8                       | 15                            | 53             |
| 11. | aboriginaljobboard.ca        | 266           | 96.0                       | 100                           | 64             |
| 12. | simplyhired.ca               | 226           | 16.1                       | 16                            | 178            |
| 13. | wowjobs.ca                   | 223           | 16.2                       | 16                            | 176            |
| 14. | careerbuilder.ca             | 174           | 26.5                       | 30                            | 43             |
| 15. | careerowl.ca                 | 107           | 35.8                       | 33                            | 73             |
| 16. | network.applytoeducation.com | 85            | 5.4                        | 4                             | 9              |
| 17. | retail.ca                    | 84            | 18.4                       | 10                            | 20             |