

JOB DEMAND REPORT

NOVEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

| TOTAL POSTINGS | NEW THIS MONTH | COMPANIES | JOB BOARDS |
|----------------|----------------|-----------|------------|
| 57,388 | 34,853 | 13,267 | 35 |

OF DAYS POSTED

| AVERAGE | MEDIAN |
|---------|--------|
| 21.8 | 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 | ▼ |

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

| | |
|--------------|---|
| MUNICIPALITY | ▼ |
| REGION | ▼ |
| JOB BOARD | ▼ |

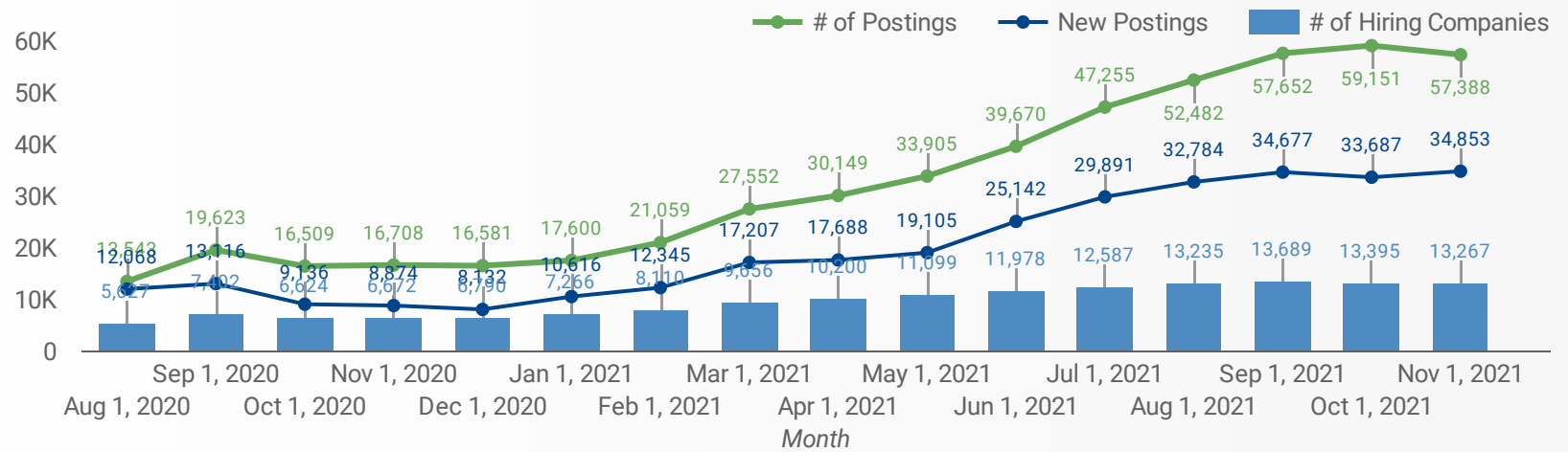
NOC = National Occupation Classification | NAICS = North American Industry Classification System

Source:

Job posting data collected by the Peel Halton Workforce Development Group from job boards and employer websites that recruit candidates in Peel and Halton Regions.

JOB POSTINGS BY MONTH FOR PEEL & HALTON REGIONS

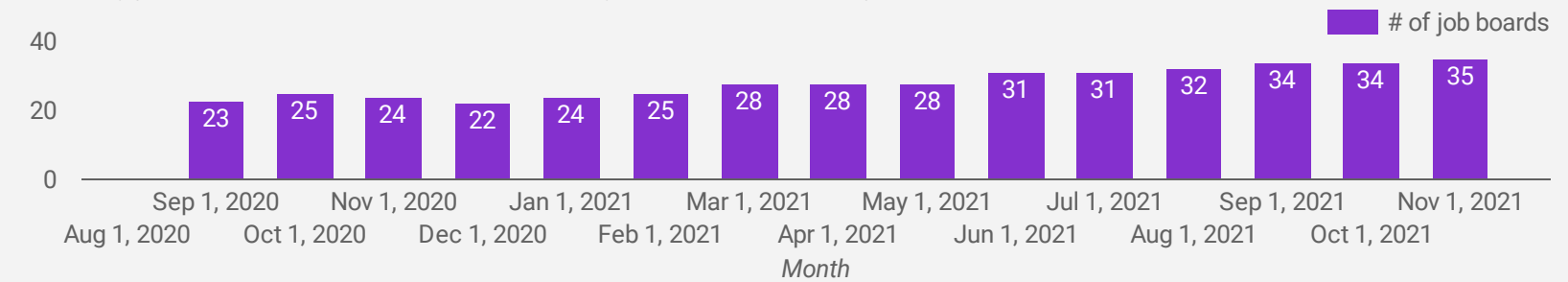
How many job postings were active for at least 1 day this month?



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

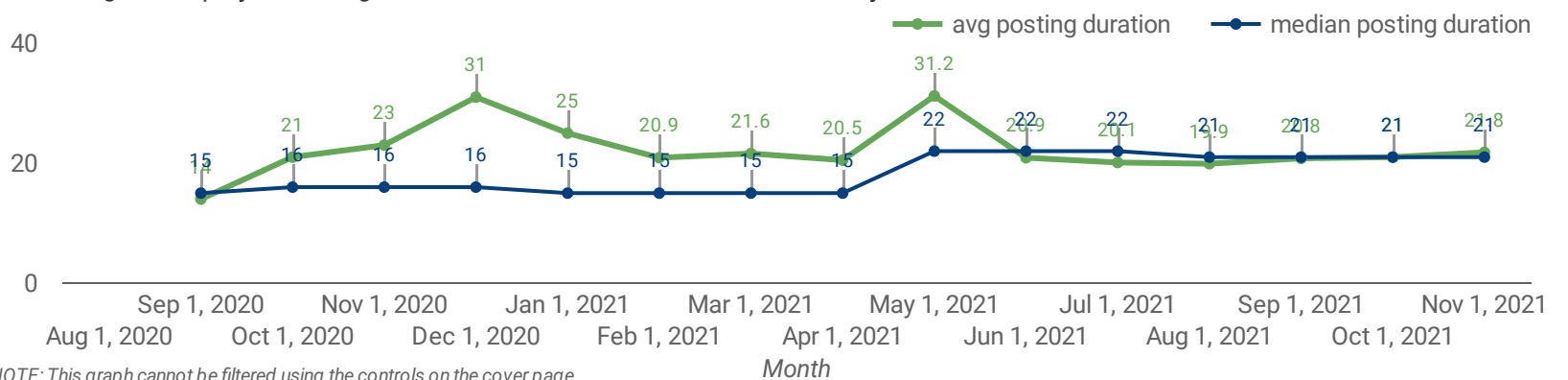
NUMBER OF ACTIVE JOB BOARDS

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



AVG & MEDIAN POSTING LENGTH BY DAYS

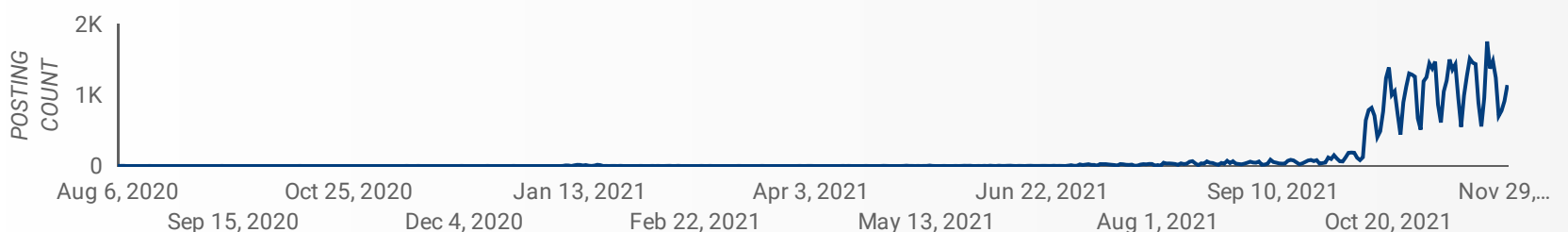
How long are employers having to recruit for to find candidates to fill their job vacancies?



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

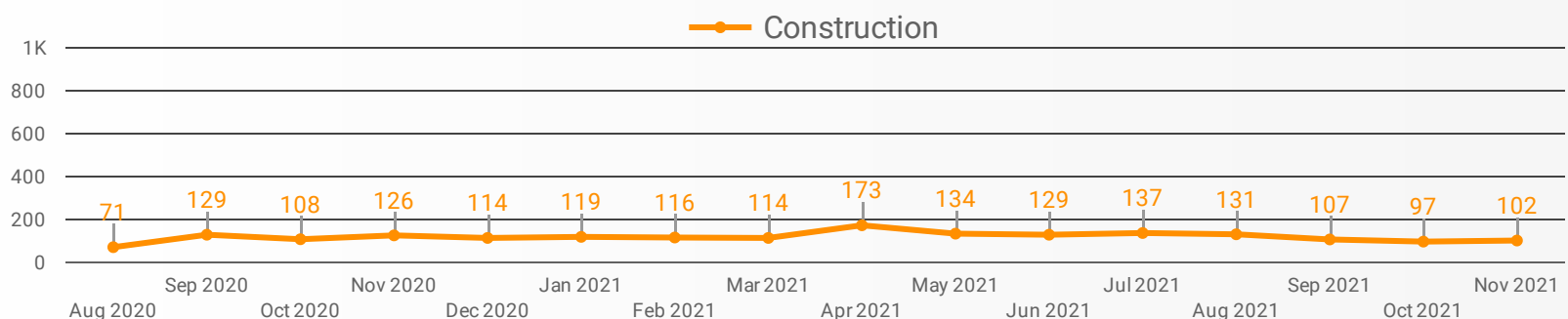
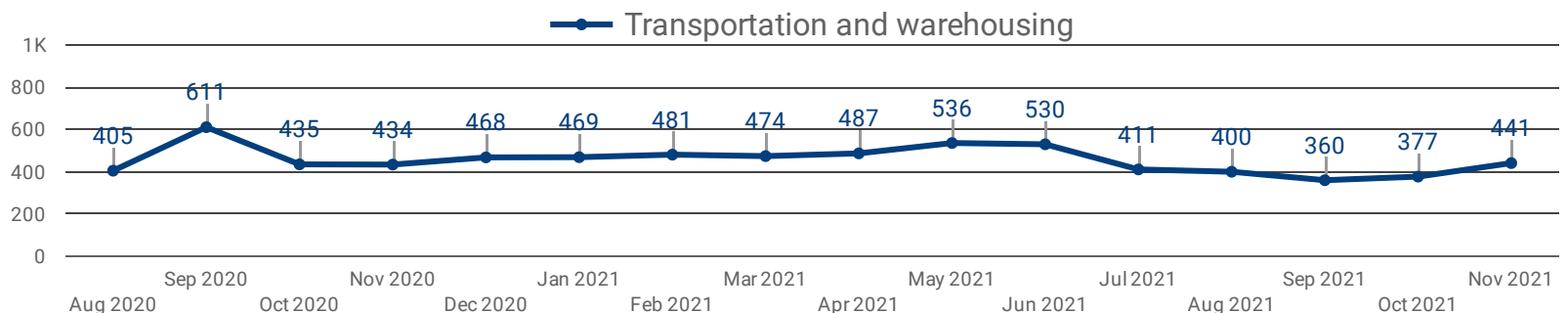
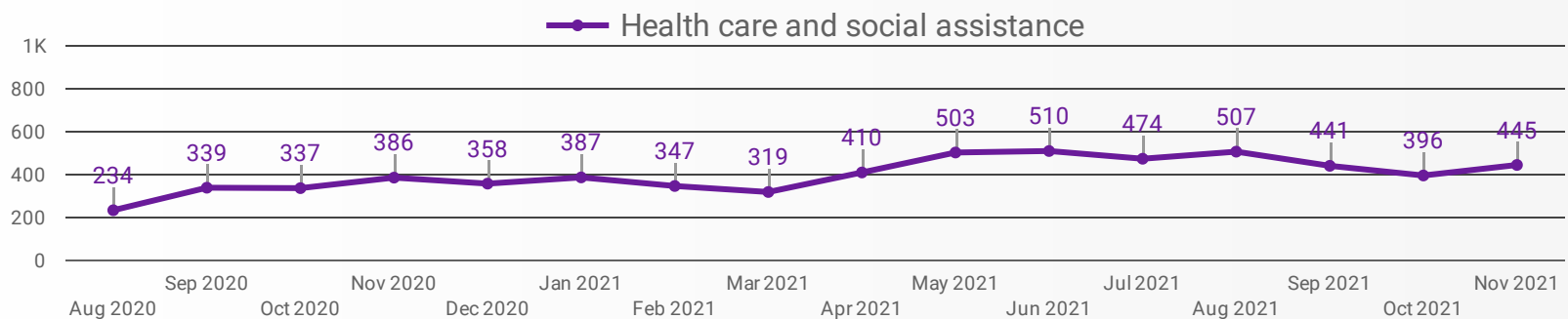
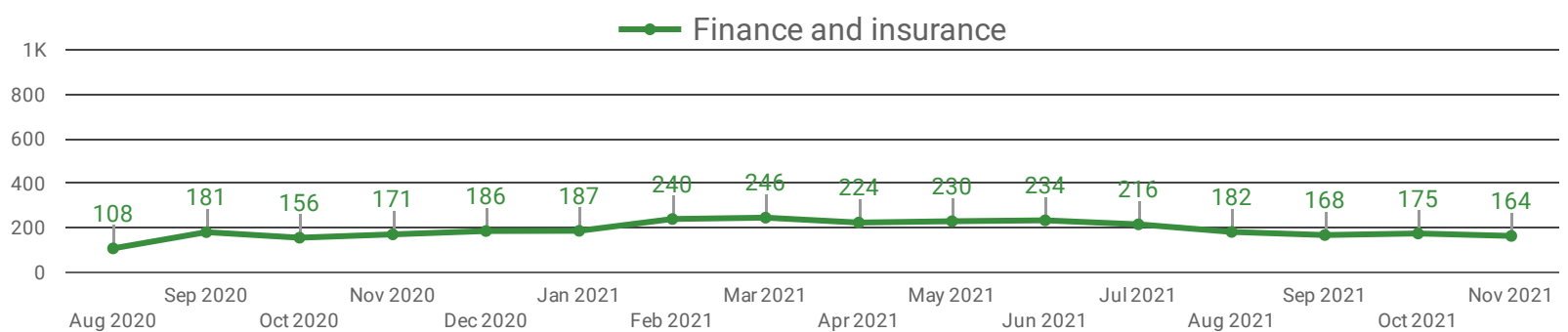
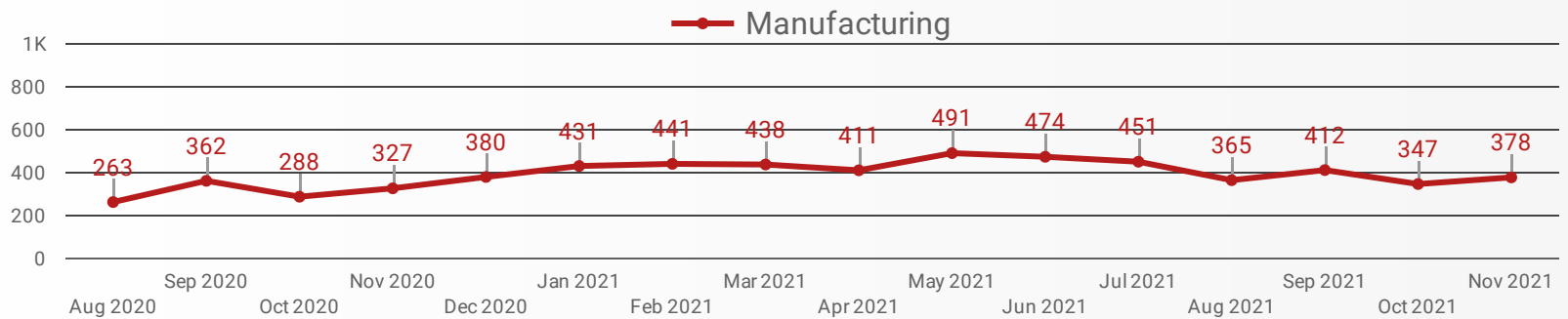
POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



DEMAND BY KEY SECTOR (PEEL & HALTON REGIONS)

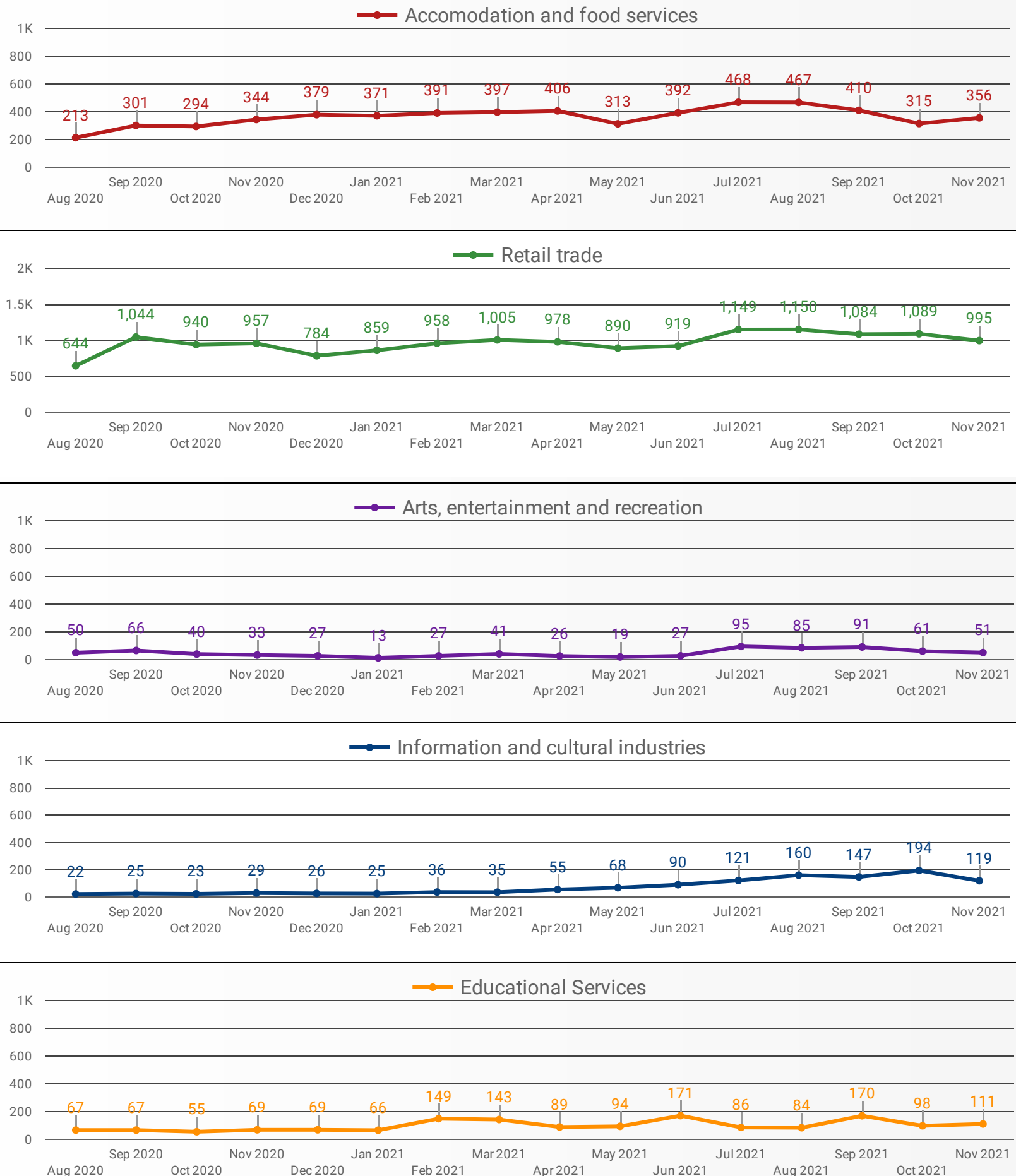
How many job postings were active for at least 1 day this month by sector?



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

DEMAND BY IMPACTED SECTOR (PEEL & HALTON REGIONS)

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 REGION

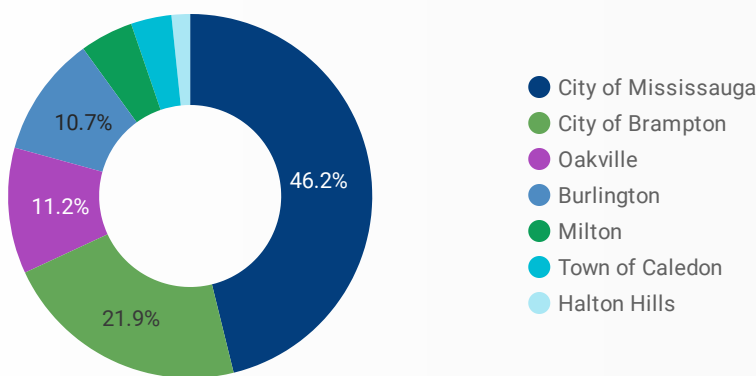
Where are job opportunities being offered?

| | REGION | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|---------------|---------------|----------------------------|-------------------------------|
| 1. | Peel Region | 41,051 | 22.1 | 21.23 |
| 2. | Halton Region | 16,207 | 20.9 | 21.23 |

JOB POSTINGS BY MUNICIPALITY

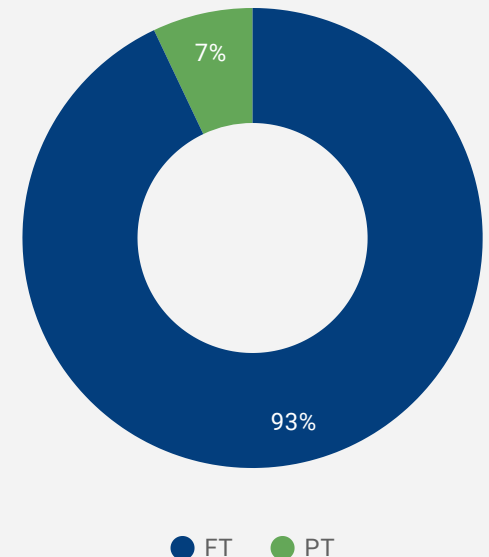
Where are job opportunities being offered?

| | MUNICIPALITY | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|---------------------|---------------|----------------------------|-------------------------------|
| 1. | City of Mississauga | 26,428 | 22.5 | 21.23 |
| 2. | City of Brampton | 12,556 | 21.5 | 21.23 |
| 3. | Oakville | 6,409 | 21.3 | 21.23 |
| 4. | Burlington | 6,144 | 20.9 | 21.23 |
| 5. | Milton | 2,709 | 20.3 | 21.04 |
| 6. | Town of Caledon | 2,067 | 21.5 | 16.23 |
| 7. | Halton Hills | 945 | 19.8 | 21.23 |



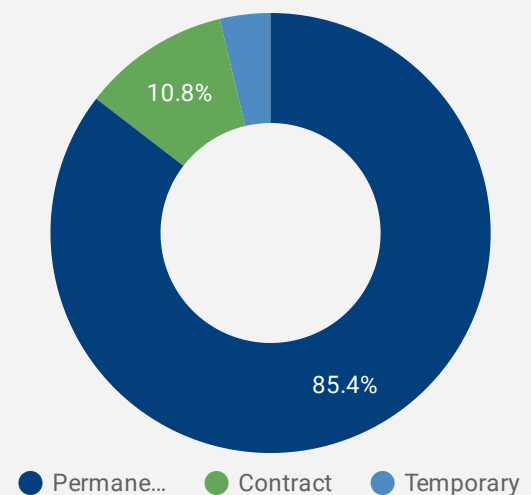
JOB TYPE

Full-time vs Part-time



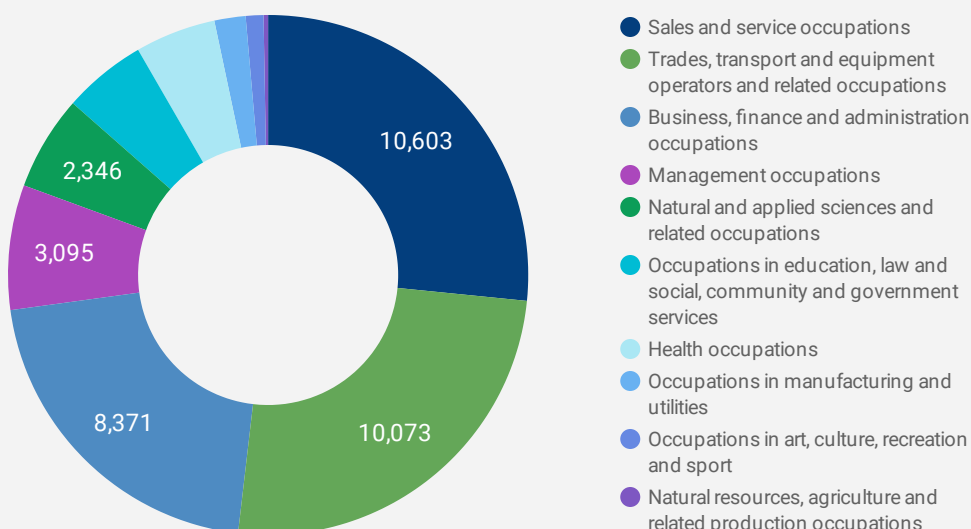
JOB DURATION

Permanency of jobs posted



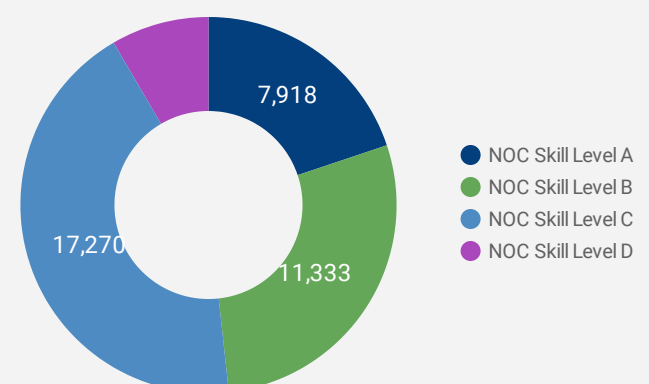
JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



JOB POSTS 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 COMPANIES & AGENCIES

What companies are hiring?

| | COMPANY | POSTINGS ▾ | AVERAGE POSTING DURATION IN DAYS | MEDIAN POSTING DURATION IN DAYS |
|-----|-----------------------------------|------------|----------------------------------|---------------------------------|
| 1. | Randstad Canada | 2,377 | 37.2 | 21 |
| 2. | Halton Healthcare | 369 | 31.2 | 24 |
| 3. | Bell | 268 | 20.6 | 16 |
| 4. | AppleOne | 266 | 18.2 | 21 |
| 5. | Loblaw Companies Limited | 261 | 20.0 | 21 |
| 6. | Loblaw | 251 | 14.5 | 15 |
| 7. | Peel District School Board | 246 | 12.0 | 5 |
| 8. | AMAZON | 241 | 7.0 | 3 |
| 9. | ROGERS COMMUNICATIONS | 235 | 19.5 | 16 |
| 10. | Equest | 230 | 15.2 | 15 |
| 11. | Breakaway Staffing | 218 | 21.2 | 21 |
| 12. | Amazon Fulfillment | 215 | 17.4 | 31 |
| 13. | ABL Employment | 210 | 17.1 | 21 |
| 14. | Walmart Canada | 210 | 18.9 | 21 |
| 15. | Procom | 182 | 14.9 | 14 |
| 16. | Home Depot of Canada Inc. | 173 | 8.9 | 8 |
| 17. | Home Depot | 171 | 8.8 | 8 |
| 18. | Rogers Communications Canada Inc. | 166 | 15.7 | 16 |
| 19. | Breakaway Staffing Solutions | 165 | 8.3 | 7 |
| 20. | Walmart | 163 | 3.4 | 3 |
| 21. | Global Employment | 155 | 21.0 | 21 |
| 22. | Shoppers Drug Mart | 152 | 5.9 | 4 |
| 23. | Halton Healthcare Services | 152 | 19.2 | 21 |
| 24. | TJX Companies | 151 | 9.8 | 5 |
| 25. | Adecco | 150 | 18.8 | 18 |
| 26. | Trillium Health Partners | 148 | 20.3 | 21 |
| 27. | TJX Companies, Inc. | 146 | 17.2 | 16 |
| 28. | University of Toronto | 144 | 19.0 | 21 |
| 29. | Halton District School Board | 144 | 14.1 | 5 |
| 30. | Adecco Canada | 143 | 20.5 | 21 |
| 31. | ... | 142 | 18.1 | 21 |

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs

623

| | JOB TITLE | COMPANY | LOCATION | WAGE VALUE ▾ |
|-----|--|---|---------------------|---------------------|
| 1. | Spanish Project Manager | PROVISION IT RESOURCES | City of Mississauga | 95 <div></div> |
| 2. | Chief Operating Officer - Goods Production, Utilities, Transportation And Construction | Canadian MOTOR FREIGHT LTD | City of Brampton | 95 <div></div> |
| 3. | Speech-language Pathologist | Turning Point Children's Therapy | Milton | 90 <div></div> |
| 4. | Lead Hand - Mississauga | Randstad Canada | City of Mississauga | 85 <div></div> |
| 5. | Marketing Manager - Family Entertainment Venues | Gecko Hospitality | Oakville | 85 <div></div> |
| 6. | Mississauga - School Bus Driver | First Student Canada | City of Mississauga | 80 <div></div> |
| 7. | Psychotherapist (qualifying) Or Social Worker | Helping to Reconnect Counselling Services | City of Mississauga | 80 <div></div> |
| 8. | Registered Massage Therapist RMT | Hand & Stone - Burlington | Burlington | 80 <div></div> |
| 9. | Pricing Analyst | TalentSphere | City of Brampton | 75 <div></div> |
| 10. | Pricing Analyst | TalentSphere Staffing Solutions | City of Brampton | 75 <div></div> |
| 11. | General Dentist | Monarch Dentistry | City of Mississauga | 75 <div></div> |
| 12. | Maintenance Supervisor | PTFE Group | City of Mississauga | 75 <div></div> |
| | | | | 1 - 100 / 17658 < > |

TOP SALARIES IN JOB POSTINGS

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

| | JOB TITLE | COMPANY | LOCATION | WAGE VALUE ▾ |
|-----|---------------------------------------|--|---------------------|---------------------|
| 1. | Realtor | One Percent Realty Ltd. Brokerage | City of Brampton | 350,000 <div></div> |
| 2. | Urgent Az Owner Operator | Maple Global Freight Solutions Inc | City of Mississauga | 340,162 <div></div> |
| 3. | Full Time Dental Associate | Park Haven Dental | Oakville | 311,476 <div></div> |
| 4. | Associate Lawyer - Litigation | The PROUD Inc. | City of Mississauga | 300,000 <div></div> |
| 5. | Primary Care Physician - Telemedicine | Jack Nathan Health | City of Brampton | 300,000 <div></div> |
| 6. | Pediatric Dentist | Dental Works 4 Kids and Align Orthodontics | City of Brampton | 300,000 <div></div> |
| 7. | Window And Door Installer | Magic Innovative Windows & Doors | City of Mississauga | 300,000 <div></div> |
| 8. | Associate Dentist | Mill Ridge Family Dental Care | Milton | 297,150 <div></div> |
| 9. | Associate Dentist | Ehab Family and Cosmetic Dentistry | City of Mississauga | 297,124 <div></div> |
| 10. | Associate Dentist | Mississauga Dental Office | City of Mississauga | 296,947 <div></div> |
| | | | | 1 - 100 / 23861 < > |

TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

57,388

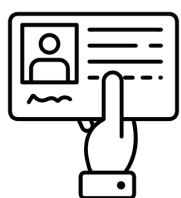


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

57,388



Driver's License
907



Bilingualism preferred or required
1,768



Regular Access to a Vehicle
1,273



Criminal Record Check
2,003

JOB POSTINGS BY 4-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

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

| | 4-DIGIT NOC CODE | 4-DIGIT NOC LABEL | OCCUPATION'S SKILL LEVEL | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------------|--|--------------------------|---------------|----------------------------|-------------------------------|
| 1. | 7452 | Material handlers | NOC Skill Level C | 4,846 | 21 | 21.23 |
| 2. | 6421 | Retail salespersons | NOC Skill Level C | 3,016 | 20 | 21.23 |
| 3. | 7511 | Transport truck drivers | NOC Skill Level C | 1,677 | 21 | 15.23 |
| 4. | 1221 | Administrative officers | NOC Skill Level B | 1,298 | 25 | 21.23 |
| 5. | 6552 | Other customer and information services representatives | NOC Skill Level C | 1,210 | 20 | 21.23 |
| 6. | 6711 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 1,134 | 19 | 21.23 |
| 7. | 621 | Retail and wholesale trade managers | NOC Skill Level A | 839 | 19 | 21.23 |
| 8. | 6322 | Cooks | NOC Skill Level B | 797 | 29 | 21.23 |
| 9. | 1241 | Administrative assistants | NOC Skill Level B | 757 | 26 | 21.23 |
| 10. | 7514 | Delivery and courier service drivers | NOC Skill Level C | 746 | 18 | 16.23 |
| 11. | 7321 | Automotive service technicians, truck and bus mechanics and mechanical repairers | NOC Skill Level B | 622 | 25 | 20.23 |
| 12. | 4412 | Home support workers, housekeepers and related occupations | NOC Skill Level C | 605 | 25 | 21.23 |
| 13. | 1223 | Human resources and recruitment officers | NOC Skill Level B | 555 | 23 | 21.23 |
| 14. | 3012 | Registered nurses and registered psychiatric nurses | NOC Skill Level A | 508 | 26 | 21.23 |
| 15. | 1311 | Accounting technicians and bookkeepers | NOC Skill Level B | 480 | 32 | 21.23 |
| 16. | 6731 | Light duty cleaners | NOC Skill Level D | 444 | 22 | 21.23 |
| 17. | 6231 | Insurance agents and brokers | NOC Skill Level B | 430 | 20 | 21.23 |
| 18. | 6733 | Janitors, caretakers and building superintendents | NOC Skill Level D | 417 | 19 | 21.23 |
| 19. | 1521 | Shippers and receivers | NOC Skill Level C | 403 | 21 | 21.23 |
| 20. | 1414 | Receptionists | NOC Skill Level C | 381 | 20 | 21.23 |
| 21. | 1431 | Accounting and related clerks | NOC Skill Level C | 378 | 19 | 21.23 |
| 22. | 6611 | Cashiers | NOC Skill Level D | 374 | 18 | 21.23 |
| 23. | 1525 | Dispatchers | NOC Skill Level C | 342 | 21 | 21.23 |
| 24. | 1122 | Professional occupations in business management consulting | NOC Skill Level A | 325 | 21 | 21.23 |
| 25. | 6513 | Food and beverage servers | NOC Skill Level C | 304 | 20 | 21.23 |
| 26. | 124 | Advertising, marketing and public relations managers | NOC Skill Level A | 302 | 26 | 21.23 |
| 27. | 1111 | Financial auditors and accountants | NOC Skill Level A | 280 | 20 | 15.23 |
| 28. | 1123 | Professional occupations in advertising, marketing and public relations | NOC Skill Level A | 277 | 20 | 21.23 |
| 29. | 4216 | Other instructors | NOC Skill Level B | 274 | 20 | 21.23 |

JOB POSTINGS BY 3-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

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

| | 3-DIGIT NOC CODE | 3-DIGIT NOC LABEL | OCCUPATION'S 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 | 4,846 | 21 | 21.23 |
| 2. | 642 | Retail salespersons | NOC Skill Level C | 3,016 | 20 | 21.23 |
| 3. | 751 | Motor vehicle and transit drivers | NOC Skill Level C | 2,475 | 20 | 15.23 |
| 4. | 122 | Administrative and regulatory occupations | NOC Skill Level B | 2,231 | 24 | 21.23 |
| 5. | 655 | Customer and information services representatives | NOC Skill Level C | 1,222 | 20 | 21.23 |
| 6. | 671 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 1,134 | 19 | 21.23 |
| 7. | 152 | Supply chain logistics, tracking and scheduling co-ordination occupations | NOC Skill Level C | 1,118 | 22 | 21.23 |
| 8. | 673 | Cleaners | NOC Skill Level D | 1,027 | 20 | 21.23 |
| 9. | 632 | Chefs and cooks | NOC Skill Level B | 962 | 29 | 21.23 |
| 10. | 217 | Computer and information systems professionals | NOC Skill Level A | 955 | 25 | 17.23 |
| 11. | 124 | Office administrative assistants - general, legal and medical | NOC Skill Level B | 885 | 25 | 21.23 |
| 12. | 062 | Retail and wholesale trade managers | NOC Skill Level A | 839 | 19 | 21.23 |
| 13. | 111 | Auditors, accountants and investment professionals | NOC Skill Level A | 798 | 22 | 21.23 |
| 14. | 441 | Home care providers and educational support occupations | NOC Skill Level C | 774 | 28 | 21.23 |
| 15. | 112 | Human resources and business service professionals | NOC Skill Level A | 716 | 20 | 21.23 |
| 16. | 732 | Automotive service technicians | NOC Skill Level B | 675 | 24 | 21.23 |
| 17. | 141 | General office workers | NOC Skill Level C | 664 | 20 | 21.23 |
| 18. | 143 | Financial, insurance and related administrative support workers | NOC Skill Level C | 650 | 19 | 21.23 |
| 19. | 131 | Finance, insurance and related business administrative occupations | NOC Skill Level B | 626 | 29 | 21.23 |
| 20. | 421 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 607 | 21 | 21.23 |
| 21. | 321 | Medical technologists and technicians (except dental health) | NOC Skill Level B | 520 | 23 | 21.23 |
| 22. | 623 | Insurance, real estate and financial sales occupations | NOC Skill Level B | 513 | 20 | 21.23 |
| 23. | 301 | Professional occupations in nursing | NOC Skill Level A | 510 | 26 | 21.23 |
| 24. | 651 | Occupations in food and beverage service | NOC Skill Level C | 491 | 21 | 21.23 |
| 25. | 012 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 415 | 26 | 21.23 |
| 26. | 011 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 414 | 26 | 21.23 |
| 27. | 121 | Administrative services supervisors | NOC Skill Level B | 393 | 23 | 21.23 |
| 28. | 661 | Cashiers | NOC Skill Level D | 374 | 18 | 21.23 |

JOB POSTINGS BY 2-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

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

| | 2-DIGIT NOC CODE | 2-DIGIT NOC LABEL | OCCUPATION'S 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 | 4,927 | 21 | 21.23 |
| 2. | 12 | Administrative and financial supervisors and administrative occupations | NOC Skill Level B | 3,544 | 24 | 21.23 |
| 3. | 64 | Sales representatives and salespersons - wholesale and retail trade | NOC Skill Level C | 3,021 | 20 | 21.23 |
| 4. | 75 | Transport and heavy equipment operation and related maintenance occupations | NOC Skill Level C | 2,728 | 20 | 15.23 |
| 5. | 65 | Service representatives and other customer and personal services occupations | NOC Skill Level C | 2,234 | 20 | 21.23 |
| 6. | 67 | Service support and other service occupations, n.e.c. | NOC Skill Level D | 2,192 | 19 | 21.23 |
| 7. | 21 | Professional occupations in natural and applied sciences | NOC Skill Level A | 1,621 | 26 | 20.23 |
| 8. | 63 | Service supervisors and specialized service occupations | NOC Skill Level B | 1,615 | 30 | 21.23 |
| 9. | 11 | Professional occupations in business and finance | NOC Skill Level A | 1,514 | 21 | 21.23 |
| 10. | 14 | Office support occupations | NOC Skill Level C | 1,484 | 19 | 21.23 |
| 11. | 06 | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 1,297 | 21 | 21.23 |
| 12. | 72 | Industrial, electrical and construction trades | NOC Skill Level B | 1,239 | 26 | 21.23 |
| 13. | 15 | Distribution, tracking and scheduling co-ordination occupations | NOC Skill Level C | 1,203 | 21 | 21.23 |
| 14. | 01 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 1,007 | 29 | 21.23 |
| 15. | 73 | Maintenance and equipment operation trades | NOC Skill Level B | 950 | 23 | 20.23 |
| 16. | 62 | Retail sales supervisors and specialized sales occupations | NOC Skill Level B | 918 | 22 | 21.23 |
| 17. | 44 | Care providers and educational, legal and public protection support occupations | NOC Skill Level C | 779 | 28 | 21.23 |
| 18. | 32 | Technical occupations in health | NOC Skill Level B | 769 | 23 | 21.23 |
| 19. | 22 | Technical occupations related to natural and applied sciences | NOC Skill Level B | 725 | 25 | 21.23 |
| 20. | 13 | Finance, insurance and related business administrative occupations | NOC Skill Level B | 626 | 29 | 21.23 |
| 21. | 66 | Sales support occupations | NOC Skill Level D | 623 | 19 | 21.23 |
| 22. | 42 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 607 | 21 | 21.23 |
| 23. | 30 | Professional occupations in nursing | NOC Skill Level A | 510 | 26 | 21.23 |
| 24. | 41 | Professional occupations in law and social, community and government services | NOC Skill Level A | 500 | 25 | 21.23 |
| 25. | 07 | Managers in customer and personal services, n.e.c. | NOC Skill Level A | 382 | 22 | 21.23 |
| 26. | 34 | Assisting occupations in support of health services | NOC Skill Level C | 362 | 21 | 21.23 |
| 27. | 31 | Professional occupations in health (except nursing) | NOC Skill Level A | 359 | 23 | 21.23 |

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
2,300

NEW POSTINGS
734

COMPANIES
917

JOB LANGUAGES
11

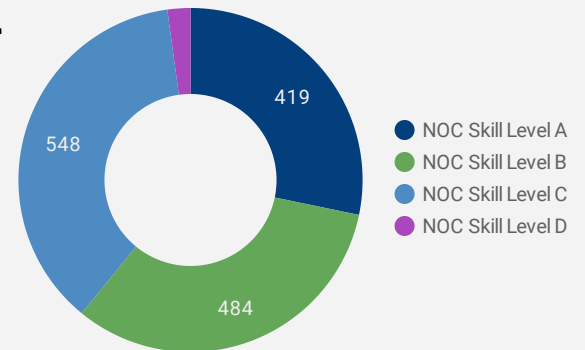
OF DAYS POSTED

AVERAGE
24.0

MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

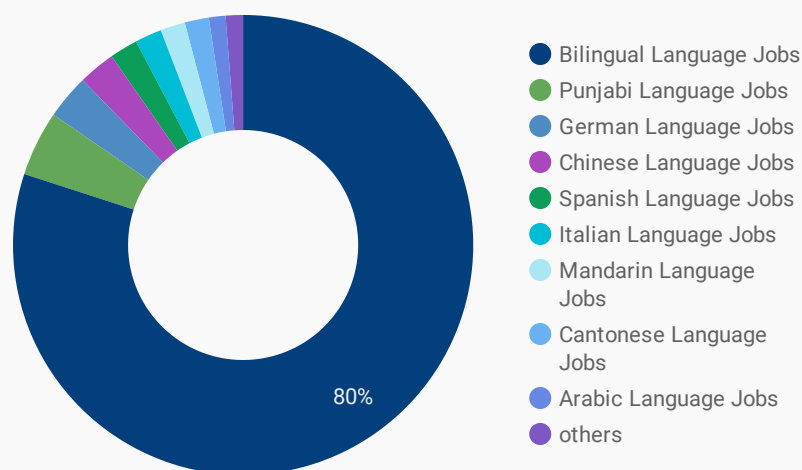


- 419** Skill Level A - Management/ Professional Occupations usually requiring University
- 484** Skill Level B - Usually college education or apprenticeship training
- 548** Skill Level C - Usually secondary education or occupation-specific training
- 32** Skill Level D - Usually on-the-job training

| LANGUAGES | NOC Skill Level A | NOC Skill Level B | NOC Skill Level C | NOC Skill Level D |
|-------------------------|-------------------|-------------------|-------------------|-------------------|
| Bilingual Language Jobs | 339 | 316 | 424 | 17 |
| Punjabi Language Jobs | 8 | 40 | 35 | 7 |
| German Language Jobs | 38 | 32 | 14 | 2 |
| Chinese Language Jobs | 9 | 17 | 9 | 3 |
| Cantonese Language Jobs | 5 | 16 | 13 | |
| Italian Language Jobs | 1 | 22 | 10 | 1 |
| Mandarin Language Jobs | 7 | 14 | 12 | |

LANGUAGE SKILLS BREAKDOWN

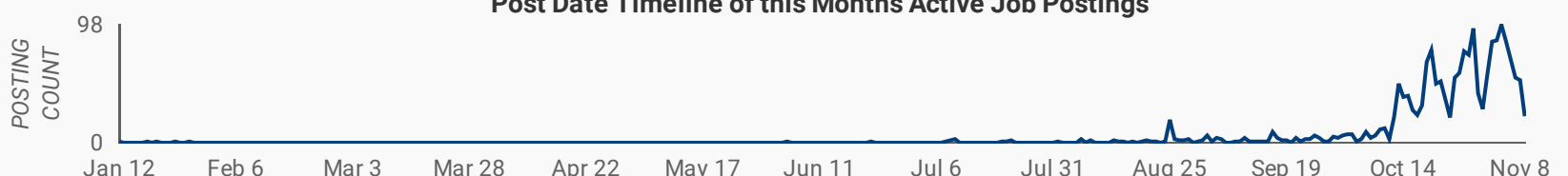
Which kinds of language skills do employers seek?



| LANGUAGES | POSTING COUNT |
|----------------------------|---------------|
| 1. Bilingual Language Jobs | 1,768 |
| 2. German Language Jobs | 127 |
| 3. Punjabi Language Jobs | 108 |
| 4. Chinese Language Jobs | 59 |
| 5. Spanish Language Jobs | 48 |
| 6. Cantonese Language Jobs | 45 |
| 7. Mandarin Language Jobs | 45 |

1 - 11 / 11

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

What language skills are sought by 1-Digit NOC?

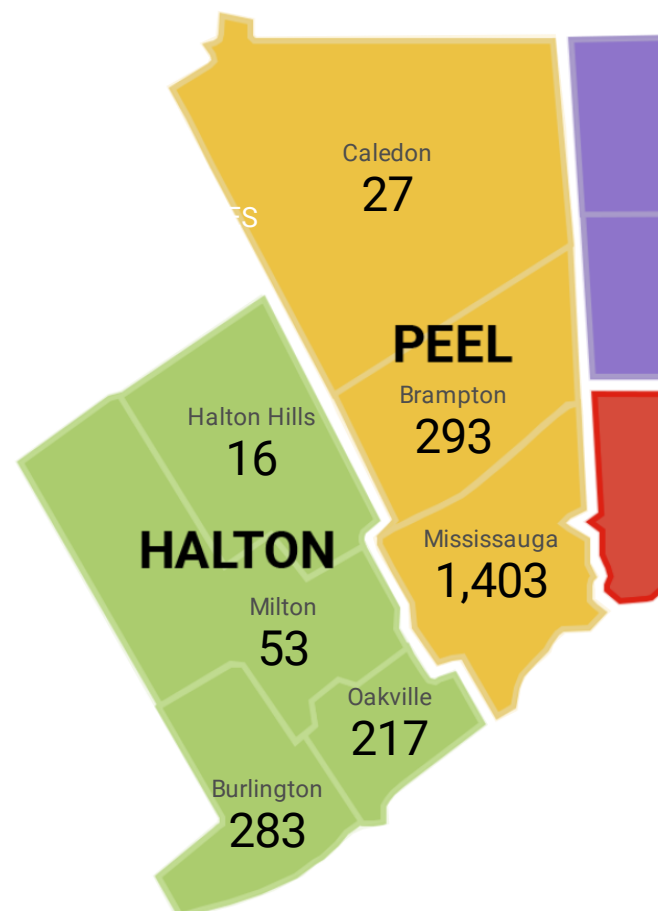
| SKILL TYPE NAME | French La... | Punjabi L... | German ... | Chinese ... | Cantones... | Italian La... | Grand total |
|---|--------------|--------------|------------|-------------|-------------|---------------|--------------|
| Business, finance and administration occu... | 342 | 31 | 21 | 11 | 10 | 3 | 445 |
| Health occupations | 42 | 10 | | | | | 56 |
| Management occupations | 158 | 4 | 4 | 7 | 2 | 1 | 185 |
| Natural and applied sciences and related o... | 62 | | 45 | 1 | 1 | 3 | 116 |
| Natural resources, agriculture and related ... | 1 | | | | | | 1 |
| Occupations in art, culture, recreation and ... | 16 | | 1 | | 1 | | 18 |
| Occupations in education, law and social, ... | 68 | 8 | | 5 | 1 | | 96 |
| Occupations in manufacturing and utilities | 2 | 1 | | | | | 5 |
| Sales and service occupations | 327 | 25 | 11 | 9 | 15 | 24 | 449 |
| Trades, transport and equipment operator... | 78 | 11 | 4 | 5 | 4 | 3 | 112 |
| Grand total | 1,096 | 90 | 86 | 38 | 34 | 34 | 1,483 |

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. City of Mississauga | 1,403 | 22.5 | 21.23 |
| 2. City of Brampton | 293 | 21.5 | 21.23 |
| 3. Burlington | 283 | 20.9 | 21.23 |
| 4. Oakville | 217 | 21.3 | 21.23 |
| 5. Milton | 53 | 20.3 | 21.04 |
| 6. Town of Caledon | 27 | 21.5 | 16.23 |
| 7. Halton Hills | 16 | 19.8 | 21.23 |

| REGION | JOB LANGUAGES | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|------------------|---------------|----------------------------|-------------------------------|
| 1. Peel Region | 1,723 | 22.1 | 21.23 |
| 2. Halton Region | 569 | 20.9 | 21.23 |



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

| 4 DIGIT NOC NAME | POSTINGS |
|--|----------|
| 1. Other customer and information service... | 157 |
| 2. Retail salespersons | 133 |
| 3. Administrative officers | 81 |
| 4. Retail and wholesale trade managers | 57 |
| 5. Material handlers | 53 |
| 6. Human resources and recruitment officers | 52 |
| 7. School principals and administrators of ... | 39 |
| 8. Administrative assistants | 35 |
| 9. Insurance agents and brokers | 33 |
| 10. User support technicians | 28 |
| 11. Professional occupations in advertising, ... | 26 |
| 12. Cooks | 24 |
| 13. Advertising, marketing and public relatio... | 22 |
| 14. Other instructors | 21 |
| 15. Financial auditors and accountants | 20 |
| 16. Delivery and courier service drivers | 20 |
| 17. Accounting technicians and bookkeepers | 20 |
| 18. Social and community service workers | 19 |
| 19. Accounting and related clerks | 19 |
| 20. Corporate sales managers | 18 |
| 21. Computer programmers and interactive ... | 18 |
| 22. Professional occupations in business m... | 17 |
| 23. Food and beverage servers | 16 |
| 24. Chefs | 16 |
| 25. Architects | 15 |
| 26. Financial and investment analysts | 14 |
| 27. Other financial officers | 14 |
| 28. Other medical technologists and technic... | 13 |
| 29. Medical administrative assistants | 13 |
| 30. Collectors | 12 |
| 31. Food counter attendants, kitchen helpers... | 12 |

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MULTILINGUAL HIRING EMPLOYERS

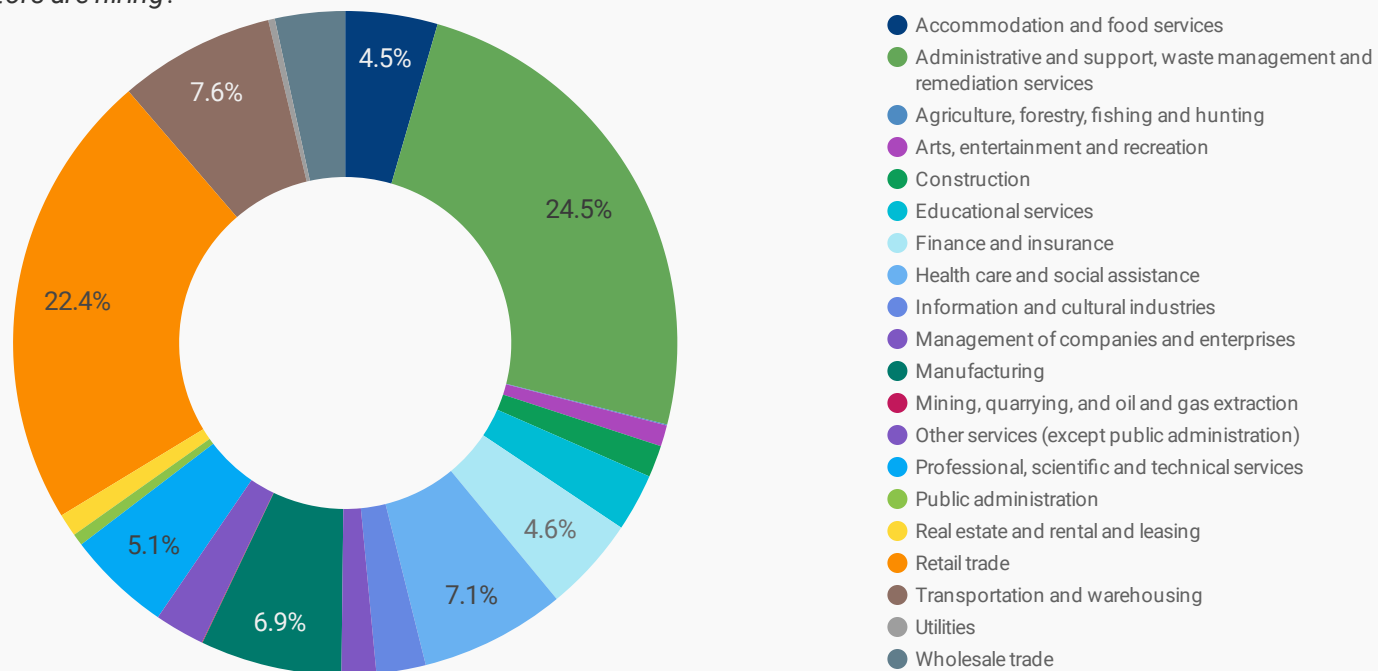
Which employers are seeking multilingual candidates?

| COMPANY | POSTINGS |
|-------------------------------------|----------|
| 1. Bell | 162 |
| 2. Trillium Health Partners | 80 |
| 3. Evertz Microsystems | 75 |
| 4. Randstad Canada | 46 |
| 5. BELL MOBILITY/BELL MOBILITÄ% | 36 |
| 6. Bell Canada | 36 |
| 7. FEDEX | 27 |
| 8. FedEx Express Canada | 26 |
| 9. Farm Boy | 25 |
| 10. Evertz Microsystems Limited | 24 |
| 11. Royal Bank of Canada | 21 |
| 12. Kijiji Jobs | 18 |
| 13. Farm Boy Inc. | 18 |
| 14. Intuit | 18 |
| 15. FedEx Express | 18 |
| 16. BilingualOne | 17 |
| 17. Chartwell Retirement Residences | 15 |
| 18. RBC | 14 |
| 19. Laura Canada | 12 |
| 20. Canon Canada | 12 |
| 21. McKesson | 12 |
| 22. Bayshore HealthCare | 11 |
| 23. Innomar Strategies Inc. | 10 |
| 24. BELL BUSINESS MARKETS | 10 |
| 25. Btrust Supermarket | 10 |
| 26. Reitmans | 10 |
| 27. Terra Foodmart | 9 |
| 28. AmerisourceBergen | 9 |
| 29. Desjardins | 9 |

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TOP HIRING SECTORS BY 2-DIGIT NAICS CODE

What sectors are hiring?



| | NAICS CODE | 2-DIGIT NAICS LABEL | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|---|---------------|----------------------------|-------------------------------|
| 1. | 56 | Administrative and support, waste management and remediation services | 4,566 | 28.4 | 21 |
| 2. | 44-45 | Retail trade | 3,405 | 17.2 | 18 |
| 3. | 48-49 | Transportation and warehousing | 1,327 | 17.1 | 15 |
| 4. | 62 | Health care and social assistance | 1,179 | 23.4 | 21 |
| 5. | 31-33 | Manufacturing | 1,084 | 21.9 | 21 |
| 6. | 72 | Accommodation and food services | 819 | 27.2 | 21 |
| 7. | 54 | Professional, scientific and technical services | 811 | 23.3 | 21 |
| 8. | 52 | Finance and insurance | 676 | 19.2 | 21 |
| 9. | 41 | Wholesale trade | 550 | 20.7 | 21 |
| 10. | 61 | Educational services | 406 | 16.5 | 9 |
| 11. | 81 | Other services (except public administration) | 404 | 25.1 | 21 |
| 12. | 51 | Information and cultural industries | 388 | 20.0 | 15 |
| 13. | 55 | Management of companies and enterprises | 296 | 23.8 | 21 |
| 14. | 23 | Construction | 257 | 21.3 | 21 |
| 15. | 53 | Real estate and rental and leasing | 188 | 26.6 | 21 |
| 16. | 71 | Arts, entertainment and recreation | 165 | 21.7 | 21 |
| 17. | 91 | Public administration | 104 | 19.5 | 20 |
| 18. | 22 | Utilities | 40 | 18.7 | 21 |
| 19. | 11 | Agriculture, forestry, fishing and hunting | 10 | 64.2 | 27 |
| 20. | 21 | Mining, quarrying, and oil and gas extraction | 9 | 51.6 | 55 |

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?

| | NAICS CODE | 3-DIGIT NAICS LABEL | POSTING COUNT ▾ | AVERAGE POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|--|-----------------|--------------------------------|-------------------------------|
| 1. | 561 | Administrative and support services | 4,505 | 28.5 | 21.23 |
| 2. | 621 | Ambulatory health care services | 828 | 24.8 | 21.23 |
| 3. | 541 | Professional, scientific and technical services | 811 | 23.3 | 21.23 |
| 4. | 722 | Food services and drinking places | 787 | 27.5 | 21.23 |
| 5. | 493 | Warehousing and storage | 740 | 12.9 | 6.23 |
| 6. | 445 | Food and beverage stores | 687 | 18.8 | 21.23 |
| 7. | 522 | Credit intermediation and related activities | 572 | 18.7 | 21.23 |
| 8. | 443 | Electronics and appliance stores | 486 | 18.3 | 20.23 |
| 9. | 448 | Clothing and clothing accessories stores | 469 | 22.5 | 21.23 |
| 10. | 611 | Educational services | 406 | 16.5 | 9.23 |
| 11. | 444 | Building material and garden equipment and supplies dealers | 324 | 12.1 | 11.23 |
| 12. | 517 | Telecommunications | 318 | 18.5 | 15.23 |
| 13. | 452 | General merchandise stores | 317 | 9.6 | 4.23 |
| 14. | 442 | Furniture and home furnishings stores | 310 | 18.5 | 21.23 |
| 15. | 551 | Management of companies and enterprises | 296 | 23.8 | 21.23 |
| 16. | 446 | Health and personal care stores | 295 | 12.3 | 11.23 |
| 17. | 453 | Miscellaneous store retailers | 294 | 19.2 | 21.23 |
| 18. | 484 | Truck transportation | 265 | 25.4 | 21.23 |
| 19. | 441 | Motor vehicle and parts dealers | 183 | 21.2 | 21.23 |
| 20. | 623 | Nursing and residential care facilities | 165 | 20.6 | 21.23 |
| 21. | 417 | Machinery, equipment and supplies merchant wholesalers | 164 | 21.6 | 21.23 |
| 22. | 238 | Specialty trade contractors | 157 | 21.5 | 21.23 |
| 23. | 811 | Repair and maintenance | 157 | 39.6 | 21.23 |
| 24. | 488 | Support activities for transportation | 153 | 27.3 | 21.23 |
| 25. | 325 | Chemical manufacturing | 153 | 21.5 | 21.23 |
| 26. | 813 | Religious, grant-making, civic, and professional and similar organizations | 151 | 18.9 | 21.23 |
| 27. | 713 | Amusement, gambling and recreation industries | 150 | 22.0 | 21.23 |
| 28. | 332 | Fabricated metal product manufacturing | 124 | 29.7 | 21.23 |
| 29. | 333 | Machinery manufacturing | 116 | 19.9 | 21.23 |
| 30. | 334 | Computer and electronic product manufacturing | 115 | 19.3 | 21.23 |
| 31. | 414 | Personal and household goods merchant wholesalers | 113 | 21.0 | 21.23 |

TOP HIRING SECTORS BY 4-DIGIT NAICS CODE

What sectors are hiring?

| | NAICS CODE | 4-DIGIT NAICS LABEL | POSTING COUNT ▾ | AVERAGE POSTING LENGTH IN DAYS | MEDIAN POSTING DAYS IN LENGTH |
|-----|------------|--|-----------------|--------------------------------|-------------------------------|
| 1. | 5613 | Employment services | 4,352 | 28.8 | 21.23 |
| 2. | 4931 | Warehousing and storage | 740 | 12.9 | 6.23 |
| 3. | 7225 | Full-service restaurants and limited-service eating places | 735 | 28.0 | 21.23 |
| 4. | 4451 | Grocery stores | 568 | 18.6 | 21.23 |
| 5. | 5221 | Depository credit intermediation | 533 | 18.6 | 21.23 |
| 6. | 4431 | Electronics and appliance stores | 486 | 18.3 | 20.23 |
| 7. | 6211 | Offices of physicians | 418 | 29.4 | 21.23 |
| 8. | 4481 | Clothing stores | 416 | 21.2 | 21.23 |
| 9. | 4441 | Building material and supplies dealers | 315 | 11.8 | 11.23 |
| 10. | 5511 | Management of companies and enterprises | 296 | 23.8 | 21.23 |
| 11. | 4461 | Health and personal care stores | 295 | 12.3 | 11.23 |
| 12. | 5413 | Architectural, engineering and related services | 280 | 22.5 | 21.23 |
| 13. | 5179 | Other telecommunications | 271 | 20.6 | 16.23 |
| 14. | 4521 | Department stores | 269 | 8.7 | 4.23 |
| 15. | 6117 | Educational support services | 253 | 12.2 | 5.23 |
| 16. | 4841 | General freight trucking | 248 | 25.0 | 21.23 |
| 17. | 4422 | Home furnishings stores | 207 | 18.0 | 21.23 |
| 18. | 4411 | Automobile dealers | 159 | 21.1 | 21.23 |
| 19. | 7139 | Other amusement and recreation industries | 147 | 22.0 | 21.23 |
| 20. | 5416 | Management, scientific and technical consulting services | 142 | 30.8 | 21.23 |
| 21. | 4532 | Office supplies, stationery and gift stores | 139 | 17.7 | 21.23 |
| 22. | 6213 | Offices of other health practitioners | 132 | 22.8 | 21.23 |
| 23. | 8111 | Automotive repair and maintenance | 123 | 38.3 | 21.23 |
| 24. | 6233 | Community care facilities for the elderly | 120 | 20.8 | 21.23 |
| 25. | 5417 | Scientific research and development services | 118 | 21.7 | 20.23 |
| 26. | 4539 | Other miscellaneous store retailers | 118 | 20.4 | 21.23 |
| 27. | 6212 | Offices of dentists | 112 | 20.5 | 21.23 |
| 28. | 4421 | Furniture stores | 103 | 19.4 | 21.23 |
| 29. | 4452 | Specialty food stores | 102 | 19.9 | 21.23 |
| 30. | 4885 | Freight transportation arrangement | 101 | 28.4 | 21.23 |
| 31. | 9139 | Other local, municipal and regional public administration | 93 | 18.4 | 21.23 |

TOP HIRING SECTORS BY 5-DIGIT NAICS CODE

What sectors are hiring?

| | NAICS CODE | 5-DIGIT NAICS LABEL | POSTING COUNT ▾ | AVERAGE POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|---|-----------------|--------------------------------|-------------------------------|
| 1. | 56131 | Employment placement agencies and executive search services | 4,198 | 29.3 | 21.23 |
| 2. | 72251 | Full-service restaurants and limited-service eating places | 735 | 28.0 | 21.23 |
| 3. | 44511 | Supermarkets and other grocery (except convenience) stores | 556 | 18.7 | 21.23 |
| 4. | 52211 | Banking | 532 | 18.6 | 21.23 |
| 5. | 44314 | Electronics and appliance stores | 486 | 18.3 | 20.23 |
| 6. | 49311 | General warehousing and storage | 475 | 15.3 | 15.23 |
| 7. | 62111 | Offices of physicians | 418 | 29.4 | 21.23 |
| 8. | 55111 | Management of companies and enterprises | 296 | 23.8 | 21.23 |
| 9. | 51791 | Other telecommunications | 271 | 20.6 | 16.23 |
| 10. | 45211 | Department stores | 269 | 8.7 | 4.23 |
| 11. | 49319 | Other warehousing and storage | 257 | 8.4 | 4.23 |
| 12. | 61171 | Educational support services | 253 | 12.2 | 5.23 |
| 13. | 54133 | Engineering services | 249 | 22.8 | 20.23 |
| 14. | 44229 | Other home furnishings stores | 190 | 17.9 | 21.23 |
| 15. | 44619 | Other health and personal care stores | 177 | 7.3 | 5.23 |
| 16. | 44411 | Home centres | 173 | 8.9 | 8.23 |
| 17. | 56132 | Temporary help services | 154 | 18.8 | 18.23 |
| 18. | 44111 | New car dealers | 151 | 21.1 | 21.23 |
| 19. | 45321 | Office supplies and stationery stores | 139 | 17.7 | 21.23 |
| 20. | 48412 | General freight trucking, long distance | 137 | 27.2 | 21.23 |
| 21. | 71394 | Fitness and recreational sports centres | 131 | 21.9 | 21.23 |
| 22. | 44814 | Family clothing stores | 124 | 22.9 | 21.23 |
| 23. | 62331 | Community care facilities for the elderly | 120 | 20.8 | 21.23 |
| 24. | 44413 | Hardware stores | 115 | 14.1 | 15.23 |
| 25. | 44819 | Other clothing stores | 115 | 19.2 | 21.23 |
| 26. | 62121 | Offices of dentists | 112 | 20.5 | 21.23 |
| 27. | 48411 | General freight trucking, local | 111 | 21.7 | 21.23 |
| 28. | 54171 | Research and development in the physical, engineering and life sciences | 110 | 22.8 | 21.23 |
| 29. | 44211 | Furniture stores | 103 | 19.4 | 21.23 |
| 30. | 54161 | Management consulting services | 101 | 33.4 | 21.23 |
| 31. | 48851 | Freight transportation arrangement | 101 | 28.4 | 21.23 |

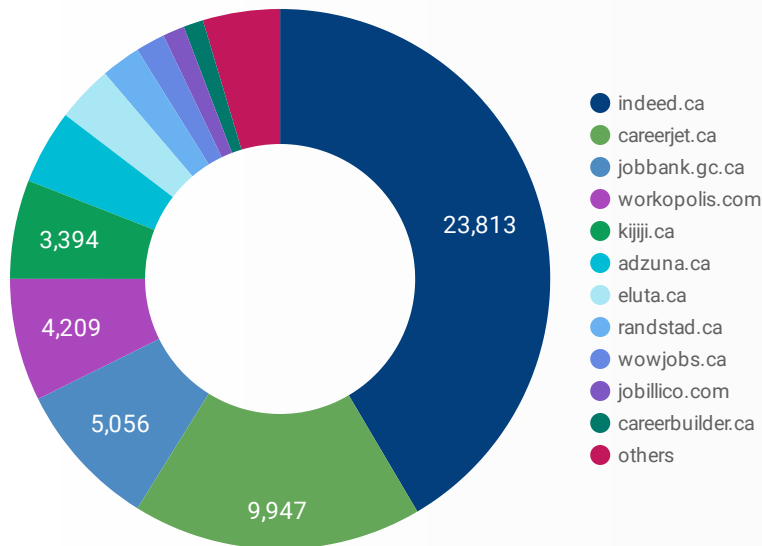
TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

What sectors are hiring?

| | NAICS CODE | 6-DIGIT NAICS LABEL | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|---|-----------------|----------------------------|-------------------------------|
| 1. | 561310 | Employment placement agencies and executive search services | 4,198 | 29.3 | 21.23 |
| 2. | 445110 | Supermarkets and other grocery (except convenience) stores | 556 | 18.7 | 21.23 |
| 3. | 493110 | General warehousing and storage | 475 | 15.3 | 15.23 |
| 4. | 443143 | Appliance, television and other electronics stores | 443 | 18.3 | 17.73 |
| 5. | 621110 | Offices of physicians | 418 | 29.4 | 21.23 |
| 6. | 722511 | Full-service restaurants | 418 | 31.4 | 21.23 |
| 7. | 722512 | Limited-service eating places | 317 | 23.5 | 21.23 |
| 8. | 551114 | Head offices | 296 | 23.8 | 21.23 |
| 9. | 522112 | Corporate and institutional banking industry | 288 | 18.6 | 21.23 |
| 10. | 517919 | All other telecommunications | 271 | 20.6 | 16.23 |
| 11. | 452110 | Department stores | 269 | 8.7 | 4.23 |
| 12. | 493190 | Other warehousing and storage | 257 | 8.4 | 4.23 |
| 13. | 611710 | Educational support services | 253 | 12.2 | 5.23 |
| 14. | 541330 | Engineering services | 249 | 22.8 | 20.23 |
| 15. | 522111 | Personal and commercial banking industry | 244 | 18.6 | 20.23 |
| 16. | 442298 | All other home furnishings stores | 188 | 17.9 | 21.23 |
| 17. | 446199 | All other health and personal care stores | 174 | 7.2 | 5.23 |
| 18. | 444110 | Home centres | 173 | 8.9 | 8.23 |
| 19. | 561320 | Temporary help services | 154 | 18.8 | 18.23 |
| 20. | 441110 | New car dealers | 151 | 21.1 | 21.23 |
| 21. | 453210 | Office supplies and stationery stores | 139 | 17.7 | 21.23 |
| 22. | 713940 | Fitness and recreational sports centres | 131 | 21.9 | 21.23 |
| 23. | 448140 | Family clothing stores | 124 | 22.9 | 21.23 |
| 24. | 623310 | Community care facilities for the elderly | 120 | 20.8 | 21.23 |
| 25. | 448199 | All other clothing stores | 115 | 19.2 | 21.23 |
| 26. | 444130 | Hardware stores | 115 | 14.1 | 15.23 |
| 27. | 621210 | Offices of dentists | 112 | 20.5 | 21.23 |
| 28. | 484110 | General freight trucking, local | 111 | 21.7 | 21.23 |
| 29. | 541710 | Research and development in the physical, engineering and life sciences | 110 | 22.8 | 21.23 |
| 30. | 442110 | Furniture stores | 103 | 19.4 | 21.23 |
| 31. | 488519 | Other freight transportation arrangement | 100 | 28.6 | 21.23 |

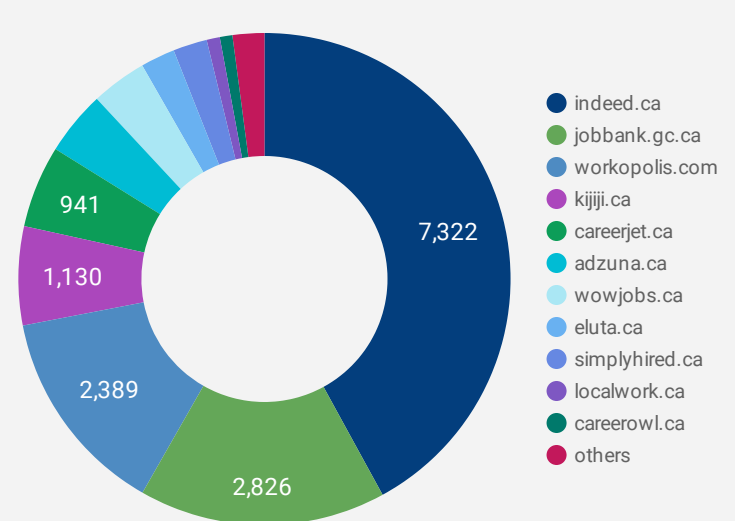
JOB POSTINGS BY JOB BOARD

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 | 23,813 | 21 | 21.23 | 7,322 |
| 2. | careerjet.ca | 9,947 | 22 | 13.23 | 941 |
| 3. | jobbank.gc.ca | 5,056 | 42 | 29.23 | 2,826 |
| 4. | workopolis.com | 4,209 | 15 | 15.23 | 2,389 |
| 5. | kijiji.ca | 3,394 | 15 | 15.23 | 1,130 |
| 6. | adzuna.ca | 2,556 | 15 | 15.23 | 735 |
| 7. | eluta.ca | 1,940 | 21 | 21.23 | 393 |
| 8. | randstad.ca | 1,360 | 58 | 59.23 | 1 |
| 9. | wowjobs.ca | 1,006 | 16 | 16.23 | 637 |
| 10. | jobillico.com | 747 | 15 | 9.23 | 105 |
| 11. | careerbuilder.ca | 683 | 20 | 30.23 | 59 |
| 12. | careerarc.com | 618 | 29 | 20.73 | 38 |
| 13. | simplyhired.ca | 526 | 15 | 15.23 | 390 |
| 14. | localwork.ca | 396 | 9 | 3.23 | 151 |
| 15. | network.applytoeducation.com | 292 | 6 | 5.23 | 11 |
| 16. | careerowl.ca | 236 | 109 | 107.23 | 144 |
| 17. | retail.ca | 97 | 35 | 15.23 | 18 |
| 18. | centreforskills.ca | 93 | 27 | 27.23 | 1 |