

# JOB DEMAND REPORT

## JUNE 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

| POSTING COUNT | NEW THIS MONTH | COMPANIES | JOB BOARDS |
|---------------|----------------|-----------|------------|
| 10,922        | 6,777          | 3,537     | 34         |

#### # OF DAYS POSTED

| AVERAGE | MEDIAN |
|---------|--------|
| 22.1    | 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 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 | ▼ |
| JOB BOARD    | ▼ |

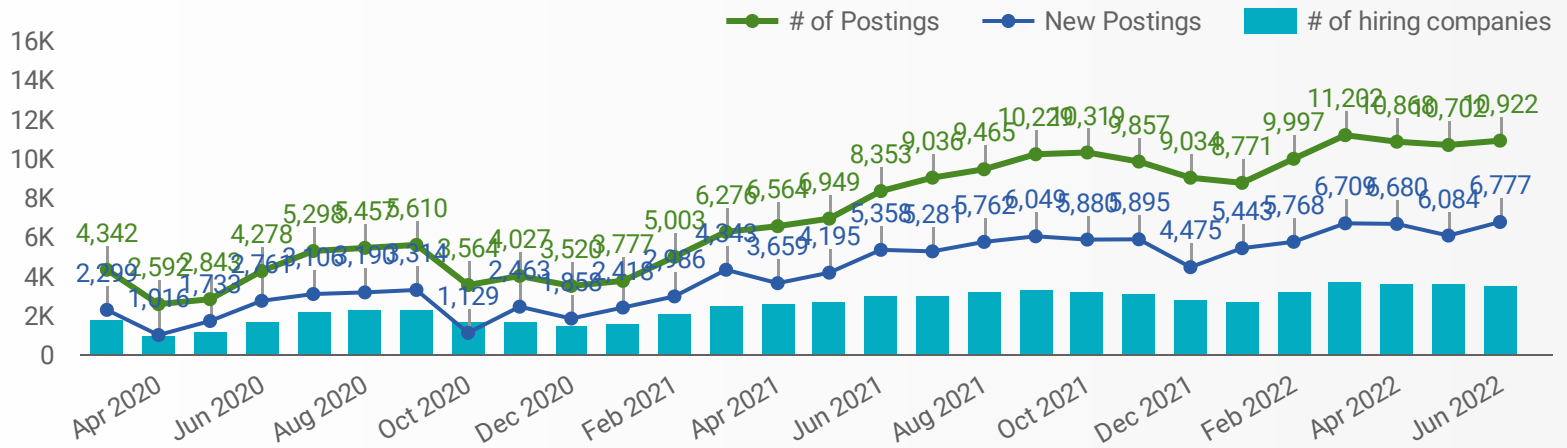
NOC = National Occupation Classification | NAICS = North American Industry Classification System

#### Source:

Job posting data collected by Durham Workforce Authority from job boards and employer websites who recruit candidates in Durham Region.

## JOB POSTINGS BY MONTH FOR DURHAM REGION

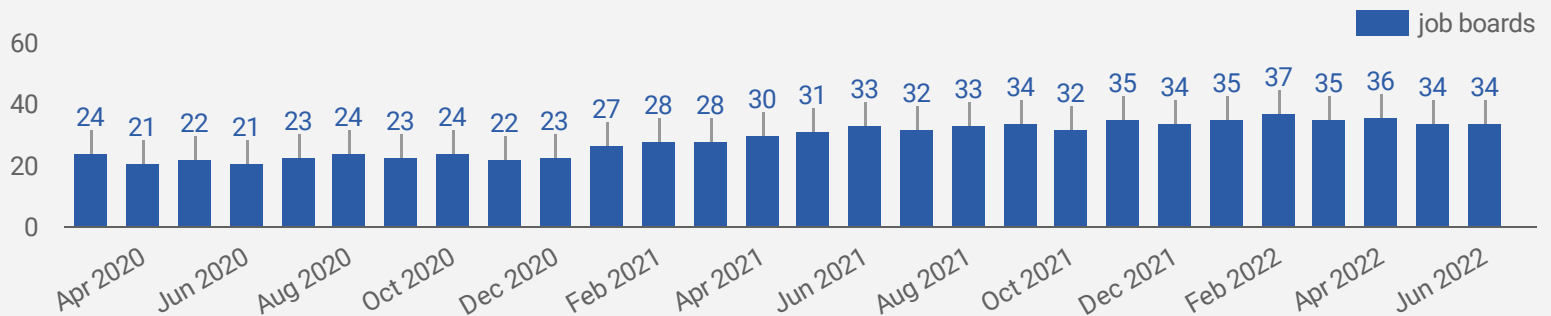
How many job postings were active for at least 1 day this month?



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

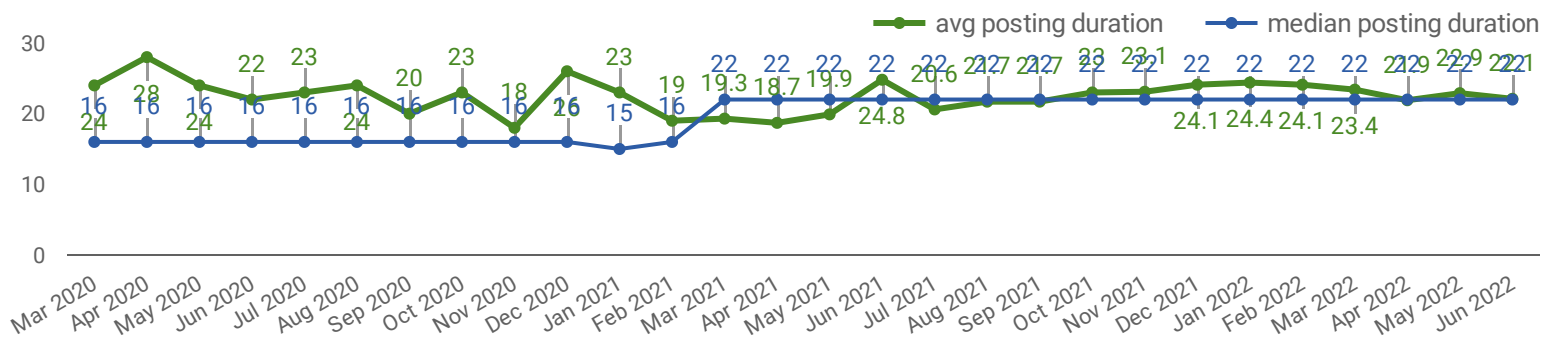
## NUMBER OF ACTIVE JOB BOARDS

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



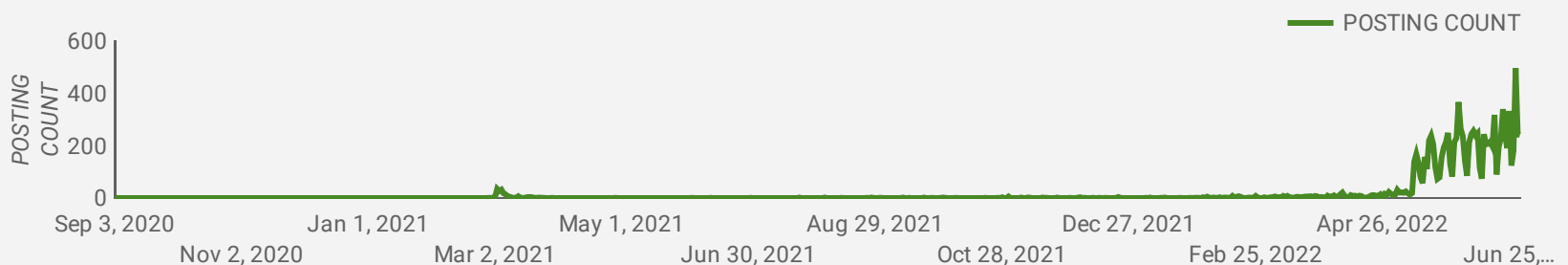
## AVG & MEDIAN POSTING LENGTH BY DAYS

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



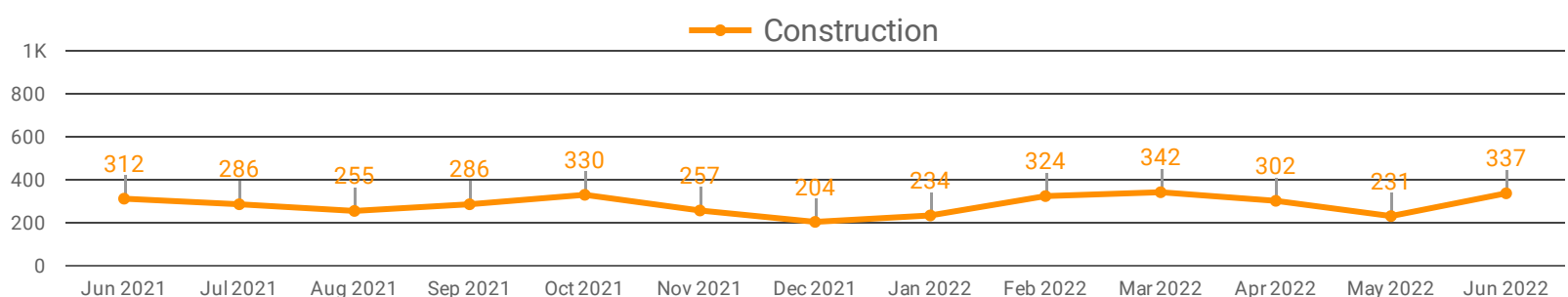
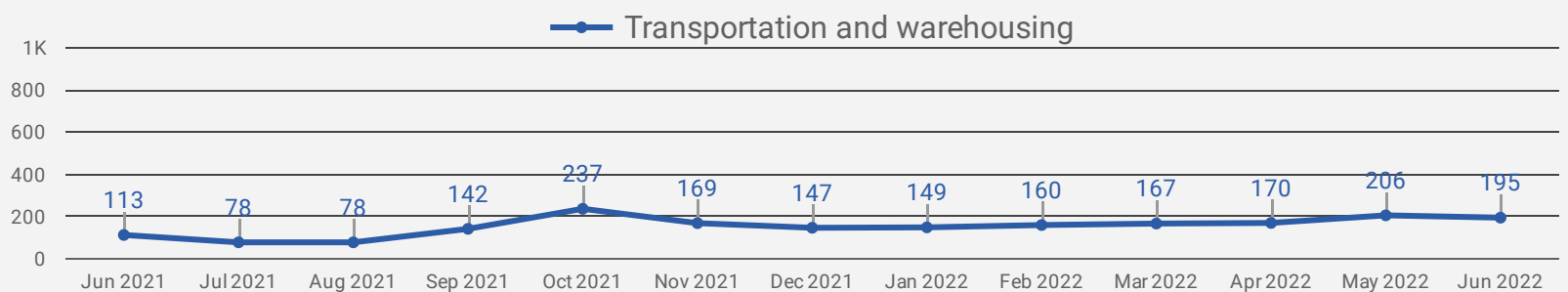
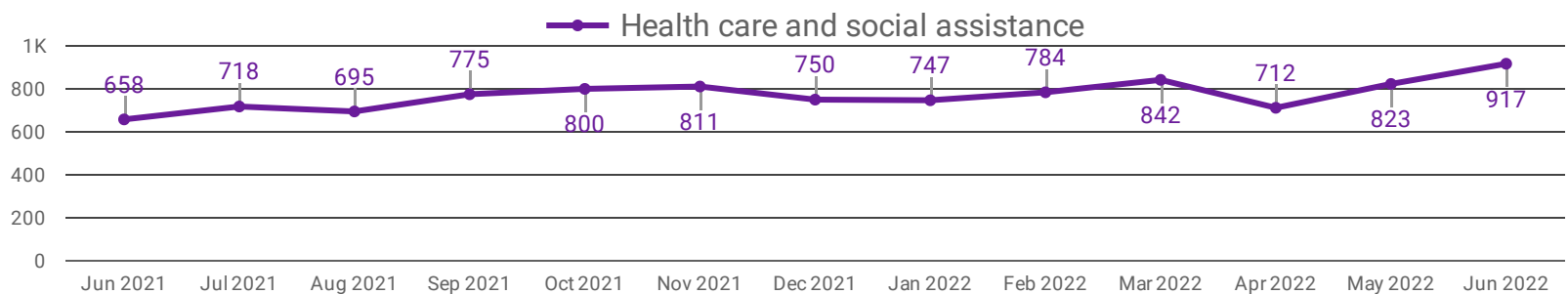
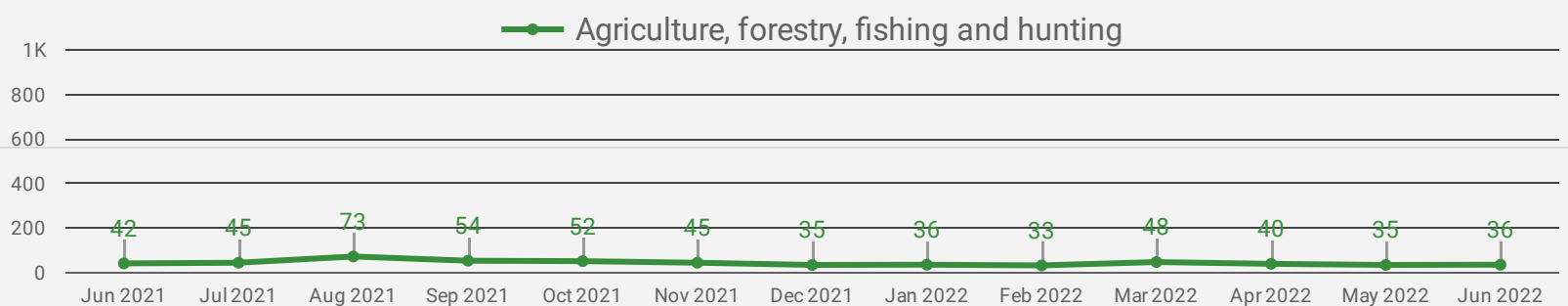
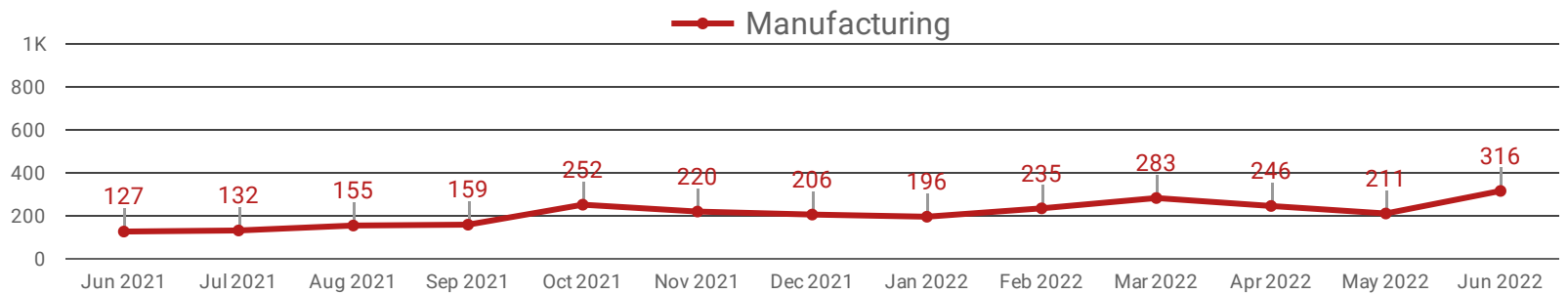
## POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



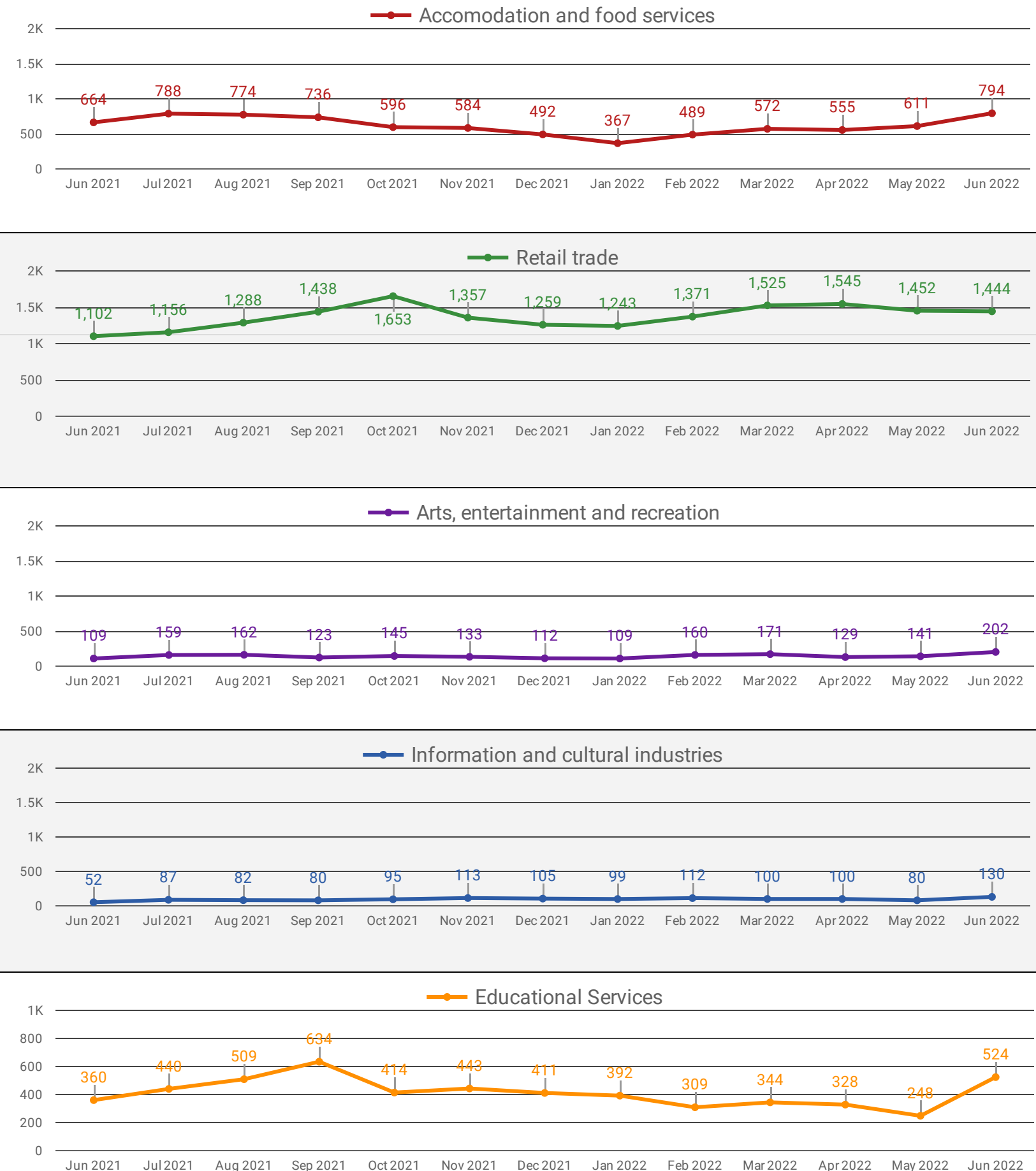
## DEMAND BY KEY SECTOR (DURHAM REGION)

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



## DEMAND BY IMPACTED SECTOR (DURHAM REGION)

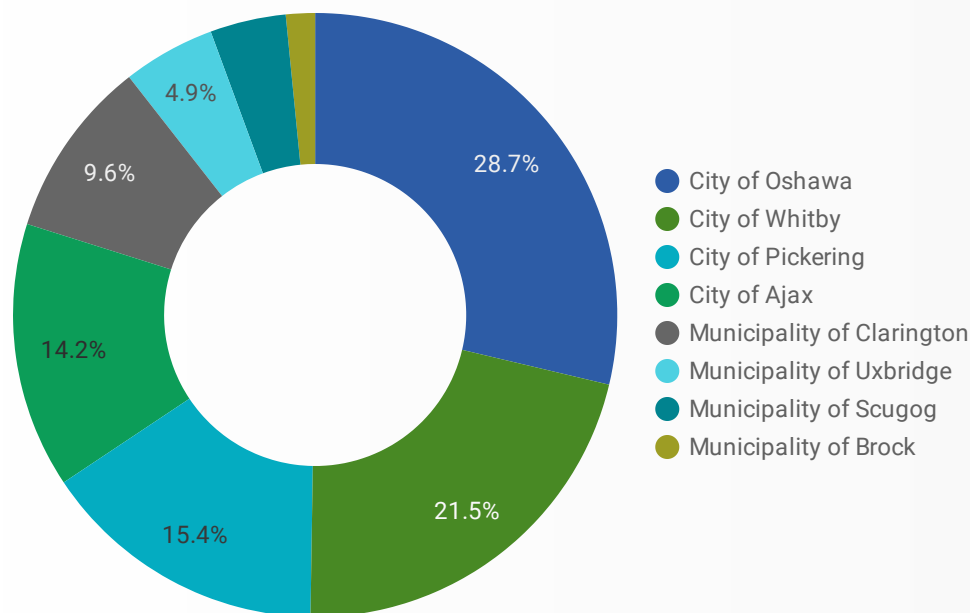
How many job postings were active for at least 1 day this month by sector?



## JOB POSTINGS BY MUNICIPALITY

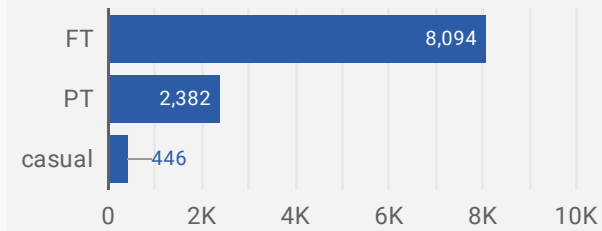
How many job postings were active for at least 1 day this month?

|    | MUNICIPALITY               | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|----------------------------|---------------|----------------------------|-------------------------------|
| 1. | City of Oshawa             | 3,096         | 21.7                       | 19                            |
| 2. | City of Whitby             | 2,323         | 22.0                       | 16                            |
| 3. | City of Pickering          | 1,661         | 22.8                       | 22                            |
| 4. | City of Ajax               | 1,534         | 21.6                       | 22                            |
| 5. | Municipality of Clarington | 1,032         | 22.5                       | 15                            |
| 6. | Municipality of Uxbridge   | 533           | 21.7                       | 22                            |
| 7. | Municipality of Scugog     | 438           | 22.1                       | 22                            |
| 8. | Municipality of Brock      | 168           | 27.0                       | 21                            |



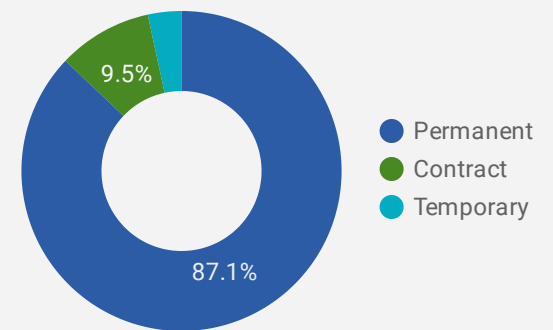
## JOB TYPE

Full-time vs Part-time



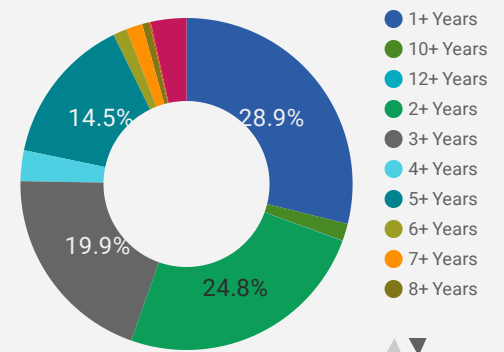
## JOB DURATION

Permanency of jobs posted



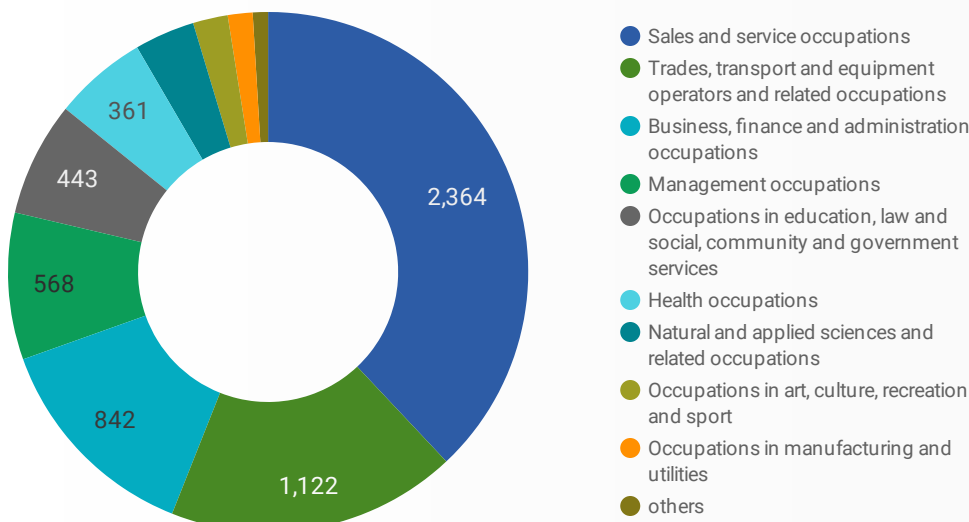
## JOB EXPERIENCE LEVEL

Job Postings by Years of Experience Required



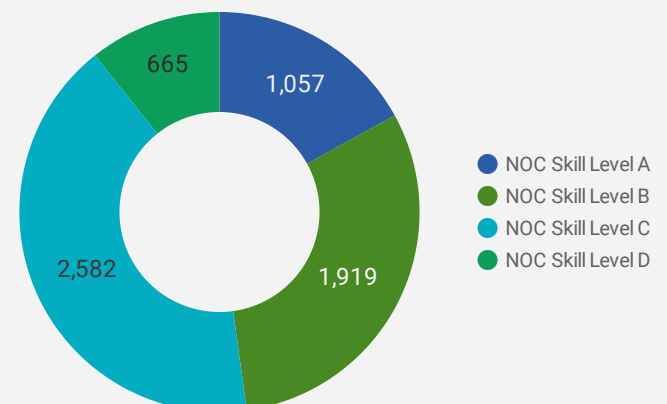
## JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



## JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



Skill Level A = Usually University education | Skill Level B = Usually College education or Apprenticeship training | Skill Level C = Usually Secondary education or occupation-specific training | Skill Level D = Usually on-the-job training

## TOP HIRING EMPLOYERS & AGENCIES

Who is hiring?

|     | COMPANY  | MUNICIPALITY               | POSTINGS<br>COUNT ▾ | AVG POSTING<br>LENGTH IN DAYS | MEDIAN POSTING<br>LENGTH IN DAYS |
|-----|--|----------------------------|---------------------|-------------------------------|----------------------------------|
| 1.  | Durham College                                   | City of Oshawa             | 106                 | 17.4                          | 15                               |
| 2.  | Durham District School Board                     | City of Oshawa             | 84                  | 12.3                          | 8                                |
| 3.  | Durham District School Board                     | City of Whitby             | 82                  | 17.2                          | 17                               |
| 4.  | Thermo Fisher Scientific                         | City of Whitby             | 74                  | 16.9                          | 15                               |
| 5.  | Durham District School Board                     | City of Ajax               | 58                  | 6.0                           | 7                                |
| 6.  | Lakeridge Health                                 | City of Oshawa             | 54                  | 18.2                          | 15                               |
| 7.  | Durham District School Board                     | City of Pickering          | 51                  | 6.0                           | 6                                |
| 8.  | General Motors                                   | City of Oshawa             | 45                  | 18.7                          | 15                               |
| 9.  | Randstad   | City of Oshawa             | 42                  | 19.4                          | 22                               |
| 10. | Durham Region Unemployed Help Centre             | null                       | 39                  | null                          | null                             |
| 11. | AECOM  | City of Whitby             | 37                  | 14.3                          | 15                               |
| 12. | Randstad Canada                                  | City of Oshawa             | 34                  | 26.8                          | 19                               |
| 13. | Intact   | City of Ajax               | 34                  | 19.8                          | 22                               |
| 14. | 6 Management Inc.                                | City of Pickering          | 32                  | 11.5                          | 15                               |
| 15. | Durham Region Unemployed Help Centre             | City of Oshawa             | 31                  | null                          | null                             |
| 16. | Community Care Durham                            | City of Whitby             | 31                  | 16.4                          | 15                               |
| 17. | City of Oshawa                                   | City of Oshawa             | 30                  | 16.4                          | 15                               |
| 18. | Municipality of Clarington                       | Municipality of Clarington | 30                  | 14.9                          | 14                               |
| 19. | Southbridge Care Homes                           | City of Pickering          | 29                  | 23.3                          | 22                               |
| 20. | Great Canadian Gaming Corporation                | Municipality of Scugog     | 27                  | 22.3                          | 22                               |
| 21. | The Town of Whitby                               | City of Whitby             | 27                  | 14.9                          | 15                               |
| 22. | Ontario Shores Centre for Mental Health Services | City of Whitby             | 26                  | 18.9                          | 22                               |
| 23. | Moxie's  | City of Pickering          | 26                  | 21.9                          | 22                               |
| 24. | Swiss Chalet                                     | City of Oshawa             | 24                  | 56.8                          | 58                               |
| 25. | Durham Region Unemployed Help Centre             | City of Ajax               | 23                  | null                          | null                             |
| 26. | Lowe's   | City of Whitby             | 20                  | 15.1                          | 15                               |
| 27. | Tetra Tech                                       | City of Pickering          | 20                  | 155.0                         | 131                              |
| 28. | Durham College                                   | City of Whitby             | 19                  | 17.3                          | 15                               |
| 29. | Expercom Telecommunications Inc                  | City of Whitby             | 18                  | 18.5                          | 19                               |
| 30. | Concentrix                                       | City of Oshawa             | 18                  | 20.6                          | 22                               |

## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Job Postings

214

|     | JOB TITLE                                | COMPANY  | LOCATION                   | WAGE VALUE ▾  |
|-----|--|--|----------------------------|---|
| 1.  | Speech Language Pathologist - Virtual    | The Speech Associates - VIRTUAL - CDA SUPERVISOR | null                       | 110      |
| 2.  | Speech Language Pathologist              | The Speech Associates - VIRTUAL                  | null                       | 100      |
| 3.  | Psychotherapist                          | Vanessa Robson Therapy                           | City of Whitby             | 100      |
| 4.  | Driver, School Bus                       | Century Transportation Ltd.                      | Municipality of Scugog     | 100      |
| 5.  | Practitioner                             | Your Health Collective                           | City of Ajax               | 90       |
| 6.  | MassothÃ©rapeute                         | Thermea spa village - Whitby                     | City of Whitby             | 77       |
| 7.  | MassothÃ©rapeute                         | Nordik Spa-Nature                                | City of Whitby             | 77       |
| 8.  | Board Certified Behaviour Analyst - Bcba | Positive Behavior Supports Corporation           | City of Pickering          | 70       |
| 9.  | Patient Care Manager, Maternal Newborn   | Lakeridge Health                                 | City of Oshawa             | 65.65  |
| 10. | Manager, Employee And Labour Relations   | Lakeridge Health                                 | City of Oshawa             | 65.65  |
| 11. | Pcm, Acute Med/integrated Care           | Lakeridge Health                                 | City of Pickering          | 65.65  |
| 12. | Radiation Surveyor                       | Nuvia Canada Inc.                                | Municipality of Clarington | 65     |
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## TOP SALARIES IN JOB POSTINGS

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

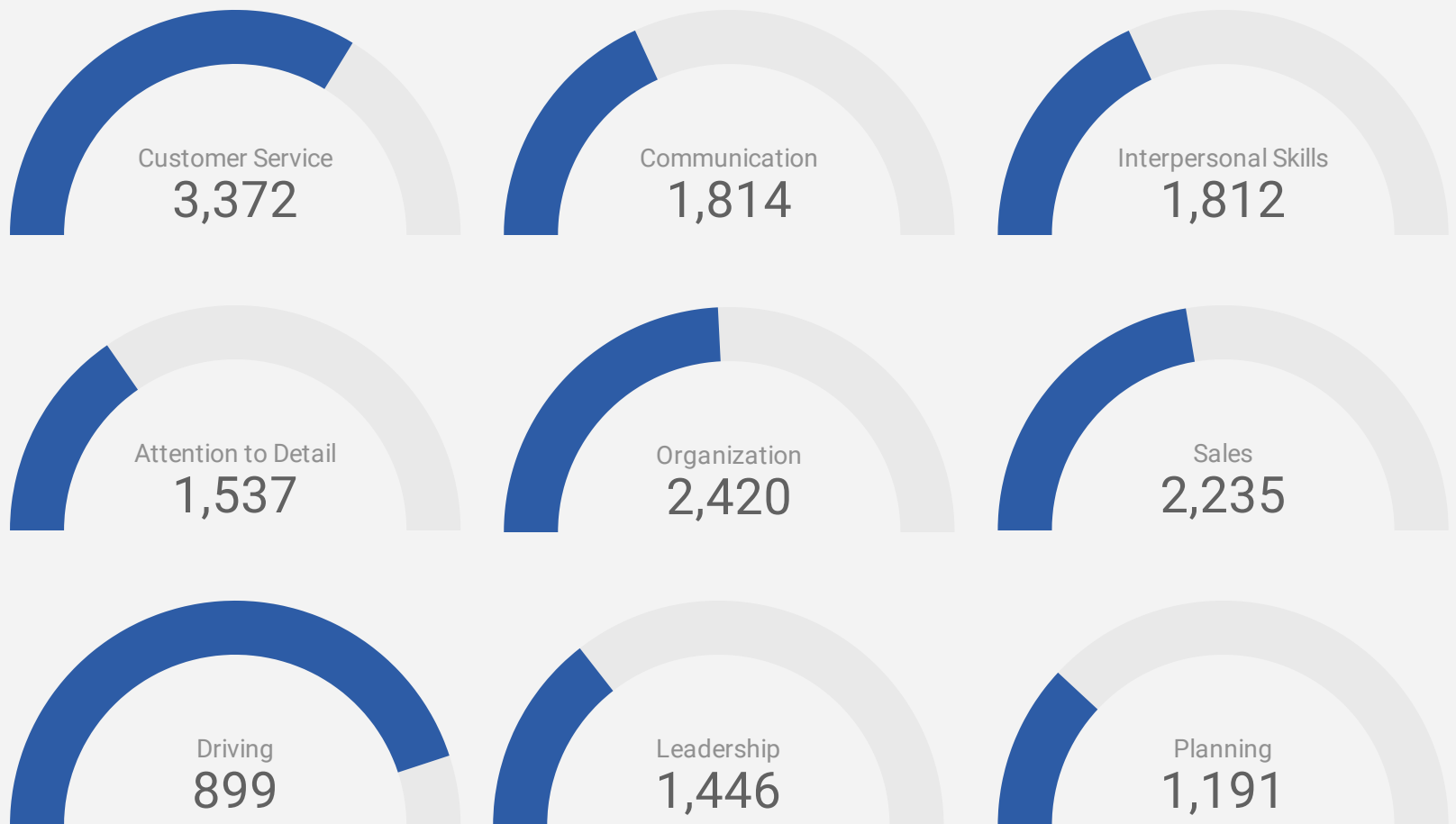
|     | JOB TITLE                              | COMPANY  | LOCATION                   | WAGE VALUE ▾  |
|-----|--|--|----------------------------|---|
| 1.  | Dental Associate                       | K Smiles Dental Care                                     | City of Oshawa             | 295,115  |
| 2.  | Dentist                                | King Ritson Dental Clinic                                | City of Oshawa             | 294,611  |
| 3.  | Dental Associate                       | Simcoe Smile Dental                                      | City of Oshawa             | 287,851  |
| 4.  | Owner Operator Truck Driver Can-us     | TRANSPORT VTL / VTL TRANSPORT                            | City of Ajax               | 255,858  |
| 5.  | Family Physician - Oshawa, On          | Jack Nathan Health                                       | City of Oshawa             | 250,000  |
| 6.  | Compounding Team Assistant             | Aved   | City of Oshawa             | 200,000  |
| 7.  | Chief Information Officer, It Services | City of Oshawa   | City of Oshawa             | 190,137  |
| 8.  | Cruise Ship Physician                  | Aspen Medical  | City of Oshawa             | 170,000  |
| 9.  | Finance Manager                        | Mills Motors Buick GMC                                   | City of Oshawa             | 166,418  |
| 10. | Chiropractor                           | Courtice Family Physiotherapy and Sports Medicine Centre | Municipality of Clarington | 161,808  |
| 11. | Chief Technology Officer (cto)         | City of Oshawa   | City of Oshawa             | 161,616  |
|     |  |  |                            | 1 - 100 / 3205 < >  |

## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

10,922

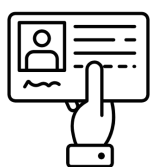


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

10,922



Driver's License

1,974



First Aid

612



Regular Access to a Vehicle

433



Criminal Record Check

531



Microsoft Office

709



Food Safety

318



## TOP OCCUPATIONS BY SKILL, FREQUENCY & DURATION

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

|     | 4 DIGIT NOC | 4 DIGIT NOC NAME   | SKILL LEVEL       | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|-------------|--|-------------------|---------------|----------------------------|-------------------------------|
| 1.  | 6421        | Retail salespersons  | NOC Skill Level C | 503           | 23.0                       | 22                            |
| 2.  | 6322        | Cooks  | NOC Skill Level B | 298           | 24.5                       | 22                            |
| 3.  | 7452        | Material handlers  | NOC Skill Level C | 291           | 19.7                       | 22                            |
| 4.  | 6552        | Other customer and information services representatives                  | NOC Skill Level C | 289           | 20.9                       | 22                            |
| 5.  | 621         | Retail and wholesale trade managers                                      | NOC Skill Level A | 268           | 21.0                       | 22                            |
| 6.  | 4412        | Home support workers, housekeepers and related occupations               | NOC Skill Level C | 221           | 20.9                       | 15                            |
| 7.  | 6513        | Food and beverage servers  | NOC Skill Level C | 149           | 23.6                       | 15                            |
| 8.  | 7511        | Transport truck drivers  | NOC Skill Level C | 137           | 21.3                       | 22                            |
| 9.  | 1241        | Administrative assistants  | NOC Skill Level B | 136           | 24.3                       | 20                            |
| 10. | 1414        | Receptionists  | NOC Skill Level C | 117           | 17.9                       | 15                            |
| 11. | 6731        | Light duty cleaners  | NOC Skill Level D | 117           | 23.9                       | 15                            |
| 12. | 7514        | Delivery and courier service drivers                                     | NOC Skill Level C | 103           | 19.2                       | 15                            |
| 13. | 6711        | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 96            | 25.5                       | 22                            |
| 14. | 6541        | Security guards and related security service occupations                 | NOC Skill Level C | 95            | 21.2                       | 20                            |
| 15. | 1114        | Other financial officers   | NOC Skill Level A | 88            | 20.3                       | 15                            |
| 16. | 6611        | Cashiers   | NOC Skill Level D | 85            | 19.3                       | 15                            |
| 17. | 6622        | Store shelf stockers, clerks and order fillers                           | NOC Skill Level D | 85            | 19.5                       | 22                            |
| 18. | 7611        | Construction trades helpers and labourers                                | NOC Skill Level D | 81            | 23.3                       | 22                            |
| 19. | 631         | Restaurant and food service managers                                     | NOC Skill Level A | 69            | 24.1                       | 22                            |
| 20. | 6512        | Bartenders   | NOC Skill Level C | 66            | 20.3                       | 18.5                          |
| 21. | 6311        | Food service supervisors   | NOC Skill Level B | 56            | 53.8                       | 32                            |
| 22. | 6733        | Janitors, caretakers and building superintendents                        | NOC Skill Level D | 56            | 21.0                       | 15                            |
| 23. | 3219        | Other medical technologists and technicians (except dental health)       | NOC Skill Level B | 55            | 18.1                       | 15                            |
| 24. | 714         | Facility operation and maintenance managers                              | NOC Skill Level A | 54            | 21.1                       | 22                            |
| 25. | 3411        | Dental assistants  | NOC Skill Level C | 53            | 18.0                       | 15                            |
| 26. | 6211        | Retail sales supervisors   | NOC Skill Level B | 51            | 29.3                       | 22                            |
| 27. | 6222        | Retail and wholesale buyers  | NOC Skill Level B | 51            | 16.4                       | 15                            |
| 28. | 5254        | Program leaders and instructors in recreation, sport and fitness         | NOC Skill Level B | 51            | 24.0                       | 22                            |
| 29. | 1521        | Shippers and receivers   | NOC Skill Level C | 51            | 26.0                       | 22                            |

## JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

|     | 3 DIGIT NOC | 3 DIGIT NOC NAME  | SKILL LEVEL       | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|-------------|---|-------------------|---------------|----------------------------|-------------------------------|
| 1.  | 642         | Retail salespersons   | NOC Skill Level C | 503           | 23.0                       | 22                            |
| 2.  | 632         | Chefs and cooks   | NOC Skill Level B | 336           | 24.0                       | 22                            |
| 3.  | 655         | Customer and information services representatives                               | NOC Skill Level C | 291           | 20.9                       | 22                            |
| 4.  | 745         | Longshore workers and material handlers   | NOC Skill Level C | 291           | 19.7                       | 22                            |
| 5.  | 062         | Retail and wholesale trade managers   | NOC Skill Level A | 268           | 21.0                       | 22                            |
| 6.  | 751         | Motor vehicle and transit drivers   | NOC Skill Level C | 267           | 20.9                       | 16                            |
| 7.  | 651         | Occupations in food and beverage service  | NOC Skill Level C | 250           | 22.3                       | 15                            |
| 8.  | 441         | Home care providers and educational support occupations                         | NOC Skill Level C | 236           | 21.3                       | 15                            |
| 9.  | 673         | Cleaners  | NOC Skill Level D | 211           | 23.9                       | 15                            |
| 10. | 141         | General office workers  | NOC Skill Level C | 153           | 18.0                       | 15                            |
| 11. | 124         | Office administrative assistants - general, legal and medical                   | NOC Skill Level B | 143           | 24.9                       | 19                            |
| 12. | 421         | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 131           | 23.3                       | 22                            |
| 13. | 111         | Auditors, accountants and investment professionals                              | NOC Skill Level A | 123           | 21.6                       | 15                            |
| 14. | 152         | Supply chain logistics, tracking and scheduling co-ordination occupations       | NOC Skill Level C | 105           | 20.9                       | 15                            |
| 15. | 662         | Other sales support and related occupations                                     | NOC Skill Level D | 96            | 19.6                       | 22                            |
| 16. | 671         | Food counter attendants, kitchen helpers and related support occupations        | NOC Skill Level D | 96            | 25.5                       | 22                            |
| 17. | 122         | Administrative and regulatory occupations                                       | NOC Skill Level B | 95            | 21.1                       | 21.5                          |
| 18. | 654         | Security guards and related security service occupations                        | NOC Skill Level C | 95            | 21.2                       | 20                            |
| 19. | 341         | Assisting occupations in support of health services                             | NOC Skill Level C | 88            | 19.5                       | 15                            |
| 20. | 661         | Cashiers  | NOC Skill Level D | 85            | 19.3                       | 15                            |
| 21. | 321         | Medical technologists and technicians (except dental health)                    | NOC Skill Level B | 83            | 20.1                       | 22                            |
| 22. | 761         | Trades helpers and labourers  | NOC Skill Level D | 83            | 23.3                       | 22                            |
| 23. | 723         | Machining, metal forming, shaping and erecting trades                           | NOC Skill Level B | 80            | 25.4                       | 22                            |
| 24. | 071         | Managers in customer and personal services, n.e.c.                              | NOC Skill Level A | 71            | 21.0                       | 22                            |
| 25. | 063         | Managers in food service and accommodation                                      | NOC Skill Level A | 71            | 23.8                       | 22                            |
| 26. | 631         | Service supervisors   | NOC Skill Level B | 70            | 49.9                       | 27                            |
| 27. | 323         | Other technical occupations in health care                                      | NOC Skill Level B | 69            | 26.8                       | 22                            |
| 28. | 731         | Machinery and transportation equipment mechanics (except motor vehicles)        | NOC Skill Level B | 67            | 31.1                       | 22                            |
| 29. | 525         | Athletes, coaches, referees and related occupations                             | NOC Skill Level B | 57            | 24.2                       | 22                            |

## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

|     | 2 DIGIT NOC | 2 DIGIT NOC NAME  | SKILL LEVEL       | POSTING COUNT ▼ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|-------------|---|-------------------|-----------------|----------------------------|-------------------------------|
| 1.  | 65          | Service representatives and other customer and personal services occupations      | NOC Skill Level C | 708             | 21.4                       | 15                            |
| 2.  | 64          | Sales representatives and salespersons - wholesale and retail trade               | NOC Skill Level C | 510             | 23.3                       | 22                            |
| 3.  | 63          | Service supervisors and specialized service occupations                           | NOC Skill Level B | 489             | 25.7                       | 22                            |
| 4.  | 06          | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 360             | 21.7                       | 22                            |
| 5.  | 67          | Service support and other service occupations, n.e.c.                             | NOC Skill Level D | 320             | 24.1                       | 22                            |
| 6.  | 75          | Transport and heavy equipment operation and related maintenance occupations       | NOC Skill Level C | 319             | 21.8                       | 15.5                          |
| 7.  | 74          | Other installers, repairers and servicers and material handlers                   | NOC Skill Level C | 309             | 20.3                       | 22                            |
| 8.  | 12          | Administrative and financial supervisors and administrative occupations           | NOC Skill Level B | 284             | 22.7                       | 21                            |
| 9.  | 72          | Industrial, electrical and construction trades                                    | NOC Skill Level B | 275             | 25.4                       | 21                            |
| 10. | 44          | Care providers and educational, legal and public protection support occupations   | NOC Skill Level C | 239             | 21.3                       | 15                            |
| 11. | 14          | Office support occupations  | NOC Skill Level C | 220             | 18.6                       | 15                            |
| 12. | 66          | Sales support occupations   | NOC Skill Level D | 181             | 19.5                       | 22                            |
| 13. | 11          | Professional occupations in business and finance                                  | NOC Skill Level A | 169             | 22.3                       | 22                            |
| 14. | 32          | Technical occupations in health   | NOC Skill Level B | 166             | 23.0                       | 22                            |
| 15. | 62          | Retail sales supervisors and specialized sales occupations                        | NOC Skill Level B | 156             | 21.8                       | 15                            |
| 16. | 22          | Technical occupations related to natural and applied sciences                     | NOC Skill Level B | 135             | 27.6                       | 22                            |
| 17. | 42          | Paraprofessional occupations in legal, social, community and education services   | NOC Skill Level B | 131             | 23.3                       | 22                            |
| 18. | 73          | Maintenance and equipment operation trades  | NOC Skill Level B | 129             | 36.5                       | 22                            |
| 19. | 15          | Distribution, tracking and scheduling co-ordination occupations                   | NOC Skill Level C | 125             | 20.2                       | 15                            |
| 20. | 01          | Senior managers - construction, transportation, production and utilities          | NOC Skill Level A | 103             | 24.2                       | 22                            |
| 21. | 31          | Professional occupations in health (except nursing)                               | NOC Skill Level A | 100             | 22.9                       | 22                            |
| 22. | 21          | Professional occupations in natural and applied sciences                          | NOC Skill Level A | 98              | 30.7                       | 22                            |
| 23. | 76          | Trades helpers, construction labourers and related occupations                    | NOC Skill Level D | 90              | 22.9                       | 16                            |
| 24. | 34          | Assisting occupations in support of health services                               | NOC Skill Level C | 88              | 19.5                       | 15                            |
| 25. | 52          | Technical occupations in art, culture, recreation and sport                       | NOC Skill Level B | 86              | 22.7                       | 22                            |
| 26. | 07          | Managers in customer and personal services, n.e.c.                                | NOC Skill Level A | 74              | 20.8                       | 22                            |
| 27. | 41          | Professional occupations in law and social, community and government services     | NOC Skill Level A | 56              | 26.2                       | 22                            |
|     |             |   |                   |                 | 1 - 46 / 46                | < >                           |

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**716**

NEW POSTINGS  
**1**

COMPANIES  
**385**

LANGUAGES  
**10**

## # OF DAYS POSTED

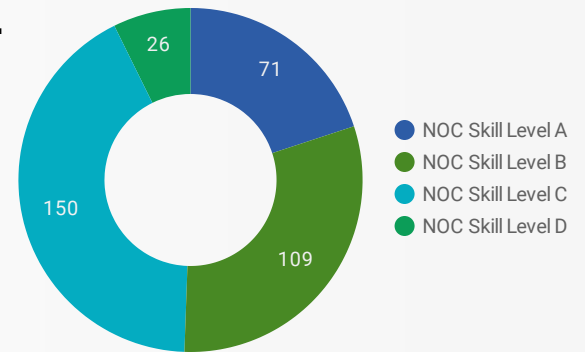
AVERAGE  
**22.6**

MEDIAN  
**22**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

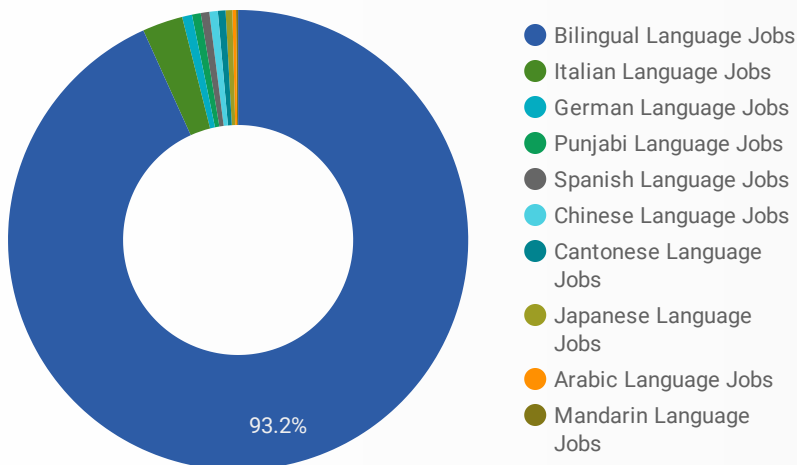
- 71** Skill Level A - Management/ Professional Occupations usually requiring University
- 109** Skill Level B - Usually college education or apprenticeship training
- 150** Skill Level C - Usually secondary education or occupation-specific training
- 26** Skill Level D - Usually on-the-job training



| LANGUAGES        | NOC Skill Level A | NOC Skill Level B | NOC Skill Level C | NOC Skill Level D |
|------------------|-------------------|-------------------|-------------------|-------------------|
| Bilingual Lan... | 64                | 94                | 133               | 24                |
| Italian Langu... | 1                 | 14                | 8                 | 1                 |
| Punjabi Lang...  |                   | 1                 | 2                 | 1                 |
| Chinese Lang...  | 3                 |                   |                   |                   |
| Cantonese La...  | 1                 |                   | 2                 |                   |
| Arabic Langu...  |                   |                   | 2                 |                   |
| Spanish Lang...  | 2                 |                   |                   |                   |

## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



| LANGUAGES                  | POSTING COUNT |
|----------------------------|---------------|
| 1. Bilingual Language Jobs | 655           |
| 2. Italian Language Jobs   | 30            |
| 3. Chinese Language Jobs   | 7             |
| 4. German Language Jobs    | 5             |
| 5. Spanish Language Jobs   | 5             |
| 6. Cantonese Language Jobs | 4             |

## 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                                 | Bilingual ... | Italian La... | Punjabi L... | Chinese ... | Cantones... | Arabic La... | Grand total |
|---|---------------|---------------|--------------|-------------|-------------|--------------|-------------|
| Business, finance and administration occu...    | 67            |               |              |             |             |              | 67          |
| Health occupations                              | 11            |               |              |             | 1           |              | 12          |
| Management occupations                          | 39            | 1             |              | 3           |             |              | 45          |
| Natural and applied sciences and related o...   | 11            |               |              |             |             |              | 11          |
| Natural resources, agriculture and related ...  | 2             |               |              |             |             |              | 2           |
| Occupations in art, culture, recreation and ... | 11            |               |              |             |             |              | 11          |
| Occupations in education, law and social, ...   | 24            | 1             | 1            |             | 1           |              | 27          |
| Sales and service occupations                   | 120           | 22            | 2            |             | 1           | 2            | 150         |
| Trades, transport and equipment operator...     | 30            |               | 1            |             |             |              | 31          |
| <b>Grand total</b>                              | <b>315</b>    | <b>24</b>     | <b>4</b>     | <b>3</b>    | <b>3</b>    | <b>2</b>     | <b>356</b>  |

## MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

|    | MUNICIPALITY               | JOB LANGUAGES<br>▼ | AVG POSTIN<br>G LENGTH<br>IN DAYS | MEDIAN POSTING<br>LENGTH<br>IN DAYS |
|----|----------------------------|--------------------|-----------------------------------|-------------------------------------|
| 1. | City of Oshawa             | 238                | 21.7                              | 19                                  |
| 2. | City of Whitby             | 147                | 22.0                              | 16                                  |
| 3. | City of Pickering          | 117                | 22.8                              | 22                                  |
| 4. | City of Ajax               | 107                | 21.6                              | 22                                  |
| 5. | Municipality of Clarington | 50                 | 22.5                              | 15                                  |
| 6. | Municipality of Uxbridge   | 23                 | 21.7                              | 22                                  |
| 7. | Municipality of Scugog     | 13                 | 22.1                              | 22                                  |
| 8. | Municipality of Brock      | 8                  | 27.0                              | 21                                  |



## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

| 4 DIGIT NOC NAME |   | POSTINGS ▾ |
|------------------|---|------------|
| 1.               | Other customer and information services re...   | 38         |
| 2.               | Retail salespersons                             | 30         |
| 3.               | Retail and wholesale trade managers             | 25         |
| 4.               | Cooks   | 21         |
| 5.               | Administrative assistants                       | 16         |
| 6.               | Food and beverage servers                       | 13         |
| 7.               | Receptionists                                   | 11         |
| 8.               | Material handlers                               | 8          |
| 9.               | Food counter attendants, kitchen helpers an...  | 7          |
| 10.              | Other financial officers                        | 7          |
| 11.              | Social and community service workers            | 7          |
| 12.              | Cashiers  | 7          |
| 13.              | Home support workers, housekeepers and r...     | 6          |
| 14.              | Transport truck drivers                         | 6          |
| 15.              | Retail and wholesale buyers                     | 6          |
| 16.              | Licensed practical nurses                       | 6          |
| 17.              | Delivery and courier service drivers            | 5          |
| 18.              | Bartenders                                      | 5          |
| 19.              | Facility operation and maintenance manage...    | 4          |
| 20.              | Program leaders and instructors in recreati...  | 4          |
| 21.              | Corporate sales managers                        | 4          |
| 22.              | Insurance adjusters and claims examiners        | 4          |
| 23.              | Light duty cleaners                             | 3          |
| 24.              | Advertising, marketing and public relations ... | 3          |
| 25.              | User support technicians                        | 3          |
| 26.              | Bakers  | 3          |
| 27.              | Shippers and receivers                          | 3          |
| 28.              | Authors and writers                             | 3          |
| 29.              | Accounting and related clerks                   | 3          |
| 30.              | Early childhood educators and assistants        | 3          |
| 31.              | Chefs   | 3          |
| 1 - 100 / 103    |   | < >        |

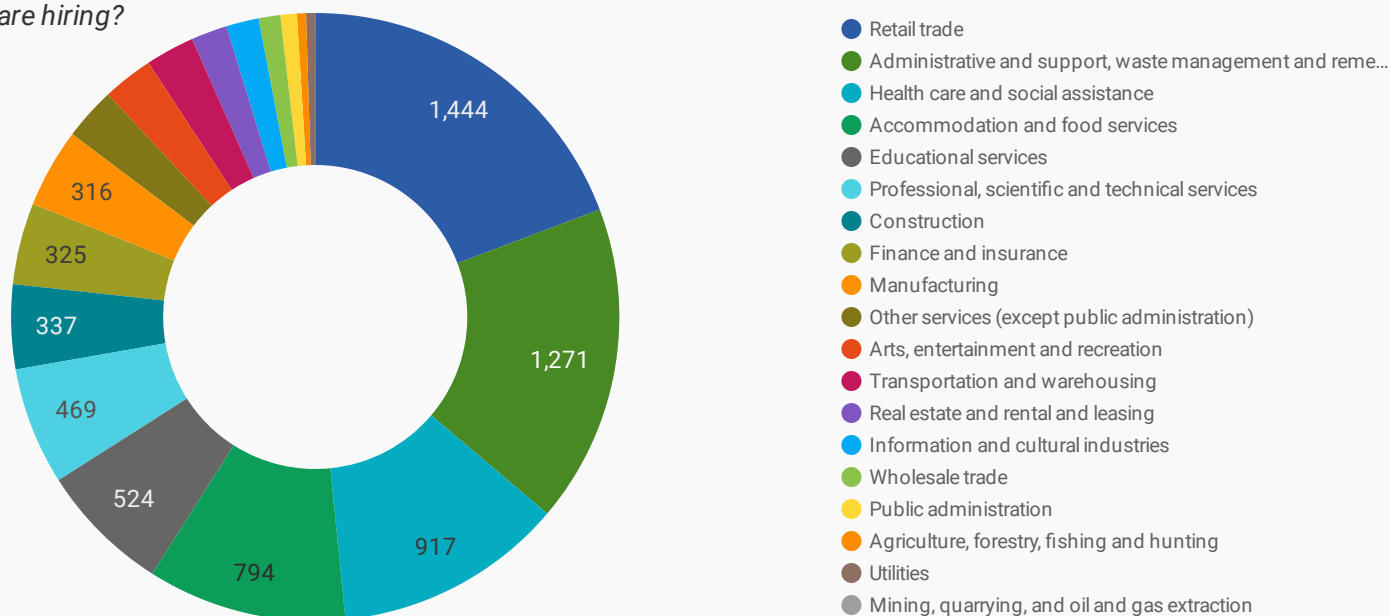
## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

| COMPANY      |                                       | POSTINGS ▾ |
|--------------|---------------------------------------|------------|
| 1.           | Durham District School Board          | 47         |
| 2.           | Farm Boy Inc.                         | 17         |
| 3.           | Farm Boy                              | 14         |
| 4.           | Canon                                 | 10         |
| 5.           | Durham Catholic District School Board | 10         |
| 6.           | Concentrix                            | 9          |
| 7.           | East Side Mario's                     | 9          |
| 8.           | Laura Canada                          | 8          |
| 9.           | Choko Motorsports                     | 8          |
| 10.          | www.lendcare.ca                       | 7          |
| 11.          | Phoenix A.M.D. International Inc.     | 7          |
| 12.          | PIVAL INTERNATIONAL INC.              | 6          |
| 13.          | Swiss Chalet                          | 6          |
| 14.          | La Vie en Rose                        | 6          |
| 15.          | NFP Corp                              | 6          |
| 16.          | Kelseys Original Roadhouse            | 6          |
| 17.          | Cara Operations                       | 6          |
| 18.          | Liquor Control Board of Ontario       | 5          |
| 19.          | Boutique La Vie En Rose               | 5          |
| 20.          | Durham Region Unemployed Help Centre  | 5          |
| 21.          | F1Tech                                | 5          |
| 22.          | Intact                                | 5          |
| 23.          | Agilus Work Solutions                 | 4          |
| 24.          | Alzheimer Society of Durham Region    | 4          |
| 25.          | The Source (Bell) Electronics Inc.    | 4          |
| 26.          | Southbridge Care Homes                | 4          |
| 27.          | Compass Group                         | 4          |
| 28.          | Allied Universal                      | 4          |
| 29.          | Recipe Unlimited Corporation          | 4          |
| 30.          | Infinity Garage Solutions             | 4          |
| 1 - 50 / 388 |                                       | < >        |

## TOP HIRING SECTORS BY 2-DIGIT NAICS CODE

What sectors are hiring?



|     | 2-DIGIT NAICS LABEL   | NAICS CODE | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|---|------------|---------------|----------------------------|-------------------------------|
| 1.  | Retail trade  | 44-45      | 1,444         | 19.7                       | 20                            |
| 2.  | Administrative and support, waste management and remediation services | 56         | 1,271         | 23.3                       | 22                            |
| 3.  | Health care and social assistance                                     | 62         | 917           | 21.5                       | 22                            |
| 4.  | Accommodation and food services                                       | 72         | 794           | 23.2                       | 22                            |
| 5.  | Educational services  | 61         | 524           | 18.1                       | 15                            |
| 6.  | Professional, scientific and technical services                       | 54         | 469           | 23.4                       | 21                            |
| 7.  | Construction  | 23         | 337           | 21.8                       | 15                            |
| 8.  | Finance and insurance   | 52         | 325           | 20.2                       | 15                            |
| 9.  | Manufacturing   | 31-33      | 316           | 19.8                       | 15                            |
| 10. | Other services (except public administration)                         | 81         | 210           | 20.1                       | 19                            |
| 11. | Arts, entertainment and recreation                                    | 71         | 202           | 19.0                       | 15                            |
| 12. | Transportation and warehousing  | 48-49      | 195           | 21.9                       | 20                            |
| 13. | Real estate and rental and leasing                                    | 53         | 144           | 26.7                       | 22                            |
| 14. | Information and cultural industries                                   | 51         | 130           | 19.6                       | 22                            |
| 15. | Wholesale trade   | 41         | 86            | 20.2                       | 22                            |
| 16. | Public administration   | 91         | 66            | 21.2                       | 22                            |
| 17. | Agriculture, forestry, fishing and hunting                            | 11         | 36            | 16.2                       | 15                            |
| 18. | Utilities   | 22         | 35            | 18.0                       | 15                            |
| 19. | Mining, quarrying, and oil and gas extraction                         | 21         | 1             | 8.0                        | 8                             |

NOTE: NAICS code 56 includes Employment Agencies. Manufacturing includes codes 31-33, Retail Trade includes codes 44-45 and Transportation and Warehousing includes codes 48-49.

## TOP HIRING SECTORS BY 3-DIGIT NAICS CODE

What sectors are hiring?

|     | 3-DIGIT NAICS LABEL   | NAICS CODE | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|---|------------|---------------|----------------------------|-------------------------------|
| 1.  | Administrative and support services                         | 561        | 1,185         | 23.5                       | 22                            |
| 2.  | Food services and drinking places                           | 722        | 729           | 23.6                       | 22                            |
| 3.  | Educational services  | 611        | 524           | 18.1                       | 15                            |
| 4.  | Professional, scientific and technical services             | 541        | 469           | 23.4                       | 21                            |
| 5.  | Ambulatory health care services                             | 621        | 455           | 20.0                       | 15                            |
| 6.  | Nursing and residential care facilities                     | 623        | 317           | 23.6                       | 22                            |
| 7.  | Food and beverage stores                                    | 445        | 300           | 18.7                       | 15                            |
| 8.  | General merchandise stores                                  | 452        | 237           | 18.4                       | 22                            |
| 9.  | Clothing and clothing accessories stores                    | 448        | 220           | 22.4                       | 22                            |
| 10. | Specialty trade contractors                                 | 238        | 201           | 21.3                       | 15                            |
| 11. | Amusement, gambling and recreation industries               | 713        | 196           | 18.9                       | 15                            |
| 12. | Health and personal care stores                             | 446        | 166           | 20.0                       | 22                            |
| 13. | Insurance carriers and related activities                   | 524        | 160           | 19.2                       | 15                            |
| 14. | Motor vehicle and parts dealers                             | 441        | 149           | 19.3                       | 22                            |
| 15. | Credit intermediation and related activities                | 522        | 148           | 21.0                       | 22                            |
| 16. | Social assistance   | 624        | 140           | 20.8                       | 15                            |
| 17. | Truck transportation  | 484        | 125           | 21.4                       | 22                            |
| 18. | Construction of buildings                                   | 236        | 115           | 23.7                       | 15                            |
| 19. | Building material and garden equipment and supplies dealers | 444        | 114           | 15.8                       | 15                            |
| 20. | Furniture and home furnishings stores                       | 442        | 106           | 19.1                       | 15                            |
| 21. | Telecommunications  | 517        | 102           | 18.6                       | 15                            |
| 22. | Repair and maintenance                                      | 811        | 101           | 20.8                       | 22                            |
| 23. | Waste management and remediation services                   | 562        | 86            | 20.0                       | 19                            |
| 24. | Rental and leasing services                                 | 532        | 81            | 32.0                       | 22                            |
| 25. | Personal and laundry services                               | 812        | 80            | 20.0                       | 15                            |
| 26. | Fabricated metal product manufacturing                      | 332        | 75            | 17.6                       | 15                            |
| 27. | Transportation equipment manufacturing                      | 336        | 73            | 20.0                       | 15                            |
| 28. | Miscellaneous store retailers                               | 453        | 65            | 21.0                       | 15                            |
| 29. | Real estate   | 531        | 63            | 20.6                       | 22                            |
| 30. | Accommodation services                                      | 721        | 61            | 19.1                       | 15                            |
| 31. | Provincial and territorial public administration            | 912        | 46            | 19.8                       | 22                            |



## TOP HIRING SECTORS BY 4-DIGIT NAICS CODE

What sectors are hiring?

|     | 4-DIGIT NAICS LABEL  | NAICS CODE | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|--|------------|-----------------|----------------------------|-------------------------------|
| 1.  | Employment services  | 5613       | 751             | 25.6                       | 22                            |
| 2.  | Full-service restaurants and limited-service eating places       | 7225       | 680             | 23.6                       | 22                            |
| 3.  | Elementary and secondary schools                                 | 6111       | 340             | 17.6                       | 14                            |
| 4.  | Grocery stores   | 4451       | 283             | 18.7                       | 15                            |
| 5.  | Services to buildings and dwellings                              | 5617       | 240             | 21.5                       | 22                            |
| 6.  | Community care facilities for the elderly                        | 6233       | 236             | 23.8                       | 22                            |
| 7.  | Clothing stores  | 4481       | 186             | 22.5                       | 22                            |
| 8.  | Architectural, engineering and related services                  | 5413       | 170             | 30.9                       | 22                            |
| 9.  | Health and personal care stores                                  | 4461       | 166             | 20.0                       | 22                            |
| 10. | Other amusement and recreation industries                        | 7139       | 164             | 19.6                       | 15                            |
| 11. | Home health care services  | 6216       | 160             | 22.1                       | 15                            |
| 12. | Agencies, brokerages and other insurance related activities      | 5242       | 157             | 19.3                       | 15                            |
| 13. | Department stores  | 4521       | 153             | 17.8                       | 22                            |
| 14. | Community colleges and C.E.G.E.P.s                               | 6112       | 137             | 18.5                       | 18.5                          |
| 15. | Depository credit intermediation                                 | 5221       | 128             | 19.8                       | 22                            |
| 16. | General freight trucking   | 4841       | 115             | 21.5                       | 22                            |
| 17. | Investigation and security services                              | 5616       | 111             | 19.1                       | 15                            |
| 18. | Offices of dentists  | 6212       | 109             | 18.3                       | 15                            |
| 19. | Offices of other health practitioners                            | 6213       | 109             | 18.9                       | 15                            |
| 20. | Building material and supplies dealers                           | 4441       | 109             | 15.8                       | 15                            |
| 21. | Wired and wireless telecommunications carriers(except satellite) | 5173       | 97              | 18.5                       | 15                            |
| 22. | Automobile dealers   | 4411       | 89              | 19.7                       | 22                            |
| 23. | Building equipment contractors                                   | 2382       | 84              | 23.4                       | 22                            |
| 24. | Other general merchandise stores                                 | 4529       | 84              | 19.8                       | 18                            |
| 25. | Management, scientific and technical consulting services         | 5416       | 81              | 24.0                       | 22                            |
| 26. | Residential building construction                                | 2361       | 81              | 22.5                       | 15                            |
| 27. | Furniture stores   | 4421       | 77              | 18.9                       | 15                            |
| 28. | Individual and family services                                   | 6241       | 76              | 15.7                       | 15                            |
| 29. | Scientific research and development services                     | 5417       | 75              | 17.0                       | 15                            |
| 30. | Automotive repair and maintenance                                | 8111       | 72              | 19.2                       | 15                            |
| 31. | Nursing care facilities  | 6231       | 70              | 23.1                       | 22                            |

## TOP HIRING SECTORS BY 5-DIGIT NAICS CODE

What sectors are hiring?

|     | 5-DIGIT NAICS LABEL   | NAICS CODE | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|---|------------|-----------------|----------------------------|-------------------------------|
| 1.  | Employment placement agencies and executive search services               | 56131      | 747             | 25.5                       | 22                            |
| 2.  | Full-service restaurants and limited-service eating places                | 72251      | 680             | 23.6                       | 22                            |
| 3.  | Elementary and secondary schools  | 61111      | 340             | 17.6                       | 14                            |
| 4.  | Supermarkets and other grocery (except convenience) stores                | 44511      | 271             | 18.8                       | 15                            |
| 5.  | Community care facilities for the elderly                                 | 62331      | 236             | 23.8                       | 22                            |
| 6.  | Engineering services  | 54133      | 165             | 31.2                       | 22                            |
| 7.  | Home health care services   | 62161      | 160             | 22.1                       | 15                            |
| 8.  | Department stores   | 45211      | 153             | 17.8                       | 22                            |
| 9.  | Insurance agencies and brokerages   | 52421      | 146             | 19.3                       | 15                            |
| 10. | Community colleges and C.E.G.E.P.s  | 61121      | 137             | 18.5                       | 18.5                          |
| 11. | Banking   | 52211      | 116             | 19.9                       | 22                            |
| 12. | Offices of dentists   | 62121      | 109             | 18.3                       | 15                            |
| 13. | Investigation, guard and armoured car services                            | 56161      | 105             | 19.4                       | 15                            |
| 14. | Fitness and recreational sports centres                                   | 71394      | 99              | 20.7                       | 15                            |
| 15. | Janitorial services   | 56172      | 99              | 20.1                       | 16                            |
| 16. | Wired and wireless telecommunications carriers (except satellite)         | 51731      | 97              | 18.5                       | 15                            |
| 17. | Hardware stores   | 44413      | 94              | 15.8                       | 15                            |
| 18. | Landscaping services  | 56173      | 92              | 22.2                       | 22                            |
| 19. | General freight trucking, local   | 48411      | 83              | 21.9                       | 22                            |
| 20. | All other general merchandise stores                                      | 45299      | 83              | 19.8                       | 18                            |
| 21. | Residential building construction   | 23611      | 81              | 22.5                       | 15                            |
| 22. | Furniture stores  | 44211      | 77              | 18.9                       | 15                            |
| 23. | Research and development in the physical, engineering and life sciences   | 54171      | 75              | 17.0                       | 15                            |
| 24. | Management consulting services  | 54161      | 73              | 22.3                       | 22                            |
| 25. | Pharmacies and drug stores  | 44611      | 72              | 18.8                       | 22                            |
| 26. | Nursing care facilities   | 62311      | 70              | 23.1                       | 22                            |
| 27. | Automobile and light-duty motor vehicle manufacturing                     | 33611      | 68              | 19.0                       | 15                            |
| 28. | Women's clothing stores   | 44812      | 66              | 20.3                       | 22                            |
| 29. | Offices of physical, occupational, and speech therapists and audiologists | 62134      | 63              | 19.3                       | 15                            |
| 30. | New car dealers   | 44111      | 59              | 19.3                       | 22                            |
| 31. | Child day-care services   | 62441      | 58              | 18.0                       | 15                            |

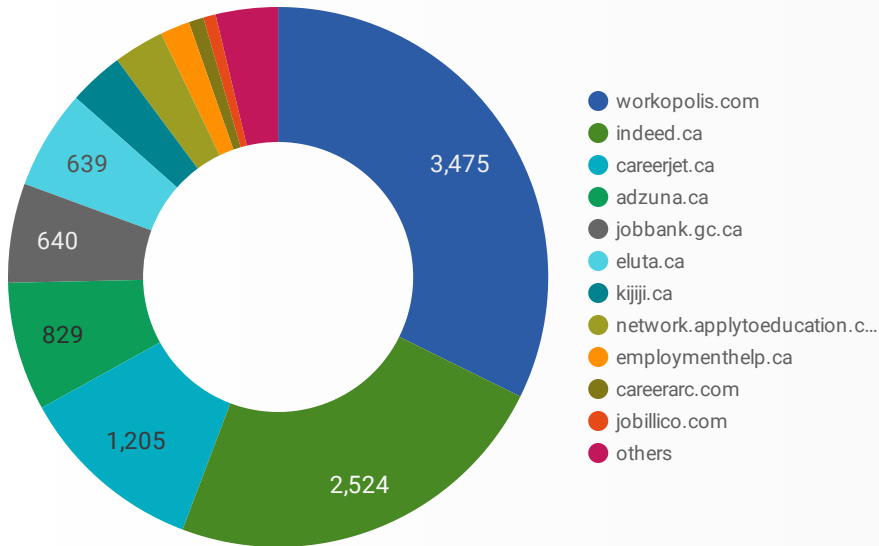
## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

What sectors are hiring?

|     | 6-DIGIT NAICS LABEL   | NAICS CODE | POSTING COUNT<br>▼ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|---|------------|--------------------|----------------------------|-------------------------------|
| 1.  | Employment placement agencies and executive search services               | 561310     | 747                | 25.5                       | 22                            |
| 2.  | Full-service restaurants  | 722511     | 357                | 26.5                       | 22                            |
| 3.  | Elementary and secondary schools  | 611110     | 340                | 17.6                       | 14                            |
| 4.  | Limited-service eating places   | 722512     | 323                | 19.9                       | 15                            |
| 5.  | Supermarkets and other grocery (except convenience) stores                | 445110     | 271                | 18.8                       | 15                            |
| 6.  | Community care facilities for the elderly                                 | 623310     | 236                | 23.8                       | 22                            |
| 7.  | Engineering services  | 541330     | 165                | 31.2                       | 22                            |
| 8.  | Home health care services   | 621610     | 160                | 22.1                       | 15                            |
| 9.  | Department stores   | 452110     | 153                | 17.8                       | 22                            |
| 10. | Insurance agencies and brokerages   | 524210     | 146                | 19.3                       | 15                            |
| 11. | Community colleges and C.E.G.E.P.s  | 611210     | 137                | 18.5                       | 18.5                          |
| 12. | Personal and commercial banking industry                                  | 522111     | 116                | 19.9                       | 22                            |
| 13. | Offices of dentists   | 621210     | 109                | 18.3                       | 15                            |
| 14. | Security guard and patrol services  | 561612     | 105                | 19.4                       | 15                            |
| 15. | Fitness and recreational sports centres                                   | 713940     | 99                 | 20.7                       | 15                            |
| 16. | Wired and wireless telecommunications carriers (except satellite)         | 517310     | 97                 | 18.5                       | 15                            |
| 17. | Janitorial services (except window cleaning)                              | 561722     | 96                 | 20.1                       | 16                            |
| 18. | Hardware stores   | 444130     | 94                 | 15.8                       | 15                            |
| 19. | Landscaping services  | 561730     | 92                 | 22.2                       | 22                            |
| 20. | General freight trucking, local   | 484110     | 83                 | 21.9                       | 22                            |
| 21. | Residential building construction   | 236110     | 81                 | 22.5                       | 15                            |
| 22. | Furniture stores  | 442110     | 77                 | 18.9                       | 15                            |
| 23. | Research and development in the physical, engineering and life sciences   | 541710     | 75                 | 17.0                       | 15                            |
| 24. | Pharmacies and drug stores  | 446110     | 72                 | 18.8                       | 22                            |
| 25. | Nursing care facilities   | 623110     | 70                 | 23.1                       | 22                            |
| 26. | Automobile and light-duty motor vehicle manufacturing                     | 336110     | 68                 | 19.0                       | 15                            |
| 27. | Women's clothing stores   | 448120     | 66                 | 20.3                       | 22                            |
| 28. | Offices of physical, occupational, and speech therapists and audiologists | 621340     | 63                 | 19.3                       | 15                            |
| 29. | New car dealers   | 441110     | 59                 | 19.3                       | 22                            |
| 30. | Child day-care services   | 624410     | 58                 | 18.0                       | 15                            |

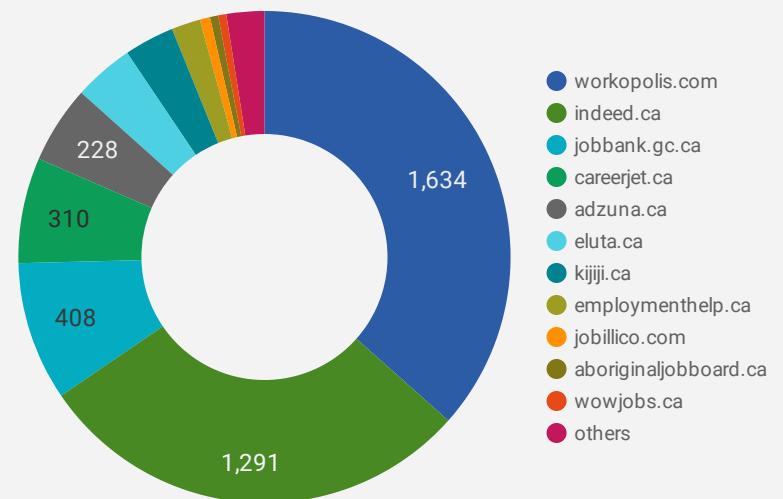
## JOB POSTINGS BY JOB BOARD

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



## COMPANIES BY JOB BOARD

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



## JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

|     | JOB BOARD                    | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS | # OF COMPANIES |
|-----|------------------------------|-----------------|----------------------------|-------------------------------|----------------|
| 1.  | workopolis.com               | 3,475           | 15.0                       | 15                            | 1,634          |
| 2.  | indeed.ca                    | 2,524           | 22.0                       | 22                            | 1,291          |
| 3.  | careerjet.ca                 | 1,205           | 31.7                       | 35                            | 310            |
| 4.  | adzuna.ca                    | 829             | 15.0                       | 15                            | 228            |
| 5.  | jobbank.gc.ca                | 640             | 39.0                       | 30                            | 408            |
| 6.  | eluta.ca                     | 639             | 22.0                       | 22                            | 176            |
| 7.  | kijiji.ca                    | 355             | 15.0                       | 15                            | 147            |
| 8.  | network.applytoeducation.com | 326             | 13.9                       | 9                             | 6              |
| 9.  | employmenthelp.ca            | 190             | 81.1                       | 79                            | 85             |
| 10. | careerarc.com                | 96              | 58.0                       | 30                            | 15             |
| 11. | jobillico.com                | 80              | 30.6                       | 21                            | 30             |
| 12. | careerbuilder.ca             | 74              | 27.3                       | 31                            | 18             |
| 13. | randstad.ca                  | 72              | 35.5                       | 25                            | 1              |
| 14. | aboriginaljobboard.ca        | 37              |                            |                               | 24             |
| 15. | agilec.ca                    | 32              | 78.7                       | 67                            | 6              |
| 16. | rncareers.ca                 | 26              |                            |                               | 15             |
| 17. | wowjobs.ca                   | 26              | 31.7                       | 32                            | 24             |