

# JOB DEMAND REPORT

## FEBRUARY 2023

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

| POSTING COUNT | NEW THIS MONTH | COMPANIES | JOB BOARDS |
|---------------|----------------|-----------|------------|
| 8,736         | 4,520          | 3,217     | 37         |

#### # OF DAYS POSTED

| AVERAGE | MEDIAN |
|---------|--------|
| 22.6    | 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 | ▼ |
| JOB BOARD    | ▼ |

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

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#### Source:

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

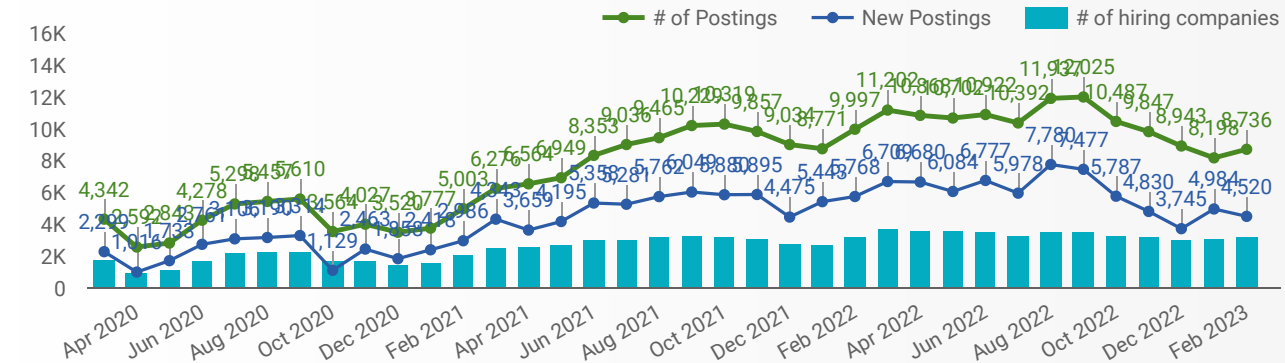


This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario.

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

## JOB POSTINGS BY MONTH FOR DURHAM REGION

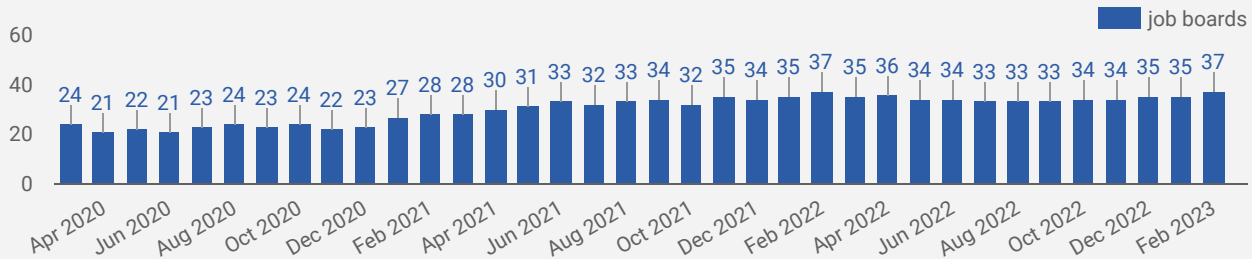
How many job postings were active for at least 1 day this month?



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

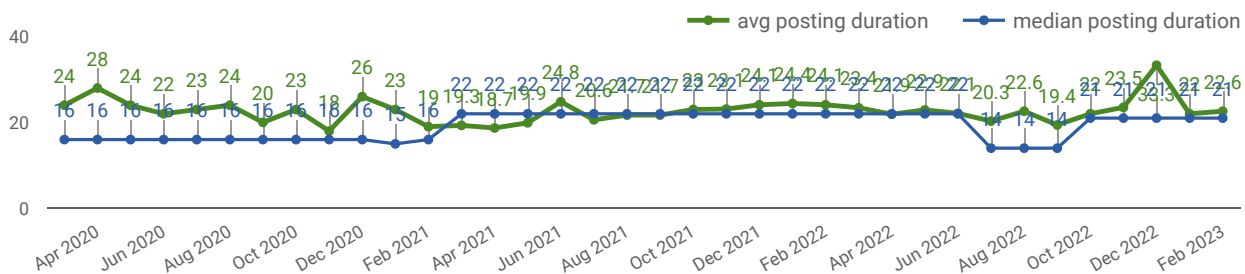
## NUMBER OF ACTIVE JOB BOARDS

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?



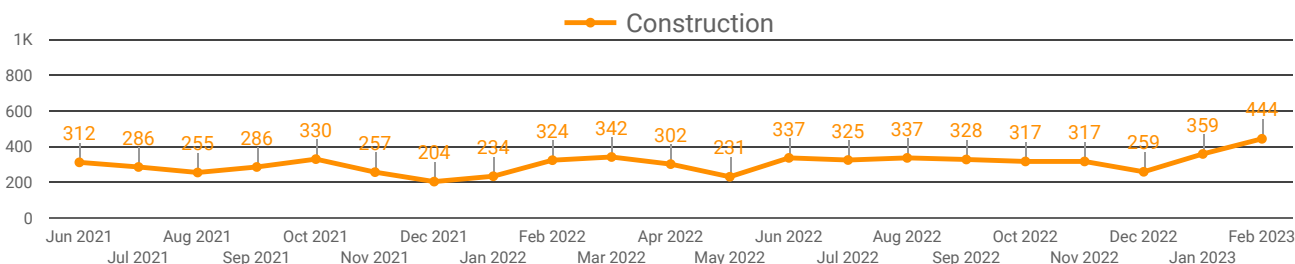
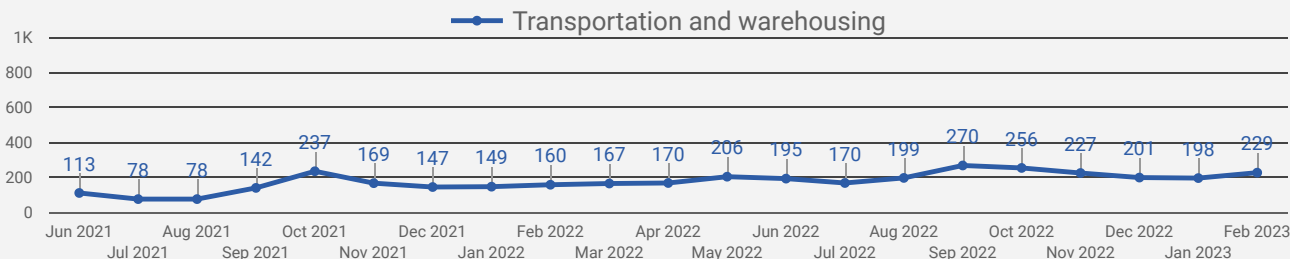
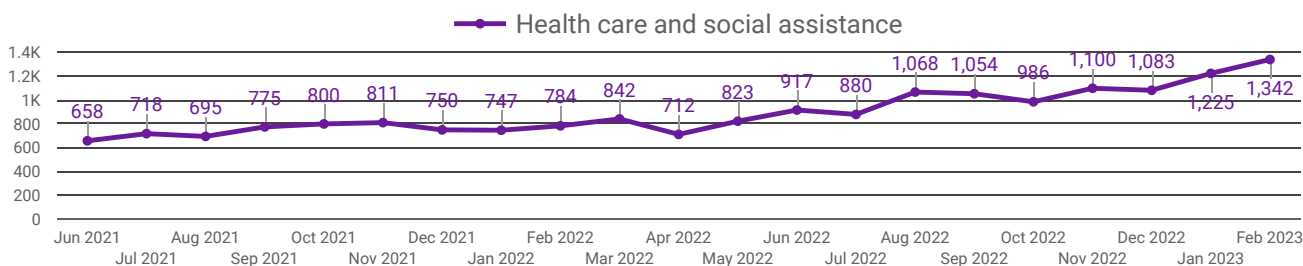
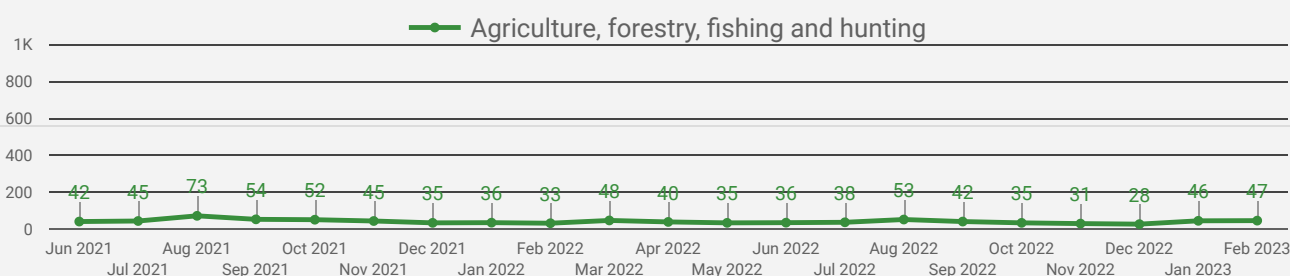
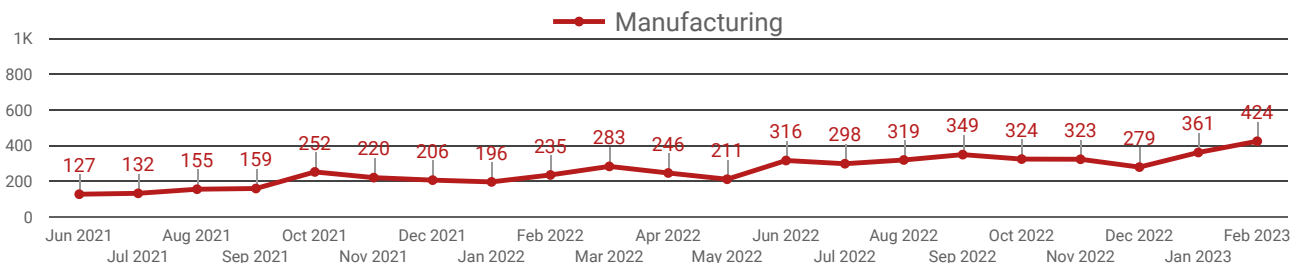
## POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



## DEMAND BY KEY SECTOR (DURHAM REGION)

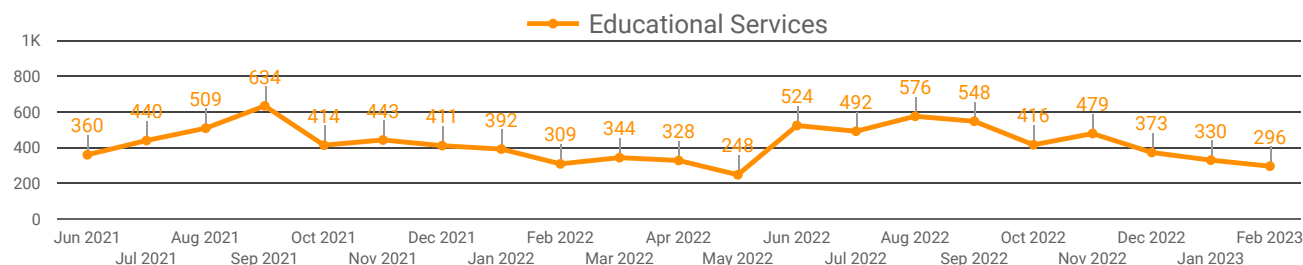
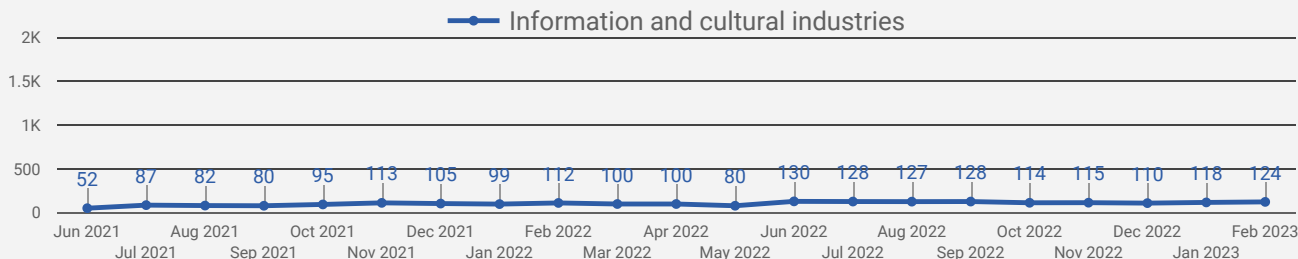
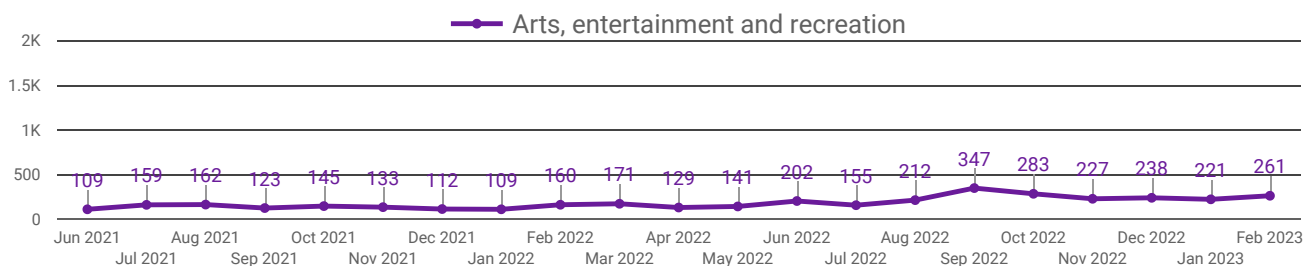
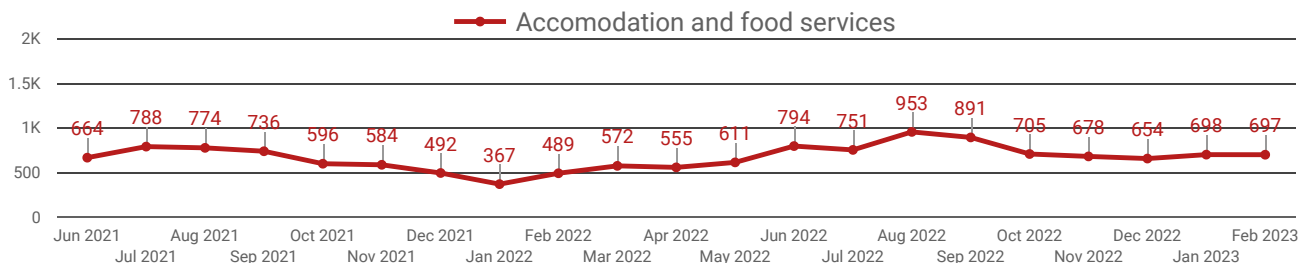
How many job postings were active for at least 1 day this month by sector?



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

## DEMAND BY IMPACTED SECTOR (DURHAM REGION)

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

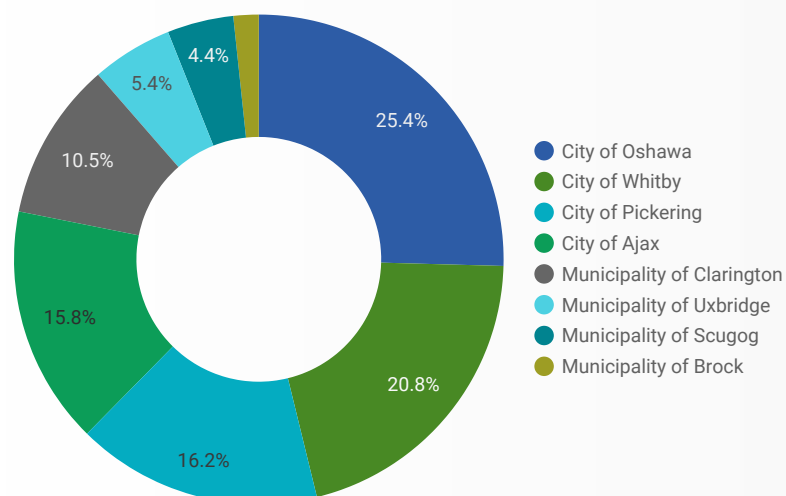


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## JOB POSTINGS BY MUNICIPALITY

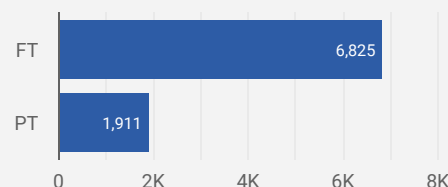
How many job postings were active for at least 1 day this month?

|    | MUNICIPALITY               | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|----------------------------|---------------|----------------------------|-------------------------------|
| 1. | City of Oshawa             | 2,195         | 21.4                       | 21                            |
| 2. | City of Whitby             | 1,791         | 22.3                       | 21                            |
| 3. | City of Pickering          | 1,398         | 22.1                       | 21                            |
| 4. | City of Ajax               | 1,360         | 22.3                       | 21                            |
| 5. | Municipality of Clarington | 903           | 21.5                       | 21                            |
| 6. | Municipality of Uxbridge   | 462           | 32.5                       | 21                            |
| 7. | Municipality of Scugog     | 378           | 23.3                       | 21                            |
| 8. | Municipality of Brock      | 144           | 30.1                       | 21                            |



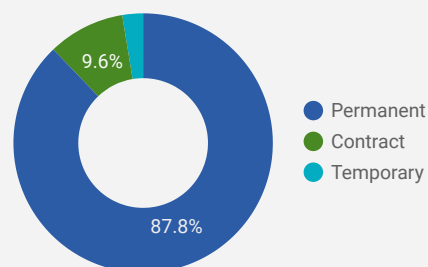
## JOB TYPE

Full-time vs Part-time



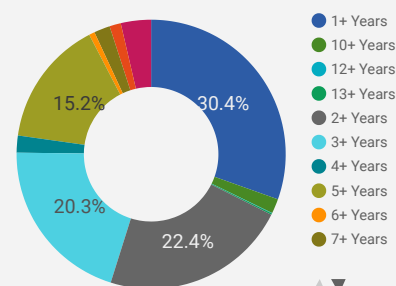
## JOB DURATION

Permanency of jobs posted



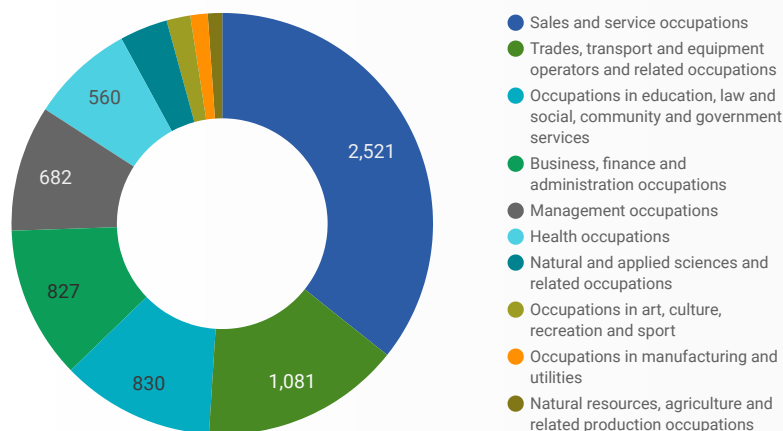
## JOB EXPERIENCE LEVEL

Job Postings by Years of Experience Required



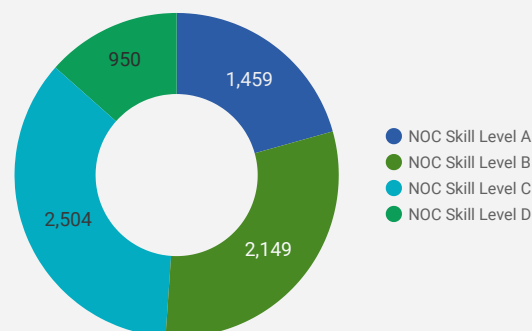
## JOB POSTINGS BY JOB CATEGORY

What broad occupational category is being recruited?



## JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



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

## TOP HIRING EMPLOYERS & AGENCIES

Who is hiring?

|     | COMPANY  | MUNICIPALITY               | POSTINGS<br>COUNT | AVG POSTING<br>LENGTH IN DAYS | MEDIAN POSTING<br>LENGTH IN DAYS |
|-----|--|----------------------------|-------------------|-------------------------------|----------------------------------|
| 1.  | Lakeridge Health                                 | City of Oshawa             | 64                | 20.6                          | 21                               |
| 2.  | Durham College                                   | City of Oshawa             | 40                | 19.4                          | 21                               |
| 3.  | Durham District School Board                     | City of Whitby             | 37                | 14.3                          | 6                                |
| 4.  | Day Communications for Durham District School... | City of Whitby             | 37                | 11.7                          | 6                                |
| 5.  | Ontario Shores Centre for Mental Health Sciences | City of Whitby             | 36                | 21.0                          | 21                               |
| 6.  | Employmenthelp                                   | Municipality of Uxbridge   | 35                | 124.0                         | 106                              |
| 7.  | City of Oshawa                                   | City of Oshawa             | 34                | 21.0                          | 21                               |
| 8.  | Day Communications for Durham District School... | City of Oshawa             | 31                | 12.9                          | 13                               |
| 9.  | Gordon Food Service                              | City of Ajax               | 31                | 21.0                          | 21                               |
| 10. | Ontario Shores Centre for Mental Health Services | City of Whitby             | 30                | 16.6                          | 15                               |
| 11. | Thermo Fisher Scientific                         | City of Whitby             | 30                | 18.7                          | 21                               |
| 12. | Durham District School Board                     | City of Oshawa             | 27                | 8.6                           | 6                                |
| 13. | Day Communications for Durham District School... | City of Ajax               | 26                | 14.3                          | 20                               |
| 14. | Lowe's   | City of Whitby             | 25                | 12.4                          | 14                               |
| 15. | Safran Landing Systems                           | City of Ajax               | 24                | 21.0                          | 21                               |
| 16. | The Township of Uxbridge                         | Municipality of Uxbridge   | 24                | 21.0                          | 21                               |
| 17. | Community Care Durham                            | City of Whitby             | 23                | 16.5                          | 21                               |
| 18. | Markham Stouffville Hospital                     | Municipality of Uxbridge   | 23                | 41.3                          | 31                               |
| 19. | Ontario Power Generation                         | City of Pickering          | 22                | 20.0                          | 21                               |
| 20. | SNC-Lavalin                                      | Municipality of Clarington | 21                | 15.5                          | 14                               |
| 21. | Great Canadian                                   | City of Pickering          | 21                | 21.0                          | 21                               |
| 22. | Revera   | City of Ajax               | 20                | 31.3                          | 14                               |
| 23. | City of Pickering                                | City of Pickering          | 20                | 21.0                          | 21                               |
| 24. | goeasy   | City of Pickering          | 20                | 19.2                          | 21                               |
| 25. | Bon Air  | Municipality of Brock      | 19                | 26.2                          | 21                               |
| 26. | Tetra Tech                                       | City of Pickering          | 19                | 14.0                          | 13                               |
| 27. | Oshawa, Corporation of the City of               | City of Oshawa             | 19                | 21.0                          | 21                               |
| 28. | Compass Group Canada                             | City of Oshawa             | 19                | 16.3                          | 14                               |
| 29. | Municipality of Clarington                       | Municipality of            | 19                | 28.5                          | 35                               |

## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Job Postings

265

|     | JOB TITLE  | COMPANY   | LOCATION               | HOURLY WAGE ▾  |
|-----|--|---|------------------------|--|
| 1.  | Psychologist   | LifeCare Centres                                    | City of Pickering      | 150   |
| 2.  | Registered Psychologist/psych. Assoc., Psychotherapist, Or Social Worker | North Durham Professional Counsellors               | Municipality of Scugog | 150   |
| 3.  | Speech-language Pathologist  | Together in Communication                           | City of Whitby         | 115   |
| 4.  | Looking For Hardscaper/landscaper Subs                                   | Stone Landscape & Pools                             | City of Ajax           | 100   |
| 5.  | Psychotherapist  | Vanessa Robson Therapy                              | City of Whitby         | 100   |
| 6.  | Chiropodist Part-time For Busy Multidisciplinary Clinic                  | Durham Spine Care and Rehabilitation Centre         | City of Ajax           | 100   |
| 7.  | Speech-language Pathologist  | KIDZ AUTISM AND SPEECH CLINIC                       | City of Whitby         | 90    |
| 8.  | Registered Dental Hygienist  | Doctor Patel Dentistry                              | City of Ajax           | 90    |
| 9.  | Private Investigator - Experienced                                       | Investigative Solutions Network Inc.                | City of Pickering      | 75    |
| 10. | Chiropractor   | Physiotherapy and Rehabilitation Centres of Ontario | City of Whitby         | 75  |
| 11. | Health Care Practitioners - Physiotherapists, Acupuncturists,            | MyLife Rehab and Wellness                           | City of Whitby         | 75  |
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## TOP SALARIES IN JOB POSTINGS

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

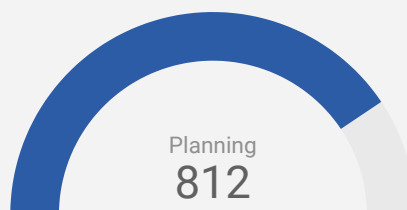
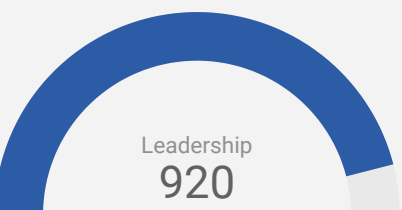
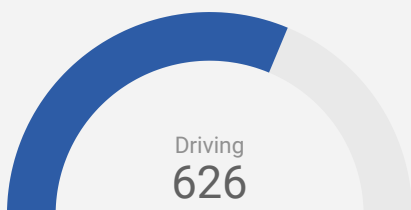
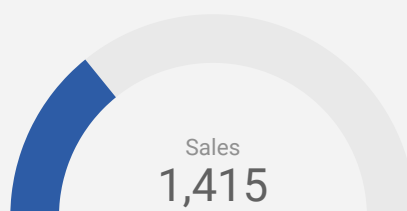
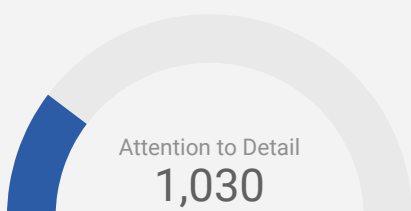
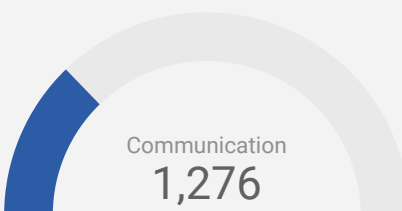
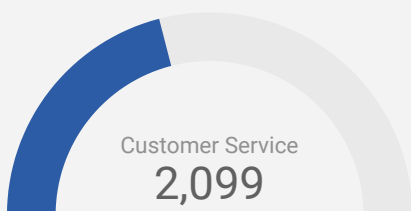
|     | JOB TITLE                        | COMPANY                          | LOCATION          | ANNUAL SALARY ▾   |
|-----|----------------------------------|----------------------------------|-------------------|---|
| 1.  | Real Estate Agent                | Allure Real Estate Firm          | City of Ajax      | 300,000  |
| 2.  | Area Sales Manager               | Clara windows and doors          | City of Ajax      | 250,000  |
| 3.  | Account Executive                | Distinct Insurance               | City of Whitby    | 200,000  |
| 4.  | Outside Sales Representative Gta | Bliss Realty Investors           | City of Ajax      | 200,000  |
| 5.  | Print Sales Associate            | PAR PRINT GROUP INC              | City of Whitby    | 200,000  |
| 6.  | Automotive Sales Representative  | LKQ Corporation                  | City of Whitby    | 200,000  |
| 7.  | Optometrist                      | Paradeyes Optical                | City of Oshawa    | 195,568  |
| 8.  | Optometrist                      | Dr. Karimzad and Associates      | City of Oshawa    | 195,415  |
| 9.  | Finance Manager                  | Mills Motors Buick GMC           | City of Oshawa    | 180,000  |
| 10. | Regular Full-time Lawyer         | City of Oshawa                   | City of Oshawa    | 165,627  |
| 11. | Family Lawyer                    | Personnel Management Consultants | City of Whitby    | 160,000  |
| 12. | Veterinarian Opportunitv.        | Global Talent Partners           | City of Pickering | 160,000  |
|     |                                  |                                  |                   | 1 - 100 / 2876 < >  |

## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

8,736



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

8,736



Driver's License  
1,468



First Aid  
482



Regular Access to a Vehicle  
365



Criminal Record Check  
412



Microsoft Office  
450



Food Safety  
188



## 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 | 560           | 22.2                       | 21                            |
| 2.  | 0621        | Retail and wholesale trade managers  | NOC Skill Level A | 235           | 20.9                       | 21                            |
| 3.  | 6552        | Other customer and information services representatives                          | NOC Skill Level C | 224           | 21.1                       | 21                            |
| 4.  | 6322        | Cooks  | NOC Skill Level B | 222           | 27.2                       | 21                            |
| 5.  | 4412        | Home support workers  housekeepers and related occupations                       | NOC Skill Level C | 217           | 24.6                       | 21                            |
| 6.  | 6711        | Food counter attendants  kitchen helpers and related support occupations         | NOC Skill Level D | 211           | 25.0                       | 21                            |
| 7.  | 7511        | Transport truck drivers  | NOC Skill Level C | 196           | 21.5                       | 21                            |
| 8.  | 7452        | Material handlers  | NOC Skill Level C | 182           | 21.0                       | 21                            |
| 9.  | 1241        | Administrative assistants  | NOC Skill Level B | 170           | 24.7                       | 21                            |
| 10. | 6622        | Store shelf stockers  clerks and order fillers                                   | NOC Skill Level D | 170           | 19.1                       | 21                            |
| 11. | 4032        | Elementary school and kindergarten teachers                                      | NOC Skill Level A | 144           | 12.5                       | 6                             |
| 12. | 6731        | Light duty cleaners  | NOC Skill Level D | 124           | 22.4                       | 21                            |
| 13. | 6513        | Food and beverage servers  | NOC Skill Level C | 122           | 27.6                       | 21                            |
| 14. | 1414        | Receptionists  | NOC Skill Level C | 116           | 24.0                       | 21                            |
| 15. | 6541        | Security guards and related security service occupations                         | NOC Skill Level C | 107           | 20.8                       | 21                            |
| 16. | 0631        | Restaurant and food service managers   | NOC Skill Level A | 102           | 21.0                       | 21                            |
| 17. | 4214        | Early childhood educators and assistants   | NOC Skill Level B | 96            | 31.4                       | 21                            |
| 18. | 6611        | Cashiers   | NOC Skill Level D | 95            | 17.7                       | 21                            |
| 19. | 4212        | Social and community service workers   | NOC Skill Level B | 90            | 23.3                       | 21                            |
| 20. | 7514        | Delivery and courier service drivers   | NOC Skill Level C | 90            | 23.1                       | 21                            |
| 21. | 3233        | Licensed practical nurses  | NOC Skill Level B | 86            | 24.4                       | 21                            |
| 22. | 6311        | Food service supervisors   | NOC Skill Level B | 82            | 56.1                       | 21                            |
| 23. | 4031        | Secondary school teachers  | NOC Skill Level A | 79            | 10.8                       | 6                             |
| 24. | 7321        | Automotive service technicians  truck and bus mechanics and mechanical repairers | NOC Skill Level B | 73            | 32.3                       | 21                            |
| 25. | 6211        | Retail sales supervisors   | NOC Skill Level B | 66            | 25.7                       | 21                            |
| 26. | 0714        | Facility operation and maintenance managers                                      | NOC Skill Level A | 66            | 20.7                       | 21                            |
| 27. | 5254        | Program leaders and instructors in recreation  sport and fitness                 | NOC Skill Level B | 62            | 22.4                       | 21                            |
| 28. | 7611        | Construction trades helpers and labourers  | NOC Skill Level D | 61            | 20.5                       | 21                            |
| 29. | 3012        | Registered nurses and registered psychiatric nurses                              | NOC Skill Level A | 60            | 23.5                       | 21                            |

## 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 | 560           | 22.2                       | 21                            |
| 2.  | 751         | Motor vehicle and transit drivers   | NOC Skill Level C | 309           | 22.4                       | 21                            |
| 3.  | 632         | Chefs and cooks   | NOC Skill Level B | 256           | 27.3                       | 21                            |
| 4.  | 441         | Home care providers and educational support occupations                         | NOC Skill Level C | 243           | 24.9                       | 21                            |
| 5.  | 655         | Customer and information services representatives                               | NOC Skill Level C | 237           | 20.7                       | 21                            |
| 6.  | 062         | Retail and wholesale trade managers   | NOC Skill Level A | 235           | 20.9                       | 21                            |
| 7.  | 421         | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 231           | 25.2                       | 21                            |
| 8.  | 403         | Secondary and elementary school teachers and educational counsellors            | NOC Skill Level A | 224           | 11.8                       | 6                             |
| 9.  | 671         | Food counter attendants, kitchen helpers and related support occupations        | NOC Skill Level D | 211           | 25.0                       | 21                            |
| 10. | 673         | Cleaners  | NOC Skill Level D | 197           | 22.1                       | 21                            |
| 11. | 662         | Other sales support and related occupations                                     | NOC Skill Level D | 188           | 20.1                       | 21                            |
| 12. | 651         | Occupations in food and beverage service  | NOC Skill Level C | 183           | 25.5                       | 21                            |
| 13. | 745         | Longshore workers and material handlers   | NOC Skill Level C | 182           | 21.0                       | 21                            |
| 14. | 124         | Office administrative assistants - general, legal and medical                   | NOC Skill Level B | 181           | 24.7                       | 21                            |
| 15. | 141         | General office workers  | NOC Skill Level C | 157           | 23.8                       | 21                            |
| 16. | 341         | Assisting occupations in support of health services                             | NOC Skill Level C | 134           | 21.3                       | 21                            |
| 17. | 323         | Other technical occupations in health care                                      | NOC Skill Level B | 126           | 24.2                       | 21                            |
| 18. | 761         | Trades helpers and labourers  | NOC Skill Level D | 116           | 21.3                       | 21                            |
| 19. | 063         | Managers in food service and accommodation                                      | NOC Skill Level A | 111           | 21.1                       | 21                            |
| 20. | 654         | Security guards and related security service occupations                        | NOC Skill Level C | 107           | 20.8                       | 21                            |
| 21. | 631         | Service supervisors   | NOC Skill Level B | 99            | 45.4                       | 21                            |
| 22. | 661         | Cashiers  | NOC Skill Level D | 95            | 17.7                       | 21                            |
| 23. | 071         | Managers in customer and personal services, n.e.c.                              | NOC Skill Level A | 94            | 20.7                       | 21                            |
| 24. | 152         | Supply chain logistics, tracking and scheduling co-ordination occupations       | NOC Skill Level C | 94            | 24.6                       | 21                            |
| 25. | 732         | Automotive service technicians  | NOC Skill Level B | 91            | 34.3                       | 21                            |
| 26. | 321         | Medical technologists and technicians (except dental health)                    | NOC Skill Level B | 91            | 22.6                       | 21                            |
| 27. | 122         | Administrative and regulatory occupations                                       | NOC Skill Level B | 79            | 22.2                       | 21                            |
| 28. | 111         | Auditors, accountants and investment professionals                              | NOC Skill Level A | 77            | 20.3                       | 21                            |
| 29. | 722         | Machining, metal forming, shaping and erecting trades                           | NOC Skill Level B | 73            | 24.4                       | 21                            |

## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

|     | 2 DIGIT NOC | 2 DIGIT NOC NAME  | SKILL LEVEL       | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|-------------|---|-------------------|---------------|----------------------------|-------------------------------|
| 1.  | 65          | Service representatives and other customer and personal services occupations      | NOC Skill Level C | 609           | 22.8                       | 21                            |
| 2.  | 64          | Sales representatives and salespersons - wholesale and retail trade               | NOC Skill Level C | 574           | 22.1                       | 21                            |
| 3.  | 67          | Service support and other service occupations, n.e.c.                             | NOC Skill Level D | 434           | 23.2                       | 21                            |
| 4.  | 63          | Service supervisors and specialized service occupations                           | NOC Skill Level B | 428           | 28.5                       | 21                            |
| 5.  | 06          | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 384           | 21.3                       | 21                            |
| 6.  | 75          | Transport and heavy equipment operation and related maintenance occupations       | NOC Skill Level C | 352           | 22.7                       | 21                            |
| 7.  | 12          | Administrative and financial supervisors and administrative occupations           | NOC Skill Level B | 314           | 23.3                       | 21                            |
| 8.  | 66          | Sales support occupations   | NOC Skill Level D | 283           | 19.4                       | 21                            |
| 9.  | 72          | Industrial, electrical and construction trades                                    | NOC Skill Level B | 252           | 26.2                       | 21                            |
| 10. | 44          | Care providers and educational, legal and public protection support occupations   | NOC Skill Level C | 245           | 24.9                       | 21                            |
| 11. | 40          | Professional occupations in education services                                    | NOC Skill Level A | 244           | 12.6                       | 6                             |
| 12. | 32          | Technical occupations in health   | NOC Skill Level B | 235           | 23.3                       | 21                            |
| 13. | 14          | Office support occupations  | NOC Skill Level C | 234           | 22.7                       | 21                            |
| 14. | 42          | Paraprofessional occupations in legal, social, community and education services   | NOC Skill Level B | 231           | 25.2                       | 21                            |
| 15. | 74          | Other installers, repairers and servicers and material handlers                   | NOC Skill Level C | 201           | 20.9                       | 21                            |
| 16. | 62          | Retail sales supervisors and specialized sales occupations                        | NOC Skill Level B | 193           | 22.4                       | 21                            |
| 17. | 22          | Technical occupations related to natural and applied sciences                     | NOC Skill Level B | 166           | 30.1                       | 21                            |
| 18. | 73          | Maintenance and equipment operation trades  | NOC Skill Level B | 154           | 31.5                       | 21                            |
| 19. | 34          | Assisting occupations in support of health services                               | NOC Skill Level C | 134           | 21.3                       | 21                            |
| 20. | 31          | Professional occupations in health (except nursing)                               | NOC Skill Level A | 130           | 26.9                       | 21                            |
| 21. | 11          | Professional occupations in business and finance                                  | NOC Skill Level A | 125           | 20.2                       | 21                            |
| 22. | 76          | Trades helpers, construction labourers and related occupations                    | NOC Skill Level D | 122           | 21.3                       | 21                            |
| 23. | 52          | Technical occupations in art, culture, recreation and sport                       | NOC Skill Level B | 113           | 22.8                       | 21                            |
| 24. | 41          | Professional occupations in law and social, community and government services     | NOC Skill Level A | 107           | 19.9                       | 21                            |
| 25. | 15          | Distribution, tracking and scheduling co-ordination occupations                   | NOC Skill Level C | 102           | 24.5                       | 21                            |
| 26. | 07          | Managers in customer and personal services, n.e.c.                                | NOC Skill Level A | 99            | 20.7                       | 21                            |
| 27. | 01          | Senior managers - construction, transportation, production and utilities          | NOC Skill Level A | 97            | 23.8                       | 21                            |
|     |             |   |                   |               | 1 - 45 / 45                | < >                           |

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS: 772  
NEW POSTINGS: 0  
COMPANIES: 518  
LANGUAGES: 10

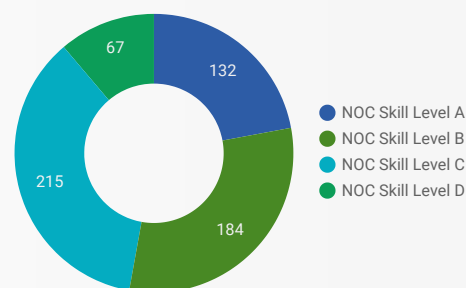
## # OF DAYS POSTED

AVERAGE: 20.7  
MEDIAN: 21

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

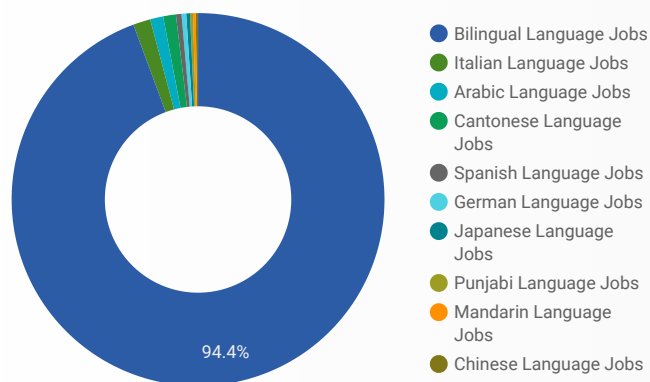
- 132 Skill Level A - Management/ Professional Occupations usually requiring University
- 184 Skill Level B - Usually college education or apprenticeship training
- 215 Skill Level C - Usually secondary education or occupation-specific training
- 67 Skill Level D - Usually on-the-job training



| LANGUAGES         | NOC Skill Level A | NOC Skill Level B | NOC Skill Level C | NOC Skill Level D |
|-------------------|-------------------|-------------------|-------------------|-------------------|
| Bilingual Lang... | 126               | 164               | 200               | 61                |
| Italian Langu...  | 3                 | 10                | 6                 | 2                 |
| Arabic Langu...   |                   | 1                 | 3                 | 3                 |
| Cantonese La...   | 1                 | 2                 | 4                 |                   |
| Chinese Lang...   | 1                 | 2                 |                   |                   |
| Japanese Lan...   |                   | 2                 |                   |                   |
| Mandarin Lan...   | 1                 | 1                 |                   |                   |

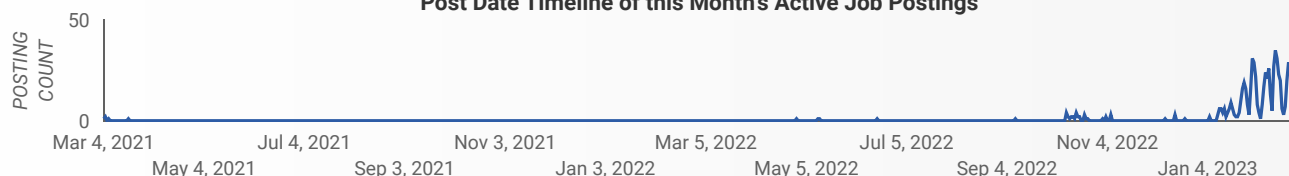
## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



| LANGUAGES                  | POSTING COUNT |
|----------------------------|---------------|
| 1. Bilingual Language Jobs | 719           |
| 2. Italian Language Jobs   | 21            |
| 3. Arabic Language Jobs    | 8             |
| 4. Cantonese Language Jobs | 7             |
| 5. German Language Jobs    | 4             |
| 6. Chinese Language Jobs   | 3             |

## Post Date Timeline of this Month's Active Job Postings



## LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

What language skills are sought by 1-Digit NOC?

| BROAD OCCUPATIONAL CATEGORY                      | Bilingual ... | Italian La... | Arabic La... | Cantones... | Chinese ... | Japanese... | Grand total |
|--|---------------|---------------|--------------|-------------|-------------|-------------|-------------|
| Business, finance and administration occup...    | 80            |               |              | 2           | 1           |             | 83          |
| Health occupations                               | 28            |               | 1            | 1           | 1           |             | 31          |
| Management occupations                           | 50            | 3             |              |             | 1           |             | 55          |
| Natural and applied sciences and related o...    | 17            |               |              |             |             |             | 18          |
| Natural resources, agriculture and related p...  | 10            |               |              |             |             |             | 10          |
| Occupations in art, culture, recreation and s... | 10            |               |              |             |             |             | 12          |
| Occupations in education, law and social, c...   | 100           |               | 1            |             |             |             | 102         |
| Occupations in manufacturing and utilities       | 3             |               |              |             |             |             | 3           |
| Sales and service occupations                    | 179           | 18            | 5            | 4           |             | 2           | 209         |
| Trades, transport and equipment operators ...    | 74            |               |              |             |             |             | 75          |
| <b>Grand total</b>                               | <b>551</b>    | <b>21</b>     | <b>7</b>     | <b>7</b>    | <b>3</b>    | <b>2</b>    | <b>598</b>  |

## MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

|    | MUNICIPALITY               | JOB LANGUAGES | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|----------------------------|---------------|----------------------------|-------------------------------|
| 1. | City of Oshawa             | 190           | 21.4                       | 21                            |
| 2. | City of Whitby             | 154           | 22.3                       | 21                            |
| 3. | City of Ajax               | 147           | 22.3                       | 21                            |
| 4. | City of Pickering          | 112           | 22.1                       | 21                            |
| 5. | Municipality of Clarington | 96            | 21.5                       | 21                            |
| 6. | Municipality of Uxbridge   | 27            | 32.5                       | 21                            |
| 7. | Municipality of Scugog     | 24            | 23.3                       | 21                            |
| 8. | Municipality of Brock      | 4             | 30.1                       | 21                            |



## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

| 4 DIGIT NOC NAME                                     | POSTINGS |
|--|----------|
| 1. Retail salespersons                               | 49       |
| 2. Elementary school and kindergarten teachers       | 40       |
| 3. Cooks   | 34       |
| 4. Other customer and information services rep...    | 32       |
| 5. Home support workers  housekeepers and re...      | 25       |
| 6. Food counter attendants  kitchen helpers an...    | 20       |
| 7. Administrative assistants                         | 18       |
| 8. Food and beverage servers                         | 17       |
| 9. Retail and wholesale trade managers               | 15       |
| 10. Transport truck drivers                          | 13       |
| 11. Material handlers                                | 13       |
| 12. Receptionists                                    | 12       |
| 13. Delivery and courier service drivers             | 10       |
| 14. Early childhood educators and assistants         | 10       |
| 15. Licensed practical nurses                        | 9        |
| 16. Restaurant and food service managers             | 9        |
| 17. Social and community service workers             | 9        |
| 18. Light duty cleaners                              | 8        |
| 19. Chefs  | 8        |
| 20. Landscaping and grounds maintenance labo...      | 8        |
| 21. Other trades helpers and labourers               | 6        |
| 22. General office support workers                   | 6        |
| 23. Cashiers   | 6        |
| 24. Human resources managers                         | 5        |
| 25. Business development officers and marketin...    | 5        |
| 26. Shippers and receivers                           | 5        |
| 27. Carpenters                                       | 5        |
| 28. Construction trades helpers and labourers        | 5        |
| 29. Insurance adjusters and claims examiners         | 5        |
| 30. Heating  refrigeration and air conditioning m... | 4        |
| 31. Landscape and horticulture technicians and ...   | 4        |
| 1 - 100 / 144 < >                                    |          |

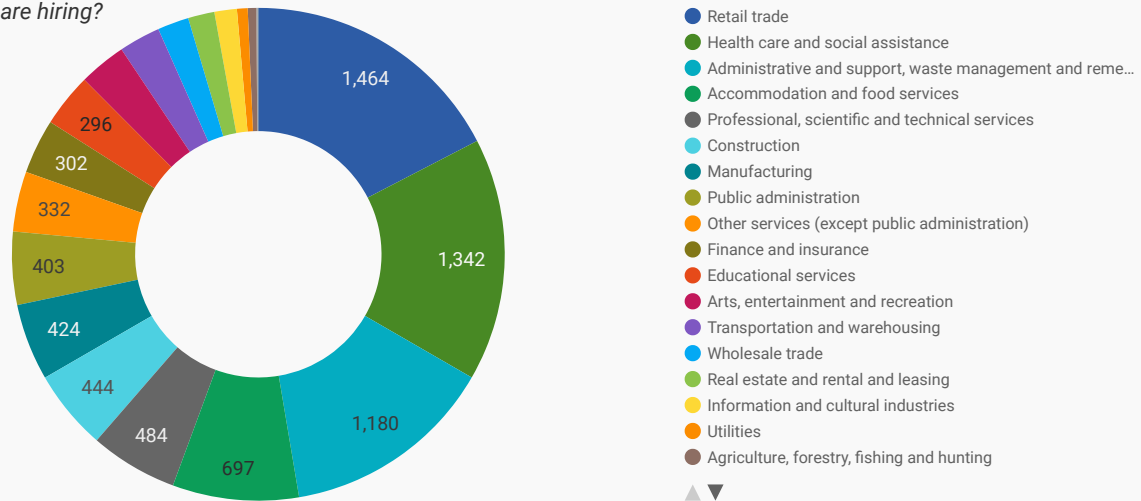
## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

| COMPANY  | POSTINGS |
|--|----------|
| 1. Durham District School Board                                      | 19       |
| 2. Day Communications for Durham District School...                  | 17       |
| 3. Recipe Unlimited Corporation                                      | 8        |
| 4. Bowmanville Home Building Centre                                  | 7        |
| 5. Safran Landing Systems  | 7        |
| 6. Lenbook Group of Companies  | 7        |
| 7. Volkswagen Group Canada   | 6        |
| 8. Skin Vitality Medical Clinic                                      | 6        |
| 9. Kawartha Pine Ridge District School Board                         | 6        |
| 10. Municipal Property Assessment Corporation                        | 6        |
| 11. Stack IT   | 5        |
| 12. Choko Motorsports  | 5        |
| 13. Kunafa's   | 5        |
| 14. Farm Boy Inc.  | 5        |
| 15. East Side Mario's  | 5        |
| 16. CBI Health Group   | 5        |
| 17. Morson International   | 5        |
| 18. Generations Cleaning (whitby)                                    | 5        |
| 19. confidential   | 4        |
| 20. Omachron Science Inc   | 4        |
| 21. Redwood Employment Inc.  | 4        |
| 22. Kelsey's Original Roadhouse, Montana's BBQ & Bar                 | 4        |
| 23. Town Brewery   | 4        |
| 24. Durham Youth Services  | 4        |
| 25. Various Ministries   | 4        |
| 26. Generations Cleaning   | 4        |
| 27. Power Staffing Solutions   | 4        |
| 28. Goldie's Cafe + Eatery   | 4        |
| 29. Peterborough Victoria Northumberland and Clarington Catholic DSB | 4        |
| 1 - 50 / 519 < >   |          |

## 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      | 1,464         | 21.1                       | 21                            |
| 2.  | Health care and social assistance                                     | 62         | 1,342         | 22.3                       | 21                            |
| 3.  | Administrative and support, waste management and remediation services | 56         | 1,180         | 23.1                       | 21                            |
| 4.  | Accommodation and food services                                       | 72         | 697           | 22.8                       | 21                            |
| 5.  | Professional, scientific and technical services                       | 54         | 484           | 23.7                       | 21                            |
| 6.  | Construction  | 23         | 444           | 23.7                       | 21                            |
| 7.  | Manufacturing   | 31-33      | 424           | 22.3                       | 21                            |
| 8.  | Public administration   | 91         | 403           | 23.8                       | 21                            |
| 9.  | Other services (except public administration)                         | 81         | 332           | 25.7                       | 21                            |
| 10. | Finance and insurance   | 52         | 302           | 20.3                       | 21                            |
| 11. | Educational services  | 61         | 296           | 15.8                       | 21                            |
| 12. | Arts, entertainment and recreation                                    | 71         | 261           | 24.2                       | 21                            |
| 13. | Transportation and warehousing  | 48-49      | 229           | 24.2                       | 21                            |
| 14. | Wholesale trade   | 41         | 173           | 21.3                       | 21                            |
| 15. | Real estate and rental and leasing                                    | 53         | 146           | 25.4                       | 21                            |
| 16. | Information and cultural industries                                   | 51         | 124           | 26.9                       | 21                            |
| 17. | Utilities   | 22         | 59            | 20.0                       | 21                            |
| 18. | Agriculture, forestry, fishing and hunting                            | 11         | 47            | 20.3                       | 21                            |
| 19. | Management of companies and enterprises                               | 55         | 7             | 21.0                       | 21                            |
| 20. | Mining, quarrying, and oil and gas extraction                         | 21         | 4             | 21.0                       | 21                            |

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

## TOP HIRING SECTORS BY 3-DIGIT NAICS CODE

What sectors are hiring?

|     | 3-DIGIT NAICS LABEL   | NAICS CODE | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|---|------------|-----------------|----------------------------|-------------------------------|
| 1.  | Administrative and support services                         | 561        | 1,134           | 23.2                       | 21                            |
| 2.  | Ambulatory health care services                             | 621        | 680             | 22.2                       | 21                            |
| 3.  | Food services and drinking places                           | 722        | 625             | 23.2                       | 21                            |
| 4.  | Professional, scientific and technical services             | 541        | 484             | 23.7                       | 21                            |
| 5.  | Nursing and residential care facilities                     | 623        | 353             | 21.8                       | 21                            |
| 6.  | Local, municipal and regional public administration         | 913        | 316             | 22.9                       | 21                            |
| 7.  | Educational services  | 611        | 296             | 15.8                       | 21                            |
| 8.  | Food and beverage stores                                    | 445        | 278             | 20.6                       | 21                            |
| 9.  | Specialty trade contractors                                 | 238        | 253             | 25.3                       | 21                            |
| 10. | Social assistance   | 624        | 250             | 22.5                       | 21                            |
| 11. | Amusement, gambling and recreation industries               | 713        | 249             | 24.3                       | 21                            |
| 12. | Motor vehicle and parts dealers                             | 441        | 225             | 22.6                       | 21                            |
| 13. | Building material and garden equipment and supplies dealers | 444        | 220             | 17.8                       | 21                            |
| 14. | Clothing and clothing accessories stores                    | 448        | 175             | 20.1                       | 21                            |
| 15. | Credit intermediation and related activities                | 522        | 163             | 19.4                       | 21                            |
| 16. | Health and personal care stores                             | 446        | 154             | 20.1                       | 21                            |
| 17. | Personal and laundry services                               | 812        | 145             | 26.9                       | 21                            |
| 18. | Construction of buildings                                   | 236        | 139             | 21.6                       | 21                            |
| 19. | General merchandise stores                                  | 452        | 126             | 23.5                       | 21                            |
| 20. | Truck transportation  | 484        | 121             | 21.8                       | 21                            |
| 21. | Repair and maintenance                                      | 811        | 117             | 25.3                       | 21                            |
| 22. | Insurance carriers and related activities                   | 524        | 112             | 22.7                       | 21                            |
| 23. | Furniture and home furnishings stores                       | 442        | 100             | 21.0                       | 21                            |
| 24. | Transportation equipment manufacturing                      | 336        | 97              | 20.9                       | 21                            |
| 25. | Miscellaneous store retailers                               | 453        | 96              | 19.7                       | 21                            |
| 26. | Real estate   | 531        | 92              | 21.3                       | 21                            |
| 27. | Telecommunications  | 517        | 79              | 23.4                       | 21                            |
| 28. | Accommodation services                                      | 721        | 72              | 20.8                       | 21                            |
| 29. | Food, beverage and tobacco merchant wholesalers             | 413        | 62              | 22.7                       | 21                            |
| 30. | Utilities   | 221        | 59              | 20.0                       | 21                            |
| 31. | Hospitals   | 622        | 59              | 25.4                       | 21                            |
|     |   |            |                 |                            | 1 - 50 / 89 < >               |



## 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       | 735             | 23.6                       | 21                            |
| 2.  | Full-service restaurants and limited-service eating places       | 7225       | 571             | 23.3                       | 21                            |
| 3.  | Other local, municipal and regional public administration        | 9139       | 315             | 22.9                       | 21                            |
| 4.  | Community care facilities for the elderly                        | 6233       | 270             | 21.0                       | 21                            |
| 5.  | Grocery stores   | 4451       | 251             | 20.4                       | 21                            |
| 6.  | Services to buildings and dwellings                              | 5617       | 225             | 24.1                       | 21                            |
| 7.  | Building material and supplies dealers                           | 4441       | 212             | 17.7                       | 21                            |
| 8.  | Other amusement and recreation industries                        | 7139       | 187             | 25.7                       | 21                            |
| 9.  | Home health care services  | 6216       | 177             | 24.5                       | 21                            |
| 10. | Elementary and secondary schools                                 | 6111       | 170             | 12.1                       | 6                             |
| 11. | Architectural, engineering and related services                  | 5413       | 166             | 22.0                       | 21                            |
| 12. | Offices of other health practitioners                            | 6213       | 156             | 21.5                       | 21                            |
| 13. | Health and personal care stores                                  | 4461       | 154             | 20.1                       | 21                            |
| 14. | Clothing stores  | 4481       | 144             | 20.2                       | 21                            |
| 15. | Automobile dealers   | 4411       | 144             | 23.4                       | 21                            |
| 16. | Out-patient care centres   | 6214       | 136             | 20.7                       | 21                            |
| 17. | Individual and family services                                   | 6241       | 123             | 18.5                       | 21                            |
| 18. | Offices of dentists  | 6212       | 119             | 20.7                       | 21                            |
| 19. | Depository credit intermediation                                 | 5221       | 110             | 17.9                       | 21                            |
| 20. | Child day-care services  | 6244       | 104             | 29.9                       | 21                            |
| 21. | Personal care services   | 8121       | 104             | 28.4                       | 21                            |
| 22. | General freight trucking   | 4841       | 103             | 21.9                       | 21                            |
| 23. | Building equipment contractors                                   | 2382       | 102             | 22.4                       | 21                            |
| 24. | Agencies, brokerages and other insurance related activities      | 5242       | 102             | 22.8                       | 21                            |
| 25. | Management, scientific and technical consulting services         | 5416       | 95              | 23.6                       | 21                            |
| 26. | Residential building construction                                | 2361       | 89              | 22.1                       | 21                            |
| 27. | Automotive repair and maintenance                                | 8111       | 83              | 24.2                       | 21                            |
| 28. | Investigation and security services                              | 5616       | 80              | 20.8                       | 21                            |
| 29. | Furniture stores   | 4421       | 78              | 19.9                       | 21                            |
| 30. | Department stores  | 4521       | 77              | 19.0                       | 21                            |
| 31. | Wired and wireless telecommunications carriers(except satellite) | 5173       | 76              | 23.4                       | 21                            |
|     |  |            |                 |                            | 1 - 50 / 230 < >              |

## 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      | 721             | 23.6                       | 21                            |
| 2.  | Full-service restaurants and limited-service eating places                | 72251      | 571             | 23.3                       | 21                            |
| 3.  | Other local, municipal and regional public administration                 | 91391      | 315             | 22.9                       | 21                            |
| 4.  | Community care facilities for the elderly                                 | 62331      | 270             | 21.0                       | 21                            |
| 5.  | Supermarkets and other grocery (except convenience) stores                | 44511      | 240             | 20.4                       | 21                            |
| 6.  | Home health care services   | 62161      | 177             | 24.5                       | 21                            |
| 7.  | Elementary and secondary schools  | 61111      | 170             | 12.1                       | 6                             |
| 8.  | Hardware stores   | 44413      | 170             | 16.7                       | 21                            |
| 9.  | Engineering services  | 54133      | 147             | 22.2                       | 21                            |
| 10. | Offices of dentists   | 62121      | 119             | 20.7                       | 21                            |
| 11. | Landscaping services  | 56173      | 114             | 28.2                       | 21                            |
| 12. | New car dealers   | 44111      | 112             | 22.2                       | 21                            |
| 13. | Child day-care services   | 62441      | 104             | 29.9                       | 21                            |
| 14. | Banking   | 52211      | 102             | 17.8                       | 20.5                          |
| 15. | Fitness and recreational sports centres                                   | 71394      | 95              | 24.4                       | 21                            |
| 16. | Other out-patient care centres  | 62149      | 95              | 20.6                       | 21                            |
| 17. | Insurance agencies and brokerages   | 52421      | 92              | 23.1                       | 21                            |
| 18. | Residential building construction   | 23611      | 89              | 22.1                       | 21                            |
| 19. | Janitorial services   | 56172      | 85              | 20.7                       | 21                            |
| 20. | Management consulting services  | 54161      | 82              | 21.8                       | 21                            |
| 21. | Furniture stores  | 44211      | 78              | 19.9                       | 21                            |
| 22. | Department stores   | 45211      | 77              | 19.0                       | 21                            |
| 23. | Wired and wireless telecommunications carriers (except satellite)         | 51731      | 76              | 23.4                       | 21                            |
| 24. | Golf courses and country clubs  | 71391      | 68              | 30.2                       | 21                            |
| 25. | Pharmacies and drug stores  | 44611      | 68              | 20.6                       | 21                            |
| 26. | Offices of physical, occupational, and speech therapists and audiologists | 62134      | 66              | 21.1                       | 21                            |
| 27. | General freight trucking, local   | 48411      | 65              | 22.0                       | 21                            |
| 28. | Nursing care facilities   | 62311      | 64              | 25.2                       | 21                            |
| 29. | Hair care and esthetic services   | 81211      | 64              | 24.8                       | 21                            |
| 30. | Offices of physicians   | 62111      | 61              | 21.3                       | 21                            |
| 31. | Community colleges and C.E.G.E.P.s  | 61121      | 61              | 19.9                       | 21                            |
|     |   |            |                 |                            | 1 - 50 / 399 < >              |

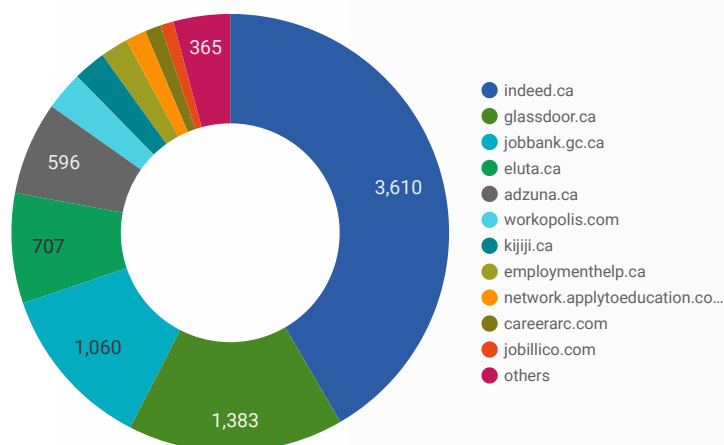
## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

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     | 721                | 23.6                       | 21                            |
| 2.  | Other local, municipal and regional public administration                 | 913910     | 315                | 22.9                       | 21                            |
| 3.  | Limited-service eating places   | 722512     | 298                | 25.2                       | 21                            |
| 4.  | Full-service restaurants  | 722511     | 273                | 21.9                       | 21                            |
| 5.  | Community care facilities for the elderly                                 | 623310     | 270                | 21.0                       | 21                            |
| 6.  | Supermarkets and other grocery (except convenience) stores                | 445110     | 240                | 20.4                       | 21                            |
| 7.  | Home health care services   | 621610     | 177                | 24.5                       | 21                            |
| 8.  | Elementary and secondary schools  | 611110     | 170                | 12.1                       | 6                             |
| 9.  | Hardware stores   | 444130     | 170                | 16.7                       | 21                            |
| 10. | Engineering services  | 541330     | 147                | 22.2                       | 21                            |
| 11. | Offices of dentists   | 621210     | 119                | 20.7                       | 21                            |
| 12. | Landscaping services  | 561730     | 114                | 28.2                       | 21                            |
| 13. | New car dealers   | 441110     | 112                | 22.2                       | 21                            |
| 14. | Child day-care services   | 624410     | 104                | 29.9                       | 21                            |
| 15. | Personal and commercial banking industry                                  | 522111     | 100                | 17.9                       | 21                            |
| 16. | Fitness and recreational sports centres                                   | 713940     | 95                 | 24.4                       | 21                            |
| 17. | Insurance agencies and brokerages   | 524210     | 92                 | 23.1                       | 21                            |
| 18. | Community health centres  | 621494     | 92                 | 20.6                       | 21                            |
| 19. | Residential building construction   | 236110     | 89                 | 22.1                       | 21                            |
| 20. | Janitorial services (except window cleaning)                              | 561722     | 82                 | 20.7                       | 21                            |
| 21. | Furniture stores  | 442110     | 78                 | 19.9                       | 21                            |
| 22. | Department stores   | 452110     | 77                 | 19.0                       | 21                            |
| 23. | Wired and wireless telecommunications carriers (except satellite)         | 517310     | 76                 | 23.4                       | 21                            |
| 24. | Golf courses and country clubs  | 713910     | 68                 | 30.2                       | 21                            |
| 25. | Pharmacies and drug stores  | 446110     | 68                 | 20.6                       | 21                            |
| 26. | Offices of physical, occupational, and speech therapists and audiologists | 621340     | 66                 | 21.1                       | 21                            |
| 27. | General freight trucking, local   | 484110     | 65                 | 22.0                       | 21                            |
| 28. | Nursing care facilities   | 623110     | 64                 | 25.2                       | 21                            |
| 29. | Community colleges and C.E.G.E.P.s  | 611210     | 61                 | 19.9                       | 21                            |
| 30. | Offices of physicians   | 621110     | 61                 | 21.3                       | 21                            |
| 31. | Security guard and patrol services  | 561610     | 50                 | 21.4                       | 21                            |

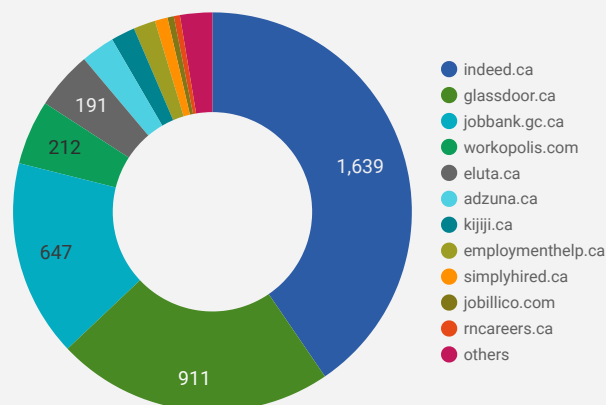
## JOB POSTINGS BY JOB BOARD

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



## COMPANIES BY JOB BOARD

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



## JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

|     | JOB BOARD                    | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS | # OF COMPANIES |
|-----|------------------------------|-----------------|----------------------------|-------------------------------|----------------|
| 1.  | indeed.ca                    | 3,610           | 20.3                       | 21                            | 1,639          |
| 2.  | glassdoor.ca                 | 1,383           | 20.9                       | 21                            | 911            |
| 3.  | jobbank.gc.ca                | 1,060           | 40.0                       | 30                            | 647            |
| 4.  | eluta.ca                     | 707             | 21.0                       | 21                            | 191            |
| 5.  | adzuna.ca                    | 596             | 14.0                       | 14                            | 111            |
| 6.  | workopolis.com               | 249             |                            |                               | 212            |
| 7.  | kijiji.ca                    | 209             | 14.9                       | 15                            | 79             |
| 8.  | employmenthelp.ca            | 177             | 138.9                      | 100                           | 72             |
| 9.  | network.applytoeducation.com | 133             | 6.1                        | 6                             | 4              |
| 10. | careerarc.com                | 104             | 42.7                       | 21                            | 12             |
| 11. | jobillico.com                | 82              | 24.8                       | 13                            | 21             |
| 12. | rncareers.ca                 | 63              | 34.2                       | 22                            | 20             |
| 13. | simplyhired.ca               | 50              | 21.0                       | 21                            | 42             |
| 14. | careerbuilder.ca             | 43              | 50.3                       | 32                            | 15             |
| 15. | randstad.ca                  | 38              | 36.6                       | 34                            | 1              |
| 16. | gojobs.gov.on.ca             | 32              | 28.6                       | 18                            | 8              |
| 17. | careerowl.ca                 | 28              | 214.5                      | 222                           | 20             |