

# Job Demand Report

## Report Filters

**Jobs Active During:** April 2024 to June 2024



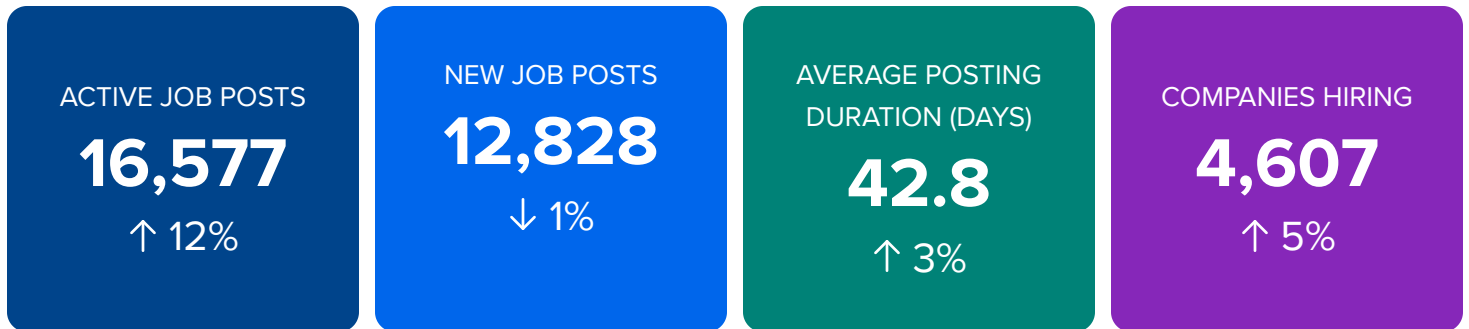
This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.



# Snapshot

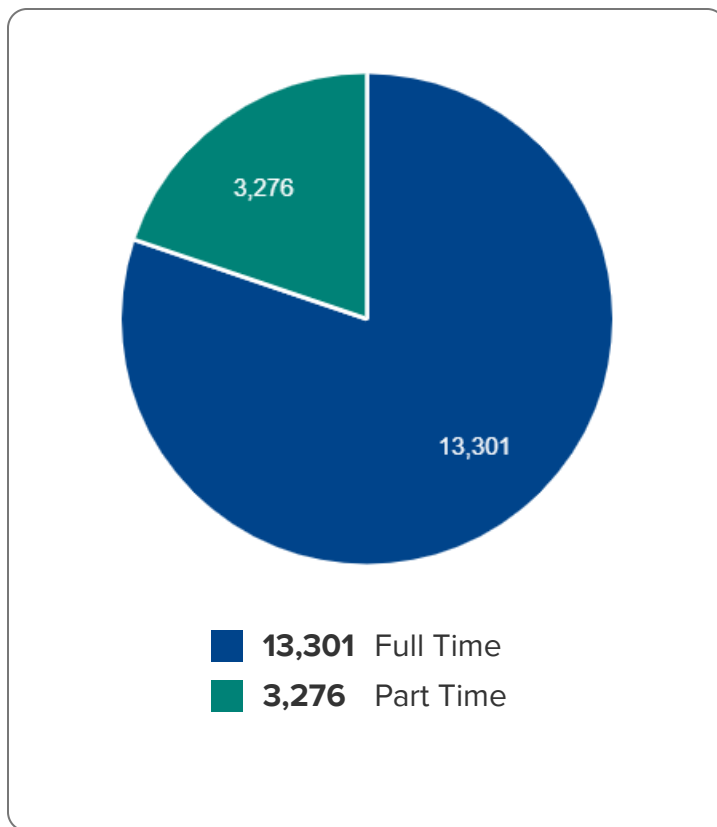
## Quick Statistics

The following metrics include the % increase/decrease over the previous period.



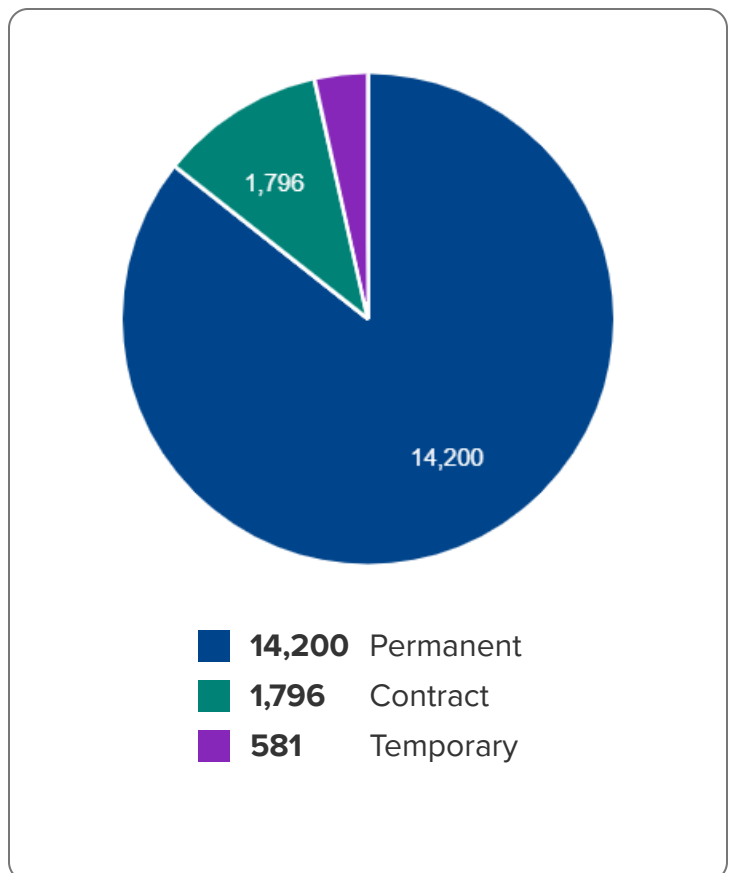
## Job Type

Full time vs. Part time.



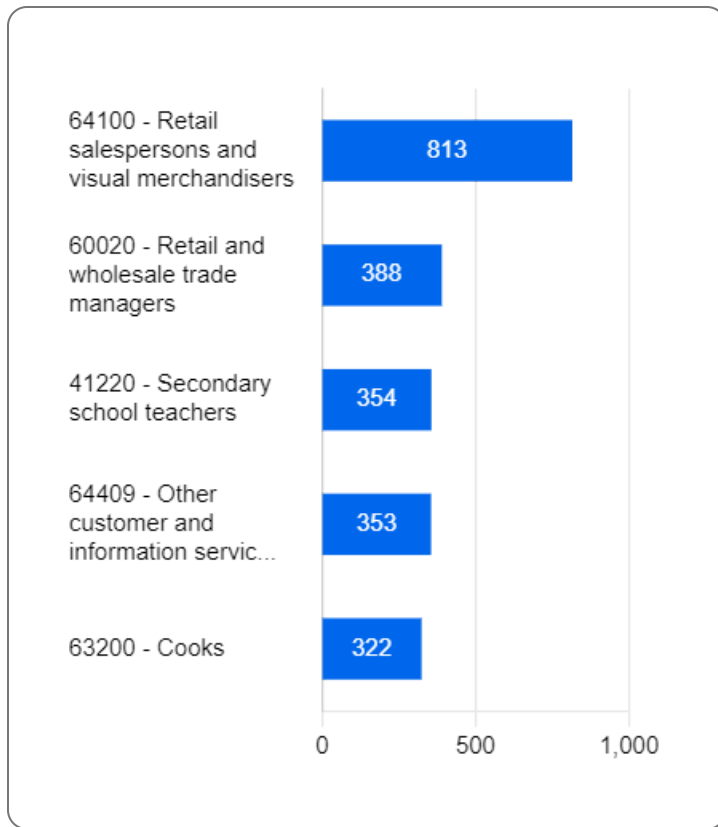
## Job Duration

Permanency of jobs posted.



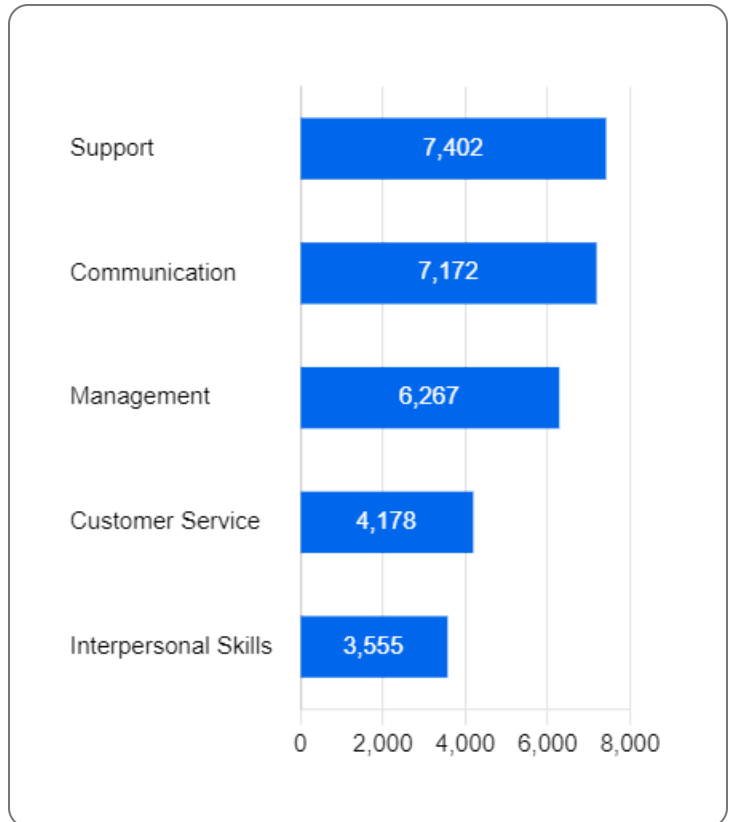
## Top Occupations

Top in-demand occupations based on posting count.



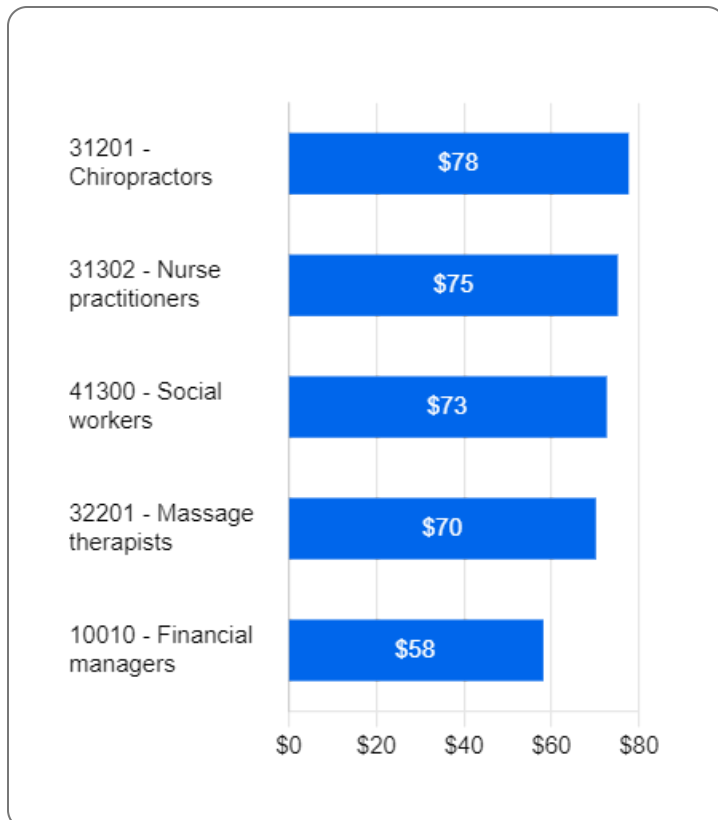
## Top Skills

Top in-demand skills based on posting count.



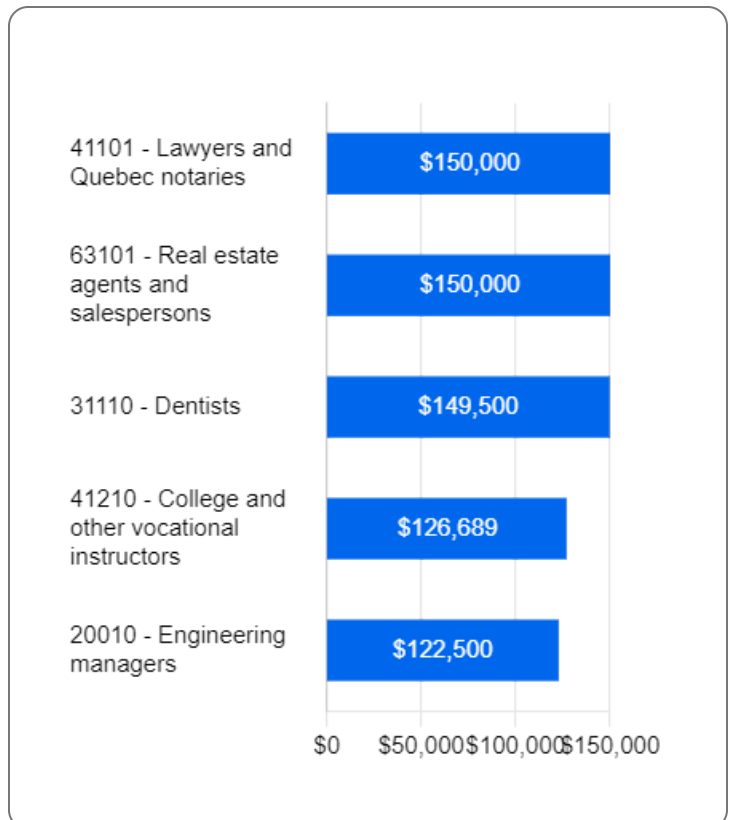
## Top Hourly Wages

Top median hourly wages by occupation.



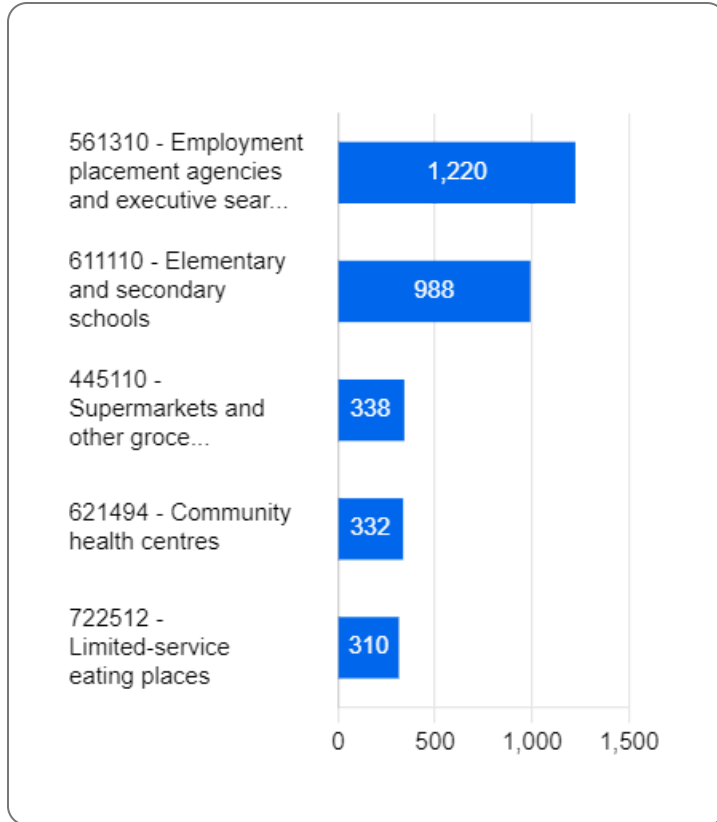
## Top Salaries

Top median yearly salaries by occupation.



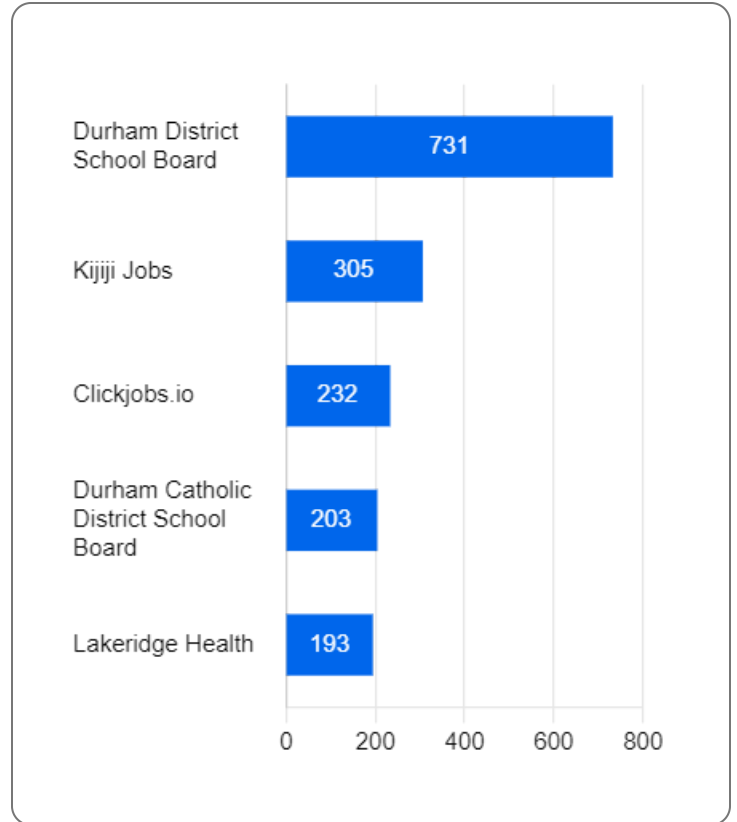
## Top Sectors

Top in-demand sectors based on posting count.



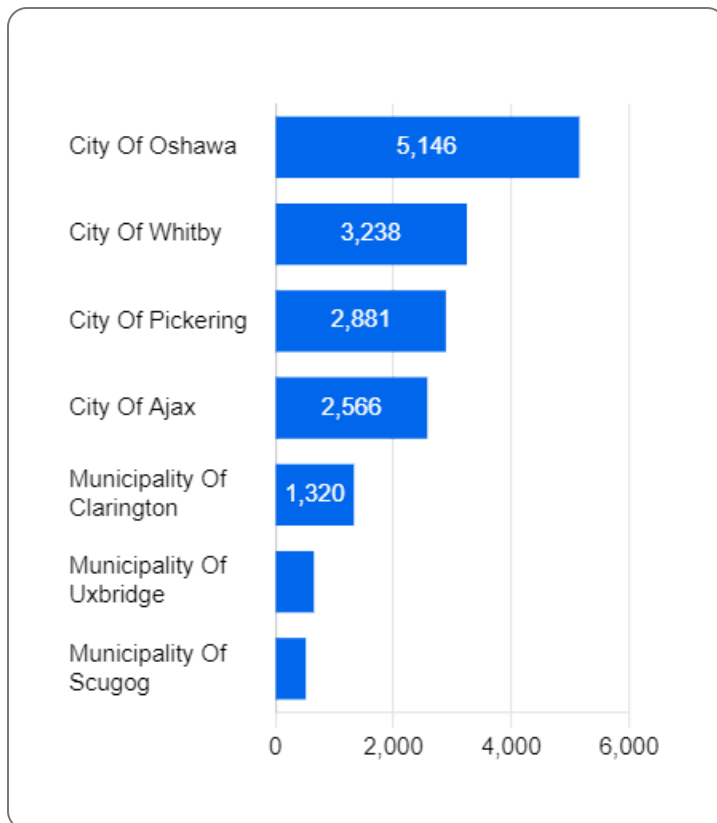
## Top Hiring Employers

Top employers based on hiring activity.



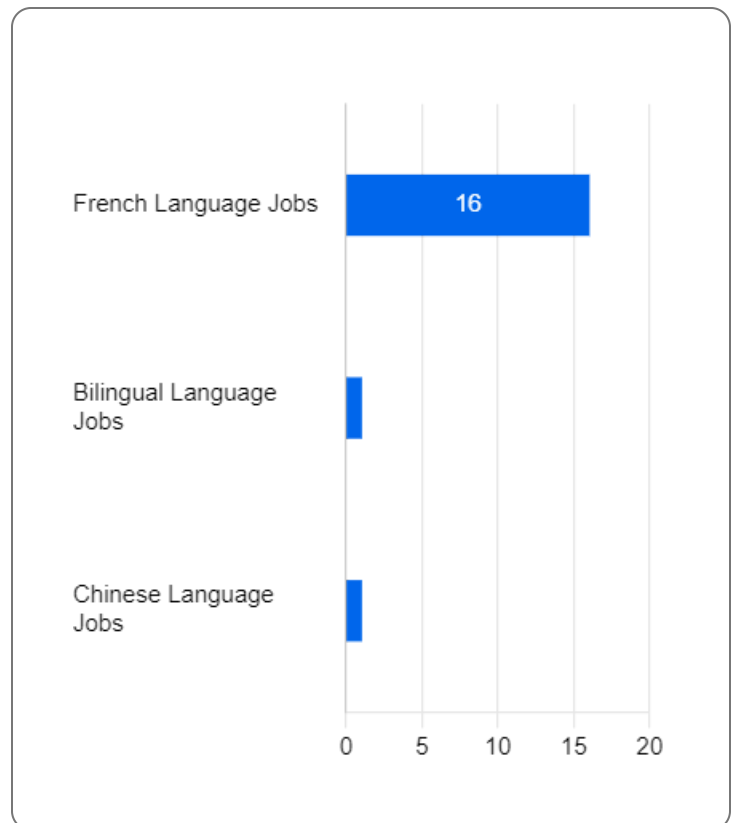
## Top Locations

Top locations based on job posting count.



## Top Languages

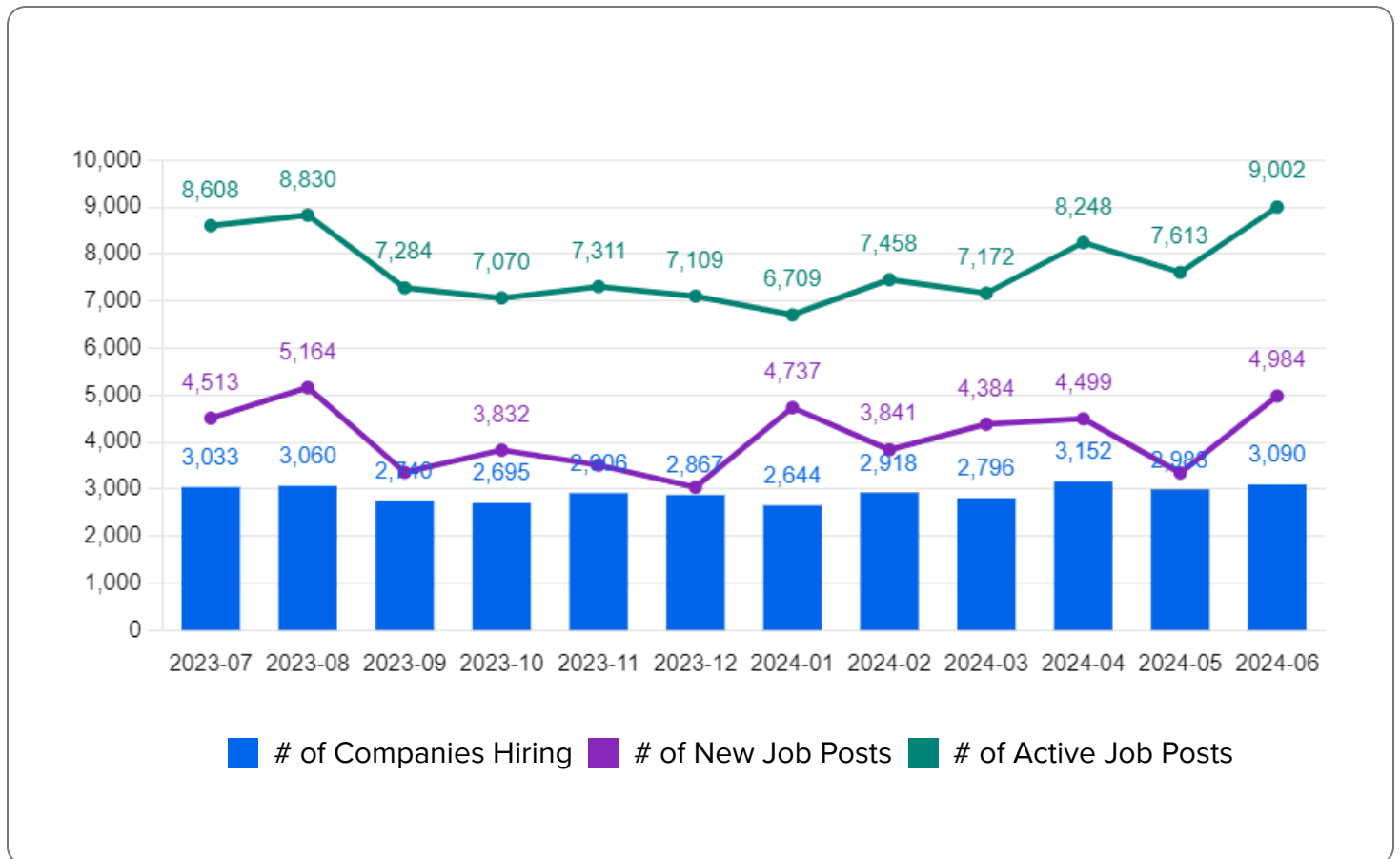
Top language skills being recruited for.



# Trends

## Job Post Trends

The number of new job posts, active job posts, and companies hiring over the last 12 months.



## Sector Trends

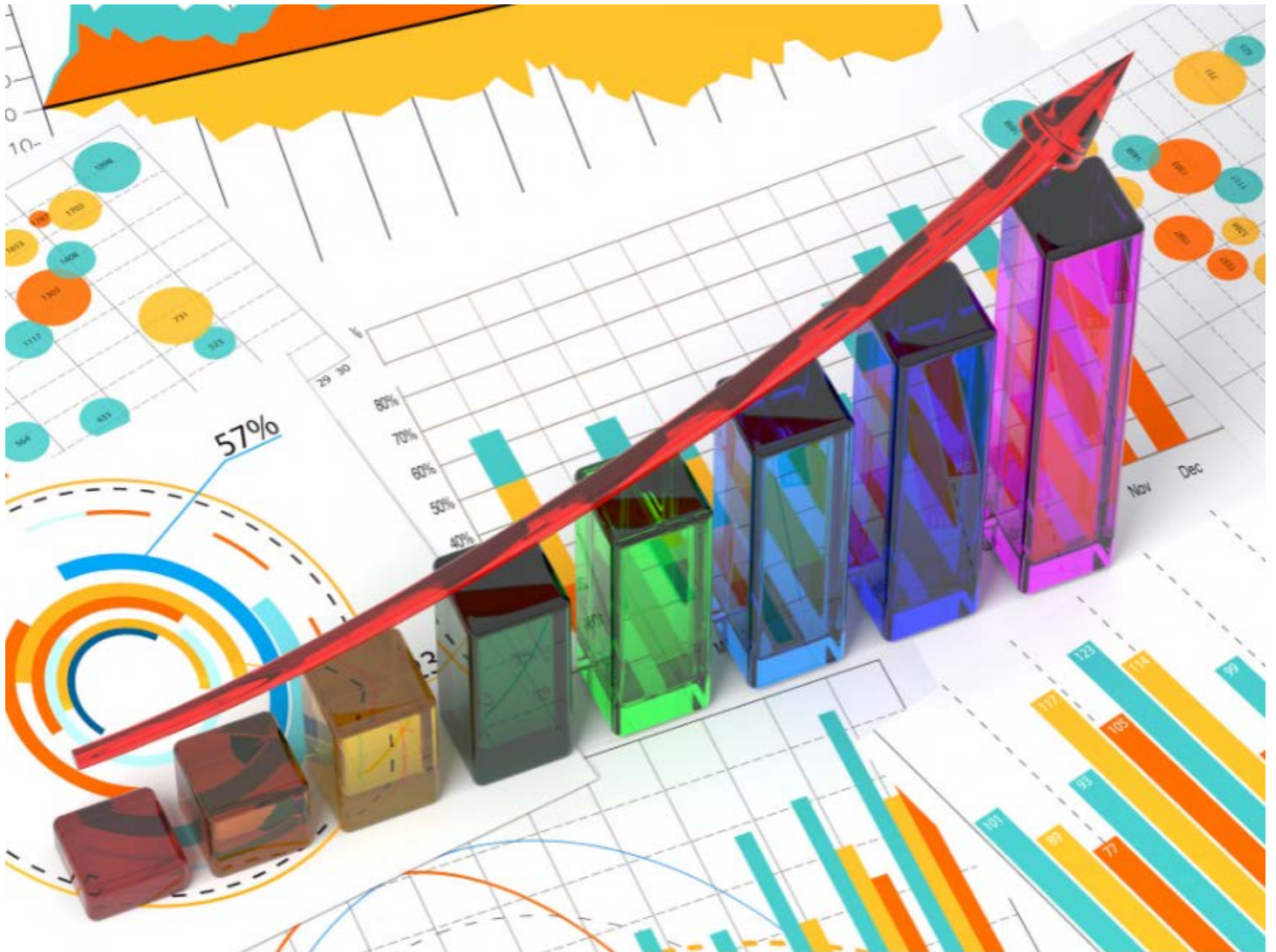
Data based on number of job postings over the last 12 months.

<b>GROWING SECTORS</b> <b>2</b> 9%	<b>TOP GROWTH SECTOR</b> <b>Educational services</b> ↑ 12%	<b>TOP DECLINE SECTOR</b> <b>Administrative and support, waste management and remediation services</b> ↓ 46%
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## Top Growing Sectors

Top growing sectors based on number of job postings over the last 12 months.

NAICS Label	Posting Count (Previous)	Posting Count (Current)	Change (%)	Change (Abs.)
61 - Educational services	3,748	4,192	↑ 12	↑ 444
22 - Utilities	518	575	↑ 12	↑ 57



## Top Declining Sectors

Top declining sectors based on number of job postings over the last 12 months.

NAICS Label	Posting Count (Previous)	Posting Count (Current)	Change (%)	Change (Abs.)
56 - Administrative and support, waste management and remediation services	10,071	5,355	↓ 46	↓ 4,716
44 - Retail trade	9,370	5,893	↓ 37	↓ 3,477
72 - Accommodation and food services	5,877	3,110	↓ 47	↓ 2,767
54 - Professional, scientific and technical services	4,295	2,602	↓ 39	↓ 1,693
62 - Health care and social assistance	8,745	7,077	↓ 19	↓ 1,668

## Occupation Trends

Data based on number of job postings over the last 12 months.

<b>GROWING OCCUPATIONS</b> <b>177</b> 41%	<b>TOP GROWTH OCCUPATION</b> <b>Secondary school teachers</b> ↑ 45%	<b>TOP DECLINE OCCUPATION</b> <b>Retail salespersons and visual merchandisers</b> ↓ 40%
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## Top Growing Occupations

Top growing occupations based on number of job postings over the last 12 months.

NOC Label	Posting Count (Previous)	Posting Count (Current)	Change (%)	Change (Abs.)
41220 - Secondary school teachers	609	878	↑ 45	↑ 269
62020 - Food service supervisors	448	566	↑ 27	↑ 118
41200 - University professors and lecturers	80	197	↑ 147	↑ 117
63102 - Financial sales representatives	218	327	↑ 50	↑ 109
42202 - Early childhood educators and assistants	557	664	↑ 20	↑ 107



## Top Declining Occupations

Top declining occupations based on number of job postings over the last 12 months.

NOC Label	Posting Count (Previous)	Posting Count (Current)	Change (%)	Change (Abs.)
64100 - Retail salespersons and visual merchandisers	5,440	3,240	↓ 40	↓ 2,200
75101 - Material handlers	2,068	1,002	↓ 51	↓ 1,066
64409 - Other customer and information services representatives	2,109	1,303	↓ 38	↓ 806
65201 - Food counter attendants, kitchen helpers and related support occupations	1,940	1,173	↓ 39	↓ 767
60020 - Retail and wholesale trade managers	2,124	1,420	↓ 33	↓ 704

## Wage Trends by Occupation

Wage trends based on job posting data over the last 12 months.

OCCUPATIONS WITH GROWING WAGES

**224**

79%

TOP OCCUPATION WAGE GROWTH

**Architectural technologists and technicians**

↑ 90%

TOP OCCUPATION WAGE DECLINE

**Optometrists**

↓ 77%

## Top Growing Wages by Occupation

Wage trends based on job posting data over the last 12 months.

NOC Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
22210 - Architectural technologists and technicians	\$41,000	\$77,500	↑ 90
10012 - Purchasing managers	\$60,000	\$97,000	↑ 62
21110 - Biologists and related scientists	\$54,600	\$83,684	↑ 54
10021 - Banking, credit and other investment managers	\$72,000	\$107,815	↑ 50
72020 - Contractors and supervisors, mechanic trades	\$62,000	\$90,000	↑ 46



## Top Declining Wages by Occupation

Top declining wages by occupation based on job posting data over the last 12 months.

NOC Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
3111 - Optometrists	\$120,000	\$27,300	↓ 77
72421 - Appliance servicers and repairers	\$102,000	\$42,850	↓ 57
53120 - Dancers	\$66,963	\$42,392	↓ 36
94204 - Mechanical assemblers and inspectors	\$54,600	\$38,025	↓ 30
31102 - General practitioners and family physicians	\$64,167	\$45,825	↓ 28

## Wage Trends by Sector

Wage trends based on job posting data over the last 12 months.



## Top Growing Wages by Sector

Top growing wages by sector based on number of job postings over the last 12 months.

NAICS Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
22 - Utilities	\$60,000	\$118,000	↑ 97
61 - Educational services	\$58,500	\$66,962	↑ 15
53 - Real estate and rental and leasing	\$42,900	\$48,750	↑ 14
54 - Professional, scientific and technical services	\$48,148	\$53,576	↑ 12
33 - Manufacturing	\$48,750	\$54,600	↑ 12



## Top Declining Wages by Sector

Top declining wages by sector based job posting data over the last 12 months.

NAICS Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
31 - Manufacturing	\$38,220	\$36,075	↓ 5
21 - Mining, quarrying, and oil and gas extraction	\$57,525	\$56,550	↓ 1
44 - Retail trade	\$39,000	\$39,000	↑ 0
49 - Transportation and warehousing	\$39,000	\$39,000	↑ 0
11 - Agriculture, forestry, fishing and hunting	\$35,343	\$35,100	↑ 0



# Occupations

## Demand by Occupation

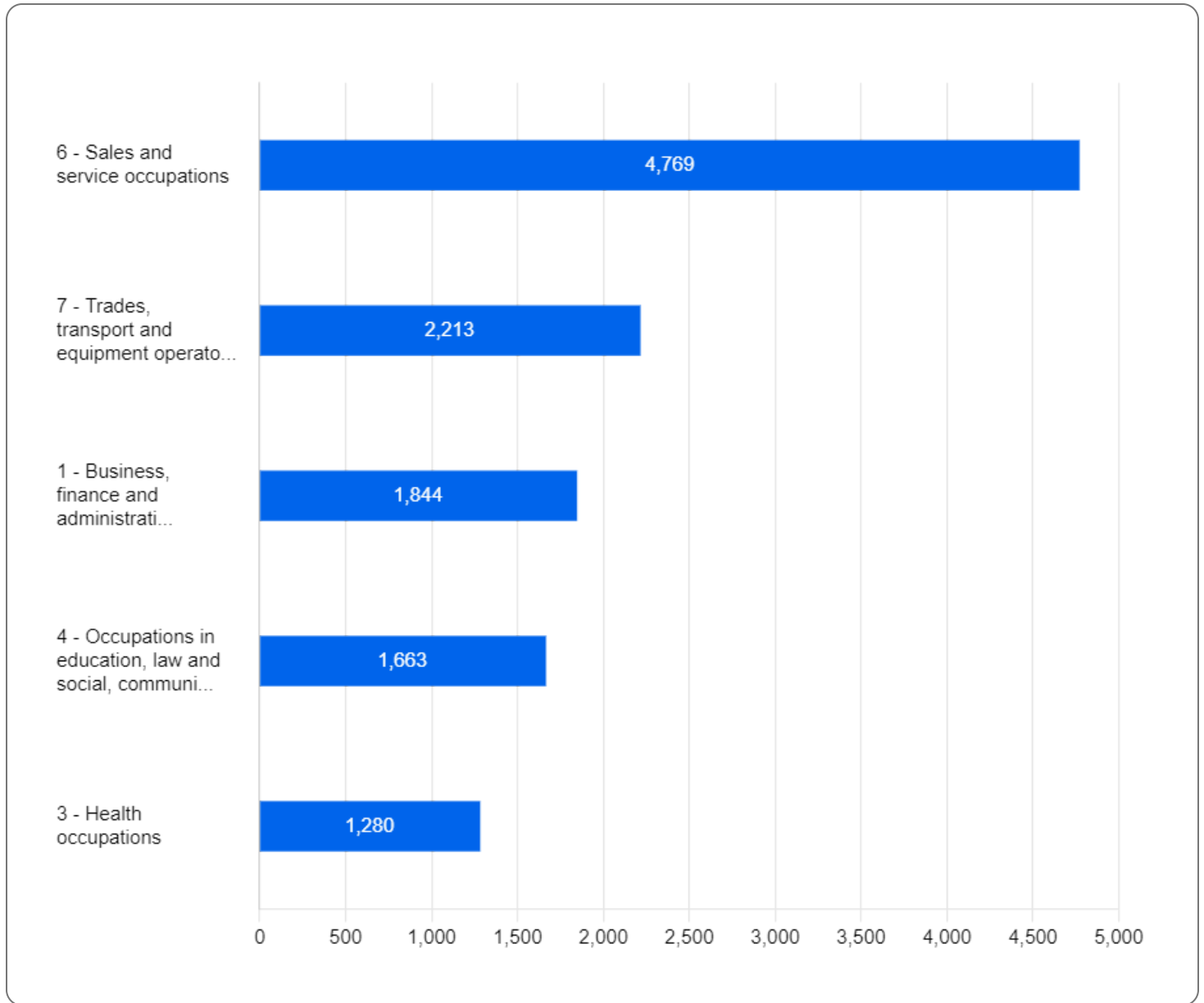
Which occupations are hard to fill, or in demand?

NOC Code ↕	NOC Label ↕	Posting Count ↕
64100	Retail salespersons and visual merchandisers	813
60020	Retail and wholesale trade managers	388
41220	Secondary school teachers	354
64409	Other customer and information services representatives	353
63200	Cooks	322



## Demand by Occupational Category

Which occupational categories are hard to fill, or in demand?



## Demand by Major Group

Which major groups are hard to fill, or in demand?

NOC Code	NOC Label	Posting Count
64	Sales and service representatives and other customer and personal services occupations	1,484
65	Sales and service support occupations	1,275
72	Technical trades and transportation officers and controllers	874
41	Professional occupations in law, education, social, community and government services	828
63	Occupations in sales and services	701



## Demand by Minor Group

Which minor groups are hard to fill, or in demand?

NOC Code	NOC Label	Posting Count
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	820
4122	Secondary, elementary and kindergarten school teachers	570
6510	Cashiers and other sales support occupations	455
6520	Food support occupations	450
6440	Customer and information services representatives	417

# Skills & Experience

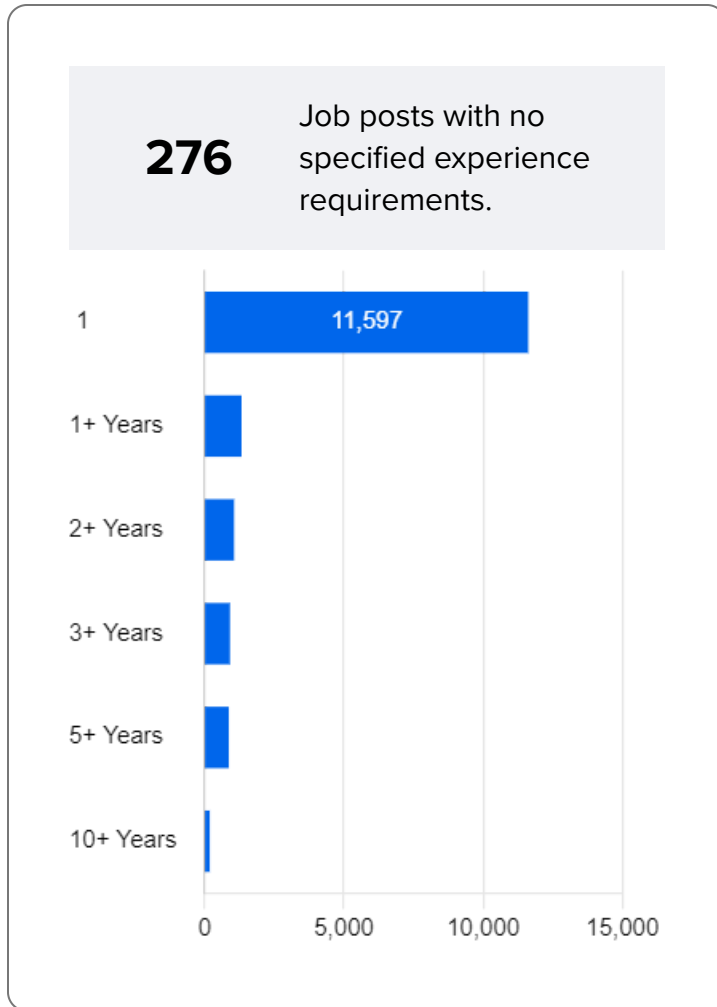
## Top In-Demand Skills

How many times were these skills found in job postings?



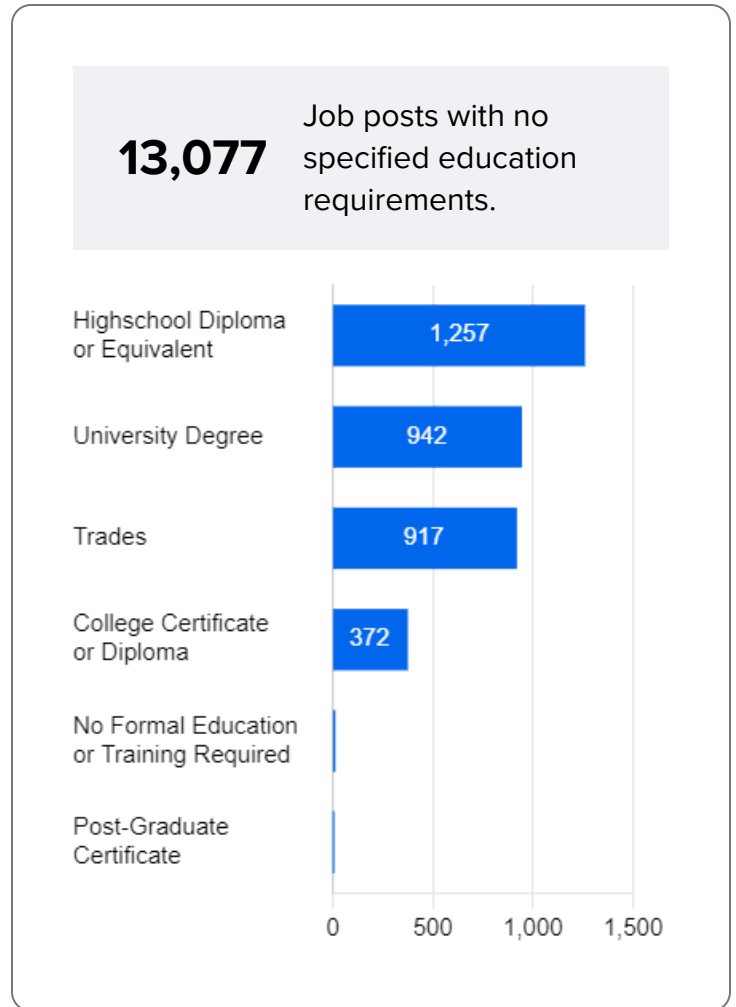
## Experience Insights

A look at published experience requirements.



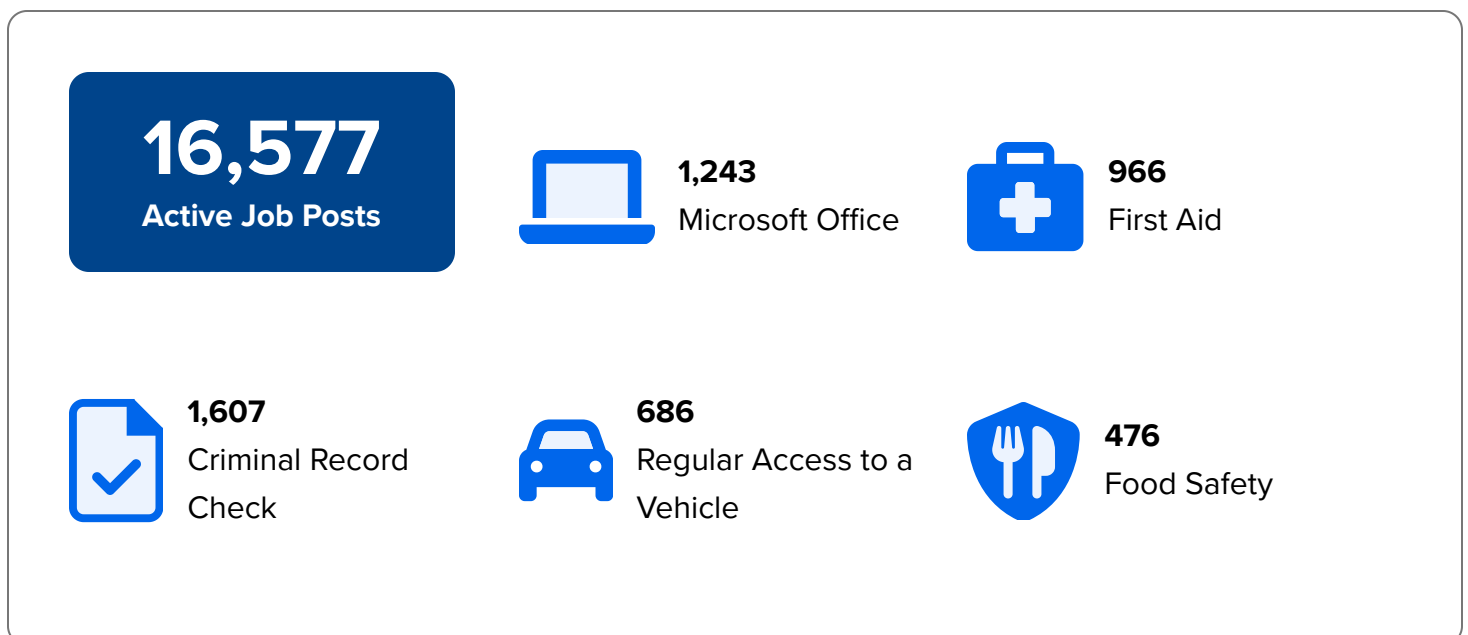
## Education Insights

A look at published education requirements.



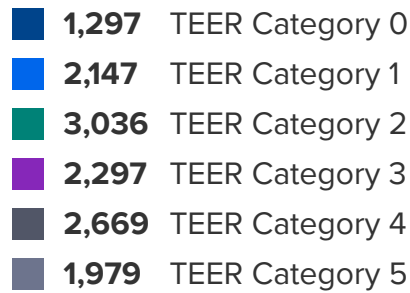
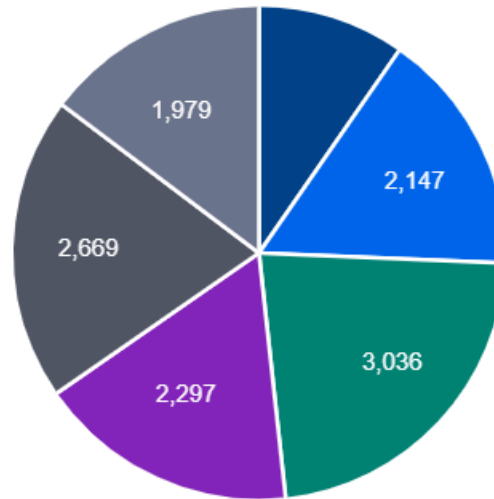
## Key Job Requirements

How often are these requirements desired in job postings?



## Postings By NOC TEER Category

What skills are employers looking for by occupational TEER Category?



## Skills & Knowledge

Browse the table below to discover how often skills and knowledge are specified in job postings.

Skills & Knowledge	Frequency
> Knowledge	66,940
> Skills	110,070
> Tools and Technologies	24,419

# Wages & Benefits

## Quick Statistics

The following metrics include the % increase/decrease over the previous period.

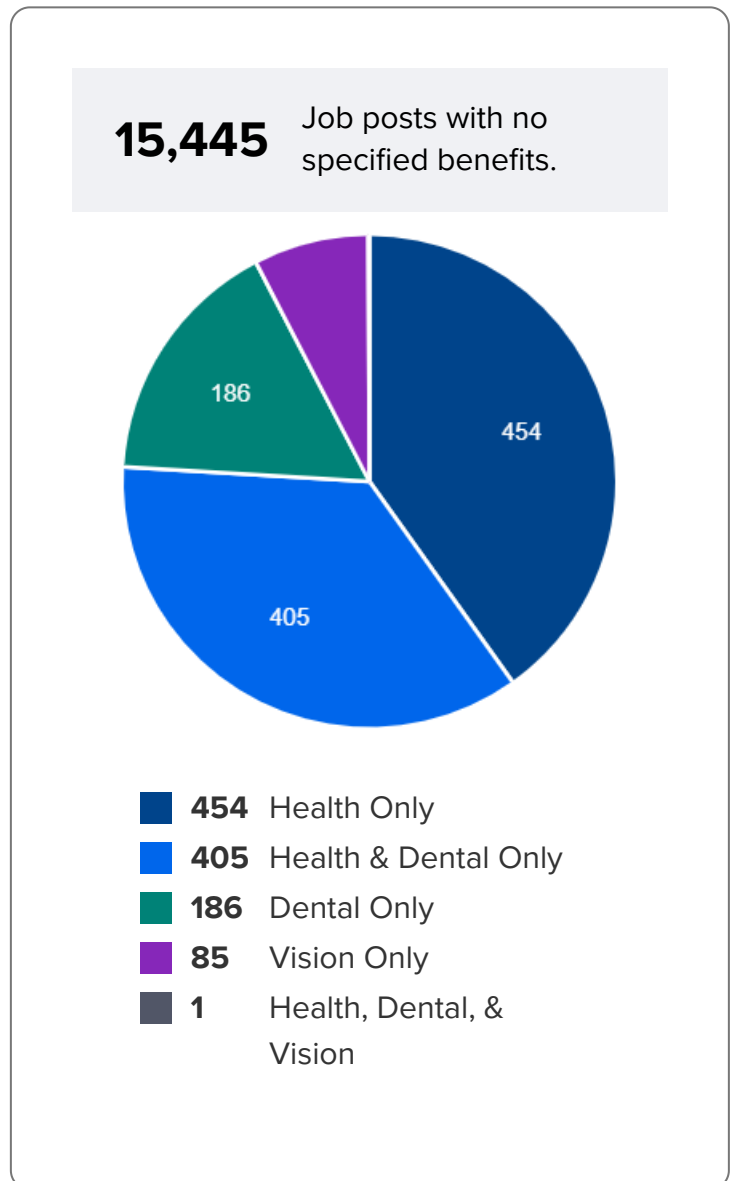
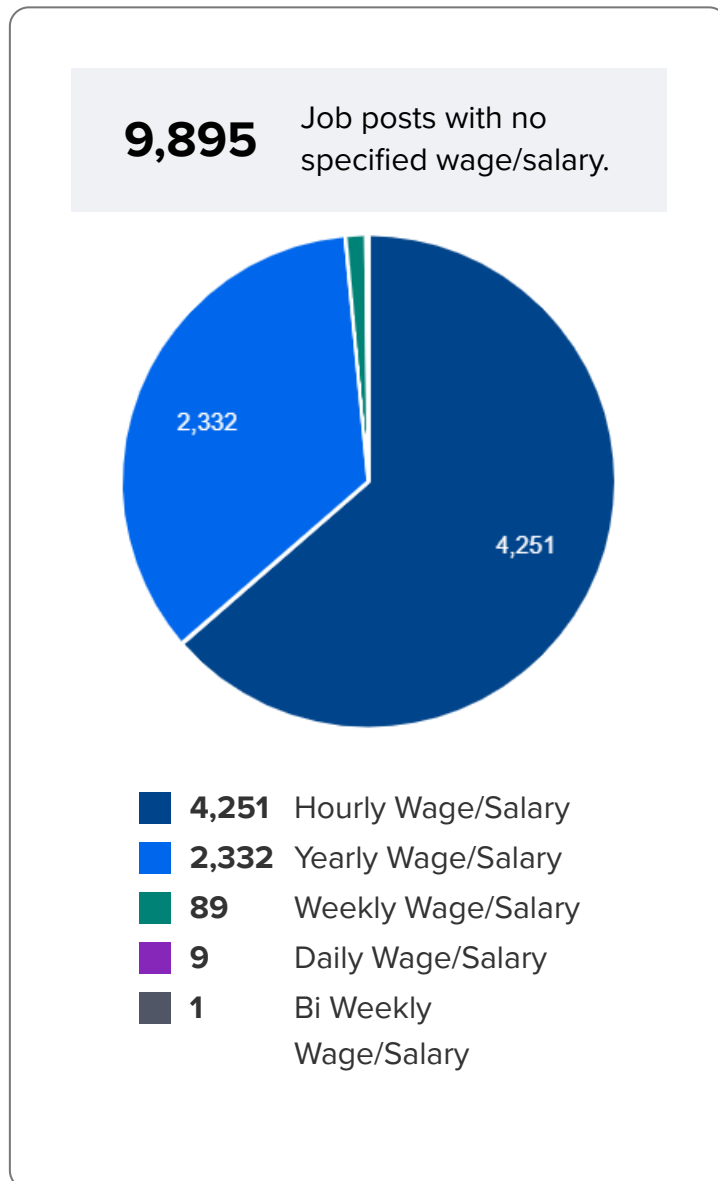


## Published Wages/Salaries

What percentage of job postings include wage or salary information?

## Advertised Benefits

What percentage of job postings include benefit information?



## Top Salaries By Occupation

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

NOC Code	NOC Label	Median Salary
60020	Retail and wholesale trade managers	\$59,000
64100	Retail salespersons and visual merchandisers	\$72,500
41220	Secondary school teachers	\$70,000
13100	Administrative officers	\$62,500
31301	Registered nurses and registered psychiatric nurses	\$84,000

## Top Salaries by Occupational Category

Which occupational categories pay the most?

NOC Code	NOC Label	Median Salary
6	Sales and service occupations	\$59,000
1	Business, finance and administration occupations	\$65,333
4	Occupations in education, law and social, community and government services	\$77,000
7	Trades, transport and equipment operators and related occupations	\$80,000
3	Health occupations	\$81,500

## Top Salaries by Minor Group

Which minor groups pay the most?

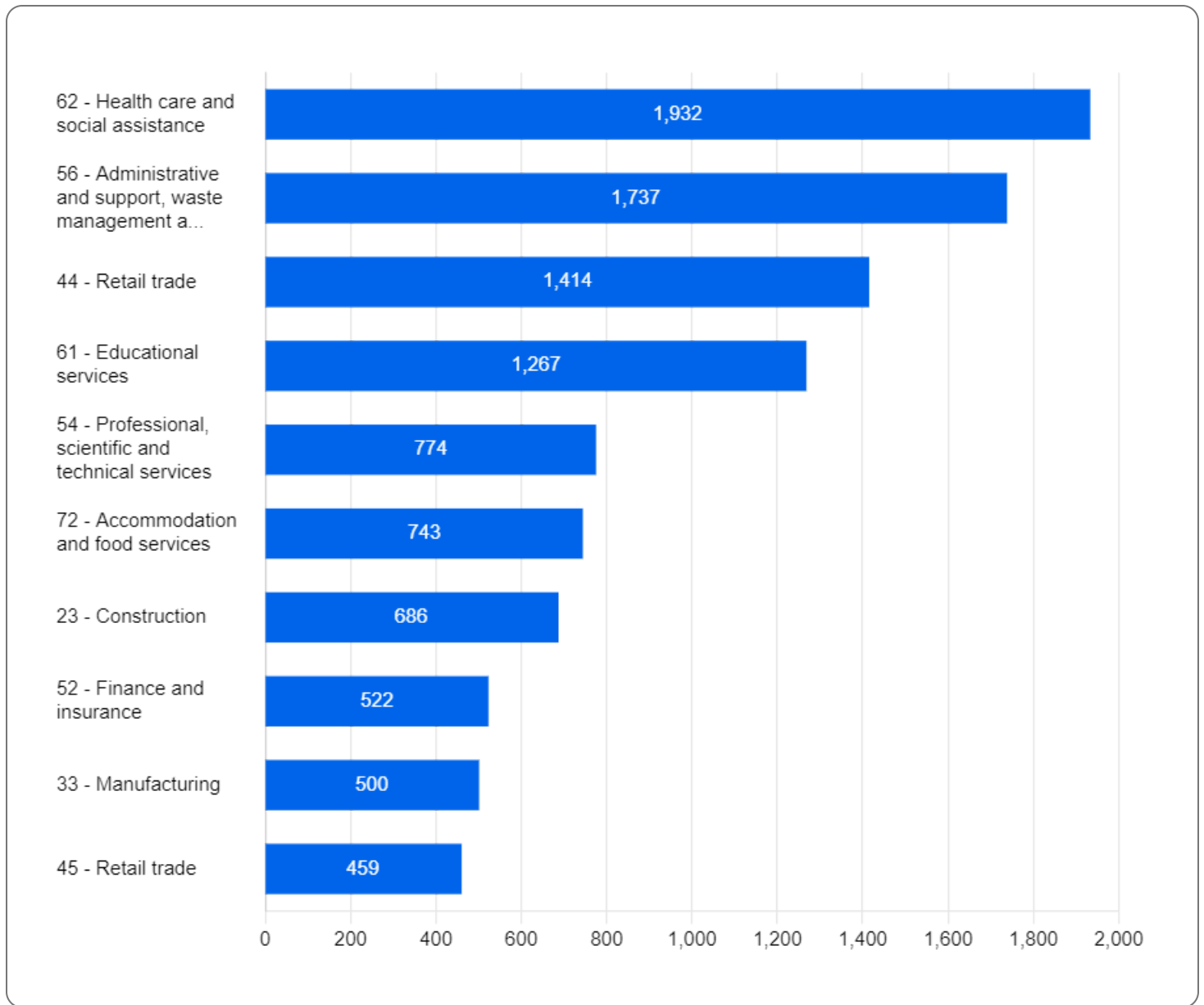
NOC Code	NOC Label	Median Salary
4122	Secondary, elementary and kindergarten school teachers	\$85,000
6002	Retail and wholesale trade managers	\$59,000
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	\$72,500
4220	Paraprofessional occupations in legal, social, community and education services	\$60,000
6440	Customer and information services representatives	\$50,000



# Sectors

## Top Focus Sectors

How many job postings were active for at least 1 day in a given month?



## Top Hiring Sectors

What sectors are hiring?

NAICS Code	NAICS Label	Posting Count
> 11	Agriculture, forestry, fishing and hunting	35
> 21	Mining, quarrying, and oil and gas extraction	3
> 22	Utilities	152
> 23	Construction	877
> 31,32,33	Manufacturing	777
> 41	Wholesale trade	238
> 44,45	Retail trade	2,131
> 48,49	Transportation and warehousing	363
> 51	Information and cultural industries	185
> 52	Finance and insurance	579
> 53	Real estate and rental and leasing	188
> 54	Professional, scientific and technical services	838
> 55	Management of companies and enterprises	36
> 56	Administrative and support, waste management and remediation services	1,773
> 61	Educational services	1,267
> 62	Health care and social assistance	2,087

>	71	Arts, entertainment and recreation	394
>	72	Accommodation and food services	744
>	81	Other services (except public administration)	394
>	91	Public administration	422

Job postings may be double-counted to less specific NAICS categories if they are posted by an employer belonging to more than one 6-digit NAICS classification. This accounts for roughly 5% of all employers, and roughly 11% of all job postings.



# Employers

## Top Hiring Companies

What companies are hiring?

Company	Location ↕	Active Job Posts ↕
Durham District School Board	Whitby	731
Durham Catholic District School Board	Oshawa	203
Lakeridge Health	Whitby	193
Aecon Group Inc.	Bowmanville	147
Loblaw Companies Limited	Mississauga	126
Durham College of Applied Arts and Technology	Oshawa	125
Apex Focus Group Inc.	N/A	106
Ontario Power Generation	Bowmanville	85
Thermo Fisher Scientific	Whitby	85
Loblaw Companies Ltd - Head Office	N/A	79

## Top Posting Employment Agencies

What employment agencies are posting jobs?

Agency	Location ↕	Active Job Posts ↕
Kijiji Jobs	Ajax	305
Clickjobs.io	N/A	232
ApplytoEducation	N/A	149
Employmenthelp	N/A	56
Randstad Canada	Oshawa	33
Equest	Hannon	29
Aerotek	Whitby	24
Adecco Canada	Oshawa	23
Express Employment Professionals	Pickering	16
CarePartners	Oshawa	14

## Locations

### Job Postings by Cities, Towns, Townships or Municipalities

In which regions are job opportunities being offered?

Region ↕	Active Job Posts ↕
City Of Oshawa	5,146
City Of Whitby	3,238
City Of Pickering	2,881
City Of Ajax	2,566
Municipality Of Clarington	1,320

# Job Search Report

## Report Filters

**Date:** April 2024 to June 2024



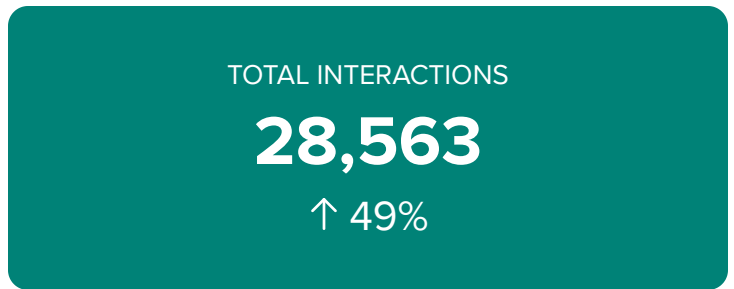
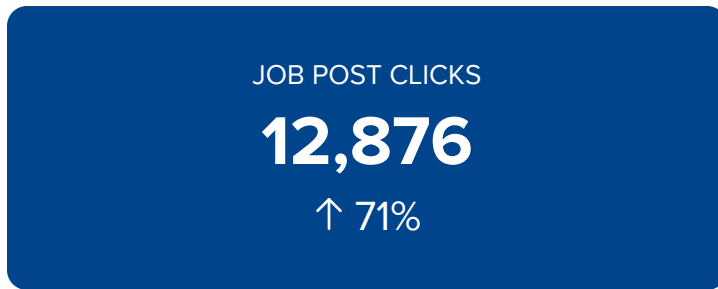
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# Snapshot

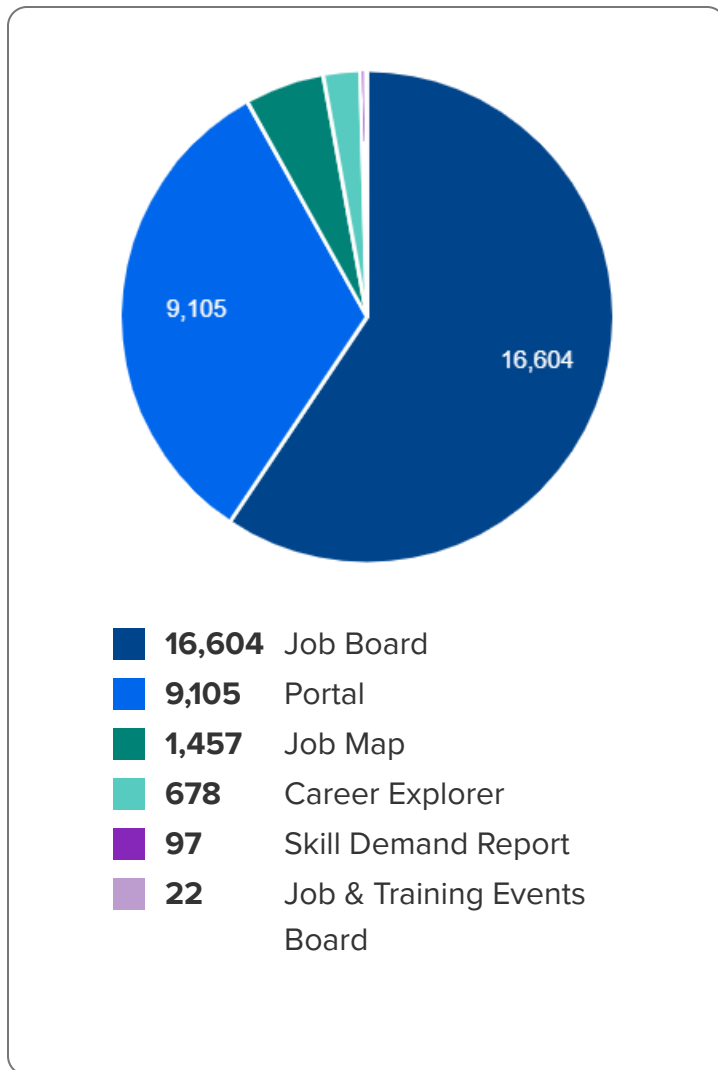
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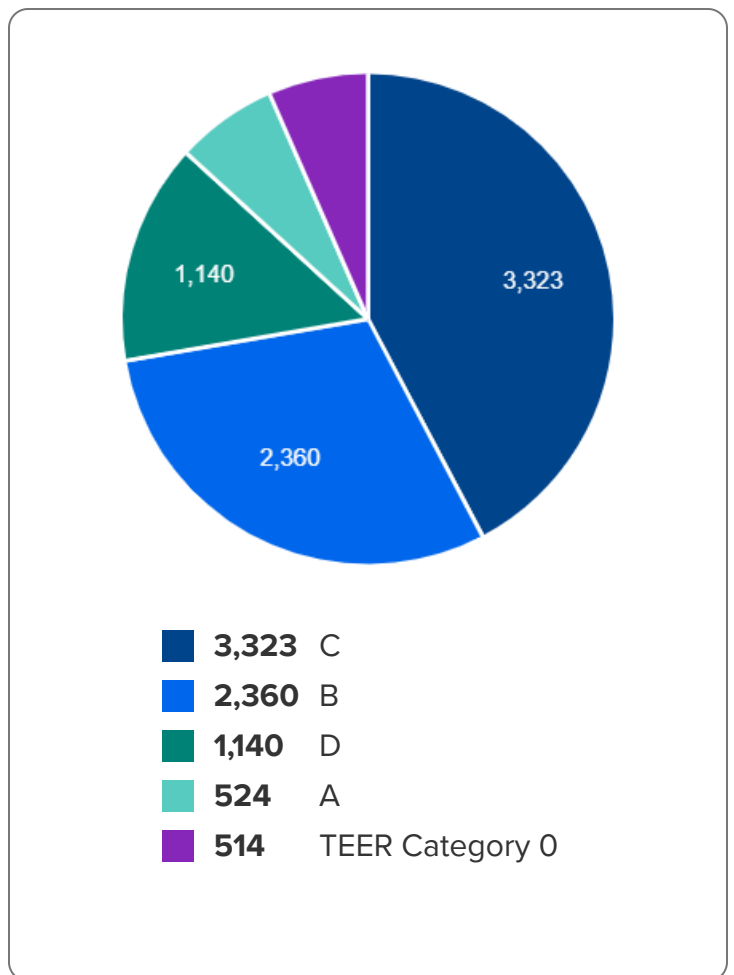
## Interactions By Tool

Number of interactions by tool.



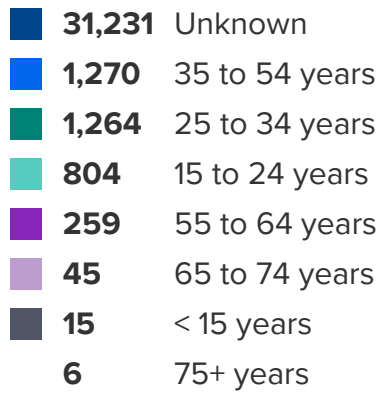
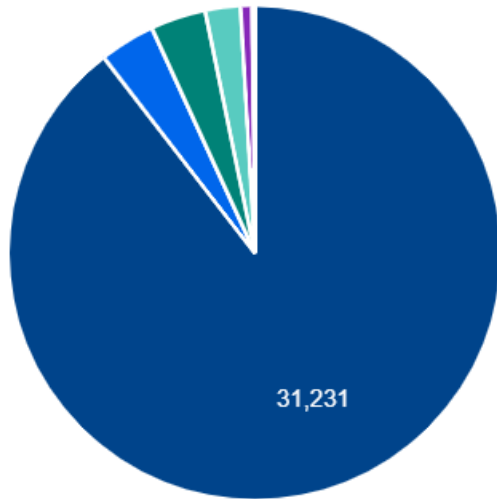
## Skill Level Interest

NOC skill level of jobs interacted with on Job Board.



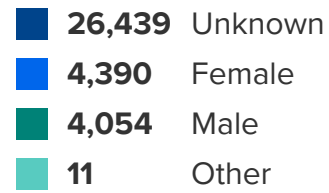
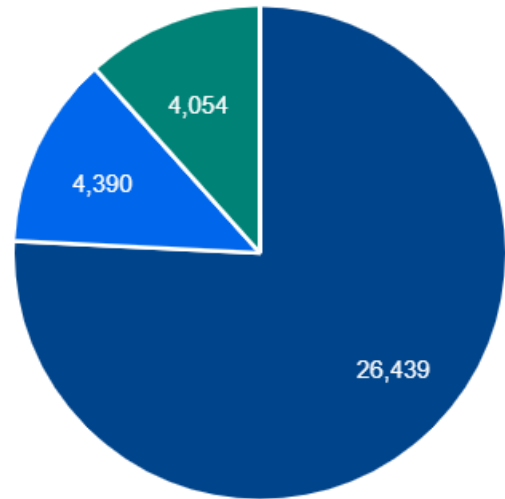
## Age Interest

Number of interactions by age range.



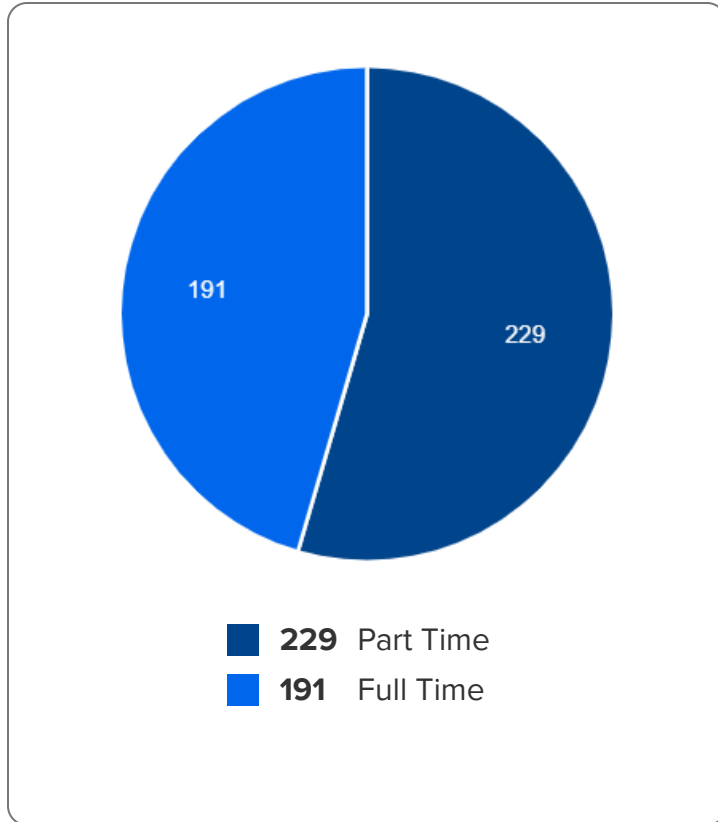
## Gender Interest

Number of interactions by self-identified gender.



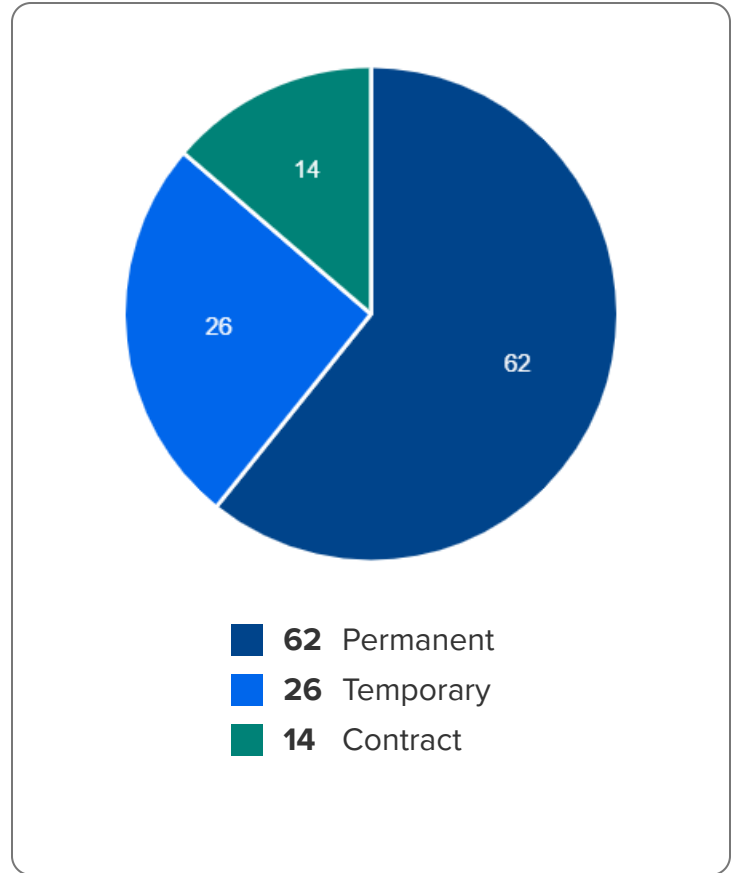
## Job Type Interest

Number of interactions by job type (if used).



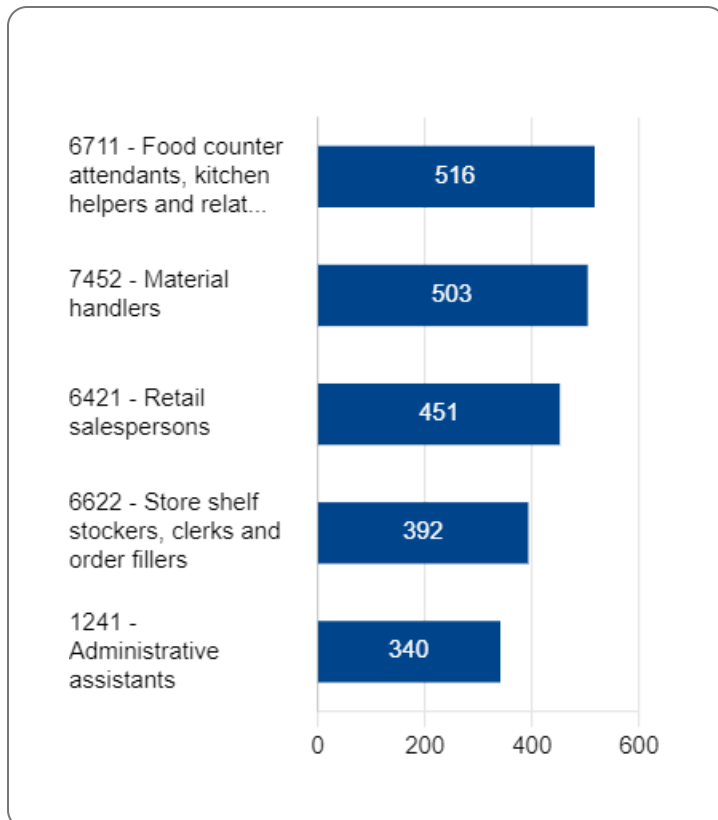
## Job Duration Interest

Number of interactions by job duration (if used).



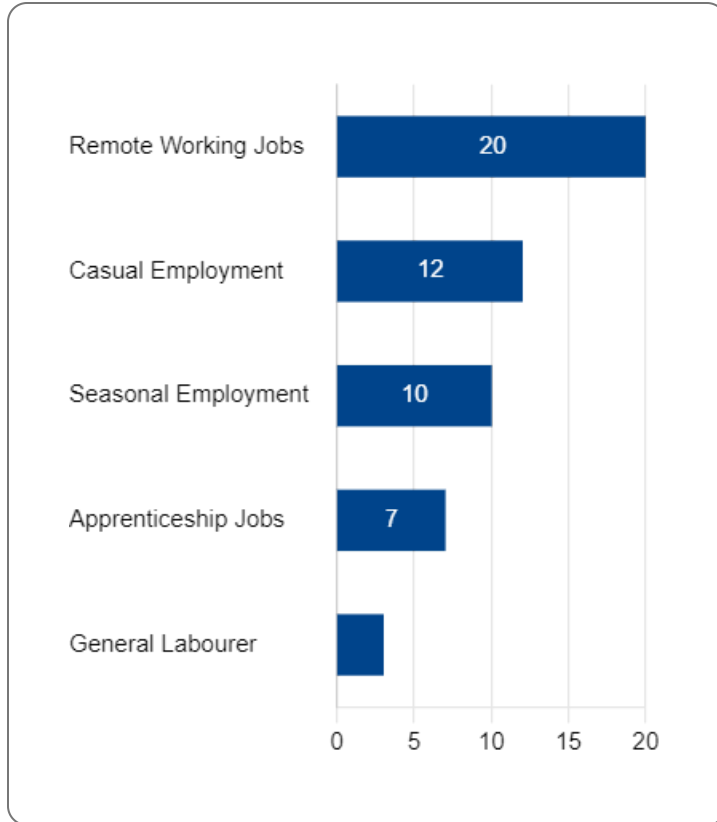
## Top Occupational Interests

Top NOC categories clicked on by job seekers.



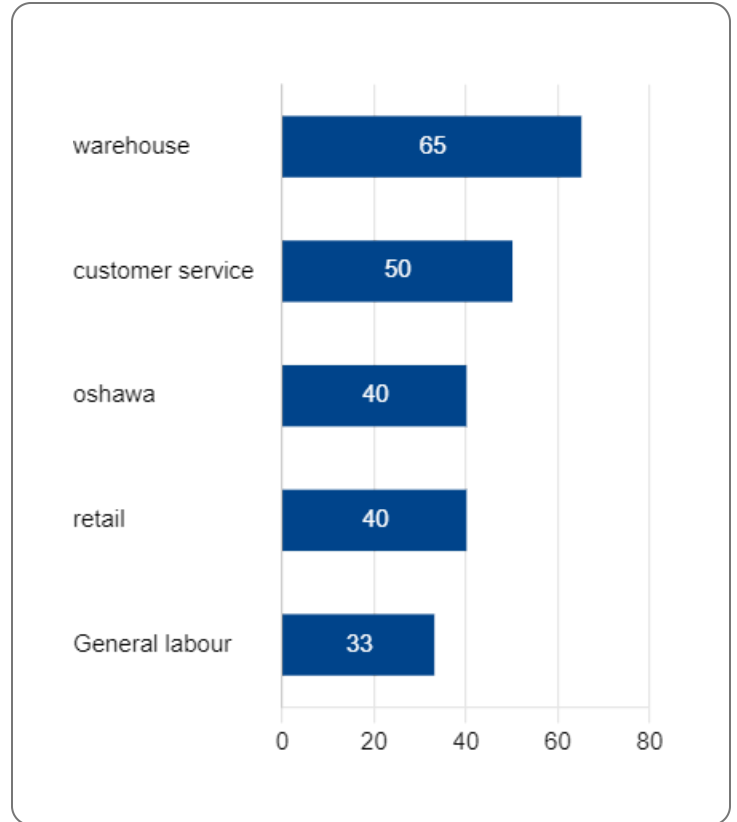
## Top Special Interest Searches

The use of job tags when filtering (if used).



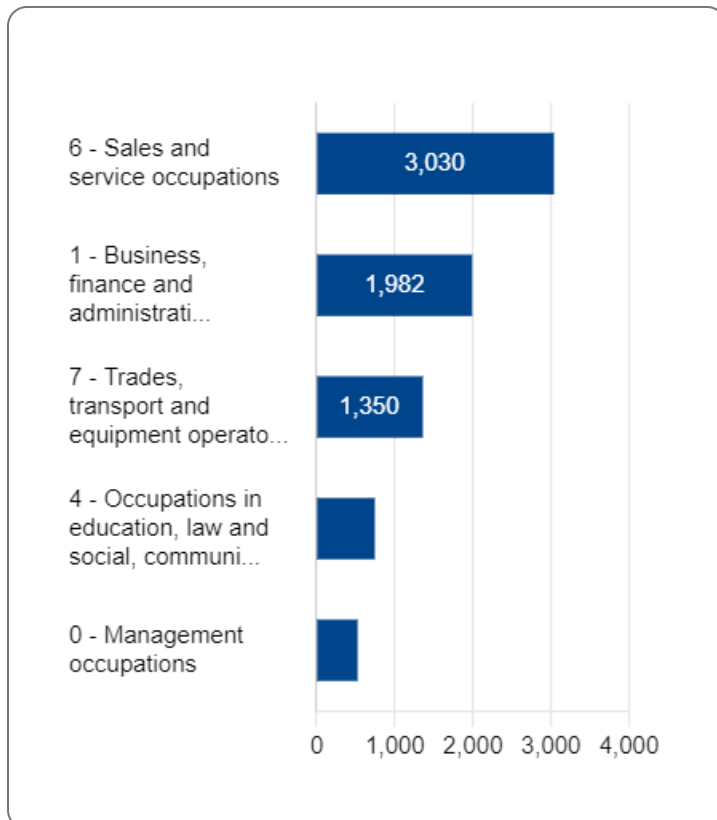
## Top Keyword Searches

Top job board keyword searches.



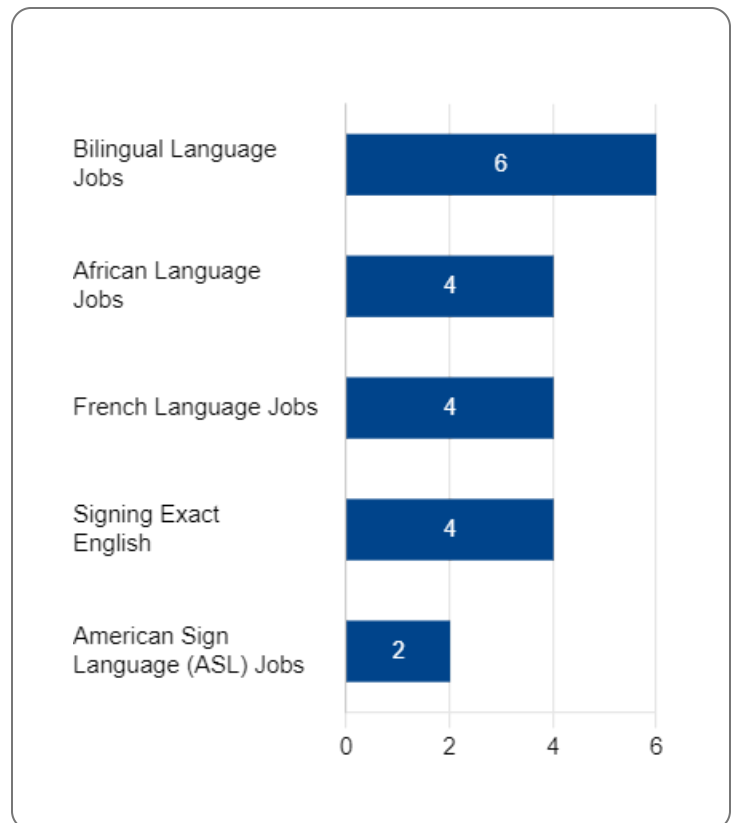
## Top Occupational Categories

Top broad occupation categories interacted with (if used).



## Top Languages

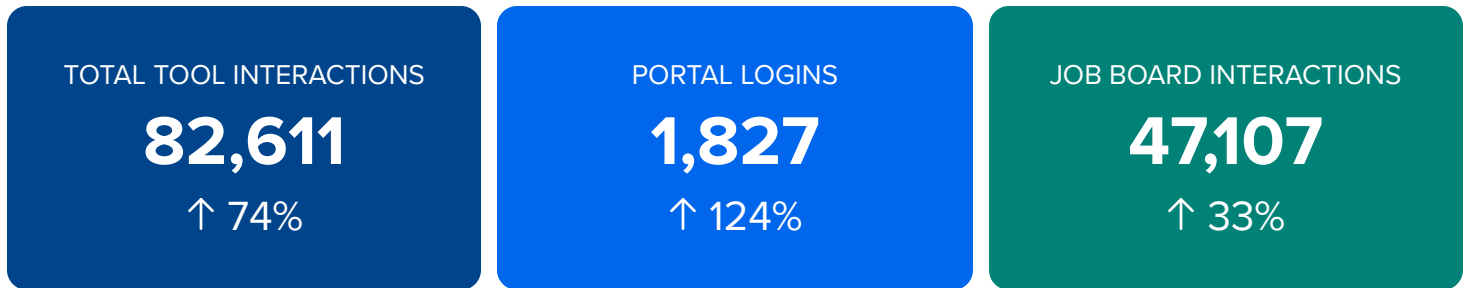
Top language skills being searched for (if used).



# Trends

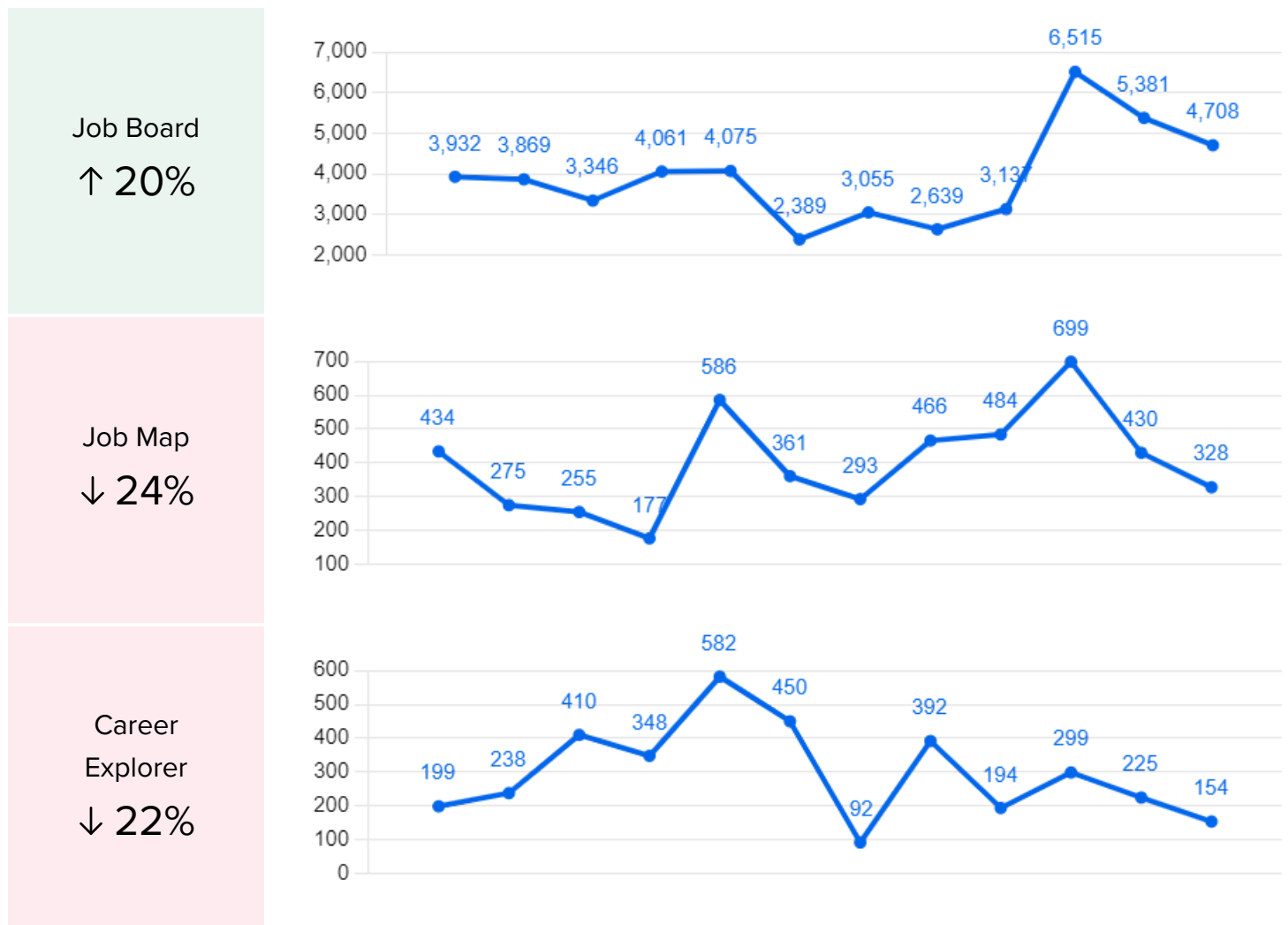
## Quick Statistics

The following metrics include the % increase/decrease over the previous 12 month period.



## Interactions By Tool

Tool interactions over the last 12 months.



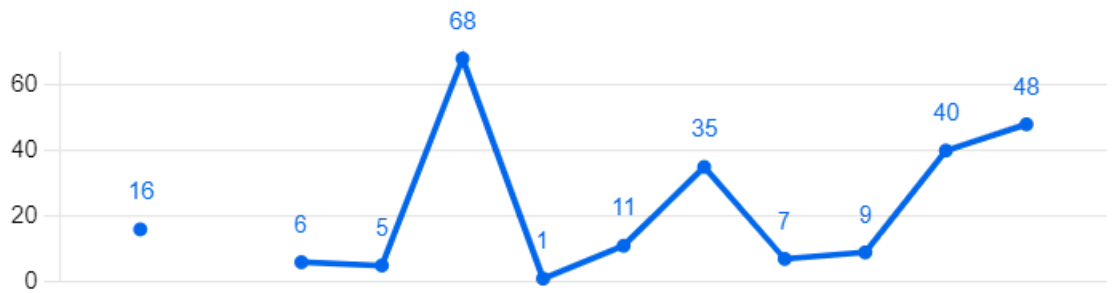
Portal  
↑ 117%



Job & Training Events Board  
↓ 88%



Skill Demand Report  
↑ 200%



## Occupational Trends

Data based on number of job postings over the last 12 months.

GROWING OCCUPATIONS

**274**

77%

TOP GROWTH OCCUPATION

**Other metal products  
machine operators**

↑ 2,700%

TOP DECLINE OCCUPATION

**Producers, directors,  
choreographers and  
related occupations**

↓ 94%

## Top Occupational Interests

Top occupational interests based on number of job postings over the last 12 months.

4-Digit NOC Code	NOC Label	Interaction Count (Previous)	Interaction Count (Current)	Change (%)
9418	Other metal products machine operators	1	28	↑ 2,700
9617	Labourers in food and beverage processing	4	98	↑ 2,350
0433	Commissioned officers of the Canadian Armed Forces	2	46	↑ 2,200
9461	Process control and machine operators, food and beverage processing	3	68	↑ 2,167
6312	Executive housekeepers	1	19	↑ 1,800



## Top Declining Occupational Interests

Top 5 declining occupational interests based on number of job postings over the last 12 months.

4-Digit NOC Code	NOC Label	Interaction Count (Previous)	Interaction Count (Current)	Change (%)
5131	Producers, directors, choreographers and related occupations	17	1	↓ 94
5244	Artisans and craftspersons	12	1	↓ 91
0423	Managers in social, community and correctional services	6	1	↓ 83
1227	Court officers and justices of the peace	5	1	↓ 80
7246	Telecommunications installation and repair workers	5	1	↓ 80

# Job Board

## Quick Statistics

The following metrics include the % increase/decrease over the previous period.

JOB BOARD POST CLICKS

**11,822**

↑ 81%

JOB BOARD INTERACTIONS

**16,604**

↑ 89%

## Job Post Interest

Job post interactions on Job Board.

Job Post Title ↕	Company ↕	Interactions ↕
Warehouse Associate	Appoint Staffing	44
Retail Store Environment Team Member	Michaels	41
Warehouse Associate	Gantrex Canada Inc.	33
Customer Service Representative	Farm Boy	25
Warehouse Support	Healthy Planet	23

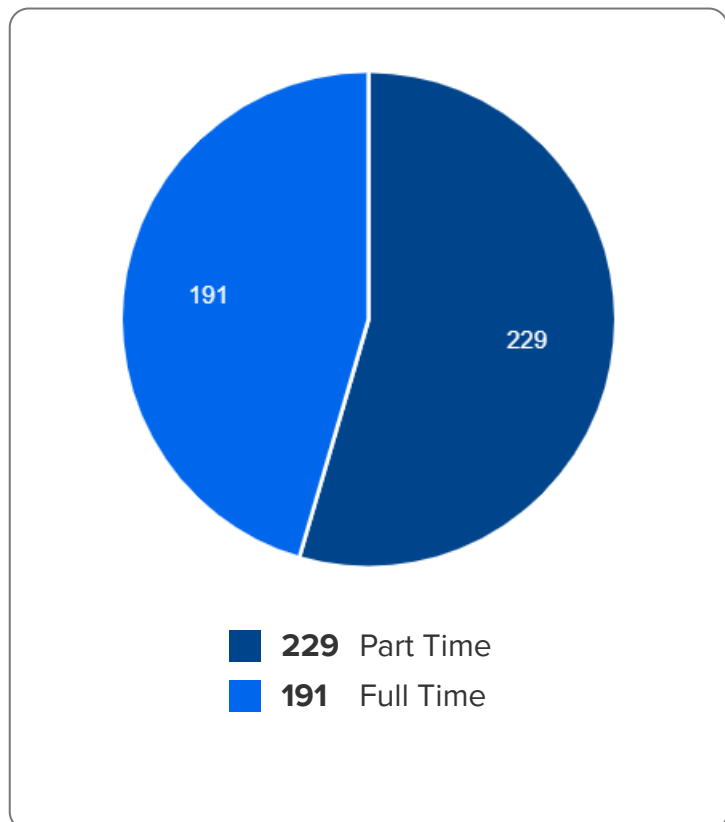
## Occupational Interest

Job post interactions by NOC system on Job Board.

4 Digit NOC Code	NOC Label	Interactions
6711	Food counter attendants, kitchen helpers and related support occupations	516
7452	Material handlers	503
6421	Retail salespersons	451
6622	Store shelf stockers, clerks and order fillers	392
1241	Administrative assistants	340

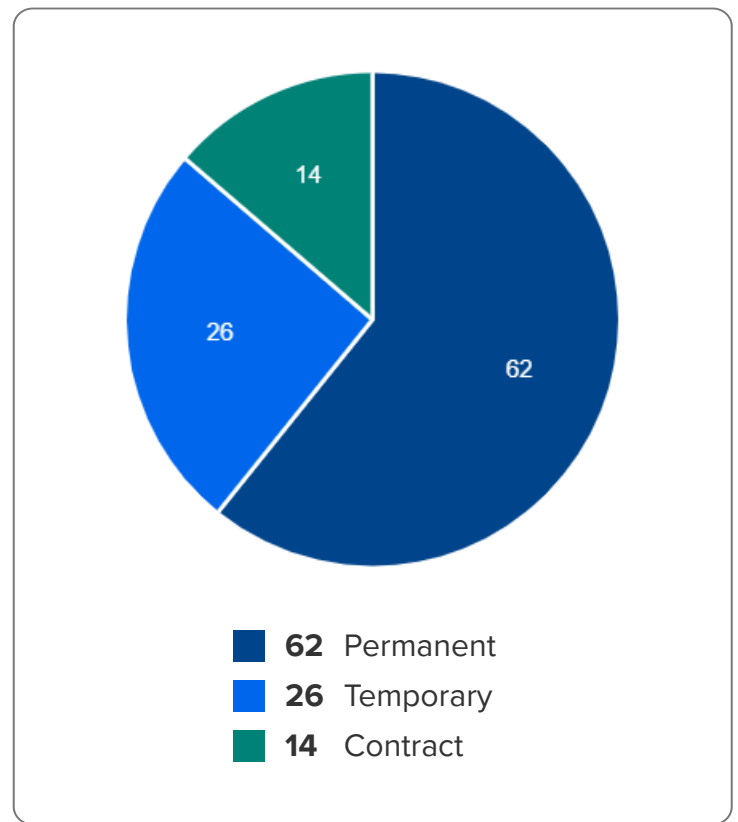
## Job Type Interest

Number of interactions by job type (if used).



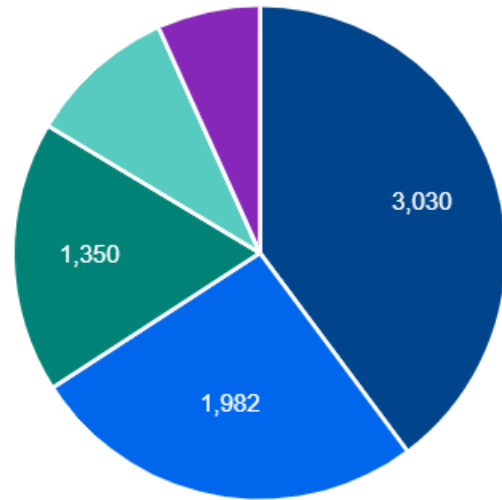
## Job Duration Interest

Number of interactions by job duration (if used).



## Top Occupational Categories

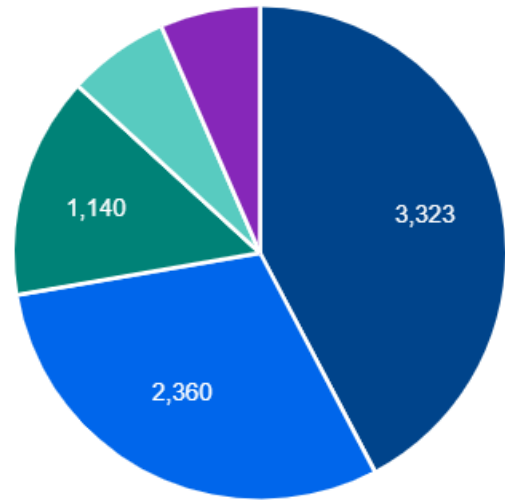
Top broad categories of occupation interacted with on Job Board (if used).



- 3,030** Sales and service occupations
- 1,982** Business, finance and administration occupations
- 1,350** Trades, transport and equipment operators and related occupations
- 735** Occupations in education, law and social, community and government services
- 514** Management occupations

## Skill Level Interest

NOC skill level of jobs interacted with on Job Board.



- 3,323** C
- 2,360** B
- 1,140** D
- 524** A
- 514** TEER Category 0

## Special Interest Searches

Special interests being searched for on Job Board (if used). Special interest filters on Job Board refer to the use of job tags when filtering.

Search Terms ⚡	Interactions ⚡
Work from Home Jobs	20
Casual Employment	12
Seasonal Employment	10
Apprenticeship Jobs	7
General Labourer	3

## Language Searches

Languages being searched for on Job Board.

Language ⚡	Interactions ⚡
Bilingual Language Jobs	6
African Language Jobs	4
French Language Jobs	4
American Sign Language (ASL) Jobs	2
Hindi Language Jobs	2

# Keyword Searches

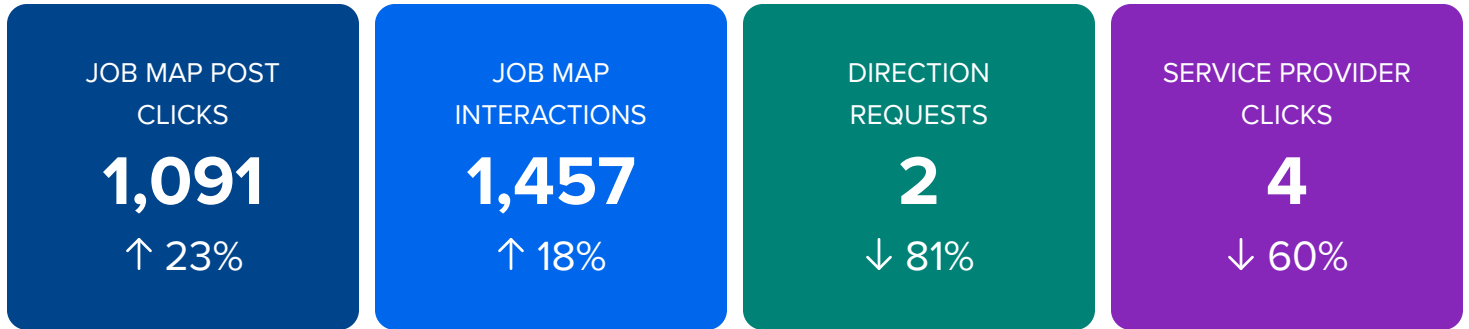
Keywords being searched for on Job Board.

Search Terms ↕	Interactions ↕
warehouse	65
customer service	50
oshawa	40
retail	40
General labour	33

# Job Map

## Quick Statistics

The following metrics include the % increase/decrease over the previous period.



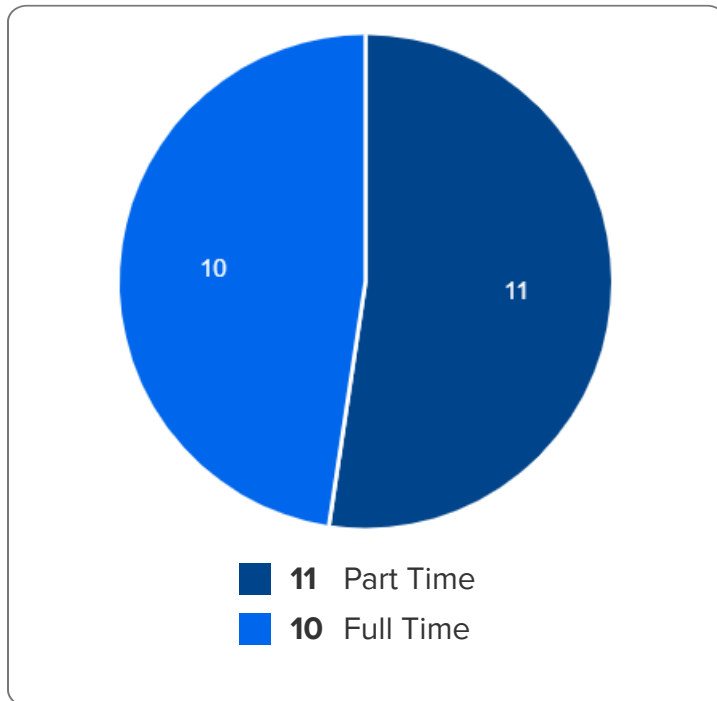
## Map Layers

Number of times layer is applied on the job map by layer category.

Map Layers ↕	Interactions ↕
Durham Region Transit Routes	21
Job Postings	8
Cycle Tour Routes	5
Ontario Works	3
Apprenticeship Training Sites	3

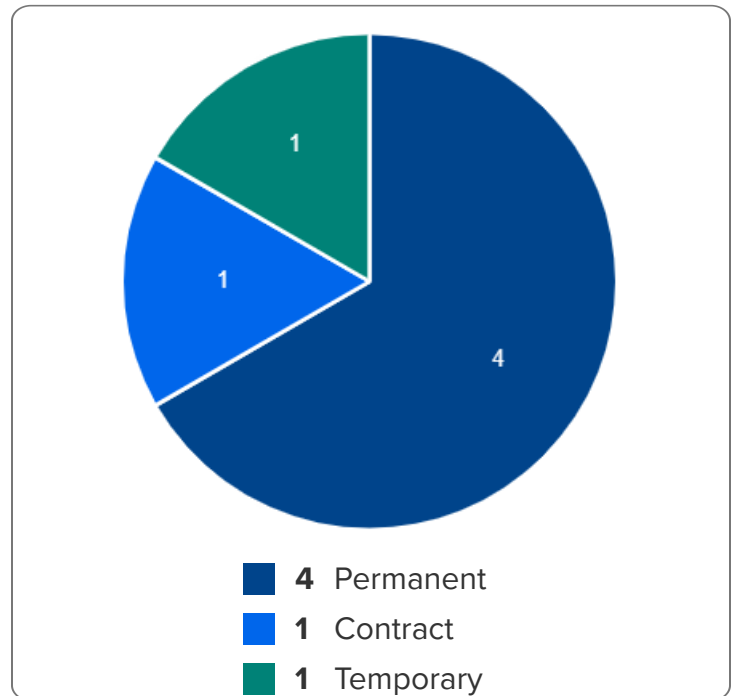
## Job Type Interest

Number of interactions by job type (if used).



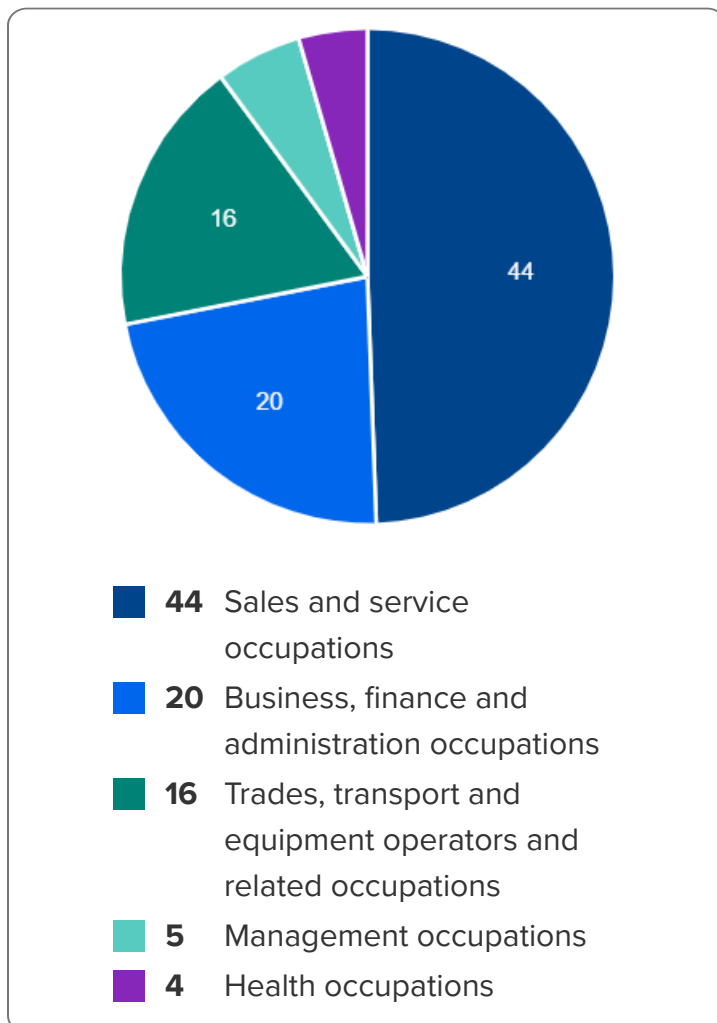
## Job Duration Interest

Number of interactions by job duration (if used).



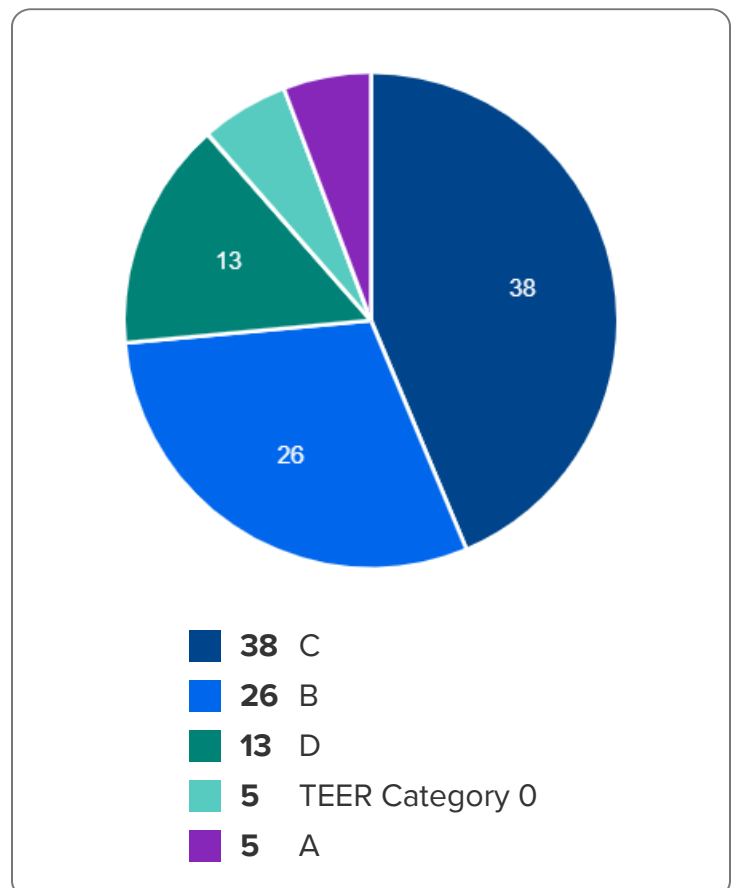
## Top Occupational Categories

Top broad categories of occupation interacted with on Job Map (if used).



## Skill Level Interest

NOC skill level of jobs interacted with on Job Map.



## Special Interest Searches

Special interests being searched for on Job Map (if used). Special interest filters on Job Map refer to the use of job tags when filtering.

Search Terms ▾	Interactions ▾
Work From Home Jobs	4
seasonal Employment	1
casual Employment	1

## Keyword Searches

Keywords being searched for on Job Map.

Search Terms ▾	Interactions ▾
customer service	2
243 King Street East, Bowmanville	1
metro	1
Bowmanville	1
maintenance	1

# Career Explorer

## Quick Statistics

The following metrics include the % increase/decrease over the previous period.

CAREER EXPLORER JOB POST CLICKS

**198**

↑ 2%

CAREER EXPLORER INTERACTIONS

**678**

↑ 0%

## Occupational Interest

Job post interactions by NOC system on Career Explorer.

4 Digit NOC Code	NOC Label	Interactions
6733	Janitors, caretakers and building superintendents	37
7452	Material handlers	34
6622	Store shelf stockers, clerks and order fillers	26
4212	Social and community service workers	26
6421	Retail salespersons	20

## Occupational Categories Interest

Broad categories of occupation interacted with on Career Explorer (if used).

1 Digit NOC Code	NOC Label	Interactions
6	Sales and service occupations	175
1	Business, finance and administration occupations	133
7	Trades, transport and equipment operators and related occupations	80
4	Occupations in education, law and social, community and government services	66
0	Management occupations	54

