

JOB DEMAND REPORT

OCTOBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

| TOTAL POSTINGS | NEW THIS MONTH | COMPANIES | JOB BOARDS |
|----------------|----------------|-----------|------------|
| 1,878 | 1,237 | 741 | 26 |

OF DAYS POSTED

| AVERAGE | MEDIAN |
|---------|--------|
| 27.7 | 24 |

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 | ▼ |
| CITY OR COUNTY | ▼ |
| JOB BOARD | ▼ |

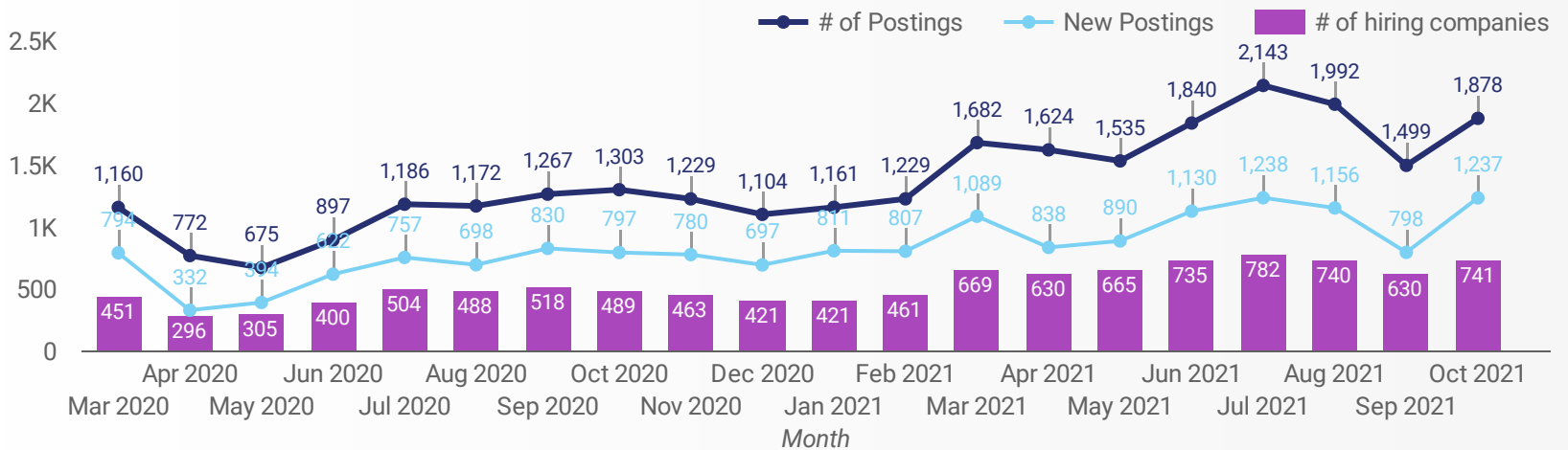
NOC = National Occupation Classification | NAICS = North American Industry Classification System

Source:

Job posting data collected by the Sarnia Lambton Workforce Development Board from job boards and employer websites who recruit candidates in the City of Sarnia and Lambton County.

JOB POSTINGS BY MONTH FOR SARNIA & LAMBTON AREA

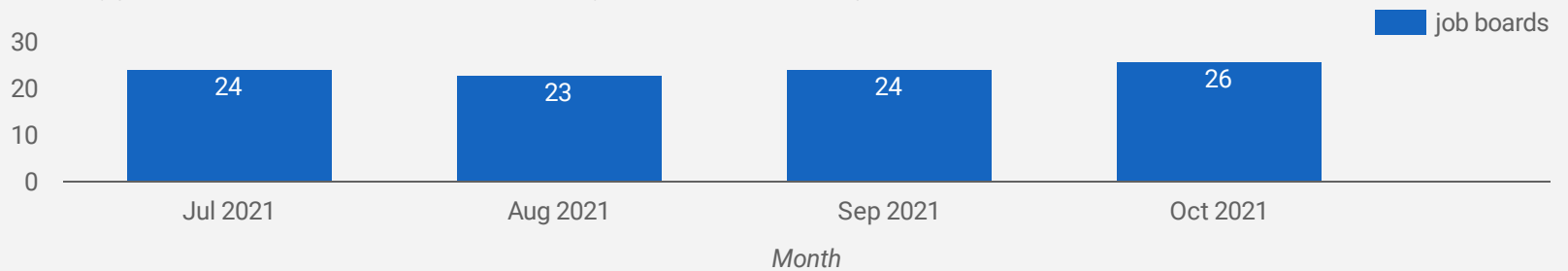
How many job postings were active for at least 1 day this month?



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

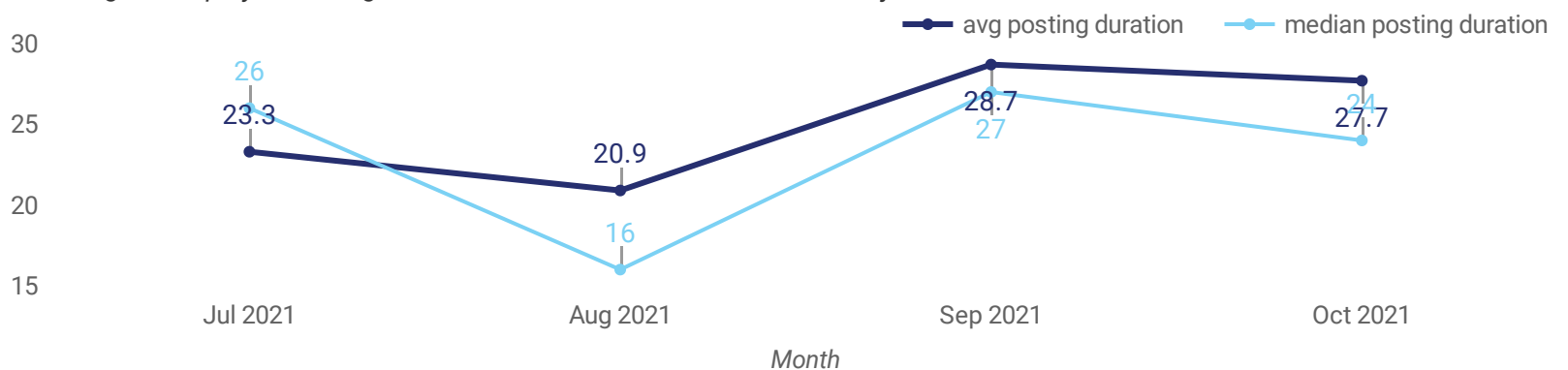
NUMBER OF ACTIVE JOB BOARDS

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?



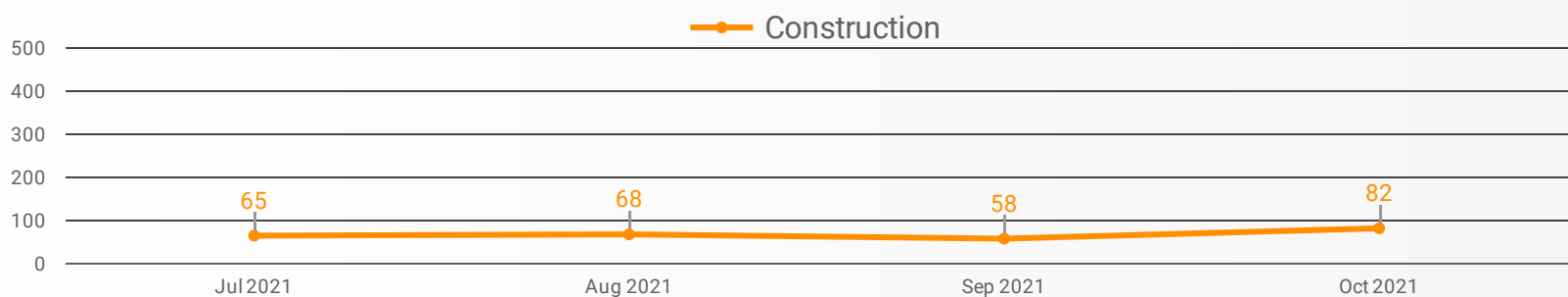
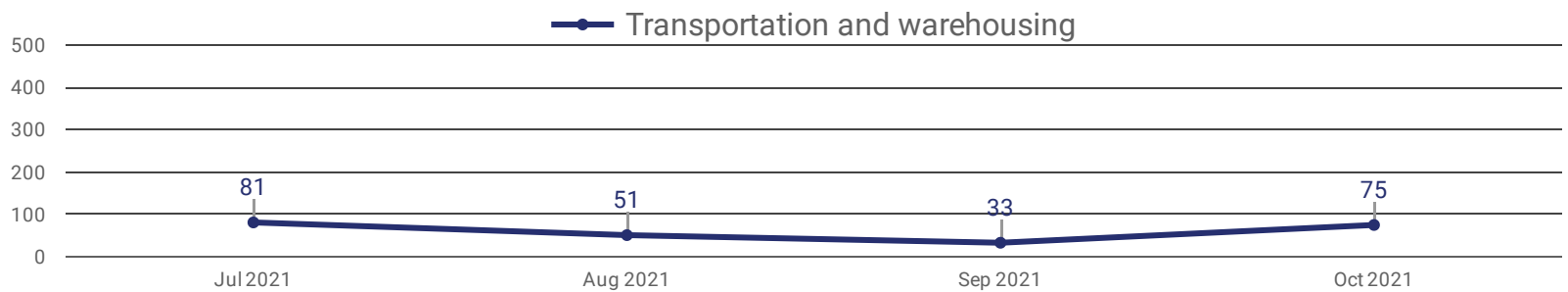
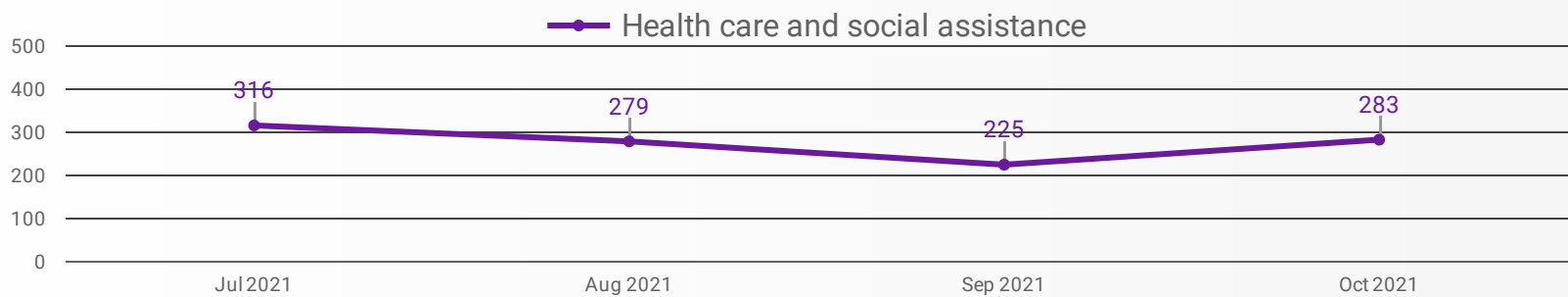
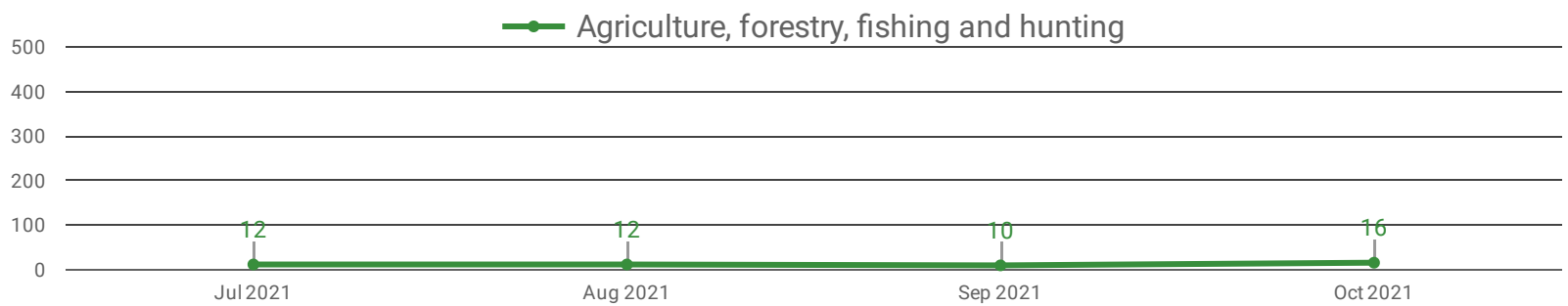
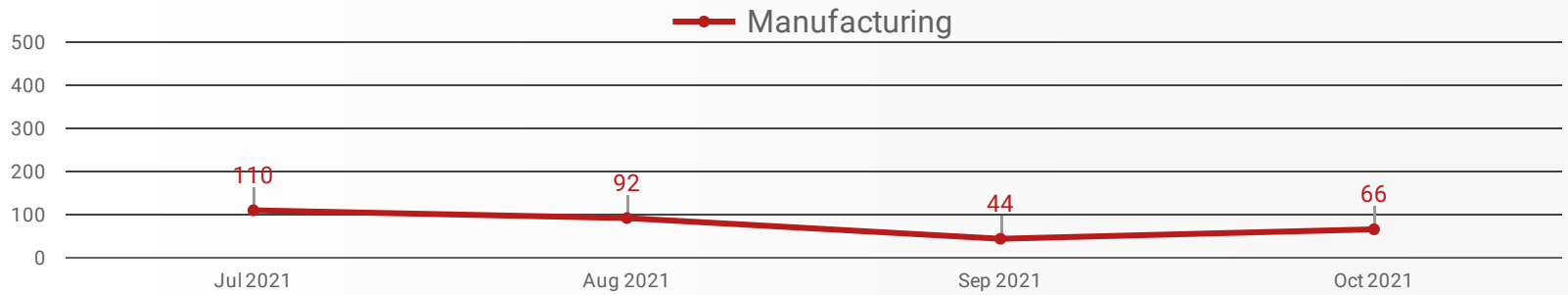
POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



DEMAND BY KEY SECTOR (SARNIA & LAMBTON AREA)

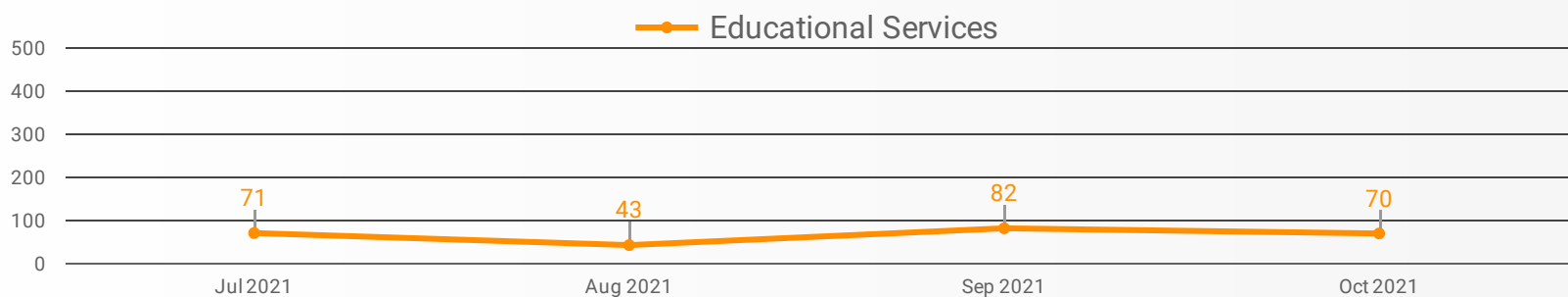
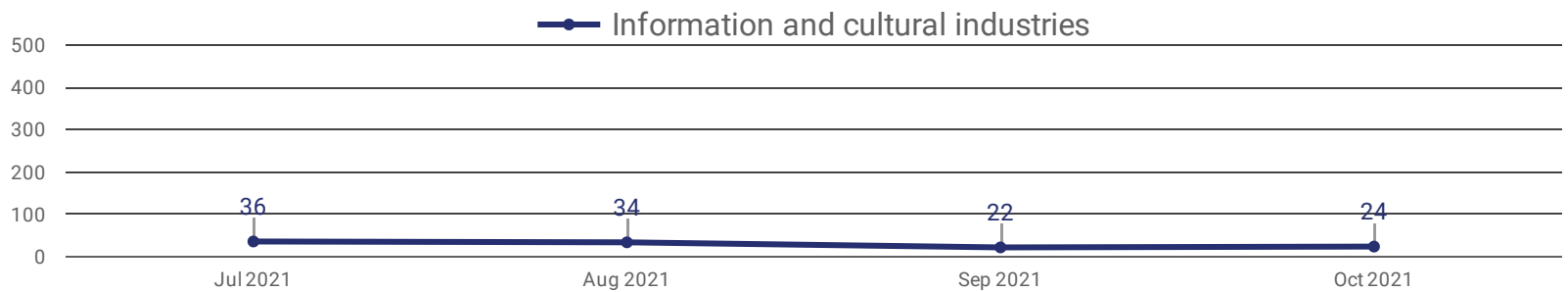
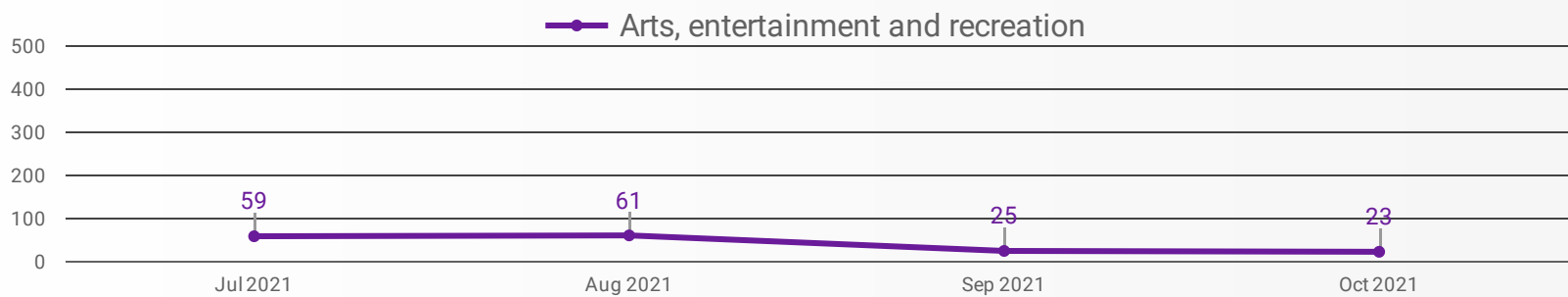
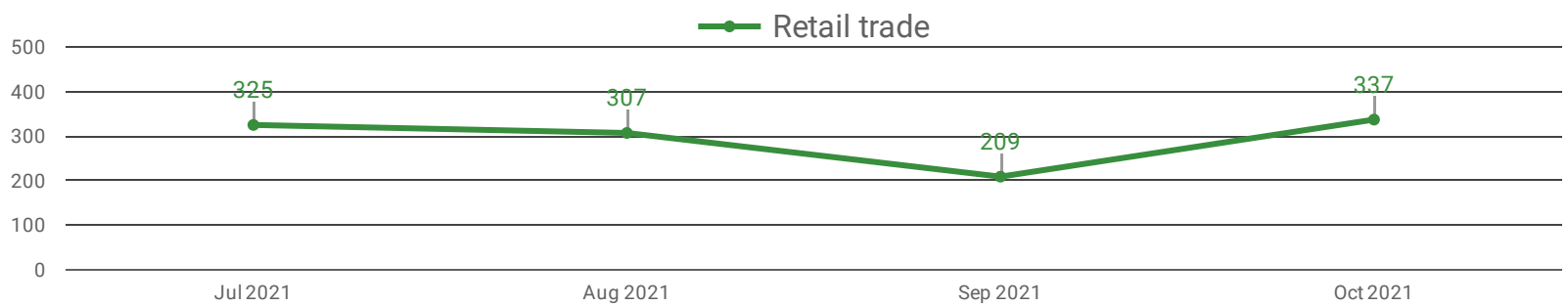
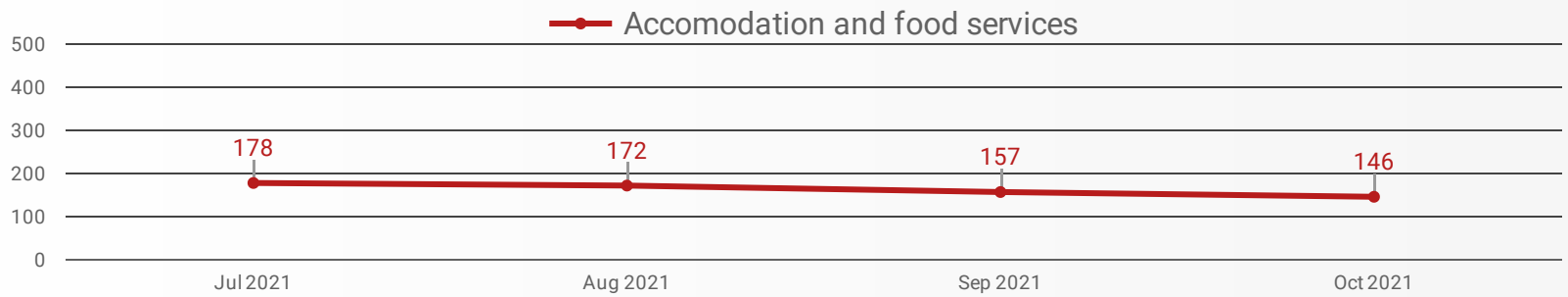
How many job postings were active for at least 1 day this month by sector?



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

DEMAND BY IMPACTED SECTOR (SARNIA & LAMBTON COUNTY)

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

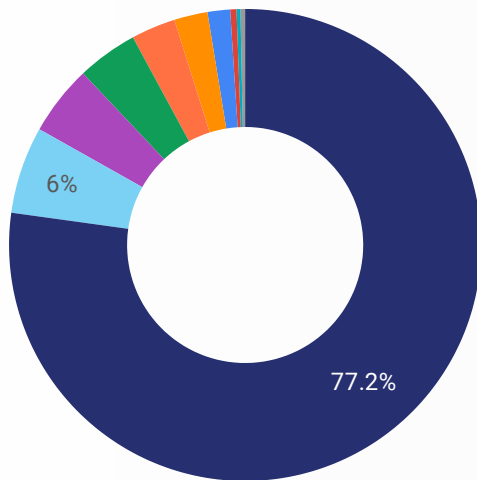


NOTE: This graph cannot be filtered using the controls on the cover page

JOB POSTINGS BY MUNICIPALITY

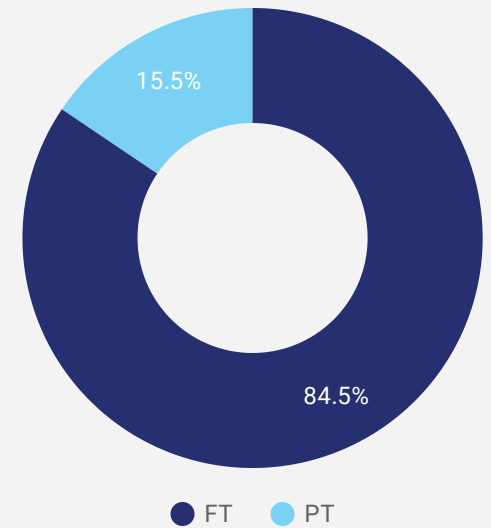
Where are job opportunities being offered?

| | MUNICIPALITY | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|--------------------------------|---------------|----------------------------|-------------------------------|
| 1. | City of Sarnia | 1,448 | 27.3 | 24 |
| 2. | Municipality of Lambton Shores | 112 | 37.5 | 29 |
| 3. | Township of St. Clair | 90 | 22.8 | 16 |
| 4. | Town of Petrolia | 78 | 25.5 | 26 |
| 5. | Town of Plympton-Wyoming | 57 | 33.2 | 28 |
| 6. | Village of Point Edward | 43 | 17.3 | 16 |
| 7. | Township of Warwick | 29 | 28.0 | 22.5 |
| 8. | First Nations | 8 | | |
| 9. | Township of Dawn-Euphemia | 5 | 22.0 | 22 |
| 10. | Village of Oil Springs | 3 | | |
| 11. | Township of Enniskillen | 3 | 29.0 | 29 |



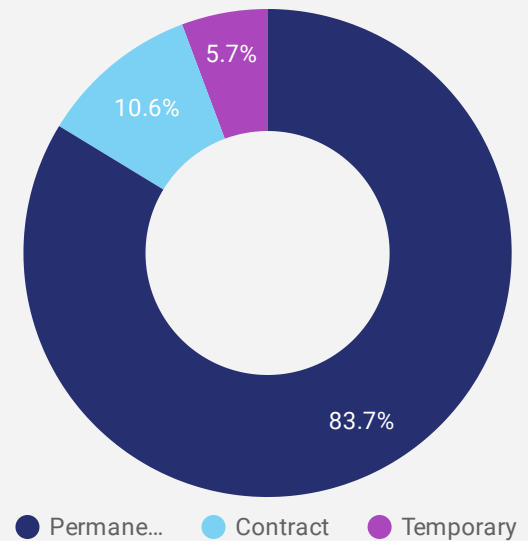
JOB TYPE

Full-time vs Part-time



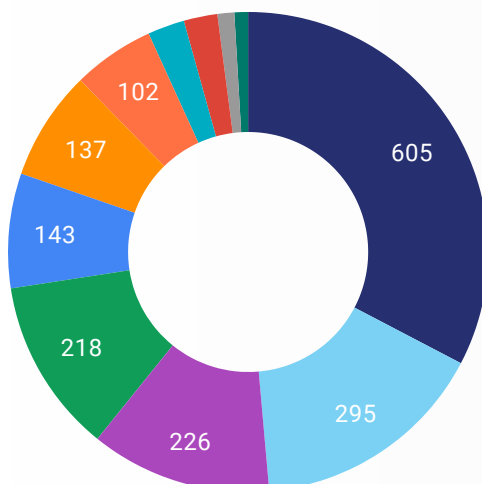
JOB DURATION

Permanency of jobs posted



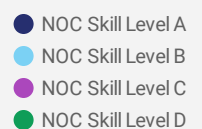
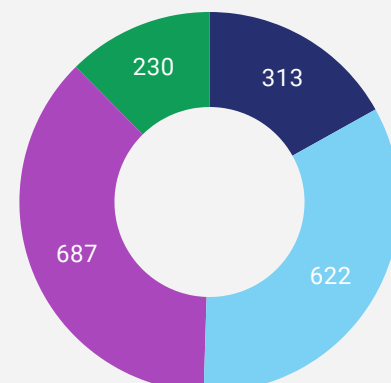
JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



JOB 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 COMPANIES & AGENCIES

What companies are hiring?

| | COMPANY | COMMUNITY | POSTINGS ▾ | AVERAGE POSTING DURATION IN DAYS | MEDIAN POSTING DURATION IN DAYS |
|-----|--|-----------|------------|----------------------------------|---------------------------------|
| 1. | Community Employment Services - Lambton College Petrolia | Sarnia | 46 | 28.1 | 22 |
| 2. | Bluewater Health | Sarnia | 44 | 29.7 | 29 |
| 3. | Varsity Tutors | Sarnia | 35 | 25.4 | 27 |
| 4. | EXPRESS EMPLOYMENT PROFESSIONALS | Sarnia | 30 | 16.4 | 16 |
| 5. | Walmart Canada | Sarnia | 29 | 36.8 | 10 |
| 6. | Steeves and Rozema Group | Sarnia | 22 | 21.0 | 19 |
| 7. | Home Depot | Sarnia | 15 | 9.4 | 8 |
| 8. | Compass Group | Sarnia | 15 | 6.4 | 2 |
| 9. | City of Sarnia | Sarnia | 14 | 24.3 | 27 |
| 10. | Bayshore HealthCare | Sarnia | 14 | 28.1 | 16 |
| 11. | Community Employment Services - Lambton College Petrolia | Petrolia | 13 | 16.6 | 12 |
| 12. | ExxonMobil | Sarnia | 12 | 23.5 | 29 |
| 13. | Lambton College | Sarnia | 12 | 23.6 | 29 |
| 14. | Victorian Order of Nurses | Sarnia | 11 | 7.0 | 7 |
| 15. | Community Employment Services - Lambton College Petrolia | Wyoming | 11 | 20.1 | 25 |
| 16. | County of Lambton | Sarnia | 11 | 20.8 | 29 |
| 17. | PetSmart | Sarnia | 10 | 9.0 | 9 |
| 18. | Canadian Cancer Society | Sarnia | 9 | 9.3 | 6 |
| 19. | TJX Canada | Sarnia | 9 | 20.2 | 16 |
| 20. | Paladin Security | Sarnia | 9 | 24.3 | 27 |
| 21. | Godfathers Pizza - Tri Group Management | Wyoming | 9 | 62.4 | 28 |
| 22. | Lowe's | Sarnia | 9 | 31.8 | 19 |
| 23. | Revera | Sarnia | 9 | null | null |
| 24. | Marriott International, Inc | Sarnia | 9 | 19.1 | 9 |
| 25. | The Home Depot Canada | Sarnia | 8 | 2.0 | 2 |
| 26. | Lambton Kent District School Board | Sarnia | 8 | 56.2 | 29 |
| 27. | SUNRIPE | Sarnia | 8 | 52.3 | 29 |
| 28. | Waterville TG Inc. | Petrolia | 8 | 29.0 | 29 |
| 29. | Cherry Hill Programs | Sarnia | 8 | 36.1 | 29 |
| 30. | La Vie en Rose | Sarnia | 8 | 14.6 | 14 |

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs

66

| | JOB TITLE | COMPANY | LOCATION | WAGE POTENTIAL ▾ |
|-----|--|--|--------------------------------|---|
| 1. | Transport Driver Wanted Immediately - \$95 Daily | CAD Staffing INC | City of Sarnia | 95  |
| 2. | Planner/ Dispatcher | EXPRESS EMPLOYMENT PROFESSIONALS | City of Sarnia | 65  |
| 3. | Developer, Software | Hashtag Local | City of Sarnia | 60  |
| 4. | Project Controls Analyst | EXPRESS EMPLOYMENT PROFESSIONALS | City of Sarnia | 55  |
| 5. | Local Santa - Natural Beard | Cherry Hill Programs | City of Sarnia | 50  |
| 6. | Registered Nurse | Community Employment Services - Lambton College Petrolia | City of Sarnia | 49.47  |
| 7. | Electrical Apprentice | Canadian Union of Skilled Workers | City of Sarnia | 49  |
| 8. | Concrete Form Builders Foreman/woman - Carpentry | Full Tilt Concrete Forming Inc. | Municipality of Lambton Shores | 48.83  |
| 9. | Public Health Nurse | Community Employment Services - Lambton College Petrolia | City of Sarnia | 48.25  |
| 10. | Planner | Community Employment Services - Lambton College Petrolia | Town of Plympton-Wyoming | 44.38  |
| 11. | Community Health Supervisor | Walpole Island First Nation | First Nations | 43.42  |
| 12. | Building Inspector | Community Employment Services - Lambton College Petrolia | Town of Plympton-Wyoming | 41.96  |
| | | | | 1 - 100 / 531 < > |

TOP SALARIES IN JOB POSTINGS

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

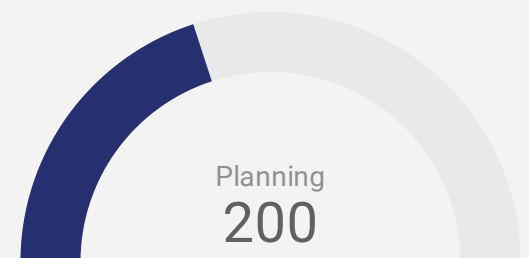
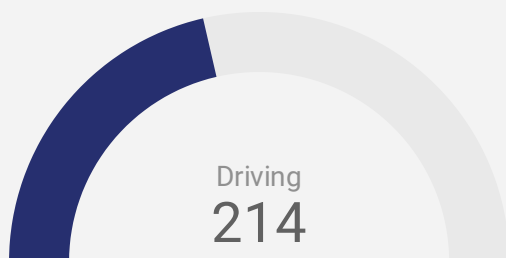
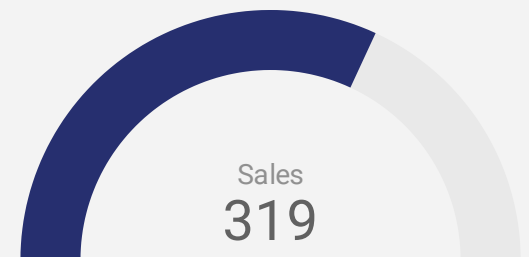
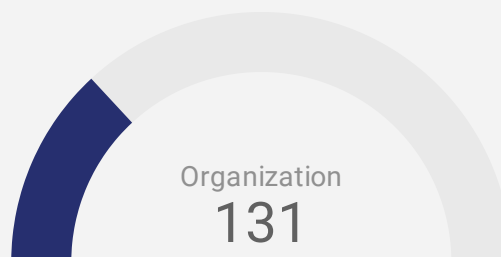
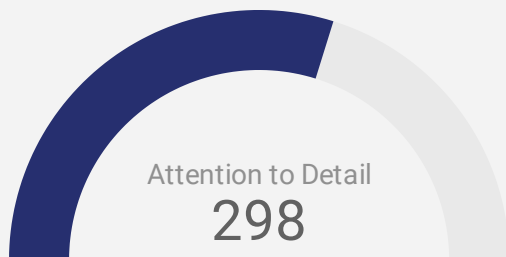
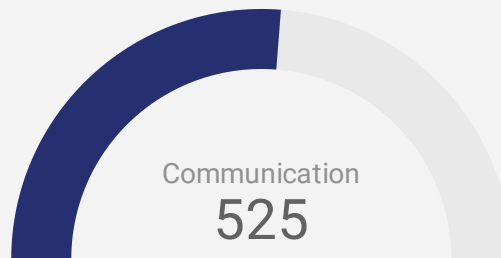
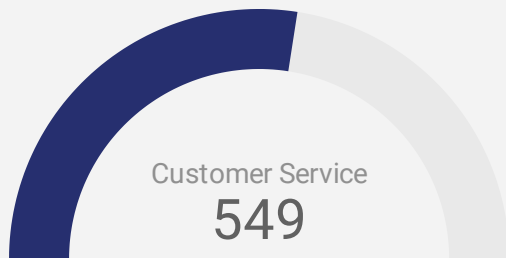
| | JOB TITLE | COMPANY | LOCATION | SALARY POTENTIAL ▾ |
|-----|-----------------------------------|--|-----------------------|---|
| 1. | General Manager | Maple City Homes Ltd. - Chatham Ontario | City of Sarnia | 200,000  |
| 2. | Engineering Manager | EXPRESS EMPLOYMENT PROFESSIONALS | City of Sarnia | 200,000  |
| 3. | Window and Door Sales Person | Brookstone Windows & Doors | City of Sarnia | 175,000  |
| 4. | Window And Door Sales Person | Brookstone Windows & Doors | City of Sarnia | 175,000  |
| 5. | Tattoo Artist | The Hive Tattoo & Co. | City of Sarnia | 150,000  |
| 6. | Chief Executive Officer | Chief Executive Officer - Nonprofit Charity - Southwestern Ontario | City of Sarnia | 150,000  |
| 7. | Veterinarian | Sarnia Animal Hospital | City of Sarnia | 125,000  |
| 8. | Operations Training Lead - Sarnia | Shell | Township of St. Clair | 120,000  |
| 9. | Electrical Engineer | EXPRESS EMPLOYMENT PROFESSIONALS | City of Sarnia | 120,000  |
| 10. | Lease Operator | Westcan Bulk Transport | City of Sarnia | 115,000  |
| | | | | 1 - 100 / 773 < > |

TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,878

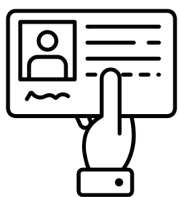


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,878



Driver's License
3



Bilingualism preferred or required
67



Regular Access to a Vehicle
21



Criminal Record Check
52

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

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

| | 4-DIGIT NOC CODE | 4-DIGIT NOC LABEL | OCCUPATION'S SKILL LEVEL | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------------|--|--------------------------|---------------|----------------------------|-------------------------------|
| 1. | 6421 | Retail salespersons | NOC Skill Level C | 114 | 34 | 24 |
| 2. | 4412 | Home support workers, housekeepers and related occupations | NOC Skill Level C | 74 | 26 | 26 |
| 3. | 6552 | Other customer and information services representatives | NOC Skill Level C | 66 | 29 | 16 |
| 4. | 7511 | Transport truck drivers | NOC Skill Level C | 57 | 35 | 29 |
| 5. | 4212 | Social and community service workers | NOC Skill Level B | 57 | 24 | 15.5 |
| 6. | 621 | Retail and wholesale trade managers | NOC Skill Level A | 49 | 31 | 28 |
| 7. | 4216 | Other instructors | NOC Skill Level B | 46 | 26 | 27 |
| 8. | 6322 | Cooks | NOC Skill Level B | 42 | 25 | 22.5 |
| 9. | 1241 | Administrative assistants | NOC Skill Level B | 41 | 39 | 22.5 |
| 10. | 6541 | Security guards and related security service occupations | NOC Skill Level C | 38 | 26 | 24 |
| 11. | 6731 | Light duty cleaners | NOC Skill Level D | 36 | 21 | 21.5 |
| 12. | 6711 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 36 | 25 | 29 |
| 13. | 7514 | Delivery and courier service drivers | NOC Skill Level C | 31 | 29 | 15 |
| 14. | 6611 | Cashiers | NOC Skill Level D | 30 | 26 | 15 |
| 15. | 7452 | Material handlers | NOC Skill Level C | 25 | 26 | 29 |
| 16. | 7611 | Construction trades helpers and labourers | NOC Skill Level D | 24 | 29 | 29 |
| 17. | 6513 | Food and beverage servers | NOC Skill Level C | 24 | 27 | 29 |
| 18. | 6622 | Store shelf stockers, clerks and order fillers | NOC Skill Level D | 24 | 19 | 8.5 |
| 19. | 1114 | Other financial officers | NOC Skill Level A | 21 | 30 | 26 |
| 20. | 3012 | Registered nurses and registered psychiatric nurses | NOC Skill Level A | 21 | 20 | 6.5 |
| 21. | 1221 | Administrative officers | NOC Skill Level B | 19 | 24 | 29 |
| 22. | 3413 | Nurse aides, orderlies and patient service associates | NOC Skill Level C | 18 | 29 | 24 |
| 23. | | Supervisor | NOC Skill Level D | 17 | 29 | 29 |
| 24. | 3219 | Other medical technologists and technicians (except dental health) | NOC Skill Level B | 17 | 43 | 29 |
| 25. | 8431 | General farm workers | NOC Skill Level C | 17 | 33 | 25.5 |
| 26. | 6733 | Janitors, caretakers and building superintendents | NOC Skill Level D | 16 | 17 | 15 |
| 27. | 6222 | Retail and wholesale buyers | NOC Skill Level B | 16 | 49 | 29 |
| 28. | 1411 | General office support workers | NOC Skill Level C | 16 | 24 | 11 |
| 29. | 714 | Facility operation and maintenance managers | NOC Skill Level A | 15 | 25 | 29 |

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

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

| | 3-DIGIT NOC CODE | 3-DIGIT NOC LABEL | OCCUPATION'S SKILL LEVEL | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------------|---|--------------------------|---------------|----------------------------|-------------------------------|
| 1. | 421 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 120 | 26 | 27 |
| 2. | 642 | Retail salespersons | NOC Skill Level C | 114 | 34 | 24 |
| 3. | 751 | Motor vehicle and transit drivers | NOC Skill Level C | 102 | 35 | 24 |
| 4. | 441 | Home care providers and educational support occupations | NOC Skill Level C | 82 | 27 | 24 |
| 5. | 655 | Customer and information services representatives | NOC Skill Level C | 75 | 28 | 16 |
| 6. | 673 | Cleaners | NOC Skill Level D | 59 | 20 | 16 |
| 7. | 632 | Chefs and cooks | NOC Skill Level B | 50 | 24 | 22.5 |
| 8. | 062 | Retail and wholesale trade managers | NOC Skill Level A | 49 | 31 | 28 |
| 9. | 122 | Administrative and regulatory occupations | NOC Skill Level B | 46 | 26 | 26 |
| 10. | 124 | Office administrative assistants - general, legal and medical | NOC Skill Level B | 45 | 38 | 29 |
| 11. | 651 | Occupations in food and beverage service | NOC Skill Level C | 40 | 31 | 29 |
| 12. | 654 | Security guards and related security service occupations | NOC Skill Level C | 38 | 26 | 24 |
| 13. | 671 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 36 | 25 | 29 |
| 14. | 111 | Auditors, accountants and investment professionals | NOC Skill Level A | 34 | 26 | 16 |
| 15. | 341 | Assisting occupations in support of health services | NOC Skill Level C | 31 | 25 | 19 |
| 16. | 661 | Cashiers | NOC Skill Level D | 30 | 26 | 15 |
| 17. | 662 | Other sales support and related occupations | NOC Skill Level D | 30 | 16 | 7 |
| 18. | 623 | Insurance, real estate and financial sales occupations | NOC Skill Level B | 29 | 15 | 15 |
| 19. | 141 | General office workers | NOC Skill Level C | 28 | 26 | 29 |
| 20. | 321 | Medical technologists and technicians (except dental health) | NOC Skill Level B | 27 | 36 | 29 |
| 21. | 761 | Trades helpers and labourers | NOC Skill Level D | 27 | 29 | 29 |
| 22. | 745 | Longshore workers and material handlers | NOC Skill Level C | 25 | 26 | 29 |
| 23. | 843 | Agriculture and horticulture workers | NOC Skill Level C | 24 | 39 | 29 |
| 24. | 301 | Professional occupations in nursing | NOC Skill Level A | 23 | 20 | 6.5 |
| 25. | 622 | Technical sales specialists in wholesale trade and retail and wholesale buyers | NOC Skill Level B | 21 | 40 | 29 |
| 26. | 012 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 20 | 22 | 25 |
| 27. | 226 | Other technical inspectors and regulatory officers | NOC Skill Level B | 19 | 37 | 29 |
| 28. | 071 | Managers in customer and personal services, n.e.c. | NOC Skill Level A | 18 | 25 | 29 |
| 29. | 721 | Machinery and transportation equipment mechanics (except motor vehicles) | NOC Skill Level B | 18 | 54 | 29 |

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

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

| | 2-DIGIT NOC CODE | 2-DIGIT NOC LABEL | OCCUPATION'S SKILL LEVEL | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------------|---|--------------------------|---------------|----------------------------|-------------------------------|
| 1. | 65 | Service representatives and other customer and personal services occupations | NOC Skill Level C | 179 | 28 | 24 |
| 2. | 64 | Sales representatives and salespersons - wholesale and retail trade | NOC Skill Level C | 129 | 35 | 23.5 |
| 3. | 75 | Transport and heavy equipment operation and related maintenance occupations | NOC Skill Level C | 123 | 34 | 28 |
| 4. | 42 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 120 | 26 | 27 |
| 5. | 12 | Administrative and financial supervisors and administrative occupations | NOC Skill Level B | 107 | 31 | 29 |
| 6. | 67 | Service support and other service occupations, n.e.c. | NOC Skill Level D | 101 | 22 | 26 |
| 7. | 44 | Care providers and educational, legal and public protection support occupations | NOC Skill Level C | 82 | 27 | 24 |
| 8. | 63 | Service supervisors and specialized service occupations | NOC Skill Level B | 75 | 27 | 22 |
| 9. | 22 | Technical occupations related to natural and applied sciences | NOC Skill Level B | 69 | 27 | 29 |
| 10. | 06 | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 64 | 39 | 28 |
| 11. | 72 | Industrial, electrical and construction trades | NOC Skill Level B | 62 | 24 | 16 |
| 12. | 62 | Retail sales supervisors and specialized sales occupations | NOC Skill Level B | 61 | 25 | 17 |
| 13. | 66 | Sales support occupations | NOC Skill Level D | 60 | 21 | 12.5 |
| 14. | 11 | Professional occupations in business and finance | NOC Skill Level A | 46 | 24 | 16 |
| 15. | 32 | Technical occupations in health | NOC Skill Level B | 45 | 36 | 29 |
| 16. | 01 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 44 | 24 | 29 |
| 17. | 73 | Maintenance and equipment operation trades | NOC Skill Level B | 41 | 41 | 29 |
| 18. | 14 | Office support occupations | NOC Skill Level C | 38 | 23 | 16 |
| 19. | 31 | Professional occupations in health (except nursing) | NOC Skill Level A | 38 | 39 | 29 |
| 20. | 74 | Other installers, repairers and servicers and material handlers | NOC Skill Level C | 36 | 26 | 29 |
| 21. | 76 | Trades helpers, construction labourers and related occupations | NOC Skill Level D | 33 | 27 | 26 |
| 22. | 21 | Professional occupations in natural and applied sciences | NOC Skill Level A | 33 | 21 | 19 |
| 23. | 34 | Assisting occupations in support of health services | NOC Skill Level C | 31 | 25 | 19 |
| 24. | 84 | Workers in natural resources, agriculture and related production | NOC Skill Level C | 26 | 35 | 29 |
| 25. | 30 | Professional occupations in nursing | NOC Skill Level A | 23 | 20 | 6.5 |
| 26. | 15 | Distribution, tracking and scheduling co-ordination occupations | NOC Skill Level C | 23 | 19 | 16 |
| 27. | 07 | Managers in customer and personal services, n.e.c. | NOC Skill Level A | 19 | 24 | 29 |

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
80

NEW POSTINGS
49

COMPANIES
38

LANGUAGES
7

OF DAYS POSTED

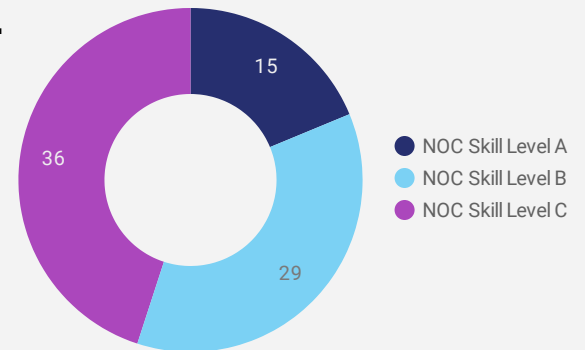
AVERAGE
27.3

MEDIAN
18

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

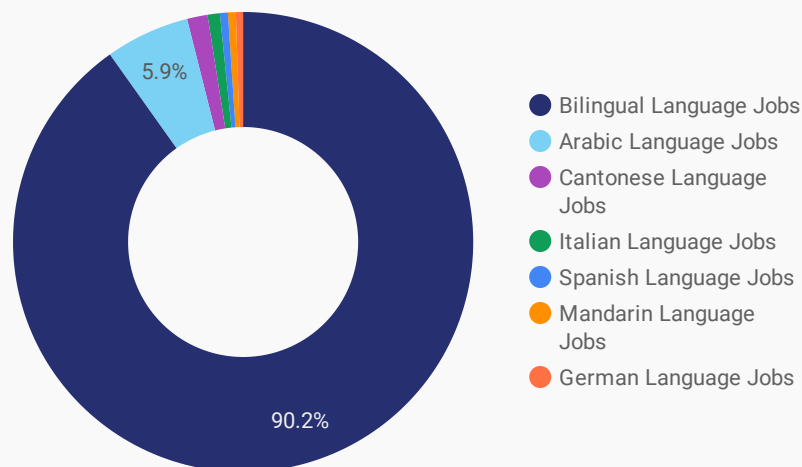
- 15** Skill Level A - Management/ Professional Occupations usually requiring University
- 29** Skill Level B - Usually college education or apprenticeship training
- 36** Skill Level C - Usually secondary education or occupation-specific training
- 0** Skill Level D - Usually on-the-job training



| LANGUAGES | NOC Skill Level A | NOC Skill Level B | NOC Skill Level C |
|-------------------------|-------------------|-------------------|-------------------|
| Bilingual Language Jobs | ... | ... | ... |
| Italian Language Jobs | 3 | 2 | |
| Arabic Language Jobs | 4 | | |
| German Language Jobs | 1 | | |
| Mandarin Language Jobs | 1 | | |
| Spanish Language Jobs | 1 | | |
| Cantonese Language Jobs | 1 | | |

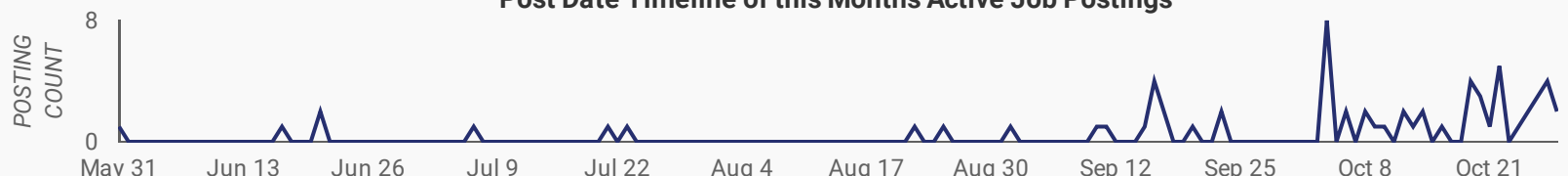
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



| LANGUAGES | POSTING COUNT |
|----------------------------|---------------|
| 1. Bilingual Language Jobs | 67 |
| 2. Italian Language Jobs | 5 |
| 3. Arabic Language Jobs | 4 |
| 4. Spanish Language Jobs | 1 |
| 5. Cantonese Language Jobs | 1 |
| 6. Mandarin Language Jobs | 1 |

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

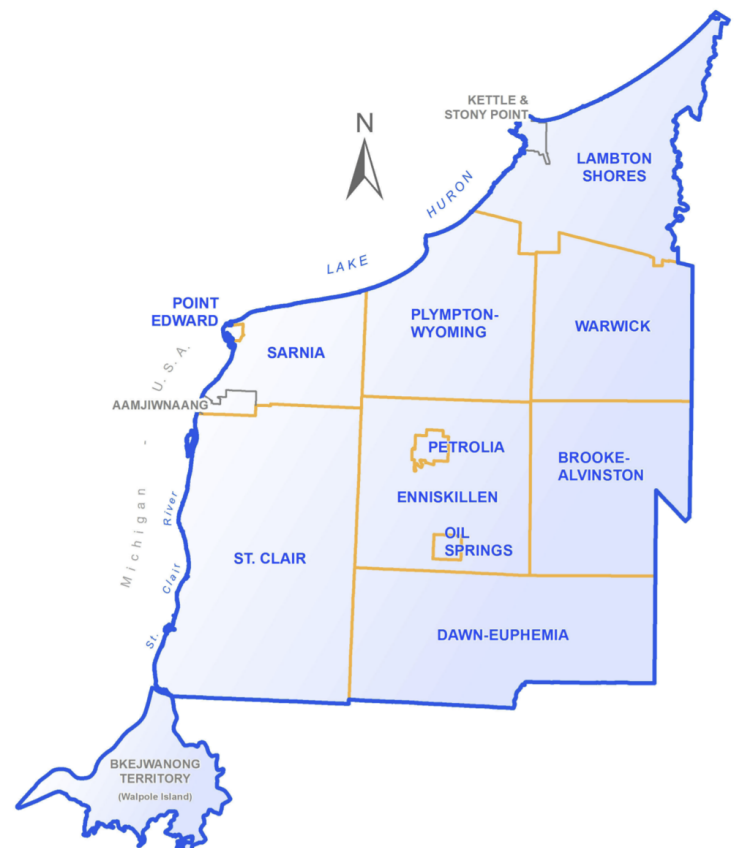
What language skills are sought by 1-Digit NOC?

| SKILL TYPE NAME | Bilingual ... | Italian La... | Arabic La... | German ... | Mandarin... | Spanish ... | Grand total |
|---|---------------|---------------|--------------|------------|-------------|-------------|-------------|
| Business, finance and administration occu... | 8 | | | | | | 8 |
| Health occupations | 10 | | | | | | 11 |
| Management occupations | 4 | | | | | | 4 |
| Natural and applied sciences and related o... | 4 | | | | | | 4 |
| Occupations in art, culture, recreation and ... | 1 | | 1 | | | | 2 |
| Occupations in education, law and social, ... | 23 | | 3 | 1 | 1 | 1 | 29 |
| Sales and service occupations | 16 | 5 | | | | | 21 |
| Trades, transport and equipment operator... | 1 | | | | | | 1 |
| Grand total | 67 | 5 | 4 | 1 | 1 | 1 | 80 |

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 Sarnia | 71 | 28.2 | 19 |
| 2. | Village of Point Edward | 3 | 16.0 | 16 |
| 3. | Township of St. Clair | 2 | 10.0 | 10 |
| 4. | Village of Oil Springs | 1 | | |
| 5. | Municipality of Lambton Shores | 1 | | |
| 6. | Town of Plympton-Wyoming | 1 | | |



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

| 4 DIGIT NOC NAME | POSTINGS |
|--|----------|
| 1. Other instructors | 9 |
| 2. Home support workers, housekeepers an... | 8 |
| 3. Other customer and information service... | 7 |
| 4. Retail salespersons | 5 |
| 5. Elementary and secondary school teache... | 4 |
| 6. Social and community service workers | 4 |
| 7. Nurse aides, orderlies and patient servic... | 3 |
| 8. Registered nurses and registered psychi... | 3 |
| 9. Cooks | 2 |
| 10. Letter carriers | 2 |
| 11. Business development officers and mark... | 2 |
| 12. User support technicians | 2 |
| 13. Telecommunication carriers managers | 2 |
| 14. Sales and account representatives - whol... | 2 |
| 15. Occupational therapists | 2 |
| 16. Human resources and recruitment officers | 2 |
| 17. Licensed practical nurses | 2 |
| 18. Employment insurance, immigration, bor... | 2 |
| 19. Secondary school teachers | 1 |
| 20. Electronic service technicians (househol... | 1 |
| 21. Managers in health care | 1 |
| 22. Delivery and courier service drivers | 1 |
| 23. Pharmacists | 1 |
| 24. Hotel front desk clerks | 1 |
| 25. Early childhood educators and assistants | 1 |
| 26. Program leaders and instructors in recre... | 1 |
| 27. Computer network technicians | 1 |
| 28. Food service supervisors | 1 |
| 29. Authors and writers | 1 |
| 30. General office support workers | 1 |
| 31. Professional occupations in advertising, ... | 1 |
| 32. Advertising, marketing and public relatio... | 1 |

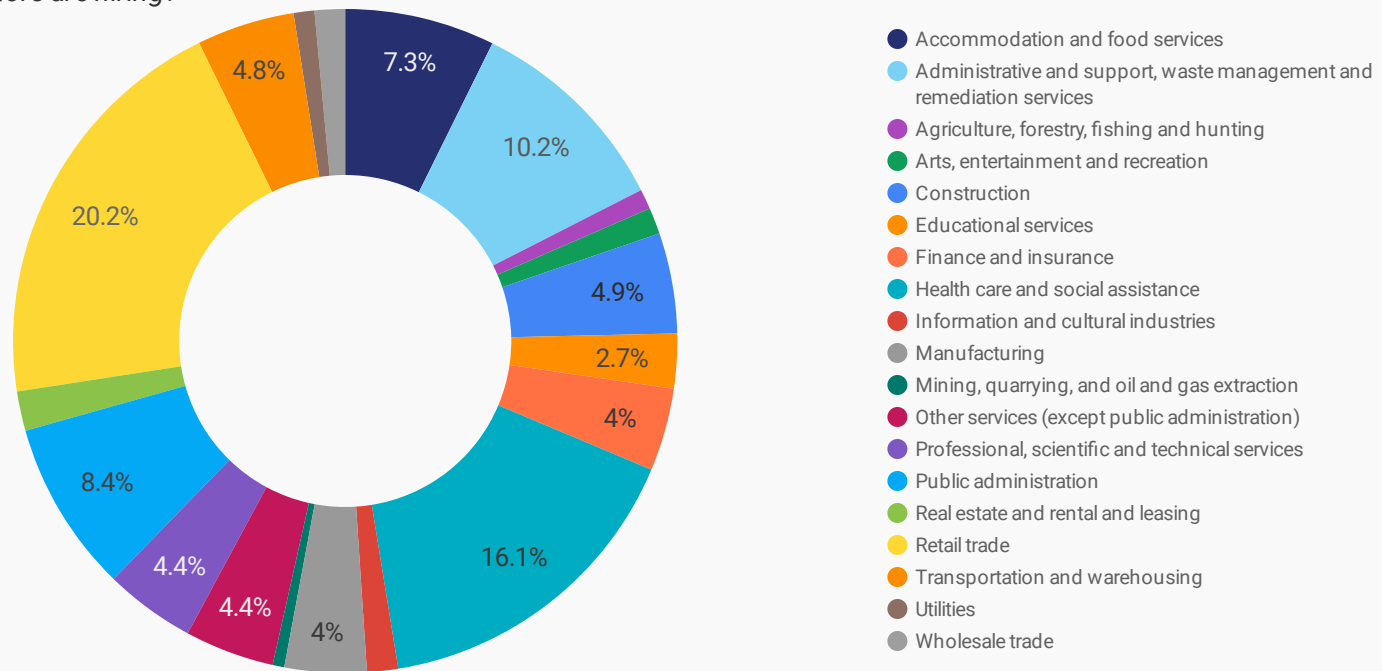
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

| COMPANY | POSTINGS |
|--|----------|
| 1. Varsity Tutors | 8 |
| 2. Victorian Order of Nurses | 8 |
| 3. Swiss chalet | 5 |
| 4. Canada Post | 4 |
| 5. VON Canada | 4 |
| 6. TELUS Communications | 4 |
| 7. Home and Community Care Support Services Erie St. Clair | 3 |
| 8. YMCA of Southwestern Ontario | 3 |
| 9. Alorica | 3 |
| 10. VON Canada (Ontario) | 3 |
| 11. Liquor Control Board of Ontario | 2 |
| 12. PROSTAFF Employment Solutions | 2 |
| 13. Bell | 2 |
| 14. LCBO | 2 |
| 15. Web Conductors Inc. | 2 |
| 16. The Federal Bridge Corporation Limited | 2 |
| 17. Wolseley | 1 |
| 18. Community Employment Services - Lambton College Petrolia | 1 |
| 19. SkaDna Family Learning Centre | 1 |
| 20. Bioindustrial Innovation Canada (BIC) | 1 |
| 21. Metro | 1 |
| 22. The Co-operators | 1 |
| 23. YMCA Jerry McCaw Family Centre | 1 |
| 24. EXPRESS EMPLOYMENT PROFESSIONALS | 1 |
| 25. Personnel by Prostaff | 1 |
| 26. Victoria Order Of Nurses | 1 |
| 27. Marriott International Inc. | 1 |

TOP HIRING SECTORS BY 2-DIGIT NAICS CODE

What sectors are hiring?



| | NAICS CODE | 2-DIGIT NAICS LABEL | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|---|---------------|----------------------------|-------------------------------|
| 1. | 44-45 | Retail trade | 337 | 26.8 | 16 |
| 2. | 62 | Health care and social assistance | 283 | 25.0 | 20 |
| 3. | 56 | Administrative and support, waste management and remediation services | 197 | 29.2 | 29 |
| 4. | 91 | Public administration | 155 | 28.3 | 25 |
| 5. | 72 | Accommodation and food services | 146 | 36.9 | 29 |
| 6. | 23 | Construction | 82 | 30.0 | 27 |
| 7. | 54 | Professional, scientific and technical services | 78 | 27.9 | 29 |
| 8. | 48-49 | Transportation and warehousing | 75 | 37.1 | 25 |
| 9. | 61 | Educational services | 70 | 27.4 | 27 |
| 10. | 31-33 | Manufacturing | 66 | 24.2 | 16 |
| 11. | 52 | Finance and insurance | 64 | 20.0 | 16 |
| 12. | 81 | Other services (except public administration) | 64 | 17.4 | 16 |
| 13. | 41 | Wholesale trade | 28 | 31.9 | 29 |
| 14. | 53 | Real estate and rental and leasing | 25 | 16.9 | 15 |
| 15. | 51 | Information and cultural industries | 24 | 17.7 | 9 |
| 16. | 71 | Arts, entertainment and recreation | 23 | 27.6 | 26 |
| 17. | 11 | Agriculture, forestry, fishing and hunting | 16 | 23.0 | 29 |
| 18. | 21 | Mining, quarrying, and oil and gas extraction | 16 | 24.4 | 29 |
| 19. | 22 | Utilities | 12 | 20.0 | 16 |

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

TOP HIRING SECTORS BY 3-DIGIT NAICS CODE

What sectors are hiring?

| | NAICS CODE | 3-DIGIT NAICS LABEL | POSTING COUNT ▾ | AVERAGE POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|--|-----------------|--------------------------------|-------------------------------|
| 1. | 561 | Administrative and support services | 184 | 29.1 | 29 |
| 2. | 722 | Food services and drinking places | 115 | 39.2 | 29 |
| 3. | 621 | Ambulatory health care services | 104 | 24.9 | 23 |
| 4. | 912 | Provincial and territorial public administration | 93 | 24.1 | 20 |
| 5. | 541 | Professional, scientific and technical services | 78 | 27.9 | 29 |
| 6. | 623 | Nursing and residential care facilities | 75 | 22.6 | 19 |
| 7. | 611 | Educational services | 70 | 27.4 | 27 |
| 8. | 452 | General merchandise stores | 63 | 30.3 | 15 |
| 9. | 624 | Social assistance | 58 | 24.1 | 19 |
| 10. | 913 | Local, municipal and regional public administration | 53 | 31.7 | 29 |
| 11. | 522 | Credit intermediation and related activities | 48 | 11.7 | 9.5 |
| 12. | 444 | Building material and garden equipment and supplies dealers | 47 | 23.8 | 14 |
| 13. | 622 | Hospitals | 46 | 28.7 | 16 |
| 14. | 448 | Clothing and clothing accessories stores | 44 | 25.6 | 21 |
| 15. | 445 | Food and beverage stores | 42 | 36.1 | 22.5 |
| 16. | 446 | Health and personal care stores | 37 | 34.3 | 29 |
| 17. | 238 | Specialty trade contractors | 37 | 27.5 | 16 |
| 18. | 236 | Construction of buildings | 34 | 33.8 | 24 |
| 19. | 453 | Miscellaneous store retailers | 32 | 19.5 | 16 |
| 20. | 721 | Accommodation services | 31 | 28.5 | 29 |
| 21. | 454 | Non-store retailers | 28 | 12.6 | 15 |
| 22. | 484 | Truck transportation | 26 | 53.9 | 29 |
| 23. | 811 | Repair and maintenance | 26 | 18.9 | 17 |
| 24. | 488 | Support activities for transportation | 26 | 21.6 | 17.5 |
| 25. | 813 | Religious, grant-making, civic, and professional and similar organizations | 24 | 19.6 | 16 |
| 26. | 713 | Amusement, gambling and recreation industries | 21 | 27.6 | 25.5 |
| 27. | 325 | Chemical manufacturing | 21 | 17.7 | 15.5 |
| 28. | 442 | Furniture and home furnishings stores | 18 | 36.0 | 29 |
| 29. | 332 | Fabricated metal product manufacturing | 17 | 18.6 | 16 |
| 30. | 517 | Telecommunications | 16 | 17.8 | 9 |
| 31. | 441 | Motor vehicle and parts dealers | 14 | 24.0 | 20 |

TOP HIRING SECTORS BY 4-DIGIT NAICS CODE

What sectors are hiring?

| | NAICS CODE | 4-DIGIT NAICS LABEL | POSTING COUNT ▾ | AVERAGE POSTING LENGTH IN DAYS | MEDIAN POSTING DAYS IN LENGTH |
|-----|------------|--|-----------------|--------------------------------|-------------------------------|
| 1. | 5613 | Employment services | 117 | 32.0 | 29 |
| 2. | 7225 | Full-service restaurants and limited-service eating places | 91 | 46.0 | 29 |
| 3. | 9122 | Provincial labour and employment services | 91 | 24.1 | 20 |
| 4. | 9139 | Other local, municipal and regional public administration | 53 | 31.7 | 29 |
| 5. | 6221 | General medical and surgical hospitals | 46 | 28.7 | 16 |
| 6. | 6233 | Community care facilities for the elderly | 46 | 24.4 | 19 |
| 7. | 6241 | Individual and family services | 44 | 24.9 | 19 |
| 8. | 6116 | Other schools and instruction | 43 | 25.6 | 27 |
| 9. | 4481 | Clothing stores | 42 | 25.9 | 21 |
| 10. | 6216 | Home health care services | 39 | 24.5 | 23 |
| 11. | 4441 | Building material and supplies dealers | 37 | 17.2 | 9 |
| 12. | 4461 | Health and personal care stores | 37 | 34.3 | 29 |
| 13. | 4521 | Department stores | 36 | 33.3 | 10 |
| 14. | 5616 | Investigation and security services | 33 | 25.7 | 24 |
| 15. | 5221 | Depository credit intermediation | 30 | 10.1 | 7 |
| 16. | 5617 | Services to buildings and dwellings | 29 | 24.9 | 29 |
| 17. | 4451 | Grocery stores | 28 | 43.2 | 29 |
| 18. | 7211 | Traveller accommodation | 27 | 24.2 | 29 |
| 19. | 4529 | Other general merchandise stores | 27 | 24.9 | 16 |
| 20. | 4541 | Electronic shopping and mail-order houses | 26 | 13.2 | 15 |
| 21. | 4841 | General freight trucking | 26 | 53.9 | 29 |
| 22. | 2361 | Residential building construction | 24 | 28.5 | 26 |
| 23. | 7223 | Special food services | 24 | 7.3 | 2 |
| 24. | 6231 | Nursing care facilities | 22 | 20.0 | 22 |
| 25. | 4539 | Other miscellaneous store retailers | 22 | 21.3 | 29 |
| 26. | 5419 | Other professional, scientific and technical services | 21 | 37.4 | 29 |
| 27. | 8111 | Automotive repair and maintenance | 19 | 18.9 | 17 |
| 28. | 2381 | Foundation, structure, and building exterior contractors | 18 | 18.1 | 16 |
| 29. | 5413 | Architectural, engineering and related services | 18 | 16.7 | 13 |
| 30. | 6213 | Offices of other health practitioners | 17 | 30.7 | 18 |
| 31. | 8134 | Civic and social organizations | 17 | 20.5 | 22 |

TOP HIRING SECTORS BY 5-DIGIT NAICS CODE

What sectors are hiring?

| | NAICS CODE | 5-DIGIT NAICS LABEL | POSTING COUNT ▾ | AVERAGE POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|---|-----------------|--------------------------------|-------------------------------|
| 1. | 56131 | Employment placement agencies and executive search services | 117 | 32.0 | 29 |
| 2. | 72251 | Full-service restaurants and limited-service eating places | 91 | 46.0 | 29 |
| 3. | 91221 | Provincial labour and employment services | 91 | 24.1 | 20 |
| 4. | 91391 | Other local, municipal and regional public administration | 53 | 31.7 | 29 |
| 5. | 62211 | General medical and surgical hospitals | 46 | 28.7 | 16 |
| 6. | 62331 | Community care facilities for the elderly | 46 | 24.4 | 19 |
| 7. | 61169 | All other schools and instruction | 43 | 25.6 | 27 |
| 8. | 62161 | Home health care services | 39 | 24.5 | 23 |
| 9. | 44411 | Home centres | 36 | 16.6 | 8.5 |
| 10. | 45211 | Department stores | 36 | 33.3 | 10 |
| 11. | 44611 | Pharmacies and drug stores | 28 | 34.8 | 29 |
| 12. | 52211 | Banking | 27 | 9.8 | 5 |
| 13. | 56161 | Investigation, guard and armoured car services | 27 | 28.1 | 27 |
| 14. | 72111 | Hotels (except casino hotels) and motels | 27 | 24.2 | 29 |
| 15. | 45299 | All other general merchandise stores | 27 | 24.9 | 16 |
| 16. | 45411 | Electronic shopping and mail-order houses | 26 | 13.2 | 15 |
| 17. | 44511 | Supermarkets and other grocery (except convenience) stores | 25 | 43.5 | 29 |
| 18. | 23611 | Residential building construction | 24 | 28.5 | 26 |
| 19. | 72231 | Food service contractors | 24 | 7.3 | 2 |
| 20. | 62412 | Services for the elderly and persons with disabilities | 22 | 33.9 | 29 |
| 21. | 62311 | Nursing care facilities | 22 | 20.0 | 22 |
| 22. | 48412 | General freight trucking, long distance | 22 | 46.4 | 25 |
| 23. | 44814 | Family clothing stores | 18 | 24.1 | 29 |
| 24. | 81341 | Civic and social organizations | 17 | 20.5 | 22 |
| 25. | 44211 | Furniture stores | 17 | 36.0 | 29 |
| 26. | 44812 | Women's clothing stores | 15 | 30.8 | 21 |
| 27. | 56173 | Landscaping services | 15 | 23.7 | 29 |
| 28. | 54133 | Engineering services | 15 | 16.9 | 12.5 |
| 29. | 62441 | Child day-care services | 13 | 21.6 | 22 |
| 30. | 21111 | Oil and gas extraction (except oil sands) | 12 | 23.5 | 29 |
| 31. | 62411 | Child and youth services | 12 | 28.4 | 29 |

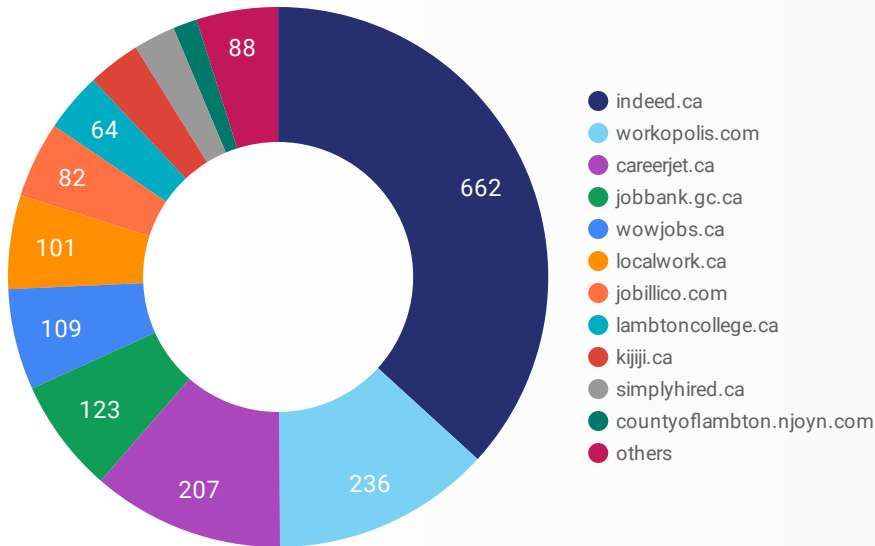
TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

What sectors are hiring?

| | NAICS CODE | 6-DIGIT NAICS LABEL | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|---|-----------------|----------------------------|-------------------------------|
| 1. | 561310 | Employment placement agencies and executive search services | 117 | 32.0 | 29 |
| 2. | 912210 | Provincial labour and employment services | 91 | 24.1 | 20 |
| 3. | 913910 | Other local, municipal and regional public administration | 53 | 31.7 | 29 |
| 4. | 722512 | Limited-service eating places | 50 | 54.4 | 29 |
| 5. | 623310 | Community care facilities for the elderly | 46 | 24.4 | 19 |
| 6. | 622111 | General (except paediatric) hospitals | 46 | 28.7 | 16 |
| 7. | 611690 | All other schools and instruction | 43 | 25.6 | 27 |
| 8. | 722511 | Full-service restaurants | 41 | 29.0 | 29 |
| 9. | 621610 | Home health care services | 39 | 24.5 | 23 |
| 10. | 444110 | Home centres | 36 | 16.6 | 8.5 |
| 11. | 452110 | Department stores | 36 | 33.3 | 10 |
| 12. | 446110 | Pharmacies and drug stores | 28 | 34.8 | 29 |
| 13. | 561612 | Security guard and patrol services | 27 | 28.1 | 27 |
| 14. | 522111 | Personal and commercial banking industry | 27 | 9.8 | 5 |
| 15. | 452999 | All other miscellaneous general merchandise stores | 27 | 24.9 | 16 |
| 16. | 721111 | Hotels | 27 | 24.2 | 29 |
| 17. | 454110 | Electronic shopping and mail-order houses | 26 | 13.2 | 15 |
| 18. | 445110 | Supermarkets and other grocery (except convenience) stores | 25 | 43.5 | 29 |
| 19. | 236110 | Residential building construction | 24 | 28.5 | 26 |
| 20. | 722310 | Food service contractors | 24 | 7.3 | 2 |
| 21. | 624120 | Services for the elderly and persons with disabilities | 22 | 33.9 | 29 |
| 22. | 484121 | General freight trucking, long distance, truck-load | 22 | 46.4 | 25 |
| 23. | 623110 | Nursing care facilities | 22 | 20.0 | 22 |
| 24. | 448140 | Family clothing stores | 18 | 24.1 | 29 |
| 25. | 813410 | Civic and social organizations | 17 | 20.5 | 22 |
| 26. | 442110 | Furniture stores | 17 | 36.0 | 29 |
| 27. | 541330 | Engineering services | 15 | 16.9 | 12.5 |
| 28. | 561730 | Landscaping services | 15 | 23.7 | 29 |
| 29. | 448120 | Women's clothing stores | 15 | 30.8 | 21 |
| 30. | 624410 | Child day-care services | 13 | 21.6 | 22 |
| 31. | 621510 | Medical and diagnostic laboratories | 12 | 18.4 | 15 |

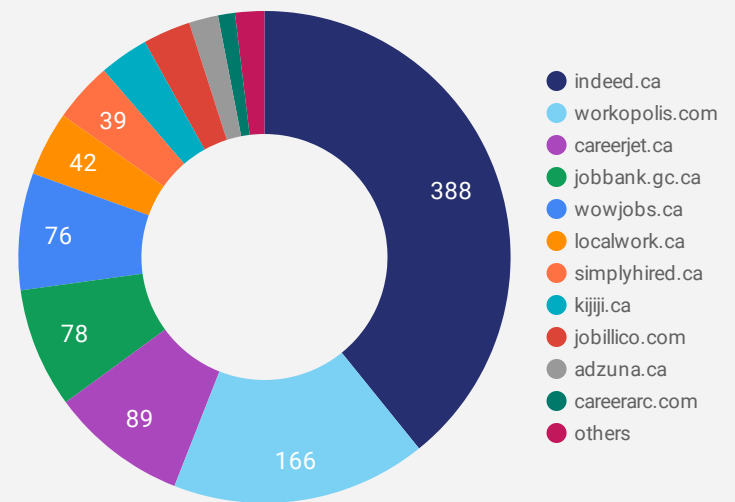
JOB POSTINGS BY JOB BOARD

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



COMPANIES BY JOB BOARD

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



JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

| | JOB BOARD | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS | # OF COMPANIES |
|-----|--------------------------------|-----------------|----------------------------|-------------------------------|----------------|
| 1. | indeed.ca | 662 | 35 | 29 | 388 |
| 2. | workopolis.com | 236 | 18 | 15 | 166 |
| 3. | careerjet.ca | 207 | 26 | 8.5 | 89 |
| 4. | jobbank.gc.ca | 123 | 29 | 20 | 78 |
| 5. | wowjobs.ca | 109 | 13 | 16 | 76 |
| 6. | localwork.ca | 101 | 20 | 22 | 42 |
| 7. | jobillico.com | 82 | 60 | 28 | 31 |
| 8. | lambtoncollege.ca | 64 | 30 | 31.5 | 1 |
| 9. | kijiji.ca | 57 | 13 | 15 | 32 |
| 10. | simplyhired.ca | 45 | 13 | 15 | 39 |
| 11. | countyoflambton.njoyn.com | 26 | 13 | 8 | 1 |
| 12. | careerarc.com | 25 | 57 | 32 | 11 |
| 13. | adzuna.ca | 25 | 12 | 12 | 19 |
| 14. | sarnia.ca | 10 | 21 | 21 | 1 |
| 15. | careerbuilder.ca | 6 | 30 | 30 | 2 |
| 16. | gojobs.gov.on.ca | 4 | 11 | 11 | 3 |
| 17. | en.agilus.ca | 4 | 29 | 29 | 1 |
| 18. | emploisfp-psjobs.cfp-psc.gc.ca | 3 | 220 | 220 | 3 |