

# JOB DEMAND REPORT

## FEBRUARY 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW POSTINGS	COMPANIES	JOB BOARDS
1,994	1,017	726	27

#### # OF DAYS POSTED

AVERAGE	MEDIAN
26.3	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	▼

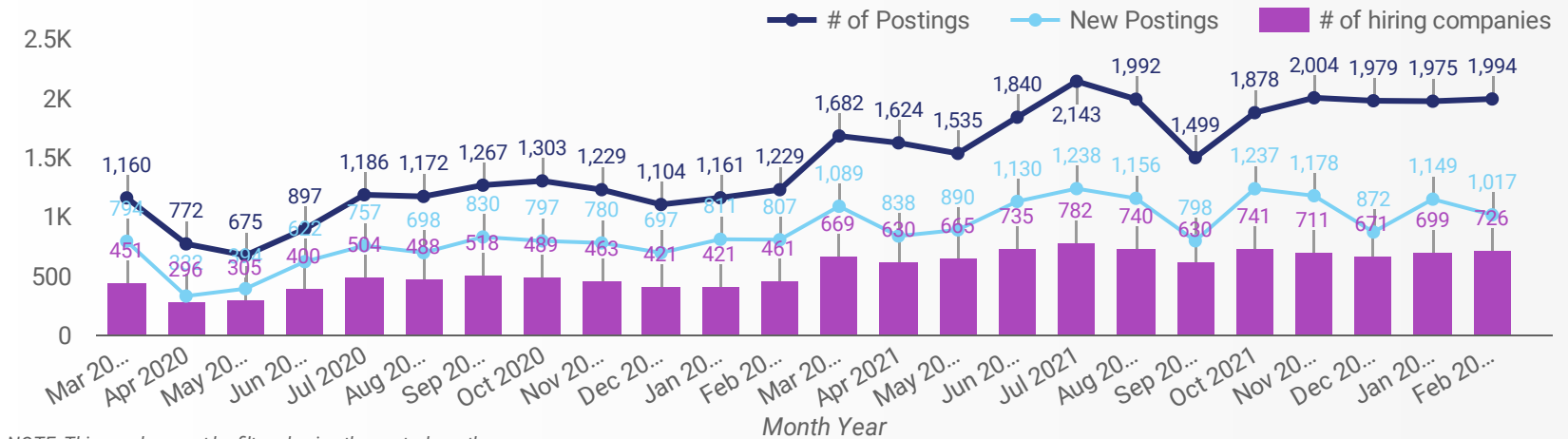
NOC = National Occupation Classification | NAICS = North American Industry Classification System

#### 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

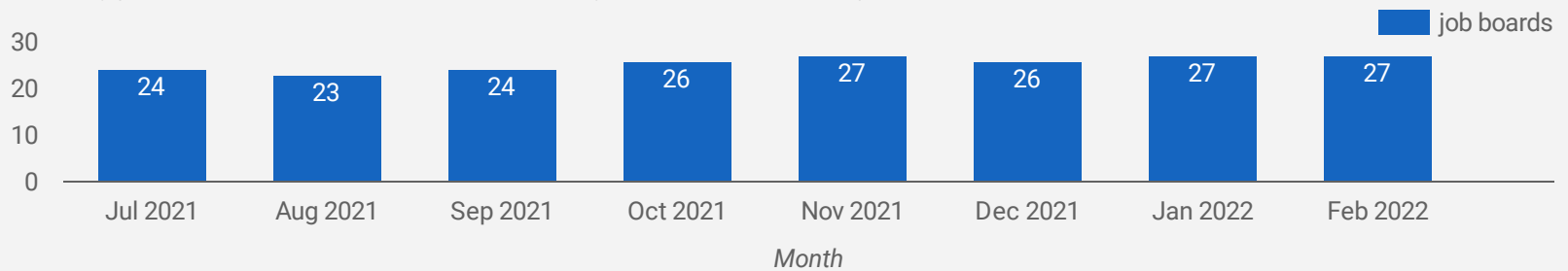
How many job postings were active for at least 1 day this month?



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

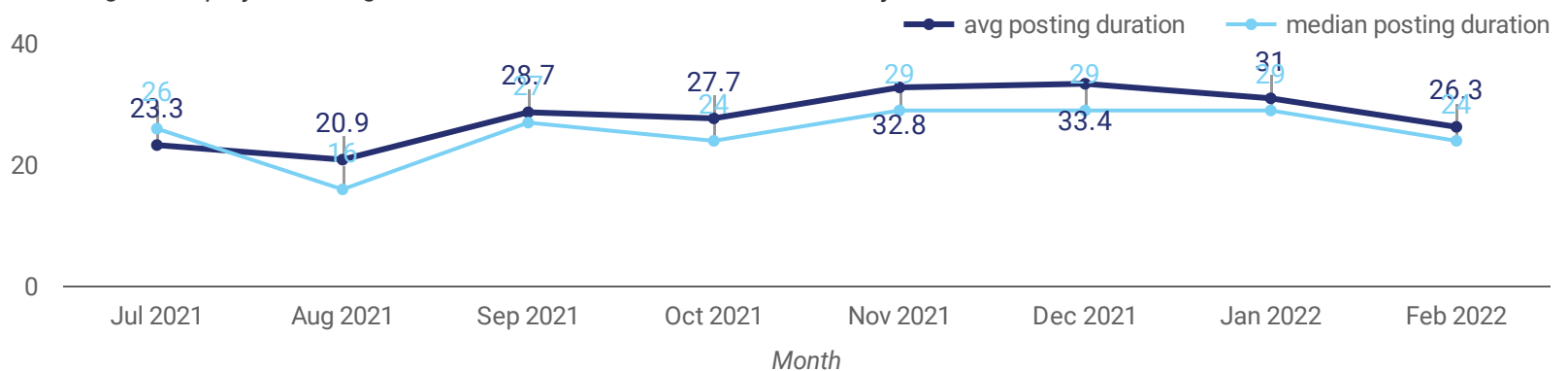
## NUMBER OF ACTIVE JOB BOARDS

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?



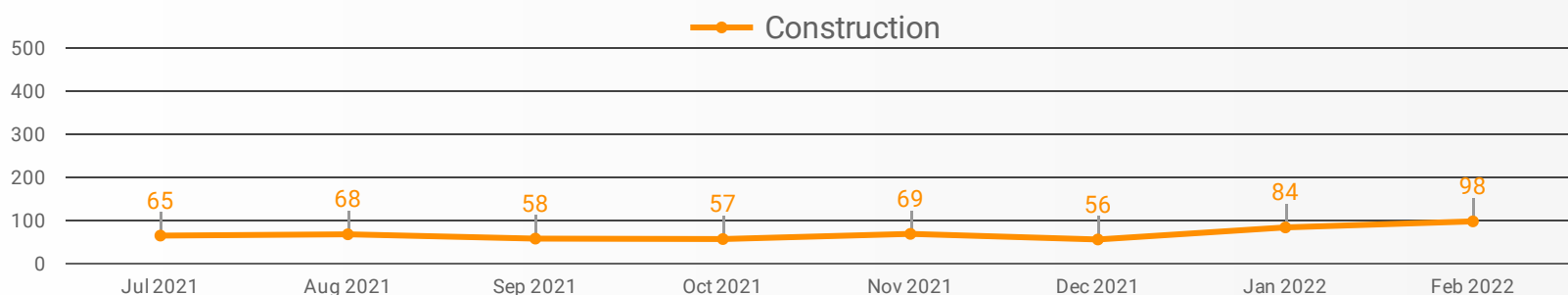
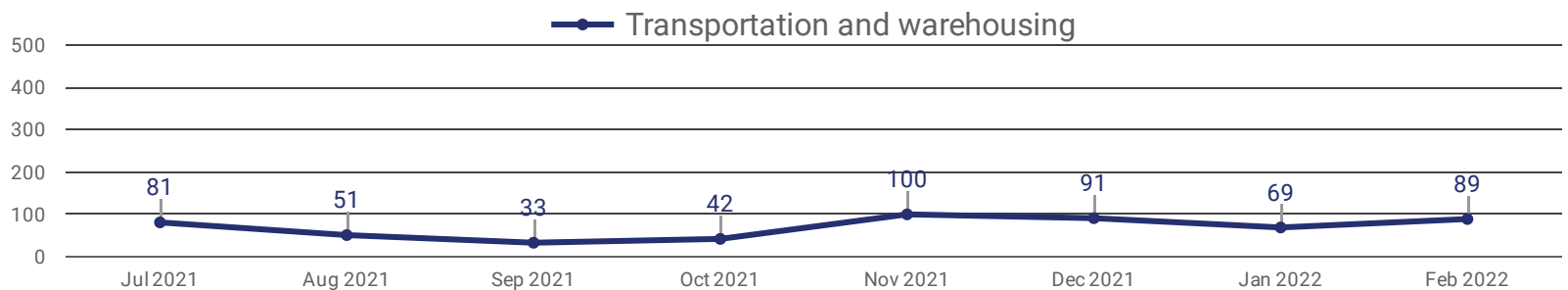
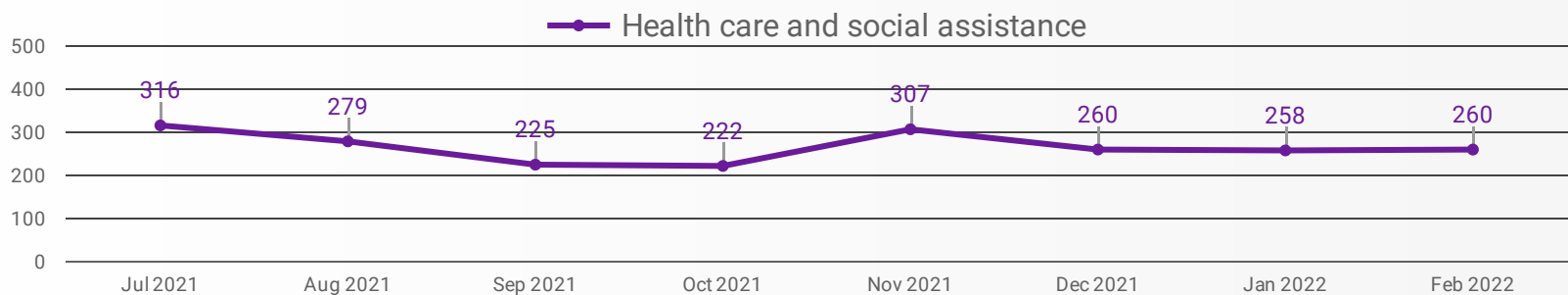
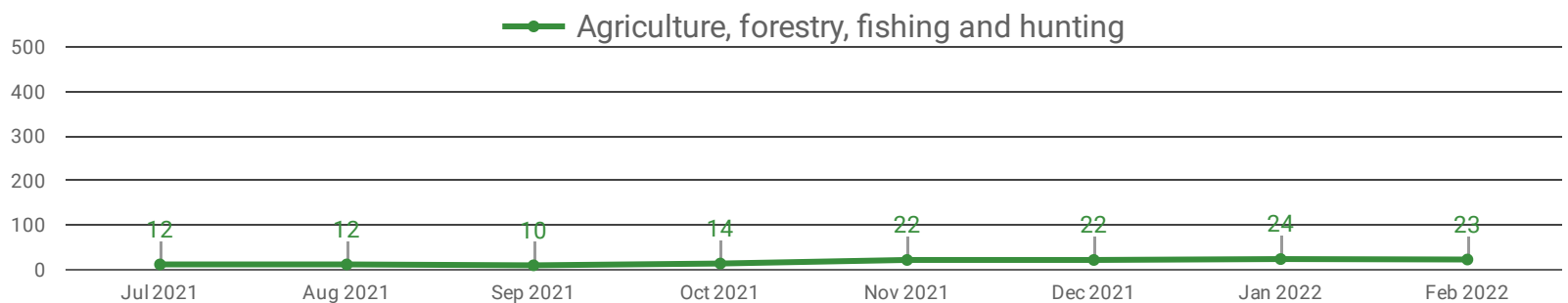
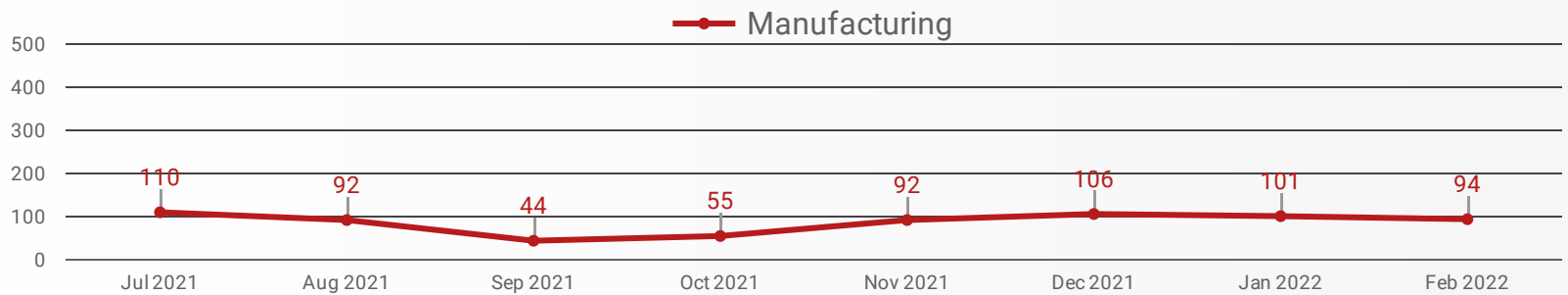
## POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



## DEMAND BY KEY SECTOR (SARNIA & LAMBTON AREA)

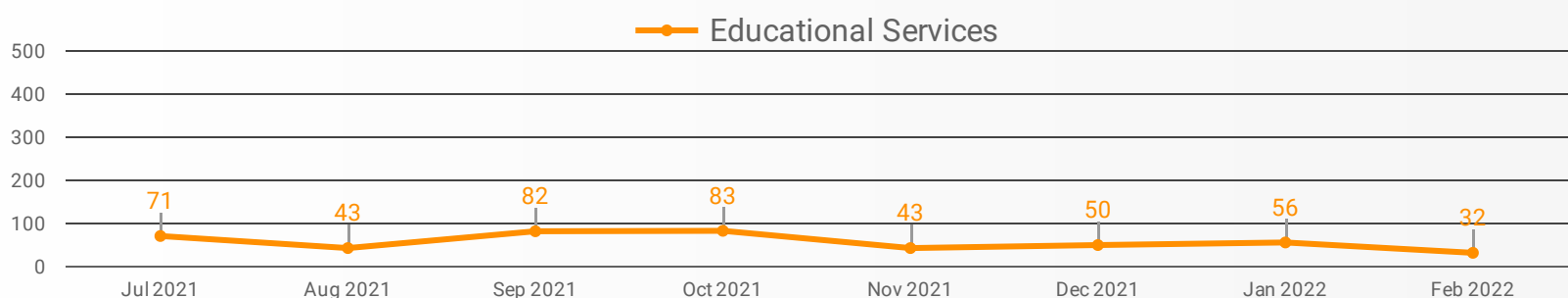
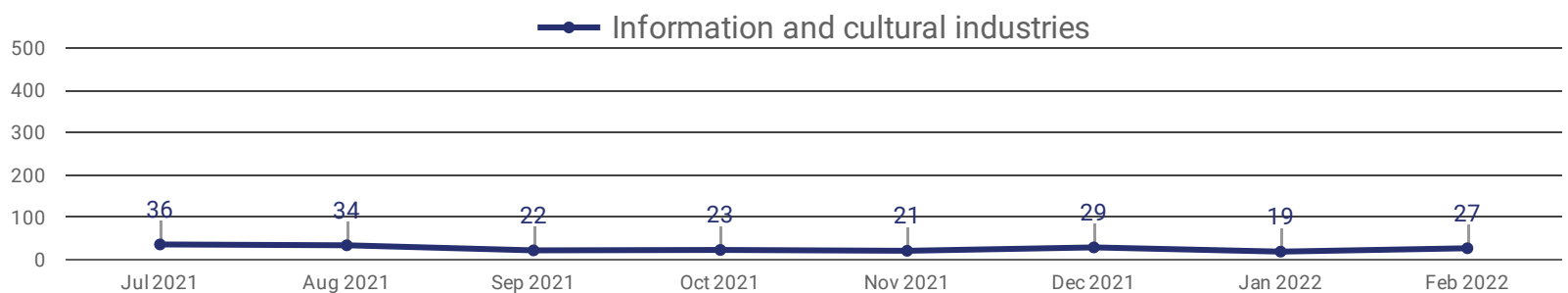
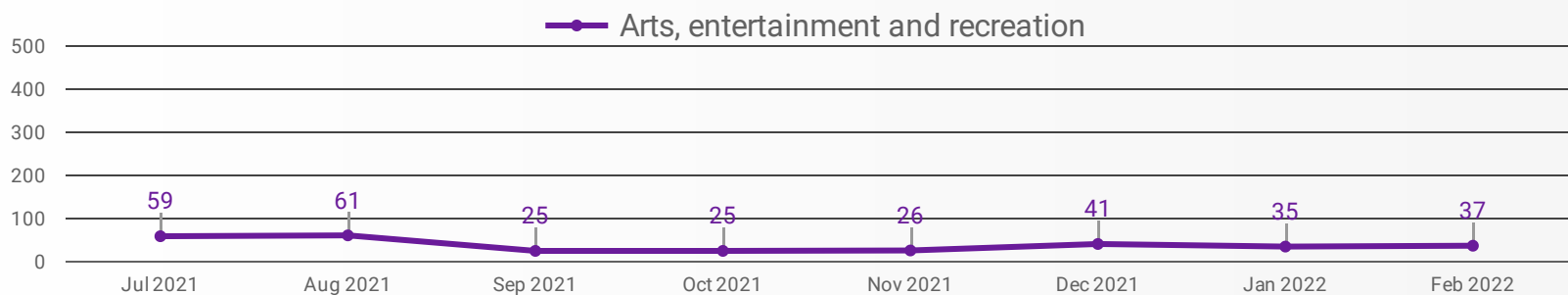
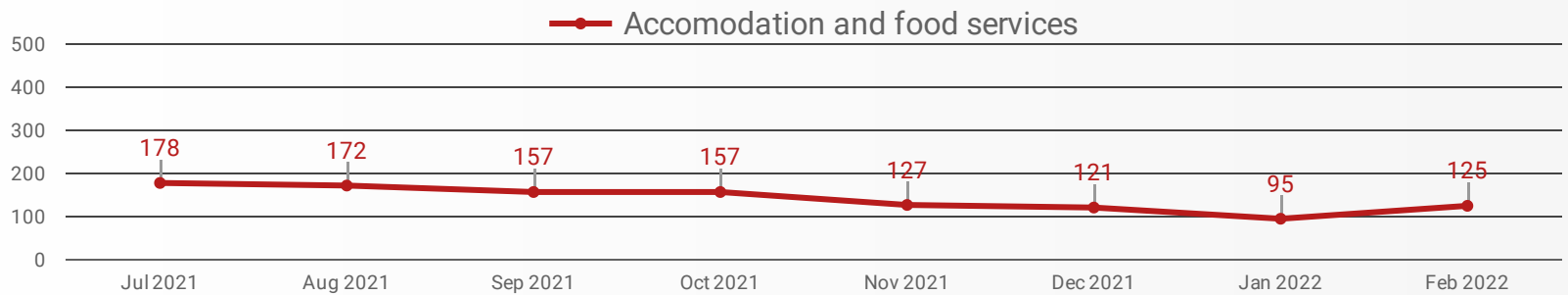
How many job postings were active for at least 1 day this month by sector?



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?

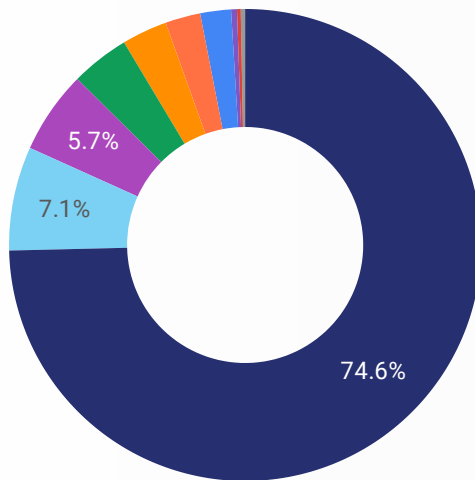


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## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

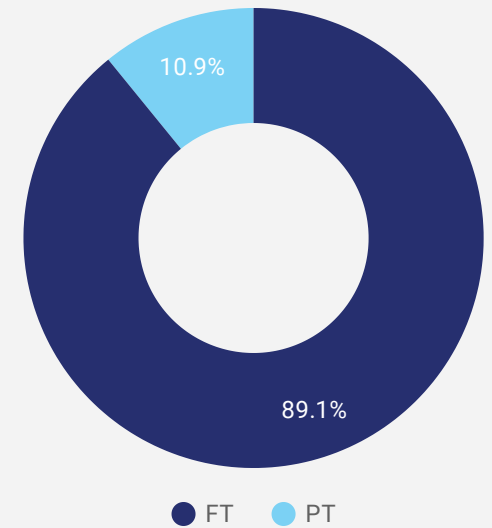
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Sarnia	1,488	26.8	26
2.	Municipality of Lambton Shores	142	25.7	29
3.	Township of St. Clair	113	23.0	16
4.	Town of Petrolia	80	23.9	16
5.	Village of Point Edward	62	27.7	29
6.	Town of Plympton-Wyoming	48	27.5	16
7.	Township of Warwick	42	27.4	29
8.	Village of Oil Springs	8	8.8	4.5
9.	First Nations	5	23.0	26
10.	Municipality of Brooke-Alvinston	3	22.0	22
11.	Township of Dawn-Euphemia	3	29.0	29



- City of Sarnia
- Municipality of Lambton Shores
- Township of St. Clair
- Town of Petrolia
- Village of Point Edward
- Town of Plympton-Wyoming
- Township of Warwick
- Village of Oil Springs
- First Nations
- others

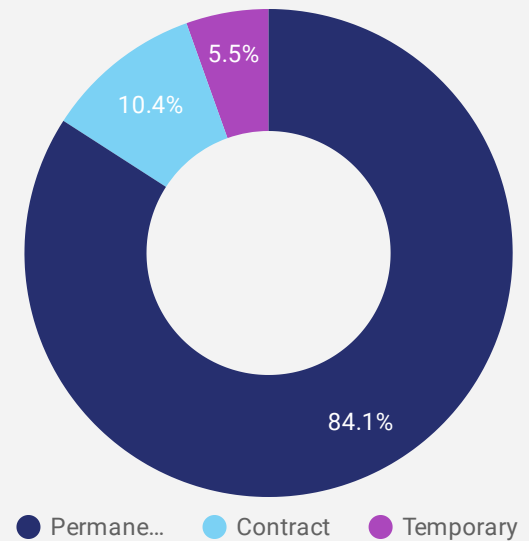
## JOB TYPE

Full-time vs Part-time



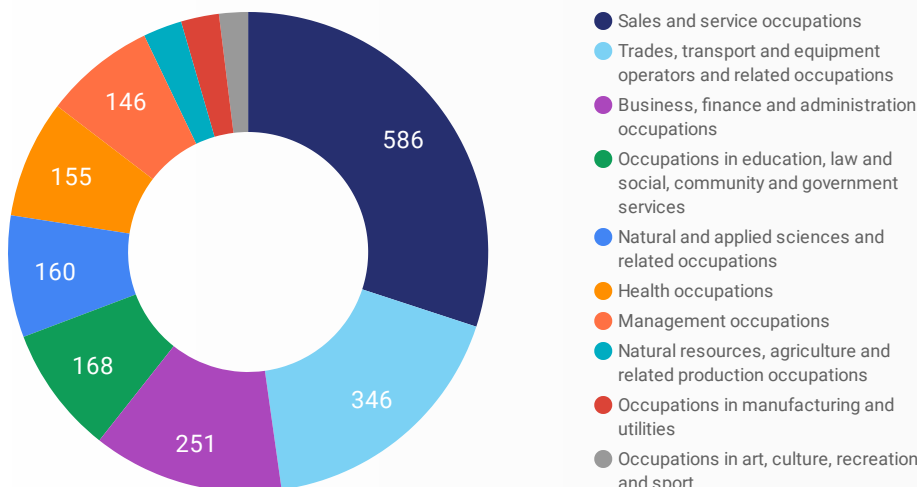
## JOB DURATION

Permanency of jobs posted



## JOB POSTINGS BY SKILL TYPE

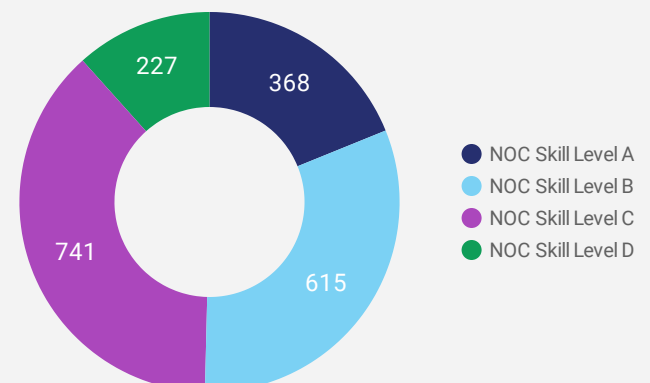
What skill type is being recruited?



- Sales and service occupations
- Trades, transport and equipment operators and related occupations
- Business, finance and administration occupations
- Occupations in education, law and social, community and government services
- Natural and applied sciences and related occupations
- Health occupations
- Management occupations
- Natural resources, agriculture and related production occupations
- Occupations in manufacturing and utilities
- Occupations in art, culture, recreation and sport

## 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?










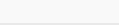
	COMPANY	POSTINGS ▾	AVERAGE POSTING DURATION IN DAYS	MEDIAN POSTING DURATION IN DAYS
1.	Community Employment Services - Lambton College Petrolia	104	22.4	20
2.	County of Lambton	74	21.1	17
3.	Bluewater Health	56	28.5	29
4.	Home Depot	32	27.1	16
5.	Victorian Order of Nurses	28	43.5	17
6.	Paladin Security	25	21.9	21
7.	Clean Harbors Environmental Services, Inc.	18	19.4	29
8.	City of Sarnia	17	34.7	20
9.	CarePartners	16	14.2	1
10.	EXPRESS EMPLOYMENT PROFESSIONALS	15	21.6	16
11.	BDO Canada	15	22.7	22
12.	The WorkPlace Group	15	24.7	30
13.	Reliance Home Comfort	14	32.8	29
14.	Lambton College	14	21.3	15
15.	Steeves and Rozema Group	14	23.3	29
16.	Bayshore Home Care Solutions	14	25.9	29
17.	Lowe's	13	10.3	9
18.	Shoppers Drug Mart	13	20.5	21
19.	Marriott International, Inc	13	17.4	15
20.	Gateway Casinos	11	27.0	10
21.	Worley Limited	10	29.0	29
22.	Loblaw Companies Limited	10	27.8	29
23.	NOVA Chemicals Corporation	10	27.4	29
24.	Professional Valve Service	10	55.0	55
25.	TD Bank	9	17.4	15
26.	Canada Post	9	28.4	17
27.	Vision Nursing and Rest Home	9	22.8	29
28.	Pathways Health Centre for Children	9	27.3	29
29.	Giant Tiger	8	70.0	68
30.	Marmon Holdings, Inc.	8	19.0	16
31.	Arise Virtual Solutions - CA	8	3.6	2

## TOP HOURLY WAGES IN JOB POSTINGS

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












# of Minimum Wage Jobs

6

	JOB TITLE	COMPANY	LOCATION	WAGE POTENTIAL ▾
1.	Wedding Photographer And/or Videographer	Golden Hour Studios	City of Sarnia	100 
2.	Subcontractor - Deck Builder	Hickory Dickory Decks - Lambton Shores & Huron County	Municipality of Lambton Shores	90 
3.	Deck Builder	Hickory Dickory Decks - Lambton Shores & Huron County	Municipality of Lambton Shores	90 
4.	Circles Coordinator	Community Employment Services - Lambton College Petrolia	City of Sarnia	54.58 
5.	Laboratory Technician	Community Employment Services - Lambton College Petrolia	City of Sarnia	51.05 
6.	Maintenance Planner - Process Controls Systems	SOS Personnel (Sarnia) Inc.	City of Sarnia	50 
7.	Registered Nurse	Community Employment Services - Lambton College Petrolia	City of Sarnia	49.47 
8.	Registered Nurse	Community Employment Services - Lambton College Petrolia	Municipality of Lambton Shores	49.47 
9.	Direct Sales Representative	EaveSafe Gutter Protection Inc.	City of Sarnia	45 
10.	Building Inspector	Community Employment Services - Lambton College Petrolia	Town of Plympton-Wyoming	42.59 
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## TOP SALARIES IN JOB POSTINGS

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

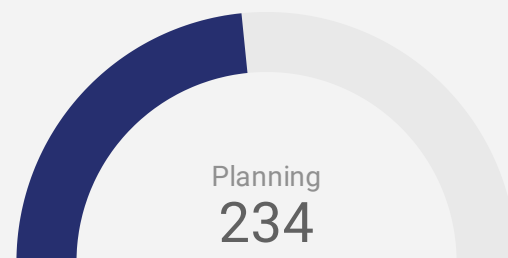
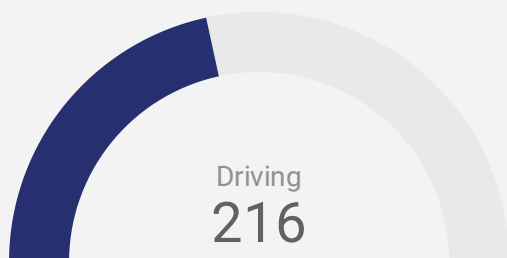
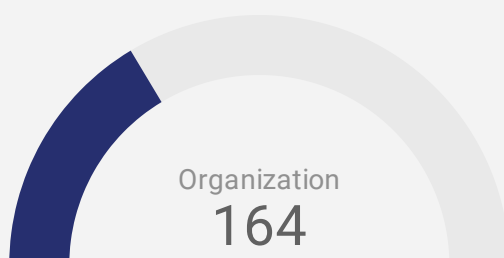
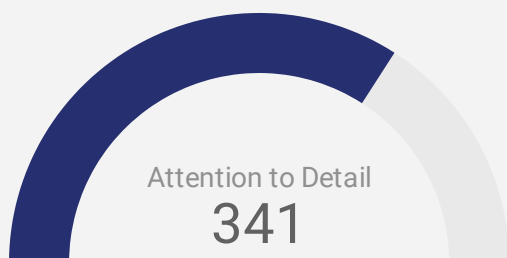
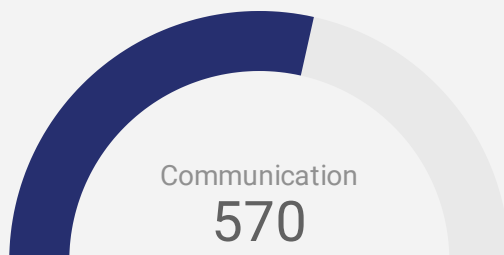
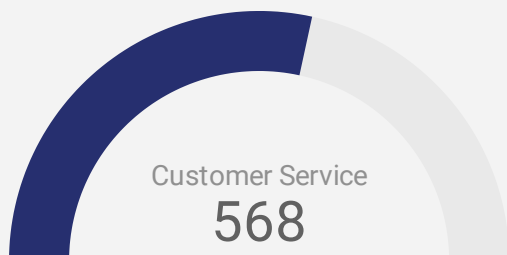
	JOB TITLE	COMPANY	LOCATION	SALARY POTENTIAL ▾
1.	Independent Owner Operator - Freight	Tandet Dedicated Inc.	City of Sarnia	350,000 
2.	Realtor	One Percent Realty Ltd. Brokerage	City of Sarnia	350,000 
3.	Class Az Dedicated Owner Operators	Trimac Transportation	City of Sarnia	230,000 
4.	Family Law Lawyer	Siskinds LLP	City of Sarnia	150,000 
5.	Az Owner Operator	Tank Truck Transport Inc	City of Sarnia	150,000 
6.	Home Comfort Advisor	Reliance Home Comfort	City of Sarnia	150,000 
7.	Nurse Practitioner	Bluewater Medical Family Practice	City of Sarnia	140,000 
8.	General Manager	Reliance Home Comfort	City of Sarnia	130,000 
9.	Metal Roofing Consultant	Hy-Grade Steel Roofing Systems	City of Sarnia	129,655 
10.	Metal Roof Consultant	Hy-Grade Steel Roofing Systems	City of Sarnia	129,655 
11.	Metal Roof Consultant	Hy-Grade Steel Roofing Systems	City of Sarnia	129,655 
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## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,995

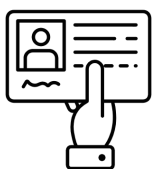


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,995



Driver's License

8



First Aid

146



Regular Access to a Vehicle

63



Criminal Record Check

89



Microsoft Office

145



Food Safety

31



## 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	116	26	16
2.	7511	Transport truck drivers	NOC Skill Level C	71	25	16
3.	6552	Other customer and information services representatives	NOC Skill Level C	71	20	15
4.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	61	40	29
5.	6541	Security guards and related security service occupations	NOC Skill Level C	54	23	22
6.	4212	Social and community service workers	NOC Skill Level B	50	22	29
7.	6731	Light duty cleaners	NOC Skill Level D	45	32	28
8.	6322	Cooks	NOC Skill Level B	42	24	15
9.	1241	Administrative assistants	NOC Skill Level B	42	23	16
10.	621	Retail and wholesale trade managers	NOC Skill Level A	41	27	29
11.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	40	21	21
12.	7452	Material handlers	NOC Skill Level C	39	30	29
13.	6513	Food and beverage servers	NOC Skill Level C	28	30	29
14.	7514	Delivery and courier service drivers	NOC Skill Level C	26	26	29
15.	2263	Inspectors in public and environmental health and occupational health and safety	NOC Skill Level B	24	24	29
16.	1111	Financial auditors and accountants	NOC Skill Level A	23	30	22
17.	8431	General farm workers	NOC Skill Level C	23	37	30
18.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	23	18	15
19.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	23	24	15
20.	6611	Cashiers	NOC Skill Level D	22	44	20
21.	6623	Other sales related occupations	NOC Skill Level D	21	21	15
22.	7611	Construction trades helpers and labourers	NOC Skill Level D	20	25	16
23.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	20	19	15
24.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	20	18	15
25.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	18	27	29
26.	1414	Receptionists	NOC Skill Level C	18	21	16
27.	2281	Computer network technicians	NOC Skill Level B	17	23	29
28.	4214	Early childhood educators and assistants	NOC Skill Level B	16	24	29
29.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	16	39	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.	642	Retail salespersons	NOC Skill Level C	116	26	16
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	112	25	16
3.	655	Customer and information services representatives	NOC Skill Level C	83	19	15
4.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	72	23	29
5.	673	Cleaners	NOC Skill Level D	67	30	29
6.	441	Home care providers and educational support occupations	NOC Skill Level C	65	40	29
7.	654	Security guards and related security service occupations	NOC Skill Level C	54	23	22
8.	632	Chefs and cooks	NOC Skill Level B	46	24	15
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	46	26	20.5
10.	062	Retail and wholesale trade managers	NOC Skill Level A	41	27	29
11.	301	Professional occupations in nursing	NOC Skill Level A	40	21	21
12.	226	Other technical inspectors and regulatory officers	NOC Skill Level B	40	23	29
13.	745	Longshore workers and material handlers	NOC Skill Level C	39	30	29
14.	662	Other sales support and related occupations	NOC Skill Level D	38	30	23
15.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	36	23	29
16.	111	Auditors, accountants and investment professionals	NOC Skill Level A	36	26	29
17.	651	Occupations in food and beverage service	NOC Skill Level C	35	27	16
18.	141	General office workers	NOC Skill Level C	34	21	16.5
19.	122	Administrative and regulatory occupations	NOC Skill Level B	34	25	29
20.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	28	25	16
21.	732	Automotive service technicians	NOC Skill Level B	28	27	15
22.	843	Agriculture and horticulture workers	NOC Skill Level C	26	35	29
23.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	23	33	29
24.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	23	24	15
25.	661	Cashiers	NOC Skill Level D	22	44	20
26.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	22	22	15
27.	341	Assisting occupations in support of health services	NOC Skill Level C	22	20	15
28.	761	Trades helpers and labourers	NOC Skill Level D	22	24	15.5

## 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	191	24	17
2.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	139	25	16
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	116	26	16
4.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	114	26	29
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	97	28	29
6.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	93	25	24
7.	63	Service supervisors and specialized service occupations	NOC Skill Level B	77	27	16
8.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	72	23	29
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	66	40	29
10.	14	Office support occupations	NOC Skill Level C	64	21	16
11.	66	Sales support occupations	NOC Skill Level D	60	35	21
12.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	60	28	29
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	58	28	29
14.	72	Industrial, electrical and construction trades	NOC Skill Level B	57	30	29
15.	73	Maintenance and equipment operation trades	NOC Skill Level B	56	29	19
16.	11	Professional occupations in business and finance	NOC Skill Level A	54	25	29
17.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	47	23	25.5
18.	32	Technical occupations in health	NOC Skill Level B	47	23	28
19.	31	Professional occupations in health (except nursing)	NOC Skill Level A	46	30	29
20.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	46	30	16
21.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	45	25	16
22.	30	Professional occupations in nursing	NOC Skill Level A	40	21	21
23.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	37	30	16.5
24.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	34	28	29
25.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	31	20	16
26.	84	Workers in natural resources, agriculture and related production	NOC Skill Level C	28	35	29
27.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	25	24	28.5

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**70**

NEW POSTINGS  
**70**

COMPANIES  
**29**

LANGUAGES  
**3**

## # OF DAYS POSTED

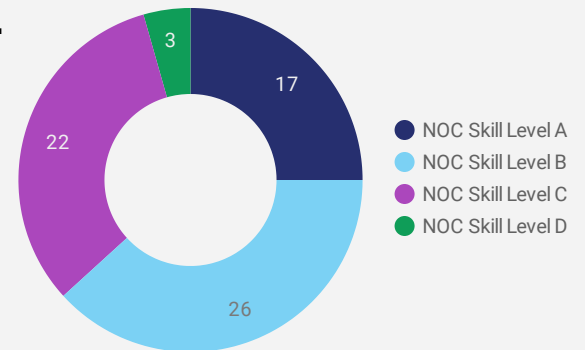
AVERAGE  
**27.1**

MEDIAN  
**17**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

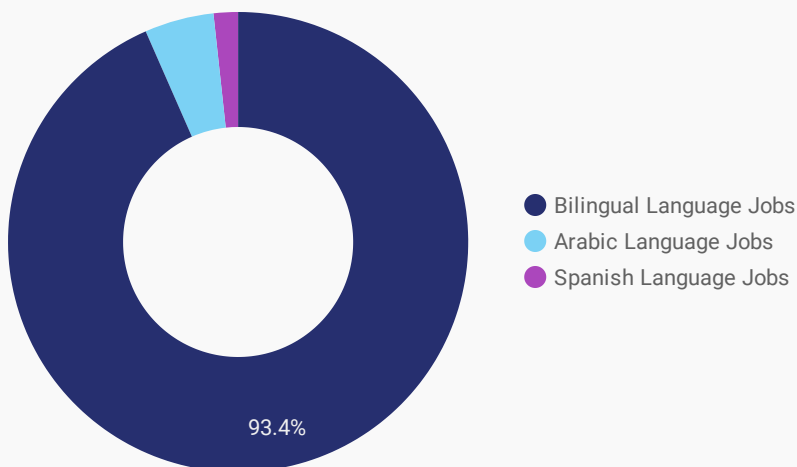
- 17** Skill Level A - Management/ Professional Occupations usually requiring University
- 26** Skill Level B - Usually college education or apprenticeship training
- 22** Skill Level C - Usually secondary education or occupation-specific training
- 3** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language Jobs	...	...	...	2
Arabic Language Jobs		4		
Spanish Language Jobs	1		1	

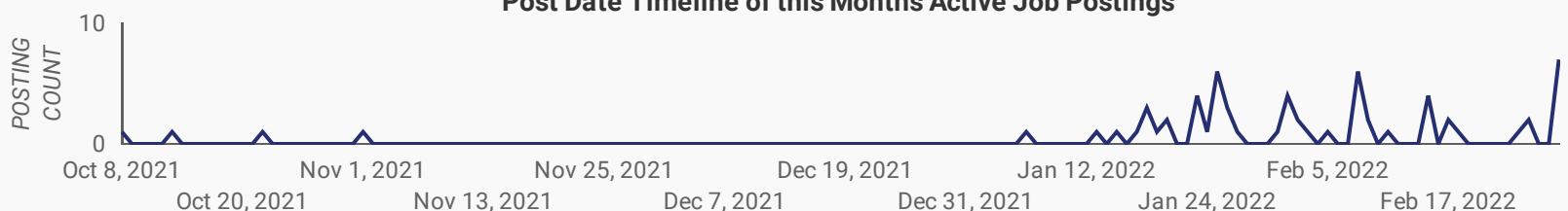
## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	64
2.	Arabic Language Jobs	4
3.	Spanish Language Jobs	2

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



## LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

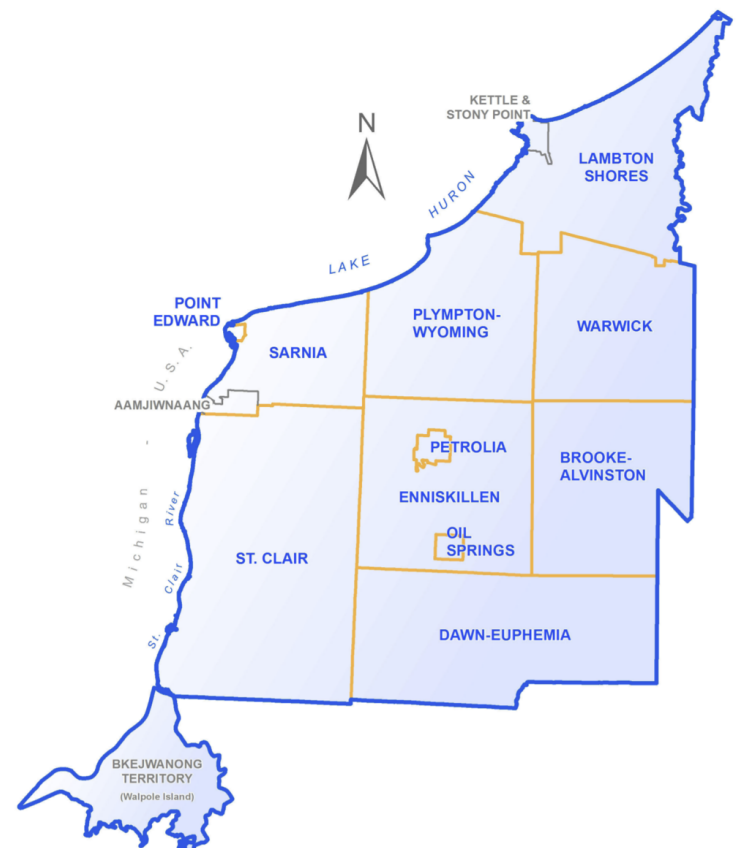
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual Language Jobs	Arabic Language Jobs	Spanish Language Jobs	Grand total
Business, finance and administration occu...	7	3		10
Health occupations	15			15
Management occupations	6		1	7
Natural and applied sciences and related o...	5			5
Natural resources, agriculture and related ...	1		1	2
Occupations in art, culture, recreation and ...	3			3
Occupations in education, law and social, ...	9	1		10
Occupations in manufacturing and utilities	1			1
Sales and service occupations	14			14
Trades, transport and equipment operator...	1			1
<b>Grand total</b>	<b>62</b>	<b>4</b>	<b>2</b>	<b>68</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 Sarnia	58	23.7	16
2.	Village of Point Edward	3	24.3	29
3.	Township of St. Clair	3	73.0	73
4.	Municipality of Lambton Shores	2	23.0	23
5.	Township of Warwick	2	22.5	22.5
6.	First Nations	1	15.0	15
7.	Town of Plympton-Wyoming	1	126.0	126



## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other customer and information service...	7
2. Registered nurses and registered psychi...	7
3. Retail salespersons	4
4. Administrative assistants	4
5. Licensed practical nurses	4
6. Social and community service workers	4
7. Home support workers, housekeepers an...	3
8. Program leaders and instructors in recre...	3
9. Nurse aides, orderlies and patient servic...	3
10. Managers in health care	3
11. Inspectors in public and environmental h...	3
12. Landscaping and grounds maintenance l...	2
13. Retail and wholesale buyers	2
14. Elementary and secondary school teache...	2
15. Managers in social, community and corr...	1
16. Other sales related occupations	1
17. Property administrators	1
18. Human resources and recruitment officers	1
19. Other instructors	1
20. Retail and wholesale trade managers	1
21. Computer and information systems man...	1
22. Professional occupations in business m...	1
23. Receptionists	1
24. Letter carriers	1
25. Conservation and fishery officers	1
26. General office support workers	1
27. Central control and process operators, p...	1
28. Automotive service technicians, truck an...	1
29. Audiologists and speech-language pathol...	1
30. Information systems analysts and consu...	1
31. Human resources managers	1

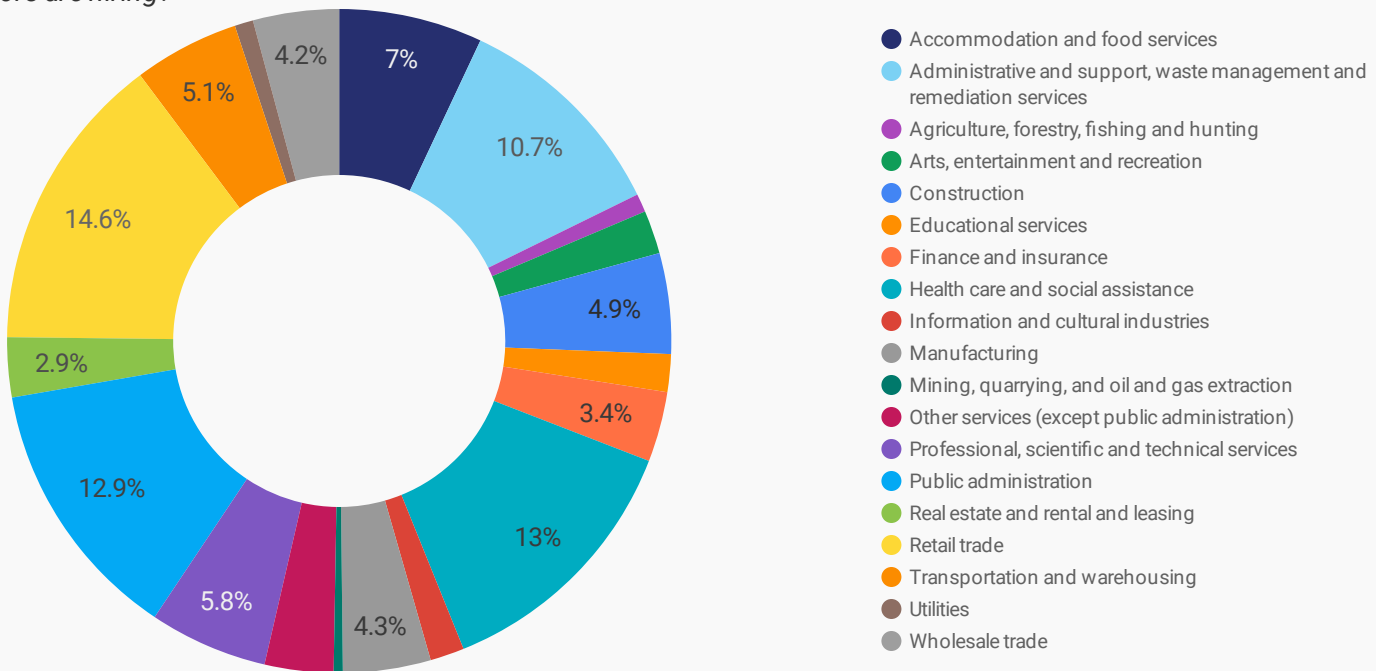
## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Victorian Order of Nurses	18
2. Various Ministries	5
3. Pathways Health Centre for Children	5
4. STEM Camp	3
5. BELL MOBILITY	3
6. YMCA of Southwestern Ontario	3
7. Bayshore Home Care Solutions	3
8. Marriott International, Inc	3
9. The Federal Bridge Corporation Limited	2
10. Twin Creeks Greenhouse Inc.	2
11. Sun Life Financial	2
12. Wolseley Canada Inc.	2
13. Municipal Property Assessment Corporation	2
14. Personnel by Prostaff	2
15. ECRC~SIMEC	1
16. CANADIAN MENTAL HEALTH ASSOCIATION, LAMBTON KENT BRANCH	1
17. Community Employment Services - Lambton College Petrolia	1
18. Contact North	1
19. Suncor	1
20. Prominent Safety Company	1
21. Scotts Miracle-Gro Company, The	1
22. The Scotts Miracle-Gro Company	1
23. Math Plus Tutors	1
24. CIBC	1
25. Erie St. Clair LHIN	1
26. Wolseley	1
27. Canada Post	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	286	30.1	24
2.	62	Health care and social assistance	260	27.2	29
3.	91	Public administration	241	23.6	22
4.	56	Administrative and support, waste management and remediation services	210	28.8	18
5.	72	Accommodation and food services	125	25.6	16
6.	54	Professional, scientific and technical services	115	27.2	29
7.	23	Construction	98	23.3	16
8.	31-33	Manufacturing	94	24.7	29
9.	48-49	Transportation and warehousing	89	25.0	16
10.	41	Wholesale trade	88	29.1	29
11.	81	Other services (except public administration)	63	28.2	29
12.	52	Finance and insurance	61	20.2	16
13.	53	Real estate and rental and leasing	50	24.8	17
14.	71	Arts, entertainment and recreation	37	26.3	29
15.	61	Educational services	32	23.7	16
16.	51	Information and cultural industries	27	19.7	15
17.	11	Agriculture, forestry, fishing and hunting	23	30.4	18
18.	22	Utilities	13	23.0	29
19.	21	Mining, quarrying, and oil and gas extraction	10	21.1	29

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	179	29.7	17.5
2.	621	Ambulatory health care services	130	28.0	17
3.	912	Provincial and territorial public administration	124	23.5	22
4.	541	Professional, scientific and technical services	115	27.2	29
5.	913	Local, municipal and regional public administration	95	23.8	18
6.	722	Food services and drinking places	88	26.0	16
7.	444	Building material and garden equipment and supplies dealers	66	21.6	16
8.	622	Hospitals	59	29.8	29
9.	238	Specialty trade contractors	50	19.4	15
10.	624	Social assistance	43	24.4	29
11.	522	Credit intermediation and related activities	40	20.7	16
12.	713	Amusement, gambling and recreation industries	37	26.3	29
13.	721	Accommodation services	37	24.7	29
14.	236	Construction of buildings	35	30.3	29
15.	453	Miscellaneous store retailers	35	55.1	29
16.	445	Food and beverage stores	34	28.4	29
17.	452	General merchandise stores	34	39.3	29
18.	417	Machinery, equipment and supplies merchant wholesalers	32	33.6	29
19.	611	Educational services	32	23.7	16
20.	562	Waste management and remediation services	31	23.9	29
21.	531	Real estate	31	22.1	24.5
22.	448	Clothing and clothing accessories stores	31	28.0	29
23.	813	Religious, grant-making, civic, and professional and similar organizations	30	25.1	29
24.	484	Truck transportation	29	25.2	16
25.	623	Nursing and residential care facilities	28	22.7	29
26.	416	Building material and supplies merchant wholesalers	26	29.1	29
27.	442	Furniture and home furnishings stores	26	21.9	15
28.	325	Chemical manufacturing	25	24.8	29
29.	811	Repair and maintenance	25	35.4	29
30.	446	Health and personal care stores	24	23.2	24.5
31.	911	Federal government public administration	20	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.	9122	Provincial labour and employment services	120	23.5	22
2.	9139	Other local, municipal and regional public administration	95	23.8	18
3.	5613	Employment services	87	33.8	16
4.	6216	Home health care services	82	29.7	17
5.	7225	Full-service restaurants and limited-service eating places	78	28.1	16
6.	6221	General medical and surgical hospitals	59	29.8	29
7.	4441	Building material and supplies dealers	57	21.9	16
8.	5616	Investigation and security services	44	22.6	22.5
9.	5617	Services to buildings and dwellings	35	26.8	16
10.	5413	Architectural, engineering and related services	35	28.7	29
11.	7211	Traveller accommodation	33	24.0	28
12.	5221	Depository credit intermediation	31	21.8	29
13.	4481	Clothing stores	30	29.1	29
14.	4841	General freight trucking	27	24.5	16
15.	2361	Residential building construction	27	31.5	29
16.	4451	Grocery stores	27	29.0	29
17.	6241	Individual and family services	26	24.0	29
18.	4421	Furniture stores	25	21.9	15
19.	8134	Civic and social organizations	24	26.7	29
20.	4461	Health and personal care stores	24	23.2	24.5
21.	6213	Offices of other health practitioners	24	25.3	29
22.	7139	Other amusement and recreation industries	24	26.4	29
23.	5313	Activities related to real estate	23	22.0	25
24.	4529	Other general merchandise stores	23	39.5	24
25.	5412	Accounting, tax preparation, bookkeeping and payroll services	23	22.8	22
26.	4161	Electrical, plumbing, heating and air-conditioning equipment and supplies merchant wholesalers	23	29.1	29
27.	3251	Basic chemical manufacturing	20	25.6	29
28.	5419	Other professional, scientific and technical services	20	22.1	22.5
29.	2381	Foundation, structure, and building exterior contractors	19	21.1	15
30.	5622	Waste treatment and disposal	19	20.0	29
31.	4539	Other miscellaneous store retailers	18	62.2	30

## 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.	91221	Provincial labour and employment services	120	23.5	22
2.	91391	Other local, municipal and regional public administration	95	23.8	18
3.	56131	Employment placement agencies and executive search services	85	34.3	16
4.	62161	Home health care services	82	29.7	17
5.	72251	Full-service restaurants and limited-service eating places	78	28.1	16
6.	62211	General medical and surgical hospitals	59	29.8	29
7.	44411	Home centres	51	22.6	16
8.	56161	Investigation, guard and armoured car services	41	22.6	22.5
9.	72111	Hotels (except casino hotels) and motels	33	24.0	28
10.	23611	Residential building construction	27	31.5	29
11.	54133	Engineering services	27	28.6	29
12.	44511	Supermarkets and other grocery (except convenience) stores	26	29.0	29
13.	44211	Furniture stores	25	21.9	15
14.	81341	Civic and social organizations	24	26.7	29
15.	48412	General freight trucking, long distance	23	25.2	15.5
16.	54121	Accounting, tax preparation, bookkeeping and payroll services	23	22.8	22
17.	45299	All other general merchandise stores	23	39.5	24
18.	56172	Janitorial services	22	26.6	16
19.	52211	Banking	22	19.8	15.5
20.	53131	Real estate property managers	21	21.5	24.5
21.	41612	Plumbing, heating and air-conditioning equipment and supplies merchant wholesalers	19	29.0	29
22.	56221	Waste treatment and disposal	19	20.0	29
23.	44611	Pharmacies and drug stores	17	22.0	21
24.	91191	Other federal government public administration	17	24.3	29
25.	62331	Community care facilities for the elderly	15	23.1	29
26.	62411	Child and youth services	14	27.6	29
27.	32511	Petrochemical manufacturing	14	23.3	29
28.	61121	Community colleges and C.E.G.E.P.s	14	21.3	15
29.	62441	Child day-care services	13	24.5	29
30.	41723	Industrial machinery, equipment and supplies merchant wholesalers	13	32.1	29
31.	71321	Casinos (except casino hotels)	13	26.2	12.5

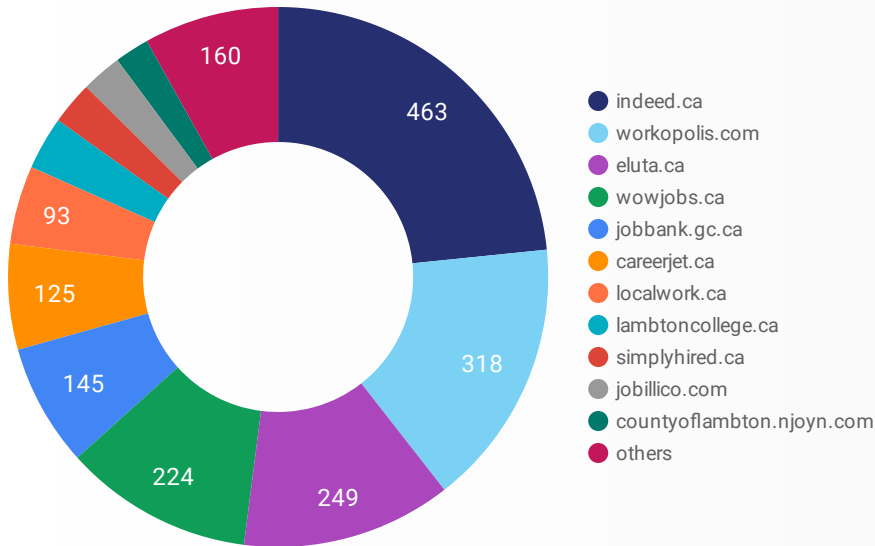
## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

What sectors are hiring?

	NAICS CODE	6-DIGIT NAICS LABEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	912210	Provincial labour and employment services	120	23.5	22
2.	913910	Other local, municipal and regional public administration	95	23.8	18
3.	561310	Employment placement agencies and executive search services	85	34.3	16
4.	621610	Home health care services	82	29.7	17
5.	622111	General (except paediatric) hospitals	59	29.8	29
6.	444110	Home centres	51	22.6	16
7.	561612	Security guard and patrol services	40	22.5	22
8.	722511	Full-service restaurants	40	31.2	16
9.	722512	Limited-service eating places	38	25.0	15
10.	721111	Hotels	33	24.0	28
11.	236110	Residential building construction	27	31.5	29
12.	541330	Engineering services	27	28.6	29
13.	445110	Supermarkets and other grocery (except convenience) stores	26	29.0	29
14.	442110	Furniture stores	25	21.9	15
15.	813410	Civic and social organizations	24	26.7	29
16.	484121	General freight trucking, long distance, truck-load	23	25.2	15.5
17.	561722	Janitorial services (except window cleaning)	22	26.6	16
18.	522111	Personal and commercial banking industry	22	19.8	15.5
19.	531310	Real estate property managers	21	21.5	24.5
20.	452999	All other miscellaneous general merchandise stores	20	42.1	19
21.	541212	Offices of accountants	19	23.3	22
22.	562210	Waste treatment and disposal	19	20.0	29
23.	416120	Plumbing, heating and air-conditioning equipment and supplies merchant wholesalers	19	29.0	29
24.	446110	Pharmacies and drug stores	17	22.0	21
25.	911910	Other federal government public administration	17	24.3	29
26.	623310	Community care facilities for the elderly	15	23.1	29
27.	325110	Petrochemical manufacturing	14	23.3	29
28.	624110	Child and youth services	14	27.6	29
29.	611210	Community colleges and C.E.G.E.P.s	14	21.3	15
30.	624410	Child day-care services	13	24.5	29
31.	417230	Industrial machinery, equipment and supplies merchant wholesalers	13	32.1	29

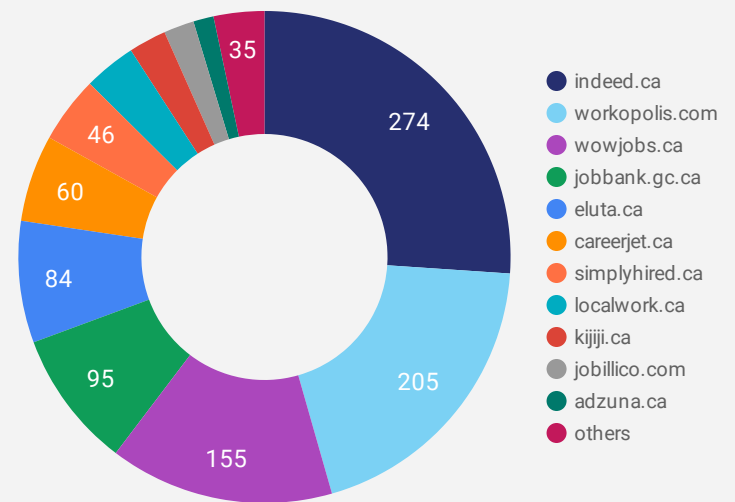
## JOB POSTINGS BY JOB BOARD

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	463	32	29	274
2.	workopolis.com	318	18	15	205
3.	eluta.ca	249	30	29	84
4.	wowjobs.ca	224	18	16	155
5.	jobbank.gc.ca	145	32	21	95
6.	careerjet.ca	125	38	20	60
7.	localwork.ca	93	8	4	36
8.	lambtoncollege.ca	63	29	29	1
9.	simplyhired.ca	51	22	15	46
10.	jobillico.com	48	46	19	21
11.	countyoflambton.njoyn.com	41	14	14.5	1
12.	kijiji.ca	40	17	15	26
13.	adzuna.ca	33	20	15	14
14.	careerarc.com	20	47	25	7
15.	theworkplacegroup.ca	15	26	30	3
16.	sarnia.ca	12	39	20	1
17.	gojobs.gov.on.ca	11	21	18.5	6
18.	careerbuilder.ca	7	10	3	4