

JOB DEMAND REPORT

SEPTEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,312	1,394	879	24

OF DAYS POSTED

AVERAGE	MEDIAN
21.4	21

REPORT BUILDER

The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.

OCCUPATION FILTERS

SKILL TYPE NAME / 1-DIGIT NOC	▼
MAJOR GROUP / 2-DIGIT NOC	▼
MINOR GROUP / 3-DIGIT NOC	▼
UNIT GROUP / 4-DIGIT NOC	▼
SKILL LEVEL	▼
JOB TYPE	▼
JOB DURATION	▼
ADDITIONAL LANGUAGE	▼
SPECIFIC JOB TAGS	▼

INDUSTRY/SECTOR FILTERS

HIRING SECTOR BY 2-DIGIT NAICS CODE	▼
HIRING SECTOR BY 3-DIGIT NAICS CODE	▼
HIRING SECTOR BY 4-DIGIT NAICS CODE	▼
HIRING SECTOR BY 5-DIGIT NAICS CODE	▼
HIRING SECTOR BY 6-DIGIT NAICS CODE	▼

OTHER FILTERS

MUNICIPALITY	▼
JOB BOARD	▼

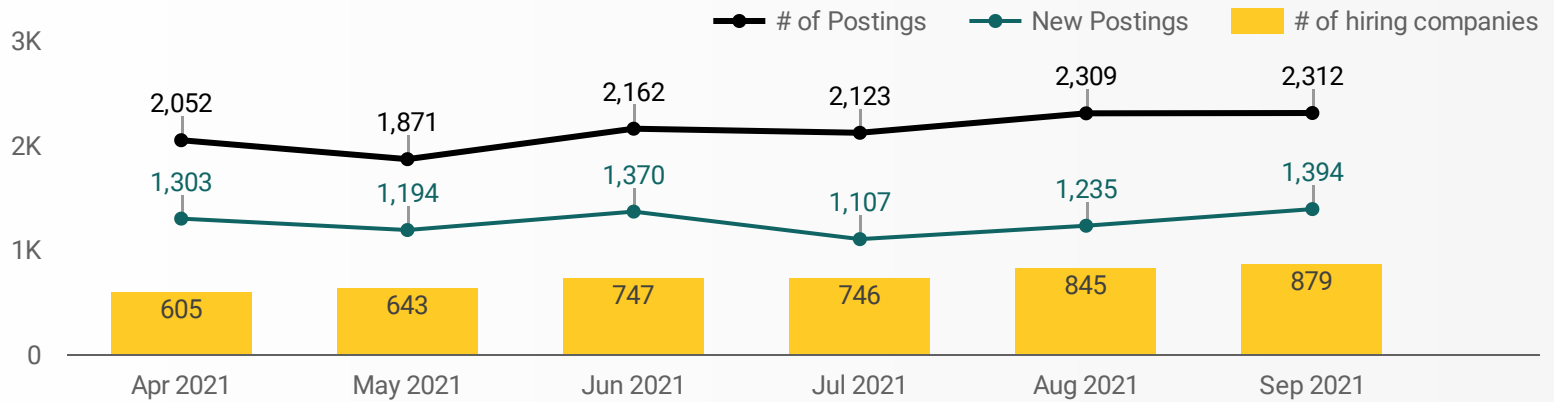
NOC = National Occupation Classification | NAICS = North American Industry Classification System

Source:

Job posting data collected by the Niagara Workforce Planning Board from job boards and employer websites who recruit candidates in Niagara Region.

JOB POSTINGS BY MONTH FOR NIAGARA REGION

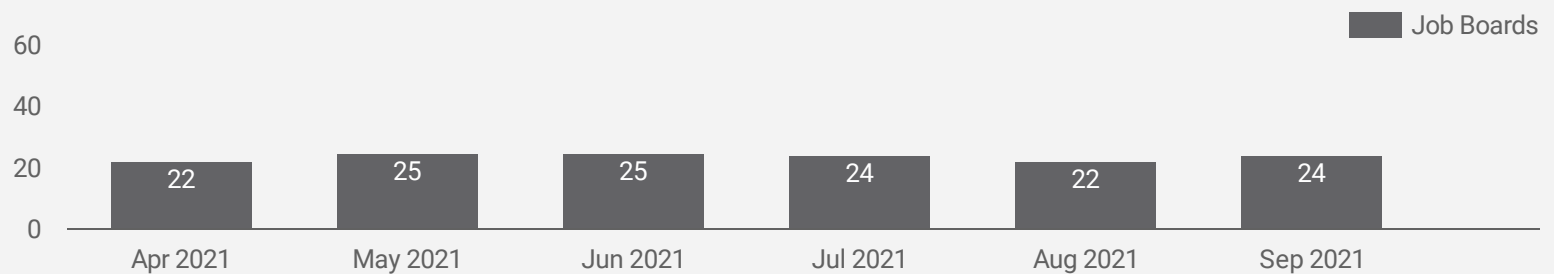
How many job postings were active for at least 1 day this month?



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

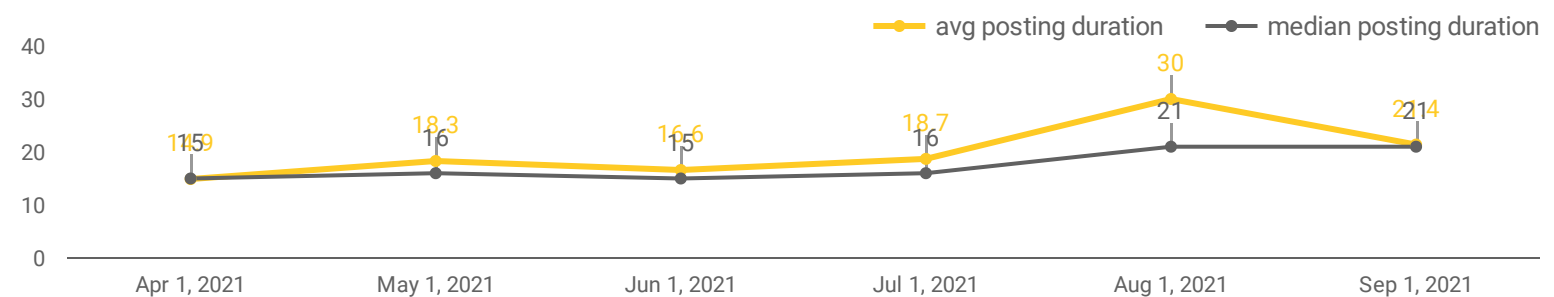
NUMBER OF ACTIVE JOB BOARDS

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



AVG & MEDIAN POSTING LENGTH BY DAYS

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



POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



JOB POSTINGS BY MUNICIPALITY

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

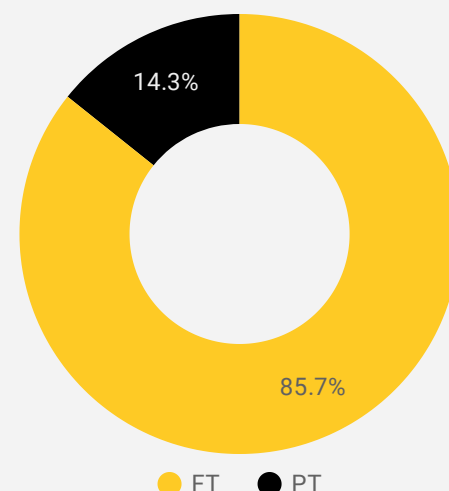
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Sault Ste. Marie	1,715	19.4	16
2.	Elliot Lake	136	27.7	31
3.	Blind River	122	32.0	35
4.	Wawa	95	20.0	21
5.	Dubreulville	70	26.2	21
6.	White River	51	28.7	21
7.	Hornepayne	35	56.2	21
8.	Garden River First Nation	19	8.3	5
9.	Thessalon First Nation	11	16.3	19
10.	Johnson	11	16.3	17
11.	Bruce Mines	9	15.3	15
12.	Goulais and District Local Services Board	8	11.8	15
13.	Laird	6	5.8	6
14.	Macdonald, Meredith and Aberdeen Additional	6	46.8	21
15.	North Shore	4	19.5	20
16.	Serpent River First Nation	3	11.7	12
17.	Huron Shores	2	20.0	20
18.	Hawk Junction Local Services Board	2	15.0	15

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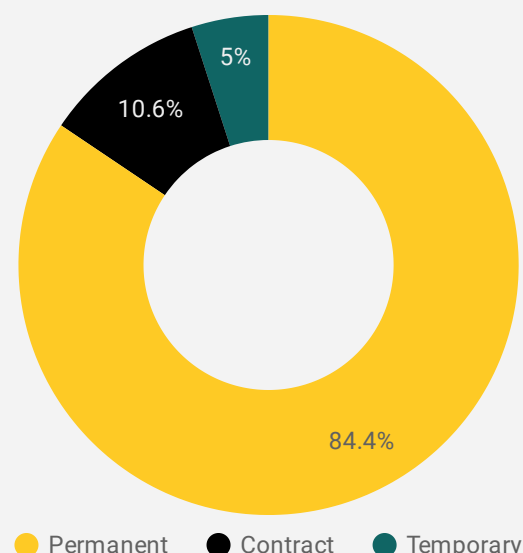
JOB TYPE

Full-time vs Part-time



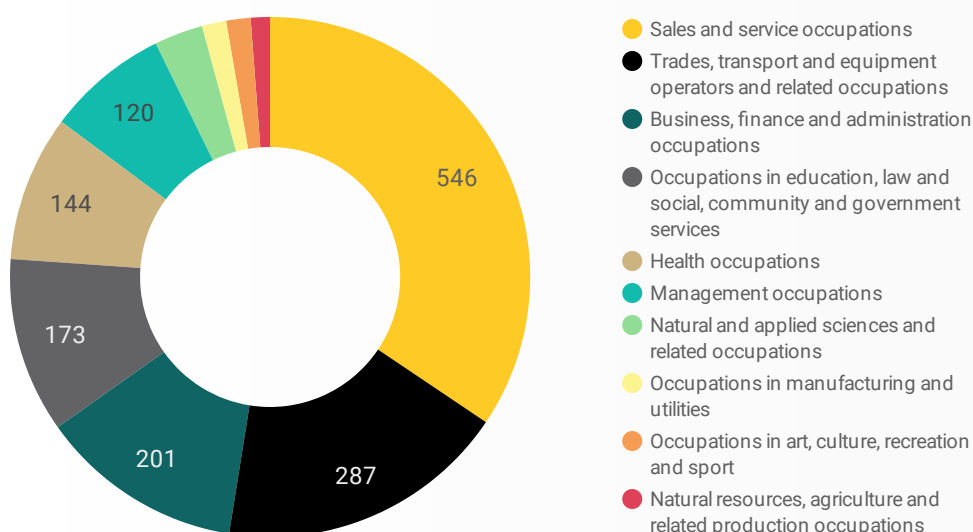
JOB DURATION

Permanency of jobs posted



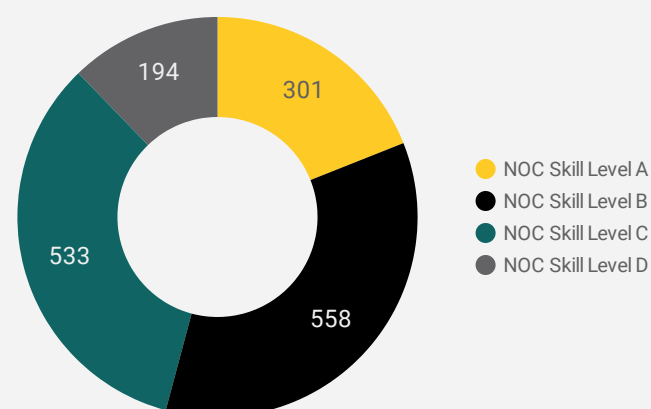
JOB POSTINGS BY SKILL TYPE

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 EMPLOYERS & AGENCIES

Who is hiring?

	COMPANY	MUNICIPALITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Sault Area Hospital	Sault Ste. Marie	80	11.3	12
2.	Algoma District School Board	Sault Ste. Marie	45	7.1	5
3.	Varsity Tutors	Elliot Lake	27	2.4	2
4.	Varsity Tutors	Sault Ste. Marie	27	1.8	2
5.	KMC Mining	Elliot Lake	25	31.0	31
6.	86 Network	Sault Ste. Marie	19	26.9	26
7.	Alamos Gold	Dubreulville	18	52.5	57
8.	Marriott International	Sault Ste. Marie	18	19.0	21
9.	Boart Longyear	Sault Ste. Marie	17	20.5	21
10.	OLG	Sault Ste. Marie	16	16.7	21
11.	Your Independent Grocer	Sault Ste. Marie	16	19.7	21
12.	A & F Kistemaker Limited	Hornepayne	16	71.1	113
13.	Nogdawindamin	Sault Ste. Marie	16	21.1	15
14.	Home Depot of Canada Inc.	Sault Ste. Marie	15	7.9	7
15.	Algoma University	Sault Ste. Marie	15	19.7	21
16.	Alamos Gold Inc.	Dubreulville	14	30.4	21
17.	Ontario Aboriginal Housing Services	Sault Ste. Marie	13	17.7	16
18.	Harte Gold Corp	White River	13	21.0	21
19.	Batchewana First Nations	Sault Ste. Marie	13	26.7	35
20.	S & T Group	Sault Ste. Marie	12	10.0	10
21.	Delta Hotels	Sault Ste. Marie	12	18.0	19
22.	Employment Options	Elliot Lake	12	53.1	33
23.	Home Depot	Sault Ste. Marie	11	9.1	6
24.	Wcps Of Ca	Sault Ste. Marie	11	15.0	15
25.	Pilot Company	Sault Ste. Marie	11	15.2	15
26.	Instacart Shoppers	Sault Ste. Marie	11	11.5	16
27.	Tenaris	Sault Ste. Marie	11	21.1	16
28.	Argonaut Gold	Dubreulville	11	21.0	21
29.	N1Solutions	Sault Ste. Marie	11	18.0	18
30.	Marriott	Sault Ste. Marie	10	15.0	15
31.	Marriott International, Inc	Sault Ste. Marie	10	21.0	21

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

40

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Human Resources Manager	Good Sense Workplace Solutions	Sault Ste. Marie	75
2.	Rpn - Long Term Care (thessalon)	Adiv	Thessalon First Nation	55
3.	Registered Nurse Infection and Control Professional - Full Time	Sault Area Hospital	Sault Ste. Marie	50.96
4.	Local Santa - Natural Beard	Cherry Hill Programs	Sault Ste. Marie	50
5.	Registered Kinesiologist	Fit Bodies Fit Minds	Sault Ste. Marie	50
6.	Mechanical Engineer	Soo Foundry & Machine (1980 Limited)	Sault Ste. Marie	50
7.	General Manager - Goods Production, Utilities, Transportation And Construction	A & F Kistemaker Limited	Hornepayne	49.5
8.	Information Systems Analyst, Full-time	Sault Area Hospital	Sault Ste. Marie	45.4
9.	Qaqc Administrator	Scott Concrete Services	Wawa	45
10.	Pathology Assistant	Sault Area Hospital	Sault Ste. Marie	44.22
11.	Caregiver For Elderly	Speedy Electric LLC	Sault Ste. Marie	43
12.	Shovel Operator	KMC Mining	Elliot Lake	41.67
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TOP SALARIES IN JOB POSTINGS

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

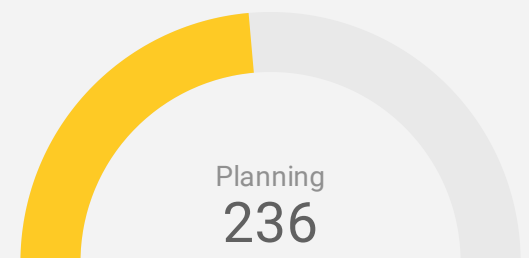
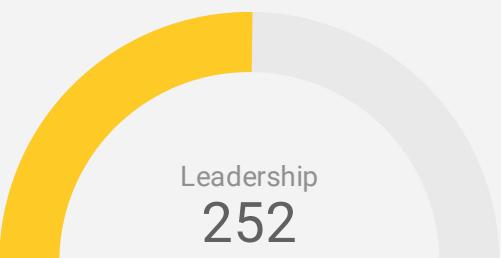
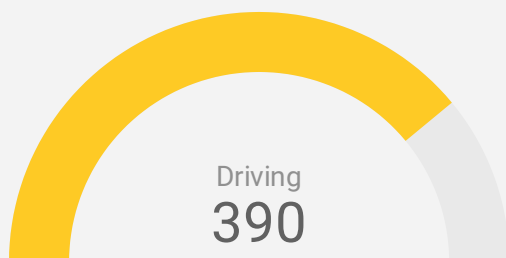
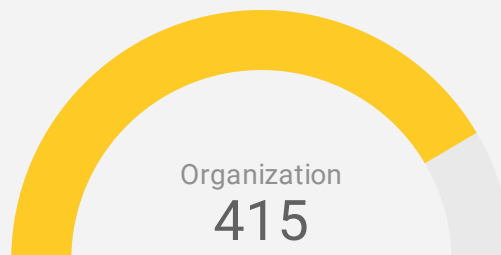
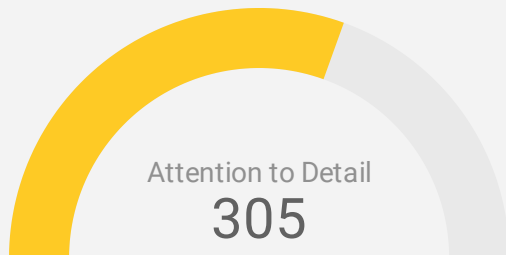
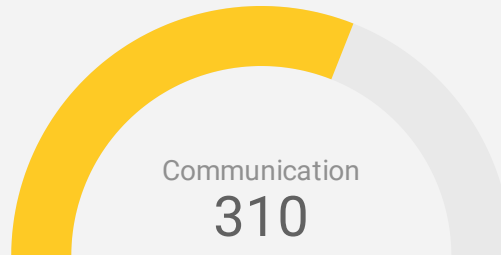
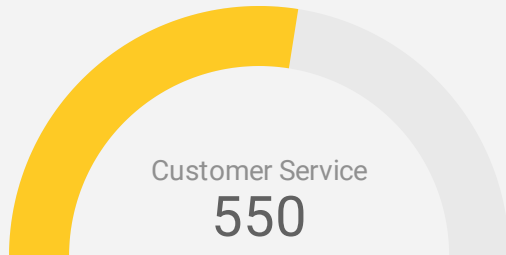
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Professor, Health Informatics	Sault College	Sault Ste. Marie	151,131
2.	Concrete Supervisor - Magino Gold Project	Scott Concrete Services	Dubreulville	150,000
3.	Mechanical Supervisor	Core Services Inc	Sault Ste. Marie	100,000
4.	Human Resources Coordinator	Community Living Algoma	Sault Ste. Marie	90,384
5.	Technicien en intervention du comportement / Behavior Intervention Tech.	Conseil scolaire catholique Nouvelon	Sault Ste. Marie	81,003
6.	Child Protection Worker	Childrens Aid Society of Algoma	Sault Ste. Marie	77,777
7.	Relief Child Protection Worker	Childrens Aid Society of Algoma	Sault Ste. Marie	77,777
8.	Associate Advisor	RBC	Sault Ste. Marie	77,000
9.	Assessment Counsellor	Canadian Mental Health Association	Sault Ste. Marie	75,930.4
10.	Assessment Counsellor	CMHA Algoma	Sault Ste. Marie	75,930.4
11.	Assessment Counsellor	Canadian Mental Health	Sault Ste. Marie	75,930.4
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,312

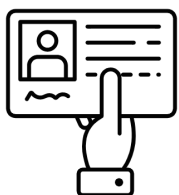


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,312



Driver's License
85



Bilingual
120

JOB POSTINGS BY SKILL LEVEL, FREQUENCY, & DURATION

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

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	89	19.6	18.5
2.	6552	Other customer and information services representatives	NOC Skill Level C	78	17.5	15
3.	4216	Other instructors	NOC Skill Level B	61	10.9	2
4.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	53	32.3	29
5.	6322	Cooks	NOC Skill Level B	52	30.9	21
6.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	49	19.7	16
7.	7514	Delivery and courier service drivers	NOC Skill Level C	41	16.1	15
8.	621	Retail and wholesale trade managers	NOC Skill Level A	39	21.3	21
9.	6731	Light duty cleaners	NOC Skill Level D	37	23.0	21
10.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	33	26.7	21
11.	6611	Cashiers	NOC Skill Level D	29	19.0	21
12.	1241	Administrative assistants	NOC Skill Level B	28	17.9	15
13.	4212	Social and community service workers	NOC Skill Level B	28	19.9	15
14.	7511	Transport truck drivers	NOC Skill Level C	27	27.5	21
15.	6222	Retail and wholesale buyers	NOC Skill Level B	26	19.9	21
16.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	22	19.5	21
17.	6513	Food and beverage servers	NOC Skill Level C	21	32.4	30
18.	7452	Material handlers	NOC Skill Level C	21	21.0	21
19.	1221	Administrative officers	NOC Skill Level B	18	16.9	16
20.	6541	Security guards and related security service occupations	NOC Skill Level C	18	24.8	21
21.	631	Restaurant and food service managers	NOC Skill Level A	17	15.8	18
22.	1411	General office support workers	NOC Skill Level C	17	19.5	16
23.	7271	Carpenters	NOC Skill Level B	17	26.4	16
24.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	15	22.7	21
25.	1414	Receptionists	NOC Skill Level C	15	20.2	21
26.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	14	19.0	18.5
27.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	14	20.9	21
28.	1114	Other financial officers	NOC Skill Level A	14	14.7	15
29.	7512	Bus drivers, subway operators and other transit operators	NOC Skill Level C	13	43.6	30

JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	101	17.5	13
2.	642	Retail salespersons	NOC Skill Level C	89	19.6	18.5
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	82	24.9	21
4.	655	Customer and information services representatives	NOC Skill Level C	81	17.5	15
5.	632	Chefs and cooks	NOC Skill Level B	65	27.6	21
6.	673	Cleaners	NOC Skill Level D	55	21.4	21
7.	301	Professional occupations in nursing	NOC Skill Level A	54	32.3	29
8.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	49	19.7	16
9.	651	Occupations in food and beverage service	NOC Skill Level C	45	26.8	21
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	44	19.2	15
11.	062	Retail and wholesale trade managers	NOC Skill Level A	39	21.3	21
12.	441	Home care providers and educational support occupations	NOC Skill Level C	36	25.9	21
13.	141	General office workers	NOC Skill Level C	33	19.8	21
14.	122	Administrative and regulatory occupations	NOC Skill Level B	30	18.4	17
15.	661	Cashiers	NOC Skill Level D	29	19.0	21
16.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	27	19.7	21
17.	341	Assisting occupations in support of health services	NOC Skill Level C	27	26.8	21
18.	662	Other sales support and related occupations	NOC Skill Level D	24	19.0	16
19.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	24	23.0	21
20.	732	Automotive service technicians	NOC Skill Level B	23	19.5	21
21.	745	Longshore workers and material handlers	NOC Skill Level C	21	21.0	21
22.	063	Managers in food service and accommodation	NOC Skill Level A	19	17.2	21
23.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	18	20.6	21
24.	654	Security guards and related security service occupations	NOC Skill Level C	18	24.8	21
25.	111	Auditors, accountants and investment professionals	NOC Skill Level A	18	14.1	15
26.	112	Human resources and business service professionals	NOC Skill Level A	18	19.2	16
27.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	17	31.7	18
28.	631	Service supervisors	NOC Skill Level B	17	44.9	21
29.	727	Carpenters and cabinetmakers	NOC Skill Level B	17	26.4	16

JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	152	22.4	16
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	111	20.4	21
3.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	110	24.6	21
4.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	101	17.5	13
5.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	95	19.6	18.5
6.	63	Service supervisors and specialized service occupations	NOC Skill Level B	92	28.7	21
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	87	18.1	16
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	76	30.8	21
9.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	63	20.4	21
10.	73	Maintenance and equipment operation trades	NOC Skill Level B	59	27.8	21
11.	14	Office support occupations	NOC Skill Level C	55	22.0	21
12.	30	Professional occupations in nursing	NOC Skill Level A	54	32.3	29
13.	66	Sales support occupations	NOC Skill Level D	53	19.0	21
14.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	43	19.1	21
15.	32	Technical occupations in health	NOC Skill Level B	39	22.2	21
16.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	39	25.2	21
17.	11	Professional occupations in business and finance	NOC Skill Level A	36	16.5	15
18.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	28	20.7	21
19.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	28	14.3	16
20.	34	Assisting occupations in support of health services	NOC Skill Level C	27	26.8	21
21.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	26	16.8	16
22.	31	Professional occupations in health (except nursing)	NOC Skill Level A	24	20.4	15.5
23.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	22	15.4	12
24.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	22	18.9	15
25.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	21	28.4	21
26.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	19	18.9	21
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	15	24.2	21

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
133

NEW POSTINGS
79

COMPANIES
71

LANGUAGES
6

OF DAYS POSTED

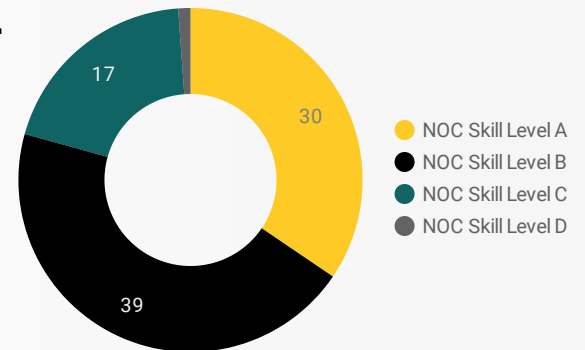
AVERAGE
19.3

MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

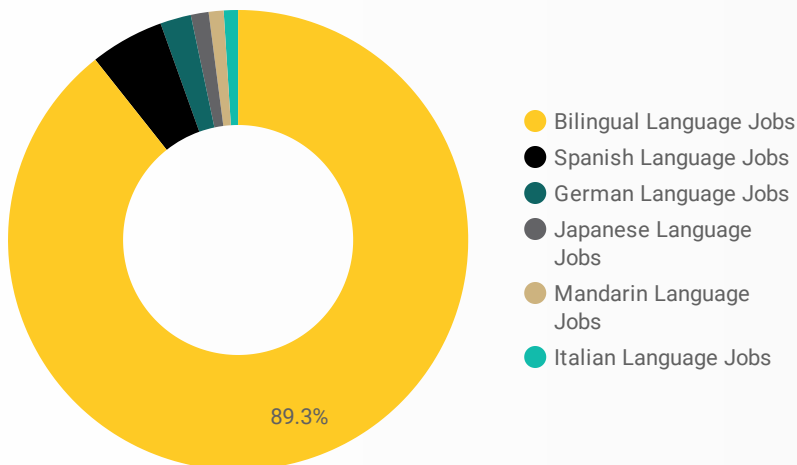
- 30** Skill Level A - Management/ Professional Occupations usually requiring University
- 39** Skill Level B - Usually college education or apprenticeship training
- 17** Skill Level C - Usually secondary education or occupation-specific training
- 1** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	1
Spanish Lang...		5		
Italian Langu...		2		
German Lang...		2		
Mandarin Lan...		1		
Japanese La...	1			

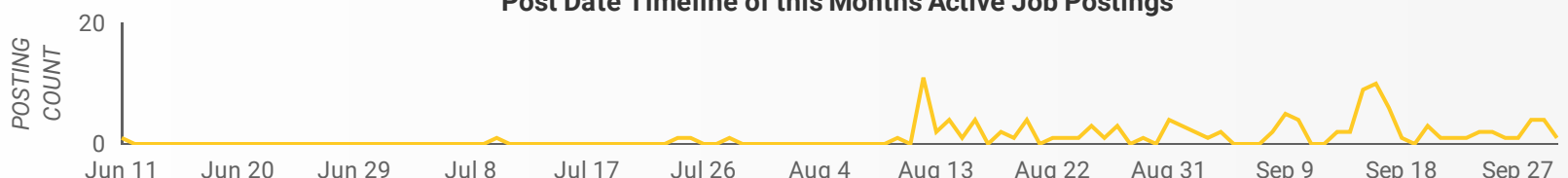
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	120
2.	Spanish Language Jobs	7
3.	German Language Jobs	2
4.	Italian Language Jobs	2
5.	Japanese 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 ...	Spanish ...	Italian La...	German ...	Mandarin...	Japanese...	Grand total
Business, finance and administration occu...	16					1	17
Health occupations	5						5
Management occupations	12						12
Natural and applied sciences and related o...	2						2
Occupations in art, culture, recreation and ...	2						2
Occupations in education, law and social, ...	32	1		2	1		36
Occupations in manufacturing and utilities	1						1
Sales and service occupations	5	4	2				11
Trades, transport and equipment operator...	1						1
Grand total	76	5	2	2	1	1	87

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.	Sault Ste. Marie	94	17.2	21
2.	Elliot Lake	14	25.1	14
3.	Blind River	10	31.1	35
4.	Dubreulville	7	28.8	15.5
5.	Wawa	6	17.0	18.5
6.	Aweres Local Services Board Area	1		
7.	Garden River First Nation	1		
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LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other instructors	18
2. Retail and wholesale trade managers	8
3. Cooks	6
4. Family, marriage and other related counsell...	5
5. Social and community service workers	5
6. Human resources professionals	3
7. Other customer and information services re...	3
8. Early childhood educators and assistants	2
9. Correspondence, publication and regulatory ...	2
10. Data entry clerks	2
11. Accounting and related clerks	2
12. Home support workers, housekeepers and r...	2
13. Professional occupations in advertising, ma...	2
14. Registered nurses and registered psychiatri...	2
15. Engineering managers	1
16. Administrative officers	1
17. Purchasing agents and officers	1
18. By-law enforcement and other regulatory offi...	1
19. Airline ticket and service agents	1
20. Health policy researchers, consultants and ...	1
21. Construction trades helpers and labourers	1
22. Medical laboratory technicians and patholo...	1
23. Human resources managers	1
24. Authors and writers	1
25. Security guards and related security service...	1
26. School principals and administrators of ele...	1
27. Other assisting occupations in support of h...	1
28. Social workers	1
29. Financial auditors and accountants	1
30. Program leaders and instructors in recreati...	1
31. Central control and process operators, mine...	1

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MULTILINGUAL HIRING EMPLOYERS

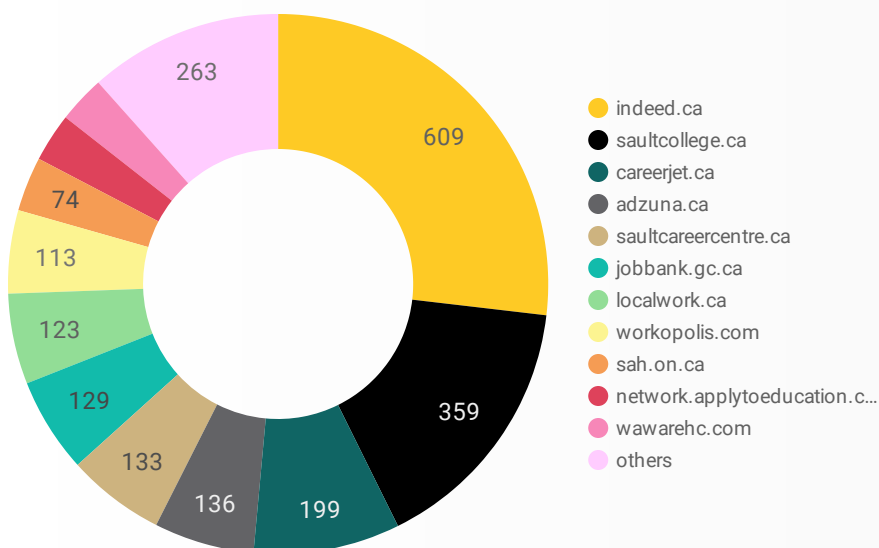
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Varsity Tutors	17
2. Canadian Mental Health Association	8
3. Canadian Mental Health Association Algoma	7
4. Alamos Gold	4
5. TELUS International	4
6. North Shore Health Network	3
7. CMHA Algoma	3
8. Algoma Public Health	3
9. Sault Area Hospital	3
10. Huron Superior Catholic District School Board	3
11. Employment Options	3
12. Reitmans	3
13. Alamos Gold Inc.	3
14. North Channel Pizza	2
15. North Shore Community Support Services	2
16. Nibblers Fish and Chips	2
17. Community Living Algoma	2
18. CX SOLUTIONS	2
19. The Source (Bell) Electronics Inc.	2
20. FJ Davey Home Foundation	2
21. Algoma Family Services	2
22. Childrens Aid Society of Algoma	2
23. La Source	2
24. Penningtons	2
25. Ministre du Solliciteur gnral	1
26. Ministry of the Solicitor General	1
27. Gardaworld	1
28. Ministry of Labour, Training and Skills Development	1
29. Ministre de l'enfance, des services communautaires et sociaux	1
30. Port Langue	1

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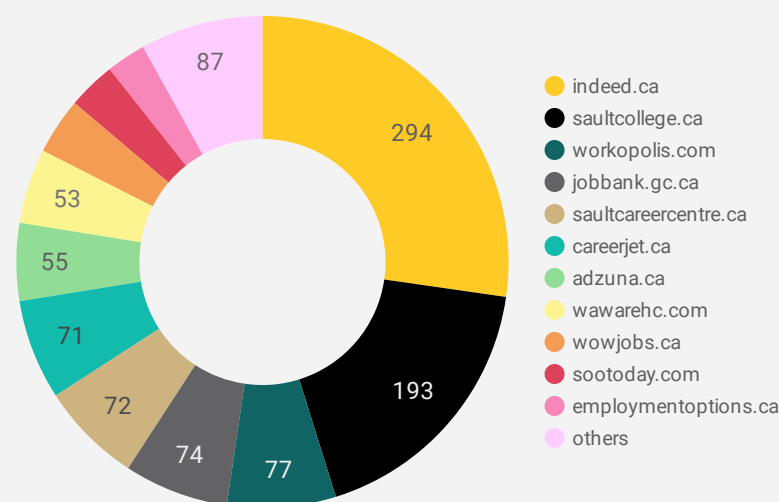
JOB POSTINGS BY JOB BOARD

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	609	21.0	21	294
2.	saultcollege.ca	359	25.3	35	193
3.	careerjet.ca	199	21.1	13	71
4.	adzuna.ca	136	15.1	15	55
5.	saultcareercentre.ca	133	20.4	15	72
6.	jobbank.gc.ca	129	32.9	16	74
7.	localwork.ca	123	16.1	15	21
8.	workopolis.com	113	15.0	15	77
9.	sah.on.ca	74	4.7	4	1
10.	network.applytoeducation.com	66	8.3	5	3
11.	wawarehc.com	64	23.9	17	53
12.	wowjobs.ca	51	16.0	16	40
13.	sootoday.com	45	9.7	10	34
14.	employmentoptions.ca	42	41.6	39	28
15.	kijiji.ca	35	15.0	15	23
16.	jobillico.com	31	24.0	17	10
17.	careerarc.com	18	47.9	29	7
18.	careerowl.ca	15	88.6	105	5