

# JOB DEMAND REPORT

## APRIL 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
3,573	964	965	26

#### # OF DAYS POSTED

AVERAGE	MEDIAN
16.3	15

## 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

### OTHER FILTERS

MUNICIPALITY

JOB BOARD

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

Page 1 of 13

#### Source:

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

Canada

EMPLOYMENT  
ONTARIO

EMPLOI  
ONTARIO

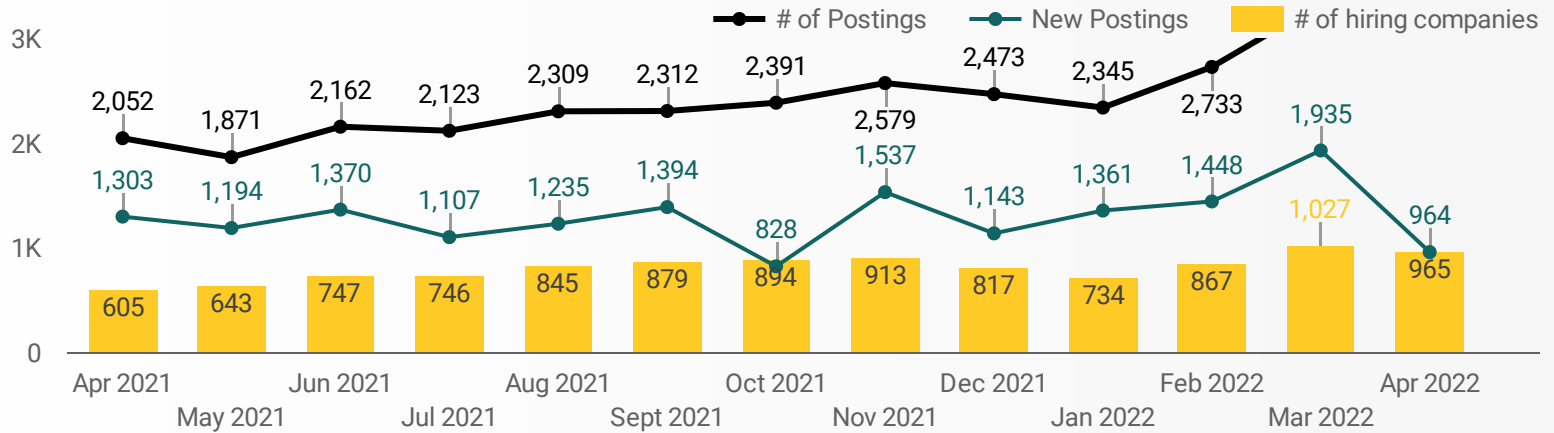
Ontario

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

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

## JOB POSTINGS BY MONTH FOR ALGOMA REGION

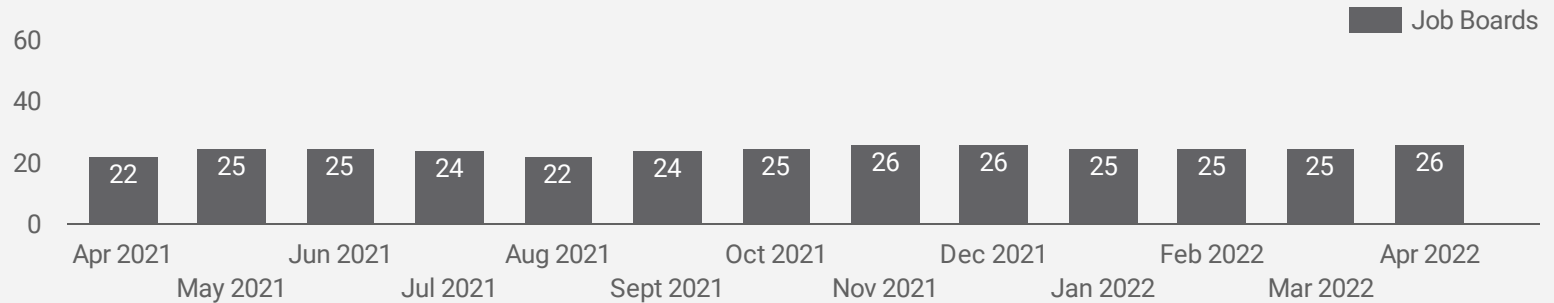
How many job postings were active for at least 1 day this month?



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

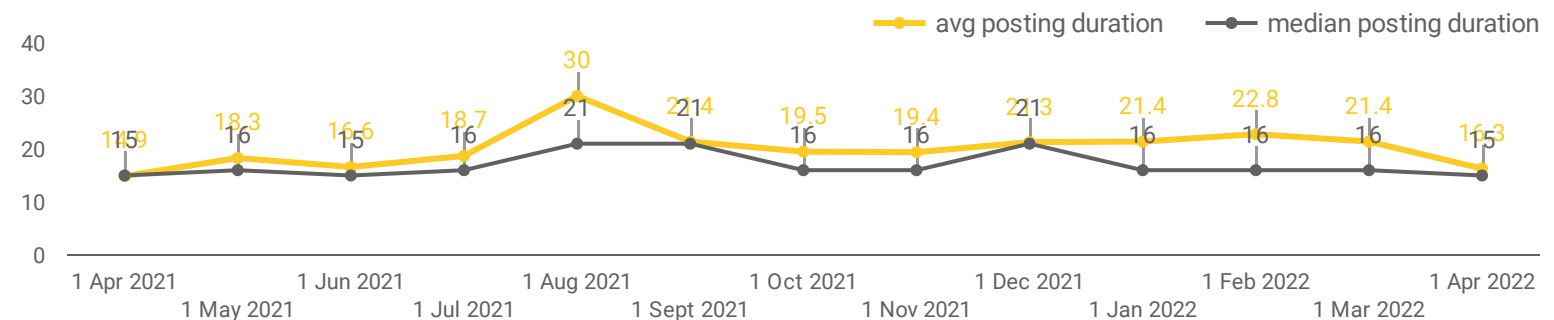
## NUMBER OF ACTIVE JOB BOARDS

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?

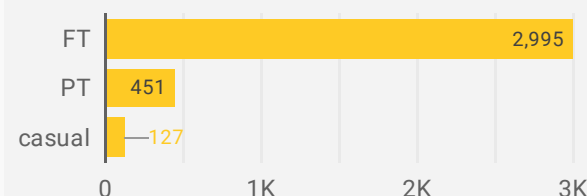
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Sault Ste. Marie	2,846	16.5	15
2.	Elliot Lake	265	5.1	2
3.	Wawa	112	20.3	17
4.	Blind River	108	30.6	24
5.	Dubreulville	66	21.8	21
6.	White River	44	16.0	15
7.	Hornepayne	33	31.3	15
8.	Prince	27	16.2	13
9.	Thessalon First Nation	25	15.3	15
10.	Huron Shores	14	22.2	21
11.	Bruce Mines	7	14.6	15
12.	Macdonald, Meredith and Aberdeen Additional	7	21.0	21
13.	Garden River First Nation	4	14.0	14
14.	Goulais and District Local Services Board	4	11.0	11
15.	Whitefish Island First Nation	2	30.0	30
16.	Johnson	2	15.0	15
17.	Spanish	2	4.5	5
18.	Laird	2	42.5	43

1 - 21 / 21



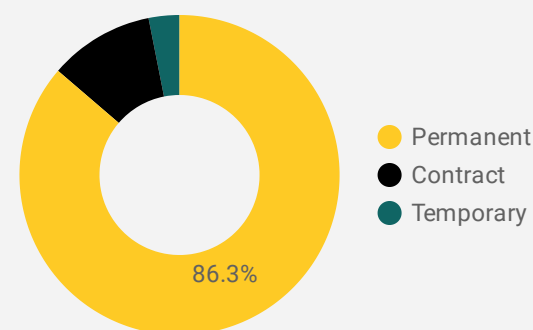
## JOB TYPE

Full-time vs Part-time



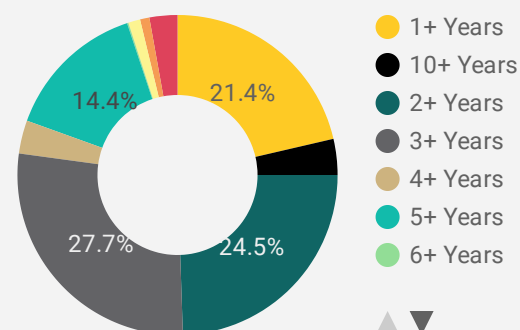
## JOB DURATION

Permanency of jobs posted



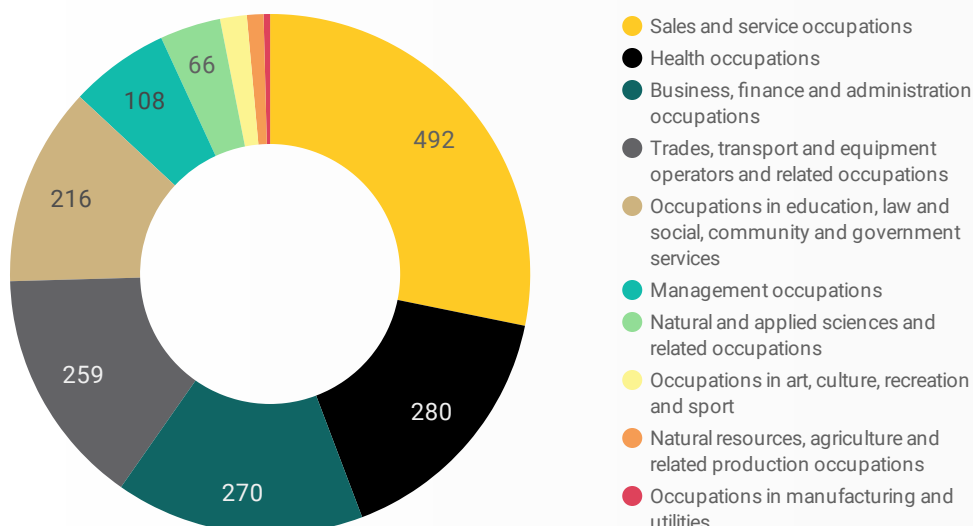
## JOB EXPERIENCE

Job Postings by Experience Level Required



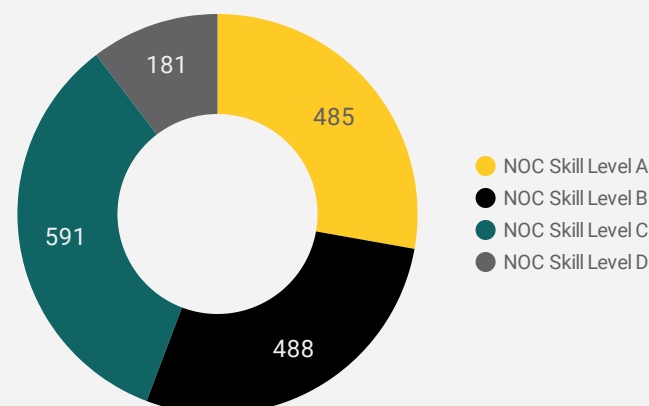
## JOB POSTINGS BY SKILL TYPE

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?*







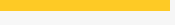



	COMPANY	MUNICIPALITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Sault Area Hospital	Sault Ste. Marie	576	22.3	10
2.	Varsity Tutors	Sault Ste. Marie	237	3.4	2
3.	Varsity Tutors	Elliot Lake	200	3.0	2
4.	Employment Options	Elliot Lake	34	26.3	28
5.	OLG	Sault Ste. Marie	31	14.1	15
6.	FAIRFIELD BY MARRIOTT REVELSTOKE	Sault Ste. Marie	26	1.0	1
7.	Alamos Gold	Dubreulville	25	31.8	19
8.	Algoma Family Services	Sault Ste. Marie	24	14.5	15
9.	Garden River First Nation	Sault Ste. Marie	22	14.8	14
10.	Ontario Lottery and Gaming	Sault Ste. Marie	22	6.8	5
11.	Ministry of Northern Development, Mines, Natural Resources and Forestry	Sault Ste. Marie	21	15.5	15
12.	Ontario Public Service / OPS	Sault Ste. Marie	21	21.0	21
13.	Delta Hotels	Sault Ste. Marie	18	34.6	27
14.	Ledcor	Dubreulville	17	16.7	21
15.	Sault College	Sault Ste. Marie	17	20.2	21
16.	Marriott International	Sault Ste. Marie	17	30.9	28
17.	Group Health Centre	Sault Ste. Marie	16	14.0	10
18.	Nogdawindamin Family and Community Services	Sault Ste. Marie	16	14.8	15
19.	Walmart	Sault Ste. Marie	15	1.7	2
20.	Ontario Aboriginal Housing Services	Sault Ste. Marie	14	20.1	21
21.	North Shore Health Network	Sault Ste. Marie	14	42.0	44
22.	A & F Kistemaker Limited	Hornepayne	14	37.9	15
23.	Marriott	Sault Ste. Marie	14	12.6	15
24.	Walmart Canada	Sault Ste. Marie	14	19.5	21
25.	Ministry of Northern Development, Mines, Natural...	Sault Ste. Marie	13	21.0	21
26.	Sutherland Global Services, Inc.	Sault Ste. Marie	12	21.0	21
27.	Walmart Canada Corp.	Sault Ste. Marie	12	21.0	21
28.	Algoma District School Board	Sault Ste. Marie	12	10.5	11
29.	Silver Lake Resources	White River	11	15.0	15
30.	Ledcor Group of Companies	Sault Ste. Marie	11	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

64

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Registered Massage Therapist (rmt)	Spark Rehabilitation Inc.	Sault Ste. Marie	71.5 
2.	General Manager - Goods Production, Utilities, Transportation And Construction	A & F Kistemaker Limited	Hornepayne	49.5 
3.	General Manager - Goods Production, Utilities, Transportation And Construction Job	A & F Kistemaker Limited	Hornepayne	49.5 
4.	Information Systems Administrator	Sault Area Hospital	Sault Ste. Marie	45.85 
5.	Construction Safety Officer - Magino Gold Project	Scott Steel Erectors	Wawa	45 
6.	Equipment Operator, Heavy-duty	CLAC	Dubreulville	45 
7.	Registered Nurse (2)	Ontario Public Service / OPS	Sault Ste. Marie	43.9 
8.	Registered Nurse (1)	Ontario Public Service / OPS	Sault Ste. Marie	43.9 
9.	Assistant Transportation Manager Job	A & F Kistemaker Limited	Hornepayne	43.75 
10.	Assistant Transportation Manager	A & F Kistemaker Limited	Hornepayne	43.75 

1 - 100 / 418 &lt; &gt;

## TOP SALARIES IN JOB POSTINGS

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

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Chief Psychologist	Ministry of the Solicitor General	Sault Ste. Marie	122,998 
2.	Communications And Issues Management Lead	Ministry of Northern Development, Mines, Natural Resources and Forestry	Sault Ste. Marie	110,338 
3.	Hospital Supervisors	Sault Area Hospital	Sault Ste. Marie	100,484 
4.	Copyright Specialist	Algoma University	Sault Ste. Marie	87,000 
5.	Automotive Service Advisor	Northside Volkswagen	Sault Ste. Marie	80,995 
6.	Program And Service Delivery Intern	The Ontario Public Service, Ministry of Northern Development	Sault Ste. Marie	80,306 
7.	Program And Service Delivery Intern	Ministry of Northern Development, Mines, Natural...	Sault Ste. Marie	80,306 
8.	Program And Service Delivery Intern	Ministry of Northern Development, Mines, Natural Resources and Forestry	Sault Ste. Marie	80,306 
9.	Parts And Service Manager	Loonie Toons Pontoons & Powersports	Johnson	75,000 

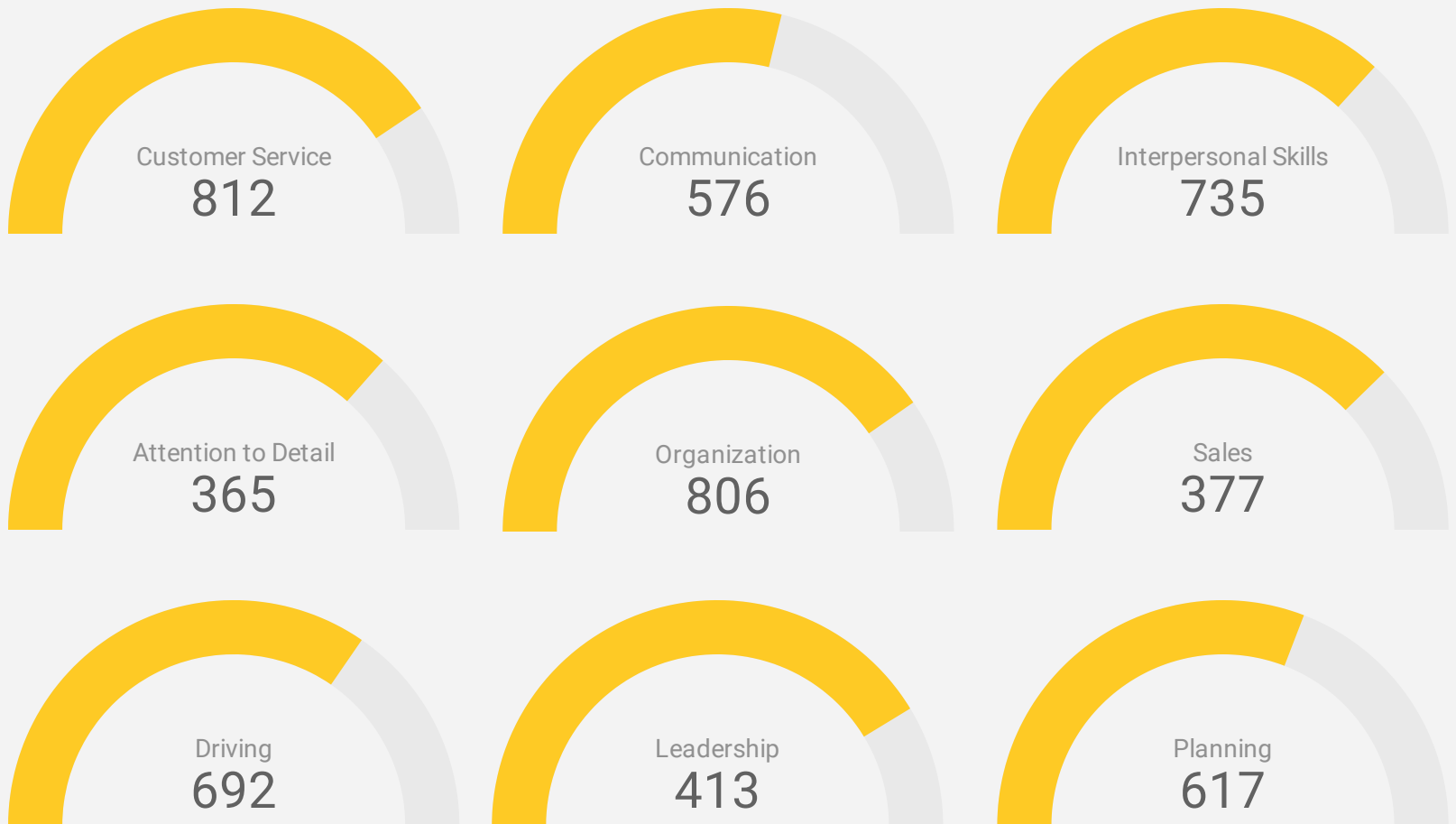
1 - 100 / 222 &lt; &gt;

## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,573



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,573



Driver's License

135



First Aid

159



Regular Access to a Vehicle

158



Criminal Record Check

256



Microsoft Office

297



Food Safety

19

## 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.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	161	51.0	21
2.	6421	Retail salespersons	NOC Skill Level C	96	16.4	20.5
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	73	13.9	2
4.	6731	Light duty cleaners	NOC Skill Level D	65	19.4	18
5.	4212	Social and community service workers	NOC Skill Level B	61	14.1	14.5
6.	6552	Other customer and information services representatives	NOC Skill Level C	58	17.5	16
7.	6322	Cooks	NOC Skill Level B	43	22.2	15
8.	621	Retail and wholesale trade managers	NOC Skill Level A	38	17.7	21
9.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	37	22.2	15
10.	1411	General office support workers	NOC Skill Level C	34	18.0	21
11.	1414	Receptionists	NOC Skill Level C	31	26.3	15
12.	6513	Food and beverage servers	NOC Skill Level C	30	18.7	18.5
13.	7511	Transport truck drivers	NOC Skill Level C	30	28.0	16
14.	1241	Administrative assistants	NOC Skill Level B	27	18.9	15
15.	7514	Delivery and courier service drivers	NOC Skill Level C	26	19.5	21
16.	4152	Social workers	NOC Skill Level A	22	24.2	21
17.	7512	Bus drivers, subway operators and other transit operators	NOC Skill Level C	22	9.9	10
18.	7452	Material handlers	NOC Skill Level C	20	23.6	21
19.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	20	30.9	21
20.	1431	Accounting and related clerks	NOC Skill Level C	19	16.6	19.5
21.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	18	22.7	21
22.	1243	Medical administrative assistants	NOC Skill Level B	17		
23.	6222	Retail and wholesale buyers	NOC Skill Level B	17	13.4	15
24.	6611	Cashiers	NOC Skill Level D	16	15.6	18
25.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	14	15.9	15
26.	111	Financial managers	NOC Skill Level A	13	14.7	16
27.	1114	Other financial officers	NOC Skill Level A	13	16.3	15
28.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	13	24.9	21
29.	3414	Other assisting occupations in support of health services	NOC Skill Level C	12		

## 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.	301	Professional occupations in nursing	NOC Skill Level A	164	51.0	21
2.	642	Retail salespersons	NOC Skill Level C	96	16.4	20.5
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	79	19.9	16
4.	441	Home care providers and educational support occupations	NOC Skill Level C	77	14.7	3
5.	673	Cleaners	NOC Skill Level D	75	18.5	15.5
6.	141	General office workers	NOC Skill Level C	71	22.4	18
7.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	71	15.3	15
8.	655	Customer and information services representatives	NOC Skill Level C	58	17.5	16
9.	632	Chefs and cooks	NOC Skill Level B	53	24.5	15
10.	651	Occupations in food and beverage service	NOC Skill Level C	48	18.5	20
11.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	44	18.9	15
12.	062	Retail and wholesale trade managers	NOC Skill Level A	38	17.7	21
13.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	37	22.2	15
14.	415	Social and community service professionals	NOC Skill Level A	37	20.9	18.5
15.	111	Auditors, accountants and investment professionals	NOC Skill Level A	35	16.5	15
16.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	29	28.0	21
17.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	28	20.2	18.5
18.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	26	16.8	18
19.	122	Administrative and regulatory occupations	NOC Skill Level B	24	18.8	21
20.	112	Human resources and business service professionals	NOC Skill Level A	23	18.4	16
21.	341	Assisting occupations in support of health services	NOC Skill Level C	23	24.0	16.5
22.	745	Longshore workers and material handlers	NOC Skill Level C	22	23.2	21
23.	732	Automotive service technicians	NOC Skill Level B	22	30.9	21
24.	752	Heavy equipment operators	NOC Skill Level C	19	22.1	21
25.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	17	18.2	17
26.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	17	13.4	15
27.	661	Cashiers	NOC Skill Level D	16	15.6	18
28.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	16	14.7	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.	30	Professional occupations in nursing	NOC Skill Level A	164	51.0	21
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	135	17.3	15.5
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	128	19.7	15.5
4.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	108	20.2	21
5.	14	Office support occupations	NOC Skill Level C	100	20.3	18
6.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	96	16.4	20.5
7.	63	Service supervisors and specialized service occupations	NOC Skill Level B	79	23.6	15.5
8.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	78	18.5	15
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	78	14.7	4
10.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	71	15.3	15
11.	72	Industrial, electrical and construction trades	NOC Skill Level B	61	21.1	15
12.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	59	19.2	16
13.	11	Professional occupations in business and finance	NOC Skill Level A	58	17.2	15
14.	73	Maintenance and equipment operation trades	NOC Skill Level B	56	25.2	21
15.	32	Technical occupations in health	NOC Skill Level B	50	26.3	21
16.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	49	20.8	21
17.	31	Professional occupations in health (except nursing)	NOC Skill Level A	43	26.4	21
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	39	15.0	15
19.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	34	16.0	15
20.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	31	15.0	15
21.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	27	17.8	18
22.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	26	19.7	21
23.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	23	23.7	21
24.	34	Assisting occupations in support of health services	NOC Skill Level C	23	24.0	16.5
25.	66	Sales support occupations	NOC Skill Level D	23	16.5	21
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	19	21.8	16
27.	86	Harvesting, landscaping and natural resources labourers	NOC Skill Level D	14	15.9	15

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	LANGUAGES
187	2	85	3

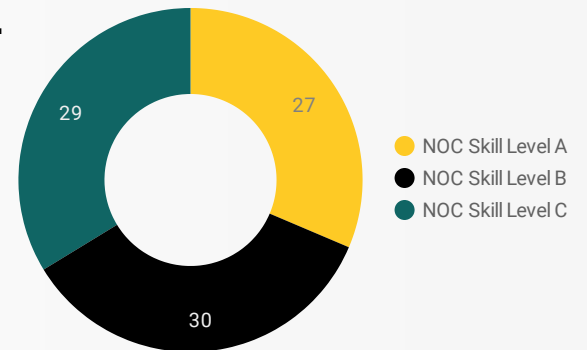
## # OF DAYS POSTED

AVERAGE	MEDIAN
21.1	21

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

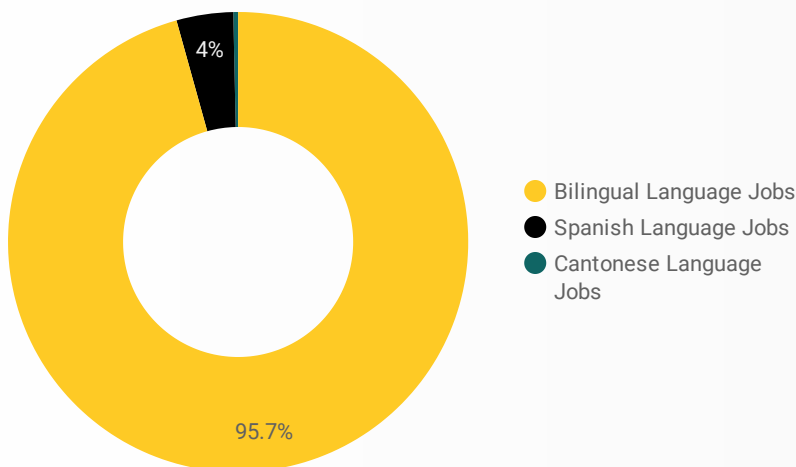
27	Skill Level A - Management/ Professional Occupations usually requiring University
30	Skill Level B - Usually college education or apprenticeship training
29	Skill Level C - Usually secondary education or occupation-specific training
0	Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C
Bilingual Lan...	...	...	...
Spanish Lang...	2	1	

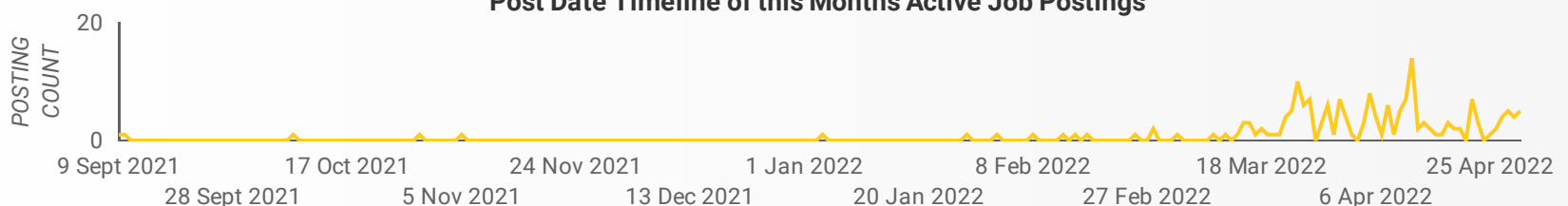
## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	181
2.	Spanish Language Jobs	5
3.	Cantonese 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?*

Table 1. Occupations with highest demand for bilingual and Spanish language skills			
SKILL TYPE NAME	Bilingual Language Jobs	Spanish Language Jobs	Grand total
Business, finance and administration occupations	19		19
Health occupations	6		6
Management occupations	3		3
Natural and applied sciences and related occupations	4		4
Occupations in art, culture, recreation and sports	2		2
Occupations in education, law and social, community and government services	26		26
Sales and service occupations	19	3	22
Trades, transport and equipment operator occupations	4		4
Grand total	83	3	86

## 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	150	20.7	21
2.	Prince	11	18.1	13.5
3.	Blind River	7	25.5	20
4.	Wawa	5	47.3	26
5.	Thessalon First Nation	4	17.0	15
6.	Elliot Lake	3	11.0	11
7.	Hornepayne	3	14.0	14
8.	Goulais and District Local Services Board	2	11.0	11
9.	Bruce Mines	1	21.0	21
10.	Whitefish Island First Nation	1	31.0	31
1 - 10 / 10 < >				

## LANGUAGE DEMAND BY JOB

*What language skills are sought by 4-Digit NOC?*

4 DIGIT NOC NAME	POSTINGS ▾
1. Other customer and information services re...	16
2. Social and community service workers	8
3. Judges	6
4. Administrative assistants	5
5. Family, marriage and other related counsell...	5
6. Social workers	3
7. Retail salespersons	3
8. Receptionists	2
9. Home support workers, housekeepers and r...	2
10. Cooks	2
11. Human resources and recruitment officers	2
12. Database analysts and data administrators	2
13. Medical laboratory technicians and patholo...	2
14. Program leaders and instructors in recreati...	2
15. Advertising, marketing and public relations ...	2
16. Financial auditors and accountants	2
17. Storekeepers and partspersons	2
18. Medical administrative assistants	2
19. Registered nurses and registered psychiatri...	1
20. Hotel front desk clerks	1
21. Letter carriers	1
22. Appliance servicers and repairers	1
23. Dietitians and nutritionists	1
24. Delivery and courier service drivers	1
25. Accounting and related clerks	1
26. School principals and administrators of ele...	1
27. Medical radiation technologists	1
28. Physiotherapists	1
29. Lawyers and Quebec notaries	1
30. Automotive service technicians, truck and b...	1
31. Accounting technicians and bookkeepers	1

1 - 36 / 36 &lt; &gt;

## MULTILINGUAL HIRING EMPLOYERS

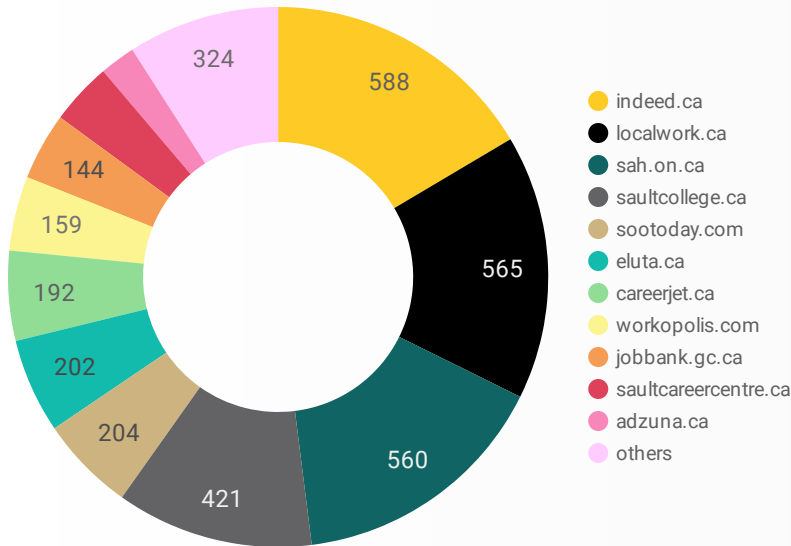
*Which employers are seeking multilingual candidates?*

COMPANY	POSTINGS ▾
1. Algoma Family Services	21
2. Sault Area Hospital	9
3. North Shore Health Network	8
4. Women In Crisis (Algoma) Inc.	7
5. LCBO	6
6. Canadian Mental Health Association	6
7. Serco	5
8. Bell Canada	5
9. Various Ministries	4
10. Canadian Mental Health Association-Sault Ste. Marie Branch	4
11. Home and Community Care Support Services	4
12. Canadian Mental Health Association Algoma	3
13. Interfor Corporation	3
14. EACOM Timber Corporation	3
15. Liquor Control Board of Ontario / LCBO	3
16. Waterfalls Lodge Inc	3
17. Arise Virtual Solutions - CA	3
18. Liquor Control Board of Ontario	3
19. KOA Campground	2
20. Canada Post Corp	2
21. Employment Options	2
22. Sun Life Financial	2
23. Ministère des Services à l'enfance et des Services...	2
24. PHARA	2
25. Lallemand Inc./Plant Care	2
26. Centre d'éducation et de formation pour adultes ( CÉFA)	2
27. reThink Green	2
28. Boart Longyear	2
29. Women in Crisis	2

1 - 50 / 85 &lt; &gt;

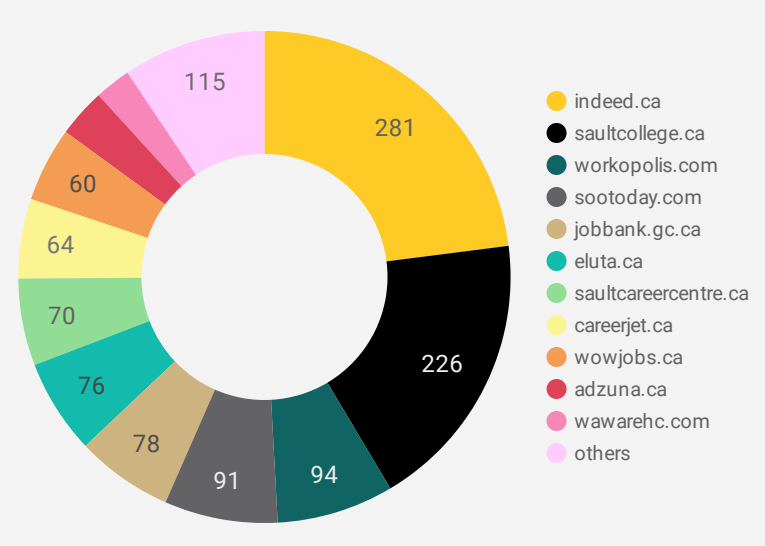
## JOB POSTINGS BY JOB BOARD

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	588	21.0	21	281
2.	localwork.ca	565	3.3	2	28
3.	sah.on.ca	560	66.0	53	1
4.	saultcollege.ca	421	20.2	15	226
5.	sootoday.com	204	22.2	11	91
6.	eluta.ca	202	20.9	21	76
7.	careerjet.ca	192	18.3	9	64
8.	workopolis.com	159	15.0	15	94
9.	jobbank.gc.ca	144	31.3	19	78
10.	saultcareercentre.ca	133	17.0	15	70
11.	adzuna.ca	76	15.0	15	39
12.	wowjobs.ca	68	15.0	15	60
13.	jobillico.com	47	30.0	25	19
14.	employmentoptions.ca	37	26.5	29	2
15.	wawarehc.com	36	23.3	17	29
16.	workinnonprofits.ca	27	16.2	13	12
17.	network.applytoeducation.com	20	7.4	6	3
18.	simplyhired.ca	20	15.0	15	20