

# JOB DEMAND REPORT

## DECEMBER 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,947	312	679	29

#### # OF DAYS POSTED

AVERAGE	MEDIAN
27.5	20

## 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	▼

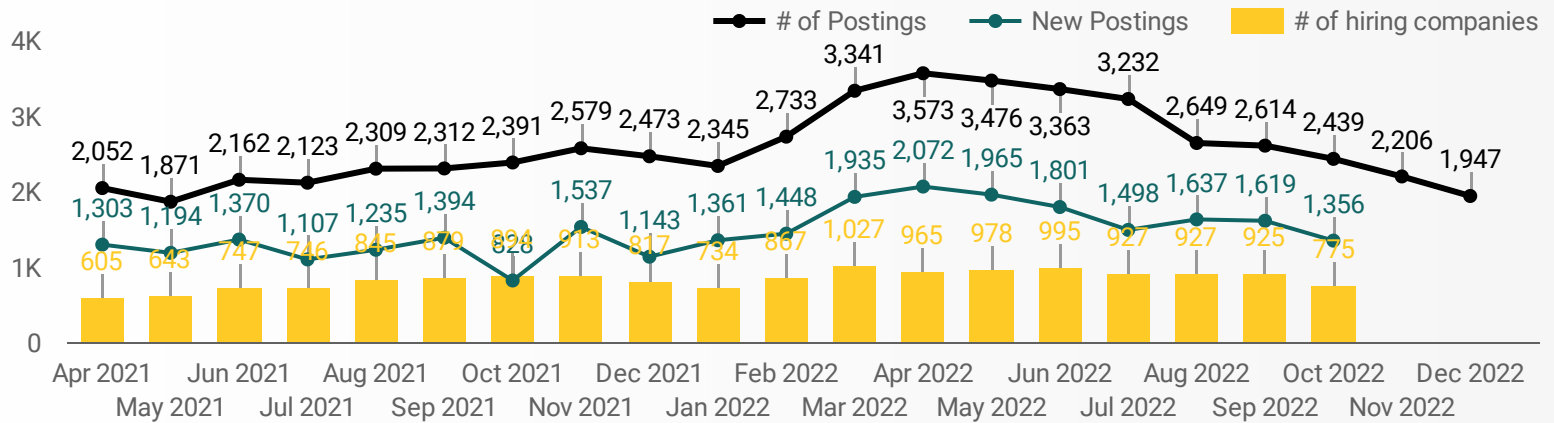
NOC = National Occupation Classification | NAICS = North American Industry Classification System

#### Source:

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

## JOB POSTINGS BY MONTH FOR ALGOMA REGION

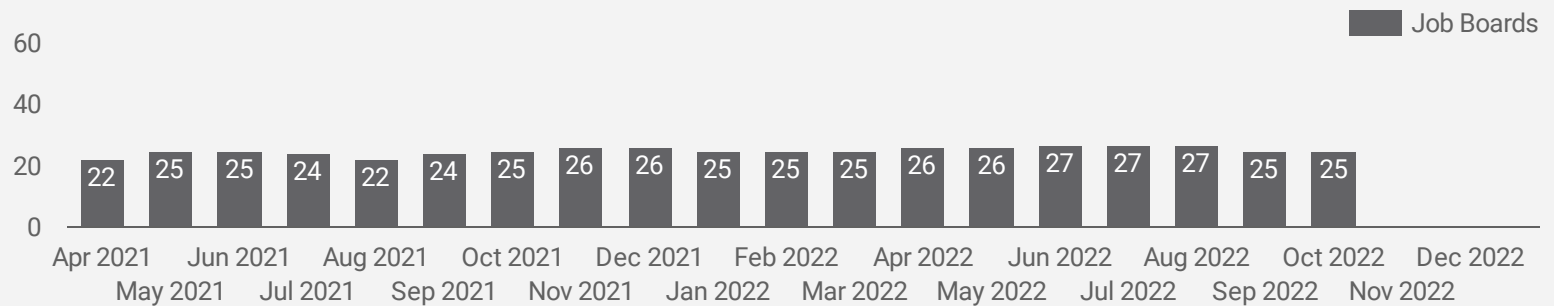
How many job postings were active for at least 1 day this month?



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

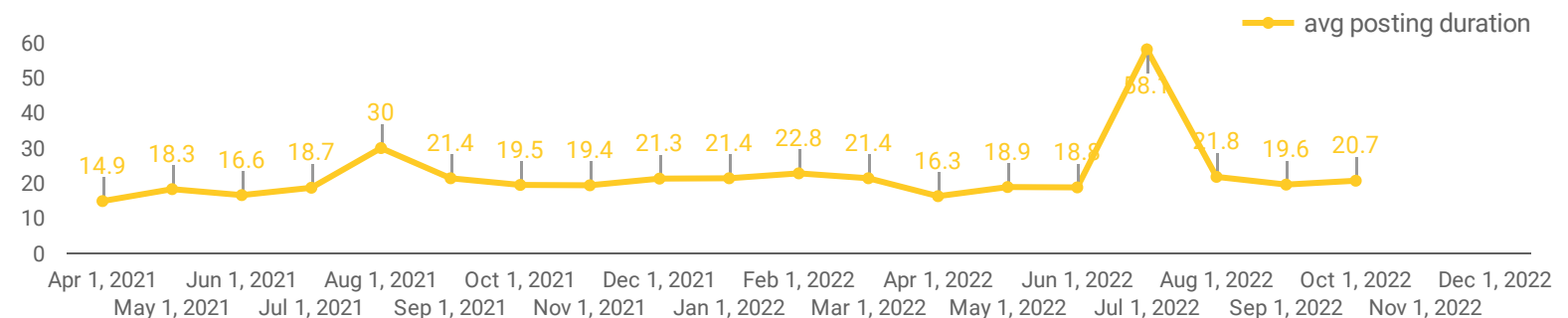
## NUMBER OF ACTIVE JOB BOARDS

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



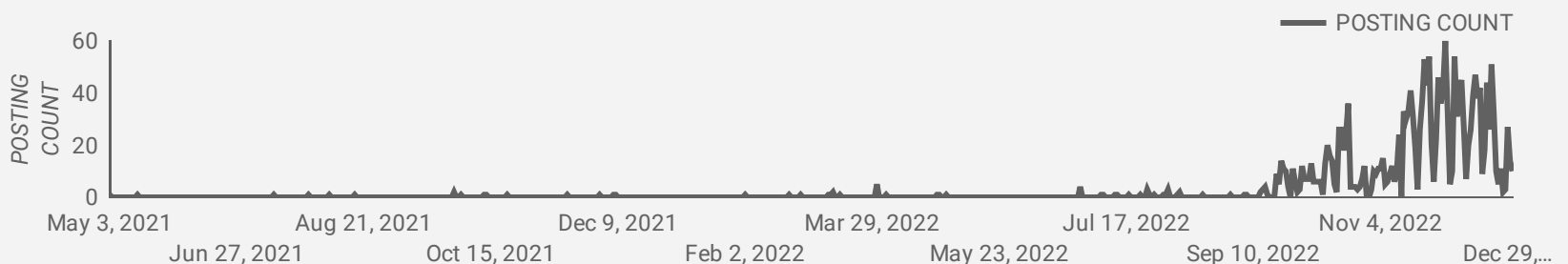
## AVERAGE POSTING LENGTH BY DAYS

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



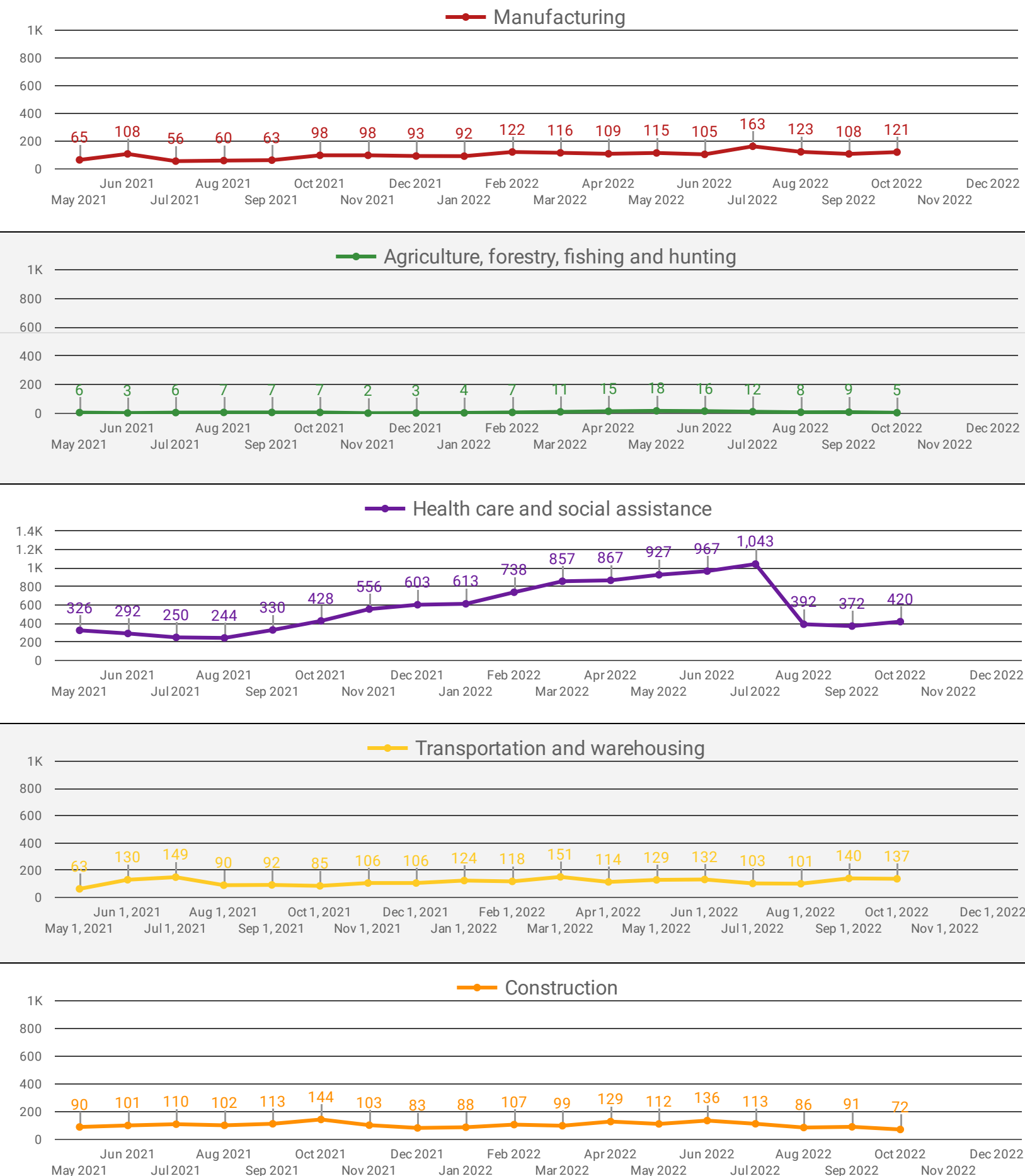
## POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



## DEMAND BY KEY SECTOR (ALGOMA & UNORGANIZED NORTH)

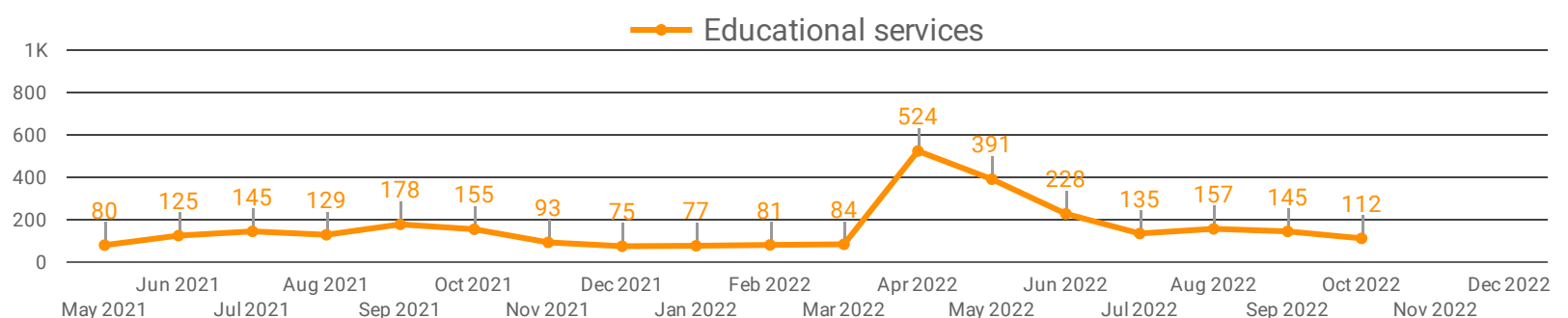
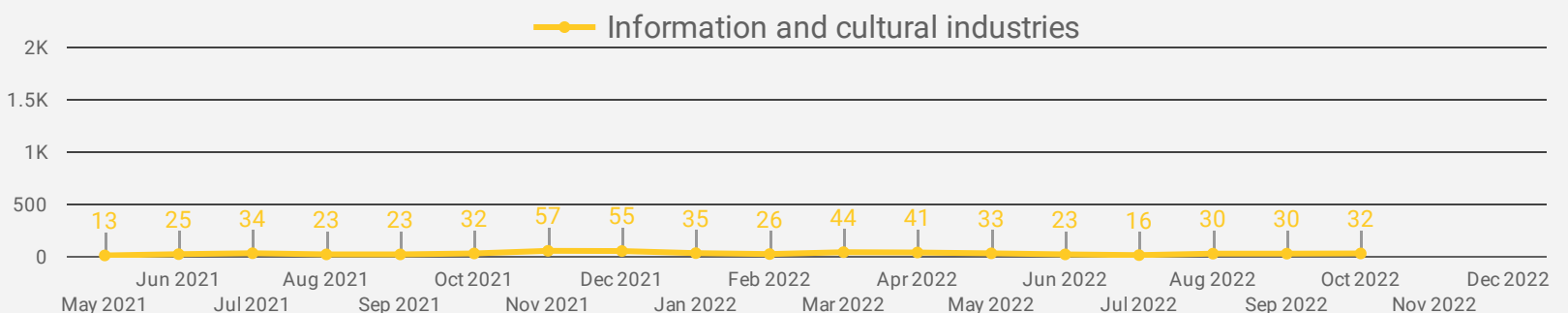
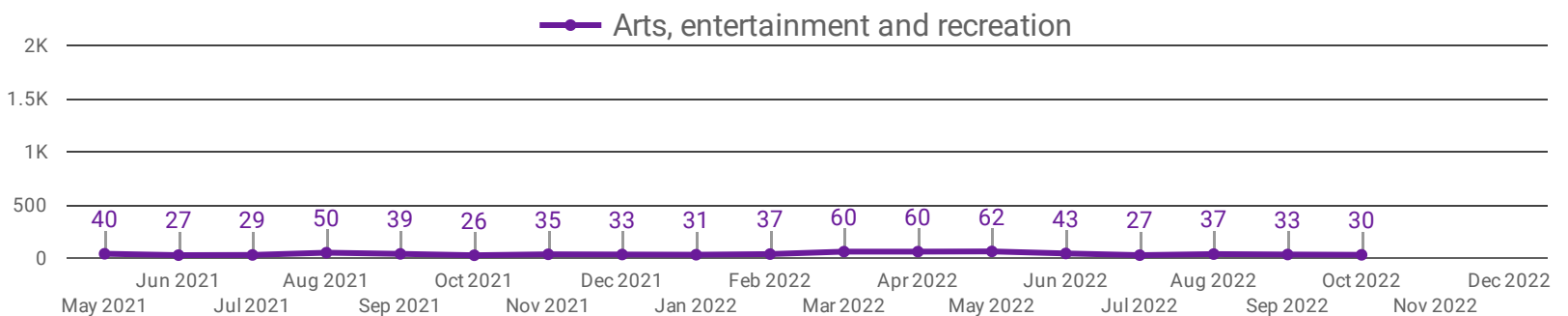
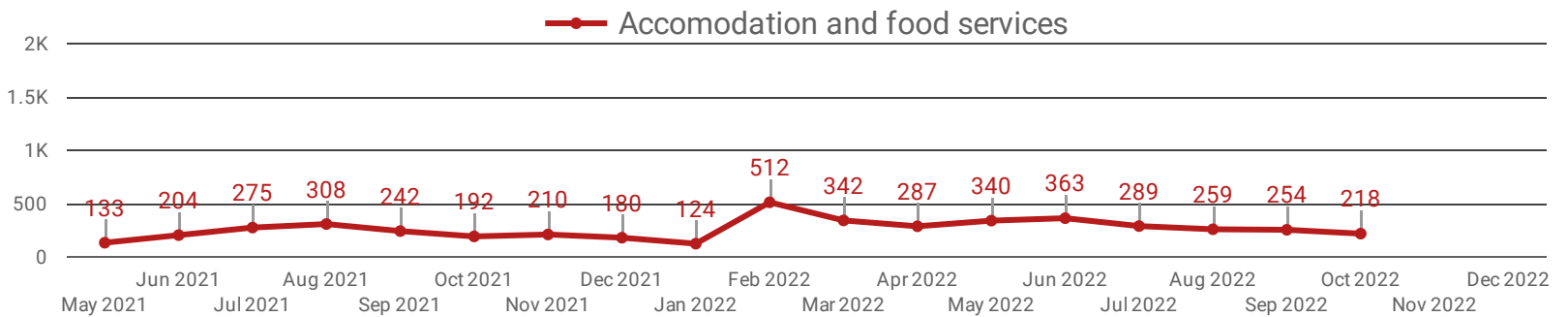
How many job postings were active for at least 1 day this month by sector?



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

## DEMAND BY IMPACTED SECTOR (ALGOMA & UNORGANIZED NORTH)

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

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

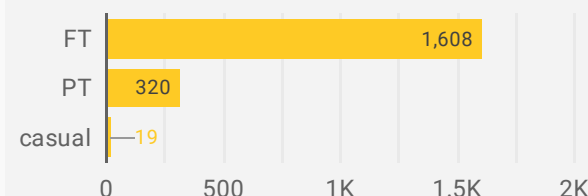
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Sault Ste. Marie	1,452	24.7	20
2.	Dubreulville	90	34.7	20
3.	Blind River	85	33.4	21
4.	Wawa	81	37.1	27
5.	Elliot Lake	80	41.2	30
6.	White River	71	33.7	20
7.	Hornepayne	25	51.0	48
8.	Thessalon First Nation	19	38.1	43
9.	Garden River First Nation	8	6.0	6
10.	Macdonald, Meredith and Aberdeen Additional	7	53.4	69
11.	Bruce Mines	6	18.0	14
12.	Michipicoten First Nation	4	27.0	25
13.	Huron Shores	3	57.0	57
14.	Goulais and District Local Services Board	3	13.0	15
15.	Montreal River	2	40.0	40
16.	North Shore	2	14.0	14
17.	Johnson	2	13.5	14
18.	Prince	2	20.0	20

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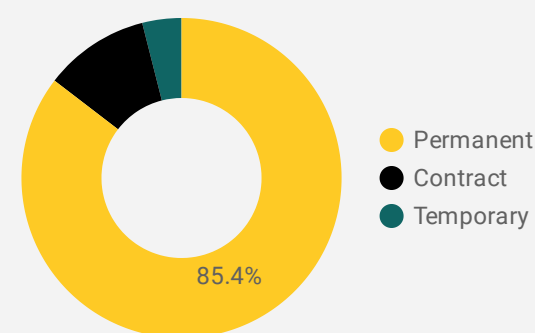
## JOB TYPE

Full-time vs Part-time



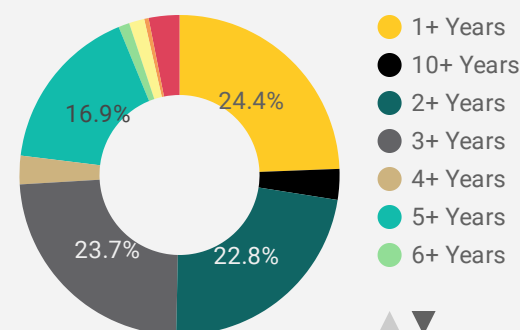
## JOB DURATION

Permanency of jobs posted



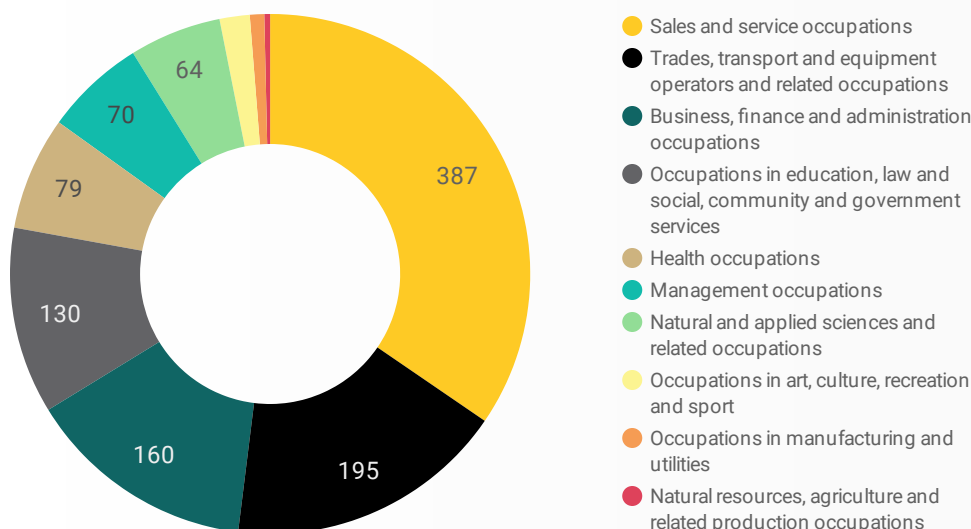
## JOB EXPERIENCE

Job Postings by Experience Level Required



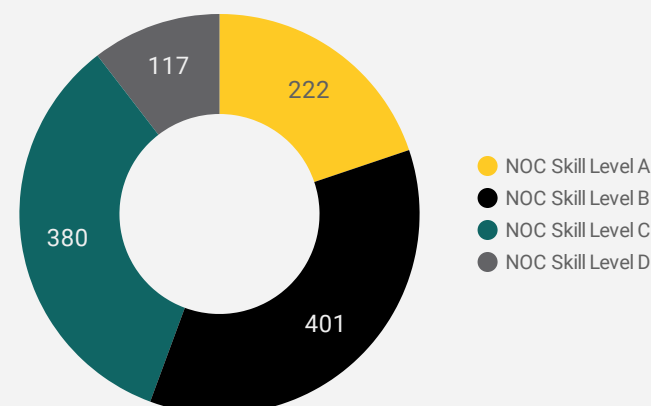
## JOB POSTINGS BY JOB CATEGORY

What broad occupational category 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 Foundation	Sault Ste. Marie	102	8.9	7
2.	Adzuna	Sault Ste. Marie	32	null	null
3.	Argonaut Gold Inc.	Dubreulville	28	35.4	20
4.	Alamos Gold Inc.	Dubreulville	24	24.0	20
5.	Nogdawindamin Family and Community Services	Sault Ste. Marie	21	12.3	13
6.	Ontario Aboriginal Housing Support Services Corporation	Sault Ste. Marie	21	20.1	20
7.	Employment Options	Elliot Lake	20	null	null
8.	Sault College	Sault Ste. Marie	19	20.4	20
9.	Algoma District School Board	Sault Ste. Marie	19	76.4	93
10.	GreenFirst Forest Products	Sault Ste. Marie	16	26.4	27
11.	Child Care Algoma	Sault Ste. Marie	14	19.3	20
12.	Algoma University	Sault Ste. Marie	13	21.2	20
13.	BDO Canada LLP	Sault Ste. Marie	13	20.0	20
14.	Horizon North	White River	12	21.3	20
15.	Extendicare Canada Inc.	Sault Ste. Marie	12	51.9	74
16.	Various Ministries	Sault Ste. Marie	12	20.0	20
17.	Canadian Mental Health Association Algoma	Sault Ste. Marie	12	17.0	18
18.	Lake Shore Gold Timmins West	Sault Ste. Marie	12	null	null
19.	McDougall Energy Inc	Sault Ste. Marie	12	20.9	20
20.	Your Independent Grocer	Sault Ste. Marie	11	52.7	63
21.	Tenaris Algoma Tubes Inc.	Sault Ste. Marie	11	24.5	23
22.	Government of Ontario - Ministry of Natural Resources and Forestry	Sault Ste. Marie	10	19.3	20
23.	PUC Services Inc.	Sault Ste. Marie	10	17.2	20
24.	Varsity Tutors	Sault Ste. Marie	10	10.1	5
25.	N1 Solutions Inc. (Formerly Norpro)	Sault Ste. Marie	10	19.4	20
26.	Ontario Public Service - Various Ministries	Sault Ste. Marie	10	21.2	20
27.	Pino's Get Fresh	Sault Ste. Marie	10	20.0	20
28.	OLG (Sault Ste. Marie)	Sault Ste. Marie	10	null	null
29.	Pilot Company	Sault Ste. Marie	9	29.0	20
30.	Batchewana First Nation	Sault Ste. Marie	9	18.0	18

## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Job Postings  
**49**

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Project Manager	Adecco Canada	Sault Ste. Marie	86 
2.	Newfoundland & New Brunswick Travel Nursing Opportunity	Canadian Health Labs	Sault Ste. Marie	80 
3.	Nurse Practitioner Primary Health Care	Northern Neighbours Nurse Practitioner-Led Clinic	White River	67 
4.	Independent Field Technician	Galaxy Broadband Communications Inc	Wawa	65 
5.	Personal Support Worker (psw)	Caring Support	Sault Ste. Marie	50 
6.	Social Worker	North Shore Health Network on behalf of Ontario Health North Region	Thessalon First Nation	50 
7.	Surveyor	LN Land Development Technologies Inc.	Sault Ste. Marie	50 
8.	Sprinkler Fitter / Red Seal Journeyman	Troy Life & Fire Safety Ltd.	Sault Ste. Marie	50 
9.	Communicative Disorders Assistant	Spark Rehabilitation Services	Sault Ste. Marie	50 
10.	Physiotherapist	Sault Area Hospital Foundation	Sault Ste. Marie	49 
11.	Physiotherapist - Full Time	Sault Area Hospital Foundation	Sault Ste. Marie	49 
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## TOP SALARIES IN JOB POSTINGS

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

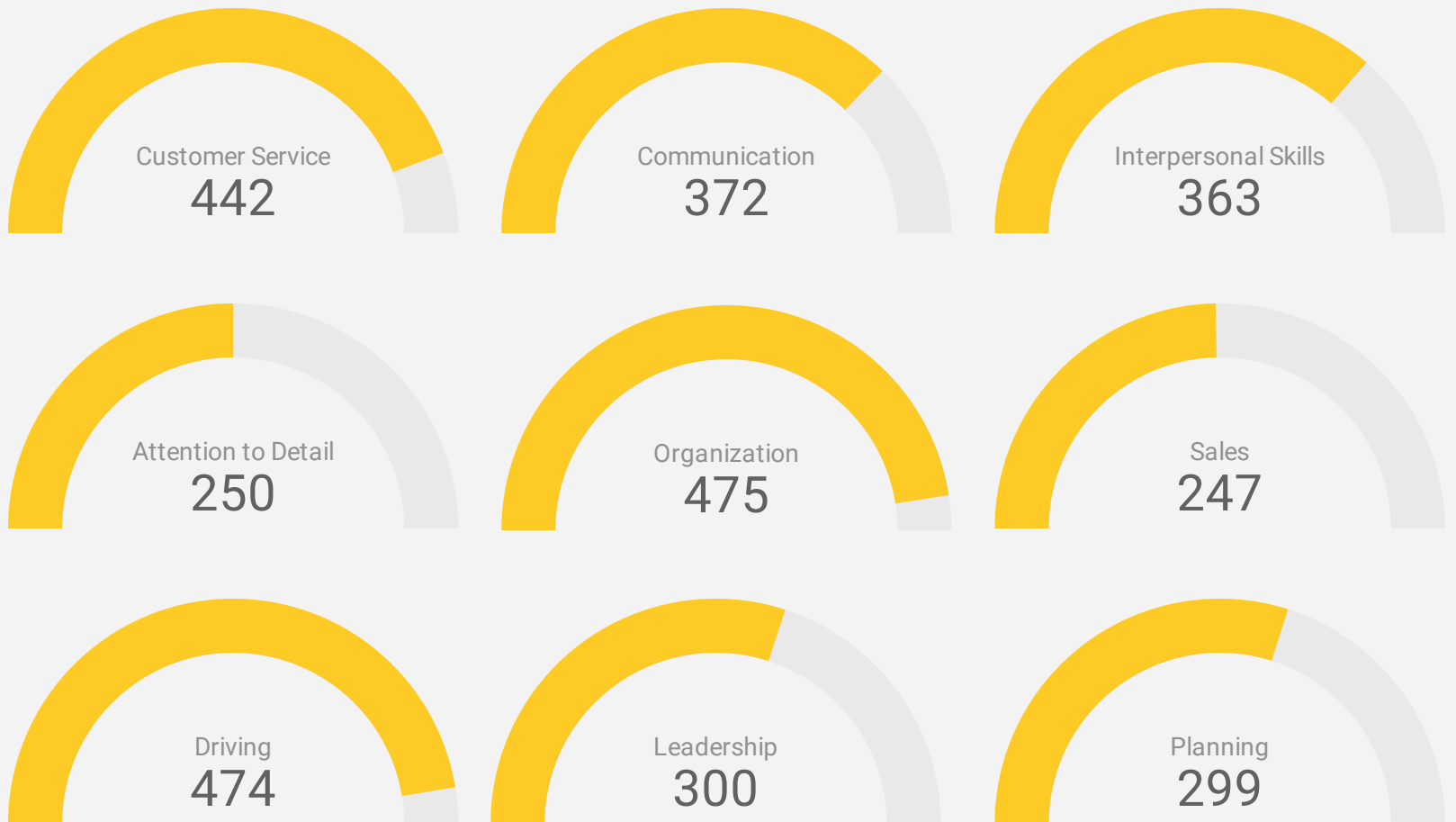
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Veterinarian Opportunity, Sault Ste. Marie, On	Global Talent Partners	Sault Ste. Marie	160,000 
2.	Director, Student Success & Wellbeing	Algoma University	Sault Ste. Marie	136,053 
3.	Manager, Student Wellbeing	Algoma University	Sault Ste. Marie	99,086 
4.	Tier II Technician	North Shore Health Network on behalf of Ontario Health North Region	Blind River	82,348 
5.	Registered Massage Therapist (full Or Part-time)	EmpowerbodyconneX	Sault Ste. Marie	80,000 
6.	Chiropractic Associate	Chiropractic Health and Wellness Clinic	Sault Ste. Marie	80,000 
7.	Assessment Counsellor	Canadian Mental Health Association Algoma	Sault Ste. Marie	75,930 
8.	Connect Mental Health Counsellor - Sault Ste. Marie	Canadian Hearing Services	Sault Ste. Marie	69,369 
9.	Human Resources Manager	Springer Aerospace	Macdonald, Meredith and	66,560 
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## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,947

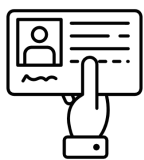


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,947



Driver's License

55



First Aid

132



Regular Access to a Vehicle

161



Criminal Record Check

184



Microsoft Office

167



Food Safety

30



## 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	67	29.5	20
2.	6322	Cooks	NOC Skill Level B	44	34.5	20
3.	4212	Social and community service workers	NOC Skill Level B	39	21.1	16.5
4.	4412	Home support workers  housekeepers and related occupations	NOC Skill Level C	35	29.6	20
5.	6552	Other customer and information services representatives	NOC Skill Level C	34	25.1	20
6.	1241	Administrative assistants	NOC Skill Level B	31	20.7	20
7.	6711	Food counter attendants  kitchen helpers and related support occupations	NOC Skill Level D	31	29.4	20
8.	7511	Transport truck drivers	NOC Skill Level C	27	26.0	20
9.	6731	Light duty cleaners	NOC Skill Level D	26	22.4	20
10.	7514	Delivery and courier service drivers	NOC Skill Level C	24	17.4	20
11.	621	Retail and wholesale trade managers	NOC Skill Level A	24	36.6	28
12.	6222	Retail and wholesale buyers	NOC Skill Level B	20	25.3	20
13.	6541	Security guards and related security service occupations	NOC Skill Level C	17	23.4	20
14.	7321	Automotive service technicians  truck and bus mechanics and mechanical repairers	NOC Skill Level B	17	18.4	20
15.	6311	Food service supervisors	NOC Skill Level B	16	59.9	67
16.	6733	Janitors  caretakers and building superintendents	NOC Skill Level D	15	22.3	20
17.	1411	General office support workers	NOC Skill Level C	14	18.9	20
18.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	14	18.2	20
19.	6513	Food and beverage servers	NOC Skill Level C	14	25.0	20
20.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	12	46.6	27.5
21.	1114	Other financial officers	NOC Skill Level A	12	26.4	20
22.	3142	Physiotherapists	NOC Skill Level A	12	16.2	19
23.	7452	Material handlers	NOC Skill Level C	12	31.9	20
24.	1431	Accounting and related clerks	NOC Skill Level C	11	19.7	20
25.	6321	Chefs	NOC Skill Level B	11	27.9	20
26.	7237	Welders and related machine operators	NOC Skill Level B	11	38.6	27
27.	4216	Other instructors	NOC Skill Level B	11	3.8	4.5
28.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	10	16.7	20
29.	6611	Cashiers	NOC Skill Level D	10	29.3	20

## 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.	642	Retail salespersons	NOC Skill Level C	67	29.5	20
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	60	25.2	20
3.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	57	18.4	15
4.	632	Chefs and cooks	NOC Skill Level B	55	33.2	20
5.	673	Cleaners	NOC Skill Level D	49	23.4	20
6.	655	Customer and information services representatives	NOC Skill Level C	42	23.9	20
7.	441	Home care providers and educational support occupations	NOC Skill Level C	40	28.8	20
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	36	20.2	20
9.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	31	29.4	20
10.	111	Auditors, accountants and investment professionals	NOC Skill Level A	26	26.9	20
11.	651	Occupations in food and beverage service	NOC Skill Level C	24	27.5	20
12.	062	Retail and wholesale trade managers	NOC Skill Level A	24	36.6	28
13.	141	General office workers	NOC Skill Level C	24	19.9	20
14.	415	Social and community service professionals	NOC Skill Level A	21	19.2	20
15.	631	Service supervisors	NOC Skill Level B	21	57.6	67
16.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	20	40.6	27.5
17.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	20	25.3	20
18.	314	Therapy and assessment professionals	NOC Skill Level A	19	19.4	20
19.	732	Automotive service technicians	NOC Skill Level B	17	18.4	20
20.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	17	46.3	27.5
21.	654	Security guards and related security service occupations	NOC Skill Level C	17	23.4	20
22.	752	Heavy equipment operators	NOC Skill Level C	16	19.5	20
23.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	16	24.2	20
24.	341	Assisting occupations in support of health services	NOC Skill Level C	16	15.9	20
25.	745	Longshore workers and material handlers	NOC Skill Level C	12	31.9	20
26.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	12	26.1	20
27.	122	Administrative and regulatory occupations	NOC Skill Level B	12	20.6	20
28.	112	Human resources and business service professionals	NOC Skill Level A	11	31.3	13

## 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	97	26.1	20
2.	63	Service supervisors and specialized service occupations	NOC Skill Level B	88	35.6	20
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	83	25.5	20
4.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	80	23.8	20
5.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	68	29.3	20
6.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	57	18.4	15
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	52	20.1	20
8.	73	Maintenance and equipment operation trades	NOC Skill Level B	48	37.6	24
9.	14	Office support occupations	NOC Skill Level C	42	21.6	20
10.	72	Industrial, electrical and construction trades	NOC Skill Level B	40	38.5	27
11.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	40	28.8	20
12.	11	Professional occupations in business and finance	NOC Skill Level A	37	28.0	20
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	35	34.3	26
14.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	35	21.9	20
15.	31	Professional occupations in health (except nursing)	NOC Skill Level A	34	25.8	20
16.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	31	26.8	20
17.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	29	24.8	20.5
18.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	25	18.6	20
19.	32	Technical occupations in health	NOC Skill Level B	23	26.5	20
20.	66	Sales support occupations	NOC Skill Level D	20	38.1	20
21.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	18	21.1	20
22.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	17	27.9	20
23.	34	Assisting occupations in support of health services	NOC Skill Level C	16	15.9	20
24.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	12	26.4	20
25.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	11	27.8	20
26.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	11	15.0	18.5
27.	51	Professional occupations in art and culture	NOC Skill Level A	10	44.5	47

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	LANGUAGES
174	0	96	3

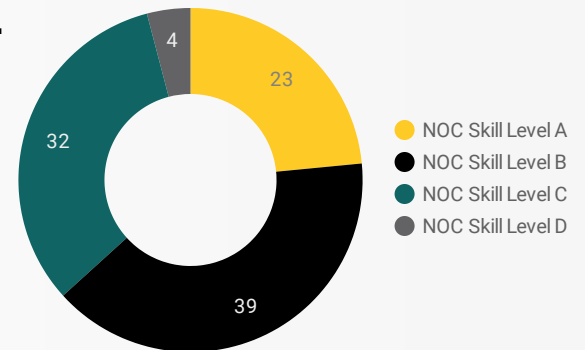
## # OF DAYS POSTED

AVERAGE	MEDIAN
22.4	20

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

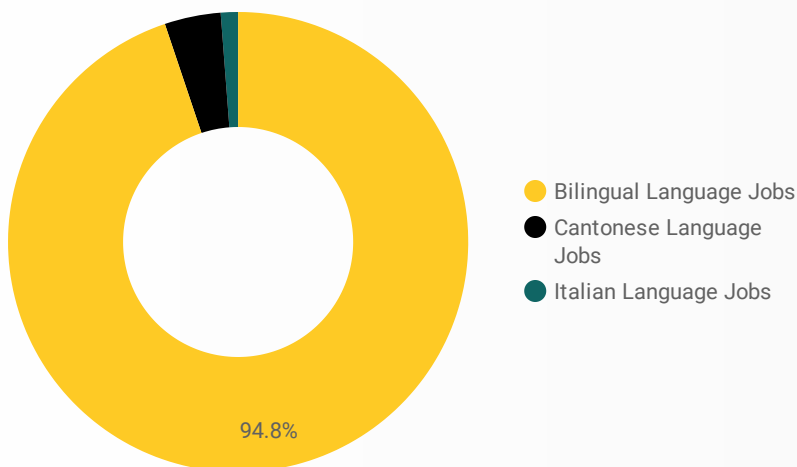
23	Skill Level A - Management/ Professional Occupations usually requiring University
39	Skill Level B - Usually college education or apprenticeship training
32	Skill Level C - Usually secondary education or occupation-specific training
4	Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	...	...	...	4
Cantonese La...		1	4	
Italian Langu...		3		

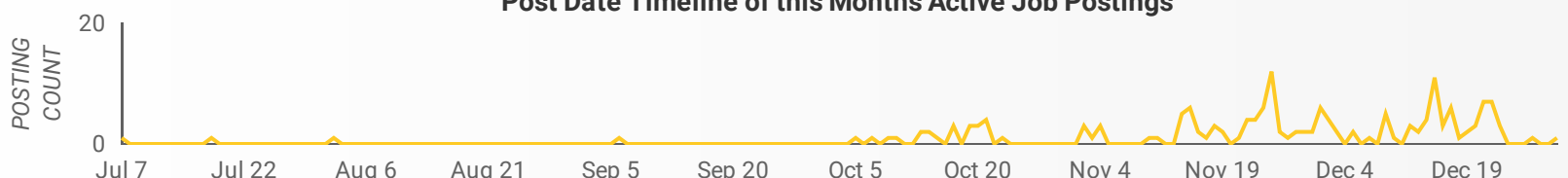
## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	166
2.	Cantonese Language Jobs	5
3.	Italian Language Jobs	3

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



## LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

### What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual Language Jobs	Cantonese Language Jobs	Italian Language Jobs	Grand total
Business, finance and administration occu...	13			13
Health occupations	11			11
Management occupations	4			4
Natural and applied sciences and related o...	8			8
Natural resources, agriculture and related ...	1			1
Occupations in art, culture, recreation and ...	3			3
Occupations in education, law and social, ...	17			17
Sales and service occupations	18	4	3	25
Trades, transport and equipment operator...	15	1		16
Grand total	90	5	3	98

## 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	130	20.3	20
2.	Elliot Lake	14	33.2	31
3.	Wawa	11	30.9	20
4.	Blind River	10	19.0	19.5
5.	Dubreulville	3	30.0	30
6.	White River	2	20.0	20
7.	Hornepayne	2		
8.	Thessalon First Nation	1		
9.	Goulais and District Local Services Board	1	15.0	15
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## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

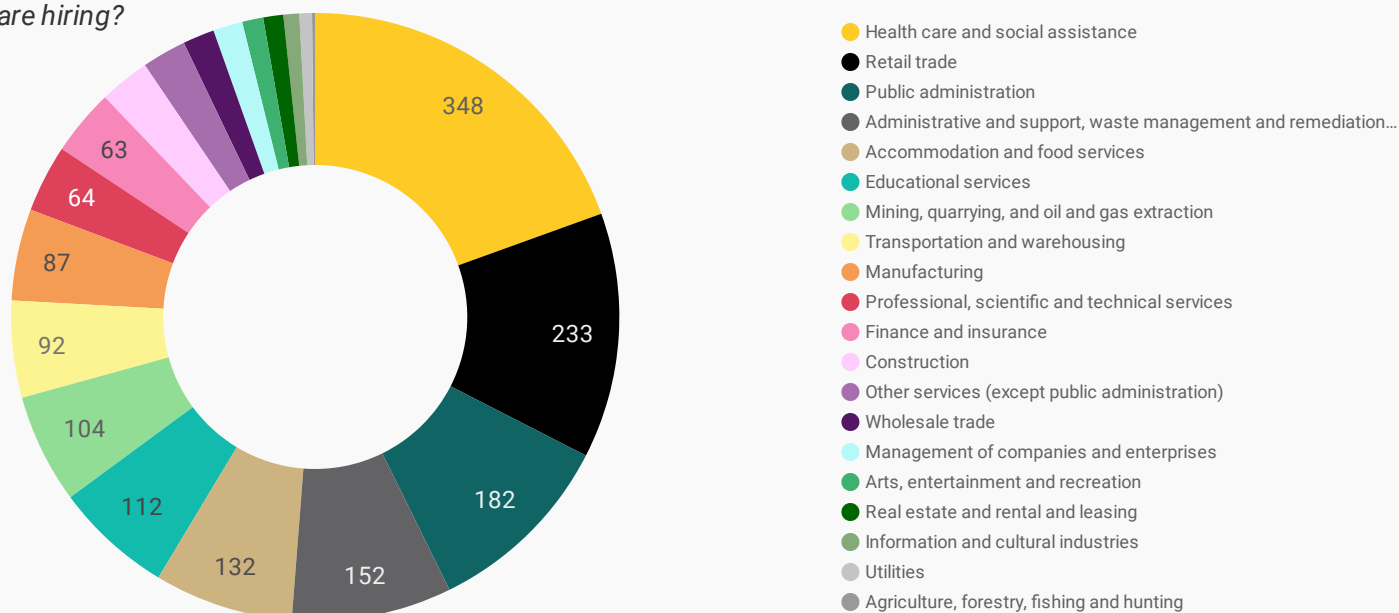
4 DIGIT NOC NAME	POSTINGS
1. Social and community service workers	11
2. Retail salespersons	7
3. Other customer and information services re...	7
4. Program leaders and instructors in recreati...	3
5. Automotive service technicians  truck and b...	3
6. General office support workers	3
7. Social workers	3
8. Allied primary health practitioners	3
9. Retail and wholesale trade managers	2
10. Conservation and fishery officers	2
11. Food and beverage servers	2
12. Electricians (except industrial and power sy...	2
13. Other financial officers	2
14. Inspectors in public and environmental heal...	2
15. Chefs	2
16. Letter carriers	2
17. Food service supervisors	2
18. Registered nurses and registered psychiatri...	2
19. Transport truck drivers	2
20. Construction millwrights and industrial mec...	2
21. Correspondence  publication and regulatory ...	2
22. School principals and administrators of ele...	1
23. Other sales related occupations	1
24. Bus drivers  subway operators and other tra...	1
25. Receptionists	1
26. Lawyers and Quebec notaries	1
27. Licensed practical nurses	1
28. Geological and mineral technologists and te...	1
29. Audiologists and speech-language pathologi...	1
30. Drillers and blasters - surface mining  quarr...	1
31. Specialized cleaners	1

## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Canadian Mental Health Association Algoma	12
2. Algoma Public Health	8
3. GreenFirst Forest Products	8
4. Various Ministries	7
5. Canadian Mental Health Association-Sault Ste. Marie Branch	6
6. North Shore Health Network on behalf of Ontario Health North Region	5
7. Source, The	5
8. Pioneer Construction	5
9. Algoma Family Services	4
10. Contact North	4
11. Sault Area Hospital Foundation	3
12. Centre Victoria pour femmes	3
13. Child Care Algoma	3
14. THRIVE Child Development Centre / Centre de d'@veloppement de l'@enfant	3
15. Ministry of Children, Community and Social Services	3
16. Home and Community Care Support Services North East/West	3
17. Employment Options	3
18. Marconi Cultural Event Centre	2
19. LCBO	2
20. Huron Superior Catholic District School Board	2
21. Algoma University	2
22. Canada Post Corporation	2
23. Santa'Ville	2
24. Northside Toyota	2
25. Lil's Asian Cuisine	2
26. Triple M Metal	2
27. Minist'@re des Services sociaux et communautaires	2
28. Alamos Gold Inc.	1

## TOP HIRING SECTORS BY 2-DIGIT NAICS CODE

*What sectors are hiring?*


	2-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Health care and social assistance	62	348	19.7	19
2.	Retail trade	44-45	233	29.3	20
3.	Public administration	91	182	24.5	20
4.	Administrative and support, waste management and remediation services	56	152	31.8	20
5.	Accommodation and food services	72	132	41.3	27
6.	Educational services	61	112	36.8	20
7.	Mining, quarrying, and oil and gas extraction	21	104	31.3	21.5
8.	Transportation and warehousing	48-49	92	26.4	20
9.	Manufacturing	31-33	87	38.3	27
10.	Professional, scientific and technical services	54	64	27.1	20
11.	Finance and insurance	52	63	26.1	20
12.	Construction	23	48	24.3	20
13.	Other services (except public administration)	81	42	33.5	20
14.	Wholesale trade	41	30	31.1	20
15.	Management of companies and enterprises	55	28	30.5	24
16.	Arts, entertainment and recreation	71	20	19.3	20
17.	Real estate and rental and leasing	53	19	23.9	20
18.	Information and cultural industries	51	15	30.9	28
19.	Utilities	22	12	17.4	20
20.	Agriculture, forestry, fishing and hunting	11	3	18.3	20

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?*

	3-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Administrative and support services	561	144	32.4	20
2.	Social assistance	624	143	25.1	20
3.	Educational services	611	112	36.8	20
4.	Hospitals	622	106	10.7	7
5.	Mining and quarrying (except oil and gas)	212	98	30.6	20
6.	Provincial and territorial public administration	912	93	26.3	20
7.	Food services and drinking places	722	89	44.0	25
8.	Ambulatory health care services	621	79	22.4	20
9.	Professional, scientific and technical services	541	64	27.1	20
10.	Aboriginal public administration	914	57	22.3	18
11.	Food and beverage stores	445	51	50.5	56
12.	Accommodation services	721	43	35.5	27.5
13.	Credit intermediation and related activities	522	43	24.8	20
14.	Motor vehicle and parts dealers	441	42	19.2	20
15.	Couriers and messengers	492	33	18.5	14
16.	Truck transportation	484	33	20.5	20
17.	Management of companies and enterprises	551	28	30.5	24
18.	Wood product manufacturing	321	27	37.8	27
19.	Religious, grant-making, civic, and professional and similar organizations	813	25	54.9	45.5
20.	General merchandise stores	452	23	22.6	20
21.	Miscellaneous store retailers	453	23	27.1	20
22.	Primary metal manufacturing	331	21	25.3	26
23.	Specialty trade contractors	238	21	22.5	20
24.	Nursing and residential care facilities	623	20	31.3	21
25.	Clothing and clothing accessories stores	448	19	32.9	20
26.	Federal government public administration	911	18	28.5	22
27.	Building material and garden equipment and supplies dealers	444	17	19.7	20
28.	Gasoline stations	447	17	20.2	20
29.	Building material and supplies merchant wholesalers	416	16	31.0	19.5
30.	Health and personal care stores	446	15	30.1	22.5
31.	Construction of buildings	236	14	20.9	20



## TOP HIRING SECTORS BY 4-DIGIT NAICS CODE

*What sectors are hiring?*

	4-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	General medical and surgical hospitals	6221	105	10.6	7
2.	Metal ore mining	2122	96	29.8	20
3.	Employment services	5613	95	43.5	31
4.	Other provincial and territorial public administration	9129	81	26.9	20
5.	Individual and family services	6241	75	26.8	20
6.	Full-service restaurants and limited-service eating places	7225	68	43.4	26.5
7.	Aboriginal public administration	9141	57	22.3	18
8.	Grocery stores	4451	46	51.3	56
9.	Child day-care services	6244	43	24.6	20
10.	Elementary and secondary schools	6111	42	55.8	23.5
11.	Traveller accommodation	7211	40	35.5	27.5
12.	Depository credit intermediation	5221	37	25.8	20
13.	General freight trucking	4841	32	20.7	20
14.	Automobile dealers	4411	30	18.0	20
15.	Management of companies and enterprises	5511	28	30.5	24
16.	Offices of other health practitioners	6213	27	18.7	20
17.	Other schools and instruction	6116	26	18.4	10
18.	Community food and housing, and emergency and other relief services	6242	25	20.9	20
19.	Investigation and security services	5616	24	23.0	20
20.	Sawmills and wood preservation	3211	23	40.9	27
21.	Department stores	4521	23	22.6	20
22.	Community colleges and C.E.G.E.P.s	6112	22	20.3	20
23.	Steel product manufacturing from purchased steel	3312	21	25.3	26
24.	Couriers	4921	20	21.2	20
25.	Home health care services	6216	20	25.4	20
26.	Business, professional, labour and other membership organizations	8139	20	68.2	58
27.	Special food services	7223	20	45.1	25
28.	Clothing stores	4481	19	32.9	20
29.	Gasoline stations	4471	17	20.2	20
30.	Building material and supplies dealers	4441	17	19.7	20
31.	Architectural, engineering and related services	5413	16	24.5	20

## TOP HIRING SECTORS BY 5-DIGIT NAICS CODE

*What sectors are hiring?*

	5-DIGIT NAICS LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	General medical and surgical hospitals	62211	105	10.6	7
2.	Employment placement agencies and executive search services	56131	94	44.3	35
3.	Gold and silver ore mining	21222	89	29.2	20
4.	Other provincial and territorial public administration	91291	81	26.9	20
5.	Full-service restaurants and limited-service eating places	72251	68	43.4	26.5
6.	Aboriginal public administration	91411	57	22.3	18
7.	Child day-care services	62441	43	24.6	20
8.	Elementary and secondary schools	61111	42	55.8	23.5
9.	Hotels (except casino hotels) and motels	72111	38	36.9	28
10.	Other individual and family services	62419	37	15.2	13.5
11.	Supermarkets and other grocery (except convenience) stores	44511	37	55.7	63
12.	Banking	52211	32	26.5	20
13.	General freight trucking, long distance	48412	31	20.7	20
14.	New car dealers	44111	30	18.0	20
15.	Management of companies and enterprises	55111	28	30.5	24
16.	All other schools and instruction	61169	26	18.4	10
17.	Department stores	45211	23	22.6	20
18.	Sawmills and wood preservation	32111	23	40.9	27
19.	Offices of mental health practitioners (except physicians)	62133	23	18.4	20
20.	Community colleges and C.E.G.E.P.s	61121	22	20.3	20
21.	Community housing services	62422	22	20.9	20
22.	Services for the elderly and persons with disabilities	62412	21	49.8	67
23.	Home health care services	62161	20	25.4	20
24.	Couriers	49211	20	21.2	20
25.	Business associations	81391	20	68.2	58
26.	Food service contractors	72231	20	45.1	25
27.	Investigation, guard and armoured car services	56161	19	24.5	20
28.	Gasoline stations with convenience stores	44711	17	20.2	20
29.	Child and youth services	62411	17	21.5	21
30.	Engineering services	54133	15	25.1	20
31.	Iron and steel pipes and tubes manufacturing from purchased steel	33121	15	25.6	26.5

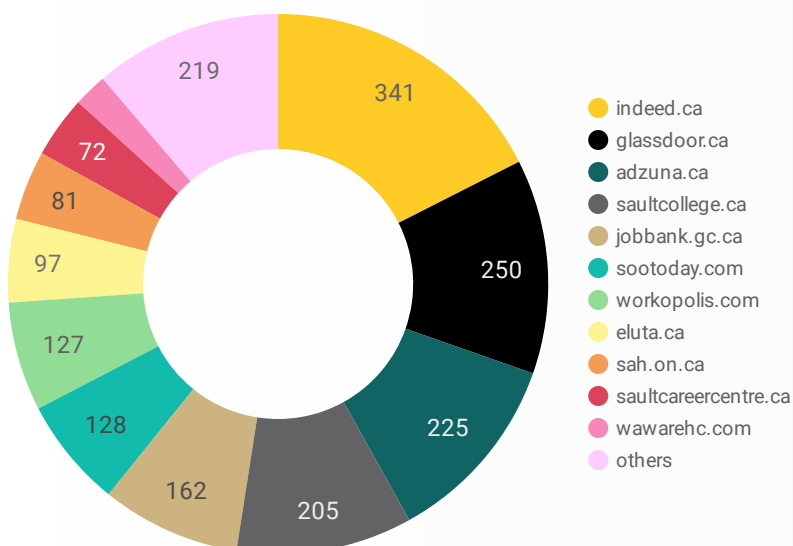
## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

*What sectors are hiring?*

	NAICS_LABEL	NAICS CODE	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	General (except paediatric) hospitals	622111	105	10.6	7
2.	Employment placement agencies and executive search services	561310	94	44.3	35
3.	Gold and silver ore mining	212220	89	29.2	20
4.	Other provincial and territorial public administration	912910	81	26.9	20
5.	Wholesale trade	914110	57	22.3	18
6.	Limited-service eating places	722512	47	40.0	26.5
7.	Child day-care services	624410	43	24.6	20
8.	Elementary and secondary schools	611110	42	55.8	23.5
9.	Supermarkets and other grocery (except convenience) stores	445110	37	55.7	63
10.	Other individual and family services	624190	37	15.2	13.5
11.	General freight trucking, long distance, truck-load	484121	31	20.7	20
12.	New car dealers	441110	30	18.0	20
13.	All other schools and instruction	611690	26	18.4	10
14.	Holding companies	551113	26	29.3	21
15.	Hotels	721111	24	31.1	27
16.	Department stores	452110	23	22.6	20
17.	Sawmills (except shingle and shake mills)	321111	23	40.9	27
18.	Offices of mental health practitioners (except physicians)	621330	23	18.4	20
19.	Community colleges and C.E.G.E.P.s	611210	22	20.3	20
20.	Community housing services	624220	22	20.9	20
21.	Services for the elderly and persons with disabilities	624120	21	49.8	67
22.	Full-service restaurants	722511	21	59.2	48
23.	Home health care services	621610	20	25.4	20
24.	Business associations	813910	20	68.2	58
25.	Couriers	492110	20	21.2	20
26.	Food service contractors	722310	20	45.1	25
27.	Security guard and patrol services	561612	18	24.5	20
28.	Personal and commercial banking industry	522111	17	21.9	18
29.	Gasoline stations with convenience stores	447110	17	20.2	20
30.	Child and youth services	624110	17	21.5	21
31.	Corporate and institutional banking industry	522112	15	32.3	20

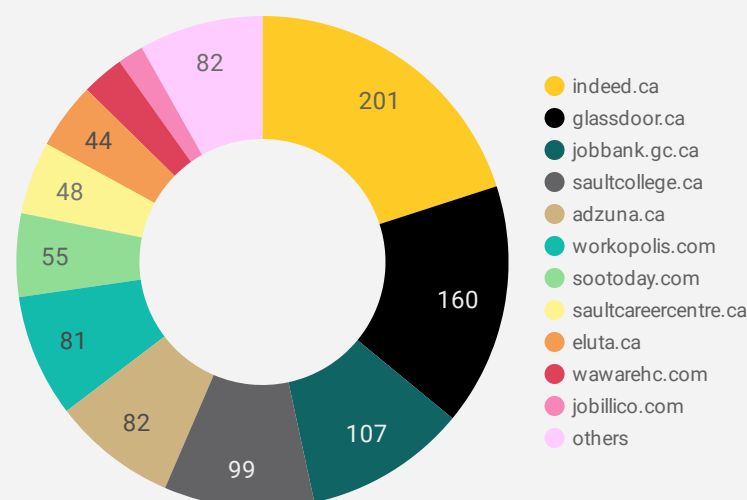
## JOB POSTINGS BY JOB BOARD

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	341	19.7	20	201
2.	glassdoor.ca	250	22.9	22	160
3.	adzuna.ca	225	50.4	56	82
4.	saultcollege.ca	205	22.7	17	99
5.	jobbank.gc.ca	162	38.0	30	107
6.	sootoday.com	128	23.8	10	55
7.	workopolis.com	127	67.7	74	81
8.	eluta.ca	97	20.0	20	44
9.	sah.on.ca	81	8.2	7	1
10.	saultcareercentre.ca	72	17.7	14	48
11.	wawarehc.com	39	47.5	31	28
12.	localwork.ca	39	7.0	6	17
13.	employmentoptions.ca	35	37.3	37	15
14.	jobillico.com	31	36.6	23	17
15.	gojobs.gov.on.ca	24	28.4	23	7
16.	network.applytoeducation.com	23	77.9	93	3
17.	careerjet.ca	20	39.8	39	15
18.	metisnation.org	10			1