



JOB DEMAND REPORT

FEBRUARY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS				# OF DAYS POSTED	
POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS	AVERAGE	MEDIAN
4,748	2,396	1,503	32	22.8	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	▼
DISTRICT	▼
JOB BOARD	▼

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

Source:

Job posting data collected by Workforce Planning for Sudbury & Manitoulin from job boards and employer websites who recruit candidates in Greater Sudbury, District of Sudbury and the District of Manitoulin.

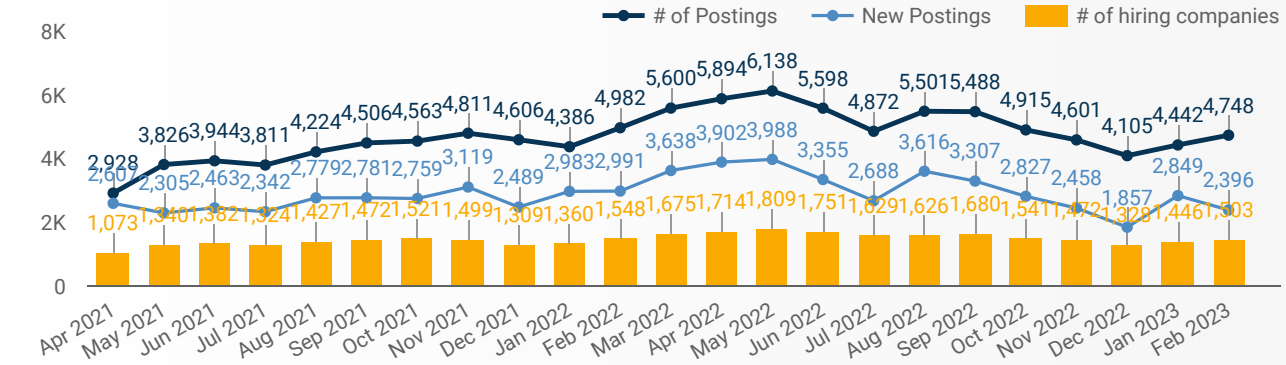


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Ce service Emploi Ontario est financé en partie par le gouvernement du Canada et le gouvernement de l'Ontario.

JOB POSTINGS BY MONTH FOR SUDBURY-MANITOULIN AREA

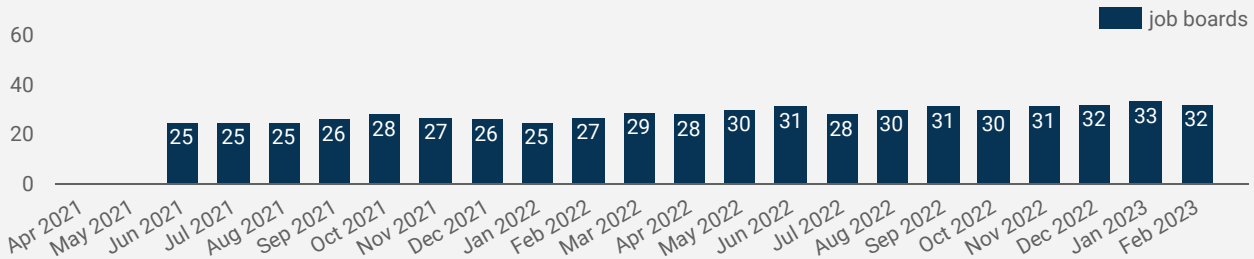
How many job postings were active for at least 1 day this month?



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

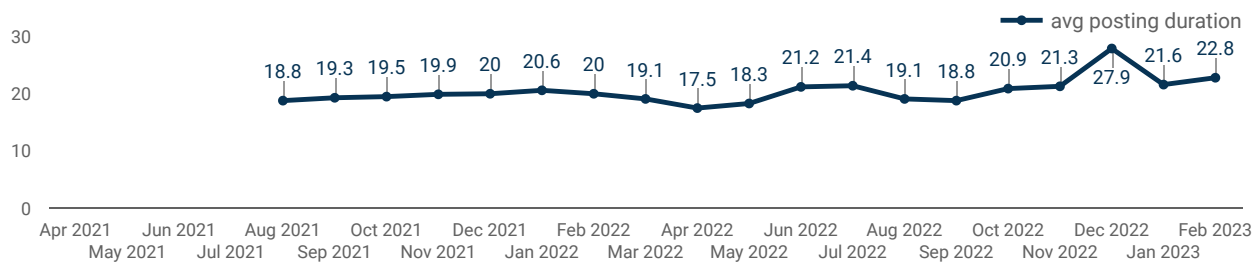
NUMBER OF ACTIVE JOB BOARDS

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?



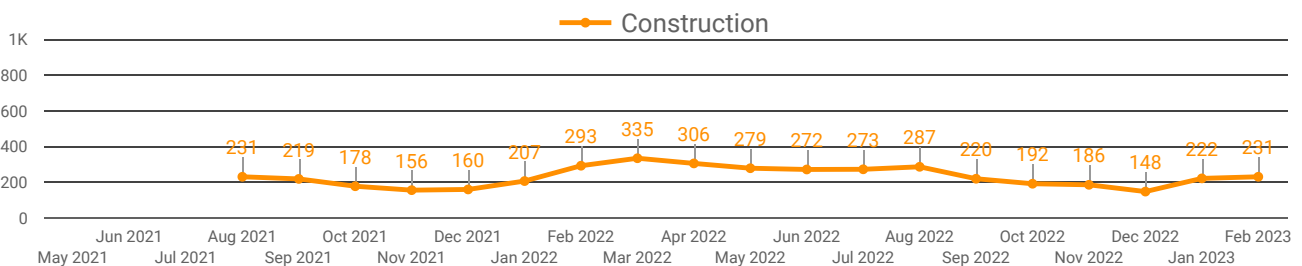
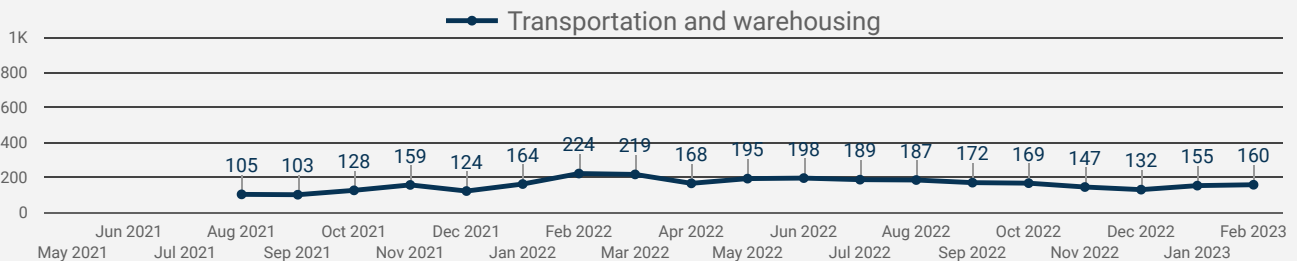
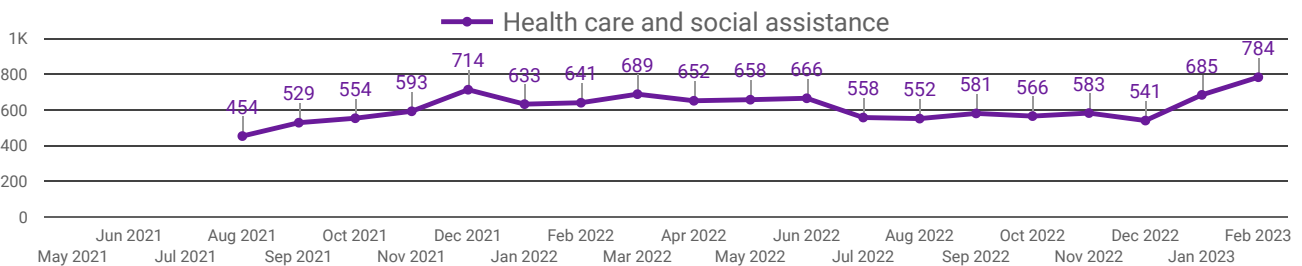
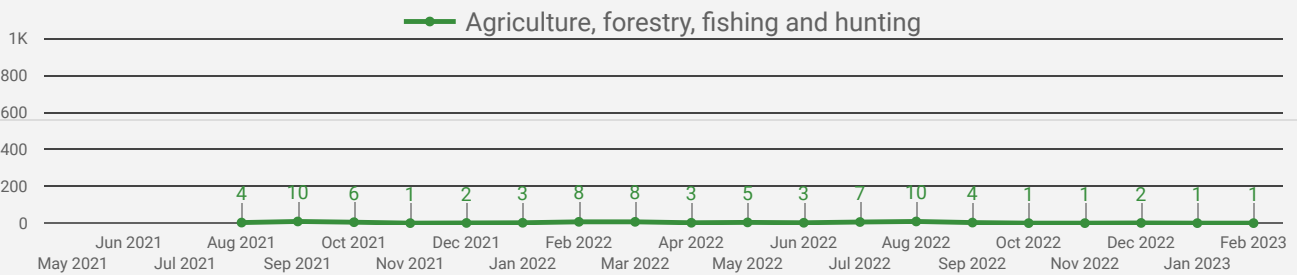
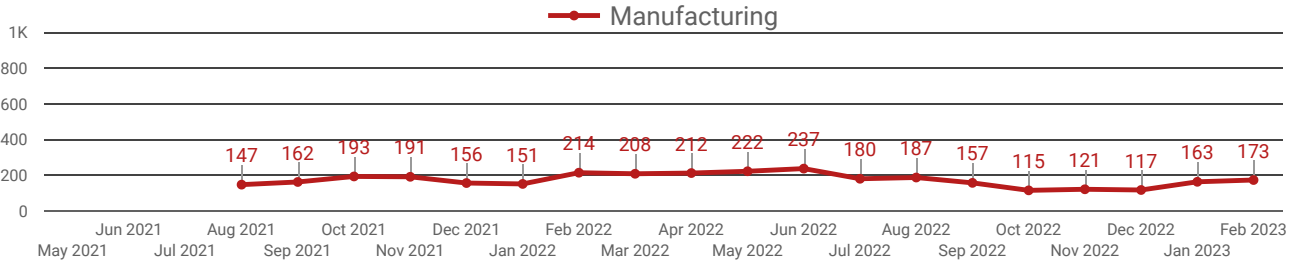
POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



DEMAND BY KEY SECTOR (SUDBURY-MANITOULIN AREA)

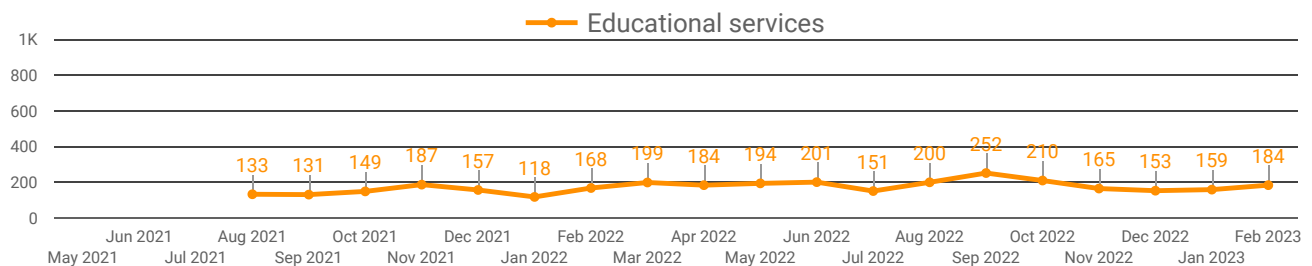
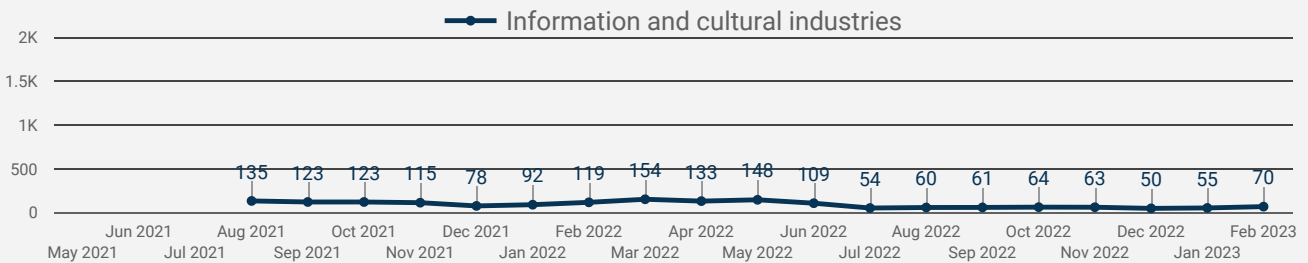
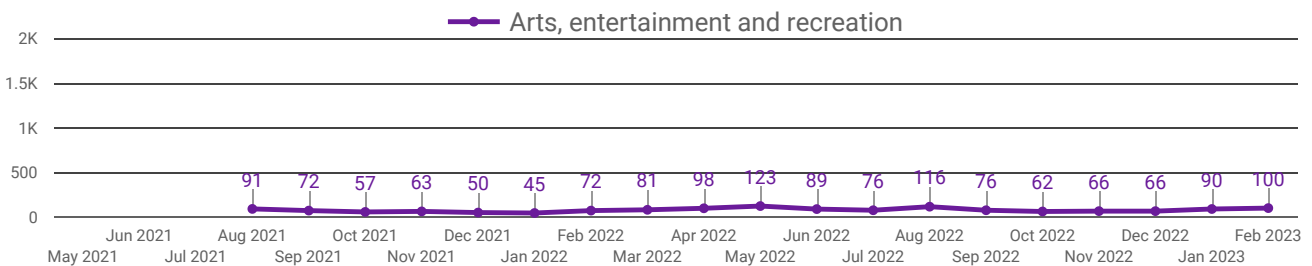
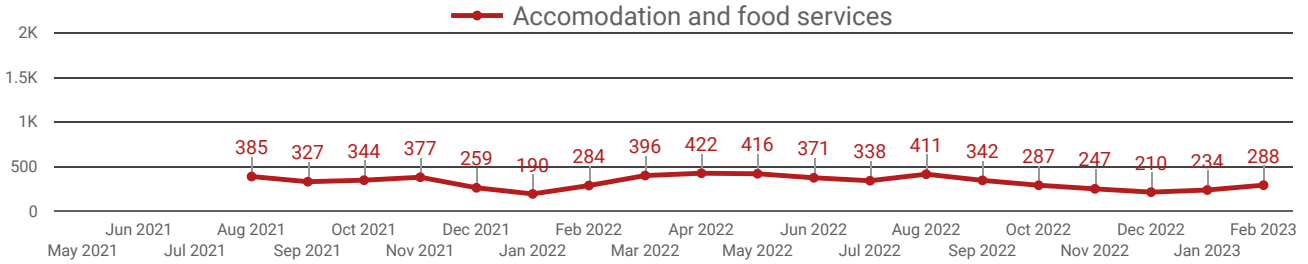
How many job postings were active for at least 1 day this month by sector?



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

DEMAND BY IMPACTED SECTOR (SUDBURY-MANITOULIN 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

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.	Greater Sudbury	4,209	21.8	20
2.	Town of Espanola	198	34.6	20
3.	District of Sudbury Unorganized	81	35.7	20
4.	Manitoulin Unorganized	81	23.4	20
5.	Town of Gore Bay	46	32.0	20
6.	Central Manitoulin Township	39	30.6	24
7.	Wiikwemkoong First Nation	22	23.0	21
8.	Killarney Township	17	19.0	20
9.	Town of French River	10	12.4	20
10.	M'Chigeeng First Nation	8	19.7	18
11.	Assiginack Township	8	29.8	30
12.	Tehkummah Township	7	15.6	15

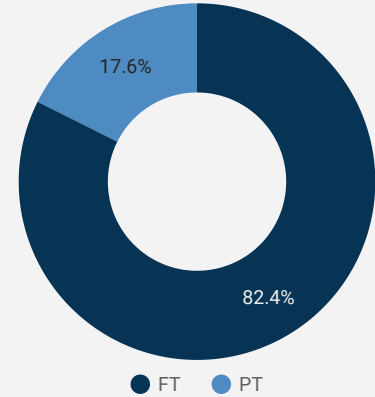
JOB POSTINGS BY DISTRICT

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

	UPPER TIER	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Greater Sudbury	4,213	21.8	20
2.	District of Sudbury	312	33.9	20
3.	District of Manitoulin	223	27.0	20

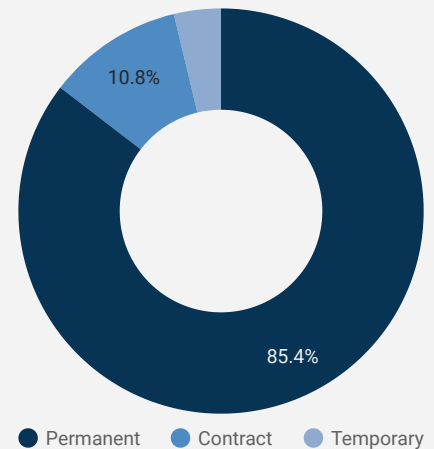
JOB TYPE

Full-time vs Part-time



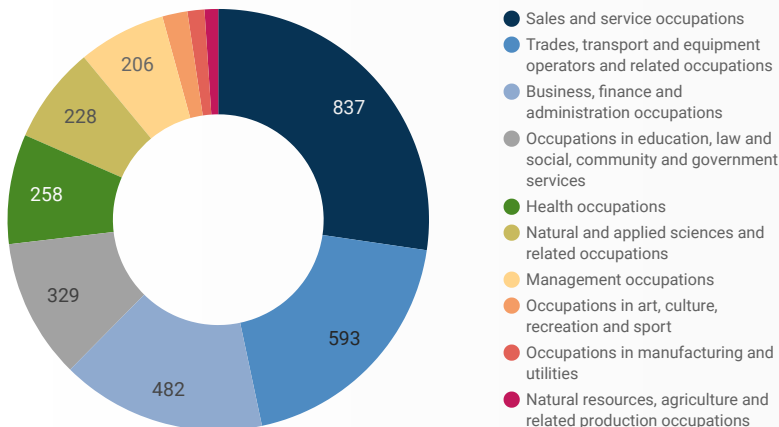
JOB DURATION

Permanency of jobs posted



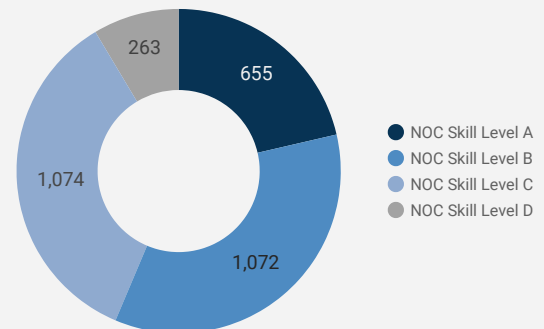
JOB POSTINGS BY JOB CATEGORY

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.	City of Greater Sudbury	Greater Sudbury	152	21.6	20
2.	Health Sciences North (HSN)	Greater Sudbury	120	18.4	20
3.	Vale	Greater Sudbury	96	29.3	20
4.	Employment Options	Town of Espanola	89	59.7	47
5.	Vale Inco Newfoundland & Labrador	Greater Sudbury	77	23.2	20
6.	Vale Global	Greater Sudbury	38	23.6	14
7.	Scotiabank	Greater Sudbury	38	18.0	20
8.	Sudbury Catholic District School Board	Greater Sudbury	37	18.4	20
9.	Employment Options	District of Sudbury Unorganized	31	80.6	33
10.	Science North (ASK - After School Science Kids)	Greater Sudbury	30	19.6	20
11.	Employment Options	Greater Sudbury	30	206.2	251
12.	Gardewine	Greater Sudbury	28	20.1	20
13.	Kijiji	Greater Sudbury	23	15.0	15
14.	LifeLabs	Greater Sudbury	22	17.6	20
15.	City of Greater Sudbury - Sudbury, ON	Greater Sudbury	22	null	null
16.	Extendicare (Canada) Inc - Falconbridge	Greater Sudbury	22	20.7	20
17.	Niijaansinaanik Child and Family Services	Greater Sudbury	22	20.0	20
18.	Laurentian University	Greater Sudbury	22	19.7	20
19.	Cambrian College of Applied Arts and Technology	Greater Sudbury	20	18.9	20
20.	SUDBURY INTEGRATED NICKEL OPERATIONS (INO)	Greater Sudbury	19	28.1	22
21.	Vale Canada	Greater Sudbury	19	null	null
22.	Ontario Public Service / OPS	Greater Sudbury	18	20.0	20
23.	Glencore PLC	Greater Sudbury	18	20.0	20
24.	Carrefour francophone de Sudbury	Greater Sudbury	18	25.6	29
25.	Pioneer Construction Inc.	Greater Sudbury	18	69.1	71
26.	Hatch Ltd.	Greater Sudbury	17	20.0	20
27.	YMCA of Northeastern Ontario	Greater Sudbury	17	25.3	20
28.	Home and Community Care Support Services	Greater Sudbury	16	14.5	13
29.	Stantec System	Greater Sudbury	16	null	null
30.	Sandvik Canada Inc. - Lively in Greater Sudbury, ON	Greater Sudbury	16	20.0	20

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

134

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE
1.	Part-time Professor, Mechanical Technician - Manufacturing/machining Apprenticeship	Cambrian College of Applied Arts and Technology	Greater Sudbury	148
2.	Part-time Professors, School Of Business - March 2023	Cambrian College of Applied Arts and Technology	Greater Sudbury	148
3.	Private Chef	Chez You Experience Inc.	Greater Sudbury	100
4.	Apm Process Analytics Specialist	Adecco Canada	Greater Sudbury	90
5.	Pharmacist	Qrp Consulting	Greater Sudbury	90
6.	2nd Class Power Engineer	AFIMAC Canada	Greater Sudbury	60
7.	Nurse Practitioners	Espanola Regional Hospital & Health Centre	Town of Espanola	60
8.	Registered Nurse (rn)	TLC Alert Nursing & Home Care Services	Greater Sudbury	60
9.	Electrician	Canadian Union of Skilled Workers	Greater Sudbury	59
10.	Nurse Practitioner \$15,000 Signing Incentive & Relocation Allowance	St. Joseph's General Hospital Elliot Lake	Greater Sudbury	58

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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.	Designated Pharmacy Manager	Confidential	Greater Sudbury	185,000
2.	Designated Pharmacy Manager	Robertson's IDA	Town of Gore Bay	185,000
3.	Deputy Fire Chief Ex23-057	City of Greater Sudbury	Greater Sudbury	163,644
4.	Personnel Manager	GMS Corporation	Greater Sudbury	160,000
5.	Director Of Finance / Chief Financial Officer	City of Greater Sudbury	Greater Sudbury	159,076
6.	Powersports Business Manager	401 Auto	Greater Sudbury	150,000
7.	Sales Agent	Kia Sudbury Motors	Greater Sudbury	150,000
8.	Automotive Sales & Finance Manager	401 Auto	Greater Sudbury	150,000
9.	Rv Finance Manager	401 Auto	Greater Sudbury	150,000
10.	Product Specialist	401 Auto	Greater Sudbury	150,000
11.	Water Purification Advisor	Reliance Home Comfort	Greater Sudbury	150,000

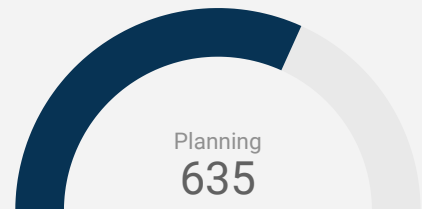
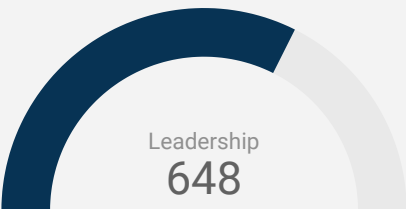
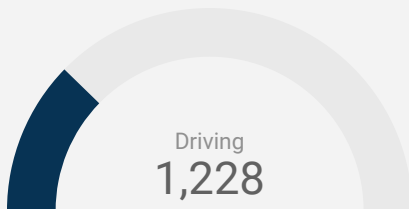
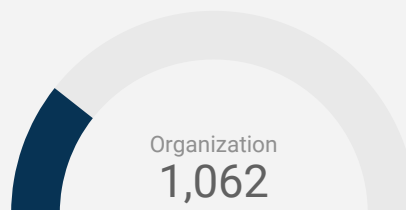
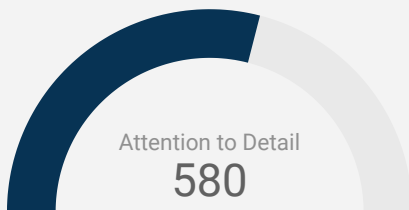
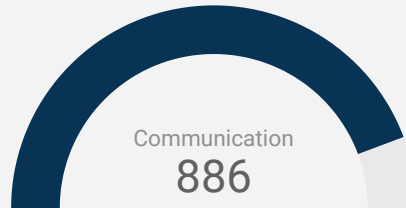
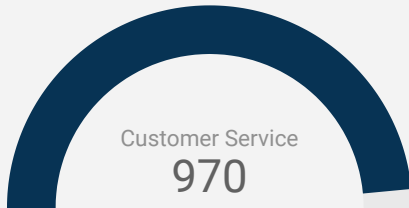
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,748



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,748



Driver's License
97



First Aid
264



Regular Access to a Vehicle
313



Criminal Record Check
484



Microsoft Office
433



Food Safety
50

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	203	18.7	20
2.	4412	Home support workers housekeepers and related occupations	NOC Skill Level C	137	26.3	20
3.	6552	Other customer and information services representatives	NOC Skill Level C	90	29.5	20
4.	1241	Administrative assistants	NOC Skill Level B	74	20.6	20
5.	6322	Cooks	NOC Skill Level B	73	28.4	20
6.	7511	Transport truck drivers	NOC Skill Level C	70	21.8	20
7.	0621	Retail and wholesale trade managers	NOC Skill Level A	68	21.7	20
8.	7514	Delivery and courier service drivers	NOC Skill Level C	66	23.2	20
9.	7321	Automotive service technicians truck and bus mechanics and mechanical repairers	NOC Skill Level B	57	22.9	20
10.	4212	Social and community service workers	NOC Skill Level B	55	19.5	20
11.	7452	Material handlers	NOC Skill Level C	55	22.3	20
12.	6731	Light duty cleaners	NOC Skill Level D	51	20.4	20
13.	6711	Food counter attendants kitchen helpers and related support occupations	NOC Skill Level D	50	26.3	20
14.	7312	Heavy-duty equipment mechanics	NOC Skill Level B	38	29.5	20
15.	1111	Financial auditors and accountants	NOC Skill Level A	36	19.1	20
16.	4214	Early childhood educators and assistants	NOC Skill Level B	36	70.2	29
17.	1411	General office support workers	NOC Skill Level C	36	20.1	20
18.	1414	Receptionists	NOC Skill Level C	33	17.0	20
19.	6541	Security guards and related security service occupations	NOC Skill Level C	32	20.8	20
20.	1114	Other financial officers	NOC Skill Level A	32	17.7	20
21.	3233	Licensed practical nurses	NOC Skill Level B	31	21.6	20
22.	2131	Civil engineers	NOC Skill Level A	30	23.9	20
23.	6733	Janitors caretakers and building superintendents	NOC Skill Level D	29	21.5	20
24.	7237	Welders and related machine operators	NOC Skill Level B	29	23.8	20
25.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	28	29.4	20
26.	7241	Electricians (except industrial and power system)	NOC Skill Level B	27	22.3	20
27.	6211	Retail sales supervisors	NOC Skill Level B	27	30.9	20
28.	6513	Food and beverage servers	NOC Skill Level C	27	20.4	20
29.	1431	Accounting and related clerks	NOC Skill Level C	27	17.2	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	203	18.7	20
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	142	22.3	20
3.	441	Home care providers and educational support occupations	NOC Skill Level C	139	26.6	20
4.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	101	33.7	20
5.	673	Cleaners	NOC Skill Level D	100	20.9	20
6.	655	Customer and information services representatives	NOC Skill Level C	95	28.7	20
7.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	95	20.2	20
8.	632	Chefs and cooks	NOC Skill Level B	84	28.3	20
9.	111	Auditors, accountants and investment professionals	NOC Skill Level A	77	18.6	20
10.	141	General office workers	NOC Skill Level C	70	18.7	20
11.	732	Automotive service technicians	NOC Skill Level B	69	22.4	20
12.	213	Civil, mechanical, electrical and chemical engineers	NOC Skill Level A	68	21.6	20
13.	062	Retail and wholesale trade managers	NOC Skill Level A	68	21.7	20
14.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	63	26.7	20
15.	745	Longshore workers and material handlers	NOC Skill Level C	61	22.0	20
16.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	61	24.7	20
17.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	57	18.0	20
18.	341	Assisting occupations in support of health services	NOC Skill Level C	54	19.0	20
19.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	50	26.3	20
20.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	48	22.2	20
21.	323	Other technical occupations in health care	NOC Skill Level B	45	37.6	20
22.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	42	25.0	20
23.	415	Social and community service professionals	NOC Skill Level A	39	31.6	20
24.	122	Administrative and regulatory occupations	NOC Skill Level B	38	23.1	20
25.	724	Electrical trades and electrical power line and telecommunications workers	NOC Skill Level B	38	22.9	20
26.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	35	20.8	20
27.	651	Occupations in food and beverage service	NOC Skill Level C	34	19.0	20
28.	654	Security guards and related security service occupations	NOC Skill Level C	32	20.8	20

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.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	211	18.7	20
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	190	24.6	20
3.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	179	24.4	20
4.	72	Industrial, electrical and construction trades	NOC Skill Level B	167	22.3	20
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	161	22.4	20
6.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	151	21.1	20
7.	73	Maintenance and equipment operation trades	NOC Skill Level B	148	24.8	20
8.	63	Service supervisors and specialized service occupations	NOC Skill Level B	147	32.6	20
9.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	142	21.4	20
10.	14	Office support occupations	NOC Skill Level C	142	18.6	20
11.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	140	26.6	20
12.	32	Technical occupations in health	NOC Skill Level B	114	30.3	20
13.	11	Professional occupations in business and finance	NOC Skill Level A	102	18.6	20
14.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	101	33.7	20
15.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	93	24.2	20
16.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	83	23.2	20
17.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	77	22.2	20
18.	31	Professional occupations in health (except nursing)	NOC Skill Level A	75	23.8	20
19.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	69	22.0	20
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	69	40.7	20
21.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	67	22.8	20
22.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	55	28.5	20
23.	34	Assisting occupations in support of health services	NOC Skill Level C	54	19.0	20
24.	66	Sales support occupations	NOC Skill Level D	45	19.9	20
25.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	40	22.1	20
26.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	30	59.1	21
27.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	29	28.1	20

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	LANGUAGES
820	0	340	1

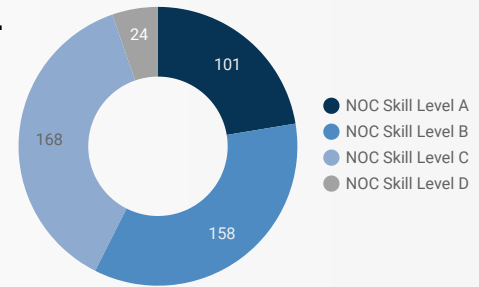
OF DAYS POSTED

AVERAGE	MEDIAN
22.5	20

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

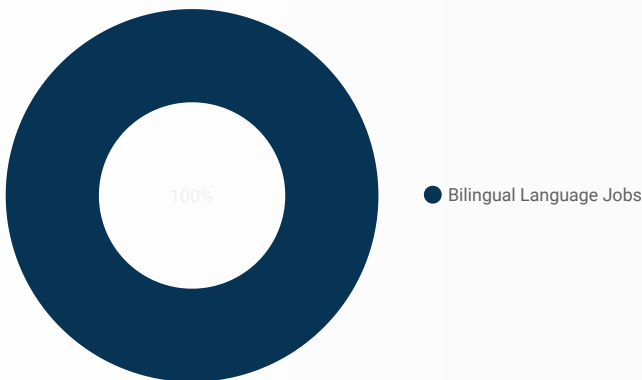
- 101 Skill Level A - Management/ Professional Occupations usually requiring University
- 158 Skill Level B - Usually college education or apprenticeship training
- 168 Skill Level C - Usually secondary education or occupation-specific training
- 24 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lang...	101	158	168	24

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	820

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	Grand total
Business, finance and administration occup...	97	97
Health occupations	42	42
Management occupations	18	18
Natural and applied sciences and related o...	25	25
Natural resources, agriculture and related p...	2	2
Occupations in art, culture, recreation and s...	13	13
Occupations in education, law and social, c...	85	85
Occupations in manufacturing and utilities	4	4
Sales and service occupations	90	90
Trades, transport and equipment operators ...	75	75
Grand total	451	451

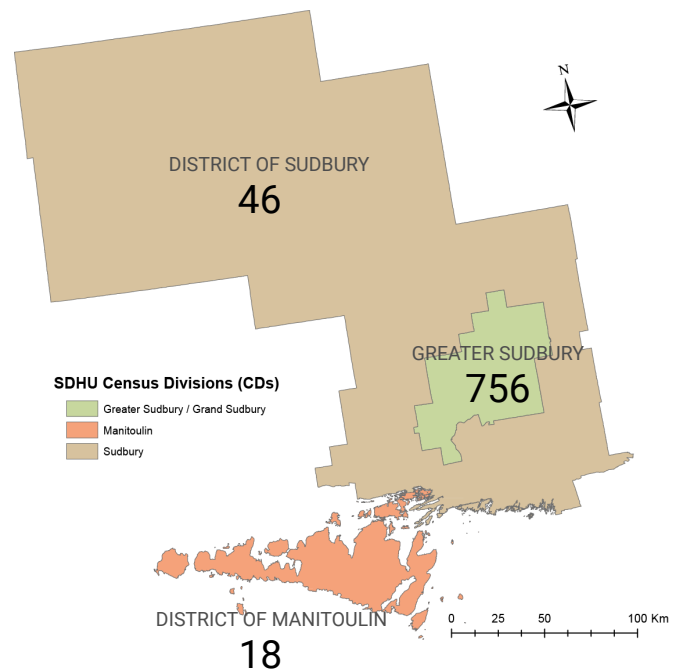
MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

MUNICIPALITY	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Greater Sudbury	756	22.1	20
2. Town of Espanola	32	32.8	20
3. District of Sudbury Unorganized	9	11.3	7.5
4. Manitoulin Unorganized	7		
5. Town of French River	3		
6. Wiikwemkoong First Nation	3	16.3	15
7. Town of Gore Bay	3	11.0	11

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DISTRICT	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Greater Sudbury	756	22.1	20
2. District of Sudbury	46	29.2	20
3. District of Manitoulin	18	19.3	15



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Retail salespersons	26
2. Home support workers housekeepers and re...	21
3. Other customer and information services rep...	21
4. Social and community service workers	16
5. Early childhood educators and assistants	15
6. Roofers and shinglers	10
7. Delivery and courier service drivers	10
8. General office support workers	10
9. Administrative assistants	10
10. Program leaders and instructors in recreatio...	9
11. Receptionists	9
12. Other financial officers	9
13. Accounting and related clerks	9
14. Social workers	8
15. Light duty cleaners	7
16. Heavy equipment operators (except crane)	7
17. Automotive service technicians truck and bu...	7
18. Transport truck drivers	6
19. Nurse aides orderlies and patient service as...	6
20. University professors and lecturers	6
21. Legal administrative assistants	6
22. Security guards and related security service ...	6
23. Operators and attendants in amusement rec...	5
24. Retail and wholesale trade managers	5
25. Plumbers	5
26. Correspondence publication and regulatory ...	4
27. Registered nurses and registered psychiatric ...	4
28. Financial auditors and accountants	4
29. User support technicians	4
30. Lawyers and Quebec notaries	4
31. Occupational therapists	4

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MULTILINGUAL HIRING EMPLOYERS

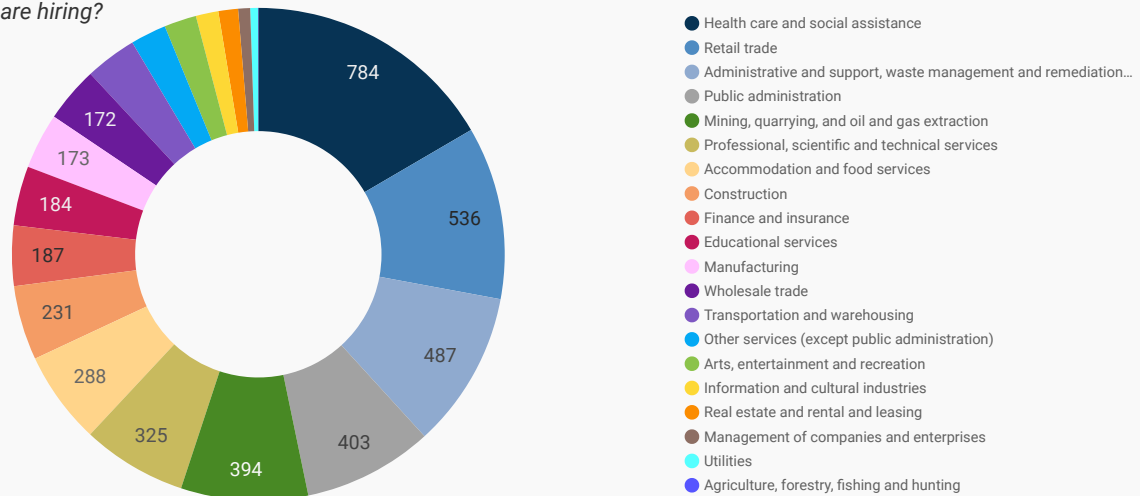
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. City of Greater Sudbury	103
2. Employment Options	34
3. Science North (ASK - After School Science Kids)	21
4. Laurentian University	15
5. City of Greater Sudbury - Sudbury, ON	14
6. Home and Community Care Support Services	13
7. NOSM University	13
8. Pioneer Construction Inc.	12
9. Collège Boréal	11
10. Sudbury Catholic District School Board	10
11. NTT Business Process Outsourcing	9
12. The Canadian Mental Health Association-Sudbury/Manitoulin	9
13. La Garderie Touche-À-Tout de Sudbury	8
14. Canada Post - Postes Canada	8
15. Le Carrefour Francophone	8
16. Compass / Boussole / Akii-Izhinoogan	8
17. Kina Gbezhgomi Child and Family Services	8
18. Various Ministries	8
19. Carrefour francophone de Sudbury	7
20. Ontario Public Service / OPS	6
21. Flynn Canada Ltd.	6
22. Ministry of the Attorney General	6
23. Northern Ontario School of Medicine	6
24. England Bread Sales	6
25. Conseil scolaire catholique Nouvel ontario	5
26. Lifeline of Canada	5
27. Desjardins	5
28. Sandvik Canada Inc. - Lively in Greater Sudbury, ON	5
29. Desjardins Group / Mouvement Desjardins	5

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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	784	21.3	20
2.	Retail trade	44-45	536	20.2	20
3.	Administrative and support, waste management and remediation services	56	487	35.6	20
4.	Public administration	91	403	24.5	20
5.	Mining, quarrying, and oil and gas extraction	21	394	24.0	20
6.	Professional, scientific and technical services	54	325	19.9	20
7.	Accommodation and food services	72	288	23.5	20
8.	Construction	23	231	23.9	20
9.	Finance and insurance	52	187	20.0	20
10.	Educational services	61	184	19.4	20
11.	Manufacturing	31-33	173	20.1	20
12.	Wholesale trade	41	172	19.2	20
13.	Transportation and warehousing	48-49	160	21.4	20
14.	Other services (except public administration)	81	111	19.4	20
15.	Arts, entertainment and recreation	71	100	22.5	20
16.	Information and cultural industries	51	70	20.1	20
17.	Real estate and rental and leasing	53	61	18.2	20
18.	Management of companies and enterprises	55	37	19.5	20
19.	Utilities	22	24	16.8	20
20.	Agriculture, forestry, fishing and hunting	11	1	20.0	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	461	36.8	20
2.	Professional, scientific and technical services	541	325	19.9	20
3.	Ambulatory health care services	621	280	23.1	20
4.	Mining and quarrying (except oil and gas)	212	221	26.3	20
5.	Local, municipal and regional public administration	913	218	24.2	20
6.	Social assistance	624	217	20.8	20
7.	Food services and drinking places	722	198	24.6	20
8.	Educational services	611	184	19.4	20
9.	Support activities for mining, and oil and gas extraction	213	173	21.3	20
10.	Nursing and residential care facilities	623	154	20.5	20
11.	Hospitals	622	133	19.2	20
12.	Specialty trade contractors	238	128	22.8	20
13.	Credit intermediation and related activities	522	126	19.4	20
14.	Provincial and territorial public administration	912	107	23.8	20
15.	Health and personal care stores	446	91	21.0	20
16.	Accommodation services	721	90	21.6	20
17.	Amusement, gambling and recreation industries	713	89	22.9	20
18.	Machinery, equipment and supplies merchant wholesalers	417	79	20.5	20
19.	Motor vehicle and parts dealers	441	75	21.1	20
20.	Clothing and clothing accessories stores	448	74	21.5	20
21.	Truck transportation	484	70	21.1	20
22.	Food and beverage stores	445	65	25.0	20
23.	Religious, grant-making, civic, and professional and similar organizations	813	58	17.9	20
24.	Heavy and civil engineering construction	237	56	35.9	20
25.	Building material and garden equipment and supplies dealers	444	56	15.4	16
26.	Miscellaneous store retailers	453	53	17.4	20
27.	Insurance carriers and related activities	524	49	18.7	20
28.	Couriers and messengers	492	49	21.3	20
29.	Construction of buildings	236	47	18.1	20
30.	Building material and supplies merchant wholesalers	416	46	18.2	20
31.	Aboriginal public administration	914	42	19.6	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.	Employment services	5613	343	43.2	20
2.	Metal ore mining	2122	221	26.3	20
3.	Other local, municipal and regional public administration	9139	215	24.4	20
4.	Support activities for mining, and oil and gas extraction	2131	173	21.3	20
5.	Full-service restaurants and limited-service eating places	7225	159	24.9	20
6.	Architectural, engineering and related services	5413	145	19.2	20
7.	General medical and surgical hospitals	6221	133	19.2	20
8.	Individual and family services	6241	125	21.1	20
9.	Community care facilities for the elderly	6233	103	21.9	20
10.	Health and personal care stores	4461	91	21.0	20
11.	Depository credit intermediation	5221	90	17.7	20
12.	Child day-care services	6244	81	20.4	20
13.	Home health care services	6216	79	31.0	20
14.	Traveller accommodation	7211	78	22.8	20
15.	Services to buildings and dwellings	5617	72	22.8	20
16.	Construction, forestry, mining, and industrial machinery, equipment and supplies merchant wholesalers	4172	70	20.7	20
17.	Elementary and secondary schools	6111	67	19.7	20
18.	General freight trucking	4841	66	21.3	20
19.	Other amusement and recreation industries	7139	63	22.2	20
20.	Clothing stores	4481	63	21.7	20
21.	Grocery stores	4451	59	24.8	20
22.	Other provincial and territorial public administration	9129	57	19.0	20
23.	Accounting, tax preparation, bookkeeping and payroll services	5412	56	19.8	20
24.	Building material and supplies dealers	4441	56	15.4	16
25.	Offices of other health practitioners	6213	54	22.9	20
26.	Building equipment contractors	2382	54	18.7	20
27.	Community colleges and C.E.G.E.P.s	6112	52	18.0	20
28.	Nursing care facilities	6231	51	17.2	20
29.	Out-patient care centres	6214	49	21.1	20
30.	Couriers	4921	47	21.4	20
31.	Other specialty trade contractors	2389	45	27.8	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.	Employment placement agencies and executive search services	56131	343	43.2	20
2.	Other local, municipal and regional public administration	91391	215	24.4	20
3.	Support activities for mining, and oil and gas extraction	21311	173	21.3	20
4.	Full-service restaurants and limited-service eating places	72251	159	24.9	20
5.	Copper, nickel, lead and zinc ore mining	21223	148	28.3	20
6.	Engineering services	54133	139	19.3	20
7.	General medical and surgical hospitals	62211	133	19.2	20
8.	Community care facilities for the elderly	62331	103	21.9	20
9.	Child day-care services	62441	81	20.4	20
10.	Home health care services	62161	79	31.0	20
11.	Banking	52211	78	17.4	20
12.	Hotels (except casino hotels) and motels	72111	73	23.2	20
13.	Elementary and secondary schools	61111	67	19.7	20
14.	General freight trucking, long distance	48412	63	19.8	20
15.	Other individual and family services	62419	60	22.5	20
16.	Pharmacies and drug stores	44611	59	20.9	20
17.	Other provincial and territorial public administration	91291	57	19.0	20
18.	Accounting, tax preparation, bookkeeping and payroll services	54121	56	19.8	20
19.	Community colleges and C.E.G.E.P.s	61121	52	18.0	20
20.	Nursing care facilities	62311	51	17.2	20
21.	Janitorial services	56172	50	23.7	20
22.	Supermarkets and other grocery (except convenience) stores	44511	49	19.2	20
23.	Couriers	49211	47	21.4	20
24.	Fitness and recreational sports centres	71394	46	22.3	20
25.	Medical and diagnostic laboratories	62151	45	17.5	20
26.	Plumbing, heating and air-conditioning contractors	23822	45	18.5	20
27.	Hardware stores	44413	45	14.1	14
28.	Aboriginal public administration	91411	42	19.6	20
29.	Other out-patient care centres	62149	39	20.3	20
30.	Iron ore mining	21221	38	23.6	14
31.	Universities	61131	37	19.5	20

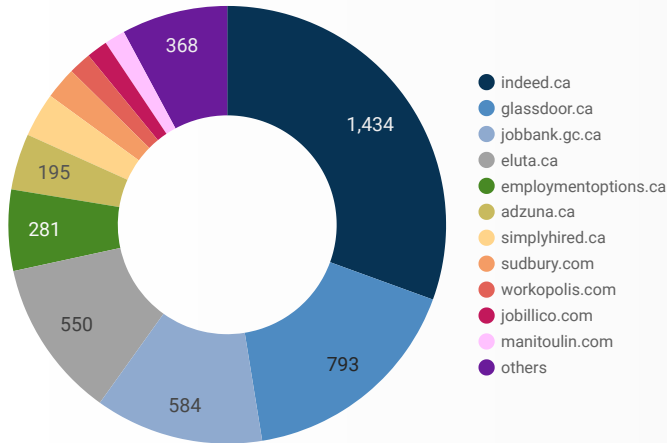
TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

What sectors are hiring?

	NAICS Label	NAICS CODE	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Employment placement agencies and executive search services	561310	343	43.2	20
2.	Other local, municipal and regional public administration	913910	215	24.4	20
3.	Other support activities for mining	213119	167	21.4	20
4.	Nickel-copper ore mining	212232	147	28.4	20
5.	Engineering services	541330	139	19.3	20
6.	General (except paediatric) hospitals	622111	133	19.2	20
7.	Community care facilities for the elderly	623310	103	21.9	20
8.	Limited-service eating places	722512	87	22.6	20
9.	Child day-care services	624410	81	20.4	20
10.	Home health care services	621610	79	31.0	20
11.	Personal and commercial banking industry	522111	78	17.4	20
12.	Full-service restaurants	722511	72	28.0	20
13.	Elementary and secondary schools	611110	67	19.7	20
14.	General freight trucking, long distance, truck-load	484121	62	19.8	20
15.	Other individual and family services	624190	60	22.5	20
16.	Pharmacies and drug stores	446110	59	20.9	20
17.	Other provincial and territorial public administration	912910	57	19.0	20
18.	Community colleges and C.E.G.E.P.s	611210	52	18.0	20
19.	Nursing care facilities	623110	51	17.2	20
20.	Supermarkets and other grocery (except convenience) stores	445110	49	19.2	20
21.	Hotels	721111	49	24.5	20
22.	Couriers	492110	47	21.4	20
23.	Fitness and recreational sports centres	713940	46	22.3	20
24.	Plumbing, heating and air-conditioning contractors	238220	45	18.5	20
25.	Medical and diagnostic laboratories	621510	45	17.5	20
26.	Hardware stores	444130	45	14.1	14
27.	Janitorial services (except window cleaning)	561722	44	24.0	20
28.	Wholesale trade	914110	42	19.6	20
29.	Iron ore mining	212210	38	23.6	14
30.	Universities	611310	37	19.5	20
31.	Offices of dentists	621210	36	22.6	20

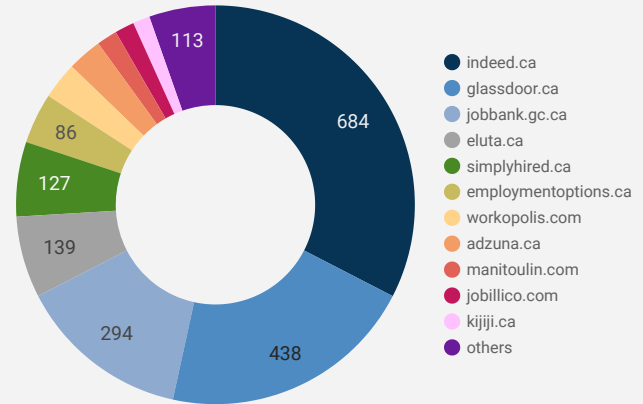
JOB POSTINGS BY JOB BOARD

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	1,434	19.3	20	684
2.	glassdoor.ca	793	20.0	20	438
3.	jobbank.gc.ca	584	31.2	29	294
4.	eluta.ca	550	19.9	20	139
5.	employmentoptions.ca	281	49.7	29	86
6.	adzuna.ca	195	14.0	14	59
7.	simplyhired.ca	154	18.9	20	127
8.	sudbury.com	111	78.0	78	27
9.	workopolis.com	79			63
10.	jobillico.com	73	28.3	21	33
11.	manitoulin.com	72	30.2	21	35
12.	greatersudbury.ca	66	12.0	12	1
13.	kijiji.ca	58	15.0	15	29
14.	gojobs.gov.on.ca	48	29.3	17	12
15.	vale.eightfold.ai	38	23.6	14	1
16.	localwork.ca	30	11.3	5	24
17.	rncareers.ca	24	27.1	13	10
18.	glencorejobs.nga.net.au	23	27.1	20	2