



JOB DEMAND REPORT

MAY 2023

HIGHLIGHTS

| JOB POSTINGS BY THE NUMBERS | | | | # OF DAYS POSTED | |
|-----------------------------|----------------|-----------|------------|------------------|--------|
| POSTING COUNT | NEW THIS MONTH | COMPANIES | JOB BOARDS | AVERAGE | MEDIAN |
| 5,071 | 2,929 | 1,634 | 30 | 27.0 | 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.

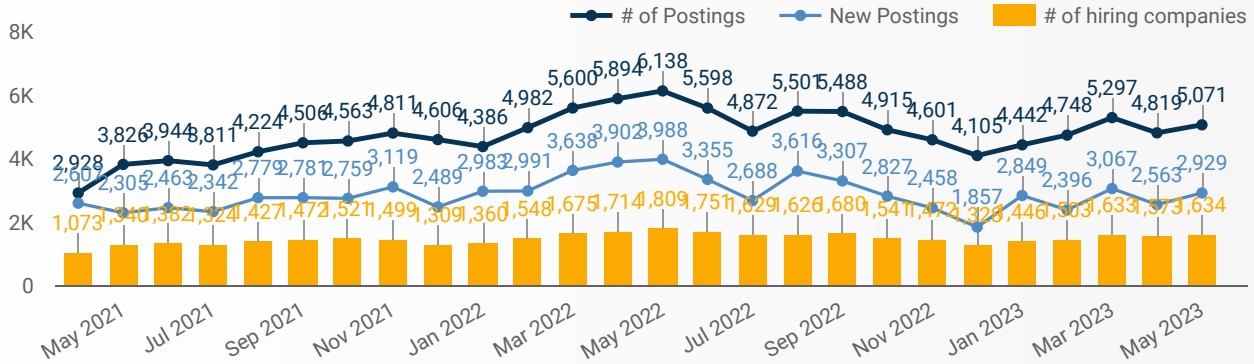


This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario.

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

JOB POSTINGS BY MONTH FOR SUDBURY-MANITOULIN AREA

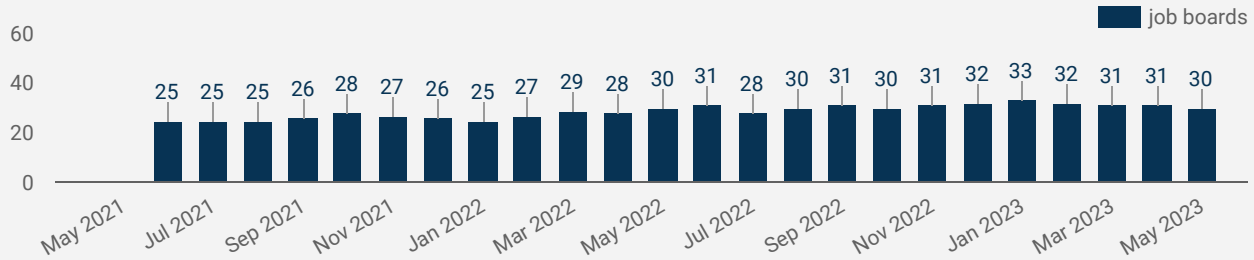
How many job postings were active for at least 1 day this month?



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

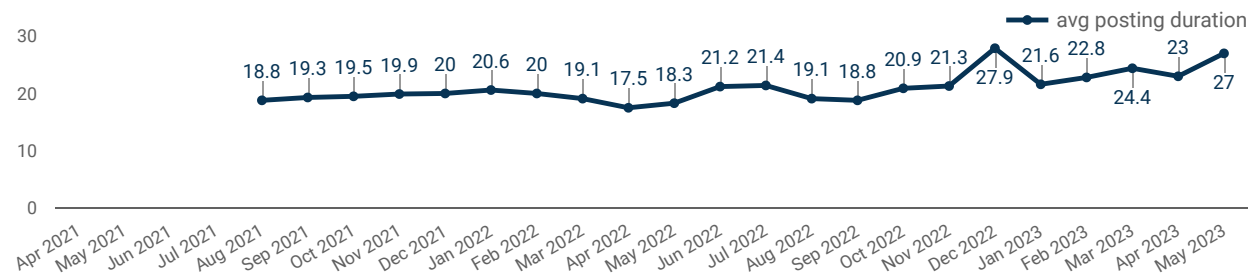
NUMBER OF ACTIVE JOB BOARDS

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



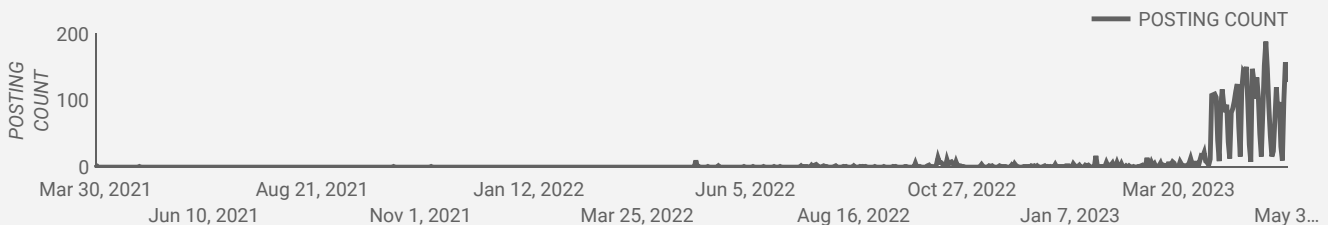
AVG & MEDIAN POSTING LENGTH BY DAYS

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



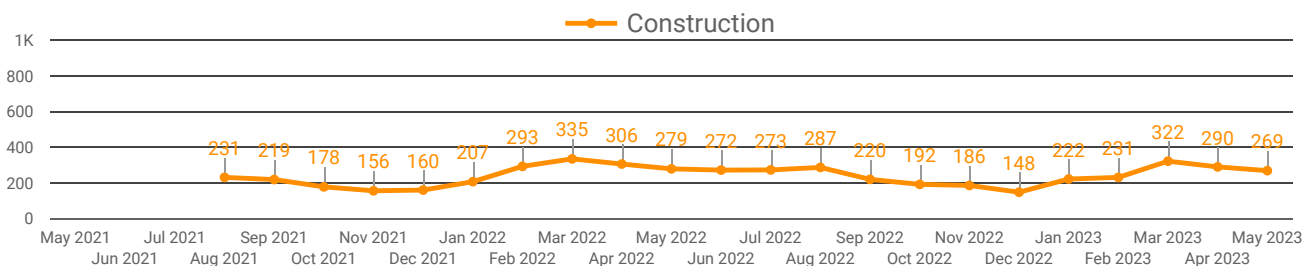
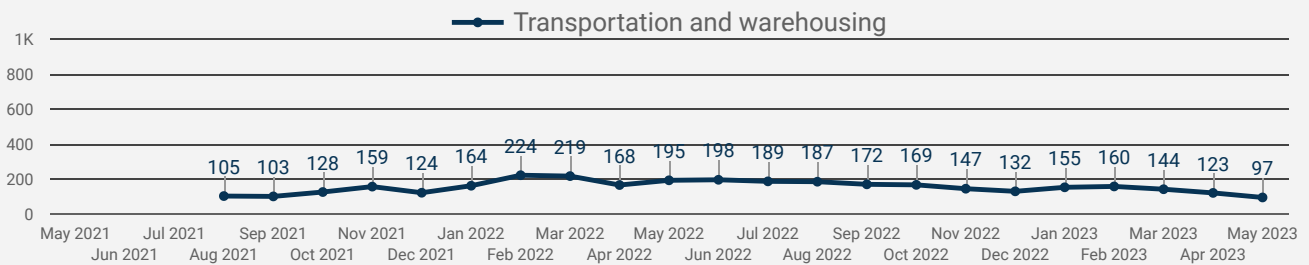
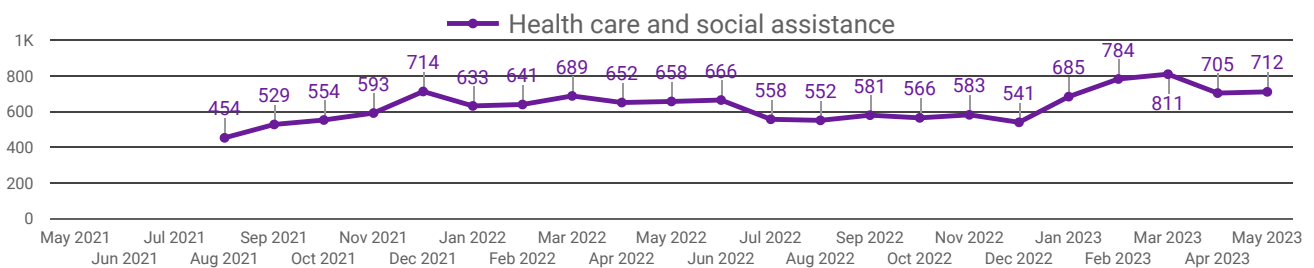
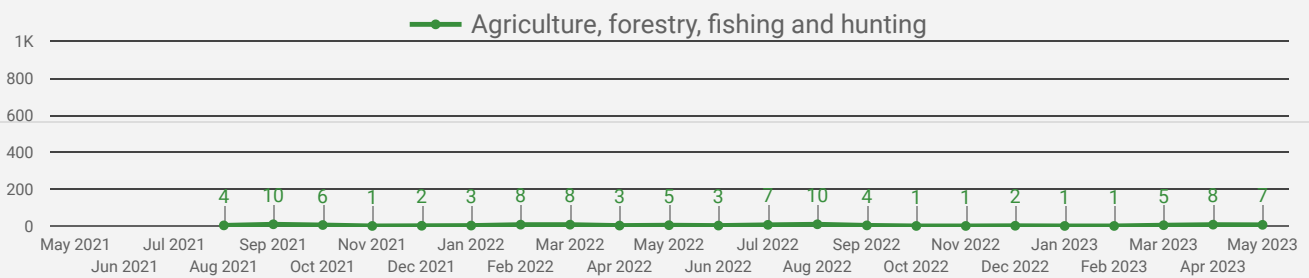
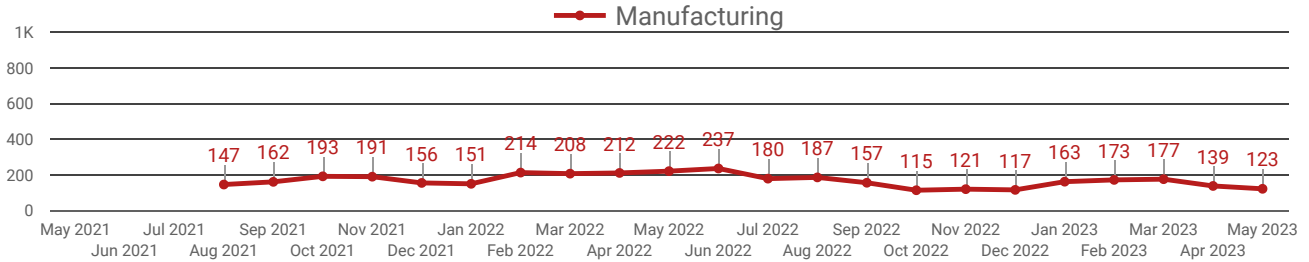
POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



DEMAND BY KEY SECTOR (SUDBURY-MANITOULIN AREA)

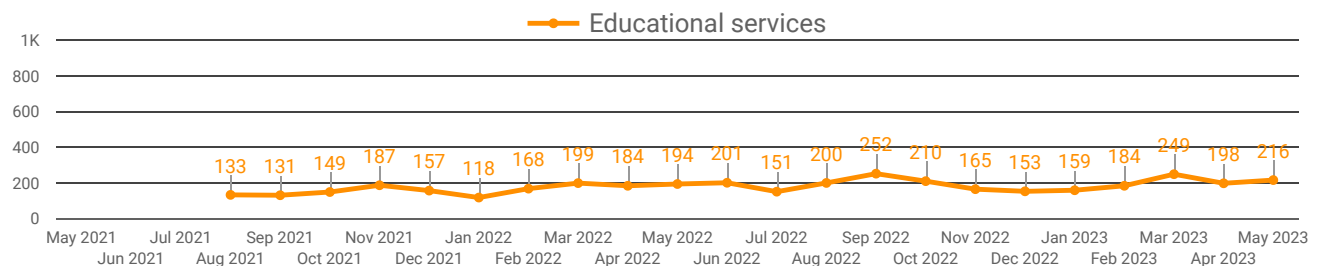
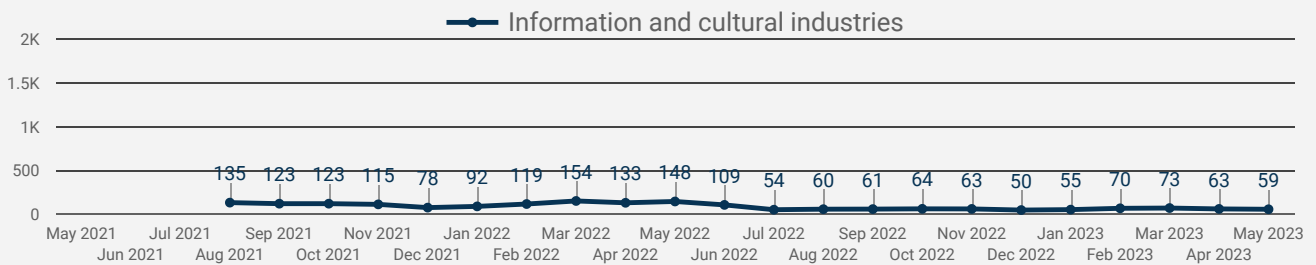
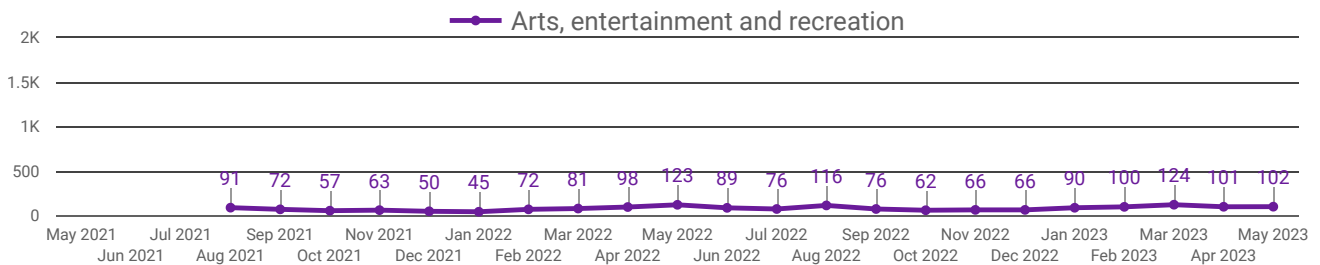
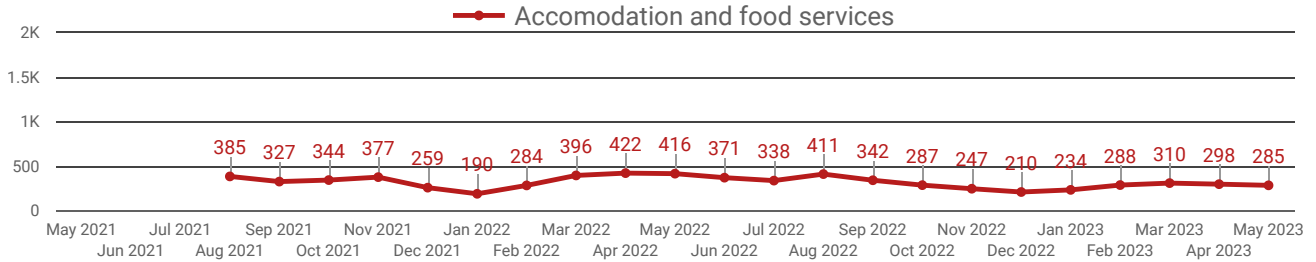
How many job postings were active for at least 1 day this month by sector?



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?



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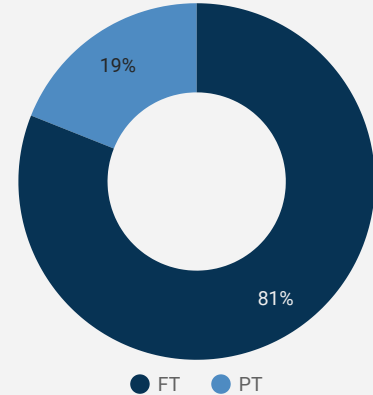
JOB POSTINGS BY MUNICIPALITY

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 | 4,452 | 25.3 | 20 |
| 2. | Town of Espanola | 231 | 43.4 | 20 |
| 3. | District of Sudbury Unorganized | 105 | 41.5 | 20 |
| 4. | Manitoulin Unorganized | 97 | 33.4 | 20 |
| 5. | Town of Gore Bay | 39 | 26.2 | 20 |
| 6. | Central Manitoulin Township | 37 | 30.9 | 20 |
| 7. | Wiikwemkoong First Nation | 25 | 28.6 | 13 |
| 8. | M'Chigeeng First Nation | 20 | 26.9 | 13 |
| 9. | Town of Markstay-Warren | 16 | 105.8 | 20 |
| 10. | Town of French River | 12 | 25.0 | 20 |
| 11. | Killarney Township | 11 | 47.0 | 20 |
| 12. | Wahnapiatae First Nation | 7 | 20.3 | 20 |

JOB TYPE

Full-time vs Part-time



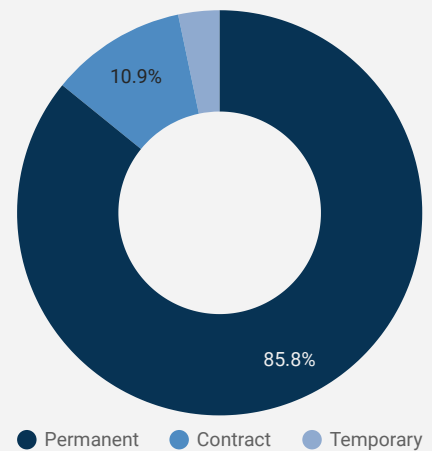
JOB POSTINGS BY DISTRICT

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 | 4,459 | 25.3 | 20 |
| 2. | District of Sudbury | 376 | 44.5 | 20 |
| 3. | District of Manitoulin | 236 | 29.6 | 19 |

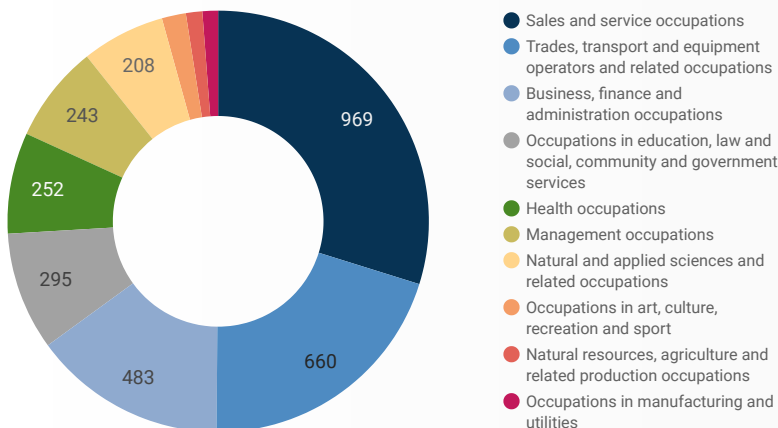
JOB DURATION

Permanency of jobs posted



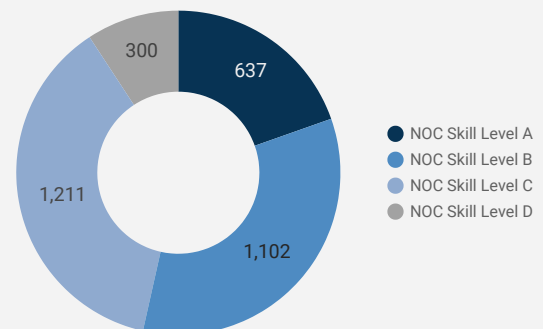
JOB POSTINGS BY JOB CATEGORY

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 | 140 | 21.1 | 20 |
| 2. | Health Sciences North (HSN) | Greater Sudbury | 108 | 15.3 | 20 |
| 3. | Vale Canada | Greater Sudbury | 104 | 27.1 | 20 |
| 4. | Employment Options | Town of Espanola | 94 | 63.3 | 28 |
| 5. | Vale | Greater Sudbury | 71 | 26.4 | 20 |
| 6. | Vale Global | Greater Sudbury | 44 | 14.7 | 14 |
| 7. | Laurentian University | Greater Sudbury | 43 | 19.7 | 20 |
| 8. | Employment Options | District of Sudbury Unorganized | 42 | 101.8 | 65 |
| 9. | Niijaansinaanik Child and Family Services | Greater Sudbury | 39 | 25.1 | 20 |
| 10. | Extencare (Canada) Inc - Falconbridge | Greater Sudbury | 38 | 20.5 | 20 |
| 11. | Science North (ASK - After School Science Kids) | Greater Sudbury | 35 | 19.7 | 20 |
| 12. | Employment Options | Greater Sudbury | 33 | 156.7 | 109 |
| 13. | Kijiji | Greater Sudbury | 32 | 15.8 | 16 |
| 14. | Sudbury Catholic District School Board | Greater Sudbury | 31 | 28.9 | 19 |
| 15. | YMCA of Northeastern Ontario | Greater Sudbury | 27 | 18.5 | 20 |
| 16. | Lowe's Canada | Greater Sudbury | 23 | 31.5 | 29 |
| 17. | Home and Community Care Support Services | Greater Sudbury | 21 | 24.7 | 19 |
| 18. | Dexterra Group Inc. | Greater Sudbury | 20 | 20.0 | 20 |
| 19. | Scotiabank | Greater Sudbury | 20 | 18.2 | 20 |
| 20. | Cambrian College of Applied Arts and Technology | Greater Sudbury | 20 | 20.0 | 20 |
| 21. | Loblaw Companies | Greater Sudbury | 20 | 14.1 | 14 |
| 22. | SUDBURY INTEGRATED NICKEL OPERATIONS (INO) | Greater Sudbury | 20 | 20.8 | 20 |
| 23. | Total Personnel Solutions | Greater Sudbury | 18 | 20.0 | 20 |
| 24. | Sudbury Integrated Nickel Operations, A Glencore Company | Greater Sudbury | 18 | 23.8 | 20 |
| 25. | North Bay Regional Health Centre | Greater Sudbury | 18 | null | null |
| 26. | City of Greater Sudbury - Sudbury, ON | Greater Sudbury | 17 | 9.8 | 10 |
| 27. | Giant Tiger Stores Limited | Greater Sudbury | 17 | 20.0 | 20 |
| 28. | exp Global Inc. | Greater Sudbury | 16 | 20.0 | 20 |
| 29. | Glencore PLC | Greater Sudbury | 16 | 20.0 | 20 |
| 30. | Carrefour francophone de Sudbury | Greater Sudbury | 16 | 41.8 | 20 |

TOP HOURLY WAGES IN JOB POSTINGS

of Minimum Wage Job Postings

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

184

| | JOB TITLE | COMPANY | LOCATION | HOURLY WAGE ▾ |
|----|--|---|------------------|---------------|
| 1. | Real Estate Administrative Assistant | Lacroix Lawyers / Avocats | Greater Sudbury | 220 |
| 2. | Part-time Professors, School Of Business | Cambrian College of Applied Arts and Technology | Greater Sudbury | 148 |
| 3. | Part-time Professors, Social Service Worker - Indigenous Specialization (fall 2023) | Cambrian College of Applied Arts and Technology | Greater Sudbury | 148 |
| 4. | Part-time Professors, English (fall 2023) | Cambrian College of Applied Arts and Technology | Greater Sudbury | 148 |
| 5. | Position #5176 - Partial Load Professor, Academic Upgrading (non-post secondary) - Espanola Campus | Employment Options | Town of Espanola | 144 |
| 6. | Temporary Contract - Electrical Engineer - Precision Inverter Designer | Nova Mining Exploration Solutions | Greater Sudbury | 120 |
| 7. | Pharmacist Needed For Travel Opportunity | RPI Consulting Group | Greater Sudbury | 100 |
| 8. | Newfoundland & New Brunswick Travel Nursing - Emergency Dept | Canadian Health Labs | Greater Sudbury | 100 |
| 9. | Speech-language Pathologist | Spark Rehabilitation Inc. | Greater Sudbury | 86 |

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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. | Regional Sales Closer | Provincial Smart Home Services | Greater Sudbury | 250,000 |
| 2. | Dentist #23-146 (job Opportunity) | Public Health Sudbury & Districts | Greater Sudbury | 164,303 |
| 3. | Personnel Manager | GMS Corporation | Greater Sudbury | 160,000 |
| 4. | Outside Sales | Reliance Home Comfort | Greater Sudbury | 150,000 |
| 5. | Rv Finance Manager | 401 Auto | Greater Sudbury | 150,000 |
| 6. | Sales Advisor | Reliance Comfort Limited Partnership o/a Reliance Home Comfort | Greater Sudbury | 150,000 |
| 7. | Automotive Finance & Insurance Manager | Cambrian Ford Sales Inc. | Greater Sudbury | 150,000 |
| 8. | Research Chair - Mental Health And Addictions | Health Sciences North (HSN) | Greater Sudbury | 150,000 |
| 9. | Sales Specialist | Reliance Comfort Limited Partnership o/a Reliance Home Comfort | Greater Sudbury | 150,000 |
| 10. | Sales Representative | Reliance Comfort Limited | Greater Sudbury | 150,000 |

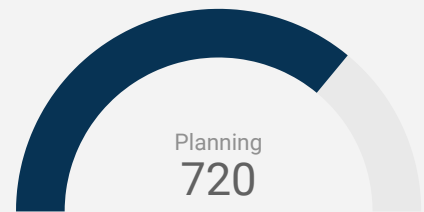
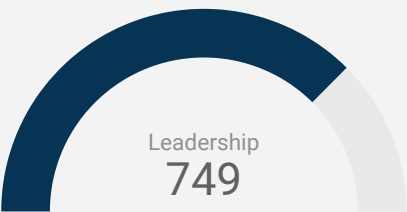
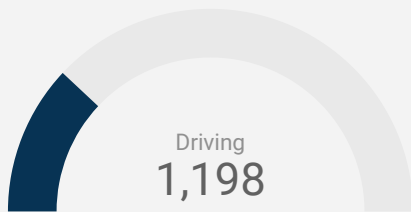
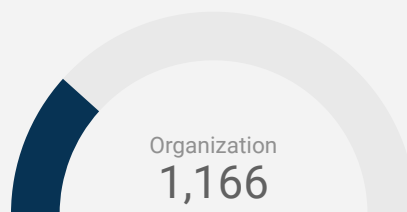
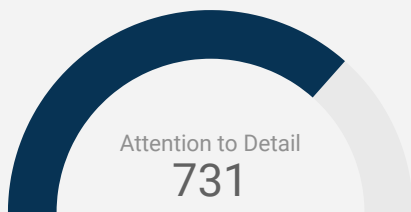
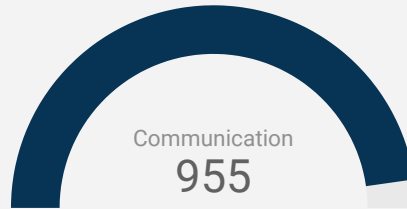
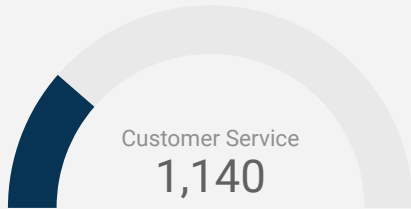
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,071



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,071



Driver's License
125



First Aid
273



Regular Access to a Vehicle
374



Criminal Record Check
499



Microsoft Office
490



Food Safety
52

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 | 269 | 27.8 | 20 |
| 2. | 4412 | Home support workers housekeepers and related occupations | NOC Skill Level C | 119 | 44.7 | 20 |
| 3. | 7511 | Transport truck drivers | NOC Skill Level C | 99 | 27.2 | 20 |
| 4. | 1241 | Administrative assistants | NOC Skill Level B | 92 | 20.5 | 20 |
| 5. | 6552 | Other customer and information services representatives | NOC Skill Level C | 85 | 42.1 | 20 |
| 6. | 6322 | Cooks | NOC Skill Level B | 82 | 27.7 | 20 |
| 7. | 0621 | Retail and wholesale trade managers | NOC Skill Level A | 77 | 28.3 | 20 |
| 8. | 7452 | Material handlers | NOC Skill Level C | 74 | 37.0 | 20 |
| 9. | 7514 | Delivery and courier service drivers | NOC Skill Level C | 68 | 24.3 | 20 |
| 10. | 6731 | Light duty cleaners | NOC Skill Level D | 61 | 24.1 | 20 |
| 11. | 6711 | Food counter attendants kitchen helpers and related support occupations | NOC Skill Level D | 58 | 26.8 | 20 |
| 12. | 4212 | Social and community service workers | NOC Skill Level B | 53 | 21.5 | 20 |
| 13. | 1411 | General office support workers | NOC Skill Level C | 48 | 28.9 | 20 |
| 14. | 7321 | Automotive service technicians truck and bus mechanics and mechanical repairers | NOC Skill Level B | 46 | 47.6 | 20 |
| 15. | 1414 | Receptionists | NOC Skill Level C | 36 | 18.5 | 20 |
| 16. | 6611 | Cashiers | NOC Skill Level D | 36 | 19.9 | 20 |
| 17. | 6211 | Retail sales supervisors | NOC Skill Level B | 34 | 19.4 | 20 |
| 18. | 1114 | Other financial officers | NOC Skill Level A | 34 | 17.2 | 20 |
| 19. | 7521 | Heavy equipment operators (except crane) | NOC Skill Level C | 34 | 43.9 | 20 |
| 20. | 7312 | Heavy-duty equipment mechanics | NOC Skill Level B | 34 | 24.8 | 20 |
| 21. | 6541 | Security guards and related security service occupations | NOC Skill Level C | 33 | 29.6 | 20 |
| 22. | 7271 | Carpenters | NOC Skill Level B | 31 | 27.6 | 20 |
| 23. | 2131 | Civil engineers | NOC Skill Level A | 30 | 35.9 | 20 |
| 24. | 3233 | Licensed practical nurses | NOC Skill Level B | 29 | 20.3 | 20 |
| 25. | 6513 | Food and beverage servers | NOC Skill Level C | 29 | 29.6 | 20 |
| 26. | 4152 | Social workers | NOC Skill Level A | 28 | 23.5 | 20 |
| 27. | 5254 | Program leaders and instructors in recreation sport and fitness | NOC Skill Level B | 28 | 35.0 | 20 |
| 28. | 3219 | Other medical technologists and technicians (except dental health) | NOC Skill Level B | 26 | 19.8 | 20 |
| 29. | 1521 | Shippers and receivers | NOC Skill Level C | 26 | 19.9 | 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 | 269 | 27.8 | 20 |
| 2. | 751 | Motor vehicle and transit drivers | NOC Skill Level C | 172 | 26.3 | 20 |
| 3. | 441 | Home care providers and educational support occupations | NOC Skill Level C | 122 | 43.5 | 20 |
| 4. | 124 | Office administrative assistants - general, legal and medical | NOC Skill Level B | 113 | 19.6 | 20 |
| 5. | 673 | Cleaners | NOC Skill Level D | 106 | 22.6 | 20 |
| 6. | 655 | Customer and information services representatives | NOC Skill Level C | 92 | 40.6 | 20 |
| 7. | 141 | General office workers | NOC Skill Level C | 91 | 23.3 | 20 |
| 8. | 632 | Chefs and cooks | NOC Skill Level B | 90 | 35.6 | 20 |
| 9. | 421 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 84 | 37.4 | 20 |
| 10. | 062 | Retail and wholesale trade managers | NOC Skill Level A | 77 | 28.3 | 20 |
| 11. | 745 | Longshore workers and material handlers | NOC Skill Level C | 75 | 36.7 | 20 |
| 12. | 213 | Civil, mechanical, electrical and chemical engineers | NOC Skill Level A | 64 | 31.0 | 20 |
| 13. | 152 | Supply chain logistics, tracking and scheduling co-ordination occupations | NOC Skill Level C | 64 | 19.9 | 20 |
| 14. | 731 | Machinery and transportation equipment mechanics (except motor vehicles) | NOC Skill Level B | 64 | 25.2 | 20 |
| 15. | 732 | Automotive service technicians | NOC Skill Level B | 59 | 50.7 | 20 |
| 16. | 671 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 58 | 26.8 | 20 |
| 17. | 122 | Administrative and regulatory occupations | NOC Skill Level B | 51 | 19.3 | 20 |
| 18. | 111 | Auditors, accountants and investment professionals | NOC Skill Level A | 51 | 17.2 | 20 |
| 19. | 321 | Medical technologists and technicians (except dental health) | NOC Skill Level B | 51 | 20.2 | 20 |
| 20. | 341 | Assisting occupations in support of health services | NOC Skill Level C | 50 | 33.5 | 20 |
| 21. | 651 | Occupations in food and beverage service | NOC Skill Level C | 46 | 24.7 | 20 |
| 22. | 752 | Heavy equipment operators | NOC Skill Level C | 45 | 38.9 | 20 |
| 23. | 323 | Other technical occupations in health care | NOC Skill Level B | 43 | 20.4 | 20 |
| 24. | 631 | Service supervisors | NOC Skill Level B | 38 | 82.6 | 20 |
| 25. | 415 | Social and community service professionals | NOC Skill Level A | 38 | 33.0 | 20 |
| 26. | 661 | Cashiers | NOC Skill Level D | 36 | 19.9 | 20 |
| 27. | 621 | Retail sales supervisors | NOC Skill Level B | 34 | 19.4 | 20 |
| 28. | 622 | Technical sales specialists in wholesale trade and retail and wholesale buyers | NOC Skill Level B | 34 | 36.1 | 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 | 284 | 28.4 | 20 |
| 2. | 75 | Transport and heavy equipment operation and related maintenance occupations | NOC Skill Level C | 233 | 28.7 | 20 |
| 3. | 65 | Service representatives and other customer and personal services occupations | NOC Skill Level C | 202 | 34.7 | 20 |
| 4. | 12 | Administrative and financial supervisors and administrative occupations | NOC Skill Level B | 180 | 19.5 | 20 |
| 5. | 67 | Service support and other service occupations, n.e.c. | NOC Skill Level D | 173 | 24.8 | 20 |
| 6. | 63 | Service supervisors and specialized service occupations | NOC Skill Level B | 163 | 42.0 | 20 |
| 7. | 72 | Industrial, electrical and construction trades | NOC Skill Level B | 162 | 36.4 | 20 |
| 8. | 73 | Maintenance and equipment operation trades | NOC Skill Level B | 144 | 36.9 | 20 |
| 9. | 14 | Office support occupations | NOC Skill Level C | 135 | 22.2 | 20 |
| 10. | 44 | Care providers and educational, legal and public protection support occupations | NOC Skill Level C | 124 | 42.8 | 20 |
| 11. | 21 | Professional occupations in natural and applied sciences | NOC Skill Level A | 120 | 35.2 | 20 |
| 12. | 06 | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 105 | 32.1 | 20 |
| 13. | 32 | Technical occupations in health | NOC Skill Level B | 99 | 22.9 | 20 |
| 14. | 62 | Retail sales supervisors and specialized sales occupations | NOC Skill Level B | 92 | 25.4 | 20 |
| 15. | 22 | Technical occupations related to natural and applied sciences | NOC Skill Level B | 88 | 33.3 | 20 |
| 16. | 31 | Professional occupations in health (except nursing) | NOC Skill Level A | 88 | 25.4 | 20 |
| 17. | 74 | Other installers, repairers and servicers and material handlers | NOC Skill Level C | 86 | 34.4 | 20 |
| 18. | 42 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 84 | 37.4 | 20 |
| 19. | 11 | Professional occupations in business and finance | NOC Skill Level A | 72 | 19.9 | 20 |
| 20. | 15 | Distribution, tracking and scheduling co-ordination occupations | NOC Skill Level C | 72 | 19.6 | 20 |
| 21. | 01 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 60 | 20.4 | 20 |
| 22. | 41 | Professional occupations in law and social, community and government services | NOC Skill Level A | 60 | 28.7 | 20 |
| 23. | 66 | Sales support occupations | NOC Skill Level D | 55 | 19.8 | 20 |
| 24. | 34 | Assisting occupations in support of health services | NOC Skill Level C | 50 | 33.5 | 20 |
| 25. | 52 | Technical occupations in art, culture, recreation and sport | NOC Skill Level B | 45 | 33.8 | 20 |
| 26. | 76 | Trades helpers, construction labourers and related occupations | NOC Skill Level D | 35 | 35.0 | 20 |
| 27. | 07 | Managers in customer and personal services, n.e.c. | NOC Skill Level A | 29 | 20.7 | 20 |

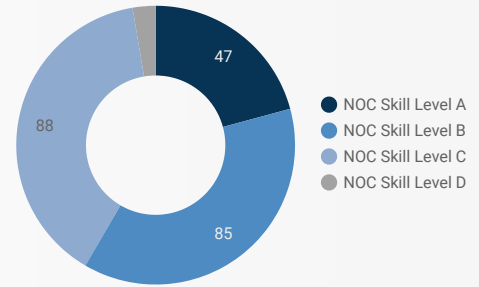
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

| | | | | |
|-----------------|--------------|-----------|-----------|-----------------------------|
| ACTIVE POSTINGS | NEW POSTINGS | COMPANIES | LANGUAGES | # OF DAYS POSTED |
| 442 | 0 | 228 | 1 | AVERAGE: 29.4 MEDIAN: 20 |

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

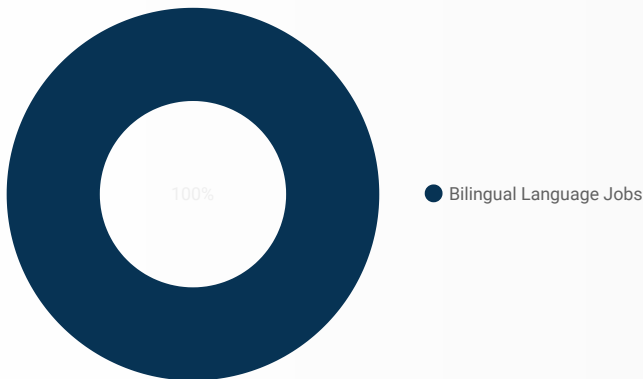
- 47 Skill Level A - Management/ Professional Occupations usually requiring University
- 85 Skill Level B - Usually college education or apprenticeship training
- 88 Skill Level C - Usually secondary education or occupation-specific training
- 6 Skill Level D - Usually on-the-job training



| LANGUAGES | NOC Skill Level A | NOC Skill Level B | NOC Skill Level C | NOC Skill Level D |
|-------------------|-------------------|-------------------|-------------------|-------------------|
| Bilingual Lang... | 47 | 85 | 88 | 6 |

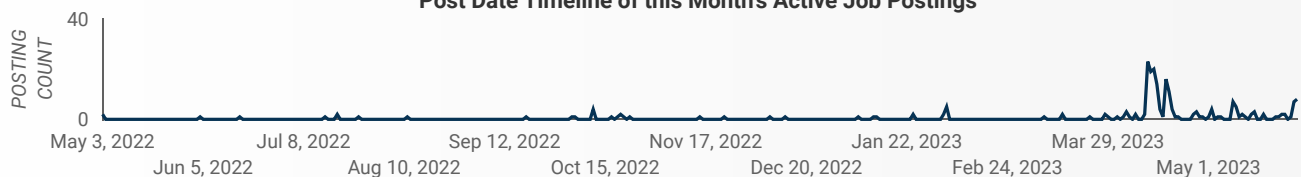
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



| LANGUAGES | POSTING COUNT |
|----------------------------|---------------|
| 1. Bilingual Language Jobs | 442 |

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?

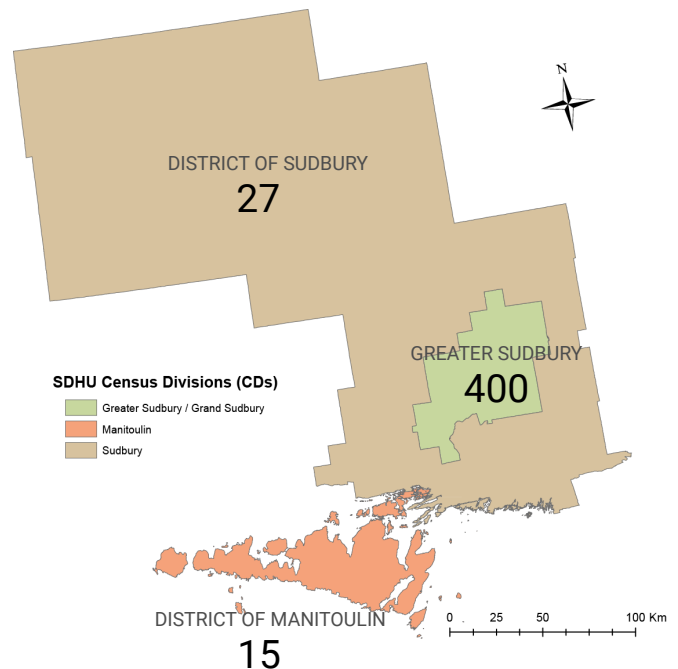
| BROAD OCCUPATIONAL CATEGORY | Bilingual Language Jobs | Grand total |
|--|-------------------------|-------------|
| Business, finance and administration occup... | 60 | 60 |
| Health occupations | 19 | 19 |
| Management occupations | 9 | 9 |
| Natural and applied sciences and related o... | 17 | 17 |
| Natural resources, agriculture and related p... | 1 | 1 |
| Occupations in art, culture, recreation and s... | 14 | 14 |
| Occupations in education, law and social, c... | 28 | 28 |
| Occupations in manufacturing and utilities | 3 | 3 |
| Sales and service occupations | 41 | 41 |
| Trades, transport and equipment operators ... | 34 | 34 |
| Grand total | 226 | 226 |

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 | 400 | 28.3 | 20 |
| 2. Town of Espanola | 19 | 40.7 | 25 |
| 3. District of Sudbury Unorganized | 6 | 30.0 | 30 |
| 4. Manitoulin Unorganized | 6 | 32.3 | 20 |
| 5. Town of Gore Bay | 5 | 28.6 | 20 |
| 6. Town of French River | 2 | 20.0 | 20 |
| 7. Tehkummah Township | 1 | 14.0 | 14 |
| 8. Central Manitoulin | 1 | 20.0 | 20 |
| | | 1 - 10 / 10 | < > |

| DISTRICT | JOB LANGUAGES | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|---------------------------|---------------|----------------------------|-------------------------------|
| 1. Greater Sudbury | 400 | 28.3 | 20 |
| 2. District of Sudbury | 27 | 36.9 | 25 |
| 3. District of Manitoulin | 15 | 37.8 | 20 |



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

| 4 DIGIT NOC NAME | POSTINGS |
|--|----------|
| 1. Retail salespersons | 14 |
| 2. Administrative assistants | 14 |
| 3. Home support workers housekeepers and re... | 10 |
| 4. Program leaders and instructors in recreatio... | 10 |
| 5. University professors and lecturers | 8 |
| 6. Receptionists | 7 |
| 7. Inspectors in public and environmental healt... | 6 |
| 8. Other customer and information services rep... | 6 |
| 9. Roofers and shinglers | 5 |
| 10. Delivery and courier service drivers | 5 |
| 11. Transport truck drivers | 5 |
| 12. General office support workers | 5 |
| 13. Material handlers | 4 |
| 14. Dental assistants | 4 |
| 15. Professional occupations in advertising mar... | 4 |
| 16. Other financial officers | 4 |
| 17. Hotel front desk clerks | 4 |
| 18. User support technicians | 4 |
| 19. Licensed practical nurses | 3 |
| 20. Accounting and related clerks | 3 |
| 21. Nurse aides orderlies and patient service as... | 3 |
| 22. Dispatchers | 3 |
| 23. Dentists | 2 |
| 24. Professional occupations in business manag... | 2 |
| 25. Operators and attendants in amusement rec... | 2 |
| 26. Carpenters | 2 |
| 27. Welders and related machine operators | 2 |
| 28. Cooks | 2 |
| 29. Retail and wholesale trade managers | 2 |
| 30. Payroll administrators | 2 |
| 31. Dental hygienists and dental therapists | 2 |

1 - 99 / 99 < >

MULTILINGUAL HIRING EMPLOYERS

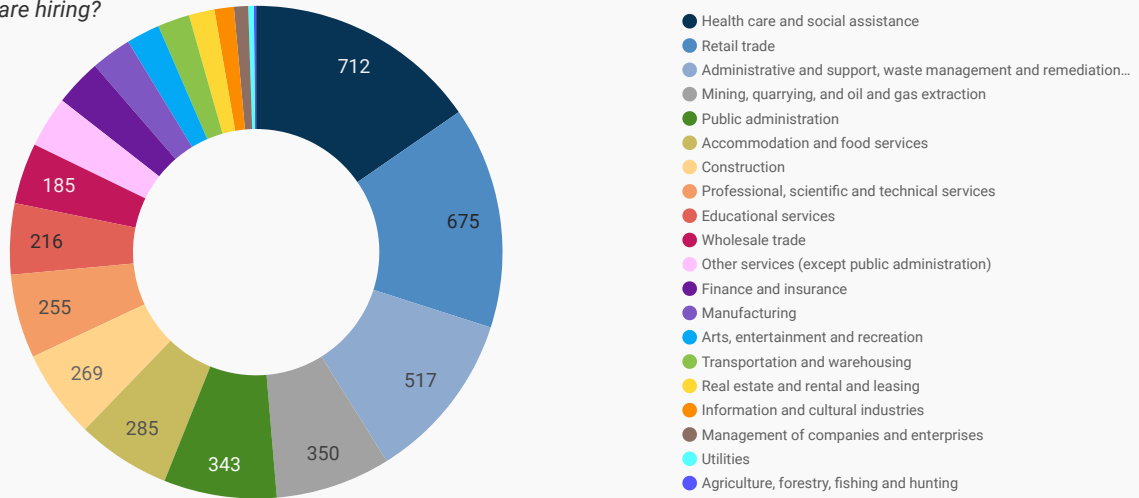
Which employers are seeking multilingual candidates?

| COMPANY | POSTINGS |
|---|----------|
| 1. Laurentian University | 23 |
| 2. Employment Options | 19 |
| 3. North Bay Regional Health Centre | 13 |
| 4. City of Greater Sudbury | 12 |
| 5. Collège Boréal | 10 |
| 6. The Canadian Mental Health Association- Sudbury/Manitoulin | 10 |
| 7. Le Carrefour Francophone | 8 |
| 8. Conseil scolaire public du Grand Nord de l'Ontario (CSPGNO) | 8 |
| 9. Carrefour francophone de Sudbury | 8 |
| 10. Science North (ASK - After School Science Kids) | 7 |
| 11. Conseil scolaire public du Grand Nord de l'Ontario | 6 |
| 12. Flynn Canada Ltd. | 6 |
| 13. Dr. Karine Carpentier Dentistry Professional Corporation | 6 |
| 14. Monarch Recovery Services | 5 |
| 15. Legend Boats | 5 |
| 16. Maison McCulloch Hospice | 5 |
| 17. Ministry of Labour, Immigration, Training and Skills Development | 5 |
| 18. Sandvik Canada Inc. - Lively in Greater Sudbury, ON | 4 |
| 19. Espanola Regional Hospital & Health Centre | 4 |
| 20. NTT Business Process Outsourcing | 4 |
| 21. Government Of Canada | 4 |
| 22. Sudbury Integrated Nickel Operations, A Glencore Company | 4 |
| 23. Home and Community Care Support Services | 3 |
| 24. Goodman School of Mines - Laurentian University | 3 |
| 25. Foundever | 3 |
| 26. VON Canada | 3 |
| 27. Rine Restaurant | 3 |

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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 | 712 | 23.2 | 20 |
| 2. | Retail trade | 44-45 | 675 | 23.8 | 20 |
| 3. | Administrative and support, waste management and remediation services | 56 | 517 | 52.9 | 20 |
| 4. | Mining, quarrying, and oil and gas extraction | 21 | 350 | 25.9 | 20 |
| 5. | Public administration | 91 | 343 | 21.1 | 20 |
| 6. | Accommodation and food services | 72 | 285 | 31.6 | 20 |
| 7. | Construction | 23 | 269 | 28.5 | 20 |
| 8. | Professional, scientific and technical services | 54 | 255 | 22.7 | 20 |
| 9. | Educational services | 61 | 216 | 25.8 | 20 |
| 10. | Wholesale trade | 41 | 185 | 23.1 | 20 |
| 11. | Other services (except public administration) | 81 | 156 | 30.7 | 20 |
| 12. | Finance and insurance | 52 | 143 | 21.1 | 20 |
| 13. | Manufacturing | 31-33 | 123 | 30.2 | 20 |
| 14. | Arts, entertainment and recreation | 71 | 102 | 24.9 | 20 |
| 15. | Transportation and warehousing | 48-49 | 97 | 22.4 | 20 |
| 16. | Real estate and rental and leasing | 53 | 78 | 19.5 | 20 |
| 17. | Information and cultural industries | 51 | 59 | 22.8 | 20 |
| 18. | Management of companies and enterprises | 55 | 43 | 25.1 | 20 |
| 19. | Utilities | 22 | 17 | 15.5 | 14 |
| 20. | Agriculture, forestry, fishing and hunting | 11 | 7 | 18.0 | 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 | 494 | 54.9 | 20 |
| 2. | Mining and quarrying (except oil and gas) | 212 | 273 | 24.3 | 20 |
| 3. | Professional, scientific and technical services | 541 | 255 | 22.7 | 20 |
| 4. | Ambulatory health care services | 621 | 223 | 31.9 | 20 |
| 5. | Food services and drinking places | 722 | 220 | 31.7 | 20 |
| 6. | Educational services | 611 | 216 | 25.8 | 20 |
| 7. | Social assistance | 624 | 208 | 20.7 | 20 |
| 8. | Local, municipal and regional public administration | 913 | 190 | 19.3 | 20 |
| 9. | Specialty trade contractors | 238 | 159 | 27.1 | 20 |
| 10. | Hospitals | 622 | 147 | 16.7 | 20 |
| 11. | Nursing and residential care facilities | 623 | 134 | 20.4 | 20 |
| 12. | Credit intermediation and related activities | 522 | 104 | 18.5 | 20 |
| 13. | Building material and garden equipment and supplies dealers | 444 | 104 | 22.4 | 20 |
| 14. | Clothing and clothing accessories stores | 448 | 100 | 24.2 | 20 |
| 15. | Motor vehicle and parts dealers | 441 | 97 | 22.8 | 20 |
| 16. | Amusement, gambling and recreation industries | 713 | 94 | 25.7 | 20 |
| 17. | Food and beverage stores | 445 | 77 | 19.9 | 20 |
| 18. | Support activities for mining, and oil and gas extraction | 213 | 77 | 30.9 | 20 |
| 19. | Machinery, equipment and supplies merchant wholesalers | 417 | 74 | 22.2 | 20 |
| 20. | General merchandise stores | 452 | 74 | 21.7 | 20 |
| 21. | Provincial and territorial public administration | 912 | 72 | 31.6 | 20 |
| 22. | Miscellaneous store retailers | 453 | 66 | 21.0 | 20 |
| 23. | Religious, grant-making, civic, and professional and similar organizations | 813 | 66 | 26.0 | 20 |
| 24. | Accommodation services | 721 | 65 | 31.2 | 20 |
| 25. | Building material and supplies merchant wholesalers | 416 | 62 | 24.2 | 20 |
| 26. | Construction of buildings | 236 | 61 | 21.8 | 20 |
| 27. | Repair and maintenance | 811 | 59 | 39.2 | 20 |
| 28. | Health and personal care stores | 446 | 53 | 35.0 | 20 |
| 29. | Heavy and civil engineering construction | 237 | 49 | 41.7 | 20 |
| 30. | Management of companies and enterprises | 551 | 43 | 25.1 | 20 |
| 31. | Rental and leasing services | 532 | 42 | 19.9 | 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. | Employment services | 5613 | 348 | 67.5 | 22 |
| 2. | Metal ore mining | 2122 | 269 | 24.3 | 20 |
| 3. | Full-service restaurants and limited-service eating places | 7225 | 192 | 34.5 | 20 |
| 4. | Other local, municipal and regional public administration | 9139 | 188 | 19.4 | 20 |
| 5. | General medical and surgical hospitals | 6221 | 147 | 16.7 | 20 |
| 6. | Individual and family services | 6241 | 132 | 19.8 | 20 |
| 7. | Community care facilities for the elderly | 6233 | 104 | 21.0 | 20 |
| 8. | Architectural, engineering and related services | 5413 | 103 | 22.9 | 20 |
| 9. | Building material and supplies dealers | 4441 | 100 | 22.1 | 20 |
| 10. | Home health care services | 6216 | 98 | 43.3 | 20 |
| 11. | Elementary and secondary schools | 6111 | 84 | 31.1 | 20 |
| 12. | Services to buildings and dwellings | 5617 | 79 | 20.8 | 20 |
| 13. | Clothing stores | 4481 | 77 | 25.0 | 20 |
| 14. | Support activities for mining, and oil and gas extraction | 2131 | 77 | 30.9 | 20 |
| 15. | Depository credit intermediation | 5221 | 76 | 18.2 | 20 |
| 16. | Child day-care services | 6244 | 75 | 23.2 | 20 |
| 17. | Department stores | 4521 | 74 | 21.7 | 20 |
| 18. | Grocery stores | 4451 | 73 | 19.6 | 20 |
| 19. | Other amusement and recreation industries | 7139 | 67 | 25.0 | 20 |
| 20. | Construction, forestry, mining, and industrial machinery, equipment and supplies merchant wholesalers | 4172 | 65 | 22.9 | 20 |
| 21. | Traveller accommodation | 7211 | 62 | 31.9 | 20 |
| 22. | Management, scientific and technical consulting services | 5416 | 61 | 21.9 | 20 |
| 23. | Building equipment contractors | 2382 | 59 | 24.1 | 20 |
| 24. | Community colleges and C.E.G.E.P.s | 6112 | 56 | 20.3 | 20 |
| 25. | Other specialty trade contractors | 2389 | 54 | 30.4 | 20 |
| 26. | Universities | 6113 | 54 | 19.8 | 20 |
| 27. | Health and personal care stores | 4461 | 53 | 35.0 | 20 |
| 28. | Automotive repair and maintenance | 8111 | 53 | 41.4 | 20 |
| 29. | Management of companies and enterprises | 5511 | 43 | 25.1 | 20 |
| 30. | Other miscellaneous store retailers | 4539 | 42 | 23.0 | 20 |
| 31. | Aboriginal public administration | 9141 | 42 | 12.9 | 13 |

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 | 348 | 67.5 | 22 |
| 2. | Copper, nickel, lead and zinc ore mining | 21223 | 218 | 26.2 | 20 |
| 3. | Full-service restaurants and limited-service eating places | 72251 | 192 | 34.5 | 20 |
| 4. | Other local, municipal and regional public administration | 91391 | 188 | 19.4 | 20 |
| 5. | General medical and surgical hospitals | 62211 | 147 | 16.7 | 20 |
| 6. | Community care facilities for the elderly | 62331 | 104 | 21.0 | 20 |
| 7. | Engineering services | 54133 | 99 | 23.1 | 20 |
| 8. | Home health care services | 62161 | 98 | 43.3 | 20 |
| 9. | Hardware stores | 44413 | 89 | 22.1 | 20 |
| 10. | Elementary and secondary schools | 61111 | 84 | 31.1 | 20 |
| 11. | Other individual and family services | 62419 | 83 | 20.2 | 20 |
| 12. | Support activities for mining, and oil and gas extraction | 21311 | 77 | 30.9 | 20 |
| 13. | Child day-care services | 62441 | 75 | 23.2 | 20 |
| 14. | Department stores | 45211 | 74 | 21.7 | 20 |
| 15. | Banking | 52211 | 71 | 18.7 | 20 |
| 16. | Supermarkets and other grocery (except convenience) stores | 44511 | 65 | 19.7 | 20 |
| 17. | Community colleges and C.E.G.E.P.s | 61121 | 56 | 20.3 | 20 |
| 18. | Hotels (except casino hotels) and motels | 72111 | 54 | 33.1 | 20 |
| 19. | Universities | 61131 | 54 | 19.8 | 20 |
| 20. | Janitorial services | 56172 | 53 | 20.9 | 20 |
| 21. | Fitness and recreational sports centres | 71394 | 52 | 22.2 | 20 |
| 22. | Iron ore mining | 21221 | 44 | 14.7 | 14 |
| 23. | Management of companies and enterprises | 55111 | 43 | 25.1 | 20 |
| 24. | Aboriginal public administration | 91411 | 42 | 12.9 | 13 |
| 25. | Management consulting services | 54161 | 41 | 21.0 | 20 |
| 26. | Other provincial and territorial public administration | 91291 | 39 | 36.0 | 20 |
| 27. | Plumbing, heating and air-conditioning contractors | 23822 | 39 | 25.4 | 20 |
| 28. | All other miscellaneous store retailers | 45399 | 39 | 23.2 | 20 |
| 29. | Residential building construction | 23611 | 36 | 23.8 | 20 |
| 30. | Electronics and appliance stores | 44314 | 35 | 32.7 | 20 |
| 31. | General freight trucking, long distance | 48412 | 34 | 19.8 | 20 |

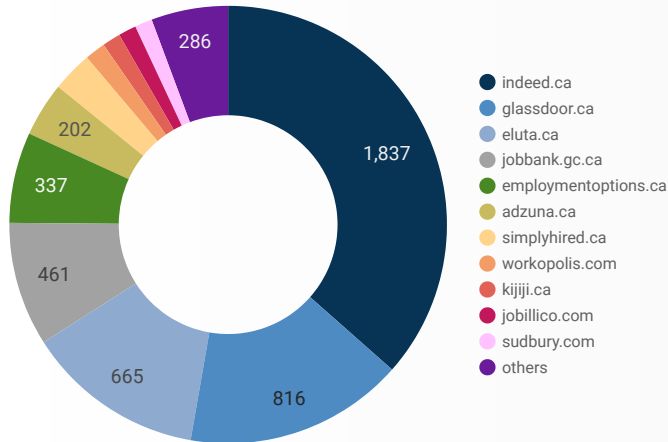
TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

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 | 348 | 67.5 | 22 |
| 2. | Nickel-copper ore mining | 212232 | 215 | 26.3 | 20 |
| 3. | Other local, municipal and regional public administration | 913910 | 188 | 19.4 | 20 |
| 4. | General (except paediatric) hospitals | 622111 | 147 | 16.7 | 20 |
| 5. | Community care facilities for the elderly | 623310 | 104 | 21.0 | 20 |
| 6. | Limited-service eating places | 722512 | 101 | 47.7 | 20 |
| 7. | Engineering services | 541330 | 99 | 23.1 | 20 |
| 8. | Home health care services | 621610 | 98 | 43.3 | 20 |
| 9. | Full-service restaurants | 722511 | 91 | 23.6 | 20 |
| 10. | Hardware stores | 444130 | 89 | 22.1 | 20 |
| 11. | Elementary and secondary schools | 611110 | 84 | 31.1 | 20 |
| 12. | Other individual and family services | 624190 | 83 | 20.2 | 20 |
| 13. | Child day-care services | 624410 | 75 | 23.2 | 20 |
| 14. | Department stores | 452110 | 74 | 21.7 | 20 |
| 15. | Other support activities for mining | 213119 | 71 | 31.8 | 20 |
| 16. | Personal and commercial banking industry | 522111 | 71 | 18.7 | 20 |
| 17. | Supermarkets and other grocery (except convenience) stores | 445110 | 65 | 19.7 | 20 |
| 18. | Community colleges and C.E.G.E.P.s | 611210 | 56 | 20.3 | 20 |
| 19. | Universities | 611310 | 54 | 19.8 | 20 |
| 20. | Fitness and recreational sports centres | 713940 | 52 | 22.2 | 20 |
| 21. | Janitorial services (except window cleaning) | 561722 | 46 | 19.8 | 20 |
| 22. | Hotels | 721111 | 45 | 26.2 | 20 |
| 23. | Iron ore mining | 212210 | 44 | 14.7 | 14 |
| 24. | Wholesale trade | 914110 | 42 | 12.9 | 13 |
| 25. | Other provincial and territorial public administration | 912910 | 39 | 36.0 | 20 |
| 26. | Plumbing, heating and air-conditioning contractors | 238220 | 39 | 25.4 | 20 |
| 27. | Residential building construction | 236110 | 36 | 23.8 | 20 |
| 28. | Site preparation contractors | 238910 | 33 | 34.4 | 20 |
| 29. | Appliance, television and other electronics stores | 443143 | 33 | 33.3 | 20 |
| 30. | General freight trucking, long distance, truck-load | 484121 | 33 | 19.8 | 20 |
| 31. | Pharmacies and drug stores | 446110 | 32 | 26.0 | 20 |

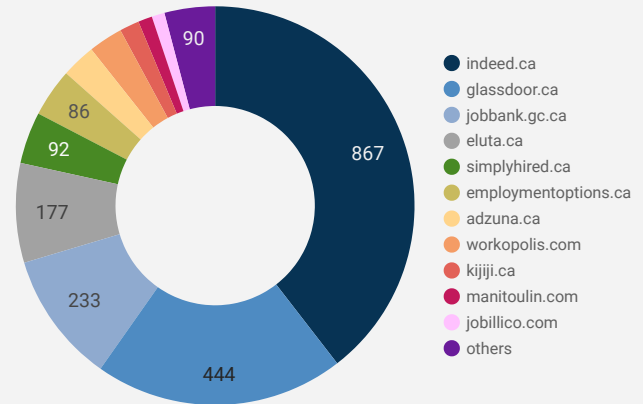
JOB POSTINGS BY JOB BOARD

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 | 1,837 | 22.0 | 20 | 867 |
| 2. | glassdoor.ca | 816 | 19.9 | 20 | 444 |
| 3. | eluta.ca | 665 | 19.8 | 20 | 177 |
| 4. | jobbank.gc.ca | 461 | 68.0 | 37 | 233 |
| 5. | employmentoptions.ca | 337 | 59.4 | 25 | 86 |
| 6. | adzuna.ca | 202 | 14.0 | 14 | 61 |
| 7. | simplyhired.ca | 150 | 19.5 | 20 | 92 |
| 8. | workopolis.com | 77 | | | 61 |
| 9. | kijiji.ca | 68 | 15.8 | 16 | 35 |
| 10. | jobillico.com | 66 | 37.8 | 30 | 23 |
| 11. | sudbury.com | 65 | 12.3 | 10 | 17 |
| 12. | vale.eightfold.ai | 44 | 14.7 | 14 | 1 |
| 13. | manitoulin.com | 37 | 10.6 | 9 | 25 |
| 14. | localwork.ca | 31 | 7.5 | 3 | 18 |
| 15. | gojobs.gov.on.ca | 30 | 26.3 | 17 | 11 |
| 16. | glencorejobs.nga.net.au | 24 | 21.6 | 24 | 2 |
| 17. | careerarc.com | 24 | 106.3 | 26 | 4 |
| 18. | rncareers.ca | 23 | 60.7 | 22 | 7 |