

possible
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JOB DEMAND REPORT

MAY 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
6,601	3,714	1,980	29

OF DAYS POSTED

POSTING DAYS	MEDIAN
15.0	15

-3.2%

REPORT BUILDER

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

OCCUPATION FILTERS

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

OTHER FILTERS

COMMUNITY	▼
COUNTY	▼
JOB BOARD	▼

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

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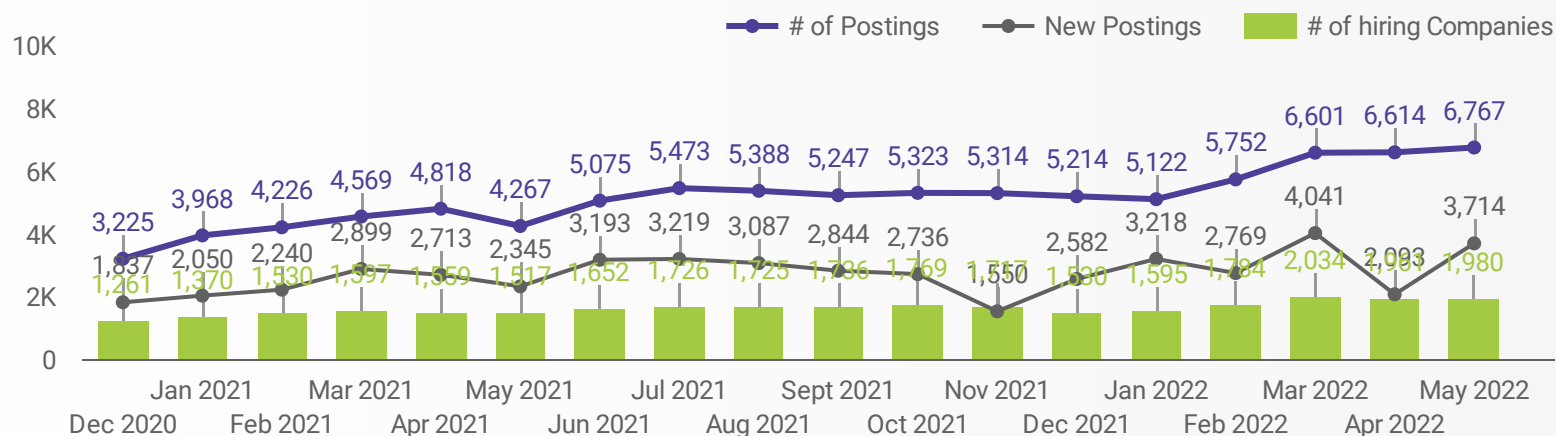
Source:

Job posting data collected by the Possible Made Here website from job boards and employer websites who recruit candidates in Kingston, Frontenac County, and portions of the County of Lennox and Addington as well as United Counties of Leeds and Grenville.



JOB POSTINGS BY MONTH

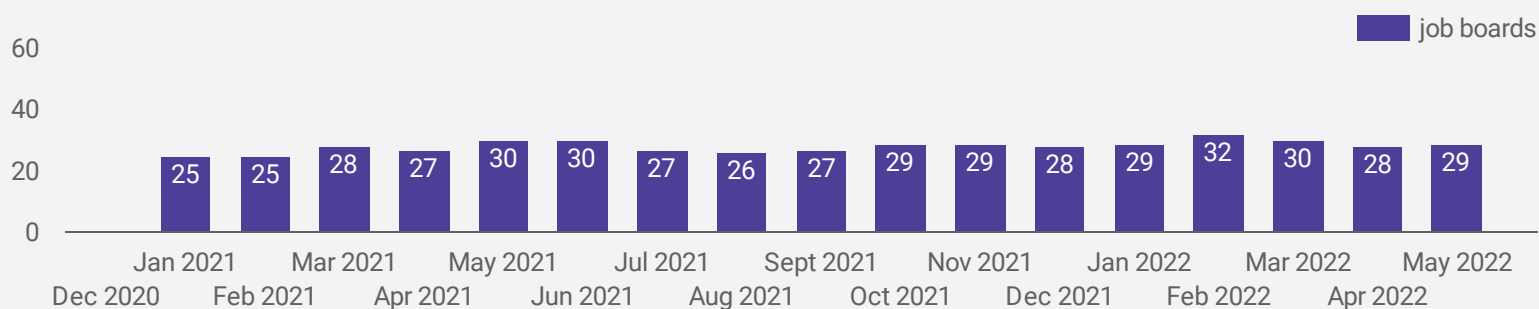
How many job postings were active for at least 1 day this month?



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

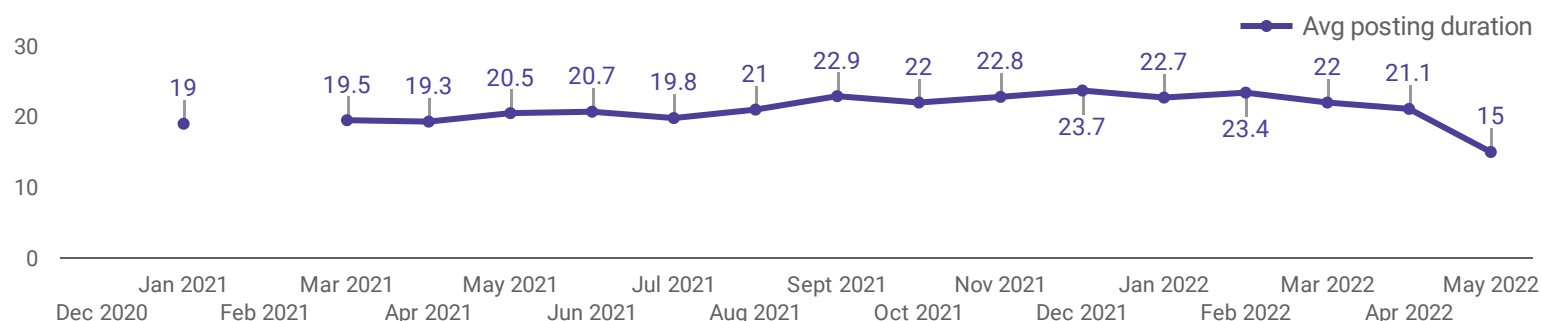
NUMBER OF ACTIVE JOB BOARDS

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



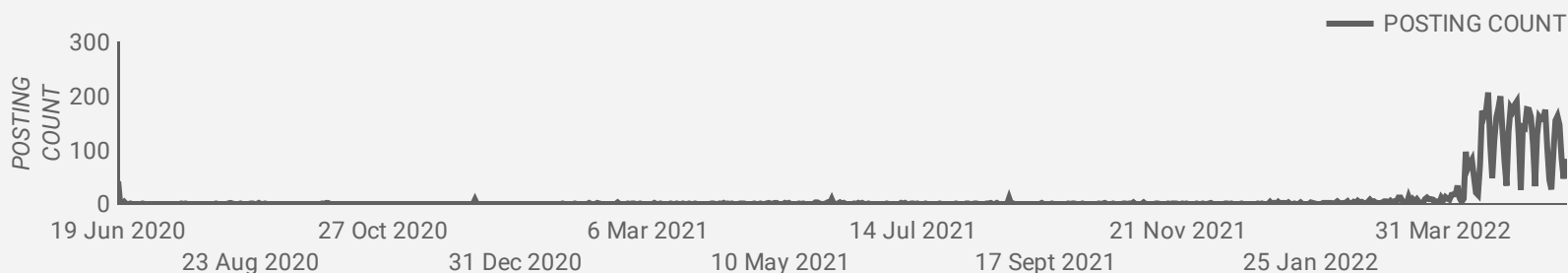
AVG & MEDIAN POSTING LENGTH BY DAYS

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



POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



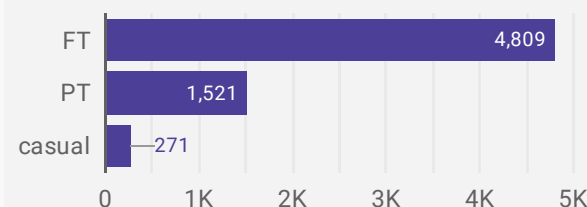
JOB POSTINGS BY MUNICIPALITY

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

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	5,613	21.3	22
2.	Greater Napanee	416	22.5	22
3.	Town of Gananoque	310	18.6	22
4.	Loyalist Township	107	18.9	22
5.	Township of South Frontenac	65	18.4	22
6.	Township of Rideau Lakes	27	24.5	22
7.	Township of Central Frontenac	26	23.5	15
8.	Township of Leeds and the Thousand Islands	17	17.6	19
9.	Town of Westport	12	16.8	15
10.	Township of Frontenac Islands	5	15.5	16
11.	Township of Front of Yonge	2	2.0	2
12.	Township of North Frontenac	1		
	Grand total	6,601	21.2	22

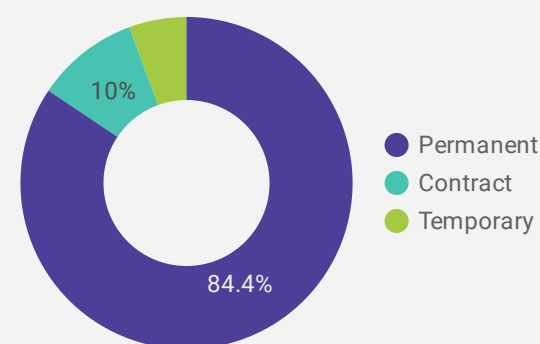
JOB TYPE

Full-time vs Part-time



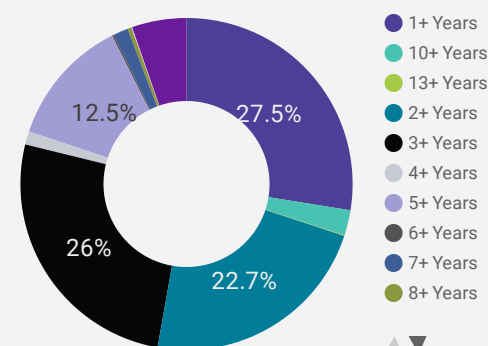
JOB DURATION

Permanency of jobs posted



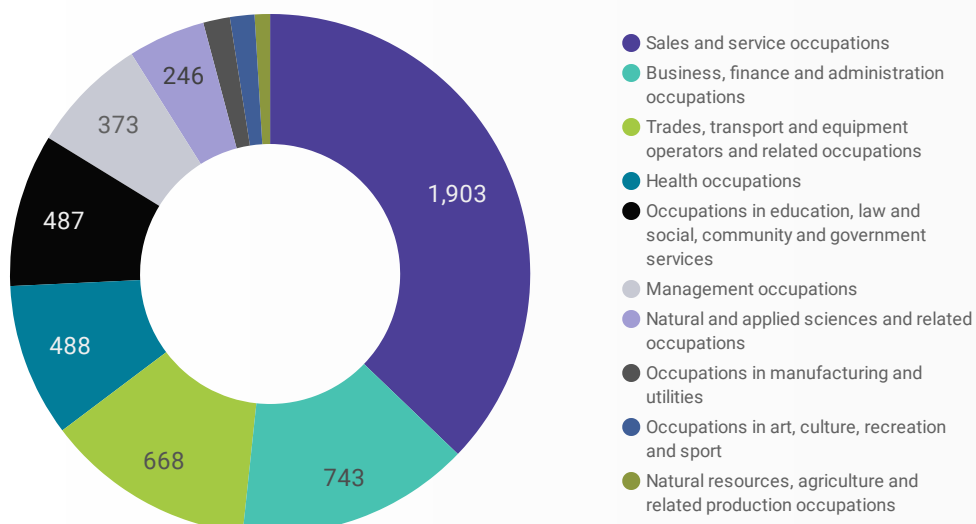
JOB EXPERIENCE

Job Postings by Experience Level Required



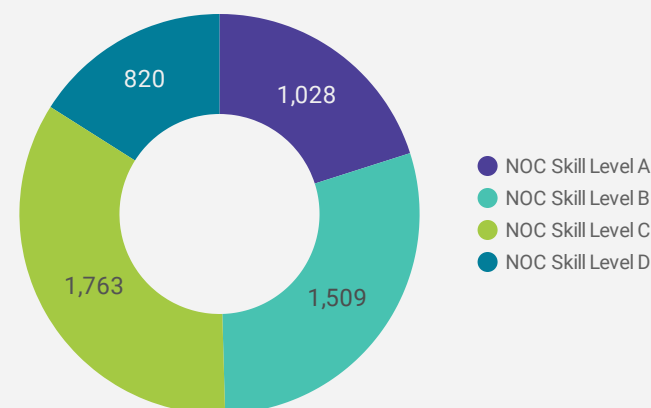
JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



Skill Level A = Usually University education | Skill Level B = Usually College education or Apprenticeship training | Skill Level C = Usually Secondary education or occupation-specific training | Skill Level D = Usually on-the-job training

TOP HIRING EMPLOYERS & AGENCIES

Who is hiring?


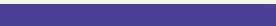

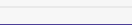

	COMPANY	COMMUNITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Kingston Health Sciences Centre	City of Kingston	285	43.5	22
2.	Queen's University	City of Kingston	202	24.4	16
3.	Kingston Health Sciences Centre / KHSC	City of Kingston	119	21.9	22
4.	Providence Care	City of Kingston	82	21.9	22
5.	City of Kingston	City of Kingston	73	22.9	22
6.	Kijiji	City of Kingston	54	15.0	15
7.	Sienna Living	City of Kingston	54	38.7	29
8.	The City of Kingston	City of Kingston	49	19.5	22
9.	Lowe's	City of Kingston	47	10.6	9
10.	Varsity Tutors	City of Kingston	46	13.7	13
11.	CANADIAN ROYALTIES INC.	City of Kingston	39	19.6	22
12.	CarePartners	City of Kingston	39	3.7	2
13.	Sienna Senior Living	City of Kingston	39	21.3	22
14.	Lennox and Addington County General Hospital	Greater Napanee	38	21.2	22
15.	Sienna Senior Living Inc.	City of Kingston	34	22.0	22
16.	CFMWS	City of Kingston	32	20.7	22
17.	Kingston Community Health Centres	City of Kingston	32	17.4	19
18.	St. Lawrence College	City of Kingston	32	19.3	22
19.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	29	10.5	9
20.	Lonza	City of Kingston	27	25.4	22
21.	Empire Life	City of Kingston	27	22.0	22
22.	Walmart Canada	City of Kingston	27	18.5	21
23.	Allied Universal (G4S Secure Solutions)	City of Kingston	26	18.8	21
24.	Lowe's Canada	City of Kingston	26	22.0	22
25.	Loblaw Companies Limited	City of Kingston	26	19.5	22
26.	Cardinal Health	Town of Gananoque	25	12.9	15
27.	Holiday Inn Kingston Waterfront	City of Kingston	24	20.8	22
28.	Shoppers Drug Mart / Pharmaprix	City of Kingston	24	20.4	22
29.	Revera Inc.	City of Kingston	23	21.9	22
30.	Reliance Home Comfort	City of Kingston	22	18.7	19

TOP HOURLY WAGES IN JOB POSTINGS

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

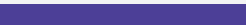


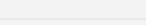
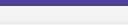

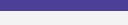


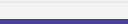
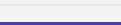
of Minimum Wage Job Postings

150

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Osteopathic Manual Practitioner	KuRated Inc	City of Kingston	150 
2.	Primary Care Physician	KuRated Inc	City of Kingston	150 
3.	Pelvic Floor Physiotherapist (#14742)	KuRated Inc	City of Kingston	115 
4.	Chiropractor	KuRated Inc	City of Kingston	100 
5.	Videographer/photographer For Real Estate	Prime Virtual Media	City of Kingston	100 
6.	Chiropractor	KuRated Care Inc	City of Kingston	100 
7.	Wedding Photographer And/or Videographer	Golden Hour Studios	City of Kingston	100 
8.	Registered Massage Therapist	KuRated Inc	City of Kingston	100 
9.	Psychologist (1.0 FTE)	The Royal Ottawa Mental Health Centre	City of Kingston	70.2 
10.	Operations Manager - Public Works	The City of Kingston	City of Kingston	65.16 
11.	Registered Dental Hygienist	Rideau Town Dental Care	City of Kingston	65 
12.	Nurse Practitioner (P/T)	Kingston Health Sciences Centre / KUSC	City of Kingston	63.4 
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TOP SALARIES IN JOB POSTINGS

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

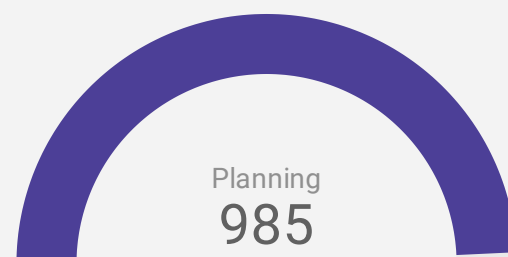
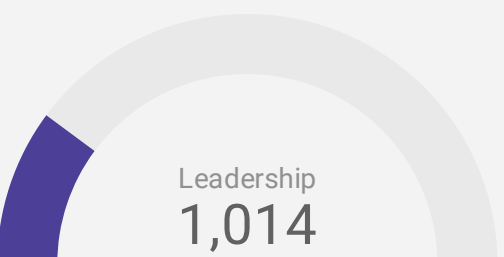
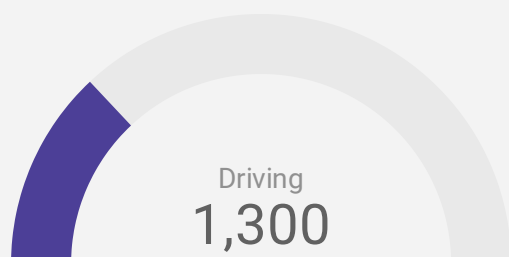
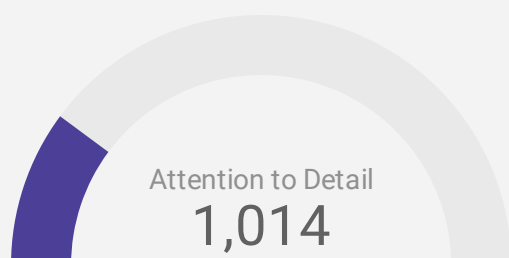
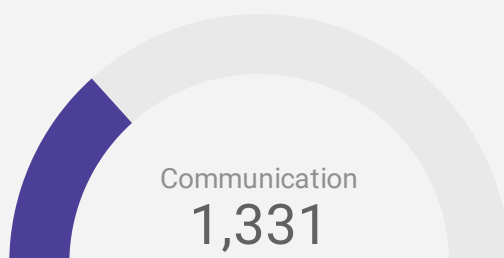
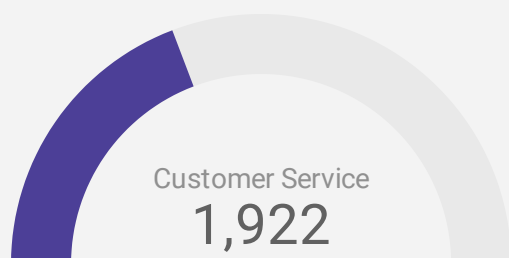
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	B2c Sales Agent	Centennial Windows & Doors	City of Kingston	250,000 
2.	Construction Engineer	Queen's University	City of Kingston	176,600 
3.	Commercial Real Estate Sales Representative / Broker	RTCR	City of Kingston	175,000 
4.	Real Estate Sales Representative	Royal LePage Real Estate	City of Kingston	150,000 
5.	Director Of Maintenance	Queen's University	City of Kingston	130,700 
6.	Area Manager Highway Engineering	Ministry of Transportation	City of Kingston	130,681 
7.	Head, Pre-contract Traffic	Ministry of Transportation	City of Kingston	130,681 
8.	Veterinarian	Bayridge Animal Hospital	City of Kingston	130,000 
9.	Associate Dentist	Anderson Dentistry	City of Kingston	130,000 
10.	Window & Door Installer	Centennial Windows & Doors	City of Kingston	130,000 
11.	Associate Registrar, Systems, Reporting And Scheduling	St. Lawrence College	City of Kingston	122,390 
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

6,601

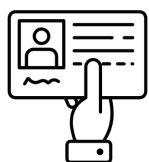


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

6,601

Driver's License
201First Aid
368Regular Access to a Vehicle
311Criminal Record Check
637Microsoft Office
430Food Safety
144

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	381	19.3	22
2.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	196	17.5	15
3.	6731	Light duty cleaners	NOC Skill Level D	153	21.1	22
4.	6322	Cooks	NOC Skill Level B	147	21.2	22
5.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	136	19.2	22
6.	6552	Other customer and information services representatives	NOC Skill Level C	135	28.6	22
7.	621	Retail and wholesale trade managers	NOC Skill Level A	126	21.8	22
8.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	124	17.1	22
9.	1241	Administrative assistants	NOC Skill Level B	90	19.3	22
10.	7511	Transport truck drivers	NOC Skill Level C	89	22.9	22
11.	6541	Security guards and related security service occupations	NOC Skill Level C	87	16.8	15
12.	7452	Material handlers	NOC Skill Level C	78	21.5	22
13.	6513	Food and beverage servers	NOC Skill Level C	74	25.9	22
14.	1414	Receptionists	NOC Skill Level C	73	21.8	22
15.	7611	Construction trades helpers and labourers	NOC Skill Level D	72	21.2	22
16.	4212	Social and community service workers	NOC Skill Level B	71	25.1	22
17.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	71	21.5	22
18.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	69	36.4	22
19.	6211	Retail sales supervisors	NOC Skill Level B	63	15.4	19
20.	6611	Cashiers	NOC Skill Level D	62	20.0	22
21.	1123	Professional occupations in advertising / marketing and public relations	NOC Skill Level A	58	19.1	22
22.	3233	Licensed practical nurses	NOC Skill Level B	57	27.2	22
23.	7514	Delivery and courier service drivers	NOC Skill Level C	57	18.9	22
24.	7271	Carpenters	NOC Skill Level B	55	20.5	22
25.	6623	Other sales related occupations	NOC Skill Level D	53	22.4	22
26.	1221	Administrative officers	NOC Skill Level B	52	18.7	18.5
27.	1243	Medical administrative assistants	NOC Skill Level B	49	23.8	22
28.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	48	27.6	22
29.	1421	Accounting and related clerks	NOC Skill Level C	47	20.4	22

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	381	19.3	22
2.	673	Cleaners	NOC Skill Level D	253	21.1	22
3.	441	Home care providers and educational support occupations	NOC Skill Level C	204	17.1	15
4.	632	Chefs and cooks	NOC Skill Level B	187	20.8	22
5.	662	Other sales support and related occupations	NOC Skill Level D	182	18.5	22
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	174	21.2	22
7.	655	Customer and information services representatives	NOC Skill Level C	153	26.4	22
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	143	20.9	22
9.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	136	19.2	22
10.	062	Retail and wholesale trade managers	NOC Skill Level A	126	21.8	22
11.	141	General office workers	NOC Skill Level C	119	23.6	22
12.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	113	23.5	22
13.	651	Occupations in food and beverage service	NOC Skill Level C	110	23.6	22
14.	122	Administrative and regulatory occupations	NOC Skill Level B	104	25.3	22
15.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	96	29.5	22
16.	323	Other technical occupations in health care	NOC Skill Level B	87	23.7	22
17.	654	Security guards and related security service occupations	NOC Skill Level C	87	16.8	15
18.	111	Auditors, accountants and investment professionals	NOC Skill Level A	82	24.8	22
19.	341	Assisting occupations in support of health services	NOC Skill Level C	80	24.4	22
20.	745	Longshore workers and material handlers	NOC Skill Level C	78	21.5	22
21.	301	Professional occupations in nursing	NOC Skill Level A	76	35.0	22
22.	112	Human resources and business service professionals	NOC Skill Level A	74	19.9	22
23.	761	Trades helpers and labourers	NOC Skill Level D	73	21.2	22
24.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	66	21.3	22
25.	314	Therapy and assessment professionals	NOC Skill Level A	64	20.8	22
26.	415	Social and community service professionals	NOC Skill Level A	63	37.5	22
27.	621	Retail sales supervisors	NOC Skill Level B	63	15.4	19
28.	661	Cashiers	NOC Skill Level D	62	20.0	22
29.	217	Computer and information systems professionals	NOC Skill Level A	59	31.8	11

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	425	22.1	22
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	416	20.4	22
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	402	19.3	22
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	290	21.2	22
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	275	22.9	22
6.	66	Sales support occupations	NOC Skill Level D	244	18.9	22
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	206	21.5	22
8.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	205	17.1	15
9.	32	Technical occupations in health	NOC Skill Level B	190	26.7	22
10.	14	Office support occupations	NOC Skill Level C	186	22.4	22
11.	72	Industrial, electrical and construction trades	NOC Skill Level B	184	21.2	22
12.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	180	21.8	22
13.	11	Professional occupations in business and finance	NOC Skill Level A	156	22.5	22
14.	31	Professional occupations in health (except nursing)	NOC Skill Level A	142	24.5	22
15.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	133	22.2	22
16.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	129	20.7	22
17.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	126	16.8	20.5
18.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	114	29.7	22
19.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	113	28.2	22
20.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	113	23.5	22
21.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	91	20.1	22
22.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	82	21.1	22
23.	34	Assisting occupations in support of health services	NOC Skill Level C	80	24.4	22
24.	30	Professional occupations in nursing	NOC Skill Level A	76	35.0	22
25.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	76	23.8	22
26.	73	Maintenance and equipment operation trades	NOC Skill Level B	67	20.3	22
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	59	20.3	22

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
647NEW POSTINGS
0COMPANIES
194JOB LANGUAGES
8

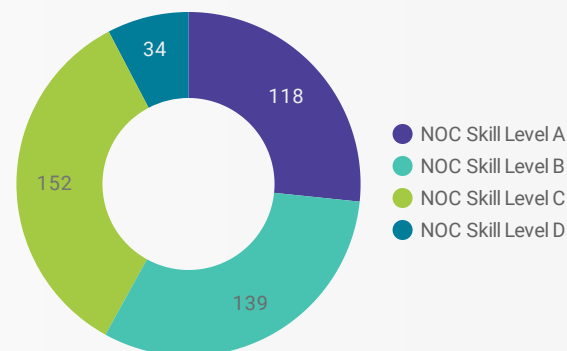
OF DAYS POSTED

AVERAGE
22.7MEDIAN
22

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

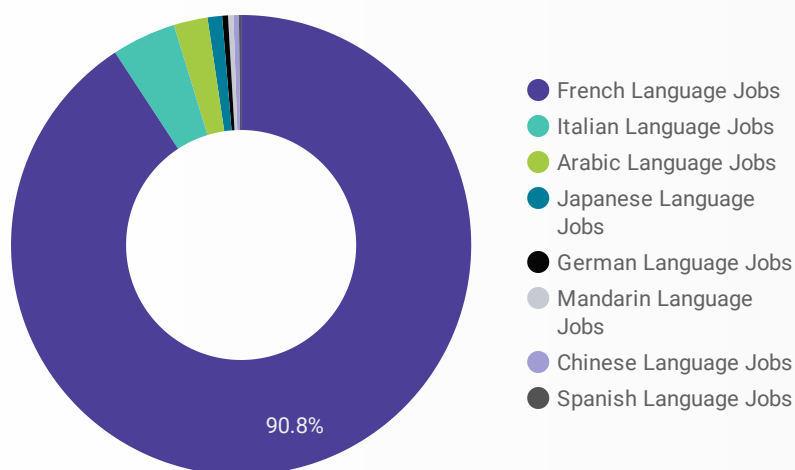
- 118 Skill Level A - Management/ Professional Occupations usually requiring University
- 139 Skill Level B - Usually college education or apprenticeship training
- 152 Skill Level C - Usually secondary education or occupation-specific training
- 34 Skill Level D - Usually on-the-job training



JOB LANGUAGE	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Language Jobs	109	129	145	21
Italian Language Jobs	4	1	4	10
Arabic Language Jobs	4	4	2	
Japanese Language Jobs		2		2
Spanish Language Jobs		2		
Chinese Language Jobs	1	1		
Mandarin Language Jobs				1

LANGUAGE SKILLS BREAKDOWN

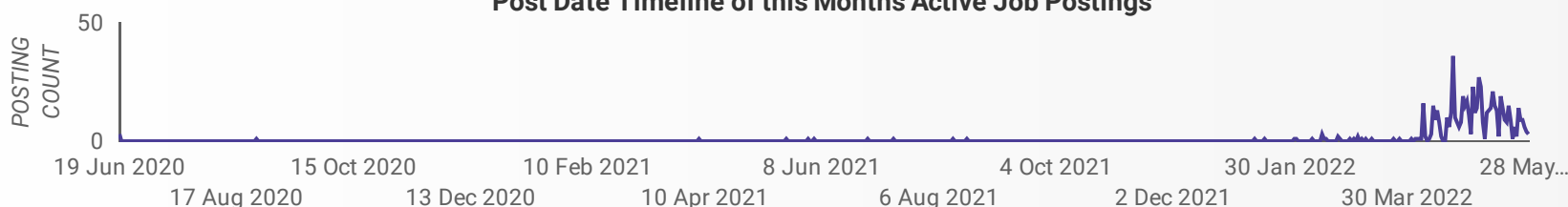
Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	595
2. Italian Language Jobs	22
3. Arabic Language Jobs	18
4. Japanese Language Jobs	4
5. German Language Jobs	2
6. Chinese Language Jobs	2
7. Mandarin Language Jobs	2

1 - 8 / 8 < >

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

What language skills are sought by 1-Digit NOC?

Table 1. Number of occupations in the top 10 languages							
SKILL TYPE NAME	French La...	Italian La...	Arabic La...	Japanese...	Spanish ...	Chinese ...	Grand total
Sales and service occupations	116	14		4	1	1	138
Business, finance and administration occu...	92	4	3			1	100
Occupations in education, law and social, ...	94		5				99
Health occupations	46						46
Natural and applied sciences and related o...	17				1		18
Occupations in art, culture, recreation and ...	12		2				14
Management occupations	14						14
Trades, transport and equipment operator...	10						10
Natural resources, agriculture and related ...	3						3
Occupations in manufacturing and utilities		1					1
Grand total	404	19	10	4	2	2	443

MULTILINGUAL JOB POSTINGS BY COMMUNITY

What language skills are sought by community?

COMMUNITY		JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	600	22.6	22
2.	Greater Napanee	17	28.2	22
3.	Town of Gananoque	12	22.9	22
4.	Township of Central Frontenac	6	18.5	18.5
5.	Loyalist Township	5	22.0	22
6.	Township of Rideau Lakes	4		
7.	Town of Westport	2	22.0	22
8.	Township of South Frontenac	1		
Grand total		647	22.7	22

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS ▾
1. Retail salespersons	49
2. Home support workers / housekeepers and ...	28
3. Administrative assistants	20
4. Social and community service workers	18
5. Other customer and information services re...	17
6. Food counter attendants / kitchen helpers a...	16
7. Professional occupations in advertising / m...	16
8. Social workers	12
9. Security guards and related security service...	10
10. Administrative officers	10
11. Medical administrative assistants	9
12. Insurance adjusters and claims examiners	7
13. Registered nurses and registered psychiatri...	7
14. Accounting and related clerks	6
15. Janitors / caretakers and building superinte...	6
16. Psychologists	6
17. Licensed practical nurses	6
18. Receptionists	6
19. Hotel front desk clerks	5
20. Tour and travel guides	5
21. User support technicians	5
22. Other financial officers	5
23. Nurse aides / orderlies and patient service ...	5
24. Computer network technicians	5
25. Probation and parole officers and related oc...	5
26. Instructors of persons with disabilities	5
27. Elementary school and kindergarten teachers	4
28. Data entry clerks	4
29. Dietitians and nutritionists	4
30. Managers in health care	4
31. Cooks	4
32. Retail and wholesale trade managers	4

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MULTILINGUAL HIRING EMPLOYERS

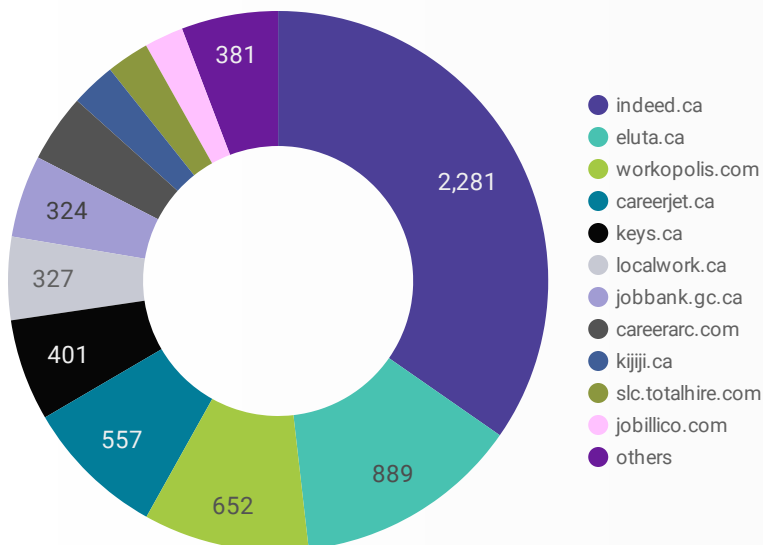
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS ▾
1. Providence Care	49
2. CANADIAN ROYALTIES INC.	37
3. Kingston Community Health Centres	23
4. Kingston Health Sciences Centre	17
5. VON Canada	15
6. Liquor Control Board of Ontario	14
7. Empire Life	13
8. Kingston Community Health Centres / KCHC	13
9. The Source	11
10. Extend-A-Family Kingston	11
11. City of Kingston	11
12. Farm Boy Inc.	11
13. ACFOMI	11
14. Liquor Control Board of Ontario / LCBO	10
15. Family and Children's Services of Frontenac, Lennox and Addington	10
16. Bell	10
17. Farm Boy	10
18. Sitel Group	9
19. VON Canada (Ontario)	9
20. RECIPE	9
21. TELUS International	9
22. The City of Kingston	7
23. Victorian Order of Nurses / VON	7
24. Maltby Centre	7
25. Home and Community Care Support Services South East	6
26. Marine Museum of the Great Lakes at Kingston	6
27. Addictions and Mental Health Services - KFLA	6
28. Kingston Health Sciences Centre / KHSC	6
29. Addiction & Mental Health Services KFLA / AMHS-KFLA	6

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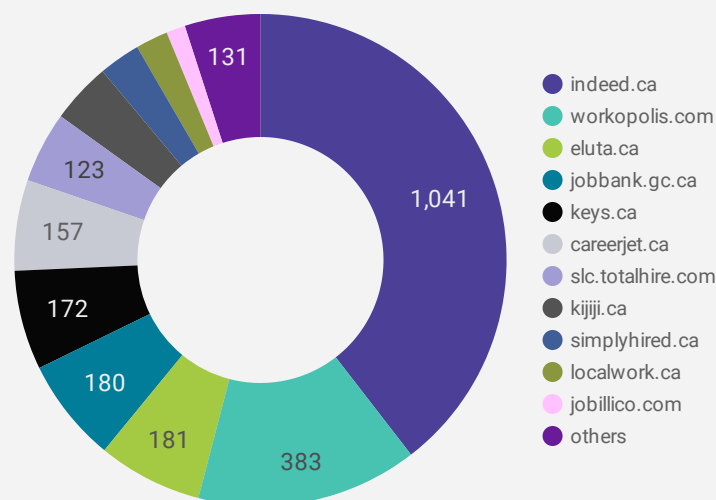
JOB POSTINGS BY JOB BOARD

What share of unique job postings appear on each job board?



COMPANIES BY JOB BOARD

What share of unique job postings appear on each job board?



JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	2,281	21.9	22	1,041
2.	eluta.ca	889	21.9	22	181
3.	workopolis.com	652	15.0	15	383
4.	careerjet.ca	557	22.4	11	157
5.	keys.ca	401	29.2	21	172
6.	localwork.ca	327	5.0	2	56
7.	jobbank.gc.ca	324	23.8	16	180
8.	careerarc.com	268	47.5	29	10
9.	kijiji.ca	176	15.0	15	105
10.	slc.totalhire.com	168	14.1	15	123
11.	jobillico.com	154	19.0	12	33
12.	simplyhired.ca	98	15.0	15	72
13.	metaservices.ca	59	298.0	298	15
14.	careeredge.on.ca	36	23.7	27	19
15.	wowjobs.ca	31	15.0	15	24
16.	careerbuilder.ca	24	16.8	13	10
17.	adzuna.ca	22	14.8	15	10