

possible  
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# JOB DEMAND REPORT

## JUNE 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
6,145	2,275	1,977	32

#### # OF DAYS POSTED

POSTING DAYS	MEDIAN
16.6	15

-24.5%

## 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

Page 1 of 13

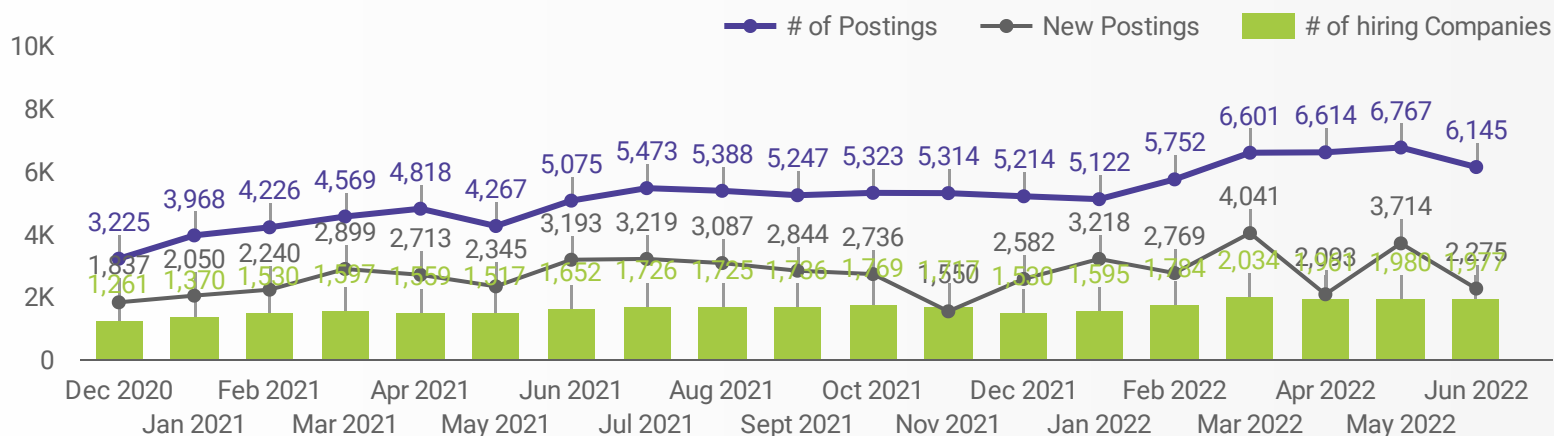
#### Source:

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

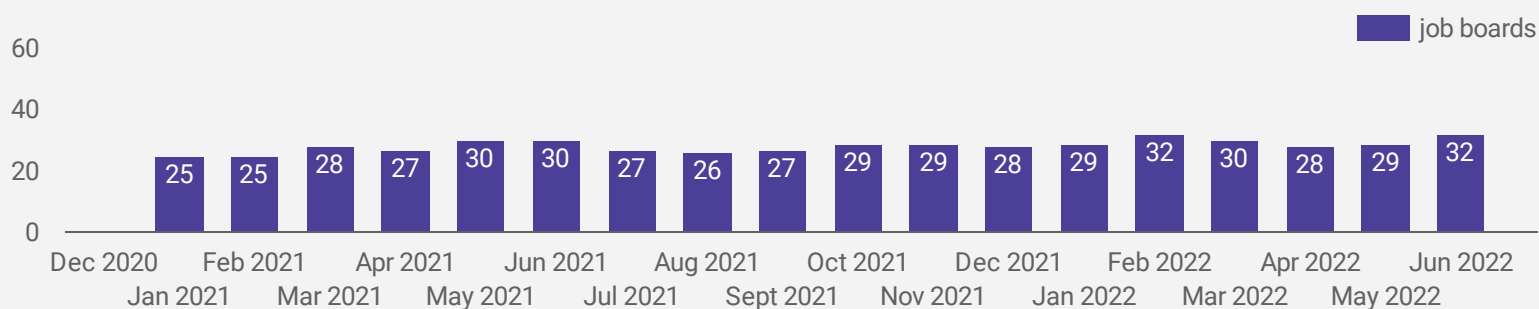
How many job postings were active for at least 1 day this month?



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

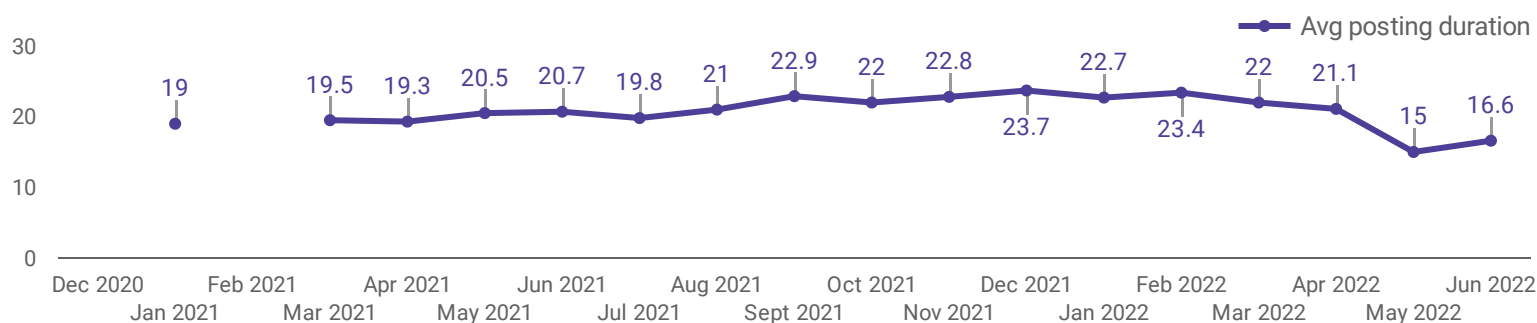
## NUMBER OF ACTIVE JOB BOARDS

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



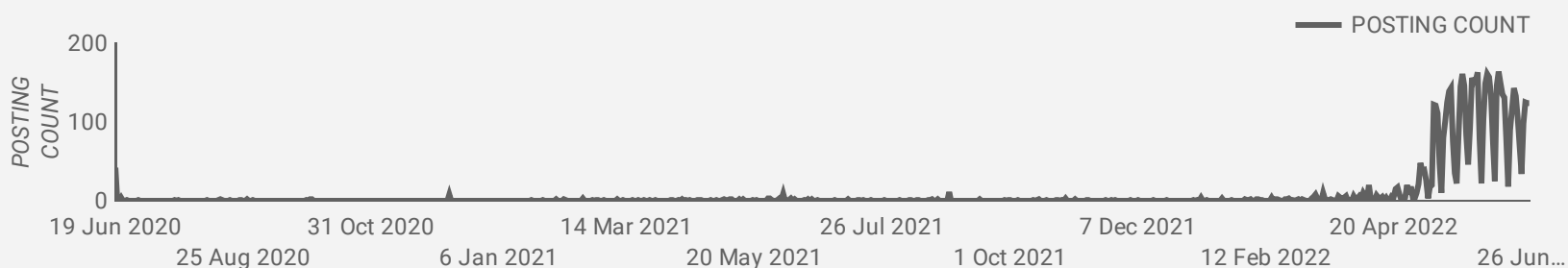
## AVG & MEDIAN POSTING LENGTH BY DAYS

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?



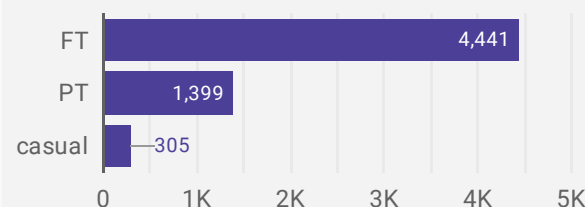
## JOB POSTINGS BY MUNICIPALITY

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	5,194	21.5	22
2.	Greater Napanee	405	23.4	22
3.	Town of Gananoque	260	23.8	22
4.	Loyalist Township	118	20.0	22
5.	Township of South Frontenac	52	21.4	22
6.	Township of Rideau Lakes	51	22.3	22
7.	Township of Central Frontenac	23	20.4	21
8.	Township of Leeds and the Thousand Islands	16	34.1	22
9.	Town of Westport	13	23.5	21
10.	Township of Frontenac Islands	7	15.0	15
11.	Township of Front of Yonge	5	8.7	7
12.	Township of North Frontenac	1		
	<b>Grand total</b>	<b>6,145</b>	<b>21.7</b>	<b>22</b>

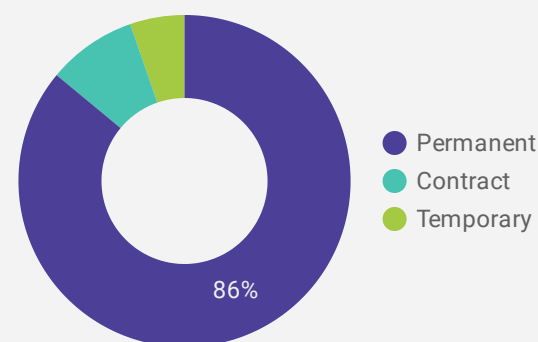
## JOB TYPE

Full-time vs Part-time



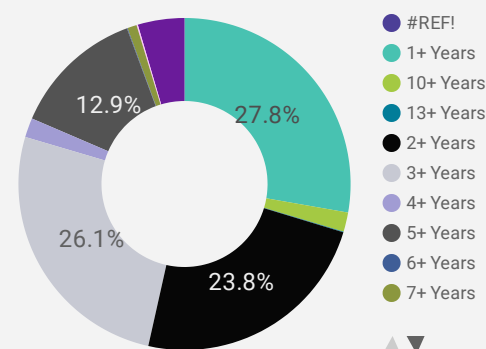
## JOB DURATION

Permanency of jobs posted



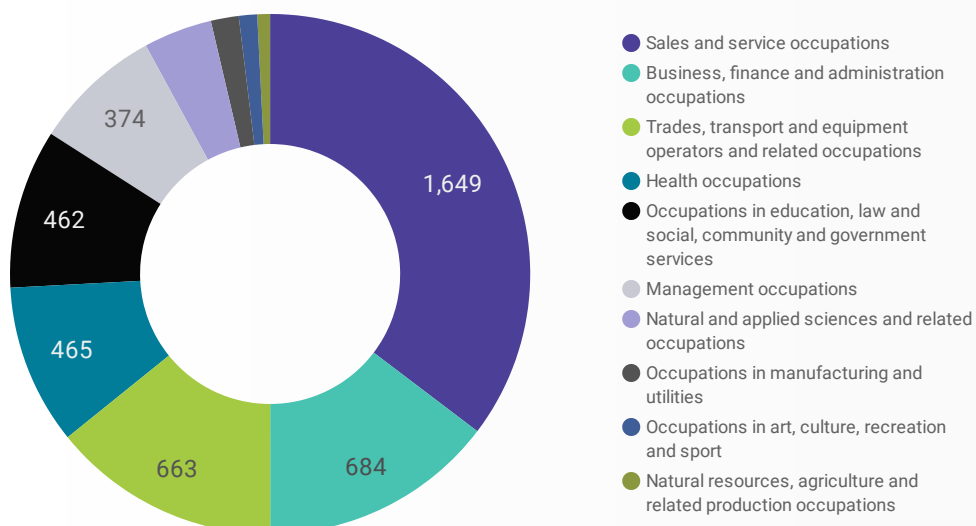
## JOB EXPERIENCE

Job Postings by Experience Level Required



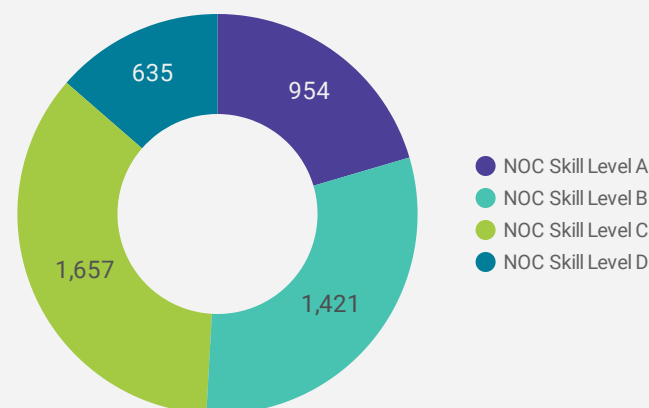
## JOB POSTINGS BY SKILL TYPE

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 &amp; 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	249	23.1	15
2.	Queen's University	City of Kingston	199	16.9	15
3.	Kingston Health Sciences Centre / KHSC	City of Kingston	101	22.0	22
4.	Providence Care	City of Kingston	97	20.1	22
5.	City of Kingston	City of Kingston	90	20.0	22
6.	Sienna Living	City of Kingston	45	33.7	35
7.	CANADIAN ROYALTIES INC.	City of Kingston	45	18.5	21
8.	Sienna Senior Living	City of Kingston	37	20.9	22
9.	Kijiji	City of Kingston	37	15.0	15
10.	Lennox and Addington County General Hospital	Greater Napanee	34	21.7	22
11.	Sienna Senior Living Inc.	City of Kingston	32	22.4	22
12.	The City of Kingston	City of Kingston	32	19.2	22
13.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	29	12.0	13
14.	Lowe's	City of Kingston	29	13.5	15
15.	CFMWS	City of Kingston	28	19.6	22
16.	Shoppers Drug Mart Inc.	City of Kingston	28	22.0	22
17.	St. Lawrence College	City of Kingston	27	16.3	16
18.	Empire Life	City of Kingston	26	21.4	22
19.	Limestone District School Board	City of Kingston	24	12.2	14
20.	Lonza	City of Kingston	24	32.6	35
21.	Holiday Inn Kingston Waterfront	City of Kingston	23	16.1	22
22.	Kingston Community Health Centres	City of Kingston	22	18.3	18
23.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	21	21.6	22
24.	401 Auto	City of Kingston	21	22.0	22
25.	Lowe's Canada	City of Kingston	21	22.0	22
26.	Reliance Home Comfort	City of Kingston	19	21.6	19
27.	Advantage Group	City of Kingston	19	22.5	22
28.	THE EMPIRE LIFE INS. CO	City of Kingston	17	19.4	22
29.	CA06 Octane Biotech Inc.	City of Kingston	16	14.9	14
30.	Allied Universal (G4S Secure Solutions)	City of Kingston	16	22.5	18
31.	Invista	City of Kingston	16	35.1	35

## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Job Postings

99

	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.	Professor, University	St. Lawrence College	City of Kingston	139.38
4.	Pelvic Floor Physiotherapist (#14742)	KuRated Inc	City of Kingston	115
5.	Chiropractor	KuRated Inc	City of Kingston	100
6.	Registered Massage Therapist	KuRated Inc	City of Kingston	100
7.	RMT - Registered Massage Therapist	KuRated Inc	City of Kingston	100
8.	Systems Analyst - Military	DLS Technology Corporation	City of Kingston	95
9.	Registered Dental Hygienist	Rideau Town Dental Care	City of Kingston	65
10.	Intermediate Network Analyst - Military	DLS Technology Corporation	City of Kingston	65
11.	Nurse Practitioner - Cardiac Program	Kingston Health Sciences Centre	City of Kingston	63.4
12.	Nurse Practitioner - Gynecology / Oncology	Kingston Health Sciences Centre	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?

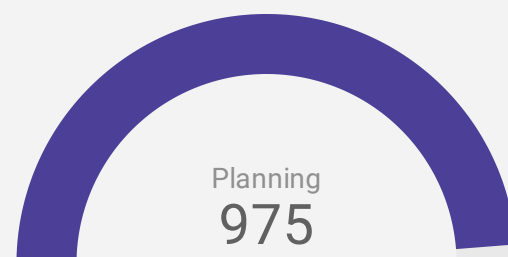
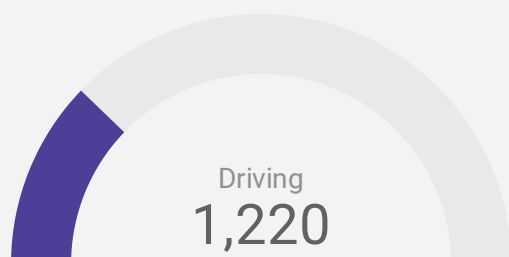
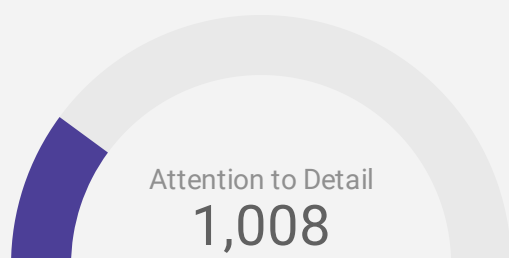
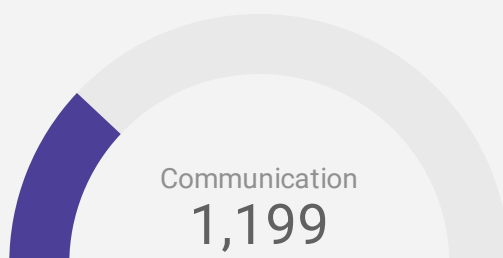
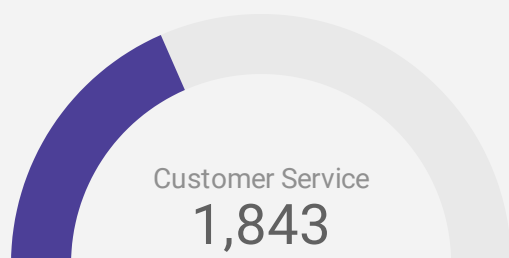
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Casual Virtual Psychiatric Consultant	Psychotherapy Matters	City of Kingston	200,000
2.	Director Retail Finance	THE EMPIRE LIFE INS. CO	City of Kingston	150,000
3.	Crs " Truck Driver " Owner Operator	Choice Reefer Systems - a Division of Eassons	Loyalist Township	150,000
4.	Eassons " Truck Driver " Cross Border " Owner Operator	Eassons Transportation Group	Loyalist Township	150,000
5.	Associate Dentist	Altima Dental Canada	City of Kingston	150,000
6.	Dean Of Science	St. Lawrence College	City of Kingston	137,637
7.	Head, Pre-contract Traffic	Ministry of Transportation	City of Kingston	130,681
8.	Lead Operations Engineer	Ministry of Transportation	City of Kingston	130,681
9.	Associate Dentist	Anderson Dentistry	City of Kingston	130,000
10.	Manager, Development Engineering	City of Kingston	City of Kingston	129,565
11.				120,000
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## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

6,145

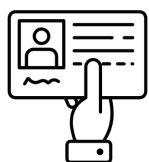


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

6,145

Driver's License  
146First Aid  
349Regular Access to a Vehicle  
330Criminal Record Check  
622Microsoft Office  
421Food Safety  
140

## JOB POSTINGS BY SKILL LEVEL, FREQUENCY, &amp; 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	358	22.1	22
2.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	156	24.7	22
3.	6322	Cooks	NOC Skill Level B	146	22.5	22
4.	621	Retail and wholesale trade managers	NOC Skill Level A	135	21.3	22
5.	6552	Other customer and information services representatives	NOC Skill Level C	135	27.0	22
6.	6731	Light duty cleaners	NOC Skill Level D	121	20.4	22
7.	1241	Administrative assistants	NOC Skill Level B	120	19.3	22
8.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	103	22.0	22
9.	7452	Material handlers	NOC Skill Level C	90	22.3	22
10.	7511	Transport truck drivers	NOC Skill Level C	84	19.8	16
11.	4212	Social and community service workers	NOC Skill Level B	80	19.6	22
12.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	73	21.1	22
13.	6513	Food and beverage servers	NOC Skill Level C	73	23.4	22
14.	7514	Delivery and courier service drivers	NOC Skill Level C	71	25.6	22
15.	1414	Receptionists	NOC Skill Level C	67	20.3	22
16.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	66	20.7	22
17.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	63	25.3	22
18.	3413	Nurse aides / orderlies and patient service associates	NOC Skill Level C	61	20.1	21
19.	6211	Retail sales supervisors	NOC Skill Level B	59	29.1	22
20.	6541	Security guards and related security service occupations	NOC Skill Level C	57	20.4	21
21.	7611	Construction trades helpers and labourers	NOC Skill Level D	57	21.8	22
22.	7271	Carpenters	NOC Skill Level B	52	21.7	22
23.	3233	Licensed practical nurses	NOC Skill Level B	49	25.7	22
24.	6611	Cashiers	NOC Skill Level D	47	20.0	22
25.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	47	19.3	22
26.	1411	General office support workers	NOC Skill Level C	46	18.2	22
27.	1221	Administrative officers	NOC Skill Level B	44	21.2	21
28.	1123	Professional occupations in advertising / marketing and public relations	NOC Skill Level A	42	20.8	22
29.	6321	Chefs	NOC Skill Level B	41	19.8	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	358	22.1	22
2.	673	Cleaners	NOC Skill Level D	216	20.6	22
3.	632	Chefs and cooks	NOC Skill Level B	187	22.0	22
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	180	22.5	22
5.	441	Home care providers and educational support occupations	NOC Skill Level C	163	24.4	22
6.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	161	19.5	22
7.	655	Customer and information services representatives	NOC Skill Level C	153	25.7	22
8.	062	Retail and wholesale trade managers	NOC Skill Level A	135	21.3	22
9.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	127	20.2	22
10.	141	General office workers	NOC Skill Level C	121	19.4	22
11.	662	Other sales support and related occupations	NOC Skill Level D	115	23.1	22
12.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	103	22.0	22
13.	122	Administrative and regulatory occupations	NOC Skill Level B	99	25.1	22
14.	651	Occupations in food and beverage service	NOC Skill Level C	99	22.6	22
15.	341	Assisting occupations in support of health services	NOC Skill Level C	97	19.9	22
16.	745	Longshore workers and material handlers	NOC Skill Level C	90	22.3	22
17.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	85	21.2	22
18.	323	Other technical occupations in health care	NOC Skill Level B	77	24.0	22
19.	415	Social and community service professionals	NOC Skill Level A	76	27.1	22
20.	301	Professional occupations in nursing	NOC Skill Level A	70	24.5	22
21.	761	Trades helpers and labourers	NOC Skill Level D	62	21.8	22
22.	111	Auditors, accountants and investment professionals	NOC Skill Level A	62	22.6	22
23.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	61	20.9	22
24.	112	Human resources and business service professionals	NOC Skill Level A	60	19.8	22
25.	621	Retail sales supervisors	NOC Skill Level B	59	29.1	22
26.	654	Security guards and related security service occupations	NOC Skill Level C	57	20.4	21
27.	727	Carpenters and cabinetmakers	NOC Skill Level B	54	21.7	22
28.	631	Service supervisors	NOC Skill Level B	49	31.5	22
29.	217	Computer and information systems professionals	NOC Skill Level A	48	21.3	22



## 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	378	23.4	22
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	372	22.1	22
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	342	21.0	22
4.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	285	21.5	22
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	273	23.2	22
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	214	22.4	22
7.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	189	22.0	22
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	187	22.7	22
9.	14	Office support occupations	NOC Skill Level C	173	19.4	22
10.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	171	23.9	22
11.	32	Technical occupations in health	NOC Skill Level B	170	22.2	22
12.	66	Sales support occupations	NOC Skill Level D	162	22.3	22
13.	31	Professional occupations in health (except nursing)	NOC Skill Level A	128	24.7	22
14.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	127	20.2	22
15.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	123	22.9	22
16.	11	Professional occupations in business and finance	NOC Skill Level A	122	21.4	22
17.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	122	23.6	22
18.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	112	26.4	22
19.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	103	23.9	22
20.	34	Assisting occupations in support of health services	NOC Skill Level C	97	19.9	22
21.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	96	22.7	22
22.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	86	20.8	22
23.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	75	24.4	22
24.	73	Maintenance and equipment operation trades	NOC Skill Level B	72	22.9	22
25.	30	Professional occupations in nursing	NOC Skill Level A	70	24.5	22
26.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	67	22.2	22
27.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	41	23.9	22

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
691NEW POSTINGS  
0COMPANIES  
279JOB LANGUAGES  
10

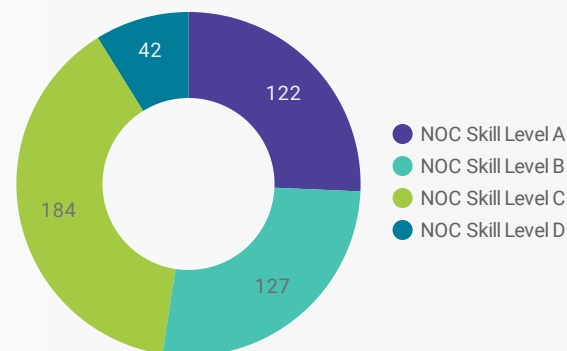
## # OF DAYS POSTED

AVERAGE  
23.4MEDIAN  
22

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 122 Skill Level A - Management/ Professional Occupations usually requiring University
- 127 Skill Level B - Usually college education or apprenticeship training
- 184 Skill Level C - Usually secondary education or occupation-specific training
- 42 Skill Level D - Usually on-the-job training

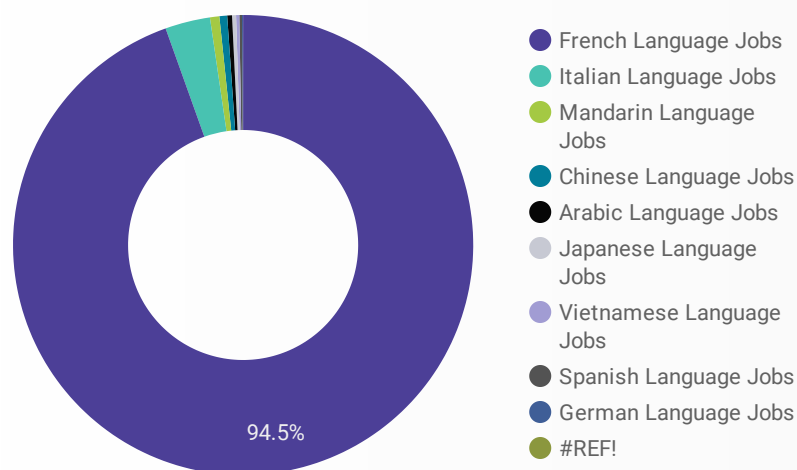


SKILL LEVEL / POSTING COUNT

JOB LANGUAGE	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Language Jobs	111	117	170	39
Italian Language Jobs	9	5	9	2
Arabic Language Jobs	1	1	2	
Japanese Language Jobs		2		1
Chinese Language Jobs	1	1		
Mandarin Language Jobs			2	
German Language Jobs			1	

## LANGUAGE SKILLS BREAKDOWN

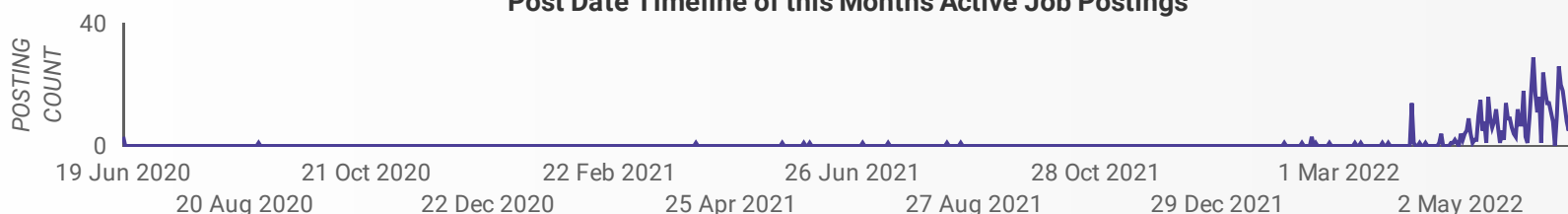
Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	646
2. Italian Language Jobs	26
3. Arabic Language Jobs	6
4. Mandarin Language Jobs	4
5. Chinese Language Jobs	3
6. Japanese Language Jobs	3
7. Spanish Language Jobs	1

1 - 10 / 10 &lt; &gt;

## 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?

SKILL TYPE NAME	French La...	Italian La...	Arabic La...	Japanese...	Chinese ...	Mandarin...	Grand total
Sales and service occupations	136	15		3	1	1	158
Business, finance and administration occu...	88	5	3			1	97
Occupations in education, law and social, ...	95						95
Health occupations	53						53
Management occupations	20	4			1		25
Trades, transport and equipment operator...	21						21
Natural and applied sciences and related o...	12						12
Occupations in art, culture, recreation and ...	6		1				7
Natural resources, agriculture and related ...	4						4
Occupations in manufacturing and utilities	2	1					3
<b>Grand total</b>	<b>437</b>	<b>25</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>475</b>

## 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	622	22.9	22
2.	Greater Napanee	26	26.0	22
3.	Town of Gananoque	12	32.1	22
4.	Loyalist Township	11	24.3	22
5.	Township of Rideau Lakes	8	31.4	22
6.	Township of Central Frontenac	6	27.8	21
7.	Township of South Frontenac	3	33.3	22
8.	Township of Leeds and the Thousand Islands	1		
9.	Township of Frontenac Islands	1	15.0	15
10.	Town of Westport	1	57.0	57
	<b>Grand total</b>	<b>691</b>	<b>23.4</b>	<b>22</b>

## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS ▾
1. Retail salespersons	40
2. Home support workers / housekeepers and ...	29
3. Administrative assistants	23
4. Other customer and information services re...	23
5. Social and community service workers	16
6. Social workers	16
7. Hotel front desk clerks	14
8. Cooks	13
9. Professional occupations in advertising / m...	12
10. Janitors / caretakers and building superinte...	12
11. Nurse aides / orderlies and patient service ...	10
12. Administrative officers	9
13. Food counter attendants / kitchen helpers a...	9
14. Registered nurses and registered psychiatri...	8
15. Security guards and related security service...	8
16. Food and beverage servers	7
17. Other financial officers	7
18. Light duty cleaners	7
19. Human resources professionals	6
20. Psychologists	6
21. Managers in health care	6
22. Licensed practical nurses	6
23. Other assisting occupations in support of h...	5
24. Other technical occupations in therapy and ...	5
25. Medical administrative assistants	5
26. Receptionists	5
27. Instructors of persons with disabilities	5
28. Retail and wholesale trade managers	5
29. Accounting and related clerks	5
30. Cashiers	4
31. Bartenders	4
32. Elementary school and kindergarten teachers	4

1 - 100 / 120

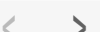


## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

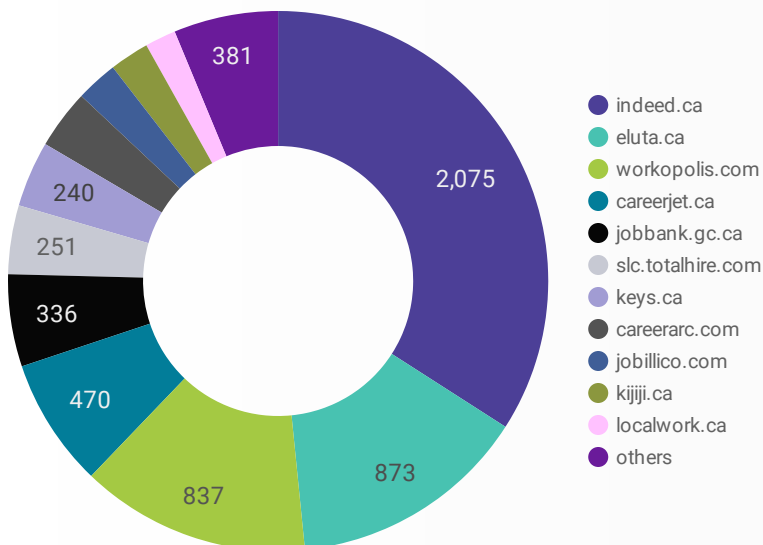
COMPANY	POSTINGS ▾
1. Providence Care	49
2. CANADIAN ROYALTIES INC.	43
3. Kingston Community Health Centres	18
4. Liquor Control Board of Ontario	14
5. Kingston Health Sciences Centre	11
6. City of Kingston	11
7. VON Canada	11
8. Kingston Community Health Centres / KCHC	11
9. East Side Mario's	9
10. Victorian Order of Nurses / VON	9
11. Farm Boy Inc.	9
12. VON Canada (Ontario)	9
13. Tidan	8
14. Family and Children's Services of Frontenac,...	8
15. Empire Life	7
16. THE EMPIRE LIFE INS. CO	7
17. Maltby Centre	7
18. Farm Boy	7
19. Thriftlodge	6
20. Youth Fusion	6
21. Algonquin & Lakeshore Catholic District School Board	6
22. Advantage Group	6
23. Family and Children's Services of Frontenac, Lennox & Addington	6
24. ACFOMI	6
25. Helen Henderson Care Centre	6
26. Scotiabank	5
27. Sitel Group	5
28. 1000 Islands Kayaking	5
29. Sykes	5
30. The Source	5

1 - 50 / 281



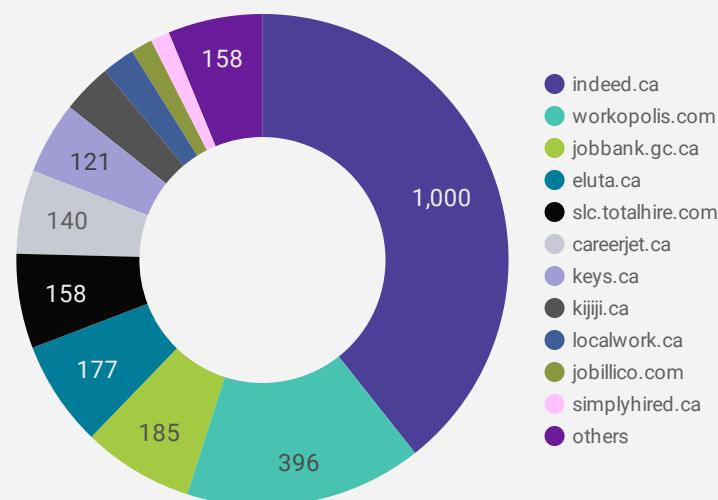
## JOB POSTINGS BY JOB BOARD

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	2,075	21.9	22	1,000
2.	eluta.ca	873	22.0	22	177
3.	workopolis.com	837	15.0	15	396
4.	careerjet.ca	470	28.1	22	140
5.	jobbank.gc.ca	336	30.7	21	185
6.	slc.totalhire.com	251	15.2	14	158
7.	keys.ca	240	69.5	61	121
8.	careerarc.com	216	27.5	25	12
9.	jobillico.com	153	20.9	15	36
10.	kijiji.ca	144	15.0	15	83
11.	localwork.ca	113	6.4	4	55
12.	metaservices.ca	59	164.8	177	16
13.	careeredge.on.ca	47	24.5	27	26
14.	simplyhired.ca	39	32.2	32	32
15.	network.applytoeducation.com	38	9.7	7	4
16.	adzuna.ca	37	15.0	15	20
17.	aboriginaljobboard.ca	29	5.5	4	25