

JOB DEMAND REPORT

JUNE 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
4,722	2,643	1,606	30

OF DAYS POSTED

AVERAGE	MEDIAN
28.5	21

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

MUNICIPALITY	▼
COUNTY	▼
JOB BOARD	▼

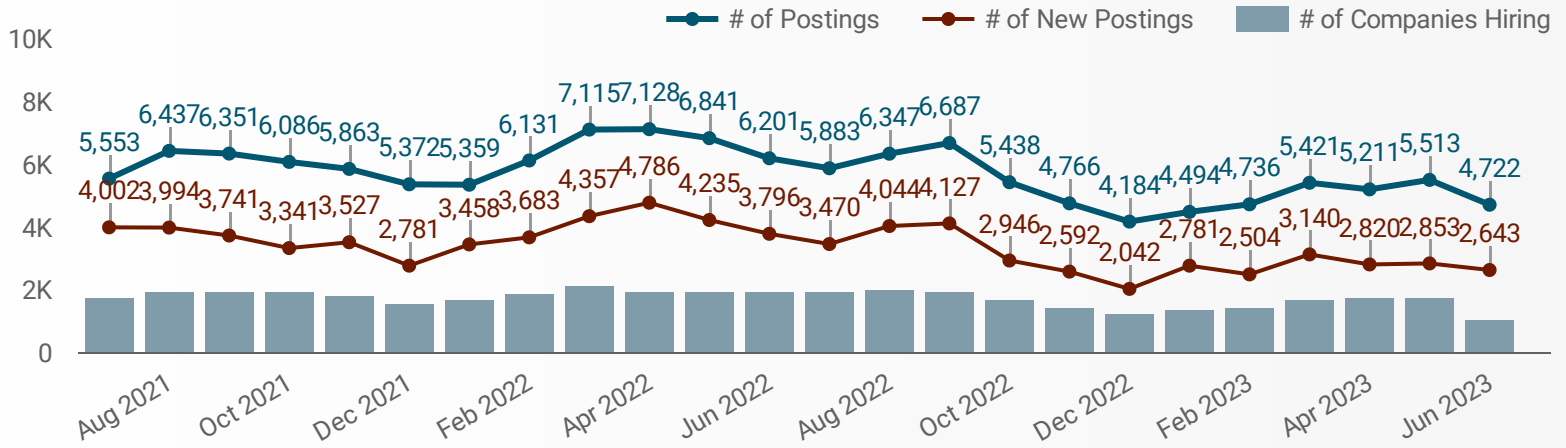
NOC = National Occupation Classification | NAICS = North American Industry Classification System

Source:

Job posting data collected by Eastern Workforce Innovation Board from job boards and employer websites who recruit candidates in Frontenac County, the United Counties of Leeds and Grenville and Loyalist Township.

JOB POSTINGS BY MONTH

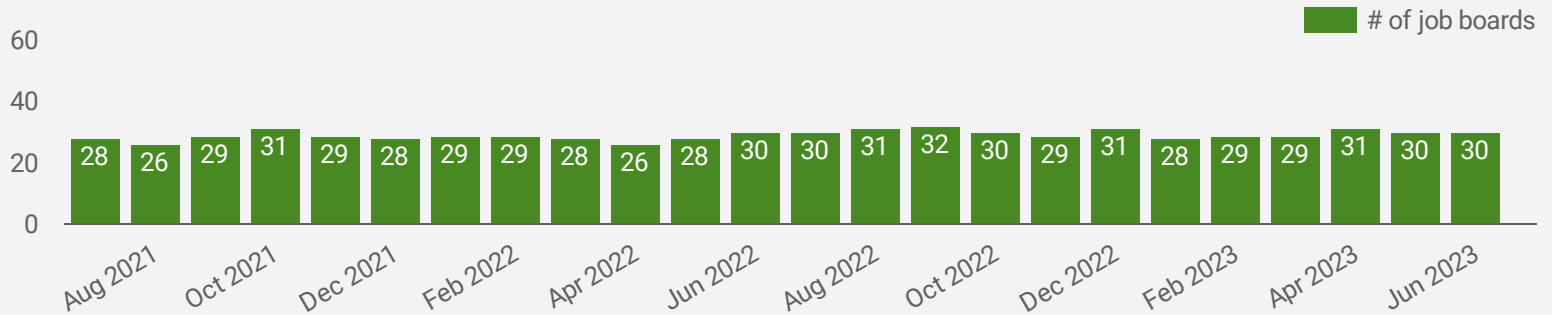
How many job postings were active for at least 1 day this month?



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

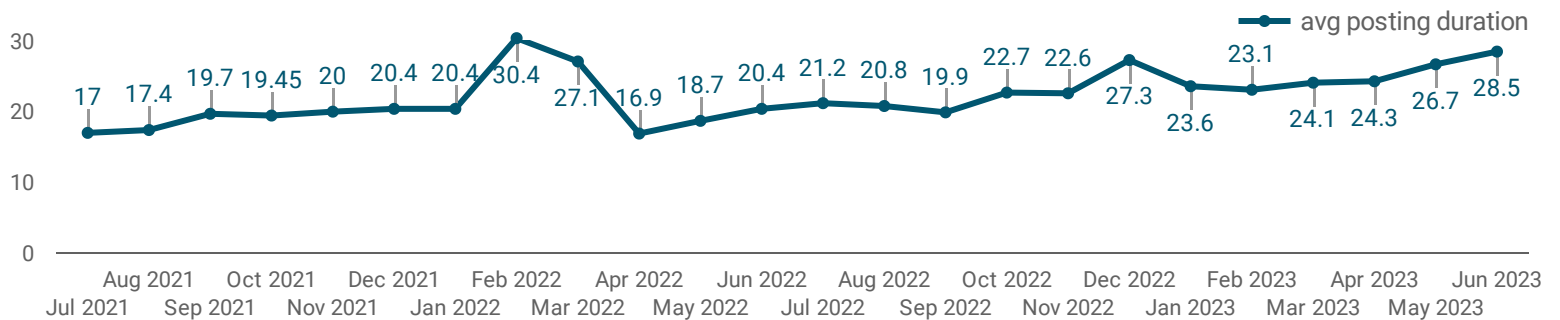
NUMBER OF ACTIVE JOB BOARDS

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



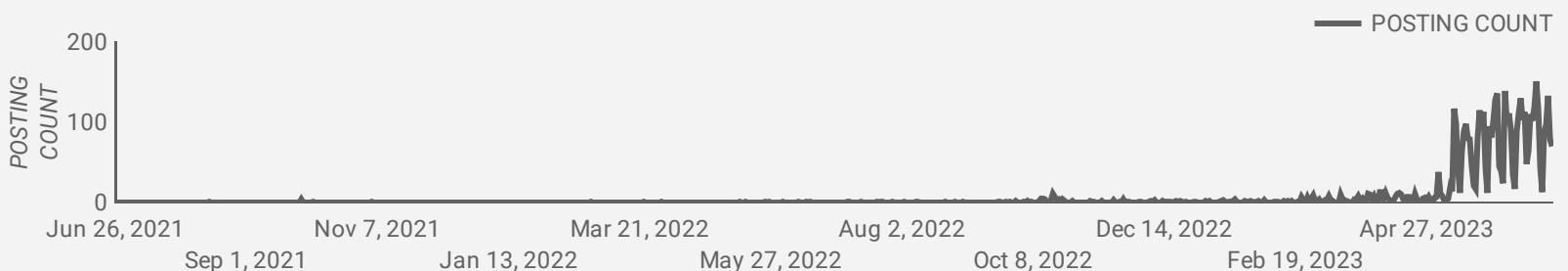
AVG & MEDIAN POSTING LENGTH BY DAYS

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

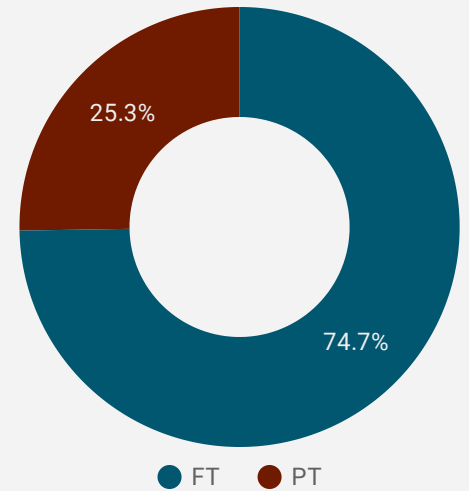
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	3,125	26.1	21
2.	City of Brockville	987	35.5	21
3.	Town of Gananoque	255	27.6	21
4.	Town of Prescott	118	39.0	21
5.	Loyalist Township	70	29.4	21
6.	Township of South Frontenac	42	26.4	21
7.	Township of Rideau Lakes	33	17.8	21
8.	Township of Leeds and the Thousand Islands	28	21.6	21
9.	Township of Front of Yonge	17	26.1	21
10.	Township of Athens	12	22.2	21
11.	Township of Central	10	21.0	21

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JOB TYPE

Full-time vs Part-time



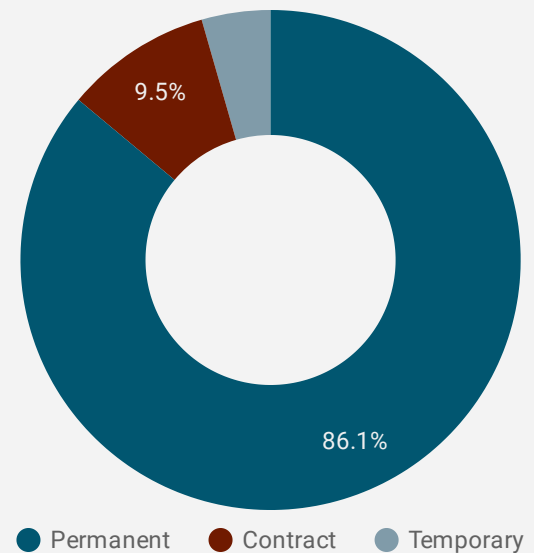
JOB POSTINGS BY COUNTY/CITY

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.	Frontenac County	3,180	26.1	21
2.	United Counties of Leeds and Grenville	1,465	33.4	21
3.	County of Lennox and Addington	70	29.4	21

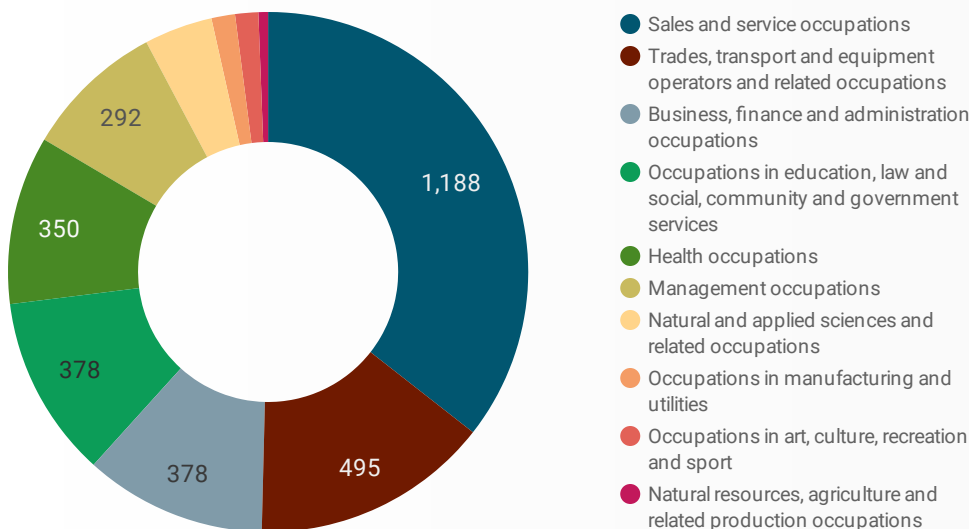
JOB DURATION

Permanency of jobs posted



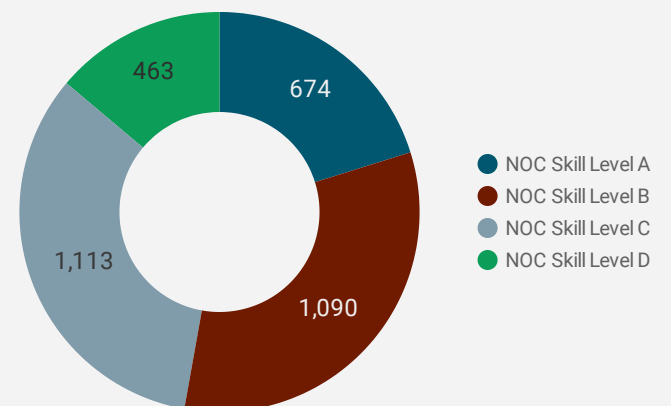
JOB POSTINGS BY JOB CATEGORY

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.	Kingston Health Sciences Centre	City of Kingston	226	55.7	27
2.	Upper Canada District School Board	City of Brockville	95	14.9	21
3.	Queen's University	City of Kingston	86	22.5	21
4.	Brockville General Hospital	City of Brockville	84	21.0	21
5.	Providence Care	City of Kingston	54	21.0	21
6.	Sienna Senior Living	City of Kingston	44	24.4	21
7.	Trillium Health Care Products Inc.	City of Brockville	35	33.0	21
8.	City of Kingston	City of Kingston	34	22.3	21
9.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	31	9.2	8
10.	CFMWS	City of Kingston	27	21.0	21
11.	VON Canada	City of Kingston	26	38.9	29
12.	KEYS Employment & Newcomer Services	City of Kingston	26	23.3	21
13.	Kijiji	City of Kingston	25	16.0	16
14.	Kingston Community Health Centres	City of Kingston	25	10.3	8
15.	Lowe's	City of Kingston	23	16.1	21
16.	.job-search-1on8af8{border-radius:50%;height:32px;width:32px;}	City of Kingston	21	21.0	21
17.	Drake International Inc.	City of Brockville	19	21.0	21
18.	Limestone District School Board	City of Kingston	19	18.1	19
19.	Home Depot of Canada Inc.	City of Brockville	18	5.9	7
20.	The City of Kingston	City of Kingston	18	21.2	21
21.	Biscuits Leclerc LtÃ©e	City of Brockville	18	25.3	21
22.	Ministry of Transportation	City of Kingston	18	19.2	19
23.	Gibson Family Health Care	Town of Gananoque	17	24.4	28
24.	KEYS Employment & Newcomer Services	Town of Gananoque	17	30.5	33
25.	Revera Inc.	City of Kingston	15	71.1	37
26.	Catholic District School Board of Eastern Ontario	City of Brockville	15	16.0	21
27.	Corporate Horizon	City of Kingston	14	21.0	21
28.	Cancoil Thermal Corporation	City of Kingston	14	30.5	21
29.	Strata Hotel & Peachtree Plaza	City of Kingston	14	27.1	29
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TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

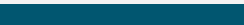






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	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Clinical Psychologist	KuRated Care Inc	City of Kingston	250 
2.	Psychotherapist	KuRated Care Inc	City of Kingston	200 
3.	Social Worker	KuRated Care Inc	City of Kingston	200 
4.	Psychologist/ Psychotherapist/ Registered Social Worker	ELA Psychological & Counselling Services	City of Kingston	170 
5.	Psychotherapy Associate	YourTherapist Psychotherapy and Counselling	City of Kingston	110 
6.	Registered Psychotherapist, Children And Teens	The Lighthouse - Le Phare	City of Kingston	100 
7.	Project Manager	301 SPA BY THE RIVER	City of Brockville	79 
8.	Nurse Practitioner For A National Clinic Network Serving Veterans	MDSearch	City of Kingston	75 
9.	Psychologist	Providence Care	City of Kingston	70 
10.	Dental Hygienist	Cataraqui Woods Dentistry	City of Kingston	70 
11.	Registered Nurse - Icu	Carecor Health Services.job- search-rnnx2x{font-size:12px;}	City of Kingston	69 
12.	Nurse Practitioner - Cancer	Kingston Health Sciences Centre	City of Kingston	62 

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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.	Family Physician	Quarry Chiropractic and Wellness Centre	City of Kingston	250,000 
2.	Realtors Needed - We Have Too Much Business!	The Jason Clarke Real Estate Team at RE/MAX Finest...	City of Kingston	250,000 
3.	B2c Sales Agent	Centennial Windows & Doors	City of Kingston	250,000 
4.	Director - Protection Services	Kingston Health Sciences Centre	City of Kingston	154,665 
5.	Regional Lumeo Operations Director - Lumeo Program	Kingston Health Sciences Centre	City of Kingston	154,664 
6.	Director - Professional Practice	Kingston Health Sciences Centre	City of Kingston	154,664 
7.	Senior Architect	J.L. Richards & Associates Ltd	City of Kingston	150,000 
8.	Sales Representative	Reliance Home Comfort	City of Kingston	150,000 
9.	Sales Representative	Reliance Comfort Limited Partnership o/a Reliance Home Comfort	City of Kingston	150,000 
10.	Business Development Manager	Peak Sales Recruiting Inc	City of Kingston	150,000 

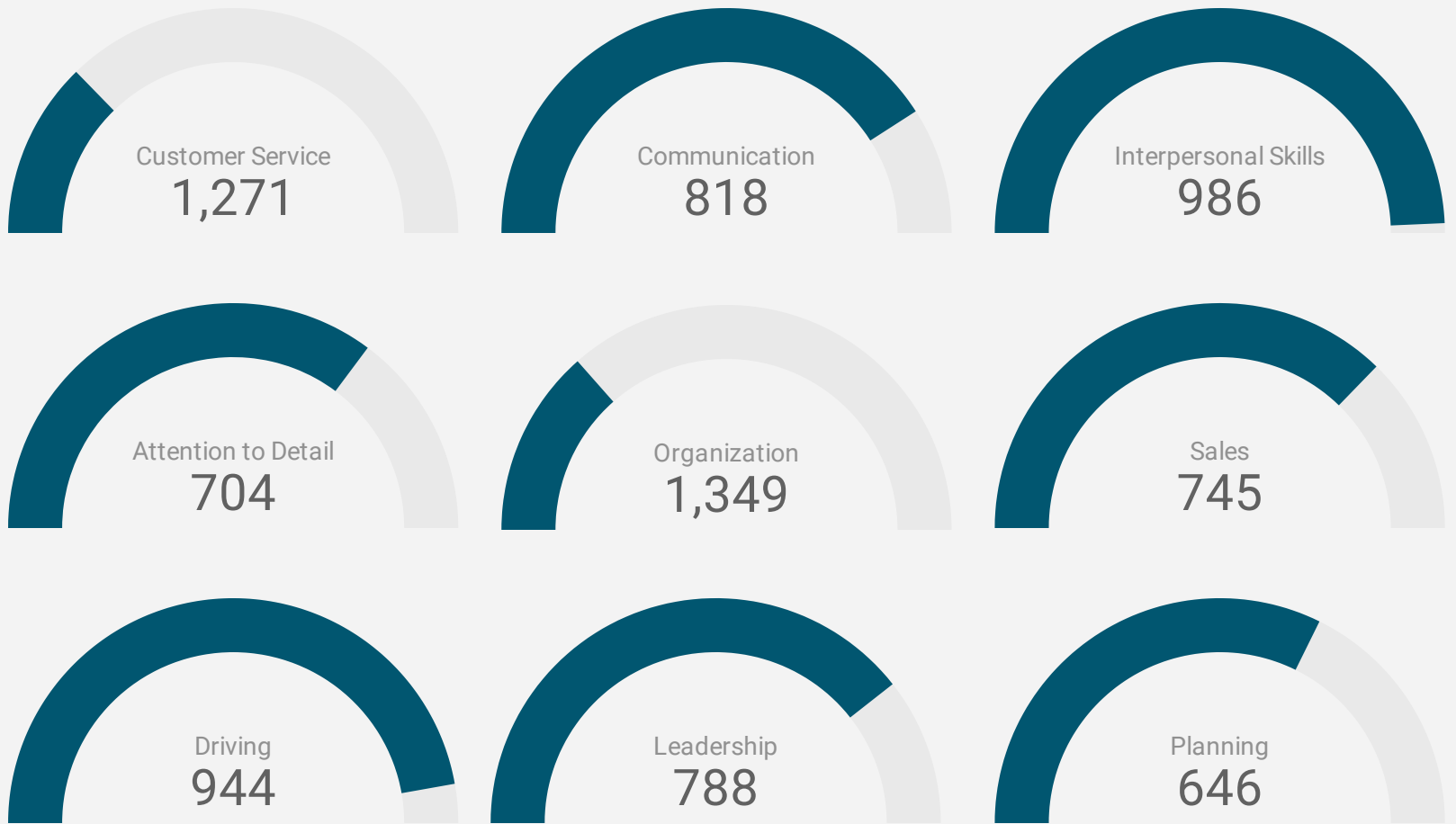
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,722

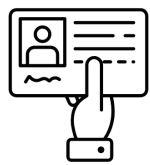


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,722



Driver's License

124



First Aid

361



Regular Access to a Vehicle

275



Criminal Record Check

554



Microsoft Office

281



Food Safety

104

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	240	25.2	21
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	148	35.8	21
3.	6322	Cooks	NOC Skill Level B	120	28.1	21
4.	6731	Light duty cleaners	NOC Skill Level D	98	31.8	21
5.	0621	Retail and wholesale trade managers	NOC Skill Level A	98	23.1	21
6.	6552	Other customer and information services representatives	NOC Skill Level C	83	21.8	21
7.	7511	Transport truck drivers	NOC Skill Level C	74	27.4	21
8.	7452	Material handlers	NOC Skill Level C	72	33.0	21
9.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	69	45.7	21
10.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	68	23.9	14
11.	3233	Licensed practical nurses	NOC Skill Level B	62	45.1	21
12.	7611	Construction trades helpers and labourers	NOC Skill Level D	61	36.0	21
13.	4212	Social and community service workers	NOC Skill Level B	58	36.7	21
14.	6311	Food service supervisors	NOC Skill Level B	58	78.6	68.5
15.	1241	Administrative assistants	NOC Skill Level B	57	18.2	21
16.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	53	26.5	21
17.	7271	Carpenters	NOC Skill Level B	51	34.5	21
18.	6611	Cashiers	NOC Skill Level D	50	27.5	21
19.	6541	Security guards and related security service occupations	NOC Skill Level C	44	19.4	21
20.	6211	Retail sales supervisors	NOC Skill Level B	42	40.2	21
21.	0631	Restaurant and food service managers	NOC Skill Level A	41	41.9	21
22.	6513	Food and beverage servers	NOC Skill Level C	41	24.7	21
23.	7514	Delivery and courier service drivers	NOC Skill Level C	40	18.9	21
24.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	35	39.8	21
25.	1221	Administrative officers	NOC Skill Level B	33	28.0	21
26.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	28	19.9	21
27.	1522	Storekeepers and partspersons	NOC Skill Level C	27	20.1	21
28.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	27	31.2	21
29.	0714	Facility operation and maintenance managers	NOC Skill Level A	25	45.4	21

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	134	13.7	14
2.	441	Home care providers and educational support occupations	NOC Skill Level C	81	17.5	21
3.	673	Cleaners	NOC Skill Level D	78	15.4	21
4.	632	Chefs and cooks	NOC Skill Level B	67	17.2	21
5.	751	Motor vehicle and transit drivers	NOC Skill Level C	60	16.2	21
6.	062	Retail and wholesale trade managers	NOC Skill Level A	60	14.7	21
7.	662	Other sales support and related occupations	NOC Skill Level D	51	9.6	9
8.	651	Occupations in food and beverage service	NOC Skill Level C	42	18.1	21
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	42	16.0	18.5
10.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	40	15.8	21
11.	323	Other technical occupations in health care	NOC Skill Level B	40	11.4	11
12.	661	Cashiers	NOC Skill Level D	37	12.5	14
13.	655	Customer and information services representatives	NOC Skill Level C	35	14.6	18
14.	745	Longshore workers and material handlers	NOC Skill Level C	34	16.1	18.5
15.	761	Trades helpers and labourers	NOC Skill Level D	29	18.2	21
16.	654	Security guards and related security service occupations	NOC Skill Level C	27	9.4	6.5
17.	631	Service supervisors	NOC Skill Level B	25	16.0	16
18.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	25	18.2	21
19.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	25	12.7	13
20.	301	Professional occupations in nursing	NOC Skill Level A	25	13.3	21
21.	341	Assisting occupations in support of health services	NOC Skill Level C	24	21.6	21
22.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	24	21.0	21
23.	141	General office workers	NOC Skill Level C	24	15.4	21
24.	314	Therapy and assessment professionals	NOC Skill Level A	22		
25.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	21	10.8	14
26.	727	Carpenters and cabinetmakers	NOC Skill Level B	21	20.3	21
27.	122	Administrative and regulatory occupations	NOC Skill Level B	21	14.5	15
28.	111	Auditors, accountants and investment professionals	NOC Skill Level A	20	16.6	16
29.	415	Social and community service professionals	NOC Skill Level A	18	18.2	21

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	142	13.6	14
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	116	14.4	21
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	114	15.5	21
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	104	16.7	21
5.	66	Sales support occupations	NOC Skill Level D	88	10.7	11.5
6.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	81	17.5	21
7.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	74	16.2	21
8.	32	Technical occupations in health	NOC Skill Level B	69	14.4	15.5
9.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	67	16.3	21
10.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	65	16.2	18.5
11.	72	Industrial, electrical and construction trades	NOC Skill Level B	54	17.8	21
12.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	46	12.1	14
13.	14	Office support occupations	NOC Skill Level C	45	15.2	21
14.	31	Professional occupations in health (except nursing)	NOC Skill Level A	42	16.5	18.5
15.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	41	15.9	21
16.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	40	15.8	21
17.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	38	17.9	21
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	35	15.3	18.5
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	34	14.5	14
20.	11	Professional occupations in business and finance	NOC Skill Level A	34	18.0	21
21.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	33	18.2	21
22.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	31	18.2	21
23.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	29	14.4	16
24.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	28	14.8	17
25.	30	Professional occupations in nursing	NOC Skill Level A	25	13.3	21
26.	34	Assisting occupations in support of health services	NOC Skill Level C	24	21.6	21
27.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	22	12.5	11

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS: 242
NEW POSTINGS: 0
COMPANIES: 101
LANGUAGES: 8

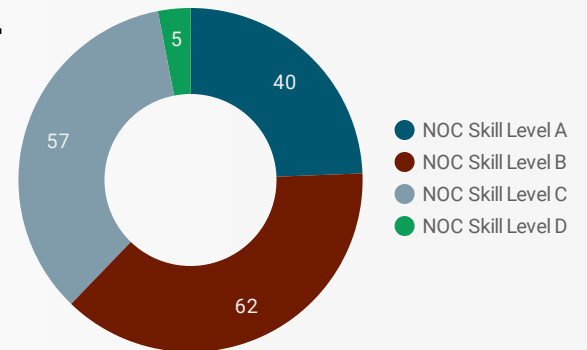
OF DAYS POSTED

AVERAGE: 40.8
MEDIAN: 21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 40 Skill Level A - Management/ Professional Occupations usually requiring University
- 62 Skill Level B - Usually college education or apprenticeship training
- 57 Skill Level C - Usually secondary education or occupation-specific training
- 5 Skill Level D - Usually on-the-job training

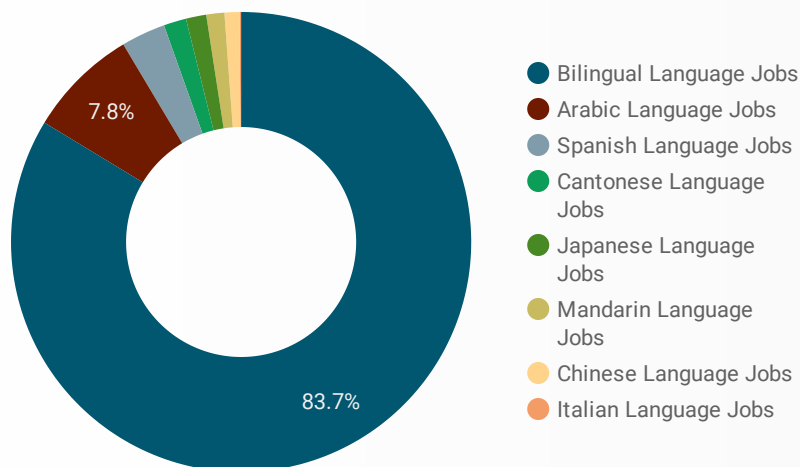


SKILL LEVEL / POSTING COUNT

LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	3	5	5	4
Japanese La...	3	1		
Chinese Lang...	1	2		
Arabic Langu...	3			
Spanish Lang...	1	1	1	
Mandarin Lan...	1	1		
Cantonese L...			2	

LANGUAGE SKILLS BREAKDOWN

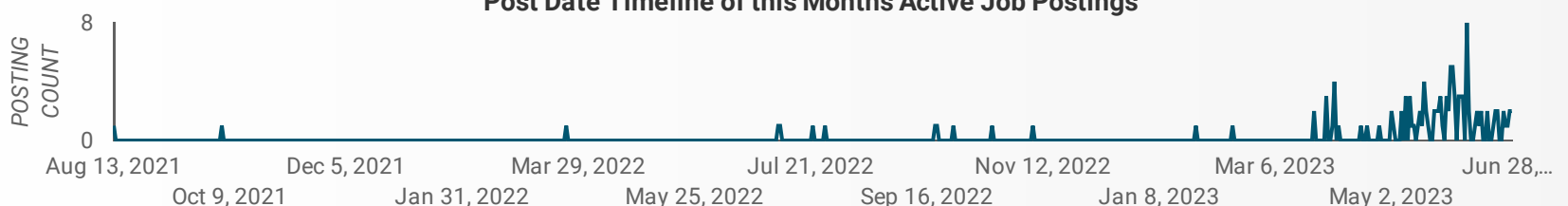
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	206
2. Arabic Language Jobs	18
3. Spanish Language Jobs	5
4. Japanese Language Jobs	5
5. Chinese Language Jobs	3

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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 ...	Japanese...	Chinese ...	Arabic La...	Spanish ...	Mandarin...	Grand total
Business, finance and administration occu...	22		1			1	24
Health occupations	15		1				16
Management occupations	9	3		1	1		14
Natural and applied sciences and related o...	14						14
Occupations in art, culture, recreation and ...	9						9
Occupations in education, law and social, ...	47			2		1	50
Sales and service occupations	25	1	1		1		31
Trades, transport and equipment operator...	5				1		6
Grand total	146	4	3	3	3	2	164

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.	City of Kingston	195	37.0	21
2.	City of Brockville	32	71.1	21
3.	Town of Prescott	6	21.0	21
4.	Loyalist Township	2	11.0	11
5.	Township of Rideau Lakes	2	21.0	21
6.	Town of Gananoque	2	87.0	87
7.	Township of Leeds and the Thousand Islands	1	21.0	21
8.	Township of Central Frontenac	1		
9.	Township of South Frontenac	1		

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Home support workers, housekeepers and r...	30
2. Program leaders and instructors in recreati...	9
3. Inspectors in public and environmental heal...	9
4. Administrative assistants	8
5. Retail salespersons	7
6. Licensed practical nurses	7
7. Restaurant and food service managers	6
8. Cooks	5
9. Social and community service workers	5
10. Food and beverage servers	4
11. Social workers	4
12. Other customer and information services re...	4
13. General office support workers	3
14. Food service supervisors	3
15. Professional occupations in advertising, ma...	3
16. Audiologists and speech-language pathologi...	3
17. Electrical and electronics engineering techn...	3
18. Administrative officers	2
19. Early childhood educators and assistants	2
20. Allied primary health practitioners	2
21. Financial managers	2
22. Personnel clerks	2
23. Automotive service technicians, truck and b...	2
24. Bartenders	2
25. Other instructors	2
26. Program officers unique to government	2
27. Cashiers	1
28. Delivery and courier service drivers	1
29. Human resources professionals	1
30. Senior government managers and officials	1
31. Physiotherapists	1
32. Store shelf stockers, clerks and order fillers	1

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MULTILINGUAL HIRING EMPLOYERS

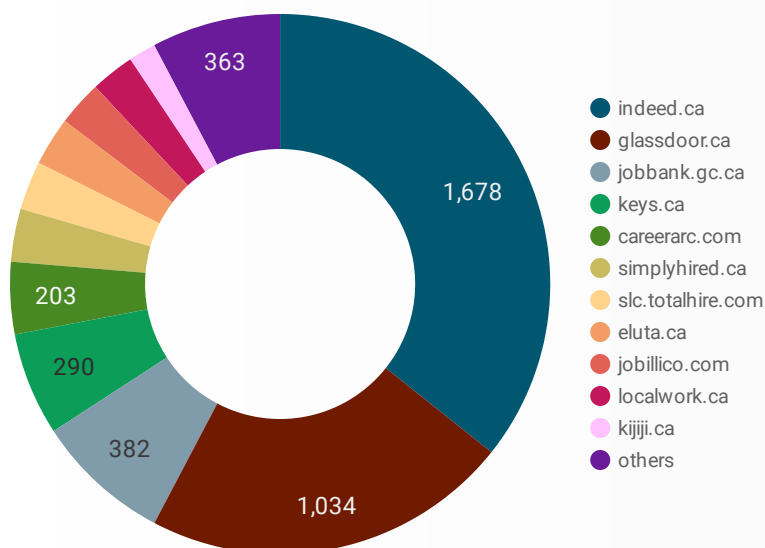
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. CECCE -Conseil des Ã©coles catholiques du Centre-Est	9
2. CFMWS	6
3. Canadian Forces Morale and Welfare Services - CFMWS	5
4. Conseil des Ã©coles publiques de l'Est de l'Ontario	4
5. Biscuits Leclerc LtÃ©e	4
6. The Royal Ottawa Mental Health Centre	3
7. VON Canada (Ontario)	3
8. Ontario Public Service / OPS	3
9. VON Canada	3
10. Providence Care	3
11. Kingston Military Family Resource Centre	2
12. BELL MOBILITY/BELL MOBILITÃ%	2
13. Bell Canada	2
14. Kingston Health Sciences Centre	2
15. Centre des services communautaires Vanier	2
16. .job-search-1 on8af8{border-radius:50%;height:32px;width:32px;}	1
17. TRENTWAY-WAGAR INC	1
18. Lafarge	1
19. MinistÃ©re des Services gouvernementaux et des Services aux consommateurs	1
20. Ministry of Public and Business Service Delivery	1
21. MinistÃ©re des Services gouvernementaux et des...	1
22. Sisters of Providence of St. Vincent de Paul	1
23. Shared Services Canada - Enterprise IT Procurement and Corporate Services Branch	1
24. Foundever	1
25. Cuso International	1
26. Victoria Order of Nurses	1
27. Brown's Fine Food Services	1
28. KFC	1

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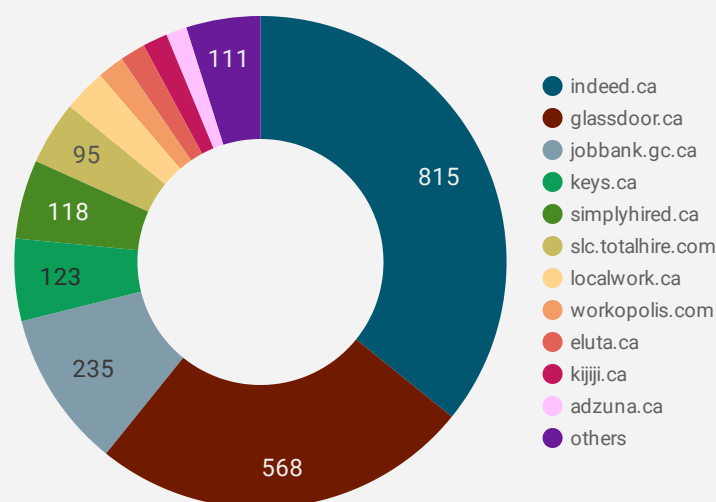
JOB POSTINGS BY JOB BOARD

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	1,678	20.3	21	815
2.	glassdoor.ca	1,034	21.0	21	568
3.	jobbank.gc.ca	382	38.2	16	235
4.	keys.ca	290	34.4	28	123
5.	careerarc.com	203	64.2	52	6
6.	simplyhired.ca	149	20.7	21	118
7.	slc.totalhire.com	137	49.2	29	95
8.	eluta.ca	137	21.0	21	38
9.	jobillico.com	127	14.7	8	27
10.	localwork.ca	123	10.5	3	64
11.	kijiji.ca	77	16.0	16	37
12.	adzuna.ca	68	14.0	14	31
13.	rncareers.ca	66	50.5	30	13
14.	workopolis.com	46	248.6	248	40
15.	network.applytoeducation.com	40	5.8	6	4
16.	emploisfp-psjobs.cfp-psc.gc.ca	31	124.0	135	15
17.	careerbuilder.ca	30	67.9	61	9
18.	gojobs.gov.on.ca	28	19.5	16	9