

# JOB DEMAND REPORT

## MAY 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
4,755	2,689	1,653	28

#### # OF DAYS POSTED

AVERAGE	MEDIAN
21.2	22

## 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	▼

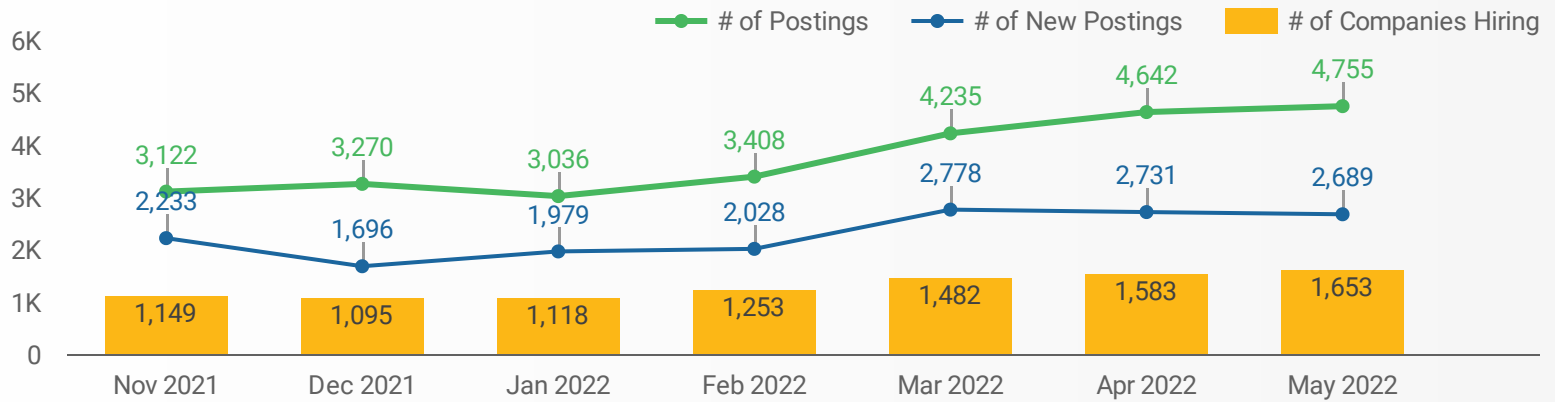
NOC = National Occupation Classification | NAICS = North American Industry Classification System

#### Source:

Job posting data is collected by the Centre for Workforce Development from job boards and employer websites that recruit candidates in the Hastings, Prince Edward, and Lennox & Addington Counties.

## JOB POSTINGS BY MONTH

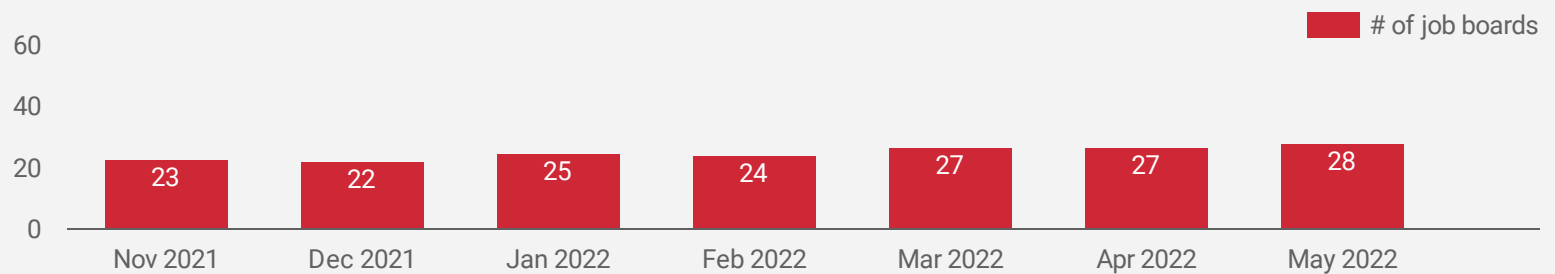
How many job postings were active for at least 1 day this month?



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

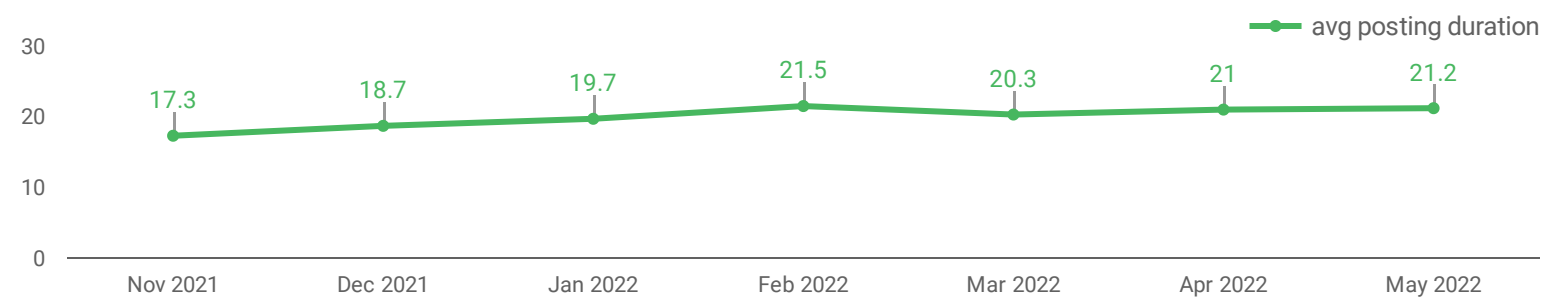
## NUMBER OF ACTIVE JOB BOARDS

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



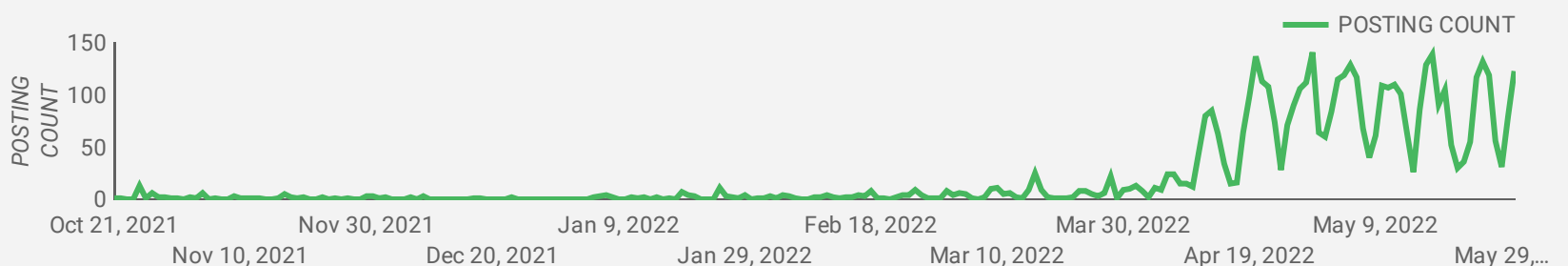
## AVG & MEDIAN POSTING LENGTH BY DAYS

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

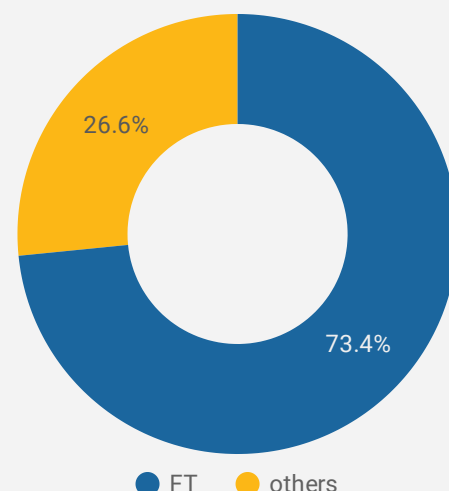
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Belleville	2,393	21.2	22
2.	City of Quinte West	732	20.5	22
3.	Prince Edward County	518	22.2	22
4.	Town of Greater Napanee	413	20.9	22
5.	Town of Bancroft	209	24.8	22
6.	Township of Loyalist	109	18.1	15
7.	Municipality of Centre Hastings	53	20.8	22
8.	Municipality of Tweed	49	24.3	22
9.	Township of Stirling-Rawdon	47	19.5	22
10.	Township of Addington	37	20.7	22

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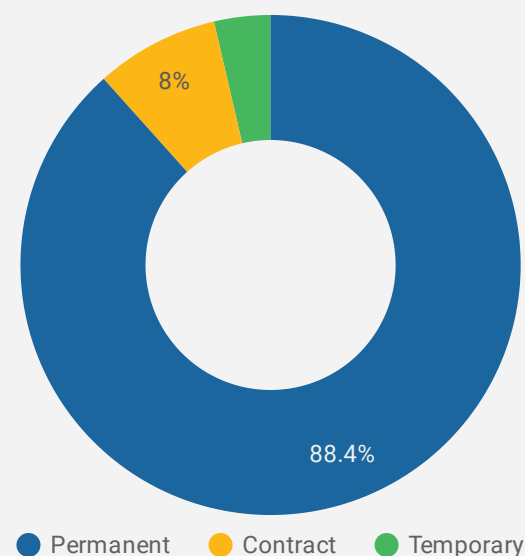
## JOB TYPE

Full-time vs Part-time



## JOB DURATION

Permanency of jobs posted



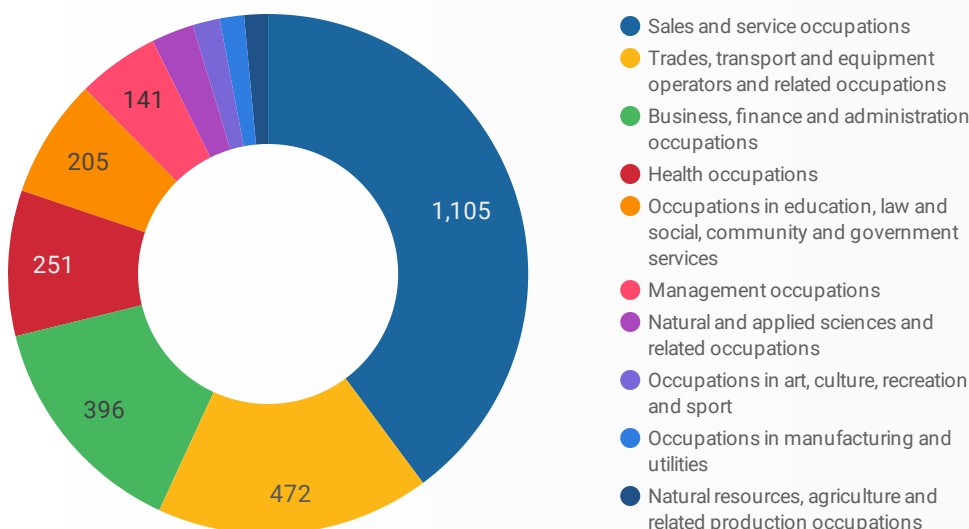
## JOB POSTINGS BY COUNTY OR CITY

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

	COUNTY OR CITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Belleville	2,393	21.2	22
2.	City of Quinte West	732	20.5	22
3.	Lennox and Addington	595	20.2	22
4.	Prince Edward County	518	22.2	22
5.	Hastings County	500	23.3	22

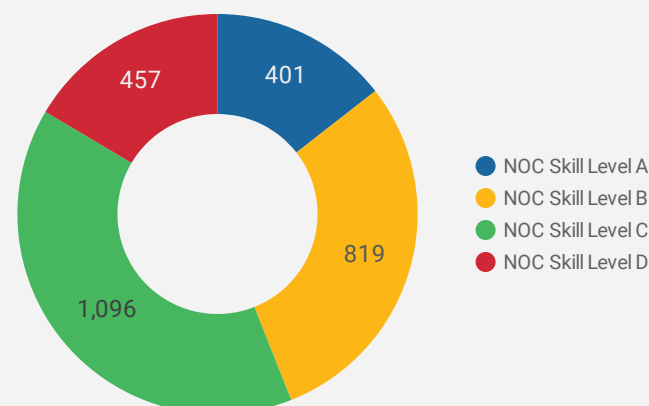
## JOB POSTINGS BY SKILL TYPE

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	MUNICIPALITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Quinte Health Care	City of Belleville	104	29.2	22
2.	Quinte Health Care Corporation / QHC	City of Belleville	72	22.0	22
3.	Great Canadian Gaming Corporation	City of Belleville	58	19.0	17
4.	Lennox and Addington County General Hospital	Town of Greater Napanee	38	21.7	22
5.	Lowe's	City of Belleville	37	11.6	13
6.	City of Belleville	City of Belleville	34	23.7	22
7.	Great Canadian Gaming	City of Belleville	32	18.1	15
8.	Great Canadian Gaming Corp.	City of Belleville	30	15.0	15
9.	The Corporation of the County of Prince Edward	Prince Edward County	30	null	null
10.	CFMWS	City of Quinte West	29	19.5	22
11.	Great Canadian Casinos	City of Belleville	29	21.4	22
12.	Loyalist College	City of Belleville	28	21.4	22
13.	Dexterra Group	City of Quinte West	24	22.0	22
14.	Quinte Health Care	City of Quinte West	24	9.6	7
15.	Kijiji	City of Belleville	23	15.0	15
16.	Adecco	City of Belleville	22	11.8	15
17.	Prince Edward, Corporation of the County of	Prince Edward County	20	22.0	22
18.	Lowe's Canada	City of Belleville	20	20.5	22
19.	Algonquin & Lakeshore Catholic District School Board	Town of Greater Napanee	20	22.0	22
20.	Adecco Canada	Municipality of Centre Hastings	19	22.0	22
21.	Peopleready	City of Belleville	18	17.3	15
22.	Canadian Tire Corporation Limited	Prince Edward County	18	22.0	22
23.	Canadian Tire	Prince Edward County	18	22.0	22
24.	Home Depot of Canada Inc.	City of Belleville	17	12.8	14
25.	Home Depot Canada	City of Belleville	17	20.1	22
26.	Adecco	City of Quinte West	17	10.7	7

## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Job Postings

136

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Social Worker/ Psychotherapist / Psychologist	Dr. Julie Gowthorpe, RSW & Associates	City of Belleville	100 
2.	Psychotherapist	Prince Edward County Counselling and Psychotherapy	Prince Edward County	83 
3.	Nurse	Imani's Place	City of Belleville	71 
4.	Plumber	The Byng Group	City of Belleville	60 
5.	Registered Nurse Needed in Prince Edward County	Kijiji	Prince Edward County	60 
6.	Senior Managers - Financial, Communications And Other Business Services	Elections Canada	City of Quinte West	55.66 
7.	Manager Of Roads And Fleet Services	Township of Tay	Prince Edward County	54.03 
8.	Financial Manager	10735124 CANADA Inc.	City of Belleville	52.4 
9.	URGENT OPENINGS - SIDING/WINDOW INSTALLER	Quinte Siding & Contracting	City of Belleville	50 
10.	Safety Engineer	Mack Global Engineering Incorporated	City of Belleville	50 
11.	Registered Nurse - Part-time	Hastings Centennial Manor -	#N/A	47.57 
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## TOP SALARIES IN JOB POSTINGS

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

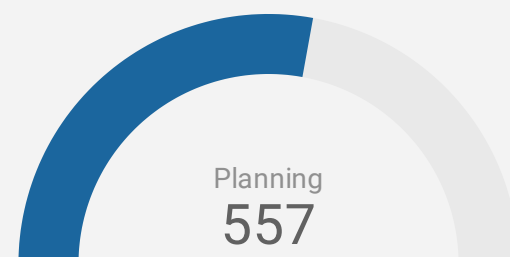
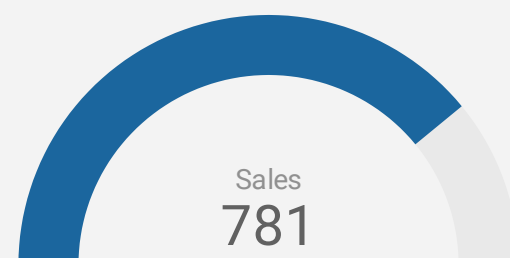
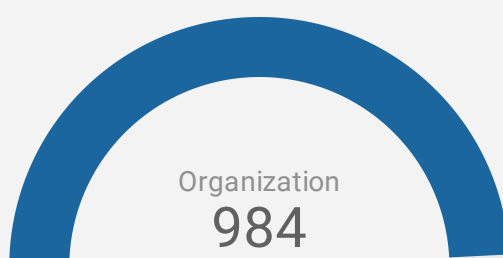
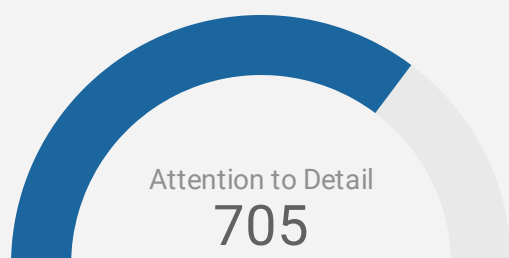
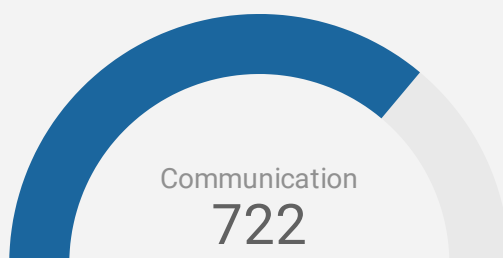
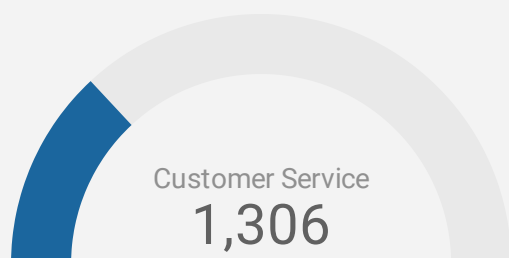
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	General Internist - Department Of Internal Medicine	Quinte Health Care	City of Belleville	240,000 
2.	Continuous Improvement Specialist â€” Full Time â€” Multi-site - Belleville Home	Quinte Health Care	City of Belleville	160,000 
3.	Financial Services Manager	HUNTER FORD SALES LTD	Municipality of Centre Hastings	155,880 
4.	Dean â€” Leadership, Learning And Academic Excellence	Loyalist College	City of Belleville	155,242 
5.	Real Estate Sales Representative	Royal LePage Real Estate	City of Belleville	150,000 
6.	Crs â€” Truck Driver â€” Owner Operator	Choice Reefer Systems - a Division of Eassons	Municipality of Marmora and Lake	150,000 
7.	Eassons â€” Truck Driver â€” Cross Border â€” Owner Operator	Eassons Transportation Group	Municipality of Marmora and Lake	150,000 
8.	Belleville/cobourg Area Based Owner Operators - Dedicated Cross Border	Mackie Transportation Inc.	City of Belleville	142,934 
9.	Physician Assistant, Temporary	Quinte Health Care	City of Belleville	140,000 
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## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,755



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,755



Driver's License

99



First Aid

270



Regular Access to a Ve

257



Criminal Record Check

309



Microsoft Office

276



Food Safety

97

## 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	271	18.9	22
2.	6731	Light duty cleaners	NOC Skill Level D	135	20.4	22
3.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	114	19.1	15
4.	7452	Material handlers	NOC Skill Level C	94	17.9	22
5.	6322	Cooks	NOC Skill Level B	89	22.3	22
6.	6552	Other customer and information services representatives	NOC Skill Level C	87	20.8	22
7.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	82	23.0	22
8.	621	Retail and wholesale trade managers	NOC Skill Level A	74	18.4	21
9.	7511	Transport truck drivers	NOC Skill Level C	72	19.7	20
10.	6513	Food and beverage servers	NOC Skill Level C	52	20.8	22
11.	7271	Carpenters	NOC Skill Level B	48	16.7	15
12.	3233	Licensed practical nurses	NOC Skill Level B	48	19.7	22
13.	1414	Receptionists	NOC Skill Level C	46	22.7	22
14.	6611	Cashiers	NOC Skill Level D	46	19.3	22
15.	4212	Social and community service workers	NOC Skill Level B	46	22.9	22
16.	7514	Delivery and courier service drivers	NOC Skill Level C	44	20.7	22
17.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	41	17.3	22
18.	1241	Administrative assistants	NOC Skill Level B	40	20.7	22
19.	1114	Other financial officers	NOC Skill Level A	35	18.5	22
20.	6321	Chefs	NOC Skill Level B	34	18.1	15
21.	6541	Security guards and related security service occupations	NOC Skill Level C	31	22.0	22
22.	1221	Administrative officers	NOC Skill Level B	29	25.0	22
23.	7611	Construction trades helpers and labourers	NOC Skill Level D	29	22.5	22
24.	1434	Banking, insurance and other financial clerks	NOC Skill Level C	29	14.2	15
25.	6512	Bartenders	NOC Skill Level C	27	18.9	22
26.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	25	18.1	22
27.	4152	Social workers	NOC Skill Level A	23	19.4	22
28.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	22	62.1	42
29.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	22	24.9	22
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## 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	271	18.9	22
2.	673	Cleaners	NOC Skill Level D	165	21.1	22
3.	632	Chefs and cooks	NOC Skill Level B	123	20.8	22
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	122	20.5	22
5.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	114	19.1	15
6.	745	Longshore workers and material handlers	NOC Skill Level C	94	17.9	22
7.	651	Occupations in food and beverage service	NOC Skill Level C	90	20.0	22
8.	655	Customer and information services representatives	NOC Skill Level C	87	20.8	22
9.	441	Home care providers and educational support occupations	NOC Skill Level C	83	22.9	22
10.	062	Retail and wholesale trade managers	NOC Skill Level A	74	18.4	21
11.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	70	19.9	22
12.	141	General office workers	NOC Skill Level C	63	21.5	22
13.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	63	24.1	22
14.	323	Other technical occupations in health care	NOC Skill Level B	61	20.2	22
15.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	56	20.4	22
16.	111	Auditors, accountants and investment professionals	NOC Skill Level A	52	18.3	22
17.	727	Carpenters and cabinetmakers	NOC Skill Level B	50	16.7	15
18.	122	Administrative and regulatory occupations	NOC Skill Level B	47	24.6	22
19.	662	Other sales support and related occupations	NOC Skill Level D	47	17.7	22
20.	661	Cashiers	NOC Skill Level D	46	19.3	22
21.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	44	18.9	22
22.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	38	15.9	15
23.	341	Assisting occupations in support of health services	NOC Skill Level C	34	22.3	22
24.	151	Mail and message distribution occupations	NOC Skill Level C	32	19.6	22
25.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	32	47.6	22
26.	415	Social and community service professionals	NOC Skill Level A	31	19.6	22
27.	654	Security guards and related security service occupations	NOC Skill Level C	31	22.0	22
28.	761	Trades helpers and labourers	NOC Skill Level D	29	22.5	22
29.	633	Butchers and bakers	NOC Skill Level B	27	22.1	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.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	286	20.2	22
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	276	18.9	22
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	231	20.6	22
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	167	23.1	22
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	143	21.7	22
6.	32	Technical occupations in health	NOC Skill Level B	138	20.1	22
7.	72	Industrial, electrical and construction trades	NOC Skill Level B	127	22.0	20
8.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	116	22.0	22
9.	14	Office support occupations	NOC Skill Level C	111	19.6	22
10.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	107	18.1	22
11.	66	Sales support occupations	NOC Skill Level D	93	18.4	22
12.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	89	19.3	22
13.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	84	22.9	22
14.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	76	19.2	22
15.	11	Professional occupations in business and finance	NOC Skill Level A	76	19.5	22
16.	31	Professional occupations in health (except nursing)	NOC Skill Level A	64	22.9	22
17.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	63	24.1	22
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	60	37.0	22
19.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	52	20.8	15
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	51	24.6	22
21.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	39	21.2	22
22.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	35	21.3	22
23.	34	Assisting occupations in support of health services	NOC Skill Level C	34	22.3	22
24.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	34	25.0	21
25.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	34	23.5	22
26.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	33	25.4	22
27.	86	Harvesting, landscaping and natural resources labourers	NOC Skill Level D	26	18.1	22

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**252**

NEW POSTINGS  
**2**

COMPANIES  
**125**

LANGUAGES  
**6**

## # OF DAYS POSTED

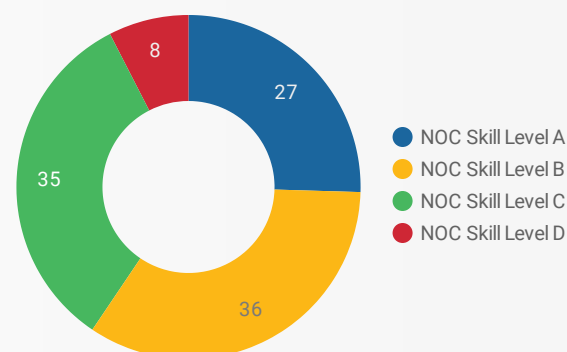
AVERAGE  
**23.4**

MEDIAN  
**22**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

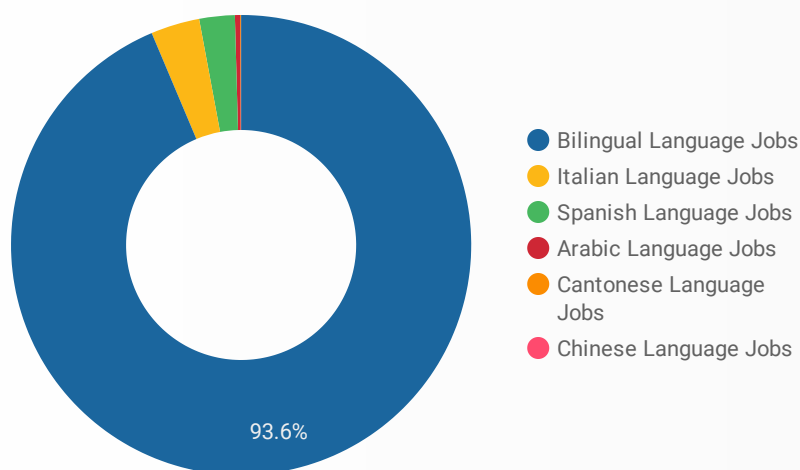
- 27** Skill Level A - Management/ Professional Occupations usually requiring University
- 36** Skill Level B - Usually college education or apprenticeship training
- 35** Skill Level C - Usually secondary education or occupation-specific training
- 8** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	...	...	...	8
Italian Langu...	5			
Spanish Lang...			3	
Chinese Lang...		1		

## LANGUAGE SKILLS BREAKDOWN

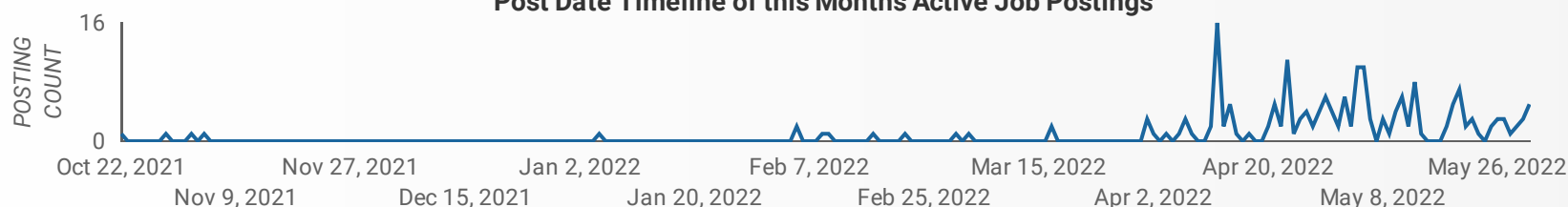
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	239
2. Italian Language Jobs	6
3. Spanish Language Jobs	4
4. Cantonese Language Jobs	1
5. Arabic Language Jobs	1

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## 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	Bilingual Language...	Italian Language ...	Spanish Language...	Chinese Language...	Grand total
Business, finance and administration occu...	25	5		1	31
Health occupations	3				3
Management occupations	6				6
Natural and applied sciences and related o...	10				10
Natural resources, agriculture and related ...	1		1		2
Occupations in art, culture, recreation and ...	5				5
Occupations in education, law and social, ...	14				14
Sales and service occupations	31		2		33
Trades, transport and equipment operator...	2				2
<b>Grand total</b>	<b>97</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>106</b>

## 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 Belleville	97	22.9	22
2.	City of Quinte West	65	22.5	22
3.	Prince Edward County	37	26.8	21
4.	Town of Greater Napanee	17	20.8	22
5.	Town of Bancroft	14	20.9	22
6.	Township of Stone Mills	6	27.3	18.5
7.	Municipality of Centre Hastings	3	32.0	32
8.	Township of Addington Highlands	3	19.7	22
9.	Municipality of Marmora and	3	22.0	22
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	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Belleville	97	22.9	22
2.	City of Quinte West	65	22.5	22
3.	Prince Edward County	37	26.8	21
4.	Lennox and Addington	28	21.3	22
5.	Hastings County	25	25.1	22

## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME		POSTINGS ▾
1.	Other customer and information services re...	8
2.	Retail salespersons	7
3.	Receptionists	6
4.	Other financial officers	5
5.	School principals and administrators of ele...	5
6.	Administrative officers	5
7.	Social and community service workers	5
8.	Urban and land use planners	5
9.	Program leaders and instructors in recreati...	5
10.	Administrative assistants	4
11.	Cooks	3
12.	Early childhood educators and assistants	3
13.	Service station attendants	3
14.	User support technicians	3
15.	Registered nurses and registered psychiatri...	3
16.	Home support workers, housekeepers and r...	2
17.	Medical administrative assistants	2
18.	Light duty cleaners	2
19.	Bartenders	2
20.	Human resources professionals	2
21.	Letter carriers	2
22.	Social workers	2
23.	Food and beverage servers	2
24.	Food counter attendants, kitchen helpers an...	2
25.	Professional occupations in advertising, ma...	1
26.	Computer network technicians	1
27.	Other administrative services managers	1
28.	Retail and wholesale buyers	1
29.	Lawyers and Quebec notaries	1
30.	General farm workers	1
31.	Security guards and related security service...	1
32.	Banking, insurance and other financial clerks	1

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## MULTILINGUAL HIRING EMPLOYERS

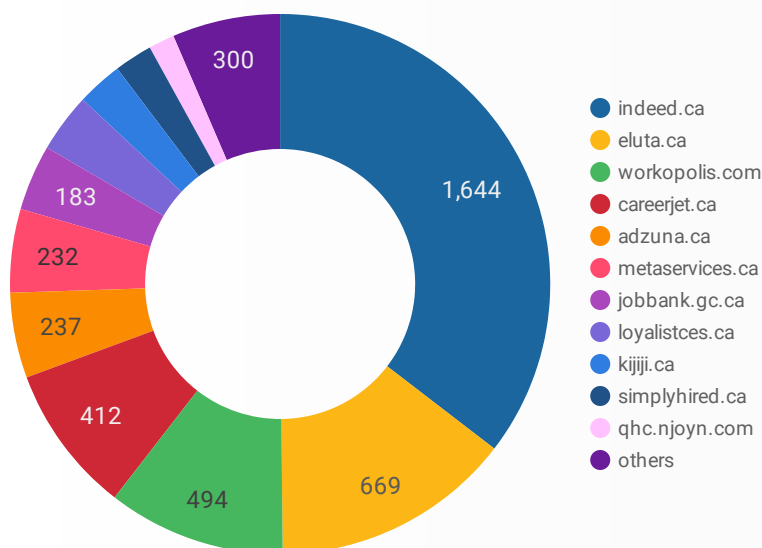
Which employers are seeking multilingual candidates?

COMPANY		POSTINGS ▾
1.	Liquor Control Board of Ontario / LCBO	16
2.	VON Canada	14
3.	Home and Community Care Support Services South East	7
4.	Quinte West, City of	7
5.	Trenton Military Family Resource Center	6
6.	City of Quinte West	5
7.	Federation of Canadian Municipalities	5
8.	Fédération canadienne des municipalités	5
9.	Canadian Forces Morale and Welfare Services - CFMWS	5
10.	Scotiabank	5
11.	L3Harris	4
12.	Adzuna	4
13.	Trenton Military Family Resource Center Together, we are stronger.	4
14.	Sensity Deafblind and Sensory Support Network of Canada	4
15.	Sensity   Deafblind & Sensory Support Network of Canada	4
16.	VON Canada (Ontario)	4
17.	Home and Community Care Support Services South...	4
18.	Trenton MFRC	3
19.	TruckRight Data Management Inc.	3
20.	Xplornet	3
21.	Conseil des Écoles catholiques du Centre-Est	3
22.	Algonquin & Lakeshore Catholic District School Board	3
23.	CFMWS	3
24.	Quick Truck Lube - Napanee	3
25.	Liquor Control Board of Ontario	3
26.	Ontario Health	2
27.	Bell	2

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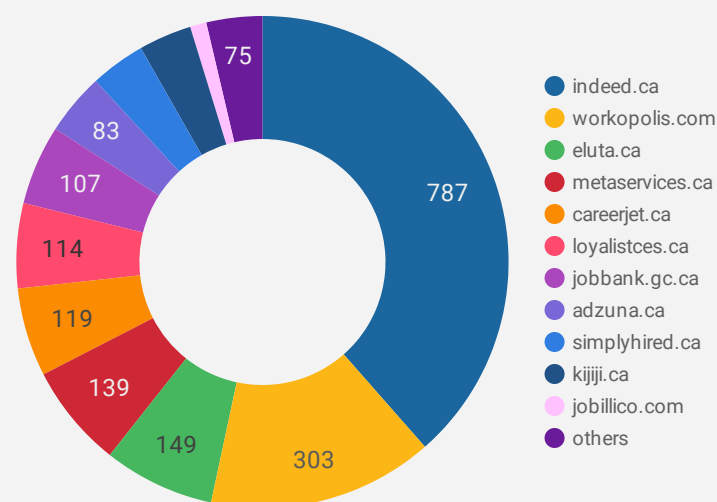
## JOB POSTINGS BY JOB BOARD

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	1,644	21.9	22	787
2.	eluta.ca	669	22.0	22	149
3.	workopolis.com	494	14.9	15	303
4.	careerjet.ca	412	25.7	15	119
5.	adzuna.ca	237	15.0	15	83
6.	metaservices.ca	232	125.5	126	139
7.	jobbank.gc.ca	183	33.0	23	107
8.	loyalistcs.ca	164	52.5	48	114
9.	kijiji.ca	127	15.0	15	71
10.	simplyhired.ca	106	15.0	15	74
11.	qhc.njoyn.com	72	41.1	12	1
12.	jobillico.com	71	19.6	13	22
13.	careerbuilder.ca	52	17.2	15	8
14.	careerarc.com	49	31.3	16	8
15.	localwork.ca	28	4.3	2	15
16.	workinnonprofits.ca	21	17.7	14	8
17.	hastingscounty.com	16	7.0	7	4
18.	randstad.ca	9	7.0	7	1