

JOB DEMAND REPORT

AUGUST 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
5,078	2,837	1,699	31

OF DAYS POSTED

AVERAGE	MEDIAN
33.0	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 ▾

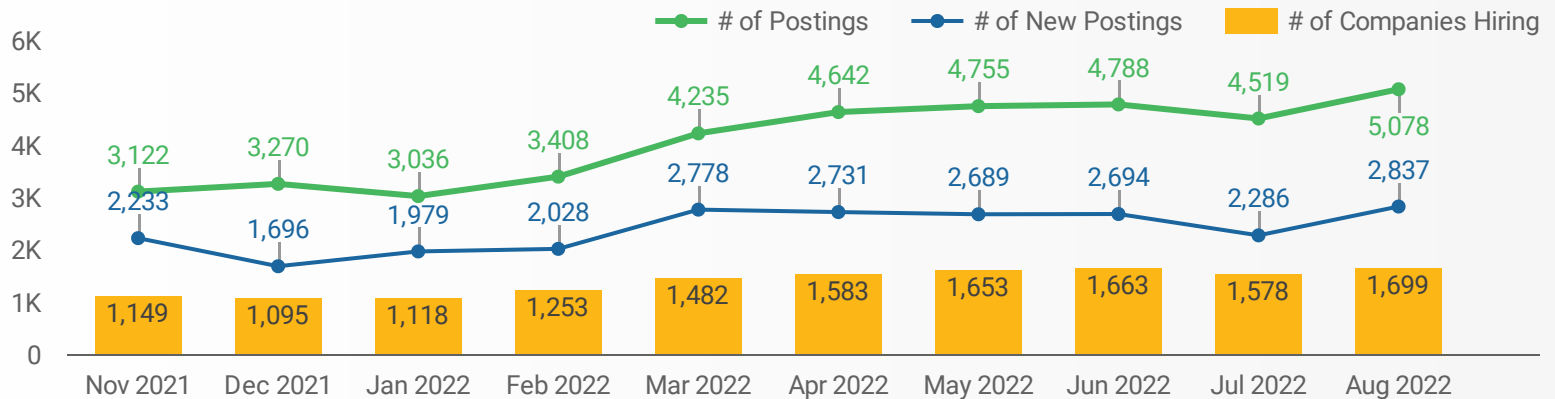
NOC = National Occupation Classification | NAICS = North American Industry Classification System

Source:

Job posting data 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

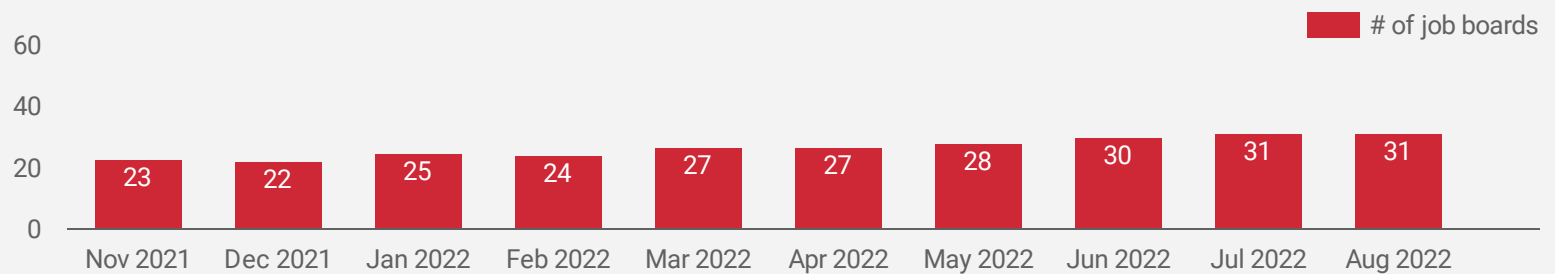
How many job postings were active for at least 1 day this month?



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

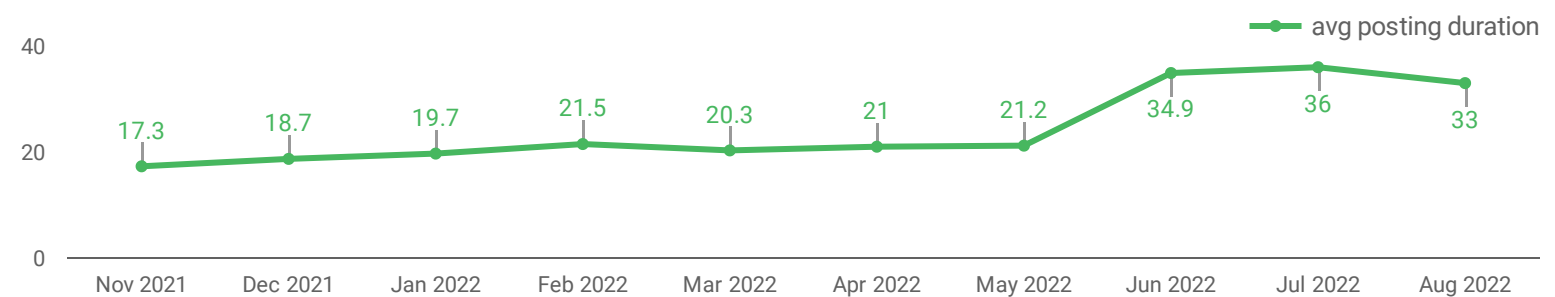
NUMBER OF ACTIVE JOB BOARDS

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



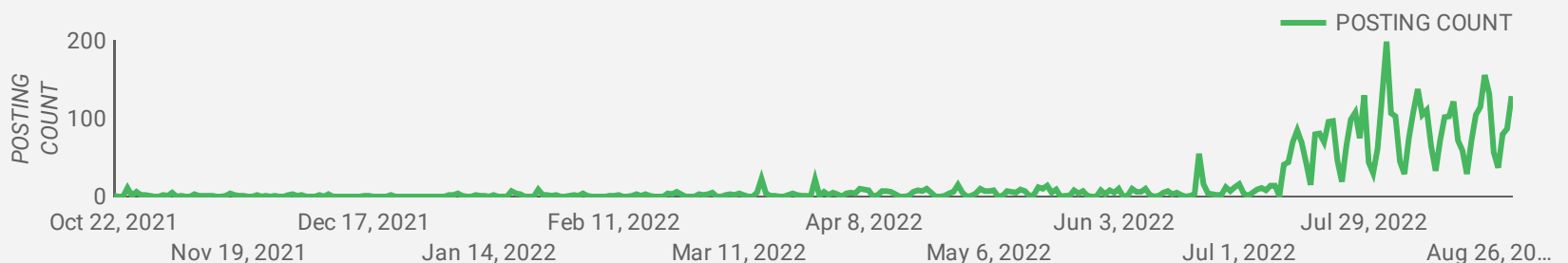
AVG & MEDIAN POSTING LENGTH BY DAYS

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	2,640	31.2	21
2.	City of Quinte West	689	33.4	21
3.	Prince Edward County	542	36.5	21
4.	Town of Greater Napanee	497	21.9	21
5.	Town of Bancroft	226	63.9	30
6.	Township of Loyalist	119	16.7	14
7.	Municipality of Centre Hastings	53	27.3	21
8.	Township of Stone Mills	49	16.3	14
9.	Municipality of Marmora and Lake	33	60.8	21

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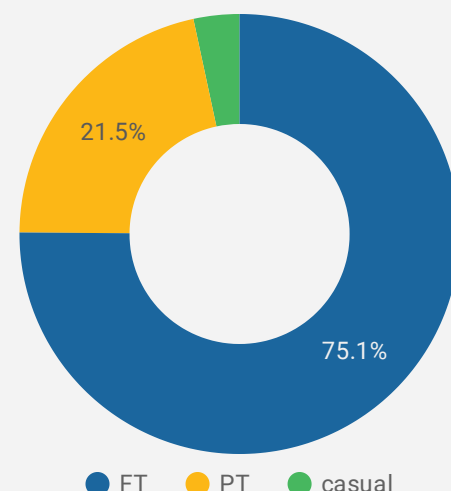
JOB POSTINGS BY COUNTY OR CITY

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	2,640	31.2	21
2.	City of Quinte West	689	33.4	21
3.	Lennox and Addington	686	20.5	21
4.	Prince Edward County	542	36.5	21
5.	Hastings County	455	55.8	21

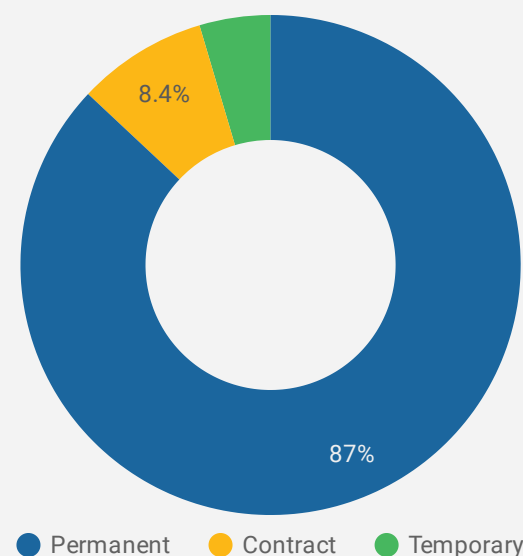
JOB TYPE

Full-time vs Part-time



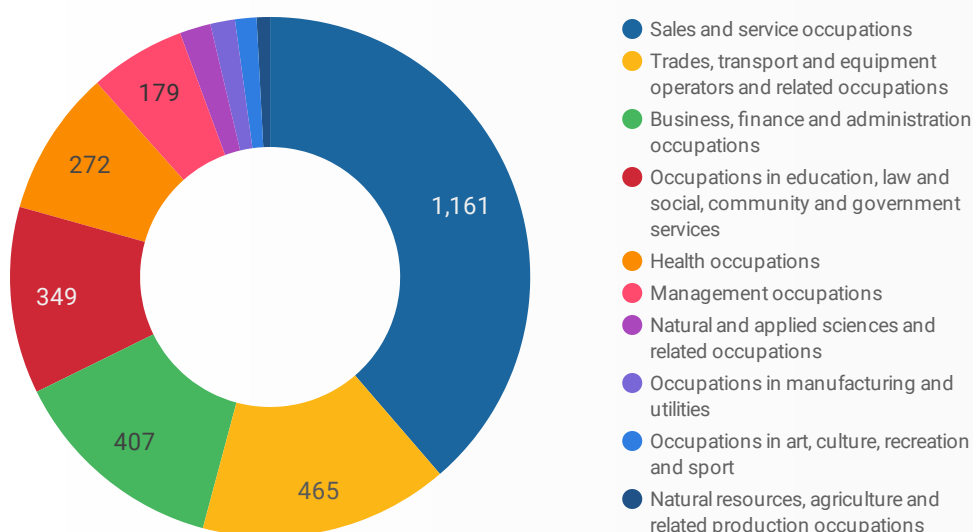
JOB DURATION

Permanency of jobs posted



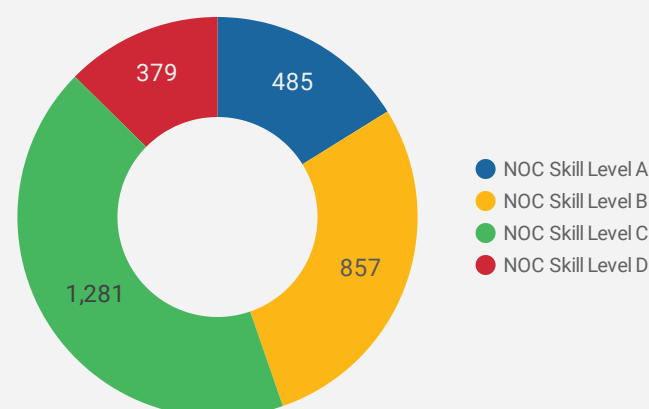
JOB POSTINGS BY JOB CATEGORY

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.	Quinte Health Care	City of Belleville	113	86.6	45
2.	Lennox and Addington County General Hospital	Town of Greater Napanee	62	19.7	21
3.	Quinte Health Care Corporation / QHC	City of Belleville	59	21.0	21
4.	Jbs Foods Canada	City of Belleville	52	25.6	21
5.	The Corporation of the County of Prince Edward	Prince Edward County	44	80.4	31
6.	City of Belleville	City of Belleville	36	29.9	21
7.	Great Canadian Gaming Corporation	City of Belleville	34	13.9	14
8.	Loyalist College	City of Belleville	33	20.7	20
9.	Algonquin & Lakeshore Catholic District School Board	Town of Greater Napanee	32	21.0	21
10.	Lowe's Canada	City of Belleville	30	19.9	21
11.	Drake Hotel Properties	Prince Edward County	27	20.6	21
12.	Lowe's	City of Belleville	27	26.4	22
13.	CFMWS	City of Quinte West	26	17.8	21
14.	Trenton Military Family Resource Center	City of Quinte West	25	89.8	69
15.	Adzuna	Township of Stone Mills	25	14.0	14
16.	Kijiji	City of Belleville	24	15.0	15
17.	Shorelines Casino	City of Belleville	24	20.4	21
18.	Walmart Canada	City of Belleville	22	14.5	14
19.	Victoria Order Of Nurses	City of Belleville	22	13.5	14
20.	Hastings County - Community and Human Services	#N/A	21	40.9	34
21.	Adecco	City of Quinte West	21	18.1	14
22.	Sienna Senior Living	City of Belleville	20	17.1	14
23.	Addus Homecare Corporation	City of Belleville	19	13.3	14
24.	VON Canada	City of Belleville	19	61.9	36
25.	Addictions and Mental Health Services - Hastings Prince Edward	City of Belleville	18	17.5	18
26.	Hastings Centennial Manor - Bancroft Positions	#N/A	18	98.6	89
27.	Metro Inc.	City of Belleville	17	16.7	18

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

122

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Data Entry Position Work From Home - Part-Time Focus Group Participants	FocusGroupJobs	Prince Edward County	250 
2.	Psychotherapist	Trenton Massage and Lymphedema Clinic	City of Quinte West	143 
3.	Professor, Nursing	Loyalist College	City of Belleville	80.62 
4.	Massage Therapist (mt)	PhysioHouse Belleville	City of Belleville	69 
5.	Social Worker	GoServeCare	City of Quinte West	60 
6.	Operations Vice-president - Goods Production, Utilities, Transportation And Construction	1654187 ONTARIO INC.	City of Quinte West	58 
7.	Registered Massage Therapist (rmt)	Dundas Massage Therapy and Chiropractic Clinic	City of Belleville	55.75 
8.	General Manager - Goods Production, Utilities, Transportation And Construction	TEN ACRE STORE AND RESTAURANT INC	City of Belleville	53.98 
9.	Registered Nurse - Public And Community Health	Quinte Health Care	City of Belleville	49.02 
10.	Registered Nurse - Permanent Part-time, Multiple Positions	Hastings Centennial Manor - Bancroft Positions	#N/A	47.57 
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TOP SALARIES IN JOB POSTINGS

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

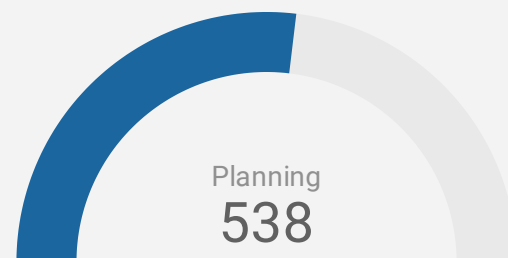
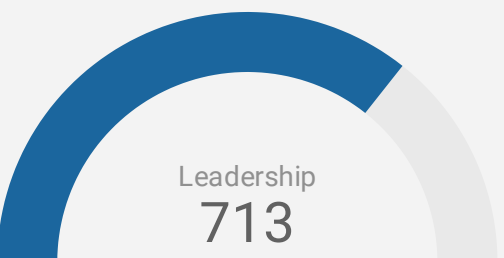
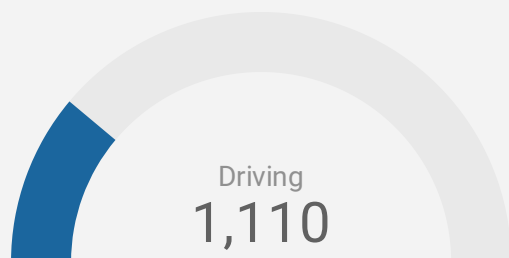
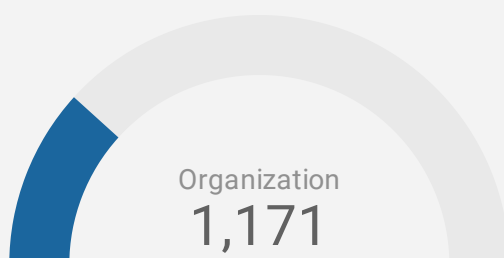
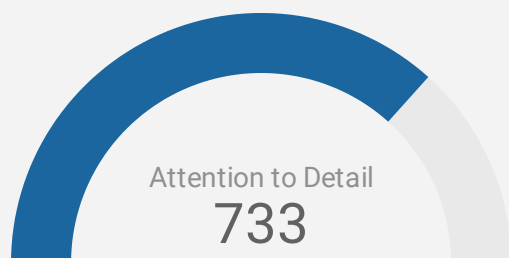
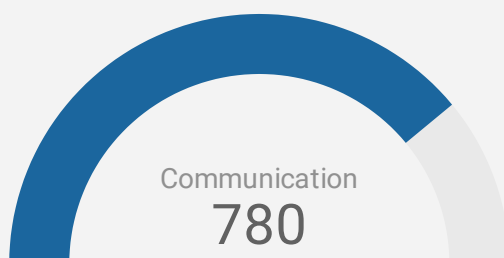
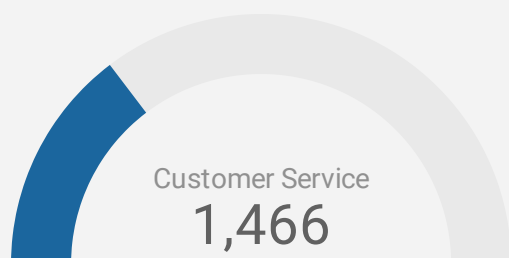
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Physician	Kingston Community Health Centres	Town of Greater Napanee	285,235 
2.	Director Of Community And Human Services - Permanent Full-time	Hastings County - Community and Human Services	#N/A	153,730 
3.	Director Of Finance/treasurer - Permanent Full Time	Hastings County - General Government	#N/A	153,730 
4.	Optometrist	Dr. Christmas Family Eye Care	City of Belleville	150,000 
5.	Cross Border Owner Operator (az Class Experience Required + Top Fleet Employer)	Eassons Transportation Group	Municipality of Marmora and Lake	140,000 
6.	Environmental & Public Affairs Manager	Lafarge Canada Inc	Township of Loyalist	140,000 
7.	Cross Border Owner Operator (az Class Experience Required + New Rates)	Eassons Transportation Group	Township of Loyalist	140,000 
8.	Deputy Chief " Operations Manager- Permanent Full-time	Hastings Quinte Paramedic Services	#N/A	130,824 
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,078



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,078



Driver's License

150



First Aid

310



Regular Access to a Ve

293



Criminal Record Check

397



Microsoft Office

299



Food Safety

168

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	286	23.2	21
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	176	23.0	21
3.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	118	26.1	21
4.	6322	Cooks	NOC Skill Level B	105	48.1	21
5.	7511	Transport truck drivers	NOC Skill Level C	103	34.6	21
6.	6552	Other customer and information services representatives	NOC Skill Level C	99	27.9	21
7.	6731	Light duty cleaners	NOC Skill Level D	96	38.5	21
8.	7452	Material handlers	NOC Skill Level C	81	30.9	21
9.	621	Retail and wholesale trade managers	NOC Skill Level A	69	20.8	21
10.	6513	Food and beverage servers	NOC Skill Level C	58	32.3	21
11.	1241	Administrative assistants	NOC Skill Level B	48	32.0	21
12.	6611	Cashiers	NOC Skill Level D	46	22.7	21
13.	4212	Social and community service workers	NOC Skill Level B	45	29.1	21
14.	1114	Other financial officers	NOC Skill Level A	43	25.8	17
15.	1414	Receptionists	NOC Skill Level C	41	71.5	21
16.	6541	Security guards and related security service occupations	NOC Skill Level C	40	16.2	14
17.	3233	Licensed practical nurses	NOC Skill Level B	39	25.2	21
18.	7271	Carpenters	NOC Skill Level B	37	53.0	21
19.	7514	Delivery and courier service drivers	NOC Skill Level C	37	24.7	15
20.	6321	Chefs	NOC Skill Level B	34	35.8	21
21.	1434	Banking, insurance and other financial clerks	NOC Skill Level C	33	22.2	21
22.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	31	28.0	21
23.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	29	35.1	21
24.	631	Restaurant and food service managers	NOC Skill Level A	29	26.5	21
25.	4214	Early childhood educators and assistants	NOC Skill Level B	26	23.5	21
26.	3131	Pharmacists	NOC Skill Level A	24	16.2	14
27.	3215	Medical radiation technologists	NOC Skill Level B	24	49.7	36.5
28.	6211	Retail sales supervisors	NOC Skill Level B	23	37.2	21
29.	6222	Retail and wholesale buyers	NOC Skill Level B	22	20.9	14
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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	286	23.2	21
2.	441	Home care providers and educational support occupations	NOC Skill Level C	189	22.7	21
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	154	30.6	21
4.	632	Chefs and cooks	NOC Skill Level B	139	44.9	21
5.	673	Cleaners	NOC Skill Level D	134	39.8	21
6.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	118	26.1	21
7.	655	Customer and information services representatives	NOC Skill Level C	99	27.9	21
8.	651	Occupations in food and beverage service	NOC Skill Level C	97	31.6	21
9.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	84	31.0	21
10.	745	Longshore workers and material handlers	NOC Skill Level C	81	30.9	21
11.	062	Retail and wholesale trade managers	NOC Skill Level A	69	20.8	21
12.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	63	31.6	21
13.	111	Auditors, accountants and investment professionals	NOC Skill Level A	62	28.1	20
14.	141	General office workers	NOC Skill Level C	59	57.6	21
15.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	59	32.7	21
16.	323	Other technical occupations in health care	NOC Skill Level B	57	23.5	21
17.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	52	21.5	21
18.	122	Administrative and regulatory occupations	NOC Skill Level B	48	43.9	21
19.	661	Cashiers	NOC Skill Level D	46	22.7	21
20.	727	Carpenters and cabinetmakers	NOC Skill Level B	40	57.3	21
21.	654	Security guards and related security service occupations	NOC Skill Level C	40	16.2	14
22.	415	Social and community service professionals	NOC Skill Level A	37	29.9	21
23.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	37	28.5	21
24.	314	Therapy and assessment professionals	NOC Skill Level A	37	44.4	21
25.	341	Assisting occupations in support of health services	NOC Skill Level C	36	20.7	21
26.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	36	36.5	21
27.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	36	18.5	14
28.	313	Pharmacists, dietitians and nutritionists	NOC Skill Level A	34	19.7	19
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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	288	23.2	21
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	269	27.6	21
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	258	34.4	21
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	191	42.6	21
5.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	189	22.7	21
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	181	29.7	21
7.	14	Office support occupations	NOC Skill Level C	130	39.2	21
8.	32	Technical occupations in health	NOC Skill Level B	124	29.2	21
9.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	117	38.2	21
10.	72	Industrial, electrical and construction trades	NOC Skill Level B	110	46.5	21
11.	31	Professional occupations in health (except nursing)	NOC Skill Level A	100	34.8	21
12.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	100	22.2	21
13.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	92	31.5	21
14.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	84	31.0	21
15.	11	Professional occupations in business and finance	NOC Skill Level A	79	26.3	21
16.	66	Sales support occupations	NOC Skill Level D	78	24.7	21
17.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	77	23.9	20
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	63	30.8	21
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	60	27.1	21
20.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	60	29.4	21
21.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	38	21.6	21
22.	34	Assisting occupations in support of health services	NOC Skill Level C	36	20.7	21
23.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	29	42.0	21
24.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	29	28.6	21
25.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	26	34.9	21
26.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	26	30.1	21
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
451

NEW POSTINGS
2

COMPANIES
214

LANGUAGES
5

OF DAYS POSTED

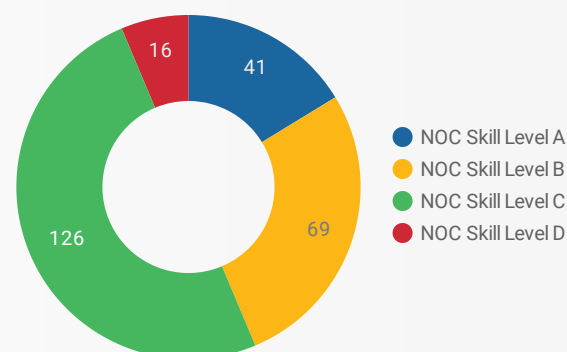
AVERAGE
25.2

MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

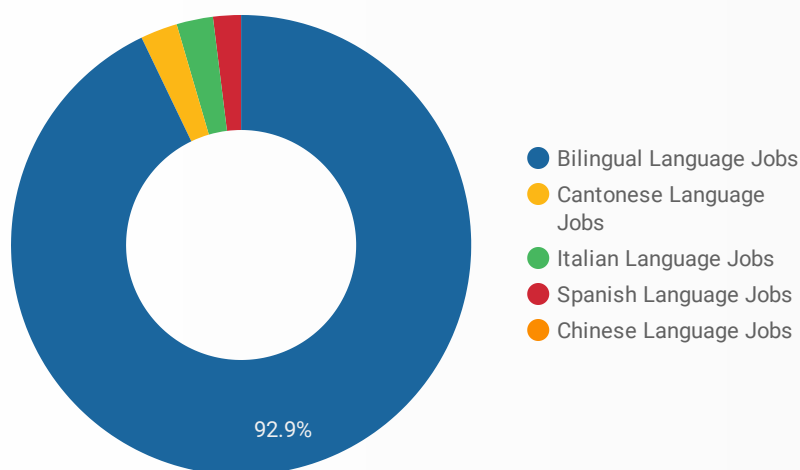
- 41** Skill Level A - Management/ Professional Occupations usually requiring University
- 69** Skill Level B - Usually college education or apprenticeship training
- 126** Skill Level C - Usually secondary education or occupation-specific training
- 16** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	31	65	112	16
Cantonese La...		1	11	
Italian Langu...	9		1	
Spanish Lang...	1	2	2	
Chinese Lang...		1		

LANGUAGE SKILLS BREAKDOWN

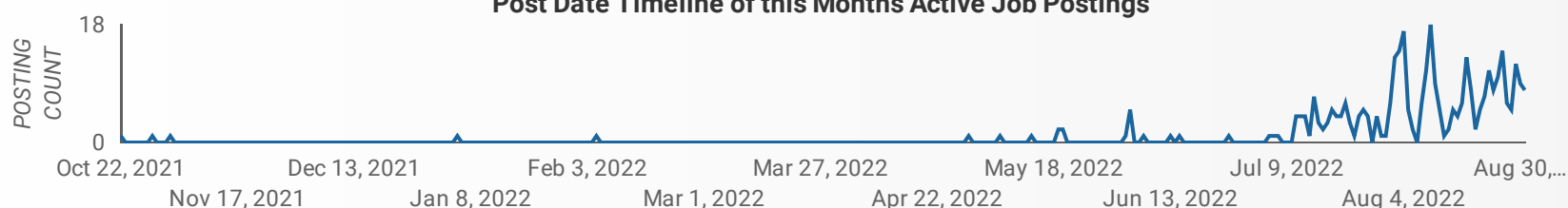
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	416
2. Cantonese Language Jobs	13
3. Spanish Language Jobs	11
4. Italian Language Jobs	10
5. Chinese Language Jobs	1

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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 Lan...	Cantonese L...	Italian Lang...	Spanish Lan...	Chinese Lan...	Grand total
Business, finance and administration occu...	49	1	9		1	60
Health occupations	9					9
Management occupations	10			1		11
Natural and applied sciences and related o...	6					6
Natural resources, agriculture and related ...	1					1
Occupations in art, culture, recreation and ...	7					7
Occupations in education, law and social, ...	57			1		58
Occupations in manufacturing and utilities	1					1
Sales and service occupations	63	11	1	3		78
Trades, transport and equipment operator...	21					21
Grand total	224	12	10	5	1	252

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	213	26.4	21
2.	City of Quinte West	85	31.4	21
3.	Town of Greater Napanee	44	17.7	21
4.	Prince Edward County	38	28.0	21
5.	Township of Stone Mills	18	14.0	14
6.	Township of Loyalist	14	17.1	17.5
7.	Town of Bancroft	11	22.4	21
8.	Township of Stirling-Rawdon	6	18.7	21
9.	Municipality of Marmora and Lake	6	15.5	14
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	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Belleville	213	26.4	21
2.	City of Quinte West	85	31.4	21
3.	Lennox and Addington	78	16.7	14
4.	Prince Edward County	38	28.0	21
5.	Hastings County	37	18.5	17

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...	40
2.	Retail salespersons	21
3.	Other customer and information services re...	16
4.	Administrative assistants	15
5.	Food and beverage servers	10
6.	Light duty cleaners	9
7.	Receptionists	9
8.	Other financial officers	9
9.	Transport truck drivers	6
10.	Accounting technicians and bookkeepers	5
11.	Professional occupations in business mana...	4
12.	Cooks	4
13.	Retail and wholesale trade managers	4
14.	Carpenters	4
15.	Letter carriers	4
16.	Other instructors	4
17.	Early childhood educators and assistants	4
18.	Registered nurses and registered psychiatri...	3
19.	Family, marriage and other related counsell...	3
20.	Food counter attendants, kitchen helpers an...	3
21.	Security guards and related security service...	3
22.	User support technicians	3
23.	Delivery and courier service drivers	3
24.	Human resources and recruitment officers	3
25.	Program leaders and instructors in recreati...	3
26.	Animal health technologists and veterinary t...	3
27.	Authors and writers	3
28.	Elementary school and kindergarten teachers	3
29.	Technical sales specialists - wholesale trade	3
30.	Social and community service workers	3
31.	Administrative officers	3
32.	Landscape and horticulture technicians and...	2

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MULTILINGUAL HIRING EMPLOYERS

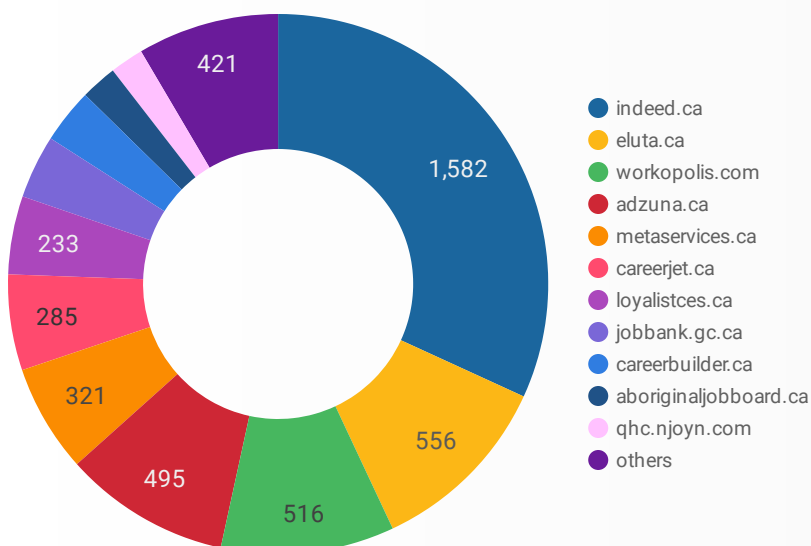
Which employers are seeking multilingual candidates?

COMPANY		POSTINGS ▾
1.	Trenton Military Family Resource Center	25
2.	Victoria Order Of Nurses	24
3.	Adzuna	17
4.	VON Canada (Ontario)	15
5.	VON Canada	12
6.	Home and Community Care Support Services South East	11
7.	Liquor Control Board of Ontario	11
8.	Conseil des Ã©coles publiques de l'Est de l'Ontario	10
9.	Ste. Anne's Spa	7
10.	Victorian Order of Nurses / VON	6
11.	Bell	6
12.	Scotiabank	6
13.	La Source	5
14.	The Source (Bell) Electronics Inc.	5
15.	Algonquin & Lakeshore Catholic District School Board	5
16.	Indigo	5
17.	County of Lennox and Addington	4
18.	Metro Inc.	4
19.	Sun Life Financial	4
20.	Synergie Hunt International	4
21.	Banque Scotia	3
22.	Canon	3
23.	Glacier Maintenance	3
24.	Loyalist Township	3
25.	Holcim	3
26.	Conseil des Ã©coles catholiques du Centre-Est	3
27.	NFI Industries	3
28.	The Source	3
29.	Ramada by Wyndham Trenton	3

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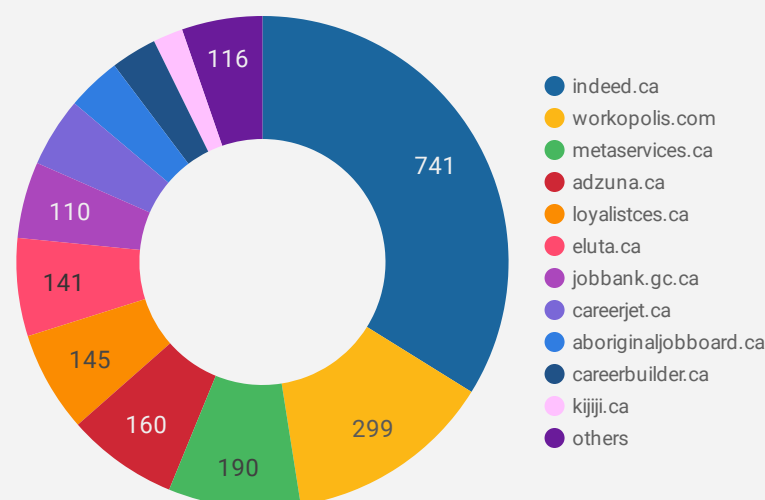
JOB POSTINGS BY JOB BOARD

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	1,582	20.9	21	741
2.	eluta.ca	556	21.0	21	141
3.	workopolis.com	516	14.0	14	299
4.	adzuna.ca	495	14.0	14	160
5.	metaservices.ca	321	134.3	125	190
6.	careerjet.ca	285	24.4	35	100
7.	loyalistcs.ca	233	90.6	86	145
8.	jobbank.gc.ca	189	37.5	29	110
9.	careerbuilder.ca	163	9.9	9	66
10.	aboriginaljobboard.ca	108	61.6	73	78
11.	qhc.njoyn.com	100	127.6	99	1
12.	kijiji.ca	88	15.0	15	43
13.	localwork.ca	84	6.8	7	34
14.	hastingscounty.com	65	58.7	42	6
15.	jobillico.com	64	21.9	15	21
16.	careerarc.com	43	41.4	26	10
17.	network.applytoeducation.com	14	7.9	5	7
18.	careerowl.ca	10	92.7	70	10