

# JOB DEMAND REPORT

## SEPTEMBER 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
4,484	2,550	1,430	29

#### # OF DAYS POSTED

AVERAGE	MEDIAN
20.9	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 ▾

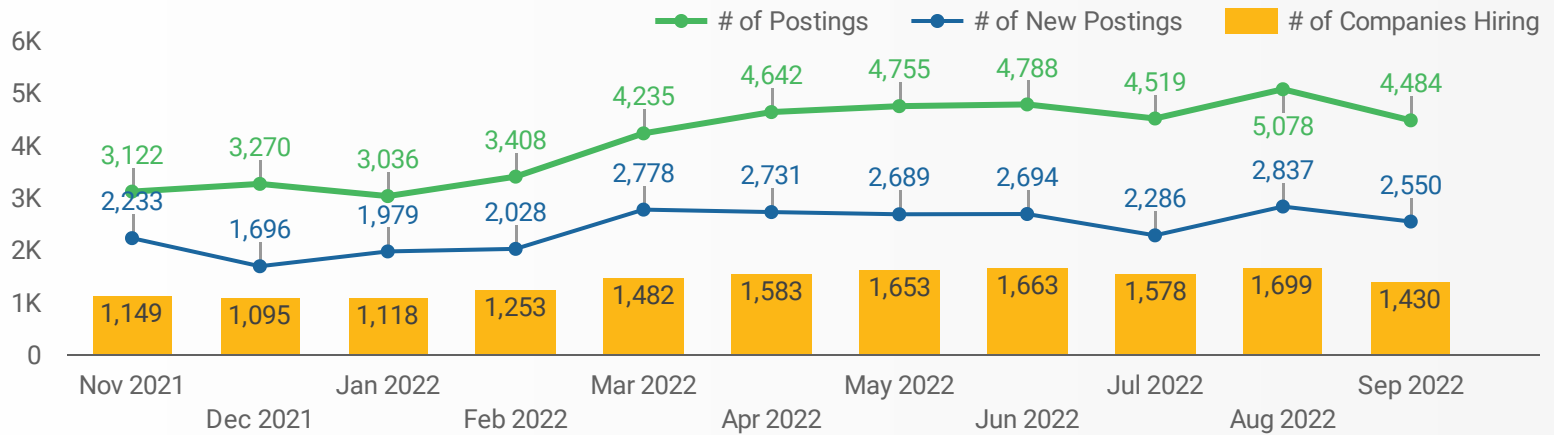
NOC = National Occupation Classification | NAICS = North American Industry Classification System

#### 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

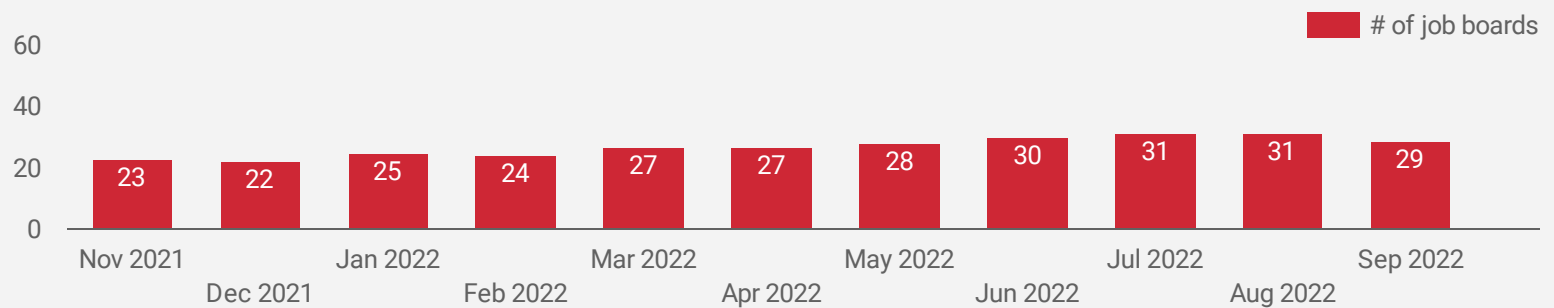
How many job postings were active for at least 1 day this month?



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

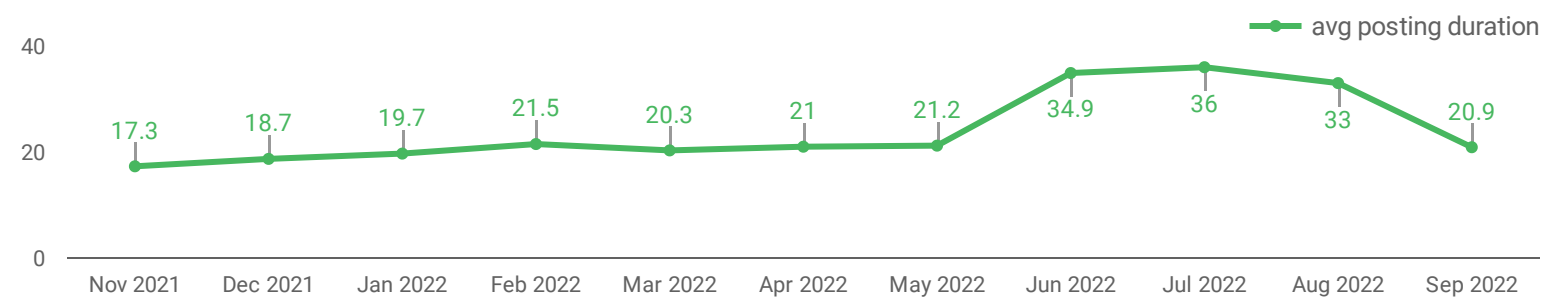
## NUMBER OF ACTIVE JOB BOARDS

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



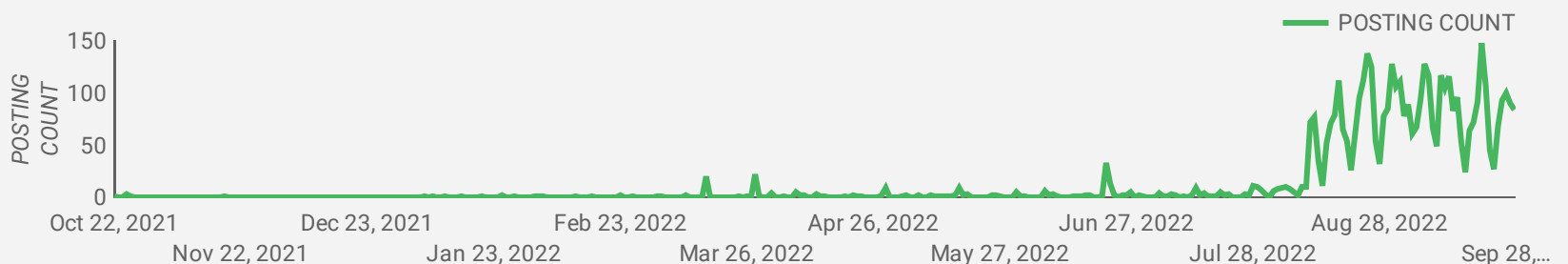
## AVG & MEDIAN POSTING LENGTH BY DAYS

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

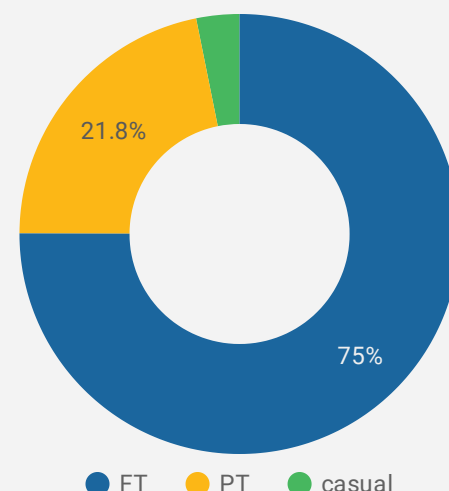
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Belleville	2,407	20.2	21
2.	City of Quinte West	665	18.9	21
3.	Town of Greater Napanee	452	18.6	21
4.	Prince Edward County	429	25.0	21
5.	Town of Bancroft	162	42.3	21
6.	Township of Loyalist	106	15.5	14
7.	Municipality of Centre Hastings	43	15.3	14
8.	Township of Stone Mills	40	15.1	14
9.	Township of Stirling-Rawdon	31	18.8	21
10.	Municipality of Tweed	23	21.3	21

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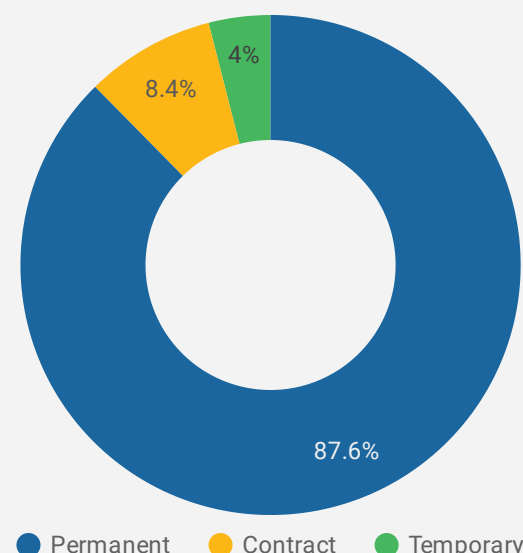
## JOB TYPE

Full-time vs Part-time



## JOB DURATION

Permanency of jobs posted



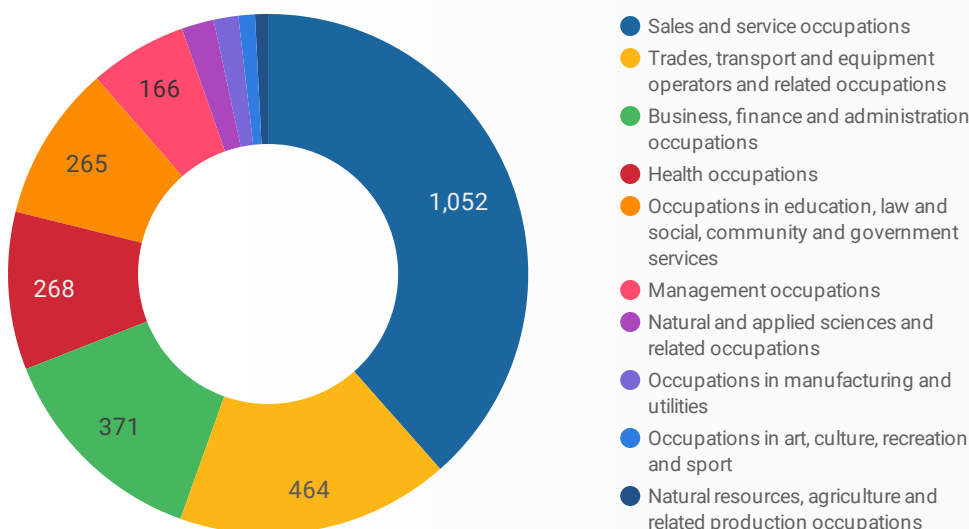
## JOB POSTINGS BY COUNTY OR CITY

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	2,407	20.2	21
2.	City of Quinte West	665	18.9	21
3.	Lennox and Addington	616	17.7	21
4.	Prince Edward County	429	25.0	21
5.	Hastings County	336	31.3	21

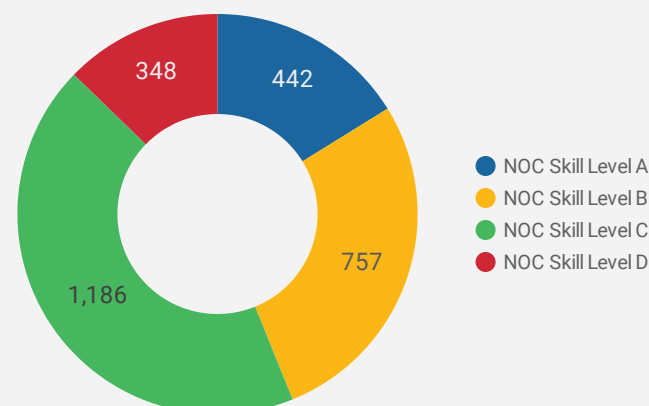
## JOB POSTINGS BY JOB CATEGORY

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?







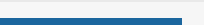
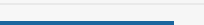
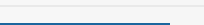
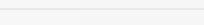
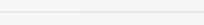
	COMPANY	MUNICIPALITY	POSTINGS COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Quinte Health Care	City of Belleville	84	48.7	21
2.	Quinte Health Care Corporation / QHC	City of Belleville	68	21.0	21
3.	Loyalist College	City of Belleville	41	20.2	20
4.	The Corporation of the County of Prince Edward	Prince Edward County	40	28.3	31
5.	CFMWS	City of Quinte West	36	18.7	21
6.	Lennox and Addington County General Hospital	Town of Greater Napanee	34	19.8	21
7.	Algonquin & Lakeshore Catholic District School Board	Town of Greater Napanee	33	21.0	21
8.	Lowe's Canada	City of Belleville	29	21.0	21
9.	Jbs Foods Canada	City of Belleville	28	18.9	21
10.	Lowe's	City of Belleville	27	22.3	21
11.	City of Belleville	City of Belleville	26	19.0	21
12.	Sienna Senior Living	City of Belleville	25	13.6	14
13.	Great Canadian Oil Change	City of Belleville	24	20.7	21
14.	Great Canadian Gaming Corporation	City of Belleville	22	14.6	14
15.	Addictions and Mental Health Services - Hastings Prince Edward	City of Belleville	20	15.8	14
16.	Walmart Canada	City of Belleville	20	10.8	9
17.	Adecco	City of Belleville	20	16.3	15
18.	Adzuna	Township of Stone Mills	20	14.0	14
19.	Kijiji	City of Belleville	19	15.0	15
20.	Holcim	Township of Loyalist	19	9.5	9
21.	Metro Inc.	City of Quinte West	18	14.1	14
22.	Revera	Prince Edward County	17	12.7	9
23.	County of Lennox and Addington	Town of Greater Napanee	17	21.0	21
24.	Drake Hotel Properties	Prince Edward County	17	20.0	21
25.	Sienna Living	City of Belleville	16	27.0	35
26.	Revera Inc.	Prince Edward County	16	20.5	21

## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Job Postings

88

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Professor	Akatech	City of Belleville	80.62 
2.	Social Worker	GoServeCare	City of Quinte West	60 
3.	Operations Vice-president - Goods Production, Utilities, Transportation And Construction	1654187 ONTARIO INC.	City of Quinte West	58 
4.	Regional Sales Manager	NILOC Automotive Inc.	City of Belleville	56 
5.	Deputy Treasurer	Township of Tay	Prince Edward County	54.03 
6.	General Manager - Goods Production, Utilities, Transportation And Construction	TEN ACRE STORE AND RESTAURANT INC	City of Belleville	53.98 
7.	Financial Manager	10735124 CANADA Inc.	City of Belleville	52.4 
8.	Automotive Service Technicians, Truck And Bus Mechanics And Mechanical Repairers	Belleville Hyundai	City of Belleville	50 
9.	Registered Nurse - Public And Community Health	Quinte Health Care	City of Belleville	49.02 
10.	Registered Nurse - Part-time	Hastings Manor - Belleville Positions	#N/A	47.57 
11.	Registered Nurse - Permanent	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?

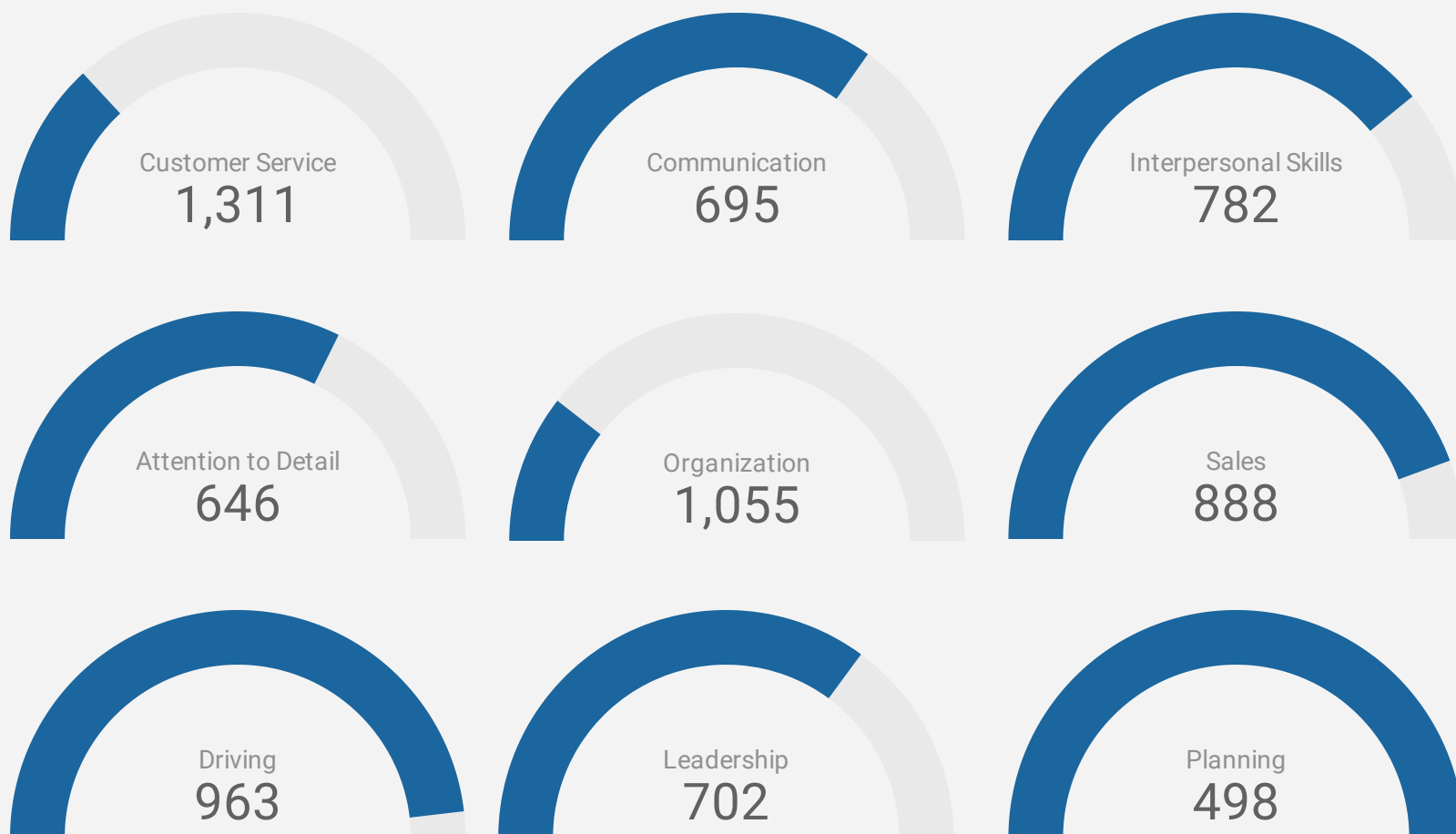
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Physician	Kingston Community Health Centres	Town of Greater Napanee	285,235 
2.	Dentist	dentalcorp Health Services Ltd	City of Belleville	175,000 
3.	Trenton, On - Contract Technician	Integrated Solutions	City of Quinte West	150,000 
4.	Optometrist	Dr. Christmas Family Eye Care	City of Belleville	150,000 
5.	Environmental & Public Affairs Manager	Lafarge Canada Inc	Township of Loyalist	140,000 
6.	Cross Border Owner Operator (az Class Experience Required + New Rates)	Eassons Transportation Group	Township of Loyalist	140,000 
7.	Human Resources Consultant	Prince Edward, Corporation of the County of	Prince Edward County	121,866 
8.	Manager, Branch Services	Ministry of Labour, Immigration, Training and Skills Development	City of Belleville	117,015 
9.	Construction Project Engineer	EMS-Tech Inc.	City of Belleville	115,000 
10.	Fire Prevention Officer	City of Belleville	City of Belleville	111,116 
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## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,484



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,484



Driver's License

149



First Aid

233



Regular Access to a Ve

234



Criminal Record Check

324



Microsoft Office

245



Food Safety

151

## 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	299	16.9	20
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	139	20.2	21
3.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	119	18.1	21
4.	7511	Transport truck drivers	NOC Skill Level C	93	23.0	21
5.	7452	Material handlers	NOC Skill Level C	82	21.6	21
6.	6731	Light duty cleaners	NOC Skill Level D	78	25.1	21
7.	6552	Other customer and information services representatives	NOC Skill Level C	77	19.4	21
8.	6322	Cooks	NOC Skill Level B	71	36.4	21
9.	621	Retail and wholesale trade managers	NOC Skill Level A	69	17.1	21
10.	7514	Delivery and courier service drivers	NOC Skill Level C	63	21.2	18
11.	6541	Security guards and related security service occupations	NOC Skill Level C	46	16.9	15
12.	1241	Administrative assistants	NOC Skill Level B	46	16.8	21
13.	6611	Cashiers	NOC Skill Level D	40	19.9	21
14.	1114	Other financial officers	NOC Skill Level A	39	13.3	14
15.	3233	Licensed practical nurses	NOC Skill Level B	38	21.4	21
16.	6513	Food and beverage servers	NOC Skill Level C	36	20.1	21
17.	1434	Banking, insurance and other financial clerks	NOC Skill Level C	35	12.2	14
18.	4212	Social and community service workers	NOC Skill Level B	35	17.1	21
19.	6211	Retail sales supervisors	NOC Skill Level B	34	27.5	21
20.	6332	Bakers	NOC Skill Level B	27	23.6	21
21.	6222	Retail and wholesale buyers	NOC Skill Level B	26	15.9	14
22.	631	Restaurant and food service managers	NOC Skill Level A	26	25.0	21
23.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	26	19.1	21
24.	3131	Pharmacists	NOC Skill Level A	25	15.9	14
25.	6311	Food service supervisors	NOC Skill Level B	24	51.1	31
26.	6321	Chefs	NOC Skill Level B	23	21.8	21
27.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	23	19.1	21
28.	3124	Allied primary health practitioners	NOC Skill Level A	22	21.1	21
29.	1431	Accounting and related clerks	NOC Skill Level C	20	19.4	21
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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	299	16.9	20
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	167	21.8	21
3.	441	Home care providers and educational support occupations	NOC Skill Level C	148	20.2	21
4.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	119	18.1	21
5.	673	Cleaners	NOC Skill Level D	115	25.2	21
6.	632	Chefs and cooks	NOC Skill Level B	94	32.6	21
7.	745	Longshore workers and material handlers	NOC Skill Level C	82	21.6	21
8.	655	Customer and information services representatives	NOC Skill Level C	77	19.4	21
9.	062	Retail and wholesale trade managers	NOC Skill Level A	69	17.1	21
10.	651	Occupations in food and beverage service	NOC Skill Level C	59	19.9	21
11.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	59	17.8	21
12.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	58	15.1	14
13.	323	Other technical occupations in health care	NOC Skill Level B	57	19.5	21
14.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	54	18.2	21
15.	111	Auditors, accountants and investment professionals	NOC Skill Level A	54	16.4	14
16.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	52	16.9	21
17.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	52	19.3	21
18.	654	Security guards and related security service occupations	NOC Skill Level C	46	16.9	15
19.	661	Cashiers	NOC Skill Level D	40	19.9	21
20.	341	Assisting occupations in support of health services	NOC Skill Level C	37	19.0	21
21.	314	Therapy and assessment professionals	NOC Skill Level A	37	43.8	17.5
22.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	36	27.6	14
23.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	35	15.7	14
24.	621	Retail sales supervisors	NOC Skill Level B	34	27.5	21
25.	122	Administrative and regulatory occupations	NOC Skill Level B	34	23.5	21
26.	633	Butchers and bakers	NOC Skill Level B	32	22.3	21
27.	631	Service supervisors	NOC Skill Level B	32	44.9	21
28.	141	General office workers	NOC Skill Level C	31	19.4	21
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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	299	16.9	20
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	238	21.3	21
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	204	20.2	21
4.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	193	21.4	21
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	161	32.1	21
6.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	148	20.2	21
7.	32	Technical occupations in health	NOC Skill Level B	115	18.9	21
8.	14	Office support occupations	NOC Skill Level C	109	17.5	21
9.	31	Professional occupations in health (except nursing)	NOC Skill Level A	106	30.6	21
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	101	18.7	21
11.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	100	20.2	21
12.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	90	21.5	21
13.	72	Industrial, electrical and construction trades	NOC Skill Level B	89	25.6	21
14.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	85	20.7	21
15.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	72	19.5	21
16.	73	Maintenance and equipment operation trades	NOC Skill Level B	71	26.7	17.5
17.	11	Professional occupations in business and finance	NOC Skill Level A	71	16.9	14
18.	66	Sales support occupations	NOC Skill Level D	65	19.8	21
19.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	59	17.8	21
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	42	19.4	21
21.	34	Assisting occupations in support of health services	NOC Skill Level C	37	19.0	21
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	30	18.1	21
23.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	30	23.2	21
24.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	25	25.6	21
25.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	21	20.1	14.5
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	20	12.8	14
27.	94	Processing and manufacturing machine operators and related	NOC Skill Level C	20	30.5	21

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**432**

NEW POSTINGS  
**1**

COMPANIES  
**222**

LANGUAGES  
**6**

## # OF DAYS POSTED

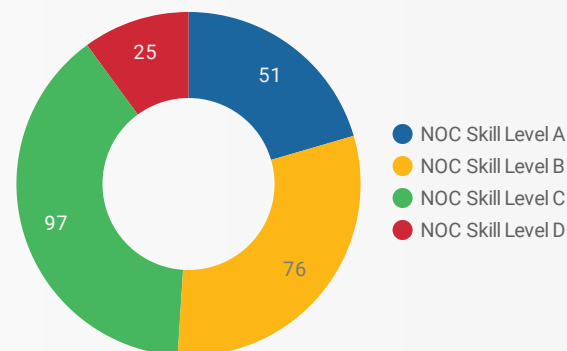
AVERAGE  
**19.0**

MEDIAN  
**21**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

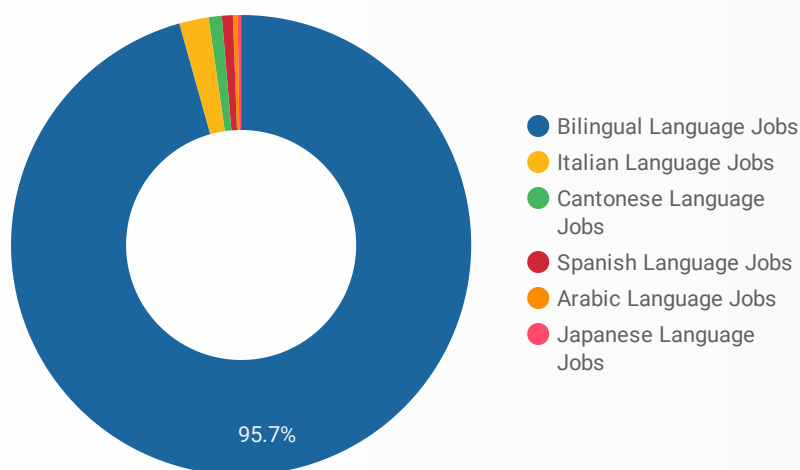
- 51** Skill Level A - Management/ Professional Occupations usually requiring University
- 76** Skill Level B - Usually college education or apprenticeship training
- 97** Skill Level C - Usually secondary education or occupation-specific training
- 25** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	...	...	...	...
Cantonese La...	1	8		
Italian Langu...	9			
Spanish Lang...	1	2	1	
Japanese La...	1			
Arabic Langu...	1			

## LANGUAGE SKILLS BREAKDOWN

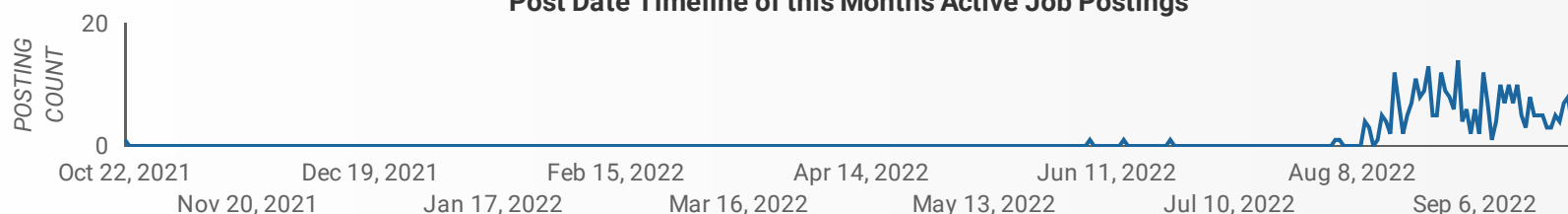
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	405
2. Cantonese Language Jobs	10
3. Italian Language Jobs	9
4. Spanish Language Jobs	6
5. Arabic 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 ...	Cantonese...	Italian La...	Spanish ...	Japanese...	Arabic La...	Grand total
Business, finance and administration occu...	51	1	9			1	62
Health occupations	11						11
Management occupations	9			1	1		11
Natural and applied sciences and related o...	10						10
Occupations in art, culture, recreation and ...	9						9
Occupations in education, law and social, ...	43			1			44
Occupations in manufacturing and utilities	1						1
Sales and service occupations	69	8		2			79
Trades, transport and equipment operator...	22						22
<b>Grand total</b>	<b>225</b>	<b>9</b>	<b>9</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>249</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	220	19.1	21
2.	City of Quinte West	74	17.1	21
3.	Town of Greater Napanee	49	17.4	21
4.	Prince Edward County	31	29.9	21
5.	Township of Stone Mills	13	14.8	14
6.	Township of Loyalist	10	14.5	14
7.	Municipality of Tweed	10	21.0	21
8.	Township of Stirling-Rawdon	5	18.0	21
9.	Municipality of Centre Hastings	5	14.5	16.5
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	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Belleville	220	19.1	21
2.	Lennox and Addington	75	16.4	20
3.	City of Quinte West	74	17.1	21
4.	Hastings County	32	17.9	21
5.	Prince Edward County	31	29.9	21

## 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...	20
2. Retail salespersons	18
3. Administrative assistants	17
4. Other customer and information services re...	14
5. Other financial officers	11
6. Light duty cleaners	10
7. Elementary school and kindergarten teachers	7
8. User support technicians	7
9. Program leaders and instructors in recreati...	7
10. Social and community service workers	6
11. Food counter attendants, kitchen helpers an...	6
12. Cooks	5
13. Bartenders	4
14. Accounting technicians and bookkeepers	4
15. Security guards and related security service...	4
16. Registered nurses and registered psychiatri...	4
17. Mail, postal and related workers	4
18. Transport truck drivers	4
19. Purchasing and inventory control workers	3
20. Letter carriers	3
21. Animal health technologists and veterinary t...	3
22. Food and beverage servers	3
23. School principals and administrators of ele...	3
24. Janitors, caretakers and building superinten...	3
25. Social workers	3
26. Delivery and courier service drivers	3
27. Receptionists	3
28. Material handlers	3
29. Restaurant and food service managers	3
30. Family, marriage and other related counsell...	2
31. Employment insurance, immigration, border ...	2
32. Psychologists	2

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## MULTILINGUAL HIRING EMPLOYERS

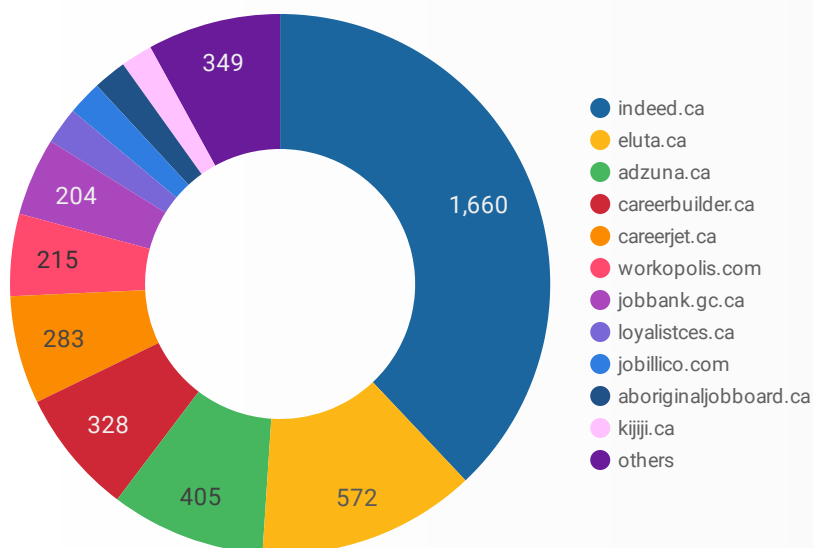
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Victoria Order Of Nurses	17
2. Adzuna	11
3. Algonquin & Lakeshore Catholic District School Board	11
4. Home and Community Care Support Services South East	8
5. Conseil des Ã©coles publiques de l'Est de l'Ontario	8
6. VON Canada	7
7. VON Canada (Ontario)	7
8. Scotiabank	7
9. Trenton Military Family Resource Center	6
10. Quinte West, City of	6
11. Chilangos Mexican Restaurant	6
12. Brighton Road Swing Bridge	6
13. Glacier Maintenance	6
14. CFMWS	6
15. Sun Life Financial	5
16. Victorian Order of Nurses / VON	5
17. Liquor Control Board of Ontario	5
18. Canadian Forces Morale and Welfare Services - CFMWS	5
19. Bell	5
20. Global Employment	4
21. Algonquin and Lakeshore Catholic District School Board	4
22. Ste. Anne's Spa	4
23. Motion Industries Canada	4
24. BELL MOBILITY/BELL MOBILITÃ	4
25. Indigo	4
26. Canada Post Corp	4
27. County of Lennox and Addington	4
28. TruckRight Data Management Inc.	3
29. Holcim	3

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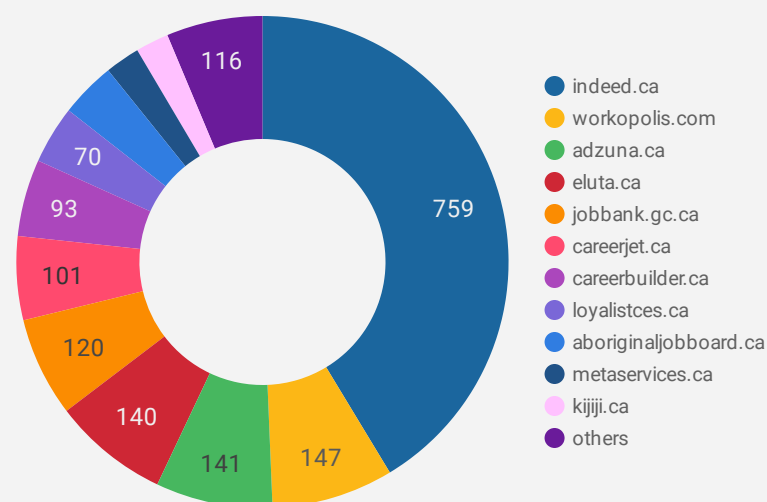
## JOB POSTINGS BY JOB BOARD

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	1,660	20.9	21	759
2.	eluta.ca	572	21.0	21	140
3.	adzuna.ca	405	14.0	14	141
4.	careerbuilder.ca	328	8.0	8	93
5.	careerjet.ca	283	20.6	22	101
6.	workopolis.com	215	14.0	14	147
7.	jobbank.gc.ca	204	33.8	27	120
8.	loyalistcs.ca	97	82.5	53	70
9.	jobillico.com	90	15.5	10	28
10.	aboriginaljobboard.ca	87	76.8	74	67
11.	kijiji.ca	83	15.0	15	40
12.	localwork.ca	63	5.5	4	34
13.	qhc.njoyn.com	63	83.7	34	1
14.	metaservices.ca	63	41.7	31	42
15.	careerarc.com	48	32.0	23	11
16.	hastingscounty.com	30	30.7	20	4
17.	network.applytoeducation.com	20	7.4	7	5
18.	randstad.ca	12	18.0	10	1