



NORTHWEST TRAINING & ADJUSTMENT BOARD

JOB DEMAND REPORT DECEMBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,587	602	389	26

OF DAYS POSTED

AVERAGE	MEDIAN
37.6	20

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	▼

INDUSTRY/SECTOR FILTERS

HIRING SECTOR BY 2-DIGIT NAICS CODE	▼
HIRING SECTOR BY 3-DIGIT NAICS CODE	▼
HIRING SECTOR BY 4-DIGIT NAICS CODE	▼
HIRING SECTOR BY 5-DIGIT NAICS CODE	▼
HIRING SECTOR BY 6-DIGIT NAICS CODE	▼

OTHER FILTERS

MUNICIPALITY	▼
DISTRICT	▼
JOB BOARD	▼

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

Page 1 of 13

Source:

Job posting data collected by Northwest Training & Adjustment Board from job boards and employer websites who recruit candidates in Rainy River and Kenora Districts.



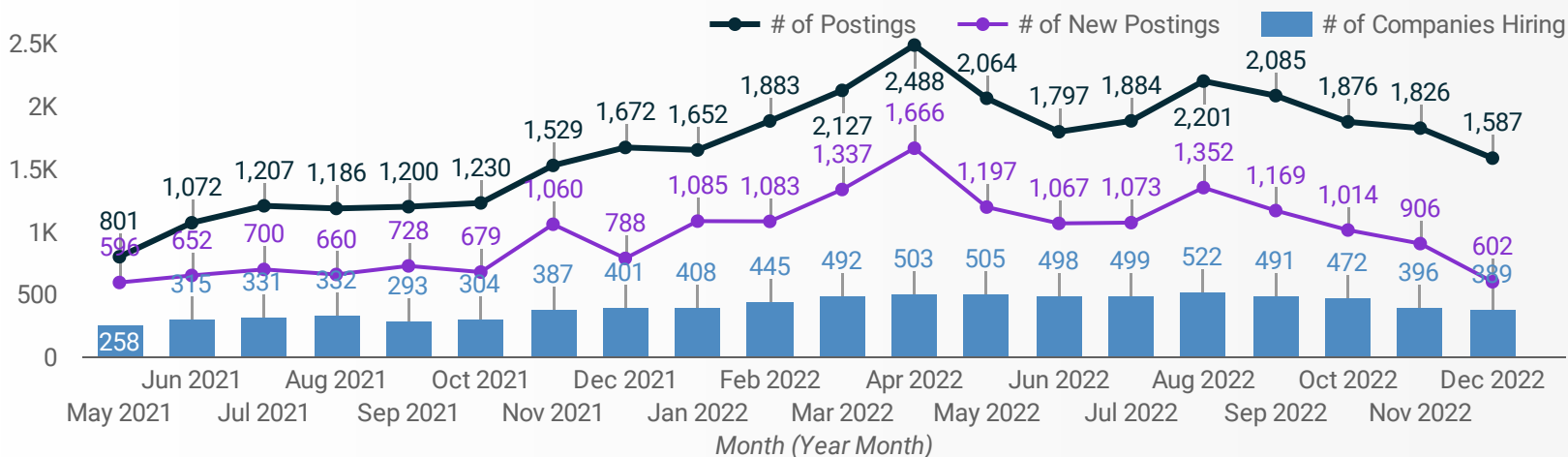
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JOB POSTINGS BY MONTH FOR KENORA & RAINY RIVER DISTRICTS

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

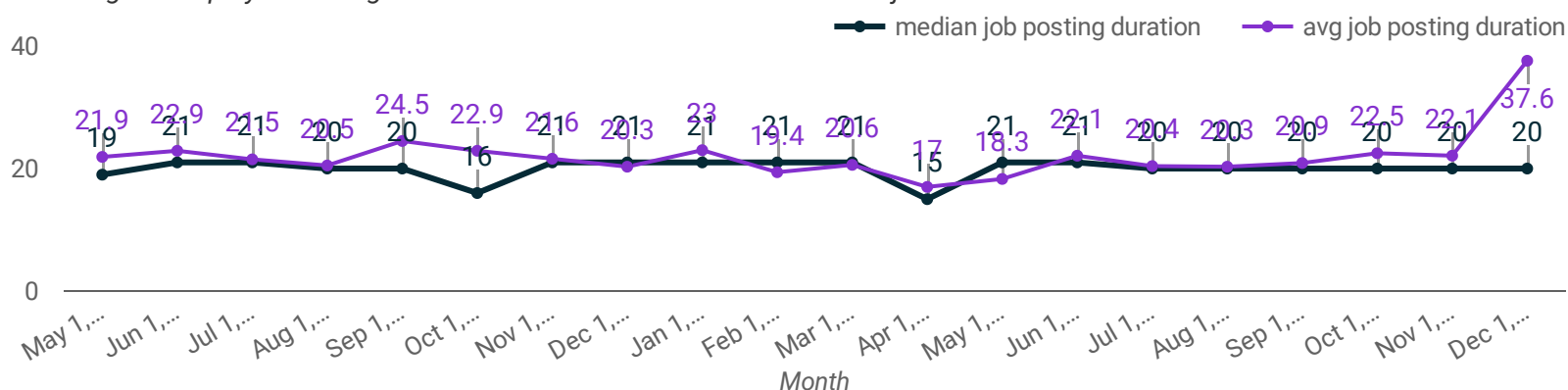
NUMBER OF ACTIVE JOB BOARDS

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 DISTRICT

Where are job opportunities being offered?

	DISTRICT	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Kenora District	1,351	36.6	20
2.	Rainy River District	234	45.4	20

JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

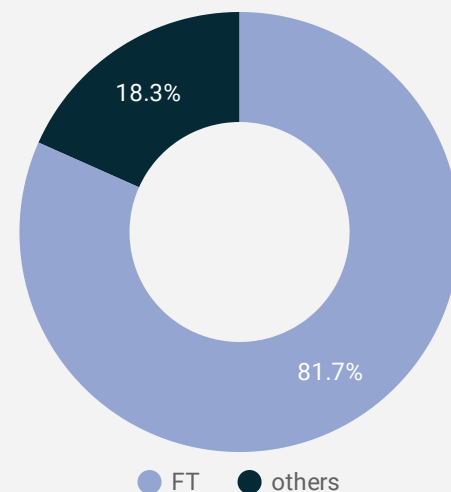
	MUNICIPALITY	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kenora	631	32.6	20
2.	City of Dryden	331	28.9	20
3.	Town of Sioux Lookout	163	42.2	20
4.	Town of Fort Frances	102	52.2	20
5.	Town of Red Lake	69	32.0	20
6.	Emo Township	63	28.3	27
7.	Atikokan Township	47	42.5	30
8.	Township of Pickle Lake	35	39.2	21
9.	Township of Sioux Narrows - Nestor Falls	29	21.2	20
10.	Township of Machin	26	53.7	56.5
11.	Rainy River	19	139.7	63.5
12.	Township of Ear Falls	18	77.0	35
13.	Pikangikum First Nation	17	196.8	198
14.	Township of...	16	55.0	25.5

1 - 24 / 24



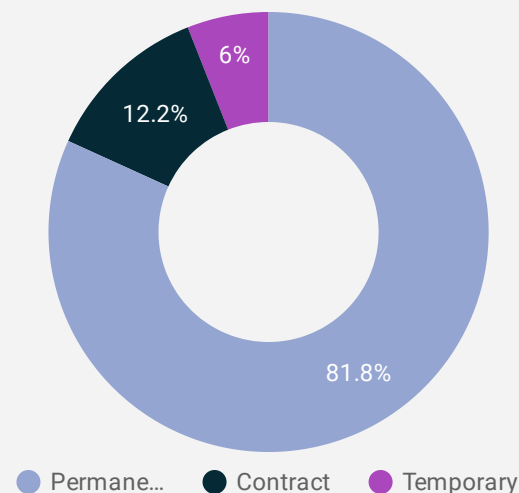
JOB TYPE

Full-time vs Part-time



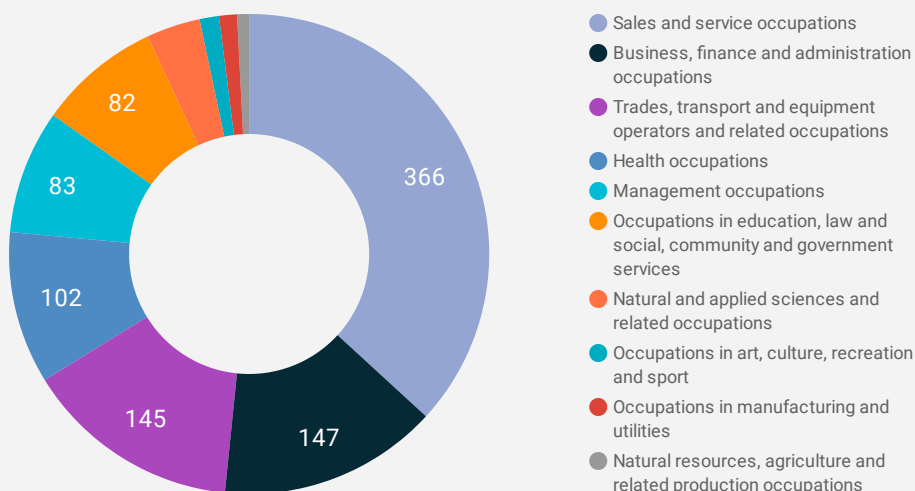
JOB DURATION

Permanency of jobs posted



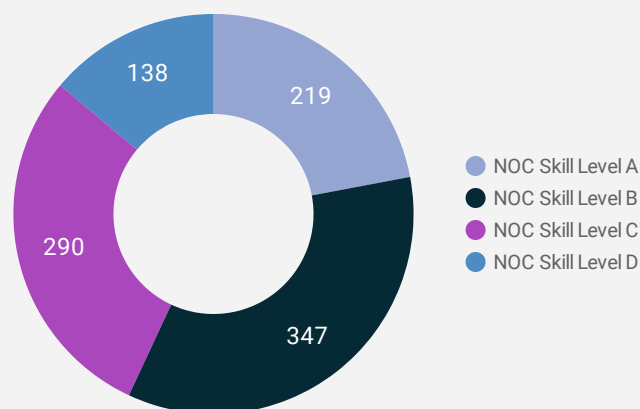
JOB POSTINGS BY JOB CATEGORY

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 COMPANIES & AGENCIES

What companies are hiring?

	COMPANY	COMMUNITY	POSTINGS ▾	AVERAGE POSTING DURATION IN DAYS	MEDIAN POSTING DURATION IN DAYS
1.	Lake Of The Woods District Hospital	kenora	87	43.6	30
2.	New Gold Inc	emo	59	28.3	27
3.	Anishinaabe Abinoojii Family Services	kenora	51	17.9	20
4.	Sioux Lookout Meno Ya Win Health Centre	sioux lookout	29	23.8	20
5.	La Verendrye General Hospital	fort frances	27	291.7	328
6.	BDO Canada LLP	kenora	23	32.9	20
7.	Canadian Mental Health Association	kenora	21	20.0	20
8.	Loblaw Companies Limited	kenora	21	56.5	57
9.	Pikangikum Education Authority	pikangikum	17	196.8	198
10.	Domtar	dryden	17	30.5	29
11.	Rainycrest Long Term Care Home	rainy river	16	201.5	166
12.	City of Kenora	kenora	16	19.8	20
13.	Sioux-Hudson Employment	sioux lookout	15	46.5	33
14.	The Ontario Public Services, Ministry of Northern Development	kenora	14	19.9	20
15.	Company Confidential	vermilion bay	13	61.3	59
16.	Totem Resorts	sioux narrows	12	31.0	31
17.	BDO Canada LLP	dryden	12	31.2	29
18.	Grand Council Treaty #3	kenora	12	39.8	36
19.	McMunn & Yates Building Supplies Lumber	keewatin	12	29.0	30
20.	Keewatin-Patricia District School Board	kenora	11	13.0	7
21.	Giant Tiger Stores Limited	sioux lookout	11	20.6	20
22.	Canadian Tire	dryden	10	56.3	66
23.	Kenora Rainy River Districts Child and Family Services	kenora	10	32.8	20
24.	Walmart Canada	dryden	10	28.7	20
25.	Domtar Inc.	dryden	9	20.0	20
26.	Adzuna	kenora	9	null	null
27.	Rainy River District School Board	fort frances	9	20.0	20
28.	Interfor Corporation	ear falls	8	96.0	96
29.	Adzuna	sioux narrows	8	null	null
30.	No Frills	dryden	8	19.5	20
31.	Kenora Chiefs Advisory	kenora	8	20.0	20



TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs

46

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Nurse Practitioner / Emergency Department Supervisor	La Verendrye General Hospital	Town of Fort Frances	70 <div></div>
2.	Nurse Practitioner	Rainy River Health Centre (RRHC)	Town of Fort Frances	64 <div></div>
3.	Emergency Nurse Practitioner (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	61 <div></div>
4.	Mental Health And Addictions Nurse Practitioner (casual)	Lake Of The Woods District Hospital	City of Kenora	61 <div></div>
5.	Nurse Practitioner (two (2) Positions)	Lake Of The Woods District Hospital	City of Kenora	61 <div></div>
6.	Mental Health And Addictions Nurse Practitioner (two (2) Positions)	Lake Of The Woods District Hospital	City of Kenora	61 <div></div>
7.	Registered Dental Hygienist	Sunset Country Dental Centre	City of Dryden	60 <div></div>
8.	Nurse Practitioner	Emo Health Centre	Emo Township	58 <div></div>
9.	Nurse Practitioner	Rainycrest Long Term Care Home	Rainy River	58 <div></div>
10.	Nursing Supervisor (full-time Interim)	Lake Of The Woods District Hospital	City of Kenora	52 <div></div>
11.	Nursing Supervisor (part-time Permanent, 0.70 Fte)	Lake Of The Woods District Hospital	City of Kenora	52 <div></div>
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TOP SALARIES IN JOB POSTINGS

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

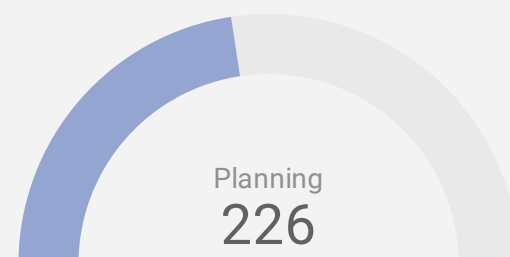
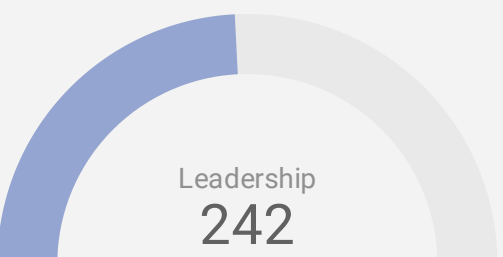
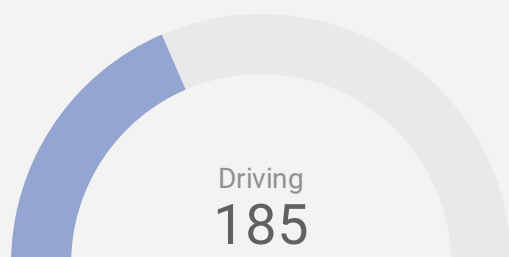
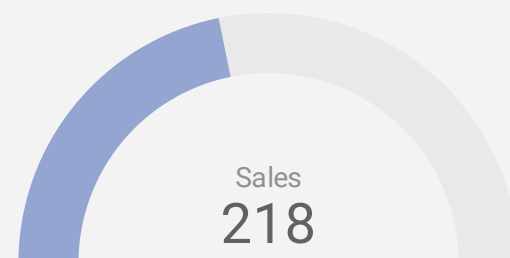
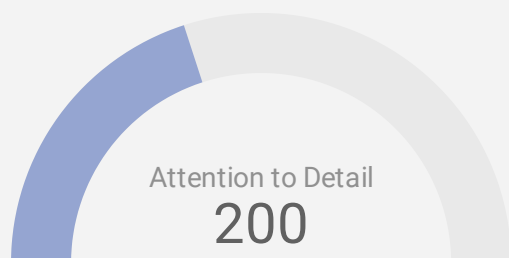
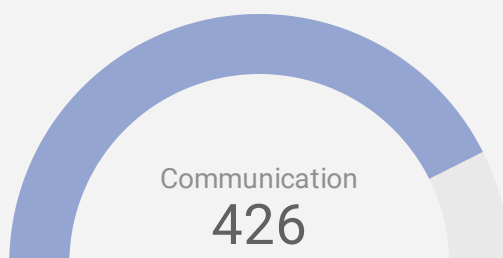
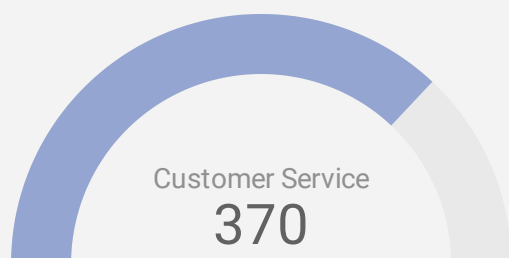
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Associate Dentist With An Ownership Opportunity	DR. Elizabeth Montero Dentistry Professional...	City of Kenora	300,000 <div></div>
2.	Associate Director	Anishinaabe Abinoojii Family Services	City of Kenora	140,000 <div></div>
3.	Nurse Practitioner - Pct- Ref 2022-95	Sioux Lookout First Nations Health Authority	Town of Sioux Lookout	137,600 <div></div>
4.	Quality & Risk Specialist (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	119,998 <div></div>
5.	Program Supervisor	Ministry Of Children, Community And Social Services	City of Kenora	117,142 <div></div>
6.	District Supervisor	Ministry of Natural Resources and Forestry	Township of Ignace	117,015 <div></div>
7.	Avocat(e)	Service des poursuites pÃ©nales du Canada	City of Kenora	113,687 <div></div>
8.	Vice Principal	Bimose Tribal Council	City of Kenora	109,000 <div></div>
9.	SCHOOL PSYCHOLOGIST - Pikangikum Allied Health	Pikangikum Education Authority	Pikangikum First Nation	105,000 <div></div>
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,587



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,587



Driver's License

50



First Aid

97



Regular Access to a Vehicle

108



Criminal Record Check

143



Microsoft Office

102



Food Safety

25



JOB POSTINGS BY 4-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

What jobs are hard-to-fill and/or in-demand?

	4-DIGIT NOC CODE	4-DIGIT NOC LABEL	OCCUPATION'S SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	4212	Social and community service workers	NOC Skill Level B	47	28	20
2.	6421	Retail salespersons	NOC Skill Level C	40	37	20
3.	6731	Light duty cleaners	NOC Skill Level D	35	90	29
4.	0621	Retail and wholesale trade managers	NOC Skill Level A	33	29	20
5.	6322	Cooks	NOC Skill Level B	33	74	31
6.	6552	Other customer and information services representatives	NOC Skill Level C	33	33	20
7.	6222	Retail and wholesale buyers	NOC Skill Level B	31	36	20
8.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	29	40	20
9.	7514	Delivery and courier service drivers	NOC Skill Level C	26	25	20
10.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	22	39	29.5
11.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	21	14	16
12.	6311	Food service supervisors	NOC Skill Level B	21	78	64
13.	1511	Mail, postal and related workers	NOC Skill Level C	20	13	7
14.	1241	Administrative assistants	NOC Skill Level B	20	34	20
15.	6611	Cashiers	NOC Skill Level D	19	39	35
16.	7452	Material handlers	NOC Skill Level C	15	29	20
17.	1111	Financial auditors and accountants	NOC Skill Level A	14	36	30
18.	1411	General office support workers	NOC Skill Level C	13	31	20
19.	3124	Allied primary health practitioners	NOC Skill Level A	13	44	48
20.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	13	42	37
21.	7511	Transport truck drivers	NOC Skill Level C	13	31	24.5
22.	0714	Facility operation and maintenance managers	NOC Skill Level A	12	20	20
23.	6525	Hotel front desk clerks	NOC Skill Level C	11	47	53.5
24.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	11	51	40
25.	1414	Receptionists	NOC Skill Level C	11	29	20
26.	6541	Security guards and related security service occupations	NOC Skill Level C	11	37	27
27.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	10	43	40
28.	3131	Pharmacists	NOC Skill Level A	10	54	57
29.	7535	Other automotive mechanical installers and servicers	NOC Skill Level C	10	25	20



JOB POSTINGS BY 3-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

What jobs are hard to fill and/or in-demand?

	3-DIGIT NOC CODE	3-DIGIT NOC LABEL	OCCUPATION'S SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	53	32	20
2.	673	Cleaners	NOC Skill Level D	52	70	24.5
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	44	28	20
4.	642	Retail salespersons	NOC Skill Level C	40	37	20
5.	655	Customer and information services representatives	NOC Skill Level C	38	31	20
6.	632	Chefs and cooks	NOC Skill Level B	35	74	31
7.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	33	37	20
8.	062	Retail and wholesale trade managers	NOC Skill Level A	33	29	20
9.	631	Service supervisors	NOC Skill Level B	30	63	49.5
10.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	29	40	23.5
11.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	29	40	20
12.	151	Mail and message distribution occupations	NOC Skill Level C	26	14	20
13.	141	General office workers	NOC Skill Level C	26	29	20
14.	301	Professional occupations in nursing	NOC Skill Level A	24	14	16
15.	662	Other sales support and related occupations	NOC Skill Level D	23	39	29.5
16.	111	Auditors, accountants and investment professionals	NOC Skill Level A	22	39	35
17.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	20	34	20
18.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	19	46	30
19.	661	Cashiers	NOC Skill Level D	19	39	35
20.	745	Longshore workers and material handlers	NOC Skill Level C	18	28	20
21.	732	Automotive service technicians	NOC Skill Level B	14	49	40
22.	652	Occupations in travel and accommodation	NOC Skill Level C	13	40	49
23.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	13	20	20
24.	312	Optometrists, chiropractors and other health diagnosing and treating professionals	NOC Skill Level A	13	44	48
25.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	12	36	20
26.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	12	16	17
27.	313	Pharmacists, dietitians and nutritionists	NOC Skill Level A	12	52	56.5
28.	753	Other transport equipment operators and related maintenance workers	NOC Skill Level C	11	25	20



JOB POSTINGS BY 2-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

What jobs are hard to fill and/or in-demand?

	2-DIGIT NOC CODE	2-DIGIT NOC LABEL	OCCUPATION'S 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	83	60	20
2.	63	Service supervisors and specialized service occupations	NOC Skill Level B	74	63	31
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	72	32	20
4.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	64	28	20
5.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	53	37	20
6.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	53	32	20
7.	66	Sales support occupations	NOC Skill Level D	42	39	30
8.	73	Maintenance and equipment operation trades	NOC Skill Level B	42	49	39.5
9.	14	Office support occupations	NOC Skill Level C	42	29	20
10.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	42	37	20
11.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	41	33	20
12.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	38	33	20
13.	32	Technical occupations in health	NOC Skill Level B	36	37	20
14.	31	Professional occupations in health (except nursing)	NOC Skill Level A	35	62	52
15.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	31	20	20
16.	11	Professional occupations in business and finance	NOC Skill Level A	28	38	27.5
17.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	25	30	21
18.	30	Professional occupations in nursing	NOC Skill Level A	24	14	16
19.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	18	28	20
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	17	28	20
21.	72	Industrial, electrical and construction trades	NOC Skill Level B	13	48	31.5
22.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	13	20	20
23.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	12	43	25
24.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	11	25	21
25.	04	Managers in health care	NOC Skill Level A	11	115	20
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	10	35	30
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	8	44	54

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
81

NEW POSTINGS
31

COMPANIES
48

LANGUAGES
3

OF DAYS POSTED

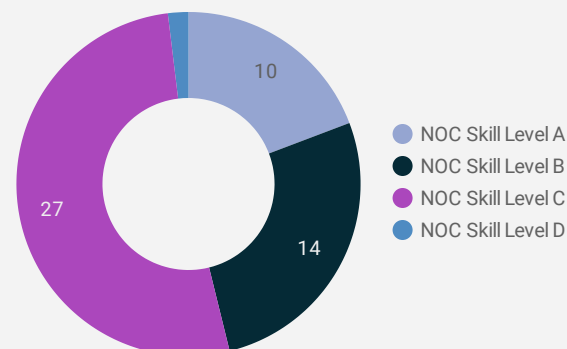
AVERAGE
35.5

MEDIAN
20

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

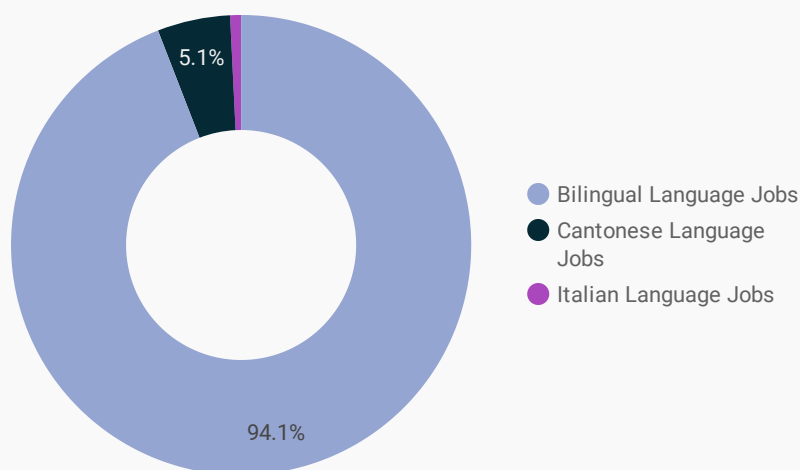
- 10** Skill Level A - Management/ Professional Occupations usually requiring University
- 14** Skill Level B - Usually college education or apprenticeship training
- 27** Skill Level C - Usually secondary education or occupation-specific training
- 1** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language Jobs	1
Cantonese Language Jobs			4	
Italian Language Jobs		1		

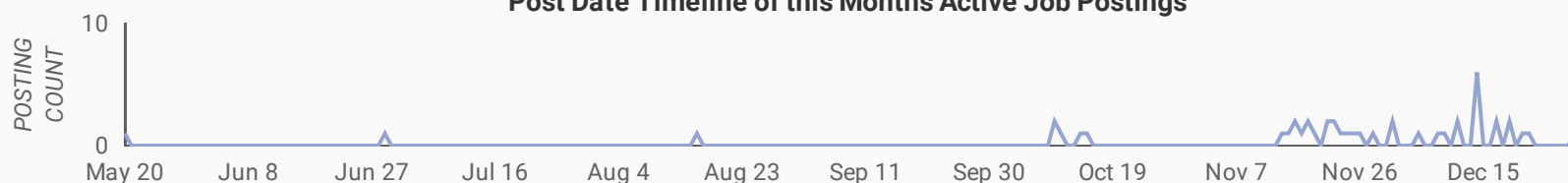
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	76
2.	Cantonese Language Jobs	4
3.	Italian Language Jobs	1

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?

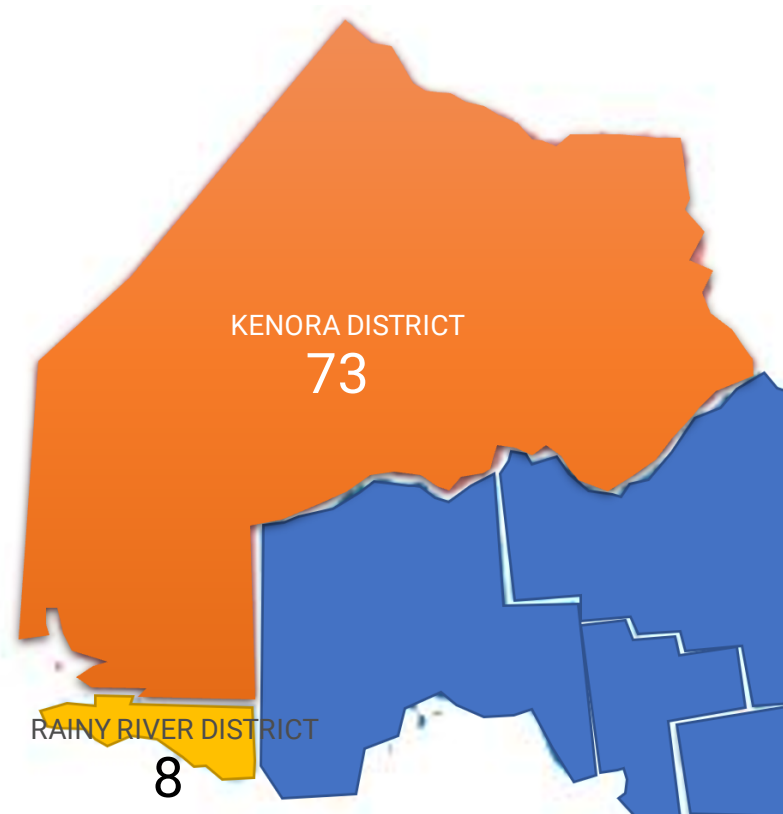
BROAD OCCUPATIONAL CATEGORY	Bilingual Language Jobs	Cantonese Language Jobs	Italian Language Jobs	Grand total
Business, finance and administration occu...	13			13
Health occupations	2			2
Management occupations	6			6
Natural and applied sciences and related o...	2			2
Occupations in art, culture, recreation and ...	2			2
Occupations in education, law and social, ...	3			3
Sales and service occupations	17	4	1	22
Trades, transport and equipment operator...	2			2
Grand total	47	4	1	52

MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

MUNICIPALITY	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. City of Kenora	37	27.8	20
2. City of Dryden	19	20.8	20
3. Town of Sioux Lookout	12	69.9	71
4. Atikokan Township	5	18.5	18.5
5. Town of Fort Frances	3	121.0	121
6. Township of Ignace	2	21.5	21.5
7. Town of Red Lake	1	20.0	20
8. Attawapiskat First Nation	1	20.0	20
9. Township of Ear Falls	1	223.0	223

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	73	36.6	20
2. Rainy River District	8	45.4	20





LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other customer and information service...	6
2. Retail salespersons	6
3. Letter carriers	4
4. Retail and wholesale trade managers	4
5. Security guards and related security serv...	4
6. Executive assistants	3
7. Program leaders and instructors in recre...	2
8. Administrative assistants	2
9. Lawyers and Quebec notaries	2
10. Ground and water transport ticket agent...	2
11. Light duty cleaners	1
12. Butchers, meat cutters and fishmongers ...	1
13. Conservation and fishery officers	1
14. Audiologists and speech-language pathol...	1
15. Restaurant and food service managers	1
16. Hotel front desk clerks	1
17. Employment insurance, immigration, bor...	1
18. Delivery and courier service drivers	1
19. Cooks	1
20. Transport truck drivers	1
21. Occupational therapists	1
22. Forestry technologists and technicians	1
23. General office support workers	1
24. Shippers and receivers	1
25. School principals and administrators of ...	1
26. Court reporters, medical transcriptionist...	1
27. Early childhood educators and assistants	1

MULTILINGUAL HIRING EMPLOYERS

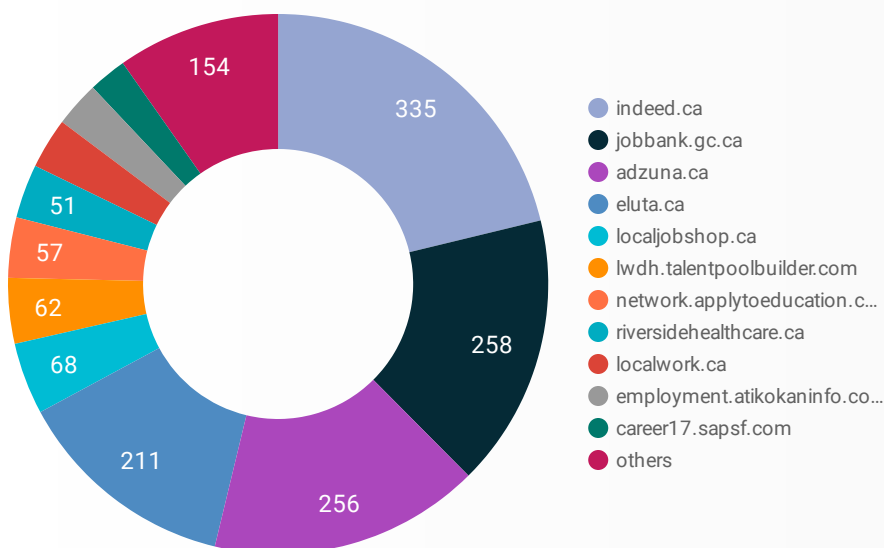
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Various Ministries	6
2. Liquor Control Board of Ontario / LCBO	4
3. Indigenous Services Canada (ISC) - First Nations Inuit Health Branch	4
4. BELL MOBILITY/BELL MOBILITÄ%	4
5. Canada Post - Postes Canada	4
6. Government Of Canada	4
7. MÃ©tis Nation of Ontario	3
8. Canadian National Railway Company	3
9. Contact North	3
10. Synterra Security Solutions LP	3
11. McMunn & Yates Building Supplies Lumber	2
12. Bell	2
13. LCBO	2
14. FIREFLY - Kenora, ON	2
15. DNL Commercial Cleaning Ltd	2
16. Slippery Winds Wilderness Resort Ltd	1
17. Ministry of Labour, Immigration, Training and Skills Development	1
18. CROSSMARK Canada Inc.	1
19. Titan Heavy Repair	1
20. Toke House - DRYDEN	1
21. Bce Inc	1
22. Boston Pizza Fort Frances	1
23. Atikokan Family Health Team	1
24. LOWDSA	1
25. Red Lake Margaret Cochenour Memorial Hospital	1
26. Ministry Of Children, Community And Social Services	1



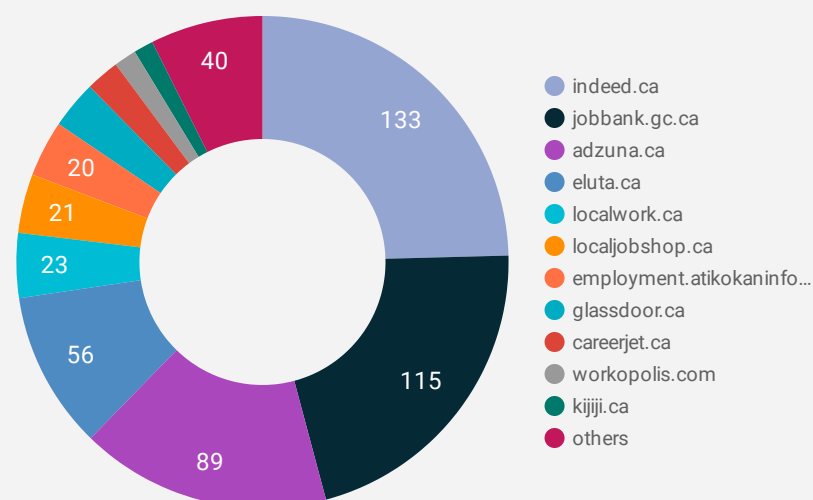
JOB POSTINGS BY JOB BOARD

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	335	20	20	133
2.	jobbank.gc.ca	258	53	31	115
3.	adzuna.ca	256	54	60	89
4.	eluta.ca	211	20	20	56
5.	localjobshop.ca	68	34	29.5	21
6.	lwdh.talentpoolbuilder.com	62	27	16	1
7.	network.applytoeducation.com	57	100	84	7
8.	riversidehealthcare.ca	51	240	235	4
9.	localwork.ca	48	11	6	23
10.	employment.atikokaninfo.com	43	42	29	20
11.	career17.sapsf.com	36	30	28	1
12.	careerjet.ca	32	34	34	12
13.	gojobs.gov.on.ca	27	25	17	7
14.	glassdoor.ca	24	25	26	17
15.	jobillico.com	15	35	38	5
16.	kijiji.ca	12	15	15	7
17.	metisnation.org	11			1