



JOB DEMAND REPORT

JUNE 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,713	1,077	649	33

OF DAYS POSTED

AVERAGE	MEDIAN
20.7	19

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

JOB BOARD

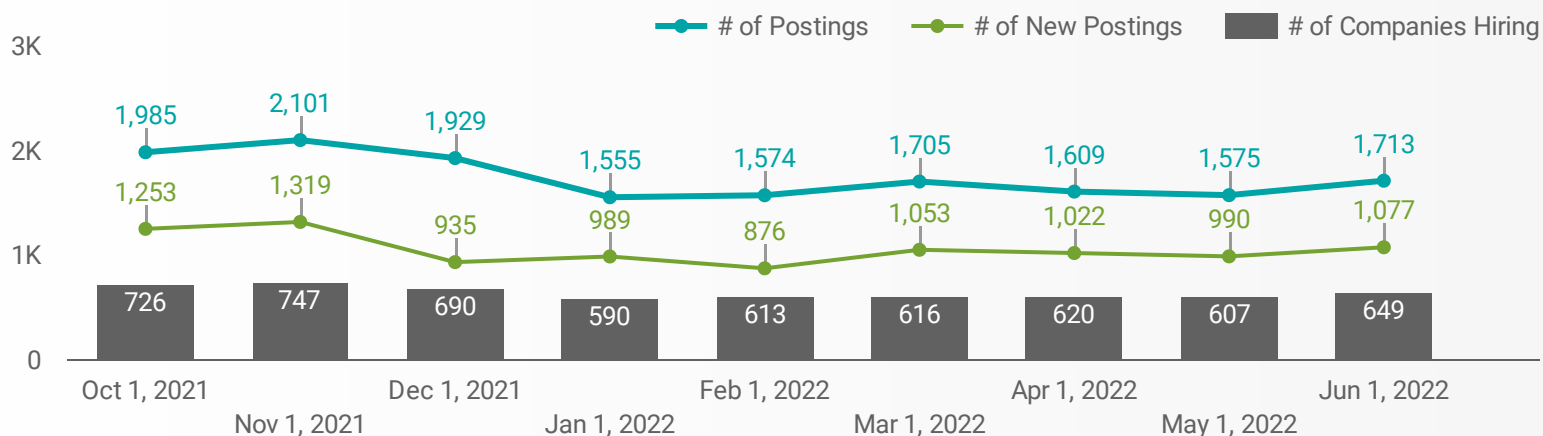
NOC = National Occupation Classification | NAICS = North American Industry Classification System

Source:

Job posting data collected by the chathamkentjobs.com from job boards and employer websites who recruit candidates in the Municipality of Chatham-Kent.

JOB POSTINGS BY MONTH FOR CHATHAM-KENT

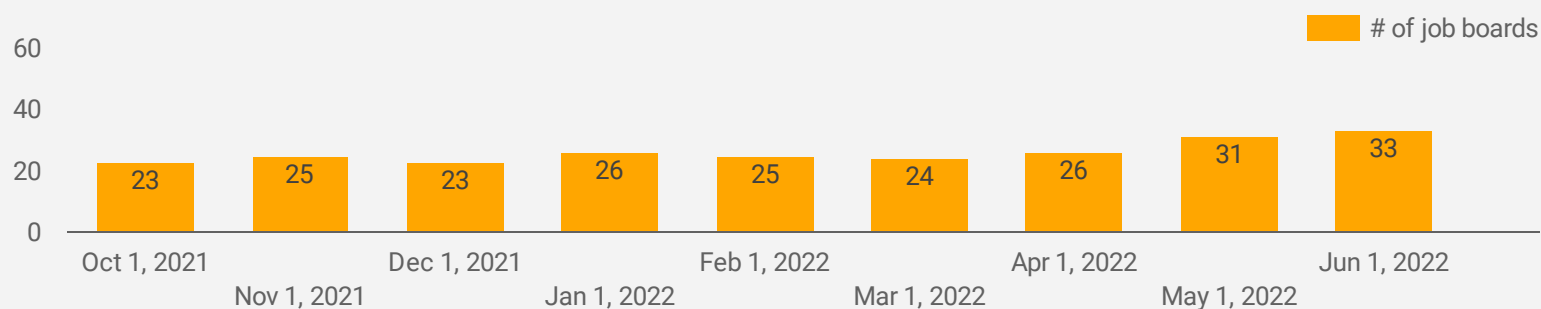
How many job postings were active for at least 1 day this month?



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

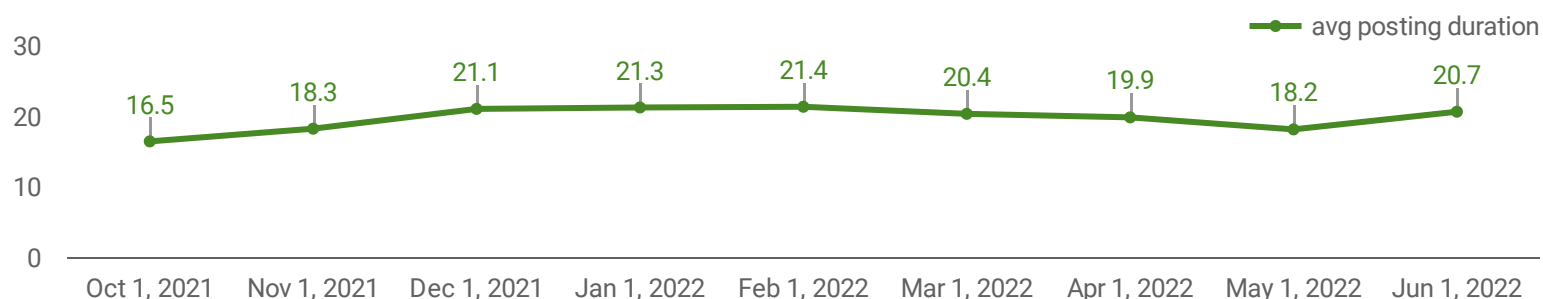
NUMBER OF ACTIVE JOB BOARDS

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 COMMUNITY

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

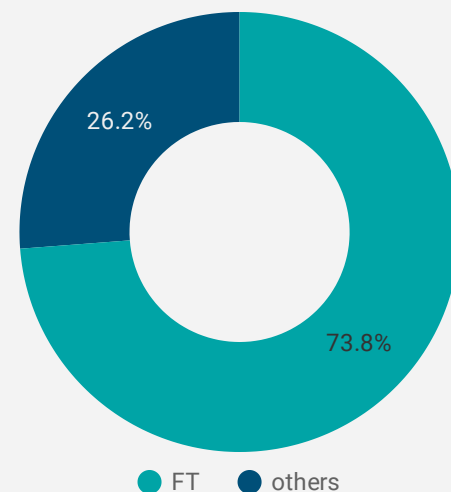
	COMMUNITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Chatham-Kent	865	21.1	21
2.	Chatham	321	19.1	15
3.	Wallaceburg	141	22.0	19
4.	Tilbury	115	22.2	21
5.	Blenheim	104	23.5	21
6.	Dresden	54	18.3	15
7.	Ridgetown	28	18.3	15
8.	Wheatley	15	15.1	15
9.	Bothwell	14	16.9	20
10.	Thamesville	11	18.1	17
11.	Pain Court	9	18.8	21
12.	Tupperville	6	17.5	17
13.	Kent Bridge	5	22.0	22
14.	Merlin	5	11.8	13
15.	Charing Cross	4	15.0	15
16.	Grande Pointe	4	22.0	22
17.	Muirkirk	3	16.0	16
18.	North Buxton	3	19.7	22
19.	Troy	2	11.0	11

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JOB TYPE

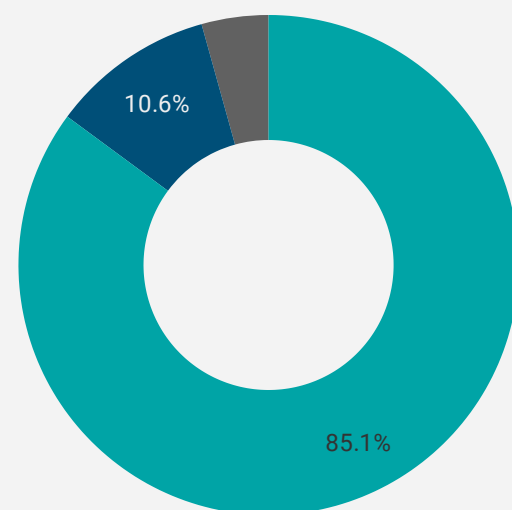
Full-time vs Part-time



● FT ● others

JOB DURATION

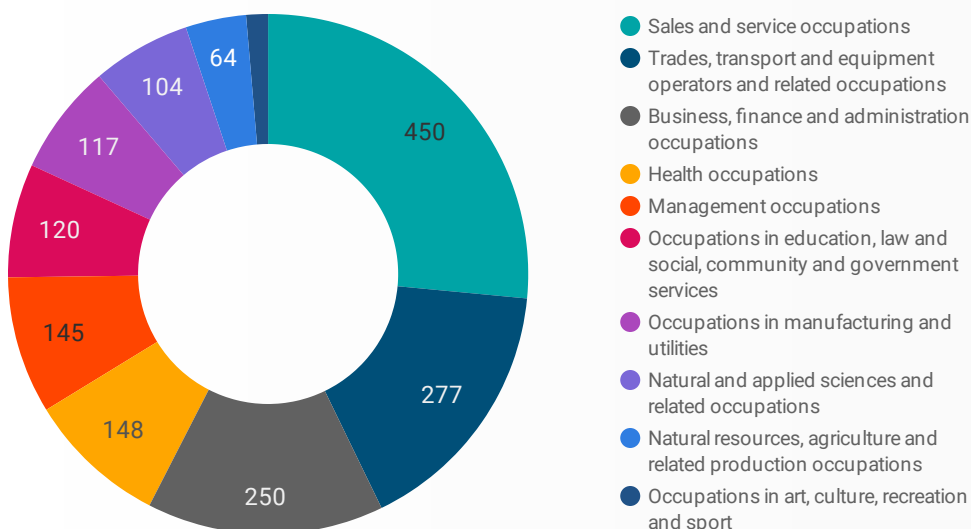
Permanency of jobs posted



● Permanent ● Contract ● Temporary

JOB POSTINGS BY SKILL TYPE

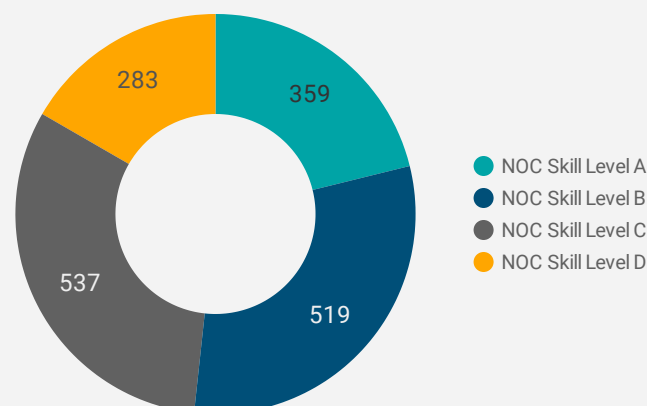
What skill type is being recruited?



- Sales and service occupations
- Trades, transport and equipment operators and related occupations
- Business, finance and administration occupations
- Health occupations
- Management occupations
- Occupations in education, law and social, community and government services
- Occupations in manufacturing and utilities
- Natural and applied sciences and related occupations
- Natural resources, agriculture and related production occupations
- Occupations in art, culture, recreation and sport

JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



● NOC Skill Level A
● NOC Skill Level B
● NOC Skill Level C
● NOC Skill Level D

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	COMMUNITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Chatham Kent Health Alliance	Chatham-Kent	54	42.4	22
2.	The Municipality of Chatham-Kent	Chatham-Kent	38	48.1	23
3.	Chatham Kent Health Alliance	Chatham	26	22.3	22
4.	Canadian Executive Search Group Inc.	Chatham-Kent	25	14.1	13
5.	Conagra Brands, Inc.	Dresden	24	17.4	15
6.	Martinrea International Inc.	Chatham-Kent	22	21.2	22
7.	Pilot Company	Tilbury	20	13.8	14
8.	Enbridge Inc.	Chatham	18	18.6	19
9.	Cascades Casino	Chatham-Kent	14	7.0	9
10.	Canadian Executive Search Group Inc.	Chatham	14	5.5	3
11.	Enbridge Inc.	Chatham-Kent	12	13.2	10
12.	Whyte's Foods Inc	Wallaceburg	12	15.9	15
13.	KSR INTERNATIONAL	Ridgetown	12	12.2	15
14.	TransForm Shared Service Organization	Chatham-Kent	12	13.9	16
15.	Bayshore HealthCare	Chatham-Kent	12	19.9	22
16.	Shoppers Drug Mart	Chatham	10	22.0	22
17.	Protrans Personnel Services	Chatham-Kent	9	5.3	4
18.	Loblaw Companies Ltd.	Chatham	8	15.0	14
19.	Tim Hortons	Chatham-Kent	8	16.6	16
20.	Mercato Fresh	Chatham	8	20.6	23
21.	Southern First Nations Secretariat	Bothwell	8	15.2	14
22.	Mysten Custom Kitchens	Chatham-Kent	8	16.1	18
23.	Victorian Order of Nurses for Canada	Chatham	8	14.8	15
24.	MSSC Canada Inc.	Chatham-Kent	7	20.3	22
25.	BELFOR CANADA INC.	Chatham-Kent	7	19.5	22
26.	Renaissance Personnel	Chatham	7	37.1	41
27.	Kelly Services	Chatham-Kent	7	18.8	22
28.	Kijiji	Chatham	7	14.8	15
29.	Compass Group	Chatham-Kent	7	22.0	22
30.	A&A Marine Foods	Blenheim	7	59.4	21
31.	Victorian Order of Nurses / VON	Chatham-Kent	7	22.0	21

TOP HOURLY WAGES IN JOB POSTINGS

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










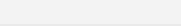
of Minimum Wage Jobs

37

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Financial Manager	PROSPECTS INTERNATIONAL CONSULTING	Wallaceburg	53 
2.	Financial Manager	Canada Albion Co., Ltd.	Wallaceburg	53 
3.	Public Health Nurse	The Municipality of Chatham-Kent	Chatham-Kent	52.11 
4.	Personnel Training and Development Manager	PROSPECTS INTERNATIONAL CONSULTING	Wallaceburg	48.5 
5.	Personnel Training And Development Manager	Canada Albion Co., Ltd.	Wallaceburg	48.5 
6.	Temporary Full Time Hospital Care Coordinators	Home and Community Care Support Services Erie St. Clair	Chatham-Kent	48.32 
7.	Temporary Full Time Care Coordinators	Home and Community Care Support Services Erie St. Clair	Chatham-Kent	48.32 
8.	Permanent Full-time Project Manager, Quality And Risk	Home and Community Care Support Services Erie St. Clair	Chatham-Kent	48.23 
9.	Registered Nurse	The Municipality of Chatham-Kent	Chatham-Kent	47.58 
10.	Home And Community Care Supervisor	Walpole Island First Nation	Walpole Island	46.72 
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TOP SALARIES IN JOB POSTINGS

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

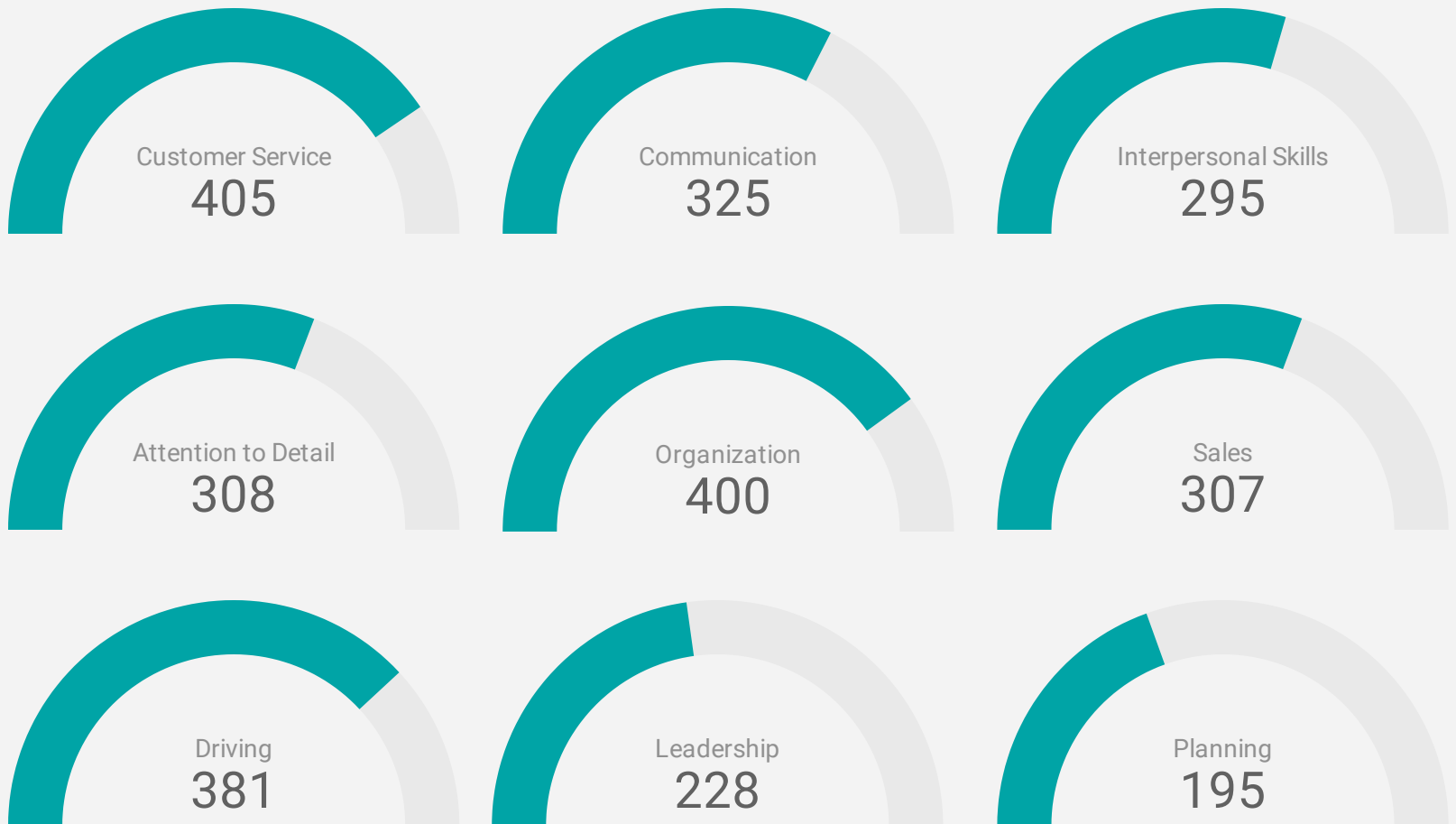
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Nurse Manager, Long Term Care	The Municipality of Chatham-Kent	Chatham-Kent	117,990 
2.	Data Scientist	Ministry of Labour, Training and Skills Development	Chatham	110,338 
3.	Network Administrator	Compest solutions	Chatham-Kent	110,000 
4.	Truck Driver	W. R. Perry Trucking Ltd.	Tupperville	100,799 
5.	Full-time Maintenance Manager	In-Tek Inc.	Tilbury	93,600 
6.	Az Truck Driver - Home Daily - Permanent Full-time	DRAKKAR	Chatham-Kent	92,000 
7.	Purchasing Manager	Maple City Homes	Chatham-Kent	90,000 
8.	Heavy Equipment Mechanic	Waste Connections of Canada	Blenheim	90,000 
9.	General Accountant â€™ HOT!!!	Canadian Executive Search Group Inc.	Blenheim	90,000 
10.	Environmental Services Supervisor - Full Time	Meadow Park Chatham	Chatham-Kent	87,000 
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,713



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,713



Driver's License

46



First Aid

101



Regular Access to a Vehi

109



Criminal Record Check

134



Microsoft Office

145



Food Safety

53

TOP OCCUPATIONS BY SKILL, 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	61	16.9	20.5
2.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	52	20.5	18
3.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	52	21.4	21
4.	6552	Other customer and information services representatives	NOC Skill Level C	50	18.3	17.5
5.	7452	Material handlers	NOC Skill Level C	41	17.0	18
6.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	37	18.4	19.5
7.	6322	Cooks	NOC Skill Level B	34	20.5	20
8.	7511	Transport truck drivers	NOC Skill Level C	34	19.6	15
9.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	33	29.4	15
10.	6311	Food service supervisors	NOC Skill Level B	29	37.3	16.5
11.	1241	Administrative assistants	NOC Skill Level B	25	16.6	16.5
12.	8431	General farm workers	NOC Skill Level C	24	18.9	16
13.	6731	Light duty cleaners	NOC Skill Level D	24	16.4	15
14.	3233	Licensed practical nurses	NOC Skill Level B	24	18.8	16
15.	7514	Delivery and courier service drivers	NOC Skill Level C	24	14.8	15
16.	1431	Accounting and related clerks	NOC Skill Level C	23	16.8	16
17.	4212	Social and community service workers	NOC Skill Level B	22	24.6	22
18.	6623	Other sales related occupations	NOC Skill Level D	21	19.1	18
19.	621	Retail and wholesale trade managers	NOC Skill Level A	21	18.7	21.5
20.	1114	Other financial officers	NOC Skill Level A	21	14.0	15
21.	3413	Nurse aides, orderlies and patient service associates	NOC Skill Level C	19	29.9	22
22.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	18	17.5	15
23.	4163	Business development officers and marketing researchers and consultants	NOC Skill Level A	18	17.1	20
24.	8432	Nursery and greenhouse workers	NOC Skill Level C	18	20.8	22
25.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	17	16.3	15
26.	7611	Construction trades helpers and labourers	NOC Skill Level D	17	21.4	22
27.	1111	Financial auditors and accountants	NOC Skill Level A	17	20.7	22
28.	6611	Cashiers	NOC Skill Level D	17	16.9	15
29.	9617	Labourers in food and beverage processing	NOC Skill Level D	16	27.8	19
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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.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	74	24.0	19
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	62	16.6	15
3.	642	Retail salespersons	NOC Skill Level C	61	16.9	20.5
4.	673	Cleaners	NOC Skill Level D	56	17.7	17
5.	655	Customer and information services representatives	NOC Skill Level C	54	18.5	18
6.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	52	21.4	21
7.	662	Other sales support and related occupations	NOC Skill Level D	43	17.5	15.5
8.	843	Agriculture and horticulture workers	NOC Skill Level C	42	19.7	22
9.	632	Chefs and cooks	NOC Skill Level B	41	20.8	22
10.	745	Longshore workers and material handlers	NOC Skill Level C	41	17.0	18
11.	111	Auditors, accountants and investment professionals	NOC Skill Level A	40	19.7	15
12.	441	Home care providers and educational support occupations	NOC Skill Level C	37	18.4	19.5
13.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	37	16.1	16
14.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	34	23.0	22
15.	301	Professional occupations in nursing	NOC Skill Level A	34	28.3	15
16.	341	Assisting occupations in support of health services	NOC Skill Level C	31	26.5	22
17.	122	Administrative and regulatory occupations	NOC Skill Level B	31	17.0	21
18.	631	Service supervisors	NOC Skill Level B	30	36.2	18
19.	323	Other technical occupations in health care	NOC Skill Level B	30	17.6	16
20.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	30	18.0	18
21.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	29	19.7	20.5
22.	416	Policy and program researchers, consultants and officers	NOC Skill Level A	28	17.3	20
23.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	27	17.6	13
24.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	24	16.1	17
25.	141	General office workers	NOC Skill Level C	23	24.5	19
26.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	23	23.4	22
27.	651	Occupations in food and beverage service	NOC Skill Level C	22	17.9	22
28.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	21	21.3	17.5

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	111	19.4	19.5
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	101	18.2	19
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	87	26.4	21
4.	72	Industrial, electrical and construction trades	NOC Skill Level B	81	25.0	17
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	78	16.6	15
6.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	76	17.2	20
7.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	74	24.0	19
8.	14	Office support occupations	NOC Skill Level C	64	19.9	17
9.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	64	21.8	22
10.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	61	16.9	20.5
11.	66	Sales support occupations	NOC Skill Level D	60	17.3	15
12.	11	Professional occupations in business and finance	NOC Skill Level A	56	19.7	17
13.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	53	17.6	19
14.	32	Technical occupations in health	NOC Skill Level B	50	27.1	19
15.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	47	20.8	22
16.	84	Workers in natural resources, agriculture and related production	NOC Skill Level C	42	19.7	22
17.	73	Maintenance and equipment operation trades	NOC Skill Level B	41	21.7	16
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	40	15.3	16
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	39	18.0	21
20.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	38	18.3	18
21.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	38	18.5	16.5
22.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	36	18.9	21
23.	30	Professional occupations in nursing	NOC Skill Level A	34	28.3	15
24.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	34	23.0	22
25.	31	Professional occupations in health (except nursing)	NOC Skill Level A	33	30.8	22
26.	34	Assisting occupations in support of health services	NOC Skill Level C	31	26.5	22
27.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	30	17.6	18.5

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
124

NEW POSTINGS
1

COMPANIES
59

LANGUAGES
3

OF DAYS POSTED

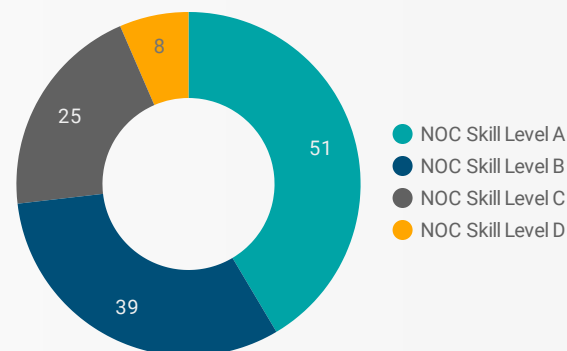
AVERAGE
13.9

MEDIAN
15

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

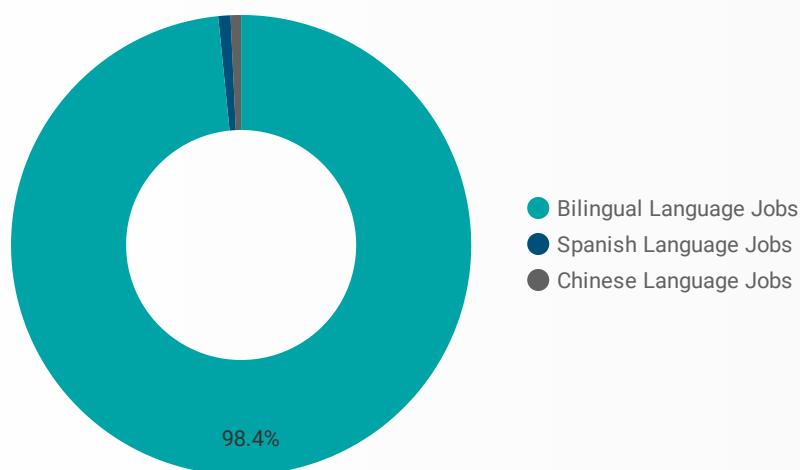
- 51** Skill Level A - Management/ Professional Occupations usually requiring University
- 39** Skill Level B - Usually college education or apprenticeship training
- 25** Skill Level C - Usually secondary education or occupation-specific training
- 8** Skill Level D - Usually on-the-job training



JOB LANGUAGE	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Language	8
Bilingual Language		4		
Chinese Language	1			
Spanish Language			1	

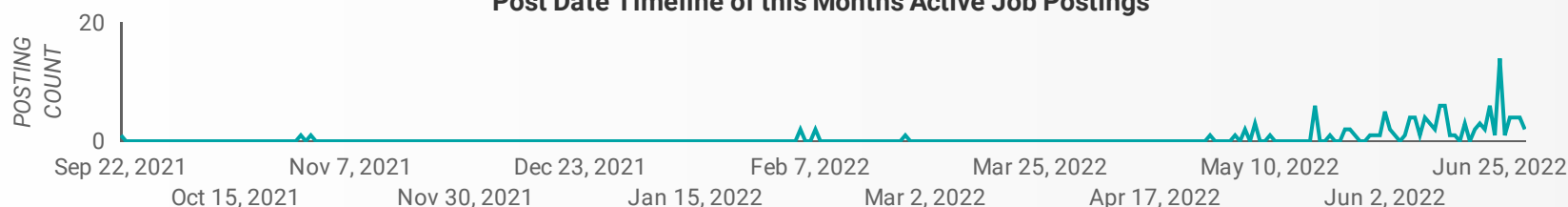
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	122
2.	Spanish Language Jobs	1
3.	Chinese Language Jobs	1

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 Jobs	Chinese Language Jobs	Spanish Language Jobs	Grand total
Trades, transport and equipment operator...	10			10
Sales and service occupations	15			15
Occupations in manufacturing and utilities	2			2
Occupations in education, law and social, ...	18	1		19
Occupations in art, culture, recreation and ...	1			1
Natural resources, agriculture and related ...	2		1	3
Natural and applied sciences and related o...	2			2
Management occupations	12			12
Health occupations	43			43
Business, finance and administration occu...	16			16
Grand total	121	1	1	123

MULTILINGUAL JOB POSTINGS BY COMMUNITY

What language skills are sought by 4-Digit NOC?

	MUNICIPALITY	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Chatham-Kent	78	23.4	15
2.	Chatham	26	16.9	15
3.	Tilbury	6	18.8	19.5
4.	Blenheim	3	18.5	18.5
5.	Wallaceburg	3	16.0	16
6.	Pain Court	3	12.0	12
7.	Thamesville	2	15.5	15.5
8.	Tupperville	1		
9.	Ridgetown	1	22.0	22
10.	Morpeth	1	12.0	12

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME		POSTINGS ▾
1.	Registered nurses and registered psychiatri...	22
2.	Licensed practical nurses	8
3.	Social and community service workers	6
4.	Managers in health care	6
5.	Nurse aides, orderlies and patient service a...	4
6.	Elementary school and kindergarten teachers	3
7.	Home support workers, housekeepers and r...	3
8.	Other financial officers	3
9.	Social workers	3
10.	Transport truck drivers	3
11.	Employment insurance, immigration, border ...	2
12.	Retail salespersons	2
13.	Other labourers in processing, manufacturin...	2
14.	Physiotherapists	2
15.	Food service supervisors	2
16.	Other professional occupations in therapy a...	2
17.	Cooks	2
18.	Other customer and information services re...	2
19.	Receptionists	2
20.	General farm workers	2
21.	Purchasing agents and officers	2
22.	Authors and writers	1
23.	Correspondence, publication and regulatory ...	1
24.	Dental assistants	1
25.	Manufacturing managers	1
26.	Computer and information systems manage...	1
27.	Other technical occupations in therapy and ...	1
28.	Cashiers	1
29.	Accounting and related clerks	1
30.	Facility operation and maintenance manage...	1
31.	Human resources and recruitment officers	1
32.	Social policy researchers, consultants and p...	1
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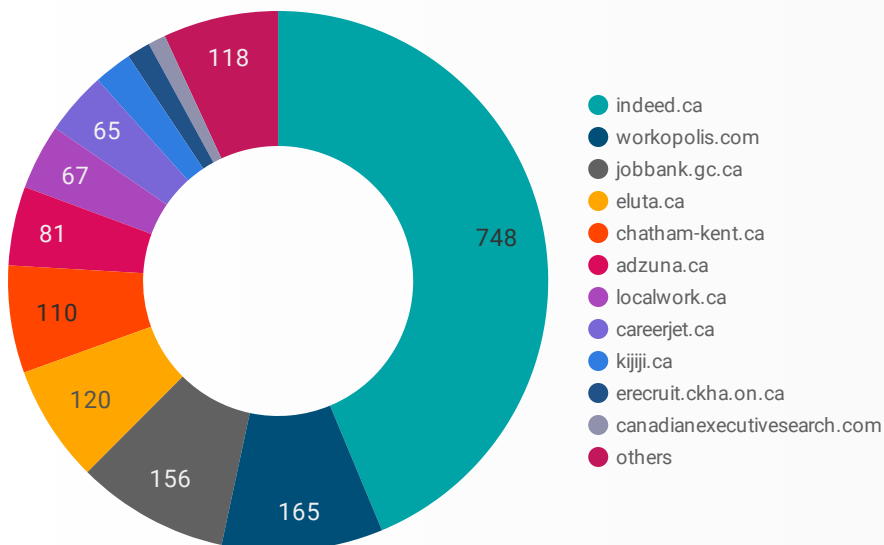
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY		POSTINGS ▾
1.	Chatham Kent Health Alliance	29
2.	Victorian Order of Nurses / VON	8
3.	Linck	7
4.	Victorian Order of Nurses for Canada	7
5.	St. Clair Catholic District School Board	4
6.	Home and Community Care Support Services Erie St. Clair	3
7.	In-Tek Inc.	3
8.	Blenheim Sobeys # 4107	2
9.	Pride Seeds (Agrelant Genetics)	2
10.	Ontario's Lhins	2
11.	AGRIS Co-operative Ltd	2
12.	National Bank of Canada	2
13.	Children's Treatment Centre of Chatham-Kent	2
14.	Barry Callebaut	2
15.	CARSTAR Collision & Glass Services	2
16.	Streetwise Mortgages	2
17.	The Municipality of Chatham-Kent	2
18.	Scribendi Inc.	2
19.	768308 Ontario Inc	1
20.	Sunshine Asparagus Farms	1
21.	The We Store	1
22.	Mission Thrift Store - Chatham, ON	1
23.	Transit Trailer Limited	1
24.	The Garden On King	1
25.	JustCallZak Home&Yard Care	1
26.	FMI National Inc	1
27.	Teksavvy Solutions Inc.	1
28.	The River Rock Social House	1
29.	Choices Child and Adolescent Services	1
30.	Service Canada	1
31.	Transnomis Solutions	1
		1 - 50 / 59 < >

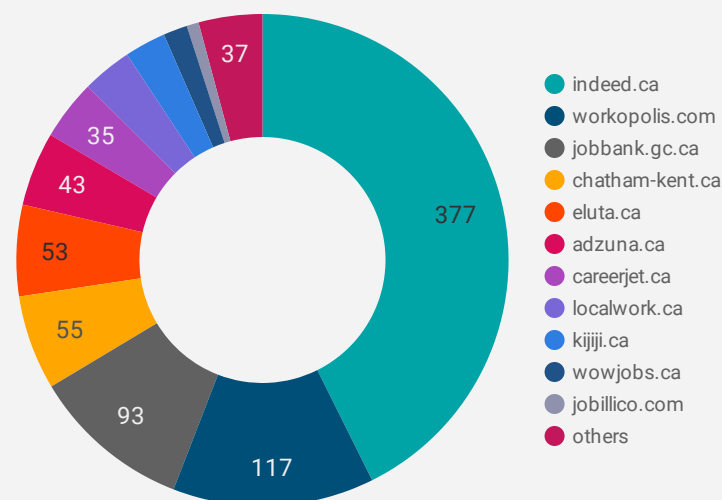
JOB POSTINGS BY JOB BOARD

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	748	19.3	22	377
2.	workopolis.com	165	14.9	15	117
3.	jobbank.gc.ca	156	26.2	17	93
4.	eluta.ca	120	20.3	22	53
5.	chatham-kent.ca	110	33.5	9	55
6.	adzuna.ca	81	14.5	15	43
7.	localwork.ca	67	6.6	4	29
8.	careerjet.ca	65	22.4	14	35
9.	kijiji.ca	39	14.9	15	24
10.	erecruit.ckha.on.ca	24	157.5	118	1
11.	wowjobs.ca	18	29.8	29	14
12.	canadianexecutivesearch.com	18	8.2	5	1
13.	chatham-kent.njoyn.com	14	84.5	92	1
14.	jobillico.com	12	9.9	12	7
15.	careersinfood.com	8	12.9	12	1
16.	careerarc.com	8	19.3	15	3
17.	rncareers.ca	7	13.3	1	3
18.	aarkel.com	6			1