

# Custom Labour Market Report

WATERLOO WELLINGTON DUFFERIN

Greater Kitchener  
Waterloo Chamber of  
Commerce

## Overview – Recent Hiring Trends

The figures presented below provide a summary account of the online jobs demand activity within Kitchener, Waterloo, Wellesley, Wilmot and Woolwich, during the reporting period of January 1<sup>st</sup> to December 31<sup>st</sup>, 2018.

There was a total of 33,506 jobs posted in Greater Kitchener Waterloo between January 1<sup>st</sup> and December 31<sup>st</sup> 2018.

### Job Postings by Data Source

Employers and placement agencies may use more than one online posting board as well as their own corporate website, therefore, the total number of postings by Website Source is greater than the total job postings for the Greater Kitchener Waterloo. Other Job Boards would include but are not limited to web sites such as Kijiji, Monster, the Federal Job Bank and online newspapers.

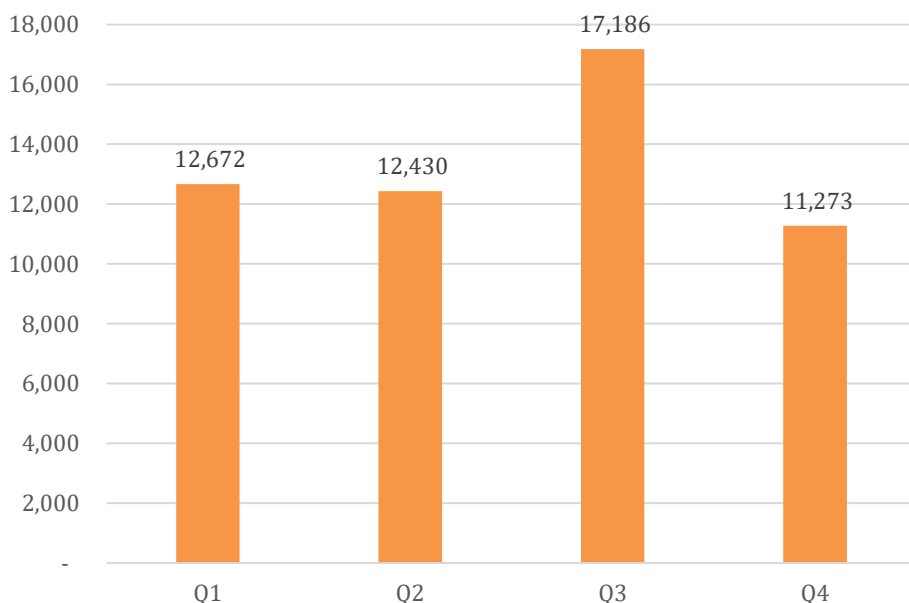
Website Source	# of Postings	% of Postings
Other Job Boards	25,043	60%
Employer Corporate Websites	10,023	24%
Placement Agencies	6,977	17%
<b>Grand Total</b>	<b>42,043</b>	<b>101%</b>

Source: Talent Neuron

### Job Postings by Quarter

In 2018, the Third Quarter, which covers the months of July to September, saw the highest number of job postings at 17,186.

Greater Kitchener Waterloo Job Postings by Quarter



Source: Talent Neuron

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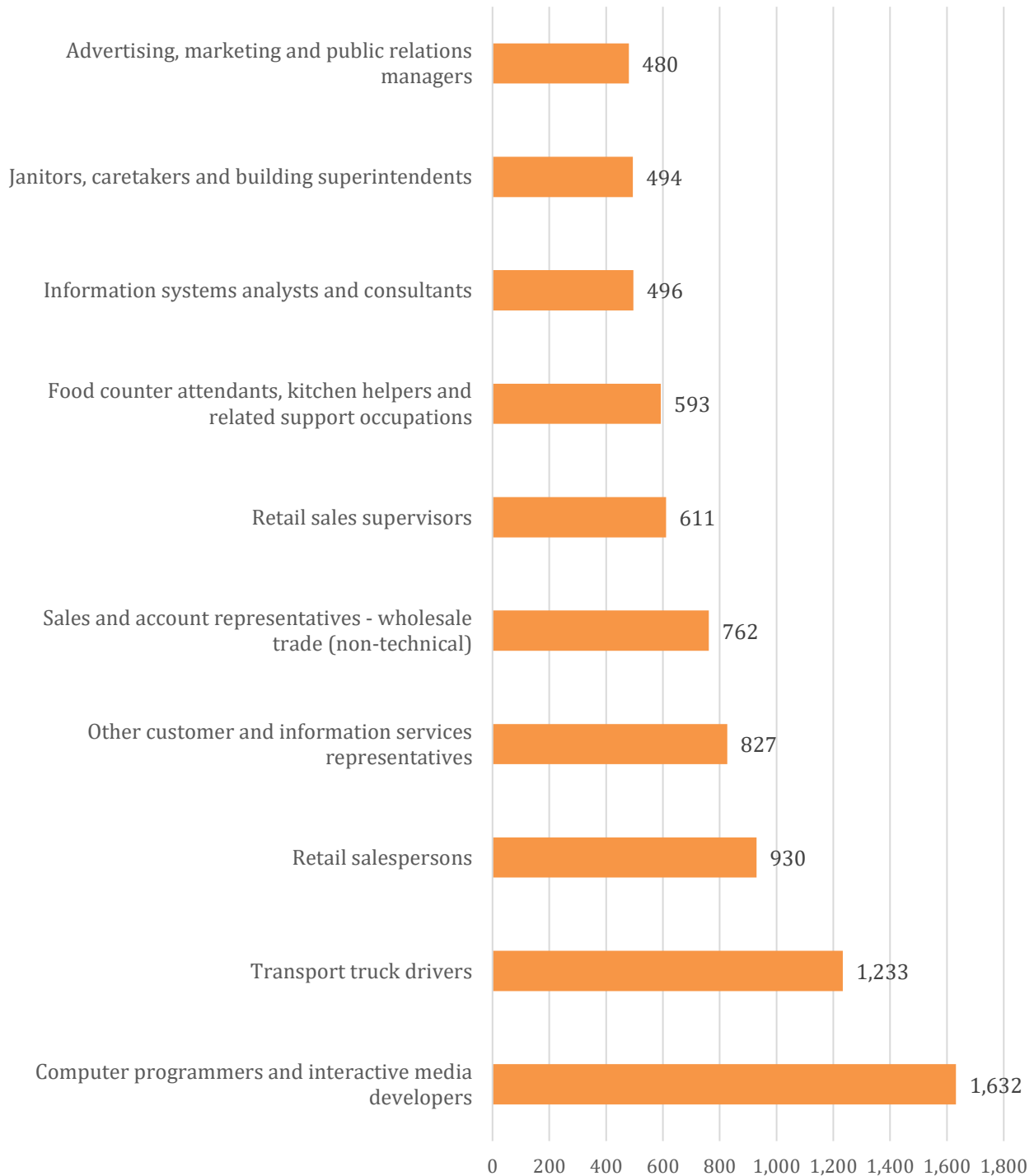


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## Job Postings by Major National Occupational Classification (NOC)<sup>1</sup> Code

The table below shows the number of job postings in Greater Kitchener Waterloo for 2018 by the 4-digit NOC Code. For Greater Kitchener Waterloo, there are a total of 30,775 (92%) postings that could be associated with a NOC Code.

### Top 10 Job Postings By 4-Digit NOC Code



Source: Talent Neuron

<sup>1</sup> NOC: National Occupational Classification



## Employment by Industry

The following table shows the total employment by industry in the Kitchener-Cambridge-Waterloo Census Metropolitan Area<sup>2</sup> (CMA).

NAICS	Industry	2018	2017	Change
11	Agriculture	3,200	3,700	-500
21	Forestry, Fishing, Mining, Quarrying, Oil and Gas	X	X	X
22	Utilities	X	X	X
23	Construction	21,200	19,600	1,600
31-33	Manufacturing	54,600	51,300	3,300
41, 44-45	Wholesale and Retail Trade	41,500	40,300	1,200
48-49	Transportation and Warehousing	12,600	10,400	2,200
52-53	Finance, Insurance, Real Estate, Rental and Leasing	22,700	22,800	-100
54	Professional, Scientific and Technical Services	25,700	24,900	800
55-56	Business, Building and other Support Services	10,600	10,000	600
61	Educational Services	24,100	25,600	-1,500
62	Health Care and Social Assistance	28,500	29,200	700
51, 71	Information, Culture and Recreation	11,700	9,000	2,700
72	Accommodation and Food Services	16,800	20,100	-3,300
81	Other Services (except Public Administration)	10,900	10,100	800
91	Public Administration	7,100	9,300	-2,200
Total Employment		291,200	286,300	4,900

Source: Statistics Canada, Labour Force Survey

The largest area of employment growth was in Manufacturing, which continues to be the largest industry sector of employment, accounting for 19% of all employment in the CMA in 2018.

<sup>2</sup> Kitchener-Cambridge-Waterloo CMA includes the Cities of Kitchener, Waterloo and Cambridge and the townships of North Dumfries and Woolwich.



The data in the following two tables refers to businesses who report having 1 or more employees.

### Location Size Distribution

Category	June 2018	Dec 2017	Difference
Total # of businesses	16,672	16,614	58
1-4 Employees	8,520	8,502	18
5-9 Employees	3,329	3,285	44
10-19 Employees	2,268	2,290	-22
20-49 Employees	1,571	1,554	17
50-99 Employees	556	562	-6
100-199 Employees	249	246	3
200-499 Employees	126	120	6
500+ Employees	53	55	-2

Source: Statistics Canada, Canadian Business Patterns

### Number of Businesses in Greater Kitchener Waterloo

The following table shows the top 8 industries that have had an increase of more than 5 businesses.

NAICS Code	Description	June 2018	Dec 2017	Change
621	Ambulatory Health Care Services	1,206	1,181	25
484	Truck Transportation	824	804	20
722	Food Services and Drinking Places	954	937	17
447	Gasoline stations	88	72	16
446	Health and Personal Care Stores	265	253	12
236	Construction of buildings	471	460	11
517	Telecommunications	73	62	11
713	Amusement, gambling and recreation industries	144	138	6

Source: Statistics Canada, Canadian Business Patterns



The following table shows the top 9 industries that have had a decrease of more than 5 businesses.

NAICS Code	Description	June 2018	Dec 2017	Change
623	Nursing and residential care facilities	189	210	-21
541	Professional, scientific and technical services	1,875	1,892	-17
448	Clothing and Clothing Accessories Stores	308	321	-13
611	Educational services	195	207	-12
812	Personal and Laundry Services	348	356	-8
417	Machinery, equipment and supplies merchant wholesalers	284	292	-8
441	Motor vehicle and parts dealers	176	181	-5
415	Motor vehicle and motor vehicle parts and accessories merchant wholesalers	64	69	-5
333	Machinery manufacturing	170	175	-5

Source: Statistics Canada, Canadian Business Patterns

### **Occupations in Greater Kitchener Waterloo**

The following table shows the top 10 occupations showing an increase in job postings for 2018 in the Greater Kitchener Waterloo area. The postings are compared to the same category for 2017, showing the change.

Description	2018	2017	Change
Computer programmers and interactive media developers	1,629	1,404	225
Home support workers, housekeepers and related occupations	172	23	149
Financial sales representatives	105	3	102
Advertising, marketing and public relations managers	481	414	67
Industrial and manufacturing engineers	279	213	66
Human resources managers	196	135	61
Other labourers in processing, manufacturing and utilities	378	330	48
Software engineers and designers	167	121	46
Social and community service workers	256	219	37
Electrical and electronics engineers	104	71	33

Source: Talent Neuron



The following table shows the top 10 occupations showing a decrease in job postings for 2018 in the Greater Kitchener Waterloo area. The postings are compared to the same category for 2017, showing the change.

Description	2018	2017	Change
Carpenters	401	645	-244
Food counter attendants, kitchen helpers and related support occupations	593	824	-231
Construction trades helpers and labourers	357	588	-231
Transport truck drivers	1,233	1,435	-202
Other customer and information services representatives	826	1,012	-186
Retail salespersons	930	1,114	-184
Nurse aides, orderlies and patient service associates	207	379	-172
Cooks	479	632	-153
Food service supervisors	291	433	-142
Accounting technicians and bookkeepers	267	409	-142

Source: Talent Neuron

