Hiring when you don't have an HR department.

Dily helps human-scale companies post a job, share it, sort applications and reply, all in one place. Free to start.

Create my free account /en/signup → | **See pricing →**



HIRING IN QUEBEC, IN 2026

123,700
job vacancies in Quebec in Q2 2026[1]

30.7%
of these jobs have been vacant for 90 days or more[1]

85%
of employer establishments have fewer than 20 employees[3]

IN THIS GUIDE

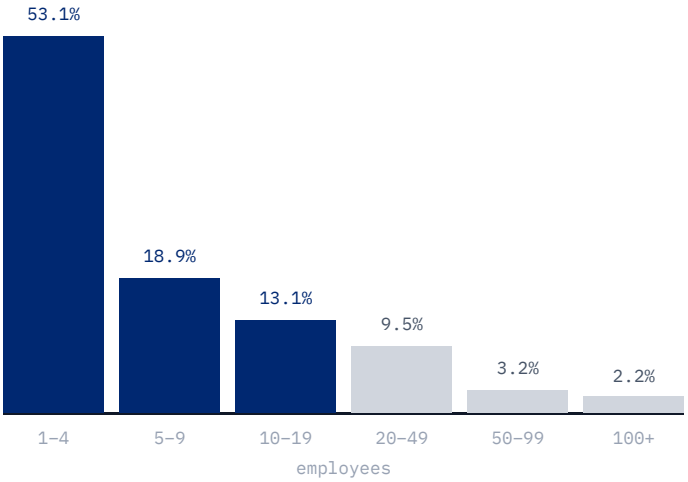
02 The facts, in figures
05 Why choose Dily
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10 Pricing and founders offer

1. Statistique Canada, « Enquête sur les postes vacants et les salaires » [Job Vacancy and Wage Survey], Q2 2026. 3. Statistique Canada, « Nombre d'entreprises canadiennes » [Canadian Business Counts], June 2026. All sources are listed in full on the last page.

In Quebec, 85% of employers have fewer than 20 employees.

Who employs people in Quebec?

Establishments with employees, by number of employees (June 2026)[3]



85.1% of the 279,405 employer establishments have **fewer than 20 employees**, and 53.1% have fewer than 5[3].

Why it's hard

Businesses that struggled to find skilled candidates: their main difficulty (one answer)[4]

Too few applicants or interested people	**52.0%**
Lower wages than elsewhere	**15.2%**
Credentials not recognized	**9.0%**
Location of the business	**7.0%**
Difficult working conditions	**6.3%**

2 in 5 businesses **struggled to find skilled candidates** in 12 months (39.5%), and 52% of those with 5 to 19 employees[4].

Sectors with the most job vacancies (2026)[1]

Sector	Job vacancies	Job vacancy rate
Health care and social assistance	26,935	4.6%
Manufacturing	14,885	3.3%
Retail trade	13,230	2.9%
Accommodation and food services	12,740	4.6%
Construction	8,640	3.4%

WHAT DILY TAKES FROM THIS

Employers mostly lack **candidates** and **time**. Dily tackles both: sharing the job more widely, sorting applications, and saving time on every reply.

→ Dily for recruiters

78.5% *of vacant jobs in Quebec are also recruited for by word of mouth[1]. Dily takes your job further.*

In Quebec, nearly 1 vacant job in 3 has been open for 90 days or more.

30.7%

of vacant jobs have been open **for 90 days or more** (Q2 2026)[1].

25.1%

for 120 days or more[1].

How long have jobs been vacant?

Cumulative share of vacant jobs in Quebec, by number of days since the search began (2026)[1]



How to read it: 41% of vacant jobs have been open for less than 30 days; a quarter have been open for 120 days or more.

Vacant for 90 days or more[1]

Quebec	30.7%
Canada	25.9%
B.C.	25.8%
Ontario	23.6%

Job vacancy rate by business size[5]

1–4 employees	4.9%
5–19 employees	4.3%
20–49 employees	3.3%
100+ employees	1.6%

Canada, private sector, Q3 2026 (FCEI [CFIB], private study).

37,955

jobs vacant for 90 days or more in Quebec, in Q2 2026[1].

41.7%

of vacant jobs are under **continuous recruitment**: the employer is always hiring[1].

Businesses using AI, by size (2026)[4]

1–4 employees	19.4%
5–19 employees	15.7%
20–99 employees	31.0%
100+ employees	33.3%

WHAT DILY CHANGES

Businesses with 20 or more employees use AI twice as much as those with 5 to 19. Dily puts it within reach of all of them, from the Free plan: job ad, sorting applications, replies.

→ Post a job for free

Every challenge employers face has an answer in Dily.

On the left, official figures on hiring in Quebec: job vacancies[1] and businesses[4]. On the right, what Dily actually does.

52.0%	of struggling businesses name a lack of applicants first[4]	**Your job goes further** — A link to share in one click on LinkedIn, Facebook, X and WhatsApp, where Quebec already hires.
29.3%	of vacant jobs are advertised with a help-wanted sign in the window[1]	**A poster ready in one click** — Four formats with a QR code: feed, square, story and a PDF to print for your window or bulletin board.
29.9%	of businesses see recruiting skilled employees as an obstacle[4]	**The right profiles on top** — Applications are ranked, with the reason for the ranking. A skills test is available (Pro plan).
30.7%	of jobs have been vacant for 90 days or more[1]	**Live in a few minutes** — One sentence is enough: AI writes the ad. A Boost adds the “Urgent” badge for 7 days.
41.7%	of vacant jobs are under continuous recruitment[1]	**AI does the repetitive work** — Job ads, replies, follow-ups: AI prepares the drafts. You review and you send.
16.2%	of businesses worry about keeping their skilled employees[4]	**A well-prepared arrival** — Start date, tasks and documents to sign: everything is tracked until day one.

Post my first job /en/post-a-job-free →

See pricing /en/pricing →

Posting a job isn't enough. Dily is with you from the job ad to the new hire's arrival.

1

Built for those without HR

One sentence is enough to create the ad. Candidates are ranked with the reason why. Replies are prepared for you.

2

Everything in one place

The job ad, the printable poster, sorting, messages and your new hire's arrival.

3

Published prices

Free to start, then CA$29 a month before taxes. No quotes, no pay-per-click.

→ See pricing

	Dily	Indeed	LinkedIn	Jobillico	Guichet-Emplois
Post for free	**Yes**, 3 live jobs at a time	**Yes**, 3 jobs a month	**Yes**, 1 job at a time, 14 days	Not mentioned	**Yes**, public service
Price shown on the site	**Yes**, from CA$29 / month before taxes	Budget of your choice, no public price list	Pay-per-click, no public price list	**Yes**, CA$355 per job	**Yes**, free
Job ad written by AI	**Yes**, included in the Free plan	**Yes**	**Yes**	Not mentioned	Not mentioned
Candidates ranked, with the reason	**Yes**	Premium option	Paid option	Not mentioned	Profiles ranked by job matching
Replies to candidates prepared by AI	**Yes**, 6 message types	Premium option	Not mentioned	Not mentioned	Not mentioned
Printable poster with QR code	**Yes**, 4 formats	Not mentioned	Not mentioned	Not mentioned	Not mentioned
Tracking the new hire's arrival	**Yes**, tasks and documents	Not mentioned	Not mentioned	Not mentioned	Not mentioned
"Verified company" badge	**Yes**, official registers + human check	Account verified before posting	Being tested with some customers	Not mentioned	**Yes**, "Verified job"

Checked on October 26, 2026 on each service's public website[2]. "Not mentioned": the information does not appear on their site on that date, which does not mean the feature does not exist. Jobillico and Dily prices: before taxes. Guichet-Emplois (Job Bank): free service of the Government of Canada.

GOOD TO KNOW

The big sites have a huge audience. Dily doesn't replace it: it adds to it. Every Dily job can be shared in one click on LinkedIn, Facebook, X and WhatsApp.

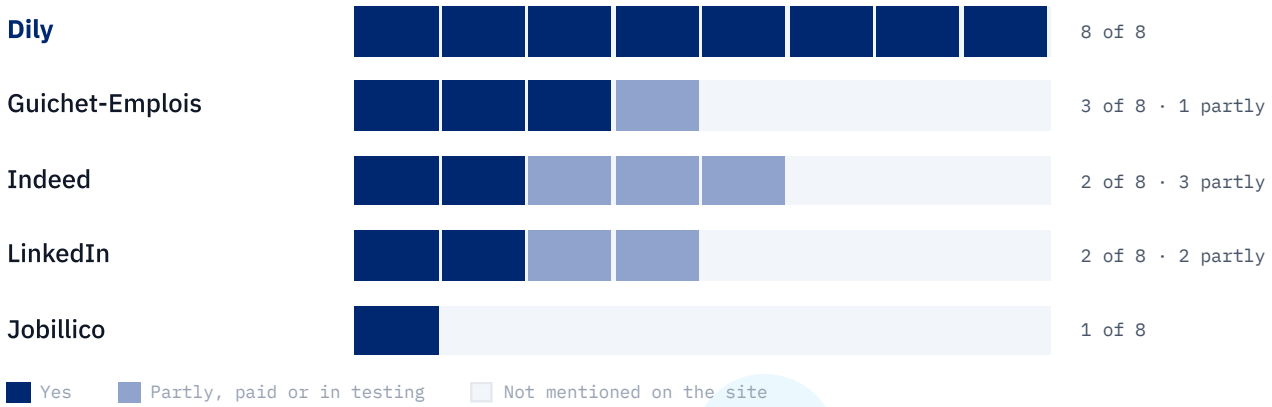
A COMMITMENT TO CANDIDATES

Every job ad shows the **reply date you announce.** Candidates know when they will hear back, and your company inspires trust.

More features, a price known in advance.

Features mentioned on their site, out of the 8 in the comparison

Free posting, published price, AI job ad, candidate ranking, AI replies, poster with QR code, arrival tracking, “verified” badge.



What a year costs, at the published price

Twelve months of subscription or an annual package, calculated from public prices, before taxes[2]. A year of Dily Starter costs CA$348, compared with CA$875 for the Jobillico Écono 5 package.



INDEED AND LINKEDIN

Limited free posting, then sponsored jobs or pay-per-click. No public price list: the cost depends on your budget.

OTHER SERVICES

Guichet-Emplois (Job Bank, Canada) and Québec emploi (Quebec): free posting. Jobillico: CA$355 for a single job.

Compare Dily plans /en/pricing →

Dily calculations from public prices checked on 26/10/2026, before taxes (GST and QST extra). Jobillico Écono 5: 5 postings, annual contract. Founders: Pro free for 3 months, then CA$34.50 a month (−50%) for the next 9 months.

Candidates want an answer and a clear salary.

45 days

In Ontario, since 2026, employers with 25 or more employees must **give their answer** to a candidate they interviewed within 45 days[8].

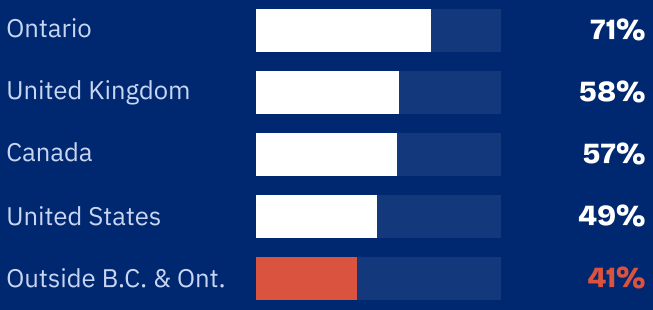
41%

of Indeed jobs show a **salary** outside British Columbia and Ontario (Quebec included), against 71% in Ontario[6].

39.7%

of 15-to-24-year-olds in Canada looked for a job online[7].

Jobs showing a salary, on Indeed (June 2026)[6]



"Outside B.C. & Ont.": the rest of Canada, Quebec included (Indeed does not publish a figure for Quebec alone). In British Columbia (since November 1, 2023) and in Ontario (since January 1, 2026, 25 employees or more), the law requires the salary in public job postings[8]. We found no similar obligation in Quebec in the official sources checked on 26/10/2026. On Dily, you can show the salary on the job.

What your candidates see

01 **A response date on every job**
Candidates know when they'll hear back.

02 **A clear job**
The contract, the location, and the salary if you include it.

03 **Tracking for every application**
Received, shortlist, interview, answer: it's all shown.

04 **Verified companies**
And candidates are never asked for money.
→ Verified companies

05 **A free CV**
Created in a few minutes, with handmade templates.
→ Create a free CV

WHAT THE CANDIDATE RECEIVES

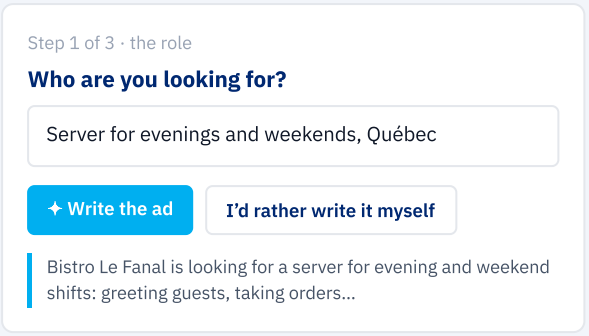
Bistro Le Fanal · Server
Your application has been received. You are 1 of 34 candidates.
Reply announced by November 21.

Shortlist
Good news: your profile has been shortlisted. The recruiter is offering you an interview.

Interview
Interview Thursday at 2 pm. The video call link is in your space.

Messages as shown on dily.pro, fictional example.

Four steps, one tool.





1 Post in one sentence

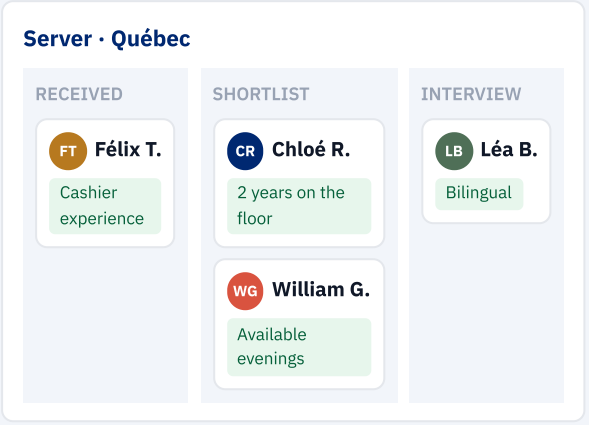
Describe the role as you would to a friend. AI writes the ad, you review it.

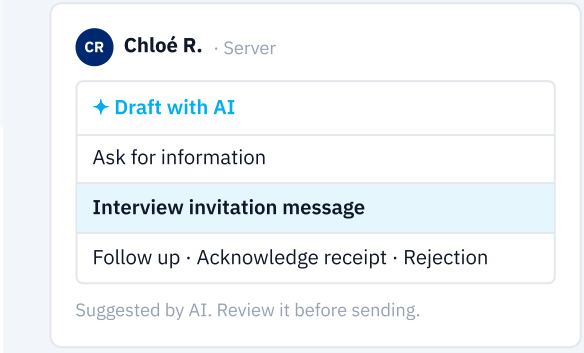
→ Post a job for free

2 Share everywhere

A poster with a QR code, ready for your window, LinkedIn, Facebook or WhatsApp.

→ Create my job poster





3 Sort with ease

One board. The best profiles on top, with the reason why. The decision stays yours.

→ Open my jobs

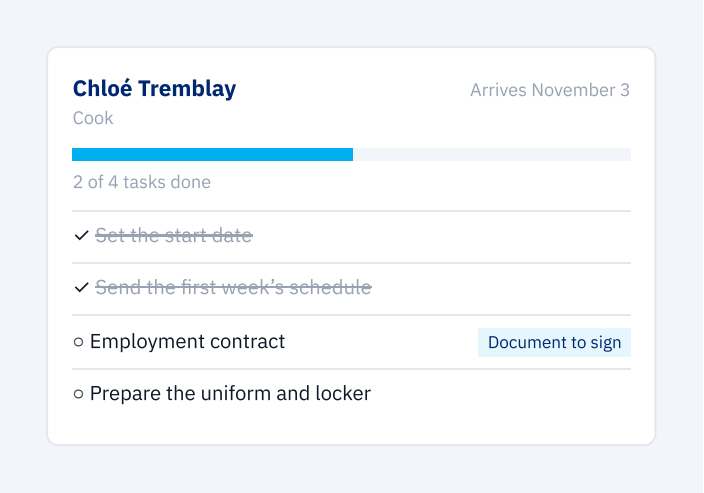
4 Reply to everyone

Choose the message type: Dily prepares the draft. Nothing goes out without you.

→ Open messages

Sample screens with fictional data.

Hiring doesn't stop at the signature.



Prepare the arrival

Start date, tasks, documents to sign: everything is tracked, nothing is forgotten. Nudge your new hire in one click.

→ Open arrivals



Everything from your cell phone

Post between shifts, get a notification for every application, reply wherever you are.

INSPIRE TRUST

A verified company, once and for all.

Dily checks your company in the official registers, then a member of the team approves the file, usually within 24 hours. Your jobs then carry the "Verified company" badge: candidates know the ad is genuine.

→ Get my company verified



"Company verification" screen. You can also create your company card from handmade templates.

→ Create my company card

Sample screens with fictional data.

Post for free. Pay to hire faster.

Prices in Canadian dollars, per month, before taxes (GST and QST extra). No commitment: change plans, pause or cancel at any time.

→ *Full pricing details*

FREE	STARTER	PRO	BUSINESS
CA$0	CA$29	CA$69	CA$179
Getting started	Self-employed workers and human-scale companies	SMEs	Year-round hiring
3 live jobs 1 seat 20 AI assists	5 live jobs 2 seats 200 AI assists 1 Boost per month Video interviews	15 live jobs 5 seats 1,000 AI assists 3 Boosts per month Video interviews	50 live jobs 15 seats 5,000 AI assists 10 Boosts per month Video interviews

Annual subscription: −20%. Enterprise plan on quote. Free Partner plan for non-profits, associations and schools, after verification.

7-DAY BOOST	30-DAY PREMIUM JOB	3 PREMIUM JOBS	10 CONTACTS
CA$15	**CA$45**	**CA$109**	**CA$39**
Top of the list, “Urgent” badge	Featured, shortlisting, stats	Use them whenever you like	Open candidates, valid 12 months

Options without a subscription, paid once for one job, before taxes. During the beta, verified companies get 2 free Boosts per month.

100

FOUNDING RECRUITERS

The first 100 companies in Quebec: Pro plan free for 3 months, then −50% for 12 months.

The number of spots left is shown on dily.pro.

Save my spot /en/recruiters →

ALWAYS FREE

Posting, replying to candidates, exporting your data, online support. Candidates never pay.

PAYMENT

Credit card (Visa, Mastercard), invoice in your account. Online payment opens soon; until then, the launch offer applies.

Launch pricing, subject to change.

Your questions.

Can I really post for free?
Yes. The Free plan keeps 3 jobs live at a time, with no time limit.

Does the AI send messages for me?
No. It prepares job ads and replies; nothing is sent without your approval.

Can I pause?
Yes, for up to 3 months, without losing your jobs or your history.

Can I invite my colleagues?
Yes, by email. The number of colleagues depends on your plan.

How is my company verified?
In the official registers, then by a member of the team, usually within 24 hours.

Will I get an invoice?
Yes, in your account, after each payment.

IN 2 WEEKS

Free beta

The first recruiters post their jobs.

IN 3 MONTHS

Public launch

Dily opens to all businesses.

SOON

After the hire

Fair salary, employment contract and formalities.

Post your first job today.

Create my free account /en/signup →

Help centre /en/help →

A question? **support@dily.pro**

SOURCES

1. Statistique Canada, « Enquête sur les postes vacants et les salaires » [Job Vacancy and Wage Survey], Q2 2026, unadjusted data: tables 14-10-0443-01 (vacancy duration, recruitment methods, continuous recruitment) and 14-10-0442-01 (sectors); Institut de la statistique du Québec, release of 16/09/2026: statistique.quebec.ca.

2. Public websites checked on 26/10/2026: ca.indeed.com/hire/pricing · linkedin.com/help (job postings) · jobillico.com/fr/joindre-reseau · guichetemplois.gc.ca/employeurs · quebec.ca/quebecemploi. Dily: prices and features on dily.pro as of 26/10/2026.

3. Statistique Canada, « Nombre d'entreprises canadiennes, avec employés » [Canadian Business Counts, with employees], June 2026, table 33-10-1174-01 (establishments, Quebec). Shares calculated by Dily.

4. Statistique Canada, « Enquête canadienne sur la situation des entreprises » [Canadian Survey on Business Conditions], Quebec: Q1 2026 (table 33-10-1131-01, difficulties over the last 12 months), Q2 2026 (33-10-1167-01, AI use), Q3 2026 (33-10-1179-01, expected obstacles).

5. FCEI [CFIB], « Postes vacants dans le secteur privé, T3 2026 » [Private sector job vacancies, Q3 2026] (private study, survey of its members, Canada).

6. Indeed Hiring Lab, 23/07/2026 (private study): share of Indeed jobs showing a salary, June 2026.

7. Statistique Canada, « Enquête canadienne sur l'utilisation d'Internet » [Canadian Internet Use Survey] 2022, table 22-10-0137-01 (Canada, activity over the last 3 months).

8. Ontario: guide to the Employment Standards Act, 2000, ontario.ca (postings published from January 1, 2026). British Columbia: Pay Transparency Act, job postings since November 1, 2023 (gov.bc.ca).