

**possible  
made here.**

# JOB DEMAND REPORT

## JANUARY 2021

*Job posting data collected by the Possible Made Here website from job boards and employer websites who recruit candidates in Kingston, Frontenac County, and portions of the County of Lennox and Addington as well as United Counties of Leeds and Grenville.*

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL ACTIVE  
**3,968**

NEW THIS MONTH  
**2,050**

COMPANIES  
**1,370**

JOB BOARDS  
**25**

#### # OF DAYS POSTED

AVERAGE  
**19**

MEDIAN  
**15**

## REPORT BUILDER

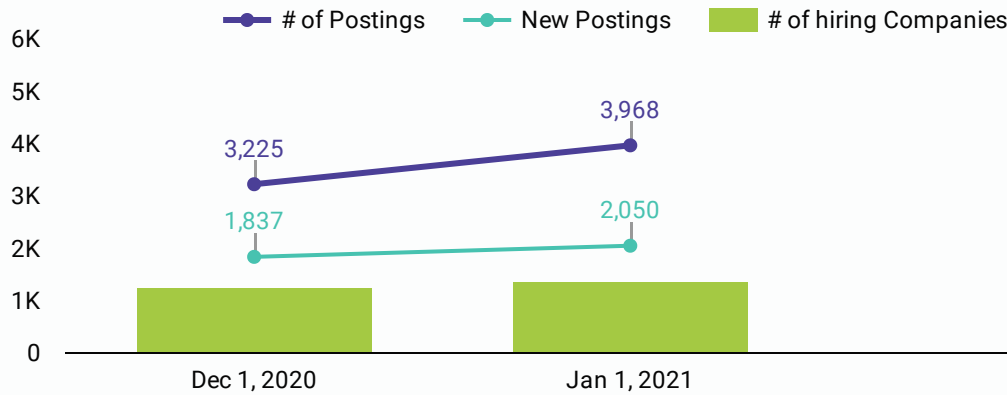
*The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.*

MUNICIPALITY	COUNTY	JOB TYPE
JOB DURATION	ADDITIONAL LANGUA...	QUICK FIND
JOB BOARD	SKILL LEVEL	
SKILL TYPE NAME / 1-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
MAJOR GROUP / 2-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
MINOR GROUP / 3-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
UNIT GROUP / 4-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
COMPANY OR EMPLOYMENT AGENCY		



## JOB POSTINGS BY MONTH

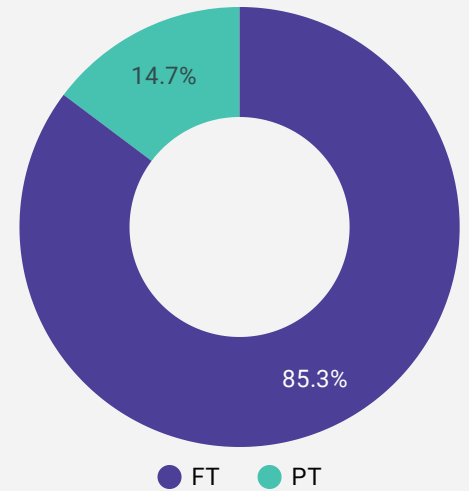
How many job postings were active for at least 1 day this month?



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

## JOB TYPE

Full-time vs Part-time



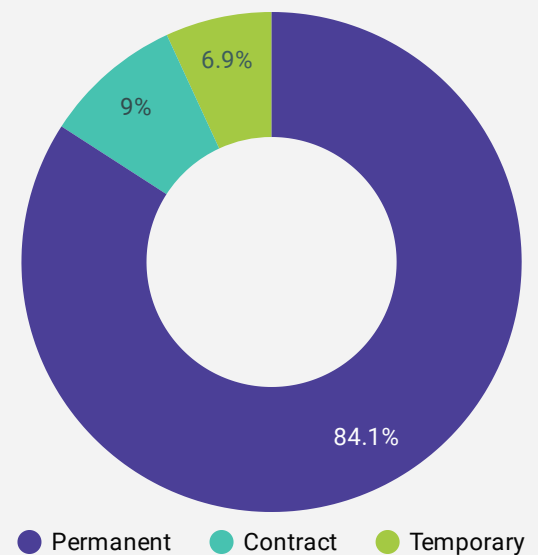
## JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	3,516	18.3	15
2.	Greater Napanee	112	18.4	14
3.	Town of Gananoque	97	18.5	15
4.	Loyalist Township	83	26.8	15
5.	Township of South Frontenac	34	28.1	15
6.	Township of Central Frontenac	26	19.4	17
7.	Township of Rideau Lakes	22	13.2	14
8.	Township of Leeds and the Thousand Islands	16	22.1	6

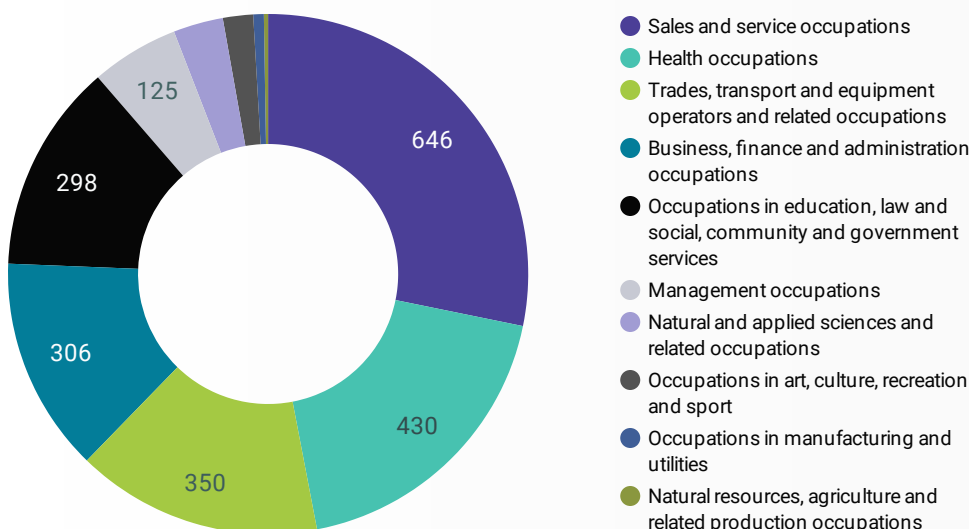
## JOB DURATION

Permanency of jobs posted



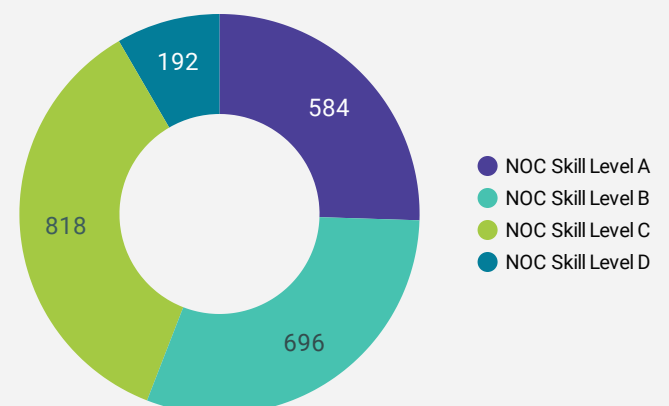
## JOB POSTINGS BY SKILL TYPE

What skill type 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 OCCUPATIONS

What kind of jobs are in-demand?

	4 DIGIT NOC NAME	POSTINGS ▾
1.	Registered nurses and registered psychiatric nurses	186
2.	Home support workers, housekeepers and related occupations	151
3.	Other customer and information services representatives	95
4.	Retail salespersons	88
5.	Light duty cleaners	80
6.	Cooks	78
7.	Carpenters	53
8.	Administrative assistants	47
9.	Retail and wholesale trade managers	46
10.	General office support workers	45
11.	General practitioners and family physicians	43
12.	Security guards and related security service occupations	42
13.	Delivery and courier service drivers	41
14.	Licensed practical nurses	39
15.	Retail and wholesale buyers	35
16.	Material handlers	34
17.	Food and beverage servers	33
18.	Lawyers and Quebec notaries	27
19.	Cashiers	27
20.	Accounting and related clerks	25
21.	Chefs	25
22.	Railway and motor transport labourers	25
23.	Transport truck drivers	22
24.	Receptionists	21
25.	Other financial officers	20
26.	Dental assistants	20
27.	Accounting technicians and bookkeepers	19
28.	Janitors, caretakers and building superintendents	19
29.	Allied primary health practitioners	18
30.	Other medical technologists and technicians (except dental health)	18

## TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS ▾
1.	Queen's University	187
2.	Hotel Dieu Hospital	166
3.	Kijiji	158
4.	CareerJet	85
5.	Kingston General Hospital	39
6.	Walmart Canada	34
7.	Lowe's	32
8.	Paladin Security	30
9.	County of Frontenac	27
10.	Kingsbridge Retirement Community	24
11.	Gibson Family Health Care	23
12.	SE Health	22
13.	Revera Inc.	21
14.	UPS inc.	19
15.	Sienna Senior Living	18
16.	UPS	18
17.	KEYS Job Centre Kingston	18
18.	Kingston Community Health Centres	17
19.	Shoppers Drug Mart	16
20.	VON	15
21.	VON Canada	15
22.	Drake International	15
23.	Kingston Destination Group	15
24.	Addiction & Mental Health Services - KFLA	15
25.	Maverick FX	14
26.	EF English First	14
27.	Bayshore HealthCare	13
28.	Starbucks	12
29.	Keys Job Centre	12

## OCCUPATIONS BY FREQUENCY & LENGTH OF JOB POSTINGS

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

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	186	14.4	3
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	151	15.4	15
3.	6552	Other customer and information services representatives	NOC Skill Level C	95	14.9	14
4.	6421	Retail salespersons	NOC Skill Level C	88	17.2	15
5.	6731	Light duty cleaners	NOC Skill Level D	80	16.9	15
6.	6322	Cooks	NOC Skill Level B	78	21.3	15
7.	7271	Carpenters	NOC Skill Level B	53	26.2	15
8.	1241	Administrative assistants	NOC Skill Level B	47	18.7	15
9.	621	Retail and wholesale trade managers	NOC Skill Level A	46	14.9	15
10.	1411	General office support workers	NOC Skill Level C	45	9.0	8
11.	3112	General practitioners and family physicians	NOC Skill Level A	43	26.2	15
12.	6541	Security guards and related security service occupations	NOC Skill Level C	42	15.7	15
13.	7514	Delivery and courier service drivers	NOC Skill Level C	41	19.9	15
14.	3233	Licensed practical nurses	NOC Skill Level B	39	9.3	4
15.	6222	Retail and wholesale buyers	NOC Skill Level B	35	12.8	15
16.	7452	Material handlers	NOC Skill Level C	34	30.8	15
17.	6513	Food and beverage servers	NOC Skill Level C	33	47.0	15
18.	4112	Lawyers and Quebec notaries	NOC Skill Level A	27	21.9	15
19.	6611	Cashiers	NOC Skill Level D	27	14.6	13
20.	1431	Accounting and related clerks	NOC Skill Level C	25	18.9	15
21.	6321	Chefs	NOC Skill Level B	25	29.2	28
22.	7622	Railway and motor transport labourers	NOC Skill Level D	25	11.9	5
23.	7511	Transport truck drivers	NOC Skill Level C	22	20.9	15
24.	1414	Receptionists	NOC Skill Level C	21	43.0	15
25.	1114	Other financial officers	NOC Skill Level A	20	7.4	4
26.	3411	Dental assistants	NOC Skill Level C	20	27.9	21
27.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	19	20.5	15
28.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	19	15.1	15
29.	3124	Allied primary health practitioners	NOC Skill Level A	18	27.5	2
30.	3219	Other medical technologists and technicians (except dental	NOC Skill Level B	18	20.1	15

## 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.	301	Professional occupations in nursing	NOC Skill Level A	187	14.4	3
2.	441	Home care providers and educational support occupations	NOC Skill Level C	170	16.7	15
3.	632	Chefs and cooks	NOC Skill Level B	103	22.2	15
4.	673	Cleaners	NOC Skill Level D	102	17.3	15
5.	655	Customer and information services representatives	NOC Skill Level C	96	14.9	14
6.	642	Retail salespersons	NOC Skill Level C	88	17.2	15
7.	751	Motor vehicle and transit drivers	NOC Skill Level C	74	19.1	15
8.	141	General office workers	NOC Skill Level C	68	18.0	15
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	66	15.9	15
10.	311	Physicians, dentists and veterinarians	NOC Skill Level A	59	25.9	15
11.	727	Carpenters and cabinetmakers	NOC Skill Level B	54	26.2	15
12.	323	Other technical occupations in health care	NOC Skill Level B	53	9.9	7

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## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

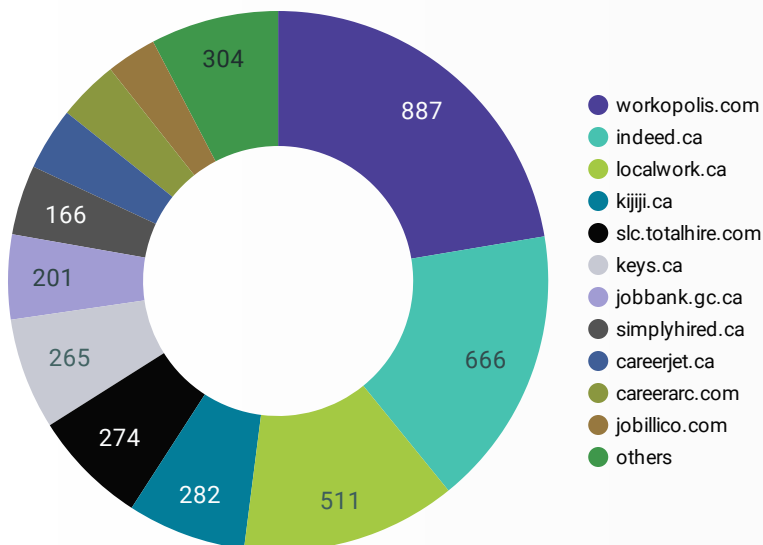
What jobs are hard to fill and/or in-demand?

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	217	18.1	15
2.	30	Professional occupations in nursing	NOC Skill Level A	187	14.4	3
3.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	171	16.7	15
4.	72	Industrial, electrical and construction trades	NOC Skill Level B	132	27.9	15
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	131	24.2	15
6.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	117	17.2	15
7.	14	Office support occupations	NOC Skill Level C	112	19.7	15
8.	32	Technical occupations in health	NOC Skill Level B	108	14.1	15
9.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	102	18.5	15
10.	31	Professional occupations in health (except nursing)	NOC Skill Level A	92	24.0	15
11.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	90	17.5	15

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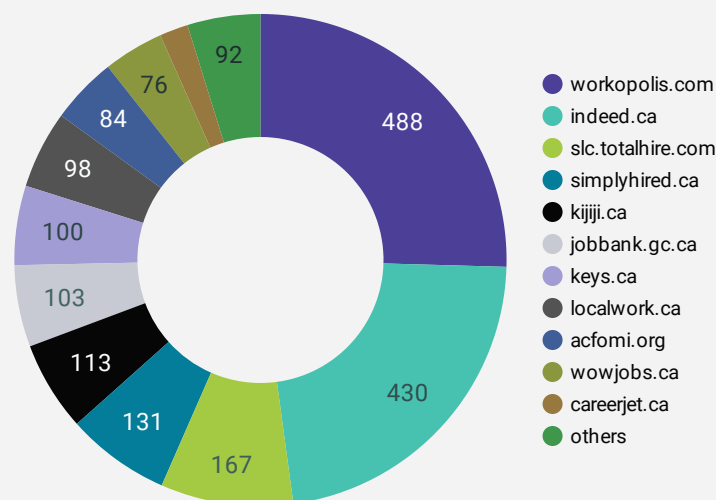
## JOB POSTINGS BY JOB BOARD

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	AVERAGE POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	COMPANY
1.	workopolis.com	887	15.3	15	488
2.	indeed.ca	666	42.1	45	430
3.	localwork.ca	511	4.7	2	98
4.	kijiji.ca	282	15.1	15	113
5.	slc.totalhire.com	274	51.4	24	167
6.	keys.ca	265	16.6	14	100
7.	jobbank.gc.ca	201	23.3	16	103
8.	simplyhired.ca	166	50.9	16	131
9.	careerjet.ca	149	4.7	4	36
10.	careerarc.com	144	36.8	23	9
11.	jobillico.com	119	14.8	11	25
12.	acfomi.org	101	21.3	26	84
13.	wowjobs.ca	84	101.2	35	76
14.	careerbuilder.ca	48	42.8	31	19
15.	careeredge.on.ca	20			14
16.	metaservices.ca	15	12.0	12	5
17.	charityvillage.com	7	15.0	15	6
18.	indigenoucareers.org	6	18.7	22	3