

# JOB DEMAND REPORT

## JUNE 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  
5,075

NEW THIS MONTH  
3,193

COMPANIES  
1,652

JOB BOARDS  
30

#### # OF DAYS POSTED

AVERAGE  
20.7

MEDIAN  
21

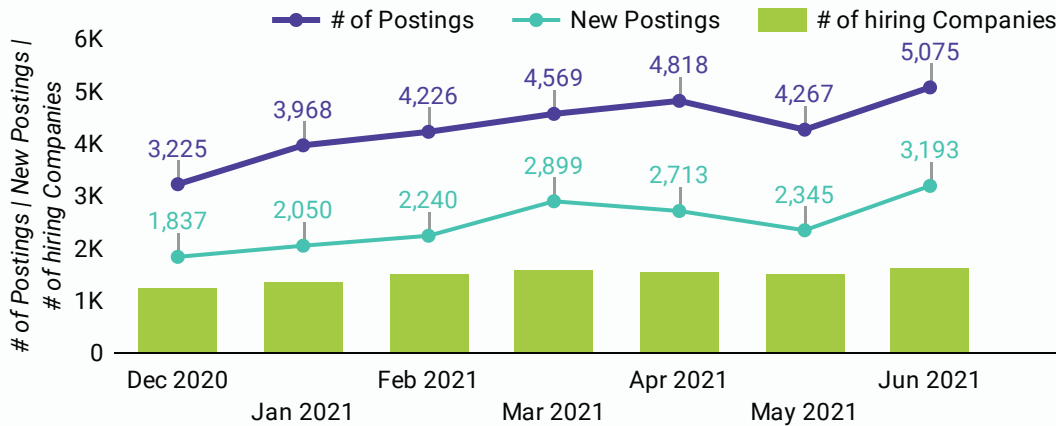
## REPORT BUILDER

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

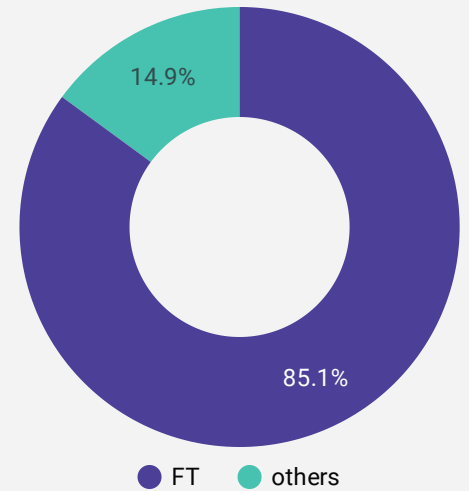
How many job postings were active for at least 1 day this month?



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

## JOB TYPE

Full-time vs Part-time



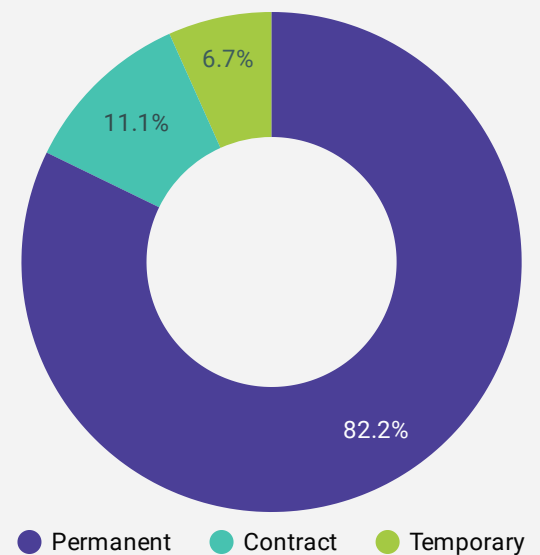
## JOB POSTINGS BY REGION

Where are job opportunities being offered?

|    | MUNICIPALITY                               | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|--|---------------|----------------------------|-------------------------------|
| 1. | City of Kingston                           | 4,328         | 20.3                       | 21                            |
| 2. | Greater Napanee                            | 183           | 21.5                       | 15                            |
| 3. | Town of Gananoque                          | 176           | 22.2                       | 16                            |
| 4. | Loyalist Township                          | 92            | 21.0                       | 22                            |
| 5. | Township of South Frontenac                | 71            | 25.2                       | 22                            |
| 6. | Township of Rideau Lakes                   | 55            | 28.7                       | 17                            |
| 7. | Township of Leeds and the Thousand Islands | 30            | 30.4                       | 17                            |
| 8. | Township of Central Frontenac              | 23            | 17.4                       | 21                            |

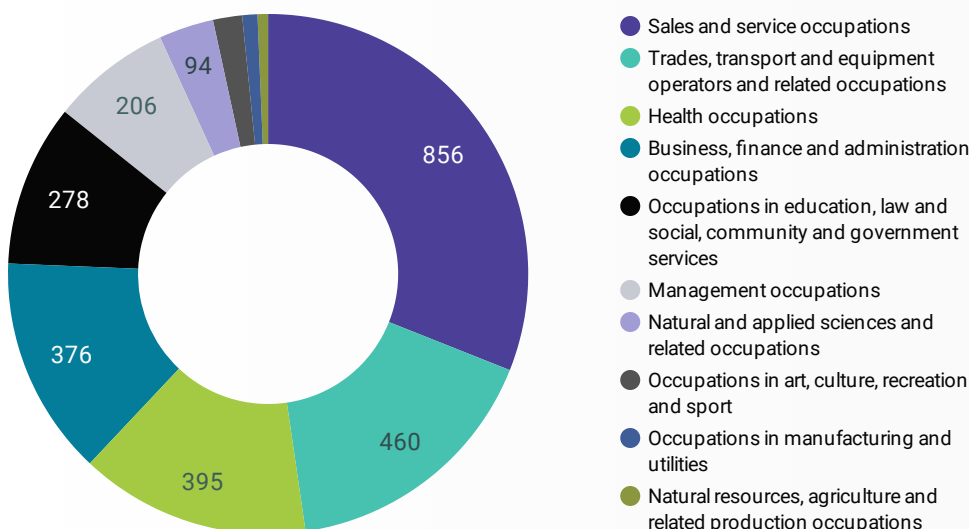
## JOB DURATION

Permanency of jobs posted



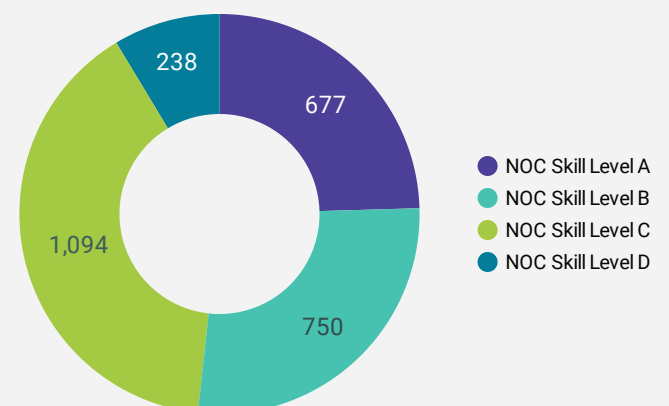
## JOB POSTINGS BY SKILL TYPE

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                      | 176        |
| 2.  | Other customer and information services representatives                  | 147        |
| 3.  | Retail salespersons  | 144        |
| 4.  | Home support workers, housekeepers and related occupations               | 137        |
| 5.  | Cooks  | 106        |
| 6.  | Material handlers  | 76         |
| 7.  | Delivery and courier service drivers                                     | 74         |
| 8.  | Light duty cleaners  | 73         |
| 9.  | Carpenters   | 68         |
| 10. | Retail and wholesale trade managers                                      | 62         |
| 11. | Administrative assistants  | 55         |
| 12. | General office support workers   | 54         |
| 13. | Cashiers   | 52         |
| 14. | Food and beverage servers  | 48         |
| 15. | Licensed practical nurses  | 40         |
| 16. | Transport truck drivers  | 39         |
| 17. | Receptionists  | 39         |
| 18. | Hotel front desk clerks  | 36         |
| 19. | Food counter attendants, kitchen helpers and related support occupations | 35         |
| 20. | Financial auditors and accountants                                       | 35         |
| 21. | Bus drivers / subway operators and other transit operators               | 29         |
| 22. | Security guards and related security service occupations                 | 29         |
| 23. | Social workers   | 27         |
| 24. | Other medical technologists and technicians (except dental health)       | 27         |
| 25. | Retail and wholesale buyers  | 20         |
| 26. | Couriers / messengers and door-to-door distributors                      | 20         |
| 27. | Early childhood educators and assistants                                 | 20         |
| 28. | Administrative officers  | 19         |
| 29. | Nurse aides, orderlies and patient service associates                    | 18         |
| 30. | Bakers   | 18         |

## TOP EMPLOYERS/AGENCIES

Who is hiring?

|     | COMPANY                                   | POSTINGS ▾ |
|-----|---|------------|
| 1.  | Kingston Health Sciences Centre           | 327        |
| 2.  | Queen's University                        | 270        |
| 3.  | Rona                                      | 154        |
| 4.  | Kijiji                                    | 68         |
| 5.  | The City of Kingston                      | 43         |
| 6.  | City of Kingston                          | 41         |
| 7.  | Recipe Unlimited Corporation              | 40         |
| 8.  | The Gananoque Inn & Spa                   | 39         |
| 9.  | Providence Care                           | 33         |
| 10. | KEYS Job Centre Kingston                  | 33         |
| 11. | Shoppers Drug Mart                        | 27         |
| 12. | Vaco Lannick                              | 26         |
| 13. | Doordash                                  | 25         |
| 14. | Kingston Community Health Centres         | 24         |
| 15. | SE Health                                 | 23         |
| 16. | Stock Transportation                      | 22         |
| 17. | Bayshore HealthCare                       | 22         |
| 18. | County of Frontenac                       | 21         |
| 19. | Cogeco                                    | 18         |
| 20. | Cardinal Health                           | 18         |
| 21. | ONroute                                   | 18         |
| 22. | Lowe's                                    | 17         |
| 23. | Cardinal Health Canada                    | 17         |
| 24. | St. Lawrence College                      | 17         |
| 25. | Sienna Living                             | 17         |
| 26. | Gibson Family Health Care                 | 17         |
| 27. | Paladin Security                          | 16         |
| 28. | Canadian Forces Morale & Welfare Services | 16         |
| 29. | Kinashridae Retirement                    | 16         |

## 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 | 176           | 27.9                       | 19                            |
| 2.  | 6552        | Other customer and information services representatives                  | NOC Skill Level C | 147           | 20.5                       | 16                            |
| 3.  | 6421        | Retail salespersons  | NOC Skill Level C | 144           | 21.2                       | 22                            |
| 4.  | 4412        | Home support workers, housekeepers and related occupations               | NOC Skill Level C | 137           | 22.0                       | 22                            |
| 5.  | 6322        | Cooks  | NOC Skill Level B | 106           | 23.9                       | 22                            |
| 6.  | 7452        | Material handlers  | NOC Skill Level C | 76            | 18.8                       | 22                            |
| 7.  | 7514        | Delivery and courier service drivers                                     | NOC Skill Level C | 74            | 16.9                       | 17                            |
| 8.  | 6731        | Light duty cleaners  | NOC Skill Level D | 73            | 22.9                       | 22                            |
| 9.  | 7271        | Carpenters   | NOC Skill Level B | 68            | 32.7                       | 22                            |
| 10. | 621         | Retail and wholesale trade managers                                      | NOC Skill Level A | 62            | 23.3                       | 22                            |
| 11. | 1241        | Administrative assistants  | NOC Skill Level B | 55            | 21.3                       | 22                            |
| 12. | 1411        | General office support workers   | NOC Skill Level C | 54            | 15.9                       | 15                            |
| 13. | 6611        | Cashiers   | NOC Skill Level D | 52            | 15.2                       | 15                            |
| 14. | 6513        | Food and beverage servers  | NOC Skill Level C | 48            | 19.4                       | 22                            |
| 15. | 3233        | Licensed practical nurses  | NOC Skill Level B | 40            | 28.3                       | 12                            |
| 16. | 7511        | Transport truck drivers  | NOC Skill Level C | 39            | 21.7                       | 22                            |
| 17. | 1414        | Receptionists  | NOC Skill Level C | 39            | 23.0                       | 22                            |
| 18. | 6525        | Hotel front desk clerks  | NOC Skill Level C | 36            | 19.0                       | 22                            |
| 19. | 6711        | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 35            | 22.7                       | 22                            |
| 20. | 1111        | Financial auditors and accountants                                       | NOC Skill Level A | 35            | 10.6                       | 4                             |
| 21. | 7512        | Bus drivers / subway operators and other transit operators               | NOC Skill Level C | 29            | 15.2                       | 5                             |
| 22. | 6541        | Security guards and related security service occupations                 | NOC Skill Level C | 29            | 19.7                       | 22                            |
| 23. | 4152        | Social workers   | NOC Skill Level A | 27            | 12.2                       | 12                            |
| 24. | 3219        | Other medical technologists and technicians (except dental health)       | NOC Skill Level B | 27            | 19.3                       | 22                            |
| 25. | 6222        | Retail and wholesale buyers  | NOC Skill Level B | 20            | 17.5                       | 17                            |
| 26. | 1513        | Couriers / messengers and door-to-door distributors                      | NOC Skill Level C | 20            | 11.7                       | 13                            |
| 27. | 4214        | Early childhood educators and assistants                                 | NOC Skill Level B | 20            | 14.7                       | 15                            |
| 28. | 1221        | Administrative officers  | NOC Skill Level B | 19            | 18.0                       | 18                            |
| 29. | 3413        | Nurse aides, orderlies and patient service associates                    | NOC Skill Level C | 18            | 18.4                       | 22                            |

## 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 | 176           | 27.9                       | 19                            |
| 2.  | 655         | Customer and information services representatives            | NOC Skill Level C | 148           | 20.5                       | 16                            |
| 3.  | 642         | Retail salespersons  | NOC Skill Level C | 144           | 21.2                       | 22                            |
| 4.  | 441         | Home care providers and educational support occupations      | NOC Skill Level C | 144           | 25.0                       | 22                            |
| 5.  | 751         | Motor vehicle and transit drivers                            | NOC Skill Level C | 143           | 17.8                       | 16                            |
| 6.  | 632         | Chefs and cooks  | NOC Skill Level B | 122           | 29.4                       | 22                            |
| 7.  | 673         | Cleaners   | NOC Skill Level D | 98            | 22.7                       | 22                            |
| 8.  | 141         | General office workers                                       | NOC Skill Level C | 97            | 19.0                       | 19                            |
| 9.  | 651         | Occupations in food and beverage service                     | NOC Skill Level C | 77            | 19.0                       | 22                            |
| 10. | 745         | Longshore workers and material handlers                      | NOC Skill Level C | 76            | 18.8                       | 22                            |
| 11. | 727         | Carpenters and cabinetmakers                                 | NOC Skill Level B | 70            | 33.3                       | 22                            |
| 12. | 124         | Office administrative assistants - general legal and medical | NOC Skill Level B | 63            | 20.9                       | 22                            |

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## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

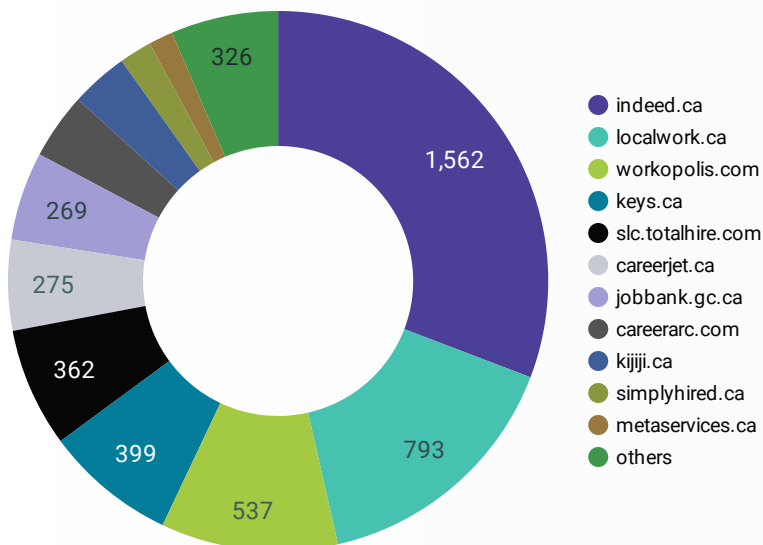
What jobs are hard to fill and/or in-demand?

|     | 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 | 303           | 19.8                       | 22                            |
| 2.  | 30          | Professional occupations in nursing   | NOC Skill Level A | 176           | 27.9                       | 19                            |
| 3.  | 75          | Transport and heavy equipment operation and related maintenance occupations     | NOC Skill Level C | 167           | 18.0                       | 16                            |
| 4.  | 63          | Service supervisors and specialized service occupations                         | NOC Skill Level B | 159           | 29.2                       | 22                            |
| 5.  | 72          | Industrial, electrical and construction trades                                  | NOC Skill Level B | 154           | 30.5                       | 22                            |
| 6.  | 44          | Care providers and educational, legal and public protection support occupations | NOC Skill Level C | 146           | 24.9                       | 22                            |
| 7.  | 64          | Sales representatives and salespersons - wholesale and retail trade             | NOC Skill Level C | 146           | 21.2                       | 22                            |
| 8.  | 67          | Service support and other service occupations, n.e.c.                           | NOC Skill Level D | 142           | 22.2                       | 22                            |
| 9.  | 14          | Office support occupations  | NOC Skill Level C | 131           | 21.8                       | 18                            |
| 10. | 32          | Technical occupations in health   | NOC Skill Level B | 109           | 23.0                       | 21                            |
| 11. | 12          | Administrative and financial supervisors and administrative occupations         | NOC Skill Level B | 102           | 20.6                       | 22                            |

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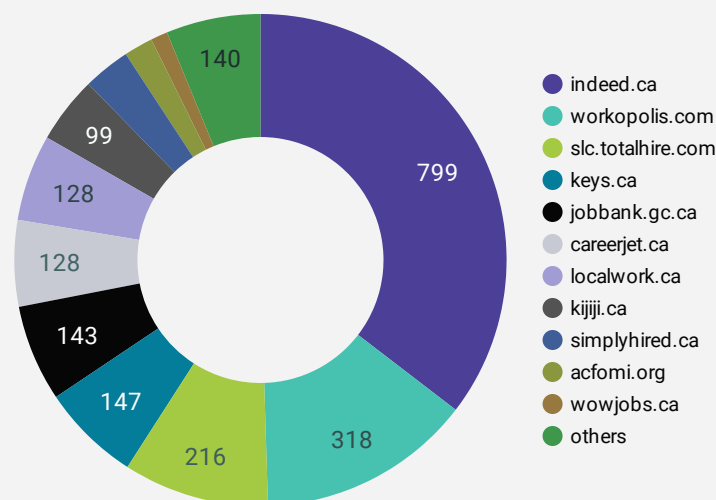
## JOB POSTINGS BY JOB BOARD

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.  | indeed.ca                    | 1,562         | 22.0                           | 22                            | 799     |
| 2.  | localwork.ca                 | 793           | 6.1                            | 2                             | 128     |
| 3.  | workopolis.com               | 537           | 15.0                           | 15                            | 318     |
| 4.  | keys.ca                      | 399           | 23.2                           | 18                            | 147     |
| 5.  | slc.totalhire.com            | 362           | 36.1                           | 26                            | 216     |
| 6.  | careerjet.ca                 | 275           | 29.9                           | 23                            | 128     |
| 7.  | jobbank.gc.ca                | 269           | 30.3                           | 22                            | 143     |
| 8.  | careerarc.com                | 201           | 42.1                           | 33                            | 14      |
| 9.  | kijiji.ca                    | 174           | 15.0                           | 15                            | 99      |
| 10. | simplyhired.ca               | 99            | 15.9                           | 16                            | 70      |
| 11. | metaservices.ca              | 74            | 122.3                          | 100                           | 12      |
| 12. | acfomi.org                   | 69            | 43.4                           | 27                            | 43      |
| 13. | jobillico.com                | 54            | 25.8                           | 19                            | 15      |
| 14. | adzuna.ca                    | 29            | 15.0                           | 15                            | 14      |
| 15. | wowjobs.ca                   | 29            | 16.0                           | 16                            | 25      |
| 16. | aboriginaljobboard.ca        | 29            | 80.9                           | 91                            | 22      |
| 17. | careeredge.on.ca             | 27            | 28.6                           | 25                            | 21      |
| 18. | network.applytoeducation.com | 21            | 8.9                            | 8                             | 4       |