

JOB DEMAND REPORT

OCTOBER 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	NEW THIS MONTH	COMPANIES	JOB BOARDS
5,323	2,736	1,769	28

OF DAYS POSTED

AVERAGE	MEDIAN
22.0	22

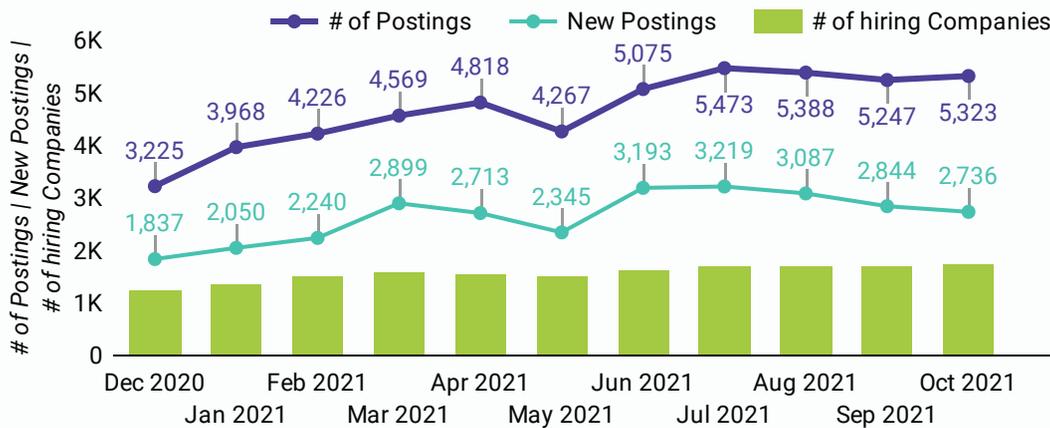
REPORT BUILDER

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

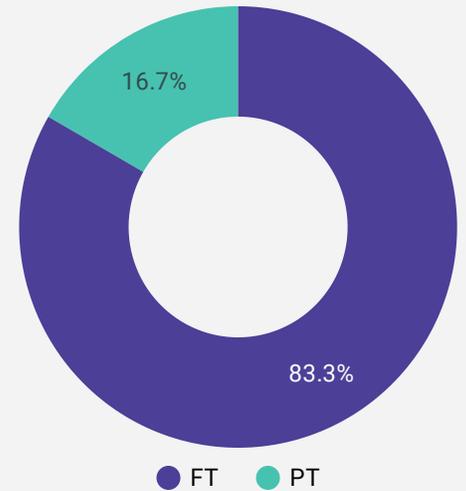
How many job postings were active for at least 1 day this month?



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

JOB TYPE

Full-time vs Part-time



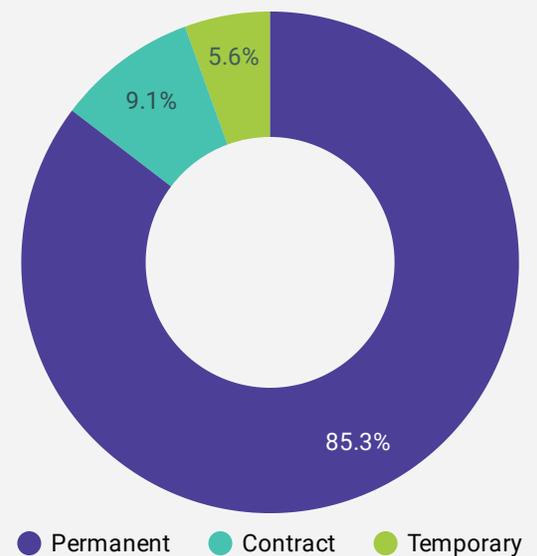
JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	4,711	21.7	22
2.	Greater Napanee	209	21.4	12
3.	Town of Gananoque	120	31.7	22
4.	Loyalist Township	95	21.7	22
5.	Township of South Frontenac	55	19.6	16
6.	Township of Rideau Lakes	27	21.5	22
7.	Township of Leeds and the Thousand Islands	20	24.3	12
8.	Township of Central Frontenac	15	19.6	19

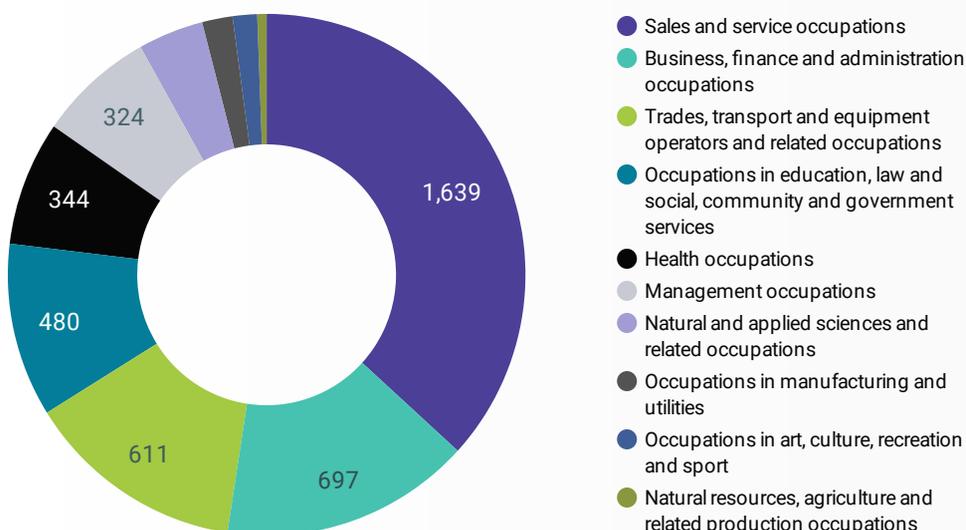
JOB DURATION

Permanency of jobs posted



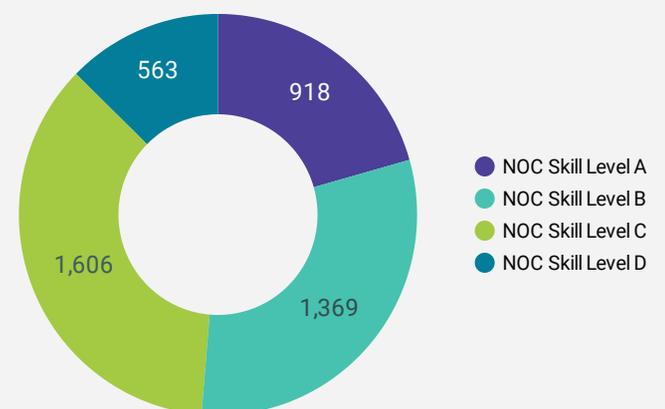
JOB POSTINGS BY SKILL TYPE

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 EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	COMMUNITY	POSTINGS ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Queen's University	Kingston	296	18.1	15
2.	Kingston Health Sciences Centre	Kingston	188	38.9	22
3.	Intuit	Kingston	81	8.4	4
4.	Lowe's	Kingston	42	25.7	22
5.	Varsity Tutors	Kingston	34	25.9	27
6.	Pilot Company	Napanee	32	9.1	8
7.	Paladin Security	Kingston	31	21.5	17
8.	Shoppers Drug Mart	Kingston	29	4.4	5
9.	City of Kingston	Kingston	29	17.4	15
10.	Kijiji	Kingston	27	15.0	15
11.	Rona	Kingston	26	11.6	5
12.	Staples	Kingston	26	19.1	12
13.	Sienna Senior Living	Kingston	26	21.0	22
14.	Sienna Living	Kingston	25	34.8	30
15.	Home Depot of Canada Inc.	Kingston	25	13.0	12
16.	KEYS Job Centre Kingston	Kingston	25	18.2	21
17.	Invista	Kingston	24	48.9	22
18.	The Corporation of Loyalist Township	Kingston	24	17.4	18
19.	Limestone District School Board	Kingston	22	28.1	22
20.	Staples Canada	Kingston	22	20.1	22
21.	The Home Depot Canada	Kingston	22	19.4	22
22.	The City of Kingston	Kingston	22	19.6	15
23.	Revera	Kingston	21	15.3	13
24.	Providence Care	Kingston	21	59.3	22
25.	Shoppers Drug Mart / Pharmaprix	Kingston	20	19.7	22
26.	MaxSold	Kingston	20	13.0	14
27.	Delta Hotels by Marriott Kingston Waterfront	Kingston	19	21.0	22
28.	Home Depot	Kingston	19	11.2	12
29.	Walmart Canada	Kingston	19	15.1	7
30.	Walmart	Napanee	19	4.7	3
31.	Canada Royal Milk	Kingston	18	25.4	27

OCCUPATIONS BY 4-DIGIT NOC, SKILL LEVEL, FREQUENCY, & DURATION

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

	4-DIGIT NOC CODE	4-DIGIT NOC NAME	OCCUPATION'S SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	358	18.9	22
2.	6552	Other customer and information services representatives	NOC Skill Level C	151	23.1	22
3.	6322	Cooks	NOC Skill Level B	138	23.1	22
4.	1241	Administrative assistants	NOC Skill Level B	131	18.6	16
5.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	124	27.9	22
6.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	109	22.4	22
7.	621	Retail and wholesale trade managers	NOC Skill Level A	107	23.2	22
8.	6513	Food and beverage servers	NOC Skill Level C	101	19.1	22
9.	6731	Light duty cleaners	NOC Skill Level D	96	24.2	22
10.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	93	48.4	24
11.	7514	Delivery and courier service drivers	NOC Skill Level C	86	20.8	22
12.	6611	Cashiers	NOC Skill Level D	84	15.4	16
13.	1111	Financial auditors and accountants	NOC Skill Level A	73	13.3	6
14.	7271	Carpenters	NOC Skill Level B	67	21.7	16
15.	7452	Material handlers	NOC Skill Level C	66	21.0	22
16.	4214	Early childhood educators and assistants	NOC Skill Level B	66	25.1	18
17.	1414	Receptionists	NOC Skill Level C	62	23.4	22
18.	6541	Security guards and related security service occupations	NOC Skill Level C	61	21.3	22
19.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	59	13.8	15
20.	7611	Construction trades helpers and labourers	NOC Skill Level D	59	21.3	22
21.	1431	Accounting and related clerks	NOC Skill Level C	58	14.3	15
22.	4212	Social and community service workers	NOC Skill Level B	57	19.5	22
23.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	55	18.0	18
24.	4216	Other instructors	NOC Skill Level B	53	24.4	27
25.	6311	Food service supervisors	NOC Skill Level B	47	29.2	22
26.	6211	Retail sales supervisors	NOC Skill Level B	40	22.1	22
27.	6525	Hotel front desk clerks	NOC Skill Level C	40	22.3	22
28.	7511	Transport truck drivers	NOC Skill Level C	36	22.3	22
29.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	34	17.7	22

JOB POSTINGS BY 3-DIGIT NOC, SKILL LEVEL, FREQUENCY, & DURATION

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

	3-DIGIT NOC CODE	3-DIGIT NAME	OCCUPATION'S SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	642	Retail salespersons	NOC Skill Level C	358	18.9	22
2.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	191	23.1	22
3.	673	Cleaners	NOC Skill Level D	169	21.8	22
4.	632	Chefs and cooks	NOC Skill Level B	166	23.8	22
5.	655	Customer and information services representatives	NOC Skill Level C	166	22.2	22
6.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	159	18.9	20
7.	751	Motor vehicle and transit drivers	NOC Skill Level C	145	22.0	22
8.	441	Home care providers and educational support occupations	NOC Skill Level C	137	29.0	22
9.	651	Occupations in food and beverage service	NOC Skill Level C	129	19.6	22
10.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	109	22.4	22
11.	062	Retail and wholesale trade managers	NOC Skill Level A	107	23.2	22
12.	301	Professional occupations in nursing	NOC Skill Level A	107	43.2	22
13.	111	Auditors, accountants and investment professionals	NOC Skill Level A	103	14.6	12
14.	141	General office workers	NOC Skill Level C	101	22.6	22
15.	661	Cashiers	NOC Skill Level D	84	15.4	16
16.	122	Administrative and regulatory occupations	NOC Skill Level B	74	16.9	16
17.	662	Other sales support and related occupations	NOC Skill Level D	72	15.1	15
18.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	70	15.5	15
19.	727	Carpenters and cabinetmakers	NOC Skill Level B	69	22.3	16
20.	745	Longshore workers and material handlers	NOC Skill Level C	67	21.0	22
21.	761	Trades helpers and labourers	NOC Skill Level D	65	21.0	22
22.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	65	21.1	22
23.	631	Service supervisors	NOC Skill Level B	62	26.7	22
24.	654	Security guards and related security service occupations	NOC Skill Level C	61	21.3	22
25.	341	Assisting occupations in support of health services	NOC Skill Level C	59	22.1	22
26.	112	Human resources and business service professionals	NOC Skill Level A	47	18.3	17
27.	415	Social and community service professionals	NOC Skill Level A	47	20.0	22
28.	416	Policy and program researchers, consultants and officers	NOC Skill Level A	45	20.3	17
29.	622	Technical sales specialists in wholesale trade and retail and	NOC Skill Level B	43	23.8	22

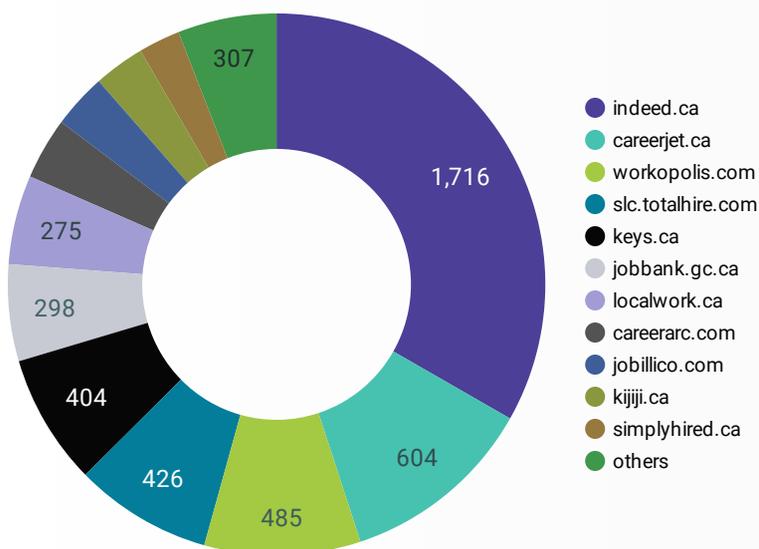
JOB POSTINGS BY 2-DIGIT NOC, SKILL LEVEL, FREQUENCY, & DURATION

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

	2-DIGIT NOC CODE	2-DIGIT NOC NAME	OCCUPATION'S 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	431	21.0	22
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	388	18.9	22
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	293	22.0	22
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	266	23.4	22
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	255	18.2	16
6.	14	Office support occupations	NOC Skill Level C	207	19.5	18
7.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	191	23.1	22
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	187	24.8	22
9.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	185	21.3	22
10.	66	Sales support occupations	NOC Skill Level D	156	15.3	15
11.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	152	21.5	22
12.	11	Professional occupations in business and finance	NOC Skill Level A	150	15.7	15
13.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	138	28.9	22
14.	30	Professional occupations in nursing	NOC Skill Level A	107	43.2	22
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	105	22.3	22
16.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	103	20.4	22
17.	32	Technical occupations in health	NOC Skill Level B	102	22.0	22
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	95	31.2	22
19.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	87	18.4	18
20.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	87	23.4	22
21.	73	Maintenance and equipment operation trades	NOC Skill Level B	78	20.9	22
22.	31	Professional occupations in health (except nursing)	NOC Skill Level A	76	20.8	22
23.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	74	20.9	22
24.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	67	21.5	22
25.	34	Assisting occupations in support of health services	NOC Skill Level C	59	22.1	22
26.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	58	19.0	21
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	40	21.2	21

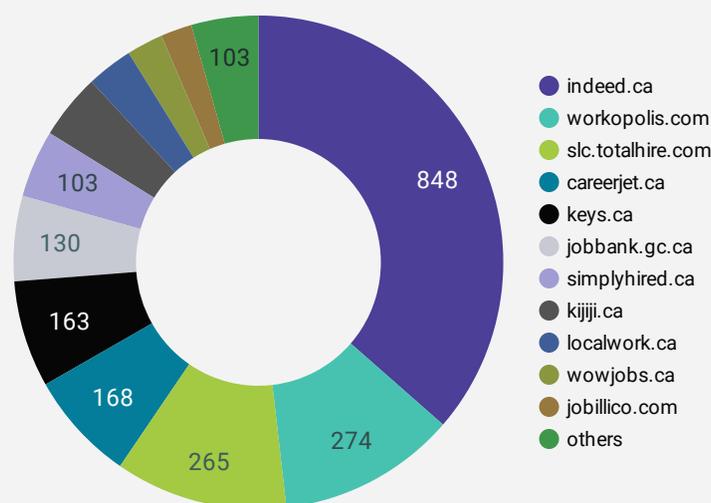
JOB POSTINGS BY JOB BOARD

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	1,716	21.9	22	848
2.	careerjet.ca	604	20.9	12	168
3.	workopolis.com	485	15.0	15	274
4.	slc.totalhire.com	426	44.3	24	265
5.	keys.ca	404	25.4	19	163
6.	jobbank.gc.ca	298	25.4	17	130
7.	localwork.ca	275	12.3	7	71
8.	careerarc.com	191	43.3	28	15
9.	jobillico.com	169	23.3	12	48
10.	kijiji.ca	158	15.0	15	100
11.	simplyhired.ca	129	15.3	15	103
12.	metaservices.ca	90	184.5	185	17
13.	wowjobs.ca	63	15.8	16	56
14.	network.applytoeducation.com	29	22.6	7	3
15.	adzuna.ca	24	15.0	15	9
16.	emploisfp-psjobs.cfp-psc.gc.ca	21	36.6	15	12
17.	careerbuilder.ca	18	20.7	30	11
18.	careeredge.on.ca	17	20.4	15	11