

JOB DEMAND REPORT

NOVEMBER 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
5,314

NEW THIS MONTH
1,550

COMPANIES
1,717

JOB BOARDS
29

OF DAYS POSTED

AVERAGE
22.8

MEDIAN
21

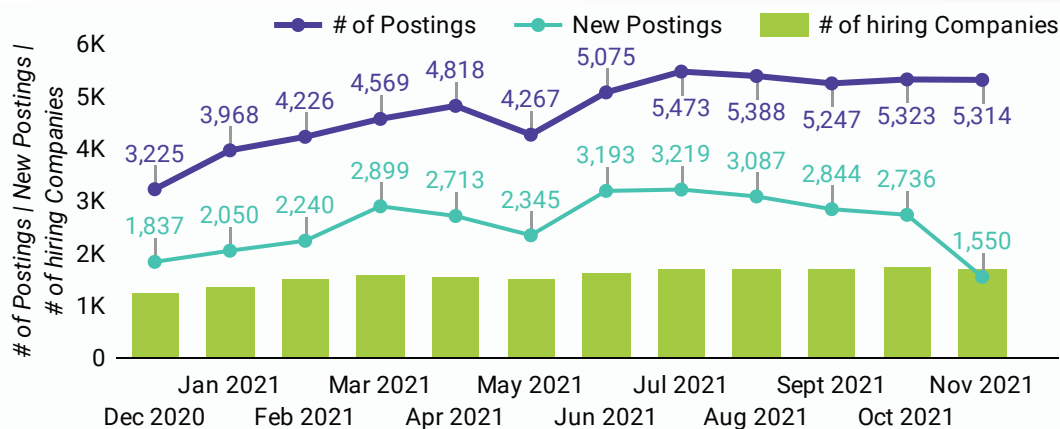
REPORT BUILDER

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

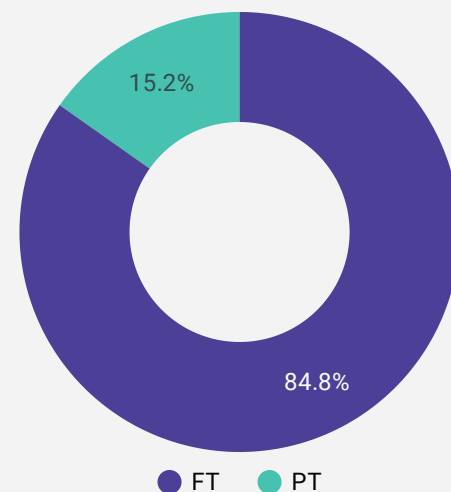
How many job postings were active for at least 1 day this month?



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

JOB TYPE

Full-time vs Part-time



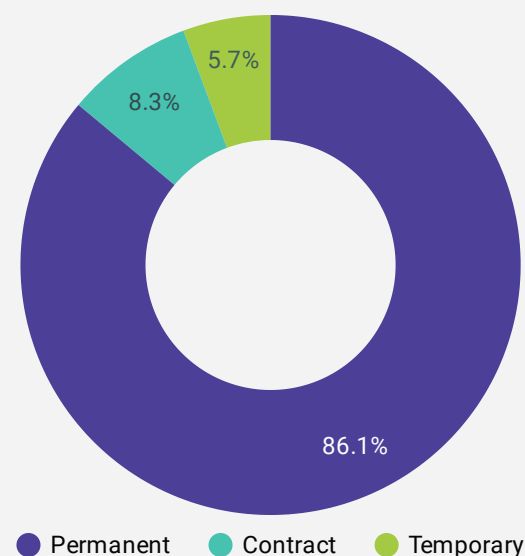
JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	4,708	22.1	22
2.	Greater Napanee	205	37.9	15
3.	Town of Gananoque	110	29.4	22
4.	Loyalist Township	100	24.5	22
5.	Township of South Frontenac	62	23.3	15
6.	Township of Rideau Lakes	36	20.9	22
7.	Township of Leeds and the Thousand Islands	21	11.6	7
8.	Township of Central Frontenac	17	16.8	22

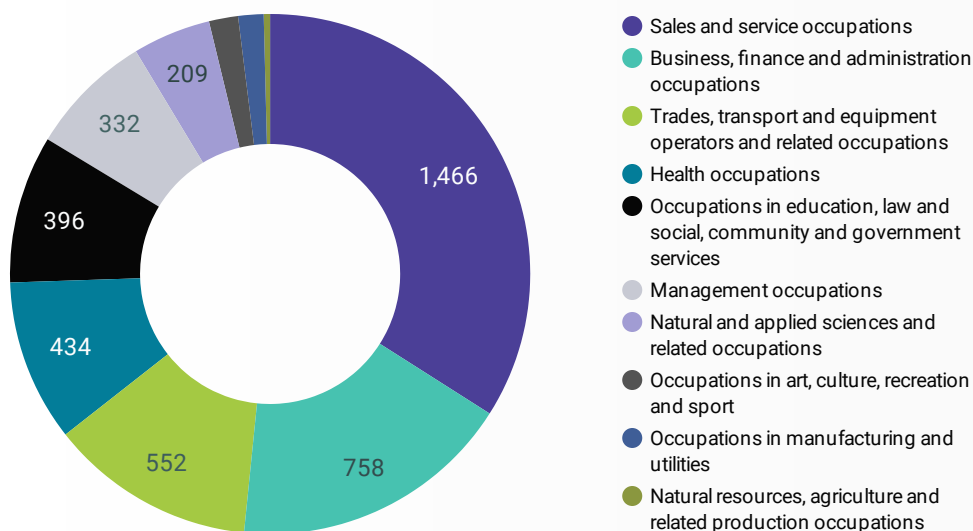
JOB DURATION

Permanency of jobs posted



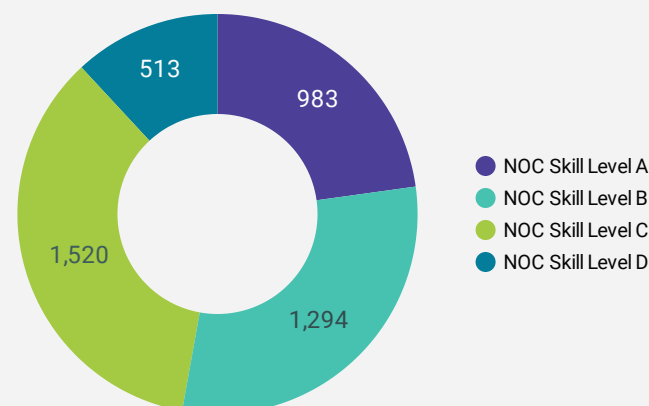
JOB POSTINGS BY SKILL TYPE

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	265	26.1	16
2.	Kingston Health Sciences Centre	Kingston	217	38.3	22
3.	Kingston Health Sciences Centre / KHSC	Kingston	90	22.0	22
4.	City of Kingston	Kingston	68	17.8	16
5.	Providence Care	Kingston	57	56.6	22
6.	Under Armour, Inc.	Kingston	56	2.6	2
7.	THE EMPIRE LIFE INS. CO	Kingston	48	20.9	22
8.	Intuit	Kingston	37	4.1	3
9.	Lowe's	Kingston	33	20.6	16
10.	Pilot Company	Napanee	32	6.8	5
11.	WIRELESSWAVE	Kingston	31	2.7	2
12.	Kijiji	Kingston	29	15.0	15
13.	Tbooth wireless	Kingston	28	1.7	2
14.	The City of Kingston	Kingston	26	16.4	15
15.	Limestone District School Board	Kingston	25	22.8	22
16.	Sienna Living	Kingston	24	42.8	34
17.	KEYS Job Centre Kingston	Kingston	23	19.5	20
18.	Shoppers Drug Mart	Kingston	22	5.1	5
19.	MaxSold	Kingston	22	14.9	15
20.	Home Depot of Canada Inc.	Kingston	21	18.3	12
21.	Holiday Inn Kingston Waterfront	Kingston	20	21.9	22
22.	Sienna Senior Living	Kingston	19	20.2	22
23.	Staples Canada	Kingston	18	21.2	22
24.	Lennox and Addington County General Hospital	Napanee	17	236.0	247
25.	Invista	Kingston	15	44.8	56
26.	Staples	Kingston	15	26.8	23
27.	Shoppers Drug Mart Inc.	Kingston	15	22.0	22
28.	Canadian Forces Morale and Welfare Services - CFMWS	Kingston	15	5.9	6
29.	Loblaw Companies Limited	Kingston	15	18.8	22
30.	St. Lawrence College	Kingston	14	15.9	15
31.	Shoppers Drug Mart / Pharmaprix	Kingston	14	15.7	15

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	317	16.7	22
2.	6552	Other customer and information services representatives	NOC Skill Level C	162	20.0	20
3.	1241	Administrative assistants	NOC Skill Level B	129	20.7	21
4.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	128	52.1	22
5.	6322	Cooks	NOC Skill Level B	128	24.3	22
6.	6731	Light duty cleaners	NOC Skill Level D	107	17.9	16
7.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	106	23.9	22
8.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	105	22.7	22
9.	621	Retail and wholesale trade managers	NOC Skill Level A	97	16.5	15
10.	6513	Food and beverage servers	NOC Skill Level C	77	21.4	22
11.	7514	Delivery and courier service drivers	NOC Skill Level C	73	20.1	22
12.	6611	Cashiers	NOC Skill Level D	72	17.4	15
13.	7452	Material handlers	NOC Skill Level C	71	18.6	22
14.	1414	Receptionists	NOC Skill Level C	65	20.6	21
15.	4212	Social and community service workers	NOC Skill Level B	65	20.5	22
16.	1431	Accounting and related clerks	NOC Skill Level C	59	15.6	15
17.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	55	8.2	5
18.	4214	Early childhood educators and assistants	NOC Skill Level B	53	24.7	22
19.	6541	Security guards and related security service occupations	NOC Skill Level C	53	34.6	22
20.	1111	Financial auditors and accountants	NOC Skill Level A	53	16.8	12
21.	7271	Carpenters	NOC Skill Level B	51	28.3	22
22.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	51	19.8	21
23.	7611	Construction trades helpers and labourers	NOC Skill Level D	47	20.6	22
24.	1411	General office support workers	NOC Skill Level C	39	22.8	15
25.	1243	Medical administrative assistants	NOC Skill Level B	39	30.4	22
26.	7511	Transport truck drivers	NOC Skill Level C	38	27.3	22
27.	6311	Food service supervisors	NOC Skill Level B	37	20.4	22
28.	3413	Nurse aides / orderlies and patient service associates	NOC Skill Level C	35	19.2	22
29.	1114	Other financial officers	NOC Skill Level A	34	19.7	13
30.	6312	Other medical technologists and technicians (except dental)	NOC Skill Level B	34	17.8	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	317	16.7	22
2.	655	Customer and information services representatives	NOC Skill Level C	179	20.1	19
3.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	171	22.2	22
4.	673	Cleaners	NOC Skill Level D	170	18.6	20
5.	632	Chefs and cooks	NOC Skill Level B	156	24.1	22
6.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	141	22.2	22
7.	301	Professional occupations in nursing	NOC Skill Level A	139	47.8	22
8.	751	Motor vehicle and transit drivers	NOC Skill Level C	129	22.0	22
9.	141	General office workers	NOC Skill Level C	111	21.4	20
10.	441	Home care providers and educational support occupations	NOC Skill Level C	111	23.1	22
11.	651	Occupations in food and beverage service	NOC Skill Level C	106	21.3	22
12.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	105	22.7	22
13.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	98	30.2	22
14.	062	Retail and wholesale trade managers	NOC Skill Level A	97	16.5	15
15.	111	Auditors, accountants and investment professionals	NOC Skill Level A	92	17.9	14
16.	122	Administrative and regulatory occupations	NOC Skill Level B	76	15.5	15
17.	661	Cashiers	NOC Skill Level D	72	17.4	15
18.	745	Longshore workers and material handlers	NOC Skill Level C	71	18.6	22
19.	341	Assisting occupations in support of health services	NOC Skill Level C	71	20.6	22
20.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	68	15.6	15
21.	662	Other sales support and related occupations	NOC Skill Level D	63	10.3	5
22.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	61	20.9	16
23.	761	Trades helpers and labourers	NOC Skill Level D	56	20.3	22
24.	112	Human resources and business service professionals	NOC Skill Level A	55	20.5	22
25.	654	Security guards and related security service occupations	NOC Skill Level C	53	34.6	22
26.	727	Carpenters and cabinetmakers	NOC Skill Level B	52	28.3	22
27.	151	Mail and message distribution occupations	NOC Skill Level C	52	13.0	15
28.	415	Social and community service professionals	NOC Skill Level A	51	20.4	22

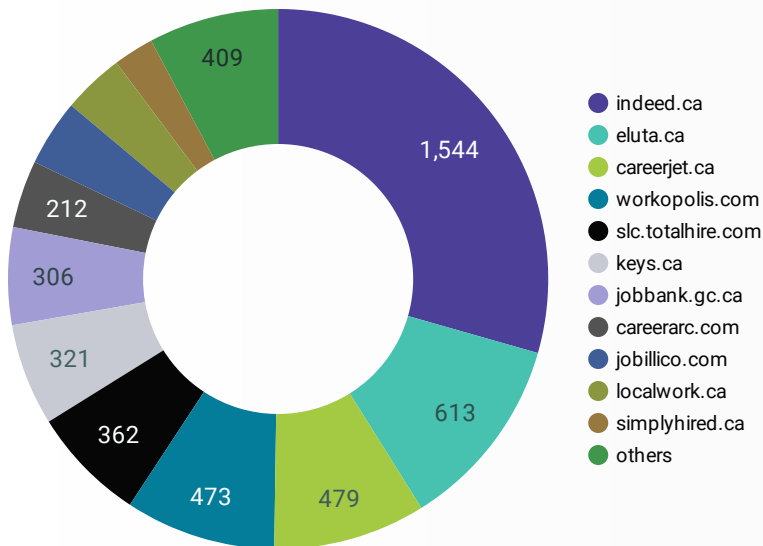
JOB POSTINGS BY 2-DIGIT NOC, SKILL LEVEL, FREQUENCY, & DURATION

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	391	22.7	22
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	338	16.8	21
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	286	20.3	22
4.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	258	20.0	17
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	235	22.6	22
6.	14	Office support occupations	NOC Skill Level C	201	19.4	16
7.	72	Industrial, electrical and construction trades	NOC Skill Level B	166	23.0	22
8.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	164	21.5	22
9.	11	Professional occupations in business and finance	NOC Skill Level A	147	18.7	16
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	145	18.1	15
11.	32	Technical occupations in health	NOC Skill Level B	144	27.8	22
12.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	141	22.2	22
13.	30	Professional occupations in nursing	NOC Skill Level A	139	47.8	22
14.	66	Sales support occupations	NOC Skill Level D	135	13.9	15
15.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	119	27.8	21
16.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	113	17.2	15
17.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	111	23.1	22
18.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	102	20.4	22
19.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	90	24.5	22
20.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	90	18.8	22
21.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	81	23.0	15
22.	31	Professional occupations in health (except nursing)	NOC Skill Level A	80	36.1	22
23.	34	Assisting occupations in support of health services	NOC Skill Level C	71	20.6	22
24.	73	Maintenance and equipment operation trades	NOC Skill Level B	69	29.5	22
25.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	63	20.5	22
26.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	63	23.1	22
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	55	20.2	21

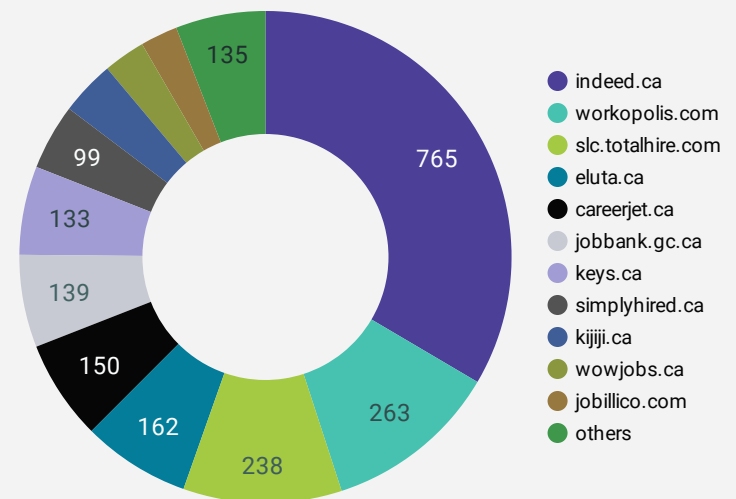
JOB POSTINGS BY JOB BOARD

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	1,544	22.3	22	765
2.	eluta.ca	613	21.9	22	162
3.	careerjet.ca	479	20.4	12	150
4.	workopolis.com	473	15.0	15	263
5.	slc.totalhire.com	362	65.4	27	238
6.	keys.ca	321	23.8	17	133
7.	jobbank.gc.ca	306	23.1	17	139
8.	careerarc.com	212	39.7	26	16
9.	jobillico.com	209	17.4	11	56
10.	localwork.ca	193	4.8	3	36
11.	simplyhired.ca	127	16.7	15	99
12.	kijiji.ca	125	15.0	15	82
13.	wowjobs.ca	83	15.9	16	63
14.	metaservices.ca	60	182.1	201	15
15.	adzuna.ca	25	15.0	15	12
16.	careeredge.on.ca	22	16.8	15	12
17.	gojobs.gov.on.ca	19	20.3	18	6
18.	emploisfp-psjobs.cfp-psc.gc.ca	19	19.8	15	13