

# JOB DEMAND REPORT

## DECEMBER 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  
5,214

NEW THIS MONTH  
2,582

COMPANIES  
1,530

JOB BOARDS  
28

#### # OF DAYS POSTED

AVERAGE  
23.7

MEDIAN  
22

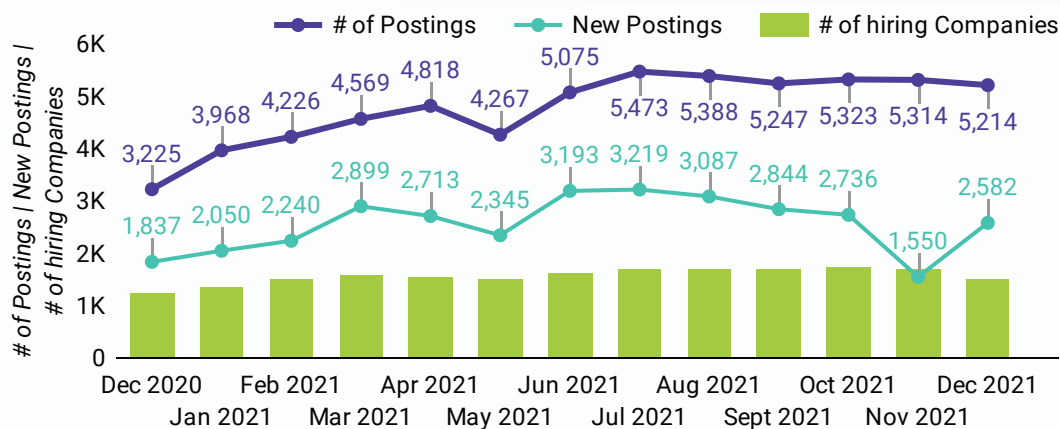
### REPORT BUILDER

*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

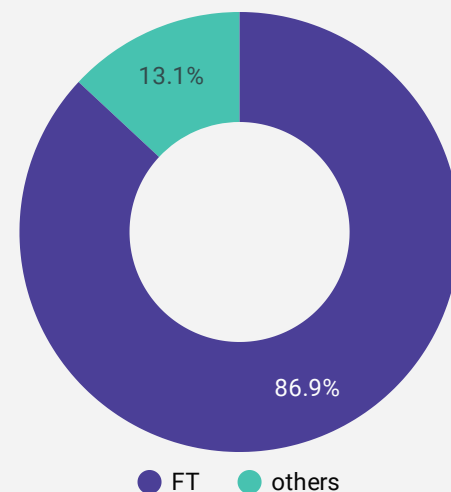
How many job postings were active for at least 1 day this month?



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

## JOB TYPE

Full-time vs Part-time



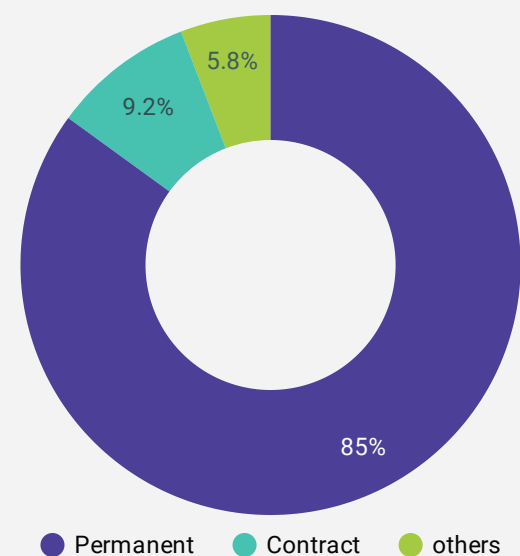
## JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	4,547	23.9	22
2.	Greater Napanee	220	27.0	22
3.	Town of Gananoque	116	25.6	18
4.	Loyalist Township	98	24.7	17
5.	Township of South Frontenac	56	19.4	22
6.	Township of Rideau Lakes	49	15.1	21
7.	Township of Leeds and the Thousand Islands	41	10.1	5
8.	Township of Central Frontenac	21	27.3	22

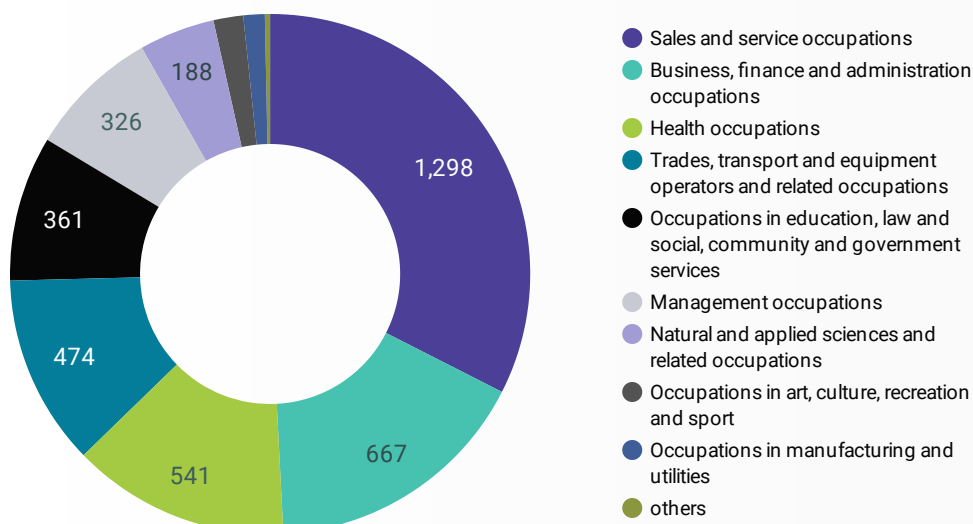
## JOB DURATION

Permanency of jobs posted



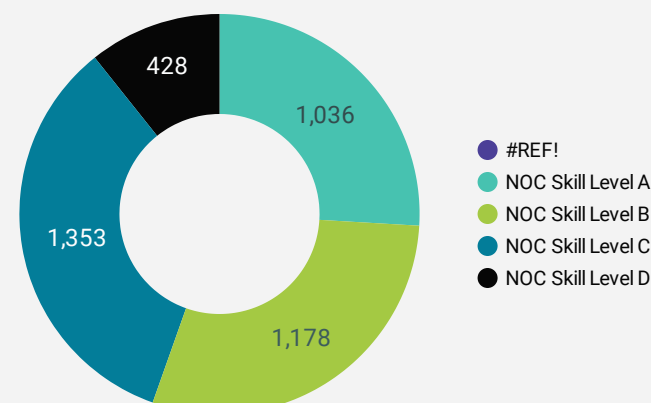
## JOB POSTINGS BY SKILL TYPE

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	283	20.9	20
2.	Kingston Health Sciences Centre	Kingston	221	42.5	22
3.	Kingston Health Sciences Centre / KHSC	Kingston	154	22.0	22
4.	Providence Care	Kingston	128	21.6	22
5.	City of Kingston	Kingston	73	22.7	22
6.	Under Armour, Inc.	Kingston	56	3.8	1
7.	Tbooth wireless	Kingston	45	1.6	2
8.	WIRELESSWAVE	Kingston	45	2.3	2
9.	The City of Kingston	Kingston	41	23.8	16
10.	Pilot Company	Napanee	34	10.1	8
11.	Shoppers Drug Mart Inc.	Kingston	28	22.0	22
12.	Lowe's	Kingston	26	17.8	16
13.	Sienna Senior Living Inc.	Kingston	26	22.0	22
14.	Sienna Living	Kingston	25	37.6	29
15.	Saint Elizabeth Health Care	Kingston	23	22.0	22
16.	Limestone District School Board	Kingston	23	23.9	22
17.	THE EMPIRE LIFE INS. CO	Kingston	23	16.2	15
18.	Shoppers Drug Mart	Kingston	23	8.6	7
19.	Under Armour, Inc.	Lyndhurst	22	3.0	3
20.	Lennox and Addington County General Hospital	Napanee	21	22.0	22
21.	Sienna Senior Living	Kingston	21	21.1	22
22.	Kijiji	Kingston	20	15.0	15
23.	Home Depot Canada	Kingston	20	22.0	22
24.	Algonquin & Lakeshore Catholic District School Board	Napanee	19	22.0	22
25.	HR Management Services on Demand	Kingston	18	29.4	30
26.	Staples Canada ULC	Kingston	17	22.0	22
27.	Invista	Kingston	17	27.7	15
28.	Intuit	Kingston	16	15.4	15
29.	Kingston Community Health Centres	Kingston	16	20.6	16
30.	MNP LLP	Kingston	16	32.4	22
31.	Home Depot of Canada Inc.	Kingston	15	17.9	16

## OCCUPATIONS BY 4-DIGIT NOC, SKILL LEVEL, FREQUENCY, &amp; 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	320	18.0	22
2.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	176	25.0	22
3.	6552	Other customer and information services representatives	NOC Skill Level C	120	26.4	22
4.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	117	23.8	22
5.	1241	Administrative assistants	NOC Skill Level B	111	25.4	22
6.	6322	Cooks	NOC Skill Level B	106	28.3	22
7.	621	Retail and wholesale trade managers	NOC Skill Level A	103	16.3	22
8.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	99	21.7	22
9.	6731	Light duty cleaners	NOC Skill Level D	74	24.4	22
10.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	58	10.8	7
11.	6541	Security guards and related security service occupations	NOC Skill Level C	57	32.5	22
12.	7514	Delivery and courier service drivers	NOC Skill Level C	55	21.6	22
13.	1431	Accounting and related clerks	NOC Skill Level C	53	20.1	22
14.	6611	Cashiers	NOC Skill Level D	52	17.5	22
15.	6513	Food and beverage servers	NOC Skill Level C	52	33.2	22
16.	7452	Material handlers	NOC Skill Level C	52	26.6	22
17.	7511	Transport truck drivers	NOC Skill Level C	51	28.8	22
18.	4212	Social and community service workers	NOC Skill Level B	47	24.2	22
19.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	46	39.4	22
20.	7271	Carpenters	NOC Skill Level B	43	30.9	22
21.	6311	Food service supervisors	NOC Skill Level B	42	35.0	22
22.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	41	20.0	22
23.	1411	General office support workers	NOC Skill Level C	40	52.2	22
24.	1243	Medical administrative assistants	NOC Skill Level B	40	32.5	22
25.	1221	Administrative officers	NOC Skill Level B	37	19.2	16
26.	3413	Nurse aides / orderlies and patient service associates	NOC Skill Level C	37	26.3	22
27.	1123	Professional occupations in advertising / marketing and public relations	NOC Skill Level A	37	18.5	16
28.	1414	Receptionists	NOC Skill Level C	36	26.4	22
29.	6211	Retail sales supervisors	NOC Skill Level B	35	20.1	20

## JOB POSTINGS BY 3-DIGIT NOC, SKILL LEVEL, FREQUENCY, &amp; 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	320	18.0	22
2.	301	Professional occupations in nursing	NOC Skill Level A	186	24.4	22
3.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	154	27.0	22
4.	655	Customer and information services representatives	NOC Skill Level C	142	25.4	22
5.	673	Cleaners	NOC Skill Level D	136	28.8	22
6.	441	Home care providers and educational support occupations	NOC Skill Level C	129	23.5	22
7.	632	Chefs and cooks	NOC Skill Level B	128	27.3	22
8.	751	Motor vehicle and transit drivers	NOC Skill Level C	114	29.4	22
9.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	111	24.7	22
10.	062	Retail and wholesale trade managers	NOC Skill Level A	103	16.3	22
11.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	99	21.7	22
12.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	96	28.4	22
13.	141	General office workers	NOC Skill Level C	82	38.7	22
14.	122	Administrative and regulatory occupations	NOC Skill Level B	79	34.9	22
15.	111	Auditors, accountants and investment professionals	NOC Skill Level A	77	23.1	22
16.	662	Other sales support and related occupations	NOC Skill Level D	69	14.6	10
17.	341	Assisting occupations in support of health services	NOC Skill Level C	69	30.1	22
18.	112	Human resources and business service professionals	NOC Skill Level A	66	21.1	22
19.	651	Occupations in food and beverage service	NOC Skill Level C	61	31.3	22
20.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	57	20.9	22
21.	654	Security guards and related security service occupations	NOC Skill Level C	57	32.5	22
22.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	54	20.1	21
23.	661	Cashiers	NOC Skill Level D	52	17.5	22
24.	745	Longshore workers and material handlers	NOC Skill Level C	52	26.6	22
25.	323	Other technical occupations in health care	NOC Skill Level B	47	28.2	22
26.	311	Physicians, dentists and veterinarians	NOC Skill Level A	45	29.4	22
27.	631	Service supervisors	NOC Skill Level B	45	33.7	22
28.	727	Carpenters and cabinetmakers	NOC Skill Level B	44	30.9	22

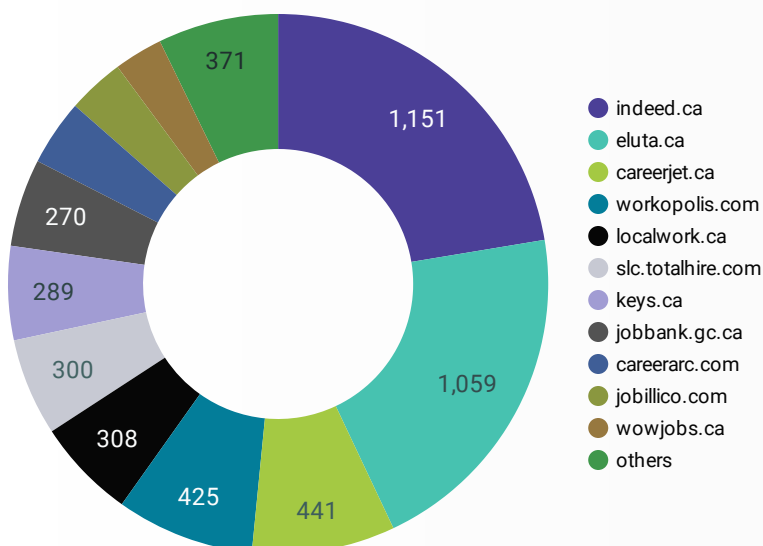
## JOB POSTINGS BY 2-DIGIT NOC, SKILL LEVEL, FREQUENCY, &amp; DURATION

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.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	345	18.4	22
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	303	28.1	22
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	243	25.7	22
4.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	243	30.2	22
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	199	28.4	22
6.	30	Professional occupations in nursing	NOC Skill Level A	186	24.4	22
7.	14	Office support occupations	NOC Skill Level C	167	30.4	22
8.	32	Technical occupations in health	NOC Skill Level B	165	25.4	22
9.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	147	17.3	22
10.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	144	28.6	22
11.	11	Professional occupations in business and finance	NOC Skill Level A	143	22.2	22
12.	72	Industrial, electrical and construction trades	NOC Skill Level B	137	25.2	22
13.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	129	23.5	22
14.	31	Professional occupations in health (except nursing)	NOC Skill Level A	121	28.8	22
15.	66	Sales support occupations	NOC Skill Level D	121	15.8	16
16.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	101	27.9	22
17.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	96	28.4	22
18.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	91	31.5	22
19.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	87	20.1	22
20.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	87	28.8	22
21.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	85	19.2	20
22.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	76	23.6	22
23.	73	Maintenance and equipment operation trades	NOC Skill Level B	74	22.4	22
24.	34	Assisting occupations in support of health services	NOC Skill Level C	69	30.1	22
25.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	59	22.8	22
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	48	20.9	22
27.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	44	17.8	16

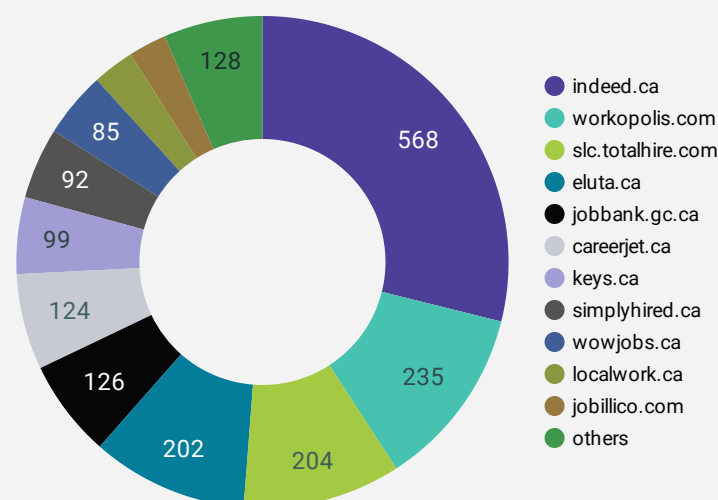
## JOB POSTINGS BY JOB BOARD

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	1,151	22.1	22	568
2.	eluta.ca	1,059	21.9	22	202
3.	careerjet.ca	441	26.7	16	124
4.	workopolis.com	425	15.3	15	235
5.	localwork.ca	308	3.7	2	54
6.	slc.totalhire.com	300	77.6	30	204
7.	keys.ca	289	28.3	22	99
8.	jobbank.gc.ca	270	27.2	18	126
9.	careerarc.com	203	50.9	31	12
10.	jobillico.com	175	23.5	16	49
11.	wowjobs.ca	150	17.4	16	85
12.	simplyhired.ca	116	18.6	15	92
13.	kijiji.ca	68	15.0	15	44
14.	metaservices.ca	56	160.9	160	15
15.	adzuna.ca	27	15.0	15	11
16.	network.applytoeducation.com	20	14.4	17	4
17.	careeredge.on.ca	19	13.0	10	8
18.	emploisfp-psjobs.cfp-psc.gc.ca	15	300.3	323	10