

JOB DEMAND REPORT

JANUARY 2022

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 |
| 5,122 | 3,218 | 1,595 | 29 |

OF DAYS POSTED

| | |
|---------|--------|
| AVERAGE | MEDIAN |
| 22.7 | 22 |

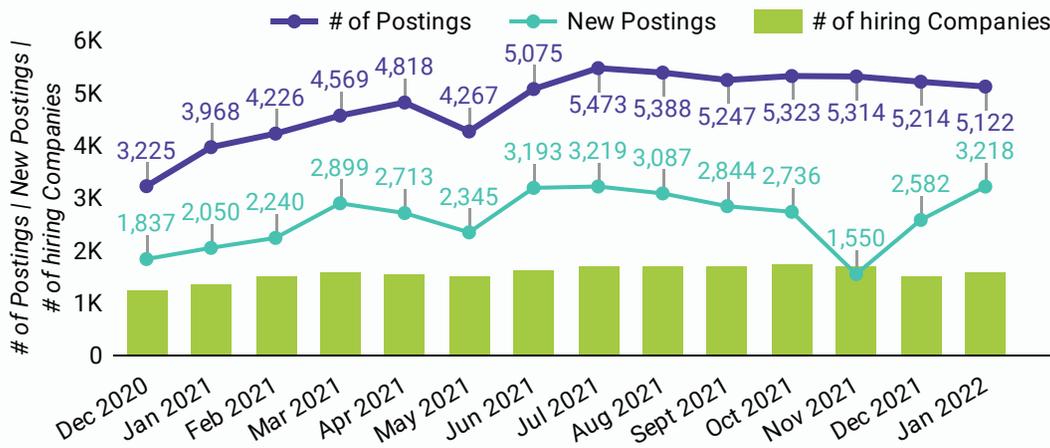
REPORT BUILDER

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

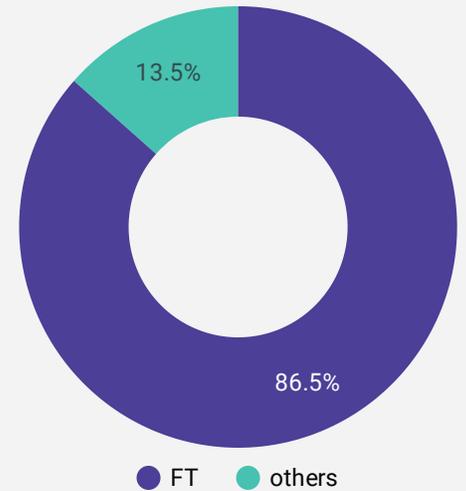
How many job postings were active for at least 1 day this month?



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

JOB TYPE

Full-time vs Part-time



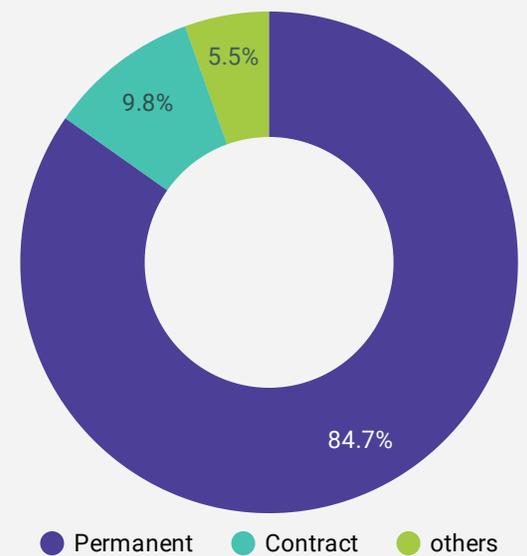
JOB POSTINGS BY REGION

Where are job opportunities being offered?

| | MUNICIPALITY | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|--|---------------|----------------------------|-------------------------------|
| 1. | City of Kingston | 4,496 | 22.6 | 22 |
| 2. | Greater Napanee | 221 | 22.6 | 22 |
| 3. | Town of Gananoque | 135 | 22.7 | 16 |
| 4. | Loyalist Township | 90 | 22.7 | 15 |
| 5. | Township of South Frontenac | 55 | 23.9 | 22 |
| 6. | Township of Central Frontenac | 30 | 30.1 | 22 |
| 7. | Township of Rideau Lakes | 23 | 19.1 | 22 |
| 8. | Township of Leeds and the Thousand Islands | 20 | 14.5 | 15 |

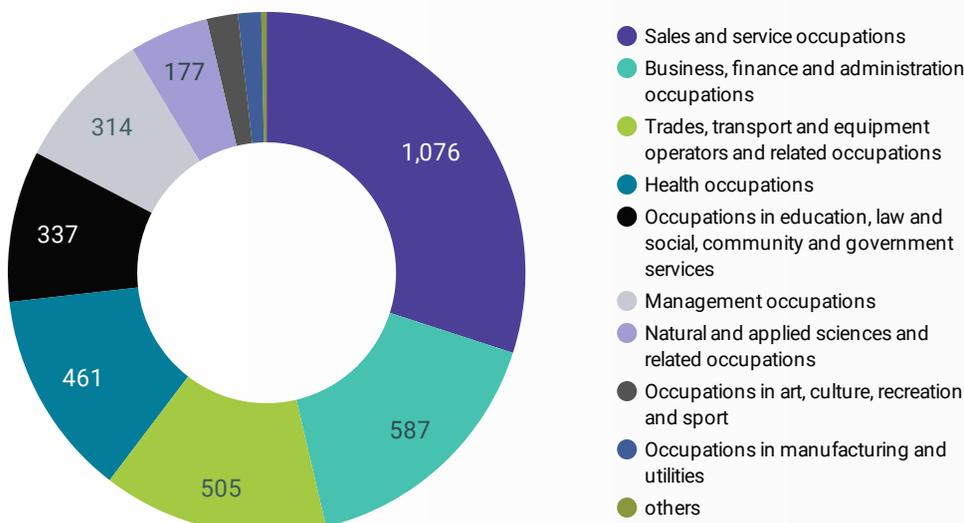
JOB DURATION

Permanency of jobs posted



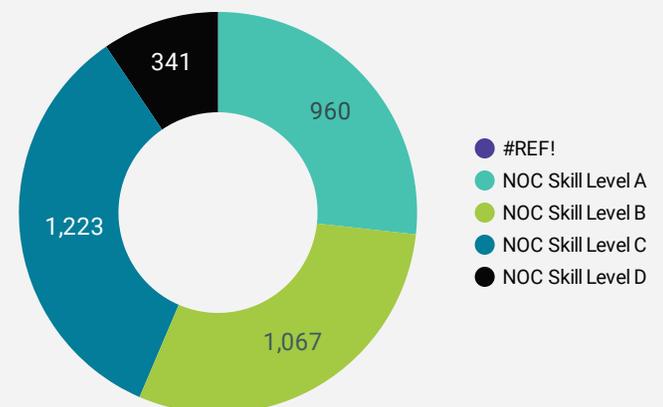
JOB POSTINGS BY SKILL TYPE

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 |
|-----|--|-------------------|------------|----------------------------|-------------------------------|
| 51. | Lotus Respite Services | Kingston | 12 | 17.6 | 15 |
| 52. | Cambium Inc. | Kingston | 11 | 15.0 | 15 |
| 53. | MaxSold | Kingston | 11 | 45.1 | 51 |
| 54. | Mary Brown's Chicken and Taters | Kingston | 11 | 18.0 | 22 |
| 55. | Cardinal Health Canada | Town of Gananoque | 11 | 94.0 | 94 |
| 56. | Addiction & Mental Health Services KFLA / AMHS-KFLA | Kingston | 11 | 19.9 | 22 |
| 57. | Ongwanada Resource Centre | Kingston | 11 | 15.8 | 15 |
| 58. | TD | Kingston | 11 | 9.9 | 7 |
| 59. | Recipe Unlimited Corporation | Kingston | 11 | 57.4 | 22 |
| 60. | MNP LLP | Kingston | 11 | 26.2 | 22 |
| 61. | Richmond Staffing | Kingston | 11 | 2.5 | 1 |
| 62. | Intuit | Kingston | 10 | 15.0 | 15 |
| 63. | Haakon | Kingston | 10 | 22.0 | 22 |
| 64. | 21 EW Regt, Canadian Armed Forces Reserves | Kingston | 10 | 61.0 | 60 |
| 65. | Vtech Solution Inc | Kingston | 10 | 22.0 | 22 |
| 66. | Cardinal Health Canada | Kingston | 10 | null | null |
| 67. | County of Lennox & Addington | Napanee | 10 | 11.7 | 12 |
| 68. | Algonquin & Lakeshore Catholic District School Board | Kingston | 10 | 18.6 | 22 |
| 69. | ONroute | Odessa | 10 | 15.0 | 15 |
| 70. | Calian | Kingston | 10 | 88.9 | 54 |
| 71. | Reliance Home Comfort | Kingston | 10 | 36.1 | 31 |
| 72. | Stock Transportation | Kingston | 10 | 1.5 | 2 |
| 73. | Royal Bank of Canada | Kingston | 9 | 16.3 | 16 |
| 74. | Red Lobster | Kingston | 9 | 4.4 | 2 |
| 75. | Ontario Public Service / OPS | Kingston | 9 | 19.3 | 22 |
| 76. | Advantage Group | Kingston | 9 | 12.0 | 11 |
| 77. | KEYS Job Centre Kingston | Kingston | 9 | 21.2 | 22 |
| 78. | ADGA Group Consultants Inc. | Kingston | 9 | 9.0 | 7 |
| 79. | Ministry of Government and Consumer Services | Kingston | 9 | 14.0 | 14 |
| 80. | County of Lennox and Addington | Napanee | 9 | 12.8 | 12 |

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 | 231 | 16.8 | 16 |
| 2. | 3012 | Registered nurses and registered psychiatric nurses | NOC Skill Level A | 165 | 21.8 | 22 |
| 3. | 4412 | Home support workers / housekeepers and related occupations | NOC Skill Level C | 117 | 22.9 | 22 |
| 4. | 6552 | Other customer and information services representatives | NOC Skill Level C | 108 | 30.2 | 19 |
| 5. | 621 | Retail and wholesale trade managers | NOC Skill Level A | 100 | 15.2 | 15 |
| 6. | 6322 | Cooks | NOC Skill Level B | 88 | 35.9 | 22 |
| 7. | 1241 | Administrative assistants | NOC Skill Level B | 77 | 21.2 | 21 |
| 8. | 6711 | Food counter attendants / kitchen helpers and related support occupations | NOC Skill Level D | 63 | 19.3 | 15 |
| 9. | 6731 | Light duty cleaners | NOC Skill Level D | 63 | 23.6 | 22 |
| 10. | 7514 | Delivery and courier service drivers | NOC Skill Level C | 57 | 16.3 | 15 |
| 11. | 7511 | Transport truck drivers | NOC Skill Level C | 56 | 26.5 | 22 |
| 12. | 6541 | Security guards and related security service occupations | NOC Skill Level C | 52 | 21.2 | 22 |
| 13. | 1414 | Receptionists | NOC Skill Level C | 52 | 15.4 | 16 |
| 14. | 6622 | Store shelf stockers / clerks and order fillers | NOC Skill Level D | 52 | 13.4 | 16 |
| 15. | 7271 | Carpenters | NOC Skill Level B | 51 | 17.5 | 17 |
| 16. | 1431 | Accounting and related clerks | NOC Skill Level C | 51 | 22.7 | 22 |
| 17. | 7452 | Material handlers | NOC Skill Level C | 50 | 26.3 | 22 |
| 18. | 6513 | Food and beverage servers | NOC Skill Level C | 47 | 29.9 | 22 |
| 19. | 4212 | Social and community service workers | NOC Skill Level B | 45 | 18.6 | 16 |
| 20. | 6611 | Cashiers | NOC Skill Level D | 45 | 17.6 | 16 |
| 21. | 6222 | Retail and wholesale buyers | NOC Skill Level B | 44 | 19.2 | 22 |
| 22. | 1221 | Administrative officers | NOC Skill Level B | 41 | 22.9 | 22 |
| 23. | 1411 | General office support workers | NOC Skill Level C | 39 | 63.7 | 22 |
| 24. | 3219 | Other medical technologists and technicians (except dental health) | NOC Skill Level B | 36 | 22.5 | 22 |
| 25. | 6733 | Janitors / caretakers and building superintendents | NOC Skill Level D | 34 | 28.9 | 15 |
| 26. | 1114 | Other financial officers | NOC Skill Level A | 30 | 19.8 | 15 |
| 27. | 4214 | Early childhood educators and assistants | NOC Skill Level B | 30 | 37.7 | 22 |
| 28. | 1111 | Financial auditors and accountants | NOC Skill Level A | 29 | 29.4 | 16 |
| 29. | 7611 | Construction trades helpers and labourers | NOC Skill Level D | 27 | 26.1 | 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 | 231 | 16.8 | 16 |
| 2. | 301 | Professional occupations in nursing | NOC Skill Level A | 172 | 22.4 | 22 |
| 3. | 751 | Motor vehicle and transit drivers | NOC Skill Level C | 147 | 22.2 | 16 |
| 4. | 441 | Home care providers and educational support occupations | NOC Skill Level C | 133 | 22.6 | 22 |
| 5. | 655 | Customer and information services representatives | NOC Skill Level C | 121 | 29.8 | 21 |
| 6. | 673 | Cleaners | NOC Skill Level D | 111 | 24.7 | 20 |
| 7. | 124 | Office administrative assistants - general, legal and medical | NOC Skill Level B | 106 | 25.0 | 22 |
| 8. | 632 | Chefs and cooks | NOC Skill Level B | 104 | 34.1 | 22 |
| 9. | 141 | General office workers | NOC Skill Level C | 101 | 31.9 | 22 |
| 10. | 062 | Retail and wholesale trade managers | NOC Skill Level A | 100 | 15.2 | 15 |
| 11. | 421 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 92 | 28.8 | 22 |
| 12. | 122 | Administrative and regulatory occupations | NOC Skill Level B | 83 | 40.3 | 22 |
| 13. | 321 | Medical technologists and technicians (except dental health) | NOC Skill Level B | 80 | 25.1 | 22 |
| 14. | 111 | Auditors, accountants and investment professionals | NOC Skill Level A | 77 | 23.4 | 16 |
| 15. | 671 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 63 | 19.3 | 15 |
| 16. | 662 | Other sales support and related occupations | NOC Skill Level D | 63 | 14.2 | 16 |
| 17. | 651 | Occupations in food and beverage service | NOC Skill Level C | 62 | 28.1 | 22 |
| 18. | 143 | Financial, insurance and related administrative support workers | NOC Skill Level C | 60 | 22.9 | 22 |
| 19. | 727 | Carpenters and cabinetmakers | NOC Skill Level B | 52 | 17.5 | 17 |
| 20. | 654 | Security guards and related security service occupations | NOC Skill Level C | 52 | 21.2 | 22 |
| 21. | 622 | Technical sales specialists in wholesale trade and retail and wholesale buyers | NOC Skill Level B | 51 | 19.3 | 22 |
| 22. | 745 | Longshore workers and material handlers | NOC Skill Level C | 50 | 26.3 | 22 |
| 23. | 341 | Assisting occupations in support of health services | NOC Skill Level C | 49 | 32.9 | 22 |
| 24. | 217 | Computer and information systems professionals | NOC Skill Level A | 49 | 28.8 | 22 |
| 25. | 071 | Managers in customer and personal services, n.e.c. | NOC Skill Level A | 47 | 16.4 | 19 |
| 26. | 112 | Human resources and business service professionals | NOC Skill Level A | 47 | 21.0 | 22 |
| 27. | 661 | Cashiers | NOC Skill Level D | 45 | 17.6 | 16 |
| 28. | 012 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 43 | 19.7 | 22 |

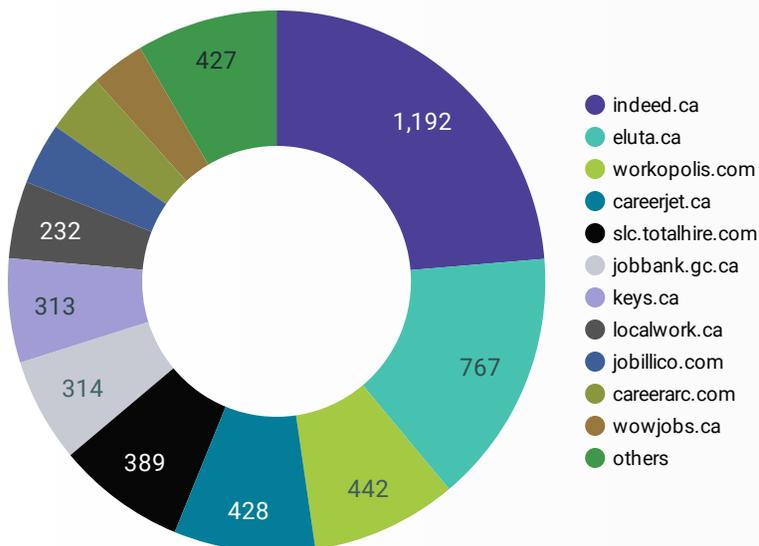
JOB POSTINGS BY 2-DIGIT NOC, SKILL LEVEL, FREQUENCY, & DURATION

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 | 280 | 27.4 | 22 |
| 2. | 64 | Sales representatives and salespersons - wholesale and retail trade | NOC Skill Level C | 253 | 17.2 | 22 |
| 3. | 12 | Administrative and financial supervisors and administrative occupations | NOC Skill Level B | 201 | 30.6 | 22 |
| 4. | 14 | Office support occupations | NOC Skill Level C | 185 | 27.6 | 22 |
| 5. | 67 | Service support and other service occupations, n.e.c. | NOC Skill Level D | 180 | 22.8 | 16 |
| 6. | 75 | Transport and heavy equipment operation and related maintenance occupations | NOC Skill Level C | 173 | 21.8 | 16 |
| 7. | 30 | Professional occupations in nursing | NOC Skill Level A | 172 | 22.4 | 22 |
| 8. | 63 | Service supervisors and specialized service occupations | NOC Skill Level B | 162 | 31.4 | 22 |
| 9. | 72 | Industrial, electrical and construction trades | NOC Skill Level B | 162 | 18.9 | 15 |
| 10. | 06 | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 136 | 18.4 | 16 |
| 11. | 44 | Care providers and educational, legal and public protection support occupations | NOC Skill Level C | 134 | 22.5 | 22 |
| 12. | 11 | Professional occupations in business and finance | NOC Skill Level A | 124 | 22.5 | 22 |
| 13. | 32 | Technical occupations in health | NOC Skill Level B | 123 | 24.0 | 22 |
| 14. | 31 | Professional occupations in health (except nursing) | NOC Skill Level A | 117 | 31.3 | 22 |
| 15. | 66 | Sales support occupations | NOC Skill Level D | 108 | 15.8 | 16 |
| 16. | 21 | Professional occupations in natural and applied sciences | NOC Skill Level A | 102 | 27.7 | 22 |
| 17. | 62 | Retail sales supervisors and specialized sales occupations | NOC Skill Level B | 93 | 21.1 | 22 |
| 18. | 42 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 92 | 28.8 | 22 |
| 19. | 01 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 77 | 20.5 | 22 |
| 20. | 22 | Technical occupations related to natural and applied sciences | NOC Skill Level B | 75 | 29.1 | 20 |
| 21. | 74 | Other installers, repairers and servicers and material handlers | NOC Skill Level C | 74 | 23.6 | 22 |
| 22. | 41 | Professional occupations in law and social, community and government services | NOC Skill Level A | 71 | 37.9 | 22 |
| 23. | 73 | Maintenance and equipment operation trades | NOC Skill Level B | 66 | 25.4 | 22 |
| 24. | 07 | Managers in customer and personal services, n.e.c. | NOC Skill Level A | 52 | 16.1 | 16 |
| 25. | 34 | Assisting occupations in support of health services | NOC Skill Level C | 49 | 32.9 | 22 |
| 26. | 52 | Technical occupations in art, culture, recreation and sport | NOC Skill Level B | 48 | 20.8 | 22 |
| 27. | 15 | Distribution, tracking and scheduling coordination occupations | NOC Skill Level C | 42 | 20.0 | 22 |

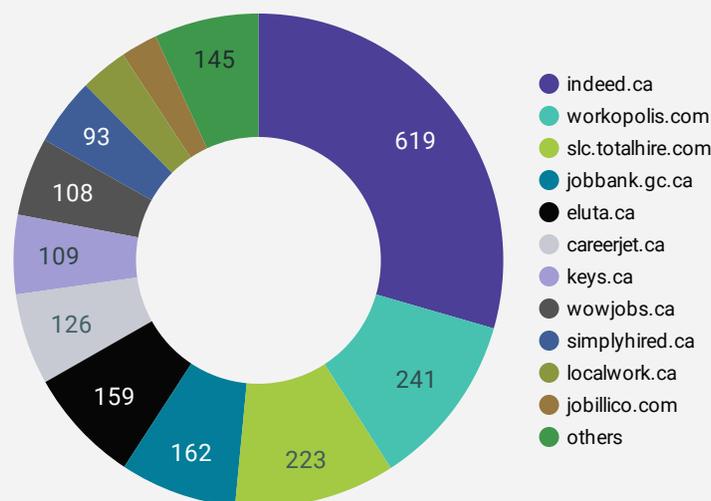
JOB POSTINGS BY JOB BOARD

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 | 1,192 | 22.1 | 22 | 619 |
| 2. | eluta.ca | 767 | 21.6 | 22 | 159 |
| 3. | workopolis.com | 442 | 14.9 | 15 | 241 |
| 4. | careerjet.ca | 428 | 26.1 | 18 | 126 |
| 5. | slc.totalhire.com | 389 | 43.9 | 22 | 223 |
| 6. | jobbank.gc.ca | 314 | 21.9 | 16 | 162 |
| 7. | keys.ca | 313 | 29.9 | 22 | 109 |
| 8. | localwork.ca | 232 | 5.6 | 2 | 66 |
| 9. | jobillico.com | 186 | 15.1 | 6 | 51 |
| 10. | careerarc.com | 182 | 44.4 | 33 | 11 |
| 11. | wowjobs.ca | 163 | 17.5 | 16 | 108 |
| 12. | simplyhired.ca | 125 | 19.0 | 15 | 93 |
| 13. | kijiji.ca | 86 | 14.9 | 15 | 50 |
| 14. | metaservices.ca | 54 | 181.4 | 213 | 16 |
| 15. | network.applytoeducation.com | 32 | 13.9 | 10 | 4 |
| 16. | careeredge.on.ca | 28 | 14.4 | 13 | 15 |
| 17. | adzuna.ca | 21 | 14.8 | 15 | 10 |
| 18. | emploisfp-psjobs.cfp-psc.gc.ca | 16 | 287.7 | 322 | 11 |