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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
5,122

NEW THIS MONTH
3,218

COMPANIES
1,595

JOB BOARDS
29

OF DAYS POSTED

AVERAGE
22.7

MEDIAN
22

REPORT BUILDER

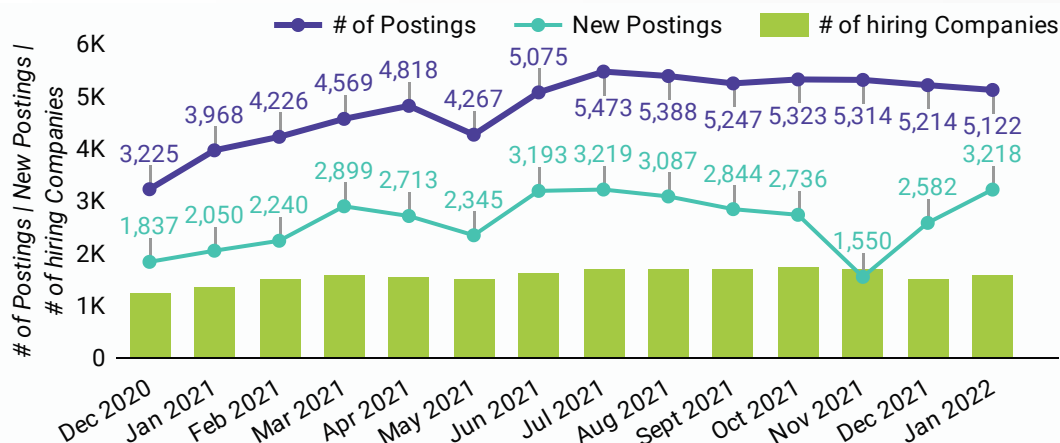
The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.

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

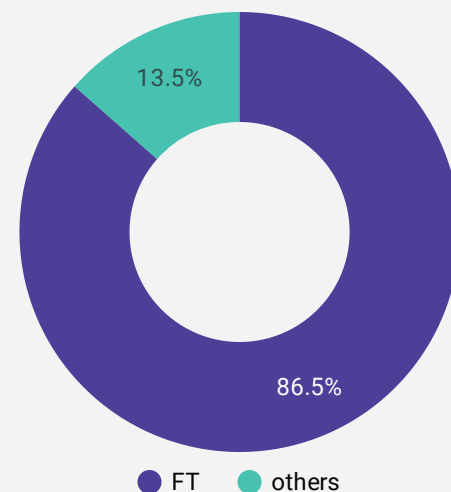
How many job postings were active for at least 1 day this month?



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

JOB TYPE

Full-time vs Part-time



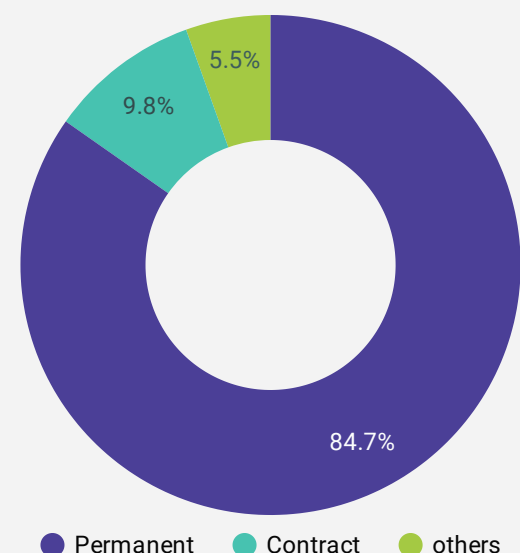
JOB POSTINGS BY REGION

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	4,496	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

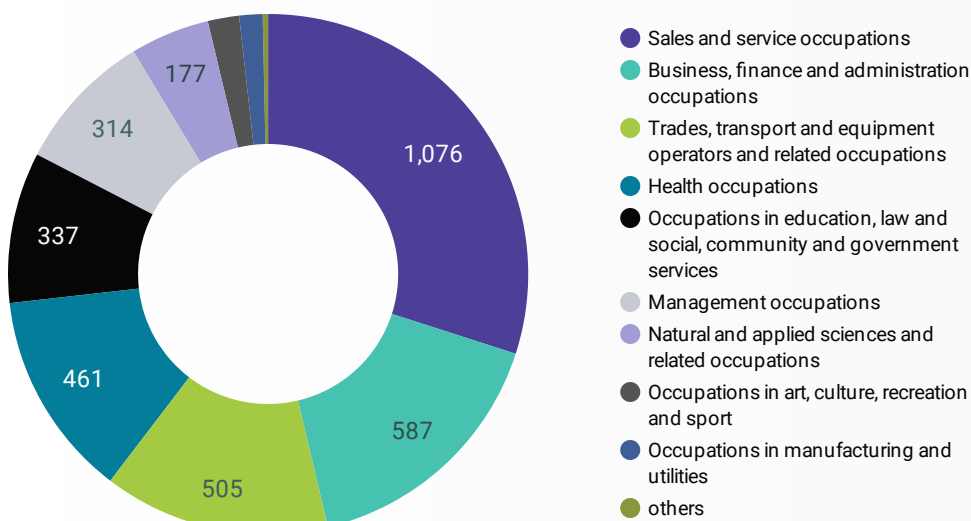
JOB DURATION

Permanency of jobs posted



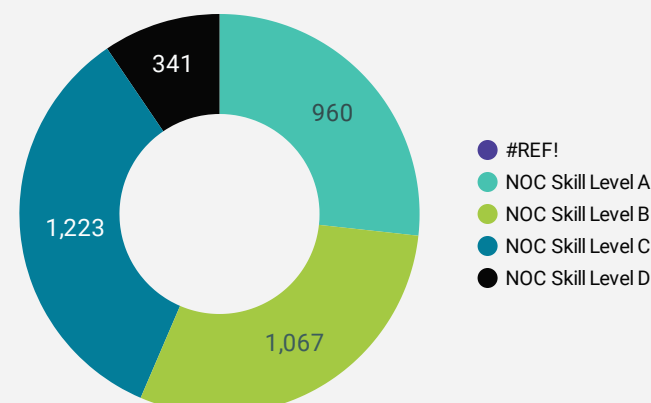
JOB POSTINGS BY SKILL TYPE

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

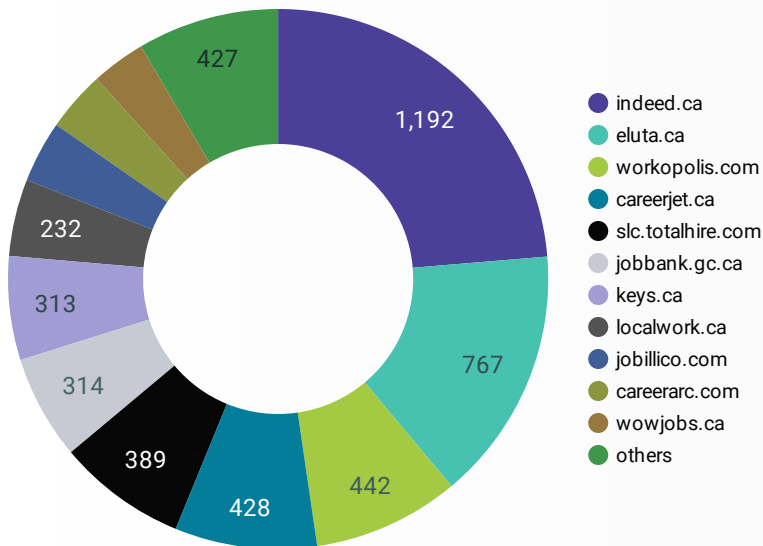
JOB POSTINGS BY 2-DIGIT NOC, SKILL LEVEL, FREQUENCY, & DURATION

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 co-ordination occupations	NOC Skill Level C	42	20.0	22

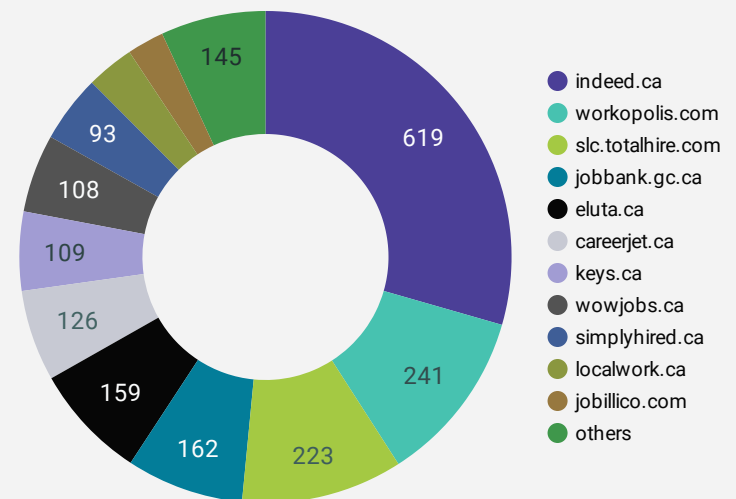
JOB POSTINGS BY JOB BOARD

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