

possible
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JOB DEMAND REPORT

MARCH 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
6,601	4,041	2,034	30

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.

OCCUPATION FILTERS

SKILL TYPE NAME / 1-DIGIT NOC	▼
MAJOR GROUP / 2-DIGIT NOC	▼
MINOR GROUP / 3-DIGIT NOC	▼
UNIT GROUP / 4-DIGIT NOC	▼
SKILL LEVEL	▼
JOB TYPE	▼
JOB DURATION	▼
ADDITIONAL LANGUAGE	▼
SPECIFIC JOB TAGS	▼

OTHER FILTERS

COMMUNITY	▼
COUNTY	▼
JOB BOARD	▼

NOC = National Occupation Classification | NAICS = North American Industry Classification System

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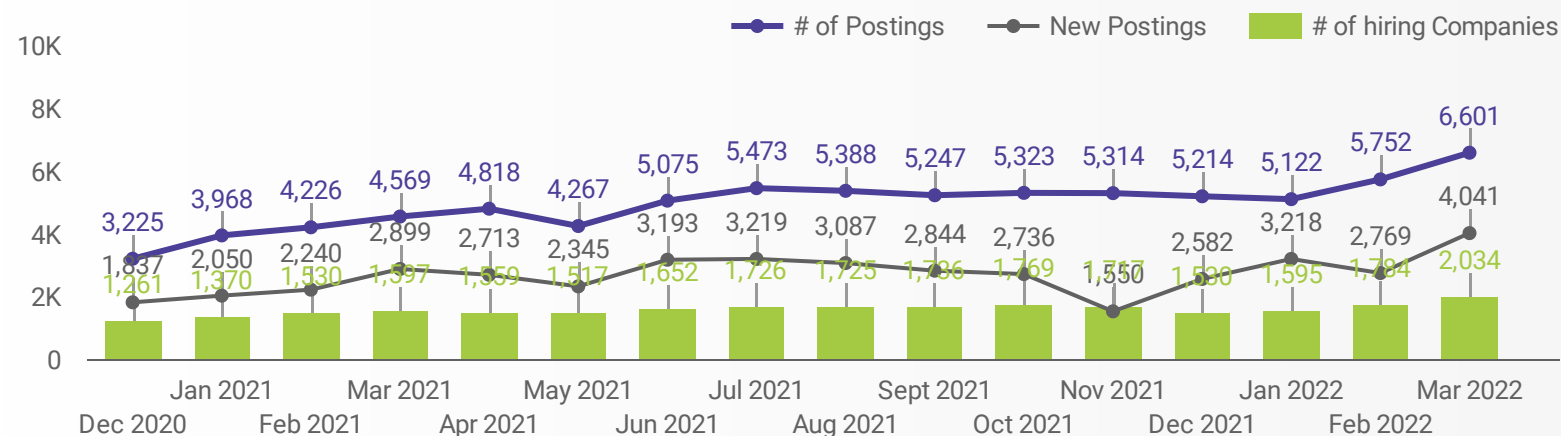
Source:

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.



JOB POSTINGS BY MONTH

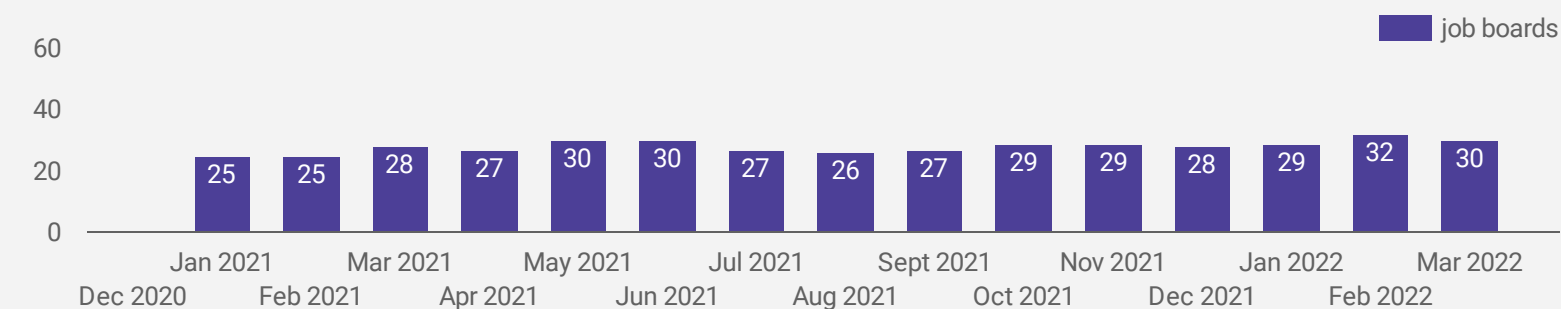
How many job postings were active for at least 1 day this month?



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

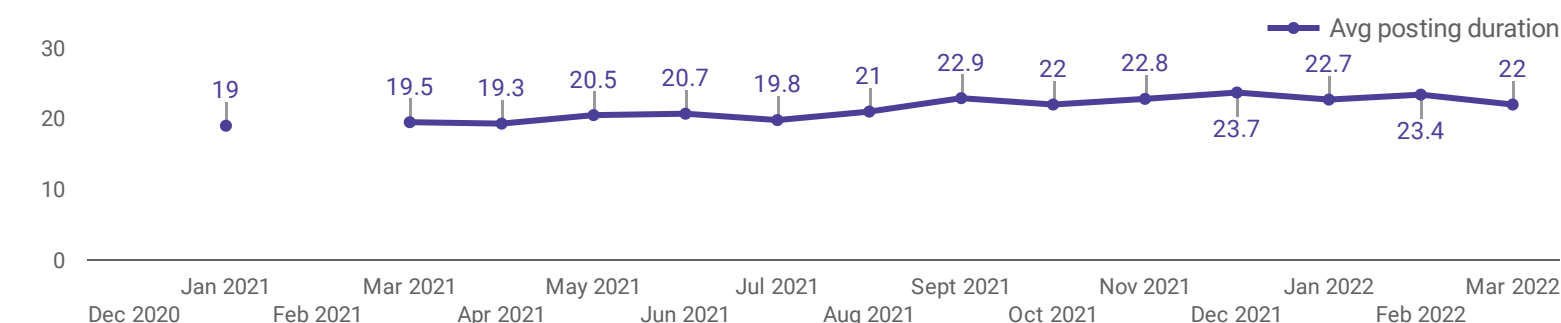
NUMBER OF ACTIVE JOB BOARDS

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



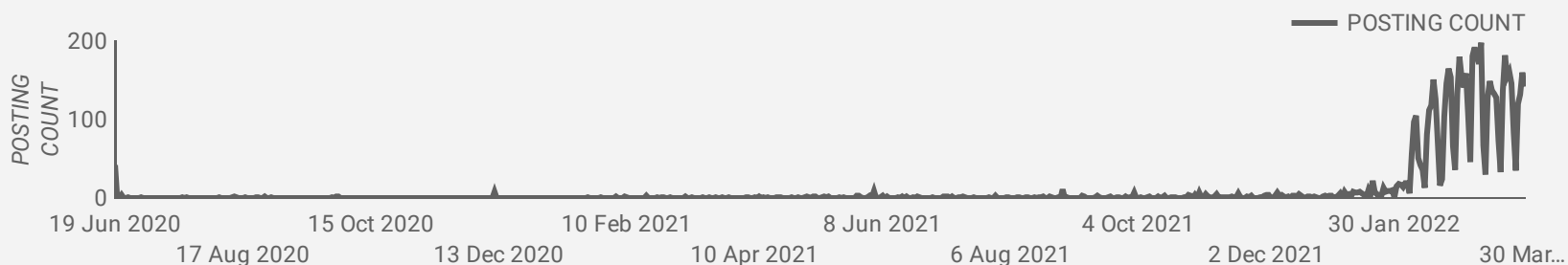
AVG & MEDIAN POSTING LENGTH BY DAYS

How long are employers having to recruit for to find candidates to fill their job vacancies?



POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



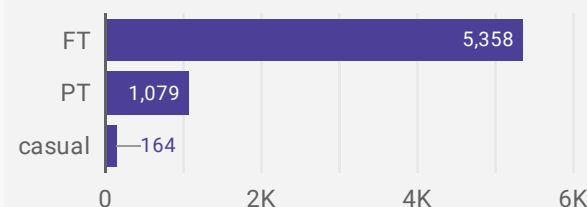
JOB POSTINGS BY MUNICIPALITY

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

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	5,559	21.9	22
2.	Greater Napanee	376	22.4	22
3.	Town of Gananoque	367	22.8	22
4.	Loyalist Township	116	21.0	16
5.	Township of South Frontenac	83	23.0	22
6.	Township of Rideau Lakes	35	31.3	22
7.	Township of Leeds and the Thousand Islands	27	25.2	17
8.	Township of Central Frontenac	23	16.4	15
9.	Town of Westport	6	15.8	15
10.	Township of Frontenac Islands	4	17.3	15
11.	Township of Front of Yonge	3	14.5	15
12.	Township of North Frontenac	2	9.0	9
	Grand total	6,601	22.0	22

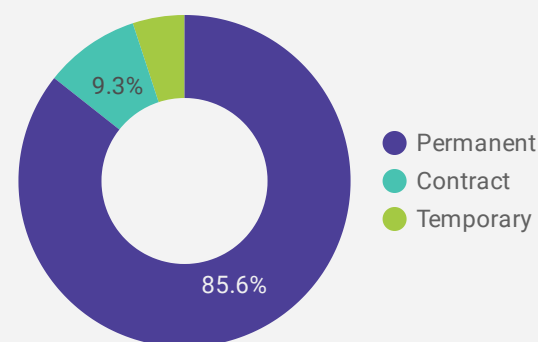
JOB TYPE

Full-time vs Part-time



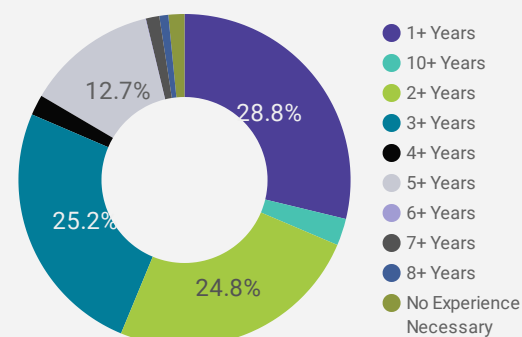
JOB DURATION

Permanency of jobs posted



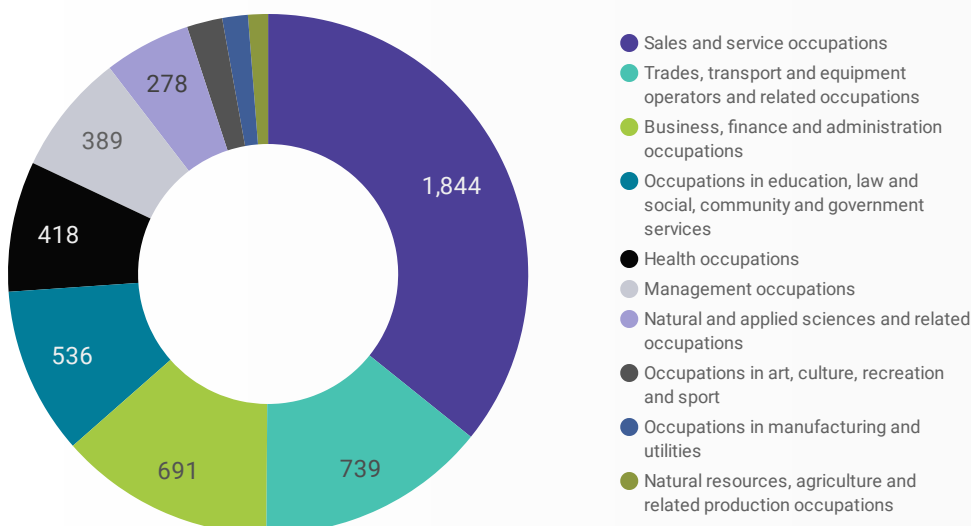
JOB EXPERIENCE

Job Postings by Experience Level Required



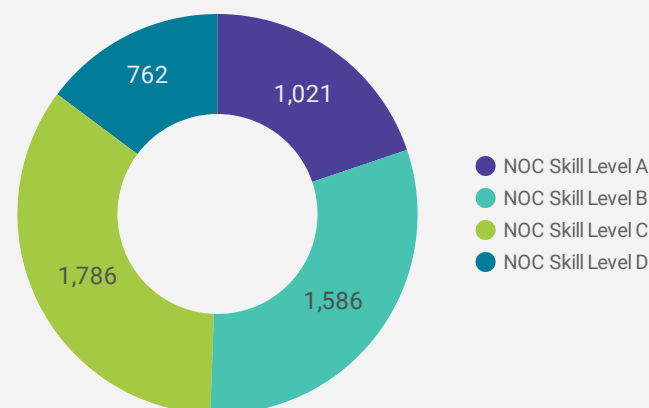
JOB POSTINGS BY SKILL TYPE

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 HIRING EMPLOYERS & AGENCIES

Who is hiring?

	COMPANY	COMMUNITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Queen's University	City of Kingston	258	17.6	15
2.	Kingston Health Sciences Centre	City of Kingston	213	29.8	22
3.	City of Kingston	City of Kingston	91	20.8	22
4.	Kingston Health Sciences Centre / KHSC	City of Kingston	78	22.0	22
5.	Providence Care	City of Kingston	70	29.0	22
6.	Empire Life	City of Kingston	56	12.5	22
7.	Invista	City of Kingston	53	20.4	15
8.	CarePartners	City of Kingston	46	1.1	1
9.	Kijiji	City of Kingston	38	15.0	15
10.	Sienna Senior Living Inc.	City of Kingston	35	22.0	22
11.	The City of Kingston	City of Kingston	34	17.0	15
12.	Lowe's	City of Kingston	34	5.0	4
13.	Sienna Living	City of Kingston	33	27.2	24
14.	The Corporation of Loyalist Township	City of Kingston	33	19.2	22
15.	Lennox and Addington County General Hospital	Greater Napanee	30	29.5	22
16.	Sienna Senior Living	City of Kingston	29	22.1	22
17.	MaxSold	City of Kingston	27	12.2	12
18.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	25	14.0	14
19.	Aramark	City of Kingston	24	19.8	15
20.	CFMWS	City of Kingston	22	18.9	15
21.	Paladin Security	City of Kingston	22	19.3	15
22.	Stock Transportation	City of Kingston	22	6.5	3
23.	VON	City of Kingston	21	2.0	1
24.	Delta Hotels by Marriott Kingston Waterfront	City of Kingston	20	16.5	15
25.	Limestone District School Board	City of Kingston	20	30.9	27
26.	Home Depot Canada	City of Kingston	20	22.0	22
27.	Aramark Canada Ltd	City of Kingston	20	24.7	22
28.	Holiday Inn Kingston Waterfront	City of Kingston	20	19.7	22
29.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	19	22.0	22
30.	Home Depot of Canada Inc.	City of Kingston	19	9.4	9
31.	County of Lennox and Addington	Greater Napanee	18	18.2	18

TOP HOURLY WAGES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

of Minimum Wage Job Postings

223

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Social Worker	Midtown Toronto Therapy	City of Kingston	120
2.	Co-facilitator and 1:1 Clinician	Restorative Wellness Project	City of Kingston	115
3.	Nurse Practitioner	Kingston Health Sciences Centre	City of Kingston	62.77
4.	Nurse Practitioner	Kingston Health Sciences Centre / KHSC	City of Kingston	62.77
5.	Nurse Practitioner - Medicine Program	Kingston Health Sciences Centre	City of Kingston	62.77
6.	Marketing Vice-president - Financial, Communications And Other Business Services	SYNG Pharmaceuticals Inc.	City of Kingston	62.5
7.	IT Development Manager	Queen's University	City of Kingston	60
8.	Plumber	The Byng Group	City of Kingston	60
9.	Permanent Part Time Psychologist	Ongwanada Resource Centre	City of Kingston	56.55
10.	Permanent Part Time Psychologist	Ongwanada	City of Kingston	55.99
11.	Finance Manager	Days Inn Kingston	City of Kingston	51.6
12.	Social Worker II	The Royal Ottawa Mental Health	City of Kingston	50.07
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TOP SALARIES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

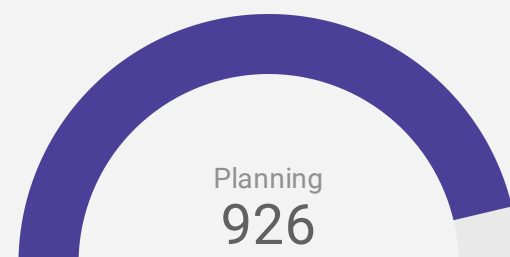
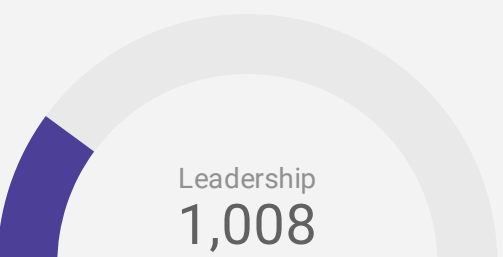
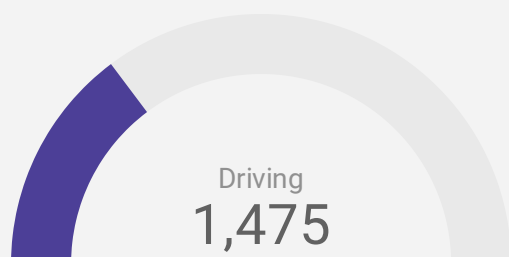
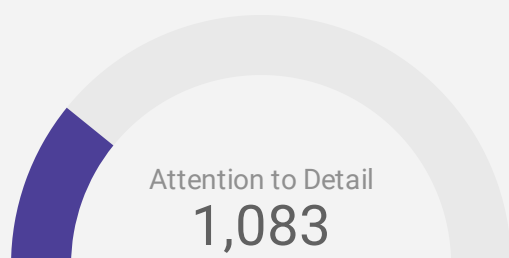
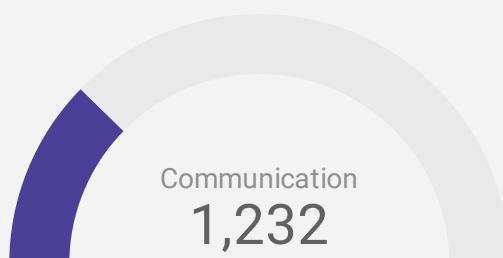
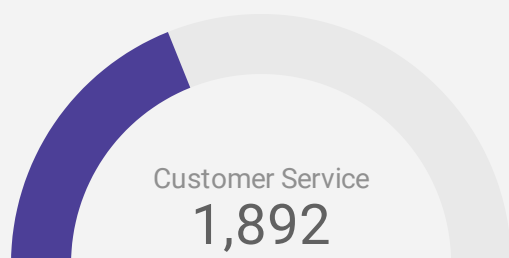
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Academic Family Physician	Queen's University - Department of Family Medicine	City of Kingston	350,000
2.	Outside Sales Representative	Haven Home Heating & Air Conditioning	City of Kingston	300,000
3.	Customer Service Representative - Part time	MoneyMart Financial Services	City of Kingston	250,000
4.	Customer Service Representative - Part Time	National Money Mart Company Inc.	City of Kingston	250,000
5.	Clinical Psychiatrist	Lotus Respite Services	City of Kingston	249,000
6.	Real Estate Advisor	Sale Ready	City of Kingston	200,000
7.	Clinical Records And Registration Clerk	Providence Care	City of Kingston	190,000
8.	Chief, Financial And Administrative Services	Queen's University	City of Kingston	176,600
9.	Site Superintendent, Construction	Jay Patry Enterprises LLC	City of Kingston	175,000
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

6,601

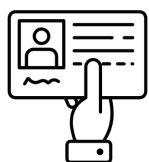


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

6,601

Driver's License
188First Aid
457Regular Access to a Vehicle
323Criminal Record Check
767Microsoft Office
518Food Safety
207

JOB POSTINGS BY SKILL LEVEL, FREQUENCY, & DURATION

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

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	291	18.0	22
2.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	200	16.2	12
3.	6552	Other customer and information services representatives	NOC Skill Level C	152	22.8	16
4.	6322	Cooks	NOC Skill Level B	152	29.8	22
5.	6731	Light duty cleaners	NOC Skill Level D	152	19.4	16
6.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	138	22.3	22
7.	6513	Food and beverage servers	NOC Skill Level C	109	21.8	22
8.	621	Retail and wholesale trade managers	NOC Skill Level A	99	19.7	22
9.	7452	Material handlers	NOC Skill Level C	89	19.7	15
10.	1241	Administrative assistants	NOC Skill Level B	87	22.6	21
11.	4212	Social and community service workers	NOC Skill Level B	83	21.2	22
12.	1221	Administrative officers	NOC Skill Level B	81	21.5	22
13.	7511	Transport truck drivers	NOC Skill Level C	81	22.1	22
14.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	79	15.8	22
15.	7514	Delivery and courier service drivers	NOC Skill Level C	78	17.9	15
16.	7271	Carpenters	NOC Skill Level B	76	24.7	22
17.	6211	Retail sales supervisors	NOC Skill Level B	75	18.8	15
18.	7611	Construction trades helpers and labourers	NOC Skill Level D	72	22.2	16
19.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	72	17.2	15
20.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	64	43.2	32.5
21.	1414	Receptionists	NOC Skill Level C	61	25.3	22
22.	6541	Security guards and related security service occupations	NOC Skill Level C	58	18.3	15
23.	6611	Cashiers	NOC Skill Level D	55	16.4	15
24.	6321	Chefs	NOC Skill Level B	49	31.8	16
25.	5254	Program leaders and instructors in recreation / sport and fitness	NOC Skill Level B	49	19.4	21
26.	1123	Professional occupations in advertising / marketing and public relations	NOC Skill Level A	45	16.6	19
27.	1431	Accounting and related clerks	NOC Skill Level C	43	23.0	22
28.	1411	General office support workers	NOC Skill Level C	42	28.5	22
29.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	42	17.7	16

JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	642	Retail salespersons	NOC Skill Level C	291	18.0	22
2.	673	Cleaners	NOC Skill Level D	260	18.3	15
3.	441	Home care providers and educational support occupations	NOC Skill Level C	211	16.0	11.5
4.	632	Chefs and cooks	NOC Skill Level B	201	30.3	22
5.	751	Motor vehicle and transit drivers	NOC Skill Level C	200	18.7	16
6.	655	Customer and information services representatives	NOC Skill Level C	174	22.2	16
7.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	163	26.1	22
8.	651	Occupations in food and beverage service	NOC Skill Level C	161	20.9	15
9.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	138	22.3	22
10.	122	Administrative and regulatory occupations	NOC Skill Level B	128	28.4	22
11.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	114	23.7	22
12.	141	General office workers	NOC Skill Level C	111	26.4	22
13.	662	Other sales support and related occupations	NOC Skill Level D	111	16.0	18.5
14.	062	Retail and wholesale trade managers	NOC Skill Level A	99	19.7	22
15.	745	Longshore workers and material handlers	NOC Skill Level C	89	19.7	15
16.	727	Carpenters and cabinetmakers	NOC Skill Level B	80	24.5	22
17.	761	Trades helpers and labourers	NOC Skill Level D	80	24.5	18
18.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	78	33.5	22
19.	341	Assisting occupations in support of health services	NOC Skill Level C	77	20.5	22
20.	621	Retail sales supervisors	NOC Skill Level B	75	18.8	15
21.	301	Professional occupations in nursing	NOC Skill Level A	73	41.3	22
22.	111	Auditors, accountants and investment professionals	NOC Skill Level A	71	23.3	17
23.	112	Human resources and business service professionals	NOC Skill Level A	69	19.0	22
24.	654	Security guards and related security service occupations	NOC Skill Level C	58	18.3	15
25.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	57	24.8	22
26.	744	Other installers, repairers and servicers	NOC Skill Level C	57	18.9	22
27.	416	Policy and program researchers, consultants and officers	NOC Skill Level A	56	18.4	16.5
28.	323	Other technical occupations in health care	NOC Skill Level B	55	25.1	22
29.	661	Cashiers	NOC Skill Level D	55	16.4	15
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JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

	2 DIGIT NOC	2 DIGIT NOC NAME	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	492	21.7	15.5
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	437	19.5	15
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	317	18.0	22
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	291	30.8	22
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	261	26.8	22
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	238	19.3	19.5
7.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	212	16.0	12
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	201	29.8	22
9.	14	Office support occupations	NOC Skill Level C	185	25.8	22
10.	66	Sales support occupations	NOC Skill Level D	166	16.2	15
11.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	163	26.1	22
12.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	159	25.6	22
13.	32	Technical occupations in health	NOC Skill Level B	147	29.1	22
14.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	146	19.4	15.5
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	141	18.1	17
16.	11	Professional occupations in business and finance	NOC Skill Level A	140	21.1	22
17.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	136	21.2	22
18.	31	Professional occupations in health (except nursing)	NOC Skill Level A	121	24.1	22
19.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	119	20.7	22
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	105	24.5	22
21.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	91	20.2	21
22.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	88	22.9	16
23.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	77	19.5	21
24.	34	Assisting occupations in support of health services	NOC Skill Level C	77	20.5	22
25.	30	Professional occupations in nursing	NOC Skill Level A	73	41.3	22
26.	73	Maintenance and equipment operation trades	NOC Skill Level B	66	24.3	15
27.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	61	22.3	22

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
568NEW POSTINGS
0COMPANIES
219JOB LANGUAGES
8

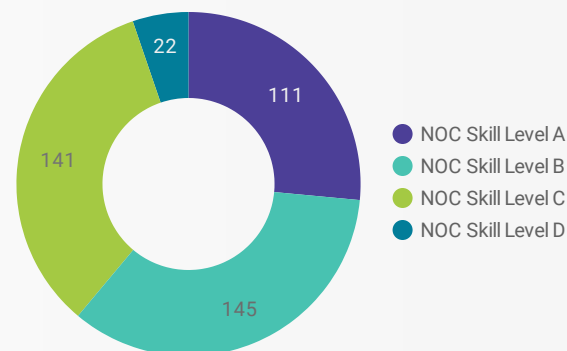
OF DAYS POSTED

AVERAGE
24.8MEDIAN
22

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

What language skills are employers looking for by occupational skill level?

- 111 Skill Level A - Management/ Professional Occupations usually requiring University
- 145 Skill Level B - Usually college education or apprenticeship training
- 141 Skill Level C - Usually secondary education or occupation-specific training
- 22 Skill Level D - Usually on-the-job training

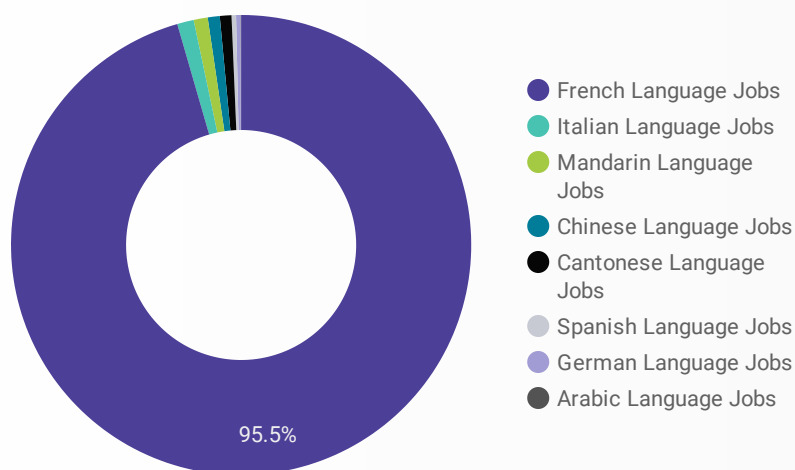


SKILL LEVEL / POSTING COUNT

JOB LANGUAGE...	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Language Jobs	106	138	136	18
Italian Language Jobs	2	1	3	1
Mandarin Language Jobs	1	2	1	2
Chinese Language Jobs	2	2		1
Cantonese Language Jobs		1		
German Language Jobs			1	
Spanish Language Jobs		1		

LANGUAGE SKILLS BREAKDOWN

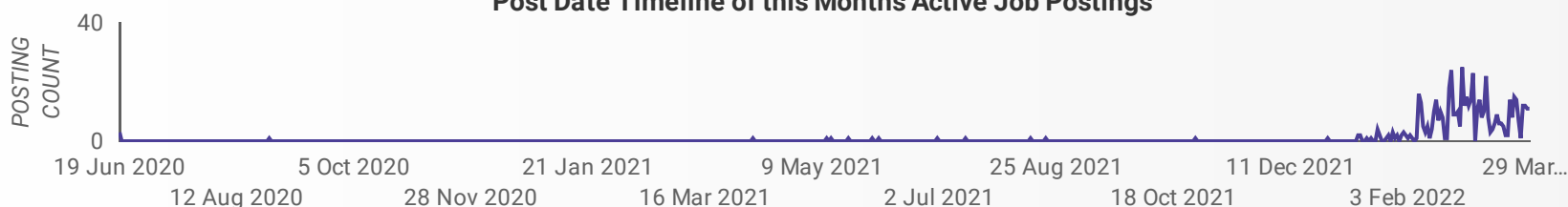
Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	544
2. Italian Language Jobs	7
3. Mandarin Language Jobs	6
4. Chinese Language Jobs	5
5. Cantonese Language Jobs	3
6. German Language Jobs	1
7. Spanish Language Jobs	1

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Post Date Timeline of this Month's Active Job Postings



What language skills are sought by 1-Digit NOC?

What language skills are sought by community?

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LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Social and community service workers	37
2. Other customer and information services re...	28
3. Social workers	15
4. Home support workers / housekeepers and ...	15
5. Retail salespersons	14
6. Early childhood educators and assistants	14
7. Hotel front desk clerks	14
8. Administrative assistants	10
9. Security guards and related security service...	10
10. Human resources professionals	9
11. Registered nurses and registered psychiatri...	9
12. Cooks	8
13. Program leaders and instructors in recreati...	8
14. Nurse aides / orderlies and patient service ...	7
15. Professional occupations in advertising / m...	7
16. Retail and wholesale trade managers	6
17. User support technicians	6
18. Outdoor sport and recreational guides	6
19. Light duty cleaners	5
20. Food and beverage servers	5
21. Other technical occupations in therapy and ...	4
22. Occupational therapists	4
23. Human resources managers	4
24. Administrative officers	4
25. Physiotherapists	4
26. Customer services representatives - financi...	4
27. Program officers unique to government	4
28. Elementary school and kindergarten teachers	4
29. Licensed practical nurses	4
30. Food counter attendants / kitchen helpers a...	4
31. Letter carriers	3
32. General office support workers	3

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MULTILINGUAL HIRING EMPLOYERS

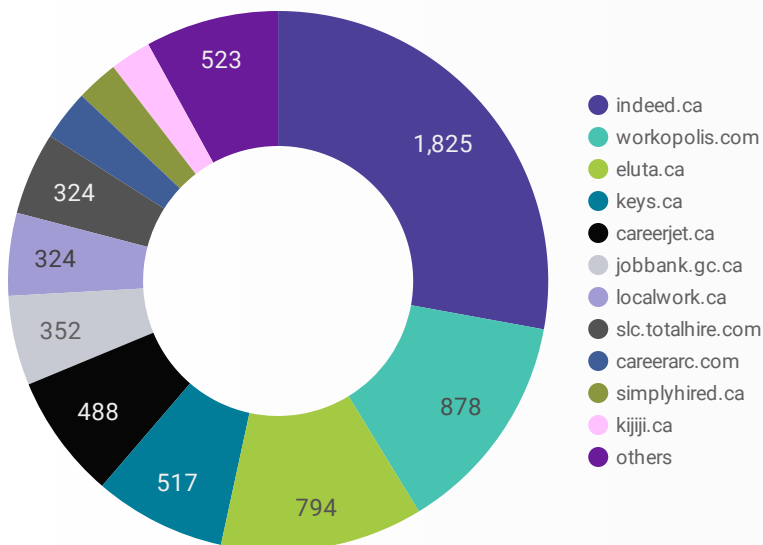
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Providence Care	39
2. Kingston Health Sciences Centre	19
3. Various Ministries	17
4. Empire Life	16
5. Addiction & Mental Health Services KFLA / AMHS-KFLA	14
6. Garderie Croque Soleil	13
7. City of Kingston	13
8. Kingston Community Health Centres	12
9. VON Canada	10
10. Limestone District School Board 1	9
11. Kingston Health Sciences Centre / KHSC	9
12. Addiction & Mental Health Services - KFLA	9
13. Kingston Community Health Centres / KCHC	8
14. Farm Boy	8
15. The Source	8
16. VON Canada (Ontario)	7
17. Tidan inc.	6
18. Paladin Security	6
19. 1000 Islands Kayaking	6
20. Canadian Cancer Society	6
21. Cycle Kingston, Inc.	6
22. Farm Boy Inc.	5
23. Randstad Canada	5
24. Full Circle Health Network	5
25. THE EMPIRE LIFE INS. CO	5
26. United Nations	5
27. Xplornet	4
28. Parks of the St. Lawrence	4
29. Scotiabank	4
30. National Defence	4

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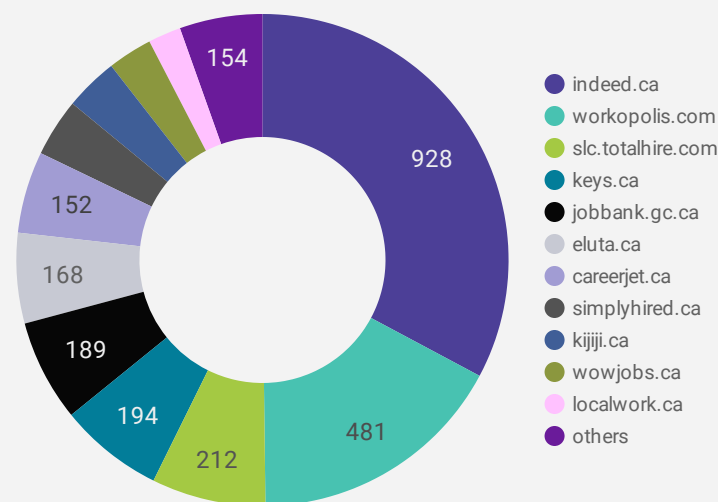
JOB POSTINGS BY JOB BOARD

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 ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	1,825	21.9	22	928
2.	workopolis.com	878	15.0	15	481
3.	eluta.ca	794	22.0	22	168
4.	keys.ca	517	25.5	22	194
5.	careerjet.ca	488	18.2	11	152
6.	jobbank.gc.ca	352	28.4	16	189
7.	slc.totalhire.com	324	67.9	38	212
8.	localwork.ca	324	3.8	1	61
9.	careerarc.com	198	33.4	29	13
10.	simplyhired.ca	165	15.0	15	108
11.	kijiji.ca	161	15.0	15	99
12.	jobillico.com	147	14.4	11	36
13.	wowjobs.ca	101	15.0	15	83
14.	metaservices.ca	55			14
15.	careeredge.on.ca	39	21.6	23	25
16.	gojobs.gov.on.ca	32	20.3	23	9
17.	adzuna.ca	27	15.0	15	14