

possible
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JOB DEMAND REPORT

AUGUST 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW POSTINGS	COMPANIES	JOB BOARDS
5,904	3,600	2,014	31

OF DAYS POSTED

POSTING DAYS	MEDIAN
23.2	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.

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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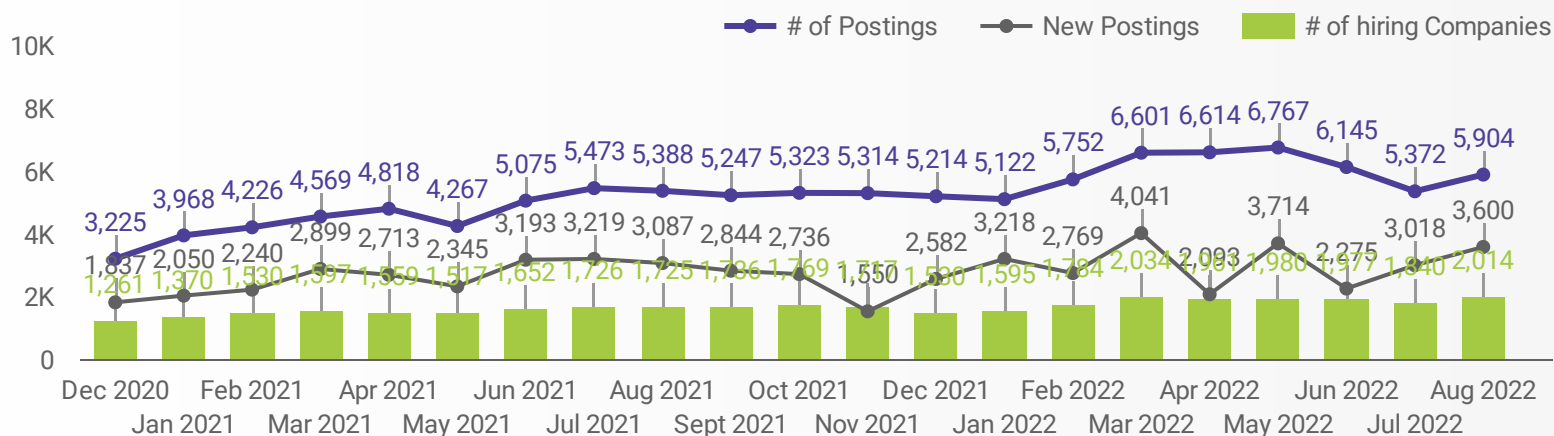
Source:

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

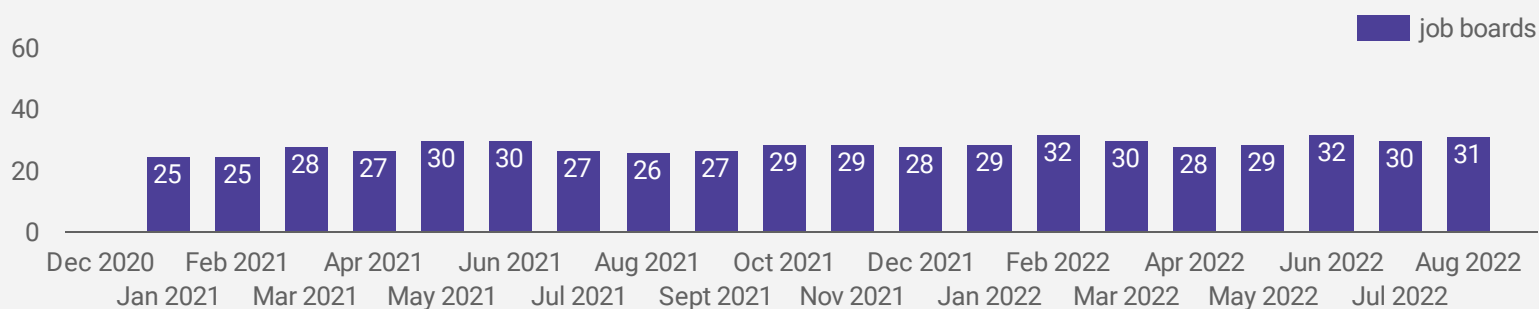
How many job postings were active for at least 1 day this month?



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

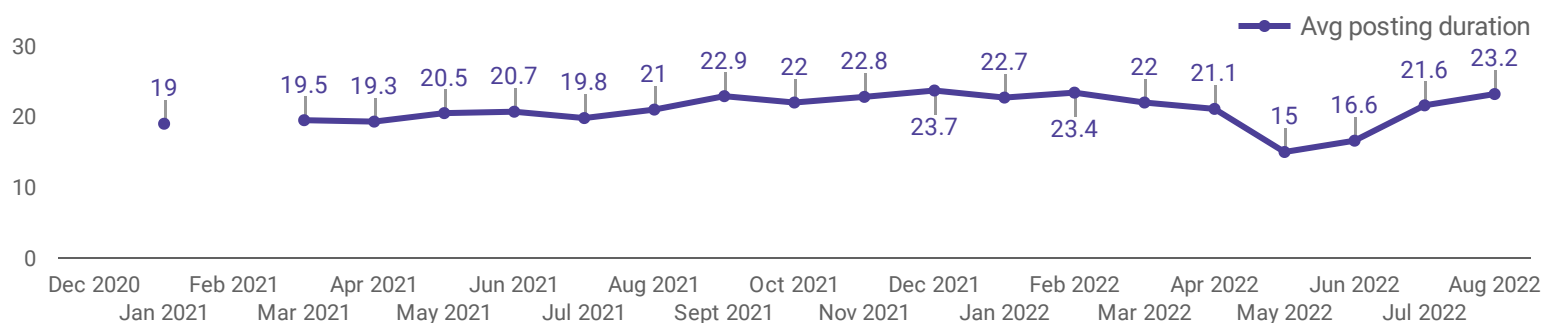
NUMBER OF ACTIVE JOB BOARDS

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



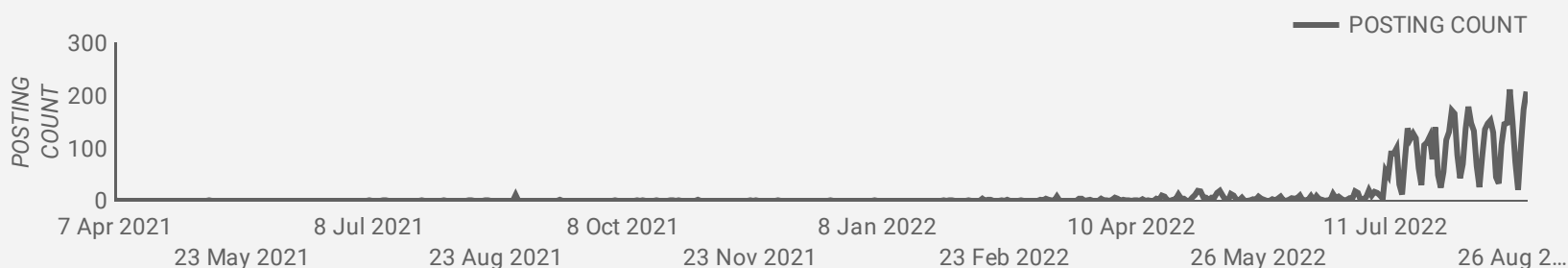
AVG & MEDIAN POSTING LENGTH BY DAYS

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?



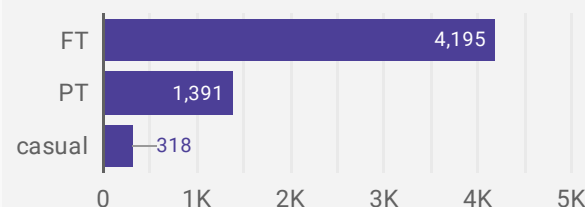
JOB POSTINGS BY MUNICIPALITY

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	5,020	23.2	21
2.	Greater Napanee	411	25.6	21
3.	Town of Gananoque	207	22.0	21
4.	Loyalist Township	125	18.9	21
5.	Township of South Frontenac	52	19.3	21
6.	Township of Rideau Lakes	38	29.3	21
7.	Township of Leeds and the Thousand Islands	17	21.1	15
8.	Township of Central Frontenac	15	21.5	15
9.	Town of Westport	9	14.0	14
10.	Township of Frontenac Islands	5	14.8	15
11.	Township of Front of Yonge	4	15.8	18
12.	Township of North Frontenac	1	30.0	30
	Grand total	5,904	23.2	21

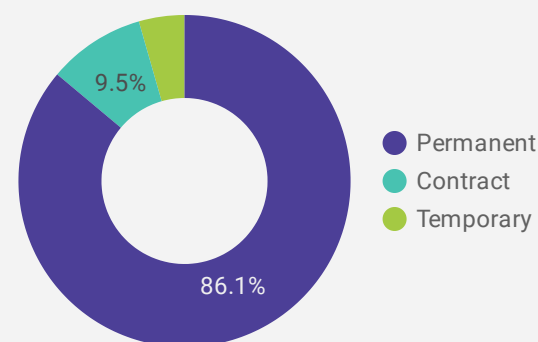
JOB TYPE

Full-time vs Part-time



JOB DURATION

Permanency of jobs posted



JOB EXPERIENCE

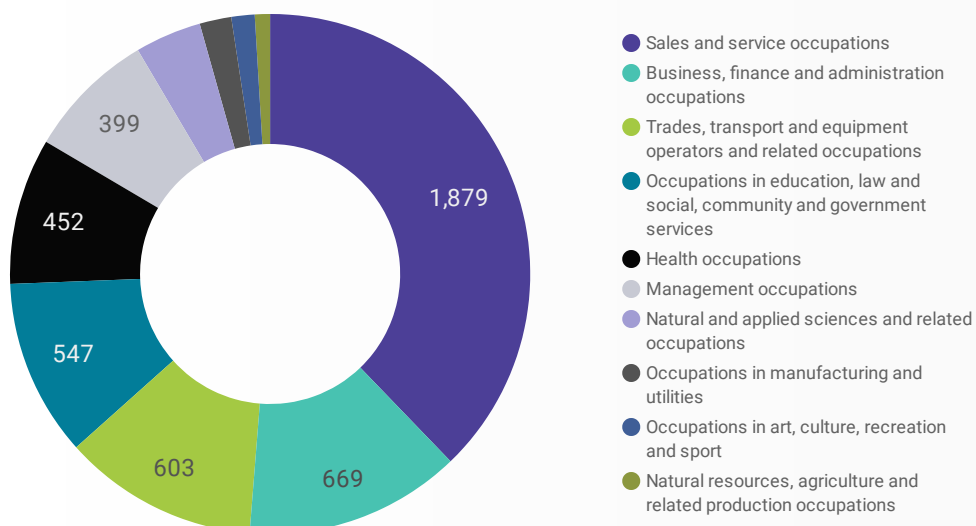
Job Postings by Experience Level Required

Looker Studio cannot connect to your data set.

[See details](#)

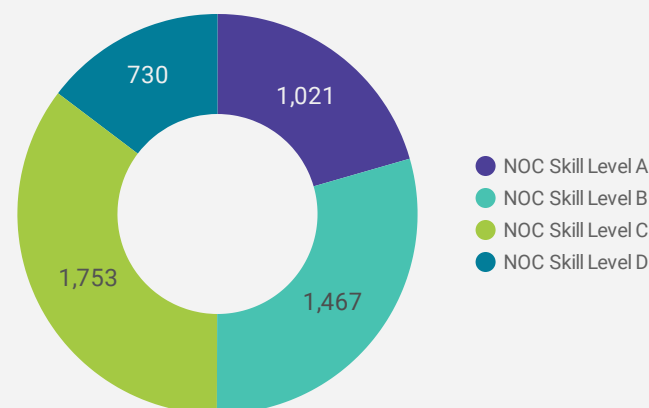
JOB POSTINGS BY JOB CATEGORY

What broad occupational category 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	183	22.8	15
2.	Kingston Health Sciences Centre	City of Kingston	182	69.8	29
3.	City of Kingston	City of Kingston	109	22.8	21
4.	Kingston Health Sciences Centre / KHSC	City of Kingston	72	21.0	21
5.	Providence Care	City of Kingston	71	22.4	21
6.	Lennox and Addington County General Hospital	Greater Napanee	56	20.6	21
7.	Sienna Senior Living	City of Kingston	54	21.5	21
8.	Sienna Living	City of Kingston	42	28.8	35
9.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	38	10.7	8
10.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	37	21.1	21
11.	The City of Kingston	City of Kingston	33	16.4	14
12.	CFMWS	City of Kingston	32	16.3	14
13.	Shoppers Drug Mart Inc.	City of Kingston	28	20.8	21
14.	CANADIAN ROYALTIES INC.	City of Kingston	27	20.9	21
15.	St. Lawrence College	City of Kingston	24	16.2	15
16.	Advantage Group	City of Kingston	24	21.0	21
17.	Lowe's	City of Kingston	23	22.1	14
18.	Loblaw Companies Limited	City of Kingston	23	15.3	20
19.	VON Canada	City of Kingston	22	51.3	41
20.	Kijiji	City of Kingston	21	15.0	15
21.	Loblaw Companies Ltd.	City of Kingston	20	21.0	21
22.	Frulact	City of Kingston	20	17.2	14
23.	Limestone District School Board	City of Kingston	19	22.4	14
24.	Paladin Security	City of Kingston	19	19.0	19
25.	Empire Life	City of Kingston	19	21.0	21
26.	Holiday Inn Kingston Waterfront	City of Kingston	18	24.0	21
27.	Saint Elizabeth Health Care	City of Kingston	17	21.2	21
28.	Aramark Canada Ltd	City of Kingston	17	21.5	21
29.	Shoppers Drug Mart / Pharmaprix	City of Kingston	17	20.1	21
30.	Revera	City of Kingston	17	26.5	35
31.	Lowe's Canada	City of Kingston	17	21.0	21

TOP HOURLY WAGES IN JOB POSTINGS

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




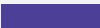
of Minimum Wage Job Postings

89

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Osteopathic Manual Practitioner	KuRated Inc	City of Kingston	150 
2.	Pelvic Floor Physiotherapist (#14742)	KuRated Inc	City of Kingston	115 
3.	RMT - Registered Massage Therapist	KuRated Inc	City of Kingston	100 
4.	Registered Massage Therapist	KuRated Inc	City of Kingston	100 
5.	Chiropractor	KuRated Inc	City of Kingston	100 
6.	Nurse Practitioner	Kingston Community Health Centres	City of Kingston	67.13 
7.	Nurse Practitioner - Hematology / Oncology	Kingston Health Sciences Centre	City of Kingston	63.4 
8.	Nurse Practitioner	Kingston Health Sciences Centre	City of Kingston	63.4 
9.	Nurse Practitioner	Kingston Health Sciences Centre / KHSC	City of Kingston	63.4 
10.	Operations Manager (P/T)	Kingston Health Sciences Centre	City of Kingston	62.2 
11.	Operations Manager (P/T 80%)	Kingston Health Sciences Centre	City of Kingston	62.2 
12.	Operations Manager (P/T)	Kingston Health Sciences Centre / KHSC	City of Kingston	62.2 
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TOP SALARIES IN JOB POSTINGS

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

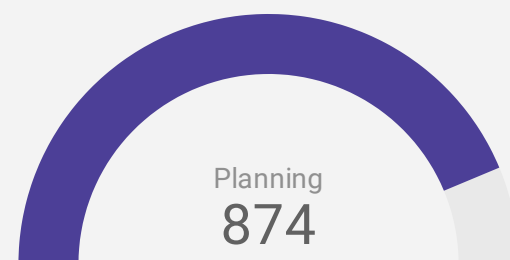
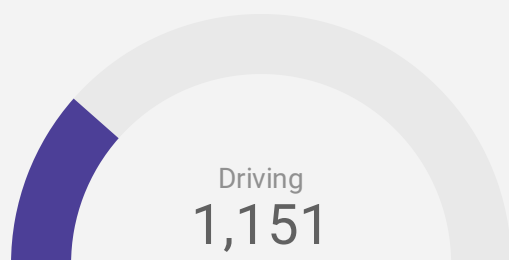
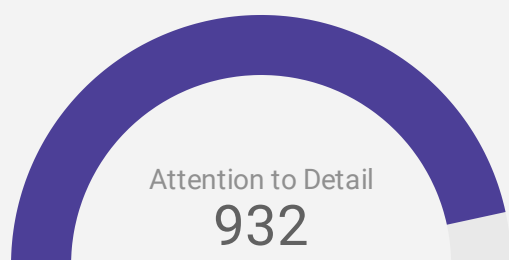
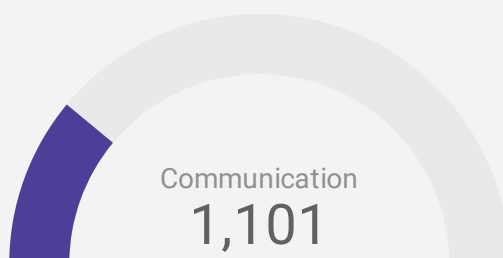
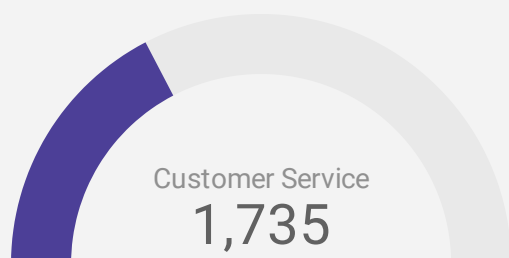
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Intermodal Driver	Altom Transport	City of Kingston	300,000 
2.	Program Operations Director	Kingston Health Sciences Centre / KHSC	City of Kingston	154,665 
3.	Program Operational Director - Cardiac & Critical Care	Kingston Health Sciences Centre	City of Kingston	154,665 
4.	Program Operations Director - Diagnostic Imaging	Kingston Health Sciences Centre	City of Kingston	154,665 
5.	Manager, Engineering Program Delivery	Ministry of Transportation	City of Kingston	149,867 
6.	Or Supplies & Equip. Technician - Or (85002)	Kingston Health Sciences Centre	City of Kingston	140,000 
7.	Environmental & Public Affairs Manager	Lafarge Canada Inc.	Loyalist Township	140,000 
8.	Cross Border Owner Operator (AZ Class)	Eassons Transportation Group	Loyalist Township	140,000 
9.	Associate Dean, School of Arts, Media & Design	St. Lawrence College	City of Kingston	139,013 
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,904

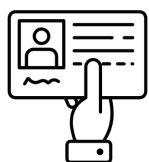


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,904

Driver's License
161First Aid
408Regular Access to a Vehicle
319Criminal Record Check
657Microsoft Office
409Food Safety
176

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	388	20.1	21
2.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	179	23.2	21
3.	6322	Cooks	NOC Skill Level B	170	24.9	21
4.	6552	Other customer and information services representatives	NOC Skill Level C	146	29.9	21
5.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	143	23.6	21
6.	6731	Light duty cleaners	NOC Skill Level D	140	23.8	21
7.	621	Retail and wholesale trade managers	NOC Skill Level A	134	20.1	21
8.	1241	Administrative assistants	NOC Skill Level B	121	27.2	21
9.	6513	Food and beverage servers	NOC Skill Level C	110	18.7	21
10.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	77	20.2	21
11.	4212	Social and community service workers	NOC Skill Level B	75	26.2	21
12.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	75	21.5	21
13.	3233	Licensed practical nurses	NOC Skill Level B	75	29.6	21
14.	6541	Security guards and related security service occupations	NOC Skill Level C	74	17.9	20
15.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	74	78.6	21
16.	7452	Material handlers	NOC Skill Level C	73	19.3	21
17.	7511	Transport truck drivers	NOC Skill Level C	71	22.4	21
18.	7514	Delivery and courier service drivers	NOC Skill Level C	64	21.1	21
19.	6211	Retail sales supervisors	NOC Skill Level B	63	30.7	21
20.	6611	Cashiers	NOC Skill Level D	60	17.6	21
21.	1414	Receptionists	NOC Skill Level C	56	28.4	21
22.	7611	Construction trades helpers and labourers	NOC Skill Level D	55	20.3	21
23.	6311	Food service supervisors	NOC Skill Level B	54	34.3	21
24.	4214	Early childhood educators and assistants	NOC Skill Level B	51	22.3	21
25.	7271	Carpenters	NOC Skill Level B	47	19.5	21
26.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	46	22.1	21
27.	6623	Other sales related occupations	NOC Skill Level D	44	20.9	21
28.	631	Restaurant and food service managers	NOC Skill Level A	44	25.4	21
29.	3413	Nurse aides / orderlies and patient service associates	NOC Skill Level C	40	27.9	21
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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	388	20.1	21
2.	673	Cleaners	NOC Skill Level D	234	23.1	21
3.	441	Home care providers and educational support occupations	NOC Skill Level C	192	22.7	21
4.	632	Chefs and cooks	NOC Skill Level B	186	25.3	21
5.	655	Customer and information services representatives	NOC Skill Level C	169	28.1	21
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	167	22.5	21
7.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	160	27.8	21
8.	651	Occupations in food and beverage service	NOC Skill Level C	159	19.7	21
9.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	157	25.6	21
10.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	143	23.6	21
11.	062	Retail and wholesale trade managers	NOC Skill Level A	134	20.1	21
12.	662	Other sales support and related occupations	NOC Skill Level D	122	20.4	21
13.	141	General office workers	NOC Skill Level C	108	25.5	21
14.	323	Other technical occupations in health care	NOC Skill Level B	102	27.2	21
15.	122	Administrative and regulatory occupations	NOC Skill Level B	92	31.4	21
16.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	86	25.2	21
17.	301	Professional occupations in nursing	NOC Skill Level A	86	71.3	21
18.	654	Security guards and related security service occupations	NOC Skill Level C	74	17.9	20
19.	745	Longshore workers and material handlers	NOC Skill Level C	73	19.3	21
20.	341	Assisting occupations in support of health services	NOC Skill Level C	72	24.8	21
21.	111	Auditors, accountants and investment professionals	NOC Skill Level A	72	20.6	21
22.	112	Human resources and business service professionals	NOC Skill Level A	71	24.6	21
23.	415	Social and community service professionals	NOC Skill Level A	68	20.8	21
24.	631	Service supervisors	NOC Skill Level B	65	32.9	21
25.	621	Retail sales supervisors	NOC Skill Level B	63	30.7	21
26.	661	Cashiers	NOC Skill Level D	60	17.6	21
27.	761	Trades helpers and labourers	NOC Skill Level D	58	20.3	21
28.	063	Managers in food service and accommodation	NOC Skill Level A	55	25.1	21
29.	727	Carpenters and cabinetmakers	NOC Skill Level B	48	19.5	21
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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	475	22.5	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	413	20.1	21
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	398	23.0	21
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	283	26.7	21
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	266	29.7	21
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	207	22.2	21
7.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	199	22.4	21
8.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	196	22.5	21
9.	32	Technical occupations in health	NOC Skill Level B	193	26.9	21
10.	66	Sales support occupations	NOC Skill Level D	182	19.5	21
11.	14	Office support occupations	NOC Skill Level C	169	24.1	21
12.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	157	25.6	21
13.	72	Industrial, electrical and construction trades	NOC Skill Level B	155	25.7	21
14.	11	Professional occupations in business and finance	NOC Skill Level A	143	22.6	21
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	128	23.7	21
16.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	121	23.4	21
17.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	104	25.3	21
18.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	104	20.5	21
19.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	101	22.2	21
20.	31	Professional occupations in health (except nursing)	NOC Skill Level A	101	23.3	21
21.	30	Professional occupations in nursing	NOC Skill Level A	86	71.3	21
22.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	83	23.5	21
23.	34	Assisting occupations in support of health services	NOC Skill Level C	72	24.8	21
24.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	71	20.8	21
25.	73	Maintenance and equipment operation trades	NOC Skill Level B	66	26.3	21
26.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	62	21.9	21
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	53	18.3	20

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
764NEW POSTINGS
0COMPANIES
351JOB LANGUAGES
9

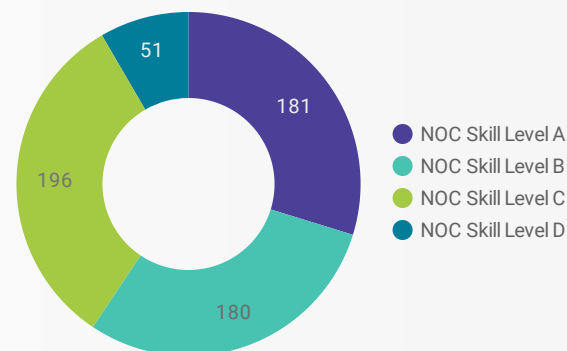
OF DAYS POSTED

AVERAGE
22.5MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

181	Skill Level A - Management/ Professional Occupations usually requiring University
180	Skill Level B - Usually college education or apprenticeship training
196	Skill Level C - Usually secondary education or occupation-specific training
51	Skill Level D - Usually on-the-job training

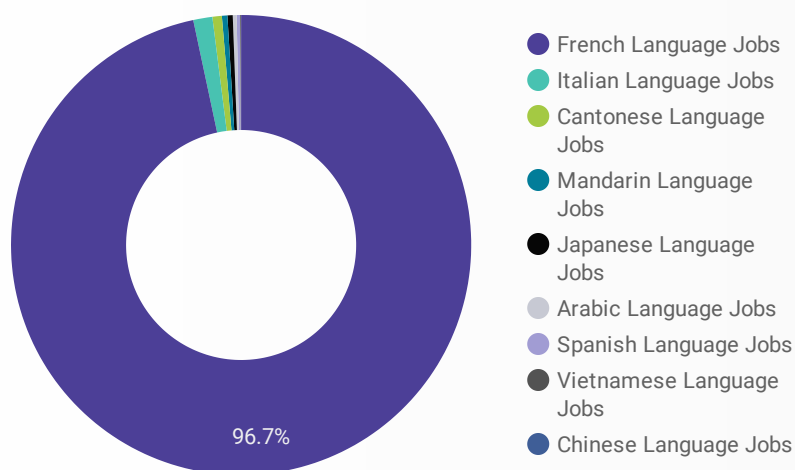


SKILL LEVEL / POSTING COUNT

JOB LANGUAGE	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Language Jobs	172	173	182	50
Italian Language Jobs	5	3	3	
Cantonese Language Jobs			6	
Arabic Language Jobs	2	1	2	
Japanese Language Jobs	1	2		1
Mandarin Language Jobs			2	
Chinese Language Jobs	1			

LANGUAGE SKILLS BREAKDOWN

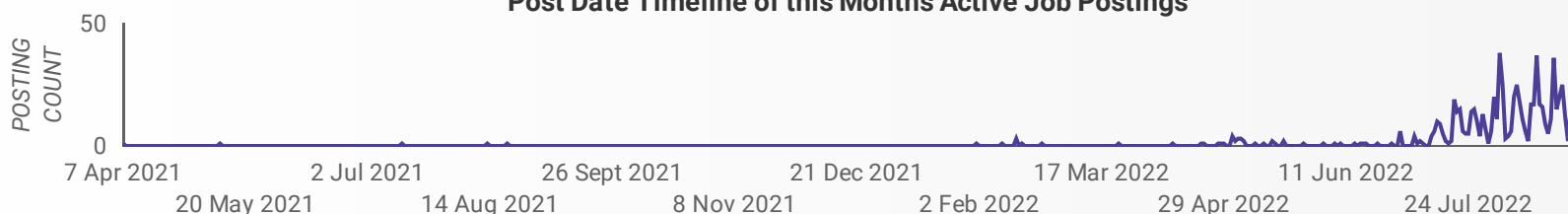
Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	732
2. Italian Language Jobs	11
3. Cantonese Language Jobs	6
4. Arabic Language Jobs	6
5. Japanese Language Jobs	4
6. Mandarin Language Jobs	2
7. Vietnamese 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?

COMMUNITY		JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	677	22.2	21
2.	Greater Napanee	32	31.2	21
3.	Loyalist Township	25	19.1	21
4.	Town of Gananoque	17	16.7	14
5.	Township of South Frontenac	7	21.0	21
6.	Township of Rideau Lakes	3	73.5	73.5
7.	Town of Westport	2	17.5	17.5
8.	Township of Frontenac Islands	1	21.0	21
Grand total		764	22.5	21

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Home support workers / housekeepers and ...	39
2. Social and community service workers	30
3. Other customer and information services re...	29
4. Administrative assistants	22
5. Retail and wholesale trade managers	21
6. Retail salespersons	19
7. Licensed practical nurses	17
8. Cooks	16
9. Food counter attendants / kitchen helpers a...	15
10. Social workers	15
11. Food and beverage servers	14
12. Receptionists	13
13. Early childhood educators and assistants	11
14. Human resources professionals	11
15. Financial auditors and accountants	11
16. Material handlers	11
17. Light duty cleaners	10
18. Janitors / caretakers and building superinte...	10
19. Nurse aides / orderlies and patient service ...	10
20. Professional occupations in advertising / m...	10
21. Instructors of persons with disabilities	9
22. Managers in health care	8
23. Other financial officers	8
24. Security guards and related security service...	8
25. Other instructors	8
26. Registered nurses and registered psychiatri...	6
27. Transport truck drivers	6
28. Elementary school and kindergarten teachers	6
29. Maitres d'hôtel and hosts / hostesses	6
30. Family / marriage and other related counsel...	6
31. Nursing co-ordinators and supervisors	5
32. Hotel front desk clerks	5

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MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

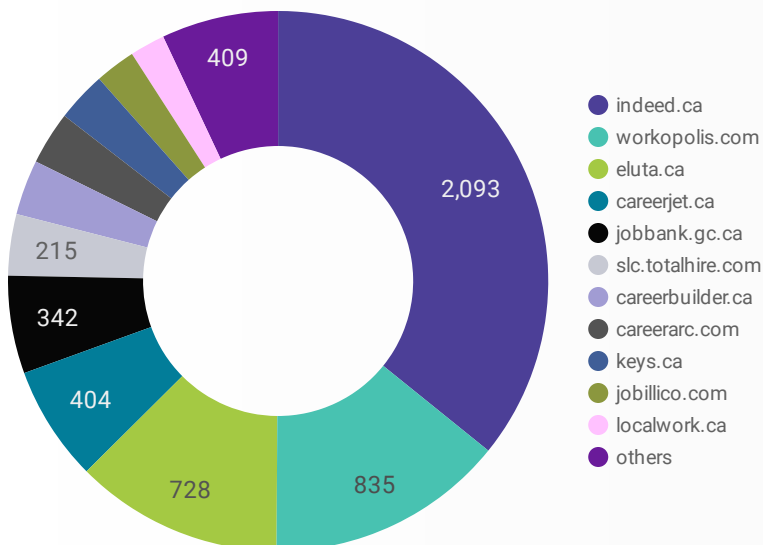
COMPANY	POSTINGS
1. Providence Care	34
2. CANADIAN ROYALTIES INC.	25
3. Intuit	16
4. VON Canada	14
5. Victoria Order of Nurses	12
6. Empire Life	11
7. Delta Hotels by Marriott Kingston Waterfront	11
8. Tidan	10
9. Helen Henderson Care Centre	10
10. Kingston Health Sciences Centre	9
11. Kingston Community Health Centres	9
12. Ongwanada	8
13. THE EMPIRE LIFE INS. CO	8
14. Lotus Mental Health	7
15. Kingston Community Health Centres / KCHC	7
16. The Spot Nightclub	7
17. Algonquin & Lakeshore Catholic District School Board	6
18. VON Canada (Ontario)	6
19. Queen's University	6
20. Kingston Military Family Resource Centre	6
21. Ongwanada Resource Centre	6
22. Carveth Care Centre	6
23. Italo-Canadian Club of Kingston	6
24. Home and Community Care Support Services South East	5
25. Thriftlodge	5
26. Conseil des Écoles publiques de l'Est de l'Ontario	5
27. Farm Boy Inc.	5
28. Kingston Health Sciences Centre / KHSC	5
29. CBI Health Group	5
30. Youth Fusion	5

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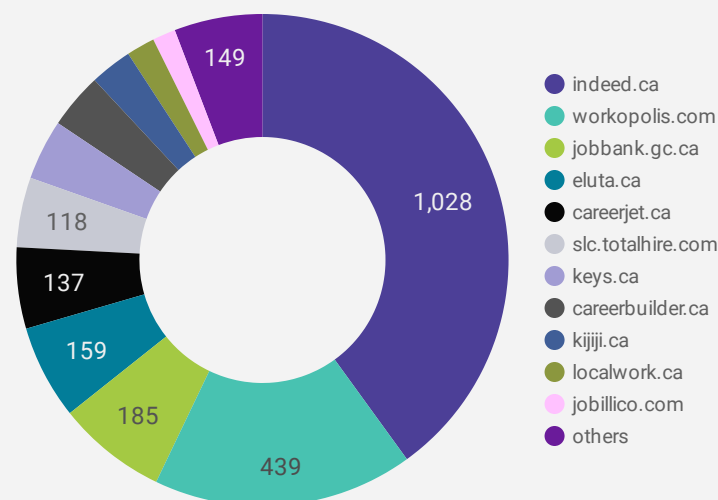
JOB POSTINGS BY JOB BOARD

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	2,093	20.8	21	1,028
2.	workopolis.com	835	14.0	14	439
3.	eluta.ca	728	21.0	21	159
4.	careerjet.ca	404	25.1	35	137
5.	jobbank.gc.ca	342	34.4	22	185
6.	slc.totalhire.com	215	31.1	24	118
7.	careerbuilder.ca	193	8.9	8	94
8.	careerarc.com	186	78.5	37	10
9.	keys.ca	175	135.4	140	102
10.	jobillico.com	142	22.9	14	39
11.	localwork.ca	123	6.2	4	48
12.	kijiji.ca	102	15.0	15	71
13.	rncareers.ca	49	29.4	30	16
14.	adzuna.ca	48	14.0	14	26
15.	network.applytoeducation.com	38	20.4	13	5
16.	careeredge.on.ca	31	34.0	30	21
17.	metaservices.ca	28	179.7	151	11