

possible
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JOB DEMAND REPORT

SEPTEMBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW POSTINGS	COMPANIES	JOB BOARDS
6,558	3,860	2,074	32

OF DAYS POSTED

POSTING DAYS	MEDIAN
21.1	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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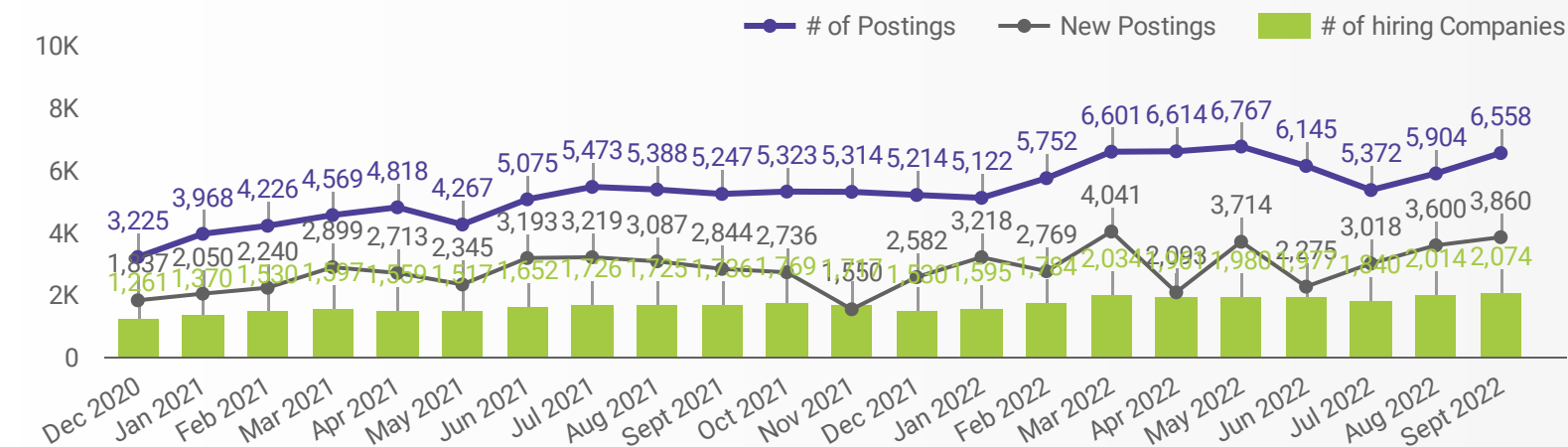
Source:

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

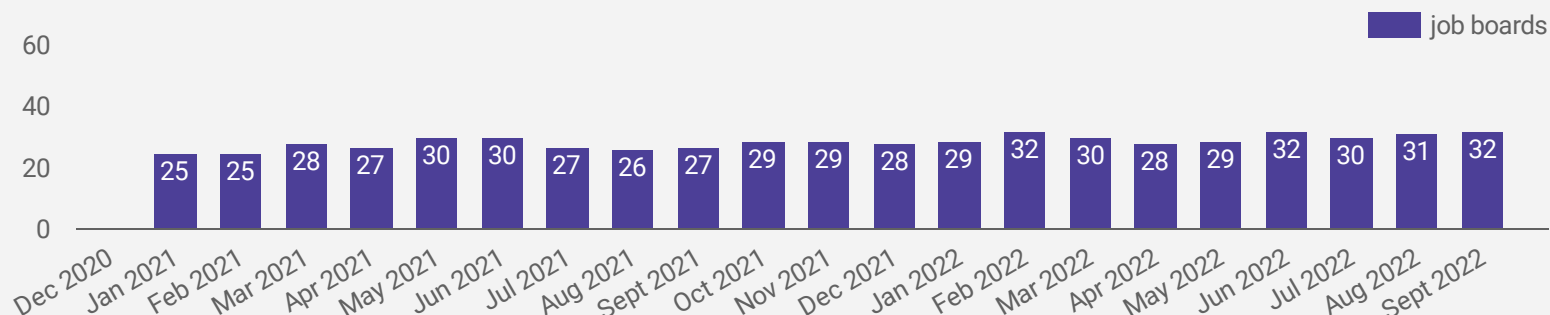
How many job postings were active for at least 1 day this month?



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

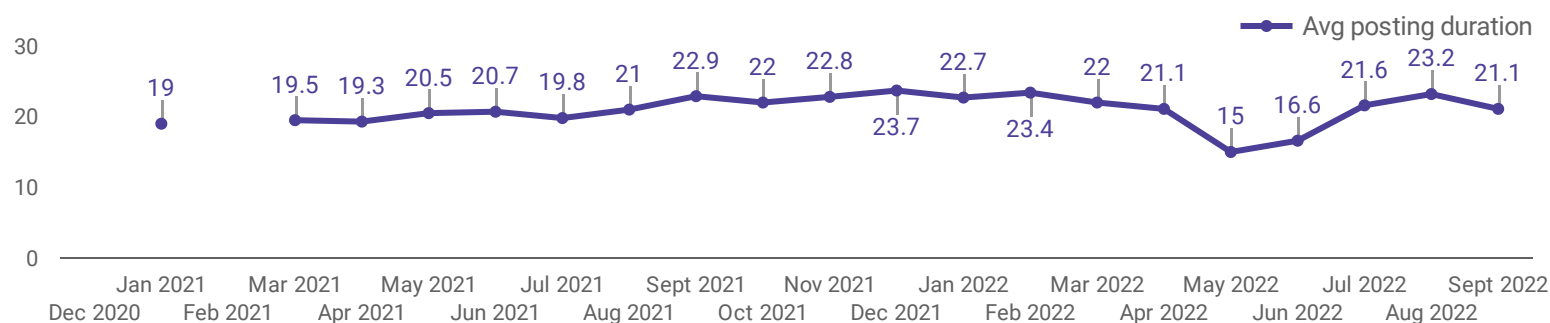
NUMBER OF ACTIVE JOB BOARDS

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?



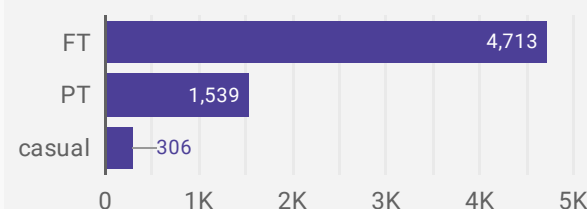
JOB POSTINGS BY MUNICIPALITY

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	5,602	21.4	21
2.	Greater Napanee	423	21.0	21
3.	Town of Gananoque	222	18.7	21
4.	Loyalist Township	139	18.2	21
5.	Township of South Frontenac	60	18.7	21
6.	Township of Rideau Lakes	52	19.9	15
7.	Township of Leeds and the Thousand Islands	18	10.1	9
8.	Township of Central Frontenac	17	25.4	21
9.	Town of Westport	16	14.5	15
10.	Township of Front of Yonge	5	6.7	6
11.	Township of Frontenac Islands	4	18.3	21
	Grand total	6,558	21.1	21

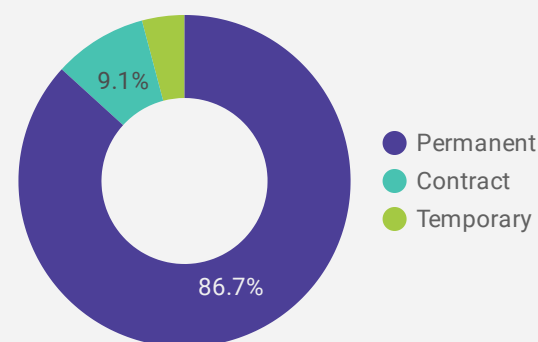
JOB TYPE

Full-time vs Part-time



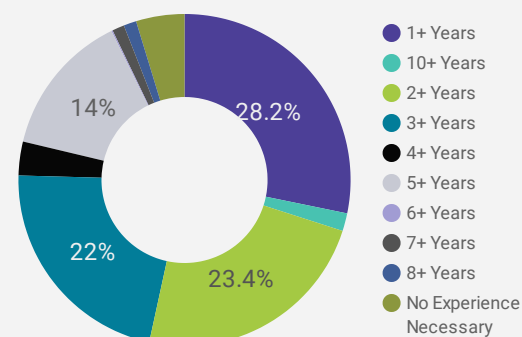
JOB DURATION

Permanency of jobs posted



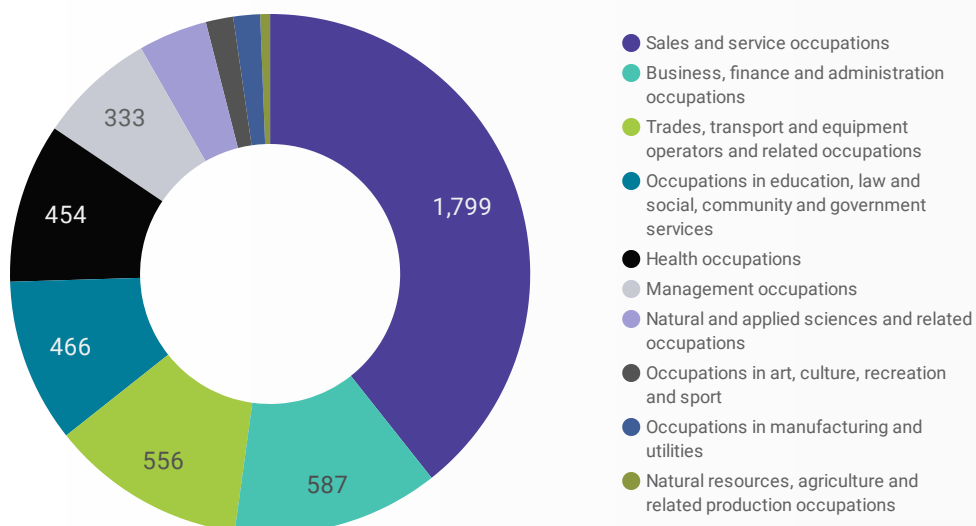
JOB EXPERIENCE

Job Postings by Experience Level Required



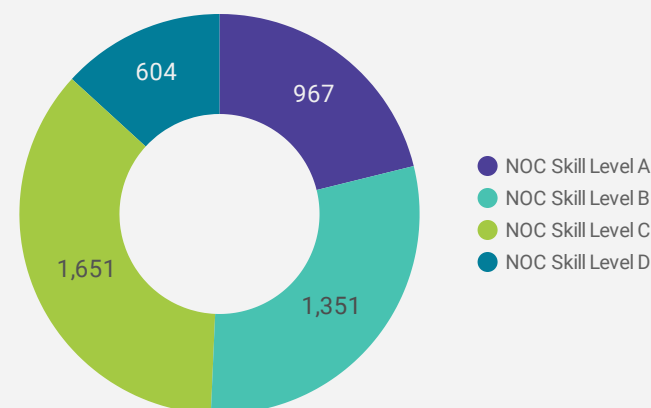
JOB POSTINGS BY JOB CATEGORY

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.	Kingston Health Sciences Centre	City of Kingston	218	65.9	21
2.	Queen's University	City of Kingston	154	18.1	21
3.	Kingston Health Sciences Centre / KHSC	City of Kingston	86	21.0	21
4.	Providence Care	City of Kingston	73	24.4	21
5.	City of Kingston	City of Kingston	59	18.8	21
6.	Sienna Senior Living	City of Kingston	58	18.1	14
7.	Loblaw Companies Limited	City of Kingston	44	15.4	20
8.	CANADIAN ROYALTIES INC.	City of Kingston	43	20.9	21
9.	Intuit	City of Kingston	43	10.4	7
10.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	39	21.0	21
11.	Revera	City of Kingston	35	16.3	11
12.	Lennox and Addington County General Hospital	Greater Napanee	33	20.8	21
13.	Loblaw Companies Ltd.	City of Kingston	33	21.0	21
14.	Government of Canada	City of Kingston	32	9.9	9
15.	Sienna Living	City of Kingston	32	24.8	35
16.	Empire Life	City of Kingston	31	21.0	21
17.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	30	12.4	8
18.	Kijiji	City of Kingston	29	15.0	15
19.	Loblaw	City of Kingston	27	10.7	9
20.	Starbucks	City of Kingston	27	10.4	9
21.	Lonza, Inc.	City of Kingston	27	11.1	9
22.	Lowe's	City of Kingston	25	24.1	21
23.	Sienna Senior Living Inc.	City of Kingston	24	21.0	21
24.	Paladin Security	City of Kingston	24	25.9	21
25.	St. Lawrence College	City of Kingston	23	18.7	21
26.	CBI Health Group	City of Kingston	23	17.0	12
27.	Advantage Group	City of Kingston	22	20.1	21
28.	Revera Inc.	City of Kingston	21	20.5	21
29.	The City of Kingston	City of Kingston	21	18.5	21
30.	Walmart Canada	City of Kingston	20	11.1	11
31.	CFMWS	City of Kingston	20	19.2	21

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

75

	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.	Registered Massage Therapist	KuRated Inc	City of Kingston	100 
4.	RMT - Registered Massage Therapist	KuRated Inc	City of Kingston	100 
5.	Chiropractor	KuRated Inc	City of Kingston	100 
6.	Intermediate Systems Testing/qa Specialist - Rq03958	iPartner Staffing	City of Kingston	70 
7.	Nurse Practitioner	Kingston Community Health Centres	City of Kingston	67.13 
8.	Nurse Practitioner Pt - Cancer Program	Kingston Health Sciences Centre	City of Kingston	63.4 
9.	Nurse Practitioner	Kingston Health Sciences Centre	City of Kingston	63.4 
10.	Nurse Practitioner - Hematology / Oncology	Kingston Health Sciences Centre	City of Kingston	63.4 
11.	Operations Manager (P/T)	Kingston Health Sciences Centre	City of Kingston	62.2 
12.	Operations Manager	Kingston Health Sciences Centre	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?

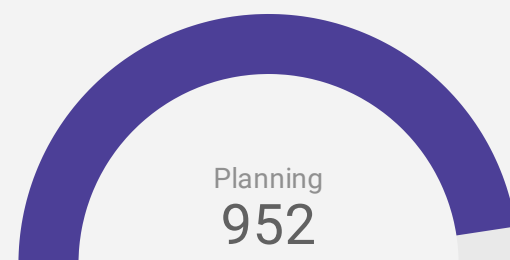
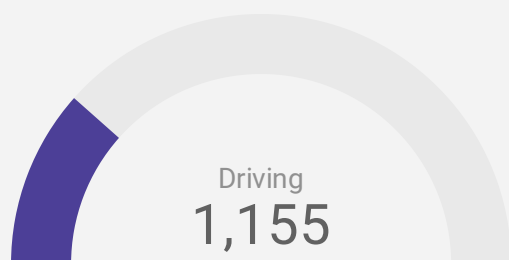
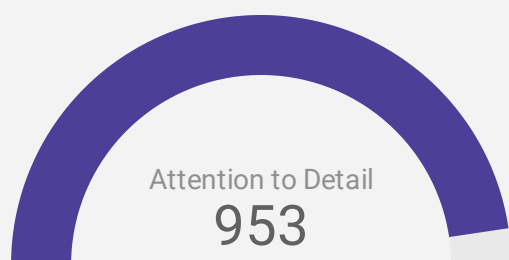
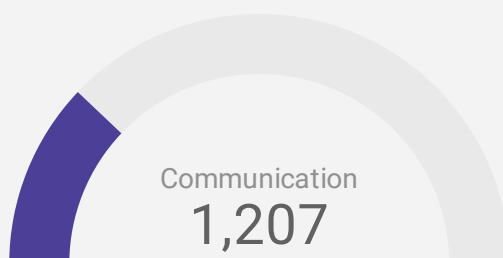
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Sales Advisor	Haven Home Heating & Air Conditioning	City of Kingston	300,000 
2.	Intermodal Driver	Altom Transport	City of Kingston	300,000 
3.	Program Operational Director - Cardiac & Critical Care	Kingston Health Sciences Centre	City of Kingston	154,665 
4.	Flooring Installer - Carpet And Tile	Orange Room Services	City of Kingston	150,000 
5.	Environmental & Public Affairs Manager	Lafarge Canada Inc.	Loyalist Township	140,000 
6.	Dean - University Or College	St. Lawrence College	City of Kingston	139,013 
7.	Head, Maintenance Contracts Standards and Operations	Ministry of Transportation	City of Kingston	138,290 
8.	Manager, Capacity Planning And Population Analytics	Ministry of Health	City of Kingston	136,530 
9.	Senior Project Surveyor	Ministry of Transportation	City of Kingston	125,796 
10.	Nurse Practitioner Indigenous	Kingston Community Health	Greater Nanawake	122,176 
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

6,558

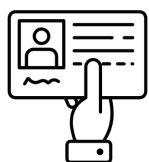


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

6,558

Driver's License
221First Aid
401Regular Access to a Vehicle
288Criminal Record Check
663Microsoft Office
424Food Safety
202

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	393	19.2	21
2.	6322	Cooks	NOC Skill Level B	169	20.5	21
3.	6552	Other customer and information services representatives	NOC Skill Level C	168	23.0	21
4.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	155	22.6	21
5.	621	Retail and wholesale trade managers	NOC Skill Level A	127	20.7	21
6.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	123	22.3	21
7.	6731	Light duty cleaners	NOC Skill Level D	120	20.8	21
8.	6513	Food and beverage servers	NOC Skill Level C	111	17.1	21
9.	1241	Administrative assistants	NOC Skill Level B	93	20.0	21
10.	3233	Licensed practical nurses	NOC Skill Level B	92	25.4	21
11.	7452	Material handlers	NOC Skill Level C	81	17.9	21
12.	6541	Security guards and related security service occupations	NOC Skill Level C	81	20.0	21
13.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	80	83.3	21
14.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	74	17.7	20
15.	6611	Cashiers	NOC Skill Level D	65	17.2	21
16.	7514	Delivery and courier service drivers	NOC Skill Level C	61	21.4	21
17.	4212	Social and community service workers	NOC Skill Level B	56	22.4	21
18.	1414	Receptionists	NOC Skill Level C	53	20.1	21
19.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	53	22.2	20
20.	6211	Retail sales supervisors	NOC Skill Level B	52	28.1	21
21.	7511	Transport truck drivers	NOC Skill Level C	51	20.9	21
22.	6311	Food service supervisors	NOC Skill Level B	51	34.0	21
23.	7271	Carpenters	NOC Skill Level B	49	18.8	21
24.	1114	Other financial officers	NOC Skill Level A	48	16.0	21
25.	4214	Early childhood educators and assistants	NOC Skill Level B	47	21.0	21
26.	1111	Financial auditors and accountants	NOC Skill Level A	47	15.9	11
27.	5254	Program leaders and instructors in recreation / sport and fitness	NOC Skill Level B	39	16.9	21
28.	7611	Construction trades helpers and labourers	NOC Skill Level D	39	20.1	21
29.	6623	Other sales related occupations	NOC Skill Level D	37	25.9	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	393	19.2	21
2.	632	Chefs and cooks	NOC Skill Level B	203	21.1	21
3.	673	Cleaners	NOC Skill Level D	190	23.1	21
4.	655	Customer and information services representatives	NOC Skill Level C	174	22.9	21
5.	441	Home care providers and educational support occupations	NOC Skill Level C	169	22.0	21
6.	651	Occupations in food and beverage service	NOC Skill Level C	155	18.7	21
7.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	137	19.9	21
8.	751	Motor vehicle and transit drivers	NOC Skill Level C	133	20.9	21
9.	062	Retail and wholesale trade managers	NOC Skill Level A	127	20.7	21
10.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	123	22.3	21
11.	323	Other technical occupations in health care	NOC Skill Level B	114	24.4	21
12.	662	Other sales support and related occupations	NOC Skill Level D	111	20.5	20
13.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	107	22.5	21
14.	111	Auditors, accountants and investment professionals	NOC Skill Level A	106	16.1	20.5
15.	141	General office workers	NOC Skill Level C	91	22.5	21
16.	301	Professional occupations in nursing	NOC Skill Level A	86	82.0	21
17.	654	Security guards and related security service occupations	NOC Skill Level C	81	20.0	21
18.	745	Longshore workers and material handlers	NOC Skill Level C	81	17.9	21
19.	415	Social and community service professionals	NOC Skill Level A	75	20.2	21
20.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	71	27.5	21
21.	122	Administrative and regulatory occupations	NOC Skill Level B	66	36.2	21
22.	341	Assisting occupations in support of health services	NOC Skill Level C	65	23.6	21
23.	661	Cashiers	NOC Skill Level D	65	17.2	21
24.	631	Service supervisors	NOC Skill Level B	60	33.4	21
25.	314	Therapy and assessment professionals	NOC Skill Level A	52	21.0	21
26.	621	Retail sales supervisors	NOC Skill Level B	52	28.1	21
27.	727	Carpenters and cabinetmakers	NOC Skill Level B	49	18.8	21
28.	217	Computer and information systems professionals	NOC Skill Level A	48	17.5	21
29.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	45	20.8	21

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	460	20.7	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	409	19.3	21
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	328	22.5	21
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	302	22.9	21
5.	32	Technical occupations in health	NOC Skill Level B	190	26.3	21
6.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	184	27.7	21
7.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	180	23.0	21
8.	66	Sales support occupations	NOC Skill Level D	176	19.3	21
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	171	21.9	21
10.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	170	21.0	21
11.	14	Office support occupations	NOC Skill Level C	160	21.6	21
12.	72	Industrial, electrical and construction trades	NOC Skill Level B	152	22.0	21
13.	11	Professional occupations in business and finance	NOC Skill Level A	150	18.3	21
14.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	137	19.9	21
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	124	21.9	21
16.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	121	16.6	14
17.	31	Professional occupations in health (except nursing)	NOC Skill Level A	113	21.5	21
18.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	107	21.1	21
19.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	106	20.4	21
20.	30	Professional occupations in nursing	NOC Skill Level A	86	82.0	21
21.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	75	21.6	21
22.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	73	23.3	21
23.	73	Maintenance and equipment operation trades	NOC Skill Level B	72	23.7	21
24.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	67	20.7	21
25.	34	Assisting occupations in support of health services	NOC Skill Level C	65	23.6	21
26.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	56	19.5	21
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	56	18.1	21

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
891NEW POSTINGS
0COMPANIES
377JOB LANGUAGES
8

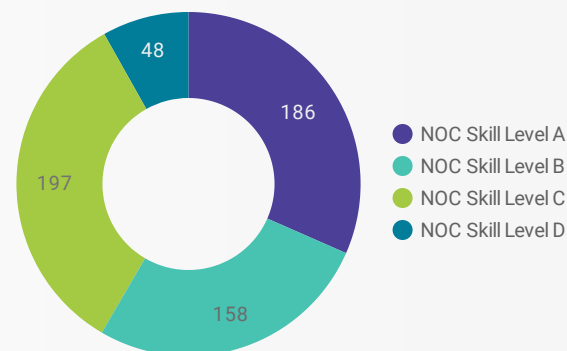
OF DAYS POSTED

AVERAGE
21.5MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

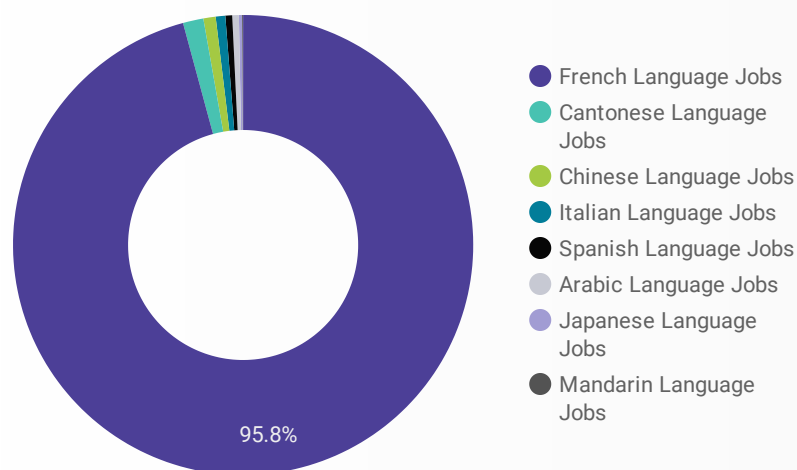
- 186 Skill Level A - Management/ Professional Occupations usually requiring University
- 158 Skill Level B - Usually college education or apprenticeship training
- 197 Skill Level C - Usually secondary education or occupation-specific training
- 48 Skill Level D - Usually on-the-job training



JOB LANGUAGE	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Language Jobs	180	153	178	48
Cantonese Language Jobs			12	
Italian Language Jobs	3	3	2	
Arabic Language Jobs	2	1	2	
Spanish Language Jobs			2	
Chinese Language Jobs	1			
Mandarin Language Jobs			1	

LANGUAGE SKILLS BREAKDOWN

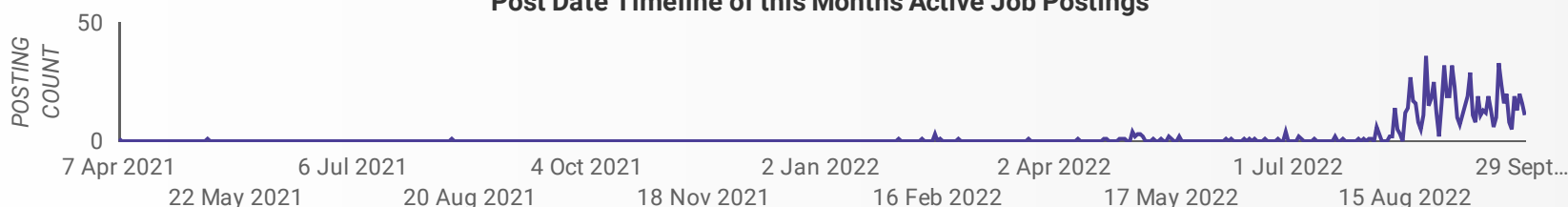
Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	852
2. Cantonese Language Jobs	12
3. Italian Language Jobs	8
4. Arabic Language Jobs	8
5. Chinese Language Jobs	5
6. Spanish Language Jobs	4
7. Japanese 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	797	21.8	21
2.	Greater Napanee	42	18.3	21
3.	Town of Gananoque	18	18.4	21
4.	Loyalist Township	17	17.9	21
5.	Township of South Frontenac	9	21.0	21
6.	Township of Rideau Lakes	4	34.3	15
7.	Town of Westport	2	17.5	17.5
8.	Township of Central Frontenac	1	21.0	21
9.	Township of Frontenac Islands	1	21.0	21
Grand total		891	21.5	21

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Retail salespersons	35
2. Home support workers / housekeepers and ...	35
3. Other customer and information services re...	31
4. Financial auditors and accountants	27
5. Social workers	18
6. Licensed practical nurses	17
7. Cooks	17
8. Retail and wholesale trade managers	16
9. Administrative assistants	15
10. Social and community service workers	14
11. Food counter attendants / kitchen helpers a...	13
12. Receptionists	11
13. Other financial officers	11
14. Food and beverage servers	10
15. Early childhood educators and assistants	10
16. Janitors / caretakers and building superinte...	9
17. Material handlers	9
18. Program leaders and instructors in recreati...	8
19. Light duty cleaners	8
20. Instructors of persons with disabilities	7
21. Elementary school and kindergarten teachers	7
22. Security guards and related security service...	7
23. Occupational therapists	6
24. Hotel front desk clerks	6
25. Registered nurses and registered psychiatri...	6
26. Construction trades helpers and labourers	6
27. Other instructors	6
28. Managers in health care	6
29. Letter carriers	5
30. Family / marriage and other related counsel...	5
31. Psychologists	5
32. Maitres d'hôtel and hosts / hostesses	5

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MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

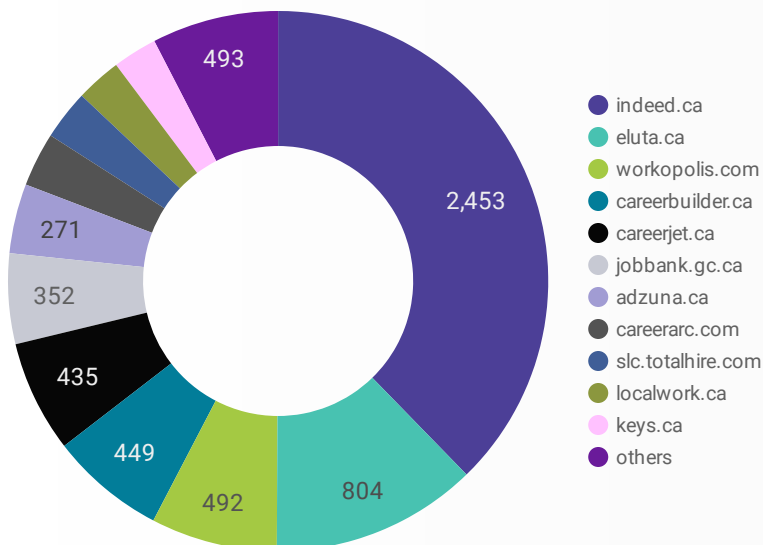
COMPANY	POSTINGS
1. Intuit	43
2. CANADIAN ROYALTIES INC.	41
3. Providence Care	35
4. Government of Canada	16
5. Victoria Order of Nurses	15
6. Kingston Health Sciences Centre	13
7. VON Canada	13
8. Algonquin & Lakeshore Catholic District School Board	12
9. Empire Life	12
10. Delta Hotels by Marriott Kingston Waterfront	11
11. CBI Health Group	10
12. THE EMPIRE LIFE INS. CO	9
13. Kingston Community Health Centres	8
14. Lafarge Canada Inc.	8
15. Carveth Care Centre	8
16. The Spot Nightclub	7
17. Helen Henderson Care Centre	7
18. National Defence	7
19. La Garderie Éducative de Kingston	7
20. Farm Boy	6
21. Tidan	6
22. The Source (Bell) Electronics Inc.	6
23. Canadian Forces Morale and Welfare Services - CFMWS	6
24. Kingston Military Family Resource Centre	6
25. Ongwanada	6
26. Kingston Community Health Centres / KCHC	6
27. Lotus Mental Health	6
28. Conseil des Écoles publiques de l'Est de l'Ontario	5
29. Family and Children's Services of Frontenac,...	5
30. CBI Health	5

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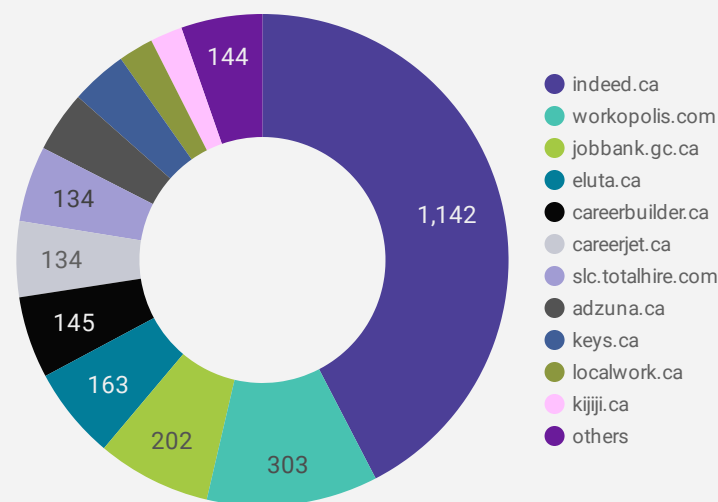
JOB POSTINGS BY JOB BOARD

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	2,453	20.9	21	1,142
2.	eluta.ca	804	21.0	21	163
3.	workopolis.com	492	13.9	14	303
4.	careerbuilder.ca	449	7.8	8	145
5.	careerjet.ca	435	23.8	35	134
6.	jobbank.gc.ca	352	31.5	21	202
7.	adzuna.ca	271	14.0	14	108
8.	careerarc.com	211	78.9	33	9
9.	slc.totalhire.com	194	30.6	21	134
10.	localwork.ca	177	7.2	5	62
11.	keys.ca	173	146.4	142	100
12.	jobillico.com	138	29.0	16	41
13.	kijiji.ca	99	15.0	15	57
14.	rncareers.ca	53	30.5	31	14
15.	network.applytoeducation.com	49	14.3	7	5
16.	careeredge.on.ca	32	27.8	25	20
17.	gojobs.gov.on.ca	21	26.2	20	7

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