

possible
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JOB DEMAND REPORT

OCTOBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW POSTINGS	COMPANIES	JOB BOARDS
5,609	1,402	1,848	30

OF DAYS POSTED

POSTING DAYS	MEDIAN
22.6	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	▼
2 DIGIT NOC NAME	▼
3 DIGIT NOC NAME	▼
4 DIGIT NOC NAME	▼
SKILL LEVEL	▼
JOB TYPE	▼
JOB DURATION	▼
JOB LANGUAGES	▼
JOB_TAGS	▼

OTHER FILTERS

MUNICIPALITY	▼
COUNTY	▼
JOB BOARD	▼

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

Page 1 of 13

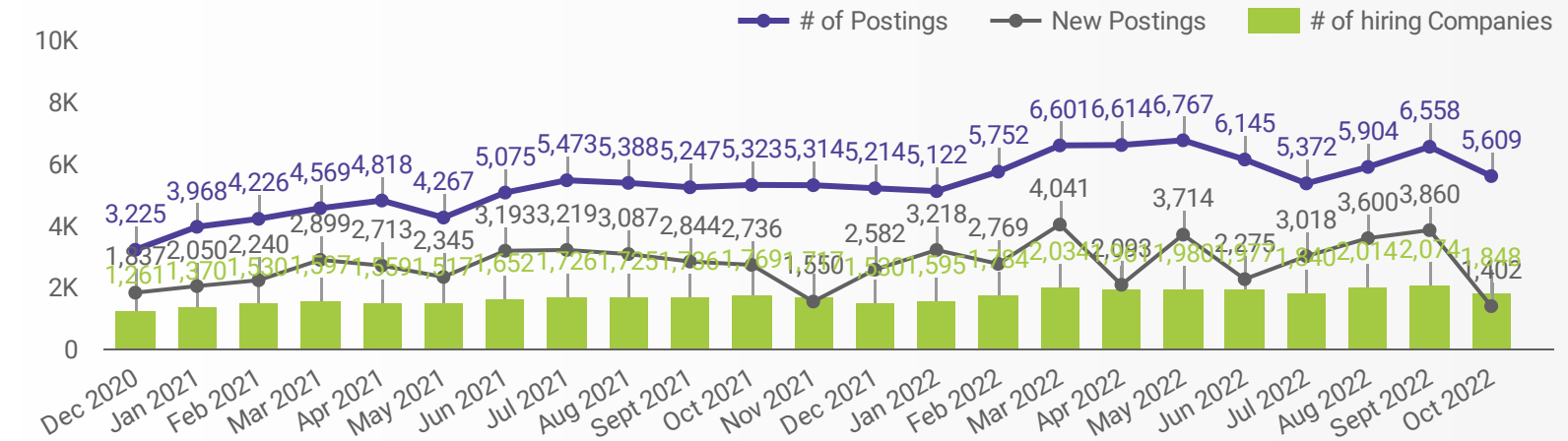
Source:

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

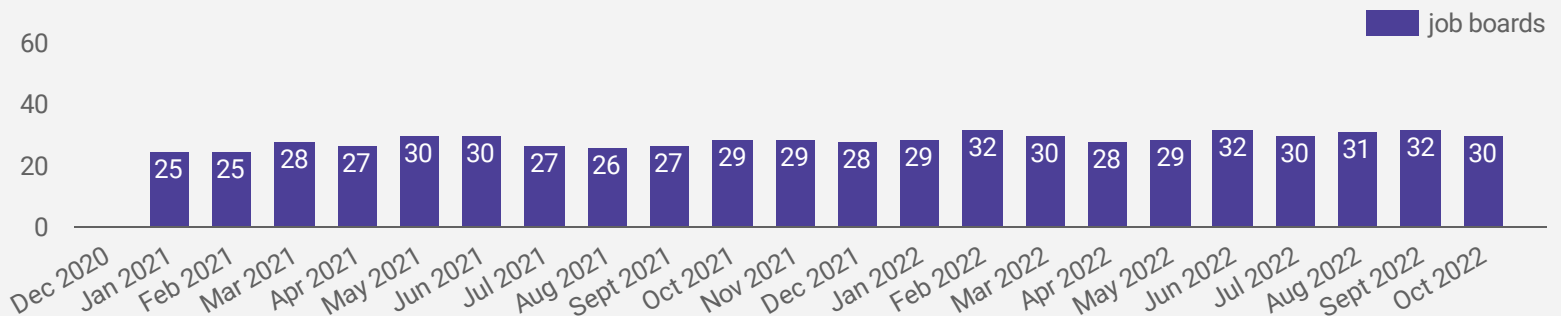
How many job postings were active for at least 1 day this month?



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

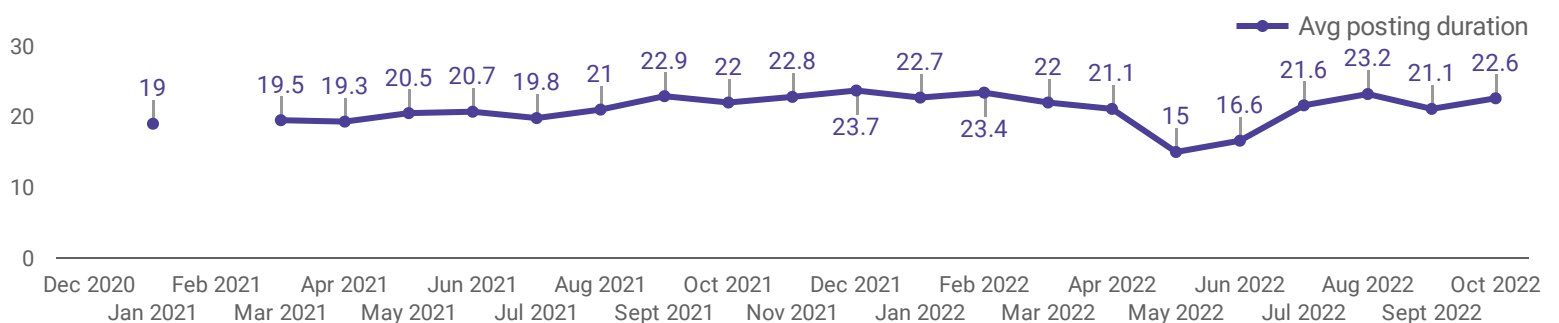
NUMBER OF ACTIVE JOB BOARDS

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



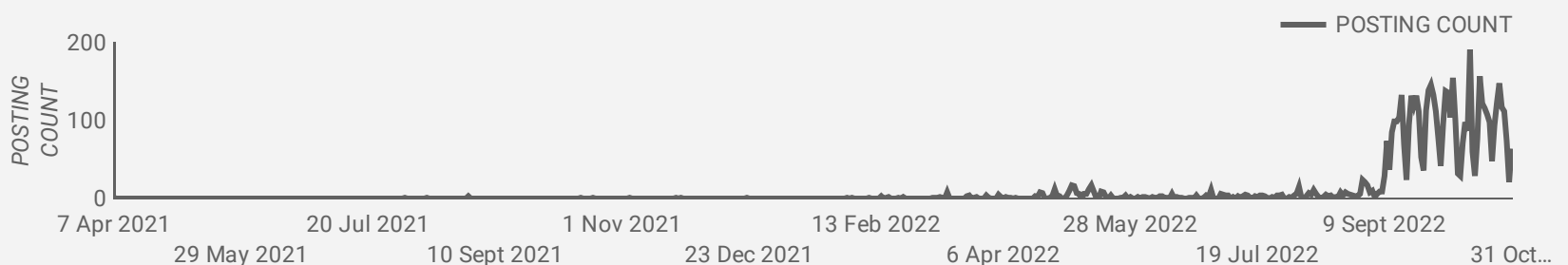
AVG & MEDIAN POSTING LENGTH BY DAYS

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?



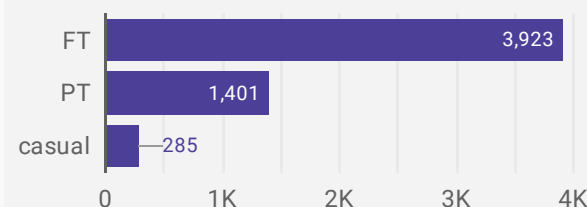
JOB POSTINGS BY MUNICIPALITY

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	4,836	22.7	21
2.	Greater Napanee	349	23.0	21
3.	Town of Gananoque	172	21.0	21
4.	Loyalist Township	116	20.0	21
5.	Township of South Frontenac	48	22.2	21
6.	Township of Rideau Lakes	36	25.4	21
7.	Township of Leeds and the Thousand Islands	20	11.6	7
8.	Town of Westport	12	13.8	14
9.	Township of Central Frontenac	10	20.0	21
10.	Township of Frontenac Islands	6	20.8	21
11.	Township of Front of Yonge	3	6.3	5
12.	Township of North Frontenac	1	2.0	2
	Grand total	5,609	22.6	21

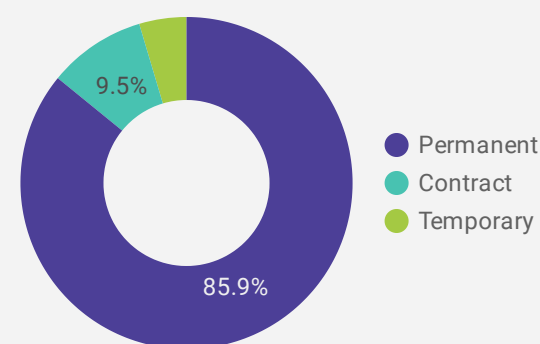
JOB TYPE

Full-time vs Part-time



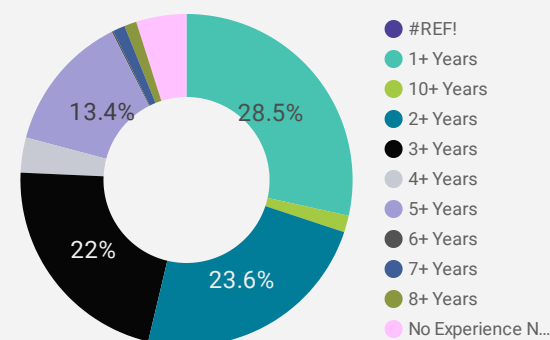
JOB DURATION

Permanency of jobs posted



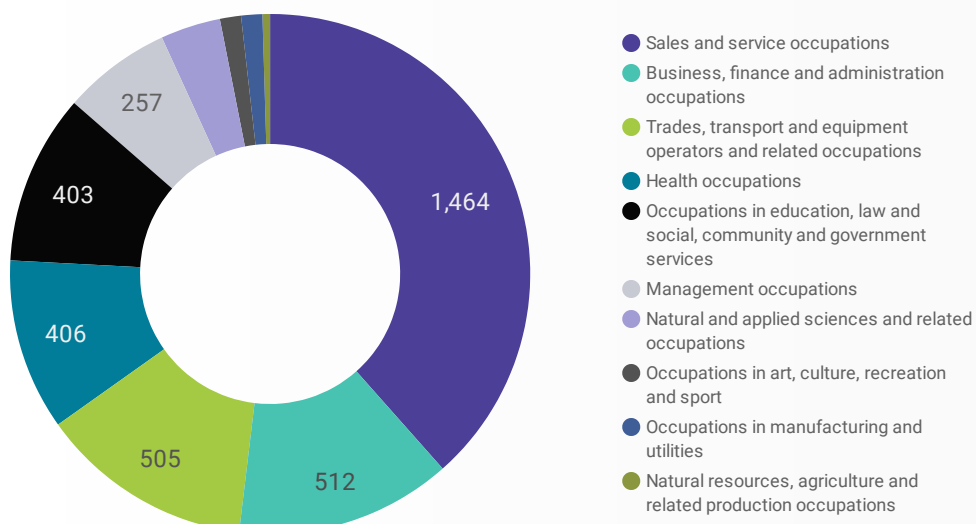
JOB EXPERIENCE

Job Postings by Experience Level Required



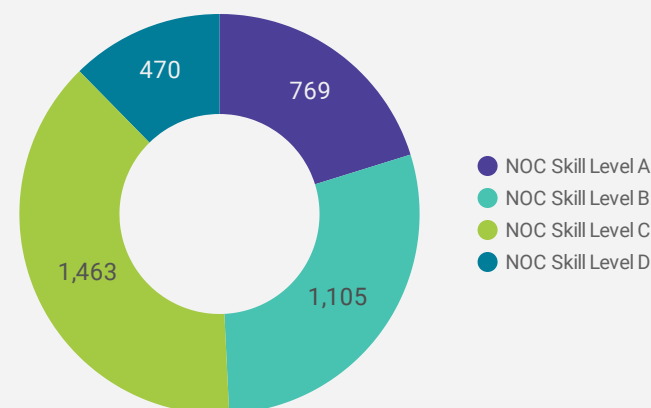
JOB POSTINGS BY JOB CATEGORY

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	209	45.4	21
2.	Queen's University	City of Kingston	159	20.2	21
3.	Kingston Health Sciences Centre / KHSC	City of Kingston	90	21.0	21
4.	City of Kingston	City of Kingston	77	18.9	21
5.	Providence Care	City of Kingston	74	21.8	21
6.	Revera Inc.	City of Kingston	38	20.9	21
7.	Intuit	City of Kingston	36	8.4	4
8.	Sienna Senior Living Inc.	City of Kingston	35	21.0	21
9.	Loblaw Companies Ltd.	City of Kingston	34	21.0	21
10.	Lowe's	City of Kingston	33	21.1	21
11.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	30	21.0	21
12.	Lennox and Addington County General Hospital	Greater Napanee	28	21.0	21
13.	Lowe's Canada	City of Kingston	27	21.0	21
14.	St. Lawrence College	City of Kingston	27	15.1	15
15.	Loblaw Companies Limited	City of Kingston	27	20.3	21
16.	Loblaw	City of Kingston	26	18.5	14
17.	CANADIAN ROYALTIES INC.	City of Kingston	26	20.9	21
18.	Advantage Group	City of Kingston	26	20.2	21
19.	Kijiji	City of Kingston	24	15.0	15
20.	VON Canada	City of Kingston	21	72.1	75
21.	Empire Life	City of Kingston	21	21.2	21
22.	Sienna Senior Living	City of Kingston	21	19.5	21
23.	CFMWS	City of Kingston	20	20.9	21
24.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	19	11.0	8
25.	Allied Universal	City of Kingston	18	20.4	21
26.	Revera	City of Kingston	18	44.1	35
27.	The City of Kingston	City of Kingston	17	21.0	21
28.	Metro	City of Kingston	17	20.2	24
29.	Shoppers Drug Mart Inc.	City of Kingston	17	21.0	21
30.	Paladin Security Group Ltd.	City of Kingston	16	21.0	21
31.	Invista	City of Kingston	16	30.5	35

TOP HOURLY WAGES IN JOB POSTINGS

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



[See details](#)



Data Set Configuration Error

Looker Studio cannot connect to your data set.

[See details](#)

TOP SALARIES IN JOB POSTINGS

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



Data Set Configuration Error

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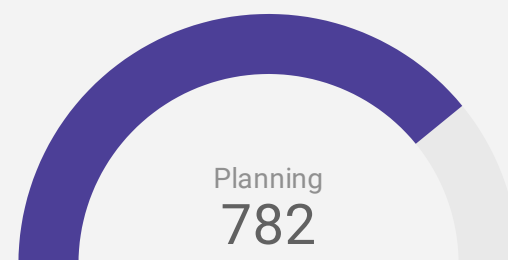
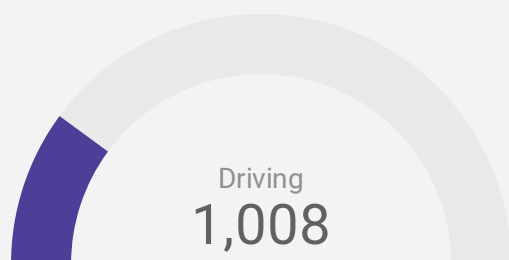
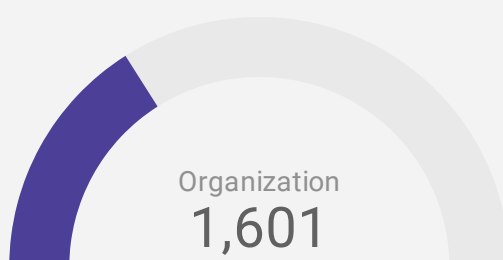
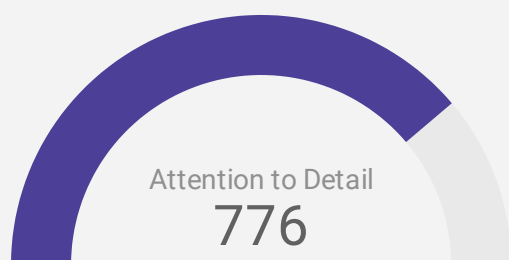
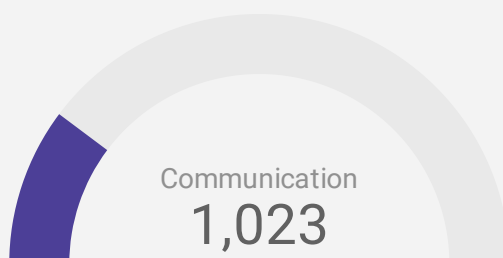
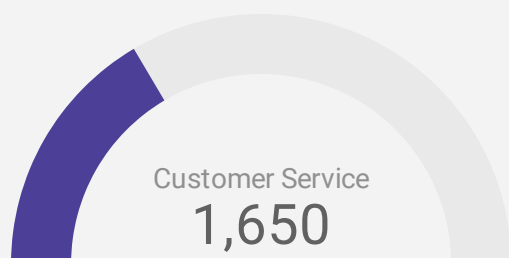
[See details](#)

TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,609

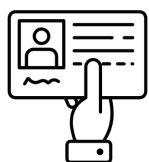


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,609

Driver's License
135First Aid
346Regular Access to a Vehicle
268Criminal Record Check
578Microsoft Office
394Food Safety
146

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	328	21.0	21
2.	6552	Other customer and information services representatives	NOC Skill Level C	162	22.1	21
3.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	161	29.0	21
4.	6322	Cooks	NOC Skill Level B	133	25.7	21
5.	621	Retail and wholesale trade managers	NOC Skill Level A	108	22.5	21
6.	6731	Light duty cleaners	NOC Skill Level D	101	21.6	21
7.	7452	Material handlers	NOC Skill Level C	89	21.6	21
8.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	87	20.1	21
9.	3233	Licensed practical nurses	NOC Skill Level B	86	36.7	21
10.	1241	Administrative assistants	NOC Skill Level B	81	22.7	21
11.	6541	Security guards and related security service occupations	NOC Skill Level C	80	22.2	21
12.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	64	30.3	21
13.	6513	Food and beverage servers	NOC Skill Level C	61	18.1	21
14.	7514	Delivery and courier service drivers	NOC Skill Level C	59	22.1	21
15.	1414	Receptionists	NOC Skill Level C	56	22.4	21
16.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	54	21.5	21
17.	6611	Cashiers	NOC Skill Level D	54	18.6	21
18.	7511	Transport truck drivers	NOC Skill Level C	52	19.8	21
19.	7271	Carpenters	NOC Skill Level B	47	20.0	21
20.	6211	Retail sales supervisors	NOC Skill Level B	46	33.1	21
21.	4212	Social and community service workers	NOC Skill Level B	43	19.7	21
22.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	43	18.9	21
23.	1114	Other financial officers	NOC Skill Level A	39	19.8	21
24.	7611	Construction trades helpers and labourers	NOC Skill Level D	36	19.6	21
25.	6311	Food service supervisors	NOC Skill Level B	35	21.0	21
26.	6321	Chefs	NOC Skill Level B	34	22.4	21
27.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	31	23.4	21
28.	631	Restaurant and food service managers	NOC Skill Level A	29	39.0	21
29.	1111	Financial auditors and accountants	NOC Skill Level A	29	15.8	18.5
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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	328	21.0	21
2.	441	Home care providers and educational support occupations	NOC Skill Level C	178	27.8	21
3.	632	Chefs and cooks	NOC Skill Level B	167	25.0	21
4.	655	Customer and information services representatives	NOC Skill Level C	167	22.1	21
5.	673	Cleaners	NOC Skill Level D	158	23.6	21
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	128	21.3	21
7.	062	Retail and wholesale trade managers	NOC Skill Level A	108	22.5	21
8.	323	Other technical occupations in health care	NOC Skill Level B	105	36.7	21
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	103	23.8	21
10.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	97	17.5	21
11.	651	Occupations in food and beverage service	NOC Skill Level C	97	17.8	21
12.	141	General office workers	NOC Skill Level C	96	22.8	21
13.	745	Longshore workers and material handlers	NOC Skill Level C	89	21.6	21
14.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	87	20.1	21
15.	662	Other sales support and related occupations	NOC Skill Level D	81	26.0	21
16.	654	Security guards and related security service occupations	NOC Skill Level C	80	22.2	21
17.	111	Auditors, accountants and investment professionals	NOC Skill Level A	79	18.3	21
18.	301	Professional occupations in nursing	NOC Skill Level A	71	30.1	21
19.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	66	34.4	21
20.	341	Assisting occupations in support of health services	NOC Skill Level C	55	25.5	21
21.	661	Cashiers	NOC Skill Level D	54	18.6	21
22.	122	Administrative and regulatory occupations	NOC Skill Level B	52	24.8	21
23.	415	Social and community service professionals	NOC Skill Level A	49	26.9	21
24.	727	Carpenters and cabinetmakers	NOC Skill Level B	47	20.0	21
25.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	47	20.6	21
26.	621	Retail sales supervisors	NOC Skill Level B	46	33.1	21
27.	631	Service supervisors	NOC Skill Level B	45	25.0	21
28.	761	Trades helpers and labourers	NOC Skill Level D	42	19.6	21
29.	314	Therapy and assessment professionals	NOC Skill Level A	40	22.5	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	389	21.1	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	337	21.0	21
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	251	24.2	21
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	250	22.3	21
5.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	180	27.7	21
6.	32	Technical occupations in health	NOC Skill Level B	174	35.4	21
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	165	24.8	21
8.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	159	21.2	21
9.	14	Office support occupations	NOC Skill Level C	151	22.7	21
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	150	25.8	21
11.	66	Sales support occupations	NOC Skill Level D	135	23.0	21
12.	72	Industrial, electrical and construction trades	NOC Skill Level B	132	24.8	21
13.	11	Professional occupations in business and finance	NOC Skill Level A	118	20.1	21
14.	31	Professional occupations in health (except nursing)	NOC Skill Level A	106	25.4	21
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	102	25.8	21
16.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	101	24.2	21
17.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	97	17.5	21
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	87	27.3	21
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	77	24.5	21
20.	30	Professional occupations in nursing	NOC Skill Level A	71	30.1	21
21.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	64	21.1	21
22.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	58	19.7	21
23.	34	Assisting occupations in support of health services	NOC Skill Level C	55	25.5	21
24.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	55	20.8	21
25.	73	Maintenance and equipment operation trades	NOC Skill Level B	55	35.6	21
26.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	51	26.3	21
27.	40	Professional occupations in education services	NOC Skill Level A	39	22.4	21

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
745NEW POSTINGS
0COMPANIES
321JOB LANGUAGES
11

OF DAYS POSTED

AVERAGE
23.0MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

135

Skill Level A - Management/ Professional Occupations usually requiring University

118

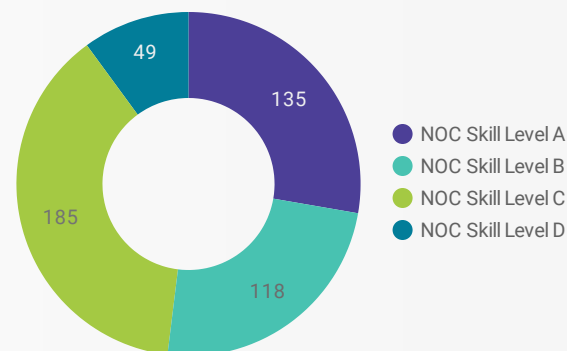
Skill Level B - Usually college education or apprenticeship training

185

Skill Level C - Usually secondary education or occupation-specific training

49

Skill Level D - Usually on-the-job training

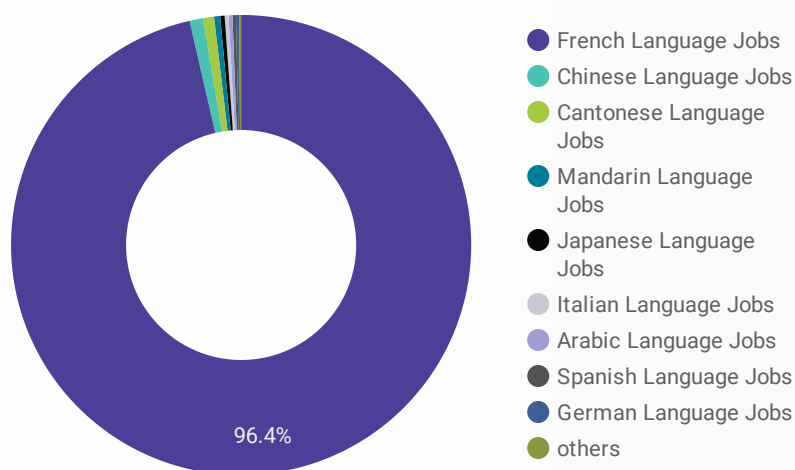


SKILL LEVEL / POSTING COUNT

JOB LANGUAGE	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Language Jobs	133	114	172	48
Cantonese Language Jobs			7	
Arabic Language Jobs	1	1	2	
Italian Language Jobs	1	1	1	
Spanish Language Jobs			2	
Japanese Language Jobs		1		
Vietnamese Language Jobs		1		

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	714
2. Arabic Language Jobs	7
3. Cantonese Language Jobs	7
4. Chinese Language Jobs	6
5. Italian Language Jobs	3
6. Japanese Language Jobs	2
7. Spanish Language Jobs	2

1 - 11 / 11

Post Date Timeline of this Month's Active Job Postings



What language skills are sought by 1-Digit NOC?

Table 1. Broad occupational categories by language of instruction							
BROAD OCCUPATIONAL CATEGORY	French La...	Cantones...	Arabic La...	Italian La...	Spanish ...	Japanese...	Grand total
Sales and service occupations	139	7		1		1	151
Occupations in education, law and social, ...	103						103
Business, finance and administration occu...	82		3	1	2		88
Health occupations	45						45
Trades, transport and equipment operator...	42						42
Management occupations	35						35
Natural and applied sciences and related o...	12						12
Occupations in art, culture, recreation and ...	6		1				7
Occupations in manufacturing and utilities	2			1			3
Natural resources, agriculture and related ...	1						1
Grand total	467	7	4	3	2	1	487

What language skills are sought by community?

COMMUNITY		JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	667	23.2	21
2.	Greater Napanee	35	20.9	21
3.	Town of Gananoque	14	20.3	20
4.	Loyalist Township	12	19.7	20
5.	Township of South Frontenac	11	20.5	21
6.	Township of Rideau Lakes	5	32.5	18
7.	Township of Central Frontenac	1	21.0	21
Grand total		745	23.0	21

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other customer and information services re...	43
2. Home support workers / housekeepers and ...	40
3. Retail salespersons	23
4. Retail and wholesale trade managers	17
5. Financial auditors and accountants	14
6. Licensed practical nurses	13
7. Administrative assistants	12
8. Food counter attendants / kitchen helpers a...	12
9. Light duty cleaners	10
10. Social and community service workers	10
11. Cooks	9
12. Registered nurses and registered psychiatri...	8
13. Material handlers	7
14. Social workers	7
15. Receptionists	7
16. Hotel front desk clerks	7
17. Food and beverage servers	7
18. Family / marriage and other related counsel...	7
19. Instructors of persons with disabilities	7
20. Delivery and courier service drivers	6
21. Other financial officers	6
22. Human resources professionals	6
23. Elementary school and kindergarten teachers	6
24. Janitors / caretakers and building superinte...	6
25. Early childhood educators and assistants	6
26. Other sales related occupations	5
27. Construction trades helpers and labourers	5
28. Security guards and related security service...	5
29. Other instructors	5
30. Carpenters	5
31. Motor vehicle body repairers	4
32. Administrative officers	4

1 - 100 / 125 < >

MULTILINGUAL HIRING EMPLOYERS

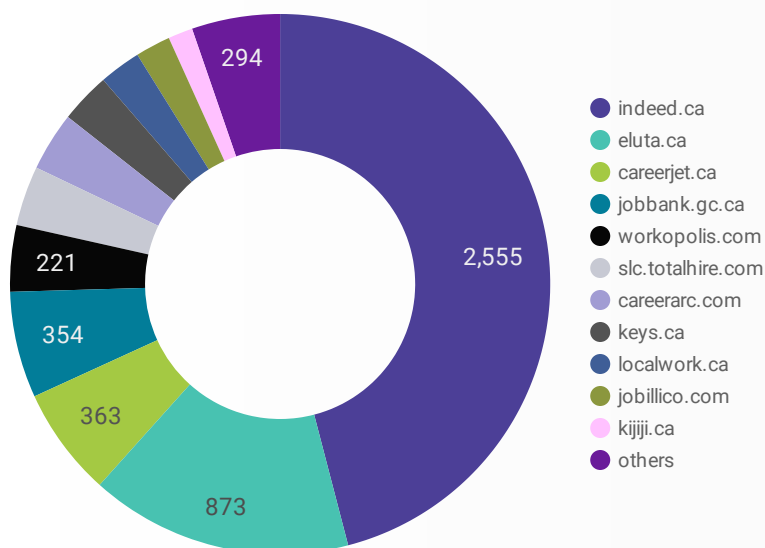
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Providence Care	39
2. Intuit	35
3. CANADIAN ROYALTIES INC.	22
4. VON Canada	16
5. Kingston Health Sciences Centre	14
6. VON Canada (Ontario)	11
7. Liquor Control Board of Ontario	10
8. Carveth Care Centre	9
9. Algonquin & Lakeshore Catholic District School Board	9
10. Helen Henderson Care Centre	8
11. Assured Automotive Collision	8
12. Lafarge Canada Inc.	8
13. Delta Hotels by Marriott Kingston Waterfront	8
14. Victoria Order of Nurses	7
15. National Defence	7
16. Victorian Order of Nurses / VON	7
17. Addiction & Mental Health Services - KFLA	7
18. City of Kingston	7
19. Kingston Community Health Centres	6
20. Liquor Control Board of Ontario / LCBO	6
21. Tribunaux d'arbitrage Ontario	6
22. Addiction & Mental Health Services KFLA / AMHS-KFLA	6
23. Kingston Military Family Resource Centre	6
24. Empire Life	6
25. The Source (Bell) Electronics Inc.	6
26. Kingston Health Sciences Centre / KHSC	5
27. CBI Health Group	5
28. Sensity Deafblind and Sensory Support Network of...	5
29. Canada Post Corp	5
30. Family and Children's Services of Frontenac	5

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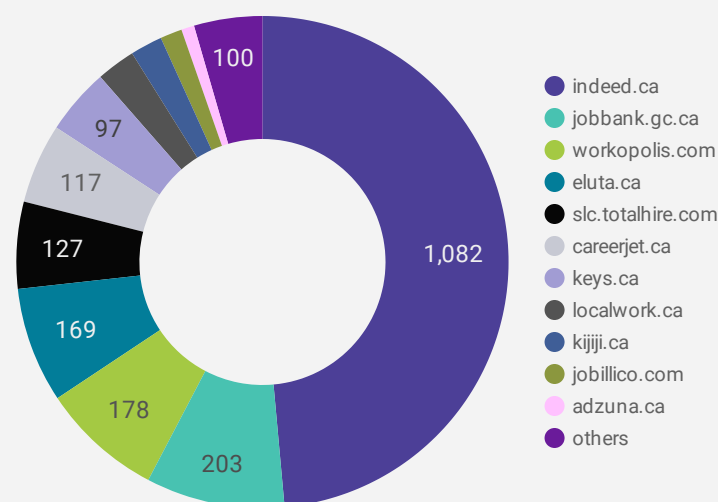
JOB POSTINGS BY JOB BOARD

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	2,555	20.6	21	1,082
2.	eluta.ca	873	21.0	21	169
3.	careerjet.ca	363	24.4	35	117
4.	jobbank.gc.ca	354	31.2	22	203
5.	workopolis.com	221	14.0	14	178
6.	slc.totalhire.com	199	27.3	19	127
7.	careerarc.com	196	58.7	34	9
8.	keys.ca	168	185.0	185	97
9.	localwork.ca	139	7.9	3	57
10.	jobillico.com	117	36.0	20	32
11.	kijiji.ca	82	15.0	15	47
12.	adzuna.ca	50	14.0	14	19
13.	rncareers.ca	45	46.5	34	15
14.	network.applytoeducation.com	41	7.5	6	3
15.	careerbuilder.ca	36	19.1	21	13
16.	emploisfp-psjobs.cfp-psc.gc.ca	22	23.3	24	12
17.	careeredge.on.ca	21	26.1	19	14