

possible  
made here.

# JOB DEMAND REPORT

## NOVEMBER 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW POSTINGS	COMPANIES	JOB BOARDS
5,224	2,620	1,719	30

#### # OF DAYS POSTED

POSTING DAYS	MEDIAN
22.8	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

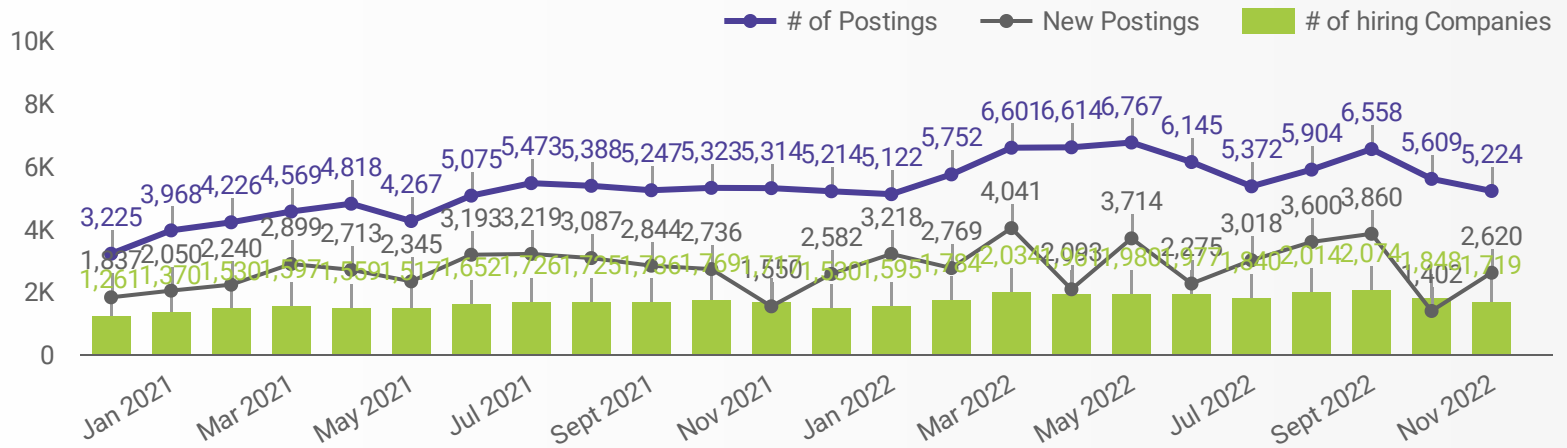
#### Source:

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

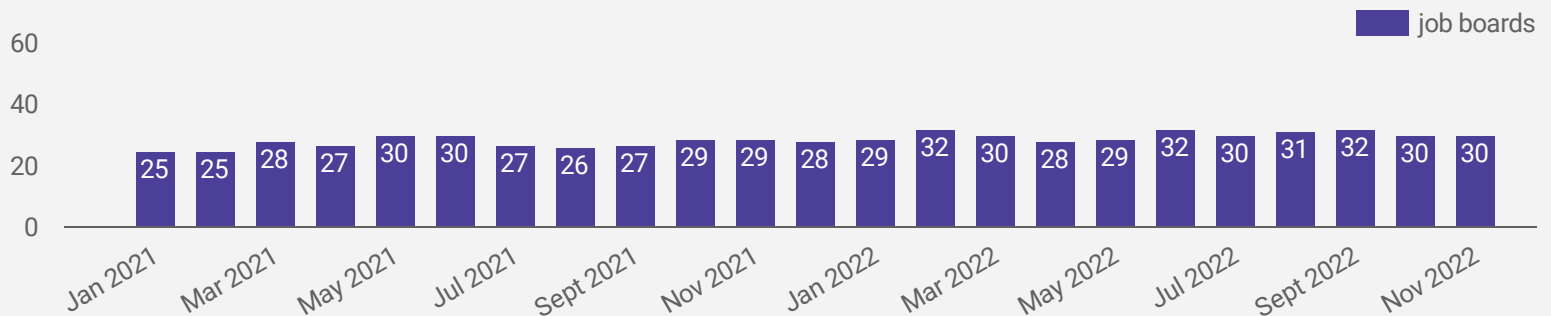
How many job postings were active for at least 1 day this month?



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

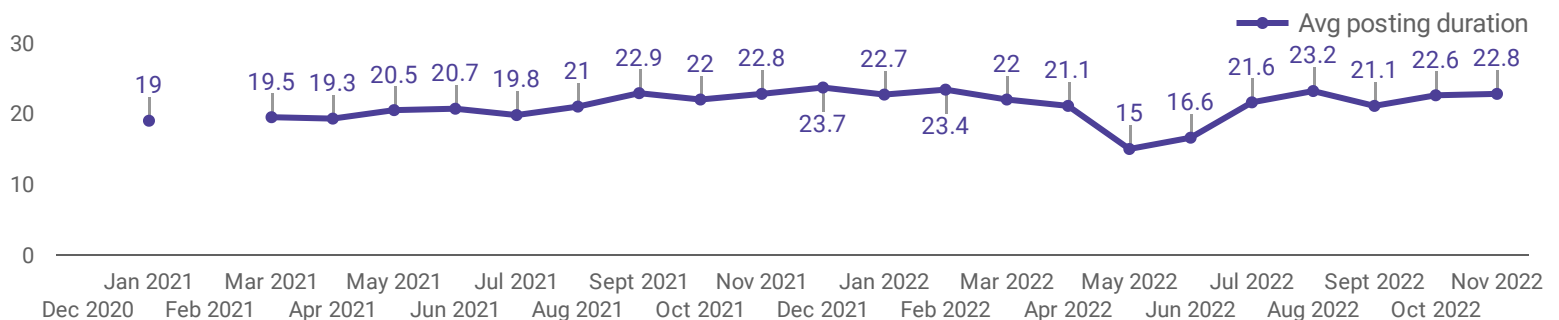
## NUMBER OF ACTIVE JOB BOARDS

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?



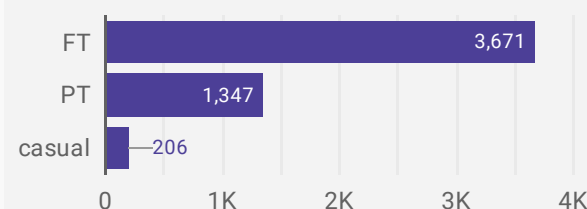
## JOB POSTINGS BY MUNICIPALITY

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	4,481	22.9	21
2.	Greater Napanee	365	22.6	21
3.	Town of Gananoque	165	19.1	21
4.	Loyalist Township	113	21.7	21
5.	Township of South Frontenac	31	19.4	18
6.	Township of Rideau Lakes	26	34.4	21
7.	Township of Central Frontenac	14	17.0	15
8.	Township of Leeds and the Thousand Islands	11	30.3	21
9.	Town of Westport	9	15.1	20
10.	Township of Frontenac Islands	5	21.0	21
11.	Township of Front of Yonge	4	6.3	7
	<b>Grand total</b>	<b>5,224</b>	<b>22.8</b>	<b>21</b>

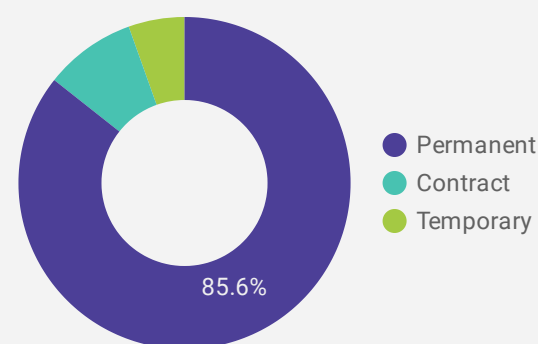
## JOB TYPE

Full-time vs Part-time



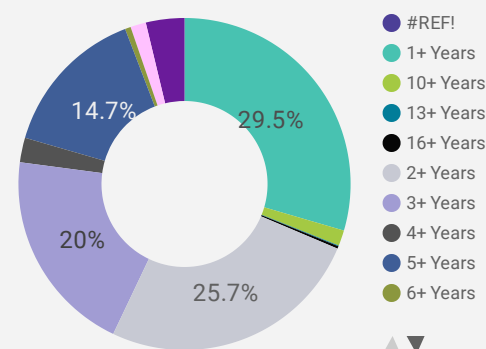
## JOB DURATION

Permanency of jobs posted



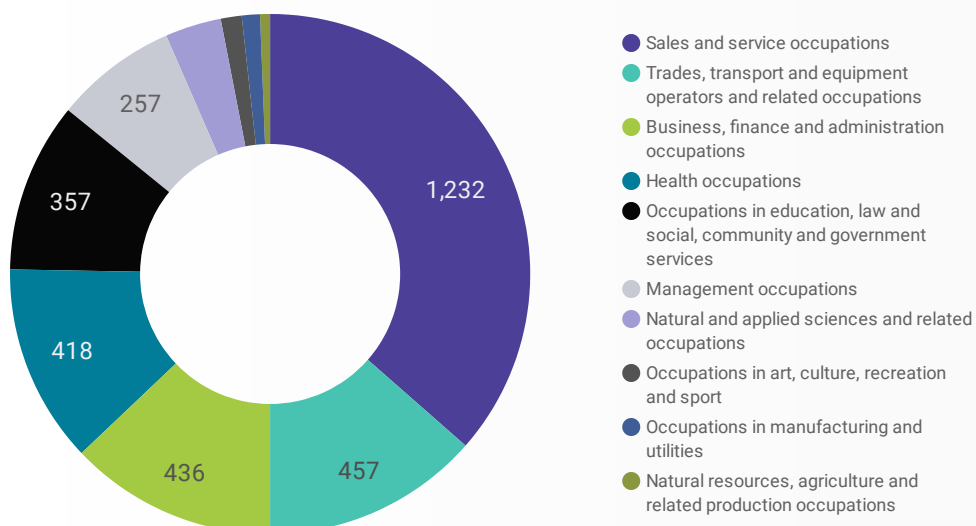
## JOB EXPERIENCE

Job Postings by Experience Level Required



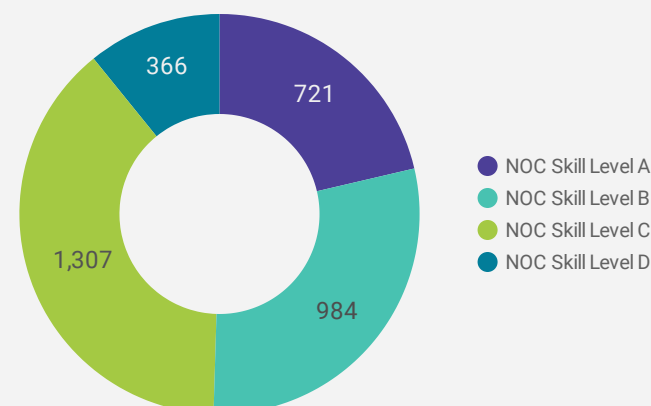
## JOB POSTINGS BY JOB CATEGORY

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 &amp; AGENCIES

Who is hiring?

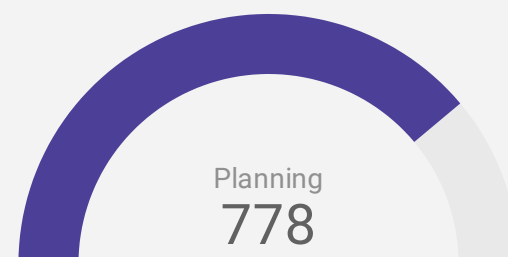
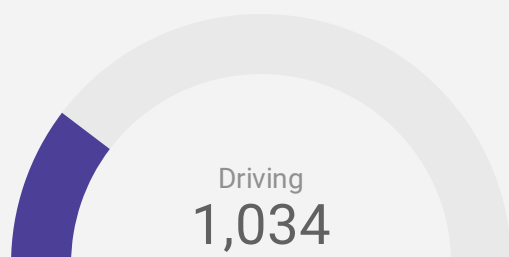
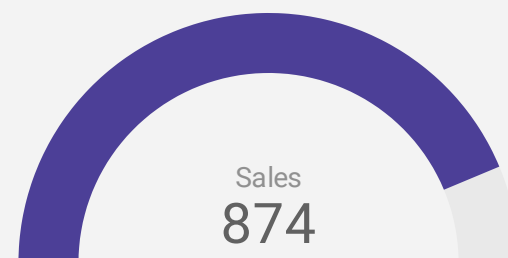
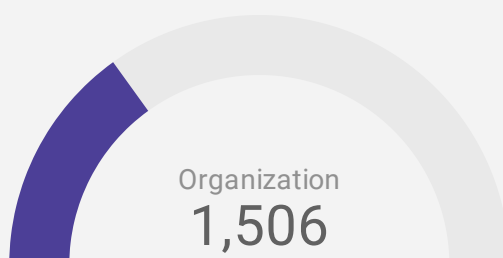
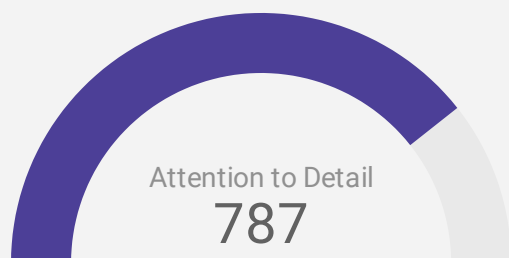
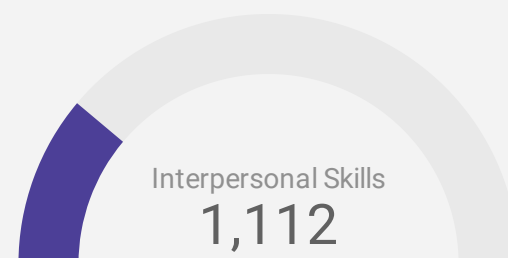
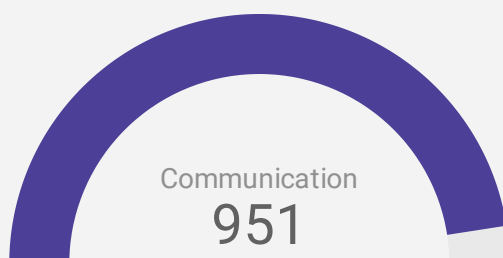
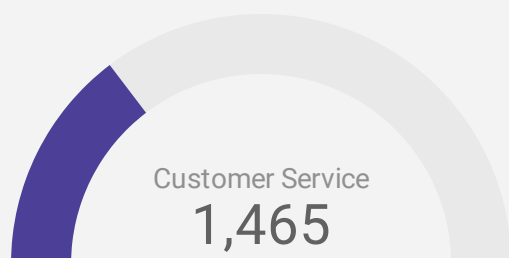
	COMPANY	COMMUNITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Kingston Health Sciences Centre	City of Kingston	185	51.3	21
2.	Queen's University	City of Kingston	135	21.0	21
3.	City of Kingston	City of Kingston	84	21.1	21
4.	Kingston Health Sciences Centre / KHSC	City of Kingston	82	21.0	21
5.	Providence Care	City of Kingston	78	21.3	21
6.	Lennox and Addington County General Hospital	Greater Napanee	38	21.0	21
7.	Empire Life	City of Kingston	36	20.3	21
8.	Revera Inc.	City of Kingston	35	20.8	21
9.	CANADIAN ROYALTIES INC.	City of Kingston	32	20.7	21
10.	Lowe's	City of Kingston	31	18.8	21
11.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	30	21.0	21
12.	St. Lawrence College	City of Kingston	30	9.5	8
13.	The City of Kingston	City of Kingston	27	40.3	21
14.	CFMWS	City of Kingston	25	20.6	21
15.	Loblaw Companies Ltd.	City of Kingston	25	21.0	21
16.	Lowe's Canada	City of Kingston	24	21.0	21
17.	Sienna Senior Living	City of Kingston	24	18.8	21
18.	Loblaw Companies Limited	City of Kingston	24	20.6	21
19.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	23	14.4	15
20.	VON Canada	City of Kingston	23	62.0	75
21.	Revera	City of Kingston	23	50.5	37
22.	Kijiji	City of Kingston	22	15.0	15
23.	Advantage Group	City of Kingston	21	20.9	21
24.	Metro	City of Kingston	20	11.8	8
25.	Loblaw	City of Kingston	19	24.4	35
26.	Sienna Living	City of Kingston	19	23.3	35
27.	Paladin Security	City of Kingston	18	27.7	30
28.	HEIST restaurant + wine club	City of Kingston	17	11.8	11
29.	Compass Group Canada	City of Kingston	16	21.0	21
30.	THE EMPIRE LIFE INS. CO	City of Kingston	16	20.8	21
31.	Scotiabank	City of Kingston	15	23.3	21

## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,224



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,224

Driver's License  
128First Aid  
367Regular Access to a Vehicle  
312Criminal Record Check  
576Microsoft Office  
361Food Safety  
147

## JOB POSTINGS BY SKILL LEVEL, FREQUENCY, &amp; 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	294	22.0	21
2.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	165	27.5	21
3.	6322	Cooks	NOC Skill Level B	132	29.6	21
4.	6552	Other customer and information services representatives	NOC Skill Level C	120	29.5	21
5.	621	Retail and wholesale trade managers	NOC Skill Level A	102	21.8	21
6.	3233	Licensed practical nurses	NOC Skill Level B	97	35.1	21
7.	6731	Light duty cleaners	NOC Skill Level D	87	22.0	21
8.	7452	Material handlers	NOC Skill Level C	83	20.6	21
9.	1241	Administrative assistants	NOC Skill Level B	75	21.0	21
10.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	73	45.7	21
11.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	72	21.4	21
12.	6541	Security guards and related security service occupations	NOC Skill Level C	70	20.9	21
13.	7514	Delivery and courier service drivers	NOC Skill Level C	67	19.4	21
14.	6513	Food and beverage servers	NOC Skill Level C	62	18.7	21
15.	7511	Transport truck drivers	NOC Skill Level C	56	18.8	21
16.	1414	Receptionists	NOC Skill Level C	49	24.4	21
17.	6311	Food service supervisors	NOC Skill Level B	42	27.8	21
18.	7271	Carpenters	NOC Skill Level B	41	21.6	21
19.	631	Restaurant and food service managers	NOC Skill Level A	38	25.2	21
20.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	38	24.5	21
21.	6611	Cashiers	NOC Skill Level D	36	19.5	21
22.	7611	Construction trades helpers and labourers	NOC Skill Level D	34	20.5	21
23.	6211	Retail sales supervisors	NOC Skill Level B	34	44.5	25
24.	4212	Social and community service workers	NOC Skill Level B	32	20.3	21
25.	1114	Other financial officers	NOC Skill Level A	32	21.5	21
26.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	30	20.9	21
27.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	27	21.6	21
28.	5254	Program leaders and instructors in recreation / sport and fitness	NOC Skill Level B	26	26.5	21
29.	1521	Shippers and receivers	NOC Skill Level C	25	18.5	21

## 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	294	22.0	21
2.	441	Home care providers and educational support occupations	NOC Skill Level C	177	26.7	21
3.	632	Chefs and cooks	NOC Skill Level B	153	28.1	21
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	139	19.4	21
5.	673	Cleaners	NOC Skill Level D	131	21.5	21
6.	655	Customer and information services representatives	NOC Skill Level C	126	29.2	21
7.	323	Other technical occupations in health care	NOC Skill Level B	116	35.4	21
8.	062	Retail and wholesale trade managers	NOC Skill Level A	102	21.8	21
9.	651	Occupations in food and beverage service	NOC Skill Level C	93	18.4	21
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	88	20.9	21
11.	745	Longshore workers and material handlers	NOC Skill Level C	83	20.6	21
12.	141	General office workers	NOC Skill Level C	81	23.9	21
13.	301	Professional occupations in nursing	NOC Skill Level A	80	45.7	21
14.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	78	23.1	21
15.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	72	21.4	21
16.	654	Security guards and related security service occupations	NOC Skill Level C	70	20.9	21
17.	111	Auditors, accountants and investment professionals	NOC Skill Level A	66	20.0	21
18.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	64	17.5	21
19.	415	Social and community service professionals	NOC Skill Level A	63	28.4	21
20.	631	Service supervisors	NOC Skill Level B	53	24.0	21
21.	122	Administrative and regulatory occupations	NOC Skill Level B	52	21.8	21
22.	662	Other sales support and related occupations	NOC Skill Level D	45	21.3	21
23.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	43	18.6	21
24.	727	Carpenters and cabinetmakers	NOC Skill Level B	41	21.6	21
25.	063	Managers in food service and accommodation	NOC Skill Level A	40	25.2	21
26.	341	Assisting occupations in support of health services	NOC Skill Level C	40	30.2	21
27.	761	Trades helpers and labourers	NOC Skill Level D	37	20.1	21
28.	661	Cashiers	NOC Skill Level D	36	19.5	21
29.	621	Retail sales supervisors	NOC Skill Level B	34	44.5	25

## 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	327	23.9	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	299	22.0	21
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	242	26.1	21
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	208	21.4	21
5.	32	Technical occupations in health	NOC Skill Level B	197	31.0	21
6.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	179	26.6	21
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	166	19.5	21
8.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	149	22.0	21
9.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	147	22.2	21
10.	14	Office support occupations	NOC Skill Level C	123	24.2	21
11.	72	Industrial, electrical and construction trades	NOC Skill Level B	113	22.3	21
12.	31	Professional occupations in health (except nursing)	NOC Skill Level A	101	23.2	21
13.	11	Professional occupations in business and finance	NOC Skill Level A	95	20.1	21
14.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	92	21.4	21
15.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	83	31.0	21
16.	66	Sales support occupations	NOC Skill Level D	81	20.5	21
17.	30	Professional occupations in nursing	NOC Skill Level A	80	45.7	21
18.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	75	30.0	21
19.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	73	30.5	21
20.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	64	17.5	21
21.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	61	24.6	21
22.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	57	18.8	21
23.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	51	20.5	21
24.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	45	36.9	21
25.	34	Assisting occupations in support of health services	NOC Skill Level C	40	30.2	21
26.	73	Maintenance and equipment operation trades	NOC Skill Level B	35	27.6	21
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	33	26.0	21
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## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
726NEW POSTINGS  
0COMPANIES  
296JOB LANGUAGES  
11

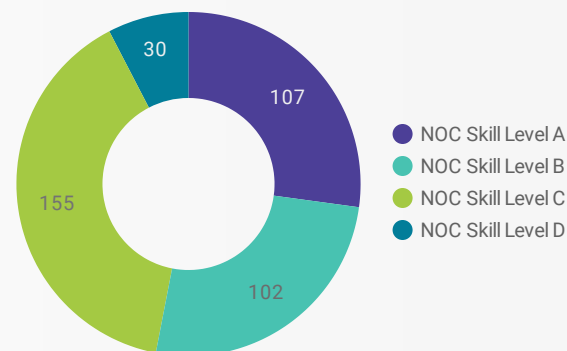
## # OF DAYS POSTED

AVERAGE  
21.0MEDIAN  
21

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

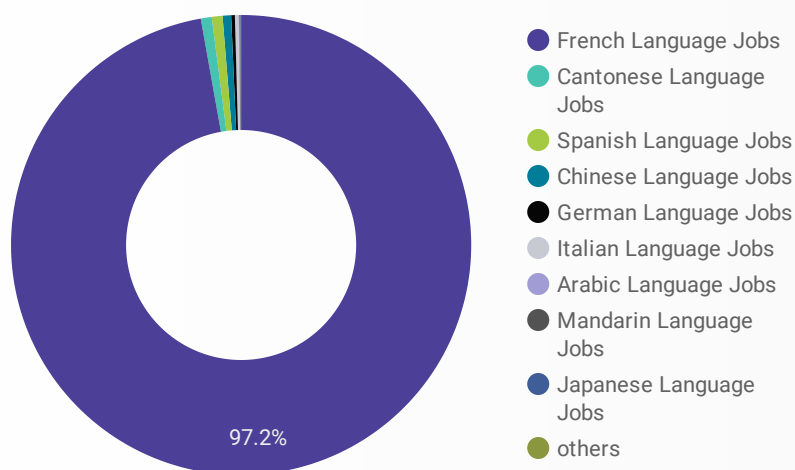
107	Skill Level A - Management/ Professional Occupations usually requiring University
102	Skill Level B - Usually college education or apprenticeship training
155	Skill Level C - Usually secondary education or occupation-specific training
30	Skill Level D - Usually on-the-job training



JOB LANGUAGE...	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Language Jobs	105	98	146	29
Arabic Language Jobs	1	1	2	
Cantonese Language Jobs			4	
Italian Language Jobs	1	1	1	
Vietnamese Language Jobs		1		
Mandarin Language Jobs			1	
German Language Jobs				1

## LANGUAGE SKILLS BREAKDOWN

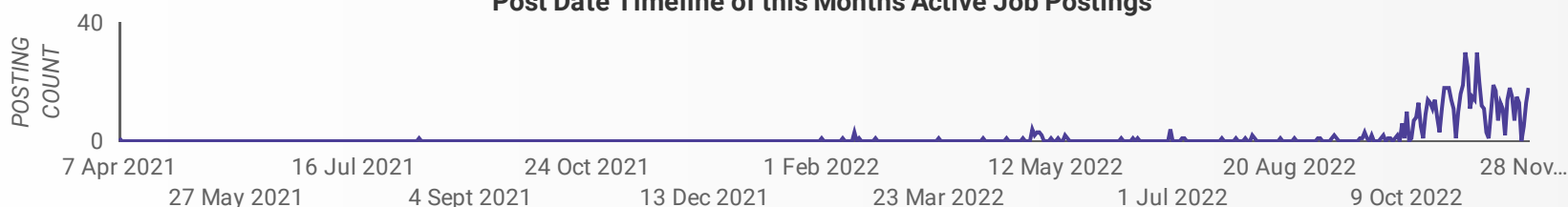
Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	700
2. Arabic Language Jobs	6
3. Chinese Language Jobs	4
4. Spanish Language Jobs	4
5. Cantonese Language Jobs	4
6. Italian Language Jobs	3
7. German Language Jobs	2

1 - 11 / 11

## Post Date Timeline of this Month's Active Job Postings



## LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	French La...	Arabic La...	Cantones...	Italian La...	Vietname...	Mandarin...	Grand total
Sales and service occupations	97		4	1	1	1	105
Occupations in education, law and social, ...	95						95
Business, finance and administration occu...	55	3		1			61
Health occupations	55						55
Trades, transport and equipment operator...	30						30
Management occupations	27						27
Natural and applied sciences and related o...	10						10
Occupations in art, culture, recreation and ...	5	1					6
Occupations in manufacturing and utilities	2			1			3
Natural resources, agriculture and related ...	2						2
<b>Grand total</b>	<b>378</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>394</b>

## MULTILINGUAL JOB POSTINGS BY COMMUNITY

What language skills are sought by community?

	COMMUNITY	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	644	21.1	21
2.	Greater Napanee	51	18.9	21
3.	Town of Gananoque	13	19.6	21
4.	Loyalist Township	10	20.6	21
5.	Township of South Frontenac	3	28.0	28
6.	Township of Central Frontenac	2		
7.	Township of Rideau Lakes	2	53.5	53.5
8.	Township of Front of Yonge	1	7.0	7
<b>Grand total</b>		<b>726</b>	<b>21.0</b>	<b>21</b>

## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

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

1 - 100 / 112 &lt; &gt;

## MULTILINGUAL HIRING EMPLOYERS

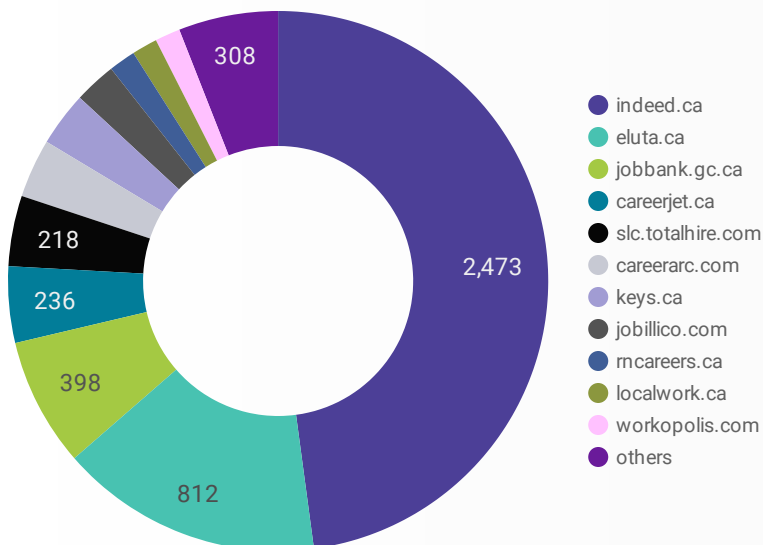
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Providence Care	37
2. CANADIAN ROYALTIES INC.	26
3. Kingston Health Sciences Centre	20
4. VON Canada	19
5. Empire Life	15
6. VON Canada (Ontario)	14
7. Kingston Community Health Centres	13
8. Victoria Order of Nurses	13
9. Addiction & Mental Health Services KFLA / AMHS-KFLA	10
10. Kingston Community Health Centres / KCHC	9
11. Algonquin & Lakeshore Catholic District School Board	9
12. Kingston Military Family Resource Centre	9
13. Liquor Control Board of Ontario	9
14. Addiction & Mental Health Services - KFLA	9
15. National Defence	8
16. THE EMPIRE LIFE INS. CO	8
17. Helen Henderson Care Centre	7
18. CBI Health Group	7
19. Intuit	7
20. Farm Boy Inc.	7
21. Carveth Care Centre	6
22. Tribunaux d'Ã©ciseurs Ontario	6
23. Resolve Counselling Services Canada	6
24. City of Kingston	6
25. Kingston Health Sciences Centre / KHSC	6
26. Cancoil Thermal Corporation	6
27. Home and Community Care Support Services South East	6
28. Delta Hotels by Marriott Kingston Waterfront	6
29. Government of Canada	5
30. Canadian Forces Moral and Welfare	5

1 - 50 / 296 &lt; &gt;

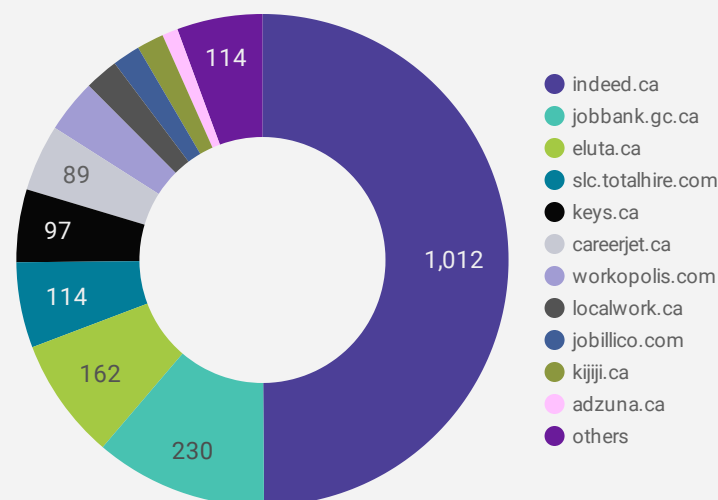
## JOB POSTINGS BY JOB BOARD

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	2,473	20.3	21	1,012
2.	eluta.ca	812	21.0	21	162
3.	jobbank.gc.ca	398	30.5	18	230
4.	careerjet.ca	236	25.4	35	89
5.	slc.totalhire.com	218	27.0	14	114
6.	careerarc.com	182	60.1	34	8
7.	keys.ca	168	198.3	196	97
8.	jobillico.com	130	30.7	15	37
9.	rncareers.ca	83	35.2	19	20
10.	localwork.ca	79	10.9	6	45
11.	workopolis.com	78	25.0	25	71
12.	kijiji.ca	63	15.0	15	36
13.	adzuna.ca	56			21
14.	network.applytoeducation.com	34	8.2	7	4
15.	emploisfp-psjobs.cfp-psc.gc.ca	33	15.2	8	20
16.	careeredge.on.ca	32	27.3	20	17
17.	gojobs.gov.on.ca	21	20.4	18	10