

possible  
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# JOB DEMAND REPORT

## DECEMBER 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW POSTINGS	COMPANIES	JOB BOARDS
4,549	1,799	1,550	32

#### # OF DAYS POSTED

POSTING DAYS	MEDIAN
24.4	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

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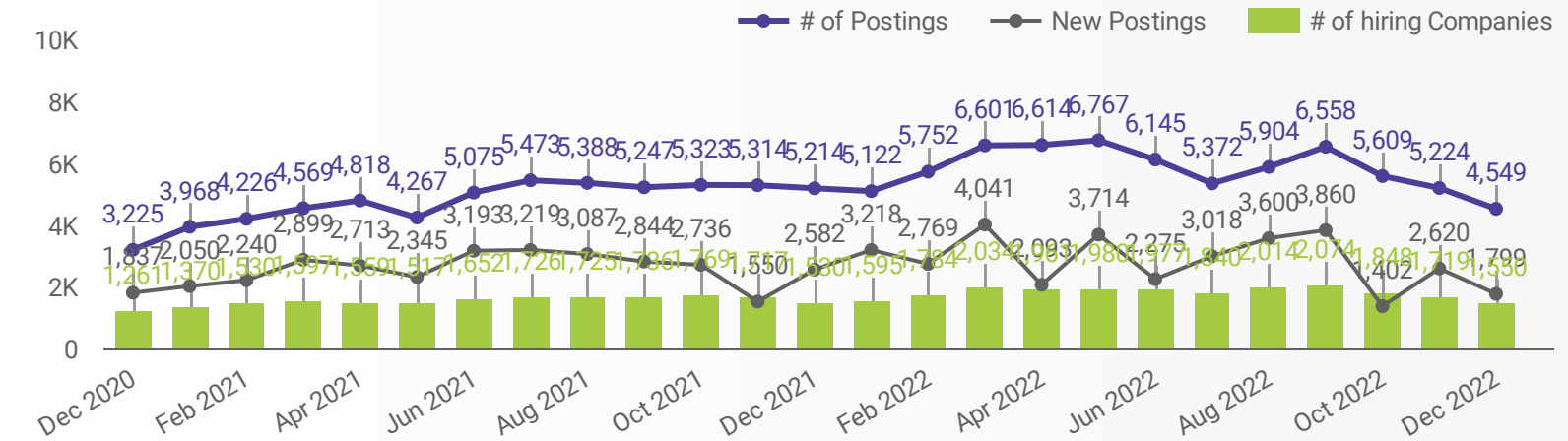
#### Source:

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

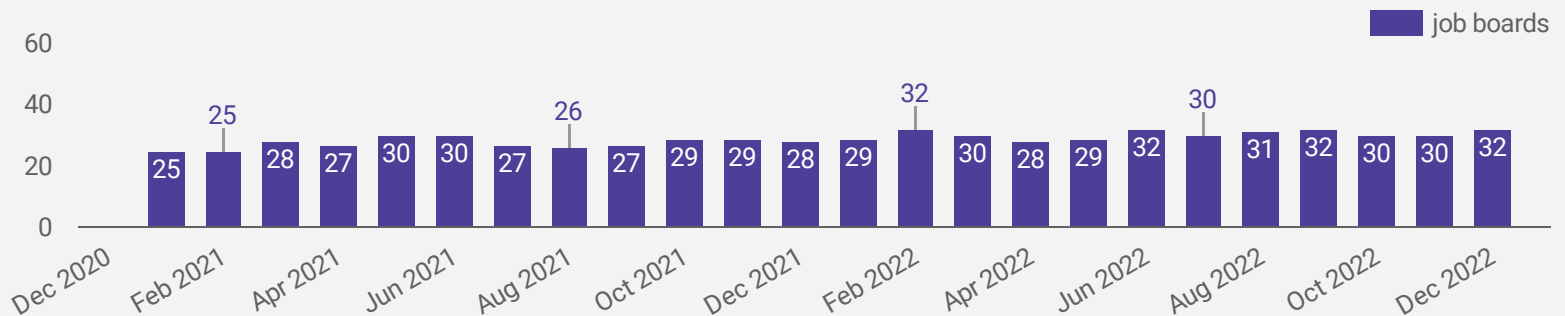
How many job postings were active for at least 1 day this month?



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

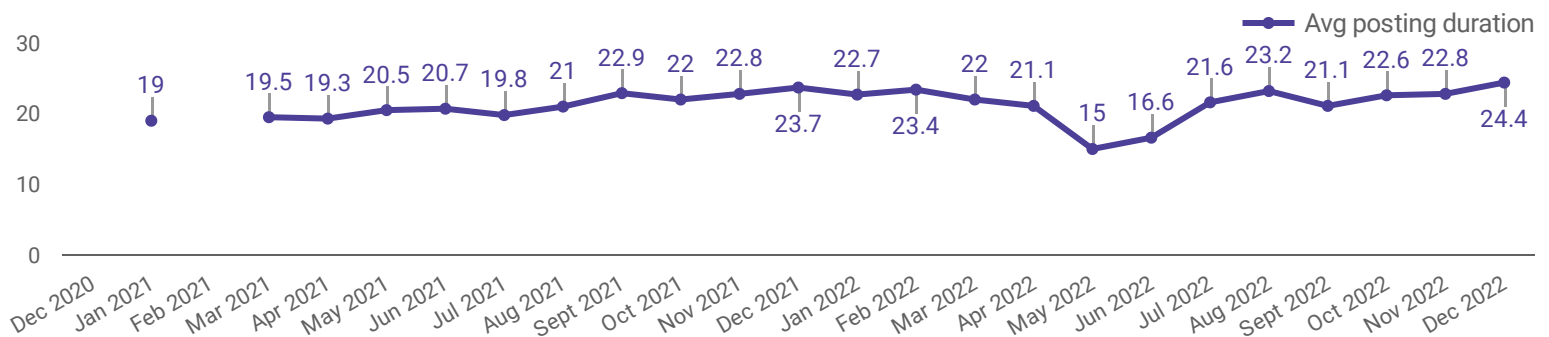
## NUMBER OF ACTIVE JOB BOARDS

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



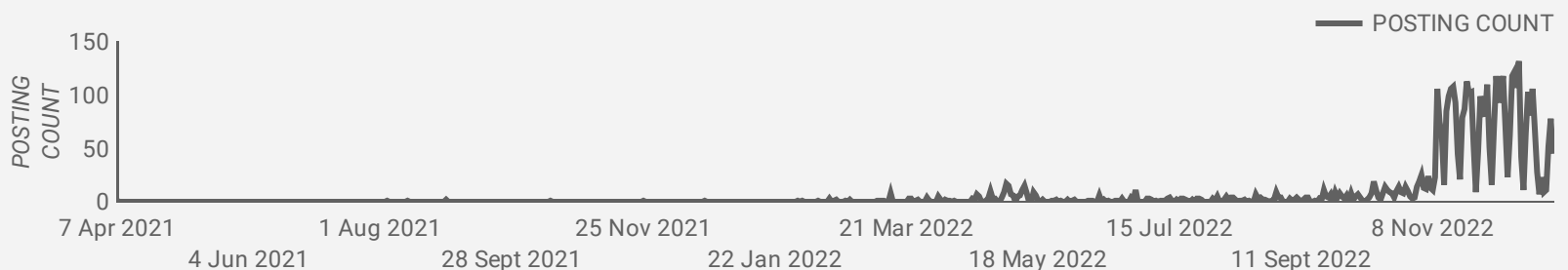
## AVG & MEDIAN POSTING LENGTH BY DAYS

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?



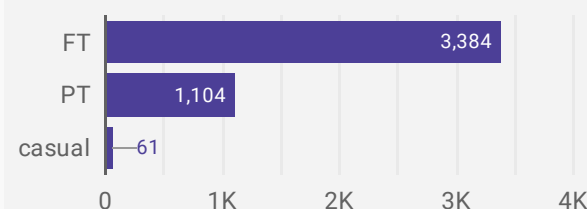
## JOB POSTINGS BY MUNICIPALITY

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	3,893	24.5	21
2.	Greater Napanee	326	22.8	21
3.	Town of Gananoque	116	22.4	21
4.	Loyalist Township	96	23.9	21
5.	Township of South Frontenac	39	39.6	21
6.	Township of Rideau Lakes	38	18.5	17
7.	Township of Central Frontenac	16	21.7	21
8.	Township of Leeds and the Thousand Islands	14	45.9	21
9.	Town of Westport	7	13.0	15
10.	Township of Front of Yonge	3	8.3	8
11.	Township of Frontenac Islands	1	6.0	6
	<b>Grand total</b>	<b>4,549</b>	<b>24.4</b>	<b>21</b>

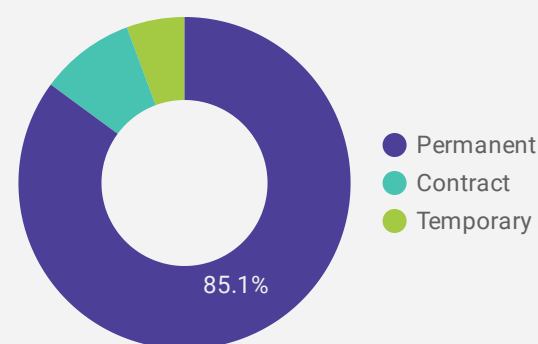
## JOB TYPE

Full-time vs Part-time



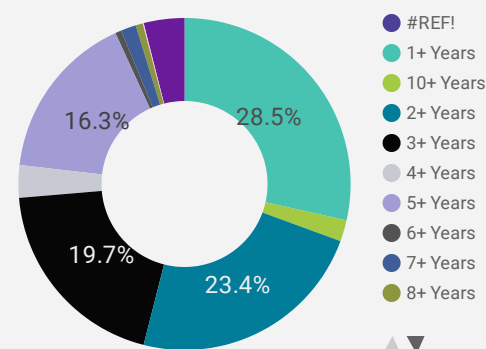
## JOB DURATION

Permanency of jobs posted



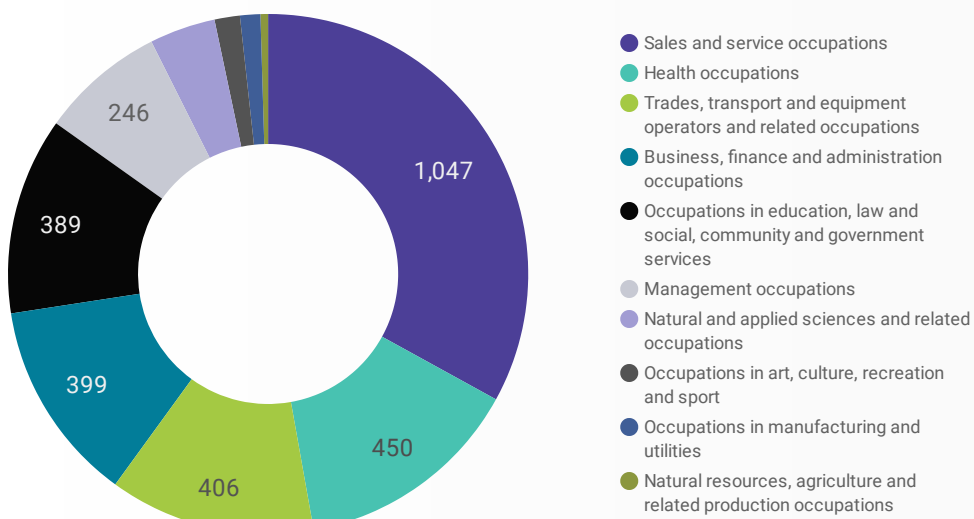
## JOB EXPERIENCE

Job Postings by Experience Level Required



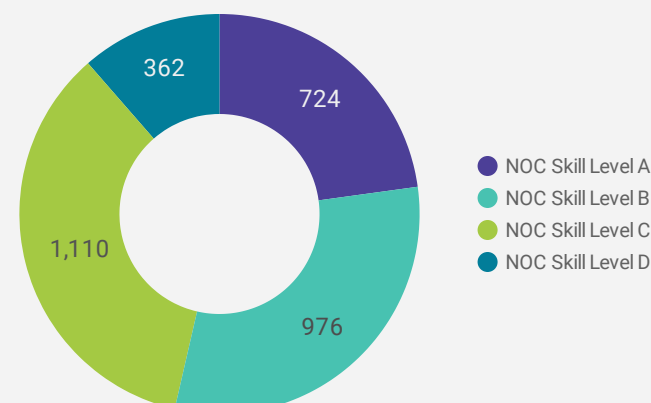
## JOB POSTINGS BY JOB CATEGORY

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	256	49.3	24
2.	Queen's University	City of Kingston	139	21.8	21
3.	Providence Care	City of Kingston	87	22.0	21
4.	Kingston Health Sciences Centre / KHSC	City of Kingston	84	21.0	21
5.	City of Kingston	City of Kingston	57	25.8	21
6.	Lennox and Addington County General Hospital	Greater Napanee	40	21.7	21
7.	CANADIAN ROYALTIES INC.	City of Kingston	36	20.7	20
8.	Revera Inc.	City of Kingston	35	22.9	21
9.	Lowe's Canada	City of Kingston	31	21.0	21
10.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	25	21.2	21
11.	Sienna Senior Living	City of Kingston	24	22.9	21
12.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	24	21.0	19
13.	VON Canada	City of Kingston	23	39.0	36
14.	Lowe's	City of Kingston	23	21.4	21
15.	St. Lawrence College	City of Kingston	21	16.5	15
16.	The City of Kingston	City of Kingston	21	21.0	21
17.	Loblaw Companies Limited	City of Kingston	21	21.4	21
18.	Empire Life	City of Kingston	21	21.8	21
19.	Limestone District School Board	City of Kingston	18	13.9	13
20.	Loblaw Companies Ltd.	City of Kingston	18	21.0	21
21.	CFMWS	City of Kingston	17	21.2	21
22.	Paladin Security	City of Kingston	17	27.1	26
23.	ALSTOM Canada Inc.	City of Kingston	16	21.0	21
24.	Revera	City of Kingston	14	33.0	42
25.	BELFOR CANADA INC.	City of Kingston	14	20.4	20
26.	Kijiji	City of Kingston	14	14.9	15
27.	Pilot Company	Greater Napanee	14	27.1	22
28.	Bayshore HealthCare	City of Kingston	13	21.6	21
29.	Epsilon Industries	City of Kingston	13	21.9	21
30.	Adzuna	City of Kingston	13	null	null
31.	Value Village Stores Ltd.	City of Kingston	12	21.0	21

## TOP HOURLY WAGES IN JOB POSTINGS

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

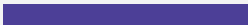







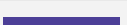
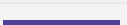
# of Minimum Wage Job Postings

134

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Psychotherapist	J&K Mental Health	City of Kingston	150 
2.	Evening & Weekend Psychotherapist	KuRated Care Inc	City of Kingston	150 
3.	Rsw- Cofacilitator And 1:1 Clinician	Restorative Wellness Project	City of Kingston	115 
4.	Pelvic Floor Physiotherapist (#14742)	KuRated Inc	City of Kingston	115 
5.	RMT - Registered Massage Therapist	KuRated Inc	City of Kingston	100 
6.	Registered Massage Therapist	KuRated Inc	City of Kingston	100 
7.	Registered Nurse	KMW HealthCare Service	City of Kingston	100 
8.	Chiropractor	KuRated Inc	City of Kingston	100 
9.	Registered Practical Nurses	Purehealth Staffing Solutions	City of Kingston	75 
10.	Registered Nurse & Rpn's	Priority Healthcare	City of Kingston	70 
11.	Mcat Prep Instructor (summer 2023)	Prep101	City of Kingston	70 
12.	Nurse Practitioner, Weller Clinic	Kingston Community Health Centres	City of Kingston	67 
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## TOP SALARIES IN JOB POSTINGS

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

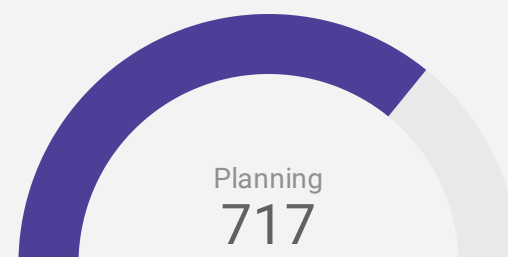
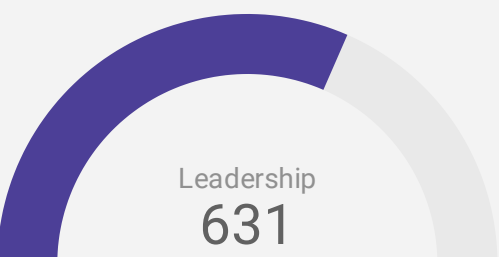
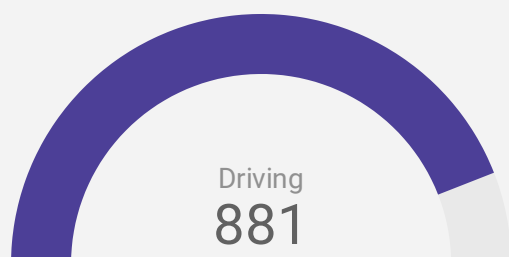
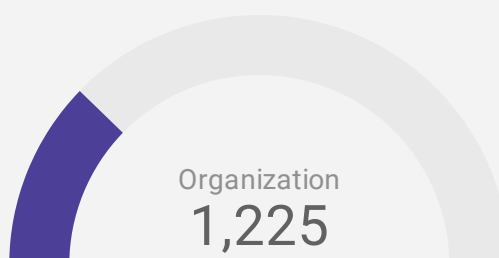
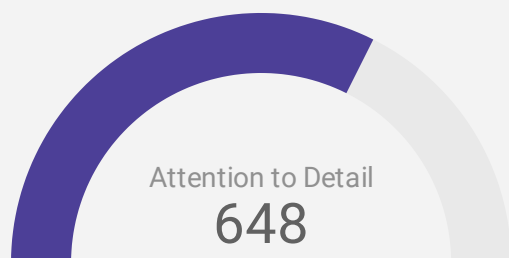
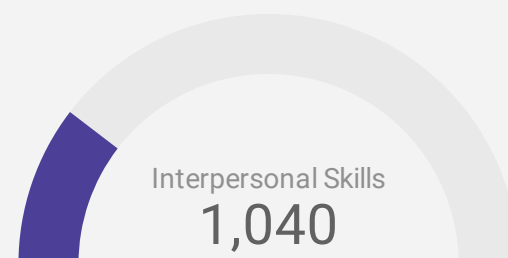
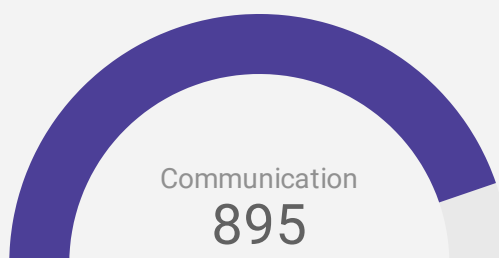
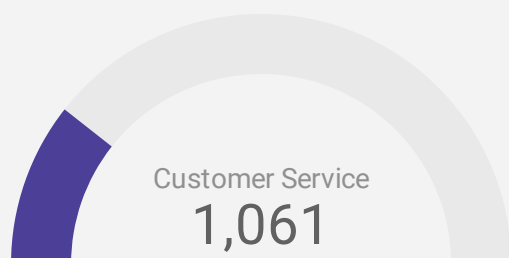
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Associate Dentist	Got Smile Dental Centre	Greater Napanee	321,937 
2.	Veterinarian Role, Kingston, On	Global Talent Partners	City of Kingston	160,000 
3.	Director Of Operations For Self-storage, Office, & Retail Space	The Martin Group	City of Kingston	160,000 
4.	Program Operational Director, Cancer Services/endoscopy/cystoscopy/ gi Function Lab	Kingston Health Sciences Centre	City of Kingston	154,664 
5.	Civil Engineer	J.L. Richards & Associates Ltd	City of Kingston	150,000 
6.	Sales Representative	CWR Contracting Inc.	City of Kingston	150,000 
7.	Carpet And Tile Installer With Minimum 3 Years Experience	Orange Room Services	City of Kingston	150,000 
8.	Automotive Sales & Finance Manager	401 Auto	City of Kingston	150,000 
9.	Sales Consultant	401 Auto	City of Kingston	150,000 
10.	Ontometrist	St. Lawrence Ontometry	City of Kingston	150,000 
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## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,549

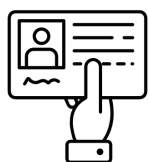


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,549

Driver's License  
118First Aid  
356Regular Access to a Vehicle  
267Criminal Record Check  
499Microsoft Office  
318Food Safety  
124

## 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	229	23.6	21
2.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	163	25.1	21
3.	6322	Cooks	NOC Skill Level B	111	30.8	21
4.	3233	Licensed practical nurses	NOC Skill Level B	98	28.0	21
5.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	96	28.8	21
6.	6731	Light duty cleaners	NOC Skill Level D	93	21.1	21
7.	621	Retail and wholesale trade managers	NOC Skill Level A	87	21.7	21
8.	6552	Other customer and information services representatives	NOC Skill Level C	75	26.5	21
9.	1241	Administrative assistants	NOC Skill Level B	64	21.6	21
10.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	60	21.8	21
11.	7452	Material handlers	NOC Skill Level C	52	20.2	21
12.	6541	Security guards and related security service occupations	NOC Skill Level C	52	23.5	21
13.	6311	Food service supervisors	NOC Skill Level B	51	35.5	21
14.	7514	Delivery and courier service drivers	NOC Skill Level C	50	27.3	21
15.	1414	Receptionists	NOC Skill Level C	49	20.1	21
16.	7511	Transport truck drivers	NOC Skill Level C	48	26.7	21
17.	4212	Social and community service workers	NOC Skill Level B	47	18.2	21
18.	6513	Food and beverage servers	NOC Skill Level C	46	24.1	21
19.	7611	Construction trades helpers and labourers	NOC Skill Level D	39	25.3	21
20.	6611	Cashiers	NOC Skill Level D	39	24.1	21
21.	7271	Carpenters	NOC Skill Level B	37	23.1	21
22.	6211	Retail sales supervisors	NOC Skill Level B	37	32.0	21
23.	631	Restaurant and food service managers	NOC Skill Level A	36	36.0	21
24.	5254	Program leaders and instructors in recreation / sport and fitness	NOC Skill Level B	33	21.3	21
25.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	31	25.6	21
26.	1411	General office support workers	NOC Skill Level C	28	17.4	21
27.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	27	27.3	21
28.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	26	23.7	21
29.	3412	Nurse aides / orderlies and patient service associates	NOC Skill Level C	23	38.1	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	229	23.6	21
2.	441	Home care providers and educational support occupations	NOC Skill Level C	178	23.9	21
3.	673	Cleaners	NOC Skill Level D	136	22.4	21
4.	632	Chefs and cooks	NOC Skill Level B	128	29.9	21
5.	751	Motor vehicle and transit drivers	NOC Skill Level C	120	28.5	21
6.	323	Other technical occupations in health care	NOC Skill Level B	116	27.2	21
7.	301	Professional occupations in nursing	NOC Skill Level A	104	28.0	21
8.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	94	18.8	21
9.	141	General office workers	NOC Skill Level C	91	19.3	21
10.	062	Retail and wholesale trade managers	NOC Skill Level A	87	21.7	21
11.	655	Customer and information services representatives	NOC Skill Level C	82	26.6	21
12.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	76	22.6	21
13.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	69	26.9	21
14.	415	Social and community service professionals	NOC Skill Level A	67	40.8	21
15.	651	Occupations in food and beverage service	NOC Skill Level C	66	25.3	21
16.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	60	21.8	21
17.	631	Service supervisors	NOC Skill Level B	59	35.7	21
18.	745	Longshore workers and material handlers	NOC Skill Level C	52	20.2	21
19.	654	Security guards and related security service occupations	NOC Skill Level C	52	23.5	21
20.	111	Auditors, accountants and investment professionals	NOC Skill Level A	47	22.0	21
21.	122	Administrative and regulatory occupations	NOC Skill Level B	46	23.1	21
22.	662	Other sales support and related occupations	NOC Skill Level D	44	24.3	21
23.	341	Assisting occupations in support of health services	NOC Skill Level C	43	35.2	21
24.	761	Trades helpers and labourers	NOC Skill Level D	41	25.3	21
25.	661	Cashiers	NOC Skill Level D	39	24.1	21
26.	314	Therapy and assessment professionals	NOC Skill Level A	39	32.1	21
27.	063	Managers in food service and accommodation	NOC Skill Level A	39	34.7	21
28.	621	Retail sales supervisors	NOC Skill Level B	37	32.0	21
29.	727	Carpenters and cabinetmakers	NOC Skill Level B	37	23.1	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	239	25.8	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	236	23.6	21
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	215	30.6	21
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	202	22.2	21
5.	32	Technical occupations in health	NOC Skill Level B	190	27.0	21
6.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	181	23.9	21
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	141	27.7	21
8.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	137	26.3	21
9.	14	Office support occupations	NOC Skill Level C	131	20.6	21
10.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	126	22.7	21
11.	31	Professional occupations in health (except nursing)	NOC Skill Level A	113	29.8	21
12.	72	Industrial, electrical and construction trades	NOC Skill Level B	108	23.8	21
13.	30	Professional occupations in nursing	NOC Skill Level A	104	28.0	21
14.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	94	18.8	21
15.	66	Sales support occupations	NOC Skill Level D	83	24.2	21
16.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	83	38.2	21
17.	11	Professional occupations in business and finance	NOC Skill Level A	76	21.9	21
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	74	27.0	21
19.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	72	26.5	21
20.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	61	20.2	21
21.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	56	20.2	21
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	56	31.9	21
23.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	54	21.4	21
24.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	52	25.6	21
25.	73	Maintenance and equipment operation trades	NOC Skill Level B	44	23.0	21
26.	34	Assisting occupations in support of health services	NOC Skill Level C	43	35.2	21
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	42	22.1	21

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
581NEW POSTINGS  
0COMPANIES  
247JOB LANGUAGES  
8

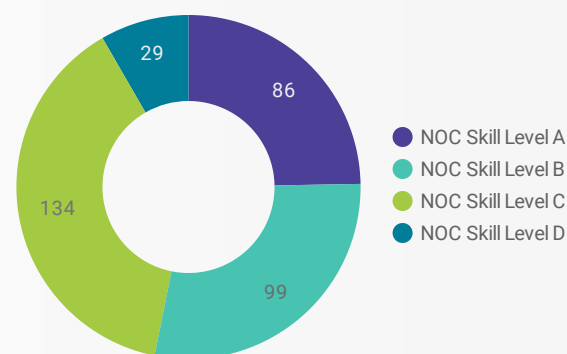
## # OF DAYS POSTED

AVERAGE  
21.9MEDIAN  
21

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

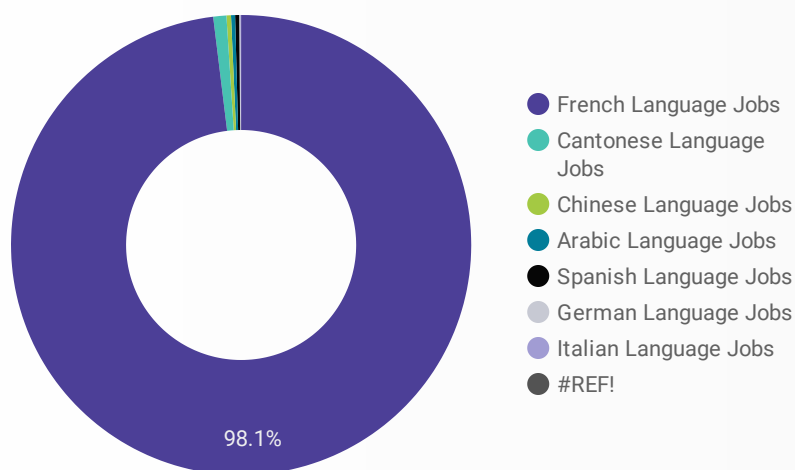
86	Skill Level A - Management/ Professional Occupations usually requiring University
99	Skill Level B - Usually college education or apprenticeship training
134	Skill Level C - Usually secondary education or occupation-specific training
29	Skill Level D - Usually on-the-job training



JOB LANGUAGE...	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Language Jobs	85	97	124	29
Cantonese Language Jobs			5	
Arabic Language Jobs	1	1	2	
Italian Language Jobs		1	1	
Spanish Language Jobs			2	

## LANGUAGE SKILLS BREAKDOWN

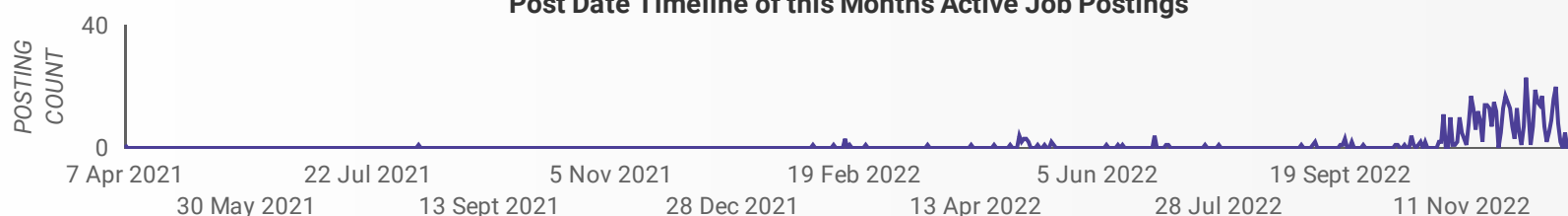
Which kinds of language skills do employers seek?



	JOB LANGUAGES	POSTING COUNT
1.	French Language Jobs	563
2.	Arabic Language Jobs	6
3.	Cantonese Language Jobs	5
4.	Spanish Language Jobs	2
5.	Chinese Language Jobs	2
6.	Italian Language Jobs	2
7.	German Language Jobs	1

1 - 8 / 8 &lt; &gt;

## 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	515	22.0	21
2.	Greater Napanee	35	23.9	21
3.	Loyalist Township	11	18.5	17
4.	Town of Gananoque	10	14.8	17
5.	Township of South Frontenac	5	20.0	21
6.	Township of Central Frontenac	3		
7.	Township of Leeds and the Thousand Islands	1		
8.	Township of Frontenac Islands	1	6.0	6
Grand total		581	21.9	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 ...	49
2. Licensed practical nurses	17
3. Retail salespersons	13
4. Other customer and information services re...	11
5. Registered nurses and registered psychiatri...	10
6. Instructors of persons with disabilities	10
7. Retail and wholesale trade managers	10
8. Receptionists	9
9. Food counter attendants / kitchen helpers a...	8
10. Cooks	7
11. Janitors / caretakers and building superinte...	7
12. Administrative assistants	7
13. Hotel front desk clerks	6
14. Social and community service workers	6
15. Social workers	5
16. Allied primary health practitioners	5
17. Cashiers	5
18. Family / marriage and other related counsel...	4
19. Audiologists and speech-language pathologi...	4
20. Nursing co-ordinators and supervisors	4
21. Other assisting occupations in support of h...	4
22. Light duty cleaners	4
23. Delivery and courier service drivers	4
24. Program leaders and instructors in recreati...	4
25. Transport truck drivers	3
26. Advertising / marketing and public relations...	3
27. Security guards and related security service...	3
28. Chefs	3
29. Carpenters	3
30. Occupational therapists	3
31. Professional occupations in advertising / m...	3
32. Early childhood educators and assistants	3

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## MULTILINGUAL HIRING EMPLOYERS

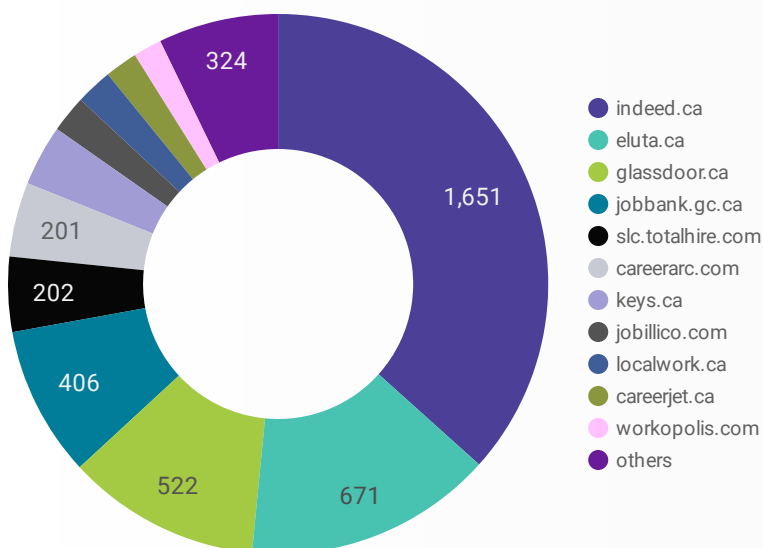
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Providence Care	45
2. CANADIAN ROYALTIES INC.	32
3. VON Canada	17
4. Kingston Health Sciences Centre	16
5. Farm Boy Inc.	11
6. Addiction & Mental Health Services KFLA / AMHS-KFLA	10
7. Victoria Order of Nurses	9
8. VON Canada (Ontario)	9
9. Kingston Community Health Centres / KCHC	9
10. Empire Life	8
11. Various Ministries	8
12. National Defence	8
13. Kingston Community Health Centres	8
14. Limestone District School Board	7
15. Addiction & Mental Health Services - KFLA	7
16. Victorian Order of Nurses / VON	7
17. Kingston Military Family Resource Centre	6
18. Source, The	5
19. Kingston Health Sciences Centre / KHSC	5
20. Sensity Deafblind and Sensory Support Network of...	5
21. Conseil des ecoles catholiques du Centre-Est	5
22. Family and Children's Services of Frontenac,...	5
23. Helen Henderson Care Centre	5
24. The Salvation Army	5
25. Algonquin & Lakeshore Catholic District School Board	5
26. Home and Community Care Support Services South East	5
27. Addictions and Mental Health Services - KFLA	4
28. Cancoil Thermal Corporation	4
29. Carveth Care Centre	4

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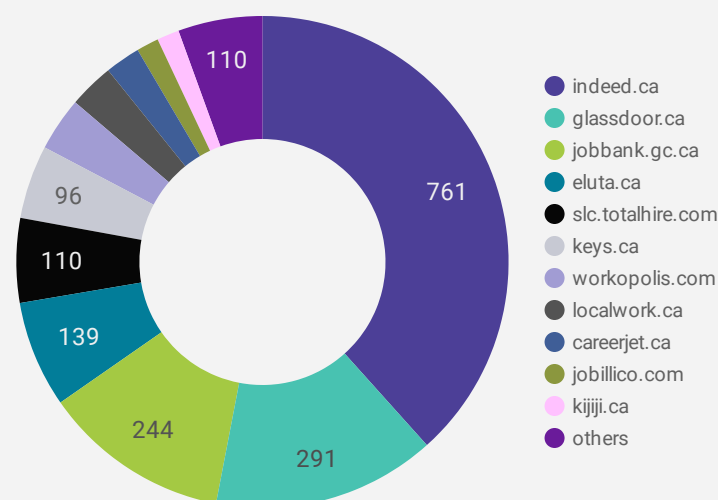
## JOB POSTINGS BY JOB BOARD

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	1,651	20.5	21	761
2.	eluta.ca	671	21.0	21	139
3.	glassdoor.ca	522	24.3	25	291
4.	jobbank.gc.ca	406	35.3	29	244
5.	slc.totalhire.com	202	27.2	22	110
6.	careerarc.com	201	59.9	32	9
7.	keys.ca	164	223.0	223	96
8.	jobillico.com	100	28.2	21	29
9.	localwork.ca	99	10.5	6	59
10.	careerjet.ca	88	36.7	35	46
11.	workopolis.com	77			70
12.	adzuna.ca	66	51.5	60	22
13.	kijiji.ca	50	14.9	15	29
14.	rncareers.ca	49	28.8	26	12
15.	gojobs.gov.on.ca	30	28.2	24	8
16.	network.applytoeducation.com	29	13.6	7	4
17.	emploisfp-psjobs.cfp-psc.gc.ca	27	52.4	24	13