

possible
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JOB DEMAND REPORT

JANUARY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW POSTINGS	COMPANIES	JOB BOARDS
4,979	2,833	1,710	32

OF DAYS POSTED

AVERAGE	MEDIAN
41.4	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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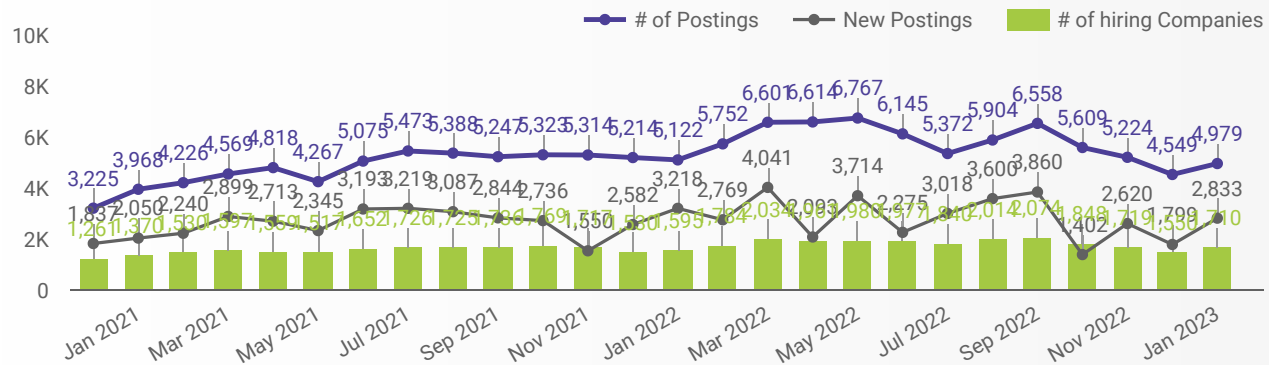
Source:

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

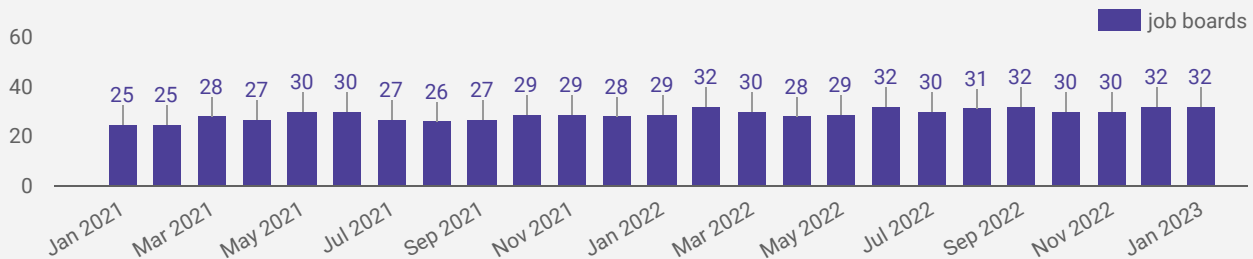
How many job postings were active for at least 1 day this month?



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

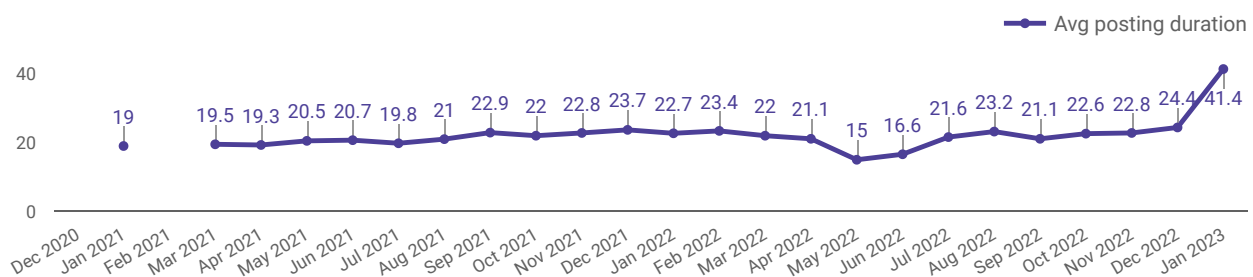
NUMBER OF ACTIVE JOB BOARDS

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



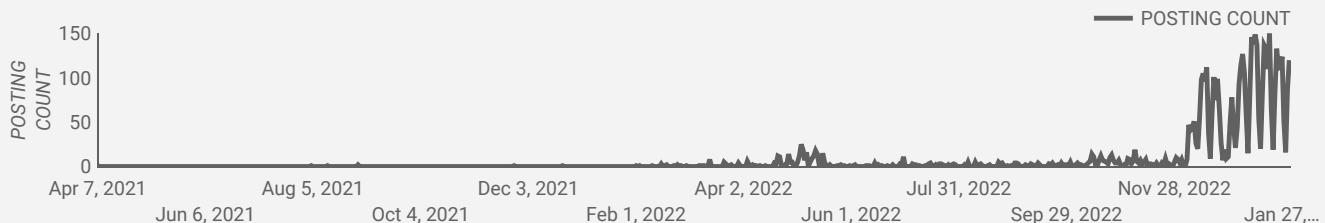
AVG & MEDIAN POSTING LENGTH BY DAYS

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?



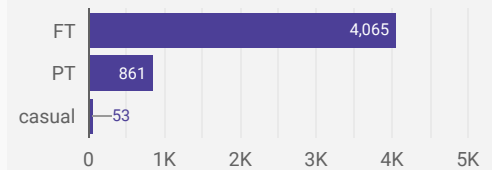
JOB POSTINGS BY MUNICIPALITY

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	4,242	41.0	21
2.	Greater Napanee	358	26.2	21
3.	Town of Gananoque	166	101.3	21
4.	Loyalist Township	97	24.0	21
5.	Township of South Frontenac	45	35.3	21
6.	Township of Rideau Lakes	34	18.5	21
7.	Township of Central Frontenac	16	20.3	21
8.	Township of Leeds and the Thousand Islands	12	28.8	21
9.	Town of Westport	5	20.8	21
10.	Township of Front of Yonge	4	14.8	14
	Grand total	4,979	41.4	21

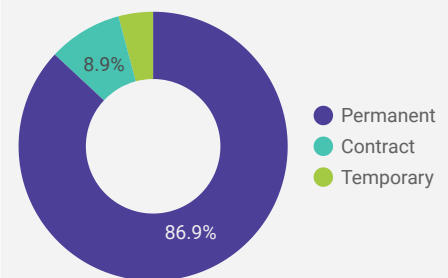
JOB TYPE

Full-time vs Part-time



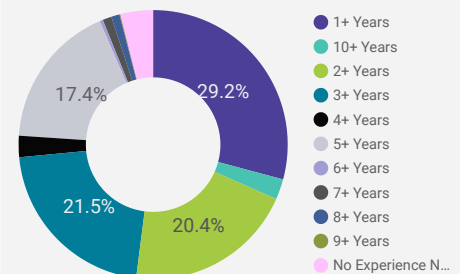
JOB DURATION

Permanency of jobs posted



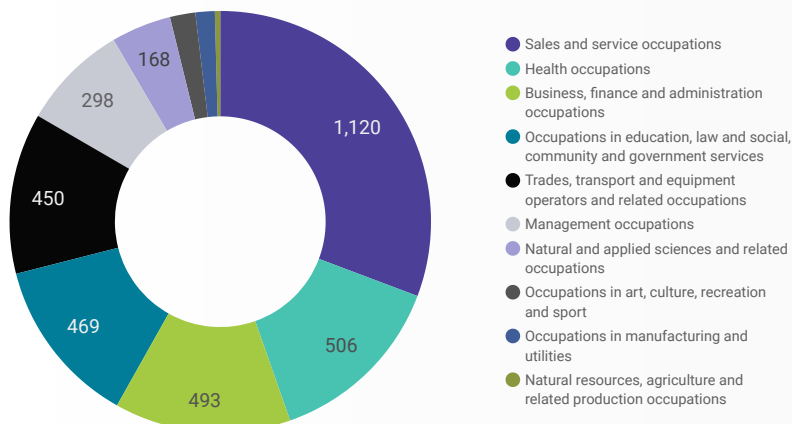
JOB EXPERIENCE

Job Postings by Experience Level Required



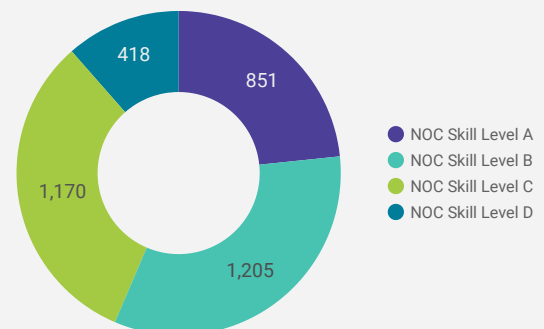
JOB POSTINGS BY JOB CATEGORY

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	265	39.1	21
2.	Queen's University	City of Kingston	166	40.9	21
3.	Kingston Health Sciences Centre / KHSC	City of Kingston	80	21.0	21
4.	City of Kingston	City of Kingston	64	22.6	21
5.	Providence Care	City of Kingston	51	70.6	21
6.	Sienna Senior Living	City of Kingston	51	22.7	21
7.	Lennox and Addington County General Hospital	Greater Napanee	48	21.5	21
8.	Revera Inc.	City of Kingston	42	22.4	21
9.	CANADIAN ROYALTIES INC.	City of Kingston	41	20.9	21
10.	The City of Kingston	City of Kingston	32	183.8	279
11.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	31	21.1	21
12.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	30	20.1	21
13.	St. Lawrence College	City of Kingston	27	17.4	21
14.	Empire Life	City of Kingston	26	22.0	21
15.	Lowe's Canada	City of Kingston	24	19.8	21
16.	Lowe's	City of Kingston	24	18.8	21
17.	ALSTOM Canada Inc.	City of Kingston	23	21.0	21
18.	Paladin Security	City of Kingston	23	27.1	25
19.	CFMWS	City of Kingston	22	21.0	21
20.	21 Electronic Warfare Regiment, Canadian Armed...	City of Kingston	21	20.8	21
21.	VON Canada	City of Kingston	20	73.1	100
22.	Loblaw Companies Limited	City of Kingston	20	20.5	21
23.	Bayshore HealthCare	City of Kingston	20	21.2	21
24.	KPMG Canada	City of Kingston	18	32.6	21
25.	Kijiji	City of Kingston	18	14.9	15
26.	Aramark Canada Ltd	City of Kingston	17	21.0	21
27.	Utilities Kingston	City of Kingston	17	20.8	21
28.	Kingston Community Health Centres	City of Kingston	17	125.7	21
29.	Revera	City of Kingston	16	42.0	16
30.	County of Lennox and Addington	Greater Napanee	15	19.5	21
31.	Parks of the St. Lawrence	City of Kingston	15	21.6	21


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TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

102

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Response Captain	C-Tow Marine Assistance Ltd	City of Kingston	320 
2.	Farm Labourer, Fruits/vegetables	Mensen Farm	Township of Rideau Lakes	180 
3.	Primary Care Physician	KuRated Inc	City of Kingston	150 
4.	Osteopathic Manual Practitioner	KuRated Inc	City of Kingston	150 
5.	Pelvic Floor Physiotherapist (#14742)	KuRated Inc	City of Kingston	115 
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.	RMT - Registered Massage Therapist	KuRated Inc	City of Kingston	100 
10.	Registered Psychotherapist, Couples And Families	The Lighthouse - Le Phare	City of Kingston	90 
11.	Apm Process Analytics Specialist	Adecco Canada	City of Kingston	90 
12.	Pharmacist Needed For Travel Opportunity	RPI Consulting Group	City of Kingston	80 
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TOP SALARIES IN JOB POSTINGS

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

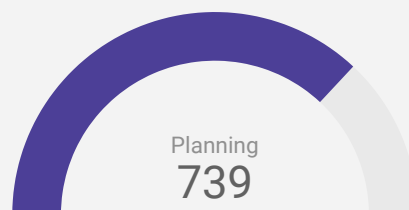
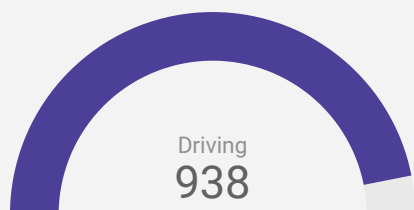
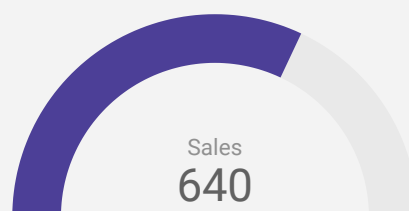
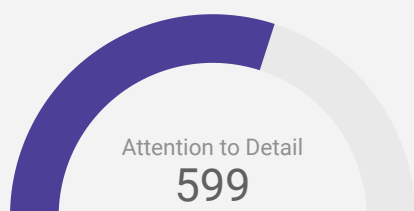
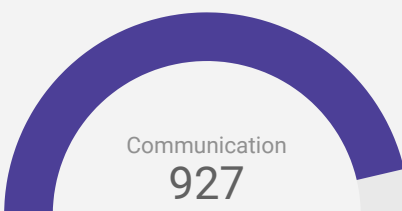
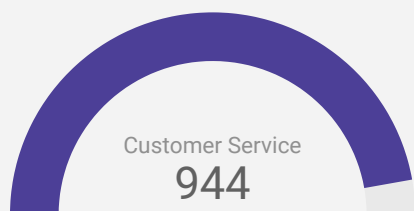
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Associate Dentist	Got Smile Dental Centre	Greater Napanee	321,937 
2.	Realtor/½	The Krishan Nathan Group	City of Kingston	250,000 
3.	B2c Sales Agent	Centennial Windows & Doors	City of Kingston	250,000 
4.	General Sales Manager	Kingston Toyota	City of Kingston	200,000 
5.	Director Of Operations For Self-storage, Office, & Retail Space	The Martin Group	City of Kingston	160,000 
6.	Program Operational Director, Cancer Services/endoscopy/cystoscopy/ gi Function Lab	Kingston Health Sciences Centre	City of Kingston	154,664 
7.	Clinical Therapist	The Relationship Centre	City of Kingston	151,000 
8.	Real Estate Sales Representative	Royal LePage Real Estate	City of Kingston	150,000 
9.	Automotive Sales & Finance Manager	401 Auto	City of Kingston	150,000 
10.	Experienced Flooring Installer	Orange Room Services	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

4,979



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,979

Driver's License
126First Aid
349Regular Access to a Vehicle
262Criminal Record Check
479Microsoft Office
302Food Safety
88

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	203	34.0	21
2.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	180	42.2	21
3.	3233	Licensed practical nurses	NOC Skill Level B	106	44.1	21
4.	6731	Light duty cleaners	NOC Skill Level D	104	53.5	21
5.	6322	Cooks	NOC Skill Level B	102	57.4	21
6.	0621	Retail and wholesale trade managers	NOC Skill Level A	93	35.7	21
7.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	92	41.9	21
8.	1241	Administrative assistants	NOC Skill Level B	80	45.7	21
9.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	75	79.6	21
10.	6552	Other customer and information services representatives	NOC Skill Level C	73	36.8	21
11.	4212	Social and community service workers	NOC Skill Level B	64	44.6	21
12.	6311	Food service supervisors	NOC Skill Level B	56	45.5	21
13.	7511	Transport truck drivers	NOC Skill Level C	54	28.1	21
14.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	48	20.0	21
15.	6513	Food and beverage servers	NOC Skill Level C	47	57.3	21
16.	7514	Delivery and courier service drivers	NOC Skill Level C	46	35.5	21
17.	7611	Construction trades helpers and labourers	NOC Skill Level D	45	47.6	21
18.	1414	Receptionists	NOC Skill Level C	45	43.1	21
19.	7452	Material handlers	NOC Skill Level C	41	29.2	21
20.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	41	68.1	21
21.	6541	Security guards and related security service occupations	NOC Skill Level C	40	37.9	21
22.	6211	Retail sales supervisors	NOC Skill Level B	40	21.9	21
23.	5254	Program leaders and instructors in recreation / sport and fitness	NOC Skill Level B	39	58.8	21
24.	7271	Carpenters	NOC Skill Level B	39	77.6	21
25.	4214	Early childhood educators and assistants	NOC Skill Level B	37	69.4	21
26.	6611	Cashiers	NOC Skill Level D	34	24.7	21
27.	0631	Restaurant and food service managers	NOC Skill Level A	33	60.4	21
28.	1411	General office support workers	NOC Skill Level C	31	33.5	21
29.	3142	Physiotherapists	NOC Skill Level A	30	77.4	21
30.	6411	Food and beverage supervisors	NOC Skill Level B	22	51.2	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	203	34.0	21
2.	441	Home care providers and educational support occupations	NOC Skill Level C	200	40.8	21
3.	673	Cleaners	NOC Skill Level D	157	59.2	21
4.	323	Other technical occupations in health care	NOC Skill Level B	139	55.3	21
5.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	135	44.7	21
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	118	39.5	21
7.	632	Chefs and cooks	NOC Skill Level B	118	56.9	21
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	107	39.3	21
9.	301	Professional occupations in nursing	NOC Skill Level A	101	40.4	21
10.	062	Retail and wholesale trade managers	NOC Skill Level A	93	35.7	21
11.	141	General office workers	NOC Skill Level C	88	37.0	21
12.	655	Customer and information services representatives	NOC Skill Level C	80	39.0	21
13.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	75	79.6	21
14.	651	Occupations in food and beverage service	NOC Skill Level C	67	57.7	21
15.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	64	38.2	21
16.	111	Auditors, accountants and investment professionals	NOC Skill Level A	62	37.5	21
17.	662	Other sales support and related occupations	NOC Skill Level D	61	22.9	21
18.	631	Service supervisors	NOC Skill Level B	60	43.4	21
19.	415	Social and community service professionals	NOC Skill Level A	57	54.3	21
20.	341	Assisting occupations in support of health services	NOC Skill Level C	56	48.2	21
21.	122	Administrative and regulatory occupations	NOC Skill Level B	52	51.9	21
22.	314	Therapy and assessment professionals	NOC Skill Level A	52	62.9	21
23.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	50	32.1	21
24.	761	Trades helpers and labourers	NOC Skill Level D	48	53.7	21
25.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	43	22.0	21
26.	727	Carpenters and cabinetmakers	NOC Skill Level B	41	77.6	21
27.	525	Athletes, coaches, referees and related occupations	NOC Skill Level B	41	56.7	21
28.	745	Longshore workers and material handlers	NOC Skill Level C	41	29.2	21
29.	654	Security guards and related security service occupations	NOC Skill Level C	40	37.9	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	258	48.9	21
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	241	65.2	21
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	218	33.1	21
4.	32	Technical occupations in health	NOC Skill Level B	212	49.3	21
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	209	52.1	21
6.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	203	40.6	21
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	167	42.1	21
8.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	148	39.2	21
9.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	143	39.0	21
10.	31	Professional occupations in health (except nursing)	NOC Skill Level A	137	51.8	21
11.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	135	44.7	21
12.	72	Industrial, electrical and construction trades	NOC Skill Level B	134	67.6	21
13.	14	Office support occupations	NOC Skill Level C	127	40.9	21
14.	30	Professional occupations in nursing	NOC Skill Level A	101	40.4	21
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	99	27.0	21
16.	11	Professional occupations in business and finance	NOC Skill Level A	97	49.1	21
17.	66	Sales support occupations	NOC Skill Level D	95	23.6	21
18.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	86	49.3	21
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	85	58.6	21
20.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	82	24.1	21
21.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	77	30.6	21
22.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	77	29.1	21
23.	73	Maintenance and equipment operation trades	NOC Skill Level B	65	49.8	21
24.	34	Assisting occupations in support of health services	NOC Skill Level C	56	48.2	21
25.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	55	45.6	21
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	53	54.3	21
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	53	56.9	21
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

531

NEW POSTINGS

0

COMPANIES

250

JOB LANGUAGES

7

OF DAYS POSTED

AVERAGE

50.1

MEDIAN

21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

83

Skill Level A - Management/ Professional Occupations usually requiring University

126

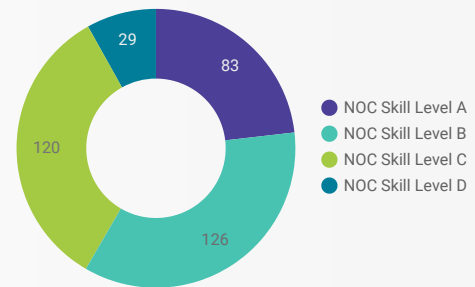
Skill Level B - Usually college education or apprenticeship training

120

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

29

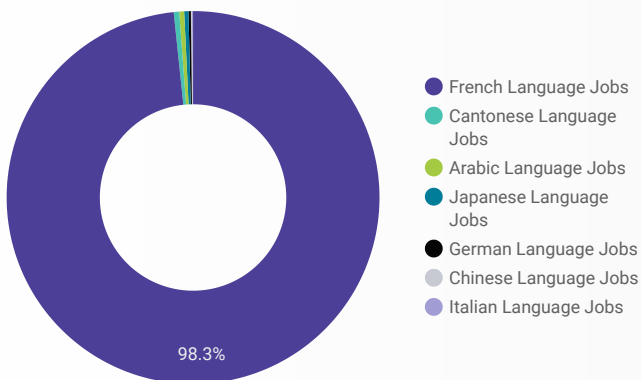
Skill Level D - Usually on-the-job training



JOB LANGUAGE	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Language Jobs	81	123	113	28
Arabic Language Jobs	1	2	2	
Italian Language Jobs		1	2	1
Cantonese Language Jobs			2	
German Language Jobs			1	
Japanese Language Jobs	1			

LANGUAGE SKILLS BREAKDOWN

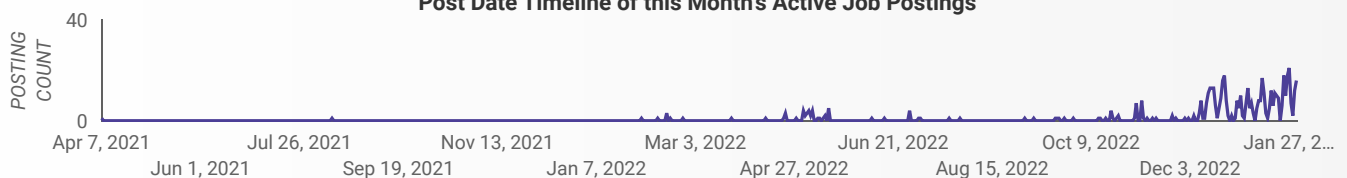
Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	515
2. Arabic Language Jobs	7
3. Italian Language Jobs	4
4. Cantonese Language Jobs	2
5. Japanese Language Jobs	1
6. German Language Jobs	1
7. Chinese Language Jobs	1

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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...	Italian La...	Cantones...	German L...	Japanese...	Grand total
Sales and service occupations	75		3	2	1		81
Occupations in education, law and social, c...	81						81
Health occupations	63						63
Business, finance and administration occup...	54	4					58
Trades, transport and equipment operators ...	29						29
Management occupations	19					1	20
Occupations in art, culture, recreation and s...	12	1					13
Natural and applied sciences and related o...	12						12
Occupations in manufacturing and utilities			1				1
Grand total	345	5	4	2	1	1	358

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	469	52.9	21
2.	Greater Napanee	31	23.1	21
3.	Town of Gananoque	15	55.1	21
4.	Township of South Frontenac	7	19.0	21
5.	Loyalist Township	4	17.3	21
6.	Township of Central Frontenac	3		
7.	Township of Leeds and the Thousand Islands	2	21.0	21
	Grand total	531	50.1	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 r...	35
2. Licensed practical nurses	22
3. Other customer and information services rep...	12
4. Social and community service workers	12
5. Instructors of persons with disabilities	11
6. Retail and wholesale trade managers	10
7. Administrative assistants	10
8. Food counter attendants / kitchen helpers an...	8
9. Registered nurses and registered psychiatric ...	7
10. Janitors / caretakers and building superinten...	7
11. Cooks	6
12. Receptionists	6
13. Retail salespersons	6
14. Hotel front desk clerks	6
15. Professional occupations in advertising / ma...	6
16. Early childhood educators and assistants	6
17. Letter carriers	5
18. Construction millwrights and industrial mech...	5
19. Medical administrative assistants	5
20. General office support workers	5
21. Tour and travel guides	5
22. Light duty cleaners	5
23. Other assisting occupations in support of he...	5
24. Carpenters	4
25. Cashiers	4
26. Occupational therapists	4
27. Allied primary health practitioners	4
28. Program leaders and instructors in recreatio...	4
29. Chefs	4
30. Technical occupations related to museums a...	3
31. Nursing co-ordinators and supervisors	3
32. Nurse aides / orderlies and patient service a...	3

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MULTILINGUAL HIRING EMPLOYERS

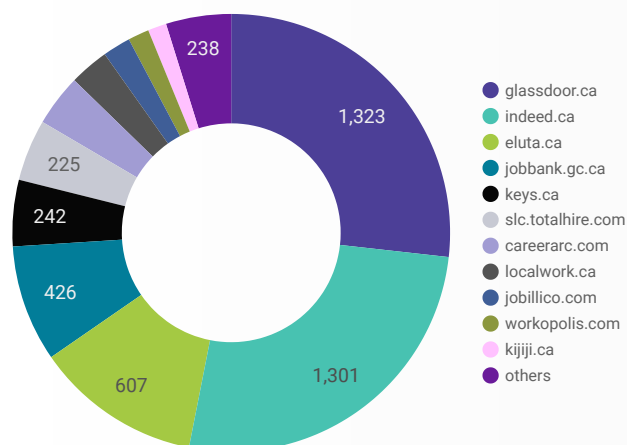
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Providence Care	34
2. CANADIAN ROYALTIES INC.	20
3. VON Canada	18
4. Kingston Health Sciences Centre	13
5. Kingston Community Health Centres	10
6. Victorian Order of Nurses / VON	9
7. National Defence	9
8. Empire Life	8
9. Victoria Order of Nurses	8
10. Marine Museum of the Great Lakes at Kingston	8
11. Farm Boy Inc.	8
12. Various Ministries	8
13. Carveth Care Centre	7
14. County of Lennox and Addington	7
15. Addiction & Mental Health Services KFLA / AMHS-KFLA	6
16. Addiction & Mental Health Services - KFLA	6
17. Kingston Community Health Centres / KCHC	6
18. The City of Kingston	5
19. Sensity Deafblind and Sensory Support Network of...	5
20. Limestone District School Board	5
21. Township of South Frontenac	4
22. Sykes	4
23. Family and Children's Services of Frontenac,...	4
24. Marine Museum of the Great Lakes	4
25. CBI Health Group	4
26. Government of Canada	4
27. City of Kingston	4
28. Algonquin & Lakeshore Catholic District School Board	4
29. Dollarama L.P.	4

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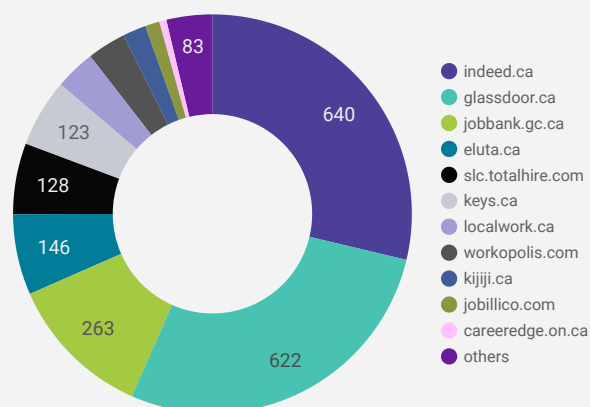
JOB POSTINGS BY JOB BOARD

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.	glassdoor.ca	1,323	21.6	21	622
2.	indeed.ca	1,301	20.7	21	640
3.	eluta.ca	607	21.0	21	146
4.	jobbank.gc.ca	426	33.4	22	263
5.	keys.ca	242	295.9	286	123
6.	slc.totalhire.com	225	106.2	99	128
7.	careerarc.com	189	54.3	32	9
8.	localwork.ca	144	8.3	5	73
9.	jobillico.com	102	34.3	22	26
10.	workopolis.com	77			70
11.	kijiji.ca	68	15.0	15	42
12.	rncareers.ca	57	40.4	24	10
13.	network.applytoeducation.com	30	6.1	6	5
14.	gojobs.gov.on.ca	30	40.6	33	7
15.	emploisfp-psjobs.cfp-psc.gc.ca	29	30.3	13	11
16.	adzuna.ca	18	14.0	14	11
17.	careeredge.on.ca	16	38.4	36	13