

possible
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JOB DEMAND REPORT

FEBRUARY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW POSTINGS	COMPANIES	JOB BOARDS
5,447	2,818	1,839	31

OF DAYS POSTED

AVERAGE	MEDIAN
44.8	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

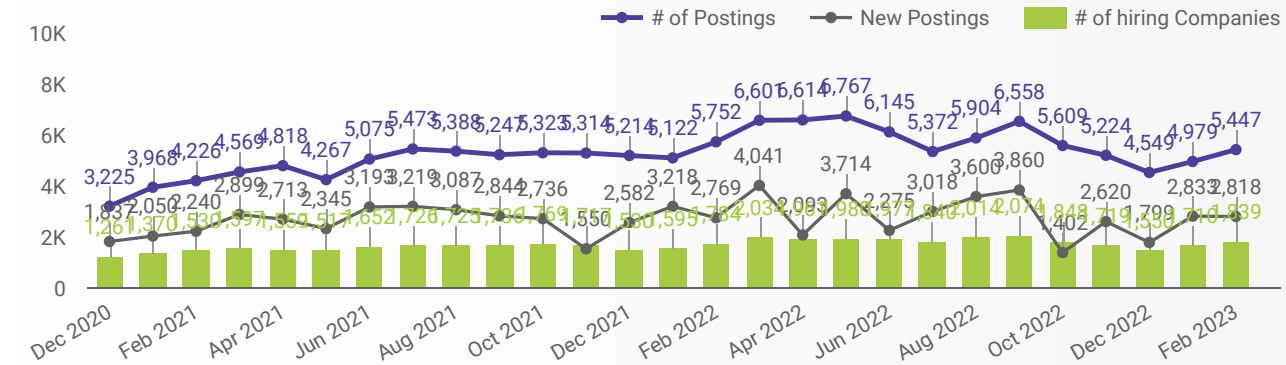
Source:

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

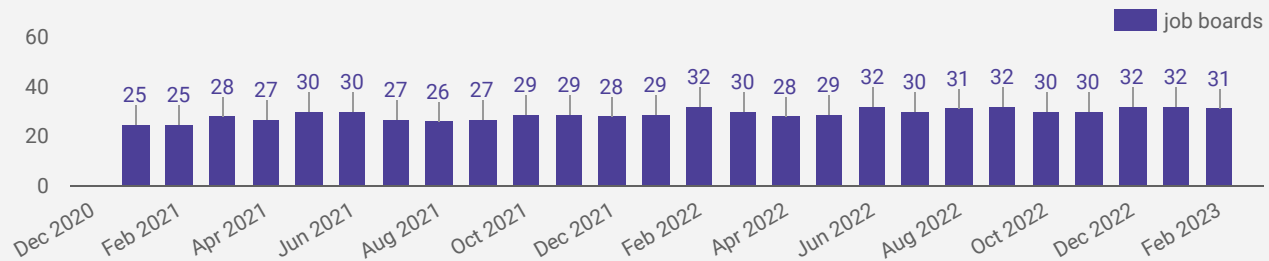
How many job postings were active for at least 1 day this month?



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

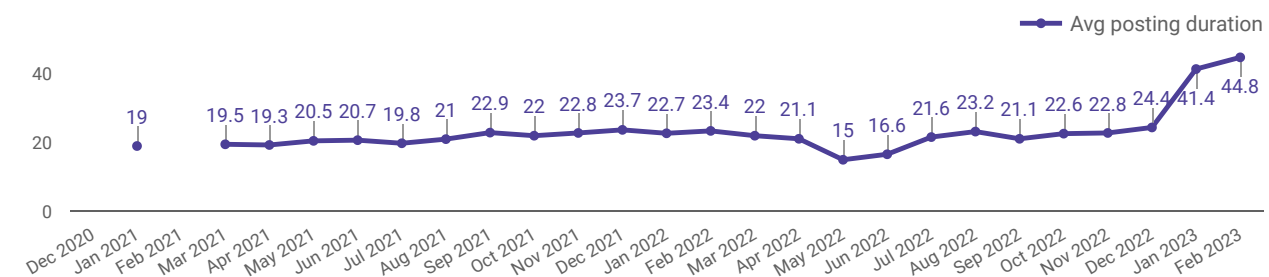
NUMBER OF ACTIVE JOB BOARDS

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



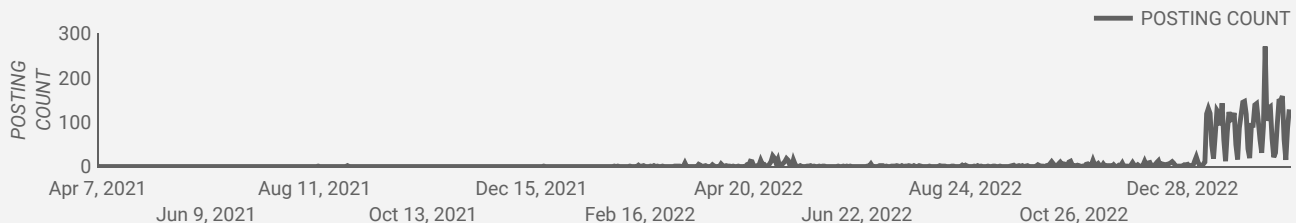
AVG & MEDIAN POSTING LENGTH BY DAYS

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?



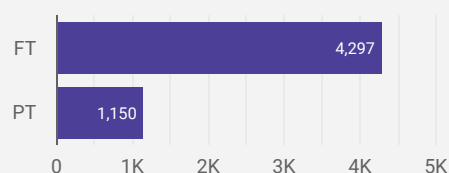
JOB POSTINGS BY MUNICIPALITY

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	4,562	44.7	21
2.	Greater Napanee	384	23.0	21
3.	Town of Gananoque	211	105.7	21
4.	Loyalist Township	140	21.3	21
5.	Township of South Frontenac	55	18.6	21
6.	Township of Rideau Lakes	41	17.5	21
7.	Township of Central Frontenac	28	20.5	21
8.	Township of Leeds and the Thousand Islands	16	15.3	15
9.	Town of Westport	6	15.0	14
10.	Township of Front of Yonge	4	15.0	14
	Grand total	5,447	44.8	21

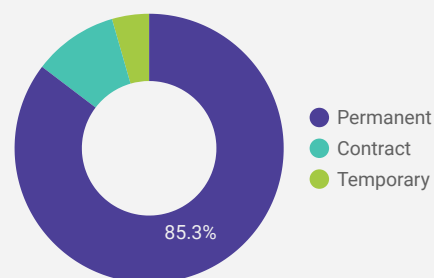
JOB TYPE

Full-time vs Part-time



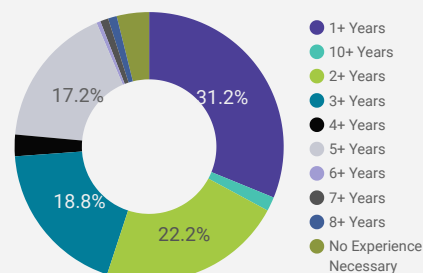
JOB DURATION

Permanency of jobs posted



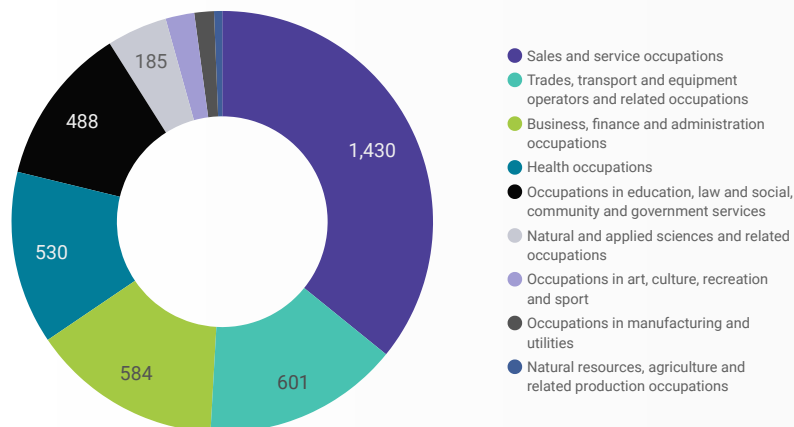
JOB EXPERIENCE

Job Postings by Experience Level Required



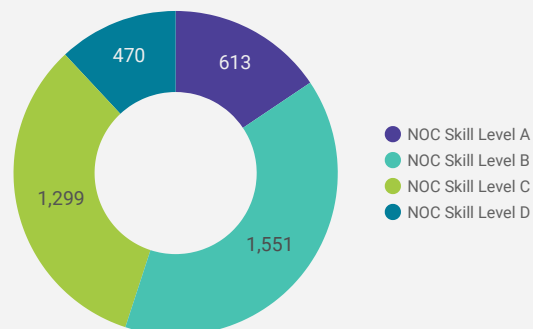
JOB POSTINGS BY JOB CATEGORY

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?




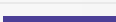









	COMPANY	COMMUNITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Kingston Health Sciences Centre	City of Kingston	210	46.4	21
2.	Queen's University	City of Kingston	160	54.2	21
3.	City of Kingston	City of Kingston	122	23.6	21
4.	Kingston Health Sciences Centre / KHSC	City of Kingston	72	21.0	21
5.	Lennox and Addington County General Hospital	Greater Napanee	55	21.0	21
6.	The City of Kingston	City of Kingston	51	176.6	278
7.	Sienna Senior Living	City of Kingston	49	19.8	21
8.	CANADIAN ROYALTIES INC.	City of Kingston	41	20.7	21
9.	Sienna Senior Living Inc.	City of Kingston	39	22.3	21
10.	Providence Care	City of Kingston	37	138.9	21
11.	Empire Life	City of Kingston	33	22.6	21
12.	Revera Inc.	City of Kingston	31	20.8	21
13.	St. Lawrence College	City of Kingston	30	17.6	18
14.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	27	21.0	21
15.	Kingston Community Health Centres	City of Kingston	25	104.6	21
16.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	23	12.3	13
17.	VON Canada	City of Kingston	22	80.9	100
18.	Bayshore HealthCare	City of Kingston	22	21.0	21
19.	CFMWS	City of Kingston	22	21.0	21
20.	BELFOR CANADA INC.	City of Kingston	20	20.4	20
21.	Paladin Security	City of Kingston	20	30.7	30
22.	Ongwanada	City of Kingston	20	19.4	21
23.	County of Lennox and Addington	Greater Napanee	19	17.9	17
24.	Utilities Kingston	City of Kingston	18	20.8	21
25.	Ongwanada Resource Centre	City of Kingston	18	16.8	21
26.	Unilever	City of Kingston	17	21.0	21
27.	Revera	City of Kingston	17	58.8	58
28.	THE EMPIRE LIFE INS. CO	City of Kingston	16	20.9	21
29.	ALSTOM Canada Inc.	City of Kingston	16	21.0	21
30.	Kijiji	City of Kingston	15	15.0	15
31.	Lowe's Canada	City of Kingston	15	20.4	21

TOP HOURLY WAGES IN JOB POSTINGS

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


of Minimum Wage Job Postings

142;

	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.	Chiropractor	KuRated Inc	City of Kingston	100 
8.	Private Chef	Chez You Experience Inc.	City of Kingston	100 
9.	Apm Process Analytics Specialist	Adecco Canada	City of Kingston	90 
10.	Registered Psychotherapist, Couples And Families	The Lighthouse - Le Phare	City of Kingston	90 
11.	Registered Nurse (rn)	Priority Healthcare	City of Kingston	85 
12.	Onsite Audit Technician - Sorel-tracy	Adecco Canada	City of Kingston	80 
13.	Board Certified Behaviour Analyst	Quest4Change	City of Kingston	80 
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TOP SALARIES IN JOB POSTINGS

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

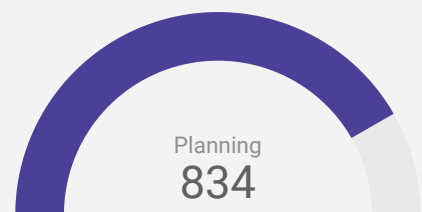
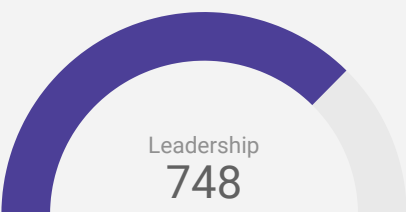
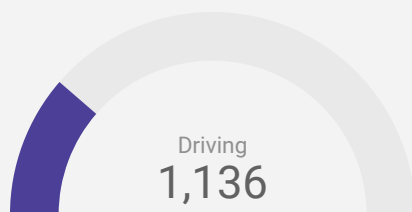
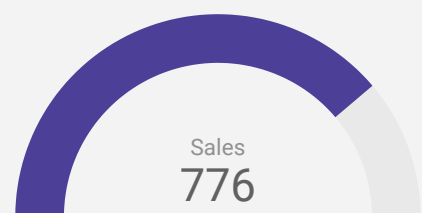
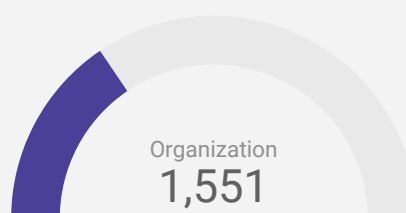
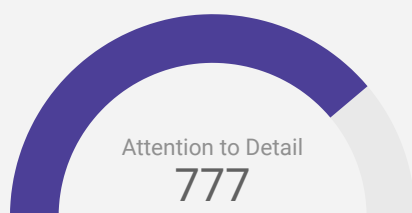
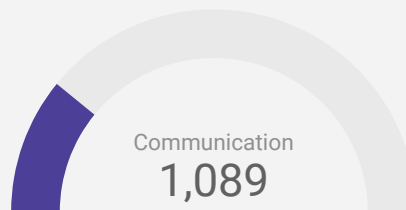
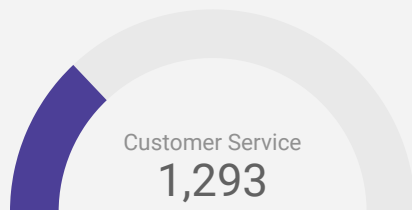
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Associate Dentist	Dr. Raj Dentistry	Greater Napanee	311,812 
2.	B2c Sales Agent	Centennial Windows & Doors	City of Kingston	250,000 
3.	Realtor/½	The Krishan Nathan Group	City of Kingston	250,000 
4.	B2C Sales Agent	Centennial Windows & Doors	City of Kingston	250,000 
5.	Product Specialist	Pride Marine Group Ltd.	City of Kingston	250,000 
6.	Experience Automotive Sales Manager	ABC Motors	City of Kingston	200,000 
7.	General Sales Manager	Kingston Toyota	City of Kingston	200,000 
8.	Automotive Finance Manager	Lexus of Kingston	City of Kingston	199,413 
9.	Associate Dentist	Dr. Craig and Associates	City of Kingston	185,616 
10.	Territory Account Manager (automotive)	Wholesale Express	City of Kingston	175,000 
11.	Real Estate Sales Representative	Royal LePage Real Estate	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

5,447

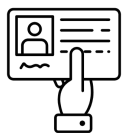


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,447

Driver's License
109First Aid
428Regular Access to a Vehicle
305Criminal Record Check
645Microsoft Office
406Food Safety
92

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	207	35.9	21
2.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	191	48.4	21
3.	6322	Cooks	NOC Skill Level B	131	58.8	21
4.	3233	Licensed practical nurses	NOC Skill Level B	115	52.6	21
5.	6731	Light duty cleaners	NOC Skill Level D	114	54.0	21
6.	6552	Other customer and information services representatives	NOC Skill Level C	112	32.7	21
7.	621	Retail and wholesale trade managers	NOC Skill Level B	102	38.7	21
8.	1241	Administrative assistants	NOC Skill Level B	92	39.4	21
9.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	88	55.3	21
10.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	83	113.4	21
11.	7511	Transport truck drivers	NOC Skill Level C	80	29.8	21
12.	4212	Social and community service workers	NOC Skill Level B	62	55.2	21
13.	6311	Food service supervisors	NOC Skill Level B	56	40.9	21
14.	7611	Construction trades helpers and labourers	NOC Skill Level D	55	58.1	21
15.	7452	Material handlers	NOC Skill Level C	54	31.6	21
16.	6513	Food and beverage servers	NOC Skill Level C	53	55.7	21
17.	7514	Delivery and courier service drivers	NOC Skill Level C	52	36.7	21
18.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	46	19.4	21
19.	5254	Program leaders and instructors in recreation / sport and fitness	NOC Skill Level B	45	51.9	21
20.	1414	Receptionists	NOC Skill Level C	44	58.3	21
21.	6541	Security guards and related security service occupations	NOC Skill Level C	43	37.6	21
22.	4214	Early childhood educators and assistants	NOC Skill Level B	43	72.0	21
23.	6211	Retail sales supervisors	NOC Skill Level B	41	28.1	21
24.	7271	Carpenters	NOC Skill Level B	38	77.2	21
25.	6611	Cashiers	NOC Skill Level D	38	18.9	21
26.	631	Restaurant and food service managers	NOC Skill Level B	36	61.3	21
27.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	35	82.4	21
28.	3142	Physiotherapists	NOC Skill Level A	34	84.2	21
29.	1431	Accounting and related clerks	NOC Skill Level C	30	43.9	21
30.	6551	Customer and information services managers	NOC Skill Level C	28	52.1	21
31.	6552	Other customer and information services representatives	NOC Skill Level C	27	32.7	21
32.	6553	Information services representatives	NOC Skill Level C	26	32.7	21
33.	6554	Information services managers	NOC Skill Level C	25	32.7	21
34.	6555	Information services technicians	NOC Skill Level C	24	32.7	21
35.	6556	Information services support workers	NOC Skill Level C	23	32.7	21
36.	6557	Information services assistants	NOC Skill Level C	22	32.7	21
37.	6558	Information services clerks	NOC Skill Level C	21	32.7	21
38.	6559	Information services helpers	NOC Skill Level C	20	32.7	21
39.	6560	Information services labourers	NOC Skill Level C	19	32.7	21
40.	6561	Information services cleaners	NOC Skill Level C	18	32.7	21
41.	6562	Information services maintenance workers	NOC Skill Level C	17	32.7	21
42.	6563	Information services repairers	NOC Skill Level C	16	32.7	21
43.	6564	Information services installers	NOC Skill Level C	15	32.7	21
44.	6565	Information services technicians	NOC Skill Level C	14	32.7	21
45.	6566	Information services support workers	NOC Skill Level C	13	32.7	21
46.	6567	Information services assistants	NOC Skill Level C	12	32.7	21
47.	6568	Information services clerks	NOC Skill Level C	11	32.7	21
48.	6569	Information services helpers	NOC Skill Level C	10	32.7	21
49.	6570	Information services labourers	NOC Skill Level C	9	32.7	21
50.	6571	Information services cleaners	NOC Skill Level C	8	32.7	21
51.	6572	Information services maintenance workers	NOC Skill Level C	7	32.7	21
52.	6573	Information services repairers	NOC Skill Level C	6	32.7	21
53.	6574	Information services installers	NOC Skill Level C	5	32.7	21
54.	6575	Information services technicians	NOC Skill Level C	4	32.7	21
55.	6576	Information services support workers	NOC Skill Level C	3	32.7	21
56.	6577	Information services assistants	NOC Skill Level C	2	32.7	21
57.	6578	Information services clerks	NOC Skill Level C	1	32.7	21
58.	6579	Information services helpers	NOC Skill Level C	0	32.7	21
59.	6580	Information services labourers	NOC Skill Level C	0	32.7	21
60.	6581	Information services cleaners	NOC Skill Level C	0	32.7	21
61.	6582	Information services maintenance workers	NOC Skill Level C	0	32.7	21
62.	6583	Information services repairers	NOC Skill Level C	0	32.7	21
63.	6584	Information services installers	NOC Skill Level C	0	32.7	21
64.	6585	Information services technicians	NOC Skill Level C	0	32.7	21
65.	6586	Information services support workers	NOC Skill Level C	0	32.7	21
66.	6587	Information services assistants	NOC Skill Level C	0	32.7	21
67.	6588	Information services clerks	NOC Skill Level C	0	32.7	21
68.	6589	Information services helpers	NOC Skill Level C	0	32.7	21
69.	6590	Information services labourers	NOC Skill Level C	0	32.7	21
70.	6591	Information services cleaners	NOC Skill Level C	0	32.7	21
71.	6592	Information services maintenance workers	NOC Skill Level C	0	32.7	21
72.	6593	Information services repairers	NOC Skill Level C	0	32.7	21
73.	6594	Information services installers	NOC Skill Level C	0	32.7	21
74.	6595	Information services technicians	NOC Skill Level C	0	32.7	21
75.	6596	Information services support workers	NOC Skill Level C	0	32.7	21
76.	6597	Information services assistants	NOC Skill Level C	0	32.7	21
77.	6598	Information services clerks	NOC Skill Level C	0	32.7	21
78.	6599	Information services helpers	NOC Skill Level C	0	32.7	21
79.	6600	Information services labourers	NOC Skill Level C	0	32.7	21
80.	6601	Information services cleaners	NOC Skill Level C	0	32.7	21
81.	6602	Information services maintenance workers	NOC Skill Level C	0	32.7	21
82.	6603	Information services repairers	NOC Skill Level C	0	32.7	21
83.	6604	Information services installers	NOC Skill Level C	0	32.7	21
84.	6605	Information services technicians	NOC Skill Level C	0	32.7	21
85.	6606	Information services support workers	NOC Skill Level C	0	32.7	21
86.	6607	Information services assistants	NOC Skill Level C	0	32.7	21
87.	6608	Information services clerks	NOC Skill Level C	0	32.7	21
88.	6609	Information services helpers	NOC Skill Level C	0	32.7	21
89.	6610	Information services labourers	NOC Skill Level C	0	32.7	21
90.	6611	Information services cleaners	NOC Skill Level C	0	32.7	21
91.	6612	Information services maintenance workers	NOC Skill Level C	0	32.7	21
92.	6613	Information services repairers	NOC Skill Level C	0	32.7	21
93.	6614	Information services installers	NOC Skill Level C	0	32.7	21
94.	6615	Information services technicians	NOC Skill Level C	0	32.7	21
95.	6616	Information services support workers	NOC Skill Level C	0	32.7	21
96.	6617	Information services assistants	NOC Skill Level C	0	32.7	21
97.	6618	Information services clerks	NOC Skill Level C	0	32.7	21
98.	6619	Information services helpers	NOC Skill Level C	0	32.7	21
99.	6620	Information services labourers	NOC Skill Level C	0	32.7	21
100.	6621	Information services cleaners	NOC Skill Level C	0	32.7	21
101.	6622	Information services maintenance workers	NOC Skill Level C	0	32.7	21
102.	6623	Information services repairers	NOC Skill Level C	0	32.7	21
103.	6624	Information services installers	NOC Skill Level C	0	32.7	21
104.	6625	Information services technicians	NOC Skill Level C	0	32.7	21
105.	6626	Information services support workers	NOC Skill Level C	0	32.7	21
106.	6627	Information services assistants	NOC Skill Level C	0	32.7	21
107.	6628	Information services clerks	NOC Skill Level C	0	32.7	21
108.	6629	Information services helpers	NOC Skill Level C	0	32.7	21
109.	6630	Information services labourers	NOC Skill Level C	0	32.7	21
110.	6631	Information services cleaners	NOC Skill Level C	0	32.7	21
111.	6632	Information services maintenance workers	NOC Skill Level C	0	32.7	21
112.	6633	Information services repairers	NOC Skill Level C	0	32.7	21
113.	6634	Information services installers	NOC Skill Level C	0	32.7	21
114.	6635	Information services technicians	NOC Skill Level C	0	32.7	21
115.	6636	Information services support workers	NOC Skill Level C	0	32.7	21
116.	6637	Information services assistants	NOC Skill Level C	0	32.7	21
117.	6638	Information services clerks	NOC Skill Level C	0	32.7	21
118.	6639	Information services helpers	NOC Skill Level C	0	32.7	21
119.	6640	Information services labourers	NOC Skill Level C	0	32.7	21
120.	6641	Information services cleaners	NOC Skill Level C	0	32.7	21
121.	6642	Information services maintenance workers	NOC Skill Level C	0	32.7	21
122.	6643	Information services repairers	NOC Skill Level C	0	32.7	21
123.	6644	Information services installers	NOC Skill Level C	0	32.7	21
124.	6645	Information services technicians	NOC Skill Level C	0	32.7	21
125.	6646	Information services support workers	NOC Skill Level C	0	32.7	21
126.	6647	Information services assistants	NOC Skill Level C	0	32.7	21
127.	6648	Information services clerks	NOC Skill Level C	0	32.7	21
128.	6649	Information services helpers	NOC Skill Level C	0	32.7	21
129.	6650	Information services labourers	NOC Skill Level C	0	32.7	21
130.	6651	Information services cleaners	NOC Skill Level C	0	32.7	21
131.	6652	Information services maintenance workers	NOC Skill Level C	0	32.7	21
132.	6653	Information services repairers	NOC Skill Level C	0	32.7	21
133.	6654	Information services installers	NOC Skill Level C	0	32.7	21
134.	6655	Information services technicians	NOC Skill Level C	0	32.7	21
135.	6656	Information services support workers	NOC Skill Level C	0	32.7	21
136.	6657	Information services assistants	NOC Skill Level C	0	32.7	21
137.	6658	Information services clerks	NOC Skill Level C	0	32.7	21
138.	6659	Information services helpers	NOC Skill Level C	0	32.7	21
139.	6660	Information services labourers	NOC Skill Level C	0	32.7	21
140.	6661	Information services cleaners	NOC Skill Level C	0	32.7	21
141.	6662	Information services maintenance workers	NOC Skill Level C	0	32.7	21
142.	6663	Information services repairers	NOC Skill Level C	0	32.7	21
143.	6664	Information services installers	NOC Skill Level C	0	32.7	21
144.	6665	Information services technicians	NOC Skill Level C	0	32.7	21
145.	6666	Information services support workers	NOC Skill Level C	0	32.7	21
146.	6667	Information services assistants	NOC Skill Level C	0	32.7	21
147.	6668	Information services clerks	NOC Skill Level C	0	32.7	21
148.	6669	Information services helpers	NOC Skill Level C	0	32.7	21
149.	6670	Information services labourers	NOC Skill Level C	0	32.7	21
150.	6671	Information services cleaners	NOC Skill Level C	0	32.7	21
151.	6672	Information services maintenance workers	NOC Skill Level C	0	32.7	21
152.	6673	Information services repairers	NOC Skill Level C	0	32.7	21
153.	6674	Information services installers	NOC Skill Level C	0	32.7	21
154.	6675	Information services technicians	NOC Skill Level C	0	32.7	21
155.	6676	Information services support workers	NOC Skill Level C	0	32.7	21
156.	6677	Information services assistants	NOC Skill Level C	0	32.7	21
157.	6678	Information services clerks	NOC Skill Level C	0	32.7	21
158.	6679	Information services helpers	NOC Skill Level C	0	32.7	21
159.	6680	Information services labourers	NOC Skill Level C	0	32.7	21
160.	6681	Information services cleaners	NOC Skill Level C	0	32.7	21
161.	6682	Information services maintenance workers	NOC Skill Level C	0	32.7	21
162.	6683	Information services repairers	NOC Skill Level C	0	32.7	21
163.	6684	Information services installers	NOC Skill Level C	0	32.7	21
164.	6685	Information services technicians	NOC Skill Level C	0	32.7	21
165.	6686	Information services support workers	NOC Skill Level C	0	32.7	21
166.	6687	Information services assistants	NOC Skill Level C	0	32.7	21
167.	6688	Information services clerks	NOC Skill Level C	0	32.7	21
168.	6689	Information services helpers	NOC Skill Level C	0	32.7	21
169.	6690	Information services labourers	NOC Skill Level C	0	32.7	21
170.	6691	Information services cleaners	NOC Skill Level C	0	32.7	21
171.	6692	Information services maintenance workers	NOC Skill Level C	0	32.7	21
172.	6693	Information services repairers	NOC Skill Level C	0	32.7	21
173.	6694	Information services installers	NOC Skill Level C	0	32.7	21
174.	6695	Information services technicians	NOC Skill Level C	0	32.7	21
175.	6696	Information services support workers	NOC Skill Level C	0	32.7	21
176.	6697	Information services assistants	NOC Skill Level C	0	32.7	21
177.	6698	Information services clerks	NOC Skill Level C	0	32.7	21
178.	6699	Information services helpers	NOC Skill Level C	0	32.7	21
179.	6700	Information services labourers	NOC Skill Level C	0	32.7	21
180.	6701	Information services cleaners	NOC Skill Level C	0	32.7	21
181.	6702	Information services maintenance workers	NOC Skill Level C	0	32.7	21
182.	6703	Information services repairers	NOC Skill Level C	0	32.7	21
183.	6704	Information services installers	NOC Skill Level C	0	32.7	21
184.	6705	Information services technicians	NOC Skill Level C	0	32.7	21
185.	6706	Information services support workers	NOC Skill Level C	0	32.7	21
186.	6707	Information services assistants	NOC Skill Level C	0	32.7	21
187.	6708	Information services clerks	NOC Skill Level C	0	32.7	21
188.	6709	Information services helpers	NOC Skill Level C	0	32.7	21
189.	6710	Information services labourers	NOC Skill Level C	0	32.7	21
190.	6711	Information services cleaners	NOC Skill Level C	0	32.7	21
191.	6712	Information services maintenance workers	NOC Skill Level C	0	32.7	21
192.	6713	Information services repairers	NOC Skill Level C	0	32.7	21
193.	6714	Information services installers	NOC Skill Level C	0	32.7	21
194.	6715	Information services technicians	NOC Skill Level C	0	32.7	21
195.	6716	Information services support workers	NOC Skill Level C	0	32.7	21
196.	6717	Information services assistants	NOC Skill Level C	0</		

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	207	35.9	21
2.	441	Home care providers and educational support occupations	NOC Skill Level C	205	47.0	21
3.	673	Cleaners	NOC Skill Level D	174	59.8	21
4.	632	Chefs and cooks	NOC Skill Level B	156	55.5	21
5.	751	Motor vehicle and transit drivers	NOC Skill Level C	151	41.8	21
6.	323	Other technical occupations in health care	NOC Skill Level B	149	64.2	21
7.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	147	52.2	21
8.	621	Retail sales supervisors	NOC Skill Level B	143	35.9	21
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	126	39.3	21
10.	655	Customer and information services representatives	NOC Skill Level C	115	36.1	21
11.	631	Service supervisors	NOC Skill Level B	102	47.0	21
12.	651	Occupations in food and beverage service	NOC Skill Level C	96	53.2	21
13.	301	Professional occupations in nursing	NOC Skill Level A	95	53.3	21
14.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	83	113.4	21
15.	111	Auditors, accountants and investment professionals	NOC Skill Level A	82	35.9	21
16.	141	General office workers	NOC Skill Level C	75	53.3	21
17.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	68	35.0	21
18.	122	Administrative and regulatory occupations	NOC Skill Level B	68	55.8	21
19.	662	Other sales support and related occupations	NOC Skill Level D	58	19.7	21
20.	341	Assisting occupations in support of health services	NOC Skill Level C	57	62.5	21
21.	415	Social and community service professionals	NOC Skill Level A	56	63.4	21
22.	761	Trades helpers and labourers	NOC Skill Level D	56	68.4	21
23.	112	Human resources and business service professionals	NOC Skill Level A	55	72.8	21
24.	745	Longshore workers and material handlers	NOC Skill Level C	55	31.6	21
25.	314	Therapy and assessment professionals	NOC Skill Level A	55	73.9	21
26.	525	Athletes, coaches, referees and related occupations	NOC Skill Level B	48	50.6	21
27.	654	Security guards and related security service occupations	NOC Skill Level C	43	37.6	21
28.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	42	44.0	21
29.	727	Carpenters and cabinetmakers	NOC Skill Level B	42	77.2	21
30.	666	Construction trades occupations	NOC Skill Level D	42	122.5	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	331	49.1	21
2.	63	Service supervisors and specialized service occupations	NOC Skill Level B	284	52.1	21
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	273	74.7	21
4.	32	Technical occupations in health	NOC Skill Level B	231	52.0	21
5.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	221	35.4	21
6.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	215	44.2	21
7.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	209	35.1	21
8.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	205	47.0	21
9.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	180	41.5	21
10.	72	Industrial, electrical and construction trades	NOC Skill Level B	161	78.5	21
11.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	155	53.3	21
12.	11	Professional occupations in business and finance	NOC Skill Level A	147	49.2	21
13.	31	Professional occupations in health (except nursing)	NOC Skill Level A	147	56.4	21
14.	14	Office support occupations	NOC Skill Level C	131	50.3	21
15.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	96	37.9	21
16.	66	Sales support occupations	NOC Skill Level D	96	19.4	21
17.	30	Professional occupations in nursing	NOC Skill Level A	95	53.3	21
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	89	21.3	21
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	89	70.0	21
20.	73	Maintenance and equipment operation trades	NOC Skill Level B	84	54.0	21
21.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	76	53.3	21
22.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	65	50.4	21
23.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	63	35.0	21
24.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	62	74.6	21
25.	34	Assisting occupations in support of health services	NOC Skill Level C	57	62.5	21
26.	71	Trades, transport and equipment operators and related occupations		38	33.1	21
27.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	28	19.8	21
28.	51	Professional occupations in art and culture	NOC Skill Level A	23	44.3	21

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

752

NEW POSTINGS

0

COMPANIES

349

JOB LANGUAGES

8

OF DAYS POSTED

AVERAGE

54.1

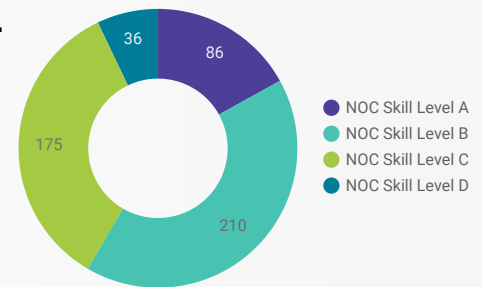
MEDIAN

21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

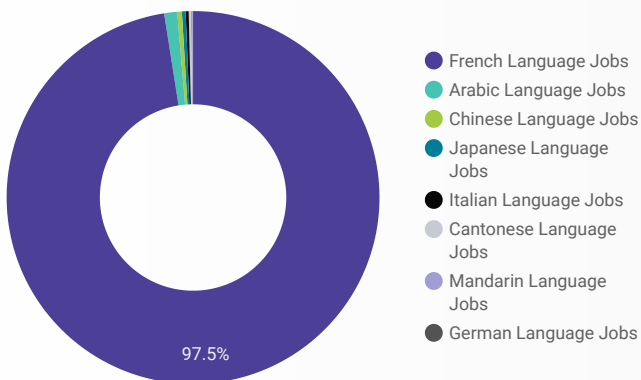
86	Skill Level A - Management/ Professional Occupations usually requiring University
210	Skill Level B - Usually college education or apprenticeship training
175	Skill Level C - Usually secondary education or occupation-specific training
36	Skill Level D - Usually on-the-job training



JOB LANGUAGE	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Language Jobs	85	201	168	34
Arabic Language Jobs	1	6	2	
Italian Language Jobs		1	3	1
German Language Jobs			1	
Japanese Language Jobs		1		
Mandarin Language Jobs			1	
Chinese Language Jobs		1		

LANGUAGE SKILLS BREAKDOWN

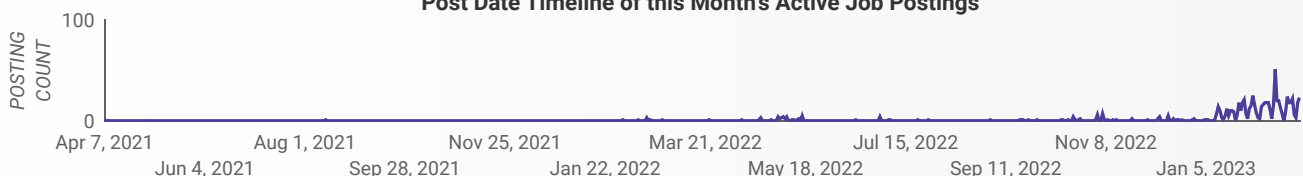
Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	729
2. Arabic Language Jobs	11
3. Italian Language Jobs	5
4. Chinese Language Jobs	2
5. Japanese Language Jobs	2
6. Mandarin Language Jobs	1
7. Cantonese Language Jobs	1

1 - 8 / 8 < >

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...	German L...	Japanese...	Mandarin...	Grand total
Sales and service occupations	128		4	1	1	1	137
Occupations in education, law and social, c...	112	5					117
Business, finance and administration occup...	72	3					75
Trades, transport and equipment operators ...	71						71
Health occupations	68						68
Natural and applied sciences and related o...	20						20
Occupations in art, culture, recreation and s...	17	1					18
Occupations in manufacturing and utilities	4		1				5
Natural resources, agriculture and related p...	2						2
Grand total	494	9	5	1	1	1	513

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	623	60.6	21
2.	Greater Napanee	52	21.2	21
3.	Loyalist Township	32	13.4	21
4.	Town of Gananoque	23	61.8	21
5.	Township of South Frontenac	13	15.1	12
6.	Township of Central Frontenac	5		
7.	Township of Leeds and the Thousand Islands	4	21.0	21
	Grand total	752	54.1	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...	38
2. Licensed practical nurses	21
3. Early childhood educators and assistants	21
4. Other customer and information services rep...	21
5. Social and community service workers	19
6. Administrative assistants	15
7. Cooks	13
8. Instructors of persons with disabilities	12
9. Retail salespersons	12
10. Hotel front desk clerks	9
11. Food and beverage servers	9
12. Food counter attendants / kitchen helpers an...	9
13. Registered nurses and registered psychiatric ...	9
14. Retail and wholesale trade managers	9
15. Construction trades helpers and labourers	8
16. Construction millwrights and industrial mech...	8
17. Professional occupations in advertising / ma...	7
18. General office support workers	7
19. Tour and travel guides	7
20. Technical occupations related to museums a...	7
21. Accounting and related clerks	6
22. Letter carriers	6
23. Bartenders	6
24. Transport truck drivers	6
25. Social workers	6
26. Light duty cleaners	6
27. Medical administrative assistants	5
28. Receptionists	4
29. Nurse aides / orderlies and patient service a...	4
30. Food service supervisors	4
31. Cashiers	4
32. Psychologists	4

1 - 100 / 148 < >

MULTILINGUAL HIRING EMPLOYERS

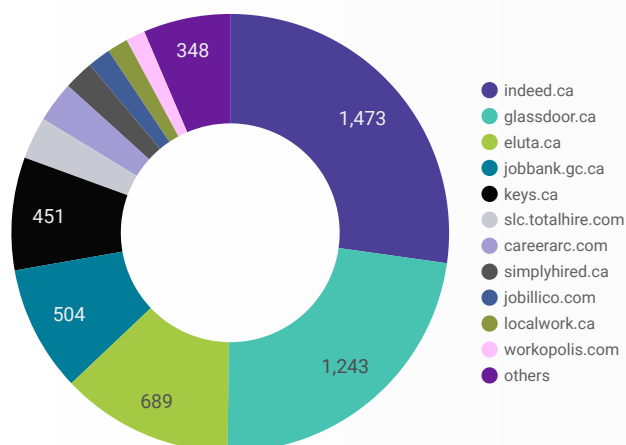
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. CANADIAN ROYALTIES INC.	31
2. Providence Care	21
3. VON Canada	17
4. Kingston Community Health Centres	17
5. City of Kingston	13
6. Marine Museum of the Great Lakes at Kingston	13
7. The Better Together Group	11
8. Victoria Order of Nurses	9
9. Loyalist Township	9
10. National Defence	9
11. Addiction & Mental Health Services - KFLA	9
12. County of Lennox and Addington	9
13. Kingston Health Sciences Centre	8
14. Cancoil Thermal Corporation	7
15. Full Circle Health Network	7
16. Various Ministries	7
17. ACFOMI	7
18. CECCE	6
19. Addiction & Mental Health Services KFLA / AMHS-KFLA	6
20. Empire Life	6
21. Limestone District School Board	6
22. Power Staffing Solutions	5
23. Carveth Care Centre	5
24. Leisure Days RV Group	5
25. Sensity Deafblind and Sensory Support Network of...	5
26. Algonquin & Lakeshore Catholic District School Board	5
27. Symphony Spa & Yoga	5
28. Lafarge Canada Inc.	5
29. Helen Henderson Care Centre	5

1 - 50 / 350 < >

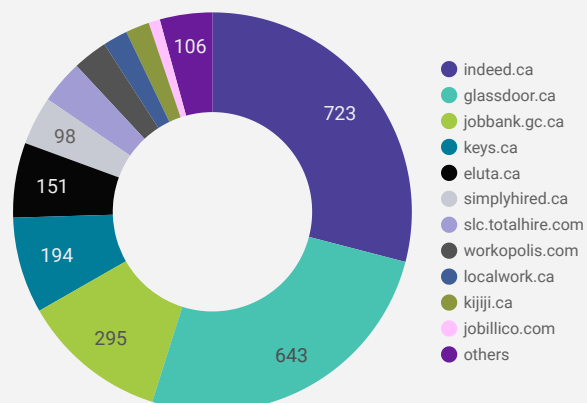
JOB POSTINGS BY JOB BOARD

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	1,473	20.1	21	723
2.	glassdoor.ca	1,243	21.0	21	643
3.	eluta.ca	689	21.0	21	151
4.	jobbank.gc.ca	504	33.8	20	295
5.	keys.ca	451	235.9	285	194
6.	slc.totalhire.com	169	28.5	19	88
7.	careerarc.com	163	57.5	32	6
8.	simplyhired.ca	119	18.9	21	98
9.	jobillico.com	92	26.3	13	23
10.	localwork.ca	83	11.3	6	50
11.	workopolis.com	77			70
12.	kijiji.ca	73	15.0	15	48
13.	rncareers.ca	70	33.5	15	14
14.	emploisfp-psjobs.cfp-psc.gc.ca	32	130.5	70	12
15.	careeredge.on.ca	31	25.4	17	17
16.	gojobs.gov.on.ca	28	43.0	30	8
17.	adzuna.ca	24	14.0	14	12