

JOB DEMAND REPORT

JANUARY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
4,494	2,781	1,399	28

OF DAYS POSTED

AVERAGE	MEDIAN
23.6	21

REPORT BUILDER

The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.

OCCUPATION FILTERS

SKILL TYPE NAME / 1-DIGIT NOC	▼
MAJOR GROUP / 2-DIGIT NOC	▼
MINOR GROUP / 3-DIGIT NOC	▼
UNIT GROUP / 4-DIGIT NOC	▼
SKILL LEVEL	▼
JOB TYPE	▼
JOB DURATION	▼
ADDITIONAL LANGUAGE	▼
SPECIFIC JOB TAGS	▼

OTHER FILTERS

MUNICIPALITY	▼
COUNTY	▼
JOB BOARD	▼

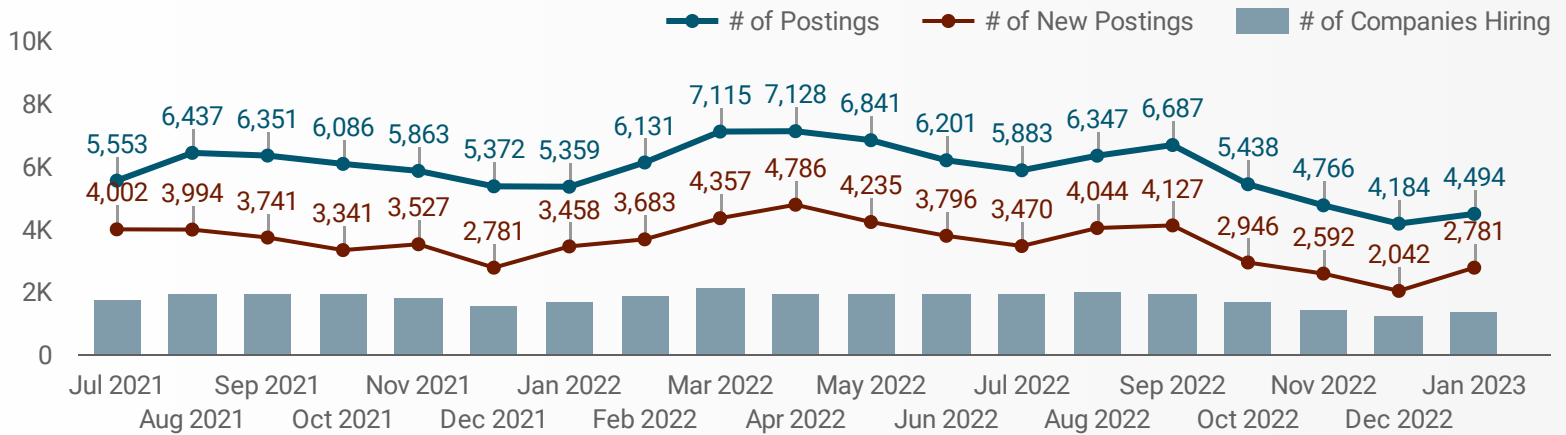
NOC = National Occupation Classification | NAICS = North American Industry Classification System

Source:

Job posting data collected by Eastern Workforce Innovation Board from job boards and employer websites who recruit candidates in Frontenac County, the United Counties of Leeds and Grenville and Loyalist Township.

JOB POSTINGS BY MONTH

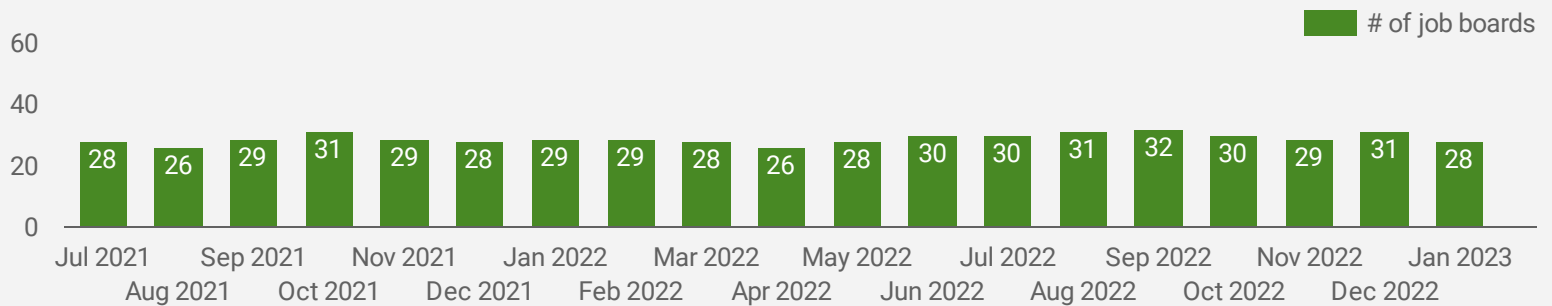
How many job postings were active for at least 1 day this month?



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

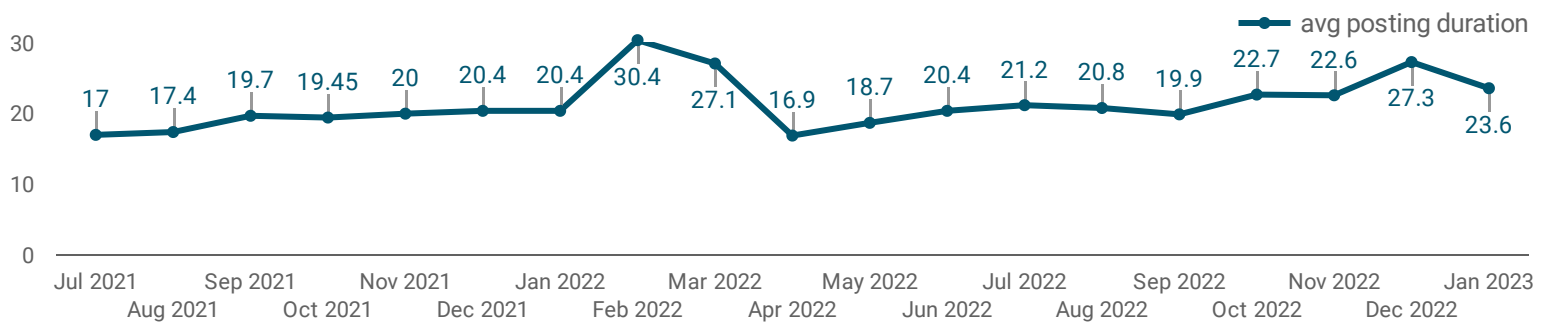
NUMBER OF ACTIVE JOB BOARDS

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



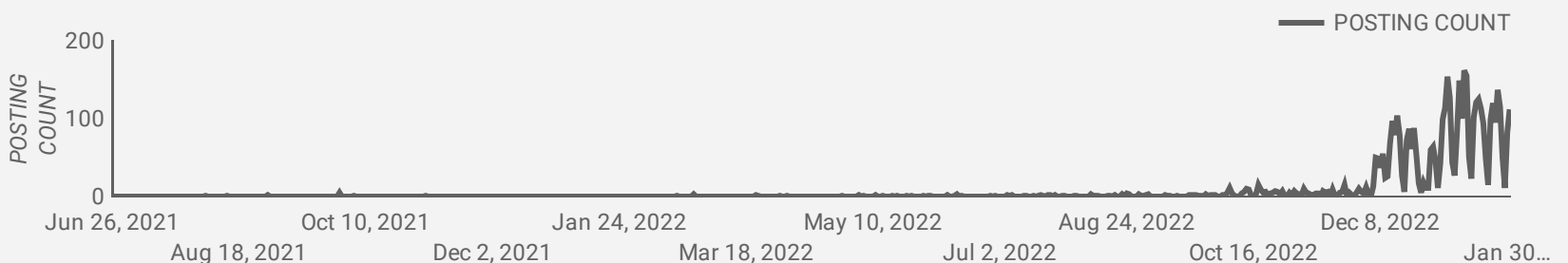
AVG & MEDIAN POSTING LENGTH BY DAYS

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

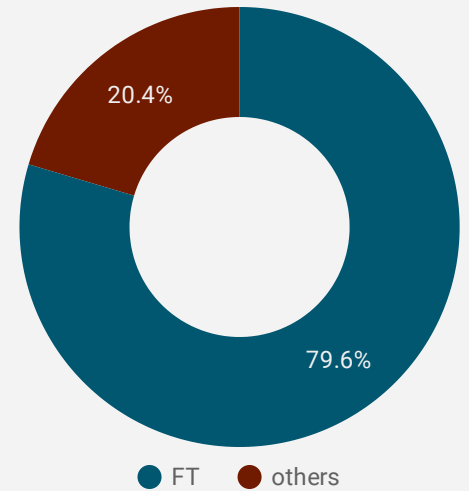
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	3,166	25.0	21
2.	City of Brockville	889	20.4	21
3.	Town of Gananoque	135	20.5	21
4.	Town of Prescott	90	20.4	21
5.	Loyalist Township	61	19.5	21
6.	Township of South Frontenac	37	28.2	21
7.	Township of Rideau Lakes	30	17.1	21
8.	Township of Athens	26	21.1	21
9.	Township of Leeds and the Thousand Islands	13	21.0	21
10.	Township of Front of Yonge	11	21.2	21
11.	Township of Central	9		

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JOB TYPE

Full-time vs Part-time



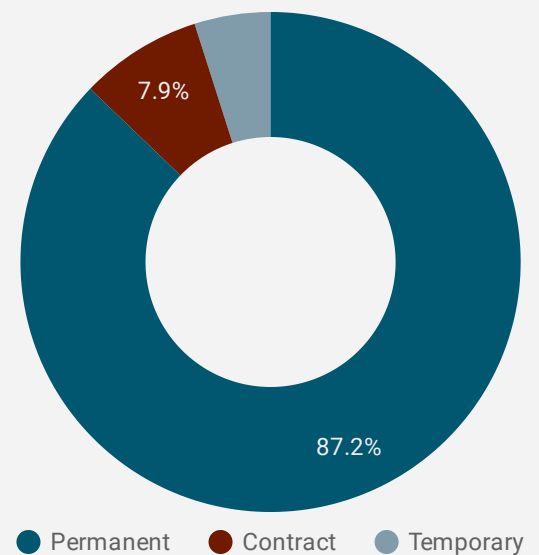
JOB POSTINGS BY COUNTY/CITY

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

	UPPER TIER	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Frontenac County	3,214	25.0	21
2.	United Counties of Leeds and Grenville	1,206	20.3	21
3.	County of Lennox and Addington	61	19.5	21

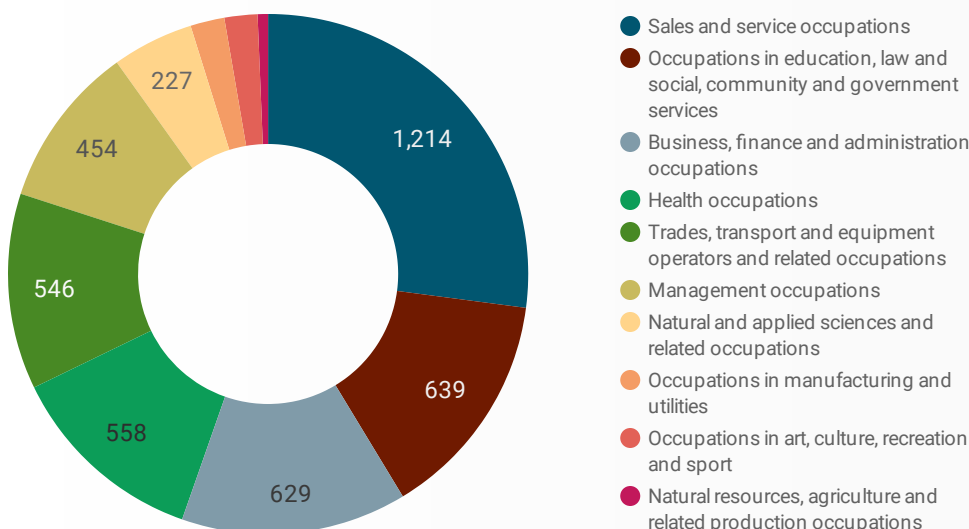
JOB DURATION

Permanency of jobs posted



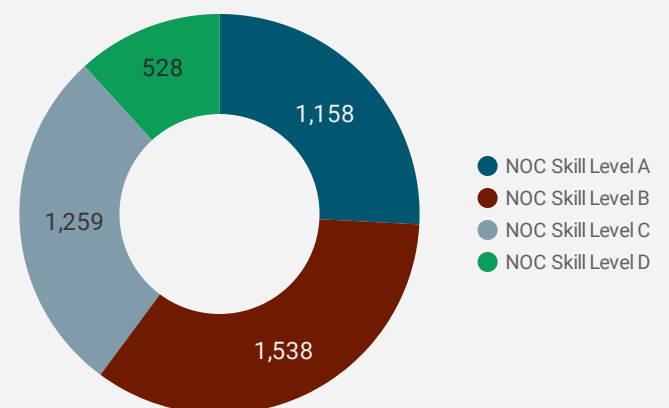
JOB POSTINGS BY JOB CATEGORY

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	MUNICIPALITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Kingston Health Sciences Centre	City of Kingston	254	37.6	21
2.	Queen's University	City of Kingston	197	19.9	21
3.	Brockville General Hospital	City of Brockville	118	21.8	21
4.	Upper Canada District School Board	City of Brockville	54	6.8	6
5.	Sienna Senior Living	City of Kingston	50	22.0	21
6.	Providence Care	City of Kingston	41	24.4	21
7.	Trillium Health Care Products Inc.	City of Brockville	36	25.2	21
8.	Revera Inc.	City of Kingston	35	24.8	22
9.	City of Kingston	City of Kingston	32	20.8	21
10.	21 Electronic Warfare Regiment	City of Kingston	29	29.6	21
11.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	28	20.3	14
12.	The City of Kingston	City of Kingston	28	44.9	21
13.	St. Lawrence College	City of Kingston	25	15.1	16
14.	Paladin Security	City of Kingston	23	22.5	15
15.	CFMWS	City of Kingston	22	20.8	21
16.	Lowe's	City of Kingston	22	20.1	21
17.	Kijiji	City of Kingston	21	14.9	15
18.	Loblaw Companies Limited	City of Kingston	21	21.9	21
19.	VON Canada	City of Kingston	21	25.7	26
20.	Gibson Family Health Care	Town of Gananoque	18	22.1	21
21.	Employment + Education Centre	City of Brockville	18	21.8	21
22.	KPMG LLP	City of Kingston	18	26.0	21
23.	Strata Hotel	City of Kingston	18	26.9	21
24.	Sherwood Park Manor	City of Brockville	17	39.3	21
25.	Kingston Community Health Centres	City of Kingston	17	20.9	18
26.	Ongwanada Resource Centre	City of Kingston	17	19.1	21
27.	Revera Inc.	City of Brockville	17	17.4	18
28.	Bayshore HealthCare	City of Kingston	16	20.9	21
29.	St. Lawrence Parks Commission	City of Kingston	15	21.0	21
30.	Varsity Tutors	City of Kingston	14	18.0	7

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

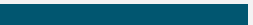



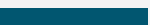

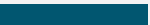



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	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Response Captain	C-Tow Marine Assistance Ltd	City of Brockville	320 
2.	Farm Labourer, Fruits/vegetables	Mensen Farm	Township of Rideau Lakes	180 
3.	Registered Nurse	KMW HealthCare Service	City of Kingston	100 
4.	Apm Process Analytics Specialist	Adecco Canada	City of Brockville	90 
5.	Registered Psychotherapist, Couples And Families	The Lighthouse - Le Phare	City of Kingston	90 
6.	Registered Practical Nurses	Purehealth Staffing Solutions	City of Kingston	75 
7.	Mcat Prep Instructor (summer 2023)	Prep101	City of Kingston	70 
8.	Registered Nurse & Rpn's	Priority Healthcare	City of Kingston	70 
9.	Psychologist 1	The Royal Ottawa Mental Health Centre	City of Brockville	70 
10.	Registered Nurse (rn)	Mapletree Employment Solution Services	City of Kingston	70 
11.	Nurse Practitioner, Weller Clinic	Kingston Community Health Centres	City of Kingston	67 
12.	Physician Assistant	Bathurst Medical	City of Kingston	65 

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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.	B2c Sales Agent	Centennial Windows & Doors	City of Kingston	250,000 
2.	Manager In Training (mit)	Surplus Furniture & Mattress Warehouse	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.	Owner Operator	Speedy Transport Group Inc.	City of Brockville	150,000 
6.	Civil Engineer	J.L. Richards & Associates Ltd	City of Kingston	150,000 
7.	Experienced Flooring Installer	Orange Room Services	City of Kingston	150,000 
8.	Mechanical Engineer	BNL Recruitment Group Inc	City of Kingston	135,000 
9.	Registered Massage Therapist	GLOW Skincare Co.	City of Kingston	130,000 
10.	Internal Audit & Compliance Specialist	confidential	City of Kingston	125,000 

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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,494



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,494



Driver's License

120



First Aid

333



Regular Access to a Vehicle

231



Criminal Record Check

478



Microsoft Office

279



Food Safety

80

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	22.3	21
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	191	24.5	21
3.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	141	25.7	21
4.	4212	Social and community service workers	NOC Skill Level B	110	18.9	21
5.	3233	Licensed practical nurses	NOC Skill Level B	107	28.6	21
6.	6322	Cooks	NOC Skill Level B	103	26.6	21
7.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	103	24.2	21
8.	0621	Retail and wholesale trade managers	NOC Skill Level A	97	28.7	21
9.	6731	Light duty cleaners	NOC Skill Level D	92	26.1	21
10.	1241	Administrative assistants	NOC Skill Level B	85	23.5	21
11.	7452	Material handlers	NOC Skill Level C	84	19.3	21
12.	7511	Transport truck drivers	NOC Skill Level C	77	22.3	21
13.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	75	17.9	21
14.	1243	Medical administrative assistants	NOC Skill Level B	66	21.2	21
15.	6311	Food service supervisors	NOC Skill Level B	64	40.0	21
16.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	62	25.4	21
17.	7611	Construction trades helpers and labourers	NOC Skill Level D	58	25.1	21
18.	6541	Security guards and related security service occupations	NOC Skill Level C	56	20.4	21
19.	6211	Retail sales supervisors	NOC Skill Level B	55	26.4	21
20.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	55	23.9	21
21.	1221	Administrative officers	NOC Skill Level B	52	22.7	21
22.	0631	Restaurant and food service managers	NOC Skill Level A	52	26.1	21
23.	4214	Early childhood educators and assistants	NOC Skill Level B	50	26.1	21
24.	1411	General office support workers	NOC Skill Level C	49	25.2	21
25.	4031	Secondary school teachers	NOC Skill Level A	48	7.4	6
26.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	46	27.4	21
27.	0311	Managers in health care	NOC Skill Level A	44	30.4	21
28.	0111	Financial managers	NOC Skill Level A	44	25.9	21
29.	0114	Other administrative services managers	NOC Skill Level A	44	24.8	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	136	15.6	21
2.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	130	14.8	16
3.	441	Home care providers and educational support occupations	NOC Skill Level C	120	17.5	21
4.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	108	15.8	20
5.	673	Cleaners	NOC Skill Level D	92	16.8	21
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	84	14.4	19
7.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	77	7.7	6
8.	662	Other sales support and related occupations	NOC Skill Level D	71	17.7	21
9.	323	Other technical occupations in health care	NOC Skill Level B	68	20.6	21
10.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	66	18.4	21
11.	632	Chefs and cooks	NOC Skill Level B	66	19.6	21
12.	301	Professional occupations in nursing	NOC Skill Level A	62	19.9	21
13.	122	Administrative and regulatory occupations	NOC Skill Level B	62	17.6	21
14.	062	Retail and wholesale trade managers	NOC Skill Level A	58	17.9	20
15.	745	Longshore workers and material handlers	NOC Skill Level C	57	17.0	21
16.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	54	19.7	21
17.	112	Human resources and business service professionals	NOC Skill Level A	49	15.6	21
18.	525	Athletes, coaches, referees and related occupations	NOC Skill Level B	48	17.8	21
19.	141	General office workers	NOC Skill Level C	46	15.3	18.5
20.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	43	17.9	21
21.	651	Occupations in food and beverage service	NOC Skill Level C	41	19.7	21
22.	415	Social and community service professionals	NOC Skill Level A	39	19.3	21
23.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	38	19.2	21
24.	111	Auditors, accountants and investment professionals	NOC Skill Level A	37	17.8	21
25.	063	Managers in food service and accommodation	NOC Skill Level A	37	13.2	15
26.	654	Security guards and related security service occupations	NOC Skill Level C	37	16.3	21
27.	761	Trades helpers and labourers	NOC Skill Level D	34	19.8	21
28.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	34	16.9	21
29.	152	Supply chain logistics, tracking and scheduling coordination	NOC Skill Level C	34	17.8	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.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	179	16.8	21
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	158	17.9	21
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	156	17.5	21
4.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	151	16.1	21
5.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	130	14.8	16
6.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	121	17.5	21
7.	63	Service supervisors and specialized service occupations	NOC Skill Level B	116	18.2	21
8.	32	Technical occupations in health	NOC Skill Level B	115	19.5	21
9.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	104	16.0	20
10.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	97	15.1	21
11.	66	Sales support occupations	NOC Skill Level D	94	16.9	21
12.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	88	15.4	16
13.	11	Professional occupations in business and finance	NOC Skill Level A	86	16.4	21
14.	14	Office support occupations	NOC Skill Level C	84	16.2	20.5
15.	40	Professional occupations in education services	NOC Skill Level A	82	7.9	6
16.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	82	18.7	21
17.	72	Industrial, electrical and construction trades	NOC Skill Level B	81	16.3	21
18.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	75	17.2	21
19.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	70	17.1	21
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	66	16.3	19
21.	30	Professional occupations in nursing	NOC Skill Level A	62	19.9	21
22.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	59	17.8	21
23.	31	Professional occupations in health (except nursing)	NOC Skill Level A	54	19.3	21
24.	73	Maintenance and equipment operation trades	NOC Skill Level B	49	16.3	21
25.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	47	18.3	21
26.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	47	15.5	21
27.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	41	19.2	21

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS: 476
NEW POSTINGS: 0
COMPANIES: 226
LANGUAGES: 7

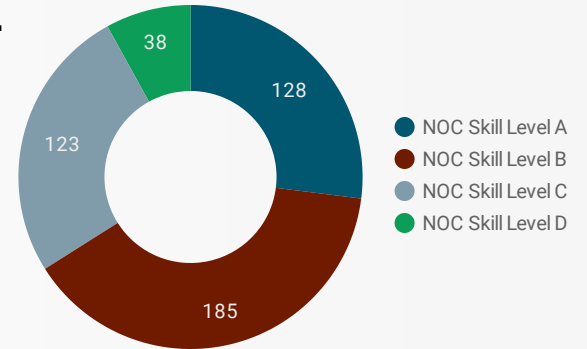
OF DAYS POSTED

AVERAGE: 21.7
MEDIAN: 21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

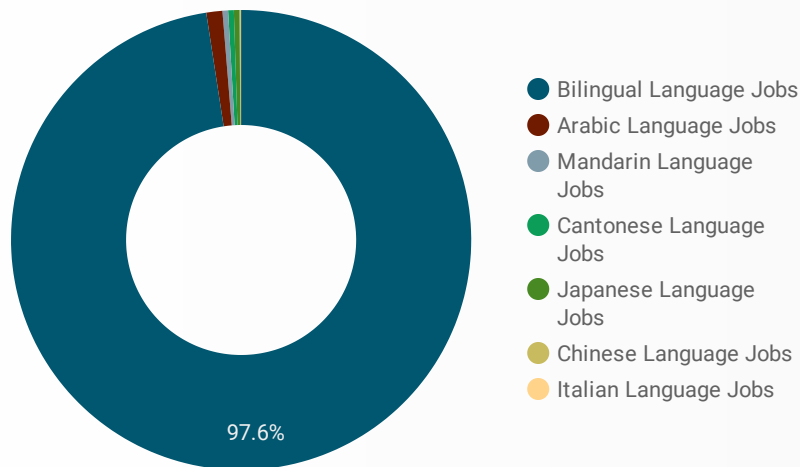
- 128 Skill Level A - Management/ Professional Occupations usually requiring University
- 185 Skill Level B - Usually college education or apprenticeship training
- 123 Skill Level C - Usually secondary education or occupation-specific training
- 38 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	126	181	119	38
Arabic Langu...	1	3		
Mandarin Lan...			2	
Italian Langu...		1		
Chinese Lang...			1	
Japanese La...	1			
Cantonese L...			1	

LANGUAGE SKILLS BREAKDOWN

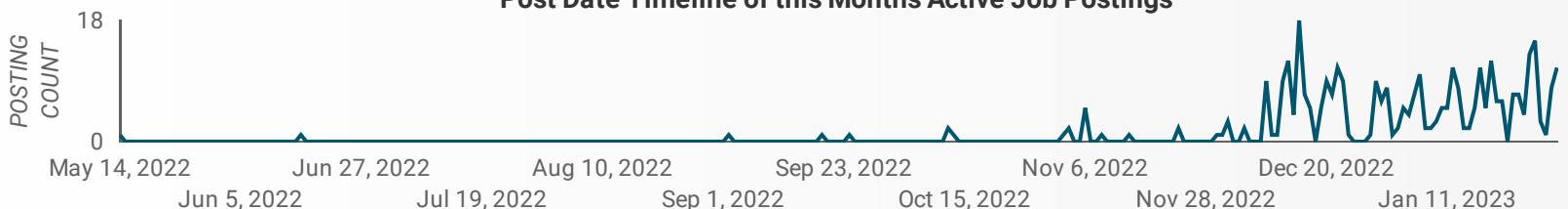
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	466
2. Arabic Language Jobs	4
3. Mandarin Language Jobs	2
4. Japanese Language Jobs	1
5. Cantonese 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	Bilingual ...	Arabic La...	Mandarin...	Italian La...	Chinese ...	Japanese...	Grand total
Business, finance and administration occu...	78	2					80
Health occupations	54						54
Management occupations	37					1	38
Natural and applied sciences and related o...	23						23
Natural resources, agriculture and related ...	2						2
Occupations in art, culture, recreation and ...	24						24
Occupations in education, law and social, ...	113	2					115
Sales and service occupations	102		2	1			106
Trades, transport and equipment operator...	31				1		32
Grand total	464	4	2	1	1	1	474

MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

	MUNICIPALITY	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kingston	366	22.4	21
2.	City of Brockville	63	18.9	21
3.	Town of Gananoque	13	19.1	21
4.	Town of Prescott	10	21.5	21.5
5.	Township of South Frontenac	8	21.0	21
6.	Loyalist Township	4	17.3	21
7.	Township of Central Frontenac	3		
8.	Township of Leeds and the Thousand Islands	3	21.0	21
9.	Township of Athens	2	21.0	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...	36
2. Social and community service workers	24
3. Licensed practical nurses	17
4. Cooks	14
5. Early childhood educators and assistants	14
6. Retail salespersons	13
7. Program leaders and instructors in recreati...	12
8. Administrative assistants	12
9. Professional occupations in advertising, ma...	11
10. Food counter attendants, kitchen helpers an...	11
11. Tour and travel guides	10
12. General office support workers	10
13. Medical administrative assistants	9
14. Janitors, caretakers and building superinten...	9
15. Administrative officers	9
16. Technical occupations related to museums ...	8
17. Managers in health care	8
18. Nursing co-ordinators and supervisors	8
19. Retail and wholesale trade managers	8
20. Security guards and related security service...	8
21. Food service supervisors	8
22. Social workers	8
23. Psychologists	7
24. Other administrative services managers	7
25. Registered nurses and registered psychiatri...	6
26. Elementary school and kindergarten teachers	6
27. Receptionists	5
28. Other customer and information services re...	5
29. Cashiers	5
30. Audiologists and speech-language pathologi...	5
31. Light duty cleaners	5
32. Other instructors	5

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MULTILINGUAL HIRING EMPLOYERS

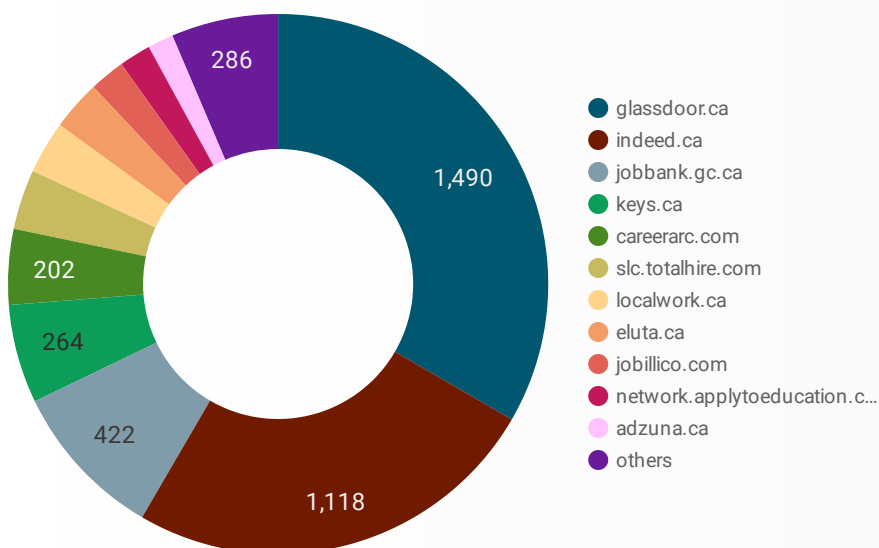
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Marine Museum of the Great Lakes at Kingston	12
2. Providence Care	8
3. Upper Canada District School Board	6
4. The Aquatarium at Tall Ships Landing	6
5. Canadian Forces Morale & Welfare Services	5
6. VON Canada	5
7. Home and Community Care Support Services South East	4
8. Township of South Frontenac	4
9. Limestone District School Board	4
10. Kingston Health Sciences Centre	4
11. Full Circle Health Network	4
12. Canadian Forces Morale and Welfare Services - CFMWS	4
13. Queen's University	4
14. Marine Museum of the Great Lakes	4
15. The Royal Ottawa Mental Health Centre	4
16. THE EMPIRE LIFE INS. CO	4
17. La Garderie Éducative de Kingston	3
18. Carveth Care Centre	3
19. Brockville Tourism - C/O Aquatarium	3
20. Sensity Deafblind and Sensory Support Network of Canada	3
21. Addiction & Mental Health Services - KFLA	3
22. Cycle Kingston Inc.	2
23. Dollarama L.P.	2
24. KEYS Job Centre Kingston	2
25. Compass Group Canada	2
26. CECCE -Conseil des Écoles catholiques du Centre-Est	2
27. Via Rail Canada	2
28. Bayshore HealthCare	2
29. 401 Electric	2

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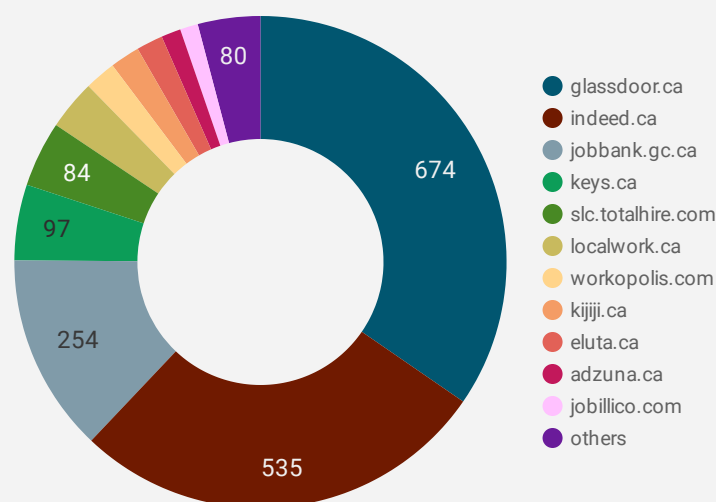
JOB POSTINGS BY JOB BOARD

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	1,490	21.8	21	674
2.	indeed.ca	1,118	20.8	21	535
3.	jobbank.gc.ca	422	29.4	20	254
4.	keys.ca	264	36.8	23	97
5.	careerarc.com	202	51.4	29	12
6.	slc.totalhire.com	160	48.8	28	84
7.	localwork.ca	141	7.0	5	64
8.	eluta.ca	134	21.0	21	34
9.	jobillico.com	95	30.1	20	23
10.	network.applytoeducation.com	85	6.5	6	4
11.	adzuna.ca	69	13.8	14	25
12.	kijiji.ca	65	15.0	15	38
13.	workopolis.com	46			40
14.	gojobs.gov.on.ca	45	29.5	23	12
15.	rncareers.ca	43	31.9	20	10
16.	emploisfp-psjobs.cfp-psc.gc.ca	32	12.5	13	14
17.	careerbuilder.ca	18	32.0	30	5
18.	cse.jobs.ims-login.com	9	35.2	34	9