

## HIRING DEMAND & TOP SKILLS

### TOP 10 Job Postings - October 2022 - September 2023 - Frontenac

NOC Code	Occupation Title	New Job Posting - Oct 2022 - Sept 2023	% Total Job Postings	2022 Median Wages
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	1,351	6.2%	\$16.80
4220	Paraprofessional occupations in legal, social, community and education services	680	3.1%	\$24.41
6520	Food support occupations	679	3.1%	\$16.55
1311	Office administrative assistants - general, legal and medical	666	3.1%	\$23.19
6320	Cooks, butchers and bakers	607	2.8%	\$16.55
6531	Cleaners	585	2.7%	\$19.05
6510	Cashiers and other sales support occupations	545	2.5%	\$16.55
6002	Retail and wholesale trade managers	489	2.2%	\$37.37
7330	Transport truck and transit drivers	400	1.8%	\$21.69
1410	Office support and court services occupations	362	1.7%	\$21.51
Total Top 10 Job Postings		6,364	11.0%	
Total New Job Postings - Oct 2022 to Sept 2023		21,743	100.0%	\$29.10

Sources: Labour Market Insights - Jobs Hub, Lightcast Q3, 2023

There were 21,743 new job postings in Frontenac from October 2022 to September 2023 compared to 28,797 new job postings a year ago. This was a decrease of 7,054 or 24.5% of job postings.

The three (3) occupations with the most job postings from October 2022 to September 2023 were:

- Retail salespersons and non-technical wholesale trade sales and account representatives,
- Paraprofessional occupations in legal, social, community and education services, and
- Food support occupations.

### TOP IN-DEMAND COMMON SKILLS:

The top in-demand common skills in Frontenac during the period of October 2022 to September 2023 were:

- Communications (oral and written skills)
- Support (flexibility, patience, empathy, active listening etc.)
- Management
- Customer Service
- Organization

## JOB TOOLS FOR JOB SEEKERS

### JOB TOOLS FOR JOB SEEKERS

The Eastern Workforce Innovation Board (EWIB) offers four (4) employment tools listed below to assist Job Seekers in making employment and career decisions. These tools are easy to use and are free of charge and include:

1. LMI Help Desk
2. LMI Job Board
3. LMI Job Map
4. Resume Builder

#### 1. LMI HELP DESK

The **LMI Help Desk** will allow you to ask questions about jobs and careers that interest you. Example questions could include: Where are the jobs? Who is hiring in my area? How much money can I expect to make? Do I have the skills and education for the jobs I want? How to I find a good career?

Your questions will be sent to a labour market expert who will find the answers for you, usually within a few days.

Scan the QR code to ask your question.



#### 2. JOB BOARD

The **Job Board** is a local job search tool consisting of job postings pulled from over 30 other job boards. Find the jobs you that interest you by the easy-to-use search tools.

Scan the QR code to go to the Job Board.



#### 3. JOB MAP

The **Job Map** is another way to search for local jobs. It allows you to search for jobs by displaying them on a map of the area. You can pinpoint exactly where the job is located. The map can also link transit routes, schools, health agencies, employment services etc. in the area.

Scan the QR code to go to the Job Map.



#### 4. RESUME BUILDING

The **Resume Building** tool is an easy to use tool to assist you in preparing a professional looking resume. You can choose from numerous resume designs. You will have to **create an account** to use this free service.

Once registered, fill out your profile. By checking the box for 'Receive Job Feed Updates By Email', you will receive updates on your personalized job feed delivered right to your mailbox, at a frequency of your choosing.

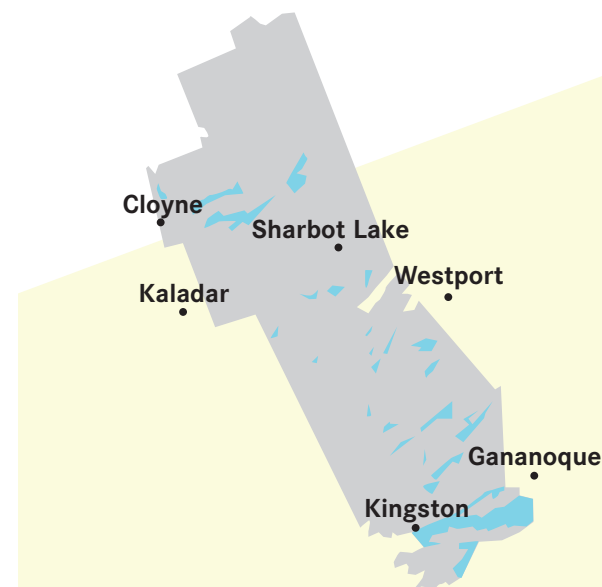
Scan the QR code to go to Resume Building.



Frank O'Hearn, Executive Director  
21A Mill Street,  
Gananoque, Ontario K7G 2L5  
T: 613 382-7462 | F: 613 382-1172  
frank@workforcedev.ca | workforcedev.ca



## Job Information for Job Seekers Frontenac April 2024



## Frontenac County

Population: 161,785  
Men: 48.8% | Women: 51.2%

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# POPULATION AND INCOME INFORMATION

## POPULATION FACTS

In 2021, the population of Frontenac County was 161,785 compared to 150,480 in 2016. This is an increase of 11,305 (7.5%) in population since the 2016 Census. This is greater than the population growth of Ontario and Canada at 5.5% and 5.2% respectively.

### Median Age of Population

Region	Median Age 2016	Median Age 2021	Change
Leeds Grenville	49.3	50.8	1.5
Frontenac	43.6	43.2	-0.4
Loyalist	44.8	45.2	0.4
Ontario	41.3	41.6	0.3
Canada	41.2	41.6	0.4

Source: Statistics Canada Census Population Data, 2016, 2021

Frontenac County has a similar median age compared to Ontario and Canada.

## INCOME

### Median Total Annual Income by Gender (2020)

Median Income	2020			Change (Women vs Men)	% Change (Women vs Men)
	Total	Men	Women		
Loyalist Township	\$46,400	\$51,600	\$41,600	-10,000	-19.4%
Frontenac	\$42,000	\$46,400	\$38,800	-7,600	-16.4%
Leeds and Grenville	\$41,600	\$46,800	\$37,600	-9,200	-19.7%
Ontario	\$41,200	\$46,000	\$37,200	-8,800	-19.1%

Source: Statistics Canada - 2021 Census – Median Total Income by Recipients 2020

There continues to be a significant disparity in median incomes between genders with the incomes of men being much higher than those of women.

Frontenac County has a lower median total income than Ontario. But this region reports higher incomes for both men and women compared to Ontario.

# OCCUPATIONAL OUTLOOK: 2023 – 2028

## Occupational Outlook for Frontenac County

NOC - Occupation	2023 Employment	2028 Employment	Change	% Change
0 - Legislative and senior management occupations	242	256	13	5.5%
1 - Business, finance and administration occupations	13,068	13,518	450	3.4%
2 - Natural and applied sciences and related occupations	5,460	5,731	271	5.0%
3 - Health occupations	10,146	11,374	1,228	12.1%
4 - Occupations in education, law and social, community and government services	14,004	14,485	481	3.4%
5 - Occupations in art, culture, recreation and sport	1,438	1,518	80	5.6%
6 - Sales and service occupations	22,607	23,396	790	3.5%
7 - Trades, transport and equipment operators and related occupations	13,023	14,165	1,143	8.8%
8 - Natural resources, agriculture and related production occupations	989	1,092	103	10.4%
9 - Occupations in manufacturing and utilities	3,383	3,566	183	5.4%
X - Unclassified Jobs	1,574	1,662	89	5.6%
Total Jobs by Occupation	85,933	90,764	4,831	5.6%

Source: Lightcast Q3, 2023 (Industries with employees)  
Totals may not add due to rounding.

Growth is expected in all occupations throughout Frontenac from 2023 to 2028.

The three (3) occupational sectors with the highest projected employment in 2028 are:

- Sales and service occupations (23,396)
- Occupations in education, law and social, community and government services (14,485), and
- Trades, transport and equipment operators and related occupations (14,165).

# INDUSTRY OUTLOOK: 2023 – 2028

## Industry Outlook – Frontenac

NAICS - Sector	2023 Employment	2028 Employment	Change	% Change
11 - Agriculture, forestry, fishing and hunting	222	214	(8)	-3.8%
21 - Mining, quarrying, and oil and gas extraction	43	31	(12)	-28.3%
22 - Utilities	447	460	13	2.9%
23 - Construction	4,553	4,531	(22)	-0.5%
31-33 - Manufacturing	4,708	5,099	391	8.3%
41 - Wholesale trade	2,160	2,155	(5)	-0.2%
44-45 - Retail trade	9,385	9,398	13	0.1%
48-49 - Transportation and warehousing	2,415	2,822	407	16.9%
51 - Information and cultural industries	750	660	(90)	-12.0%
52 - Finance and insurance	1,960	1,993	33	1.7%
53 - Real estate and rental and leasing	1,731	1,875	144	8.3%
54 - Professional, scientific and technical services	3,554	3,751	197	5.5%
55 - Management of companies and enterprises	94	100	6	6.5%
56 - Administrative and support, waste management and remediation services	4,225	4,764	539	12.8%
61 - Educational services	12,198	12,802	604	5.0%
62 - Health care and social assistance	14,917	16,576	1,659	11.1%
71 - Arts, entertainment and recreation	1,045	1,071	26	2.5%
72 - Accommodation and food services	8,261	9,175	914	11.1%
81 - Other services (except public administration)	2,328	2,292	(36)	-1.6%
91 - Public administration	9,365	9,333	(32)	-0.3%
X0 - Unclassified Jobs	1,574	1,662	89	5.6%
Total Industry Jobs	85,933	90,764	4,831	5.6%

Source: Lightcast Q3, 2023 (Industries with employees)  
Totals may not add due to rounding.

Employment growth is expected in fourteen (14) of twenty (20) industry sectors in Frontenac County from 2023 to 2028.

The three (3) industry sectors with the highest projected employment in 2028 are:

- Health care and social assistance (16,576),
- Educational services (12,802), and
- Retail trade (9,398).