

possible
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JOB DEMAND REPORT

FEBRUARY 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
5,214	2,763	1,784	32

OF DAYS POSTED

AVERAGE	MEDIAN
23.4	22

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

COMMUNITY	▼
COUNTY	▼
JOB BOARD	▼

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

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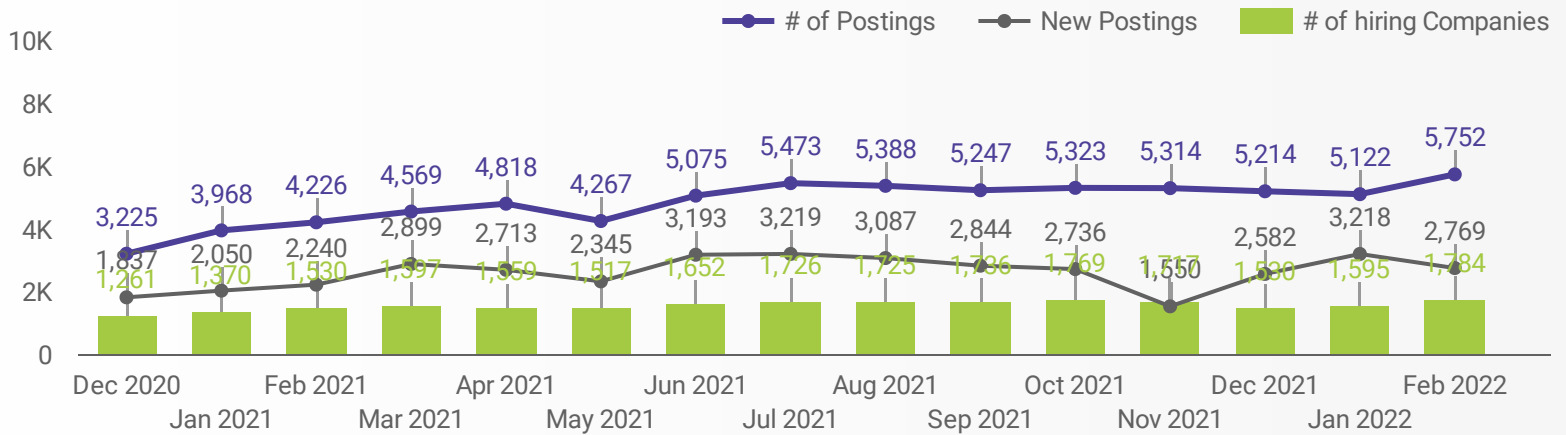
Source:

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

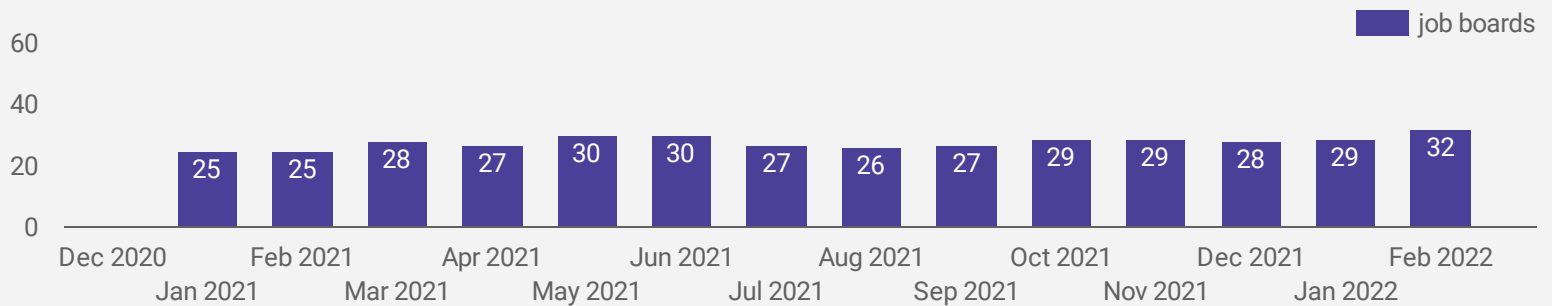
How many job postings were active for at least 1 day this month?



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

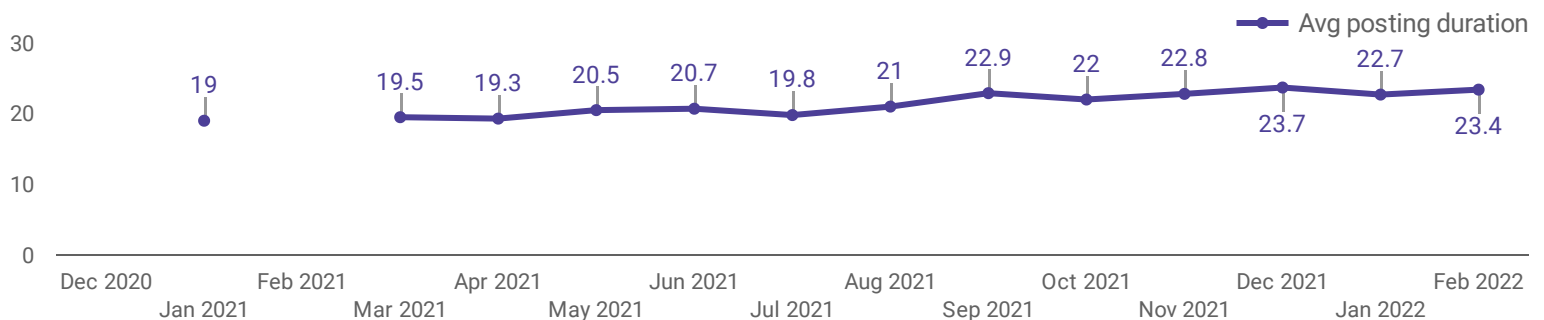
NUMBER OF ACTIVE JOB BOARDS

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



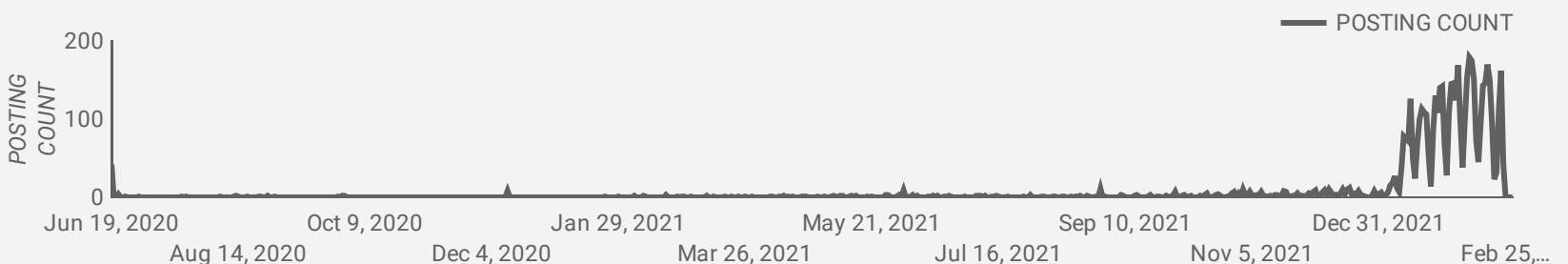
AVG & MEDIAN POSTING LENGTH BY DAYS

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?



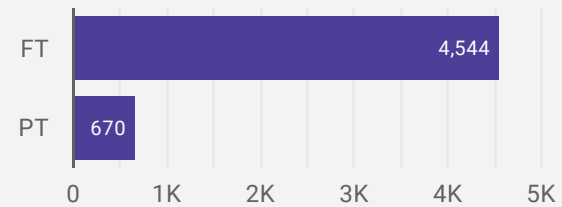
JOB POSTINGS BY MUNICIPALITY

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	4,496	23.1	22
2.	Greater Napanee	238	24.7	22
3.	Town of Gananoque	216	26.9	18
4.	Loyalist Township	95	23.8	16
5.	Township of South Frontenac	70	24.6	21
6.	Township of Central Frontenac	31	23.6	22
7.	Township of Rideau Lakes	27	32.2	22
8.	Township of Leeds and the Thousand Islands	27	25.7	22
9.	Town of Westport	5	17.8	15
10.	Township of Frontenac Islands	5	27.0	27
11.	Township of Front of Yonge	2	2.5	3
12.	Township of North Frontenac	2	9.0	9
	Grand total	5,214	23.4	22

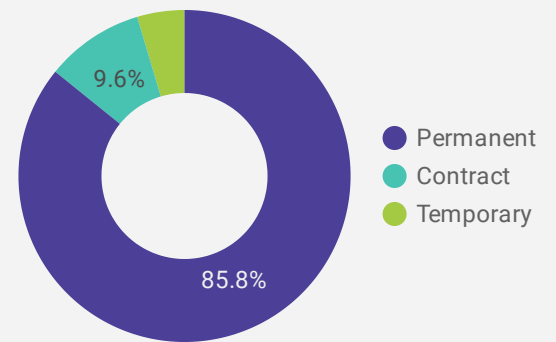
JOB TYPE

Full-time vs Part-time



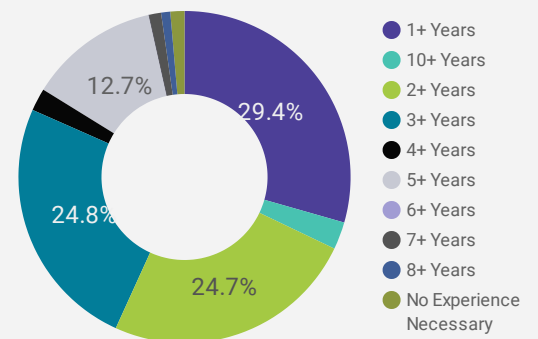
JOB DURATION

Permanency of jobs posted



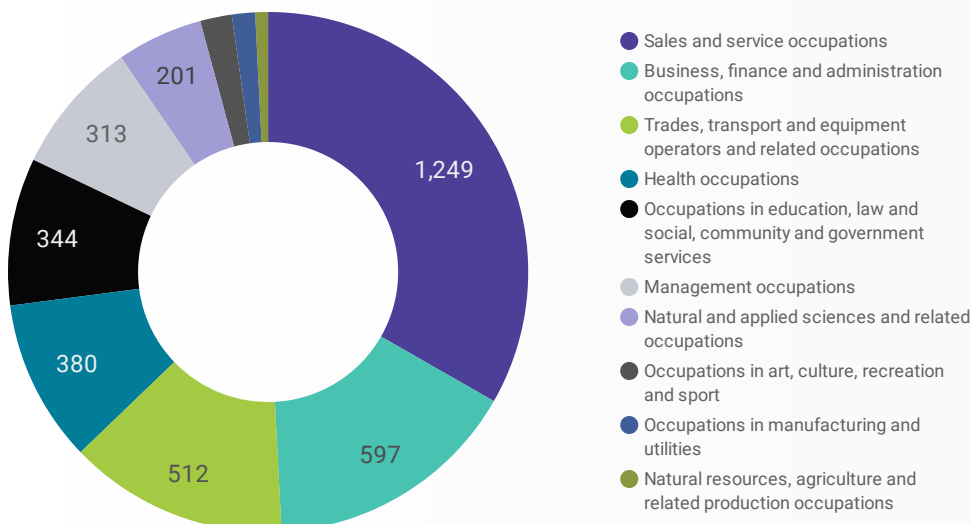
JOB EXPERIENCE

Job Postings by Experience Level Required



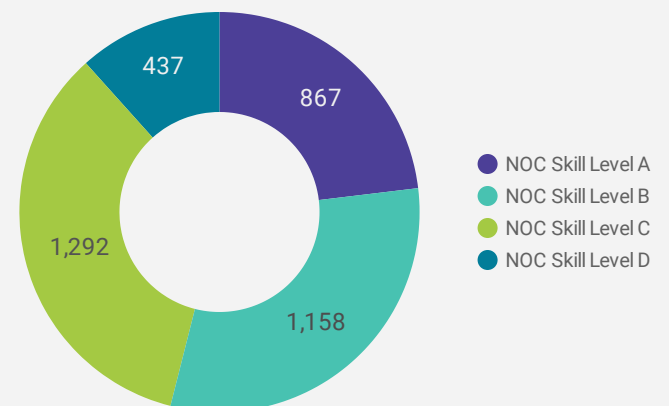
JOB POSTINGS BY SKILL TYPE

What skill type 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.	Queen's University	City of Kingston	223	17.2	15
2.	Kingston Health Sciences Centre	City of Kingston	169	30.6	22
3.	City of Kingston	City of Kingston	125	21.7	22
4.	Empire Life	City of Kingston	78	19.6	22
5.	Providence Care	City of Kingston	73	28.2	22
6.	Kingston Health Sciences Centre / KHSC	City of Kingston	66	22.0	22
7.	Lowe's	City of Kingston	43	10.4	15
8.	Kijiji	City of Kingston	38	15.0	15
9.	The Corporation of Loyalist Township	City of Kingston	36	18.4	16
10.	The City of Kingston	City of Kingston	34	17.1	15
11.	Sienna Senior Living Inc.	City of Kingston	32	22.0	22
12.	Sienna Senior Living	City of Kingston	31	26.0	22
13.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	29	21.6	22
14.	Sienna Living	City of Kingston	28	25.9	24
15.	Lowe's Canada	City of Kingston	26	22.0	22
16.	Limestone District School Board	City of Kingston	25	20.3	15
17.	Lennox and Addington County General Hospital	Greater Napanee	21	17.9	22
18.	Aramark	City of Kingston	21	13.6	15
19.	Home Depot of Canada Inc.	City of Kingston	21	16.7	12
20.	Rona	City of Kingston	21	12.7	15
21.	ADGA Group Consultants Inc.	City of Kingston	20	6.1	1
22.	KEYS Job Centre Kingston	City of Kingston	19	19.5	16
23.	Home Depot	City of Kingston	17	8.4	3
24.	Loblaw Companies Limited	City of Kingston	17	22.4	22
25.	Diamond Hotels Management Inc.	City of Kingston	17	14.9	14
26.	Lonza	City of Kingston	16	4.2	2
27.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	16	11.8	14
28.	Invista	City of Kingston	16	43.9	45
29.	VON Canada	City of Kingston	16	65.0	60
30.	Home Depot Canada	City of Kingston	16	19.7	22
31.	RONA inc.	City of Kingston	16	5.4	5

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	WAGE VALUE
1.	Social Worker	Midtown Toronto Therapy	City of Kingston	120
2.	Social Worker	Juniper Wellness	City of Kingston	105
3.	Wedding Photographer And/or Videographer	Golden Hour Studios	City of Kingston	100
4.	Av Technician	Auxe	City of Kingston	100
5.	Speech Language Pathologist - Virtual	The Speech Associates - VIRTUAL	City of Kingston	85
6.	Research Consultant	Sexual Assault Centre Kingston	City of Kingston	70
7.	Nurse Practitioner	Kingston Community Health Centres	Greater Napanee	67.13
8.	Nurse Practitioner	Kingston Health Sciences Centre / KHSC	City of Kingston	62.77
9.	Marketing Vice-president - Financial, Communications And Other Business Services	SYNG Pharmaceuticals Inc.	City of Kingston	62.5
10.	Plumber	The Byng Group	City of Kingston	60
11.	Permanent Part Time Psychologist	Ongwanada	City of Kingston	55.99

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TOP SALARIES IN JOB POSTINGS

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

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE
1.	Academic Family Physician	Queen's University - Department of Family Medicine	City of Kingston	350,000
2.	Customer Service Representative - Part time	MoneyMart Financial Services	City of Kingston	250,000
3.	B2C Sales Agent	Centennial Windows & Doors	City of Kingston	250,000
4.	Buyer Agent	Royal LePage ProAlliance	City of Kingston	250,000
5.	Customer Service Representative - Part Time	National Money Mart Company Inc.	City of Kingston	250,000
6.	Customer Service Representative - Part time	Momentum Financial Services Group	City of Kingston	250,000
7.	Window And Door Installer	Clera windows and doors	City of Kingston	200,000
8.	Clinical Records And Registration Clerk	Providence Care	City of Kingston	190,000
9.	Chief, Financial And Administrative Services	Queen's University	City of Kingston	176,600
10.	Director - Infection Prevention &	Kingston Health Sciences Centre	City of Kingston	154,665

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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,214



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,214



Driver's License
105



First Aid
399



Regular Access to a Vehicle
294



Criminal Record Check
684



Microsoft Office
419



Food Safety
143

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	211	20.1	22
2.	6552	Other customer and information services representatives	NOC Skill Level C	142	23.8	15
3.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	120	27.4	22
4.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	117	29.3	22
5.	6322	Cooks	NOC Skill Level B	106	36.7	22
6.	6731	Light duty cleaners	NOC Skill Level D	97	18.3	15
7.	621	Retail and wholesale trade managers	NOC Skill Level A	86	23.2	22
8.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	79	23.9	16
9.	6513	Food and beverage servers	NOC Skill Level C	66	23.3	15
10.	1221	Administrative officers	NOC Skill Level B	63	18.4	17
11.	7514	Delivery and courier service drivers	NOC Skill Level C	61	18.5	17
12.	1241	Administrative assistants	NOC Skill Level B	59	30.3	22
13.	7271	Carpenters	NOC Skill Level B	56	27.4	22
14.	7452	Material handlers	NOC Skill Level C	56	24.2	22
15.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	55	20.3	22
16.	7511	Transport truck drivers	NOC Skill Level C	55	23.2	22
17.	1414	Receptionists	NOC Skill Level C	52	24.0	22
18.	4212	Social and community service workers	NOC Skill Level B	49	19.4	16.5
19.	1411	General office support workers	NOC Skill Level C	42	27.5	15
20.	6611	Cashiers	NOC Skill Level D	42	20.4	18
21.	6541	Security guards and related security service occupations	NOC Skill Level C	41	27.4	22
22.	6211	Retail sales supervisors	NOC Skill Level B	41	23.5	15
23.	4214	Early childhood educators and assistants	NOC Skill Level B	40	30.5	20
24.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	39	18.8	16
25.	1431	Accounting and related clerks	NOC Skill Level C	37	23.3	16
26.	6222	Retail and wholesale buyers	NOC Skill Level B	37	18.9	22
27.	6311	Food service supervisors	NOC Skill Level B	36	34.1	15
28.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	34	24.3	15
29.	1114	Other financial officers	NOC Skill Level A	33	16.9	15.5
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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	211	20.1	22
2.	655	Customer and information services representatives	NOC Skill Level C	158	22.9	15
3.	673	Cleaners	NOC Skill Level D	155	18.6	15
4.	441	Home care providers and educational support occupations	NOC Skill Level C	129	27.1	22
5.	632	Chefs and cooks	NOC Skill Level B	129	38.2	22
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	128	22.2	22
7.	301	Professional occupations in nursing	NOC Skill Level A	123	29.8	22
8.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	113	26.2	19.5
9.	122	Administrative and regulatory occupations	NOC Skill Level B	106	27.4	18
10.	141	General office workers	NOC Skill Level C	102	25.4	22
11.	651	Occupations in food and beverage service	NOC Skill Level C	91	22.7	15
12.	062	Retail and wholesale trade managers	NOC Skill Level A	86	23.2	22
13.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	81	28.7	22
14.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	79	23.9	16
15.	662	Other sales support and related occupations	NOC Skill Level D	73	19.8	22
16.	111	Auditors, accountants and investment professionals	NOC Skill Level A	73	22.0	16
17.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	67	16.3	15
18.	727	Carpenters and cabinetmakers	NOC Skill Level B	57	27.4	22
19.	745	Longshore workers and material handlers	NOC Skill Level C	56	24.2	22
20.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	55	33.4	22
21.	217	Computer and information systems professionals	NOC Skill Level A	54	16.6	16
22.	341	Assisting occupations in support of health services	NOC Skill Level C	48	21.6	22
23.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	48	19.2	18
24.	131	Finance, insurance and related business administrative occupations	NOC Skill Level B	47	25.4	22
25.	323	Other technical occupations in health care	NOC Skill Level B	45	27.6	22
26.	012	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	45	19.2	22
27.	112	Human resources and business service professionals	NOC Skill Level A	43	25.5	22
28.	314	Therapy and assessment professionals	NOC Skill Level A	42	22.7	22
29.	661	Cashiers	NOC Skill Level D	42	20.4	18

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	348	24.6	16
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	248	20.1	15
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	235	20.0	22
4.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	193	27.5	22
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	192	38.1	19
6.	14	Office support occupations	NOC Skill Level C	186	21.8	16
7.	72	Industrial, electrical and construction trades	NOC Skill Level B	170	30.0	22
8.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	166	21.6	22
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	130	27.0	22
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	124	26.5	22
11.	30	Professional occupations in nursing	NOC Skill Level A	123	29.8	22
12.	11	Professional occupations in business and finance	NOC Skill Level A	116	23.3	22
13.	32	Technical occupations in health	NOC Skill Level B	116	28.6	22
14.	66	Sales support occupations	NOC Skill Level D	115	20.0	22
15.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	113	26.2	19.5
16.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	111	20.2	16
17.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	106	20.8	22
18.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	95	28.0	18
19.	31	Professional occupations in health (except nursing)	NOC Skill Level A	93	25.9	22
20.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	87	20.4	22
21.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	86	23.0	22
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	72	25.8	16
23.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	57	19.4	21
24.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	55	20.4	16
25.	73	Maintenance and equipment operation trades	NOC Skill Level B	49	26.8	22
26.	34	Assisting occupations in support of health services	NOC Skill Level C	48	21.6	22
27.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	47	25.4	22

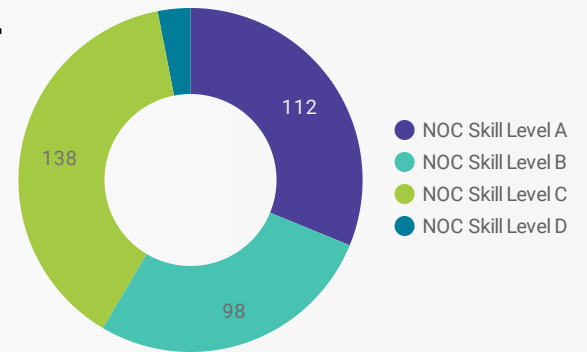
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
529	0	198	8	AVERAGE 23.9	MEDIAN 22

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

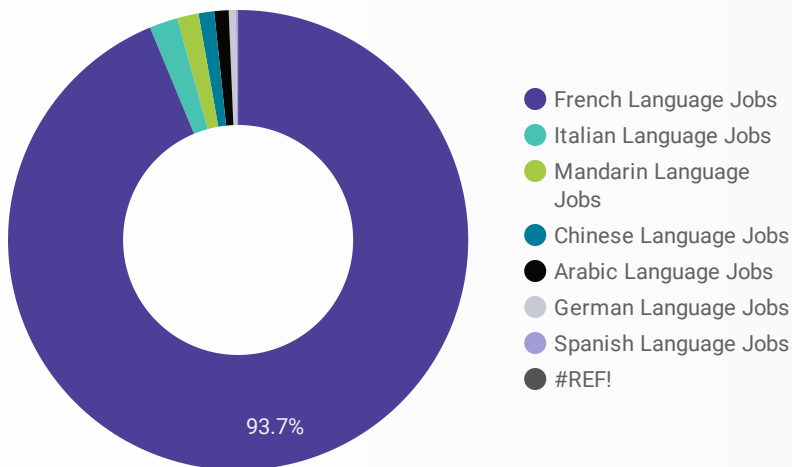
- 112 Skill Level A - Management/ Professional Occupations usually requiring University
- 98 Skill Level B - Usually college education or apprenticeship training
- 138 Skill Level C - Usually secondary education or occupation-specific training
- 11 Skill Level D - Usually on-the-job training



JOB LANGUA...	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Langu...	103	94	127	9
Italian Langu...	5		9	
Chinese Lang...	2	2		
Mandarin Lan...		2	0	2
German Lang...		2		
Arabic Langu...	2			

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	497
2. Italian Language Jobs	14
3. Mandarin Language Jobs	6
4. Chinese Language Jobs	5
5. Arabic Language Jobs	4
6. German Language Jobs	2
7. Spanish Language Jobs	1

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	French La...	Italian La...	Chinese ...	Mandarin...	German ...	Arabic La...	Grand total
Sales and service occupations	97	9		4	2		112
Business, finance and administration occu...	67	2	2				71
Occupations in education, law and social, ...	66					2	68
Health occupations	51						51
Management occupations	20	3	2				25
Occupations in art, culture, recreation and ...	14						14
Natural and applied sciences and related o...	10						10
Trades, transport and equipment operator...	8			0			8
Grand total	333	14	4	4	2	2	359

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	548	24.1	22
2.	Greater Napanee	19	21.3	22
3.	Town of Gananoque	13	20.0	19
4.	Loyalist Township	2	14.0	14
5.	Township of South Frontenac	2	41.0	41
6.	Township of Central Frontenac	1	11.0	11
7.	Township of North Frontenac	1	9.0	9
8.	Township of Leeds and the Thousand Islands	1	28.0	28
	Grand total	587	23.9	22

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Home support workers / housekeepers and ...	26
2. Registered nurses and registered psychiatri...	25
3. Other customer and information services re...	24
4. Cooks	14
5. Security guards and related security service...	14
6. Social and community service workers	13
7. Retail salespersons	13
8. Hotel front desk clerks	8
9. Retail and wholesale trade managers	7
10. Insurance adjusters and claims examiners	7
11. Early childhood educators and assistants	7
12. Administrative assistants	7
13. Social workers	7
14. Occupational therapists	6
15. Letter carriers	6
16. Tour and travel guides	6
17. Financial auditors and accountants	6
18. Program leaders and instructors in recreati...	5
19. Delivery and courier service drivers	5
20. Professional occupations in advertising / m...	5
21. Restaurant and food service managers	5
22. Medical administrative assistants	5
23. General office support workers	4
24. Banking / insurance and other financial cler...	4
25. Insurance underwriters	4
26. Accounting and related clerks	4
27. Facility operation and maintenance manage...	4
28. Sales and account representatives - wholes...	4
29. Light duty cleaners	4
30. Food and beverage servers	4
31. Cashiers	3
32. Financial managers	3

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MULTILINGUAL HIRING EMPLOYERS

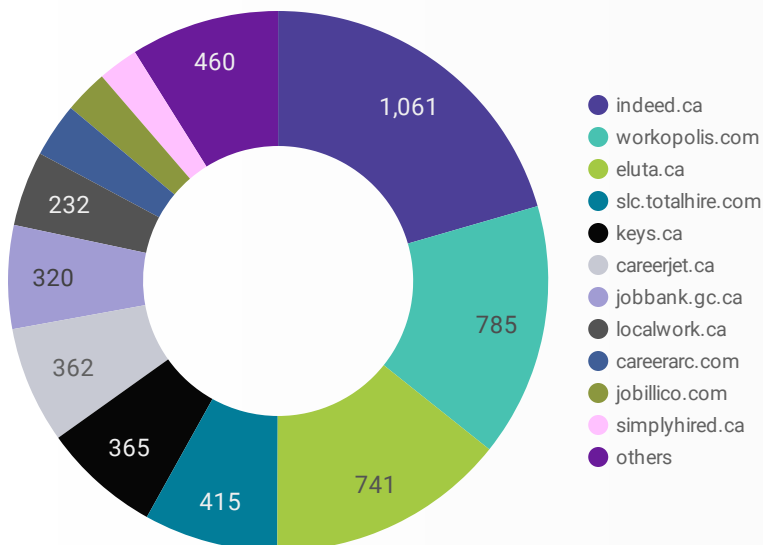
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Providence Care	46
2. Empire Life	23
3. Kingston Health Sciences Centre	14
4. City of Kingston	13
5. VON Canada	13
6. Addiction & Mental Health Services KFLA / AMHS-KFLA	10
7. VON Canada (Ontario)	10
8. Intuit	9
9. St. Lawrence Youth Association	9
10. Algonquin & Lakeshore Catholic District School Board	9
11. Paladin Security	9
12. Kingston Community Health Centres	8
13. Kingston Health Sciences Centre / KHSC	8
14. Recipe Unlimited Corporation	8
15. Victorian Order of Nurses / VON	8
16. The Source	7
17. Farm Boy Inc.	7
18. Garderie Croque Soleil	6
19. Canadian Cancer Society	6
20. Kingston Military Family Resource Centre	6
21. Frontenac County Schools Museum	6
22. Tidan inc.	5
23. Full Circle Health Network	5
24. Farm Boy	5
25. Queen's University	5
26. CIBC	4
27. STEM Camp	4
28. Maltby Centre	4
29. KEYS Job Centre Kingston	4
30. The Source (Bell) Electronics Inc.	4

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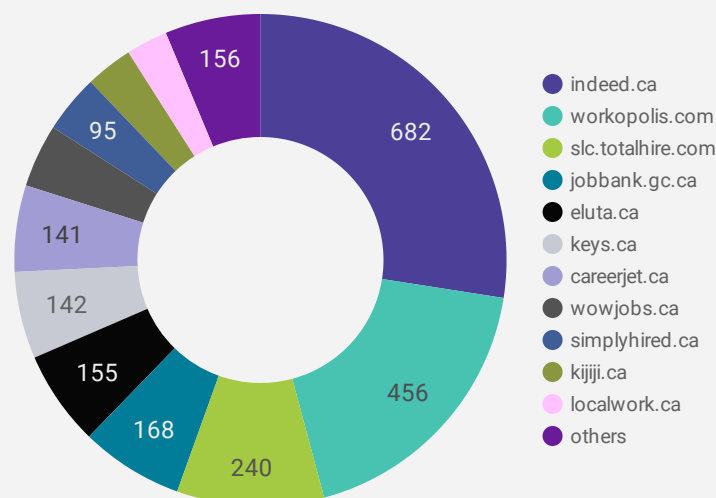
JOB POSTINGS BY JOB BOARD

What share of unique job postings appear on each job board?



COMPANIES BY JOB BOARD

What share of unique job postings appear on each job board?



JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	1,061	22.0	22	682
2.	workopolis.com	785	15.0	15	456
3.	eluta.ca	741	22.0	22	155
4.	slc.totalhire.com	415	55.3	30	240
5.	keys.ca	365	23.2	17	142
6.	careerjet.ca	362	25.3	16	141
7.	jobbank.gc.ca	320	26.3	16	168
8.	localwork.ca	232	5.1	2	68
9.	careerarc.com	168	41.8	31	11
10.	jobillico.com	135	28.2	14	46
11.	simplyhired.ca	125	15.0	15	95
12.	wowjobs.ca	124	15.9	16	103
13.	kijiji.ca	114	15.0	15	77
14.	metaservices.ca	52	73.5	74	14
15.	careeredge.on.ca	33	31.0	30	20
16.	network.applytoeducation.com	20	12.1	13	3
17.	adzuna.ca	19	14.8	15	12