

possible
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JOB DEMAND REPORT

APRIL 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
4,048	2,093	1,961	28

OF DAYS POSTED

AVERAGE	MEDIAN
21.1	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

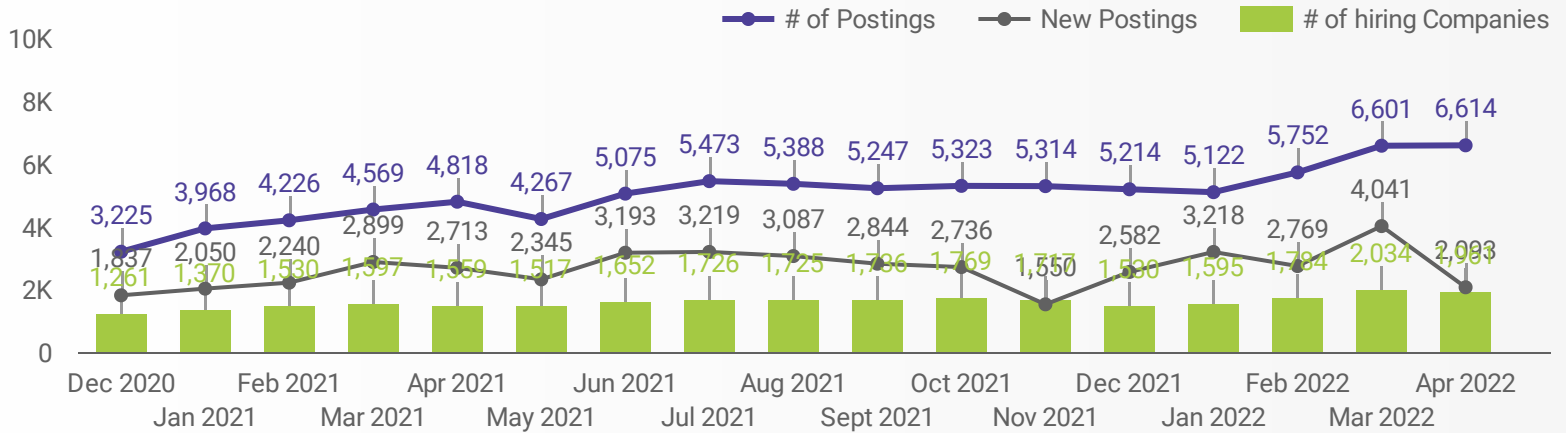
Source:

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

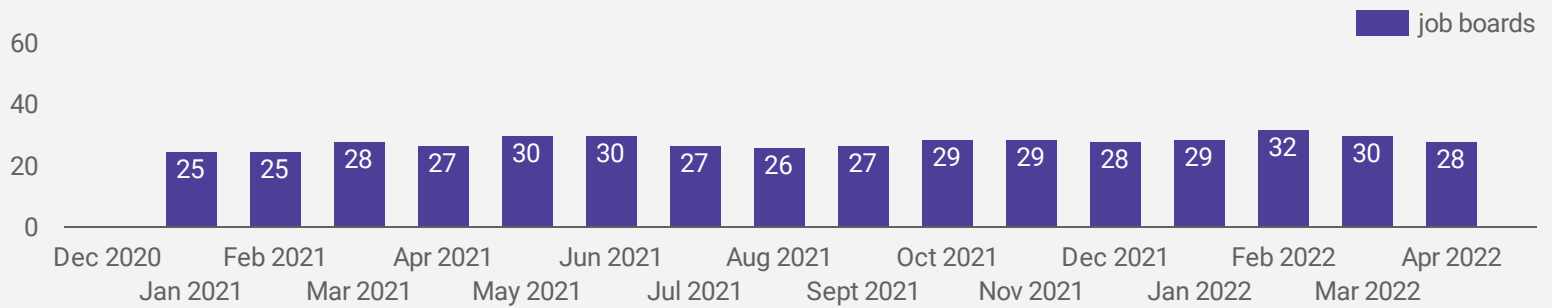
How many job postings were active for at least 1 day this month?



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

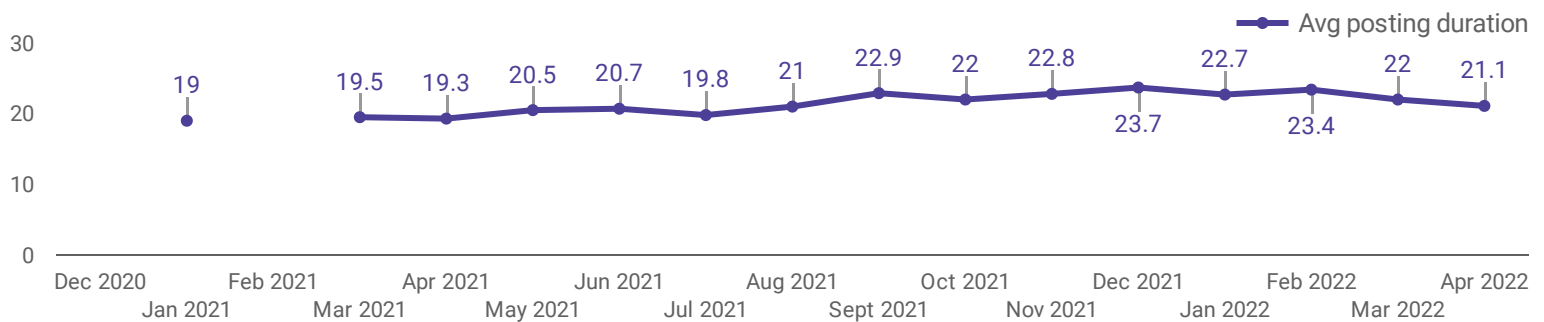
NUMBER OF ACTIVE JOB BOARDS

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



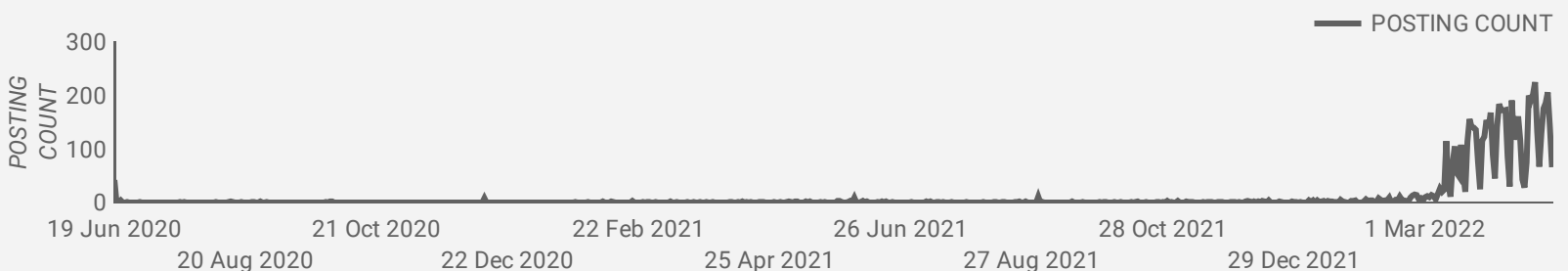
AVG & MEDIAN POSTING LENGTH BY DAYS

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?



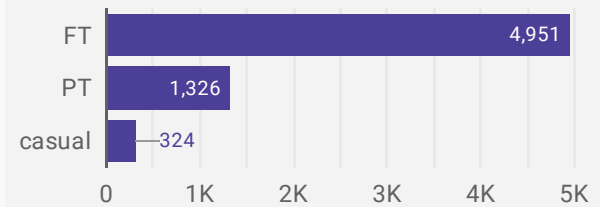
JOB POSTINGS BY MUNICIPALITY

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	5,540	21.2	22
2.	Greater Napanee	409	24.6	22
3.	Town of Gananoque	364	19.3	22
4.	Loyalist Township	117	19.2	22
5.	Township of South Frontenac	84	15.9	15
6.	Township of Central Frontenac	32	16.7	15
7.	Township of Rideau Lakes	22	21.4	21
8.	Township of Leeds and the Thousand Islands	16	19.6	22
9.	Town of Westport	9	16.6	15
10.	Township of Frontenac Islands	4	15.3	15
11.	Township of Front of Yonge	3	6.3	6
12.	Township of North Frontenac	1		
	Grand total	6,601	21.1	22

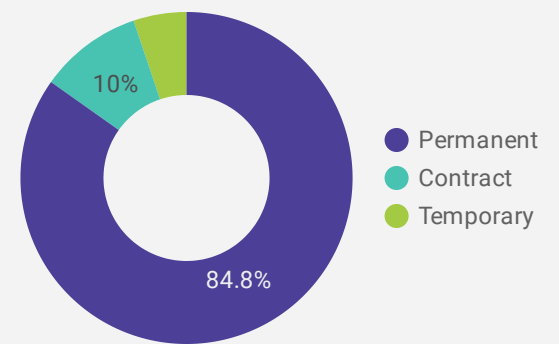
JOB TYPE

Full-time vs Part-time



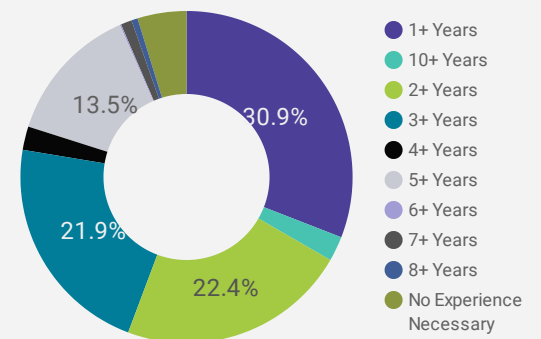
JOB DURATION

Permanency of jobs posted



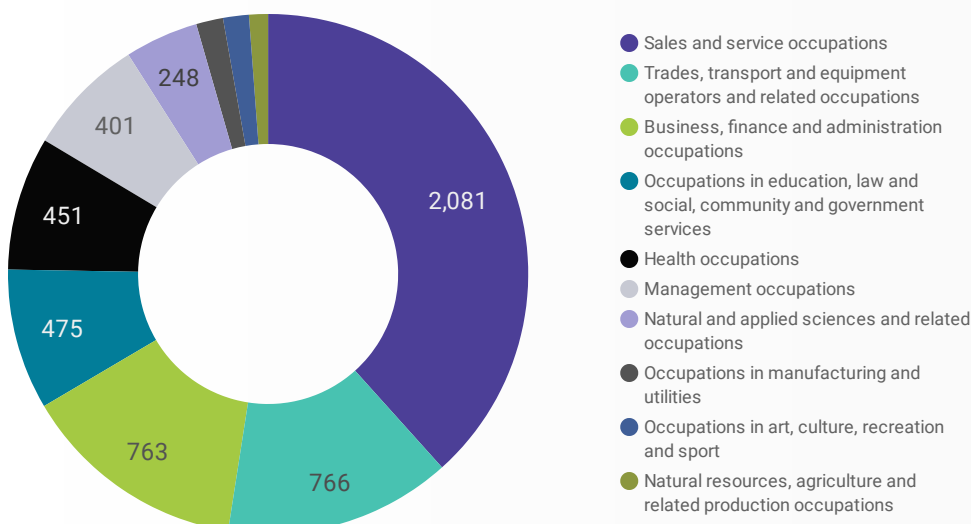
JOB EXPERIENCE

Job Postings by Experience Level Required



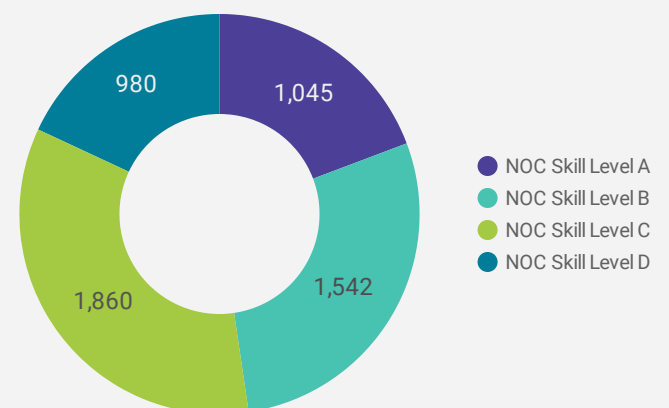
JOB POSTINGS BY SKILL TYPE

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	274	20.8	16
2.	Kingston Health Sciences Centre	City of Kingston	203	49.7	30
3.	Providence Care	City of Kingston	78	22.4	22
4.	Kingston Health Sciences Centre / KHSC	City of Kingston	77	21.9	22
5.	Kijiji	City of Kingston	52	15.0	15
6.	Lowe's	City of Kingston	49	8.0	6
7.	City of Kingston	City of Kingston	41	23.5	22
8.	Sienna Living	City of Kingston	40	31.2	26
9.	Empire Life	City of Kingston	39	20.2	22
10.	Varsity Tutors	City of Kingston	36	12.1	19
11.	Lonza	City of Kingston	33	12.3	11
12.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	33	10.5	8
13.	Lennox and Addington County General Hospital	Greater Napanee	33	21.8	22
14.	Advantage Group	City of Kingston	33	15.0	21
15.	CarePartners	City of Kingston	32	5.5	2
16.	Kingston Community Health Centres	City of Kingston	31	17.9	15
17.	Shoppers Drug Mart	City of Kingston	29	5.2	5
18.	CFMWS	City of Kingston	28	20.5	22
19.	The City of Kingston	City of Kingston	26	21.2	22
20.	Home Depot	City of Kingston	26	8.4	5
21.	Walmart Canada	City of Kingston	26	18.2	15
22.	CANADIAN ROYALTIES INC.	City of Kingston	25	20.2	22
23.	Shoppers Drug Mart / Pharmaprix	City of Kingston	24	19.9	22
24.	Kingston Frontenac Public Library	City of Kingston	24	19.5	22
25.	St. Lawrence College	City of Kingston	24	22.7	22
26.	Sienna Senior Living Inc.	City of Kingston	24	22.0	22
27.	Sienna Senior Living	City of Kingston	23	20.1	22
28.	Cardinal Health	Town of Gananoque	22	12.4	16
29.	Lowe's Canada	City of Kingston	22	22.0	22
30.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	21	22.0	22

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

165

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Intermediate Designer (1)	Ontario Public Service / OPS	City of Kingston	1,232.05
2.	Co-facilitator and 1:1 Clinician	Restorative Wellness Project	City of Kingston	115
3.	Operations Manager - Public Works	The City of Kingston	City of Kingston	65.16
4.	Nurse Practitioner Pt 0.4 Fte - Apms	Kingston Health Sciences Centre	City of Kingston	63.4
5.	Nurse Practitioner (P/T 0.6 FTE - APMS)	Kingston Health Sciences Centre	City of Kingston	63.4
6.	Nurse Practitioner (P/T 0.6 FTE)	Kingston Health Sciences Centre / KHSC	City of Kingston	63.4
7.	Nurse Practitioner	Kingston Health Sciences Centre / KHSC	City of Kingston	62.77
8.	Nurse Practitioner	Kingston Health Sciences Centre	City of Kingston	62.77
9.	Nurse Practitioner - Medicine Program	Kingston Health Sciences Centre	City of Kingston	62.77
10.	Marketing Vice-president - Financial, Communications And Other Business Services	SYNG Pharmaceuticals Inc.	City of Kingston	62.5
11.	IT Development Manager	Queen's University	City of Kingston	60

1 - 100 / 1293 < >

TOP SALARIES IN JOB POSTINGS

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

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Outside Sales Representative	Haven Home Heating & Air Conditioning	City of Kingston	300,000
2.	Construction Engineer	Queen's University	City of Kingston	176,600
3.	Commercial Real Estate Sales Representative / Broker	RTCR	City of Kingston	175,000
4.	Site Superintendent, Construction	Jay Patry Enterprises LLC	City of Kingston	175,000
5.	Post-secondary Education Director	Queen's University	City of Kingston	153,900
6.	Real Estate Sales Representative	Royal LePage Real Estate	City of Kingston	150,000
7.	Associate Dentist	Altima Dental Canada	City of Kingston	150,000
8.	Eassons "Truck Driver" Cross Border "Owner Operator"	Eassons Transportation Group	Loyalist Township	150,000
9.	Outside Sales Advisor	Reliance Comfort Limited Partnership o/a Reliance Home Comfort	City of Kingston	150,000

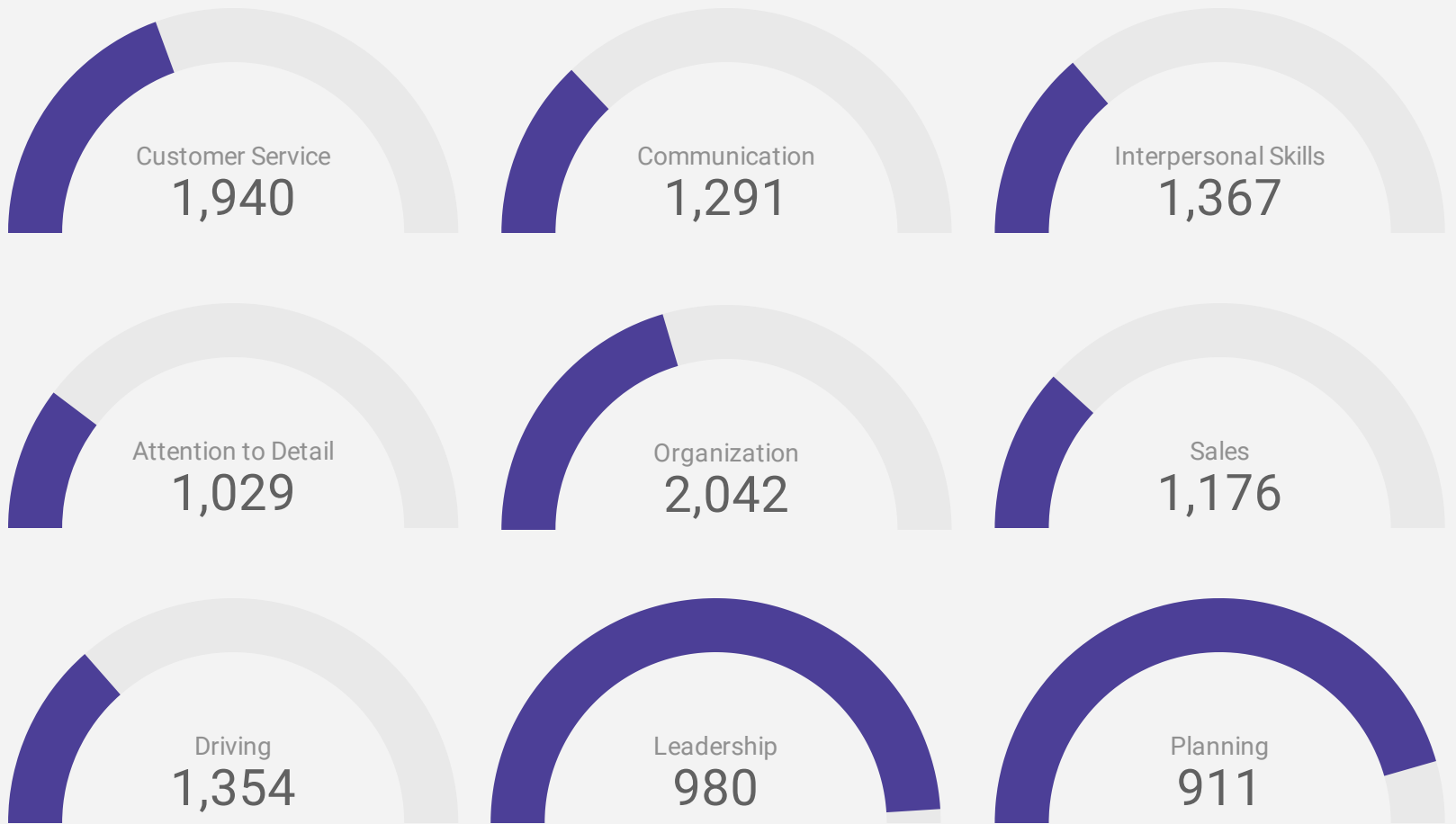
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

6,601



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

6,601



Driver's License

196



First Aid

347



Regular Access to a Vehicle

295



Criminal Record Check

591



Microsoft Office

417



Food Safety

145

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	380	18.1	22
2.	6731	Light duty cleaners	NOC Skill Level D	180	19.1	22
3.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	164	16.5	15
4.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	160	19.8	22
5.	6322	Cooks	NOC Skill Level B	156	21.5	22
6.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	132	16.8	21
7.	6552	Other customer and information services representatives	NOC Skill Level C	131	26.0	22
8.	621	Retail and wholesale trade managers	NOC Skill Level A	123	21.4	22
9.	1241	Administrative assistants	NOC Skill Level B	104	20.9	22
10.	7511	Transport truck drivers	NOC Skill Level C	102	20.2	21
11.	7611	Construction trades helpers and labourers	NOC Skill Level D	101	19.4	22
12.	6513	Food and beverage servers	NOC Skill Level C	95	22.1	22
13.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	91	17.8	15
14.	7452	Material handlers	NOC Skill Level C	88	18.1	22
15.	1221	Administrative officers	NOC Skill Level B	82	19.9	22
16.	6541	Security guards and related security service occupations	NOC Skill Level C	81	17.5	15
17.	4212	Social and community service workers	NOC Skill Level B	79	22.7	22
18.	6211	Retail sales supervisors	NOC Skill Level B	70	17.8	22
19.	6611	Cashiers	NOC Skill Level D	70	16.9	22
20.	7514	Delivery and courier service drivers	NOC Skill Level C	68	17.8	18
21.	7271	Carpenters	NOC Skill Level B	65	22.7	22
22.	6623	Other sales related occupations	NOC Skill Level D	61	19.1	22
23.	1414	Receptionists	NOC Skill Level C	61	19.2	22
24.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	60	44.2	22
25.	1123	Professional occupations in advertising / marketing and public relations	NOC Skill Level A	53	19.2	18.5
26.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	49	21.7	22
27.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	48	20.2	22
28.	1431	Accounting and related clerks	NOC Skill Level C	45	19.9	22
29.	3222	Licensed practical nurses	NOC Skill Level B	43	28.2	22

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	380	18.1	22
2.	673	Cleaners	NOC Skill Level D	312	18.8	22
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	204	18.4	16
4.	662	Other sales support and related occupations	NOC Skill Level D	197	17.6	22
5.	632	Chefs and cooks	NOC Skill Level B	193	21.3	22
6.	441	Home care providers and educational support occupations	NOC Skill Level C	176	16.6	15
7.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	160	19.8	22
8.	655	Customer and information services representatives	NOC Skill Level C	159	24.4	22
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	146	21.9	22
10.	651	Occupations in food and beverage service	NOC Skill Level C	135	22.0	22
11.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	134	21.9	22
12.	122	Administrative and regulatory occupations	NOC Skill Level B	129	24.5	22
13.	062	Retail and wholesale trade managers	NOC Skill Level A	123	21.4	22
14.	761	Trades helpers and labourers	NOC Skill Level D	107	19.1	21.5
15.	141	General office workers	NOC Skill Level C	104	21.4	22
16.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	94	27.7	22
17.	745	Longshore workers and material handlers	NOC Skill Level C	90	18.0	21.5
18.	111	Auditors, accountants and investment professionals	NOC Skill Level A	85	23.1	22
19.	341	Assisting occupations in support of health services	NOC Skill Level C	82	23.5	22
20.	654	Security guards and related security service occupations	NOC Skill Level C	81	17.5	15
21.	112	Human resources and business service professionals	NOC Skill Level A	78	19.7	20
22.	301	Professional occupations in nursing	NOC Skill Level A	74	39.2	22
23.	621	Retail sales supervisors	NOC Skill Level B	70	17.8	22
24.	661	Cashiers	NOC Skill Level D	70	16.9	22
25.	727	Carpenters and cabinetmakers	NOC Skill Level B	68	23.0	22
26.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	63	21.4	22
27.	323	Other technical occupations in health care	NOC Skill Level B	59	26.4	22
28.	744	Other installers, repairers and servicers	NOC Skill Level C	57	20.8	22
29.	314	Therapy and assessment professionals	NOC Skill Level A	57	27.9	22

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.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	507	19.3	22
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	488	20.4	21
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	403	18.2	22
4.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	307	23.1	22
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	291	23.6	22
6.	66	Sales support occupations	NOC Skill Level D	267	17.4	22
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	245	19.3	21
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	181	22.4	22
9.	14	Office support occupations	NOC Skill Level C	180	21.5	22
10.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	177	16.6	15
11.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	164	22.2	22
12.	11	Professional occupations in business and finance	NOC Skill Level A	163	21.4	21
13.	32	Technical occupations in health	NOC Skill Level B	163	26.9	22
14.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	147	19.0	22
15.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	134	21.0	22
16.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	134	21.9	22
17.	31	Professional occupations in health (except nursing)	NOC Skill Level A	132	27.2	22
18.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	125	17.0	21
19.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	121	19.2	21
20.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	114	25.5	22
21.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	105	28.0	22
22.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	82	20.4	22
23.	34	Assisting occupations in support of health services	NOC Skill Level C	82	23.5	22
24.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	82	28.6	22
25.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	75	21.1	22
26.	30	Professional occupations in nursing	NOC Skill Level A	74	39.2	22
27.	73	Maintenance and equipment operation trades	NOC Skill Level B	72	21.2	22

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES
626	0	208	8

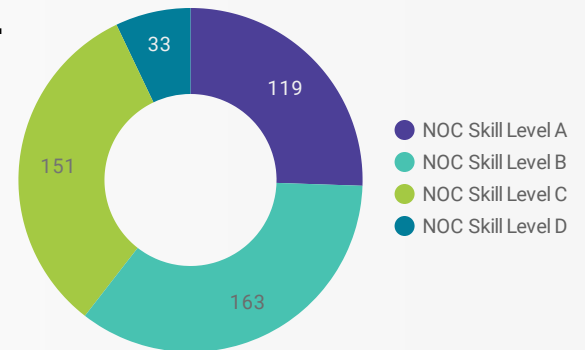
OF DAYS POSTED

AVERAGE	MEDIAN
22.5	22

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

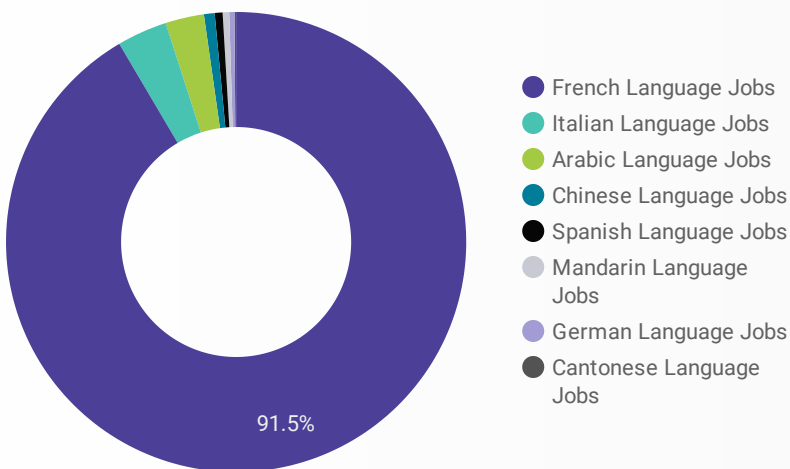
- 119 Skill Level A - Management/ Professional Occupations usually requiring University
- 163 Skill Level B - Usually college education or apprenticeship training
- 151 Skill Level C - Usually secondary education or occupation-specific training
- 33 Skill Level D - Usually on-the-job training



JOB LANGUA...	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Langu...	113	156	146	21
Italian Langu...	2	1	4	10
Chinese Lang...	2	2		
Spanish Lang...		3		
Arabic Langu...	2	1		
Mandarin Lan...				2
German Lang...			1	

LANGUAGE SKILLS BREAKDOWN

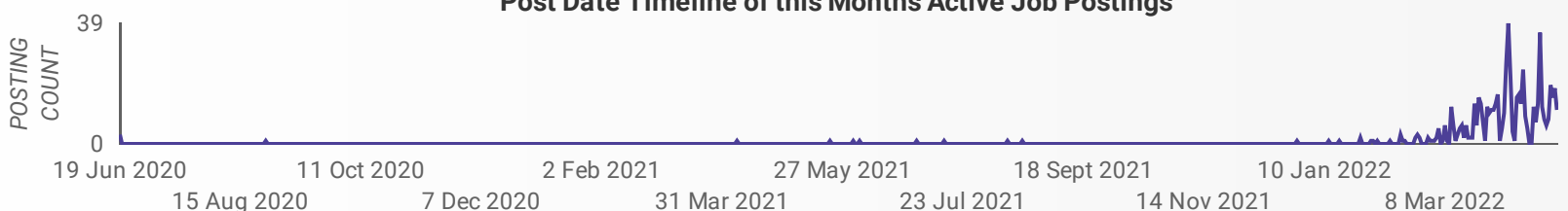
Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	583
2. Italian Language Jobs	20
3. Arabic Language Jobs	10
4. Chinese Language Jobs	4
5. Spanish Language Jobs	3
6. Mandarin Language Jobs	3
7. German Language Jobs	2

1 - 8 / 8

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 ...	Spanish ...	Arabic La...	Mandarin...	Grand total
Sales and service occupations	123	14		1		2	141
Occupations in education, law and social, ...	97				1		98
Business, finance and administration occu...	88	2	3				93
Health occupations	55						55
Occupations in art, culture, recreation and ...	25				2		27
Management occupations	21						21
Natural and applied sciences and related o...	13		1	2			16
Trades, transport and equipment operator...	14						14
Occupations in manufacturing and utilities		1					1
Grand total	436	17	4	3	3	2	466

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	567	22.6	22
2.	Town of Gananoque	21	20.4	22
3.	Greater Napanee	21	25.3	22
4.	Township of Central Frontenac	6	14.8	13
5.	Loyalist Township	6	17.8	18.5
6.	Town of Westport	2	22.0	22
7.	Township of Rideau Lakes	2		
8.	Township of South Frontenac	1		
	Grand total	626	22.5	22

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Retail salespersons	41
2. Social and community service workers	37
3. Other customer and information services re...	19
4. Home support workers / housekeepers and ...	17
5. Food counter attendants / kitchen helpers a...	15
6. Social workers	14
7. Program leaders and instructors in recreati...	13
8. Administrative assistants	12
9. Early childhood educators and assistants	10
10. Human resources professionals	9
11. Administrative officers	9
12. Medical administrative assistants	9
13. Registered nurses and registered psychiatri...	9
14. Professional occupations in advertising / m...	9
15. Hotel front desk clerks	8
16. Retail and wholesale trade managers	8
17. Other sales related occupations	8
18. Receptionists	7
19. Security guards and related security service...	7
20. Physiotherapists	6
21. Licensed practical nurses	6
22. Nurse aides / orderlies and patient service ...	6
23. Insurance underwriters	5
24. Food and beverage servers	5
25. Education policy researchers / consultants ...	5
26. Accounting and related clerks	5
27. Butchers / meat cutters and fishmongers - r...	4
28. Light duty cleaners	4
29. Outdoor sport and recreational guides	4
30. User support technicians	4
31. Tour and travel guides	4
32. Telecommunications installation and repair ...	4

1 - 100 / 115 < >

MULTILINGUAL HIRING EMPLOYERS

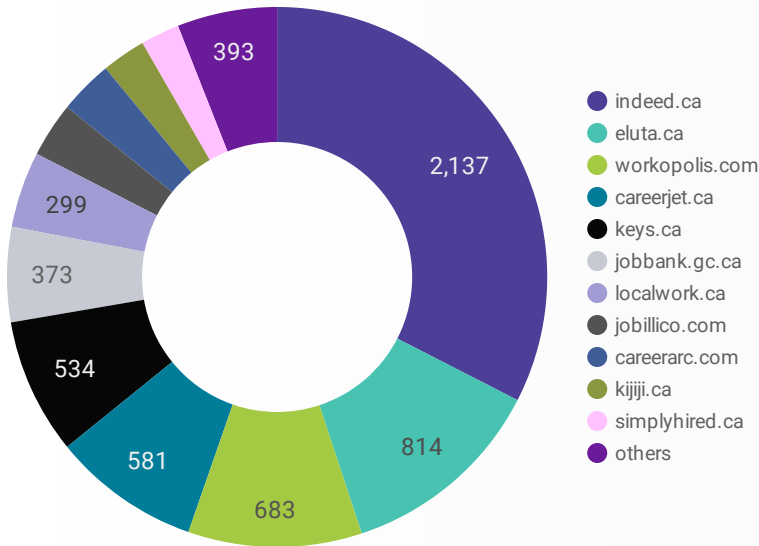
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Providence Care	53
2. CANADIAN ROYALTIES INC.	25
3. Kingston Community Health Centres	25
4. Addiction & Mental Health Services KFLA / AMHS-KFLA	19
5. Empire Life	18
6. Kingston Community Health Centres / KCHC	16
7. The Source	15
8. Liquor Control Board of Ontario	14
9. Kingston Health Sciences Centre	13
10. VON Canada	10
11. Liquor Control Board of Ontario / LCBO	10
12. Addiction & Mental Health Services - KFLA	9
13. 1000 Islands Kayaking	9
14. RECIPE	9
15. Garderie Croque Soleil	8
16. Marine Museum of the Great Lakes at Kingston	8
17. Farm Boy	7
18. Farm Boy Inc.	7
19. VON Canada (Ontario)	6
20. Bell Canada	6
21. ACFOMI	5
22. Home and Community Care Support Services South East	5
23. THE EMPIRE LIFE INS. CO	5
24. Home and Community Care Support Services South...	5
25. Sitel Group	5
26. TELUS International	5
27. Queen's University	4
28. United Nations	4
29. Thousand Islands Boat Museum	4

1 - 50 / 210 < >

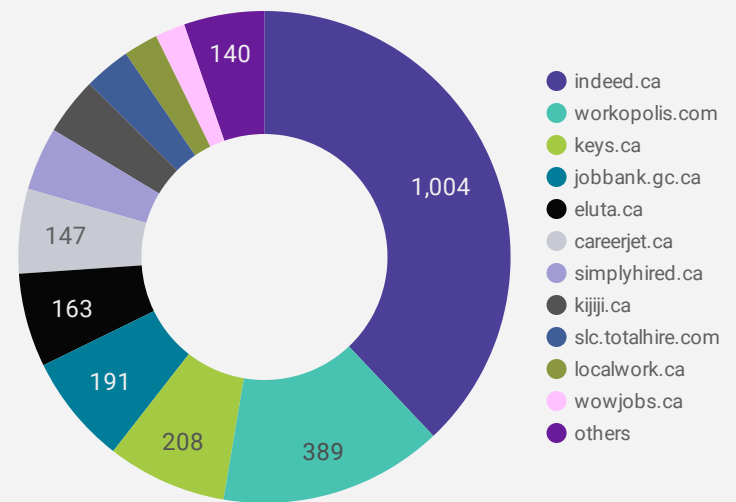
JOB POSTINGS BY JOB BOARD

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	2,137	21.9	22	1,004
2.	eluta.ca	814	22.0	22	163
3.	workopolis.com	683	15.0	15	389
4.	careerjet.ca	581	19.4	11	147
5.	keys.ca	534	25.5	19	208
6.	jobbank.gc.ca	373	28.5	17	191
7.	localwork.ca	299	4.8	2	60
8.	jobillico.com	216	15.4	10	35
9.	careerarc.com	212	49.6	32	11
10.	kijiji.ca	173	15.0	15	100
11.	simplyhired.ca	153	15.0	15	110
12.	slc.totalhire.com	98			81
13.	wowjobs.ca	63	15.0	15	52
14.	metaservices.ca	59	203.7	298	15
15.	careeredge.on.ca	33	27.0	31	26
16.	adzuna.ca	33	15.0	15	12
17.	careerbuilder.ca	23	17.7	15	9