

possible
made here.

JOB DEMAND REPORT

MARCH 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS				# OF DAYS POSTED	
POSTING COUNT	NEW POSTINGS	COMPANIES	JOB BOARDS	AVERAGE	MEDIAN
5,958	3,461	1,974	30	23.8	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

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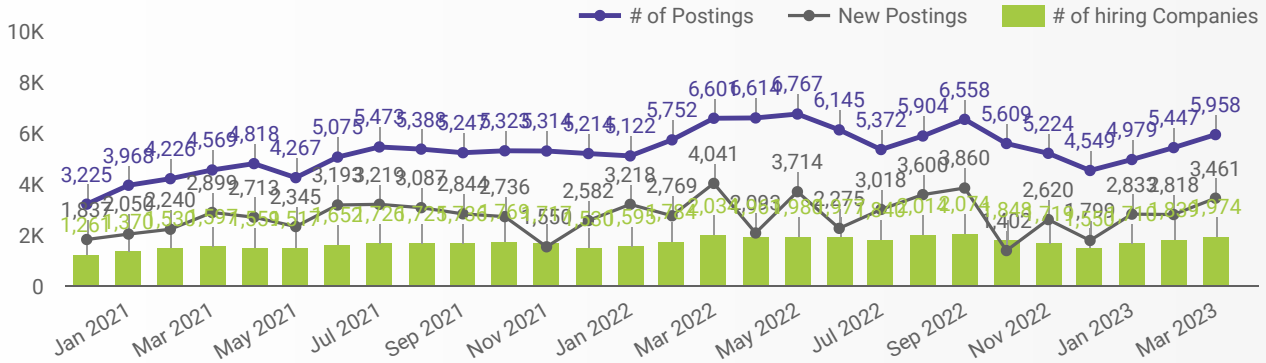
Source:

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

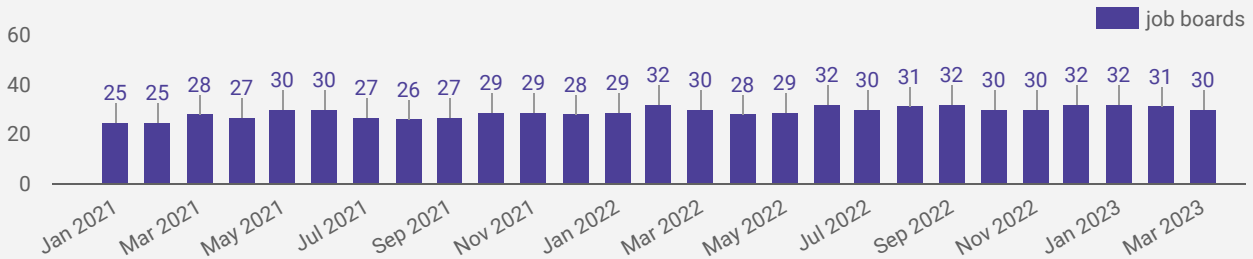
How many job postings were active for at least 1 day this month?



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

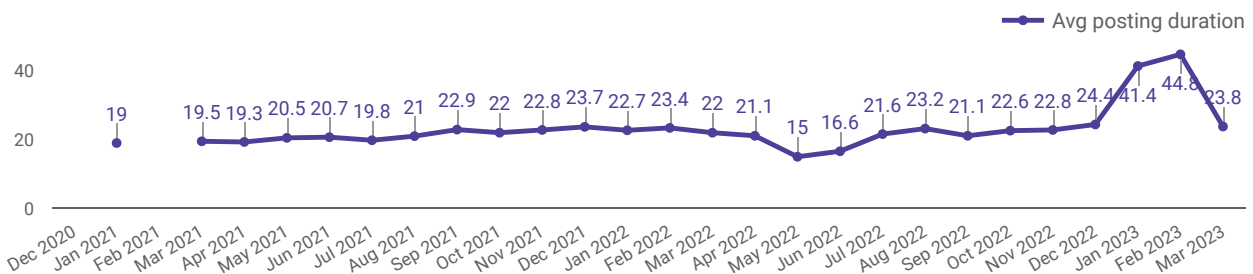
NUMBER OF ACTIVE JOB BOARDS

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



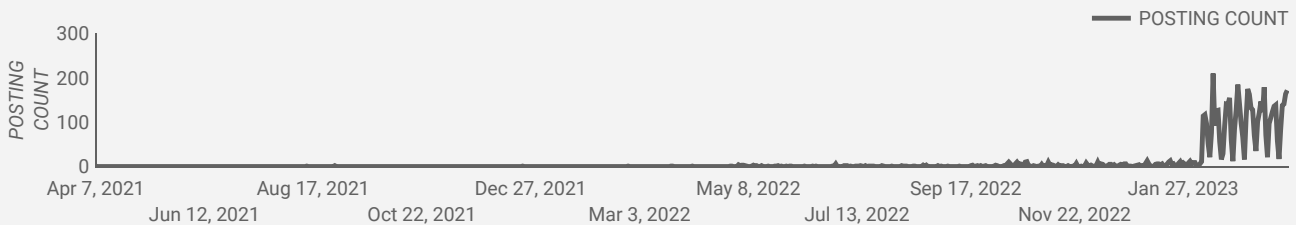
AVG & MEDIAN POSTING LENGTH BY DAYS

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?



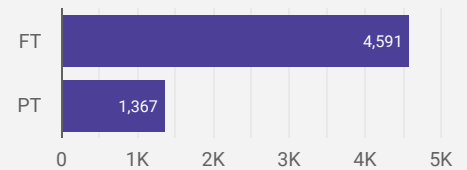
JOB POSTINGS BY MUNICIPALITY

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	4,974	23.6	21
2.	Greater Napanee	394	26.2	21
3.	Town of Gananoque	267	22.3	21
4.	Loyalist Township	154	23.9	21
5.	Township of South Frontenac	62	17.4	21
6.	Township of Rideau Lakes	35	35.2	21
7.	Township of Central Frontenac	28	31.0	21
8.	Township of Leeds and the Thousand Islands	28	21.4	21
9.	Township of Front of Yonge	8	14.4	14
10.	Town of Westport	7	121.0	121
11.	Township of Frontenac Islands	1		
	Grand total	5,958	23.8	21

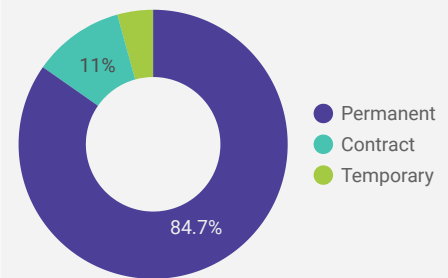
JOB TYPE

Full-time vs Part-time



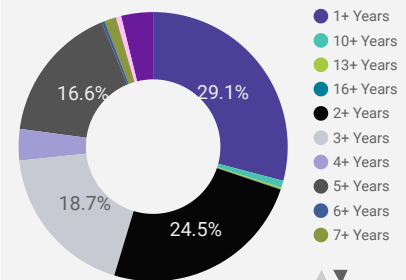
JOB DURATION

Permanency of jobs posted



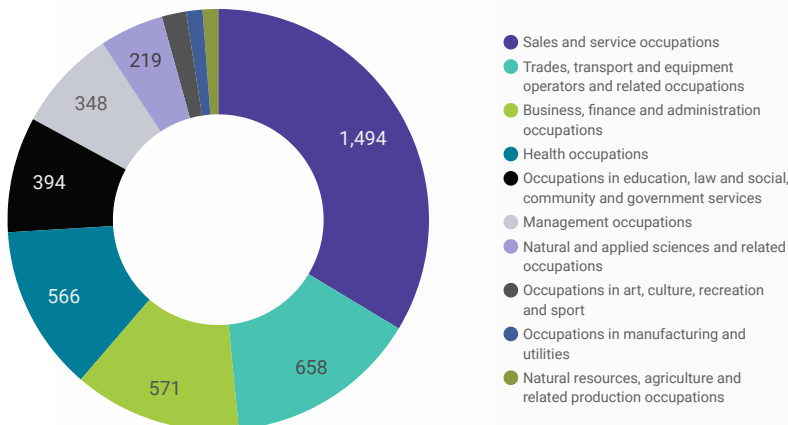
JOB EXPERIENCE

Job Postings by Experience Level Required



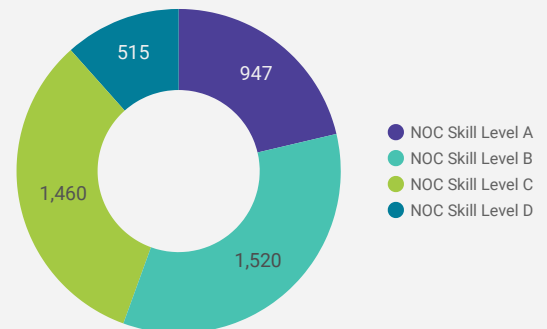
JOB POSTINGS BY JOB CATEGORY

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	258	63.9	21
2.	Queen's University	City of Kingston	191	20.7	21
3.	City of Kingston	City of Kingston	120	22.4	21
4.	Kingston Health Sciences Centre / KHSC	City of Kingston	87	21.0	21
5.	Lennox and Addington County General Hospital	Greater Napanee	77	21.0	21
6.	CANADIAN ROYALTIES INC.	City of Kingston	55	21.0	21
7.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	43	16.2	14
8.	Sienna Senior Living	City of Kingston	43	21.5	21
9.	The City of Kingston	City of Kingston	40	19.3	21
10.	Sienna Senior Living Inc.	City of Kingston	40	24.8	21
11.	Empire Life	City of Kingston	35	20.5	21
12.	CFMWS	City of Kingston	31	21.0	21
13.	Rona	City of Kingston	26	19.3	21
14.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	26	21.0	21
15.	Paladin Security	City of Kingston	23	36.0	45
16.	Lowe's	City of Kingston	23	18.9	21
17.	Unilever	City of Kingston	22	21.0	21
18.	KEYS Employment & Newcomer Services	City of Kingston	22	15.0	14
19.	Bayshore HealthCare	City of Kingston	21	20.3	21
20.	Kijiji	City of Kingston	20	14.9	15
21.	THE EMPIRE LIFE INS. CO	City of Kingston	20	21.0	21
22.	St. Lawrence College	City of Kingston	19	16.8	15
23.	Kingston 1000 Islands Cruises & Trolleys	City of Kingston	18	45.6	42
24.	Revera	City of Kingston	18	39.0	18
25.	Lennox and Addington County General Hospital	City of Kingston	18	null	null
26.	Providence Care	City of Kingston	18	16.6	16
27.	VON Canada	City of Kingston	17	37.2	40
28.	Staples Canada ULC	City of Kingston	16	21.0	21
29.	Loblaws Companies Limited	City of Kingston	16	21.0	21
30.	Staples Canada	City of Kingston	16	21.0	21
31.	Lifemark Health Group	City of Kingston	16	21.0	21

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.	Excavator with operator	Kijiji	Greater Napanee	120
2.	Private Chef	Chez You Experience Inc.	City of Kingston	100
3.	Registered Nurse (rn)	Priority Healthcare	City of Kingston	85
4.	Onsite Audit Technician - Septiles	Adecco Canada	City of Kingston	80
5.	Onsite Audit Technician - Sorel-tracy	Adecco Canada	City of Kingston	80
6.	Laboratory Technologist	Priority Healthcare	City of Kingston	70
7.	Pharmacy Manager	RPI Consulting Group	City of Kingston	70
8.	Registered Nurse - Icu	Carecor Health Services	City of Kingston	69
9.	Registered Nurse - Icu	CARECOR HEALTH SERVICES LTD.	City of Kingston	69
10.	Registered Nurse	Access health care staffing solutions INC.	Greater Napanee	65
11.	Registered Nurse (\$50-\$65) Registered Practical Nurse Rpn (45\$/hr)	We Care4 U staffing Solution inc.	City of Kingston	65
12.	Kinesiologist	Flaming Fitness	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.	Az Owner Operators For Ottawa To Toronto Run \$2/mile	KUTHALA LOGISTICS	City of Kingston	343,120
2.	Dentist	Dentalcorp Canada	City of Kingston	307,404
3.	Product Specialist	Pride Marine Group Ltd.	City of Kingston	250,000
4.	B2C Sales Agent	Centennial Windows & Doors	City of Kingston	250,000
5.	Experience Automotive Sales Manager	ABC Motors	City of Kingston	200,000
6.	Automotive Finance Manager	Lexus of Kingston	City of Kingston	199,413
7.	Associate Dentist	Dr. Craig and Associates	City of Kingston	185,616
8.	Associate Dentist	LightHouse Dental	City of Kingston	172,025
9.	Carpet Installer Owen Sound And Surrounding Areas	Orange Room Services	City of Kingston	150,000
10.	Senior Architect	J.L. Richards & Associates Ltd	City of Kingston	150,000
11.	Automotive Sales And Finance	Paulette Auto Sales Ltd.	City of Kingston	150,000

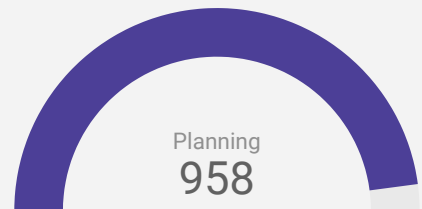
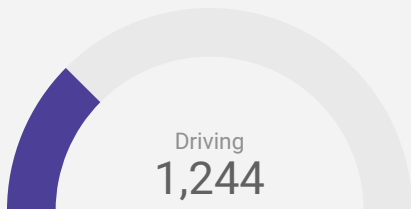
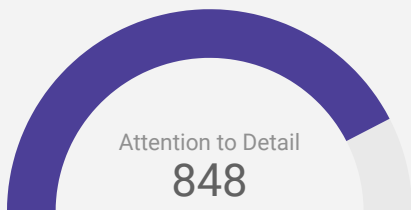
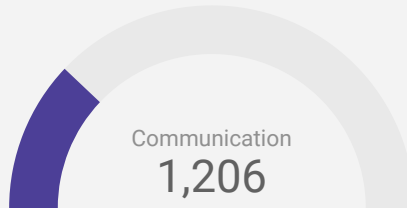
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,958



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,958



Driver's License
147



First Aid
452



Regular Access to a Vehicle
307



Criminal Record Check
690



Microsoft Office
453



Food Safety
136

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	321	19.5	21
2.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	148	22.2	21
3.	6322	Cooks	NOC Skill Level B	147	26.8	21
4.	3233	Licensed practical nurses	NOC Skill Level B	147	29.5	21
5.	6552	Other customer and information services representatives	NOC Skill Level C	114	32.6	21
6.	0621	Retail and wholesale trade managers	NOC Skill Level A	111	22.2	21
7.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	104	62.0	21
8.	7511	Transport truck drivers	NOC Skill Level C	98	22.6	21
9.	1241	Administrative assistants	NOC Skill Level B	97	18.3	21
10.	6731	Light duty cleaners	NOC Skill Level D	95	21.6	21
11.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	79	31.8	21
12.	6311	Food service supervisors	NOC Skill Level B	72	43.5	21
13.	6541	Security guards and related security service occupations	NOC Skill Level C	67	25.9	21
14.	7452	Material handlers	NOC Skill Level C	58	20.2	21
15.	7514	Delivery and courier service drivers	NOC Skill Level C	56	18.7	21
16.	1414	Receptionists	NOC Skill Level C	55	18.9	21
17.	6611	Cashiers	NOC Skill Level D	54	17.6	21
18.	6513	Food and beverage servers	NOC Skill Level C	54	22.1	21
19.	7611	Construction trades helpers and labourers	NOC Skill Level D	52	19.5	21
20.	4214	Early childhood educators and assistants	NOC Skill Level B	51	20.5	21
21.	6211	Retail sales supervisors	NOC Skill Level B	49	20.5	21
22.	7271	Carpenters	NOC Skill Level B	45	30.0	21
23.	4212	Social and community service workers	NOC Skill Level B	44	26.1	21
24.	6512	Bartenders	NOC Skill Level C	44	20.5	21
25.	7321	Automotive service technicians / truck and bus mechanics and mechanical repairers	NOC Skill Level B	44	22.1	21
26.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	43	17.2	21
27.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	43	17.4	21
28.	5254	Program leaders and instructors in recreation / sport and fitness	NOC Skill Level B	41	20.2	21
29.	2171	Information systems analysts and consultants	NOC Skill Level A	40	18.2	17.5

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	321	19.5	21
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	179	21.6	21
3.	632	Chefs and cooks	NOC Skill Level B	174	26.2	21
4.	323	Other technical occupations in health care	NOC Skill Level B	170	28.2	21
5.	673	Cleaners	NOC Skill Level D	166	20.0	21
6.	441	Home care providers and educational support occupations	NOC Skill Level C	159	22.3	21
7.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	131	22.0	21
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	128	18.7	21
9.	655	Customer and information services representatives	NOC Skill Level C	118	32.0	21
10.	651	Occupations in food and beverage service	NOC Skill Level C	113	21.4	21
11.	301	Professional occupations in nursing	NOC Skill Level A	111	66.4	21
12.	062	Retail and wholesale trade managers	NOC Skill Level A	111	22.2	21
13.	141	General office workers	NOC Skill Level C	88	18.9	21
14.	631	Service supervisors	NOC Skill Level B	82	37.9	21
15.	111	Auditors, accountants and investment professionals	NOC Skill Level A	80	18.9	21
16.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	79	31.8	21
17.	122	Administrative and regulatory occupations	NOC Skill Level B	76	31.6	21
18.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	72	39.1	21
19.	217	Computer and information systems professionals	NOC Skill Level A	69	19.5	21
20.	662	Other sales support and related occupations	NOC Skill Level D	68	17.8	21
21.	654	Security guards and related security service occupations	NOC Skill Level C	67	25.9	21
22.	745	Longshore workers and material handlers	NOC Skill Level C	59	20.9	21
23.	314	Therapy and assessment professionals	NOC Skill Level A	57	23.9	21
24.	341	Assisting occupations in support of health services	NOC Skill Level C	54	23.0	21
25.	661	Cashiers	NOC Skill Level D	54	17.6	21
26.	415	Social and community service professionals	NOC Skill Level A	54	20.7	21
27.	761	Trades helpers and labourers	NOC Skill Level D	53	19.5	21
28.	732	Automotive service technicians	NOC Skill Level B	53	22.5	21
29.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	50	19.8	21
30.	669	Other sales and related occupations	NOC Skill Level D	48	22.5	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	373	25.5	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	339	19.5	21
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	278	28.9	21
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	276	23.7	21
5.	32	Technical occupations in health	NOC Skill Level B	266	29.9	21
6.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	227	25.0	21
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	224	21.8	21
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	187	25.0	21
9.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	166	26.7	21
10.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	159	22.3	21
11.	14	Office support occupations	NOC Skill Level C	138	18.9	21
12.	31	Professional occupations in health (except nursing)	NOC Skill Level A	135	26.7	21
13.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	131	22.0	21
14.	66	Sales support occupations	NOC Skill Level D	122	17.7	21
15.	11	Professional occupations in business and finance	NOC Skill Level A	117	19.4	21
16.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	114	19.6	21
17.	30	Professional occupations in nursing	NOC Skill Level A	111	66.4	21
18.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	106	21.5	21
19.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	105	25.5	21
20.	73	Maintenance and equipment operation trades	NOC Skill Level B	104	23.3	21
21.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	84	20.9	21
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	79	19.9	21
23.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	68	23.6	21
24.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	60	21.0	21
25.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	59	19.7	21
26.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	57	18.8	21
27.	34	Assisting occupations in support of health services	NOC Skill Level C	54	23.0	21

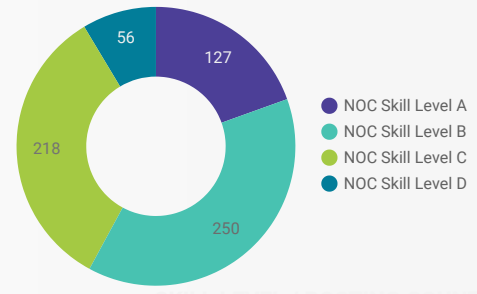
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED
933	0	468	8	AVERAGE: 22.9 MEDIAN: 21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

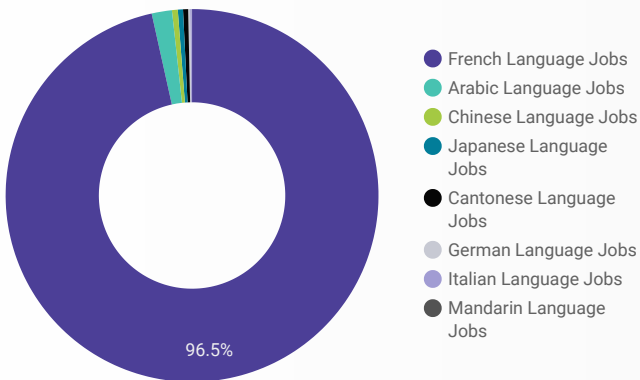
- 127 Skill Level A - Management/ Professional Occupations usually requiring University
- 250 Skill Level B - Usually college education or apprenticeship training
- 218 Skill Level C - Usually secondary education or occupation-specific training
- 56 Skill Level D - Usually on-the-job training



JOB LANGUA...	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Langu...	120	239	208	55
Arabic Langu...	5	6	4	
Cantonese La...	1	2		1
Chinese Lang...		3		
Italian Langu...		1	1	
German Lang...			2	
Japanese Lan...	1	1		

LANGUAGE SKILLS BREAKDOWN

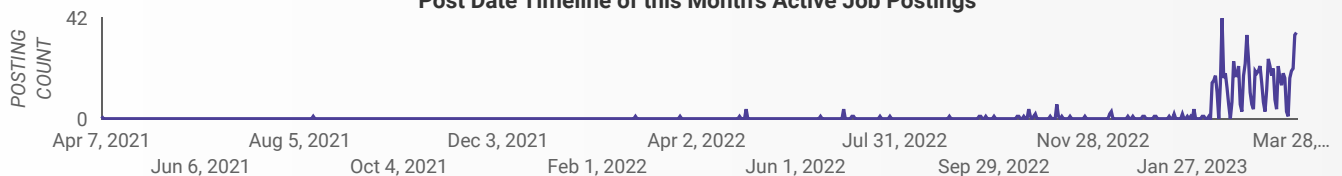
Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	900
2. Arabic Language Jobs	16
3. Chinese Language Jobs	5
4. Cantonese Language Jobs	4
5. Japanese Language Jobs	3
6. German Language Jobs	2
7. Italian Language Jobs	2

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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	French La...	Arabic La...	Cantones...	Chinese ...	Italian La...	German L...	Grand total
Sales and service occupations	174		3	3	1	2	185
Trades, transport and equipment operators ...	106				1		107
Occupations in education, law and social, c...	98	6					104
Business, finance and administration occup...	91	4					95
Health occupations	67						67
Management occupations	28	2	1				32
Natural and applied sciences and related o...	22						22
Occupations in art, culture, recreation and s...	19	3					22
Natural resources, agriculture and related p...	9						9
Occupations in manufacturing and utilities	8						8
Grand total	622	15	4	3	2	2	651

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	774	23.5	21
2.	Greater Napanee	51	20.4	21
3.	Town of Gananoque	39	17.8	21
4.	Loyalist Township	30	19.2	21
5.	Township of South Frontenac	18	17.0	21
6.	Township of Leeds and the Thousand Islands	11	21.0	21
7.	Township of Central Frontenac	6	46.0	21
8.	Township of Front of Yonge	2	14.0	14
9.	Township of Rideau Lakes	2		
	Grand total	933	22.9	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...	29
2. Retail salespersons	28
3. Cooks	26
4. Administrative assistants	23
5. Early childhood educators and assistants	21
6. Licensed practical nurses	18
7. Other customer and information services rep...	17
8. Food and beverage servers	14
9. Hotel front desk clerks	14
10. Light duty cleaners	13
11. Transport truck drivers	12
12. Instructors of persons with disabilities	12
13. Social and community service workers	11
14. Retail and wholesale trade managers	10
15. Registered nurses and registered psychiatric ...	9
16. Food counter attendants / kitchen helpers an...	9
17. Construction millwrights and industrial mech...	7
18. Bartenders	7
19. Accounting and related clerks	7
20. Family / marriage and other related counsell...	7
21. Material handlers	7
22. Receptionists	6
23. Construction trades helpers and labourers	6
24. Program leaders and instructors in recreatio...	6
25. Janitors / caretakers and building superinten...	6
26. Security guards and related security service ...	6
27. Automotive service technicians / truck and b...	6
28. Carpenters	6
29. Cashiers	6
30. Social workers	6
31. General office support workers	5
32. Motor vehicle body repairers	5

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MULTILINGUAL HIRING EMPLOYERS

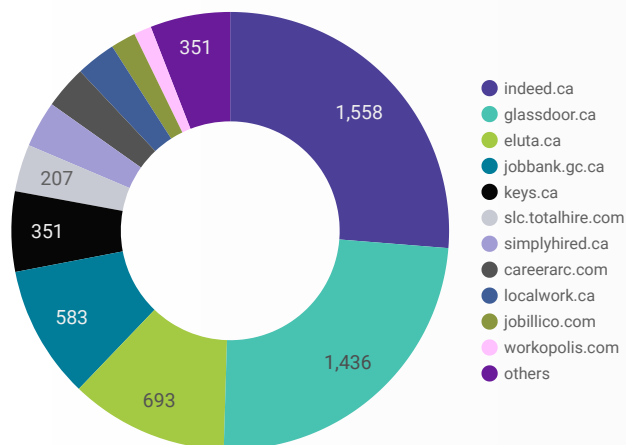
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. CANADIAN ROYALTIES INC.	55
2. Kingston Health Sciences Centre	16
3. Kingston Community Health Centres	12
4. City of Kingston	11
5. VON Canada	9
6. National Defence	8
7. Victoria Order of Nurses	8
8. LightHouse Dental	8
9. Family and Children's Services of Frontenac,...	8
10. Empire Life	8
11. CECCE	8
12. The Better Together Group	8
13. Providence Care	7
14. KEYS Employment & Newcomer Services	6
15. Family and Children's Services of Frontenac, Lennox & Addington	6
16. Carveth Care Centre	6
17. Family and Children's Services of Frontenac, Lennox and Addington	6
18. Cancoil Thermal Corporation	6
19. Addiction & Mental Health Services - KFLA	6
20. Expert Staffing Solutions	6
21. Sensity Deafblind and Sensory Support Network of Canada	5
22. CaraCo Group of Companies	5
23. Helen Henderson Care Centre	5
24. Ongwanada	5
25. Conseil des ecoles catholiques du Centre-Est	5
26. Sensity Deafblind and Sensory Support Network of...	5
27. Addiction & Mental Health Services KFLA / AMHS-KFLA	5
28. ALSTOM Canada Inc.	5
29. Power Staffing Solutions	5

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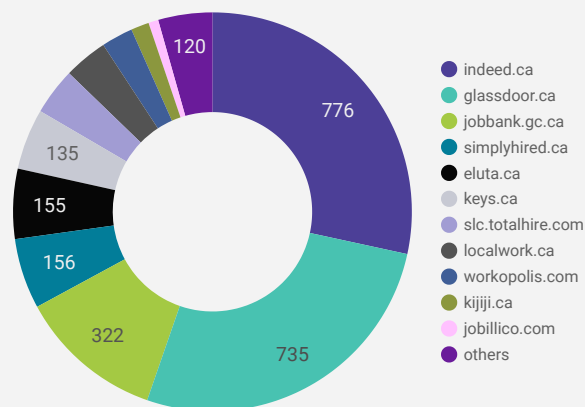
JOB POSTINGS BY JOB BOARD

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	1,558	20.3	21	776
2.	glassdoor.ca	1,436	21.0	21	735
3.	eluta.ca	693	21.0	21	155
4.	jobbank.gc.ca	583	34.0	21	322
5.	keys.ca	351	20.4	16	135
6.	slc.totalhire.com	207	33.4	31	104
7.	simplyhired.ca	203	20.4	21	156
8.	careerarc.com	188	85.7	55	6
9.	localwork.ca	175	10.2	3	97
10.	jobillico.com	110	14.0	14	22
11.	workopolis.com	77	151.0	151	70
12.	rncareers.ca	75	28.8	16	21
13.	kijiji.ca	68	14.9	15	40
14.	emploisfp-psjobs.cfp-psc.gc.ca	36	161.1	17	17
15.	careeredge.on.ca	32	32.0	26	19
16.	gojobs.gov.on.ca	23	37.7	17	9
17.	careerbuilder.ca	20	30.0	28	8