

possible
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JOB DEMAND REPORT

MAY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS				# OF DAYS POSTED	
POSTING COUNT	NEW POSTINGS	COMPANIES	JOB BOARDS	AVERAGE	MEDIAN
5,874	3,011	1,975	30	26.8	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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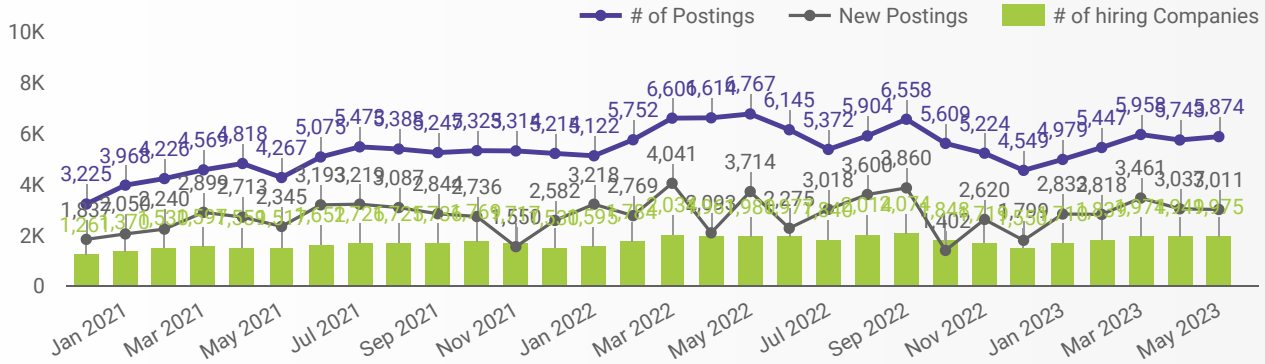
Source:

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

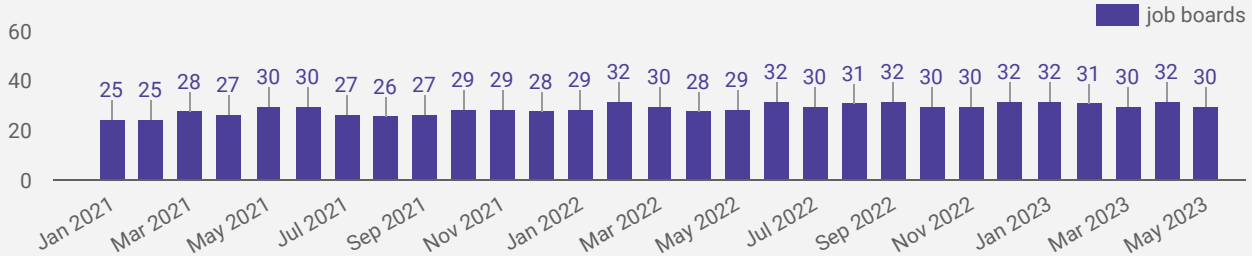
How many job postings were active for at least 1 day this month?



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

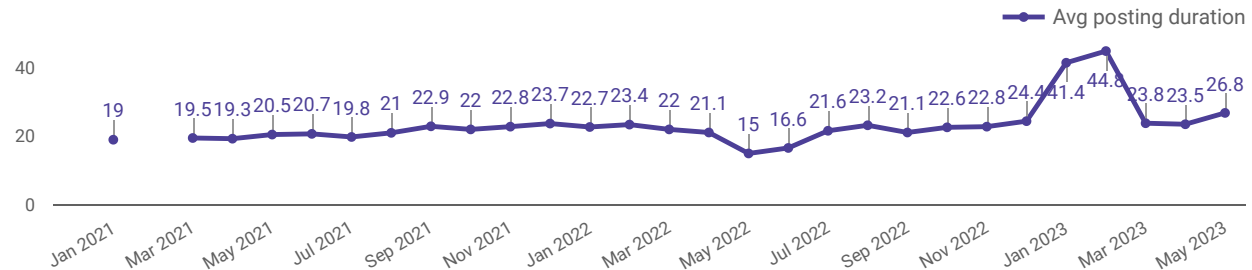
NUMBER OF ACTIVE JOB BOARDS

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



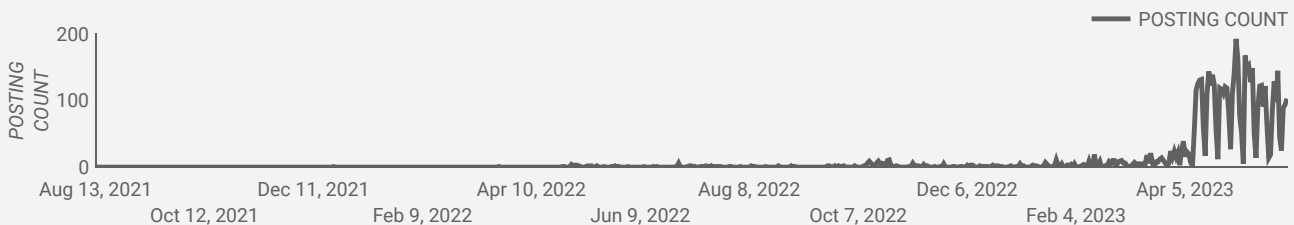
AVG & MEDIAN POSTING LENGTH BY DAYS

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?



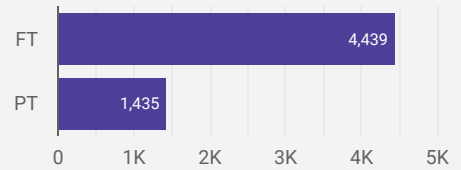
JOB POSTINGS BY MUNICIPALITY

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	4,856	26.7	21
2.	Greater Napanee	414	25.0	21
3.	Town of Gananoque	330	24.3	21
4.	Loyalist Township	109	38.0	21
5.	Township of South Frontenac	60	50.3	21
6.	Township of Rideau Lakes	43	21.5	21
7.	Township of Leeds and the Thousand Islands	28	24.2	21
8.	Township of Central Frontenac	15	36.1	21
9.	Township of Front of Yonge	7	9.3	3
10.	Town of Westport	5	31.0	21
11.	Township of Frontenac Islands	4	17.7	16
12.	Township of North Frontenac	3	24.0	24
	Grand total	5,874	26.8	21

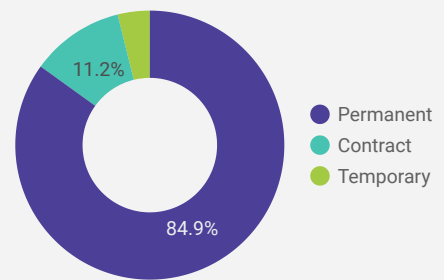
JOB TYPE

Full-time vs Part-time



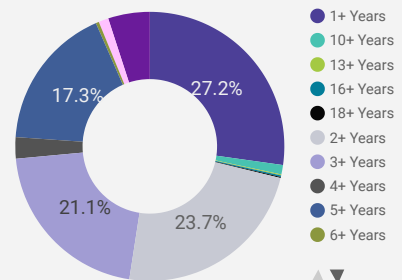
JOB DURATION

Permanency of jobs posted



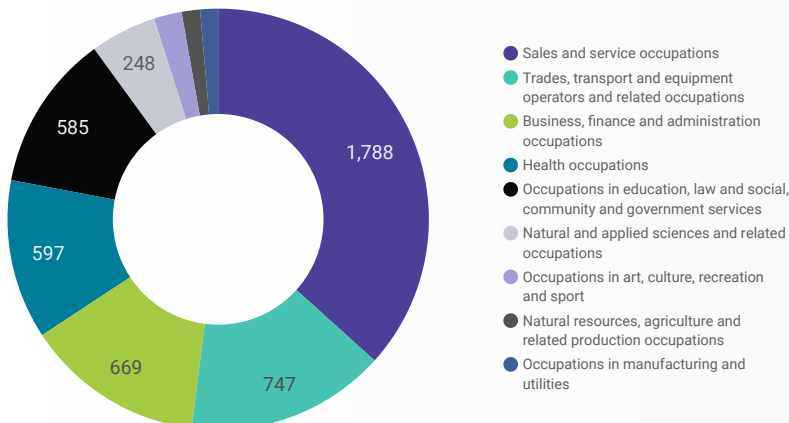
JOB EXPERIENCE

Job Postings by Experience Level Required



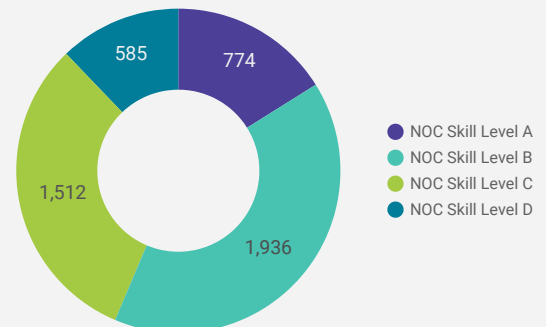
JOB POSTINGS BY JOB CATEGORY

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	256	37.6	21
2.	Queen's University	City of Kingston	217	18.5	21
3.	Kingston Health Sciences Centre / KHSC	City of Kingston	76	21.0	21
4.	City of Kingston	City of Kingston	75	27.4	21
5.	Lennox and Addington County General Hospital	Greater Napanee	61	21.2	21
6.	Sienna Senior Living	City of Kingston	47	27.7	20
7.	St. Lawrence College	City of Kingston	46	19.3	21
8.	Lowe's	City of Kingston	35	18.0	21
9.	The City of Kingston	City of Kingston	35	19.6	21
10.	CFMWS	City of Kingston	35	20.8	21
11.	Sienna Senior Living Inc.	City of Kingston	34	21.0	21
12.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	32	23.3	9
13.	Rona	City of Kingston	32	28.0	21
14.	CANADIAN ROYALTIES INC.	City of Kingston	28	28.6	21
15.	Loblaws	City of Kingston	24	22.9	21
16.	Empire Life	City of Kingston	23	24.9	21
17.	St. Lawrence Youth Association	City of Kingston	23	8.9	6
18.	Unilever	City of Kingston	22	21.0	21
19.	Bayshore HealthCare	City of Kingston	22	20.0	21
20.	VON Canada	City of Kingston	22	39.0	32
21.	KEYS Employment & Newcomer Services	City of Kingston	22	15.4	18
22.	ALSTOM Canada Inc.	City of Kingston	21	21.0	21
23.	Paladin Security	City of Kingston	21	44.0	21
24.	Gibson Family Health Care	Town of Gananoque	21	23.6	28
25.	Revera	City of Kingston	21	64.8	31
26.	North American Staffing Services	City of Kingston	20	21.0	21
27.	KEYS Employment & Newcomer Services	Town of Gananoque	20	26.2	21
28.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	20	20.4	21
29.	Kijiji	City of Kingston	19	15.9	16
30.	Limestone District School Board	City of Kingston	19	28.5	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.	Social Worker	KuRated Care Inc	City of Kingston	200
2.	Pelvic Floor Physiotherapist	KuRated Care Inc	City of Kingston	200
3.	Psychotherapist	KuRated Care Inc	City of Kingston	200
4.	Technology Architect	Jobgini	City of Kingston	110
5.	Nurse Practitioner	Melodia Homecare	City of Kingston	100
6.	Speech Language Pathologist	Speech Associates	City of Kingston	100
7.	Registered Nurse	Staffy	City of Kingston	80
8.	Java Developer	ydc pro Inc	City of Kingston	80
9.	Nurse Practitioner	MDSearch	City of Kingston	75
10.	Fire Captain	AFIMAC Canada	City of Kingston	75
11.	Dental Hygienist	Cataraqui Woods Dentistry	City of Kingston	70
12.	Mri Technologist	Universal Health Group	City of Kingston	70
13.	Dental Hygienist	Yonge Finch Dental	City of Kingston	70
14.	Registered Nurse - ICU	CARECOR HEALTH SERVICES LTD	City of Kingston	69

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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.	Associate Dentist	Got Smile Dental Centre	Greater Napanee	321,937
2.	RealtorÂ®	The Krishan Nathan Group	City of Kingston	250,000
3.	REALTORï¿½	The Krishan Nathan Group	City of Kingston	250,000
4.	B2c Sales Agent	Centennial Windows & Doors	City of Kingston	250,000
5.	Family Physician	Quarry Chiropractic and Wellness Centre	City of Kingston	250,000
6.	Insurance Broker	Billyard Insurance Group	City of Kingston	200,000
7.	Veterinarian Opportunity, Napanee, On	Global Talent Partners	City of Kingston	160,000
8.	Director, IT Systems Development and Maintenance	St. Lawrence College	City of Kingston	156,795
9.	Director - Protection Services	Kingston Health Sciences Centre	City of Kingston	154,665
10.	Regional Lumeo Operations Director - Lumeo Program	Kingston Health Sciences Centre	City of Kingston	154,664
11.	154,664

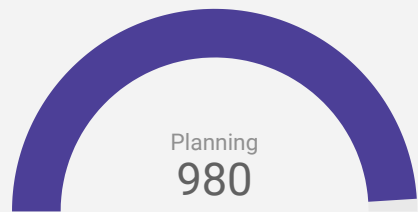
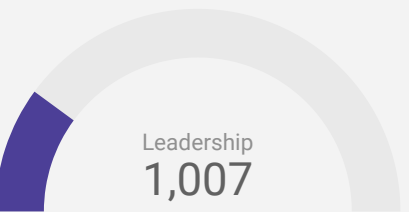
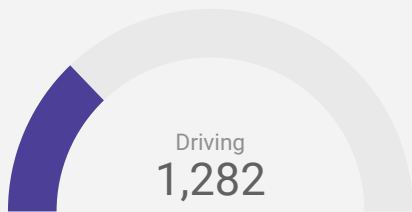
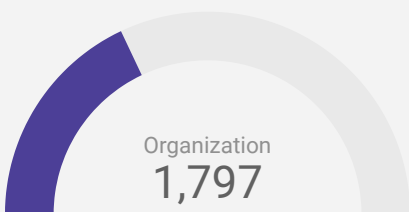
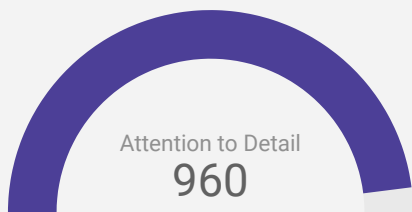
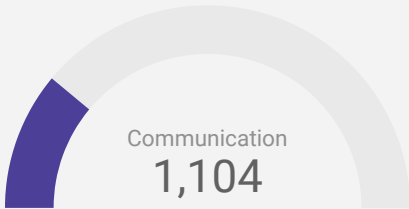
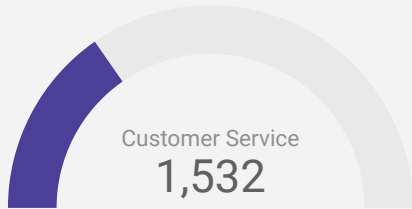
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,874



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,874



Driver's License
124



First Aid
417



Regular Access to a Vehicle
365



Criminal Record Check
652



Microsoft Office
432



Food Safety
137

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	357	28.5	21
2.	6322	Cooks	NOC Skill Level B	170	31.2	21
3.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	167	29.3	21
4.	3233	Licensed practical nurses	NOC Skill Level B	132	34.5	21
5.	1241	Administrative assistants	NOC Skill Level B	129	21.3	21
6.	621	Retail and wholesale trade managers	NOC Skill Level B	124	21.0	21
7.	6552	Other customer and information services representatives	NOC Skill Level C	124	26.2	21
8.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	109	34.5	21
9.	6731	Light duty cleaners	NOC Skill Level D	108	30.3	21
10.	4212	Social and community service workers	NOC Skill Level B	96	17.3	21
11.	7511	Transport truck drivers	NOC Skill Level C	93	22.6	21
12.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	92	23.1	21
13.	6311	Food service supervisors	NOC Skill Level B	81	33.9	21
14.	7611	Construction trades helpers and labourers	NOC Skill Level D	78	22.4	21
15.	7271	Carpenters	NOC Skill Level B	71	27.4	21
16.	7514	Delivery and courier service drivers	NOC Skill Level C	70	22.1	21
17.	5254	Program leaders and instructors in recreation / sport and fitness	NOC Skill Level B	63	31.9	21
18.	6513	Food and beverage servers	NOC Skill Level C	63	26.0	21
19.	6211	Retail sales supervisors	NOC Skill Level B	61	32.2	21
20.	7452	Material handlers	NOC Skill Level C	55	24.2	21
21.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	54	21.4	21
22.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	49	20.8	21
23.	6541	Security guards and related security service occupations	NOC Skill Level C	49	37.8	21
24.	1414	Receptionists	NOC Skill Level C	48	20.3	21
25.	631	Restaurant and food service managers	NOC Skill Level B	47	29.7	21
26.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	45	28.6	21
27.	6611	Cashiers	NOC Skill Level D	43	26.8	21
28.	1221	Administrative officers	NOC Skill Level B	38	24.5	21
29.	7321	Automotive service technicians / truck and bus mechanics and mechanical repairers	NOC Skill Level B	36	28.6	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	357	28.5	21
2.	632	Chefs and cooks	NOC Skill Level B	205	31.5	21
3.	621	Retail sales supervisors	NOC Skill Level B	185	24.1	21
4.	751	Motor vehicle and transit drivers	NOC Skill Level C	185	22.9	21
5.	441	Home care providers and educational support occupations	NOC Skill Level C	179	29.3	21
6.	673	Cleaners	NOC Skill Level D	179	27.7	21
7.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	164	19.6	21
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	160	21.4	21
9.	631	Service supervisors	NOC Skill Level B	154	29.3	21
10.	323	Other technical occupations in health care	NOC Skill Level B	152	33.4	21
11.	655	Customer and information services representatives	NOC Skill Level C	132	25.9	21
12.	301	Professional occupations in nursing	NOC Skill Level A	118	33.7	21
13.	651	Occupations in food and beverage service	NOC Skill Level C	107	27.2	21
14.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	92	23.1	21
15.	761	Trades helpers and labourers	NOC Skill Level D	90	22.3	21
16.	122	Administrative and regulatory occupations	NOC Skill Level B	87	23.0	21
17.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	86	30.3	21
18.	111	Auditors, accountants and investment professionals	NOC Skill Level A	85	26.7	21
19.	141	General office workers	NOC Skill Level C	82	20.0	21
20.	662	Other sales support and related occupations	NOC Skill Level D	74	21.1	21
21.	727	Carpenters and cabinetmakers	NOC Skill Level B	74	27.6	21
22.	525	Athletes, coaches, referees and related occupations	NOC Skill Level B	73	30.3	21
23.	415	Social and community service professionals	NOC Skill Level A	72	28.5	21
24.	314	Therapy and assessment professionals	NOC Skill Level A	59	49.8	21
25.	745	Longshore workers and material handlers	NOC Skill Level C	59	23.2	21
26.	217	Computer and information systems professionals	NOC Skill Level A	57	35.1	21
27.	341	Assisting occupations in support of health services	NOC Skill Level C	55	29.9	21
28.	416	Policy and program researchers, consultants and officers	NOC Skill Level A	54	15.7	21
29.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	53	21.1	21
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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.	63	Service supervisors and specialized service occupations	NOC Skill Level B	390	30.6	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	373	28.4	21
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	342	27.7	21
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	306	25.9	21
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	277	23.3	21
6.	32	Technical occupations in health	NOC Skill Level B	261	33.0	21
7.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	253	25.4	21
8.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	231	22.8	21
9.	72	Industrial, electrical and construction trades	NOC Skill Level B	197	29.9	21
10.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	187	28.5	21
11.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	180	19.2	21
12.	31	Professional occupations in health (except nursing)	NOC Skill Level A	163	35.8	21
13.	14	Office support occupations	NOC Skill Level C	159	20.4	21
14.	11	Professional occupations in business and finance	NOC Skill Level A	149	24.2	21
15.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	131	21.8	21
16.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	130	27.6	21
17.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	118	22.8	21
18.	30	Professional occupations in nursing	NOC Skill Level A	118	33.7	21
19.	66	Sales support occupations	NOC Skill Level D	117	23.2	21
20.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	97	22.0	21
21.	73	Maintenance and equipment operation trades	NOC Skill Level B	96	26.8	21
22.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	92	29.2	21
23.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	73	23.1	21
24.	40	Professional occupations in education services	NOC Skill Level A	71	22.1	21
25.	34	Assisting occupations in support of health services	NOC Skill Level C	55	29.9	21
26.	71	Trades, transport and equipment operators and related occupations		53	31.8	21
27.	86	Harvesting, landscaping and natural resources labourers	NOC Skill Level D	46	29.3	21
28.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	42	25.4	21

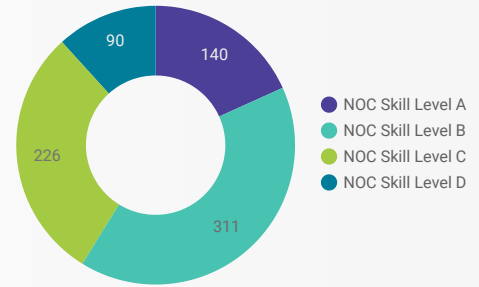
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED
968	0	486	8	AVERAGE: 22.4 MEDIAN: 21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

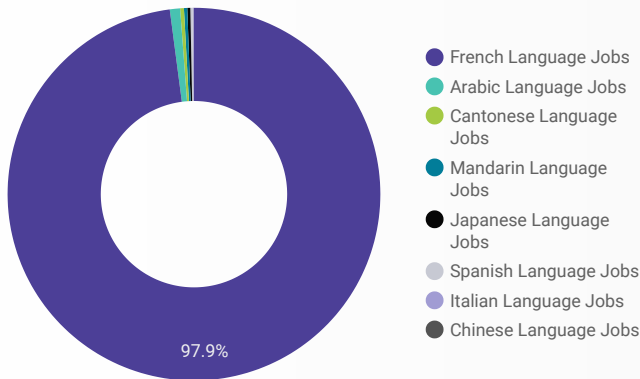
- 140** Skill Level A - Management/ Professional Occupations usually requiring University
- 311** Skill Level B - Usually college education or apprenticeship training
- 226** Skill Level C - Usually secondary education or occupation-specific training
- 90** Skill Level D - Usually on-the-job training



JOB LANGUA...	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Langu...	132	304	220	90
Arabic Langu...	7		2	
Cantonese La...			4	
Japanese Lan...		3		
Spanish Lang...		2		
Chinese Lang...		1		
Italian Lang...		1		

LANGUAGE SKILLS BREAKDOWN

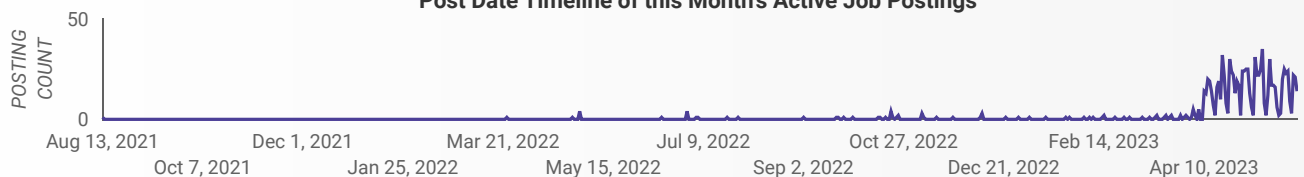
Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	941
2. Arabic Language Jobs	12
3. Cantonese Language Jobs	4
4. Japanese Language Jobs	4
5. Chinese Language Jobs	2
6. Mandarin Language Jobs	2
7. Spanish 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...	Japanese...	Spanish ...	Chinese ...	Grand total
Sales and service occupations	218		4	3		1	227
Occupations in education, law and social, c...	141	4			1		147
Business, finance and administration occup...	121	4					125
Trades, transport and equipment operators ...	115						115
Health occupations	95						95
Natural and applied sciences and related o...	25				1		26
Occupations in art, culture, recreation and s...	14	1					15
Natural resources, agriculture and related p...	15						15
Occupations in manufacturing and utilities	14						14
Grand total	758	9	4	3	2	1	779

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	795	22.8	21
2.	Greater Napanee	67	22.3	21
3.	Town of Gananoque	42	21.0	21
4.	Loyalist Township	20	19.3	21
5.	Township of Rideau Lakes	13	17.9	20.5
6.	Township of South Frontenac	13	19.7	20.5
7.	Township of Leeds and the Thousand Islands	12	21.0	21
8.	Township of Central Frontenac	4	21.0	21
9.	Township of Front of Yonge	1	14.0	14
10.	Town of Westport	1	21.0	21
	Grand total	968	22.4	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...	41
2. Administrative assistants	35
3. Social and community service workers	34
4. Retail salespersons	33
5. Cooks	23
6. Light duty cleaners	23
7. Construction trades helpers and labourers	21
8. Registered nurses and registered psychiatric ...	20
9. Other customer and information services rep...	19
10. Licensed practical nurses	18
11. Food counter attendants / kitchen helpers an...	18
12. Receptionists	14
13. Retail and wholesale trade managers	14
14. Security guards and related security service ...	11
15. Restaurant and food service managers	10
16. Material handlers	10
17. Program leaders and instructors in recreatio...	9
18. Food and beverage servers	9
19. Social workers	9
20. Audiologists and speech-language pathologi...	8
21. Landscaping and grounds maintenance labo...	8
22. Elementary school and kindergarten teachers	8
23. Carpenters	8
24. Occupational therapists	8
25. Transport truck drivers	8
26. Janitors / caretakers and building superinten...	7
27. Administrative officers	7
28. Automotive service technicians / truck and b...	7
29. Dental hygienists and dental therapists	7
30. Hotel front desk clerks	7
31. Delivery and courier service drivers	6
32. Insurance adjusters and claims examiners	6

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MULTILINGUAL HIRING EMPLOYERS

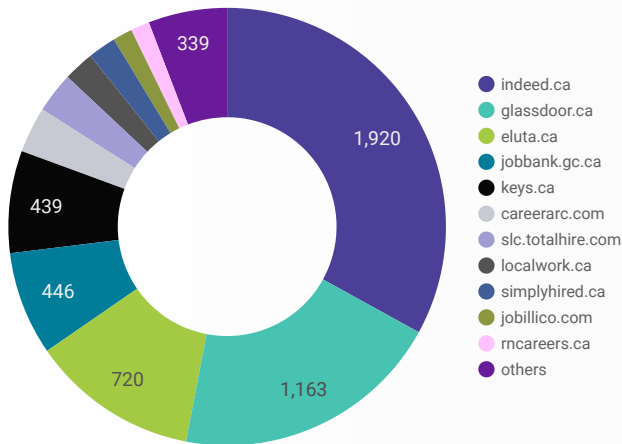
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Kingston Health Sciences Centre	29
2. CANADIAN ROYALTIES INC.	27
3. VON Canada	16
4. KINKA FAMILY	14
5. Kingston Community Health Centres	14
6. Addiction & Mental Health Services KFLA / AMHS-KFLA	13
7. Empire Life	12
8. Victorian Order of Nurses / VON	11
9. VON Canada (Ontario)	11
10. KEYS Employment & Newcomer Services	11
11. Victoria Order of Nurses	10
12. CBI Health	9
13. Resolve Counselling	9
14. Addiction & Mental Health Services - KFLA	8
15. Kingston Health Sciences Centre / KHSC	8
16. Carveth Care Centre	7
17. THE EMPIRE LIFE INS. CO	7
18. Queen's University	7
19. DoubleTree / Home2 Suites Kingston	7
20. Kingston Community Health Centres / KCHC	7
21. County of Lennox and Addington	6
22. National Defence	6
23. Cancoil Thermal Corporation	6
24. The Ivy Restaurant	6
25. Helen Henderson Care Centre	6
26. City of Kingston	5
27. The Salvation Army Supervised Access Centre	5
28. The Better Together Group	5
29. Limestone District School Board	5
30. The Salvation Army Kingston Citadel Community and Family Services	4

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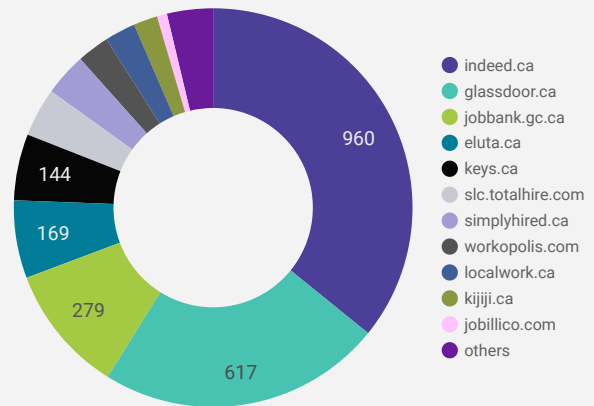
JOB POSTINGS BY JOB BOARD

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	1,920	23.3	21	960
2.	glassdoor.ca	1,163	20.9	21	617
3.	eluta.ca	720	21.0	21	169
4.	jobbank.gc.ca	446	73.5	44	279
5.	keys.ca	439	23.6	19	144
6.	careerarc.com	197	50.9	34	5
7.	slc.totalhire.com	174	43.8	25	106
8.	localwork.ca	132	6.0	2	67
9.	simplyhired.ca	121	20.6	21	93
10.	jobillico.com	84	24.6	15	22
11.	rncareers.ca	81	45.3	27	14
12.	workopolis.com	76			70
13.	kijiji.ca	74	15.8	16	52
14.	gojobs.gov.on.ca	37	22.7	16	10
15.	network.applytoeducation.com	25	15.0	14	5
16.	careeredge.on.ca	25	33.8	24	15
17.	emploisfp-psjobs.cfp-psc.gc.ca	24	116.5	112	11

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