

possible
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JOB DEMAND REPORT

JUNE 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW POSTINGS	COMPANIES	JOB BOARDS
5,057	2,843	1,718	30

OF DAYS POSTED

AVERAGE	MEDIAN
30.1	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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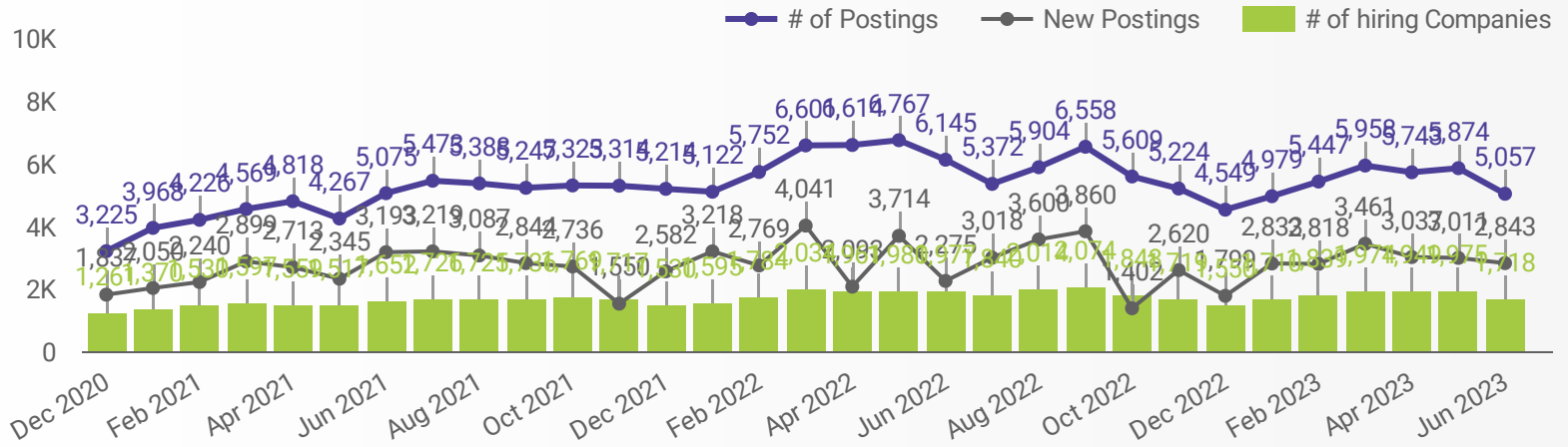
Source:

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

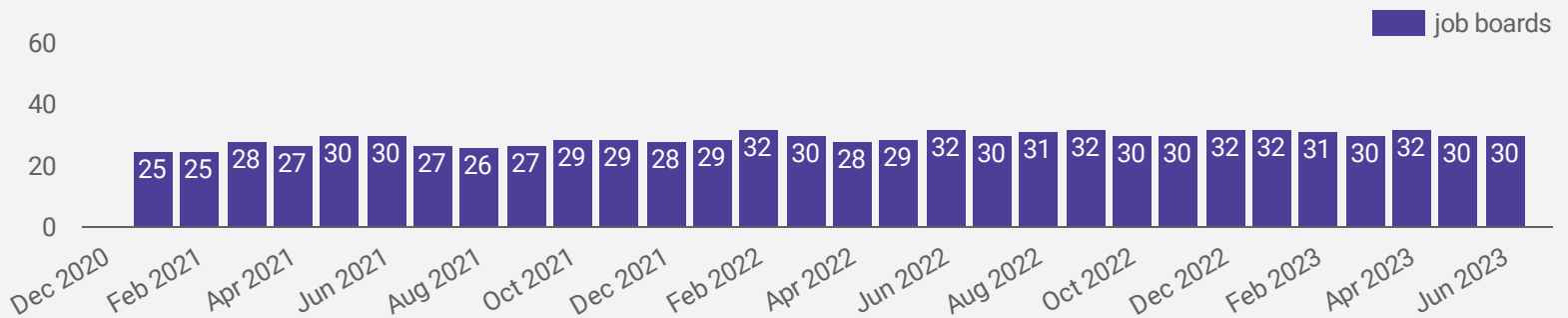
How many job postings were active for at least 1 day this month?



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

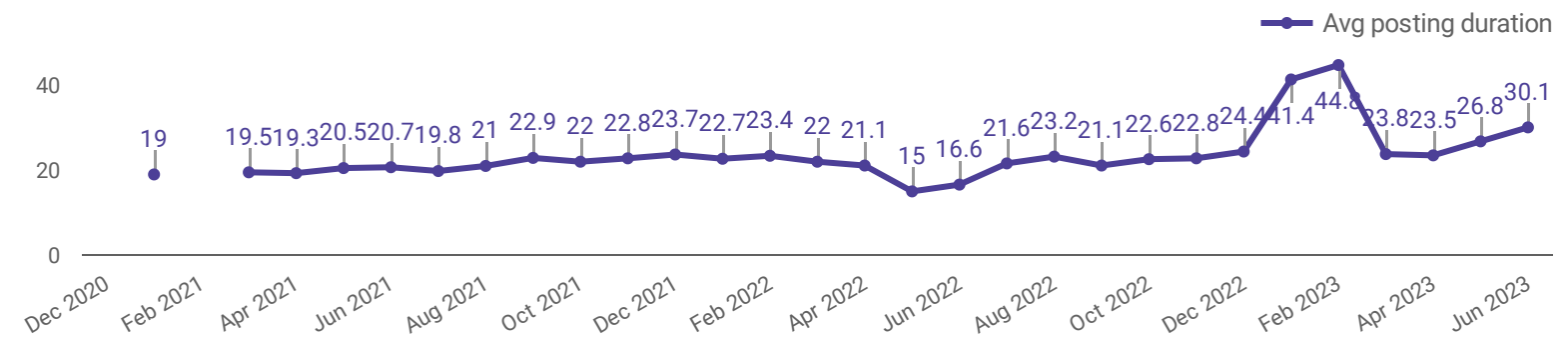
NUMBER OF ACTIVE JOB BOARDS

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?



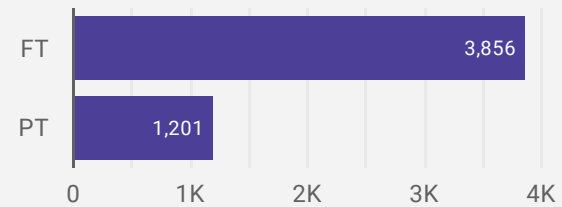
JOB POSTINGS BY MUNICIPALITY

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	4,225	30.5	21
2.	Greater Napanee	341	21.7	21
3.	Town of Gananoque	254	27.9	21
4.	Loyalist Township	92	40.2	21
5.	Township of South Frontenac	49	40.6	21
6.	Township of Rideau Lakes	39	25.0	21
7.	Township of Leeds and the Thousand Islands	28	43.7	21
8.	Township of Central Frontenac	15	41.0	21
9.	Town of Westport	8	18.5	19
10.	Township of Frontenac Islands	2	18.5	19
11.	Township of North Frontenac	2	23.0	23
12.	Township of Front of Yonge	2	21.0	21
	Grand total	5,057	30.1	21

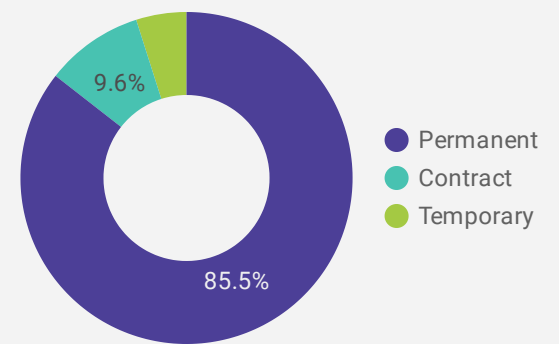
JOB TYPE

Full-time vs Part-time



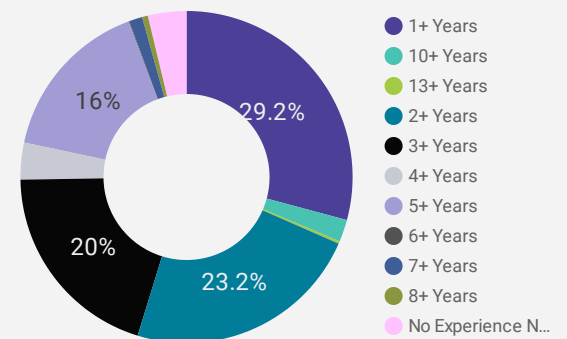
JOB DURATION

Permanency of jobs posted



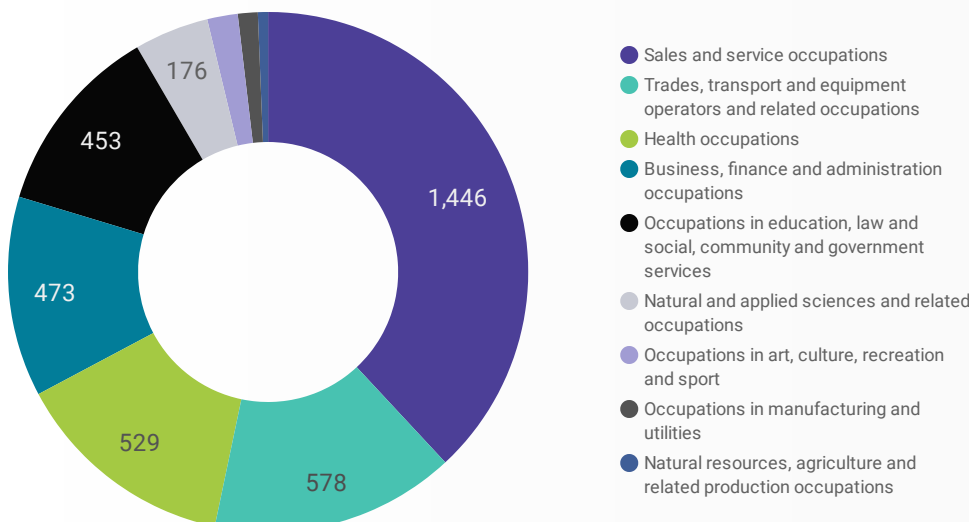
JOB EXPERIENCE

Job Postings by Experience Level Required



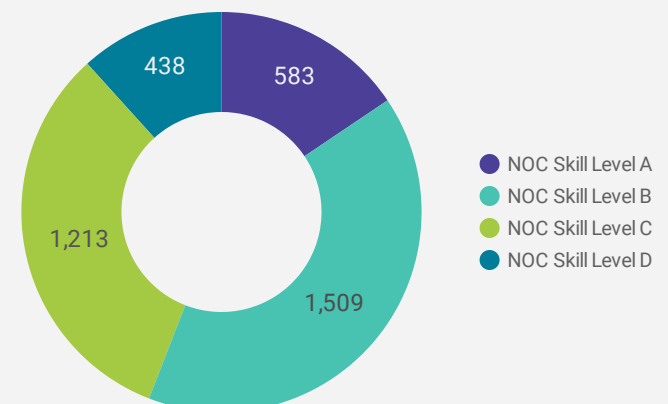
JOB POSTINGS BY JOB CATEGORY

What broad occupational category is being recruited?



JOB POSTINGS BY SKILL LEVEL

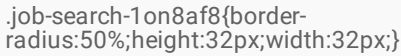
What education do occupations typically require?



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	224	49.4	26
2.	Providence Care	City of Kingston	158	23.8	21
3.	Queen's University	City of Kingston	86	22.5	21
4.	Kingston Health Sciences Centre / KHSC	City of Kingston	67	21.0	21
5.	City of Kingston	City of Kingston	67	22.9	21
6.	Sienna Senior Living	City of Kingston	40	21.0	21
7.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	34	18.6	21
8.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	34	9.2	8
9.	Sienna Senior Living Inc.	City of Kingston	33	21.0	21
10.		City of Kingston	32	21.0	21
11.	Lennox and Addington County General Hospital	Greater Napanee	31	21.0	21
12.	Kingston Community Health Centres	City of Kingston	27	9.4	8
13.	CFMWS	City of Kingston	26	21.0	21
14.	KEYS Employment & Newcomer Services	City of Kingston	24	23.9	21
15.	Lowe's	City of Kingston	23	27.7	21
16.	Algonquin and Lakeshore Catholic District School Board	Greater Napanee	22	9.2	7
17.	Unilever	City of Kingston	21	21.0	21
18.	VON Canada	City of Kingston	21	48.7	30
19.	Revera	City of Kingston	21	54.4	25
20.	Kijiji	City of Kingston	20	16.0	16
21.	The City of Kingston	City of Kingston	19	35.2	21
22.	Empire Life	City of Kingston	19	21.0	21
23.	Limestone District School Board	City of Kingston	19	22.4	29
24.	Ministry of Transportation	City of Kingston	18	17.9	16
25.	GoodLife Fitness Centres Inc.	City of Kingston	18	21.0	21
26.	CANADIAN ROYALTIES INC.	City of Kingston	18	21.0	21
27.	Saint Elizabeth Health Care	City of Kingston	17	19.8	21
28.	KEYS Employment & Newcomer Services	Town of Gananoque	17	29.5	31
29.	St. Lawrence College	City of Kingston	17	17.9	21
30.	Gibson Family Health Care	Town of	16	24.6	28

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.	Clinical Psychologist	KuRated Care Inc	City of Kingston	250
2.	Social Worker	KuRated Care Inc	City of Kingston	200
3.	Pelvic Floor Physiotherapist	KuRated Care Inc	City of Kingston	200
4.	Psychotherapist	KuRated Care Inc	City of Kingston	200
5.	Psychologist / Psychotherapist / Registered Social Worker	ELA Psychological & Counselling Services	City of Kingston	170
6.	Psychotherapy Associate	YourTherapist Psychotherapy and Counselling	City of Kingston	110
7.	Registered Psychotherapist, Children And Teens	The Lighthouse - Le Phare	City of Kingston	100
8.	Contractor: Poster Installer	Glacier	City of Kingston	100
9.	Pharmacist	RPI Consulting Group.job-search-rnnx2x{font-size:12px;}	City of Kingston	100
10.	Java Developer	ydc pro Inc	City of Kingston	80
11.	Nurse Practitioner	MDSearch	City of Kingston	75
12.	Dental Hygienist	Cataraqui Woods Dentistry	City of Kingston	70

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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.	Realtors Needed - We Have Too Much Business!	The Jason Clarke Real Estate Team at RE/MAX Finest...	City of Kingston	250,000
3.	Family Physician	Quarry Chiropractic and Wellness Centre	City of Kingston	250,000
4.	B2c Sales Agent	Centennial Windows & Doors	City of Kingston	250,000
5.	Veterinarian Opportunity, Napanee, On	Global Talent Partners	City of Kingston	160,000
6.	Director - Protection Services	Kingston Health Sciences Centre	City of Kingston	154,665
7.	Director - Professional Practice	Kingston Health Sciences Centre	City of Kingston	154,664
8.	Regional Lumeo Operations Director - Lumeo Program	Kingston Health Sciences Centre	City of Kingston	154,664
9.	Business Development Manager	Peak Sales Recruiting Inc	City of Kingston	150,000
10.	Real Estate Sales Representative	Royal LePage Real Estate	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

5,057



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,057



Driver's License

126



First Aid

368



Regular Access to a Vehicle

300



Criminal Record Check

534



Microsoft Office

316



Food Safety

113

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	278	27.1	21
2.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	146	30.6	21
3.	6322	Cooks	NOC Skill Level B	126	37.4	21
4.	3233	Licensed practical nurses	NOC Skill Level B	126	32.8	21
5.	621	Retail and wholesale trade managers	NOC Skill Level B	109	27.6	21
6.	6552	Other customer and information services representatives	NOC Skill Level C	108	28.8	21
7.	6731	Light duty cleaners	NOC Skill Level D	107	38.4	21
8.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	93	26.7	21
9.	4212	Social and community service workers	NOC Skill Level B	79	24.1	21
10.	7511	Transport truck drivers	NOC Skill Level C	75	19.1	21
11.	1241	Administrative assistants	NOC Skill Level B	72	19.3	21
12.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	71	39.1	21
13.	6311	Food service supervisors	NOC Skill Level B	67	70.4	29
14.	7611	Construction trades helpers and labourers	NOC Skill Level D	61	26.9	21
15.	6211	Retail sales supervisors	NOC Skill Level B	59	34.5	21
16.	7452	Material handlers	NOC Skill Level C	55	33.8	21
17.	7271	Carpenters	NOC Skill Level B	52	48.2	21
18.	7514	Delivery and courier service drivers	NOC Skill Level C	52	32.5	21
19.	6541	Security guards and related security service occupations	NOC Skill Level C	48	27.8	21
20.	6513	Food and beverage servers	NOC Skill Level C	47	29.6	21
21.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	46	26.8	21
22.	5254	Program leaders and instructors in recreation / sport and fitness	NOC Skill Level B	43	19.0	21
23.	6622	Store shelf stockers / clerks and order fillers	NOC Skill Level D	40	27.5	21
24.	6611	Cashiers	NOC Skill Level D	37	29.0	21
25.	631	Restaurant and food service managers	NOC Skill Level B	34	45.4	21
26.	1414	Receptionists	NOC Skill Level C	32	61.5	21
27.	6512	Bartenders	NOC Skill Level C	31	24.8	21
28.	2171	Information systems analysts and consultants	NOC Skill Level A	30	30.4	21
29.	4152	Social workers	NOC Skill Level A	27	34.1	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	278	27.1	21
2.	621	Retail sales supervisors	NOC Skill Level B	168	29.8	21
3.	441	Home care providers and educational support occupations	NOC Skill Level C	165	30.6	21
4.	673	Cleaners	NOC Skill Level D	163	34.2	21
5.	632	Chefs and cooks	NOC Skill Level B	158	36.7	21
6.	323	Other technical occupations in health care	NOC Skill Level B	152	31.4	21
7.	751	Motor vehicle and transit drivers	NOC Skill Level C	139	23.6	21
8.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	129	23.0	21
9.	631	Service supervisors	NOC Skill Level B	123	53.6	21
10.	655	Customer and information services representatives	NOC Skill Level C	116	28.1	21
11.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	108	20.2	21
12.	301	Professional occupations in nursing	NOC Skill Level A	104	25.8	21
13.	651	Occupations in food and beverage service	NOC Skill Level C	85	37.6	21
14.	415	Social and community service professionals	NOC Skill Level A	71	27.4	21
15.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	71	39.1	21
16.	761	Trades helpers and labourers	NOC Skill Level D	67	26.5	21
17.	122	Administrative and regulatory occupations	NOC Skill Level B	65	24.1	21
18.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	59	37.8	21
19.	141	General office workers	NOC Skill Level C	57	49.9	21
20.	727	Carpenters and cabinetmakers	NOC Skill Level B	56	47.2	21
21.	314	Therapy and assessment professionals	NOC Skill Level A	56	68.7	21
22.	745	Longshore workers and material handlers	NOC Skill Level C	56	33.3	21
23.	662	Other sales support and related occupations	NOC Skill Level D	52	27.3	21
24.	341	Assisting occupations in support of health services	NOC Skill Level C	50	20.2	21
25.	525	Athletes, coaches, referees and related occupations	NOC Skill Level B	49	19.3	21
26.	111	Auditors, accountants and investment professionals	NOC Skill Level A	48	20.5	21
27.	217	Computer and information systems professionals	NOC Skill Level A	48	31.4	21
28.	654	Security guards and related security service occupations	NOC Skill Level C	48	27.8	21
29.	311	Physicians, dentists and veterinarians	NOC Skill Level A	43	22.7	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	311	42.6	21
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	291	29.9	21
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	288	27.0	21
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	246	35.0	21
5.	32	Technical occupations in health	NOC Skill Level B	233	31.6	21
6.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	216	30.9	21
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	199	21.9	21
8.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	166	23.3	21
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	166	30.5	21
10.	72	Industrial, electrical and construction trades	NOC Skill Level B	153	39.4	21
11.	31	Professional occupations in health (except nursing)	NOC Skill Level A	142	37.0	21
12.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	139	23.1	21
13.	30	Professional occupations in nursing	NOC Skill Level A	104	25.8	21
14.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	101	24.8	21
15.	14	Office support occupations	NOC Skill Level C	100	38.5	21
16.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	95	25.2	21
17.	11	Professional occupations in business and finance	NOC Skill Level A	93	20.1	21
18.	66	Sales support occupations	NOC Skill Level D	89	27.9	21
19.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	81	32.8	21
20.	73	Maintenance and equipment operation trades	NOC Skill Level B	74	30.2	21
21.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	71	26.4	21
22.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	70	29.8	21
23.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	64	19.2	21
24.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	54	32.6	21
25.	34	Assisting occupations in support of health services	NOC Skill Level C	50	20.2	21
26.	71	Trades, transport and equipment operators and related occupations		44	20.1	21
27.	40	Professional occupations in education services	NOC Skill Level A	40	16.4	21
28.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	24	25.7	21

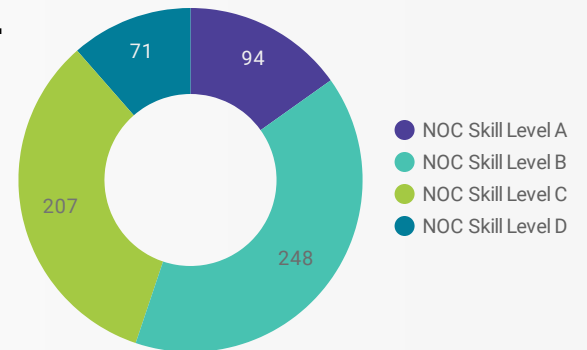
MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES	# OF DAYS POSTED	
882	0	459	6	AVERAGE	MEDIAN
				28.6	21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

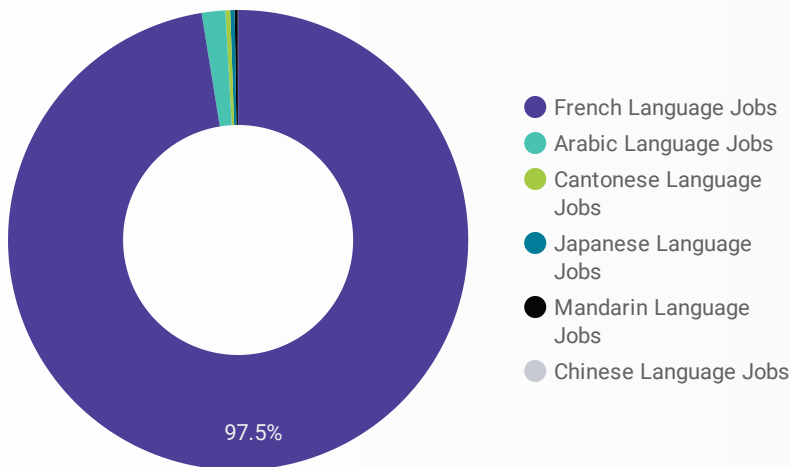
- 94 Skill Level A - Management/ Professional Occupations usually requiring University
- 248 Skill Level B - Usually college education or apprenticeship training
- 207 Skill Level C - Usually secondary education or occupation-specific training
- 71 Skill Level D - Usually on-the-job training



JOB LANGUA...	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Langu...	87	240	203	71
Arabic Langu...	6	3	2	
Japanese La...		4		
Cantonese La...			2	
Chinese Lang...		1		
Mandarin Lan...	1			

LANGUAGE SKILLS BREAKDOWN

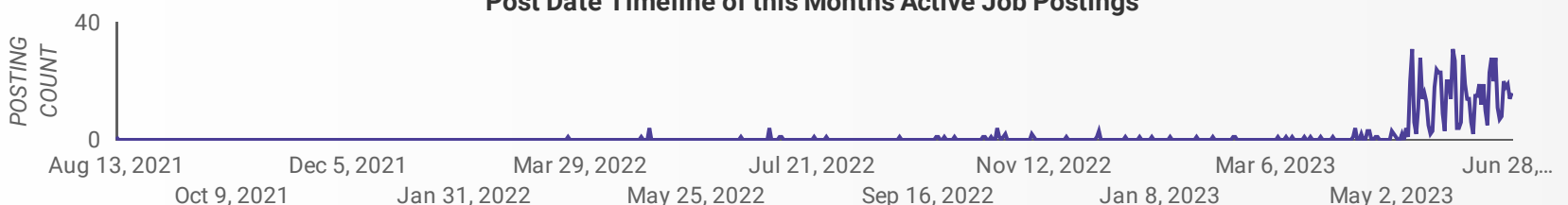
Which kinds of language skills do employers seek?



JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	851
2. Arabic Language Jobs	20
3. Japanese Language Jobs	5
4. Cantonese Language Jobs	2
5. Mandarin Language Jobs	2
6. Chinese 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...	Japanese...	Cantones...	Chinese ...	Mandarin...	Grand total
Sales and service occupations	197		4	2	1		204
Occupations in education, law and social, ...	105	9				1	115
Business, finance and administration occu...	102	2					104
Trades, transport and equipment operator...	92						92
Health occupations	69						69
Natural and applied sciences and related o...	22						22
Occupations in manufacturing and utilities	11						11
Occupations in art, culture, recreation and ...	10						10
Natural resources, agriculture and related ...	3						3
Grand total	611	11	4	2	1	1	630

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	750	29.9	21
2.	Greater Napanee	54	20.9	21
3.	Town of Gananoque	32	24.0	21
4.	Loyalist Township	15	14.9	21
5.	Township of South Frontenac	13	16.4	18
6.	Township of Rideau Lakes	8	18.7	21
7.	Township of Leeds and the Thousand Islands	7	21.0	21
8.	Township of Central Frontenac	2	101.0	101
9.	Township of Frontenac Islands	1	21.0	21
	Grand total	882	28.6	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 ...	37
2. Administrative assistants	32
3. Social and community service workers	31
4. Light duty cleaners	28
5. Retail salespersons	28
6. Cooks	17
7. Other customer and information services re...	16
8. Registered nurses and registered psychiatri...	14
9. Food counter attendants / kitchen helpers a...	13
10. Licensed practical nurses	12
11. Material handlers	12
12. Retail and wholesale trade managers	12
13. Transport truck drivers	11
14. Construction trades helpers and labourers	11
15. Food and beverage servers	11
16. Janitors / caretakers and building superinte...	10
17. Inspectors in public and environmental heal...	10
18. Bartenders	10
19. Instructors of persons with disabilities	10
20. Medical administrative assistants	8
21. Social workers	8
22. Food service supervisors	8
23. Restaurant and food service managers	7
24. Early childhood educators and assistants	7
25. Security guards and related security service...	7
26. Receptionists	6
27. Financial managers	6
28. Hotel front desk clerks	6
29. Purchasing and inventory control workers	5
30. Carpenters	5
31. Employment counsellors	5
32. Dental hygienists and dental therapists	5

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MULTILINGUAL HIRING EMPLOYERS

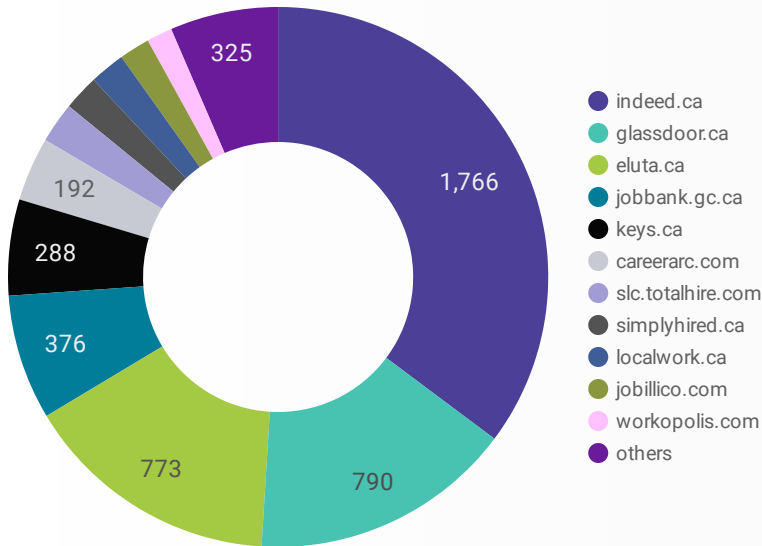
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Kingston Health Sciences Centre	24
2. CANADIAN ROYALTIES INC.	18
3. Kingston Community Health Centres	18
4. VON Canada	15
5. Addiction & Mental Health Services KFLA / AMHS-KFLA	14
6. KEYS Employment & Newcomer Services	11
7. KINKA FAMILY	10
8. Empire Life	10
9. Cancoil Thermal Corporation	9
10. Addiction & Mental Health Services - KFLA	9
11. Providence Care	9
12. Kingston Community Health Centres / KCHC	9
13. CBI Health	8
14. Resolve Counselling	8
15. County of Lennox and Addington	8
16. Victoria Order of Nurses	8
17. .job-search-1 on8af8{border-radius:50%;height:32px;width:32px;}	7
18. Ministry of Labour, Immigration, Training and Skills Development	7
19. VON Canada (Ontario)	7
20. Conseil des Ã©coles publiques de l'Est de l'Ontario	6
21. Kingsbridge Retirement Community	6
22. Kingston Health Sciences Centre / KHSC	6
23. National Defence	6
24. Conseil des ecoles catholiques du Centre-Est	5
25. Kingston Military Family Resource Centre	5
26. The Better Together Group	5
27. City of Kingston	5
28. Sensity Deafblind and Sensory Support Network of Canada	5
29. Great Canadian Entertainment	5

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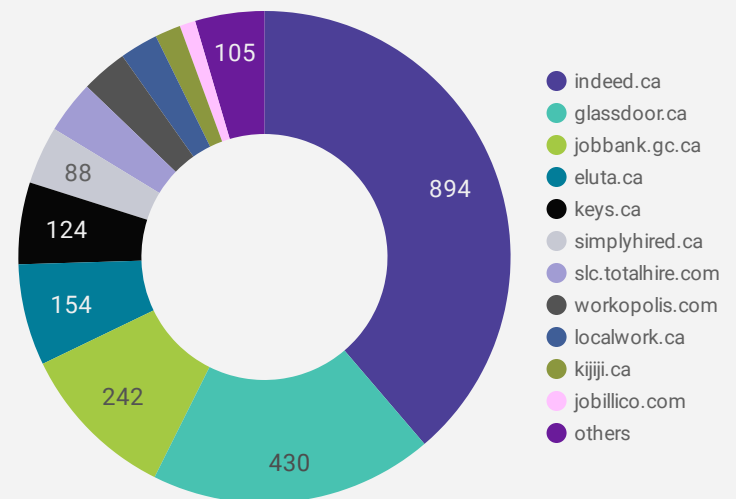
JOB POSTINGS BY JOB BOARD

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



COMPANIES BY JOB BOARD

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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	1,766	20.2	21	894
2.	glassdoor.ca	790	20.9	21	430
3.	eluta.ca	773	21.0	21	154
4.	jobbank.gc.ca	376	42.0	23	242
5.	keys.ca	288	33.5	28	124
6.	careerarc.com	192	55.5	49	5
7.	slc.totalhire.com	122	47.2	22	80
8.	simplyhired.ca	107	20.1	21	88
9.	localwork.ca	106	10.6	3	58
10.	jobillico.com	92	16.7	12	24
11.	workopolis.com	77	247.9	248	70
12.	rncareers.ca	74	44.0	23	14
13.	kijiji.ca	71	16.0	16	39
14.	network.applytoeducation.com	31	7.3	6	5
15.	emploisfp-psjobs.cfp-psc.gc.ca	26	112.2	134	12
16.	gojobs.gov.on.ca	25	27.9	15	9
17.	careerowl.ca	17	121.0	121	12