

possible
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JOB DEMAND REPORT

JULY 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW POSTINGS	COMPANIES	JOB BOARDS
5,050	1,865	1,685	31

OF DAYS POSTED

AVERAGE	MEDIAN
24.2	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

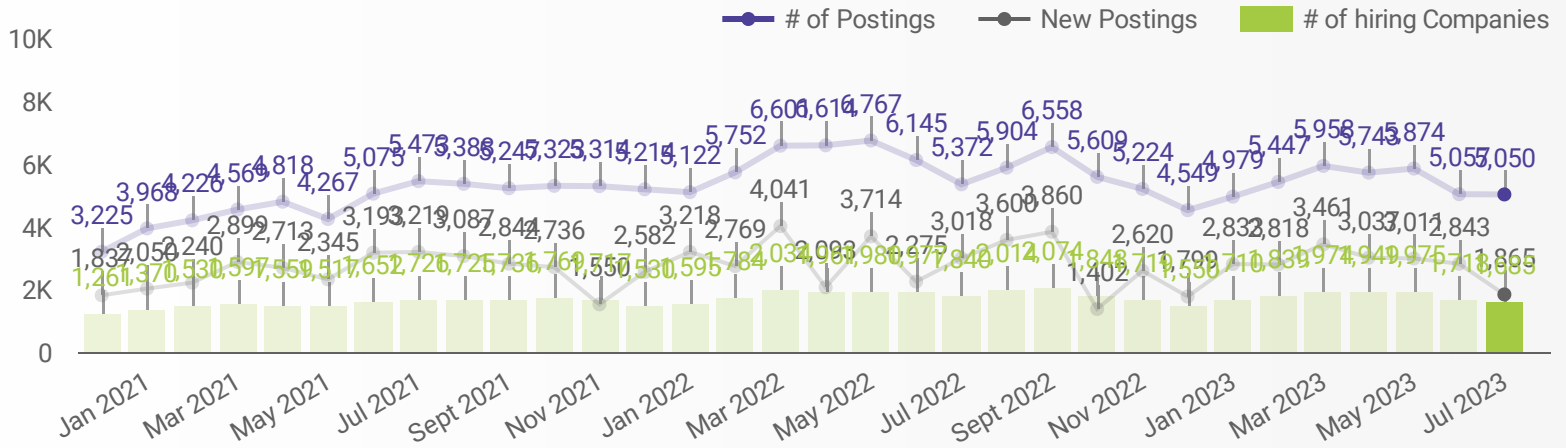
Source:

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

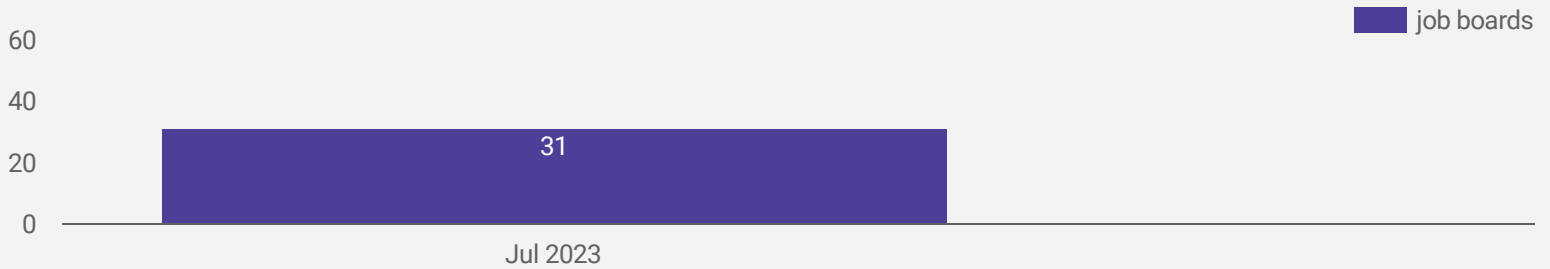
How many job postings were active for at least 1 day this month?



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

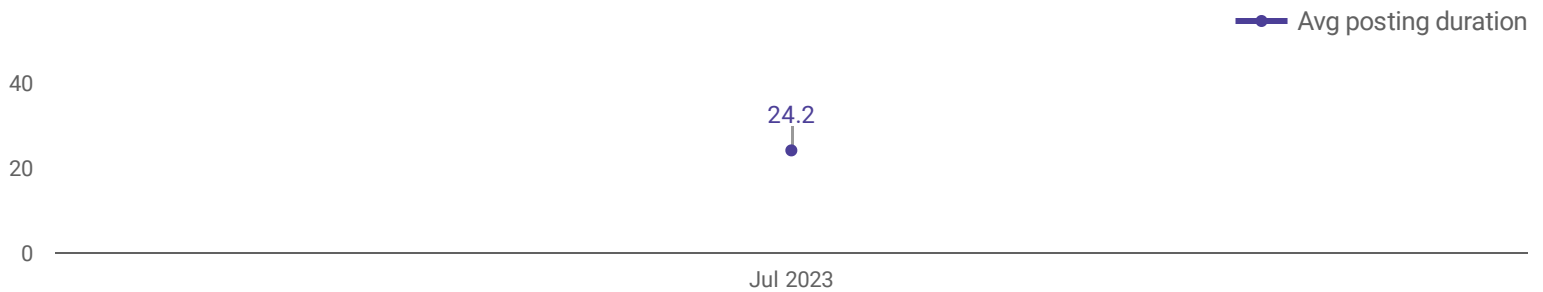
NUMBER OF ACTIVE JOB BOARDS

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



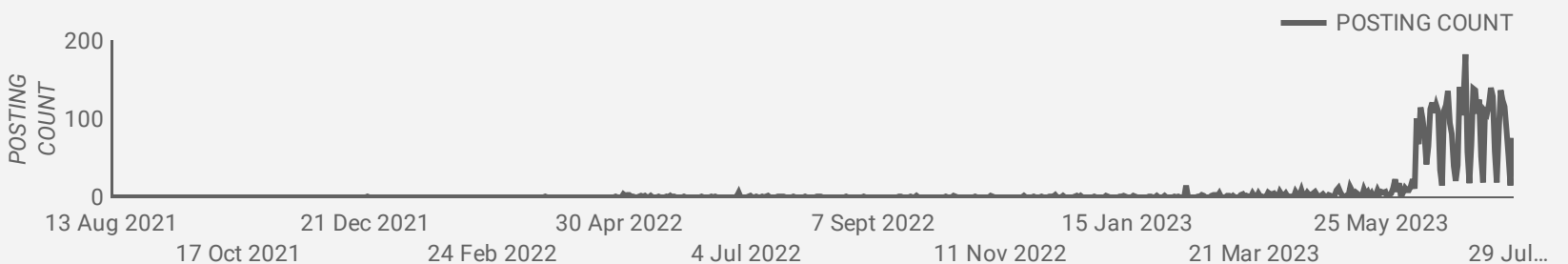
AVG & MEDIAN POSTING LENGTH BY DAYS

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?



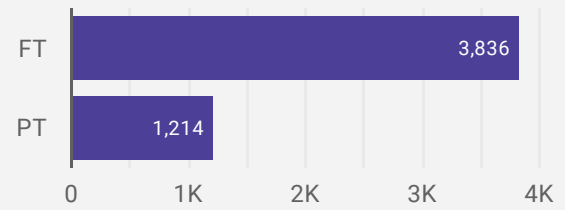
JOB POSTINGS BY MUNICIPALITY

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	4,151	24.4	21
2.	Greater Napanee	420	22.3	21
3.	Town of Gananoque	253	24.4	21
4.	Loyalist Township	85	22.0	21
5.	Township of South Frontenac	55	19.7	21
6.	Township of Rideau Lakes	31	21.2	21
7.	Township of Leeds and the Thousand Islands	25	47.0	21
8.	Township of Central Frontenac	13	20.7	21
9.	Township of Frontenac Islands	8	18.8	20
10.	Town of Westport	8	26.0	21
11.	Township of Front of Yonge	1	15.0	15
	Grand total	5,050	24.2	21

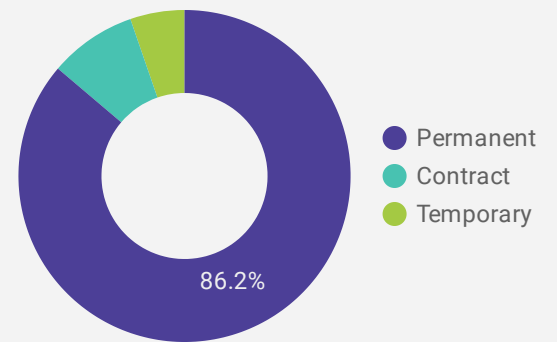
JOB TYPE

Full-time vs Part-time



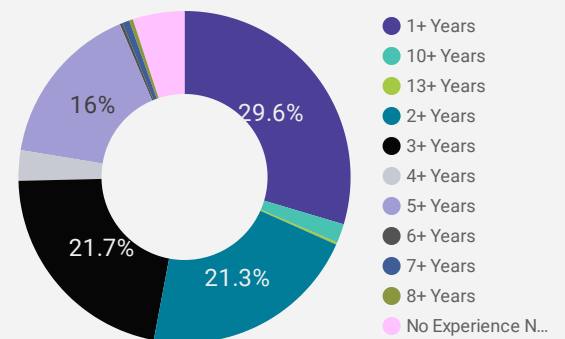
JOB DURATION

Permanency of jobs posted



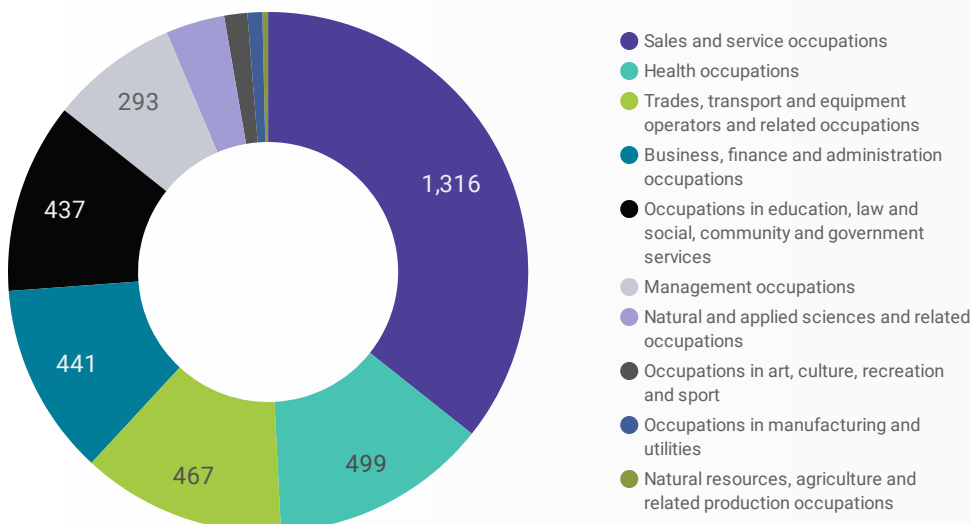
JOB EXPERIENCE

Job Postings by Experience Level Required



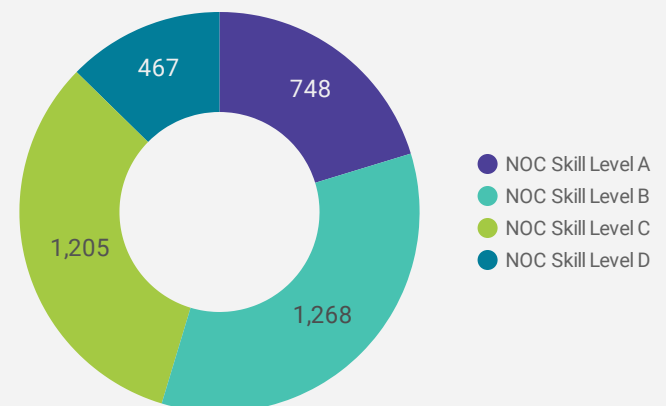
JOB POSTINGS BY JOB CATEGORY

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	195	45.1	21
2.	Providence Care	City of Kingston	163	21.0	21
3.	Queen's University	City of Kingston	148	19.9	21
4.	Sienna Senior Living	City of Kingston	91	17.4	21
5.	City of Kingston	City of Kingston	65	23.3	21
6.	Lennox and Addington County General Hospital	Greater Napanee	52	21.7	21
7.	Canadian Forces Morale and Welfare Services - CFMWS	City of Kingston	51	16.4	15
8.	Kingston Health Sciences Centre / KHSC	City of Kingston	51	21.0	21
9.	Sienna Senior Living Inc.	City of Kingston	50	21.7	21
10.	CFMWS	City of Kingston	42	21.0	21
11.	Algonquin & Lakeshore Catholic District School Board	Greater Napanee	40	21.0	21
12.	Algonquin and Lakeshore Catholic District School Board	Greater Napanee	37	18.7	11
13.	St. Lawrence College	City of Kingston	29	15.0	14
14.	Kijiji	City of Kingston	25	16.0	16
15.	VON Canada	City of Kingston	21	59.8	58
16.	Revera	City of Kingston	19	28.1	17
17.	KEYS Employment & Newcomer Services	City of Kingston	19	28.7	23
18.	County of Lennox and Addington	Greater Napanee	19	16.8	15
19.	KEYS Employment & Newcomer Services	Town of Gananoque	19	24.3	21
20.	Empire Life	City of Kingston	19	21.0	21
21.	.job-search-1on8af8{border-radius:50%;height:32px;width:32px;}	City of Kingston	18	21.0	21
22.	Algonquin and Lakeshore Catholic District School...	Greater Napanee	18	21.0	21
23.	Queen's Hospitality Services (Aramark Canada)...	City of Kingston	18	21.0	21
24.	Village Des Valeurs	City of Kingston	17	24.2	29
25.	Corporate Horizon	City of Kingston	16	119.0	119
26.	Limestone District School Board	City of Kingston	16	21.9	21
27.	Aramark Canada Ltd	City of Kingston	16	21.0	21
28.	The City of Kingston	City of Kingston	15	19.2	18
29.	Gibson Family Health Care	Town of Gananoque	15	23.0	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.	Clinical Psychologist	KuRated Care Inc	City of Kingston	250
2.	System Administrator - Level 3	Transatlantic Business Consulting Inc.	City of Kingston	140
3.	System Administrator - Level 2	Transatlantic Business Consulting Inc.	City of Kingston	120
4.	Contractor: Poster Installer	Glacier	City of Kingston	100
5.	Registered Psychotherapist, Children And Teens	The Lighthouse - Le Phare	City of Kingston	100
6.	System Administrator	Kyndryl	City of Kingston	90
7.	3 It Project Control Officers (legacy) - Jno	Noramtec Consultants	City of Kingston	90
8.	Videographer/photographer For Real Estate	Prime Virtual Media	City of Kingston	75
9.	Psychologist	Providence Care	City of Kingston	70
10.	Registered Nurse - Icu	CARECOR HEALTH SERVICES LTD.	City of Kingston	69
11.	Sales General Manager	Midori Gifts Inc	City of Kingston	65
12.	Nurse Practitioner - Geriatric	Kingston Health Sciences Centre	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.	Associate Dentist	Got Smile Dental Centre	Greater Napanee	321,937
2.	Regional Sales Closer	Provincial Smart Home Services	City of Kingston	200,000
3.	Az Owner Operators Local Daily Runs	J E Culp Transport Ltd	City of Kingston	190,000
4.	Veterinarian Opportunity, Napanee, On	Global Talent Partners	City of Kingston	160,000
5.	Regional Lumeo Operations Director - Lumeo Program	Kingston Health Sciences Centre	City of Kingston	154,664
6.	Director - Professional Practice	Kingston Health Sciences Centre	City of Kingston	154,664
7.	Mechanical Engineer	J.L. Richards & Associates Ltd	City of Kingston	150,000
8.	Real Estate Sales Representative	Royal LePage Real Estate	City of Kingston	150,000
9.	Sales Manager	1000 Islands RV Centre	Town of Gananoque	150,000
10.	Plumber Subcontractor	Superior Plumbing & Heating	City of Kingston	150,000
11.	Automotive Sales Consultant	Bay Subaru, Belleville	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

5,050



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,050



Driver's License

140



First Aid

401



Regular Access to a Vehicle

289



Criminal Record Check

606



Microsoft Office

304



Food Safety

149

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	247	22.1	21
2.	4412	Home support workers / housekeepers and related occupations	NOC Skill Level C	207	25.3	21
3.	6322	Cooks	NOC Skill Level B	154	30.5	21
4.	3233	Licensed practical nurses	NOC Skill Level B	132	21.2	21
5.	6711	Food counter attendants / kitchen helpers and related support occupations	NOC Skill Level D	104	24.0	21
6.	0621	Retail and wholesale trade managers	NOC Skill Level A	102	22.9	21
7.	6731	Light duty cleaners	NOC Skill Level D	101	23.7	21
8.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	98	26.1	21
9.	1241	Administrative assistants	NOC Skill Level B	90	20.0	21
10.	6311	Food service supervisors	NOC Skill Level B	70	40.3	21
11.	6552	Other customer and information services representatives	NOC Skill Level C	67	20.0	21
12.	7511	Transport truck drivers	NOC Skill Level C	65	22.0	21
13.	7514	Delivery and courier service drivers	NOC Skill Level C	58	20.8	21
14.	7452	Material handlers	NOC Skill Level C	57	22.7	21
15.	6733	Janitors / caretakers and building superintendents	NOC Skill Level D	56	22.7	21
16.	4212	Social and community service workers	NOC Skill Level B	53	20.3	21
17.	6211	Retail sales supervisors	NOC Skill Level B	48	28.4	21
18.	6513	Food and beverage servers	NOC Skill Level C	48	22.2	21
19.	6611	Cashiers	NOC Skill Level D	48	20.1	21
20.	7611	Construction trades helpers and labourers	NOC Skill Level D	47	21.8	21
21.	6512	Bartenders	NOC Skill Level C	44	19.5	21
22.	1414	Receptionists	NOC Skill Level C	43	19.0	21
23.	6541	Security guards and related security service occupations	NOC Skill Level C	39	23.7	21
24.	6321	Chefs	NOC Skill Level B	37	24.7	21
25.	0631	Restaurant and food service managers	NOC Skill Level A	36	54.5	26
26.	7271	Carpenters	NOC Skill Level B	34	29.3	21
27.	0714	Facility operation and maintenance managers	NOC Skill Level A	31	19.6	21
28.	5254	Program leaders and instructors in recreation / sport and fitness	NOC Skill Level B	29	28.4	21
29.	7321	Automotive service technicians / truck and bus mechanics and mechanical repairers	NOC Skill Level B	26	42.5	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	247	22.1	21
2.	441	Home care providers and educational support occupations	NOC Skill Level C	226	25.8	21
3.	632	Chefs and cooks	NOC Skill Level B	191	29.3	21
4.	673	Cleaners	NOC Skill Level D	167	23.2	21
5.	323	Other technical occupations in health care	NOC Skill Level B	154	21.4	21
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	137	22.5	21
7.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	121	21.3	21
8.	301	Professional occupations in nursing	NOC Skill Level A	107	25.7	21
9.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	104	24.0	21
10.	062	Retail and wholesale trade managers	NOC Skill Level A	102	22.9	21
11.	651	Occupations in food and beverage service	NOC Skill Level C	100	21.0	21
12.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	100	25.5	21
13.	631	Service supervisors	NOC Skill Level B	89	39.6	21
14.	655	Customer and information services representatives	NOC Skill Level C	74	19.8	21
15.	141	General office workers	NOC Skill Level C	72	18.6	21
16.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	65	31.1	21
17.	745	Longshore workers and material handlers	NOC Skill Level C	57	22.7	21
18.	122	Administrative and regulatory occupations	NOC Skill Level B	54	21.2	21
19.	314	Therapy and assessment professionals	NOC Skill Level A	54	24.3	21
20.	761	Trades helpers and labourers	NOC Skill Level D	52	23.2	21
21.	341	Assisting occupations in support of health services	NOC Skill Level C	50	22.1	21
22.	661	Cashiers	NOC Skill Level D	48	20.1	21
23.	621	Retail sales supervisors	NOC Skill Level B	48	28.4	21
24.	415	Social and community service professionals	NOC Skill Level A	46	45.0	21
25.	063	Managers in food service and accommodation	NOC Skill Level A	42	47.2	22
26.	662	Other sales support and related occupations	NOC Skill Level D	42	20.0	21
27.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	41	19.7	21
28.	654	Security guards and related security service occupations	NOC Skill Level C	39	23.7	21
29.	727	Carpenters and cabinetmakers	NOC Skill Level B	37	29.0	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	312	31.1	21
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	297	23.0	21
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	260	22.0	21
4.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	258	21.0	21
5.	32	Technical occupations in health	NOC Skill Level B	234	23.8	21
6.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	226	25.8	21
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	189	21.7	21
8.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	156	22.7	21
9.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	148	28.1	21
10.	14	Office support occupations	NOC Skill Level C	121	20.7	21
11.	72	Industrial, electrical and construction trades	NOC Skill Level B	112	34.8	21
12.	31	Professional occupations in health (except nursing)	NOC Skill Level A	108	28.4	21
13.	30	Professional occupations in nursing	NOC Skill Level A	107	25.7	21
14.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	100	25.5	21
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	99	24.1	21
16.	66	Sales support occupations	NOC Skill Level D	90	20.0	21
17.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	78	36.5	21
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	74	30.3	21
19.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	70	34.1	21
20.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	68	23.9	21
21.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	65	20.4	21
22.	11	Professional occupations in business and finance	NOC Skill Level A	58	21.4	21
23.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	57	23.0	21
24.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	50	26.6	21
25.	34	Assisting occupations in support of health services	NOC Skill Level C	50	22.1	21
26.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	46	22.7	21
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	44	25.6	21

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	JOB LANGUAGES
862	0	468	7

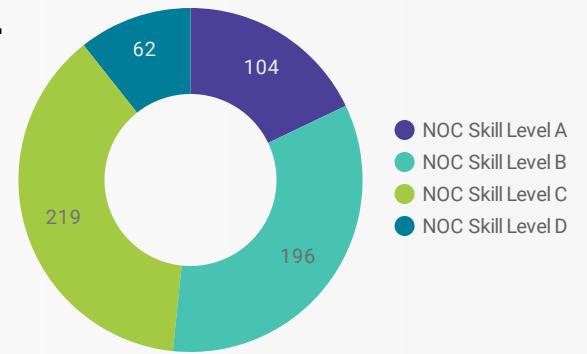
OF DAYS POSTED

AVERAGE	MEDIAN
25.3	21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

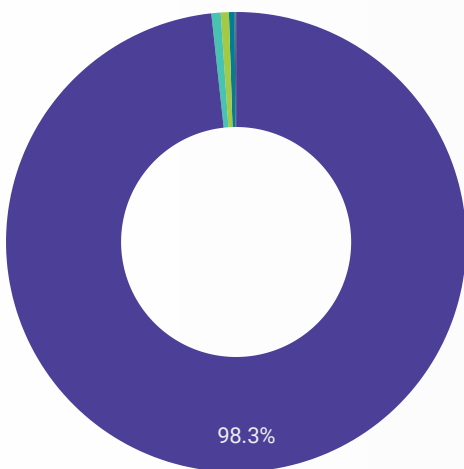
- 104 Skill Level A - Management/ Professional Occupations usually requiring University
- 196 Skill Level B - Usually college education or apprenticeship training
- 219 Skill Level C - Usually secondary education or occupation-specific training
- 62 Skill Level D - Usually on-the-job training



JOB LANGUA...	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
French Langu...	99	192	213	62
Arabic Langu...	3		2	
Cantonese La...			4	
Japanese La...	1	1		
Italian Langu...		2		
Chinese Lang...		1		
Mandarin Lan...	1			

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



- French Language Jobs
- Arabic Language Jobs
- Cantonese Language Jobs
- Italian Language Jobs
- Japanese Language Jobs
- Mandarin Language Jobs
- Chinese Language Jobs

JOB LANGUAGES	POSTING COUNT
1. French Language Jobs	839
2. Arabic Language Jobs	10
3. Cantonese Language Jobs	5
4. Italian Language Jobs	3
5. Japanese Language Jobs	2
6. Chinese Language Jobs	2
7. Mandarin Language Jobs	1

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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...	Italian La...	Chinese ...	Grand total
Sales and service occupations	172		4	1	2	1	180
Occupations in education, law and social, ...	95	3					99
Business, finance and administration occu...	89	2					91
Trades, transport and equipment operator...	74						74
Health occupations	65						65
Management occupations	38			1			39
Natural and applied sciences and related o...	15						15
Occupations in art, culture, recreation and ...	9						9
Occupations in manufacturing and utilities	7						7
Natural resources, agriculture and related ...	2						2
Grand total	566	5	4	2	2	1	581

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	719	26.2	21
2.	Greater Napanee	70	19.8	21
3.	Town of Gananoque	29	20.3	21
4.	Township of South Frontenac	23	18.4	21
5.	Loyalist Township	11	20.0	21
6.	Township of Leeds and the Thousand Islands	6	44.0	21
7.	Township of Rideau Lakes	3	21.0	21
8.	Township of Frontenac Islands	1	21.0	21
	Grand total	862	25.3	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 ...	50
2. Cooks	24
3. Administrative assistants	24
4. Retail salespersons	23
5. Light duty cleaners	20
6. Registered nurses and registered psychiatri...	17
7. Retail and wholesale trade managers	17
8. Licensed practical nurses	16
9. Food and beverage servers	12
10. Transport truck drivers	12
11. Security guards and related security service...	12
12. Other customer and information services re...	12
13. Social and community service workers	11
14. Hotel front desk clerks	11
15. Instructors of persons with disabilities	11
16. Food counter attendants / kitchen helpers a...	10
17. Janitors / caretakers and building superinte...	9
18. Receptionists	9
19. Inspectors in public and environmental heal...	9
20. Material handlers	9
21. Bartenders	7
22. Social workers	7
23. Medical administrative assistants	7
24. Chefs	6
25. Letter carriers	6
26. Carpenters	6
27. Administrative officers	5
28. Purchasing and inventory control workers	5
29. Motor vehicle body repairers	5
30. Cashiers	5
31. Other medical technologists and technician...	5
32. Construction trades helpers and labourers	5

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MULTILINGUAL HIRING EMPLOYERS

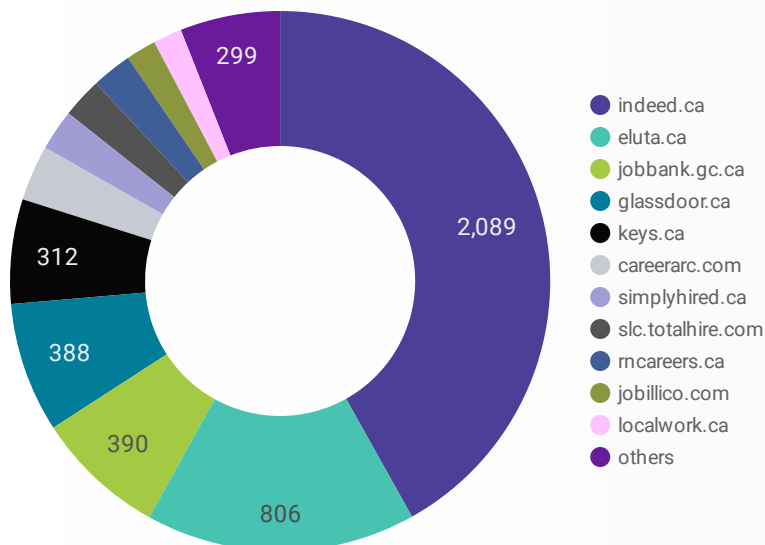
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Kingston Health Sciences Centre	18
2. VON Canada	15
3. Victoria Order of Nurses	15
4. Kingston Military Family Resource Centre	12
5. Addiction & Mental Health Services KFLA / AMHS-KFLA	11
6. Algonquin & Lakeshore Catholic District School Board	11
7. CECCE	10
8. County of Lennox and Addington	10
9. Kingston Community Health Centres	9
10. Algonquin and Lakeshore Catholic District School Board	9
11. VON Canada (Ontario)	8
12. Kingsbridge Retirement Community	8
13. Empire Life	8
14. Cancoil Thermal Corporation	7
15. CBI Health Group	7
16. Maltby Centre	7
17. Victorian Order of Nurses / VON	7
18. Resolve Counselling	7
19. Ministry of Labour, Immigration, Training and Skills Development	6
20. Government of Canada	6
21. Kingston Community Health Centres / KCHC	6
22. KINKA FAMILY	6
23. Addiction & Mental Health Services - KFLA	6
24. Conseil des ecoles catholiques du Centre-Est	5
25. The Better Together Group	5
26. Canada Post Corporation	5
27. City of Kingston	5
28. Sensity Deafblind and Sensory Support Network of Canada	5
29. Sensity Deafblind and Sensory Support	5

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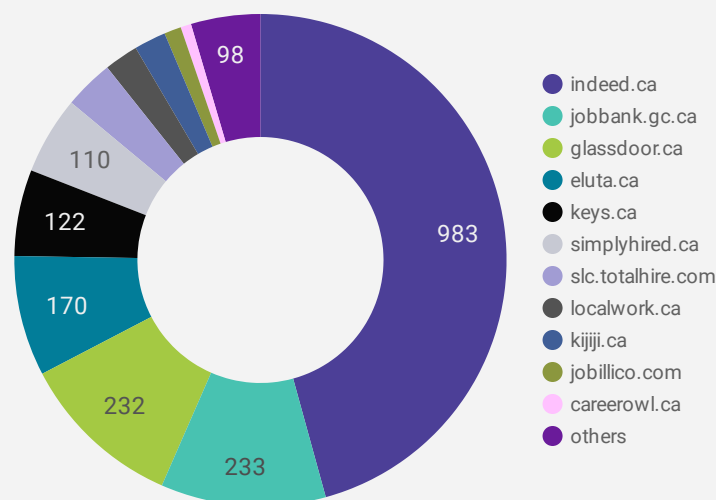
JOB POSTINGS BY JOB BOARD

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	2,089	20.4	21	983
2.	eluta.ca	806	21.0	21	170
3.	jobbank.gc.ca	390	37.8	26	233
4.	glassdoor.ca	388	21.0	21	232
5.	keys.ca	312	32.2	24	122
6.	careerarc.com	166	59.5	38	6
7.	simplyhired.ca	122	20.4	21	110
8.	rncareers.ca	120	32.9	21	13
9.	slc.totalhire.com	120	45.9	25	70
10.	jobillico.com	90	24.4	26	24
11.	localwork.ca	86	13.4	3	48
12.	kijiji.ca	85	16.0	16	45
13.	network.applytoeducation.com	43	18.4	11	5
14.	gojobs.gov.on.ca	26	27.8	16	10
15.	emploisfp-psjobs.cfp-psc.gc.ca	23	369.4	365	11
16.	careerowl.ca	22	121.0	121	15
17.	adzuna.ca	19	14.0	14	9