

possible
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JOB DEMAND REPORT

AUGUST 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

| POSTING COUNT | NEW POSTINGS | COMPANIES | JOB BOARDS |
|---------------|--------------|-----------|------------|
| 5,194 | 2,979 | 1,741 | 31 |

OF DAYS POSTED

| AVERAGE | MEDIAN |
|---------|--------|
| 22.8 | 19 |

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

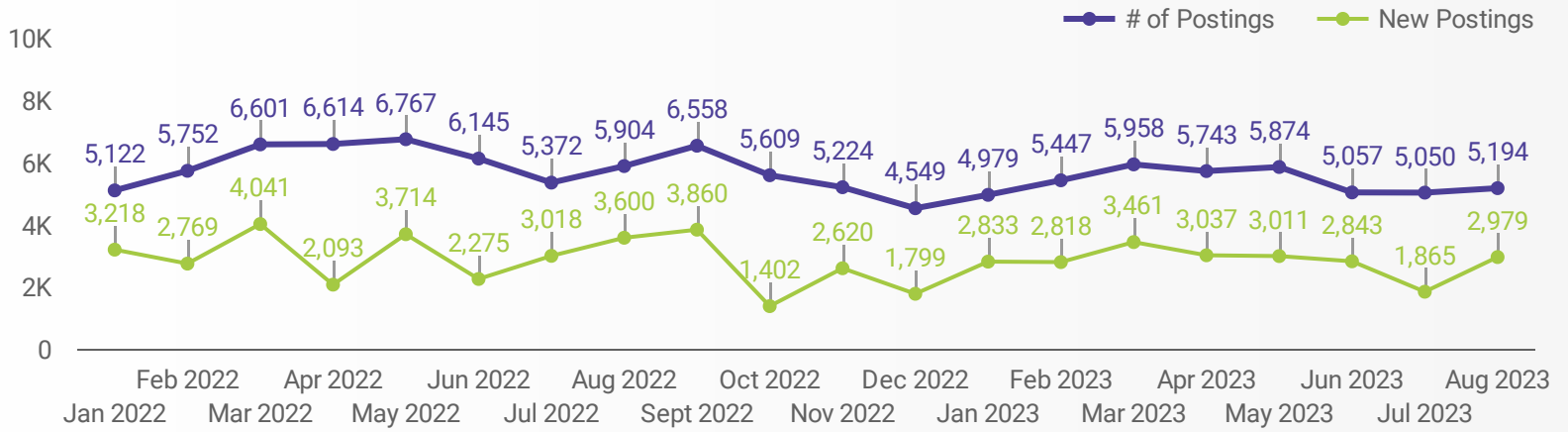
Source:

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

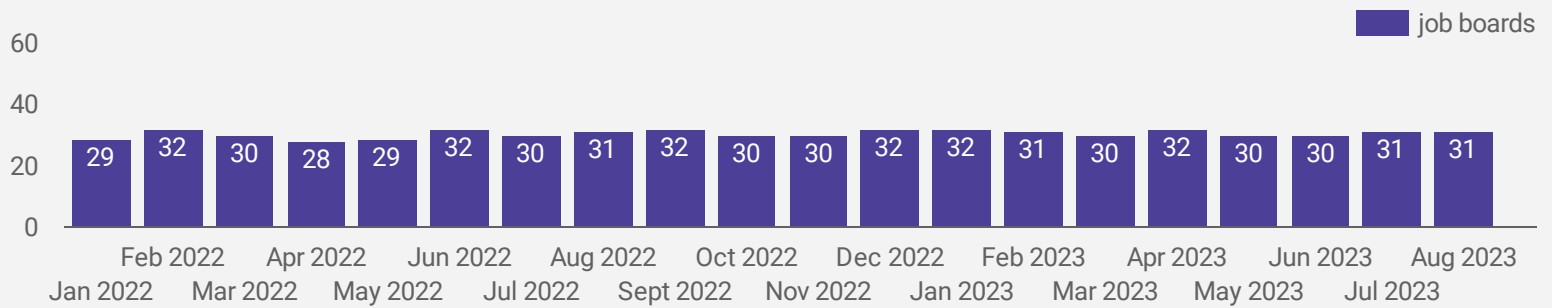
How many job postings were active for at least 1 day this month?



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

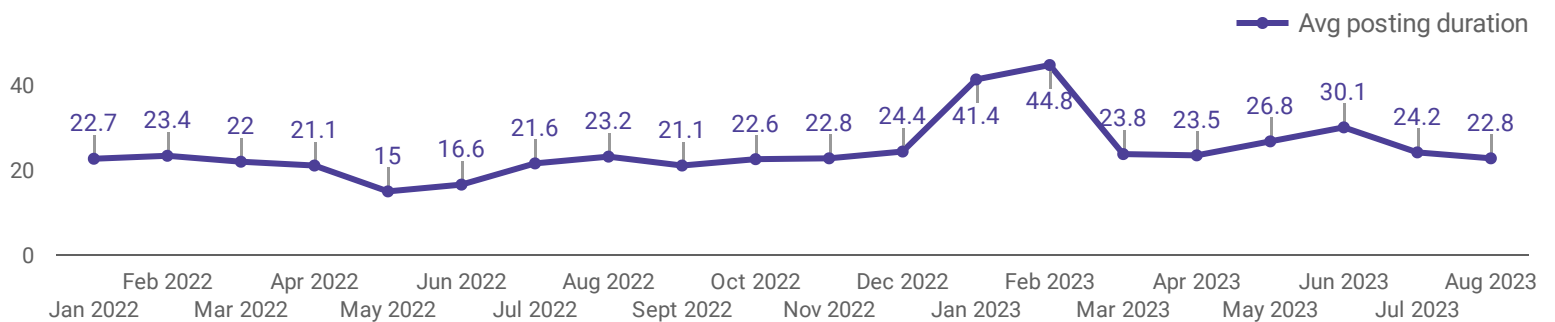
NUMBER OF ACTIVE JOB BOARDS

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



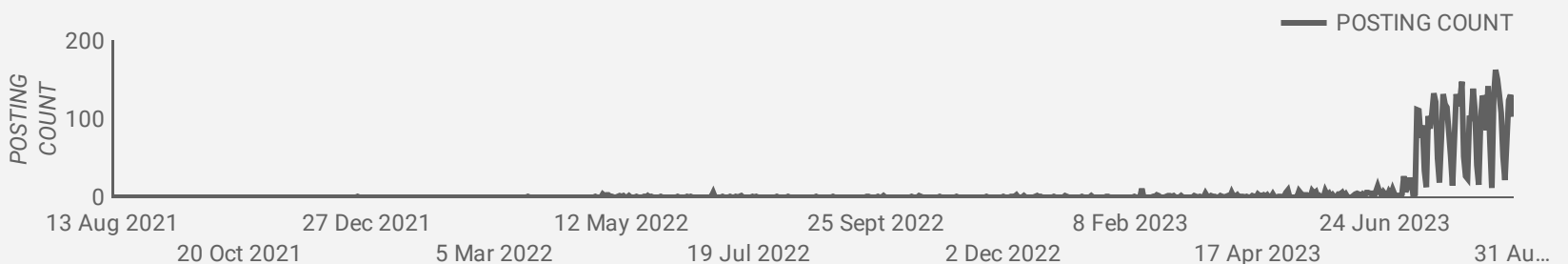
AVG & MEDIAN POSTING LENGTH BY DAYS

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?



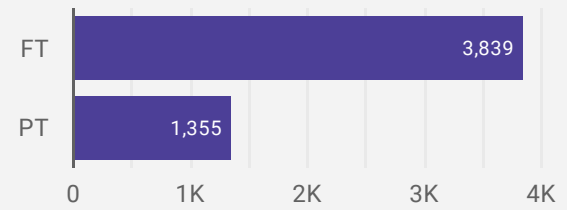
JOB POSTINGS BY MUNICIPALITY

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 | 4,313 | 22.9 | 21 |
| 2. | Greater Napanee | 421 | 21.3 | 21 |
| 3. | Town of Gananoque | 216 | 26.1 | 21 |
| 4. | Loyalist Township | 108 | 22.0 | 21 |
| 5. | Township of South Frontenac | 41 | 18.8 | 21 |
| 6. | Township of Rideau Lakes | 28 | 15.6 | 18 |
| 7. | Township of Central Frontenac | 24 | 24.9 | 21 |
| 8. | Township of Leeds and the Thousand Islands | 22 | 15.6 | 14 |
| 9. | Township of Frontenac Islands | 10 | 18.4 | 21 |
| 10. | Town of Westport | 8 | 20.9 | 21 |
| 11. | Township of Front of Yonge | 3 | 14.3 | 14 |
| | Grand total | 5,194 | 22.8 | 21 |

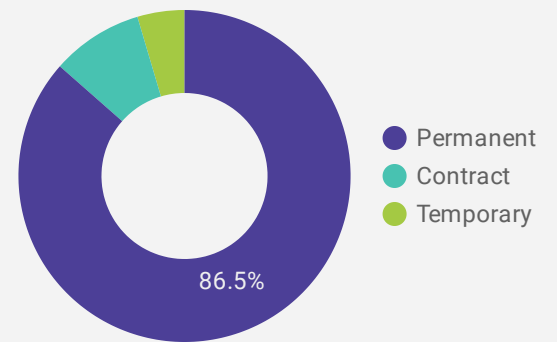
JOB TYPE

Full-time vs Part-time



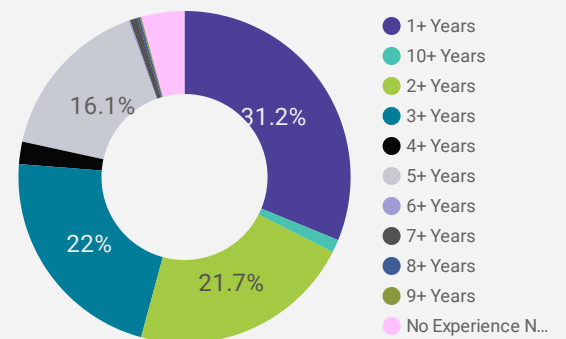
JOB DURATION

Permanency of jobs posted



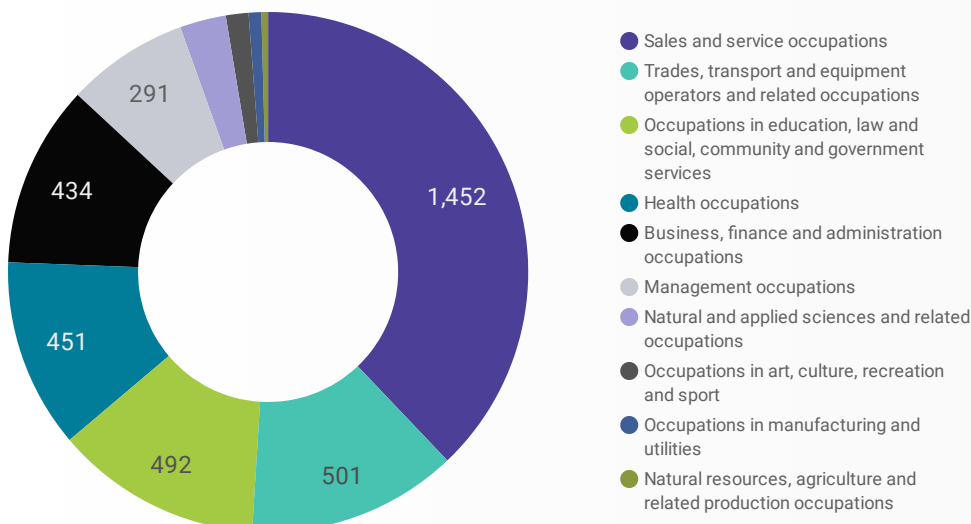
JOB EXPERIENCE

Job Postings by Experience Level Required



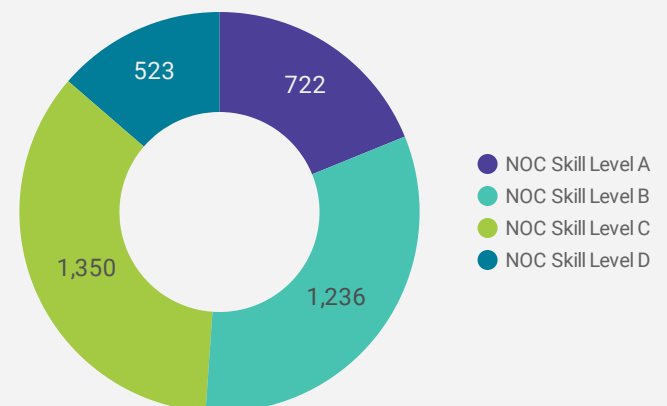
JOB POSTINGS BY JOB CATEGORY

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 | 213 | 39.9 | 21 |
| 2. | Queen's University | City of Kingston | 169 | 19.7 | 21 |
| 3. | Providence Care | City of Kingston | 122 | 21.0 | 21 |
| 4. | Kingston Health Sciences Centre / KHSC | City of Kingston | 72 | 21.0 | 21 |
| 5. | Lennox and Addington County General Hospital | Greater Napanee | 59 | 21.0 | 21 |
| 6. | Sienna Senior Living | City of Kingston | 55 | 23.9 | 21 |
| 7. | Canadian Forces Morale and Welfare Services - CFMWS | City of Kingston | 50 | 15.0 | 21 |
| 8. | City of Kingston | City of Kingston | 48 | 21.1 | 21 |
| 9. | Algonquin & Lakeshore Catholic District School Board | Greater Napanee | 44 | 24.3 | 21 |
| 10. | Sienna Senior Living Inc. | City of Kingston | 41 | 21.0 | 21 |
| 11. | CFMWS | City of Kingston | 38 | 20.8 | 21 |
| 12. | Canadian Forces Morale & Welfare Services | City of Kingston | 34 | 12.1 | 7 |
| 13. | Algonquin and Lakeshore Catholic District School Board | Greater Napanee | 30 | 19.1 | 7 |
| 14. | Kijiji | City of Kingston | 29 | 16.2 | 16 |
| 15. | VON Canada | City of Kingston | 27 | 65.8 | 58 |
| 16. | Limestone District School Board | City of Kingston | 26 | 16.7 | 15 |
| 17. | The City of Kingston | City of Kingston | 25 | 23.3 | 13 |
| 18. | KEYS Employment & Newcomer Services | City of Kingston | 25 | 22.0 | 21 |
| 19. | Loblaw Companies Ltd. | City of Kingston | 23 | 21.0 | 21 |
| 20. | Loblaw Companies Ltd - Head Office | City of Kingston | 23 | 11.1 | 7 |
| 21. | Village Des Valeurs | City of Kingston | 23 | 15.9 | 14 |
| 22. | St. Lawrence College | City of Kingston | 21 | 13.4 | 13 |
| 23. | Shoppers Drug Mart Inc. | City of Kingston | 20 | 21.1 | 21 |
| 24. | BGC South East | City of Kingston | 18 | 19.4 | 21 |
| 25. | Aramark Canada Ltd | City of Kingston | 18 | 20.2 | 21 |
| 26. | Queen's Hospitality Services (Aramark Canada)... | City of Kingston | 18 | 21.0 | 21 |
| 27. | Loblaws | City of Kingston | 18 | 18.3 | 21 |
| 28. | Staples Canada ULC | City of Kingston | 18 | 21.1 | 21 |
| 29. | Kingston Frontenac Public Library | City of Kingston | 17 | 23.3 | 21 |
| 30. | Gibson Family Health Care | Town of Gananoque | 17 | 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

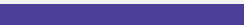





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| | JOB TITLE | COMPANY | LOCATION | HOURLY WAGE ▾ |
|-----|--|---|------------------|--|
| 1. | Psychologist, Psychological Associate, Social Worker | Dynamic Psychotherapy & Psychology Centre | City of Kingston | 175  |
| 2. | Psychotherapist | The Lighthouse - Le Phare | City of Kingston | 110  |
| 3. | 3 It Project Control Officers (legacy) - Jno | Noramtec Consultants | City of Kingston | 90  |
| 4. | System Administrator | Kyndryl | City of Kingston | 90  |
| 5. | Skate Instructor | GoSkate.com | City of Kingston | 90  |
| 6. | Psychologist | Providence Care | City of Kingston | 70  |
| 7. | Registered Nurse - Icu | CARECOR HEALTH SERVICES LTD. | City of Kingston | 69  |
| 8. | Nurse Practitioner | Kingston Health Sciences Centre / KHSC | City of Kingston | 65  |
| 9. | Nurse Practitioner - Bariatric Clinic | Kingston Health Sciences Centre | City of Kingston | 65  |
| 10. | Nurse Practitioner - Mental Health Prog. | Kingston Health Sciences Centre | City of Kingston | 63  |
| 11. | Nurse Practitioner | Kingston Health Sciences Centre | City of Kingston | 63  |
| 12. | Professional Practice Leader - | Kingston Health Sciences Centre | City of Kingston | 62  |

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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. | Used Car Sales Representative | 401 Group Of Companies | City of Kingston | 200,000  |
| 2. | Business Development/sales Specialist | E-Pro Bot | City of Kingston | 200,000  |
| 3. | Regional Sales Closer | Provincial Smart Home Services | City of Kingston | 200,000  |
| 4. | Sub-Prime Automotive Sales General Manager | Approval Genie (Mississauga) | City of Kingston | 200,000  |
| 5. | Automotive Sales & Finance Consultant | 401 Group Of Companies | City of Kingston | 200,000  |
| 6. | Az Owner Operators Local Daily Runs | J E Culp Transport Ltd | City of Kingston | 190,000  |
| 7. | Veterinarian Opportunity, Napanee, On | Global Talent Partners | City of Kingston | 160,000  |
| 8. | Regional Lumeo Operations Director - Lumeo Program | Kingston Health Sciences Centre | City of Kingston | 154,664  |
| 9. | Real Estate Sales Representative | Royal LePage Real Estate | City of Kingston | 150,000  |
| 10. | Automotive Sales Consultant | Rav 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

5,194



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,194



Driver's License

153



First Aid

452



Regular Access to a Vehicle

296



Criminal Record Check

636



Microsoft Office

306



Food Safety

139

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 | 286 | 19.8 | 21 |
| 2. | 4412 | Home support workers / housekeepers and related occupations | NOC Skill Level C | 205 | 22.5 | 21 |
| 3. | 6322 | Cooks | NOC Skill Level B | 147 | 22.9 | 21 |
| 4. | 6711 | Food counter attendants / kitchen helpers and related support occupations | NOC Skill Level D | 117 | 22.7 | 21 |
| 5. | 6731 | Light duty cleaners | NOC Skill Level D | 107 | 24.0 | 21 |
| 6. | 0621 | Retail and wholesale trade managers | NOC Skill Level A | 103 | 20.4 | 21 |
| 7. | 6552 | Other customer and information services representatives | NOC Skill Level C | 98 | 19.0 | 21 |
| 8. | 3233 | Licensed practical nurses | NOC Skill Level B | 97 | 22.2 | 21 |
| 9. | 3012 | Registered nurses and registered psychiatric nurses | NOC Skill Level A | 89 | 21.5 | 21 |
| 10. | 7511 | Transport truck drivers | NOC Skill Level C | 85 | 23.1 | 21 |
| 11. | 1241 | Administrative assistants | NOC Skill Level B | 84 | 18.1 | 21 |
| 12. | 7514 | Delivery and courier service drivers | NOC Skill Level C | 68 | 18.9 | 21 |
| 13. | 6311 | Food service supervisors | NOC Skill Level B | 66 | 48.6 | 21 |
| 14. | 6211 | Retail sales supervisors | NOC Skill Level B | 61 | 22.3 | 21 |
| 15. | 6513 | Food and beverage servers | NOC Skill Level C | 59 | 18.5 | 21 |
| 16. | 4214 | Early childhood educators and assistants | NOC Skill Level B | 59 | 20.1 | 21 |
| 17. | 4212 | Social and community service workers | NOC Skill Level B | 57 | 20.0 | 21 |
| 18. | 6622 | Store shelf stockers / clerks and order fillers | NOC Skill Level D | 51 | 17.4 | 21 |
| 19. | 7452 | Material handlers | NOC Skill Level C | 51 | 20.1 | 21 |
| 20. | 1414 | Receptionists | NOC Skill Level C | 48 | 17.0 | 21 |
| 21. | 6611 | Cashiers | NOC Skill Level D | 46 | 21.7 | 21 |
| 22. | 6733 | Janitors / caretakers and building superintendents | NOC Skill Level D | 46 | 18.1 | 21 |
| 23. | 7611 | Construction trades helpers and labourers | NOC Skill Level D | 46 | 34.0 | 21 |
| 24. | 6512 | Bartenders | NOC Skill Level C | 44 | 17.3 | 21 |
| 25. | 6541 | Security guards and related security service occupations | NOC Skill Level C | 43 | 21.1 | 21 |
| 26. | 0631 | Restaurant and food service managers | NOC Skill Level A | 36 | 48.0 | 23 |
| 27. | 0714 | Facility operation and maintenance managers | NOC Skill Level A | 35 | 16.6 | 21 |
| 28. | 6321 | Chefs | NOC Skill Level B | 34 | 26.6 | 21 |
| 29. | 7271 | Carpenters | NOC Skill Level B | 33 | 27.5 | 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 | 286 | 19.8 | 21 |
| 2. | 441 | Home care providers and educational support occupations | NOC Skill Level C | 232 | 24.6 | 21 |
| 3. | 632 | Chefs and cooks | NOC Skill Level B | 181 | 23.5 | 21 |
| 4. | 751 | Motor vehicle and transit drivers | NOC Skill Level C | 169 | 22.3 | 21 |
| 5. | 673 | Cleaners | NOC Skill Level D | 169 | 22.7 | 21 |
| 6. | 421 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 151 | 21.3 | 21 |
| 7. | 671 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 117 | 22.7 | 21 |
| 8. | 323 | Other technical occupations in health care | NOC Skill Level B | 114 | 24.2 | 21 |
| 9. | 651 | Occupations in food and beverage service | NOC Skill Level C | 112 | 18.2 | 21 |
| 10. | 124 | Office administrative assistants - general, legal and medical | NOC Skill Level B | 108 | 18.3 | 21 |
| 11. | 655 | Customer and information services representatives | NOC Skill Level C | 105 | 18.9 | 21 |
| 12. | 062 | Retail and wholesale trade managers | NOC Skill Level A | 103 | 20.4 | 21 |
| 13. | 301 | Professional occupations in nursing | NOC Skill Level A | 96 | 21.5 | 21 |
| 14. | 631 | Service supervisors | NOC Skill Level B | 83 | 47.0 | 21 |
| 15. | 141 | General office workers | NOC Skill Level C | 77 | 16.2 | 21 |
| 16. | 662 | Other sales support and related occupations | NOC Skill Level D | 71 | 18.2 | 21 |
| 17. | 321 | Medical technologists and technicians (except dental health) | NOC Skill Level B | 68 | 20.3 | 21 |
| 18. | 341 | Assisting occupations in support of health services | NOC Skill Level C | 62 | 19.6 | 21 |
| 19. | 621 | Retail sales supervisors | NOC Skill Level B | 61 | 22.3 | 21 |
| 20. | 122 | Administrative and regulatory occupations | NOC Skill Level B | 57 | 29.9 | 21 |
| 21. | 761 | Trades helpers and labourers | NOC Skill Level D | 54 | 35.9 | 21 |
| 22. | 745 | Longshore workers and material handlers | NOC Skill Level C | 51 | 20.1 | 21 |
| 23. | 661 | Cashiers | NOC Skill Level D | 46 | 21.7 | 21 |
| 24. | 415 | Social and community service professionals | NOC Skill Level A | 45 | 23.3 | 21 |
| 25. | 071 | Managers in customer and personal services, n.e.c. | NOC Skill Level A | 43 | 20.0 | 21 |
| 26. | 063 | Managers in food service and accommodation | NOC Skill Level A | 43 | 41.5 | 21 |
| 27. | 654 | Security guards and related security service occupations | NOC Skill Level C | 43 | 21.1 | 21 |
| 28. | 314 | Therapy and assessment professionals | NOC Skill Level A | 42 | 32.7 | 21 |
| 29. | 732 | Automotive service technicians | NOC Skill Level B | 40 | 24.4 | 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. | 67 | Service support and other service occupations, n.e.c. | NOC Skill Level D | 326 | 22.5 | 21 |
| 2. | 65 | Service representatives and other customer and personal services occupations | NOC Skill Level C | 312 | 19.2 | 21 |
| 3. | 64 | Sales representatives and salespersons - wholesale and retail trade | NOC Skill Level C | 298 | 19.9 | 21 |
| 4. | 63 | Service supervisors and specialized service occupations | NOC Skill Level B | 292 | 29.3 | 21 |
| 5. | 44 | Care providers and educational, legal and public protection support occupations | NOC Skill Level C | 232 | 24.6 | 21 |
| 6. | 75 | Transport and heavy equipment operation and related maintenance occupations | NOC Skill Level C | 194 | 22.5 | 21 |
| 7. | 32 | Technical occupations in health | NOC Skill Level B | 190 | 22.6 | 21 |
| 8. | 12 | Administrative and financial supervisors and administrative occupations | NOC Skill Level B | 174 | 21.5 | 21 |
| 9. | 06 | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 154 | 24.7 | 21 |
| 10. | 42 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 151 | 21.3 | 21 |
| 11. | 14 | Office support occupations | NOC Skill Level C | 131 | 18.6 | 21 |
| 12. | 66 | Sales support occupations | NOC Skill Level D | 117 | 19.5 | 21 |
| 13. | 72 | Industrial, electrical and construction trades | NOC Skill Level B | 115 | 29.6 | 21 |
| 14. | 62 | Retail sales supervisors and specialized sales occupations | NOC Skill Level B | 107 | 20.1 | 21 |
| 15. | 31 | Professional occupations in health (except nursing) | NOC Skill Level A | 103 | 35.2 | 21 |
| 16. | 30 | Professional occupations in nursing | NOC Skill Level A | 96 | 21.5 | 21 |
| 17. | 41 | Professional occupations in law and social, community and government services | NOC Skill Level A | 79 | 28.3 | 21 |
| 18. | 73 | Maintenance and equipment operation trades | NOC Skill Level B | 72 | 25.8 | 21 |
| 19. | 11 | Professional occupations in business and finance | NOC Skill Level A | 68 | 24.4 | 21 |
| 20. | 74 | Other installers, repairers and servicers and material handlers | NOC Skill Level C | 64 | 22.2 | 21 |
| 21. | 34 | Assisting occupations in support of health services | NOC Skill Level C | 62 | 19.6 | 21 |
| 22. | 22 | Technical occupations related to natural and applied sciences | NOC Skill Level B | 61 | 21.8 | 21 |
| 23. | 76 | Trades helpers, construction labourers and related occupations | NOC Skill Level D | 56 | 35.5 | 21 |
| 24. | 01 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 54 | 27.5 | 21 |
| 25. | 21 | Professional occupations in natural and applied sciences | NOC Skill Level A | 49 | 23.4 | 21 |
| 26. | 52 | Technical occupations in art, culture, recreation and sport | NOC Skill Level B | 47 | 31.0 | 21 |
| 27. | 07 | Managers in customer and personal services, n.e.c. | NOC Skill Level A | 46 | 19.8 | 21 |

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

| | | | |
|-----------------|--------------|-----------|---------------|
| ACTIVE POSTINGS | NEW POSTINGS | COMPANIES | JOB LANGUAGES |
| 810 | 0 | 447 | 7 |

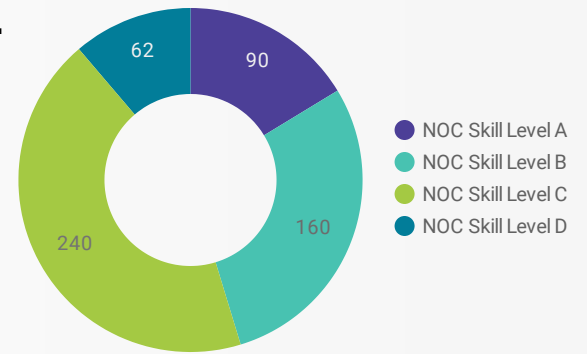
OF DAYS POSTED

| | |
|---------|--------|
| AVERAGE | MEDIAN |
| 21.0 | 21 |

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

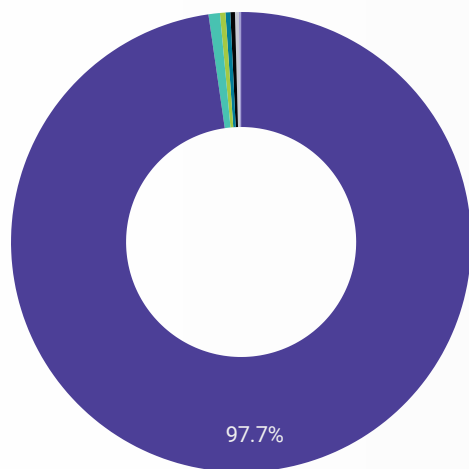
- 90 Skill Level A - Management/ Professional Occupations usually requiring University
- 160 Skill Level B - Usually college education or apprenticeship training
- 240 Skill Level C - Usually secondary education or occupation-specific training
- 62 Skill Level D - Usually on-the-job training



| JOB LANGUA... | NOC Skill Level A | NOC Skill Level B | NOC Skill Level C | NOC Skill Level D |
|------------------|-------------------|-------------------|-------------------|-------------------|
| French Langu... | 87 | 154 | 233 | 60 |
| Italian Langu... | | 4 | 1 | 2 |
| Arabic Langu... | 2 | | 2 | |
| Cantonese La... | | | 3 | |
| Japanese La... | 1 | 1 | | |
| Chinese Lang... | | | 1 | |
| Mandarin Lan... | | 1 | | |

LANGUAGE SKILLS BREAKDOWN

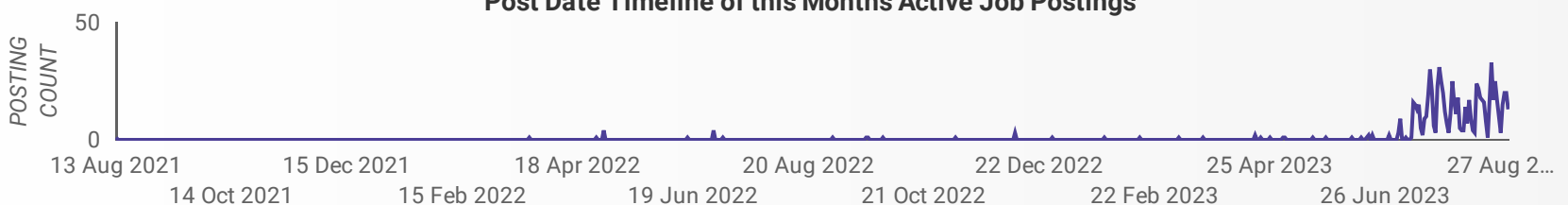
Which kinds of language skills do employers seek?



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

| JOB LANGUAGES | POSTING COUNT |
|----------------------------|---------------|
| 1. French Language Jobs | 786 |
| 2. Arabic Language Jobs | 8 |
| 3. Italian Language Jobs | 7 |
| 4. Cantonese Language Jobs | 3 |
| 5. Japanese Language Jobs | 2 |
| 6. Mandarin Language Jobs | 2 |
| 7. Chinese Language Jobs | 2 |

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... | Italian La... | Arabic La... | Cantones... | Japanese... | Chinese ... | Grand total |
|---|--------------|---------------|--------------|-------------|-------------|-------------|-------------|
| Sales and service occupations | 176 | 5 | | 3 | 1 | 1 | 186 |
| Occupations in education, law and social, ... | 111 | | 2 | | | | 113 |
| Trades, transport and equipment operator... | 76 | 1 | | | | | 77 |
| Business, finance and administration occu... | 73 | | 2 | | | | 76 |
| Health occupations | 51 | | | | | | 51 |
| Management occupations | 28 | | | | 1 | | 29 |
| Occupations in manufacturing and utilities | 6 | 1 | | | | | 7 |
| Natural and applied sciences and related o... | 6 | | | | | | 6 |
| Occupations in art, culture, recreation and ... | 6 | | | | | | 6 |
| Natural resources, agriculture and related ... | 1 | | | | | | 1 |
| Grand total | 534 | 7 | 4 | 3 | 2 | 1 | 552 |

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 | 667 | 21.5 | 21 |
| 2. | Greater Napanee | 62 | 18.2 | 21 |
| 3. | Town of Gananoque | 25 | 20.7 | 21 |
| 4. | Loyalist Township | 21 | 18.9 | 21 |
| 5. | Township of South Frontenac | 19 | 18.8 | 21 |
| 6. | Township of Rideau Lakes | 6 | 16.2 | 16 |
| 7. | Township of Frontenac Islands | 4 | 17.3 | 19 |
| 8. | Township of Leeds and the Thousand Islands | 4 | 14.7 | 21 |
| 9. | Township of Central Frontenac | 2 | | |
| | Grand total | 810 | 21.0 | 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 ... | 57 |
| 2. Retail salespersons | 26 |
| 3. Cooks | 25 |
| 4. Administrative assistants | 20 |
| 5. Transport truck drivers | 20 |
| 6. Other customer and information services re... | 18 |
| 7. Light duty cleaners | 17 |
| 8. Food counter attendants / kitchen helpers a... | 13 |
| 9. Security guards and related security service... | 13 |
| 10. Bartenders | 12 |
| 11. Registered nurses and registered psychiatri... | 12 |
| 12. Food and beverage servers | 11 |
| 13. Social and community service workers | 11 |
| 14. Instructors of persons with disabilities | 11 |
| 15. Retail and wholesale trade managers | 10 |
| 16. Social workers | 10 |
| 17. Licensed practical nurses | 10 |
| 18. Hotel front desk clerks | 8 |
| 19. Delivery and courier service drivers | 8 |
| 20. Construction trades helpers and labourers | 8 |
| 21. Motor vehicle body repairers | 7 |
| 22. Janitors / caretakers and building superinte... | 6 |
| 23. Letter carriers | 6 |
| 24. Elementary school and kindergarten teachers | 6 |
| 25. Carpenters | 5 |
| 26. Other medical technologists and technician... | 5 |
| 27. Dental assistants | 5 |
| 28. Early childhood educators and assistants | 5 |
| 29. Financial auditors and accountants | 5 |
| 30. Accounting and related clerks | 5 |
| 31. Cashiers | 4 |
| 32. Administrative officers | 4 |

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MULTILINGUAL HIRING EMPLOYERS

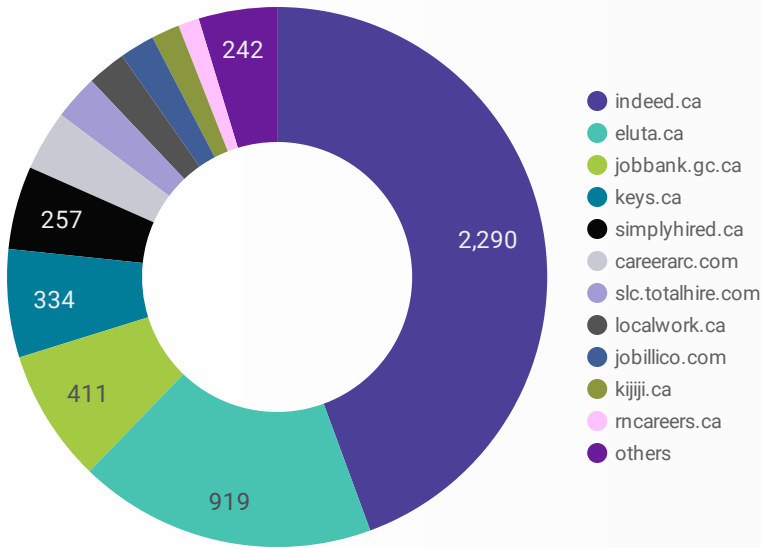
Which employers are seeking multilingual candidates?

| COMPANY | POSTINGS |
|---|----------|
| 1. Kingston Health Sciences Centre | 21 |
| 2. Algonquin & Lakeshore Catholic District School Board | 16 |
| 3. VON Canada | 16 |
| 4. Victorian Order of Nurses / VON | 12 |
| 5. Addiction & Mental Health Services - KFLA | 10 |
| 6. VON Canada (Ontario) | 10 |
| 7. Intuit | 10 |
| 8. Victoria Order of Nurses | 9 |
| 9. Algonquin and Lakeshore Catholic District School Board | 9 |
| 10. Addiction & Mental Health Services KFLA / AMHS-KFLA | 9 |
| 11. Kingston Military Family Resource Centre | 9 |
| 12. Cancoil Thermal Corporation | 8 |
| 13. CECCE | 8 |
| 14. Kingston Health Sciences Centre / KHSC | 7 |
| 15. Kingston Student Housing Co-op | 6 |
| 16. Maltby Centre | 6 |
| 17. KEYS Employment & Newcomer Services | 6 |
| 18. Empire Life | 6 |
| 19. Algonquin and Lakeshore Catholic District School... | 6 |
| 20. Helen Henderson Care Centre | 6 |
| 21. CBI Health Group | 5 |
| 22. Paladin Security | 5 |
| 23. Kingston Community Health Centres | 5 |
| 24. Canada Post Corporation | 5 |
| 25. Beachside BBQ | 5 |
| 26. Canada Post - Postes Canada | 5 |
| 27. Paladin Security Group Ltd. | 5 |
| 28. Town of Gananoque | 4 |
| 29. Home and Community Care Support Services South East | 4 |

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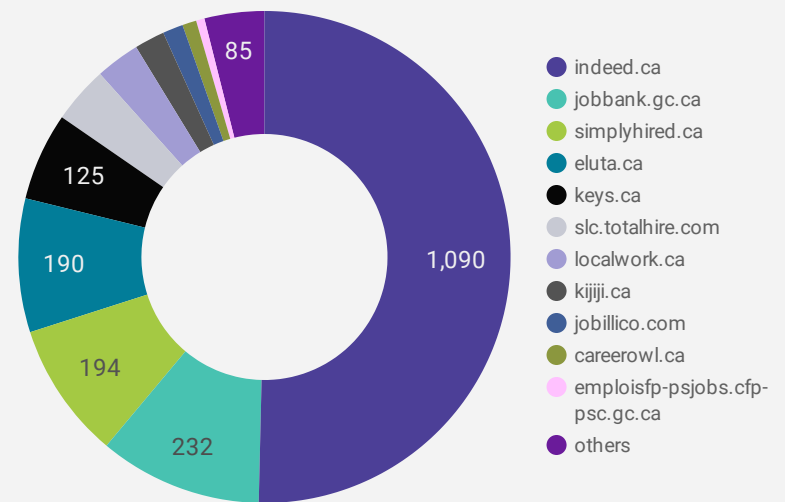
JOB POSTINGS BY JOB BOARD

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 | 2,290 | 19.7 | 21 | 1,090 |
| 2. | eluta.ca | 919 | 21.0 | 21 | 190 |
| 3. | jobbank.gc.ca | 411 | 33.9 | 22 | 232 |
| 4. | keys.ca | 334 | 33.9 | 19 | 125 |
| 5. | simplyhired.ca | 257 | 20.3 | 21 | 194 |
| 6. | careerarc.com | 186 | 50.8 | 30 | 6 |
| 7. | slc.totalhire.com | 139 | 32.6 | 21 | 81 |
| 8. | localwork.ca | 120 | 12.8 | 1 | 63 |
| 9. | jobillico.com | 108 | 16.5 | 14 | 29 |
| 10. | kijiji.ca | 87 | 16.1 | 16 | 43 |
| 11. | rncareers.ca | 65 | 31.7 | 24 | 11 |
| 12. | network.applytoeducation.com | 58 | 11.0 | 7 | 4 |
| 13. | gojobs.gov.on.ca | 34 | 22.0 | 17 | 11 |
| 14. | careerowl.ca | 28 | 39.0 | 39 | 20 |
| 15. | emploisfp-psjobs.cfp-psc.gc.ca | 22 | 251.7 | 22 | 12 |
| 16. | adzuna.ca | 19 | 14.3 | 14 | 11 |
| 17. | charityvillage.com | 14 | 16.0 | 16 | 6 |