

JOB DEMAND REPORT

NOVEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
3,122	2,233	1,149	23

OF DAYS POSTED

AVERAGE	MEDIAN
17.3	15

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 / 1-DIGIT NOC ▾

MAJOR GROUP / 2-DIGIT NOC ▾

MINOR GROUP / 3-DIGIT NOC ▾

UNIT GROUP / 4-DIGIT NOC ▾

SKILL LEVEL ▾

JOB TYPE ▾

JOB DURATION ▾

ADDITIONAL LANGUAGE ▾

SPECIFIC JOB TAGS ▾

OTHER FILTERS

MUNICIPALITY ▾

COUNTY ▾

JOB BOARD ▾

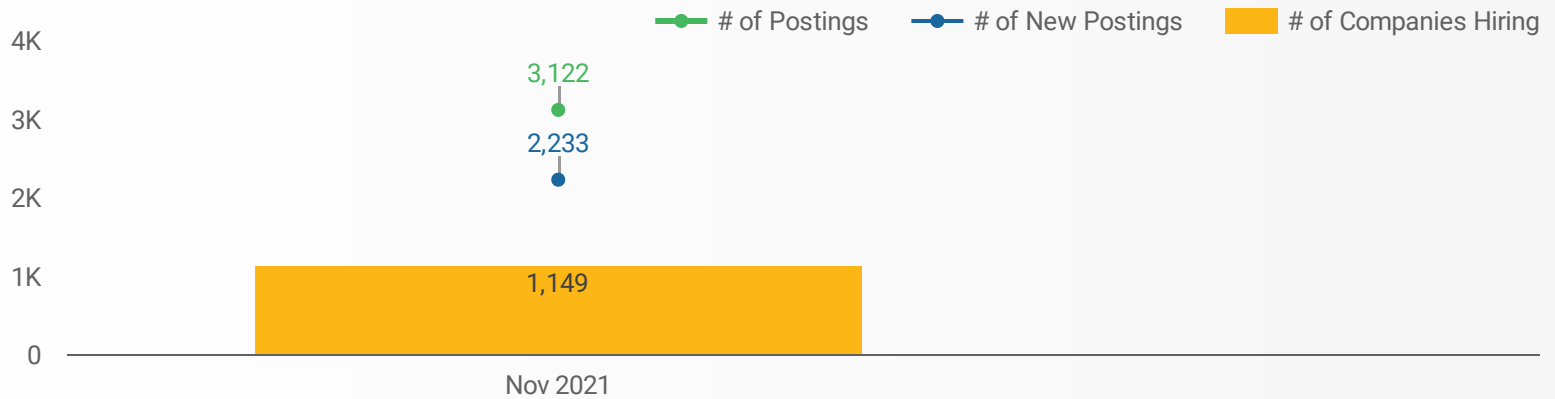
NOC = National Occupation Classification | NAICS = North American Industry Classification System

Source:

Job posting data is collected by the Centre for Workforce Development from job boards and employer websites that recruit candidates in the Hastings, Prince Edward, and Lennox & Addington Counties.

JOB POSTINGS BY MONTH

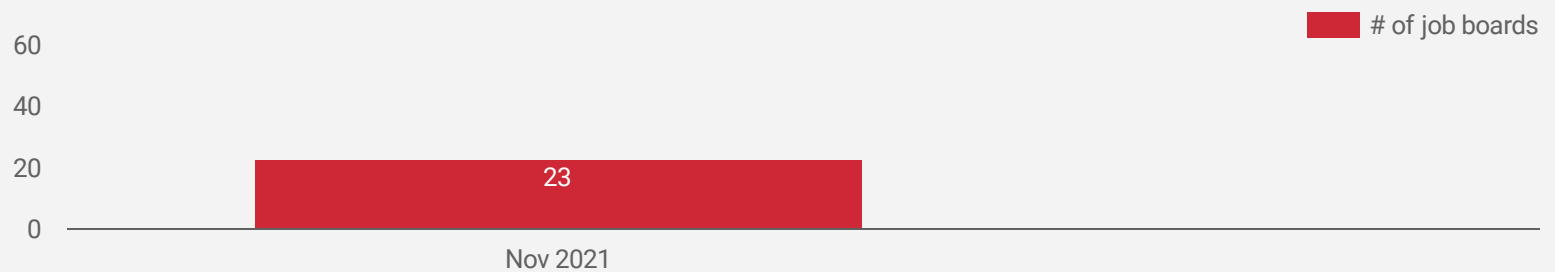
How many job postings were active for at least 1 day this month?



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

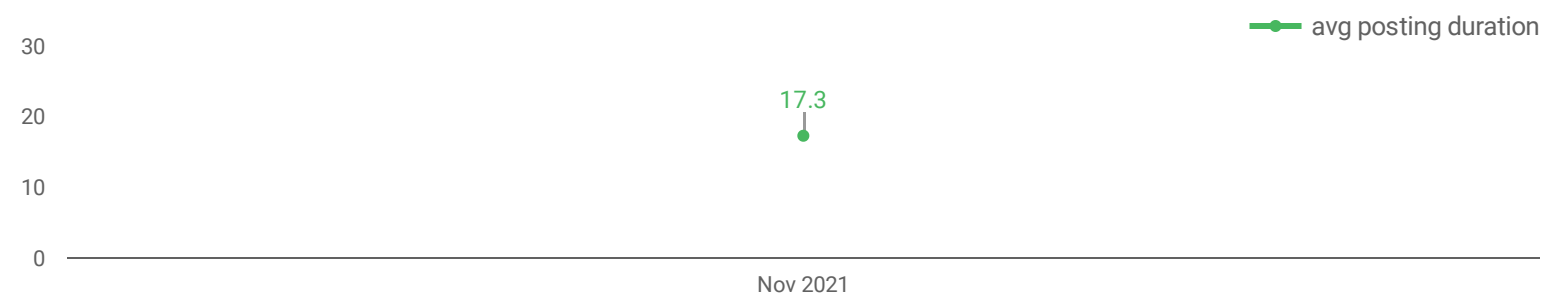
NUMBER OF ACTIVE JOB BOARDS

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



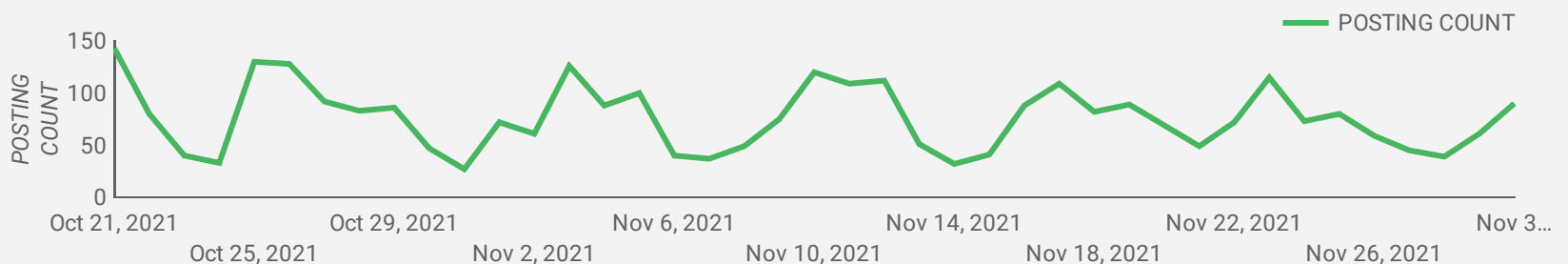
AVG & MEDIAN POSTING LENGTH BY DAYS

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 Belleville	1,655	17.0	15
2.	City of Quinte West	504	16.9	15
3.	Town of Greater Napanee	277	17.9	21
4.	Prince Edward County	259	20.1	22
5.	Town of Bancroft	139	19.1	17
6.	Township of Loyalist	66	17.1	15
7.	Township of Stone Mills	31	14.3	15
8.	Municipality of Centre Hastings	31	19.0	16
9.	Municipality of Tweed	25	17.2	19
10.	Township of Stirling-Rawdon	23	17.4	15

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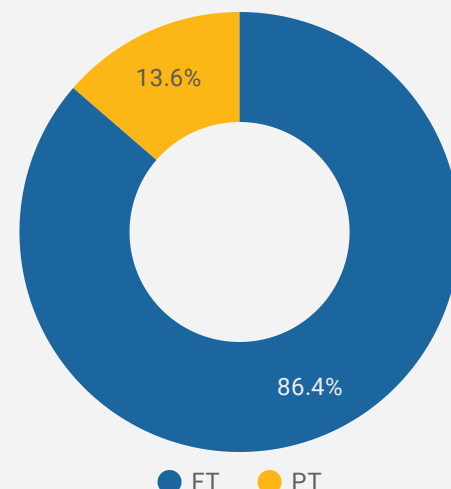
JOB POSTINGS BY COUNTY OR CITY

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

	COUNTY OR CITY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Belleville	1,655	17.0	15
2.	City of Quinte West	504	16.9	15
3.	Lennox and Addington	387	17.7	15
4.	Hastings County	281	18.0	15
5.	Prince Edward County	259	20.1	22

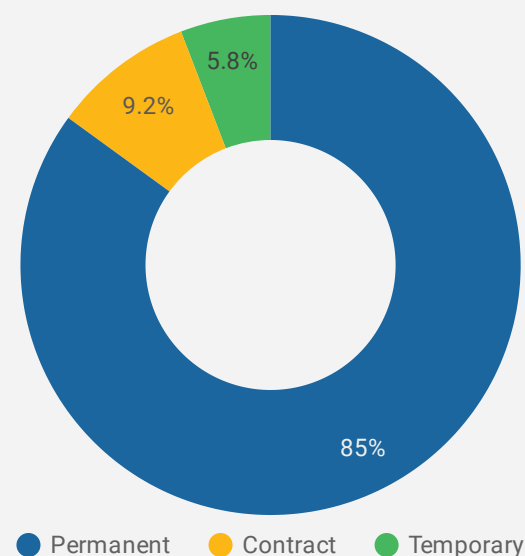
JOB TYPE

Full-time vs Part-time



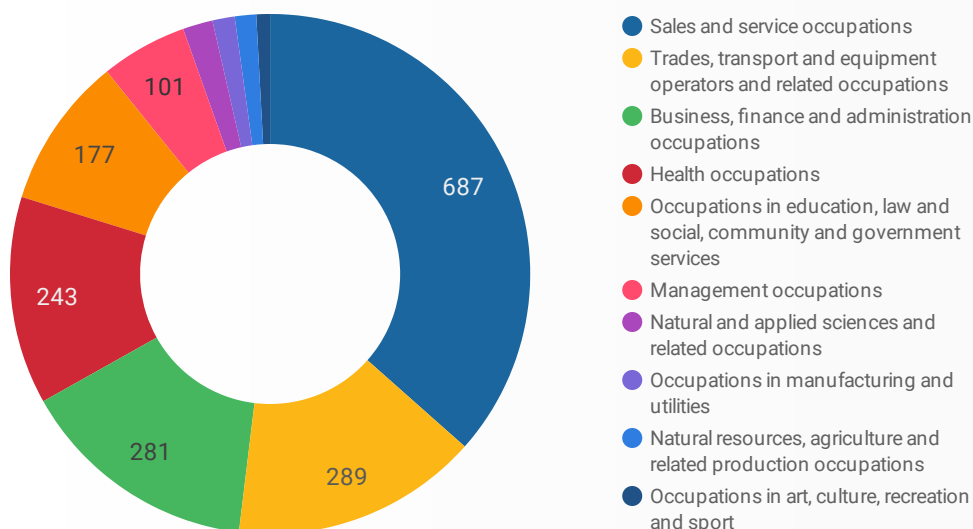
JOB DURATION

Permanency of jobs posted



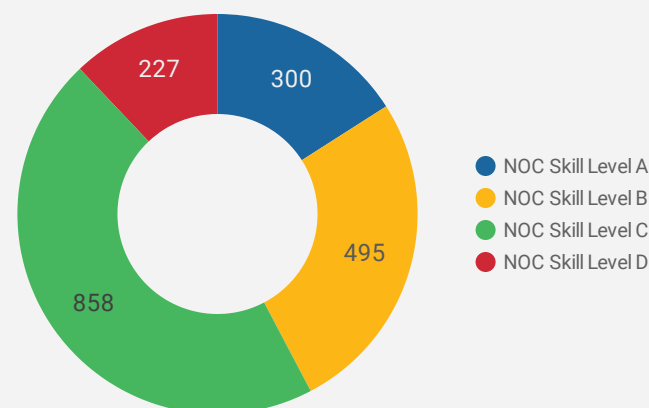
JOB POSTINGS BY SKILL TYPE

What skill type 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	MUNICIPALITY	POSTINGS COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Quinte Health Care	City of Belleville	83	18.5	19
2.	Adecco	City of Belleville	38	15.7	15
3.	The Emerson Management Group	City of Belleville	28	9.1	9
4.	Quinte Health Care Corporation / QHC	City of Belleville	27	22.0	22
5.	Canadian Forces Morale and Welfare Services - CFMWS	City of Quinte West	27	4.7	5
6.	Pilot Company	Town of Greater Napanee	26	14.7	15
7.	Lifelabs	City of Belleville	23	23.0	15
8.	The Royal Hotel	Prince Edward County	22	23.6	22
9.	Lennox and Addington County General Hospital	Town of Greater Napanee	21	21.3	22
10.	VON Canada	City of Belleville	20	20.7	21
11.	City of Quinte West	City of Quinte West	20	12.4	11
12.	CFMWS	City of Quinte West	18	17.3	15
13.	Loyalist College	City of Belleville	16	18.7	21
14.	Hastings Centennial Manor - Bancroft Positions	#N/A	15	15.0	16
15.	Victorian Order of Nurses / VON	City of Belleville	15	22.0	22
16.	Quinte Health Care	City of Quinte West	15	23.4	22
17.	City of Belleville	City of Belleville	14	18.6	22
18.	Quinte Health Care	Town of Bancroft	14	20.3	22
19.	McDonald's Restaurants	City of Quinte West	14	17.5	15
20.	Hastings and Prince Edward District School Board	City of Belleville	13	18.2	15
21.	Scotiabank	City of Belleville	13	16.4	15
22.	Kijiji	City of Belleville	13	15.0	15
23.	WIRELESSWAVE	City of Belleville	12	2.9	2
24.	Cascades	City of Quinte West	12	30.7	30
25.	Lowe's	City of Belleville	12	13.2	14
26.	Walmart	City of Quinte West	12	2.8	3
27.	Theo Wireless	City of Belleville	11	2.8	2

TOP HOURLY WAGES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

of Minimum Wage Job Postings

122

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Part-time Professor â€” Accounting	Loyalist College	City of Belleville	80.62
2.	General Manager - Goods Production, Utilities, Transportation And Construction	TEN ACRE STORE AND RESTAURANT INC	City of Belleville	53.98
3.	Chief Information Officer	Lennox and Addington County General Hospital	Town of Greater Napanee	51
4.	Guide, Outdoor	Grail Springs Wellness Retreat	Town of Bancroft	50
5.	Financial Planning And Analysis Manager Job	Tomato Pay Inc.	City of Belleville	49.5
6.	Dietitian/food Serv Sup.	County of Lennox and Addington	Town of Greater Napanee	49.08
7.	Technology Infrastructure Specialist	Loyalist College	City of Belleville	48.06
8.	Registered Nurse - Part-time	Hastings Manor - Belleville Positions	#N/A	47.57
9.	Registered Nurse - Part-time	Hastings Centennial Manor - Bancroft Positions	#N/A	47.57
10.	Skilled Trades Worker - Plumber	Loyalist College	City of Belleville	41.01
11.	Wholesale Manager	M3M Premium limited	City of Belleville	40.65
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TOP SALARIES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

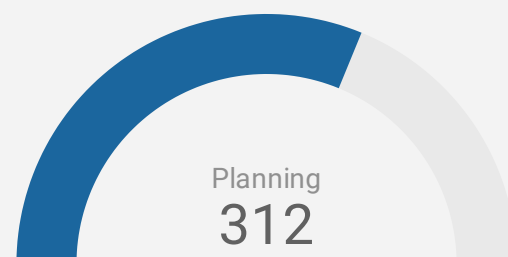
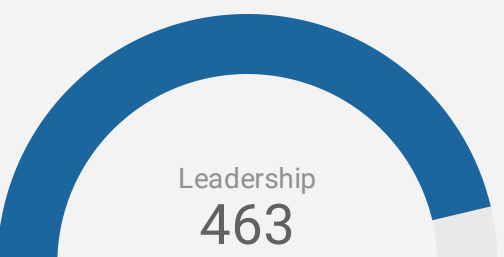
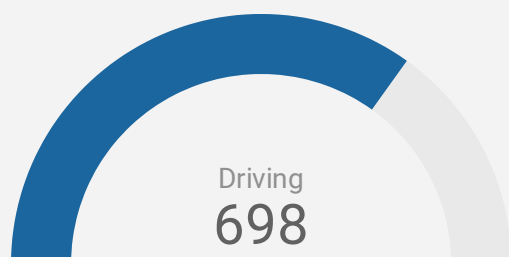
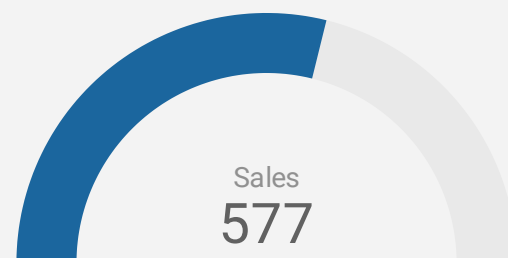
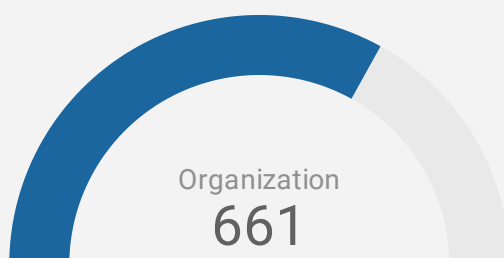
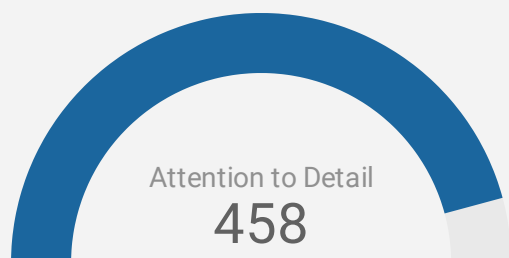
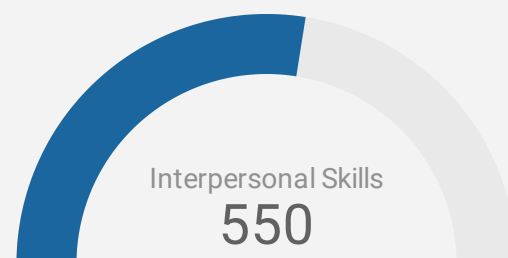
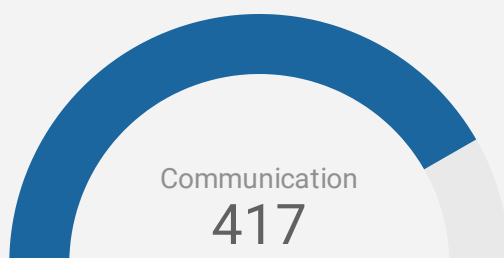
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Realtor	One Percent Realty Ltd. Brokerage	City of Belleville	350,000
2.	Online Family Physician	VirtualDr.ca	City of Belleville	250,000
3.	Nurse	Trillium Med Village	City of Belleville	170,000
4.	Optometrist	Dr. Christmas and associate Family Eyecare Centre	City of Belleville	150,000
5.	Wanted - AZ Flatbed & AZ Van Truck driver	Roadrunner Prime Logistics Inc	City of Belleville	150,000
6.	Crs - Owner Operator	Eassons Transport	Municipality of Marmora and Lake	140,000
7.	Underwriting Manager	Bay of Quinte Mutual Insurance Co	Prince Edward County	140,000
8.	Eassons - Cross Border Long Haul - Owner Operators	Eassons Transport	Municipality of Marmora and Lake	130,000
9.	Crs - Owner Operator	Choice Reefer Systems - a Division of Eassons	Municipality of Marmora and Lake	130,000
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,122



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,122



Driver's License
89



First Aid
199



Regular Access to a Ve
227



Criminal Record Check
185



Microsoft Office
182



Food Safety
80

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	202	15.4	15
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	110	17.8	15
3.	6552	Other customer and information services representatives	NOC Skill Level C	92	15.1	15
4.	7452	Material handlers	NOC Skill Level C	83	17.9	16
5.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	68	18.7	21
6.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	45	22.2	22
7.	6731	Light duty cleaners	NOC Skill Level D	44	16.5	15
8.	3233	Licensed practical nurses	NOC Skill Level B	43	19.7	22
9.	7514	Delivery and courier service drivers	NOC Skill Level C	42	16.4	15
10.	621	Retail and wholesale trade managers	NOC Skill Level A	41	17.5	15
11.	6322	Cooks	NOC Skill Level B	37	19.4	22
12.	1114	Other financial officers	NOC Skill Level A	36	15.8	15
13.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	33	15.6	15
14.	1434	Banking, insurance and other financial clerks	NOC Skill Level C	30	12.0	14.5
15.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	29	17.3	20
16.	7511	Transport truck drivers	NOC Skill Level C	28	18.0	17
17.	3212	Medical laboratory technicians and pathologists' assistants	NOC Skill Level B	28	29.9	30
18.	6611	Cashiers	NOC Skill Level D	27	15.8	15
19.	1414	Receptionists	NOC Skill Level C	25	19.7	16
20.	6513	Food and beverage servers	NOC Skill Level C	25	19.5	22
21.	4212	Social and community service workers	NOC Skill Level B	23	15.7	15
22.	1241	Administrative assistants	NOC Skill Level B	22	19.6	22
23.	8431	General farm workers	NOC Skill Level C	21	18.3	15
24.	6222	Retail and wholesale buyers	NOC Skill Level B	20	14.8	15
25.	6541	Security guards and related security service occupations	NOC Skill Level C	19	20.2	18
26.	6332	Bakers	NOC Skill Level B	19	18.2	18
27.	7271	Carpenters	NOC Skill Level B	19	17.4	15
28.	714	Facility operation and maintenance managers	NOC Skill Level A	18	11.1	2
29.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	18	16.1	15

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	202	15.4	15
2.	441	Home care providers and educational support occupations	NOC Skill Level C	110	17.8	15
3.	655	Customer and information services representatives	NOC Skill Level C	92	15.1	15
4.	745	Longshore workers and material handlers	NOC Skill Level C	83	17.9	16
5.	673	Cleaners	NOC Skill Level D	75	16.8	15
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	74	17.1	15
7.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	68	18.7	21
8.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	64	21.9	18.5
9.	323	Other technical occupations in health care	NOC Skill Level B	51	18.7	22
10.	111	Auditors, accountants and investment professionals	NOC Skill Level A	50	16.8	15
11.	301	Professional occupations in nursing	NOC Skill Level A	46	22.2	22
12.	632	Chefs and cooks	NOC Skill Level B	41	19.4	22
13.	062	Retail and wholesale trade managers	NOC Skill Level A	41	17.5	15
14.	651	Occupations in food and beverage service	NOC Skill Level C	39	19.8	22
15.	141	General office workers	NOC Skill Level C	38	19.4	19.5
16.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	38	15.3	15
17.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	37	18.6	22
18.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	34	13.0	15
19.	662	Other sales support and related occupations	NOC Skill Level D	33	15.6	15
20.	661	Cashiers	NOC Skill Level D	27	15.8	15
21.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	27	18.6	22
22.	341	Assisting occupations in support of health services	NOC Skill Level C	25	16.2	15
23.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	24	15.1	15
24.	122	Administrative and regulatory occupations	NOC Skill Level B	24	18.7	22
25.	151	Mail and message distribution occupations	NOC Skill Level C	23	14.3	15
26.	843	Agriculture and horticulture workers	NOC Skill Level C	21	18.3	15
27.	654	Security guards and related security service occupations	NOC Skill Level C	19	20.2	18
28.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	19	11.3	8.5
29.	633	Butchers and bakers	NOC Skill Level B	19	18.2	18

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.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	202	15.4	15
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	163	17.0	15
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	143	17.7	19
4.	32	Technical occupations in health	NOC Skill Level B	125	20.1	22
5.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	114	17.7	15
6.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	89	17.9	16
7.	14	Office support occupations	NOC Skill Level C	86	16.1	15
8.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	85	17.2	15
9.	63	Service supervisors and specialized service occupations	NOC Skill Level B	69	19.2	22
10.	11	Professional occupations in business and finance	NOC Skill Level A	68	17.8	21
11.	72	Industrial, electrical and construction trades	NOC Skill Level B	66	18.2	21
12.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	60	16.9	15
13.	66	Sales support occupations	NOC Skill Level D	60	15.7	15
14.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	59	18.1	22
15.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	58	17.5	15
16.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	50	14.8	15
17.	31	Professional occupations in health (except nursing)	NOC Skill Level A	47	19.4	22
18.	30	Professional occupations in nursing	NOC Skill Level A	46	22.2	22
19.	73	Maintenance and equipment operation trades	NOC Skill Level B	38	19.3	16
20.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	38	15.3	15
21.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	26	19.0	20
22.	34	Assisting occupations in support of health services	NOC Skill Level C	25	16.2	15
23.	84	Workers in natural resources, agriculture and related production	NOC Skill Level C	22	18.2	15
24.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	19	18.2	21.5
25.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	19	11.3	8.5
26.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	18	20.3	22
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	11	18.7	22
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
107

NEW POSTINGS
74

COMPANIES
59

LANGUAGES
3

OF DAYS POSTED

AVERAGE
19.0

MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

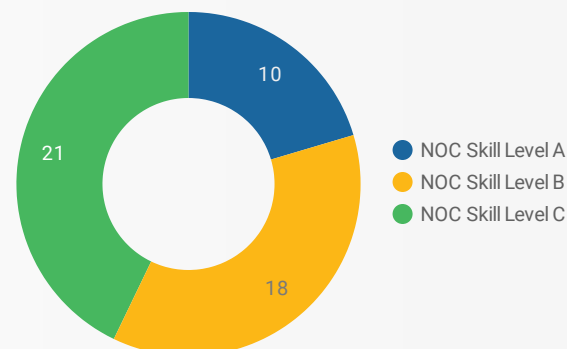
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18
21
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Skill Level A - Management/ Professional Occupations usually requiring University

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

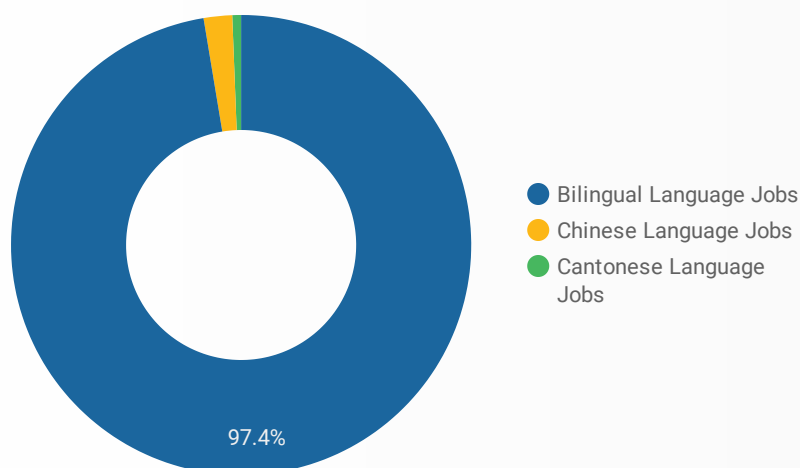


SKILL LEVEL / POSTING COUNT

LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C
Bilingual Lan...
Chinese Lang...		1	

LANGUAGE SKILLS BREAKDOWN

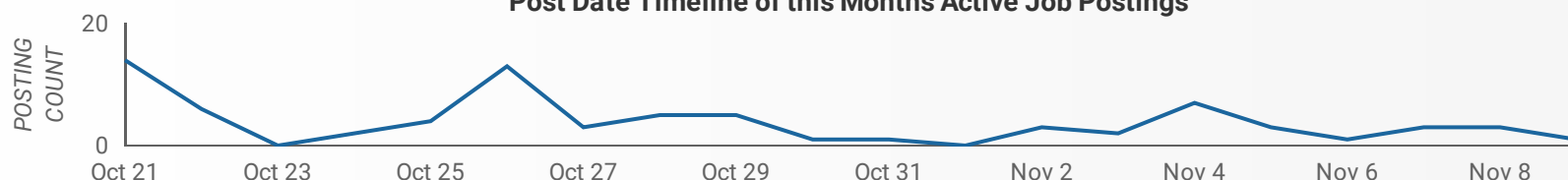
Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	104
2.	Chinese Language Jobs	2
3.	Cantonese Language Jobs	1

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual Language Jobs	Chinese Language Jobs	Grand total
Business, finance and administration occu...	7	1	8
Health occupations	10		10
Management occupations	2		2
Natural and applied sciences and related o...	1		1
Occupations in art, culture, recreation and ...	1		1
Occupations in education, law and social, ...	13		13
Sales and service occupations	8		8
Trades, transport and equipment operator...	6		6
Grand total	48	1	49

MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

	MUNICIPALITY	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Belleville	51	20.7	22
2.	City of Quinte West	30	17.4	16
3.	Prince Edward County	14	14.5	14.5
4.	Town of Greater Napanee	7	19.0	20
5.	Township of Stone Mills	2	16.5	16.5
6.	Town of Bancroft	2	15.0	15
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	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Belleville	51	20.7	22
2.	City of Quinte West	30	17.4	16
3.	Prince Edward County	14	14.5	14.5
4.	Lennox and Addington	9	18.4	20
5.	Hastings County	2	15.0	15

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...	8
2. Licensed practical nurses	6
3. Material handlers	4
4. Other customer and information services re...	4
5. Registered nurses and registered psychiatri...	4
6. Early childhood educators and assistants	3
7. Family, marriage and other related counsell...	2
8. Painters and decorators (except interior dec...	2
9. Administrative assistants	2
10. Professional occupations in business mana...	2
11. Administrative officers	2
12. Retail salespersons	2
13. Security guards and related security service...	2
14. Corporate sales managers	1
15. Letter carriers	1
16. Financial managers	1
17. Human resources and recruitment officers	1
18. Industrial engineering and manufacturing te...	1
19. Program leaders and instructors in recreati...	1

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MULTILINGUAL HIRING EMPLOYERS

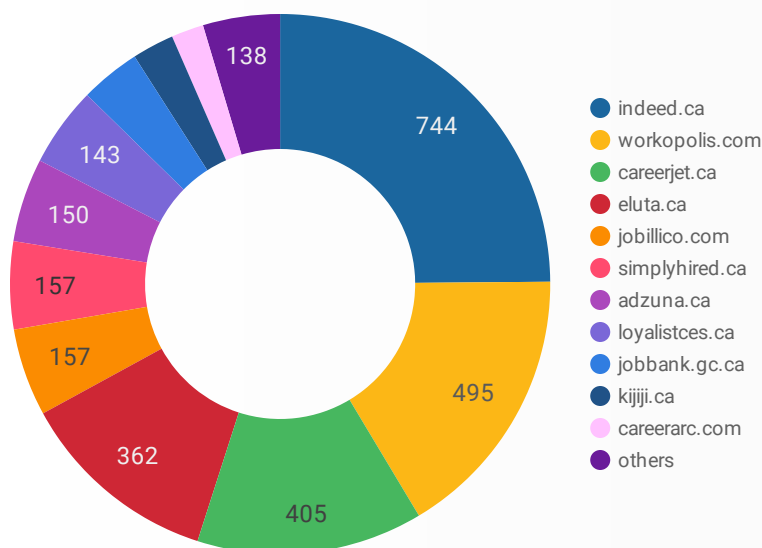
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. VON Canada	19
2. VON Canada (Ontario)	5
3. Trenton Military Family Resource Center Together, we are stronger.	4
4. Victorian Order of Nurses	4
5. Bell	4
6. City of Quinte West	3
7. Bell Canada	3
8. L3Harris Technologies	3
9. HEXO Operations Inc.	2
10. TruckRight Data Management Inc.	2
11. Karten Metals	2
12. Paladin Security	2
13. FedEx Express	2
14. Agilec	2
15. FedEx Express Canada	2
16. Home and Community Care Support Services South East	2
17. CFMWS	2
18. Fed Supply	2
19. Hastings and Prince Edward District School Board	2
20. Parkinson Canada	1
21. Scotiabank	1
22. Amer Sports	1
23. CROSSMARK	1
24. Epiroc Canada Inc.	1
25. Carey Theological College	1
26. Institut d'arbitrage et de m�diation du Canada (IAMC)	1
27. Addiction & Mental Health Services - KFLA	1
28. Alternative Dispute Resolution Institute of Canada (ADRIC)	1
29. Xolornet	1

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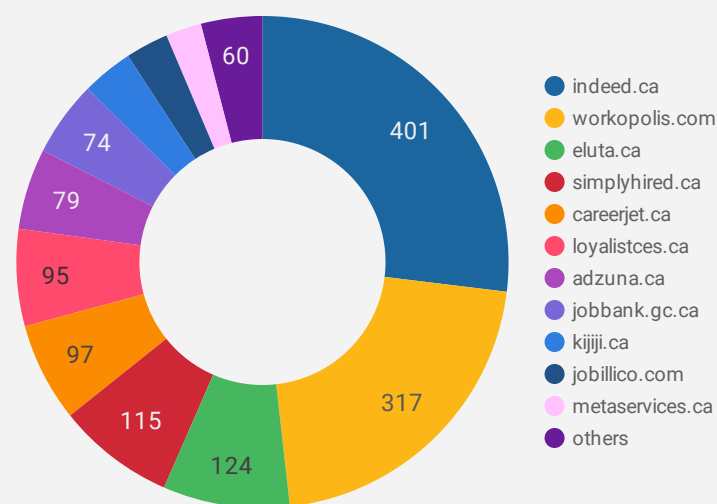
JOB POSTINGS BY JOB BOARD

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	744	21.9	22	401
2.	workopolis.com	495	15.0	15	317
3.	careerjet.ca	405	13.2	9	97
4.	eluta.ca	362	22.0	22	124
5.	simplyhired.ca	157	15.0	15	115
6.	jobillico.com	157	11.7	8	42
7.	adzuna.ca	150	15.0	15	79
8.	loyalistcs.ca	143	11.4	7	95
9.	jobbank.gc.ca	108	18.2	16	74
10.	kijiji.ca	75	15.0	15	50
11.	careerarc.com	58	22.0	21	9
12.	metaservices.ca	46	11.3	11	35
13.	workinnonprofits.ca	30			26
14.	careerbuilder.ca	18	20.1	15	8
15.	network.applytoeducation.com	18	14.2	7	4
16.	careersinfood.com	8	22.3	20	2
17.	gojobs.gov.on.ca	6	18.3	17	2
18.	charityvillage.com	5	15.0	15	4