

JOB DEMAND REPORT

DECEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
3,270	1,696	1,095	22

OF DAYS POSTED

AVERAGE	MEDIAN
18.7	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 ▾

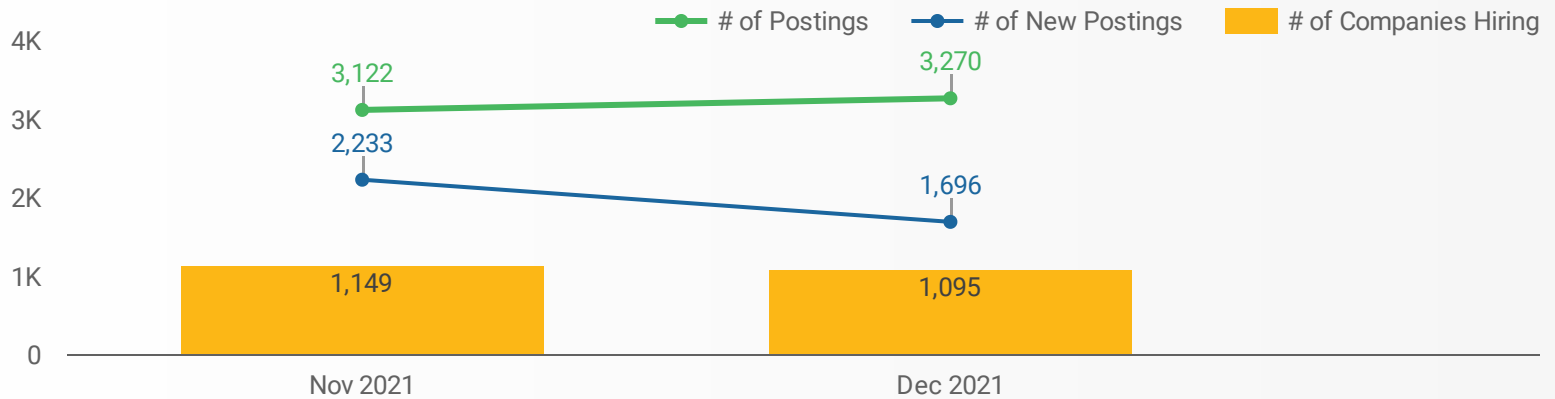
NOC = National Occupation Classification | NAICS = North American Industry Classification System

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

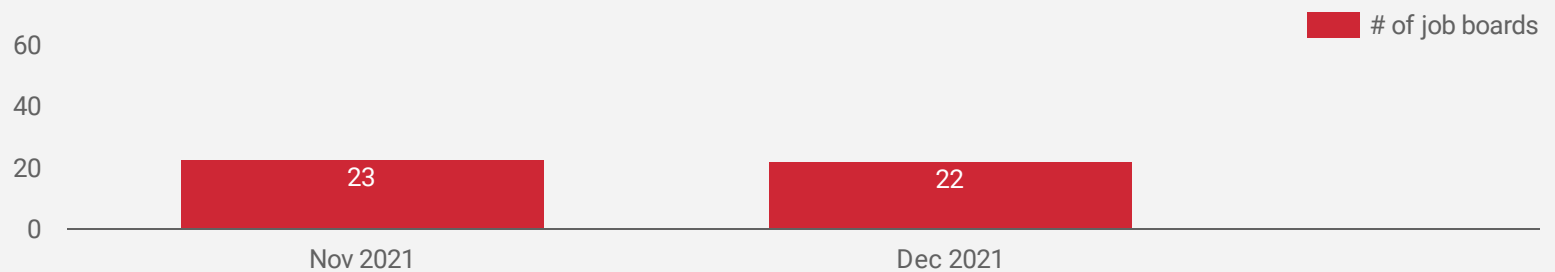
How many job postings were active for at least 1 day this month?



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

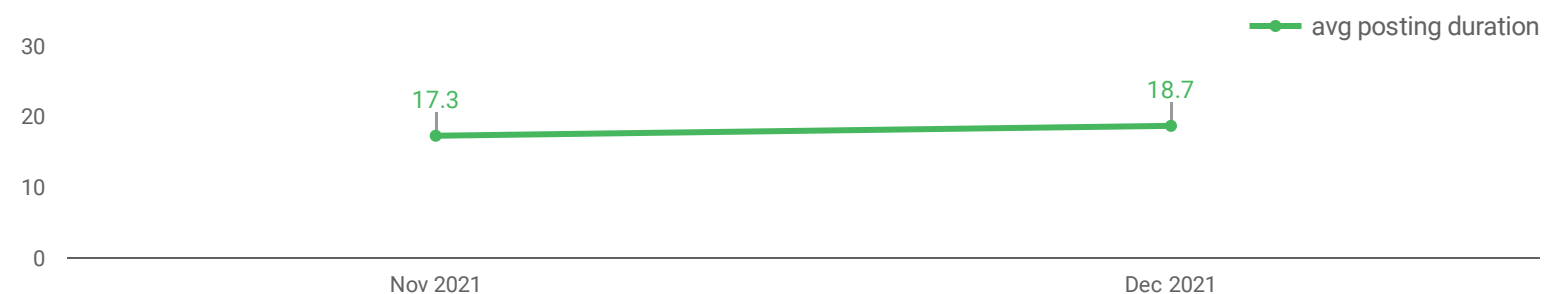
NUMBER OF ACTIVE JOB BOARDS

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



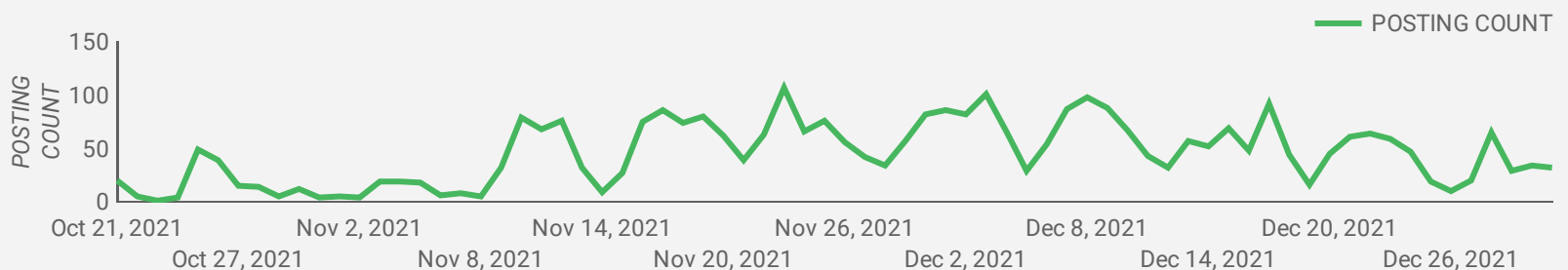
AVG & MEDIAN POSTING LENGTH BY DAYS

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	1,660	18.8	15
2.	City of Quinte West	535	18.5	15
3.	Town of Greater Napanee	322	18.4	15
4.	Prince Edward County	280	18.8	15
5.	Town of Bancroft	137	23.8	22
6.	Township of Loyalist	69	15.5	15
7.	Municipality of Tweed	45	17.2	15
8.	Municipality of Centre Hastings	41	18.7	15
9.	Township of Stone Mills	35	15.5	15
10.	Town of Deseronto	29	17.2	15

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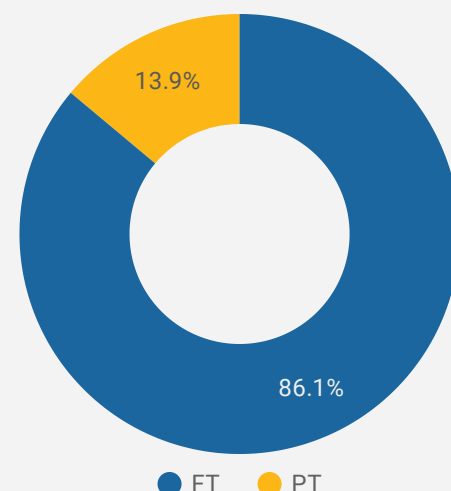
JOB POSTINGS BY COUNTY OR CITY

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	1,660	18.8	15
2.	City of Quinte West	535	18.5	15
3.	Lennox and Addington	437	17.7	15
4.	Hastings County	322	20.2	15
5.	Prince Edward County	280	18.8	15

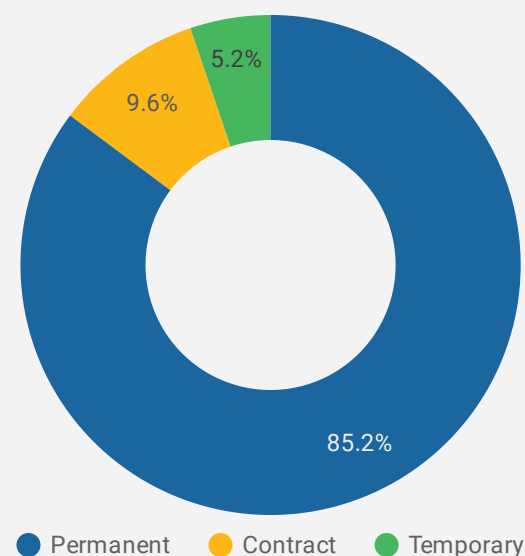
JOB TYPE

Full-time vs Part-time



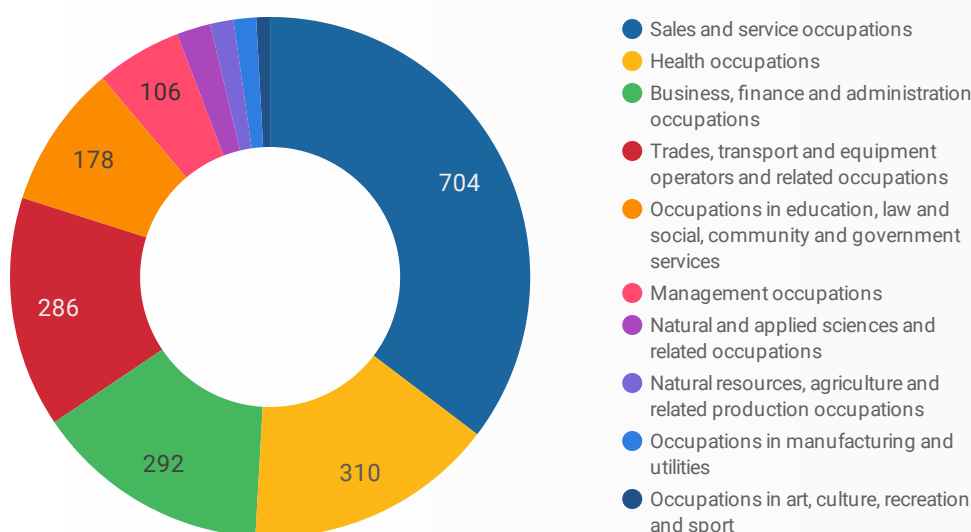
JOB DURATION

Permanency of jobs posted



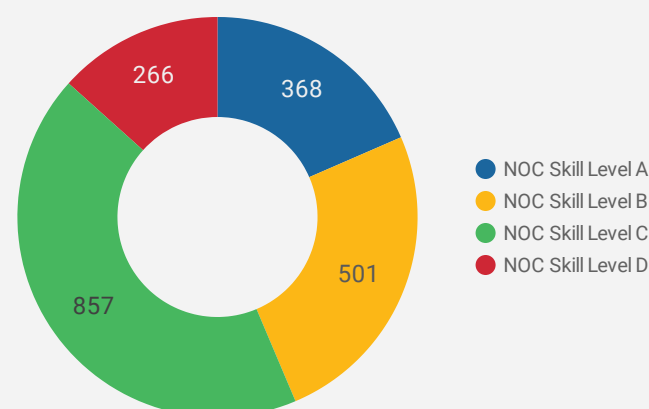
JOB POSTINGS BY SKILL TYPE

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	87	22.5	15
2.	Quinte Health Care Corporation / QHC	City of Belleville	67	22.0	22
3.	Lennox and Addington County General Hospital	Town of Greater Napanee	40	19.2	22
4.	Adecco	City of Belleville	38	20.4	22
5.	Pilot Company	Town of Greater Napanee	29	13.8	15
6.	Canadian Forces Morale and Welfare Services - CFMWS	City of Quinte West	27	6.6	8
7.	CFMWS	City of Quinte West	26	15.0	15
8.	Loyalist College	City of Belleville	22	17.5	22
9.	Victorian Order of Nurses / VON	City of Belleville	21	22.0	22
10.	Quinte West, City of	City of Quinte West	21	22.0	22
11.	Algonquin & Lakeshore Catholic District School Board	Town of Greater Napanee	21	21.7	22
12.	WIRELESSWAVE	City of Belleville	20	1.6	2
13.	Tbooth wireless	City of Belleville	20	1.6	2
14.	RONA inc.	City of Belleville	20	1.9	1
15.	City of Quinte West	City of Quinte West	19	17.6	14
16.	VON Canada	City of Belleville	17	27.2	23
17.	Cascades	City of Quinte West	17	31.0	26
18.	Quinte Health Care	City of Quinte West	16	32.7	22
19.	Hastings Centennial Manor - Bancroft Positions	#N/A	15	15.7	8
20.	LifeLabs	City of Belleville	15	33.6	38
21.	Lowe's	City of Belleville	15	14.7	15
22.	Shoppers Drug Mart	Township of Loyalist	14	13.4	15
23.	City of Belleville	City of Belleville	13	19.5	15
24.	ONroute	Township of Loyalist	13	15.5	15
25.	Home Depot Canada	City of Belleville	13	22.0	22
26.	Scotiabank	City of Belleville	12	19.0	15

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	WAGE VALUE ▾
1.	Part Time Professor â€” Drafting, Cadd (architectural) â€” Loyalist College â€” Belleville, On	Loyalist College	City of Belleville	80.62
2.	Part Time Professor â€” Surveying â€” Loyalist College â€” Belleville, On	Loyalist College	City of Belleville	80.62
3.	Part-time Professor â€” Accounting	Loyalist College	City of Belleville	80.62
4.	General Manager - Goods Production, Utilities, Transportation And Construction	TEN ACRE STORE AND RESTAURANT INC	City of Belleville	53.98
5.	Chief Information Officer	Lennox and Addington County General Hospital	Town of Greater Napanee	51
6.	Marketing Manager	Art Homes of America Inc.	City of Belleville	50
7.	Guide, Outdoor	Grail Springs Wellness Retreat	Town of Bancroft	50
8.	Dietitian/food Serv Sup.	County of Lennox and Addington	Town of Greater Napanee	49.08
9.	Registered Nurse - Part-time	Hastings Centennial Manor - Bancroft Positions	#N/A	47.57
10.	Registered Nurse - Part-time	Hastings Manor - Belleville Positions	#N/A	47.57
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TOP SALARIES IN JOB POSTINGS

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

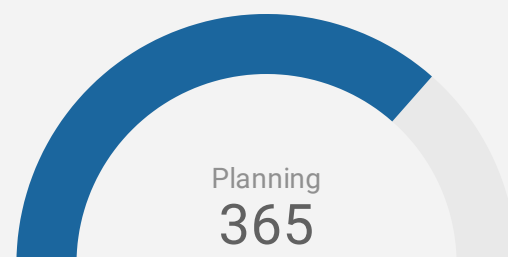
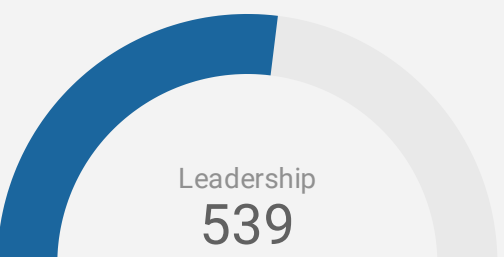
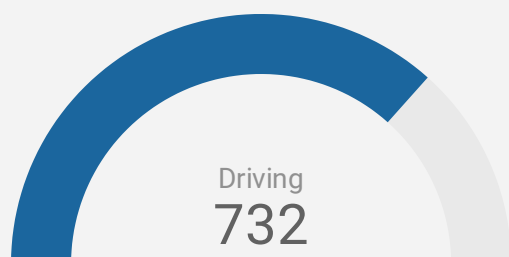
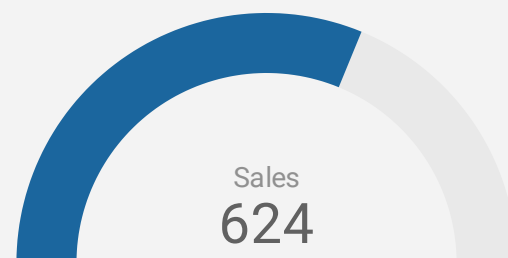
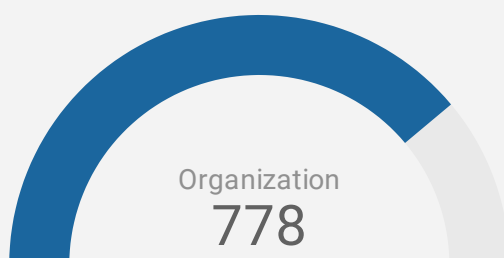
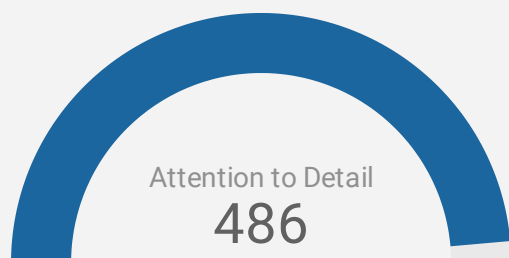
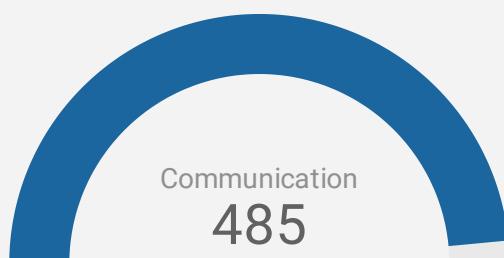
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Realtor	One Percent Realty Ltd. Brokerage	City of Quinte West	350,000
2.	Realtor	One Percent Realty Ltd. Brokerage	City of Belleville	350,000
3.	Vice President And Chief Digital Officer (3-year Contract)	Quinte Health Care	City of Belleville	200,000
4.	Nurse	Trillium Med Village	City of Belleville	170,000
5.	Eassons â€” Truck Driver â€” Cross Border â€” Owner Operator	Eassons Transportation Group	Municipality of Marmora and Lake	150,000
6.	Optometrist	Dr. Christmas and associate Family Eyecare Centre	City of Belleville	150,000
7.	Crs â€” Truck Driver â€” Owner Operator	Choice Reefer Systems - a Division of Eassons	Municipality of Marmora and Lake	150,000
8.	Chief, Emergency Services	County of Lennox and Addington	Town of Greater Napanee	146,910
9.	Underwriting Manager	Bay of Quinte Mutual Insurance Co	Prince Edward County	140,000
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,270



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,270



Driver's License

71



First Aid

211



Regular Access to a Ve

230



Criminal Record Check

197



Microsoft Office

221



Food Safety

63

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	197	16.1	15
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	116	18.3	15
3.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	87	17.6	15
4.	6552	Other customer and information services representatives	NOC Skill Level C	86	18.4	15
5.	7452	Material handlers	NOC Skill Level C	73	20.1	15
6.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	71	23.5	22
7.	621	Retail and wholesale trade managers	NOC Skill Level A	48	19.1	15
8.	3233	Licensed practical nurses	NOC Skill Level B	46	19.8	22
9.	1114	Other financial officers	NOC Skill Level A	43	21.1	19.5
10.	6322	Cooks	NOC Skill Level B	41	18.1	15
11.	6731	Light duty cleaners	NOC Skill Level D	40	18.1	15
12.	6611	Cashiers	NOC Skill Level D	38	14.3	15
13.	6541	Security guards and related security service occupations	NOC Skill Level C	36	21.4	22
14.	7511	Transport truck drivers	NOC Skill Level C	35	16.0	15
15.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	35	17.0	15
16.	7514	Delivery and courier service drivers	NOC Skill Level C	31	15.8	15
17.	3212	Medical laboratory technicians and pathologists' assistants	NOC Skill Level B	29	29.5	22
18.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	29	15.9	15
19.	1414	Receptionists	NOC Skill Level C	28	19.2	15
20.	1434	Banking, insurance and other financial clerks	NOC Skill Level C	22	18.5	15
21.	3131	Pharmacists	NOC Skill Level A	21	17.7	15
22.	6222	Retail and wholesale buyers	NOC Skill Level B	19	20.9	18.5
23.	1411	General office support workers	NOC Skill Level C	18	17.8	15
24.	4212	Social and community service workers	NOC Skill Level B	18	17.1	15
25.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	17	16.1	15
26.	1241	Administrative assistants	NOC Skill Level B	17	18.9	18.5
27.	1522	Storekeepers and partspersons	NOC Skill Level C	17	17.9	15
28.	8431	General farm workers	NOC Skill Level C	17	16.6	15
29.	7241	Electricians (except industrial and power system)	NOC Skill Level B	16	23.6	22

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	197	16.1	15
2.	441	Home care providers and educational support occupations	NOC Skill Level C	119	18.3	15
3.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	87	17.6	15
4.	655	Customer and information services representatives	NOC Skill Level C	86	18.4	15
5.	673	Cleaners	NOC Skill Level D	74	17.0	15
6.	745	Longshore workers and material handlers	NOC Skill Level C	73	20.1	15
7.	301	Professional occupations in nursing	NOC Skill Level A	71	23.5	22
8.	751	Motor vehicle and transit drivers	NOC Skill Level C	70	15.9	15
9.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	70	24.6	22
10.	111	Auditors, accountants and investment professionals	NOC Skill Level A	60	21.9	22
11.	323	Other technical occupations in health care	NOC Skill Level B	58	20.0	22
12.	062	Retail and wholesale trade managers	NOC Skill Level A	48	19.1	15
13.	141	General office workers	NOC Skill Level C	47	18.8	15
14.	632	Chefs and cooks	NOC Skill Level B	47	18.9	15
15.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	39	18.9	15
16.	661	Cashiers	NOC Skill Level D	38	14.3	15
17.	662	Other sales support and related occupations	NOC Skill Level D	37	17.0	15
18.	654	Security guards and related security service occupations	NOC Skill Level C	36	21.4	22
19.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	33	18.4	15
20.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	27	17.2	15
21.	314	Therapy and assessment professionals	NOC Skill Level A	26	23.0	22
22.	341	Assisting occupations in support of health services	NOC Skill Level C	26	16.2	15
23.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	25	20.2	15
24.	313	Pharmacists, dietitians and nutritionists	NOC Skill Level A	22	17.5	15
25.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	22	18.4	15
26.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	20	23.9	22
27.	151	Mail and message distribution occupations	NOC Skill Level C	20	17.1	15
28.	843	Agriculture and horticulture workers	NOC Skill Level C	19	16.4	15
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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.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	198	16.1	15
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	161	17.3	15
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	151	19.1	15
4.	32	Technical occupations in health	NOC Skill Level B	140	22.7	22
5.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	124	18.3	15
6.	14	Office support occupations	NOC Skill Level C	99	18.7	15
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	89	15.9	15
8.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	76	20.0	15
9.	66	Sales support occupations	NOC Skill Level D	75	15.6	15
10.	31	Professional occupations in health (except nursing)	NOC Skill Level A	73	19.5	22
11.	11	Professional occupations in business and finance	NOC Skill Level A	73	21.2	22
12.	30	Professional occupations in nursing	NOC Skill Level A	71	23.5	22
13.	63	Service supervisors and specialized service occupations	NOC Skill Level B	70	18.0	15
14.	72	Industrial, electrical and construction trades	NOC Skill Level B	64	21.5	22
15.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	61	18.6	15
16.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	59	18.2	15
17.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	49	18.1	15
18.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	47	18.3	15
19.	73	Maintenance and equipment operation trades	NOC Skill Level B	43	20.4	18.5
20.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	27	21.3	15
21.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	27	17.2	15
22.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	27	22.3	15
23.	34	Assisting occupations in support of health services	NOC Skill Level C	26	16.2	15
24.	84	Workers in natural resources, agriculture and related production	NOC Skill Level C	21	16.3	15
25.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	19	19.2	22
26.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	15	17.3	17.5
27.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	14	20.1	15

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
62

NEW POSTINGS
26

COMPANIES
41

LANGUAGES
4

OF DAYS POSTED

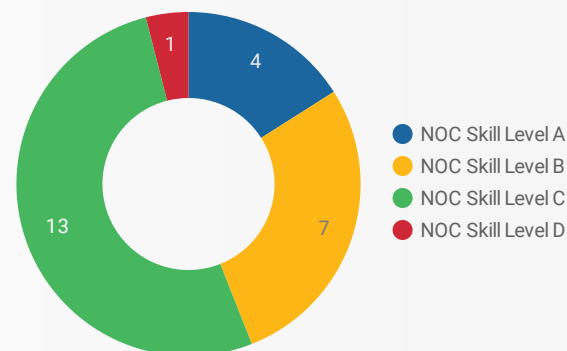
AVERAGE
25.1

MEDIAN
15

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

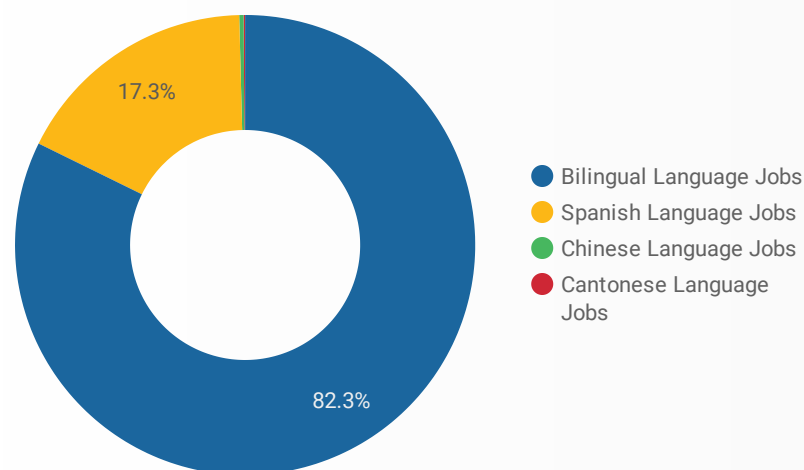
- 4** Skill Level A - Management/ Professional Occupations usually requiring University
- 7** Skill Level B - Usually college education or apprenticeship training
- 13** Skill Level C - Usually secondary education or occupation-specific training
- 1** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	4	6	...	1
Chinese Lang...		1		
Spanish Lang...			1	

LANGUAGE SKILLS BREAKDOWN

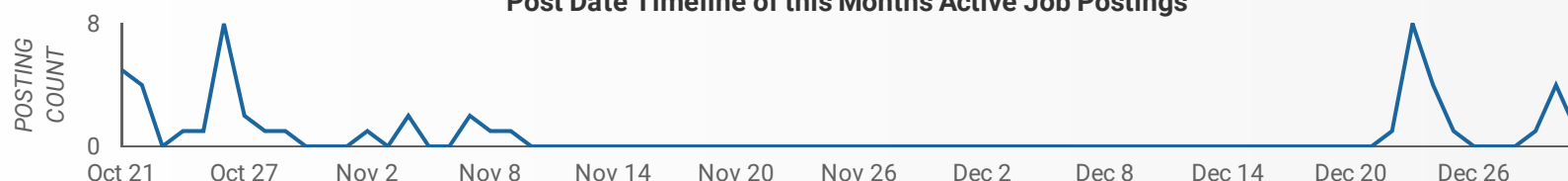
Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	54
2.	Spanish Language Jobs	5
3.	Chinese Language Jobs	2
4.	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	Spanish Language Jobs	Grand total
Business, finance and administration occu...		1	1	2
Health occupations	7			7
Management occupations	1			1
Natural resources, agriculture and related ...	1			1
Occupations in education, law and social, ...	3			3
Sales and service occupations	8			8
Trades, transport and equipment operator...	3			3
Grand total	23	1	1	25

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	21	30.9	31
2.	Prince Edward County	18	14.5	14.5
3.	City of Quinte West	14	22.8	15
4.	Township of Stone Mills	4	17.5	15
5.	Town of Bancroft	2		
6.	Town of Greater Napanee	2	36.5	36.5
1 - 6 / 6 < >				

	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Belleville	21	30.9	31
2.	Prince Edward County	18	14.5	14.5
3.	City of Quinte West	14	22.8	15
4.	Lennox and Addington	6	23.8	15
5.	Hastings County	2		

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Licensed practical nurses	5
2. Retail salespersons	3
3. Security guards and related security service...	3
4. Home support workers, housekeepers and r...	2
5. Registered nurses and registered psychiatri...	2
6. Material handlers	1
7. General farm workers	1
8. Administrative officers	1
9. Painters and decorators (except interior dec...	1
10. Delivery and courier service drivers	1
11. Receptionists	1
12. Other customer and information services re...	1
13. Service station attendants	1
14. Commissioned officers of the Canadian Arm...	1
15. Family, marriage and other related counsell...	1

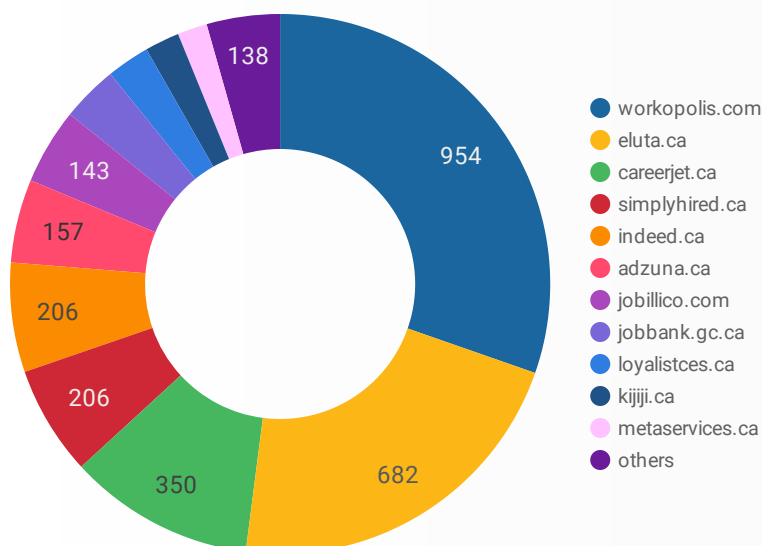
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. VON Canada	14
2. Victorian Order of Nurses	3
3. VON Canada (Ontario)	2
4. Paladin Security	2
5. Karten Metals	2
6. Quinte West, City of	2
7. Adzuna	2
8. Bell Canada	2
9. IMAA	1
10. Carey Theological College	1
11. La Fédération canadienne des municipalités	1
12. Institut d'arbitrage et de médiation du Canada (IAMC)	1
13. Canadian Corps of Commissionaires	1
14. Alternative Dispute Resolution Institute of Canada (ADRIC)	1
15. Canadian Red Cross	1
16. Société canadienne du cancer	1
17. Responsible Gambling Council	1
18. City of Quinte West	1
19. Intelcom Express	1
20. Sun Life Financial	1
21. Fed Supply	1
22. MakeWay	1
23. L3 TECHNOLOGIES MAS INC.	1
24. Fiddlehead Farm	1
25. Federation of Canadian Municipalities	1
26. S&P Data	1
27. Arise Virtual Solutions	1
28. Trenton Military Family Resource Center	1
29. Canadian Cancer Society	1
30. Advanced Auto Parts Inc.	1

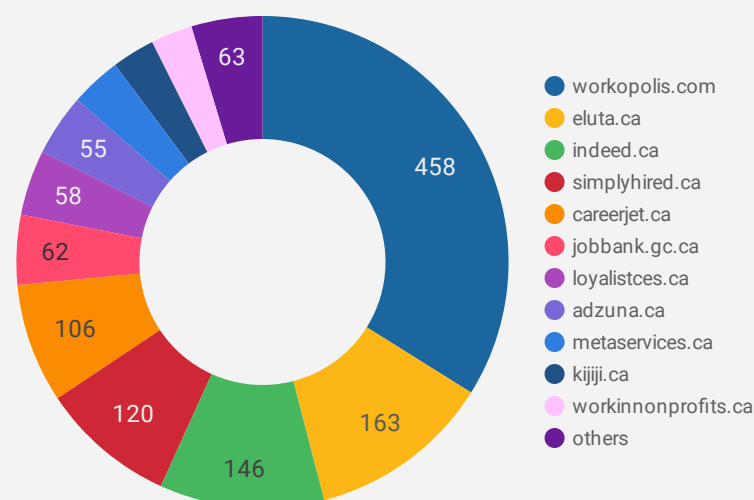
JOB POSTINGS BY JOB BOARD

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.	workopolis.com	954	15.0	15	458
2.	eluta.ca	682	22.0	22	163
3.	careerjet.ca	350	20.1	17	106
4.	simplyhired.ca	206	15.0	15	120
5.	indeed.ca	206	22.0	22	146
6.	adzuna.ca	157	15.0	15	55
7.	jobillico.com	143	18.9	11	36
8.	jobbank.gc.ca	106	21.8	17	62
9.	loyalistcs.ca	81	28.5	32	58
10.	kijiji.ca	65	15.0	15	38
11.	metaservices.ca	56	42.8	43	45
12.	careerarc.com	46	32.5	30	6
13.	workinnonprofits.ca	45			37
14.	careerbuilder.ca	18	21.6	30	6
15.	network.applytoeducation.com	8	10.4	7	4
16.	careersinfood.com	7	42.6	55	2
17.	gojobs.gov.on.ca	6	19.0	17	3
18.	careerowl.ca	3			3