

JOB DEMAND REPORT

JANUARY 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
3,036	1,979	1,118	25

OF DAYS POSTED

AVERAGE	MEDIAN
19.7	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 ▾

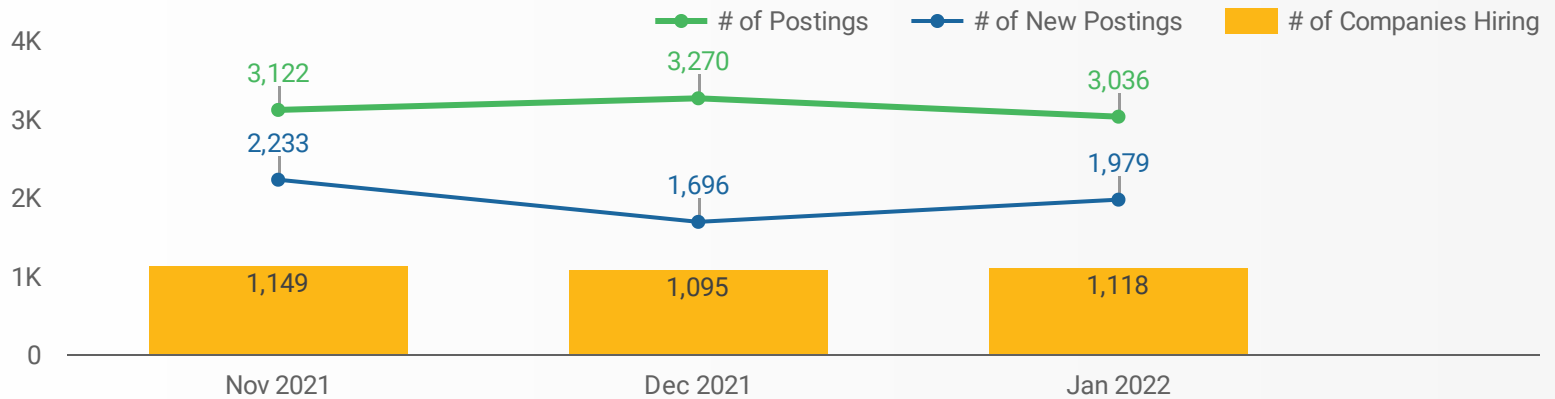
NOC = National Occupation Classification | NAICS = North American Industry Classification System

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

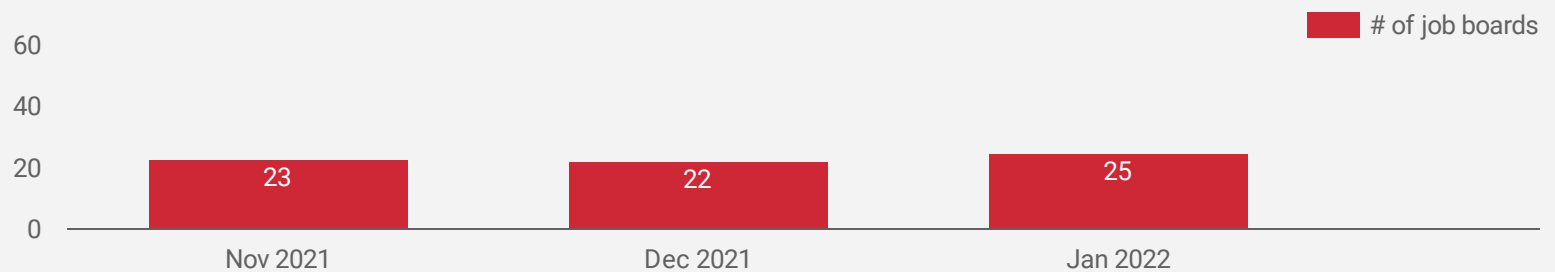
How many job postings were active for at least 1 day this month?



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

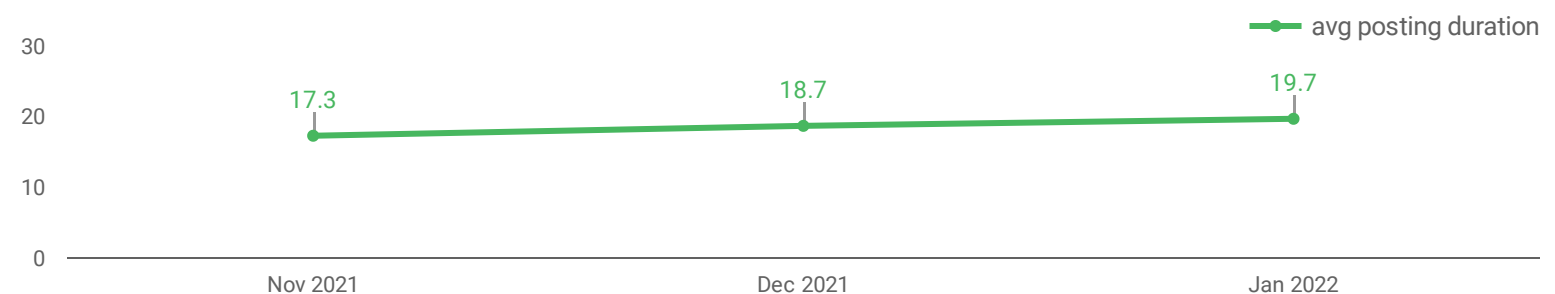
NUMBER OF ACTIVE JOB BOARDS

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



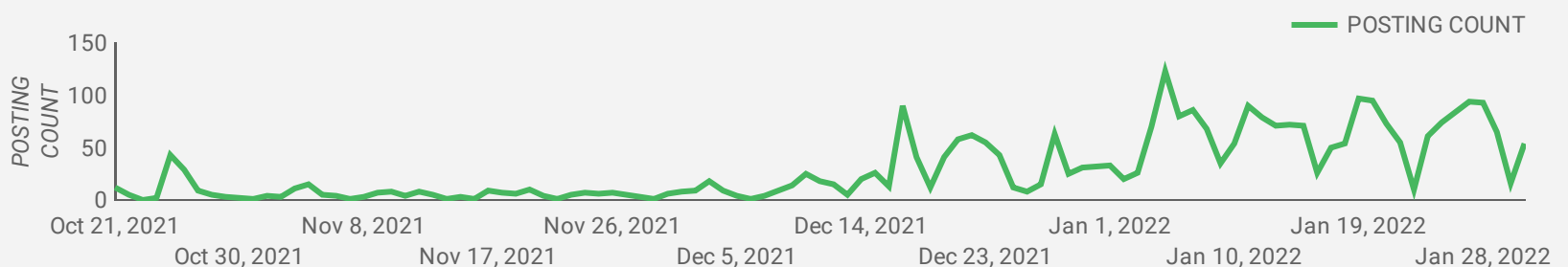
AVG & MEDIAN POSTING LENGTH BY DAYS

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	1,518	19.8	15
2.	City of Quinte West	517	20.4	15
3.	Prince Edward County	295	20.1	15
4.	Town of Greater Napanee	295	18.2	15
5.	Town of Bancroft	121	25.2	15
6.	Township of Loyalist	66	15.0	15
7.	Municipality of Marmora and Lake	27	19.0	15
8.	Township of Stone Mills	26	16.6	15
9.	Municipality of Tweed	24	16.6	15
10.	Municipality of Centre	21	18.1	15

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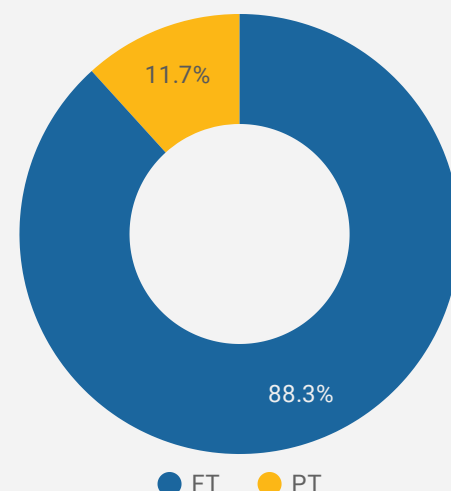
JOB POSTINGS BY COUNTY OR CITY

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	1,518	19.8	15
2.	City of Quinte West	517	20.4	15
3.	Lennox and Addington	405	17.5	15
4.	Prince Edward County	295	20.1	15
5.	Hastings County	253	20.5	15

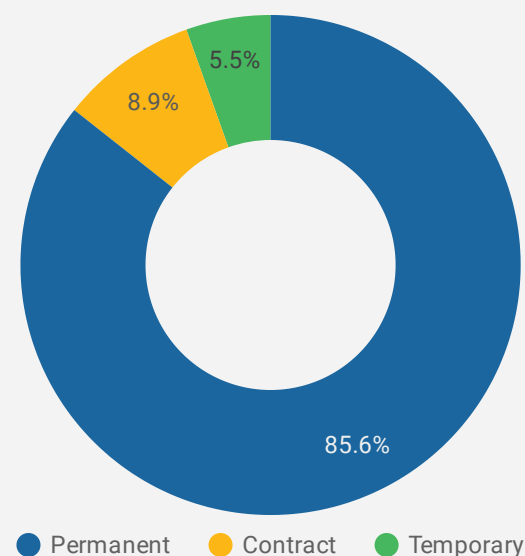
JOB TYPE

Full-time vs Part-time



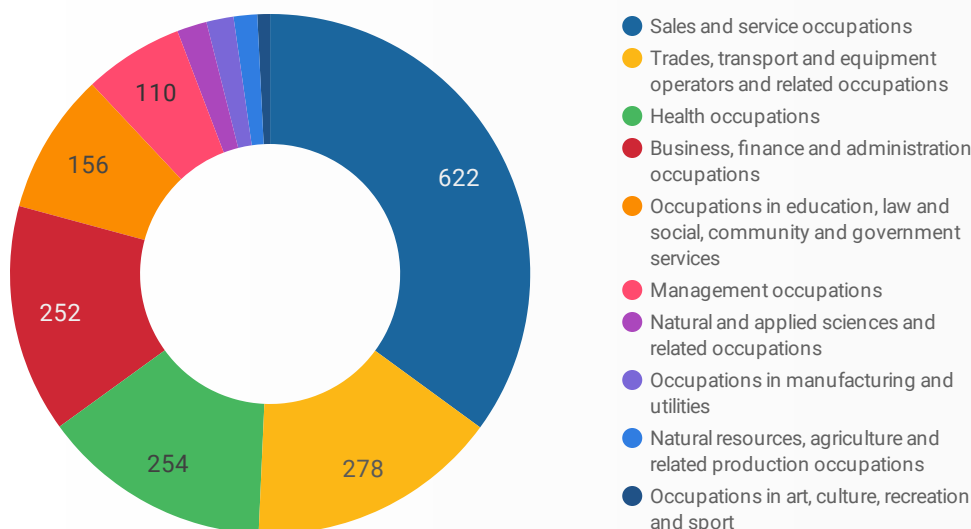
JOB DURATION

Permanency of jobs posted



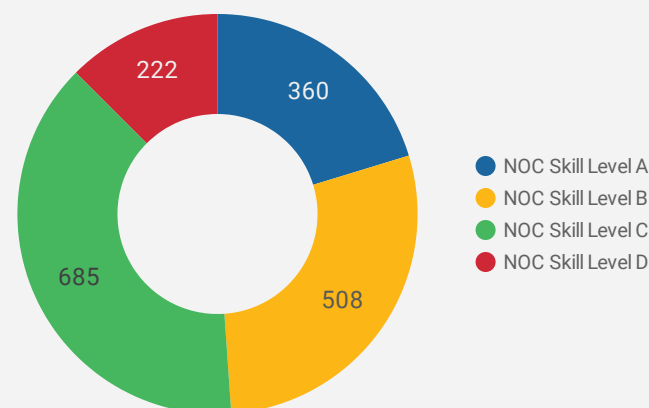
JOB POSTINGS BY SKILL TYPE

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	83	34.6	15
2.	Quinte Health Care Corporation / QHC	City of Belleville	59	22.0	22
3.	Adecco	City of Belleville	36	20.2	21
4.	Lowe's	City of Belleville	32	7.0	4
5.	Algonquin & Lakeshore Catholic District School Board	Town of Greater Napanee	30	22.0	22
6.	Lennox and Addington County General Hospital	Town of Greater Napanee	30	18.8	22
7.	Pilot Company	Town of Greater Napanee	23	12.7	15
8.	Prince Edward, Corporation of the County of	Prince Edward County	22	22.0	22
9.	City of Quinte West	City of Quinte West	20	28.7	23
10.	Bayshore HealthCare	City of Belleville	19	21.3	15
11.	Cascades	City of Quinte West	17	23.6	19
12.	Quinte Health Care	City of Quinte West	17	47.8	38
13.	City of Belleville	City of Belleville	17	14.5	15
14.	Lowe's Canada	City of Belleville	14	22.0	22
15.	Kijiji	City of Belleville	14	14.9	15
16.	Walmart Canada Corp.	City of Quinte West	14	22.0	22
17.	VON Canada	City of Belleville	14	78.4	98
18.	Hastings Centennial Manor - Bancroft Positions	#N/A	13	65.7	53
19.	Peopleready	City of Belleville	13	15.0	15
20.	Kruger	City of Quinte West	13	13.4	12
21.	Victorian Order of Nurses / VON	City of Belleville	13	22.0	22
22.	Highline Mushrooms	Prince Edward County	13	15.0	15
23.	VON Canada	City of Quinte West	13	40.6	21
24.	Sienna Living	City of Belleville	12	14.9	15
25.	County of Lennox and Addington	Town of Greater Napanee	12	15.0	15
26.	The Roval Hotel	Prince Edward	12	15.0	15

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

50

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Sunroom Sales	Lifestyle Home Products	City of Belleville	130,000 
2.	Wedding Photographer And/or Videographer	Golden Hour Studios	City of Belleville	100 
3.	Osteopath	Trenton Massage and Lymphedema Clinic	City of Quinte West	80 
4.	Osteopath - Physician	Trenton Massage and Lymphedema Clinic	City of Quinte West	80 
5.	Nurse Practitioner	Kingston Community Health Centres	Town of Greater Napanee	67.13 
6.	General Manager - Goods Production, Utilities, Transportation And Construction	TEN ACRE STORE AND RESTAURANT INC	City of Belleville	53.98 
7.	Financial Manager	10735124 CANADA Inc.	City of Belleville	52.4 
8.	Marketing Manager	Art Homes of America Inc.	City of Belleville	50 
9.	Registered Nurse - Part-time	Hastings Manor - Belleville Positions	#N/A	47.57 
10.	Registered Nurse - Part-time	Hastings Centennial Manor - Bancroft Positions	#N/A	47.57 
11.	Registered Nurse (marmora)	Caressant Care Nursing And	Municipality of Marmora and	46.84 
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TOP SALARIES IN JOB POSTINGS

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

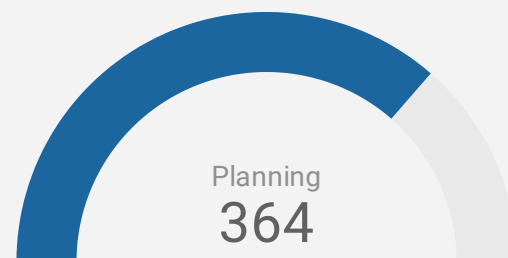
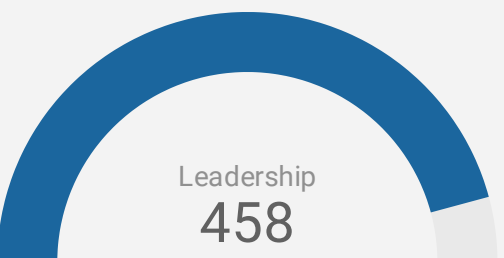
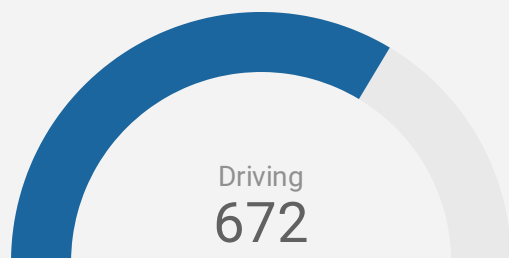
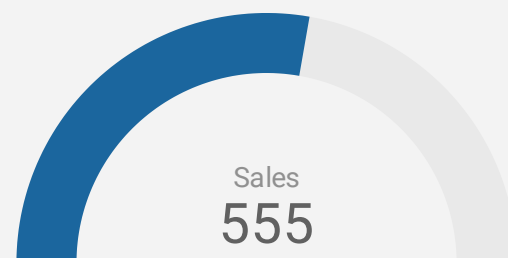
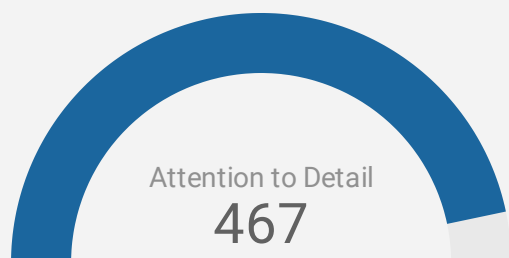
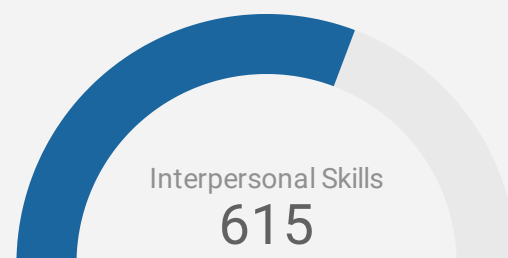
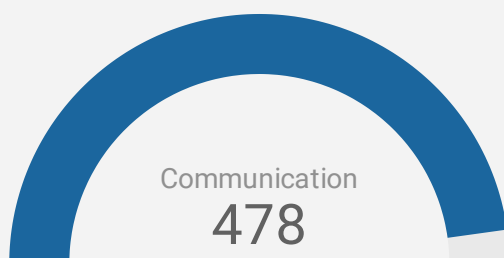
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Realtor	One Percent Realty Ltd. Brokerage	City of Belleville	350,000 
2.	Associate Dentist	Belleville Dental	City of Belleville	311,863 
3.	Regional Sales Closer	Provincial Smart Home Services	City of Belleville	250,000 
4.	Chief Financial Officer (cfo)	Lennox and Addington County General Hospital	Town of Greater Napanee	200,000 
5.	Vice President And Chief Digital Officer (3-year Contract)	Quinte Health Care	City of Belleville	200,000 
6.	Non-union â€œ Chief Financial Officer	Lennox and Addington County General Hospital	Town of Greater Napanee	190,000 
7.	Business & Finance Manager	Belleville Toyota	City of Belleville	179,749 
8.	Crs â€œ Truck Driver â€œ Owner Operator	Choice Reefer Systems - a Division of Eassons	Municipality of Marmora and Lake	150,000 
9.	Eassons â€œ Truck Driver â€œ Cross Border â€œ Owner Operator	Eassons Transportation Group	Municipality of Marmora and Lake	150,000 
10.	Belleville On - Contract	Integrated Solutions	City of Belleville	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

3,036



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,036



Driver's License

70



First Aid

191



Regular Access to a Ve

255



Criminal Record Check

216



Microsoft Office

206



Food Safety

60

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	155	17.2	15
2.	6552	Other customer and information services representatives	NOC Skill Level C	84	19.0	15
3.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	82	26.1	22
4.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	69	20.5	15
5.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	63	16.1	15
6.	7511	Transport truck drivers	NOC Skill Level C	52	16.3	15
7.	6731	Light duty cleaners	NOC Skill Level D	48	16.7	15
8.	621	Retail and wholesale trade managers	NOC Skill Level A	46	17.6	15
9.	7452	Material handlers	NOC Skill Level C	40	21.8	15
10.	6322	Cooks	NOC Skill Level B	36	20.6	15
11.	3233	Licensed practical nurses	NOC Skill Level B	34	40.2	22
12.	4212	Social and community service workers	NOC Skill Level B	33	15.7	15
13.	1414	Receptionists	NOC Skill Level C	32	15.1	15
14.	1114	Other financial officers	NOC Skill Level A	31	27.3	17
15.	7514	Delivery and courier service drivers	NOC Skill Level C	30	13.5	15
16.	6541	Security guards and related security service occupations	NOC Skill Level C	30	22.6	22
17.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	28	12.7	15
18.	6222	Retail and wholesale buyers	NOC Skill Level B	22	18.5	15
19.	6611	Cashiers	NOC Skill Level D	22	14.2	15
20.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	21	25.0	22
21.	1241	Administrative assistants	NOC Skill Level B	20	15.1	15
22.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	20	17.4	15
23.	7271	Carpenters	NOC Skill Level B	19	15.9	15
24.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	18	21.8	15
25.	1221	Administrative officers	NOC Skill Level B	17	17.1	15
26.	3131	Pharmacists	NOC Skill Level A	17	17.6	15
27.	1411	General office support workers	NOC Skill Level C	17	18.2	15
28.	1522	Storekeepers and partspersons	NOC Skill Level C	15	15.6	15
29.	6235	Financial sales representatives	NOC Skill Level B	14	14.5	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	155	17.2	15
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	86	15.8	15
3.	655	Customer and information services representatives	NOC Skill Level C	84	19.0	15
4.	301	Professional occupations in nursing	NOC Skill Level A	82	26.1	22
5.	441	Home care providers and educational support occupations	NOC Skill Level C	74	20.3	15
6.	673	Cleaners	NOC Skill Level D	72	16.8	15
7.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	63	16.1	15
8.	323	Other technical occupations in health care	NOC Skill Level B	55	30.7	18.5
9.	141	General office workers	NOC Skill Level C	50	15.8	15
10.	062	Retail and wholesale trade managers	NOC Skill Level A	46	17.6	15
11.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	44	15.4	15
12.	632	Chefs and cooks	NOC Skill Level B	41	20.3	15
13.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	41	26.6	22
14.	111	Auditors, accountants and investment professionals	NOC Skill Level A	41	26.2	16
15.	745	Longshore workers and material handlers	NOC Skill Level C	40	21.8	15
16.	662	Other sales support and related occupations	NOC Skill Level D	31	14.4	15
17.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	31	23.9	15
18.	654	Security guards and related security service occupations	NOC Skill Level C	30	22.6	22
19.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	29	19.7	15
20.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	27	15.4	15
21.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	26	24.3	22
22.	314	Therapy and assessment professionals	NOC Skill Level A	26	29.9	22
23.	122	Administrative and regulatory occupations	NOC Skill Level B	25	16.4	15
24.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	24	15.7	15
25.	661	Cashiers	NOC Skill Level D	22	14.2	15
26.	727	Carpenters and cabinetmakers	NOC Skill Level B	22	15.9	15
27.	415	Social and community service professionals	NOC Skill Level A	20	20.4	15
28.	724	Electrical trades and electrical power line and telecommunications workers	NOC Skill Level B	20	30.0	22

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	157	17.2	15
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	146	19.1	15
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	135	16.5	15
4.	32	Technical occupations in health	NOC Skill Level B	102	29.3	22
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	97	16.0	15
6.	30	Professional occupations in nursing	NOC Skill Level A	82	26.1	22
7.	14	Office support occupations	NOC Skill Level C	78	17.2	15
8.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	75	20.2	15
9.	72	Industrial, electrical and construction trades	NOC Skill Level B	72	20.6	15
10.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	66	16.2	15
11.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	66	17.6	15
12.	63	Service supervisors and specialized service occupations	NOC Skill Level B	65	22.0	15
13.	31	Professional occupations in health (except nursing)	NOC Skill Level A	60	21.8	22
14.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	57	18.3	15
15.	66	Sales support occupations	NOC Skill Level D	53	14.3	15
16.	11	Professional occupations in business and finance	NOC Skill Level A	50	24.4	15
17.	73	Maintenance and equipment operation trades	NOC Skill Level B	48	22.4	15
18.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	48	20.8	15
19.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	45	21.8	15
20.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	44	15.4	15
21.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	30	20.3	15
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	30	19.1	15
23.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	17	18.8	17
24.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	16	21.4	15
25.	94	Processing and manufacturing machine operators and related production workers	NOC Skill Level C	15	21.7	16
26.	84	Workers in natural resources, agriculture and related production	NOC Skill Level C	13	14.5	15
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
195

NEW POSTINGS
21

COMPANIES
96

LANGUAGES
6

OF DAYS POSTED

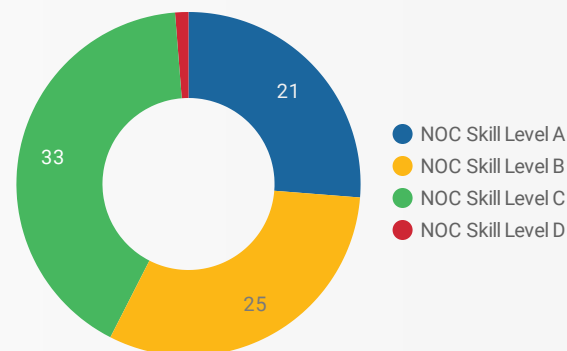
AVERAGE
22.2

MEDIAN
15

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

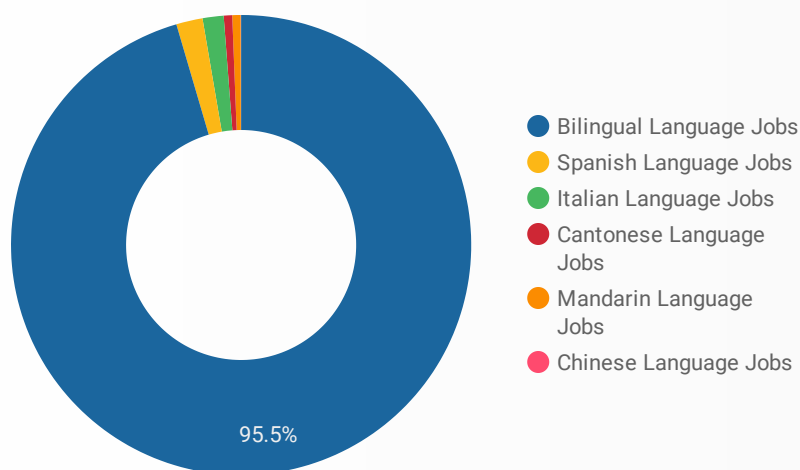
- 21** Skill Level A - Management/ Professional Occupations usually requiring University
- 25** Skill Level B - Usually college education or apprenticeship training
- 33** Skill Level C - Usually secondary education or occupation-specific training
- 1** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	1
Italian Lang...	1	1		
Chinese Lang...		1		
Spanish Lang...			1	
Cantonese La...	1			

LANGUAGE SKILLS BREAKDOWN

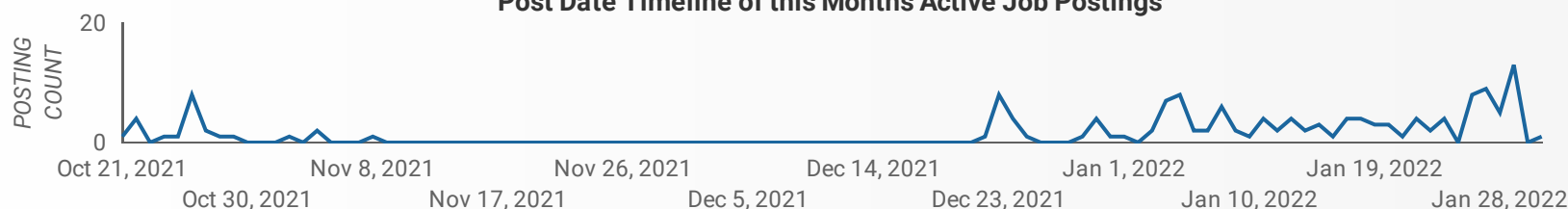
Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	183
2.	Spanish Language Jobs	6
3.	Cantonese Language Jobs	2
4.	Italian Language Jobs	2
5.	Mandarin 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 Lan...	Italian Lang...	Chinese Lan...	Spanish Lan...	Cantonese L...	Grand total
Business, finance and administration occu...	13	1	1	1		16
Health occupations	15					15
Management occupations	5				1	6
Natural resources, agriculture and related ...	1					1
Occupations in education, law and social, ...	5					5
Sales and service occupations	30	1				31
Trades, transport and equipment operator...	6					6
Grand total	75	2	1	1	1	80

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	71	27.0	15
2.	City of Quinte West	50	21.2	15
3.	Prince Edward County	32	18.3	15
4.	Town of Greater Napanee	23	15.8	15
5.	Township of Stone Mills	6	17.3	15
6.	Town of Bancroft	5	16.8	15
7.	Township of Loyalist	2	15.0	15
8.	Municipality of Tweed	1		
9.	Municipality of Marmora and Lake	1	15.0	15
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	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Belleville	71	27.0	15
2.	City of Quinte West	50	21.2	15
3.	Prince Edward County	32	18.3	15
4.	Lennox and Addington	31	16.1	15
5.	Hastings County	7	16.5	15

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME		POSTINGS ▾
1.	Other customer and information services re...	11
2.	Registered nurses and registered psychiatri...	10
3.	Security guards and related security service...	8
4.	Retail salespersons	7
5.	Administrative officers	5
6.	Licensed practical nurses	5
7.	Administrative assistants	4
8.	Automotive service technicians, truck and b...	3
9.	Medical administrative assistants	2
10.	Painters and decorators (except interior dec...	2
11.	Advertising, marketing and public relations ...	2
12.	Family, marriage and other related counsell...	2
13.	Technical sales specialists - wholesale trade	1
14.	Material handlers	1
15.	Human resources managers	1
16.	Personnel clerks	1
17.	Other financial officers	1
18.	Receptionists	1
19.	Commissioned officers of the Canadian Arm...	1
20.	Retail sales supervisors	1
21.	Corporate sales managers	1
22.	Psychologists	1
23.	Retail and wholesale buyers	1
24.	General office support workers	1
25.	General farm workers	1
26.	Cooks	1
27.	Elementary school and kindergarten teachers	1
28.	Financial managers	1
29.	Banking, insurance and other financial clerks	1
30.	Service station attendants	1
31.	Home support workers, housekeepers and r...	1
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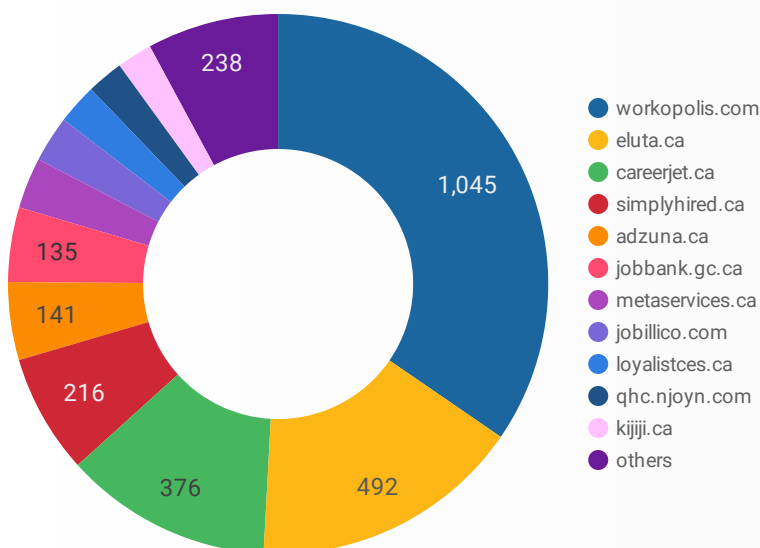
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY		POSTINGS ▾
1.	VON Canada	19
2.	Bell Canada	11
3.	Victorian Order of Nurses	8
4.	City of Quinte West	8
5.	Victorian Order of Nurses / VON	8
6.	VON Canada (Ontario)	7
7.	Quinte West, City of	6
8.	Addiction & Mental Health Services - KFLA	5
9.	TruckRight Data Management Inc.	4
10.	Bell	4
11.	Algonquin & Lakeshore Catholic District School Board	4
12.	TDL Canada	4
13.	CIBC	4
14.	Adzuna	3
15.	Paladin Security	3
16.	Paladin Security Group Ltd.	3
17.	Intelcom Express	3
18.	S&P Data	2
19.	Kingston Community Health Centres / KCHC	2
20.	Home and Community Care Support Services South East	2
21.	BELL MOBILITY/BELL MOBILITÄ%	2
22.	The Co-operators	2
23.	Agilec	2
24.	BGC Canada (anciennement Repaires jeunesse du Canada)	2
25.	BGC Canada (Formerly Boys and Girls Clubs of Canada)	2
26.	Sun Life Financial	2
27.	Picton Mahoney Asset Management	2
28.	Trenton Military Family Resource Center	2
29.	Quick Truck Lube - Napanee	2
1 - 50 / 96		< >

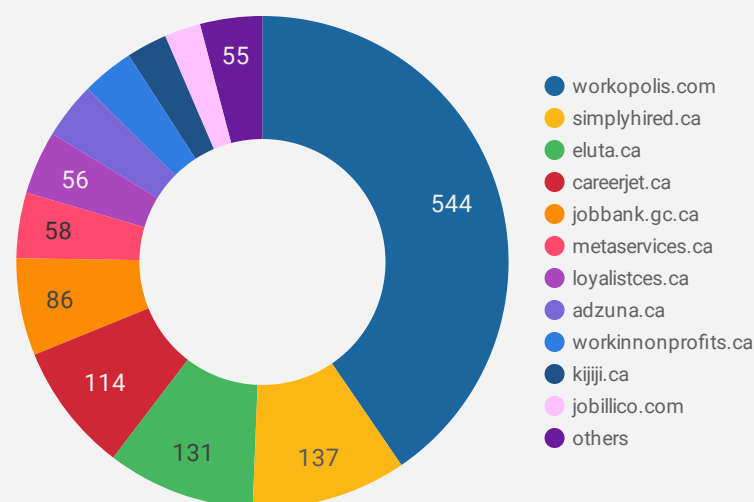
JOB POSTINGS BY JOB BOARD

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	1,045	15.0	15	544
2.	eluta.ca	492	22.0	22	131
3.	careerjet.ca	376	24.7	21	114
4.	simplyhired.ca	216	15.0	15	137
5.	adzuna.ca	141	15.0	15	50
6.	jobbank.gc.ca	135	21.3	16	86
7.	metaservices.ca	92	30.8	19	58
8.	jobillico.com	84	27.1	14	32
9.	loyalistcs.ca	73	40.9	35	56
10.	qhc.njoyn.com	66	65.2	75	1
11.	kijiji.ca	64	15.0	15	36
12.	workinnonprofits.ca	59			46
13.	careerarc.com	50	51.9	34	7
14.	hastingscounty.com	41	25.2	15	6
15.	careerbuilder.ca	23	18.4	14	9
16.	can60.dayforcehcm.com	15	32.8	31	1
17.	network.applytoeducation.com	14	10.4	5	4
18.	localwork.ca	9	9.7	6	8