

JOB DEMAND REPORT

FEBRUARY 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
3,408	2,028	1,253	24

OF DAYS POSTED

AVERAGE	MEDIAN
21.5	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 ▾

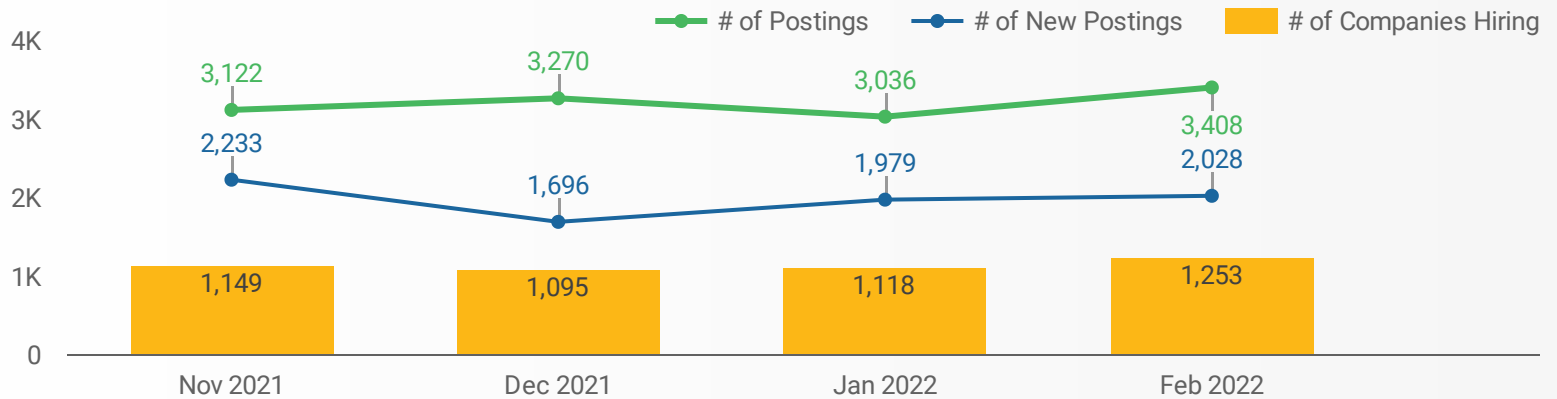
NOC = National Occupation Classification | NAICS = North American Industry Classification System

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

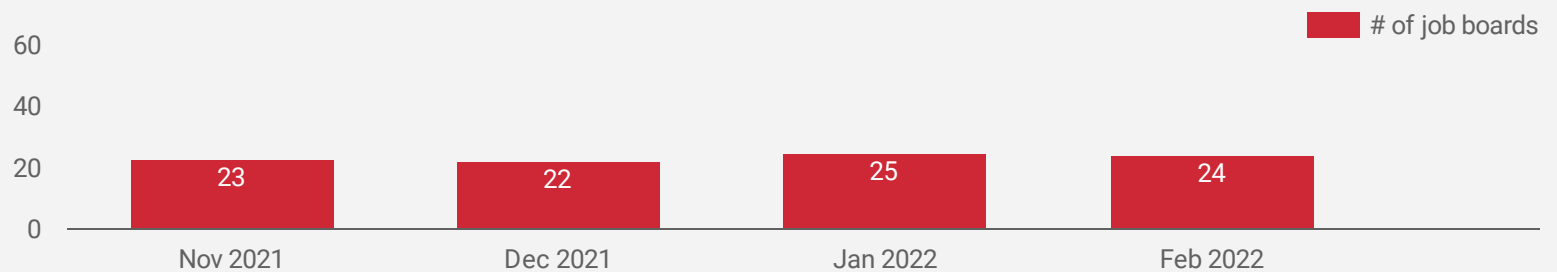
How many job postings were active for at least 1 day this month?



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

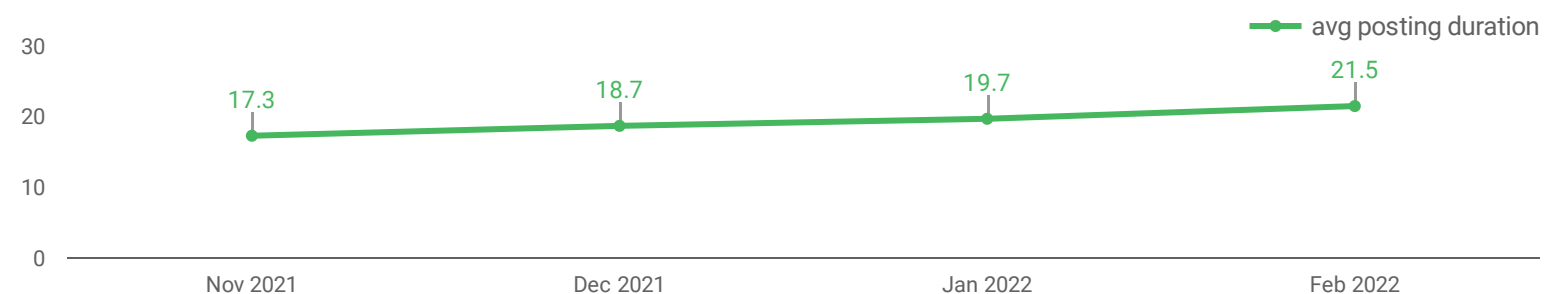
NUMBER OF ACTIVE JOB BOARDS

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



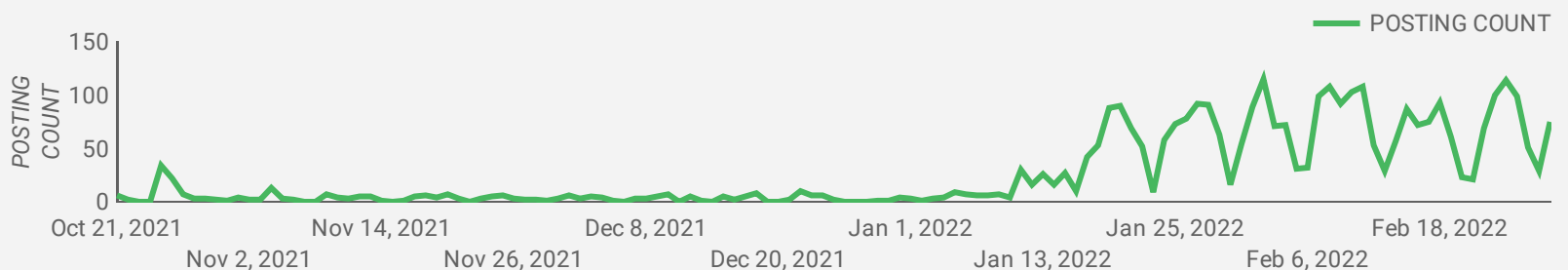
AVG & MEDIAN POSTING LENGTH BY DAYS

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

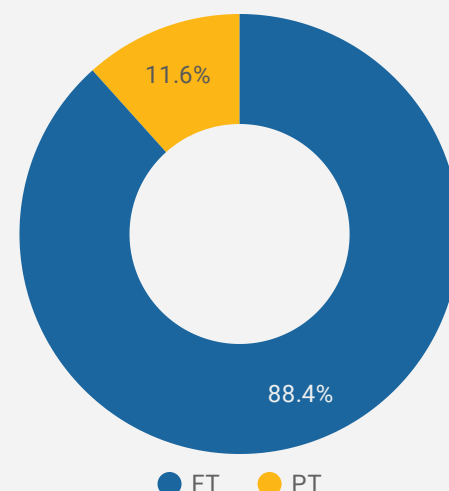
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Belleville	1,774	18.6	15
2.	City of Quinte West	519	22.0	15
3.	Prince Edward County	382	34.3	15
4.	Town of Greater Napanee	317	18.3	15
5.	Town of Bancroft	118	23.0	15
6.	Township of Loyalist	66	17.9	15
7.	Municipality of Centre Hastings	32	18.0	15
8.	Township of Stone Mills	28	15.3	15
9.	Township of Tyendinaga	22	16.9	15
10.	Township of Stirling-Rawdon	22	15.0	15

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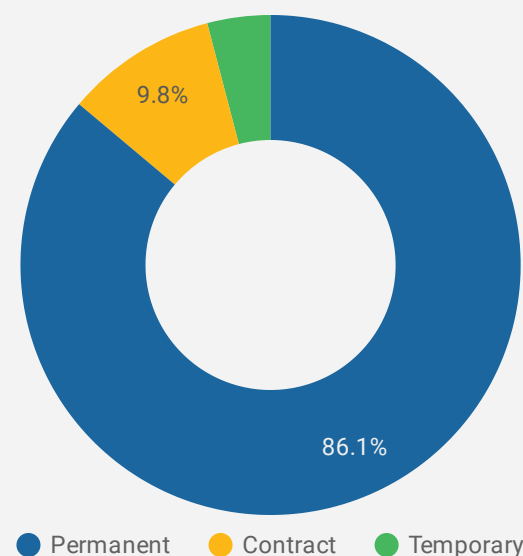
JOB TYPE

Full-time vs Part-time



JOB DURATION

Permanency of jobs posted



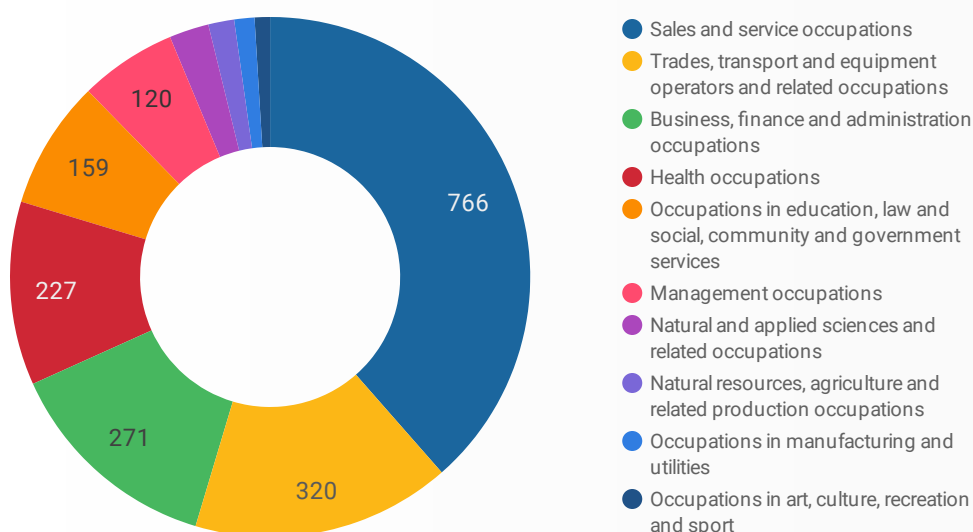
JOB POSTINGS BY COUNTY OR CITY

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	1,774	18.6	15
2.	City of Quinte West	519	22.0	15
3.	Lennox and Addington	423	18.0	15
4.	Prince Edward County	382	34.3	15
5.	Hastings County	266	20.6	15

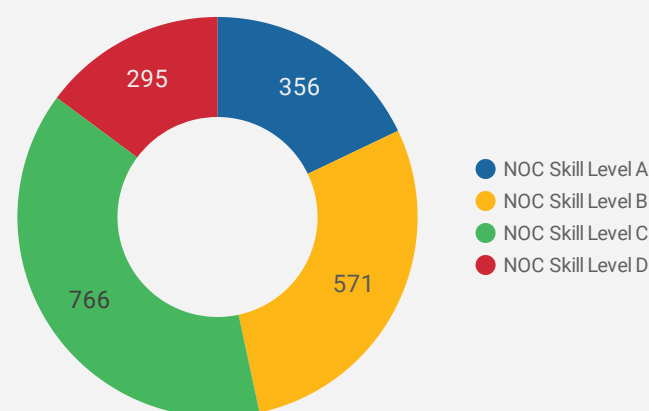
JOB POSTINGS BY SKILL TYPE

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	84	29.4	15
2.	Quinte Health Care Corporation / QHC	City of Belleville	61	22.0	22
3.	Lowe's	City of Belleville	34	10.7	15
4.	Adecco	City of Belleville	31	16.7	18
5.	Algonquin & Lakeshore Catholic District School Board	Town of Greater Napanee	29	22.0	22
6.	Kijiji	City of Belleville	25	15.0	15
7.	Lowe's Canada	City of Belleville	25	22.0	22
8.	Peopleready	City of Belleville	24	15.0	15
9.	Prince Edward, Corporation of the County of	Prince Edward County	23	22.0	22
10.	City of Belleville	City of Belleville	20	16.5	15
11.	Lennox and Addington County General Hospital	Town of Greater Napanee	20	18.7	22
12.	Home Depot	City of Belleville	19	9.1	8
13.	Home Depot of Canada Inc.	City of Belleville	18	11.6	11
14.	City of Quinte West	City of Quinte West	17	33.9	25
15.	Great Canadian Gaming Corporation	City of Belleville	16	13.0	12
16.	Bayshore HealthCare	City of Belleville	16	21.0	15
17.	LifeLabs	City of Belleville	16	22.0	15
18.	The Home Depot Canada	City of Belleville	15	15.0	15
19.	Kruger	City of Quinte West	15	13.1	12
20.	The Royal Hotel	Prince Edward County	15	23.2	22
21.	Hastings Centennial Manor - Bancroft Positions	#N/A	14	104.2	114
22.	Sienna Living	City of Belleville	14	25.8	27
23.	Home Depot Canada	City of Belleville	14	19.7	22
24.	Victorian Order of Nurses / VON	City of Belleville	13	22.0	22
25.	Walmart Canada Corp.	City of Quinte West	13	22.0	22
26.	Cascades	City of Quinte West	13	20.3	19
27.	Scotiabank	City of Belleville	12	22.2	15

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

155

	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.	Nurse Practitioner	Kingston Community Health Centres	Town of Greater Napanee	67.13 
4.	Plumber	The Byng Group	City of Belleville	60 
5.	General Manager - Goods Production, Utilities, Transportation And Construction	TEN ACRE STORE AND RESTAURANT INC	City of Belleville	53.98 
6.	Financial Manager	10735124 CANADA Inc.	City of Belleville	52.4 
7.	Senior Engineering Technologist	Township of Tay	Prince Edward County	48.85 
8.	Registered Nurse - Part-time	Hastings Centennial Manor - Bancroft Positions	#N/A	47.57 
9.	Registered Nurse - Part-time	Hastings Manor - Belleville Positions	#N/A	47.57 
10.	Registered Nurse (marmora)	Caressant Care Nursing And Retirement Homes Limited	Municipality of Marmora and Lake	46.84 
11.	Painter/drywall Installer	The Byng Group	City of Belleville	45 
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TOP SALARIES IN JOB POSTINGS

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

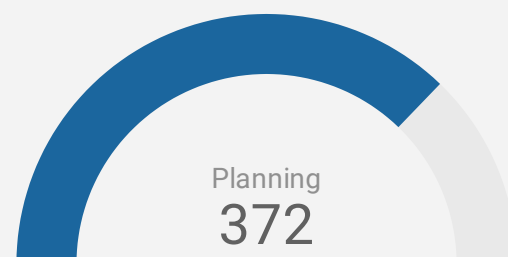
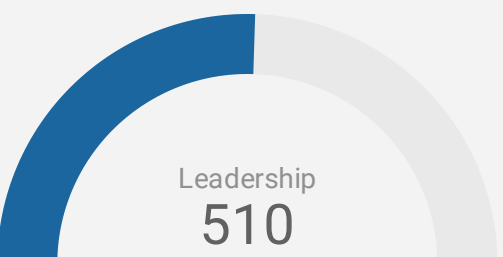
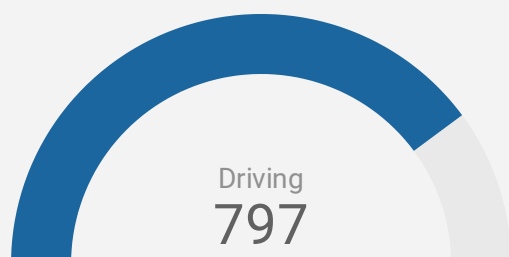
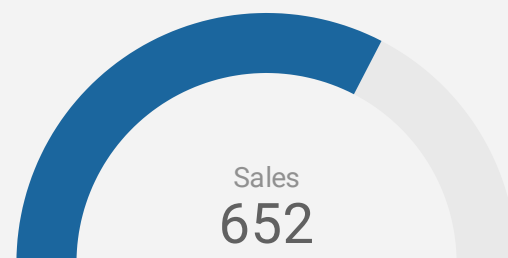
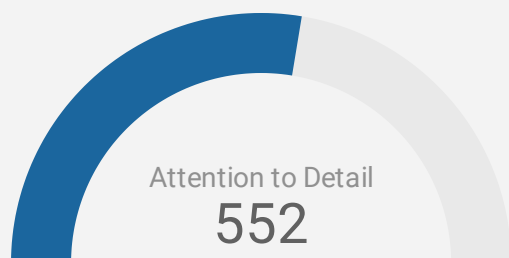
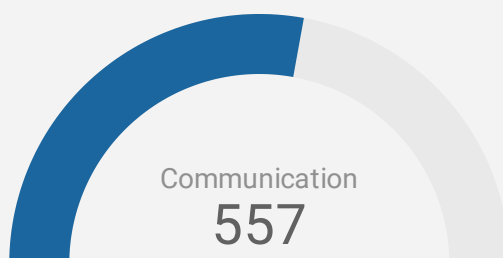
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Realtor	One Percent Realty Ltd. Brokerage	City of Belleville	350,000 
2.	Associate Dentist	Belleville Dental	City of Belleville	311,863 
3.	Customer Service Representative	Money Mart	City of Belleville	250,000 
4.	Customer Service Representative	National Money Mart Company Inc.	City of Belleville	250,000 
5.	Customer Service Representative	MoneyMart Financial Services	City of Belleville	250,000 
6.	Customer Service Representative	Momentum Financial Services Group	City of Belleville	250,000 
7.	Chief Financial Officer (cfo)	Lennox and Addington County General Hospital	Town of Greater Napanee	200,000 
8.	Non-union " Chief Financial Officer	Lennox and Addington County General Hospital	Town of Greater Napanee	190,000 
9.	Business & Finance Manager	Belleville Toyota	City of Belleville	179,749 
10.	Real Estate Sales Representative	Royal LePage Real Estate Services	Town of Bancroft	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

3,408



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,408



Driver's License

64



First Aid

187



Regular Access to a Ve

228



Criminal Record Check

250



Microsoft Office

215



Food Safety

54

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	183	15.8	15
2.	6552	Other customer and information services representatives	NOC Skill Level C	92	19.4	15
3.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	88	19.9	15
4.	6731	Light duty cleaners	NOC Skill Level D	68	20.1	15
5.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	66	27.4	15
6.	7511	Transport truck drivers	NOC Skill Level C	63	16.3	15
7.	6322	Cooks	NOC Skill Level B	50	21.1	15
8.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	49	35.3	22
9.	621	Retail and wholesale trade managers	NOC Skill Level A	47	19.0	15
10.	7452	Material handlers	NOC Skill Level C	46	21.4	15
11.	6611	Cashiers	NOC Skill Level D	36	12.1	15
12.	4212	Social and community service workers	NOC Skill Level B	32	17.0	15
13.	6513	Food and beverage servers	NOC Skill Level C	32	15.8	15
14.	1414	Receptionists	NOC Skill Level C	29	15.4	15
15.	1114	Other financial officers	NOC Skill Level A	28	25.8	15
16.	1241	Administrative assistants	NOC Skill Level B	28	21.0	15
17.	3233	Licensed practical nurses	NOC Skill Level B	27	30.6	15
18.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	26	14.5	15
19.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	26	26.5	22
20.	7514	Delivery and courier service drivers	NOC Skill Level C	23	15.4	15
21.	7271	Carpenters	NOC Skill Level B	22	15.5	15
22.	3212	Medical laboratory technicians and pathologists' assistants	NOC Skill Level B	22	33.1	22
23.	1512	Letter carriers	NOC Skill Level C	22	16.9	15
24.	6222	Retail and wholesale buyers	NOC Skill Level B	21	15.4	15
25.	7611	Construction trades helpers and labourers	NOC Skill Level D	21	14.4	15
26.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	20	22.5	15
27.	1522	Storekeepers and partspersons	NOC Skill Level C	20	16.4	15
28.	6541	Security guards and related security service occupations	NOC Skill Level C	17	23.6	15
29.	7241	Electricians (except industrial and power system)	NOC Skill Level B	17	34.6	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	183	15.8	15
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	92	17.3	15
3.	655	Customer and information services representatives	NOC Skill Level C	92	19.4	15
4.	673	Cleaners	NOC Skill Level D	92	20.4	15
5.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	88	19.9	15
6.	441	Home care providers and educational support occupations	NOC Skill Level C	69	26.8	15
7.	632	Chefs and cooks	NOC Skill Level B	66	21.7	15
8.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	51	27.6	22
9.	301	Professional occupations in nursing	NOC Skill Level A	49	35.3	22
10.	062	Retail and wholesale trade managers	NOC Skill Level A	47	19.0	15
11.	745	Longshore workers and material handlers	NOC Skill Level C	46	21.4	15
12.	323	Other technical occupations in health care	NOC Skill Level B	45	24.3	15
13.	651	Occupations in food and beverage service	NOC Skill Level C	44	16.2	15
14.	141	General office workers	NOC Skill Level C	42	19.2	15
15.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	41	16.9	15
16.	661	Cashiers	NOC Skill Level D	36	12.1	15
17.	111	Auditors, accountants and investment professionals	NOC Skill Level A	34	26.6	15
18.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	34	20.1	15
19.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	31	17.7	15
20.	662	Other sales support and related occupations	NOC Skill Level D	31	16.4	15
21.	151	Mail and message distribution occupations	NOC Skill Level C	30	16.8	15
22.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	29	25.8	22
23.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	29	21.0	15
24.	415	Social and community service professionals	NOC Skill Level A	27	24.4	15
25.	724	Electrical trades and electrical power line and telecommunications workers	NOC Skill Level B	27	27.1	17.5
26.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	26	16.8	15
27.	727	Carpenters and cabinetmakers	NOC Skill Level B	24	15.5	15
28.	761	Trades helpers and labourers	NOC Skill Level D	22	14.4	15

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	188	15.8	15
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	180	20.2	15
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	173	18.9	15
4.	32	Technical occupations in health	NOC Skill Level B	103	26.5	15
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	99	17.2	15
6.	72	Industrial, electrical and construction trades	NOC Skill Level B	92	20.6	15
7.	63	Service supervisors and specialized service occupations	NOC Skill Level B	90	23.4	15
8.	14	Office support occupations	NOC Skill Level C	72	20.3	15
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	70	26.6	15
10.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	70	17.6	15
11.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	68	20.2	15
12.	66	Sales support occupations	NOC Skill Level D	67	14.2	15
13.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	61	17.3	15
14.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	61	19.5	15
15.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	61	18.5	15
16.	31	Professional occupations in health (except nursing)	NOC Skill Level A	57	21.7	15
17.	11	Professional occupations in business and finance	NOC Skill Level A	53	24.8	15
18.	30	Professional occupations in nursing	NOC Skill Level A	49	35.3	22
19.	73	Maintenance and equipment operation trades	NOC Skill Level B	46	22.1	16
20.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	41	16.9	15
21.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	40	23.5	15
22.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	27	26.7	15
23.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	25	20.3	15
24.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	24	23.9	15
25.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	22	14.4	15
26.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	19	18.0	15
27.	34	Assisting occupations in support of health services	NOC Skill Level C	18	16.1	15

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
225

NEW POSTINGS
15

COMPANIES
112

LANGUAGES
5

OF DAYS POSTED

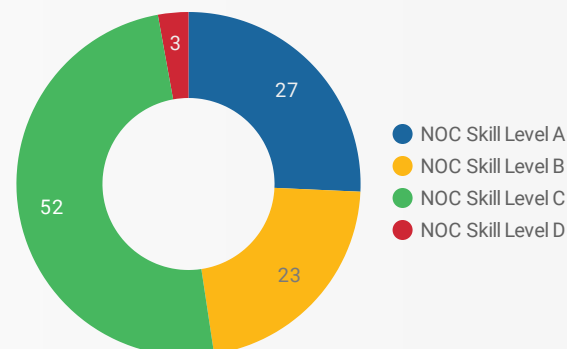
AVERAGE
29.0

MEDIAN
15

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

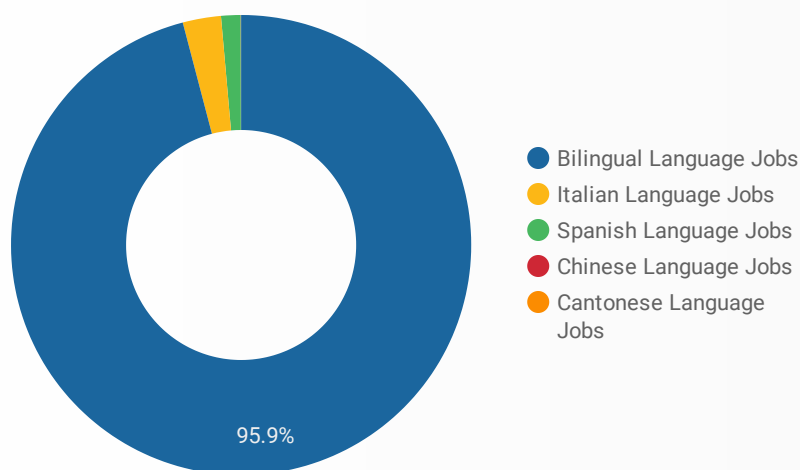
- 27** Skill Level A - Management/ Professional Occupations usually requiring University
- 23** Skill Level B - Usually college education or apprenticeship training
- 52** Skill Level C - Usually secondary education or occupation-specific training
- 3** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	3
Italian Lang...	2	1	2	
Chinese Lang...		1		
Spanish Lang...			1	

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	216
2. Italian Language Jobs	5
3. Spanish Language Jobs	2
4. Chinese Language Jobs	1
5. 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...	Italian Language ...	Chinese Language...	Spanish Language...	Grand total
Business, finance and administration occu...	28	2	1		31
Health occupations	10				10
Management occupations	6				6
Natural and applied sciences and related o...	3				3
Natural resources, agriculture and related ...				1	1
Occupations in education, law and social, ...	11				11
Sales and service occupations	37	3			40
Trades, transport and equipment operator...	3				3
Grand total	98	5	1	1	105

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	82	18.7	15
2.	Prince Edward County	52	59.2	40
3.	City of Quinte West	45	25.2	22
4.	Town of Greater Napanee	27	18.7	22
5.	Township of Stone Mills	5	15.0	15
6.	Township of Loyalist	2	15.0	15
7.	Town of Bancroft	2		
8.	Municipality of Hastings Highlands	2		
9.	Municipality of Tweed	1	22.0	22
1 - 11 / 11 < >				

	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Belleville	82	18.7	15
2.	Prince Edward County	52	59.2	40
3.	City of Quinte West	45	25.2	22
4.	Lennox and Addington	34	17.8	15
5.	Hastings County	7	18.5	18.5

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...	18
2.	Letter carriers	11
3.	Registered nurses and registered psychiatri...	8
4.	Retail salespersons	8
5.	Administrative officers	5
6.	Banking, insurance and other financial clerks	4
7.	Social and community service workers	4
8.	Security guards and related security service...	3
9.	Service station attendants	3
10.	Database analysts and data administrators	2
11.	Elementary school and kindergarten teachers	2
12.	Other financial officers	2
13.	Technical sales specialists - wholesale trade	2
14.	Licensed practical nurses	2
15.	Food and beverage servers	2
16.	Administrative assistants	2
17.	Medical administrative assistants	2
18.	Family, marriage and other related counsell...	2
19.	Insurance agents and brokers	1
20.	Painters and decorators (except interior dec...	1
21.	Receptionists	1
22.	Financial managers	1
23.	Corporate sales managers	1
24.	Human resources managers	1
25.	Automotive service technicians, truck and b...	1
26.	Home support workers, housekeepers and r...	1
27.	Conservation and fishery officers	1
28.	Cooks	1
29.	Psychologists	1
30.	General farm workers	1
31.	Professional occupations in advertising, ma...	1
32.	Material handlers	1

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MULTILINGUAL HIRING EMPLOYERS

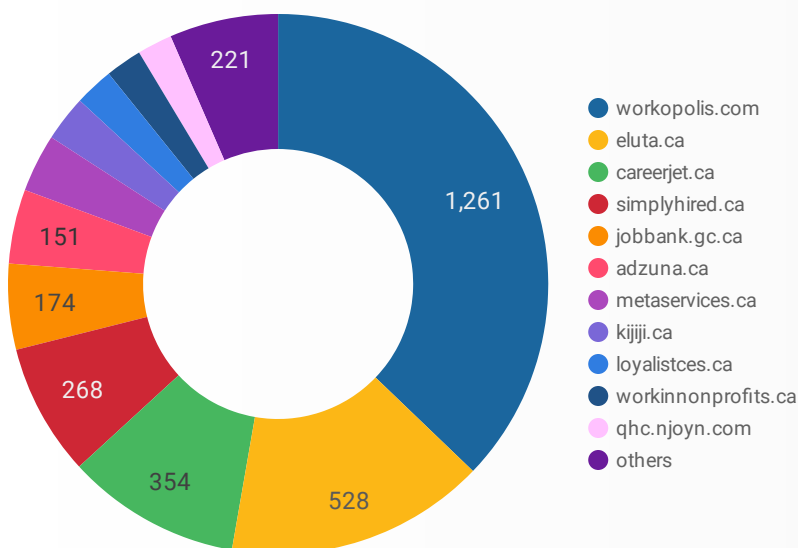
Which employers are seeking multilingual candidates?

COMPANY		POSTINGS ▾
1.	VON Canada	13
2.	Victorian Order of Nurses / VON	9
3.	Bell Canada	8
4.	TruckRight Data Management Inc.	7
5.	City of Quinte West	7
6.	Quinte West, City of	6
7.	CIBC	6
8.	VON Canada (Ontario)	6
9.	BGC Canada (Formerly Boys and Girls Clubs of Canada)	5
10.	Addiction & Mental Health Services - KFLA	5
11.	Algonquin & Lakeshore Catholic District School Board	5
12.	Various Ministries	5
13.	Canada Post	4
14.	Adecco	4
15.	Adzuna	4
16.	Centre for Equality Rights in Accommodation	4
17.	Canada Post - Postes Canada	4
18.	Bell	3
19.	BGC Canada (anciennement Repaires jeunesse du Canada)	3
20.	Canada Post Corporation	3
21.	Intelcom Express	3
22.	Scotiabank	3
23.	Linde Canada Inc.	3
24.	Picton Mahoney Asset Management	3
25.	Banff Hospitality Collective	2
26.	Norman Hardie Winery and Vineyard	2
27.	Xplornet	2
28.	Quick Truck Lube - Napanee	2
29.	Deca Cables Inc.	2
30.	Sun Life Financial	2

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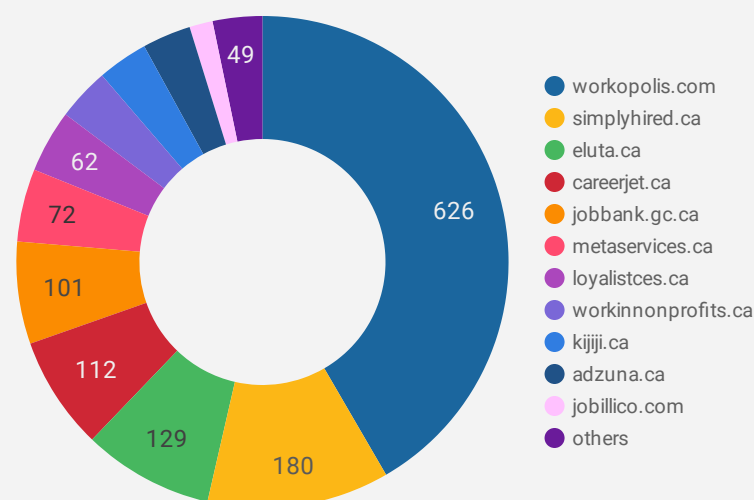
JOB POSTINGS BY JOB BOARD

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.	workopolis.com	1,261	15.0	15	626
2.	eluta.ca	528	22.0	22	129
3.	careerjet.ca	354	26.7	19	112
4.	simplyhired.ca	268	15.0	15	180
5.	jobbank.gc.ca	174	25.4	16	101
6.	adzuna.ca	151	15.0	15	48
7.	metaservices.ca	118	36.8	28	72
8.	kijiji.ca	93	15.0	15	50
9.	loyalistcs.ca	79	36.8	32	62
10.	workinnonprofits.ca	74	83.9	88	52
11.	qhc.njoyn.com	71	48.5	48	1
12.	jobillico.com	64	25.9	11	23
13.	careerbuilder.ca	37	16.0	12	11
14.	hastingscounty.com	35	74.4	84	4
15.	careerarc.com	28	58.4	47	5
16.	gojobs.gov.on.ca	14	18.0	17	7
17.	can60.dayforcehcm.com	12	41.2	48	1
18.	agilec.ca	11	17.6	16	6