

JOB DEMAND REPORT

MARCH 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
4,235	2,778	1,482	27

OF DAYS POSTED

AVERAGE	MEDIAN
20.3	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 ▾

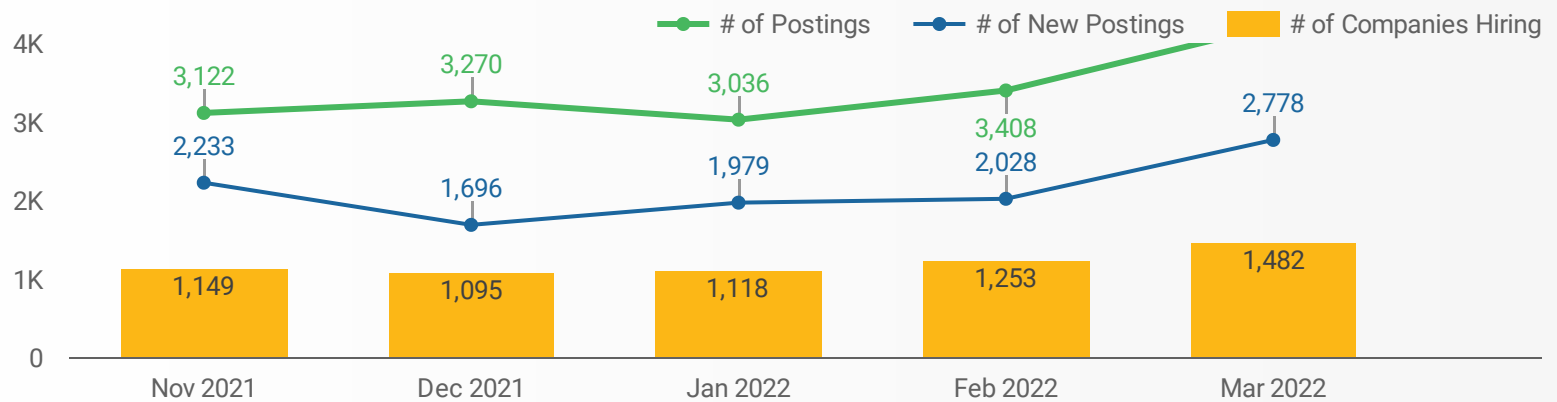
NOC = National Occupation Classification | NAICS = North American Industry Classification System

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

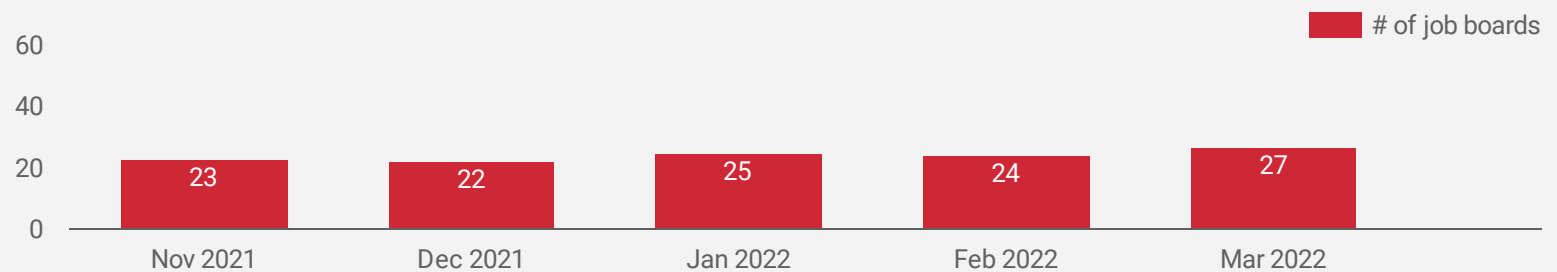
How many job postings were active for at least 1 day this month?



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

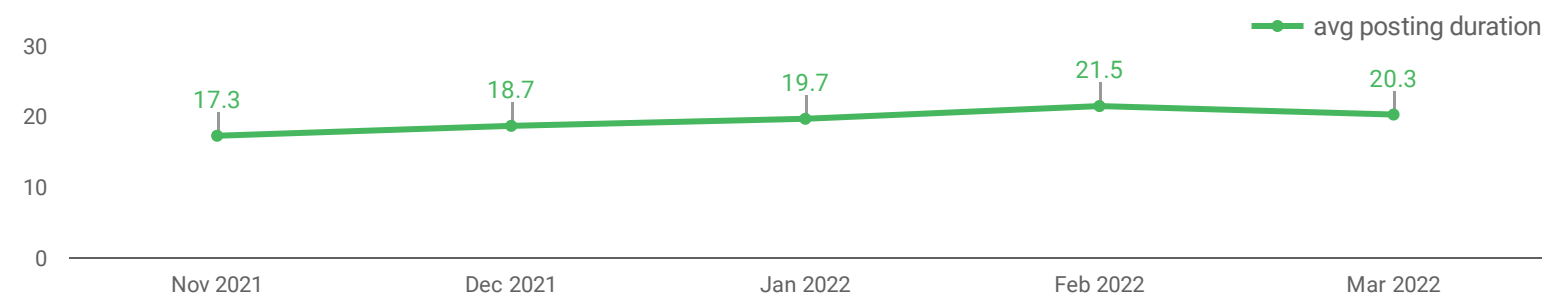
NUMBER OF ACTIVE JOB BOARDS

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



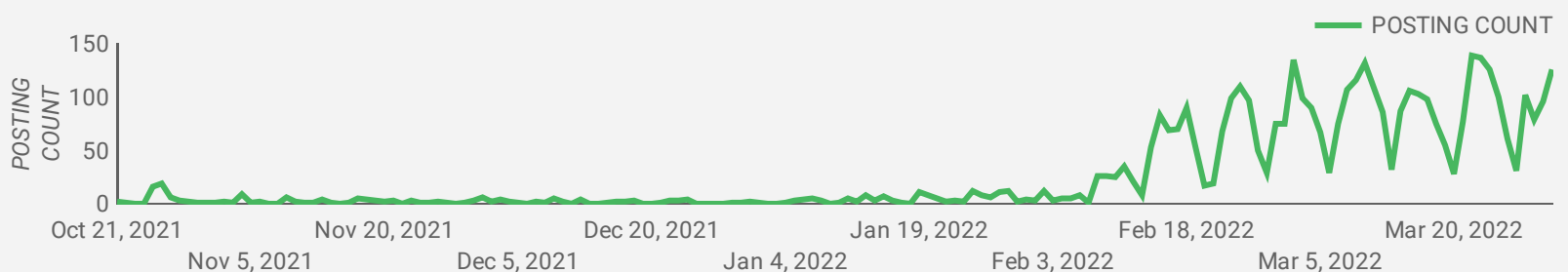
AVG & MEDIAN POSTING LENGTH BY DAYS

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	2,180	18.4	15
2.	City of Quinte West	601	18.5	15
3.	Prince Edward County	519	34.7	22
4.	Town of Greater Napanee	386	17.5	15
5.	Town of Bancroft	144	22.4	15
6.	Township of Loyalist	92	15.4	15
7.	Township of Stirling-Rawdon	59	13.5	15
8.	Township of Tyendinaga	37	21.4	22
9.	Municipality of Centre Hastings	35	19.1	15
10.	Municipality of Marmora and	34	18.3	15

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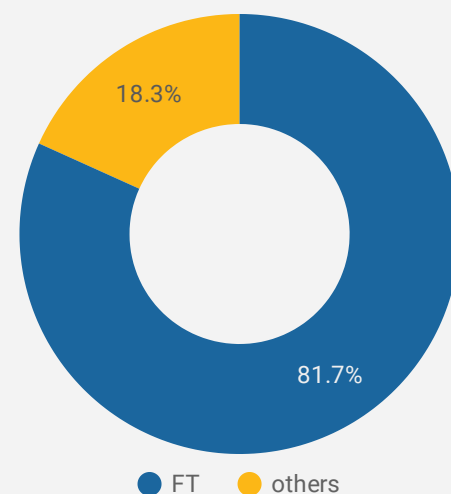
JOB POSTINGS BY COUNTY OR CITY

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	2,180	18.4	15
2.	City of Quinte West	601	18.5	15
3.	Prince Edward County	519	34.7	22
4.	Lennox and Addington	517	17.0	15
5.	Hastings County	396	20.8	15

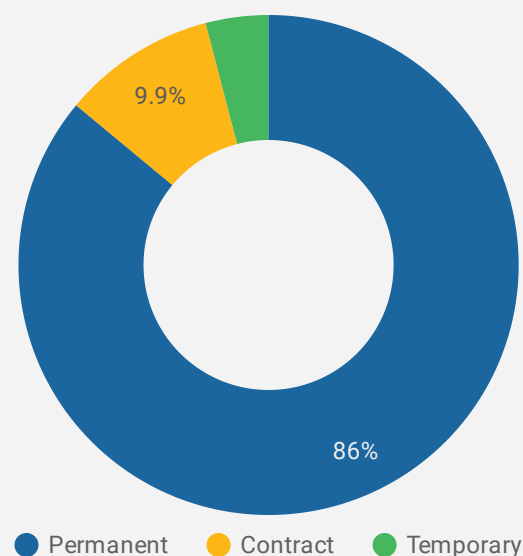
JOB TYPE

Full-time vs Part-time



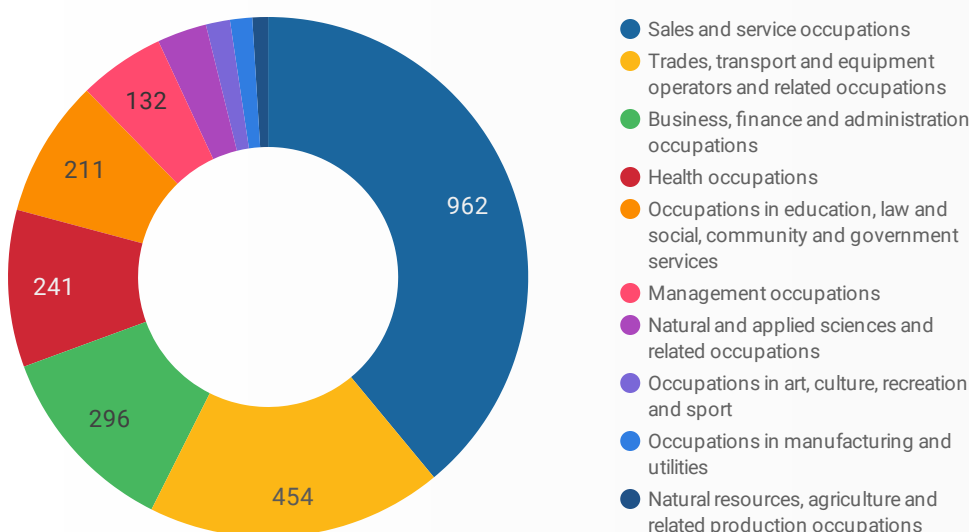
JOB DURATION

Permanency of jobs posted



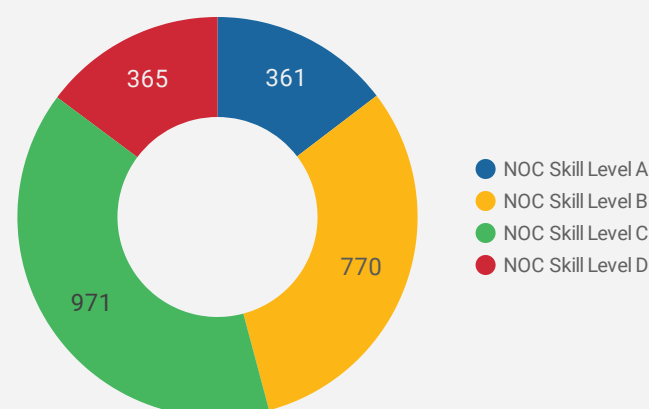
JOB POSTINGS BY SKILL TYPE

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	90	28.6	15
2.	Quinte Health Care Corporation / QHC	City of Belleville	78	22.0	22
3.	North American Staffing Services	City of Belleville	43	20.6	22
4.	Lowe's	City of Belleville	41	8.9	8
5.	Home Depot of Canada Inc.	City of Belleville	35	11.0	11
6.	Lennox and Addington County General Hospital	Town of Greater Napanee	29	19.7	22
7.	Great Canadian Gaming Corporation	City of Belleville	29	20.8	22
8.	Peopleready	City of Belleville	26	15.7	15
9.	Lowe's Canada	City of Belleville	24	22.0	22
10.	Home Depot Canada	City of Belleville	23	20.8	22
11.	Adecco	City of Belleville	23	16.1	15
12.	The Home Depot Canada	City of Belleville	21	16.5	15
13.	The Corporation of the County of Prince Edward	Prince Edward County	20	null	null
14.	LifeLabs	City of Belleville	20	31.8	17
15.	Algonquin & Lakeshore Catholic District School Board	Town of Greater Napanee	19	22.0	22
16.	North American Staffing Services	City of Quinte West	19	19.9	22
17.	Kijiji	City of Belleville	19	15.0	15
18.	Great Canadian Gaming Corp.	City of Belleville	18	15.0	15
19.	Great Canadian Gaming	City of Belleville	17	7.6	6
20.	Home Depot	City of Belleville	17	12.8	16
21.	Sienna Living	City of Belleville	16	36.6	35
22.	City of Quinte West	City of Quinte West	16	11.6	11
23.	City of Belleville	City of Belleville	15	18.8	22
24.	Cascades	City of Quinte West	15	22.5	22
25.	Walmart Canada Corp.	City of Quinte West	14	22.0	22
26.	Great Canadian Casinos	City of Belleville	14	18.2	15
27.	Kruger Products L.P.	City of Quinte West	13	22.0	22

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

219

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Part-time Professor " Career And College Prep (bancroft Campus)	Loyalist College	City of Belleville	80.62
2.	Part-time Professor " School Of Business	Loyalist College	City of Belleville	80.62
3.	Nurse Practitioner	Belleville and Quinte West Community Health Centre	City of Quinte West	67.75
4.	Nurse Practitioner 8fte 2022	Belleville and Quinte West Community Health Centre / BQWCHC	City of Belleville	67.75
5.	Plumber	The Byng Group	City of Belleville	60
6.	Pool Installer	iSupply.ca	City of Belleville	57
7.	General Manager - Goods Production, Utilities, Transportation And Construction	TEN ACRE STORE AND RESTAURANT INC	City of Belleville	53.98
8.	Financial Manager	10735124 CANADA Inc.	City of Belleville	52.4
9.	Dance Instructor	Ontario Dance Academy	City of Belleville	50
10.	Construction Site Superintendent	GCL Project Management	City of Belleville	50
11.	Registered Nurse - Part-time	Hastings Manor - Belleville	#N/A	47.57
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TOP SALARIES IN JOB POSTINGS

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

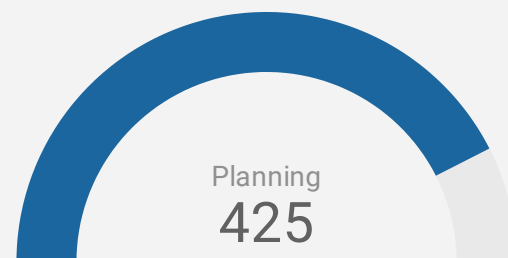
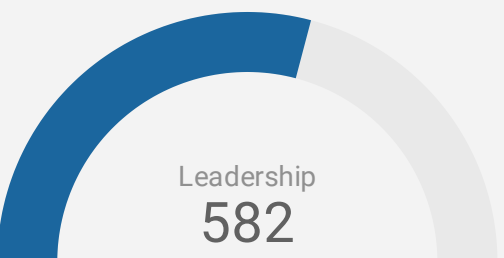
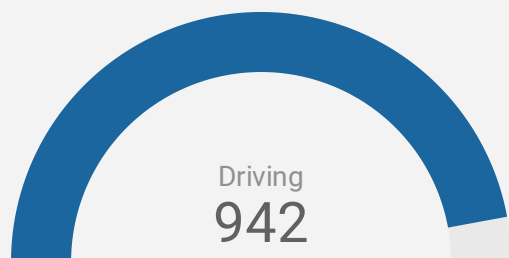
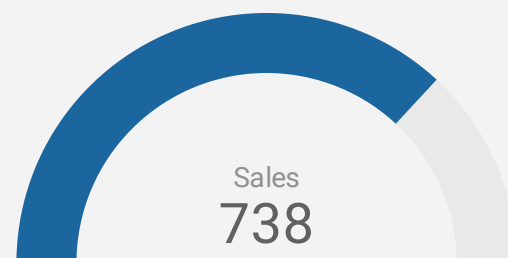
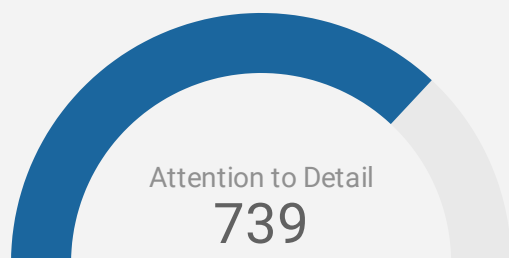
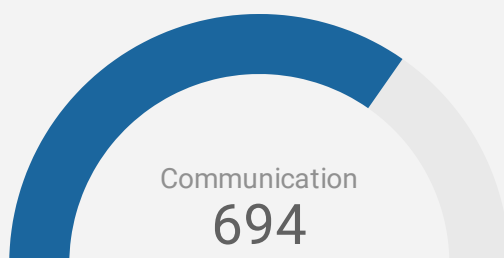
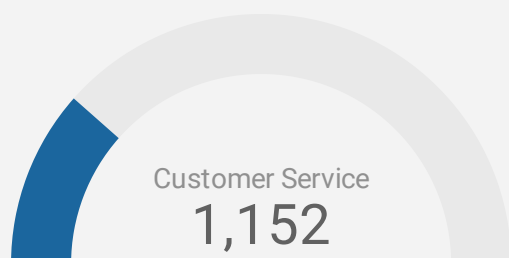
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Associate Dentist	Belleville Dental Care	City of Belleville	314,910
2.	Regional Sales Closer	Provincial Smart Home Services	City of Belleville	250,000
3.	Customer Service Representative	MoneyMart Financial Services	City of Belleville	250,000
4.	Customer Service Representative	National Money Mart Company Inc.	City of Belleville	250,000
5.	Eassons " Truck Driver " Cross Border " Owner Operator	Eassons Transportation Group	Municipality of Marmora and Lake	150,000
6.	Crs " Truck Driver " Owner Operator	Choice Reefer Systems - a Division of Eassons	Municipality of Marmora and Lake	150,000
7.	Outside Sales Advisor	Reliance Comfort Limited Partnership o/a Reliance Home Comfort	City of Belleville	150,000
8.	Optometrist	Dr. Christmas and associate Family Eyecare Centre	City of Belleville	150,000
9.	Associate Dentist	dentalcorp	City of Belleville	150,000
10.	Real Estate Sales Representative	Royal LePage Real Estate	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

4,235



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,235



Driver's License
82



First Aid
253



Regular Access to a Ve
264



Criminal Record Check
322



Microsoft Office
283



Food Safety
76

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	252	16.2	15
2.	6552	Other customer and information services representatives	NOC Skill Level C	101	15.8	15
3.	6731	Light duty cleaners	NOC Skill Level D	95	18.2	15
4.	7452	Material handlers	NOC Skill Level C	94	17.5	22
5.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	83	19.2	15
6.	7511	Transport truck drivers	NOC Skill Level C	80	16.9	15
7.	6322	Cooks	NOC Skill Level B	73	19.5	15
8.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	67	21.1	15
9.	4212	Social and community service workers	NOC Skill Level B	59	18.2	21.5
10.	3233	Licensed practical nurses	NOC Skill Level B	53	27.2	22
11.	6513	Food and beverage servers	NOC Skill Level C	48	18.6	15
12.	6611	Cashiers	NOC Skill Level D	46	17.6	15
13.	621	Retail and wholesale trade managers	NOC Skill Level A	43	15.7	15
14.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	40	14.9	15
15.	7514	Delivery and courier service drivers	NOC Skill Level C	37	15.8	15
16.	1114	Other financial officers	NOC Skill Level A	37	21.4	15
17.	1414	Receptionists	NOC Skill Level C	34	18.2	15
18.	3212	Medical laboratory technicians and pathologists' assistants	NOC Skill Level B	29	25.4	22
19.	1241	Administrative assistants	NOC Skill Level B	28	19.7	15
20.	7271	Carpenters	NOC Skill Level B	27	17.5	15
21.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	26	20.8	22
22.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	25	16.6	15
23.	7611	Construction trades helpers and labourers	NOC Skill Level D	23	15.5	15
24.	7241	Electricians (except industrial and power system)	NOC Skill Level B	22	21.5	15
25.	1221	Administrative officers	NOC Skill Level B	22	16.8	15
26.	6541	Security guards and related security service occupations	NOC Skill Level C	21	16.2	22
27.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	20	15.6	15
28.	6321	Chefs	NOC Skill Level B	20	24.5	15
29.	6222	Retail and wholesale buyers	NOC Skill Level B	19	17.5	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	252	16.2	15
2.	673	Cleaners	NOC Skill Level D	124	17.7	15
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	122	18.3	15
4.	655	Customer and information services representatives	NOC Skill Level C	101	15.8	15
5.	745	Longshore workers and material handlers	NOC Skill Level C	94	17.5	22
6.	632	Chefs and cooks	NOC Skill Level B	93	20.5	15
7.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	91	18.1	21.5
8.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	83	19.2	15
9.	441	Home care providers and educational support occupations	NOC Skill Level C	71	20.4	15
10.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	71	20.0	21
11.	323	Other technical occupations in health care	NOC Skill Level B	69	24.9	22
12.	651	Occupations in food and beverage service	NOC Skill Level C	66	18.4	15
13.	141	General office workers	NOC Skill Level C	49	17.6	15
14.	662	Other sales support and related occupations	NOC Skill Level D	47	15.7	15
15.	661	Cashiers	NOC Skill Level D	46	17.6	15
16.	111	Auditors, accountants and investment professionals	NOC Skill Level A	44	20.9	15
17.	062	Retail and wholesale trade managers	NOC Skill Level A	43	15.7	15
18.	122	Administrative and regulatory occupations	NOC Skill Level B	38	17.9	15
19.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	37	17.5	16
20.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	32	23.9	15
21.	724	Electrical trades and electrical power line and telecommunications workers	NOC Skill Level B	31	19.9	15
22.	727	Carpenters and cabinetmakers	NOC Skill Level B	30	17.5	15
23.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	29	22.1	22
24.	151	Mail and message distribution occupations	NOC Skill Level C	27	17.5	15
25.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	26	18.2	15
26.	415	Social and community service professionals	NOC Skill Level A	26	23.1	15
27.	761	Trades helpers and labourers	NOC Skill Level D	24	15.5	15
28.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	23	22.3	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	254	16.2	15
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	213	18.3	15
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	210	16.6	15
4.	32	Technical occupations in health	NOC Skill Level B	146	22.1	22
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	142	18.7	15
6.	63	Service supervisors and specialized service occupations	NOC Skill Level B	124	20.0	15
7.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	114	17.1	15
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	113	18.9	15
9.	66	Sales support occupations	NOC Skill Level D	93	16.8	15
10.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	91	18.1	21.5
11.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	82	20.0	15
12.	14	Office support occupations	NOC Skill Level C	73	18.7	15
13.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	71	20.4	15
14.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	68	18.9	15
15.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	65	20.1	15
16.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	64	17.5	15
17.	11	Professional occupations in business and finance	NOC Skill Level A	62	22.6	15
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	58	21.9	22
19.	31	Professional occupations in health (except nursing)	NOC Skill Level A	58	18.2	22
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	42	23.6	15
21.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	41	26.1	22
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	35	18.0	15
23.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	34	28.8	22
24.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	29	16.7	15
25.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	27	15.5	15
26.	34	Assisting occupations in support of health services	NOC Skill Level C	23	17.4	15
27.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	20	23.5	15

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
240

NEW POSTINGS
13

COMPANIES
134

LANGUAGES
7

OF DAYS POSTED

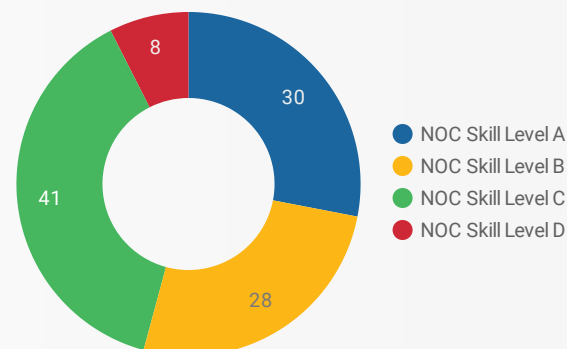
AVERAGE
28.4

MEDIAN
22

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

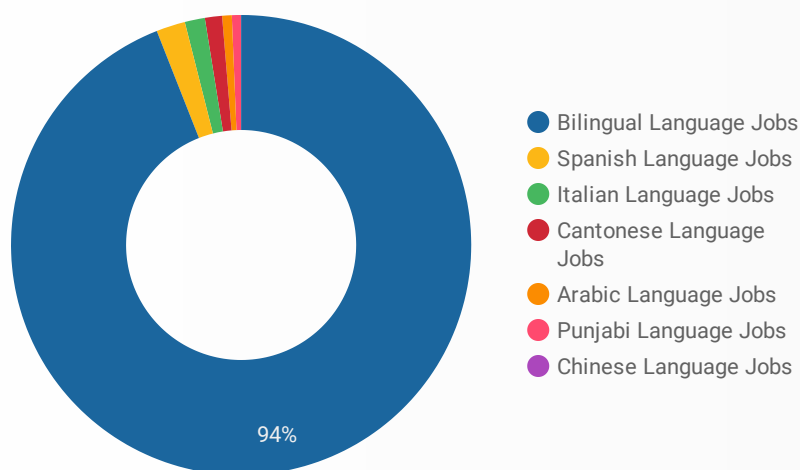
- 30** Skill Level A - Management/ Professional Occupations usually requiring University
- 28** Skill Level B - Usually college education or apprenticeship training
- 41** Skill Level C - Usually secondary education or occupation-specific training
- 8** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	7
Italian Lang...	2		2	
Spanish Lang...	1	1	1	1
Chinese Lang...		1		
Cantonese La...	1			
Punjabi Lang...		1		

LANGUAGE SKILLS BREAKDOWN

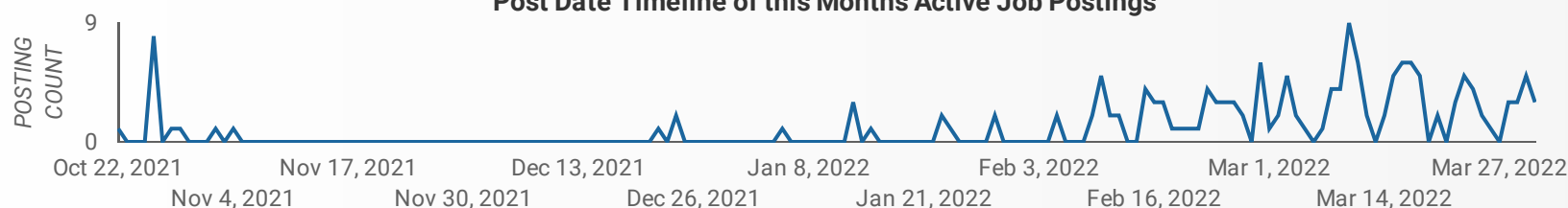
Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	226
2. Spanish Language Jobs	4
3. Italian Language Jobs	4
4. Cantonese Language Jobs	3
5. Arabic 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 ...	Italian La...	Spanish ...	Chinese ...	Cantones...	Punjabi L...	Grand total
Business, finance and administration occu...	23	2	1	1		1	28
Health occupations	4						4
Management occupations	7				1		8
Natural and applied sciences and related o...	6						6
Natural resources, agriculture and related ...			1				1
Occupations in art, culture, recreation and ...	3						3
Occupations in education, law and social, ...	15						15
Sales and service occupations	36	2	2				40
Trades, transport and equipment operator...	2						2
Grand total	96	4	4	1	1	1	107

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	74	16.3	15
2.	Prince Edward County	70	52.3	26.5
3.	City of Quinte West	51	18.9	22
4.	Town of Greater Napanee	25	20.9	18.5
5.	Town of Bancroft	4	19.3	18.5
6.	Township of Loyalist	3	17.3	15
7.	Township of Stone Mills	3	15.0	15
8.	Township of Tyendinaga	2	22.0	22
9.	Municipality of Hastings Highlands	2	30.5	30.5
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	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Belleville	74	16.3	15
2.	Prince Edward County	70	52.3	26.5
3.	City of Quinte West	51	18.9	22
4.	Lennox and Addington	31	19.5	15
5.	Hastings County	10	21.5	22

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...	15
2. Service station attendants	7
3. Letter carriers	7
4. Social and community service workers	7
5. Retail salespersons	6
6. Food and beverage servers	4
7. Family, marriage and other related counsell...	3
8. Other financial officers	3
9. Program leaders and instructors in recreati...	3
10. Human resources professionals	3
11. Administrative officers	3
12. Human resources managers	2
13. Advertising, marketing and public relations ...	2
14. Executive assistants	2
15. Licensed practical nurses	2
16. Cooks	2
17. Database analysts and data administrators	2
18. School principals and administrators of ele...	2
19. Registered nurses and registered psychiatri...	2
20. Biological technologists and technicians	1
21. Security guards and related security service...	1
22. Early childhood educators and assistants	1
23. General office support workers	1
24. Social workers	1
25. Conservation and fishery officers	1
26. Biologists and related scientists	1
27. Financial and investment analysts	1
28. Professional occupations in business mana...	1
29. Insurance agents and brokers	1
30. Corporate sales managers	1
31. Material handlers	1
32. Human resources and recruitment officers	1

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MULTILINGUAL HIRING EMPLOYERS

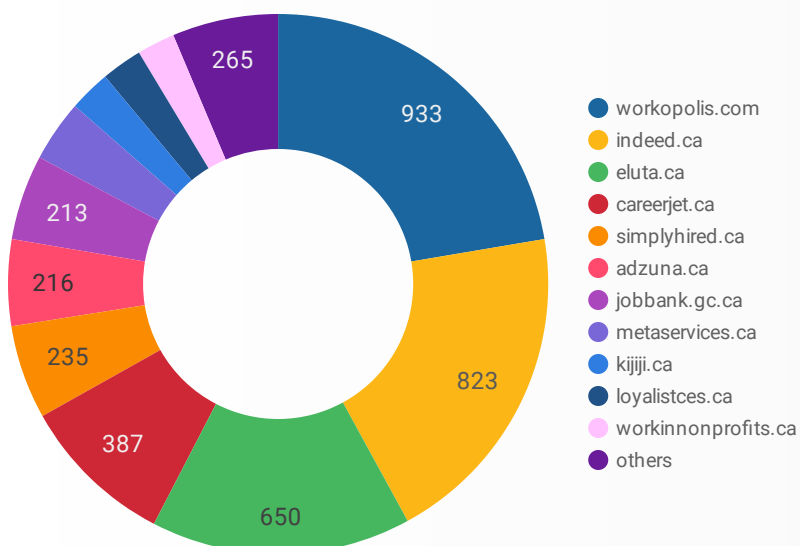
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. VON Canada	12
2. City of Quinte West	8
3. Various Ministries	7
4. VON Canada (Ontario)	6
5. TruckRight Data Management Inc.	6
6. BGC Canada (Formerly Boys and Girls Clubs of Canada)	5
7. CIBC	5
8. Centre for Equality Rights in Accommodation	5
9. Addiction & Mental Health Services - KFLA	5
10. Quinte West, City of	5
11. Conseil des Ã©coles catholiques du Centre-Est	4
12. Victorian Order of Nurses / VON	4
13. Picton Mahoney Asset Management	4
14. Manpower	3
15. Kingston Community Health Centres / KCHC	3
16. Kingston Community Health Centres	3
17. Conseil des Ã©coles catholiques du Centre-Est / CECCE	3
18. Scotiabank	3
19. TDL Canada	3
20. BGC Canada (anciennement Repaires jeunesse du Canada)	3
21. Canada Post - Postes Canada	3
22. Trenton Military Family Resource Center	3
23. Xplornet	2
24. Conseil des Ã©coles publiques de l'Est de l'Ontario	2
25. CECCE	2
26. Home and Community Care Support Services South...	2
27. Ministry of Education	2
28. Farm Radio International	2

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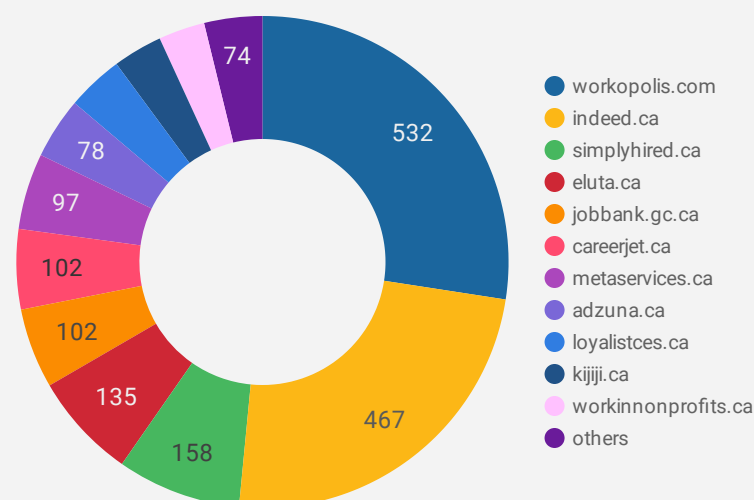
JOB POSTINGS BY JOB BOARD

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	933	15.0	15	532
2.	indeed.ca	823	21.9	22	467
3.	eluta.ca	650	22.0	22	135
4.	careerjet.ca	387	20.5	13	102
5.	simplyhired.ca	235	15.0	15	158
6.	adzuna.ca	216	15.0	15	78
7.	jobbank.gc.ca	213	23.6	16	102
8.	metaservices.ca	154	31.3	26	97
9.	kijiji.ca	104	15.0	15	63
10.	loyalistcs.ca	102	37.1	32	72
11.	workinnonprofits.ca	95	76.9	79	59
12.	qhc.njoyn.com	63	39.8	18	1
13.	jobillico.com	54	13.0	11	21
14.	careerarc.com	36	44.4	20	8
15.	careerbuilder.ca	28	16.5	15	7
16.	gojobs.gov.on.ca	18	22.0	18	8
17.	can60.dayforcehcm.com	16	11.6	11	1
18.	hastingscounty.com	16	14.6	7	4