

JOB DEMAND REPORT

APRIL 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
4,642	2,731	1,583	27

OF DAYS POSTED

AVERAGE	MEDIAN
21.0	22

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 ▾

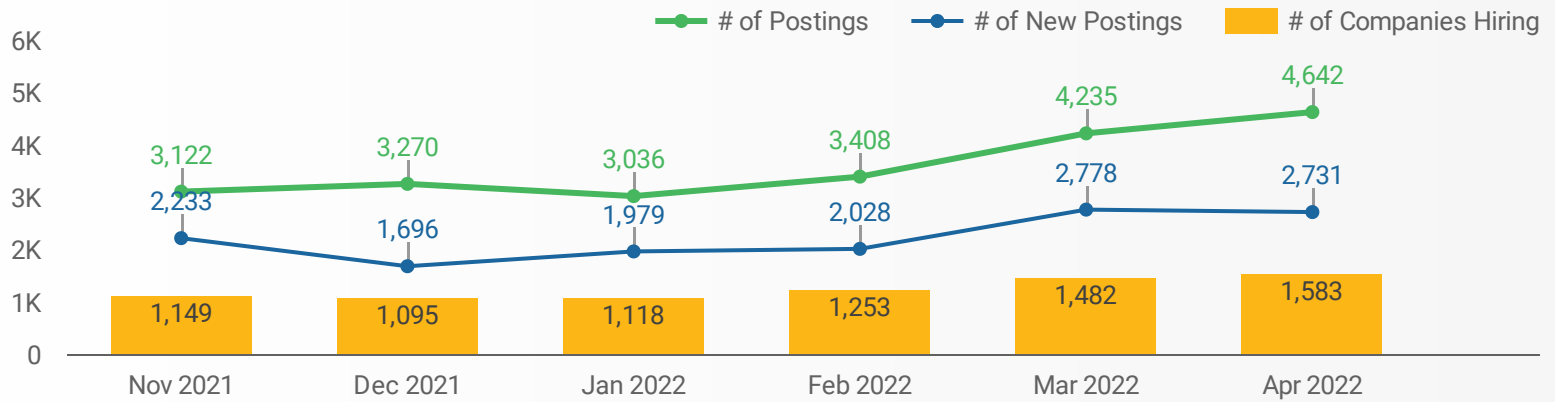
NOC = National Occupation Classification | NAICS = North American Industry Classification System

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

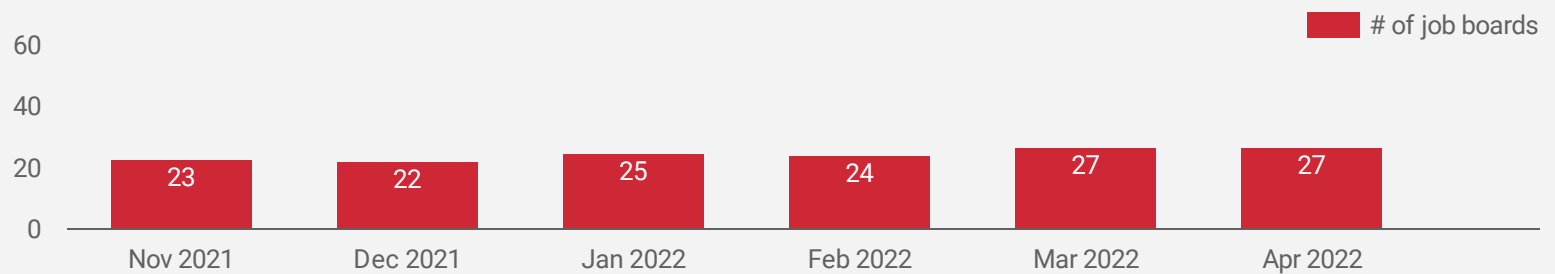
How many job postings were active for at least 1 day this month?



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

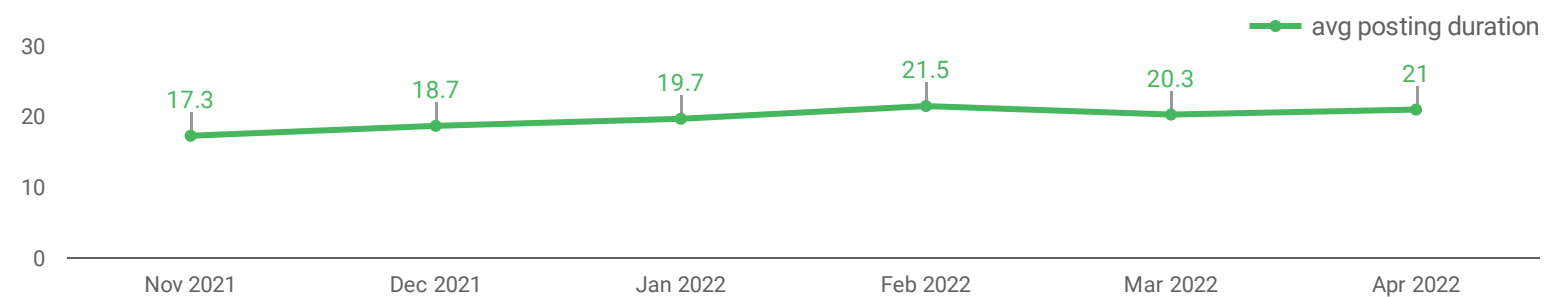
NUMBER OF ACTIVE JOB BOARDS

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



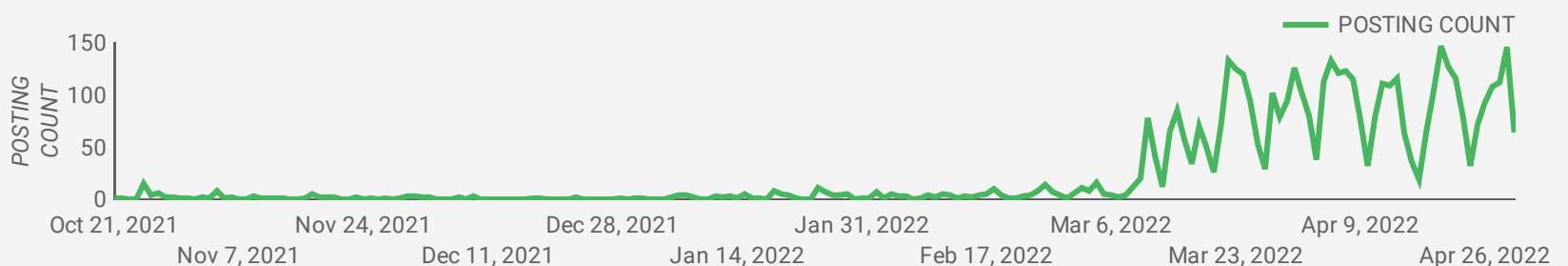
AVG & MEDIAN POSTING LENGTH BY DAYS

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	2,395	21.1	22
2.	City of Quinte West	704	19.7	22
3.	Prince Edward County	507	21.5	22
4.	Town of Greater Napanee	384	20.6	22
5.	Town of Bancroft	179	30.0	22
6.	Township of Loyalist	112	17.5	15
7.	Township of Stirling-Rawdon	61	19.8	22
8.	Municipality of Centre Hastings	50	20.3	22
9.	Municipality of Tweed	45	19.6	22
10.	Township of Stone Mills	39	18.6	15

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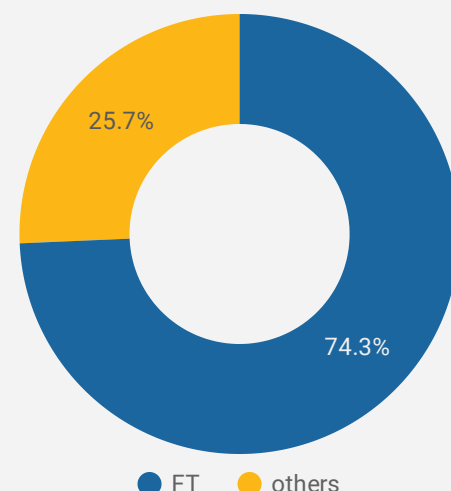
JOB POSTINGS BY COUNTY OR CITY

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	2,395	21.1	22
2.	City of Quinte West	704	19.7	22
3.	Lennox and Addington	556	19.7	22
4.	Prince Edward County	507	21.5	22
5.	Hastings County	463	23.9	22

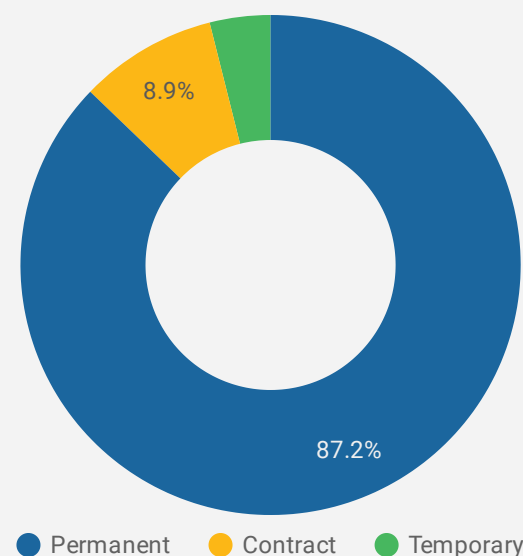
JOB TYPE

Full-time vs Part-time



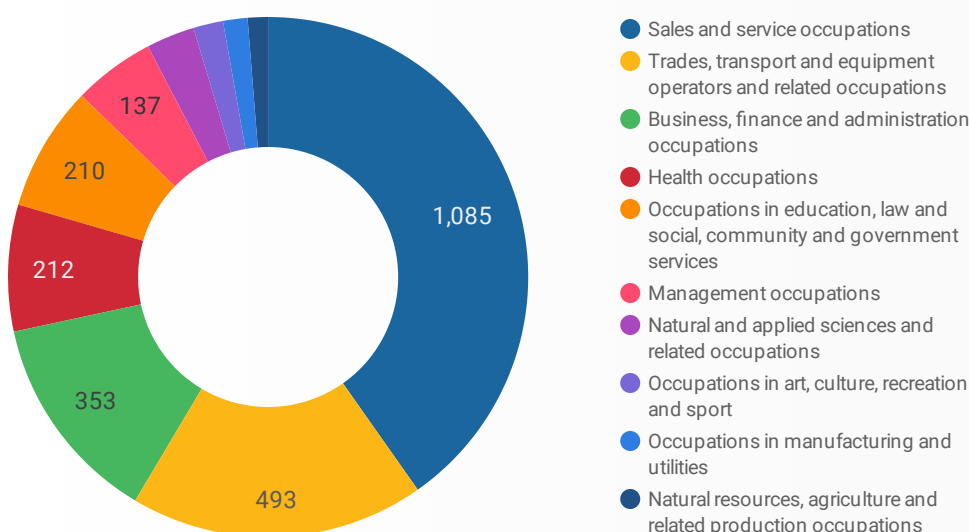
JOB DURATION

Permanency of jobs posted



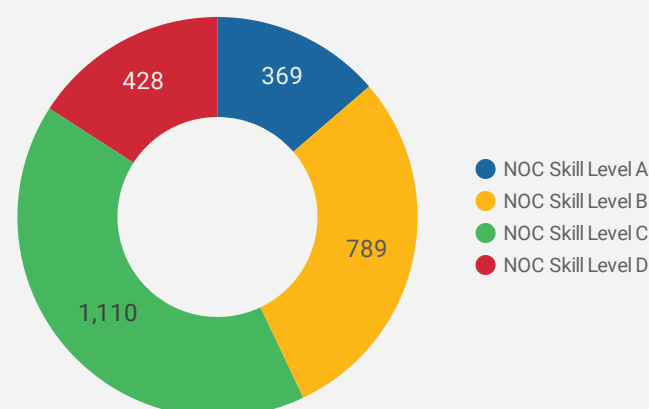
JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



Skill Level A = Usually University education | Skill Level B = Usually College education or Apprenticeship training | Skill Level C = Usually Secondary education or occupation-specific training | Skill Level D = Usually on-the-job training

TOP HIRING EMPLOYERS & AGENCIES

Who is hiring?

	COMPANY	MUNICIPALITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Quinte Health Care	City of Belleville	95	38.3	22
2.	Quinte Health Care Corporation / QHC	City of Belleville	65	22.0	22
3.	Lowe's	City of Belleville	47	8.1	8
4.	North American Staffing Services	City of Belleville	44	21.4	22
5.	Great Canadian Gaming Corporation	City of Belleville	38	21.8	22
6.	Lennox and Addington County General Hospital	Town of Greater Napanee	34	21.4	22
7.	The Corporation of the County of Prince Edward	Prince Edward County	30	null	null
8.	City of Belleville	City of Belleville	29	22.6	22
9.	CFMWS	City of Quinte West	26	17.7	15
10.	Home Depot of Canada Inc.	City of Belleville	25	11.9	11
11.	Great Canadian Gaming Corp.	City of Belleville	24	15.0	15
12.	Algonquin & Lakeshore Catholic District School Board	Town of Greater Napanee	21	22.0	22
13.	Peopleready	City of Belleville	21	16.0	15
14.	Adecco Canada	Municipality of Centre Hastings	20	22.0	22
15.	Lowe's Canada	City of Belleville	20	20.4	22
16.	Loyalist College	City of Belleville	20	21.3	22
17.	Kijiji	City of Belleville	20	15.0	15
18.	Home Depot Canada	City of Belleville	19	20.4	22
19.	Great Canadian Casinos	City of Belleville	19	20.4	22
20.	Great Canadian Gaming	City of Belleville	19	23.1	26
21.	The Home Depot Canada	City of Belleville	18	19.3	22
22.	Quinte West, City of	City of Quinte West	18	22.0	22
23.	Sienna Living	City of Belleville	18	30.7	28
24.	Adecco	City of Belleville	18	18.4	21
25.	Walmart Canada	City of Quinte West	18	19.9	22
26.	Quinte Health Care	City of Quinte West	17	20.1	22
27.	Home Depot	City of Belleville	17	10.7	8

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

195

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Social Worker/ Psychotherapist / Psychologist	Dr. Julie Gowthorpe, RSW & Associates	City of Belleville	100
2.	Psychotherapist	Prince Edward County Counselling and Psychotherapy	Prince Edward County	83
3.	Part-time Professor â€” Career And College Prep (bancroft Campus)	Loyalist College	City of Belleville	80.62
4.	Nurse Practitioner 8fte 2022	Belleville and Quinte West Community Health Centre / BQWCHC	City of Belleville	67.75
5.	Nurse Practitioner	Belleville and Quinte West Community Health Centre	City of Quinte West	67.75
6.	Plumber	The Byng Group	City of Belleville	60
7.	Manager Of Roads And Fleet Services	Township of Tay	Prince Edward County	54.03
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?

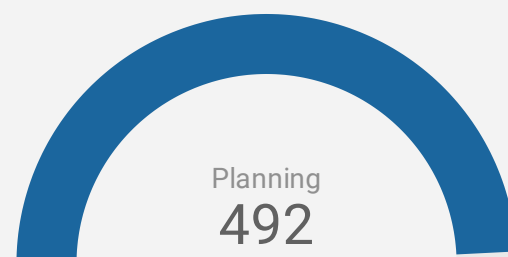
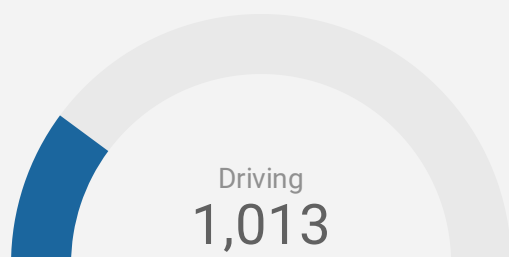
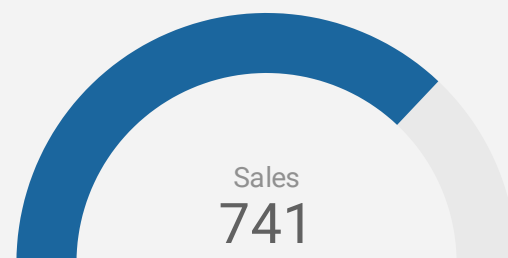
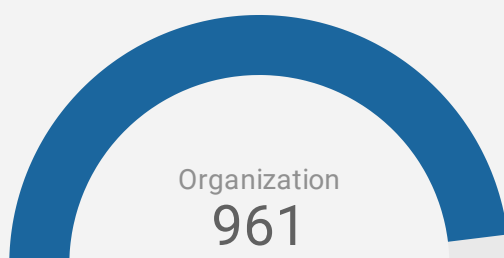
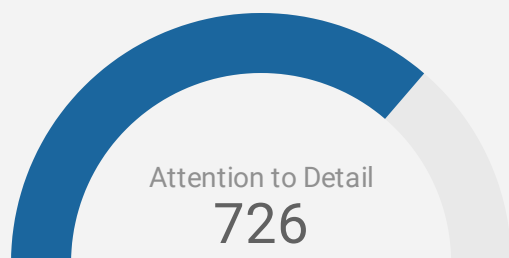
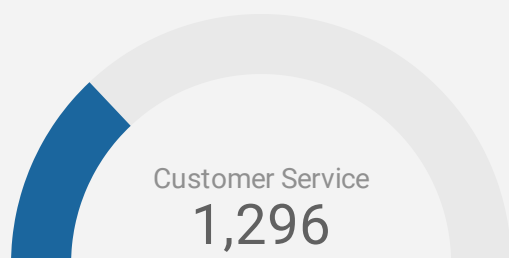
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Regional Sales Closer	Provincial Smart Home Services	City of Belleville	250,000
2.	Territory Sales Representative	Magic Windows & Doors	Prince Edward County	200,000
3.	Continuous Improvement Specialist â€” Full Time â€” Multi-site - Belleville Home	Quinte Health Care	City of Belleville	160,000
4.	Dean â€” Leadership, Learning And Academic Excellence	Loyalist College	City of Belleville	155,242
5.	Eassons â€” Truck Driver â€” Cross Border â€” Owner Operator	Eassons Transportation Group	Township of Loyalist	150,000
6.	Outside Sales Advisor	Reliance Comfort Limited Partnership o/a Reliance Home Comfort	City of Belleville	150,000
7.	Optometrist	Dr. Christmas and associate Family Eyecare Centre	City of Belleville	150,000
8.	Crs â€” Truck Driver â€” Owner Operator	Choice Reefer Systems - a Division of Eassons	Township of Loyalist	150,000
9.	Belleville/cobourg Area Based	Mackie Transportation Inc.	City of Belleville	142,934
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,642



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

4,642



Driver's License

100



First Aid

300



Regular Access to a Ve

267



Criminal Record Check

328



Microsoft Office

272



Food Safety

88

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	296	18.0	21
2.	6731	Light duty cleaners	NOC Skill Level D	123	19.8	22
3.	7452	Material handlers	NOC Skill Level C	105	20.1	22
4.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	97	19.3	22
5.	6552	Other customer and information services representatives	NOC Skill Level C	87	19.2	22
6.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	82	22.3	22
7.	7511	Transport truck drivers	NOC Skill Level C	80	19.9	20.5
8.	6322	Cooks	NOC Skill Level B	80	20.4	22
9.	6513	Food and beverage servers	NOC Skill Level C	56	20.7	22
10.	4212	Social and community service workers	NOC Skill Level B	55	21.6	22
11.	621	Retail and wholesale trade managers	NOC Skill Level A	55	18.1	22
12.	7514	Delivery and courier service drivers	NOC Skill Level C	51	22.8	22
13.	1414	Receptionists	NOC Skill Level C	45	22.2	22
14.	6611	Cashiers	NOC Skill Level D	41	16.2	15
15.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	38	18.8	20
16.	3233	Licensed practical nurses	NOC Skill Level B	38	21.5	22
17.	1114	Other financial officers	NOC Skill Level A	36	17.9	15
18.	1221	Administrative officers	NOC Skill Level B	34	18.0	15
19.	1241	Administrative assistants	NOC Skill Level B	30	20.9	22
20.	7611	Construction trades helpers and labourers	NOC Skill Level D	29	23.0	22
21.	1522	Storekeepers and partspersons	NOC Skill Level C	28	20.4	22
22.	7271	Carpenters	NOC Skill Level B	27	18.5	21
23.	6321	Chefs	NOC Skill Level B	27	20.4	22
24.	6541	Security guards and related security service occupations	NOC Skill Level C	25	24.0	22
25.	6235	Financial sales representatives	NOC Skill Level B	23	14.7	15
26.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	23	16.1	15
27.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	22	25.1	22
28.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	21	46.4	22
29.	6211	Retail sales supervisors	NOC Skill Level B	21	14.0	15
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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	296	18.0	21
2.	673	Cleaners	NOC Skill Level D	152	20.4	22
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	141	20.3	21
4.	632	Chefs and cooks	NOC Skill Level B	107	20.4	22
5.	745	Longshore workers and material handlers	NOC Skill Level C	105	20.1	22
6.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	97	19.3	22
7.	655	Customer and information services representatives	NOC Skill Level C	87	19.2	22
8.	441	Home care providers and educational support occupations	NOC Skill Level C	83	22.3	22
9.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	80	22.0	22
10.	651	Occupations in food and beverage service	NOC Skill Level C	79	20.7	22
11.	141	General office workers	NOC Skill Level C	65	21.2	22
12.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	58	27.7	22
13.	062	Retail and wholesale trade managers	NOC Skill Level A	55	18.1	22
14.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	54	19.4	22
15.	122	Administrative and regulatory occupations	NOC Skill Level B	51	19.7	22
16.	323	Other technical occupations in health care	NOC Skill Level B	51	21.0	22
17.	662	Other sales support and related occupations	NOC Skill Level D	47	19.2	22
18.	111	Auditors, accountants and investment professionals	NOC Skill Level A	44	18.3	21.5
19.	661	Cashiers	NOC Skill Level D	41	16.2	15
20.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	37	20.4	22
21.	727	Carpenters and cabinetmakers	NOC Skill Level B	31	21.8	21
22.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	30	18.2	15
23.	761	Trades helpers and labourers	NOC Skill Level D	30	24.4	22
24.	341	Assisting occupations in support of health services	NOC Skill Level C	29	18.8	22
25.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	29	19.0	22
26.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	26	40.8	22
27.	654	Security guards and related security service occupations	NOC Skill Level C	25	24.0	22
28.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	25	18.0	19

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	300	18.0	21
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	266	19.9	22
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	214	20.6	22
4.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	164	20.4	22
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	141	21.8	22
6.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	122	19.8	22
7.	32	Technical occupations in health	NOC Skill Level B	115	24.4	22
8.	72	Industrial, electrical and construction trades	NOC Skill Level B	114	21.9	15
9.	14	Office support occupations	NOC Skill Level C	102	21.0	22
10.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	102	19.8	22
11.	66	Sales support occupations	NOC Skill Level D	88	17.9	22
12.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	83	22.3	22
13.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	80	22.0	22
14.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	78	20.2	22
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	76	17.1	15
16.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	69	19.8	22
17.	11	Professional occupations in business and finance	NOC Skill Level A	66	19.5	22
18.	73	Maintenance and equipment operation trades	NOC Skill Level B	59	30.0	21
19.	31	Professional occupations in health (except nursing)	NOC Skill Level A	56	27.3	22
20.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	43	18.4	15
21.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	41	23.7	22
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	38	21.5	22
23.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	37	17.0	15
24.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	34	23.8	22
25.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	31	21.4	22
26.	34	Assisting occupations in support of health services	NOC Skill Level C	29	18.8	22
27.	86	Harvesting, landscaping and natural resources labourers	NOC Skill Level D	21	20.6	22

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
287

NEW POSTINGS
2

COMPANIES
129

LANGUAGES
6

OF DAYS POSTED

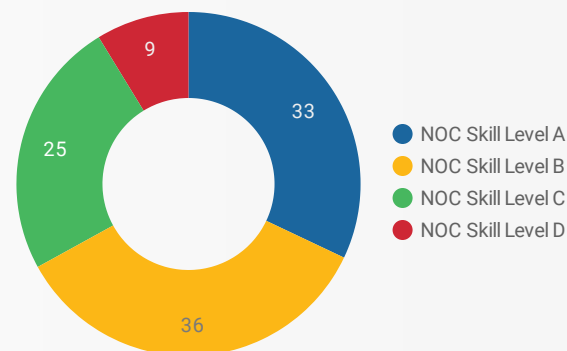
AVERAGE
20.2

MEDIAN
22

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

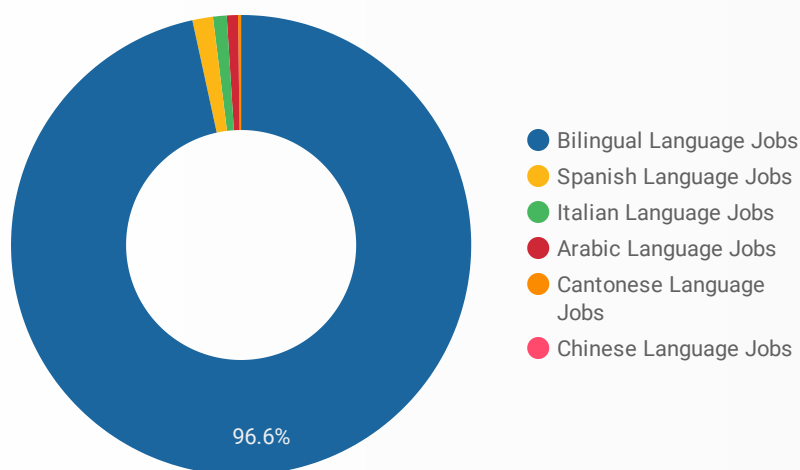
- 33** Skill Level A - Management/ Professional Occupations usually requiring University
- 36** Skill Level B - Usually college education or apprenticeship training
- 25** Skill Level C - Usually secondary education or occupation-specific training
- 9** Skill Level D - Usually on-the-job training



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

LANGUAGE SKILLS BREAKDOWN

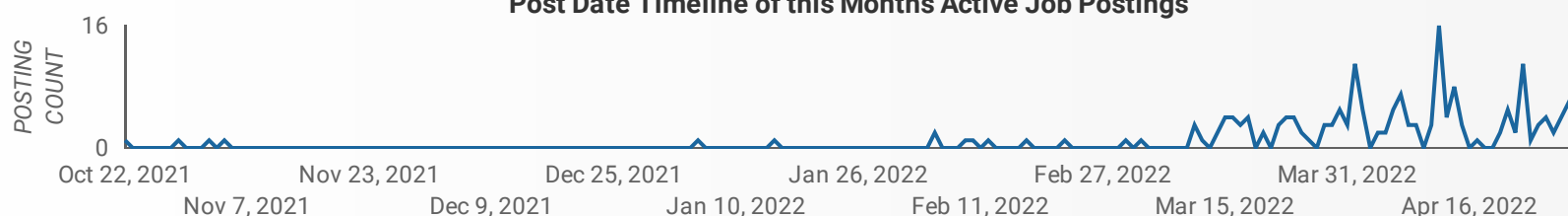
Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	275
2.	Spanish Language Jobs	5
3.	Italian Language Jobs	3
4.	Arabic Language Jobs	2
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...	Spanish Language...	Italian Language ...	Chinese Language...	Grand total
Business, finance and administration occu...	23	1	2	1	27
Health occupations	1				1
Management occupations	7				7
Natural and applied sciences and related o...	8				8
Occupations in art, culture, recreation and ...	6				6
Occupations in education, law and social, ...	21				21
Sales and service occupations	29	2			31
Trades, transport and equipment operator...	2				2
Grand total	97	3	2	1	103

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	107	22.3	22
2.	City of Quinte West	62	18.6	22
3.	Prince Edward County	44	23.1	21
4.	Town of Greater Napanee	24	20.3	22
5.	Township of Stone Mills	9	15.9	15
6.	Town of Bancroft	8	16.4	15
7.	Township of Loyalist	7	13.6	15
8.	Township of Addington Highlands	5	13.3	15
9.	Municipality of Centre Hastings	4	20.0	18.5
1 - 15 / 15 < >				

	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Belleville	107	22.3	22
2.	City of Quinte West	62	18.6	22
3.	Lennox and Addington	45	17.5	18.5
4.	Prince Edward County	44	23.1	21
5.	Hastings County	26	16.2	15

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME		POSTINGS ▾
1.	Social and community service workers	13
2.	Other customer and information services re...	11
3.	Service station attendants	7
4.	Retail salespersons	7
5.	Program leaders and instructors in recreati...	6
6.	Urban and land use planners	6
7.	Human resources professionals	4
8.	School principals and administrators of ele...	3
9.	Administrative assistants	3
10.	Executive assistants	3
11.	Social workers	3
12.	Administrative officers	3
13.	Family, marriage and other related counsell...	2
14.	Human resources managers	2
15.	Professional occupations in advertising, ma...	2
16.	Food counter attendants, kitchen helpers an...	2
17.	Medical administrative assistants	2
18.	Other financial officers	2
19.	Professional occupations in business mana...	2
20.	Managers in health care	1
21.	Storekeepers and partspersons	1
22.	Registered nurses and registered psychiatri...	1
23.	Conservation and fishery officers	1
24.	Food and beverage servers	1
25.	Receptionists	1
26.	Insurance agents and brokers	1
27.	Financial and investment analysts	1
28.	Cooks	1
29.	Automotive service technicians, truck and b...	1
30.	Material handlers	1
31.	Data entry clerks	1
32.	Banking, insurance and other financial clerks	1

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MULTILINGUAL HIRING EMPLOYERS

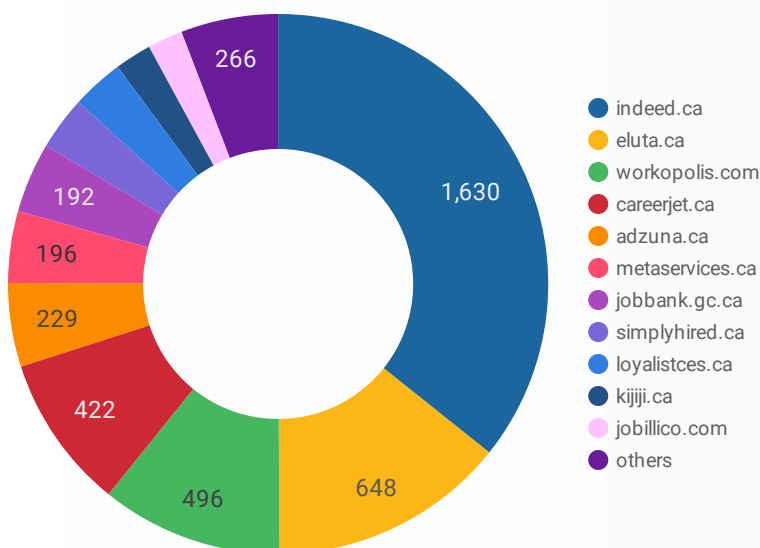
Which employers are seeking multilingual candidates?

COMPANY		POSTINGS ▾
1.	Liquor Control Board of Ontario / LCBO	16
2.	VON Canada	15
3.	Liquor Control Board of Ontario	13
4.	Quinte West, City of	12
5.	LCBO	12
6.	VON Canada (Ontario)	11
7.	City of Quinte West	8
8.	TruckRight Data Management Inc.	8
9.	Home and Community Care Support Services South East	6
10.	Trenton Military Family Resource Center	5
11.	Adzuna	5
12.	Kingston Community Health Centres / KCHC	5
13.	Canadian Forces Morale and Welfare Services - CFMWS	4
14.	Picton Mahoney Asset Management	4
15.	Federation of Canadian Municipalities	4
16.	Fédération canadienne des municipalités	4
17.	Kingston Community Health Centres	4
18.	TDL Canada	4
19.	CFMWS	3
20.	Home and Community Care Support Services South...	3
21.	Bocado Restaurant	3
22.	Algonquin & Lakeshore Catholic District School Board	3
23.	Addiction & Mental Health Services - KFLA	3
24.	Highland Shores Children's Aid Society	3
25.	CIBC	3
26.	Sensity Deafblind & Sensory Support Network of Canada	2
27.	Xplornet Communications Inc.	2
28.	McKesson Canada	2

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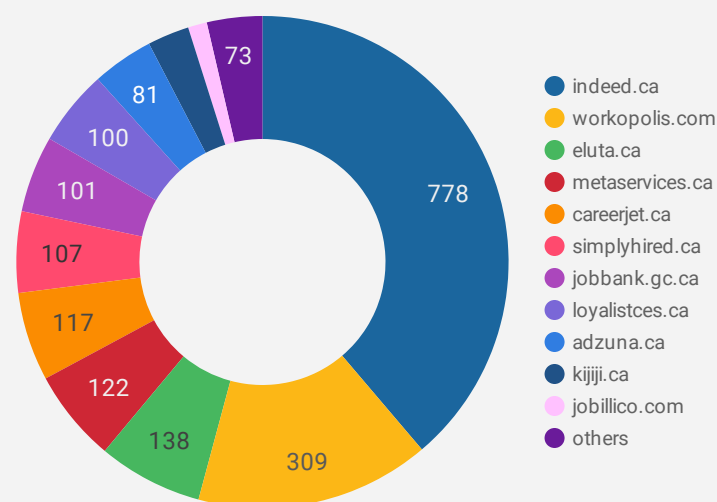
JOB POSTINGS BY JOB BOARD

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.	indeed.ca	1,630	21.9	22	778
2.	eluta.ca	648	22.0	22	138
3.	workopolis.com	496	14.9	15	309
4.	careerjet.ca	422	22.9	13	117
5.	adzuna.ca	229	15.0	15	81
6.	metaservices.ca	196	58.7	73	122
7.	jobbank.gc.ca	192	26.3	17	101
8.	simplyhired.ca	146	15.0	15	107
9.	loyalistcs.ca	142	48.1	34	100
10.	kijiji.ca	100	15.0	15	55
11.	jobillico.com	96	16.4	10	25
12.	qhc.njoyn.com	69	61.1	28	1
13.	careerarc.com	46	37.8	23	7
14.	careerbuilder.ca	42	19.8	16	11
15.	workinnonprofits.ca	32	16.9	14	13
16.	can60.dayforcehcm.com	13	13.4	12	1
17.	hastingscounty.com	12	16.0	14	5
18.	gojobs.gov.on.ca	10	25.9	21	6