



NORTHWEST TRAINING &  
ADJUSTMENT BOARD

# JOB DEMAND REPORT

## SEPTEMBER 2021

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,200	728	293	24

#### # OF DAYS POSTED

AVERAGE	MEDIAN
24.5	20

## 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	▼
DISTRICT	▼
JOB BOARD	▼

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

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#### Source:

Job posting data collected by Northwest Training & Adjustment Board from job boards and employer websites who recruit candidates in Rainy River and Kenora Districts.

Canada

EMPLOYMENT  
ONTARIO

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ONTARIO

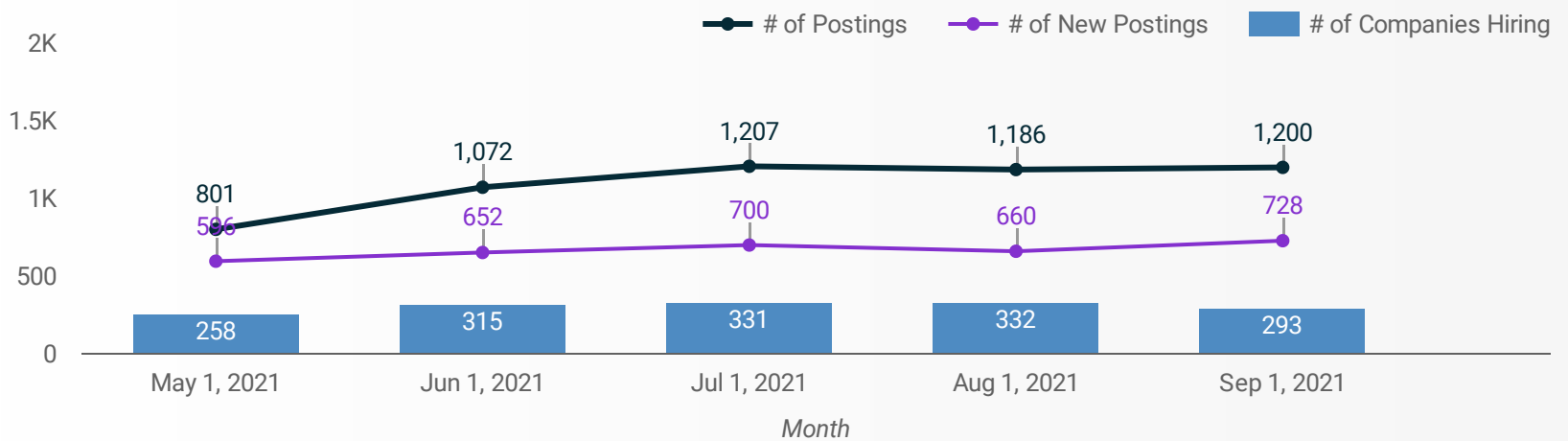
Ontario

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## JOB POSTINGS BY MONTH FOR KENORA & RAINY RIVER DISTRICTS

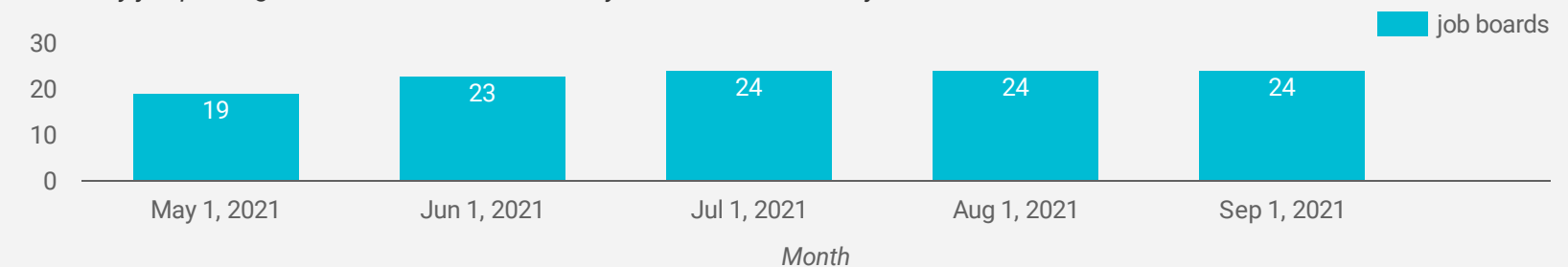
How many job postings were active for at least 1 day this month?



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

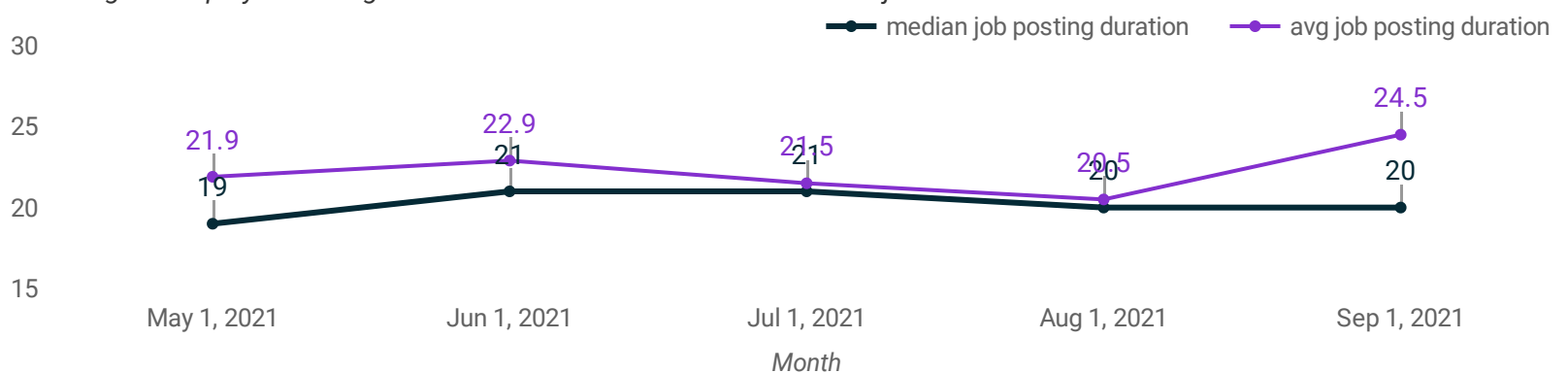
## NUMBER OF ACTIVE JOB BOARDS

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



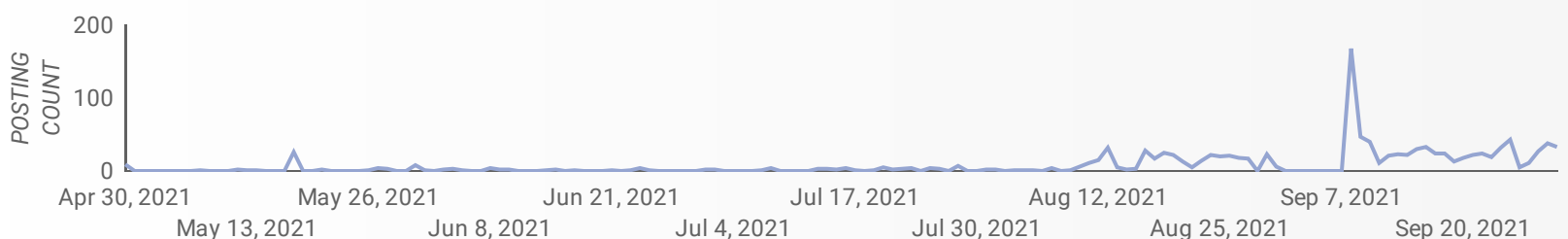
## AVG & MEDIAN POSTING LENGTH BY DAYS

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 DISTRICT

Where are job opportunities being offered?

	DISTRICT	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Kenora District	1,083	22.4	19
2.	Rainy River District	117	58.8	53

## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

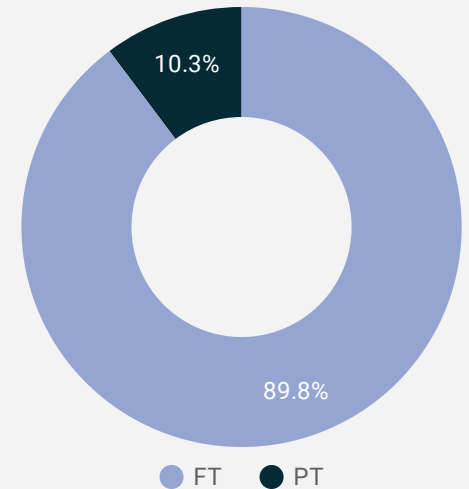
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kenora	377	21.5	21
2.	City of Dryden	291	23.2	21
3.	Town of Sioux Lookout	255	13.3	8
4.	Emo Township	61	66.6	57.5
5.	Town of Red Lake	50	28.4	16
6.	Town of Fort Frances	40	46.8	32
7.	Township of Ignace	16	17.8	12
8.	Township of Ear Falls	15	20.4	21
9.	Rainy River	11	81.0	114
10.	Attawapiskat First Nation	10	72.1	33
11.	Lac Seul First Nation	10	16.1	16
12.	Pikangikum First Nation	9	114.4	164
13.	Township of Pickle Lake	8	26.6	29.5
14.	Township of Sioux Narrows -	6	17.6	16

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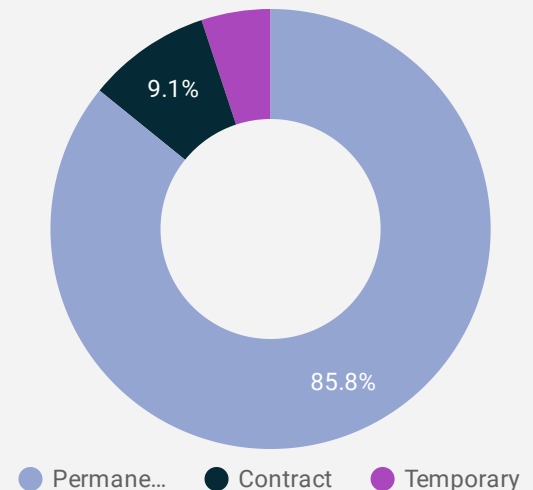
## JOB TYPE

Full-time vs Part-time



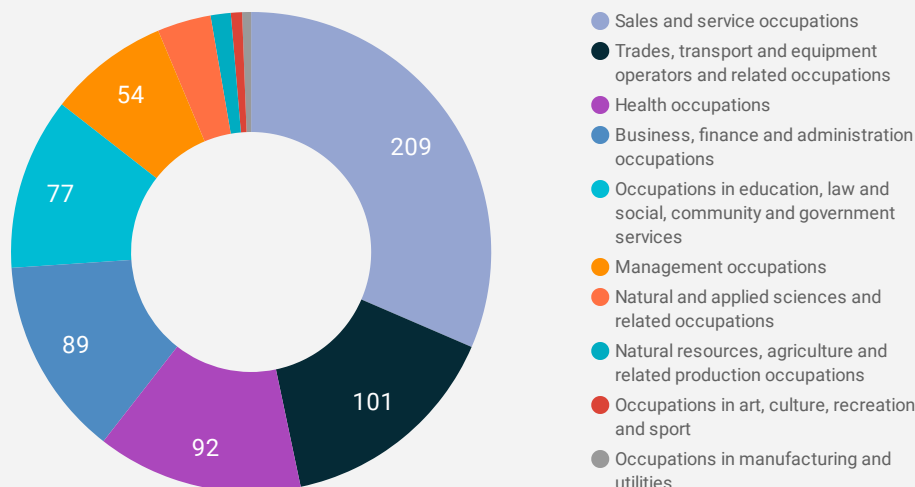
## JOB DURATION

Permanency of jobs posted



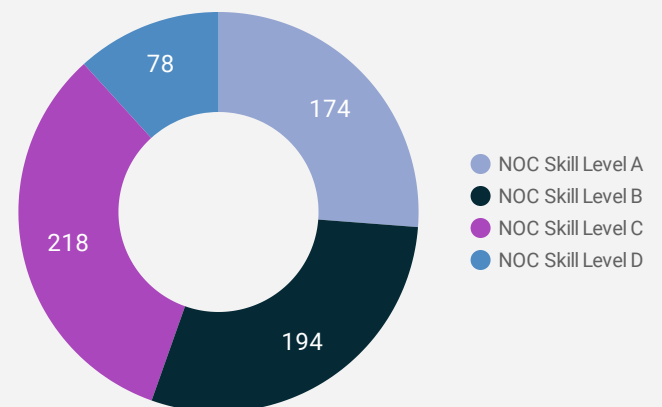
## JOB POSTINGS BY SKILL TYPE

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 COMPANIES & AGENCIES

What companies are hiring?

	COMPANY	COMMUNITY	POSTINGS ▾	AVERAGE POSTING DURATION IN DAYS	MEDIAN POSTING DURATION IN DAYS
1.	Sioux-Hudson Employment	Sioux Lookout	130	5.1	4
2.	New Gold Inc	Emo	56	61.6	55
3.	Lake Of The Woods District Hospital	Kenora	34	24.0	18
4.	Dryden Regional Health Centre	Dryden	24	53.5	27
5.	Sioux Lookout Meno Ya Win Health Centre	Sioux Lookout	21	15.3	15
6.	Keewatin-Patricia District School Board	Kenora	18	24.2	21
7.	Walmart Canada	Dryden	17	18.7	21
8.	PureGold	Red Lake	16	47.5	26
9.	Sioux Lookout First Nations Health Authority	Sioux Lookout	16	14.5	15
10.	La Verendrye General Hospital	Fort Frances	16	58.3	51
11.	Domtar	Dryden	15	27.0	21
12.	Grand Council Treaty #3	Kenora	14	29.9	30
13.	Kenora Association for Community Living	Kenora	14	24.9	21
14.	Kenora Chiefs Advisory	Kenora	14	21.4	21
15.	Wilson's Business Solutions	Dryden	13	23.7	18
16.	EACOM Timber Corporation	Ear Falls	11	21.1	22
17.	Rainycrest Long Term Care Home	Rainy River	11	81.0	114
18.	Kenora Rainy River Districts Child and Family Services	Dryden	10	16.3	15
19.	Boart Longyear	Kenora	10	21.0	21
20.	Sunset Inn & Suites	Sioux Lookout	10	65.8	66
21.	Canadian Mental Health Association	Kenora	9	20.4	21
22.	Walmart Canada	Kenora	9	21.0	21
23.	Amazon	Lac Seul	9	17.7	16
24.	Sobeys	Dryden	9	21.1	16
25.	Anishinaabe Abinoojii Family Services	Kenora	9	22.8	21
26.	Fresh Market Foods	Sioux Lookout	9	28.1	15
27.	Safeway	Dryden	9	20.1	21
28.	Keewatin-Patricia District School Board	Sioux Lookout	8	19.0	15
29.	Kenora Catholic District School Board	Kenora	8	17.3	21
30.	Pikangikum Education Authority	Pikangikum	8	128.0	164
31.	Sioux-Hudson Employment	Dryden	7	5.0	5



## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Jobs

10

	JOB TITLE	COMPANY	LOCATION	WAGE POTENTIAL ▾
1.	Primary Health Care Nurse Practitioner	Weeneebayko Area Health Authority	Attawapiskat First Nation	70.34
2.	Lawyer	KLDiscovery	Town of Fort Frances	63.59
3.	2021-47 Manager Of Speech, Infant Hearing And Vision Services	Northwestern Health Unit	City of Kenora	62.46
4.	Nurse Practitioner (2 Interim Positions)	Lake Of The Woods District Hospital	City of Kenora	61.16
5.	Journeyman Powerline Supervisor	Moncrief Construction Limited	City of Kenora	50
6.	Maternity Registered Nurse (part-time Interim, 0.50 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53
7.	Registered Nurse (r.n.)	Sioux Lookout Meno Ya Win Health Centre	Town of Sioux Lookout	48.53
8.	Emergency Registered Nurse (part-time Permanent, 0.50 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53
9.	Emergency Registered Nurse (two (2) Part-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	48.53
10.	Surgical Services Registered Nurse (training Opportunity, Full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	48.53
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## TOP SALARIES IN JOB POSTINGS

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

	JOB TITLE	COMPANY	LOCATION	SALARY POTENTIAL ▾
1.	Assistant Superintendent	sagebeans	City of Dryden	130,000
2.	Automotive Salesperson	Kenora Chevrolet Buick GMC	City of Kenora	125,000
3.	Chief Financial Officer	Sioux Lookout Meno Ya Win Health Centre	Town of Sioux Lookout	120,000
4.	Red Lake - Expression Of Interest Job	Tpd	City of Kenora	120,000
5.	Manager of Human Resources	City of Dryden	City of Dryden	103,000
6.	Infection Prevention and Control (ICP) Coordinator	Sioux Lookout Meno Ya Win Health Centre	Town of Sioux Lookout	97,000
7.	Manager, Central Ambulance Communications Centre (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	96,839.81
8.	Sergeant	Ministry of the Solicitor General	City of Kenora	95,676
9.	INTEGRATED SOCIAL SERVICES SUPERVISOR #ISS 21	Sioux-Hudson Employment	Town of Sioux Lookout	94,864.1
10.	Carpenter - Full Time	The Window & Door Store	City of Kenora	91,163
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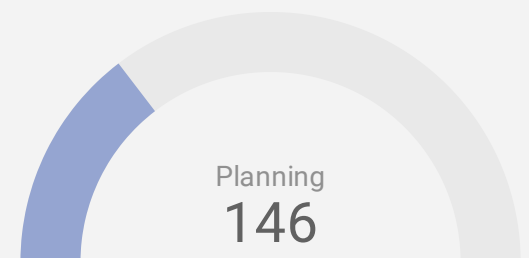
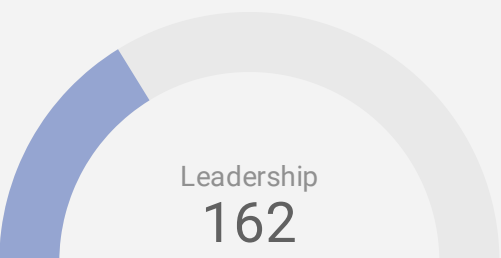
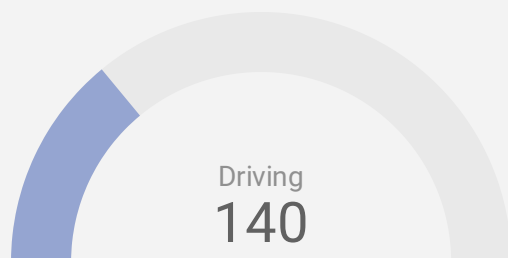
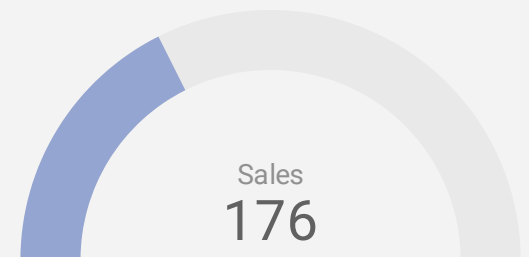
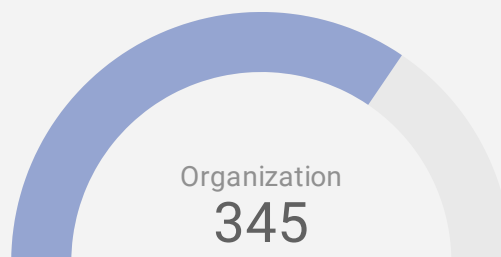
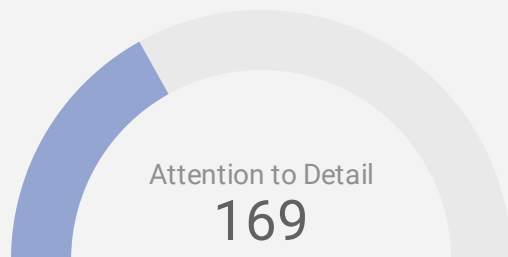
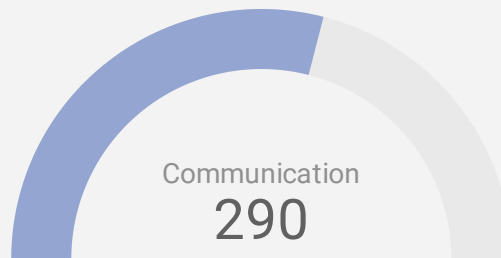
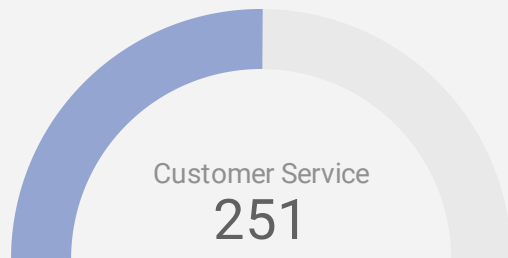


## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,200

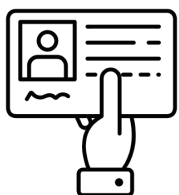


## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,200



Driver's License

44



Bilingual preferred or required

45



## JOB POSTINGS BY 4-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

What jobs are hard-to-fill and/or in-demand?

	4-DIGIT NOC CODE	4-DIGIT NOC LABEL	OCCUPATION'S SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	45	25	16.5
2.	6421	Retail salespersons	NOC Skill Level C	39	17	20.5
3.	4212	Social and community service workers	NOC Skill Level B	25	14	15
4.	6552	Other customer and information services representatives	NOC Skill Level C	24	19	16
5.	621	Retail and wholesale trade managers	NOC Skill Level A	23	19	21
6.	7452	Material handlers	NOC Skill Level C	23	24	21
7.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	21	16	21
8.	6731	Light duty cleaners	NOC Skill Level D	20	21	15
9.	6222	Retail and wholesale buyers	NOC Skill Level B	19	22	21
10.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	19	14	15
11.	6611	Cashiers	NOC Skill Level D	15	19	21
12.	7514	Delivery and courier service drivers	NOC Skill Level C	15	21	19.5
13.	1241	Administrative assistants	NOC Skill Level B	12	22	21
14.	3413	Nurse aides, orderlies and patient service associates	NOC Skill Level C	11	49	30
15.	1431	Accounting and related clerks	NOC Skill Level C	11	12	6
16.	3131	Pharmacists	NOC Skill Level A	10	24	15.5
17.	7241	Electricians (except industrial and power system)	NOC Skill Level B	10	25	6.5
18.	714	Facility operation and maintenance managers	NOC Skill Level A	9	26	24
19.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	9	18	18.5
20.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	9	24	22.5
21.	6322	Cooks	NOC Skill Level B	9	66	65
22.	4214	Early childhood educators and assistants	NOC Skill Level B	9	26	21
23.	6311	Food service supervisors	NOC Skill Level B	9	77	77
24.	1411	General office support workers	NOC Skill Level C	8	13	15
25.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	8	19	16
26.	1114	Other financial officers	NOC Skill Level A	8	12	2
27.	422	School principals and administrators of elementary and secondary education	NOC Skill Level A	8	52	31.5
28.	1415	Personnel clerks	NOC Skill Level C	7	18	17.5
29.	6541	Security guards and related security service occupations	NOC Skill Level C	7	17	16



## JOB POSTINGS BY 3-DIGIT NOC, SKILL LEVEL, FREQUENCY &amp; DURATION

What jobs are hard to fill and/or in-demand?

	3-DIGIT NOC CODE	3-DIGIT NOC LABEL	OCCUPATION'S SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	301	Professional occupations in nursing	NOC Skill Level A	47	27	17
2.	642	Retail salespersons	NOC Skill Level C	39	17	20.5
3.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	34	17	21
4.	673	Cleaners	NOC Skill Level D	31	19	16
5.	745	Longshore workers and material handlers	NOC Skill Level C	24	24	21
6.	655	Customer and information services representatives	NOC Skill Level C	24	19	16
7.	062	Retail and wholesale trade managers	NOC Skill Level A	23	19	21
8.	441	Home care providers and educational support occupations	NOC Skill Level C	21	16	21
9.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	19	14	15
10.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	19	22	21
11.	751	Motor vehicle and transit drivers	NOC Skill Level C	18	30	19.5
12.	141	General office workers	NOC Skill Level C	17	16	15
13.	661	Cashiers	NOC Skill Level D	15	19	21
14.	631	Service supervisors	NOC Skill Level B	14	70	74
15.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	13	13	7
16.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	13	30	18.5
17.	341	Assisting occupations in support of health services	NOC Skill Level C	12	49	30
18.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	12	22	21
19.	724	Electrical trades and electrical power line and telecommunications workers	NOC Skill Level B	11	22	5
20.	111	Auditors, accountants and investment professionals	NOC Skill Level A	11	13	13
21.	632	Chefs and cooks	NOC Skill Level B	11	56	16
22.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	10	26	24
23.	122	Administrative and regulatory occupations	NOC Skill Level B	10	24	15
24.	313	Pharmacists, dietitians and nutritionists	NOC Skill Level A	10	24	15.5
25.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	9	28	26
26.	725	Plumbers, pipefitters and gas fitters	NOC Skill Level B	9	20	21
27.	415	Social and community service professionals	NOC Skill Level A	9	19	21
28.	732	Automotive service technicians	NOC Skill Level B	9	24	22.5





## JOB POSTINGS BY 2-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

What jobs are hard to fill and/or in-demand?

	2-DIGIT NOC CODE	2-DIGIT NOC LABEL	OCCUPATION'S SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	50	17	15
2.	30	Professional occupations in nursing	NOC Skill Level A	47	27	17
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	46	20	16
4.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	42	19	21
5.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	34	17	21
6.	14	Office support occupations	NOC Skill Level C	32	15	15
7.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	29	24	21
8.	63	Service supervisors and specialized service occupations	NOC Skill Level B	28	61	32
9.	72	Industrial, electrical and construction trades	NOC Skill Level B	25	20	16
10.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	25	27	21
11.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	25	24	21
12.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	24	25	21
13.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	23	22	21
14.	73	Maintenance and equipment operation trades	NOC Skill Level B	23	33	21
15.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	22	16	21
16.	66	Sales support occupations	NOC Skill Level D	20	21	21
17.	11	Professional occupations in business and finance	NOC Skill Level A	18	10	5
18.	31	Professional occupations in health (except nursing)	NOC Skill Level A	18	23	16
19.	32	Technical occupations in health	NOC Skill Level B	15	28	18.5
20.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	15	29	23
21.	34	Assisting occupations in support of health services	NOC Skill Level C	12	49	30
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	12	19	21
23.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	11	26	22
24.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	10	26	24
25.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	9	13	11.5
26.	40	Professional occupations in education services	NOC Skill Level A	8	88	69
27.	04	Managers in health care	NOC Skill Level A	8	52	31.5



## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
46

NEW POSTINGS  
27

COMPANIES  
27

LANGUAGES  
2

## # OF DAYS POSTED

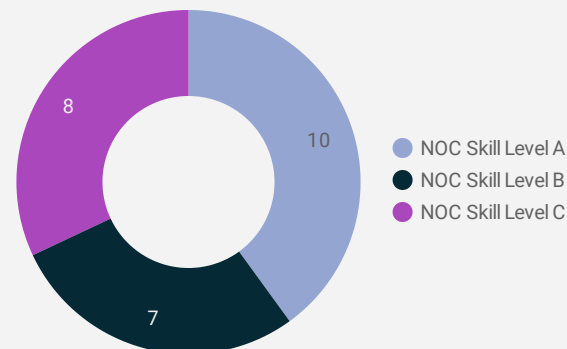
AVERAGE  
23.6

MEDIAN  
16

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

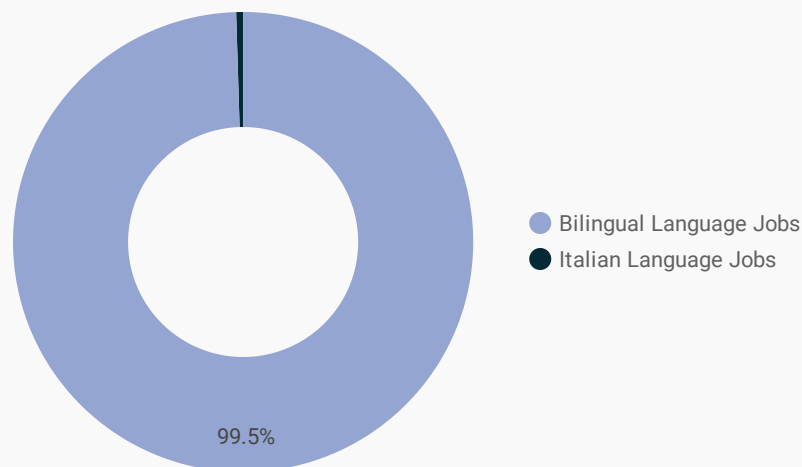
- 10 Skill Level A - Management/ Professional Occupations usually requiring University
- 7 Skill Level B - Usually college education or apprenticeship training
- 8 Skill Level C - Usually secondary education or occupation-specific training
- 0 Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C
Bilingual Language Jobs	6	8	8
Italian Language Jobs	1		

## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	45
2. Italian Language Jobs	1

## Post Date Timeline of this Month's Active Job Postings





## LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

What language skills are sought by 1-Digit NOC?

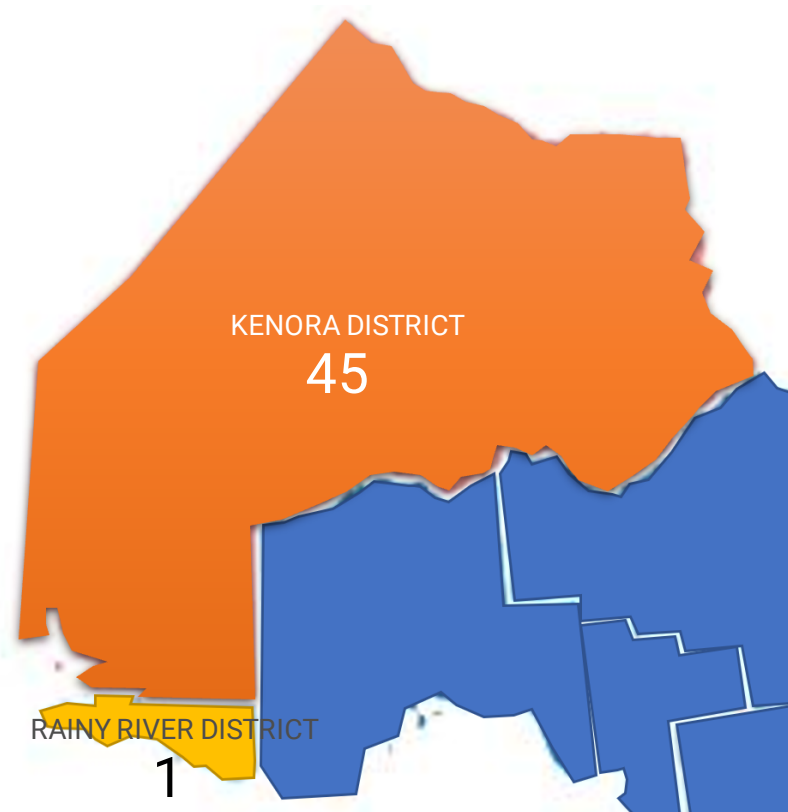
SKILL TYPE NAME	Bilingual Language Jobs	Italian Language Jobs	Grand total
Business, finance and administration occu...	3		3
Health occupations	4		4
Management occupations	7		7
Occupations in education, law and social, ...	2		2
Sales and service occupations	7	1	8
Trades, transport and equipment operator...	1		1
Grand total	24	1	25

## MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

MUNICIPALITY	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. City of Dryden	14	16.2	16
2. Town of Sioux Lookout	14	36.8	15.5
3. City of Kenora	10	20.5	21
4. Township of Ignace	3	11.3	12
5. Township of Ear Falls	3	20.0	21
6. Town of Fort Frances	1		
7. Attawapiskat First Nation	1	21.0	21

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	45	22.4	19
2. Rainy River District	1	58.8	53





*Who is hiring and what occupations are being recruited?*

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*What language skills are sought by 4-Digit NOC?*

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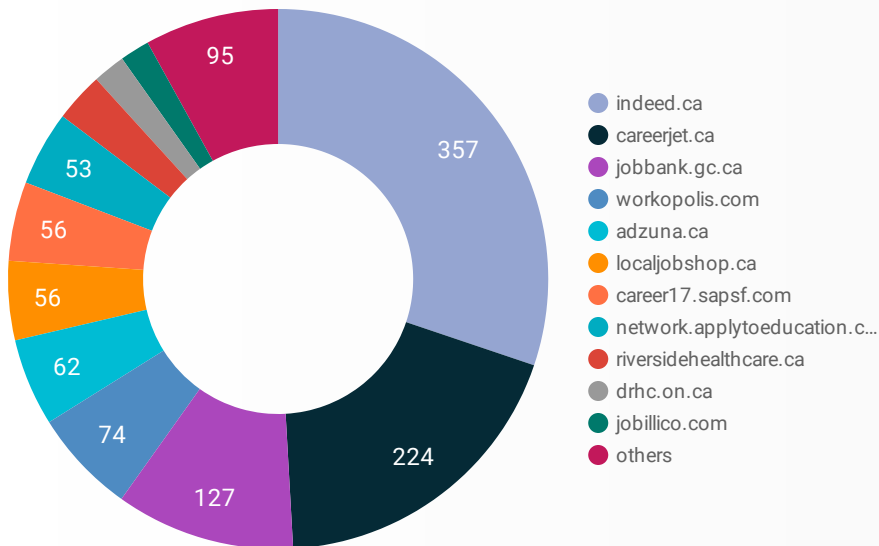
### Which employers are seeking multilingual candidates?

1 - 27 / 27



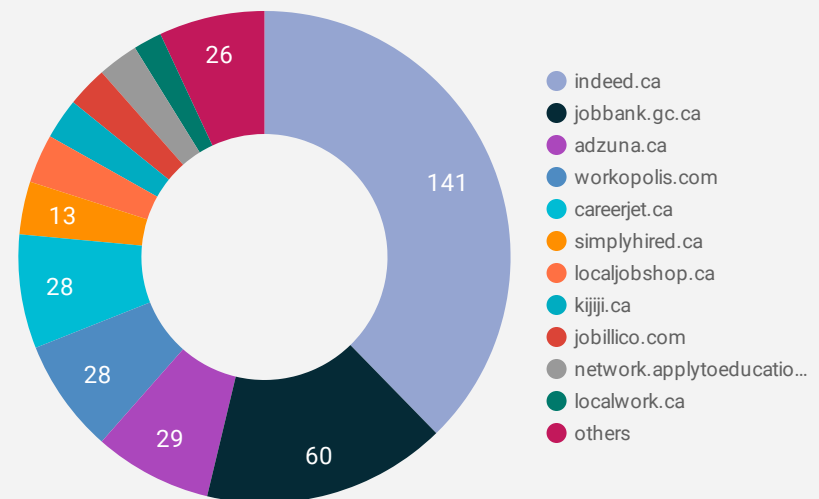
## JOB POSTINGS BY JOB BOARD

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	357	21	21	141
2.	careerjet.ca	224	10	6	28
3.	jobbank.gc.ca	127	37	30	60
4.	workopolis.com	74	15	15	28
5.	adzuna.ca	62	14	15	29
6.	career17.sapsf.com	56	62	55	1
7.	localjobshop.ca	56	26	30	12
8.	network.applytoeducation.com	53	72	54	10
9.	riversidehealthcare.ca	35	89	114	4
10.	drhc.on.ca	23	57	30	1
11.	jobillico.com	21	28	25.5	10
12.	simplyhired.ca	19	16	16	13
13.	localwork.ca	18	12	14	7
14.	lwdh.talentpoolbuilder.com	17	27	19	1
15.	kijiji.ca	14	18	17	10
16.	wowjobs.ca	7	16	16	5
17.	careerarc.com	6	92	101.5	3
18.	aboriginaljobboard.ca	4	93	91	3