



NORTHWEST TRAINING & ADJUSTMENT BOARD

JOB DEMAND REPORT

OCTOBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,230	679	304	25

OF DAYS POSTED

AVERAGE	MEDIAN
22.9	16

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

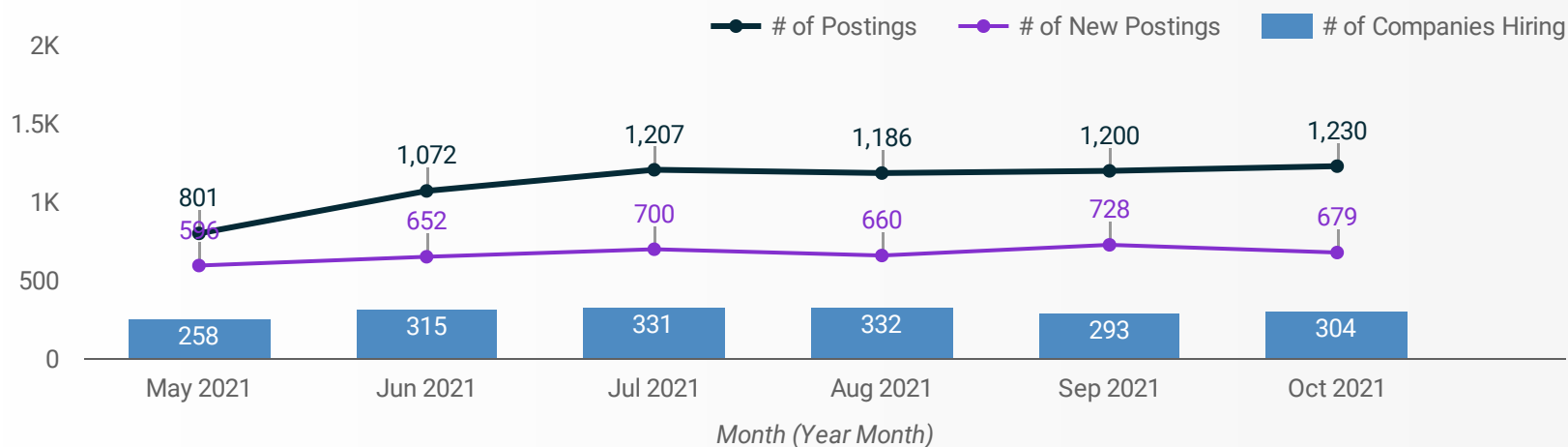
EMPLOI
ONTARIO

Ontario

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JOB POSTINGS BY MONTH FOR KENORA & RAINY RIVER DISTRICTS

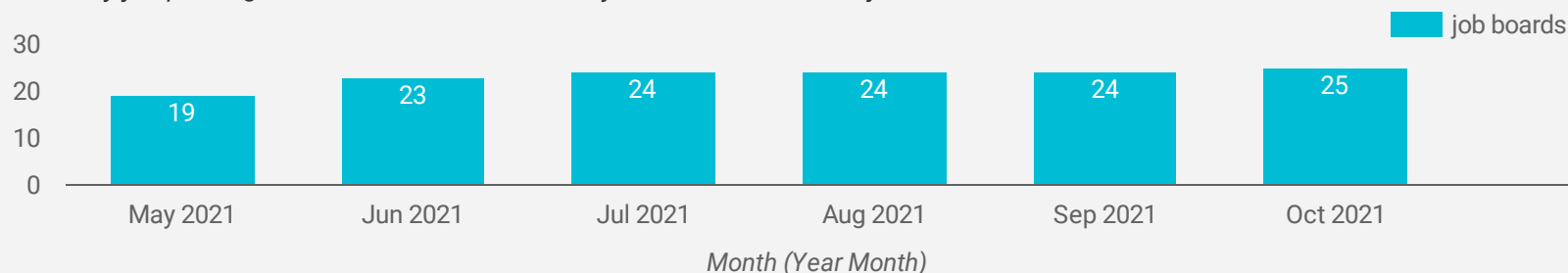
How many job postings were active for at least 1 day this month?



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

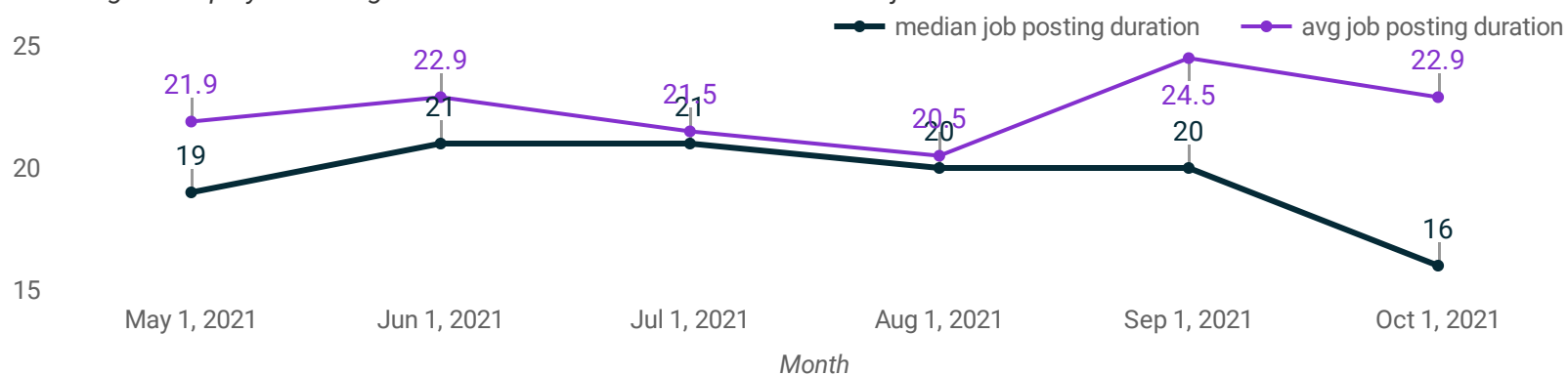
NUMBER OF ACTIVE JOB BOARDS

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	1,104	21.7	16
2.	Rainy River District	126	40.0	27

JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

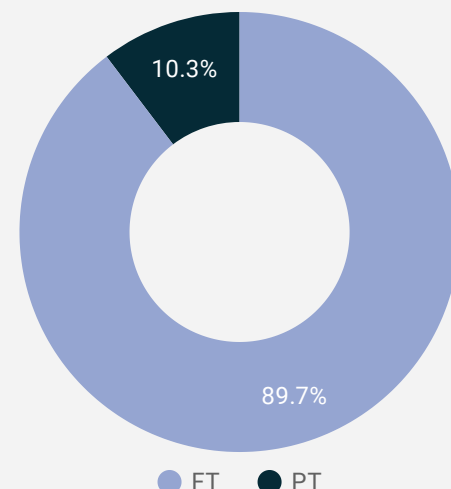
	MUNICIPALITY	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kenora	392	20.9	21
2.	City of Dryden	295	21.0	19.5
3.	Town of Sioux Lookout	267	11.6	7
4.	Town of Red Lake	55	40.6	20
5.	Town of Fort Frances	55	25.1	19.5
6.	Emo Township	52	72.8	58.5
7.	Township of Ear Falls	18	23.3	21
8.	Lac Seul First Nation	13	13.8	16
9.	Attawapiskat First Nation	12	62.0	30
10.	Pikangikum First Nation	10	114.1	164
11.	Rainy River	10	15.0	15
12.	Alberton Township	7	4.3	3
13.	Township of Sioux Narrows - Nestor Falls	6	30.0	15
14.	Township of Dryden Lake	5	17.0	11

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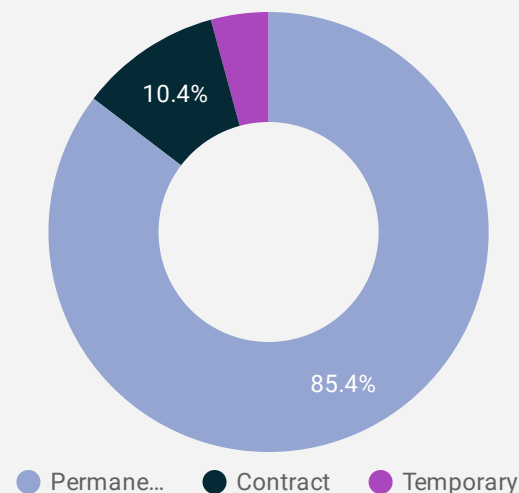
JOB TYPE

Full-time vs Part-time



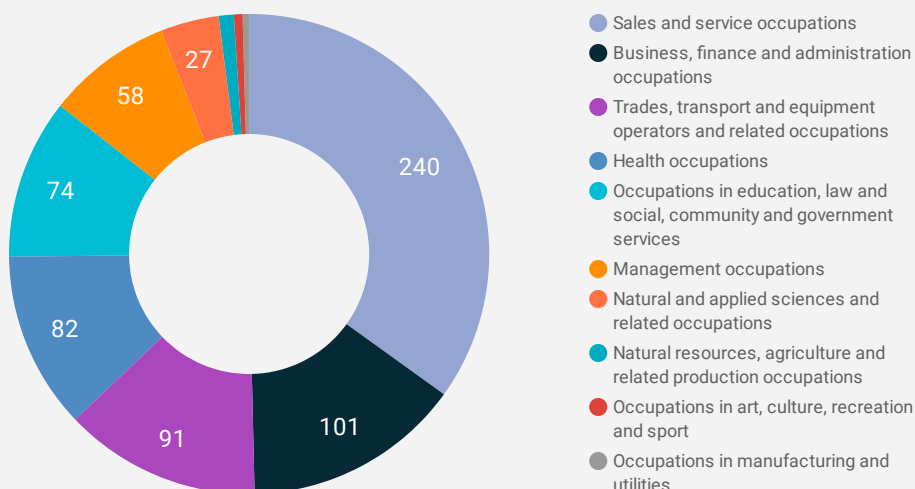
JOB DURATION

Permanency of jobs posted



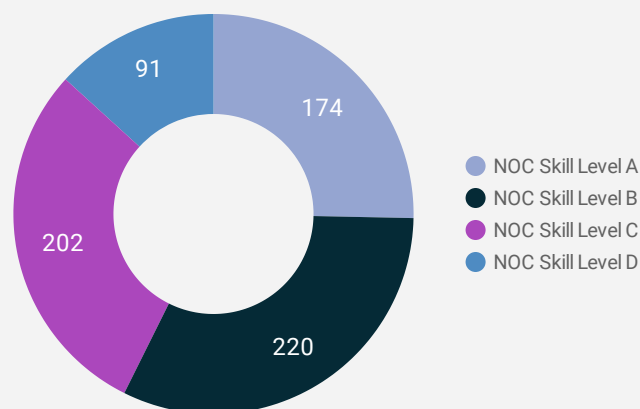
JOB POSTINGS BY SKILL TYPE

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	132	4.4	4
2.	New Gold Inc	Emo	50	69.9	57
3.	Lake Of The Woods District Hospital	Kenora	39	23.9	17
4.	Sioux Lookout Meno Ya Win Health Centre	Sioux Lookout	29	11.7	15
5.	Sioux Lookout First Nations Health Authority	Sioux Lookout	28	15.0	15
6.	Walmart	Dryden	25	5.1	4
7.	Domtar	Dryden	22	18.5	21
8.	Keewatin-Patricia District School Board	Kenora	20	25.2	21
9.	La Verendrye General Hospital	Fort Frances	18	37.7	34
10.	Walmart Canada	Dryden	18	36.5	21
11.	Anishinaabe Abinoojii Family Services	Kenora	16	22.6	21
12.	Boart Longyear	Kenora	14	21.0	21
13.	PureGold	Red Lake	14	67.5	36
14.	Dryden Regional Health Centre	Dryden	13	160.0	160
15.	Sioux-Hudson Employment	Dryden	12	5.3	6
16.	Wilson's Business Solutions	Dryden	12	21.5	21
17.	Kenora Association for Community Living	Kenora	11	22.3	21
18.	Kenora Catholic District School Board	Kenora	11	19.7	21
19.	EACOM Timber Corporation	Ear Falls	11	33.1	24
20.	Kenora Chiefs Advisory	Kenora	10	21.0	21
21.	Rainycrest Long Term Care Home	Rainy River	10	15.0	15
22.	Amazon	Lac Seul	10	17.7	16
23.	Pikangikum Education Authority	Pikangikum	10	114.1	164
24.	Kenora Rainy River Districts Child and Family Services	Kenora	9	17.6	15
25.	Walmart Canada	Kenora	9	20.3	21
26.	Keewatin-Patricia District School Board	Sioux Lookout	9	20.0	15
27.	The Co-operators	Kenora	8	19.8	21
28.	Keewatin-Patricia District School Board	Red Lake	8	34.0	35
29.	Giant Tiger	Sioux Lookout	8	37.5	17
30.	Attawapiskat First Nation Education Authority	Attawapiskat	7	92.0	133
31.	Kenora Rainy River Districts Child and Family Services	Dryden	7	15.9	15



TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs

5

	JOB TITLE	COMPANY	LOCATION	WAGE POTENTIAL ▾
1.	Primary Health Care Nurse Practitioner	Weeneebayko Area Health Authority	Attawapiskat First Nation	70.34 <div></div>
2.	Lawyer	KLDiscovery	Town of Fort Frances	63.59 <div></div>
3.	Nurse Practitioner (2 Interim Positions)	Lake Of The Woods District Hospital	City of Kenora	61.16 <div></div>
4.	Nurse Practitioner (3 Positions)	Lake Of The Woods District Hospital	City of Kenora	61.16 <div></div>
5.	Emergency Registered Nurse (part-time Permanent, 0.50 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53 <div></div>
6.	Emergency Registered Nurse (part-time Permanent, 0.50 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53 <div></div>
7.	Nursing Resource Team Registered Nurse (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	48.53 <div></div>
8.	Surgical Services Registered Nurse (training Opportunity, Part-time Permanent, 0.80 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53 <div></div>
9.	Registered Nurse (r.n.)	Sioux Lookout Meno Ya Win Health Centre	Town of Sioux Lookout	48.53 <div></div>
10.	Maternity Registered Nurse (part-time Interim, 0.50 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53 <div></div>
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TOP SALARIES IN JOB POSTINGS

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

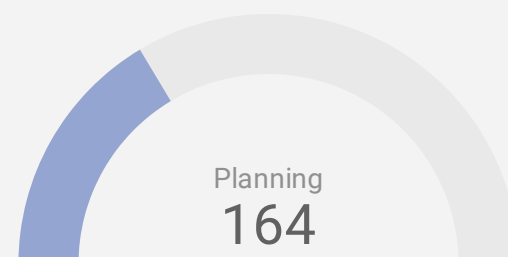
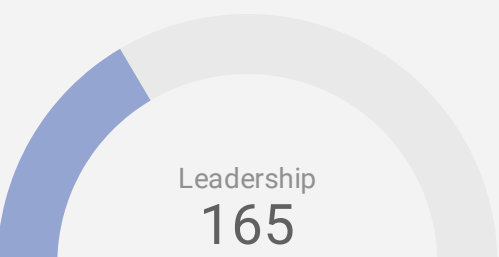
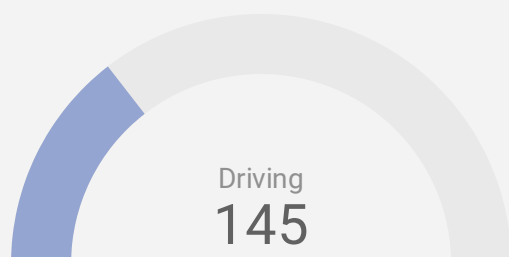
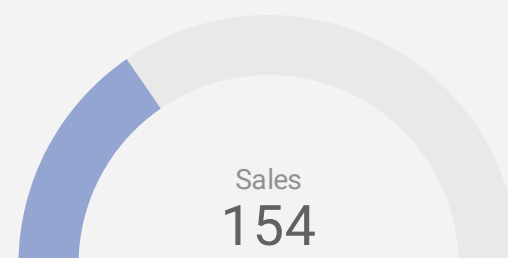
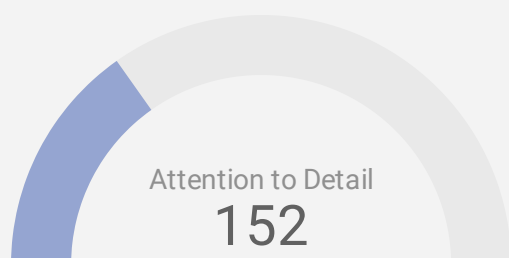
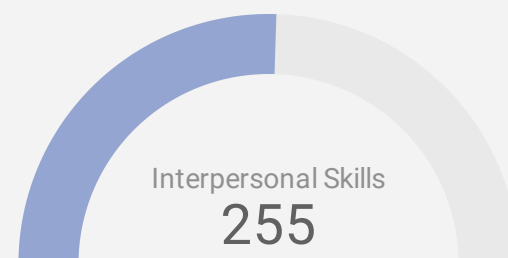
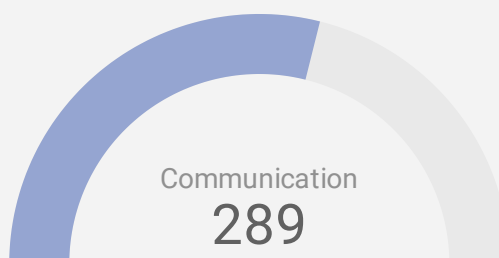
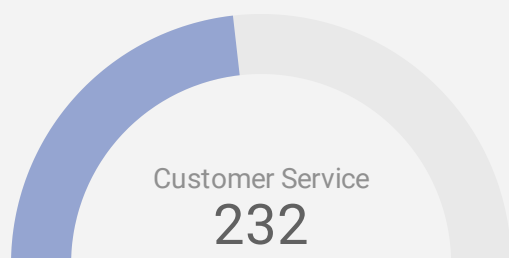
	JOB TITLE	COMPANY	LOCATION	SALARY POTENTIAL ▾
1.	Technical Sales Representative	Law-Marot-Milpro inc.	City of Kenora	160,000 <div></div>
2.	Program Manager	Ministry Of Children, Community And Social Services	City of Kenora	135,178 <div></div>
3.	Assistant Superintendent Power & Recovery	sagebeans	City of Dryden	130,000 <div></div>
4.	Equipment Mechanics Wanted - Fly In, Fly Out - Campsite	AMI Personnel	City of Dryden	120,000 <div></div>
5.	Pharmacist â€” Hospital Based Full Time	Dryden Regional Health Centre	City of Dryden	120,000 <div></div>
6.	Red Lake - Expression Of Interest Job	Tpd	City of Kenora	120,000 <div></div>
7.	Amended - Crown Surveyor	Ministry of Northern Development, Mines, Natural Resources and Forestry	City of Kenora	114,578 <div></div>
8.	Clinical Manager	Sioux-Hudson Employment	Town of Sioux Lookout	101,072 <div></div>
9.	Clinical Manager Mh And Addictions	Sioux Lookout First Nations Health Authority	Town of Sioux Lookout	101,072 <div></div>
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,230

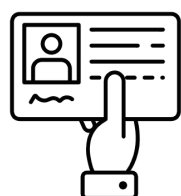


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,230



Driver's License
58



Bilingualism preferred or required
36



Regular Access to a Vehicle
40



Criminal Record Check
93

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	40	24	17
2.	6421	Retail salespersons	NOC Skill Level C	38	22	21
3.	7452	Material handlers	NOC Skill Level C	25	13	16
4.	621	Retail and wholesale trade managers	NOC Skill Level A	25	19	21
5.	6731	Light duty cleaners	NOC Skill Level D	23	14	15
6.	4212	Social and community service workers	NOC Skill Level B	22	12	11
7.	6222	Retail and wholesale buyers	NOC Skill Level B	22	19	21
8.	1241	Administrative assistants	NOC Skill Level B	19	19	15
9.	6611	Cashiers	NOC Skill Level D	19	23	16
10.	6322	Cooks	NOC Skill Level B	17	24	15
11.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	17	16	15
12.	6552	Other customer and information services representatives	NOC Skill Level C	16	23	21
13.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	15	19	21
14.	7514	Delivery and courier service drivers	NOC Skill Level C	15	20	21
15.	6311	Food service supervisors	NOC Skill Level B	15	42	31.5
16.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	14	13	15
17.	1411	General office support workers	NOC Skill Level C	12	12	15
18.	1431	Accounting and related clerks	NOC Skill Level C	10	11	6
19.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	9	14	15
20.	4153	Family, marriage and other related counsellors	NOC Skill Level A	9	12	15
21.	6231	Insurance agents and brokers	NOC Skill Level B	8	18	16
22.	6541	Security guards and related security service occupations	NOC Skill Level C	8	11	7
23.	631	Restaurant and food service managers	NOC Skill Level A	8	42	18
24.	1223	Human resources and recruitment officers	NOC Skill Level B	7	26	21
25.	1415	Personnel clerks	NOC Skill Level C	7	19	21
26.	3124	Allied primary health practitioners	NOC Skill Level A	7	16	16
27.	3131	Pharmacists	NOC Skill Level A	7	17	15
28.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	7	24	29.5
29.	714	Facility operation and maintenance managers	NOC Skill Level A	6	50	35

JOB POSTINGS BY 3-DIGIT NOC, SKILL LEVEL, FREQUENCY & 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.	673	Cleaners	NOC Skill Level D	42	14	15
2.	301	Professional occupations in nursing	NOC Skill Level A	41	24	17
3.	642	Retail salespersons	NOC Skill Level C	38	22	21
4.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	28	20	15
5.	745	Longshore workers and material handlers	NOC Skill Level C	26	13	16
6.	062	Retail and wholesale trade managers	NOC Skill Level A	25	19	21
7.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	24	19	21
8.	141	General office workers	NOC Skill Level C	23	14	15
9.	751	Motor vehicle and transit drivers	NOC Skill Level C	21	27	21
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	20	18	13.5
11.	661	Cashiers	NOC Skill Level D	19	23	16
12.	631	Service supervisors	NOC Skill Level B	18	45	31
13.	632	Chefs and cooks	NOC Skill Level B	18	24	15
14.	122	Administrative and regulatory occupations	NOC Skill Level B	18	32	21
15.	441	Home care providers and educational support occupations	NOC Skill Level C	17	19	21
16.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	17	16	15
17.	415	Social and community service professionals	NOC Skill Level A	16	14	15
18.	655	Customer and information services representatives	NOC Skill Level C	16	23	21
19.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	12	11	6
20.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	11	33	15
21.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	10	18	16
22.	063	Managers in food service and accommodation	NOC Skill Level A	9	42	18
23.	725	Plumbers, pipefitters and gas fitters	NOC Skill Level B	9	39	21
24.	662	Other sales support and related occupations	NOC Skill Level D	9	14	15
25.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	9	20	9.5
26.	111	Auditors, accountants and investment professionals	NOC Skill Level A	9	18	21
27.	654	Security guards and related security service occupations	NOC Skill Level C	8	11	7
28.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	8	49	39

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	59	14	15
2.	63	Service supervisors and specialized service occupations	NOC Skill Level B	43	27	15
3.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	41	25	21
4.	30	Professional occupations in nursing	NOC Skill Level A	41	24	17
5.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	39	22	21
6.	14	Office support occupations	NOC Skill Level C	36	13	15
7.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	36	18	16
8.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	36	22	21
9.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	35	19	21
10.	66	Sales support occupations	NOC Skill Level D	28	20	15
11.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	28	20	15
12.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	27	25	21
13.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	26	13	16
14.	72	Industrial, electrical and construction trades	NOC Skill Level B	21	35	21
15.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	19	19	15
16.	31	Professional occupations in health (except nursing)	NOC Skill Level A	19	19	15
17.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	18	19	21
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	17	18	21
19.	32	Technical occupations in health	NOC Skill Level B	16	28	21
20.	73	Maintenance and equipment operation trades	NOC Skill Level B	15	33	30
21.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	12	19	15
22.	11	Professional occupations in business and finance	NOC Skill Level A	11	16	18
23.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	10	17	15.5
24.	40	Professional occupations in education services	NOC Skill Level A	9	50	61
25.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	7	52	46
26.	04	Managers in health care	NOC Skill Level A	6	53	45.5
27.	34	Assisting occupations in support of health services	NOC Skill Level C	6	32	21

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
37

NEW POSTINGS
11

COMPANIES
24

LANGUAGES
2

OF DAYS POSTED

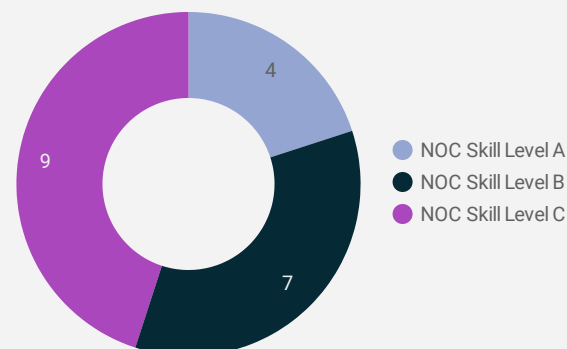
AVERAGE
23.6

MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

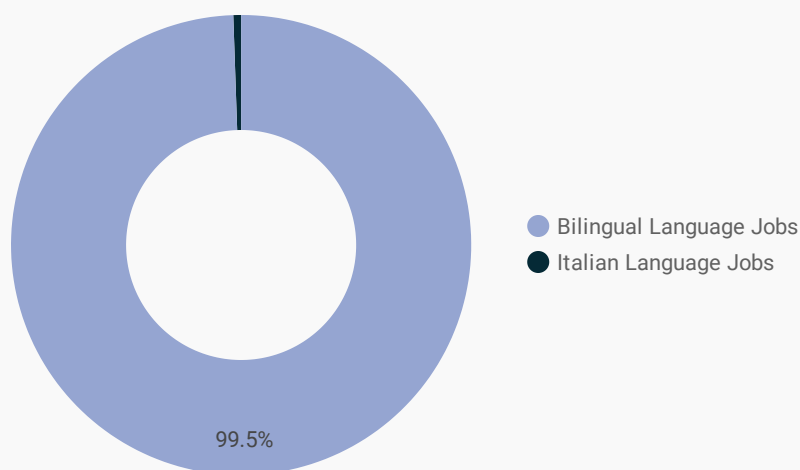
- 4** Skill Level A - Management/ Professional Occupations usually requiring University
- 7** Skill Level B - Usually college education or apprenticeship training
- 9** Skill Level C - Usually secondary education or occupation-specific training
- 0** Skill Level D - Usually on-the-job training



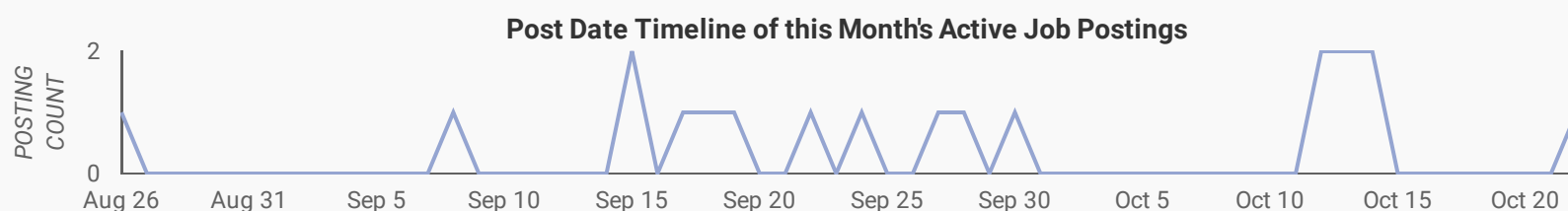
LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C
Bilingual Language Jobs	4	6	9
Italian Language Jobs		1	

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	36
2. Italian Language Jobs	1



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

What language skills are sought by 1-Digit NOC?

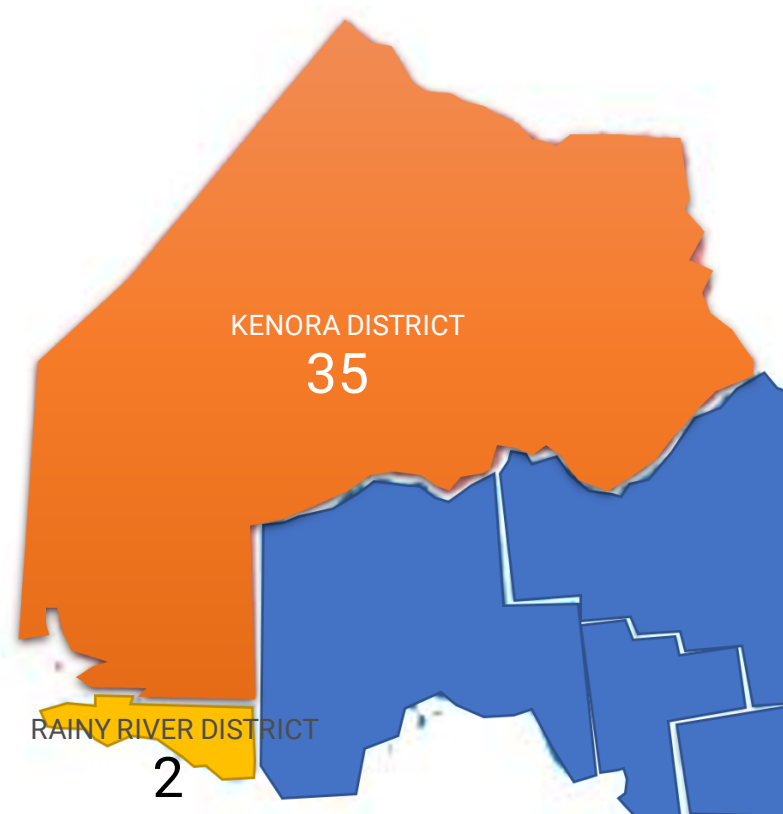
SKILL TYPE NAME	Bilingual Language Jobs	Italian Language Jobs	Grand total
Business, finance and administration occu...	4		4
Health occupations	2		2
Management occupations	3		3
Occupations in education, law and social, ...	1		1
Sales and service occupations	8	1	9
Trades, transport and equipment operator...	1		1
Grand total	19	1	20

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	11	16.7	16
2. City of Kenora	10	21.6	21
3. Town of Sioux Lookout	10	40.1	17
4. Town of Fort Frances	2	12.0	12
5. Attawapiskat First Nation	2	18.0	18
6. Township of Ignace	1	7.0	7
7. Township of Ear Falls	1	24.0	24

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	35	21.7	16
2. Rainy River District	2	40.0	27



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS ▾
1. Retail salespersons	4
2. Administrative assistants	3
3. School principals and administrators of ...	2
4. Paramedical occupations	1
5. Correctional service officers	1
6. Facility operation and maintenance man...	1
7. Ground and water transport ticket agent...	1
8. Employment insurance, immigration, bor...	1
9. Chefs	1
10. Other customer and information service...	1
11. Registered nurses and registered psychi...	1
12. Pursers and flight attendants	1
13. Delivery and courier service drivers	1
14. Retail and wholesale buyers	1

MULTILINGUAL HIRING EMPLOYERS

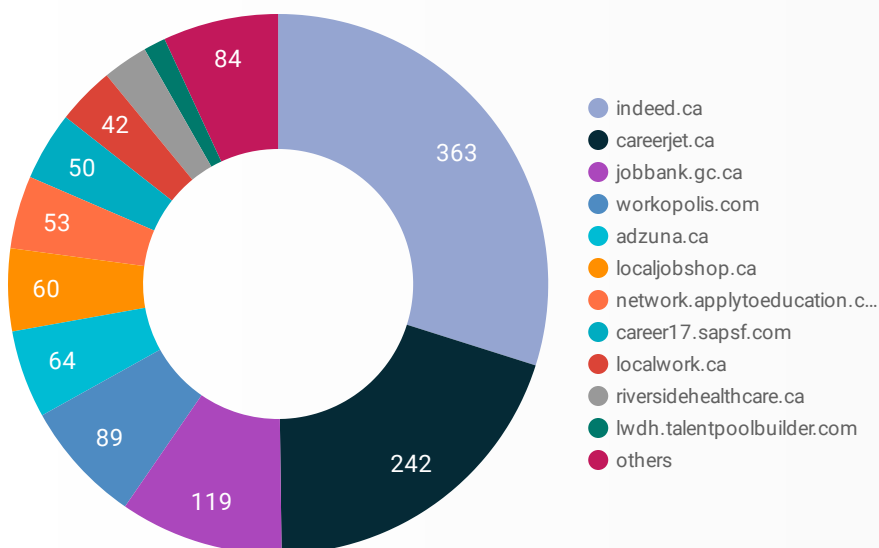
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS ▾
1. Sioux-Hudson Employment	5
2. Bell Canada	5
3. Shibogama Education	3
4. Fresh Market Foods	2
5. BELL MOBILITY/BELL MOBILIT	2
6. Bell	2
7. EACOM Timber Corporation	1
8. Bce Inc	1
9. Serco	1
10. Autism Ontario	1
11. Service Canada	1
12. DNL Commercial Cleaning Ltd	1
13. Head Start In Business	1
14. Kenora Catholic District School Board	1
15. Sunset Inn & Suites	1
16. Keewatin-Patricia District School Board	1
17. VON	1
18. LCBO	1
19. FIREFLY	1
20. Contact North	1
21. Ontario Public Service	1
22. www.waha.ca	1
23. Innovation, Science and Economic Development Canada (ISED) - FedNor (Federal Economic Development Initiative for Northern Ontario)	1
24. CROSSMARK	1



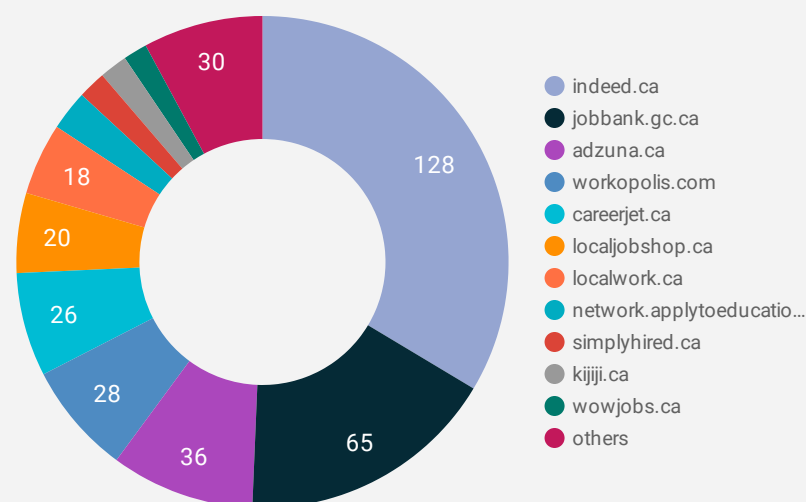
JOB POSTINGS BY JOB BOARD

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	363	21	21	128
2.	careerjet.ca	242	9	5	26
3.	jobbank.gc.ca	119	35	29	65
4.	workopolis.com	89	15	15	28
5.	adzuna.ca	64	15	15	36
6.	localjobshop.ca	60	26	28	20
7.	network.applytoeducation.com	53	72	55	10
8.	career17.sapsf.com	50	70	57	1
9.	localwork.ca	42	4	2	18
10.	riversidehealthcare.ca	33	53	34	4
11.	lwdh.talentpoolbuilder.com	16	27	17	1
12.	jobillico.com	13	56	65	6
13.	simplyhired.ca	13	15	15	7
14.	drhc.on.ca	13	160	160	1
15.	gojobs.gov.on.ca	10	16	17	5
16.	kijiji.ca	9	15	15	7
17.	wowjobs.ca	7	16	16	6
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