



NORTHWEST TRAINING & ADJUSTMENT BOARD

JOB DEMAND REPORT

NOVEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,529	1,060	387	26

OF DAYS POSTED

AVERAGE	MEDIAN
21.6	21

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

Page 1 of 13

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

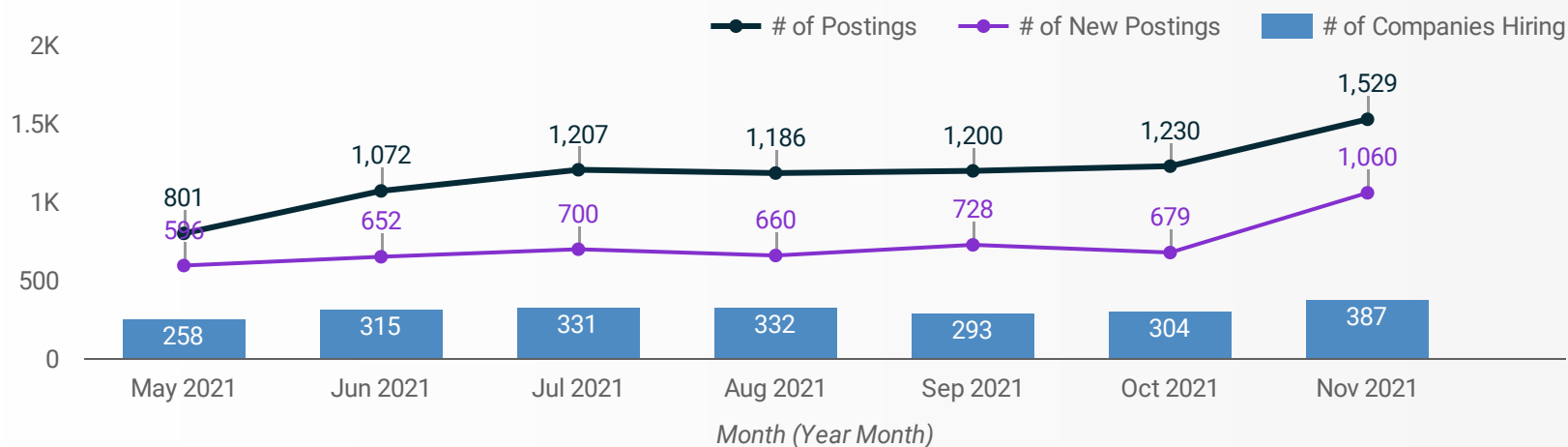
EMPLOI
ONTARIO

Ontario

This Employment Ontario service is funded by the Government of Ontario
Ce service Emploi Ontario est financé par le gouvernement de l'Ontario.

JOB POSTINGS BY MONTH FOR KENORA & RAINY RIVER DISTRICTS

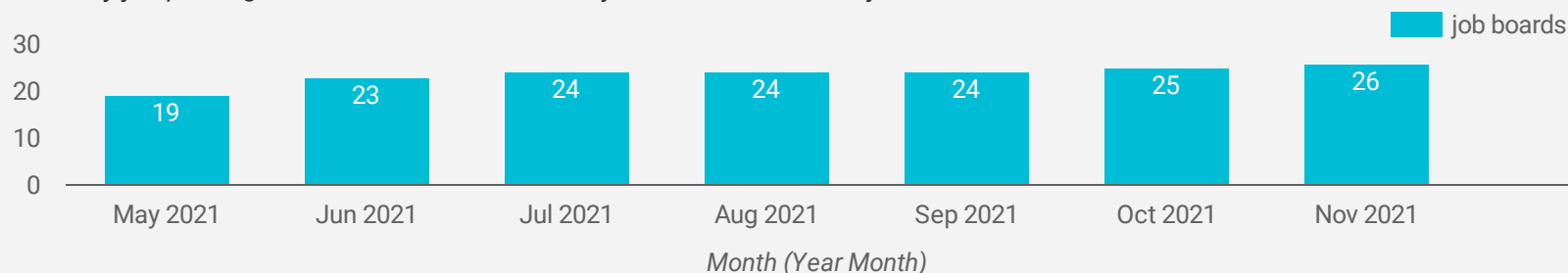
How many job postings were active for at least 1 day this month?



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

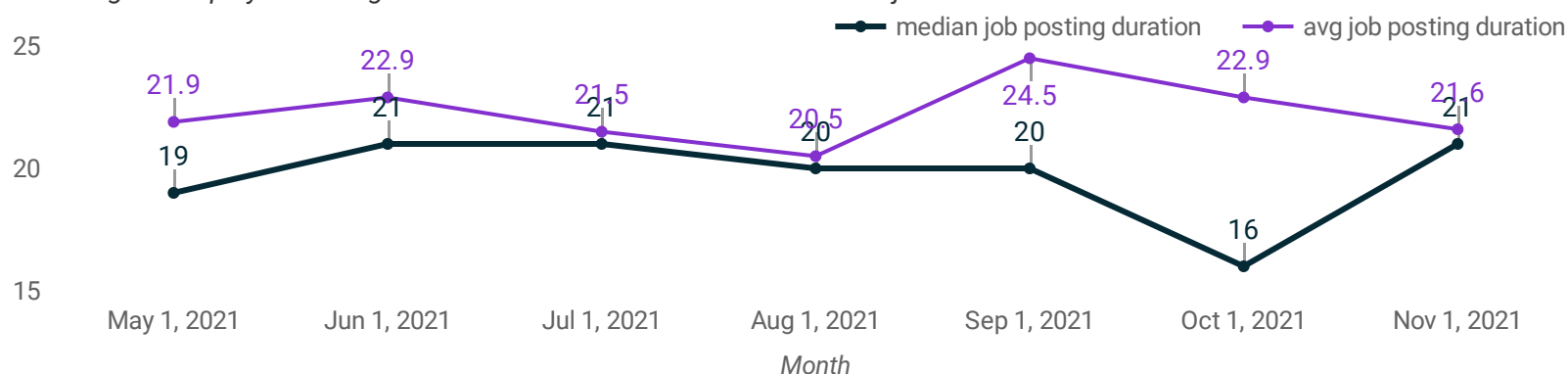
NUMBER OF ACTIVE JOB BOARDS

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	1,284	21.1	21
2.	Rainy River District	245	25.7	21

JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

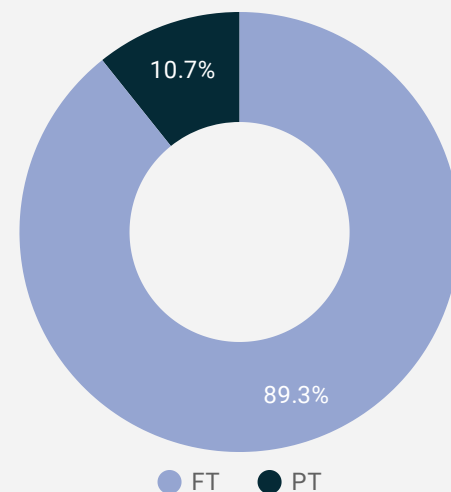
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kenora	488	21.8	21
2.	Town of Sioux Lookout	310	16.0	15
3.	City of Dryden	301	23.0	21
4.	Town of Red Lake	89	28.3	21
5.	Emo Township	83	36.3	21
6.	Town of Fort Frances	80	23.1	21
7.	Atikokan Township	54	14.8	21
8.	Township of Ear Falls	25	24.9	21
9.	Township of Ignace	17	23.8	21
10.	Rainy River	17	11.7	3
11.	Lac Seul First Nation	12	8.8	2
12.	Township of Pickle Lake	11	17.2	21
13.	Pikangikum First Nation	7	30.6	21
14.	Chapple Township	6	5.8	3

1 - 28 / 28



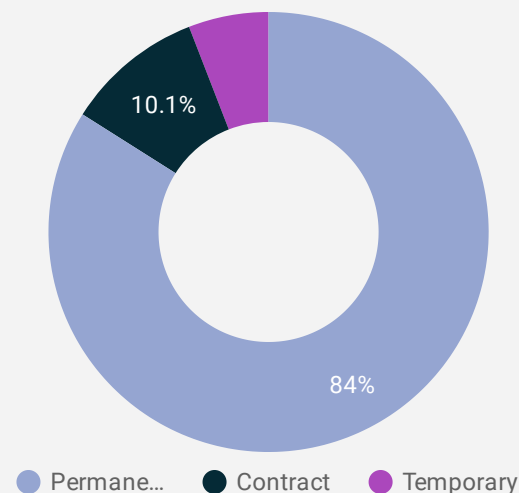
JOB TYPE

Full-time vs Part-time



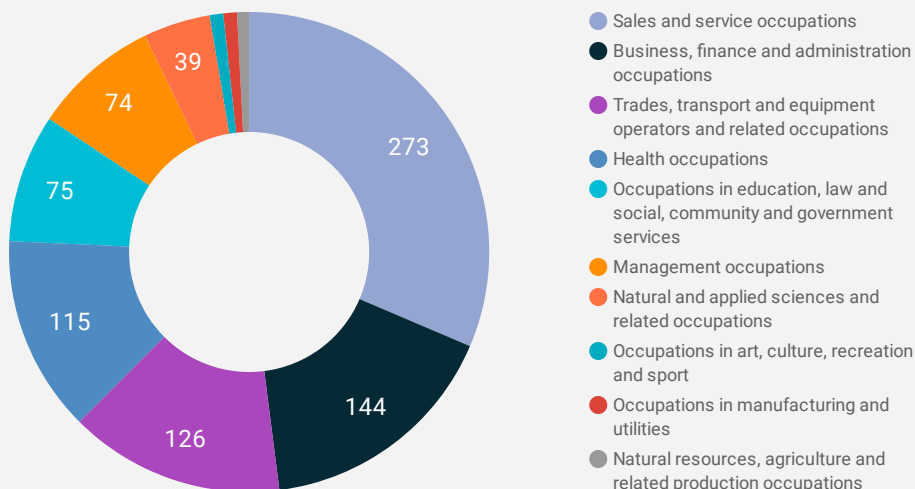
JOB DURATION

Permanency of jobs posted



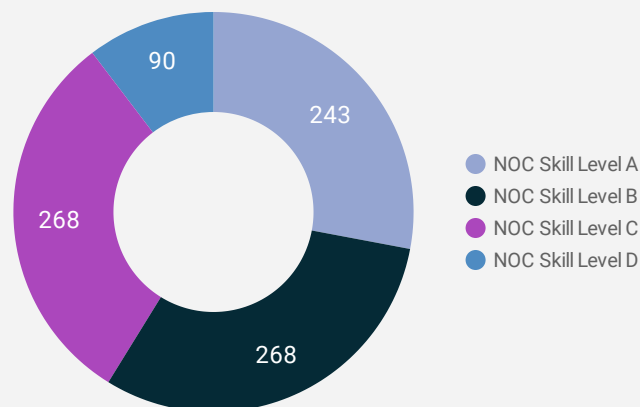
JOB POSTINGS BY SKILL TYPE

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	90	4.2	3
2.	New Gold Inc	Emo	67	42.1	21
3.	Sioux Lookout Meno Ya Win Health Centre	Sioux Lookout	56	18.6	21
4.	Lake Of The Woods District Hospital	Kenora	31	19.9	15
5.	Keewatin-Patricia District School Board	Kenora	24	19.9	12
6.	Sioux Lookout First Nations Health Authority	Sioux Lookout	23	15.0	15
7.	La Verendrye General Hospital	Fort Frances	18	30.3	27
8.	PureGold	Red Lake	15	46.1	27
9.	Keewatin-Patricia District School Board	Sioux Lookout	15	14.2	11
10.	Dryden Regional Health Centre	Dryden	14	127.8	129
11.	Domtar	Dryden	14	37.6	21
12.	EACOM Timber Corporation	Ear Falls	14	30.8	21
13.	Canadian Mental Health Association	Kenora	12	21.0	21
14.	Anishinaabe Abinoojii Family Services	Kenora	12	23.3	21
15.	Kenora Catholic District School Board	Kenora	11	30.7	21
16.	Boart Longyear	Kenora	11	21.0	21
17.	Kenora Rainy River Districts Child and Family Services	Kenora	11	16.5	15
18.	Canadian Tire	Dryden	10	21.0	21
19.	Calfrac Well Services Ltd.	Dryden	10	15.7	15
20.	Kenora Association for Community Living	Kenora	10	21.0	21
21.	Safeway	Kenora	10	21.0	21
22.	The Co-operators	Kenora	10	21.0	21
23.	Domtar Inc.	Dryden	10	21.0	21
24.	Kenora Rainy River Districts Child and Family Services	Dryden	10	15.6	15
25.	Rainycrest Long Term Care Home	Rainy River	10	32.5	33
26.	Sioux Lookout, Municipality of, The	Sioux Lookout	9	21.0	21
27.	Grand Council Treaty #3	Kenora	9	8.5	9
28.	Giant Tiger Stores Limited	Sioux Lookout	9	21.0	21
29.	Rainy River District School Board	Fort Frances	9	21.0	21
30.	Keewatin-Patricia District School Board	Red Lake	9	38.6	36
31.	City of Kenora	Kenora	9	21.0	21



TOP HOURLY WAGES IN JOB POSTINGS

of Minimum Wage Jobs

6

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

	JOB TITLE	COMPANY	LOCATION	WAGE POTENTIAL
1.	Nurse Practitioner (3 Positions)	Lake Of The Woods District Hospital	City of Kenora	61.16
2.	Process Server/pi Or Security Guard Needed	Hidden Lynx Investigations	Town of Sioux Lookout	50
3.	Nursing Resource Team Registered Nurse (part-time Permanent, 0.40 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53
4.	Icu Registered Nurse (part-time Permanent, 0.30 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53
5.	Emergency Registered Nurse (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	48.53
6.	Chemotherapy Registered Nurse (part-time Permanent, 0.40 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53
7.	Various Registered Nurse Opportunities	Lake Of The Woods District Hospital	City of Kenora	48.53
8.	Nursing Resource Team Registered Nurse (part-time Permanent, 0.80 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53
9.	Icu Registered Nurse (full-time Interim)	Lake Of The Woods District Hospital	City of Kenora	48.53
10.	Emergency Registered Nurse (part-time Permanent, 0.40 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53

1 - 100 / 313



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
2.	Civil Construction Superintendent	Moncrief Construction Limited	City of Kenora	140,000
3.	Sales Consultant	The Window & Door Store	City of Kenora	124,560
4.	Pharmacist â€” Hospital Based Full Time	Dryden Regional Health Centre	City of Dryden	120,000
5.	Truck Driver	Tri-Bon Transportation Systems Inc.	City of Dryden	120,000
6.	Director Of Central Ambulance Communications Centre (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	118,810.23
7.	The Atikokan Family Health Team (afht) â€” Registered Nurse Extended Class (nurse Practitioner) New Graduates Welcome!!	The Atikokan Family Health Team (AFHT)	Atikokan Township	118,755
8.	Registered Nurse Extended Class (nurse Practitioner) - New Graduates Welcome!!	Association of Family Health Teams of Ontario/ AFHTO	Atikokan Township	118,755

1 - 100 / 482

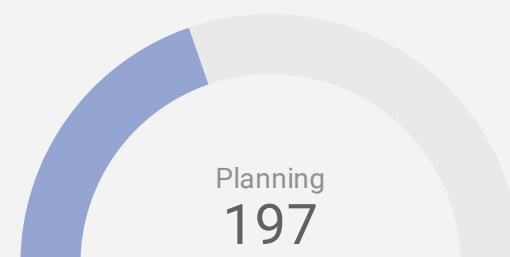
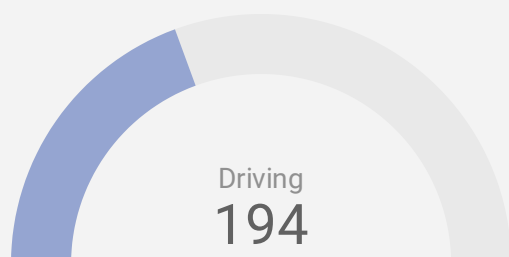
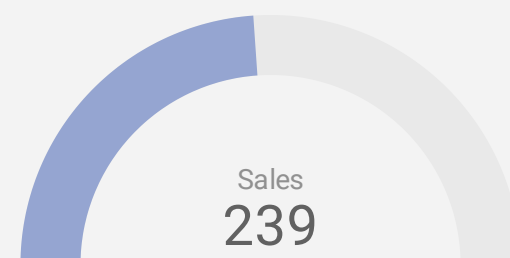
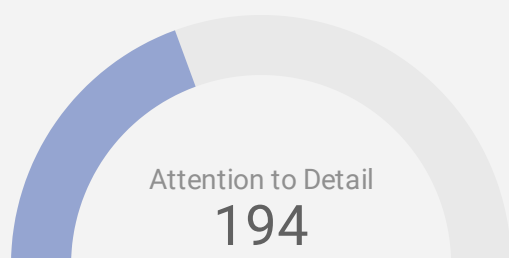
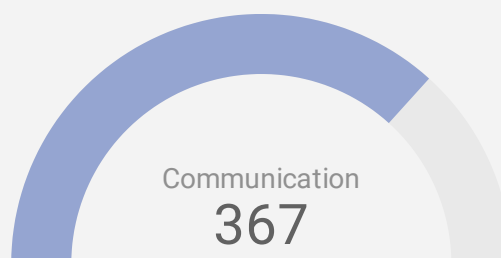
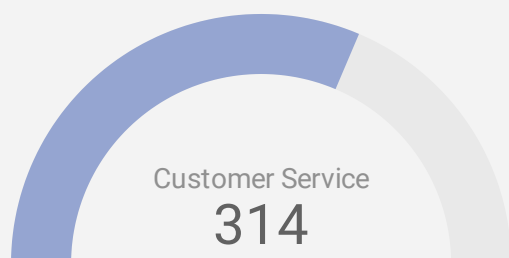


TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,529

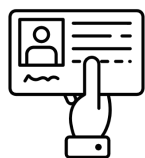


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,529



Driver's License

47



First Aid

89



Regular Access to a Vehicle

91



Criminal Record Check

165



Microsoft Office

106



Food Safety

27



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	52	27	21
2.	6421	Retail salespersons	NOC Skill Level C	37	20	21
3.	621	Retail and wholesale trade managers	NOC Skill Level A	34	20	21
4.	1411	General office support workers	NOC Skill Level C	27	13	16
5.	6731	Light duty cleaners	NOC Skill Level D	26	17	21
6.	6222	Retail and wholesale buyers	NOC Skill Level B	25	26	21
7.	6322	Cooks	NOC Skill Level B	25	30	21
8.	6552	Other customer and information services representatives	NOC Skill Level C	25	20	21
9.	7452	Material handlers	NOC Skill Level C	23	13	16
10.	1241	Administrative assistants	NOC Skill Level B	19	21	20
11.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	18	20	21
12.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	17	20	21
13.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	16	16	15
14.	6311	Food service supervisors	NOC Skill Level B	16	104	122
15.	6611	Cashiers	NOC Skill Level D	15	29	21
16.	1511	Mail, postal and related workers	NOC Skill Level C	14	7	3
17.	4212	Social and community service workers	NOC Skill Level B	14	18	16.5
18.	7514	Delivery and courier service drivers	NOC Skill Level C	12	17	21
19.	714	Facility operation and maintenance managers	NOC Skill Level A	11	39	21
20.	1114	Other financial officers	NOC Skill Level A	11	18	21
21.	7511	Transport truck drivers	NOC Skill Level C	11	19	21
22.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	11	35	21
23.	3413	Nurse aides, orderlies and patient service associates	NOC Skill Level C	11	30	22
24.	6231	Insurance agents and brokers	NOC Skill Level B	10	17	18.5
25.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	10	17	15
26.	3131	Pharmacists	NOC Skill Level A	10	14	15
27.	6541	Security guards and related security service occupations	NOC Skill Level C	10	18	21
28.	7241	Electricians (except industrial and power system)	NOC Skill Level B	10	19	21
29.	6513	Food and beverage servers	NOC Skill Level C	8	29	16



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.	301	Professional occupations in nursing	NOC Skill Level A	53	27	21
2.	673	Cleaners	NOC Skill Level D	47	17	21
3.	141	General office workers	NOC Skill Level C	38	14	16
4.	642	Retail salespersons	NOC Skill Level C	37	20	21
5.	062	Retail and wholesale trade managers	NOC Skill Level A	34	20	21
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	29	17	21
7.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	28	26	21
8.	632	Chefs and cooks	NOC Skill Level B	28	34	21
9.	655	Customer and information services representatives	NOC Skill Level C	26	19	21
10.	441	Home care providers and educational support occupations	NOC Skill Level C	23	18	21
11.	745	Longshore workers and material handlers	NOC Skill Level C	23	13	16
12.	631	Service supervisors	NOC Skill Level B	21	73	46.5
13.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	21	24	19
14.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	20	21	20.5
15.	151	Mail and message distribution occupations	NOC Skill Level C	20	8	3
16.	111	Auditors, accountants and investment professionals	NOC Skill Level A	19	23	21
17.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	18	33	21
18.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	18	20	21
19.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	16	17	15
20.	661	Cashiers	NOC Skill Level D	15	29	21
21.	122	Administrative and regulatory occupations	NOC Skill Level B	14	24	15
22.	415	Social and community service professionals	NOC Skill Level A	14	20	16
23.	341	Assisting occupations in support of health services	NOC Skill Level C	13	27	21
24.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	13	39	21
25.	724	Electrical trades and electrical power line and telecommunications workers	NOC Skill Level B	12	18	21
26.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	11	17	21
27.	063	Managers in food service and accommodation	NOC Skill Level A	10	60	21
28.	654	Security guards and related security service occupations	NOC Skill Level C	10	18	21

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	65	18	21
2.	63	Service supervisors and specialized service occupations	NOC Skill Level B	54	44	21
3.	30	Professional occupations in nursing	NOC Skill Level A	53	27	21
4.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	50	20	21
5.	14	Office support occupations	NOC Skill Level C	49	15	16
6.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	44	25	21
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	43	18	21
8.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	42	23	21
9.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	39	20	21
10.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	37	22	20
11.	72	Industrial, electrical and construction trades	NOC Skill Level B	32	23	21
12.	31	Professional occupations in health (except nursing)	NOC Skill Level A	28	17	15
13.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	27	22	21
14.	73	Maintenance and equipment operation trades	NOC Skill Level B	27	33	21
15.	11	Professional occupations in business and finance	NOC Skill Level A	25	22	21
16.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	24	18	21
17.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	24	8	3.5
18.	66	Sales support occupations	NOC Skill Level D	23	24	21
19.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	23	13	16
20.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	21	24	19
21.	32	Technical occupations in health	NOC Skill Level B	21	19	21
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	19	19	15
23.	34	Assisting occupations in support of health services	NOC Skill Level C	13	27	21
24.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	13	39	21
25.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	12	17	20.5
26.	40	Professional occupations in education services	NOC Skill Level A	11	32	17
27.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	9	28	21

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
18

NEW POSTINGS
9

COMPANIES
15

LANGUAGES
3

OF DAYS POSTED

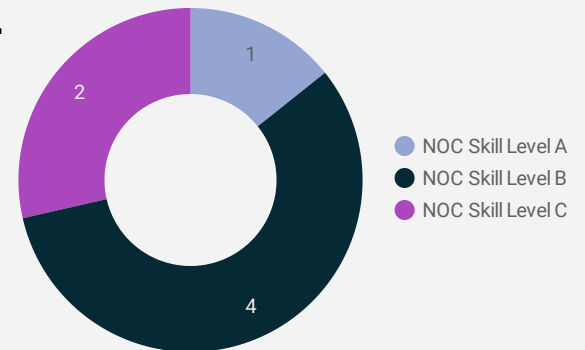
AVERAGE
32.2

MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

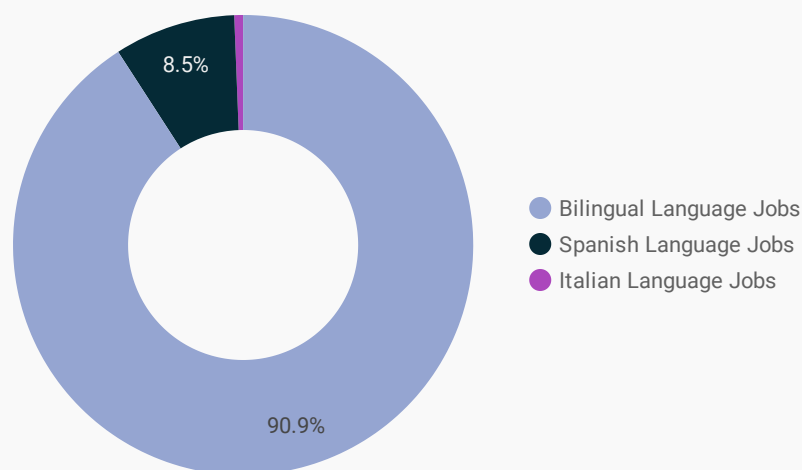
- 1** Skill Level A - Management/ Professional Occupations usually requiring University
- 4** Skill Level B - Usually college education or apprenticeship training
- 2** Skill Level C - Usually secondary education or occupation-specific training
- 0** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C
Bilingual Language Jobs	1	2	2
Italian Language Jobs		1	
Spanish Language Jobs		1	

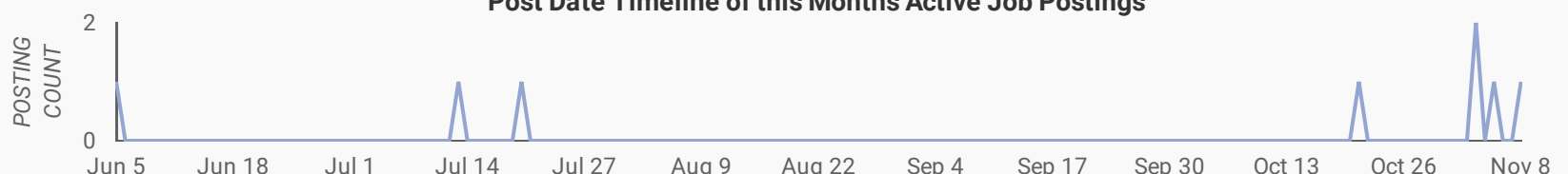
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	16
2. Spanish Language Jobs	1
3. 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?

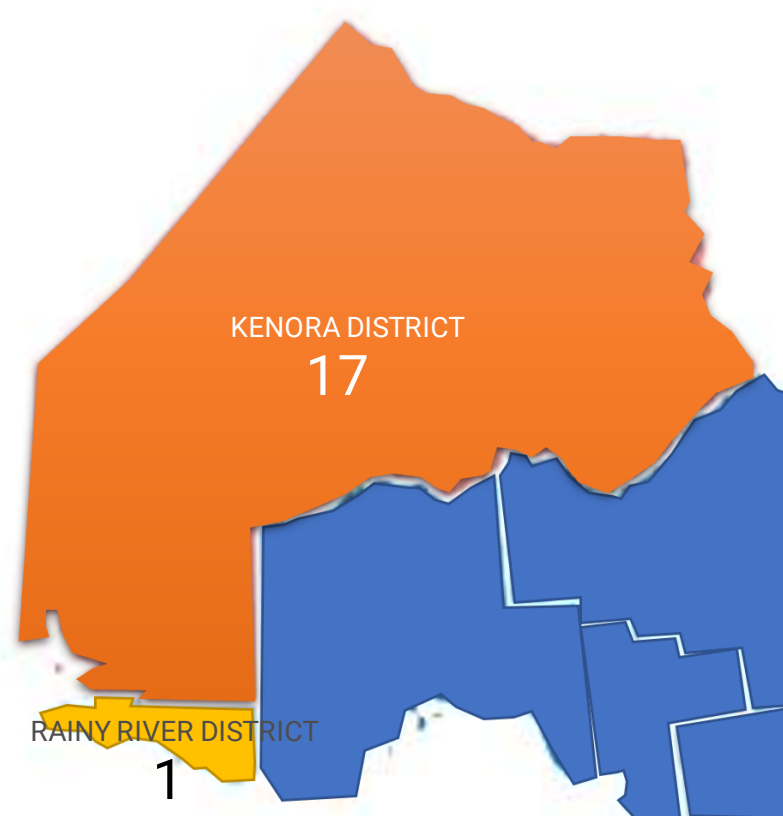
SKILL TYPE NAME	Bilingual Language Jobs	Italian Language Jobs	Spanish Language Jobs	Grand total
Business, finance and administration occu...	2		1	3
Health occupations	1			1
Sales and service occupations	1	1		2
Trades, transport and equipment operator...	1			1
Grand total	5	1	1	7

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. Town of Sioux Lookout	6	45.5	10.5
2. City of Kenora	5	19.5	21
3. City of Dryden	5	34.5	21
4. Township of Ignace	1	6.0	6
5. Atikokan Township	1	20.0	20

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	17	21.1	21
2. Rainy River District	1	25.7	21



LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS ▾
1. Delivery and courier service drivers	1
2. Legal administrative assistants	1
3. Mail, postal and related workers	1
4. Registered nurses and registered psychi...	1
5. Chefs	1
6. Administrative assistants	1
7. Retail and wholesale buyers	1

MULTILINGUAL HIRING EMPLOYERS

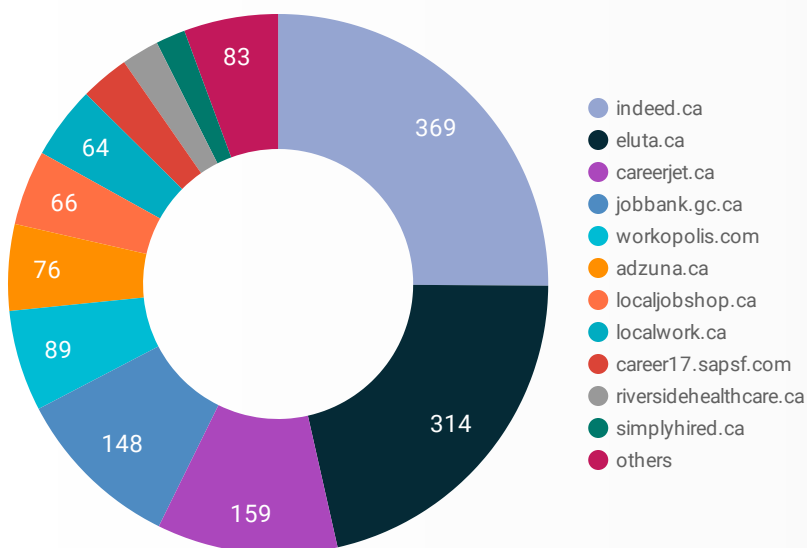
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS ▾
1. Sioux-Hudson Employment	3
2. Contact North	2
3. Innovation, Science and Economic Development Canada (ISED) - FedNor (Federal Economic Development Initiative for Northern Ontario)	1
4. Kenora Catholic District School Board	1
5. Head Start In Business	1
6. Serco	1
7. Pace Law Firm	1
8. Canada Post Corp	1
9. Resolute Forest Products	1
10. Autism Ontario	1
11. Home and Community Care Support Services North West	1
12. FIREFLY	1
13. Sunset Inn & Suites	1
14. Fresh Market Foods	1
15. CROSSMARK	1



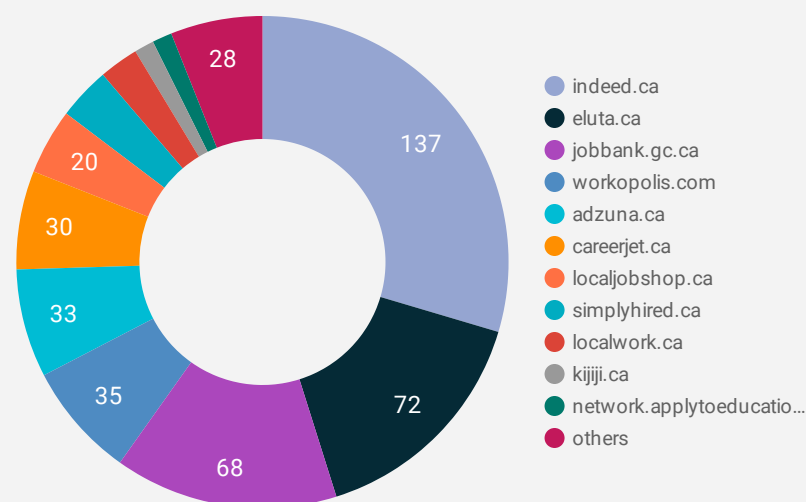
JOB POSTINGS BY JOB BOARD

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	369	21	21	137
2.	eluta.ca	314	21	21	72
3.	careerjet.ca	159	12	5	30
4.	jobbank.gc.ca	148	45	31.5	68
5.	workopolis.com	89	15	15	35
6.	adzuna.ca	76	15	15	33
7.	localjobshop.ca	66	27	30	20
8.	localwork.ca	64	6	3.5	12
9.	career17.sapsf.com	43	65	61.5	1
10.	riversidehealthcare.ca	33	31	27	4
11.	simplyhired.ca	26	15	15	16
12.	network.applytoeducation.com	20	12	8	6
13.	drhc.on.ca	14	128	129	1
14.	gojobs.gov.on.ca	10	21	19.5	5
15.	kijiji.ca	10	15	15	6
16.	careerbuilder.ca	7	1	1	1
17.	lwdh.talentpoolbuilder.com	5	17	17	1