



NORTHWEST TRAINING & ADJUSTMENT BOARD

# JOB DEMAND REPORT

## DECEMBER 2021

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,672	788	401	24

#### # OF DAYS POSTED

AVERAGE	MEDIAN
20.3	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

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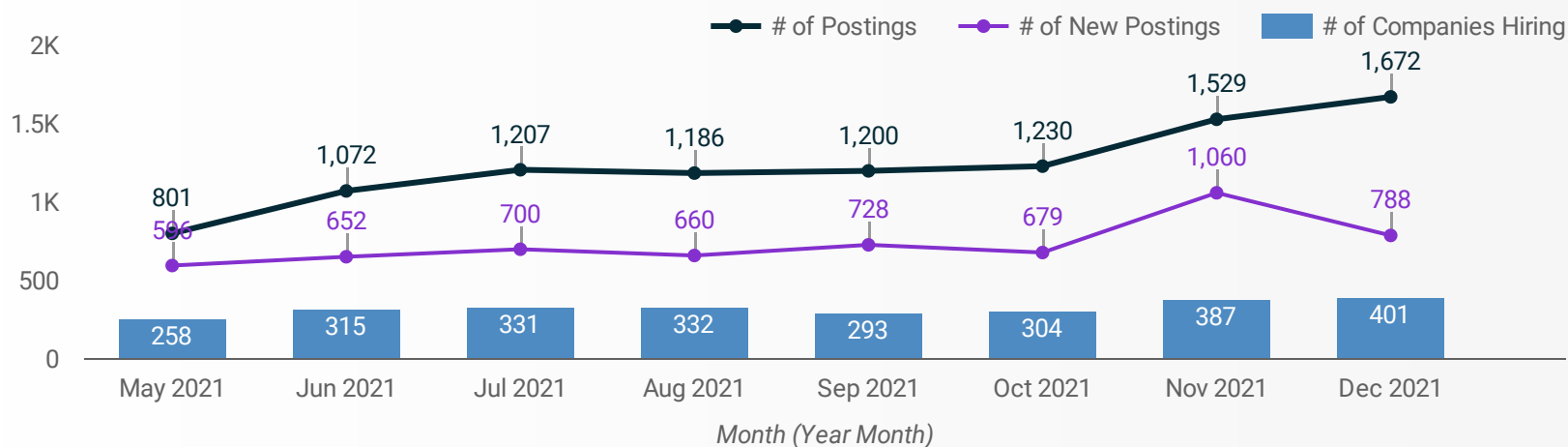
Ontario

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

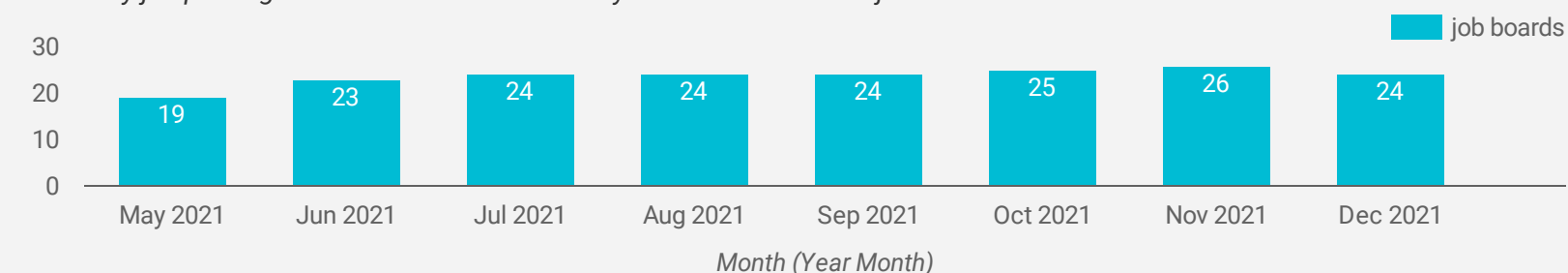
How many job postings were active for at least 1 day this month?



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

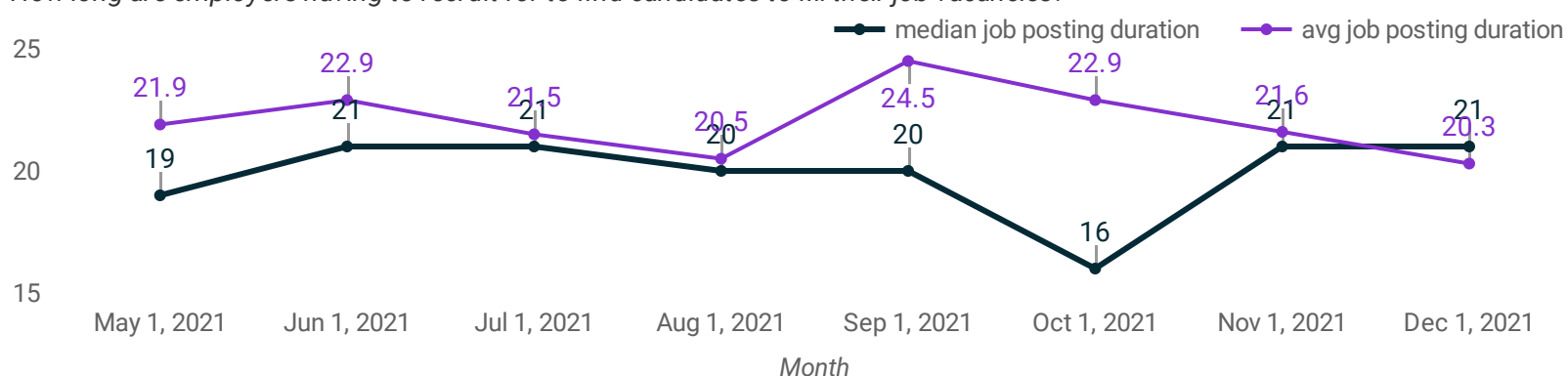
## NUMBER OF ACTIVE JOB BOARDS

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	1,361	20.0	21
2.	Rainy River District	311	22.8	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	561	21.0	21
2.	City of Dryden	301	23.0	21
3.	Town of Sioux Lookout	295	14.5	15
4.	Town of Fort Frances	114	22.0	21
5.	Town of Red Lake	101	24.4	21
6.	Emo Township	99	27.5	21
7.	Atikokan Township	75	15.4	21
8.	Township of Ear Falls	24	22.2	21
9.	Township of Ignace	24	19.7	15
10.	Township of Pickle Lake	21	13.6	21
11.	Rainy River	16	17.8	12
12.	Township of Sioux Narrows - Nestor Falls	11	15.7	15.5
13.	Washagamis Bay First Nation	4	31.0	31
14.	Chapleau Township	4	6.0	6.5

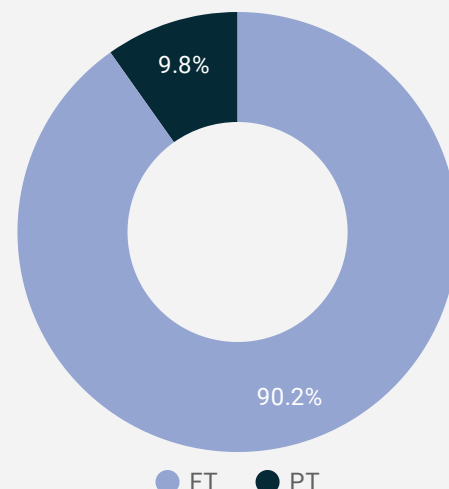
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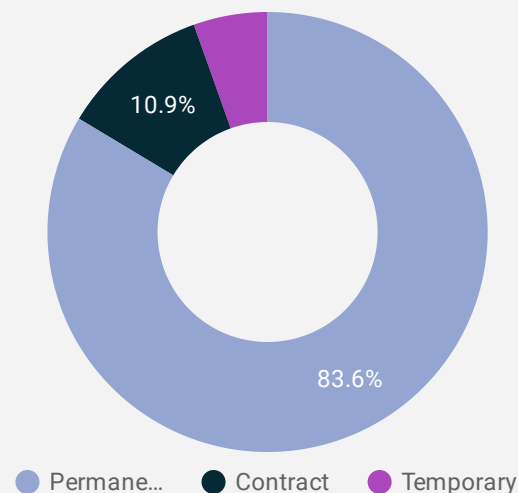
## JOB TYPE

Full-time vs Part-time



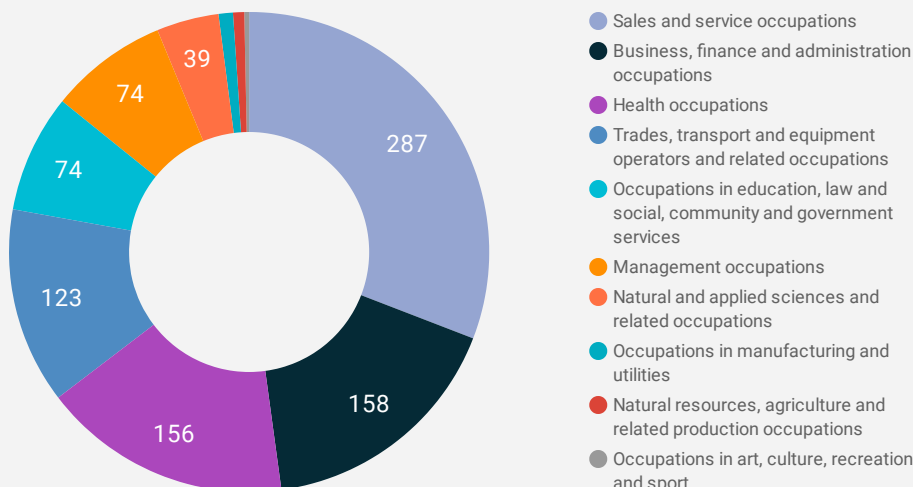
## JOB DURATION

Permanency of jobs posted



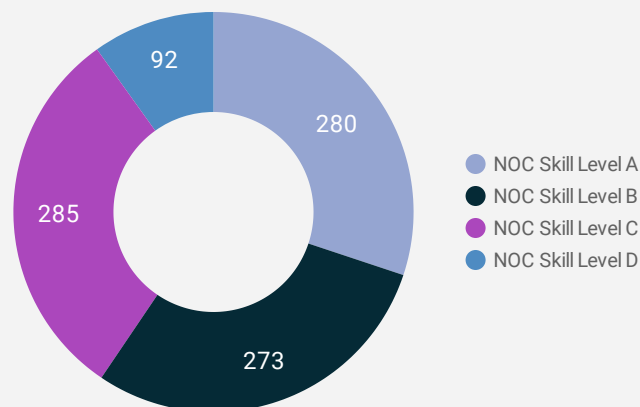
## JOB POSTINGS BY SKILL TYPE

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.	New Gold Inc	Emo	81	30.7	21
2.	Sioux Lookout Meno Ya Win Health Centre	Sioux Lookout	76	17.0	21
3.	Sioux-Hudson Employment	Sioux Lookout	69	5.5	3
4.	Lake Of The Woods District Hospital	Kenora	57	18.9	15
5.	Anishinaabe Abinoojii Family Services	Kenora	19	21.0	21
6.	La Verendrye General Hospital	Fort Frances	18	67.5	68
7.	Dryden Regional Health Centre	Dryden	17	117.0	98
8.	Sioux Lookout First Nations Health Authority	Sioux Lookout	16	15.1	15
9.	Walmart Canada Corp.	Fort Frances	16	21.0	21
10.	Rainy River District School Board	Fort Frances	15	21.0	21
11.	Canadian Mental Health Association	Kenora	15	21.0	21
12.	Domtar Inc.	Dryden	14	21.0	21
13.	PureGold	Red Lake	14	38.2	28
14.	Kenora Association for Community Living	Kenora	13	21.0	21
15.	City of Kenora	Kenora	13	21.0	21
16.	EACOM Timber Corporation	Ear Falls	13	25.9	21
17.	Grand Council Treaty #3	Kenora	13	20.4	30
18.	Giant Tiger Stores Limited	Sioux Lookout	12	21.0	21
19.	Sioux Lookout, Municipality of, The	Sioux Lookout	12	21.0	21
20.	Kenora Rainy River Districts Child and Family Services	Dryden	12	15.5	15
21.	Domtar	Dryden	12	21.0	21
22.	Kenora Rainy River Districts Child and Family Services	Kenora	12	15.6	15
23.	Walmart Canada Corp.	Kenora	12	21.0	21
24.	Keewatin-Patricia District School Board	Kenora	11	24.3	21
25.	Rainycrest Long Term Care Home	Rainy River	11	32.5	33
26.	Wasaya Airways LP	Sioux Lookout	10	17.4	15
27.	Varsity Tutors	Dryden	10	8.3	6
28.	Kenora, City of	Kenora	10	21.0	21
29.	Canada Post Corp	Pickle Lake	10	3.7	3
30.	Boart Longyear	Kenora	10	21.0	21
31.	Canada Post Corp	Sioux Lookout	10	5.1	3



## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Jobs

6

	JOB TITLE	COMPANY	LOCATION	WAGE POTENTIAL ▾
1.	Nurse Practitioner (3 Interim Positions)	Lake Of The Woods District Hospital	City of Kenora	61.16 <div></div>
2.	Virtual Care Clinic Nurse Practitioner (casual)	Lake Of The Woods District Hospital	City of Kenora	61.16 <div></div>
3.	Nurse Practitioner (3 Positions)	Lake Of The Woods District Hospital	City of Kenora	61.16 <div></div>
4.	Physiotherapist - Primary Care Team	Sioux-Hudson Employment	Town of Sioux Lookout	48.86 <div></div>
5.	Occupational Therapist	Sioux-Hudson Employment	Town of Sioux Lookout	48.86 <div></div>
6.	Registered Nurse (r.n.)	Sioux Lookout Meno Ya Win Health Centre	Town of Sioux Lookout	48.53 <div></div>
7.	Psychiatric Registered Nurse (part-time Permanent, 0.40 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53 <div></div>
8.	Nursing Resource Team Registered Nurse (five (5) Positions)	Lake Of The Woods District Hospital	City of Kenora	48.53 <div></div>
9.	Maternity Registered Nurse (two (2) Positions)	Lake Of The Woods District Hospital	City of Kenora	48.53 <div></div>
10.	Icu Registered Nurse (three (3) Full-time Permanent Positions)	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?

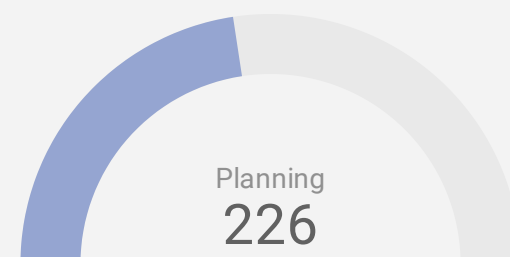
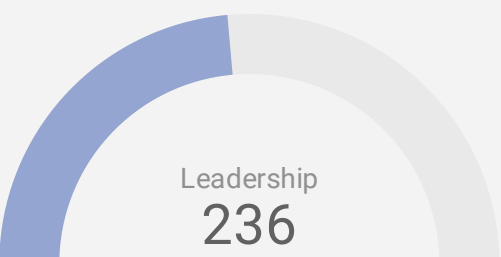
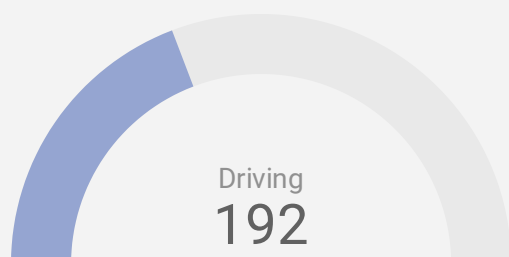
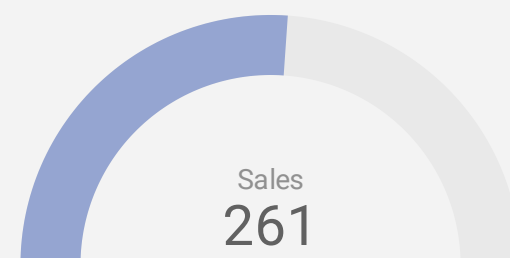
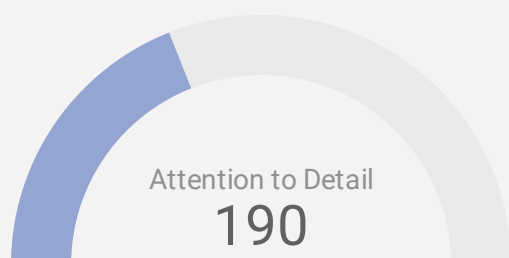
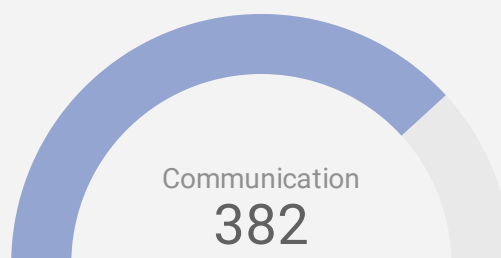
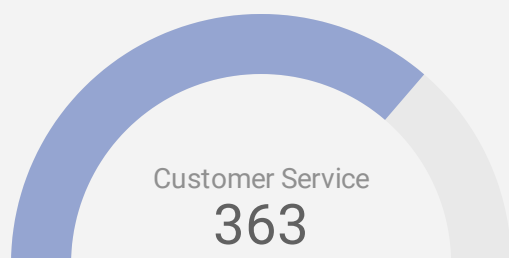
	JOB TITLE	COMPANY	LOCATION	SALARY POTENTIAL ▾
1.	Associate Dentist	viva dental	City of Kenora	309,010 <div></div>
2.	Civil Construction Superintendent	Moncrief Construction Limited	City of Kenora	140,000 <div></div>
3.	Assistant Superintendent	sagebeans	City of Dryden	130,000 <div></div>
4.	Sales Consultant	The Window & Door Store	City of Kenora	124,560 <div></div>
5.	Pharmacist â€” Hospital Based Full Time	Dryden Regional Health Centre	City of Dryden	120,000 <div></div>
6.	Truck Driver	Tri-Bon Transportation Systems Inc.	City of Dryden	120,000 <div></div>
7.	Director Of Central Ambulance Communications Centre (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	118,810.23 <div></div>
8.	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 <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

1,672



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,672



Driver's License

62



First Aid

92



Regular Access to a Vehicle

96



Criminal Record Check

162



Microsoft Office

120



Food Safety

31

## 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	71	20	19
2.	6421	Retail salespersons	NOC Skill Level C	40	22	21
3.	6552	Other customer and information services representatives	NOC Skill Level C	36	17	21
4.	1411	General office support workers	NOC Skill Level C	33	13	15
5.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	31	18	18
6.	6222	Retail and wholesale buyers	NOC Skill Level B	28	25	21
7.	621	Retail and wholesale trade managers	NOC Skill Level A	27	20	21
8.	6322	Cooks	NOC Skill Level B	23	24	21
9.	6311	Food service supervisors	NOC Skill Level B	21	68	41
10.	4212	Social and community service workers	NOC Skill Level B	20	18	21
11.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	20	16	15
12.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	19	20	21
13.	6731	Light duty cleaners	NOC Skill Level D	19	31	21
14.	1114	Other financial officers	NOC Skill Level A	19	18	21
15.	714	Facility operation and maintenance managers	NOC Skill Level A	18	25	21
16.	3131	Pharmacists	NOC Skill Level A	17	16	15
17.	1241	Administrative assistants	NOC Skill Level B	16	17	21
18.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	15	18	21
19.	7511	Transport truck drivers	NOC Skill Level C	15	19	21
20.	7452	Material handlers	NOC Skill Level C	15	22	21
21.	6611	Cashiers	NOC Skill Level D	15	34	21
22.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	13	18	21
23.	7514	Delivery and courier service drivers	NOC Skill Level C	12	18	21
24.	1111	Financial auditors and accountants	NOC Skill Level A	12	20	21
25.	7241	Electricians (except industrial and power system)	NOC Skill Level B	11	17	21
26.	6541	Security guards and related security service occupations	NOC Skill Level C	11	17	18
27.	631	Restaurant and food service managers	NOC Skill Level A	10	29	21
28.	2113	Geoscientists and oceanographers	NOC Skill Level A	10	28	23.5
29.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	9	32	16.5



## 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	72	20	19
2.	141	General office workers	NOC Skill Level C	43	14	15
3.	642	Retail salespersons	NOC Skill Level C	40	22	21
4.	655	Customer and information services representatives	NOC Skill Level C	37	17	21
5.	673	Cleaners	NOC Skill Level D	36	24	21
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	35	17	21
7.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	32	25	21
8.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	31	18	18
9.	111	Auditors, accountants and investment professionals	NOC Skill Level A	31	19	21
10.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	28	18	21
11.	062	Retail and wholesale trade managers	NOC Skill Level A	27	20	21
12.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	26	17	19
13.	632	Chefs and cooks	NOC Skill Level B	26	24	21
14.	631	Service supervisors	NOC Skill Level B	25	60	32
15.	441	Home care providers and educational support occupations	NOC Skill Level C	25	21	21
16.	313	Pharmacists, dietitians and nutritionists	NOC Skill Level A	21	15	15
17.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	20	18	21
18.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	20	25	21
19.	151	Mail and message distribution occupations	NOC Skill Level C	16	14	18.5
20.	745	Longshore workers and material handlers	NOC Skill Level C	16	20	21
21.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	16	17	21
22.	661	Cashiers	NOC Skill Level D	15	34	21
23.	724	Electrical trades and electrical power line and telecommunications workers	NOC Skill Level B	13	17	21
24.	314	Therapy and assessment professionals	NOC Skill Level A	13	18	21
25.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	13	10	5
26.	063	Managers in food service and accommodation	NOC Skill Level A	11	29	21
27.	654	Security guards and related security service occupations	NOC Skill Level C	11	17	18
28.	211	Physical science professionals	NOC Skill Level A	10	28	23.5

## 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.	30	Professional occupations in nursing	NOC Skill Level A	72	20	19
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	67	21	21
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	60	19	21
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	57	40	21
5.	14	Office support occupations	NOC Skill Level C	56	16	15
6.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	48	18	21
7.	31	Professional occupations in health (except nursing)	NOC Skill Level A	47	18	15
8.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	40	23	21
9.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	40	22	21
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	38	22	21
11.	11	Professional occupations in business and finance	NOC Skill Level A	36	19	21
12.	73	Maintenance and equipment operation trades	NOC Skill Level B	35	28	21
13.	32	Technical occupations in health	NOC Skill Level B	31	17	17
14.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	29	20	21
15.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	29	12	14
16.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	29	17	21
17.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	28	18	21
18.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	27	21	21
19.	72	Industrial, electrical and construction trades	NOC Skill Level B	24	21	21
20.	66	Sales support occupations	NOC Skill Level D	23	27	21
21.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	20	25	21
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	16	22	21
23.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	16	20	21
24.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	10	19	20.5
25.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	8	22	21
26.	34	Assisting occupations in support of health services	NOC Skill Level C	6	22	21
27.	82	Supervisors and technical occupations in natural resources, agriculture and related production	NOC Skill Level B	6	21	21

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

4

NEW POSTINGS

2

COMPANIES

4

LANGUAGES

1

## # OF DAYS POSTED

AVERAGE

73.0

MEDIAN

15

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

0

Skill Level A - Management/ Professional Occupations usually requiring University

3

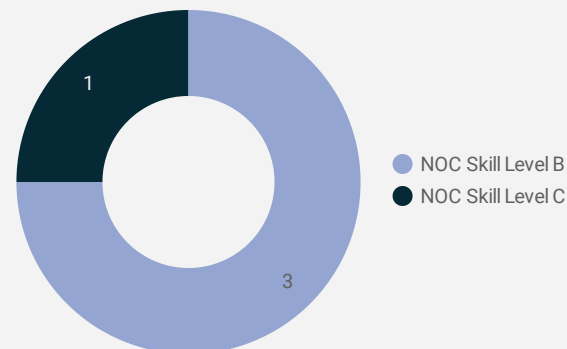
Skill Level B - Usually college education or apprenticeship training

1

Skill Level C - Usually secondary education or occupation-specific training

0

Skill Level D - Usually on-the-job training



LANGUAGES

NOC Skill Level B

NOC Skill Level C

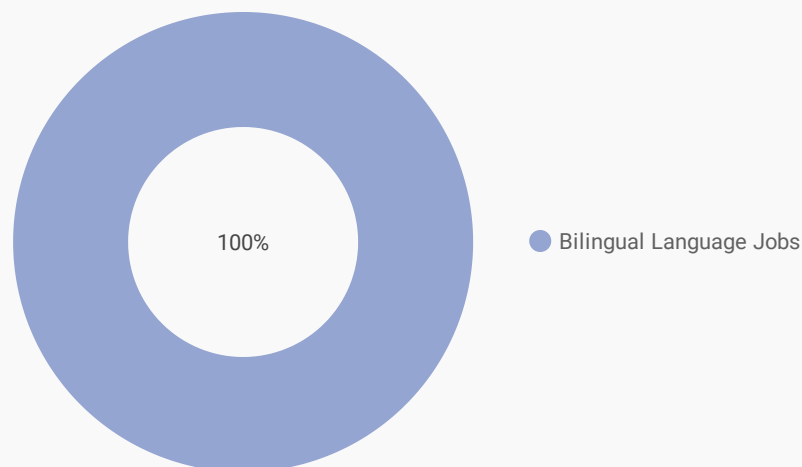
Bilingual Language Jobs

3

1

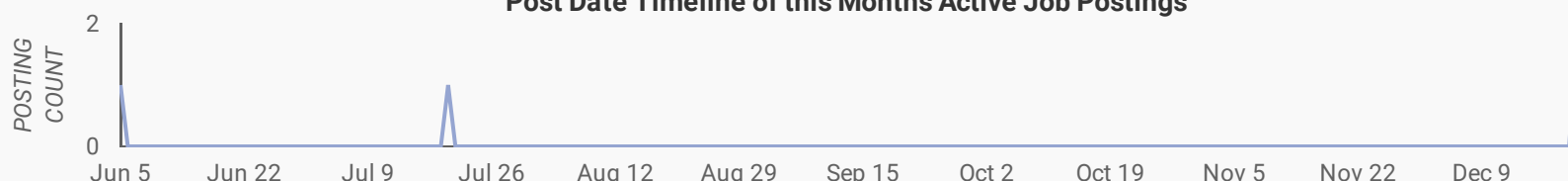
## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES		POSTING COUNT ▾
1.	Bilingual Language Jobs	4

## 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?

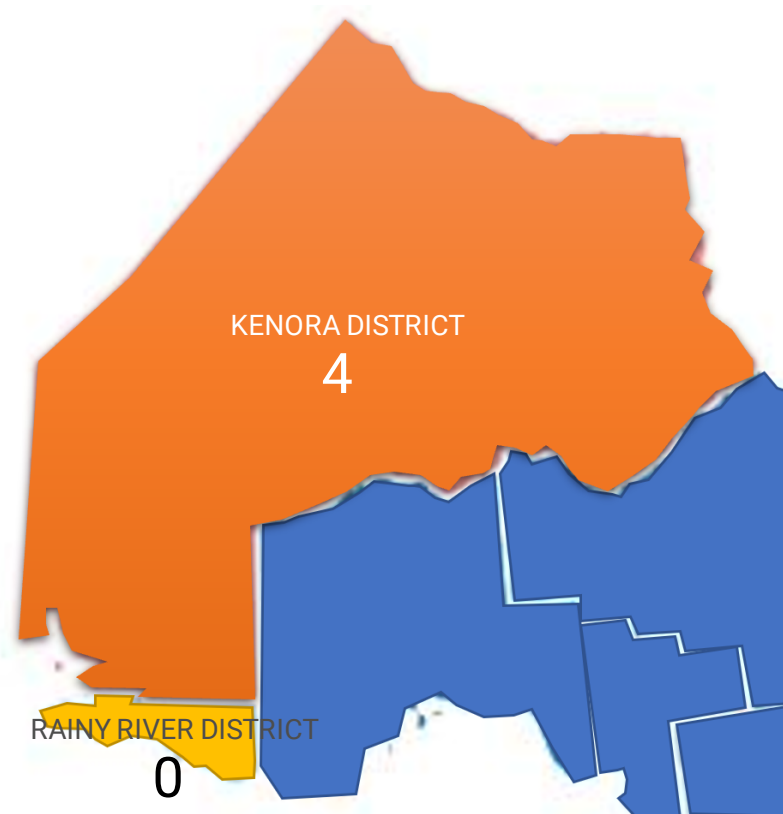
SKILL TYPE NAME	Bilingual Language Jobs	Grand total
Business, finance and administration occu...	2	2
Sales and service occupations	1	1
Trades, transport and equipment operator...	1	1
Grand total	4	4

## 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	2	8.5	8.5
2. City of Kenora	1		
3. City of Dryden	1	202.0	202

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	4	20.0	21
2. Rainy River District	0	22.8	21





## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS ▾
1. Administrative assistants	2
2. Delivery and courier service drivers	1
3. Retail and wholesale buyers	1

## MULTILINGUAL HIRING EMPLOYERS

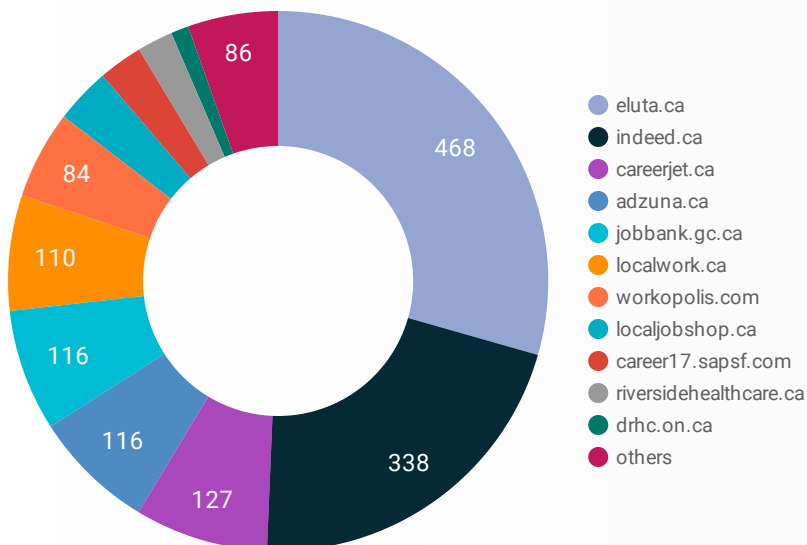
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS ▾
1. Indigenous Services Canada	1
2. Indigenous Services Canada - First Nations and Inuit Health Branch	1
3. Innovation, Science and Economic Development Canada (ISED) - FedNor (Federal Economic Development Initiative for Northern Ontario)	1
4. CROSSMARK	1



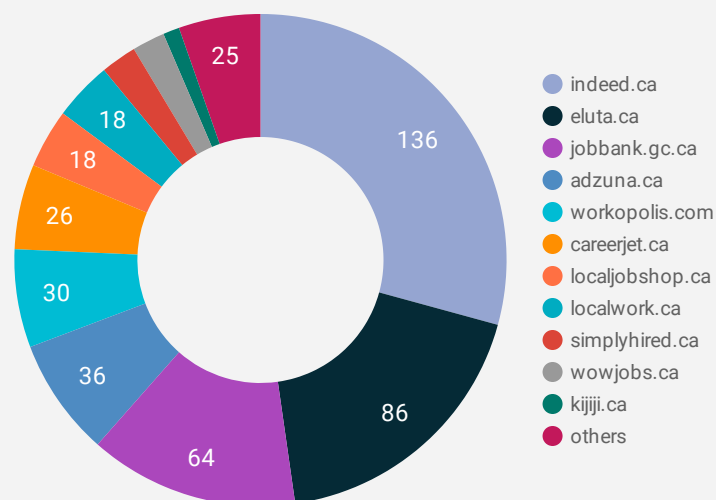
## JOB POSTINGS BY JOB BOARD

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.	eluta.ca	468	21	21	86
2.	indeed.ca	338	21	21	136
3.	careerjet.ca	127	13	5	26
4.	adzuna.ca	116	15	15	36
5.	jobbank.gc.ca	116	41	30	64
6.	localwork.ca	110	5	3	18
7.	workopolis.com	84	15	15	30
8.	localjobshop.ca	53	29	30	18
9.	career17.sapsf.com	42	69	82	1
10.	riversidehealthcare.ca	34	50	47	4
11.	drhc.on.ca	17	117	98	1
12.	simplyhired.ca	16	15	15	11
13.	wowjobs.ca	15	17	16	10
14.	network.applytoeducation.com	15	16	9	3
15.	lwdh.talentpoolbuilder.com	12	25	19	1
16.	kijiji.ca	9	15	15	5
17.	gojobs.gov.on.ca	6	24	22	4