



NORTHWEST TRAINING & ADJUSTMENT BOARD

# JOB DEMAND REPORT

## JANUARY 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,652	1,085	408	22

#### # OF DAYS POSTED

AVERAGE	MEDIAN
23.0	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

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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

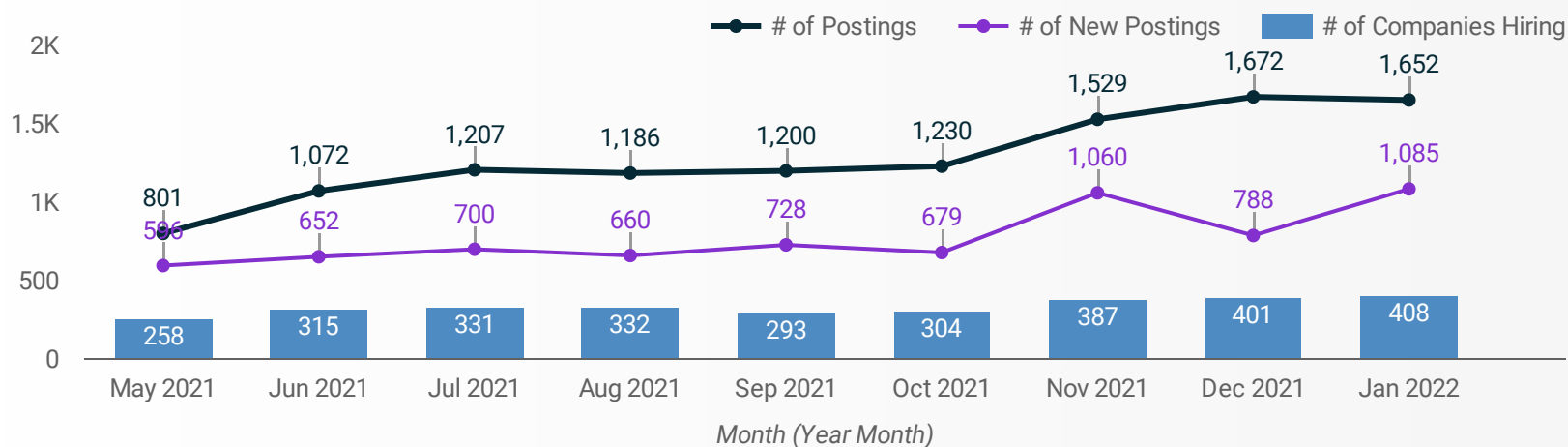
Ontario

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Ce service Emploi Ontario est financé en partie par le gouvernement du Canada et le gouvernement de l'Ontario.

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

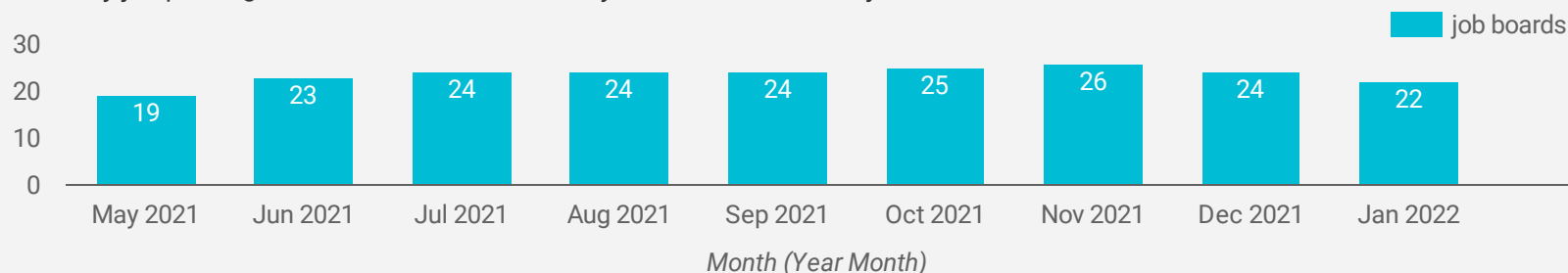
How many job postings were active for at least 1 day this month?



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

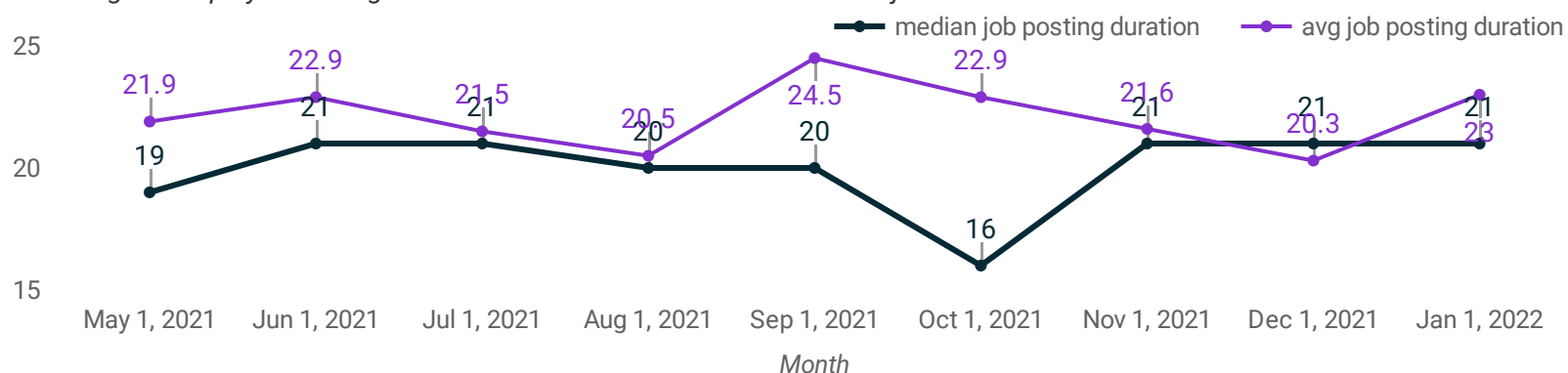
## NUMBER OF ACTIVE JOB BOARDS

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	1,392	19.4	18
2.	Rainy River District	260	42.9	35

## 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	569	20.4	21
2.	City of Dryden	379	21.5	21
3.	Town of Sioux Lookout	267	14.5	15
4.	Town of Fort Frances	114	23.4	21
5.	Atikokan Township	80	53.7	62.5
6.	Town of Red Lake	73	31.7	21
7.	Emo Township	53	74.6	64
8.	Township of Ear Falls	31	5.5	7
9.	Township of Sioux Narrows - Nestor Falls	16	15.1	15
10.	Township of Machin	15	17.9	21
11.	Rainy River	13	65.7	70
12.	Township of Pickle Lake	12	13.8	8
13.	Pikangikum First Nation	9	22.7	4
14.	Township of ...	7	25.7	15

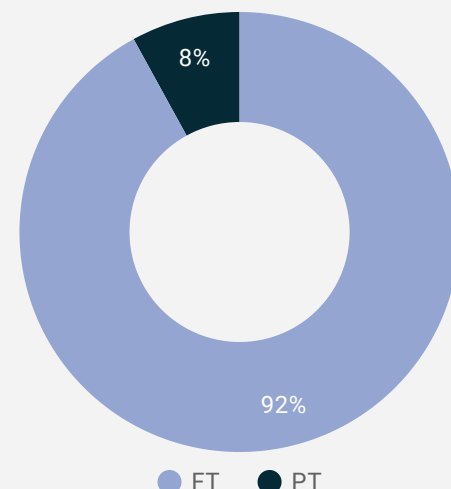
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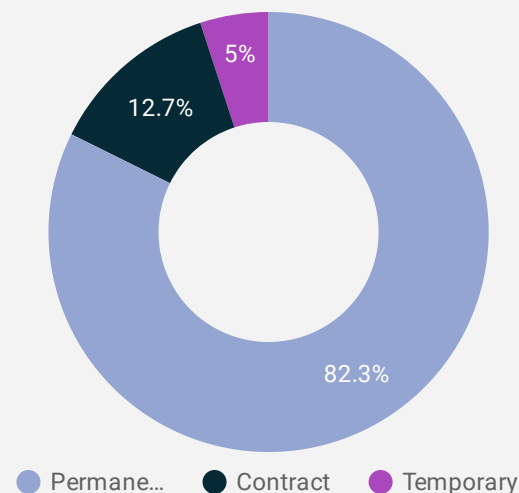
## JOB TYPE

Full-time vs Part-time



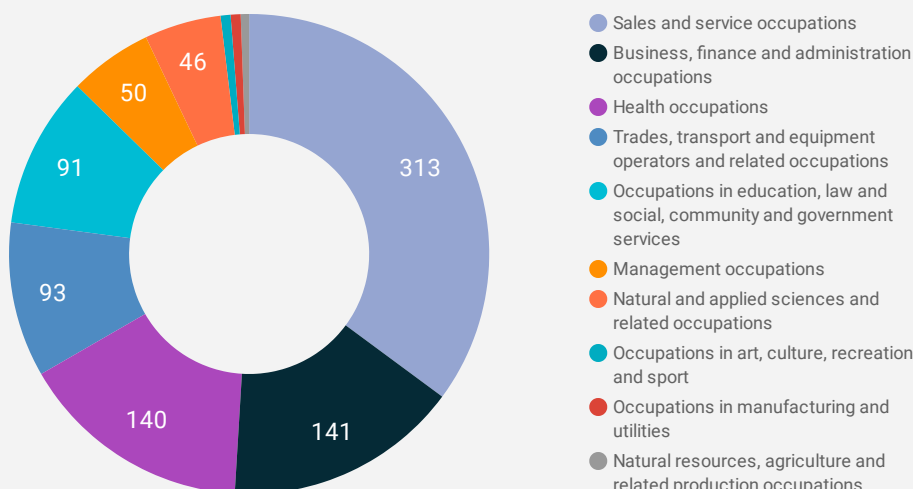
## JOB DURATION

Permanency of jobs posted



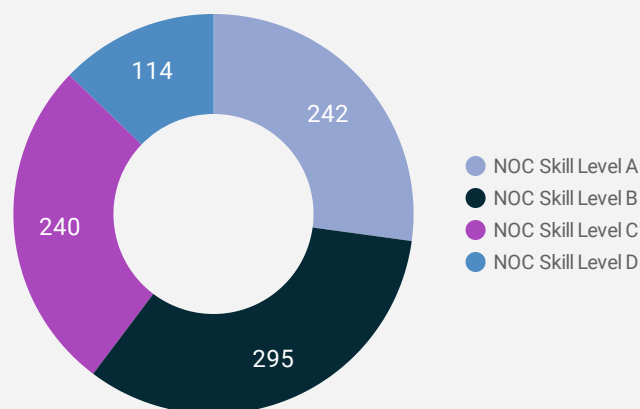
## JOB POSTINGS BY SKILL TYPE

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	85	7.8	6
2.	Lake Of The Woods District Hospital	Kenora	61	20.7	17
3.	New Gold Inc	Emo	45	80.0	61
4.	Sioux Lookout Meno Ya Win Health Centre	Sioux Lookout	29	21.5	15
5.	Anishinaabe Abinoojii Family Services	Kenora	28	20.1	21
6.	Domtar	Dryden	28	67.9	60
7.	Dryden Regional Health Centre	Dryden	22	60.1	45
8.	Sioux Lookout First Nations Health Authority	Sioux Lookout	22	15.0	15
9.	Kenora Catholic District School Board	Kenora	21	8.2	5
10.	Kenora Association for Community Living	Kenora	21	22.0	21
11.	EACOM Timber Corporation	Ear Falls	19	7.7	7
12.	La Verendrye General Hospital	Fort Frances	19	128.3	91
13.	PureGold	Red Lake	19	37.4	49
14.	Canadian Mental Health Association	Kenora	18	21.0	21
15.	Varsity Tutors	Dryden	14	7.2	2
16.	Domtar Inc.	Dryden	12	21.0	21
17.	Walmart Canada Corp.	Fort Frances	12	21.0	21
18.	Giant Tiger	Sioux Lookout	11	18.4	2
19.	Walmart Canada	Dryden	11	20.3	21
20.	WNHAC	Kenora	11	21.0	21
21.	Kenora Chiefs Advisory	Kenora	11	21.0	21
22.	Grand Council Treaty #3	Kenora	11	18.7	9
23.	FIREFLY	Kenora	11	21.0	21
24.	Keewatin-Patricia District School Board	Kenora	11	12.9	14
25.	Walmart Canada Corp.	Kenora	11	21.0	21
26.	Wilson's Business Solutions	Dryden	11	16.2	15
27.	Walmart Canada	Kenora	10	19.0	21
28.	Rainycrest Long Term Care Home	Rainy River	10	null	null
29.	Calfrac Well Services Ltd.	Dryden	10	16.2	16
30.	Pioneer Construction	Kenora	9	null	null
31.	Atikokan Native Friendship Centre	Atikokan	9	68.5	70



## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Jobs

3

	JOB TITLE	COMPANY	LOCATION	WAGE POTENTIAL ▾
1.	Virtual Care Clinic Nurse Practitioner (casual)	Lake Of The Woods District Hospital	City of Kenora	61.16 <div></div>
2.	Nurse Practitioner (3 Interim Positions)	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.	Nursing Supervisor (full-time Interim)	Lake Of The Woods District Hospital	City of Kenora	52.01 <div></div>
5.	Nursing Supervisor (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	52.01 <div></div>
6.	Physiotherapist - Primary Care Team	Sioux-Hudson Employment	Town of Sioux Lookout	48.86 <div></div>
7.	Occupational Therapist	Sioux-Hudson Employment	Town of Sioux Lookout	48.86 <div></div>
8.	Physiotherapist (Pediatric) - Developmental Services	Sioux-Hudson Employment	Town of Sioux Lookout	48.86 <div></div>
9.	Occupational Therapist (Pediatric) - Developmental Services	Sioux-Hudson Employment	Town of Sioux Lookout	48.86 <div></div>
10.	Registered Nurse (r.n.)	Sioux Lookout Meno Ya Win Health Centre	Town of Sioux Lookout	48.53 <div></div>
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## TOP SALARIES IN JOB POSTINGS

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

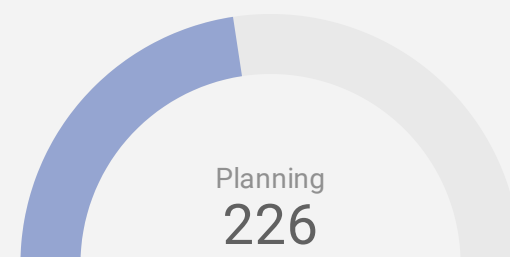
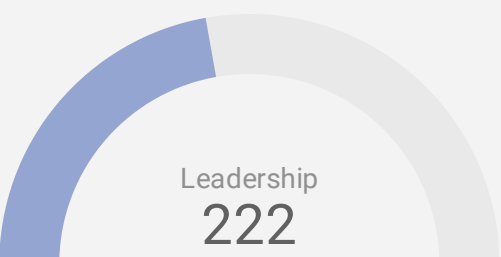
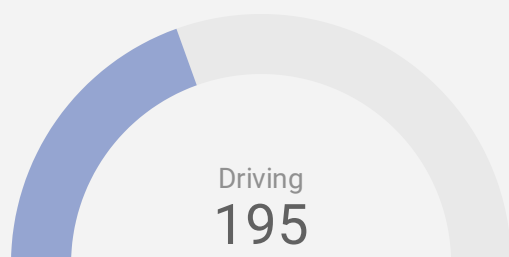
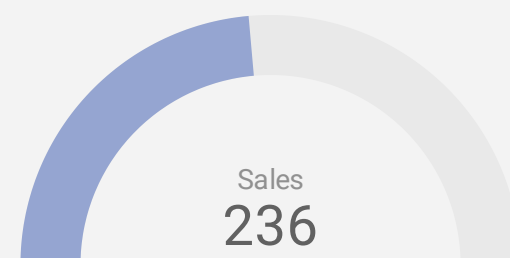
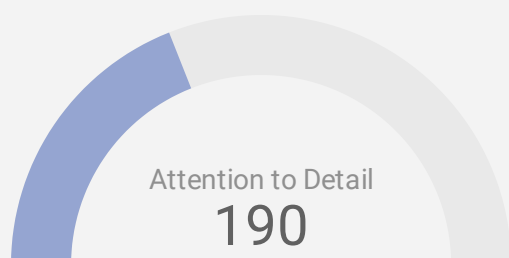
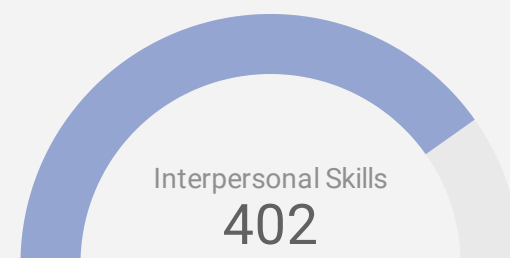
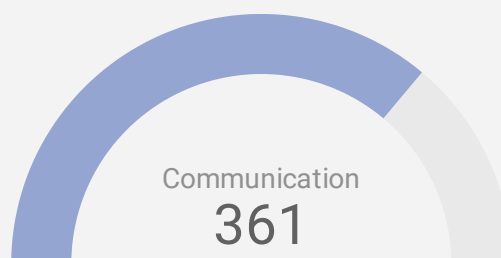
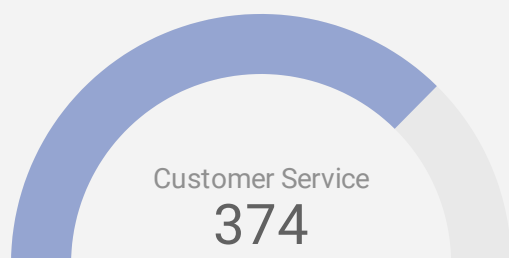
	JOB TITLE	COMPANY	LOCATION	SALARY POTENTIAL ▾
1.	Associate Dentist	viva dental	City of Kenora	309,010 <div></div>
2.	Dental Associate	Dental Office	City of Dryden	300,000 <div></div>
3.	Chiropractor	Lake of the Woods Chiropractic & Wellness	City of Kenora	175,000 <div></div>
4.	Assistant Superintendent	sagebeans	City of Dryden	130,000 <div></div>
5.	Nurse Practitioner	Association of Family Health Teams of Ontario/ AFHTO	Atikokan Township	126,180.6 <div></div>
6.	Pulp Mill Superintendent	Domtar	City of Dryden	120,000 <div></div>
7.	Pharmacist " Hospital Based Full Time	Dryden Regional Health Centre	City of Dryden	120,000 <div></div>
8.	Environmental Superintendent	Domtar	City of Dryden	120,000 <div></div>
9.	The Atikokan Family Health Team (afht) " 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

1,652



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,652



Driver's License

65



First Aid

90



Regular Access to a Vehicle

92



Criminal Record Check

195



Microsoft Office

107



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	65	25	16
2.	6421	Retail salespersons	NOC Skill Level C	42	20	21
3.	6731	Light duty cleaners	NOC Skill Level D	35	42	17
4.	6552	Other customer and information services representatives	NOC Skill Level C	35	16	15.5
5.	4212	Social and community service workers	NOC Skill Level B	34	20	21
6.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	32	20	15
7.	6222	Retail and wholesale buyers	NOC Skill Level B	28	16	4
8.	6322	Cooks	NOC Skill Level B	25	28	18
9.	621	Retail and wholesale trade managers	NOC Skill Level A	23	20	21
10.	1241	Administrative assistants	NOC Skill Level B	22	27	21
11.	6231	Insurance agents and brokers	NOC Skill Level B	17	18	18
12.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	16	16	15
13.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	16	16	18
14.	6311	Food service supervisors	NOC Skill Level B	16	93	105
15.	6611	Cashiers	NOC Skill Level D	16	37	21
16.	3131	Pharmacists	NOC Skill Level A	14	23	15
17.	7452	Material handlers	NOC Skill Level C	13	22	21
18.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	13	19	21
19.	1111	Financial auditors and accountants	NOC Skill Level A	13	14	21
20.	1411	General office support workers	NOC Skill Level C	12	13	15
21.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	12	15	15
22.	6541	Security guards and related security service occupations	NOC Skill Level C	11	23	21
23.	7511	Transport truck drivers	NOC Skill Level C	11	25	21
24.	1511	Mail, postal and related workers	NOC Skill Level C	11	2	2
25.	714	Facility operation and maintenance managers	NOC Skill Level A	10	41	46.5
26.	4153	Family, marriage and other related counsellors	NOC Skill Level A	9	35	35
27.	2153	Urban and land use planners	NOC Skill Level A	9	13	13.5
28.	1114	Other financial officers	NOC Skill Level A	8	21	21
29.	7512	Bus drivers, subway operators and other transit operators	NOC Skill Level C	8	18	15

## 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	68	25	16
2.	673	Cleaners	NOC Skill Level D	51	32	17.5
3.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	42	18	21
4.	642	Retail salespersons	NOC Skill Level C	42	20	21
5.	655	Customer and information services representatives	NOC Skill Level C	35	16	15.5
6.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	33	17	11
7.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	32	20	15
8.	632	Chefs and cooks	NOC Skill Level B	29	28	18
9.	751	Motor vehicle and transit drivers	NOC Skill Level C	25	31	21
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	25	27	21
11.	062	Retail and wholesale trade managers	NOC Skill Level A	23	20	21
12.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	23	16	16
13.	141	General office workers	NOC Skill Level C	22	22	15.5
14.	111	Auditors, accountants and investment professionals	NOC Skill Level A	21	18	21
15.	631	Service supervisors	NOC Skill Level B	19	93	105
16.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	18	18	18
17.	151	Mail and message distribution occupations	NOC Skill Level C	18	7	2
18.	745	Longshore workers and material handlers	NOC Skill Level C	17	20	21
19.	441	Home care providers and educational support occupations	NOC Skill Level C	16	18	21
20.	661	Cashiers	NOC Skill Level D	16	37	21
21.	415	Social and community service professionals	NOC Skill Level A	15	28	26
22.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	15	65	70
23.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	15	16	15
24.	313	Pharmacists, dietitians and nutritionists	NOC Skill Level A	14	23	15
25.	662	Other sales support and related occupations	NOC Skill Level D	12	15	15
26.	122	Administrative and regulatory occupations	NOC Skill Level B	11	24	15
27.	314	Therapy and assessment professionals	NOC Skill Level A	11	14	15
28.	654	Security guards and related security service occupations	NOC Skill Level C	11	23	21
29.	215	Architects, urban planners and land surveyors	NOC Skill Level A	10	12	12.5



## 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	83	27	15.5
2.	30	Professional occupations in nursing	NOC Skill Level A	68	25	16
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	54	19	16
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	52	50	21
5.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	52	17	16.5
6.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	44	19	21
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	44	25	21
8.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	42	18	21
9.	14	Office support occupations	NOC Skill Level C	39	19	15
10.	31	Professional occupations in health (except nursing)	NOC Skill Level A	36	21	15
11.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	30	31	21
12.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	30	27	21
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	30	27	21
14.	66	Sales support occupations	NOC Skill Level D	28	28	21
15.	73	Maintenance and equipment operation trades	NOC Skill Level B	28	53	49
16.	32	Technical occupations in health	NOC Skill Level B	28	17	16
17.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	27	10	2.5
18.	11	Professional occupations in business and finance	NOC Skill Level A	24	18	21
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	22	26	21
20.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	18	22	21
21.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	18	20	21
22.	72	Industrial, electrical and construction trades	NOC Skill Level B	17	47	57
23.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	16	10	8.5
24.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	10	41	46.5
25.	34	Assisting occupations in support of health services	NOC Skill Level C	8	17	21
26.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	7	30	21
27.	40	Professional occupations in education services	NOC Skill Level A	6	9	5

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**84**

NEW POSTINGS  
**82**

COMPANIES  
**28**

LANGUAGES  
**2**

## # OF DAYS POSTED

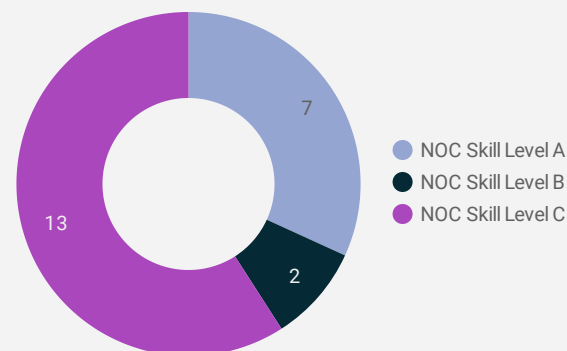
AVERAGE  
**14.8**

MEDIAN  
**15**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

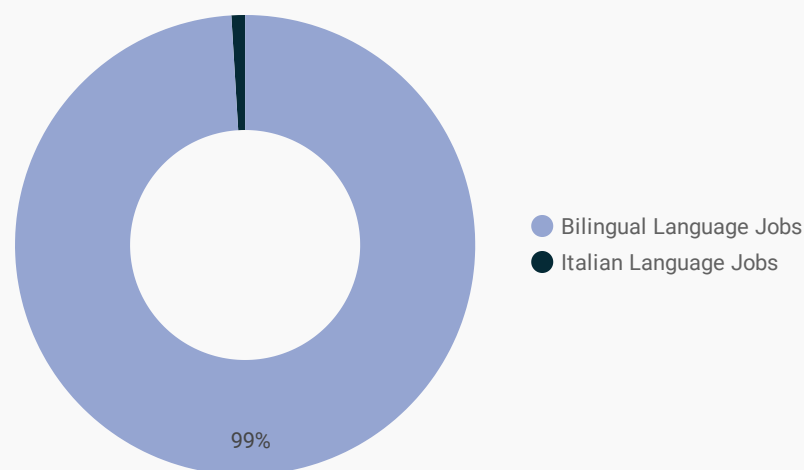
- 7** Skill Level A - Management/ Professional Occupations usually requiring University
- 2** Skill Level B - Usually college education or apprenticeship training
- 13** Skill Level C - Usually secondary education or occupation-specific training
- 0** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C
Bilingual Language Jobs	7	1	...
Italian Language Jobs		1	

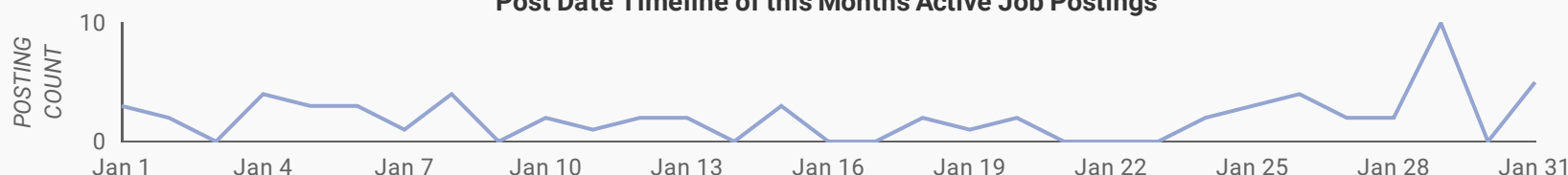
## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	83
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?

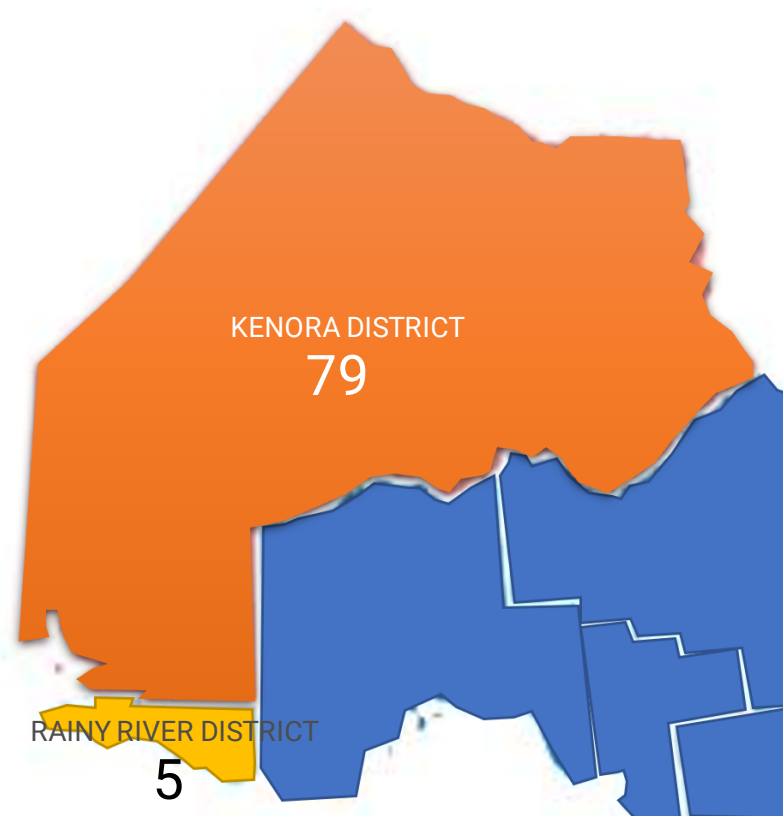
SKILL TYPE NAME	Bilingual Language Jobs	Italian Language Jobs	Grand total
Business, finance and administration occu...	4		4
Health occupations	3		3
Management occupations	4		4
Sales and service occupations	9	1	10
Trades, transport and equipment operator...	1		1
Grand total	21	1	22

## 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	35	10.0	4.5
2. City of Kenora	32	20.6	20
3. Town of Sioux Lookout	6	12.5	15
4. Township of Ear Falls	5		
5. Town of Fort Frances	4	21.0	21
6. Atikokan Township	1	1.0	1
7. Town of Red Lake	1	21.0	21

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	79	19.4	18
2. Rainy River District	5	42.9	35





## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other customer and information service...	5
2. Retail salespersons	2
3. Audiologists and speech-language pathol...	2
4. Banking, credit and other investment ma...	2
5. Letter carriers	2
6. Ground and water transport ticket agent...	1
7. Security guards and related security serv...	1
8. Registered nurses and registered psychi...	1
9. Facility operation and maintenance man...	1
10. Restaurant and food service managers	1
11. Banking, insurance and other financial cl...	1
12. Cooks	1
13. Administrative assistants	1
14. Delivery and courier service drivers	1

## MULTILINGUAL HIRING EMPLOYERS

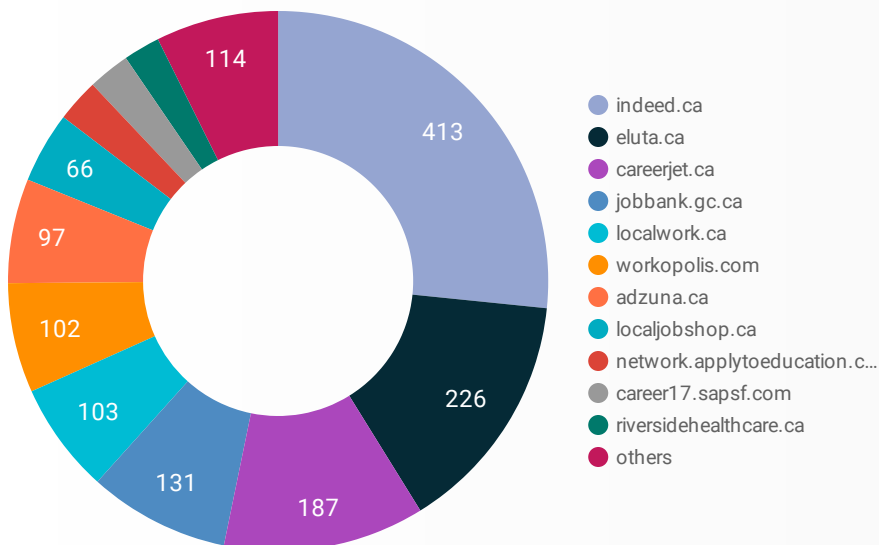
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Varsity Tutors	19
2. Bell Canada	8
3. Bell	7
4. FIREFLY	6
5. LCBO	5
6. EACOM Timber Corporation	5
7. CROSSMARK, Inc.	4
8. CROSSMARK	2
9. CIBC	2
10. Sioux-Hudson Employment	2
11. Contact North	2
12. BELL MOBILITY/BELL MOBILITÄ%	2
13. CROSSMARK Canada Inc.	2
14. Canada Post Corporation	2
15. Canada Post - Postes Canada	2
16. Kenora Catholic District School Board	2
17. DNL Commercial Cleaning Ltd	1
18. Slippery Winds Wilderness Resort Ltd	1
19. All Nations Health Partners	1
20. Commissionaires	1
21. Boston Pizza Fort Frances	1
22. Emcon Services Inc.	1
23. Wolseley Canada Inc.	1
24. Wolseley	1
25. Canada Post Corp	1
26. Home and Community Care Support Services North West	1
27. Indigenous Services Canada	1
28. Innovation, Science and Economic Development Canada (ISED) - FedNor (Federal Economic	1



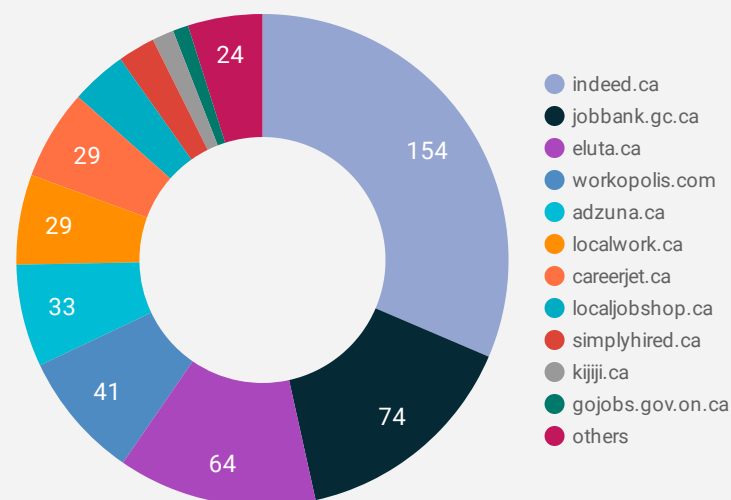
## JOB POSTINGS BY JOB BOARD

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	413	21	21	154
2.	eluta.ca	226	21	21	64
3.	careerjet.ca	187	15	7	29
4.	jobbank.gc.ca	131	44	32	74
5.	localwork.ca	103	4	2	29
6.	workopolis.com	102	15	15	41
7.	adzuna.ca	97	15	15	33
8.	localjobshop.ca	66	24	30	18
9.	network.applytoeducation.com	40	11	6	4
10.	career17.sapsf.com	39	84	71	1
11.	riversidehealthcare.ca	34	128	91	4
12.	lwdh.talentpoolbuilder.com	25	22	19	1
13.	simplyhired.ca	22	15	15	12
14.	drhc.on.ca	22	60	45	1
15.	gojobs.gov.on.ca	14	30	24	5
16.	kijiji.ca	9	15	15	7
17.	wowjobs.ca	8	17	16	4