



NORTHWEST TRAINING & ADJUSTMENT BOARD

JOB DEMAND REPORT

FEBRUARY 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,883	1,083	445	24

OF DAYS POSTED

AVERAGE	MEDIAN
19.4	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
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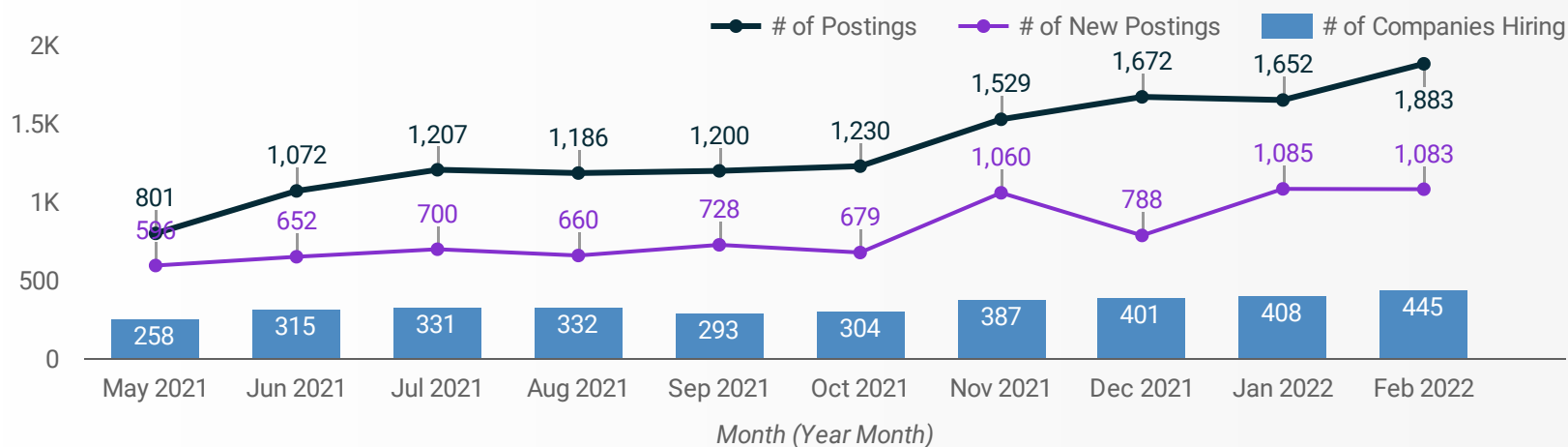
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JOB POSTINGS BY MONTH FOR KENORA & RAINY RIVER DISTRICTS

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

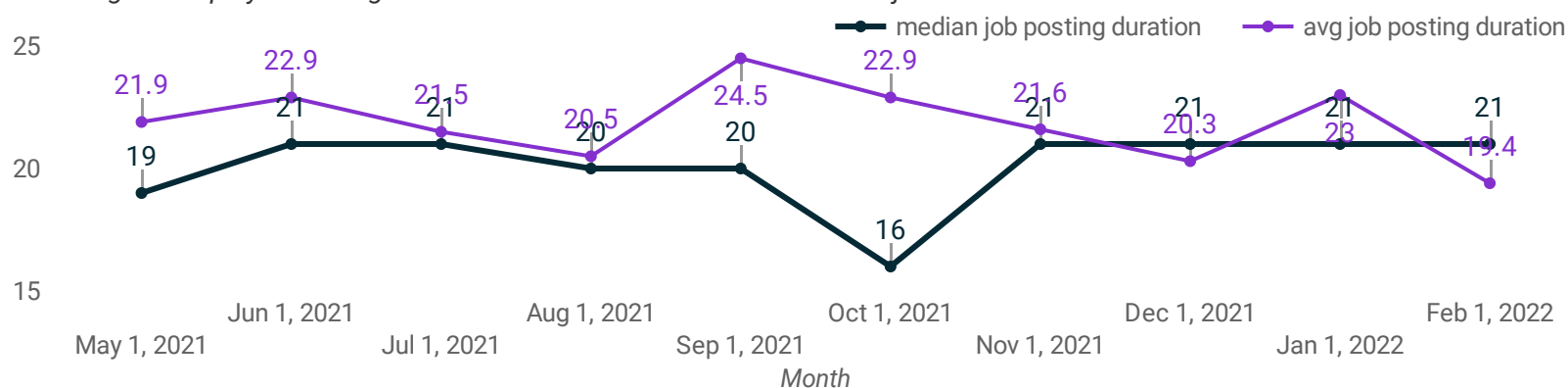
NUMBER OF ACTIVE JOB BOARDS

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



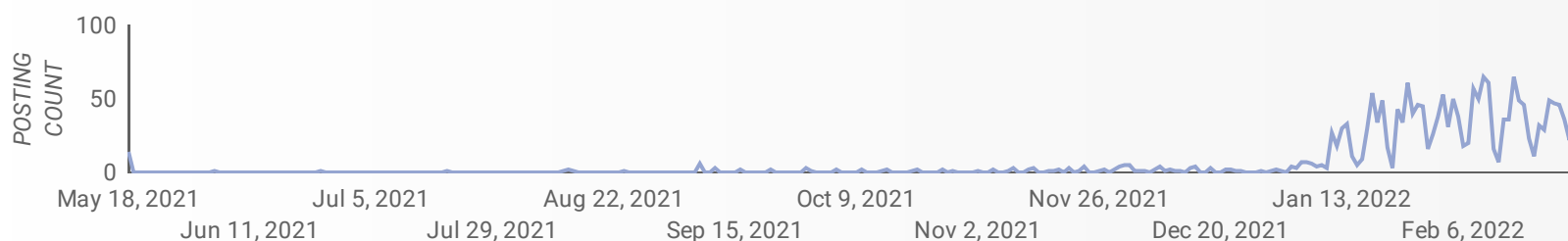
AVG & MEDIAN POSTING LENGTH BY DAYS

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	1,616	18.3	21
2.	Rainy River District	267	27.6	21

JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

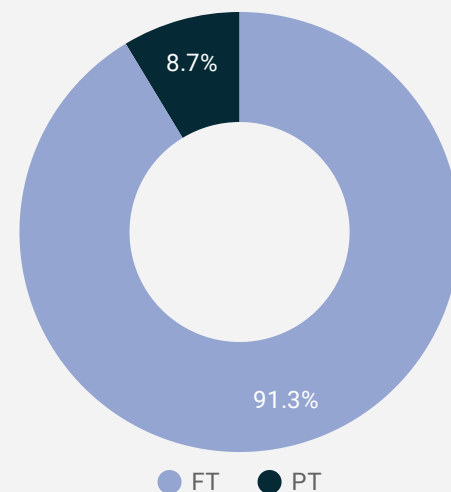
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kenora	656	20.3	21
2.	City of Dryden	414	21.0	21
3.	Town of Sioux Lookout	316	11.2	15
4.	Town of Red Lake	113	20.8	21
5.	Town of Fort Frances	105	20.6	21
6.	Emo Township	96	36.1	21
7.	Atikokan Township	44	23.2	19.5
8.	Township of Ear Falls	43	15.9	7
9.	Township of Sioux Narrows - Nestor Falls	21	14.3	15
10.	Township of Machin	15	19.1	21
11.	Rainy River	14	65.6	24
12.	Township of Pickle Lake	12	8.4	5
13.	Attawapiskat First Nation	8	15.0	17.5
14.	Township of Longlac	7	10.0	5

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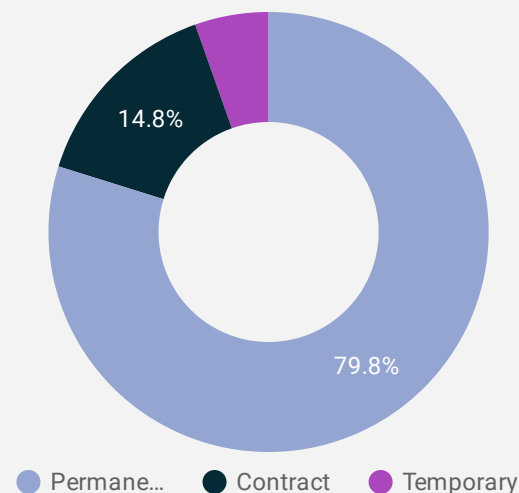
JOB TYPE

Full-time vs Part-time



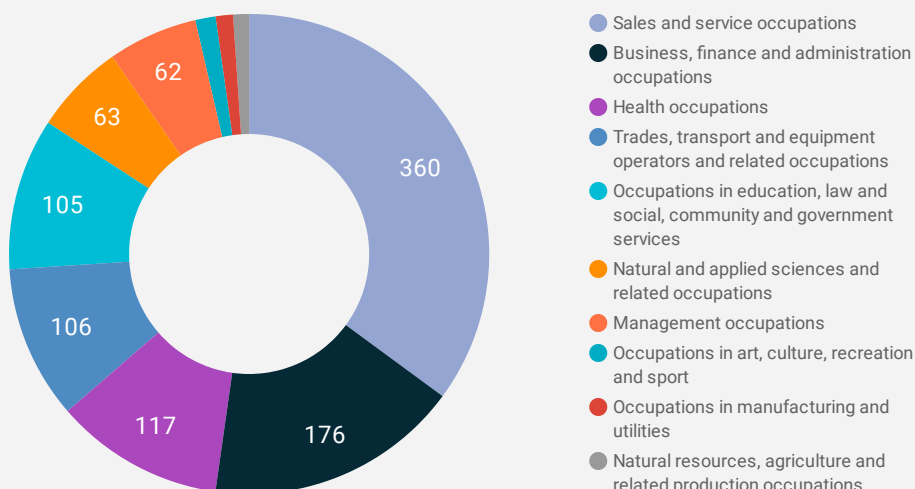
JOB DURATION

Permanency of jobs posted



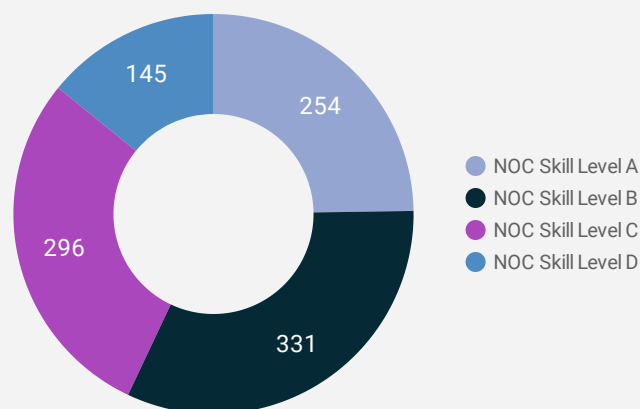
JOB POSTINGS BY SKILL TYPE

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.	Sioux-Hudson Employment	Sioux Lookout	104	3.4	3
2.	New Gold Inc	Emo	77	44.2	21
3.	Lake Of The Woods District Hospital	Kenora	55	21.7	21
4.	Sioux Lookout Meno Ya Win Health Centre	Sioux Lookout	44	17.9	15
5.	Anishinaabe Abinoojii Family Services	Kenora	31	14.3	17
6.	Sioux Lookout First Nations Health Authority	Sioux Lookout	28	15.0	15
7.	Kenora Association for Community Living	Kenora	25	23.3	21
8.	EACOM Timber Corporation	Ear Falls	25	12.6	7
9.	Dryden Regional Health Centre	Dryden	24	114.5	115
10.	Walmart Canada	Dryden	20	19.5	21
11.	Domtar	Dryden	20	44.9	21
12.	Pure Gold Mining Inc.	Red Lake	20	21.0	21
13.	La Verendrye General Hospital	Fort Frances	18	46.2	48
14.	City of Kenora	Kenora	17	20.0	21
15.	PureGold	Red Lake	15	59.6	56
16.	Canadian Mental Health Association	Kenora	14	21.0	21
17.	Walmart Canada	Kenora	14	21.0	21
18.	Rainy River District School Board	Fort Frances	13	21.0	21
19.	Walmart Canada Corp.	Kenora	13	21.0	21
20.	RAINY RIVER FIRST NATIONS	Emo	12	14.4	16
21.	Kenora Catholic District School Board	Kenora	12	13.0	6
22.	Wilson's Business Solutions	Dryden	12	20.5	21
23.	Ontario Public Service / OPS	Dryden	11	21.0	21
24.	Domtar Inc.	Dryden	11	21.0	21
25.	Walmart Canada Corp.	Dryden	11	21.0	21
26.	Kenora, City of	Kenora	11	21.0	21
27.	Atikokan General Hospital	Atikokan	11	9.2	9
28.	Kenora Chiefs Advisory	Kenora	10	21.0	21
29.	Rainycrest Long Term Care Home	Rainy River	10	138.0	178
30.	Canada Post Corp	Kenora	10	3.3	4
31.	FIREFLY	Kenora	10	21.0	21



TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs

14

	JOB TITLE	COMPANY	LOCATION	WAGE POTENTIAL ▾
1.	Primary Health Care Nurse Practitioner	Weeneebayko Area Health Authority	Attawapiskat First Nation	70.34
2.	Nurse Practitioner (three (3) Positions)	Lake Of The Woods District Hospital	City of Kenora	61.16
3.	Nursing Supervisor (full-time Interim)	Lake Of The Woods District Hospital	City of Kenora	52.01
4.	Nursing Supervisor (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	52.01
5.	Nursing Supervisor (full-time Permanent)	Lake of the Woods District Hospital Foundation	City of Kenora	52.01
6.	Icu Registered Nurse (part-time Permanent Job Share, 0.50 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53
7.	Acute Care Registered Nurse (four (4) Part-time Permanent Positions)	Lake Of The Woods District Hospital	City of Kenora	48.53
8.	Icu Registered Nurse (two (2) Positions - Full-time Permanent, Part-time Permanent 0.45 Fte)	Lake Of The Woods District Hospital	City of Kenora	48.53
9.	Emergency Registered Nurse (seven (7) Positions)	Lake Of The Woods District Hospital	City of Kenora	48.53
10.	Maternity Registered Nurse (four (4) Positions)	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.	Customer Service Representative	Momentum Financial Services Group	City of Dryden	250,000
2.	Customer Service Representative	MoneyMart Financial Services	City of Dryden	250,000
3.	Store Manager	National Money Mart Company Inc.	City of Dryden	250,000
4.	Customer Service Representative	National Money Mart Company Inc.	City of Dryden	250,000
5.	Store Manager	Money Mart	City of Dryden	250,000
6.	Chiropractor	Lake of the Woods Chiropractic & Wellness	City of Kenora	175,000
7.	Real Estate Sales Representative	Royal LePage Real Estate Services	City of Kenora	150,000
8.	Duty Counsel Criminal (12 Months)	Legal Aid Ontario	City of Kenora	142,422
9.	Nurse Practitioner	Association of Family Health Teams of Ontario/ AFHTO	Atikokan Township	126,180.6
				1 - 100 / 645 < >

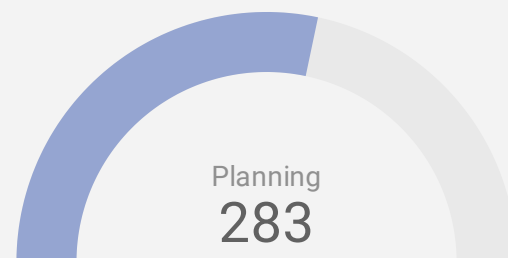
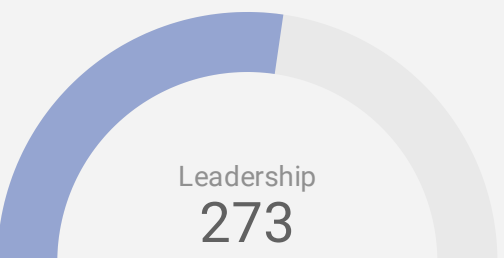
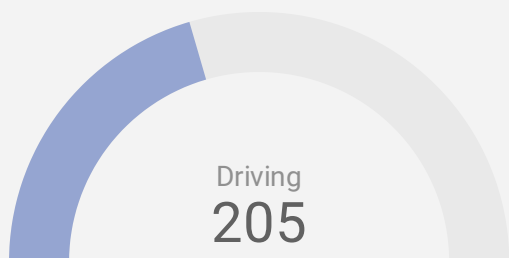
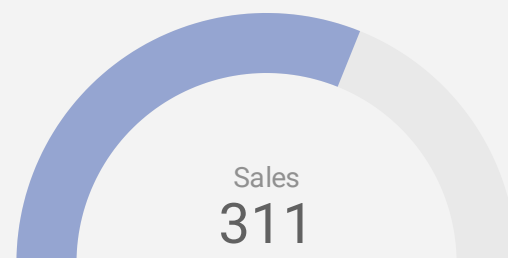
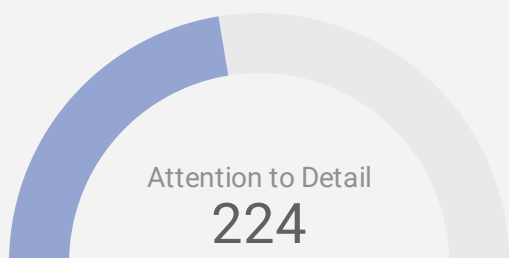
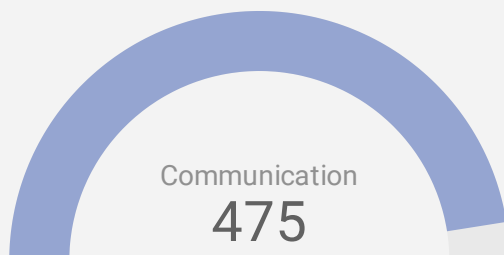
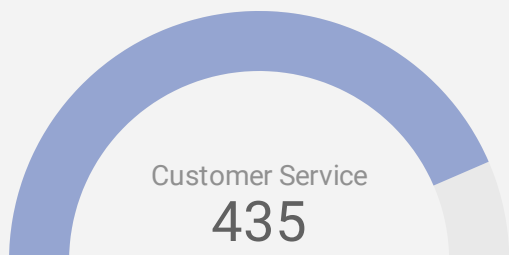


TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,883



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,883



Driver's License

65



First Aid

137



Regular Access to a Vehicle

82



Criminal Record Check

191



Microsoft Office

161



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.	6421	Retail salespersons	NOC Skill Level C	50	19	21
2.	6731	Light duty cleaners	NOC Skill Level D	47	14	15
3.	4212	Social and community service workers	NOC Skill Level B	43	18	21
4.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	40	25	21.5
5.	6552	Other customer and information services representatives	NOC Skill Level C	39	15	16
6.	621	Retail and wholesale trade managers	NOC Skill Level A	35	19	21
7.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	34	16	15
8.	6222	Retail and wholesale buyers	NOC Skill Level B	32	15	21
9.	6611	Cashiers	NOC Skill Level D	30	17	21
10.	1241	Administrative assistants	NOC Skill Level B	28	18	21
11.	1511	Mail, postal and related workers	NOC Skill Level C	27	6	4
12.	6322	Cooks	NOC Skill Level B	24	25	21
13.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	19	16	15
14.	6311	Food service supervisors	NOC Skill Level B	18	86	107
15.	6231	Insurance agents and brokers	NOC Skill Level B	15	18	15
16.	2153	Urban and land use planners	NOC Skill Level A	14	22	21
17.	7511	Transport truck drivers	NOC Skill Level C	13	17	15
18.	1111	Financial auditors and accountants	NOC Skill Level A	13	18	21
19.	3131	Pharmacists	NOC Skill Level A	12	15	15
20.	1411	General office support workers	NOC Skill Level C	12	19	21
21.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	12	14	15
22.	7514	Delivery and courier service drivers	NOC Skill Level C	12	36	21
23.	2113	Geoscientists and oceanographers	NOC Skill Level A	12	40	21
24.	7452	Material handlers	NOC Skill Level C	11	19	21
25.	4153	Family, marriage and other related counsellors	NOC Skill Level A	10	20	21
26.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	10	15	18
27.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	10	16	20
28.	6541	Security guards and related security service occupations	NOC Skill Level C	10	21	21
29.	2282	User support technicians	NOC Skill Level B	9	11	14



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	61	14	15
2.	642	Retail salespersons	NOC Skill Level C	50	19	21
3.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	48	19	21
4.	301	Professional occupations in nursing	NOC Skill Level A	46	25	22
5.	655	Customer and information services representatives	NOC Skill Level C	39	15	16
6.	151	Mail and message distribution occupations	NOC Skill Level C	37	7	4
7.	062	Retail and wholesale trade managers	NOC Skill Level A	35	19	21
8.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	34	16	21
9.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	34	16	15
10.	751	Motor vehicle and transit drivers	NOC Skill Level C	33	21	15
11.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	32	17	17
12.	661	Cashiers	NOC Skill Level D	30	17	21
13.	632	Chefs and cooks	NOC Skill Level B	28	24	21
14.	141	General office workers	NOC Skill Level C	25	19	16
15.	111	Auditors, accountants and investment professionals	NOC Skill Level A	22	19	21
16.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	22	17	15
17.	441	Home care providers and educational support occupations	NOC Skill Level C	22	16	15
18.	631	Service supervisors	NOC Skill Level B	21	86	107
19.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	20	18	15
20.	415	Social and community service professionals	NOC Skill Level A	19	18	20
21.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	17	39	25.5
22.	745	Longshore workers and material handlers	NOC Skill Level C	16	22	21
23.	122	Administrative and regulatory occupations	NOC Skill Level B	16	27	21
24.	313	Pharmacists, dietitians and nutritionists	NOC Skill Level A	16	15	15
25.	215	Architects, urban planners and land surveyors	NOC Skill Level A	16	22	21
26.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	13	16	15
27.	211	Physical science professionals	NOC Skill Level A	12	40	21
28.	228	Technical occupations in computer and information systems	NOC Skill Level B	12	11	9.5
29.	662	Other sales support and related occupations	NOC Skill Level D	12	15	19



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	95	15	15
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	63	17	21
3.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	55	17	21
4.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	55	20	21
5.	63	Service supervisors and specialized service occupations	NOC Skill Level B	53	39	21
6.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	52	19	21
7.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	48	19	21
8.	30	Professional occupations in nursing	NOC Skill Level A	46	25	22
9.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	45	9	4
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	43	26	21
11.	66	Sales support occupations	NOC Skill Level D	42	16	21
12.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	41	26	21
13.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	41	21	15
14.	14	Office support occupations	NOC Skill Level C	38	18	16
15.	31	Professional occupations in health (except nursing)	NOC Skill Level A	34	21	15
16.	73	Maintenance and equipment operation trades	NOC Skill Level B	29	25	21
17.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	29	19	21
18.	11	Professional occupations in business and finance	NOC Skill Level A	29	19	21
19.	32	Technical occupations in health	NOC Skill Level B	26	17	15
20.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	24	16	15
21.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	22	15	15
22.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	18	22	21
23.	72	Industrial, electrical and construction trades	NOC Skill Level B	18	23	21
24.	34	Assisting occupations in support of health services	NOC Skill Level C	11	15	15
25.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	10	20	21
26.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	9	20	21
27.	51	Professional occupations in art and culture	NOC Skill Level A	9	15	15



MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
85

NEW POSTINGS
47

COMPANIES
35

LANGUAGES
2

OF DAYS POSTED

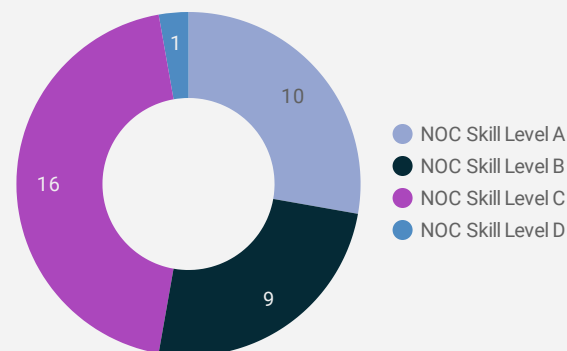
AVERAGE
17.9

MEDIAN
19

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

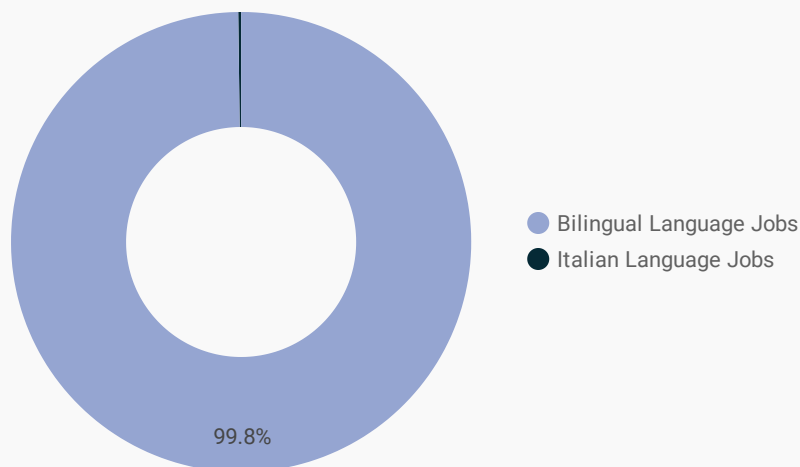
- 10 Skill Level A - Management/ Professional Occupations usually requiring University
- 9 Skill Level B - Usually college education or apprenticeship training
- 16 Skill Level C - Usually secondary education or occupation-specific training
- 1 Skill Level D - Usually on-the-job training



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

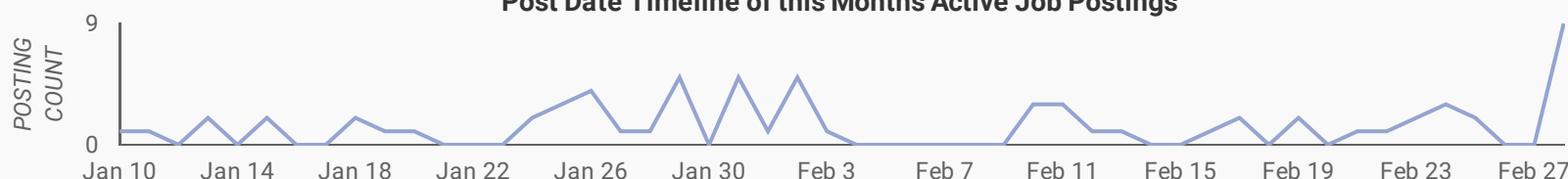
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	84
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?

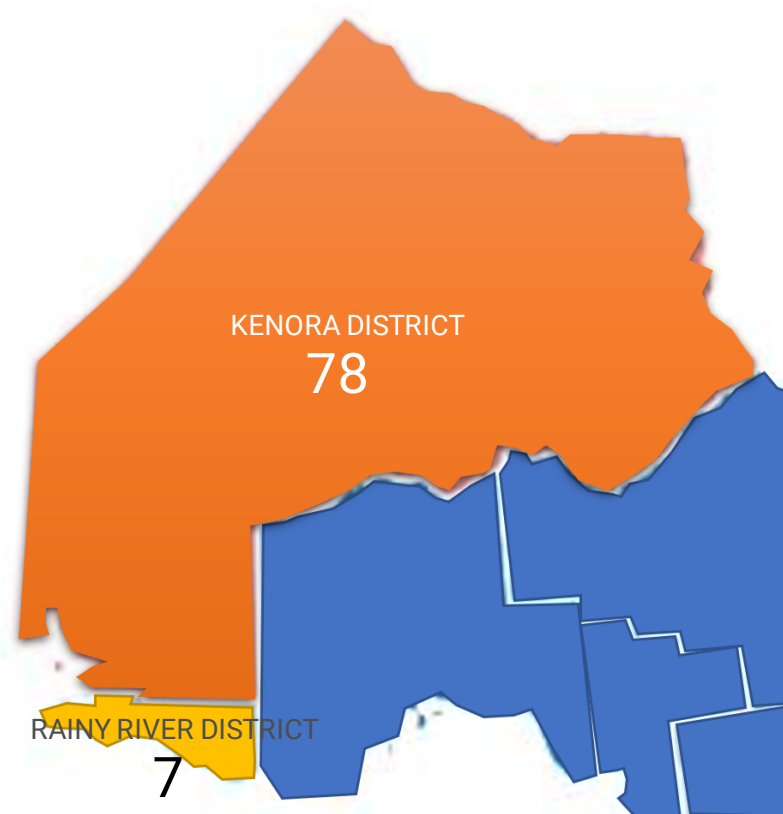
SKILL TYPE NAME	Bilingual Language Jobs	Italian Language Jobs	Grand total
Business, finance and administration occu...	13		13
Health occupations	3		3
Management occupations	5		5
Natural and applied sciences and related o...	1		1
Occupations in art, culture, recreation and ...	5		5
Occupations in education, law and social, ...	2		2
Occupations in manufacturing and utilities	1		1
Sales and service occupations	3	1	4
Trades, transport and equipment operator...	2		2
Grand total	35	1	36

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 Kenora	51	18.9	19
2. City of Dryden	22	14.7	16
3. Town of Fort Frances	6	23.8	21
4. Township of Ear Falls	5	19.8	21
5. Atikokan Township	1		

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	78	18.3	21
2. Rainy River District	7	27.6	21





LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Letter carriers	8
2. Banking, credit and other investment ma...	3
3. Program leaders and instructors in recre...	3
4. Journalists	2
5. Administrative assistants	2
6. Correctional service officers	2
7. Banking, insurance and other financial cl...	1
8. Registered nurses and registered psychi...	1
9. Ground and water transport ticket agent...	1
10. Contractors and supervisors, heavy equip...	1
11. Labourers in food and beverage processi...	1
12. Facility operation and maintenance man...	1
13. Retail salespersons	1
14. Audiologists and speech-language pathol...	1
15. Dietitians and nutritionists	1
16. Security guards and related security serv...	1
17. Conservation and fishery officers	1
18. General office support workers	1
19. Employment insurance, immigration, bor...	1
20. Restaurant and food service managers	1
21. Cooks	1
22. Delivery and courier service drivers	1

MULTILINGUAL HIRING EMPLOYERS

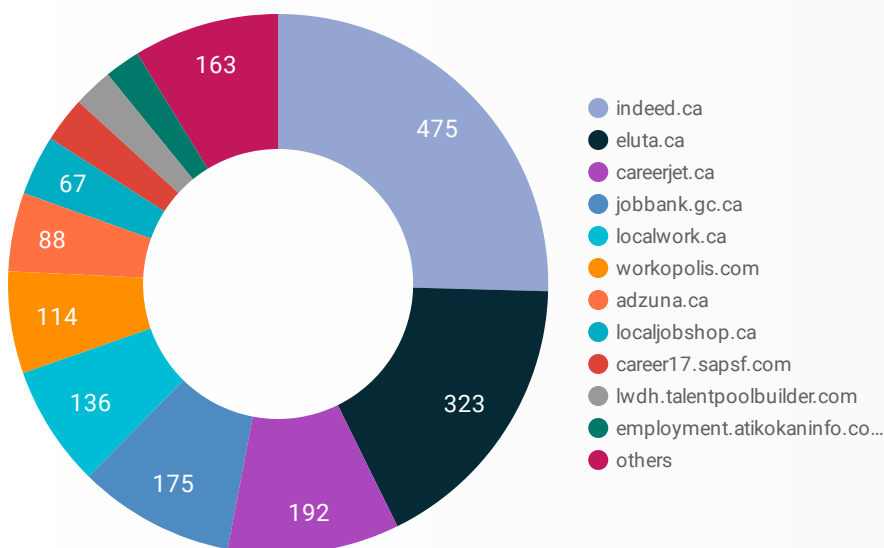
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Varsity Tutors	8
2. Canada Post Corp	8
3. Various Ministries	6
4. Bell Canada	5
5. EACOM Timber Corporation	5
6. FIREFLY	4
7. Canada Post - Postes Canada	4
8. Canada Post Corporation	4
9. Emcon Services Inc.	3
10. Kenora Catholic District School Board	3
11. Ministry of the Attorney General	2
12. CIBC	2
13. Ontario Public Service / OPS	2
14. Science North	2
15. BELL MOBILITY/BELL MOBILITÄ%	2
16. CROSSMARK, Inc.	2
17. Bell	2
18. Wolseley Canada Inc.	2
19. CROSSMARK	2
20. Keewatin-Patricia District School Board	2
21. Correctional Services Recruitment	1
22. Thunder Bay Regional Health Sciences Centre	1
23. Boston Pizza Fort Frances	1
24. International Institute for Sustainable Development / IISD	1
25. Ontario Public Service	1
26. Service Canada	1
27. Wolseley	1



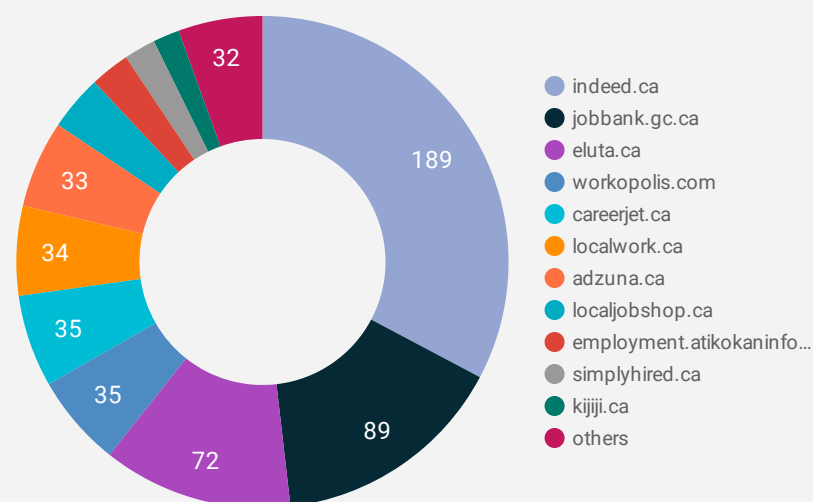
JOB POSTINGS BY JOB BOARD

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	475	21	21	189
2.	eluta.ca	323	21	21	72
3.	careerjet.ca	192	10	4	35
4.	jobbank.gc.ca	175	28	16	89
5.	localwork.ca	136	5	4	34
6.	workopolis.com	114	15	15	35
7.	adzuna.ca	88	15	15	33
8.	localjobshop.ca	67	29	30	21
9.	career17.sapsf.com	51	68	70.5	1
10.	lwdh.talentpoolbuilder.com	44	19	17	1
11.	employment.atikokaninfo.com	40	21	12	15
12.	riversidehealthcare.ca	33	79	56	4
13.	drhc.on.ca	23	115	114.5	1
14.	gojobs.gov.on.ca	23	22	17	8
15.	network.applytoeducation.com	21	8	8	4
16.	simplyhired.ca	21	15	15	12
17.	kijiji.ca	17	15	15	10