



NORTHWEST TRAINING & ADJUSTMENT BOARD

# JOB DEMAND REPORT

## MARCH 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,127	1,337	492	25

#### # OF DAYS POSTED

AVERAGE	MEDIAN
20.6	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

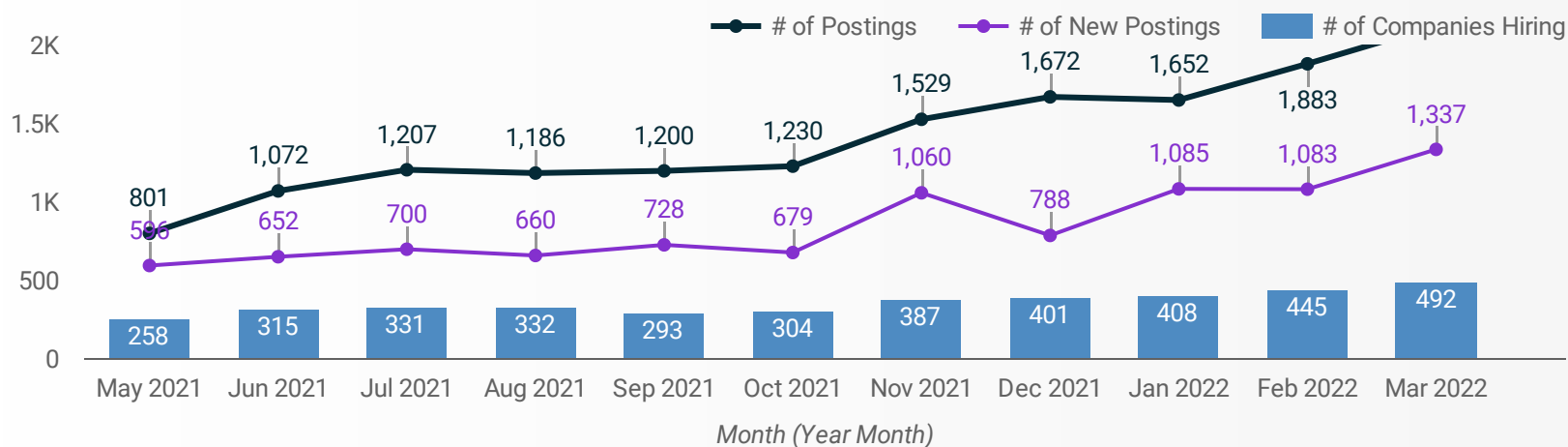
This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario.

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

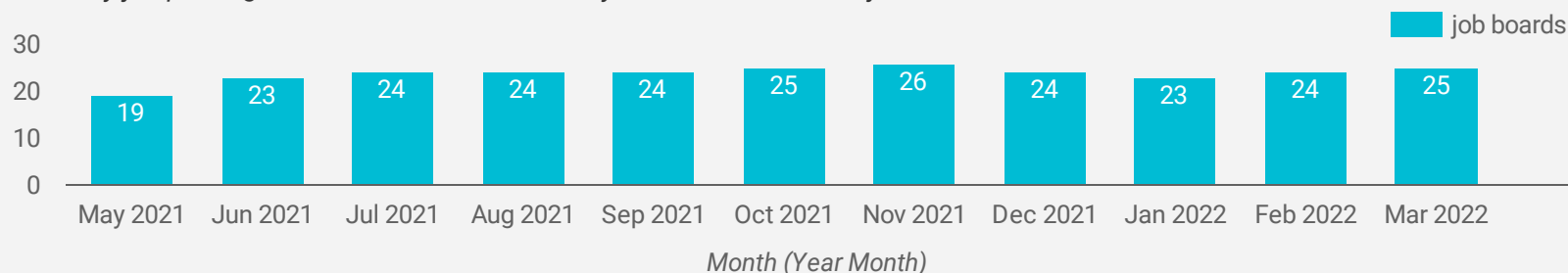
How many job postings were active for at least 1 day this month?



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

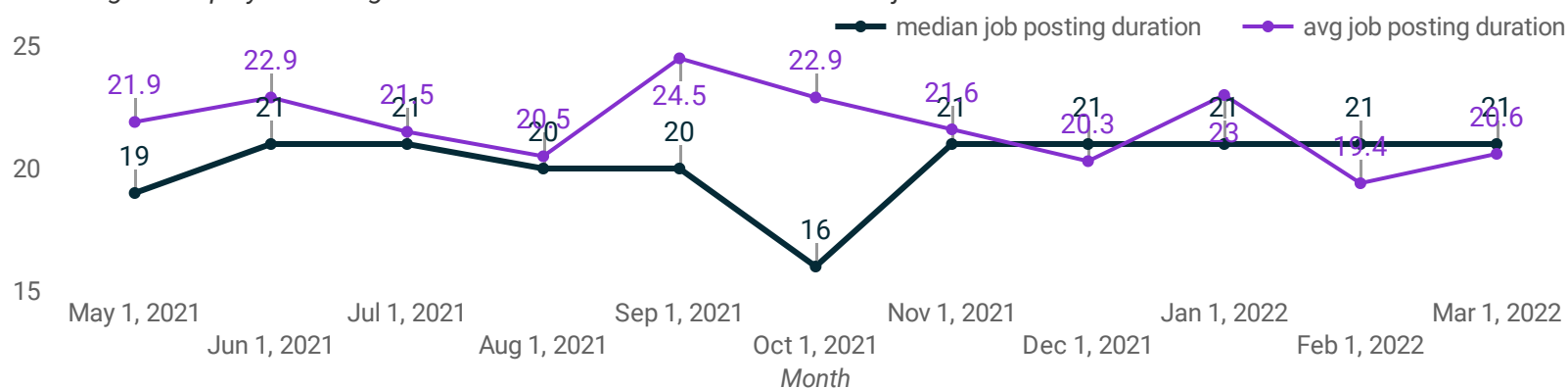
## NUMBER OF ACTIVE JOB BOARDS

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	1,810	20.0	21
2.	Rainy River District	317	25.1	21

## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

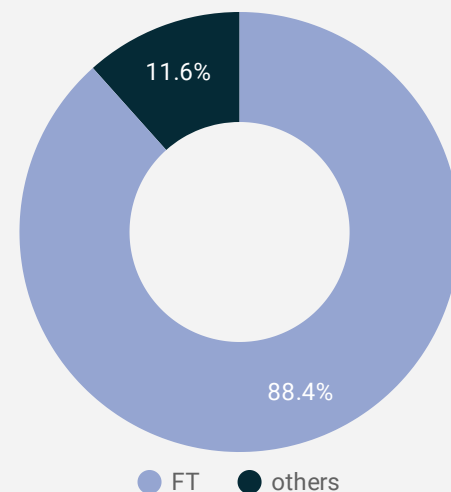
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kenora	732	20.4	21
2.	City of Dryden	420	24.3	21
3.	Town of Sioux Lookout	356	15.7	15
4.	Town of Fort Frances	134	13.3	16
5.	Town of Red Lake	113	18.8	21
6.	Emo Township	107	40.6	21
7.	Township of Ear Falls	58	21.9	15
8.	Atikokan Township	56	25.1	21.5
9.	Township of Sioux Narrows - Nestor Falls	28	27.5	21
10.	Attawapiskat First Nation	25	8.2	1
11.	Township of Ignace	19	13.6	9
12.	Township of Pickle Lake	18	10.6	5.5
13.	Rainy River	14	76.0	39.5
14.	Township of Muskoka	12	14.0	15

1 - 23 / 23



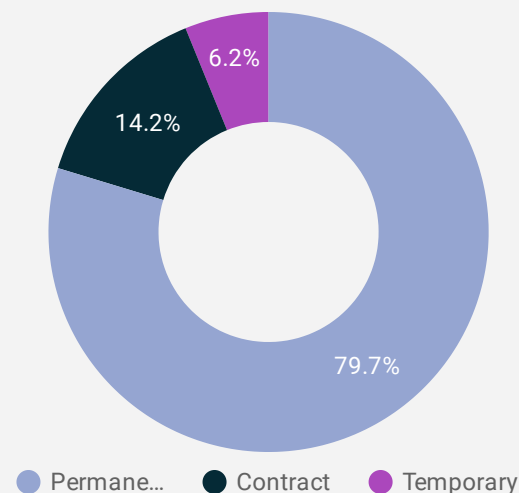
## JOB TYPE

Full-time vs Part-time



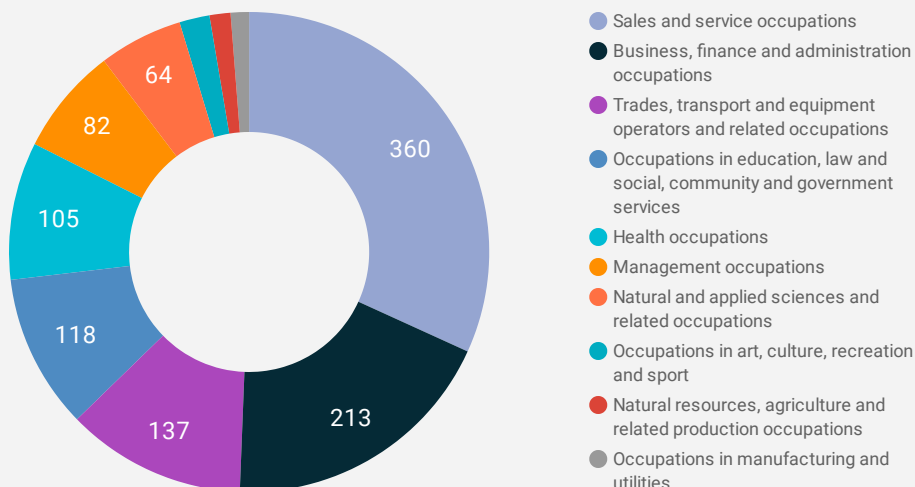
## JOB DURATION

Permanency of jobs posted



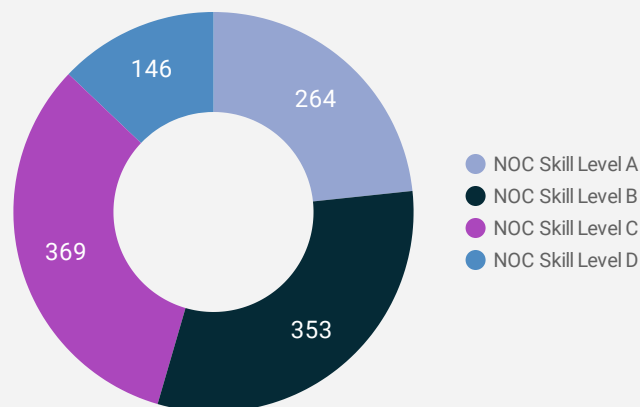
## JOB POSTINGS BY SKILL TYPE

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	93	46.6	21
2.	Sioux-Hudson Employment	Sioux Lookout	91	3.2	3
3.	Lake Of The Woods District Hospital	Kenora	84	24.3	21
4.	Sioux Lookout Meno Ya Win Health Centre	Sioux Lookout	51	18.0	18
5.	Anishinaabe Abinoojii Family Services	Kenora	33	12.0	14
6.	EACOM Timber Corporation	Ear Falls	30	19.0	15
7.	Dryden Regional Health Centre	Dryden	23	110.8	61
8.	Pure Gold Mining Inc.	Red Lake	23	21.0	21
9.	Domtar	Dryden	22	42.5	31
10.	City of Kenora	Kenora	20	21.0	21
11.	Walmart Canada	Dryden	19	16.7	15
12.	Keewatin-Patricia District School Board	Kenora	18	23.8	9
13.	La Verendrye General Hospital	Fort Frances	18	29.7	21
14.	Canadian Mental Health Association	Kenora	17	21.0	21
15.	FYidoctors	Fort Frances	16	1.9	2
16.	Sioux Lookout First Nations Health Authority	Sioux Lookout	16	15.0	15
17.	Atikokan General Hospital	Atikokan	16	22.7	28
18.	Kenora Association for Community Living	Kenora	15	23.8	21
19.	Compass Group	Red Lake	14	1.6	1
20.	Kenora Catholic District School Board	Kenora	14	30.4	13
21.	Rainy River District School Board	Fort Frances	14	21.0	21
22.	Allied Universal	Sioux Lookout	13	1.4	1
23.	Canada Post Corp	Sioux Lookout	13	4.1	4
24.	Kenora, City of	Kenora	13	21.0	21
25.	Sioux-Hudson Employment	Dryden	13	3.7	4
26.	Capital Group	Fort Frances	12	1.8	1
27.	Allied Universal	Kenora	12	1.7	2
28.	Ledcor	Kenora	12	16.7	15
29.	Colas	Dryden	12	42.4	48
30.	Ontario Public Service / OPS	Dryden	12	21.0	21
31.	Ontario Aboriginal Housing Services	Dryden	12	18.3	21



## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Jobs

18

	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 Permanent)	Lake Of The Woods District Hospital	City of Kenora	52.01
4.	Nursing Supervisor (full-time Interim)	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.	Maternity Registered Nurse (full-time Interim)	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.	Nursing Resource Team Registered Nurse (five (5) Positions)	Lake Of The Woods District Hospital	City of Kenora	48.53
9.	Acute Care Registered Nurse (three (3) Part-time Permanent Positions)	Lake Of The Woods District Hospital	City of Kenora	48.53
				1 - 100 / 446 < >

## TOP SALARIES IN JOB POSTINGS

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

	JOB TITLE	COMPANY	LOCATION	SALARY POTENTIAL ▾
1.	Store Manager	National Money Mart Company Inc.	City of Dryden	250,000
2.	Store Manager	Money Mart	City of Dryden	250,000
3.	Customer Service Representative	National Money Mart Company Inc.	City of Dryden	250,000
4.	Customer Service Representative	MoneyMart Financial Services	City of Dryden	250,000
5.	Real Estate Sales Representative	Royal LePage Real Estate Services	City of Kenora	150,000
6.	Duty Counsel Criminal (12 Months)	Legal Aid Ontario	City of Kenora	142,422
7.	Duty Counsel - Family & Criminal (hybrid)	Legal Aid Ontario	City of Kenora	142,422
8.	Electrical Superintendent	KENON BUILDERS INC	City of Kenora	120,000
9.	Program Supervisor	Ministry Of Children, Community And Social Services	City of Kenora	117,142
10.	Clinical Manager Outpatient	Sioux Lookout First Nations	Town of Sioux Lookout	115,628
				1 - 100 / 636 < >

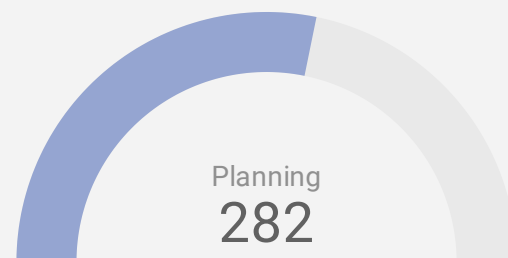
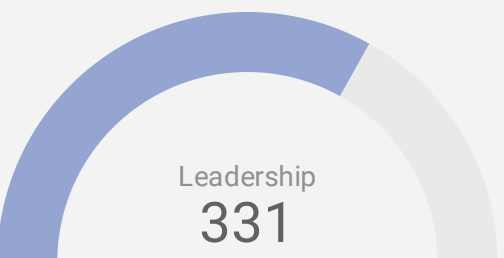
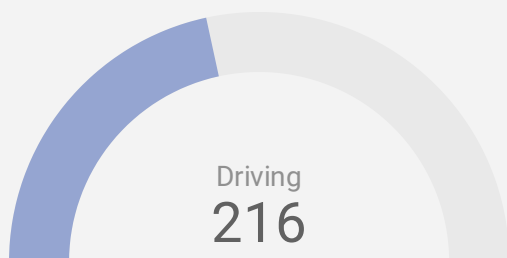
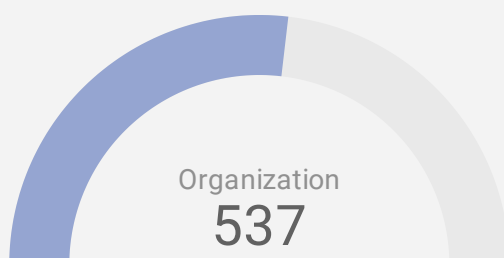
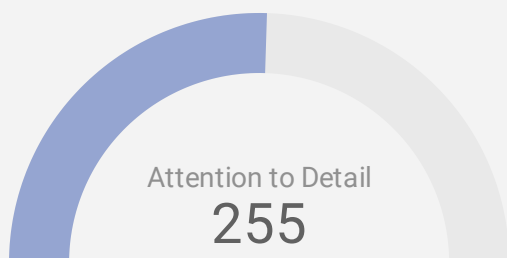
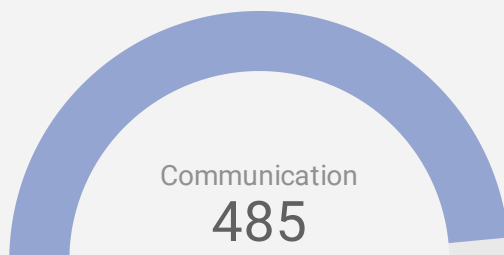
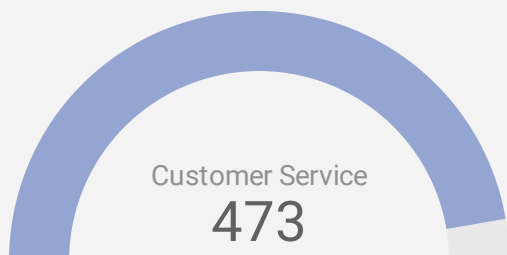


## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,127



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,127



Driver's License

81



First Aid

183



Regular Access to a Vehicle

80



Criminal Record Check

204



Microsoft Office

173



Food Safety

20



## JOB POSTINGS BY 4-DIGIT NOC, SKILL LEVEL, FREQUENCY &amp; 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.	6731	Light duty cleaners	NOC Skill Level D	62	17	15
2.	6421	Retail salespersons	NOC Skill Level C	54	19	21
3.	621	Retail and wholesale trade managers	NOC Skill Level A	49	15	12
4.	1511	Mail, postal and related workers	NOC Skill Level C	46	3	2
5.	4212	Social and community service workers	NOC Skill Level B	44	19	21
6.	6552	Other customer and information services representatives	NOC Skill Level C	38	20	18.5
7.	6322	Cooks	NOC Skill Level B	34	27	21
8.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	30	16	18
9.	1241	Administrative assistants	NOC Skill Level B	29	17	21
10.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	25	60	58
11.	6222	Retail and wholesale buyers	NOC Skill Level B	23	29	21
12.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	21	24	21
13.	1411	General office support workers	NOC Skill Level C	20	19	21
14.	1512	Letter carriers	NOC Skill Level C	19	8	2
15.	7452	Material handlers	NOC Skill Level C	19	33	21
16.	6231	Insurance agents and brokers	NOC Skill Level B	18	17	18
17.	7511	Transport truck drivers	NOC Skill Level C	17	16	17
18.	6311	Food service supervisors	NOC Skill Level B	17	87	119
19.	2153	Urban and land use planners	NOC Skill Level A	16	24	21
20.	6611	Cashiers	NOC Skill Level D	15	21	21
21.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	14	12	16
22.	7514	Delivery and courier service drivers	NOC Skill Level C	13	22	21
23.	1114	Other financial officers	NOC Skill Level A	12	14	15
24.	1414	Receptionists	NOC Skill Level C	12	22	21
25.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	11	31	21
26.	7312	Heavy-duty equipment mechanics	NOC Skill Level B	11	47	30
27.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	10	32	21
28.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	10	23	15
29.	3413	Nurse aides, orderlies and patient service associates	NOC Skill Level C	10	40	41
30.	1111	Financial auditors and accountants	NOC Skill Level A	10	17	18



## 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	74	17	15
2.	151	Mail and message distribution occupations	NOC Skill Level C	66	5	2
3.	642	Retail salespersons	NOC Skill Level C	54	19	21
4.	062	Retail and wholesale trade managers	NOC Skill Level A	49	15	12
5.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	47	22	21
6.	632	Chefs and cooks	NOC Skill Level B	38	31	21
7.	655	Customer and information services representatives	NOC Skill Level C	38	20	18.5
8.	751	Motor vehicle and transit drivers	NOC Skill Level C	37	16	21
9.	141	General office workers	NOC Skill Level C	34	20	21
10.	301	Professional occupations in nursing	NOC Skill Level A	31	49	30
11.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	30	17	21
12.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	30	16	18
13.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	25	35	21
14.	441	Home care providers and educational support occupations	NOC Skill Level C	25	23	16
15.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	24	28	21
16.	745	Longshore workers and material handlers	NOC Skill Level C	23	32	21
17.	111	Auditors, accountants and investment professionals	NOC Skill Level A	22	15	15
18.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	21	17	21
19.	631	Service supervisors	NOC Skill Level B	20	100	119
20.	415	Social and community service professionals	NOC Skill Level A	19	14	15
21.	122	Administrative and regulatory occupations	NOC Skill Level B	18	18	16
22.	215	Architects, urban planners and land surveyors	NOC Skill Level A	18	24	21
23.	341	Assisting occupations in support of health services	NOC Skill Level C	17	28	21
24.	661	Cashiers	NOC Skill Level D	15	21	21
25.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	15	20	21
26.	525	Athletes, coaches, referees and related occupations	NOC Skill Level B	14	12	16
27.	651	Occupations in food and beverage service	NOC Skill Level C	14	16	18
28.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	12	21	21
					1 - 50 / 95	< >





## 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	104	17	15
2.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	78	6	2
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	66	19	16
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	62	43	21
5.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	59	20	15
6.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	55	19	21
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	55	21	21
8.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	52	19	19
9.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	48	26	21
10.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	47	22	21
11.	14	Office support occupations	NOC Skill Level C	44	20	21
12.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	40	24	21
13.	73	Maintenance and equipment operation trades	NOC Skill Level B	34	35	21
14.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	34	16	16
15.	31	Professional occupations in health (except nursing)	NOC Skill Level A	32	35	21
16.	11	Professional occupations in business and finance	NOC Skill Level A	31	19	18
17.	30	Professional occupations in nursing	NOC Skill Level A	31	49	30
18.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	28	23	19
19.	66	Sales support occupations	NOC Skill Level D	25	19	21
20.	32	Technical occupations in health	NOC Skill Level B	25	19	21
21.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	24	31	21
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	24	16	15
23.	72	Industrial, electrical and construction trades	NOC Skill Level B	23	31	21
24.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	18	13	16
25.	34	Assisting occupations in support of health services	NOC Skill Level C	17	28	21
26.	86	Harvesting, landscaping and natural resources labourers	NOC Skill Level D	11	20	21
27.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	9	32	30



## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**105**

NEW POSTINGS  
**72**

COMPANIES  
**33**

LANGUAGES  
**2**

## # OF DAYS POSTED

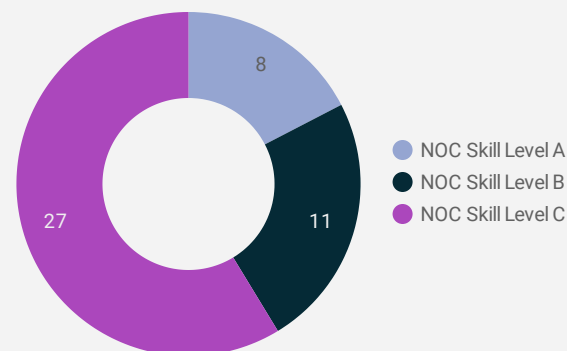
AVERAGE  
**16.1**

MEDIAN  
**16**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

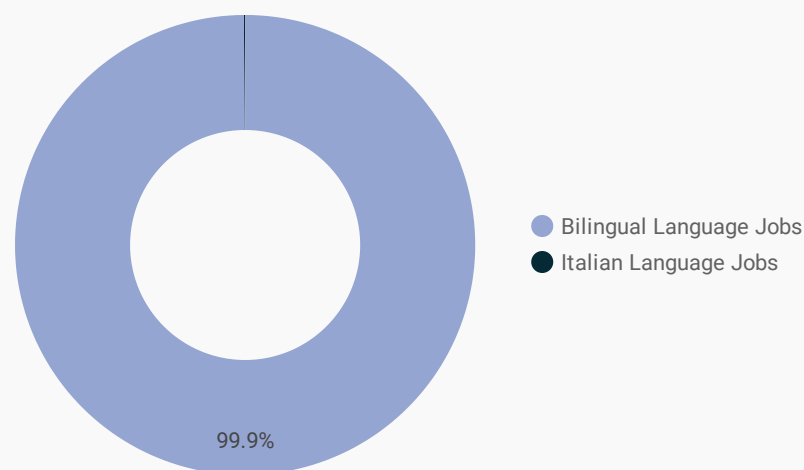
- 8** Skill Level A - Management/ Professional Occupations usually requiring University
- 11** Skill Level B - Usually college education or apprenticeship training
- 27** Skill Level C - Usually secondary education or occupation-specific training
- 0** Skill Level D - Usually on-the-job training



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

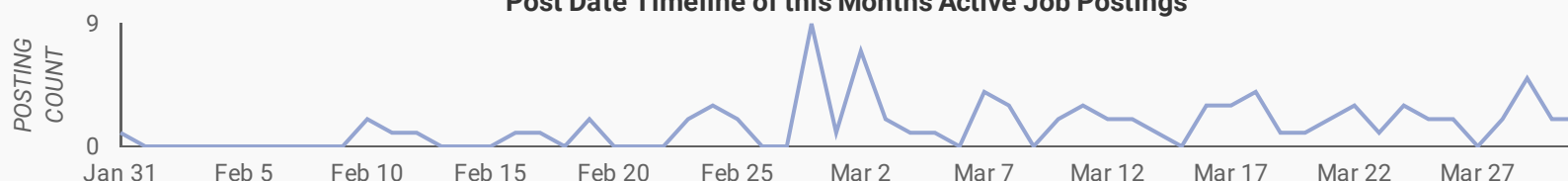
## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	104
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?

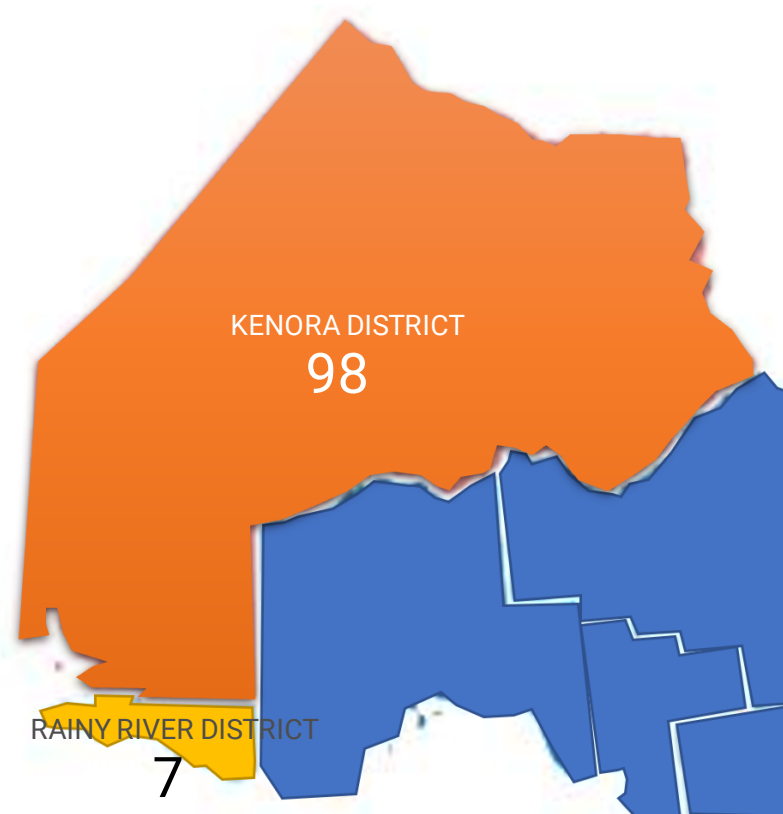
SKILL TYPE NAME	Bilingual Language Jobs	Italian Language Jobs	Grand total
Business, finance and administration occu...	22		22
Health occupations	3		3
Management occupations	2		2
Natural and applied sciences and related o...	3		3
Occupations in art, culture, recreation and ...	5		5
Occupations in education, law and social, ...	4		4
Sales and service occupations	5	1	6
Trades, transport and equipment operator...	1		1
Grand total	45	1	46

## 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	69	13.9	16
2. City of Dryden	20	20.8	15
3. Town of Fort Frances	5	40.3	21
4. Township of Ear Falls	4	15.0	15
5. Town of Sioux Lookout	3	17.0	15
6. Atikokan Township	2	16.0	16
7. Attawapiskat First Nation	1		
8. Town of Red Lake	1		

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	98	20.0	21
2. Rainy River District	7	25.1	21





## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Letter carriers	17
2. Program leaders and instructors in recre...	4
3. Retail salespersons	3
4. Administrative assistants	2
5. Conservation and fishery officers	2
6. Education policy researchers, consultant...	2
7. Correctional service officers	2
8. Banking, credit and other investment ma...	1
9. General office support workers	1
10. Journalists	1
11. Forestry technologists and technicians	1
12. Facility operation and maintenance man...	1
13. Delivery and courier service drivers	1
14. Other customer and information service...	1
15. Dietitians and nutritionists	1
16. Banking, insurance and other financial cl...	1
17. Employment insurance, immigration, bor...	1
18. Occupational therapists	1
19. Audiologists and speech-language pathol...	1
20. Ground and water transport ticket agent...	1
21. Cooks	1

## MULTILINGUAL HIRING EMPLOYERS

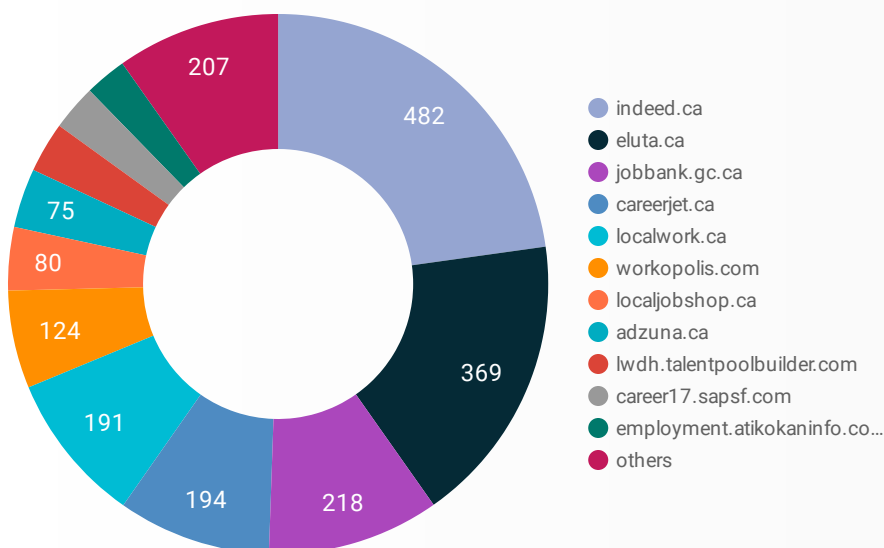
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Allied Universal	12
2. Bell Canada	11
3. Various Ministries	9
4. Canada Post Corp	9
5. Canada Post - Postes Canada	6
6. FIREFLY	6
7. Keewatin-Patricia District School Board	5
8. Science North	4
9. EACOM Timber Corporation	4
10. Contact North	3
11. Bell	3
12. Kenora Catholic District School Board	2
13. BELL MOBILITY/BELL MOBILITÁ%	2
14. Ontario Public Service / OPS	2
15. Canadian National Railway	2
16. CIBC	2
17. Victorian Order of Nurses / VON	2
18. Thunder Bay Regional Health Sciences Centre	2
19. Lutheran Community Care Centre	2
20. Ministry of the Attorney General	2
21. Canada Post Corporation	2
22. CROSSMARK	2
23. Sioux-Hudson Employment	1
24. Correctional Services Recruitment	1
25. Catering	1
26. Ministry Of Children, Community And Social Services	1
27. Service Canada	1



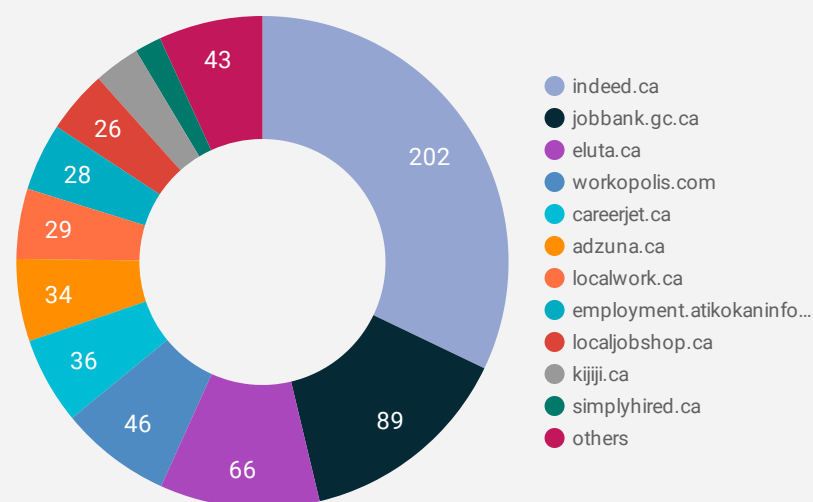
## JOB POSTINGS BY JOB BOARD

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	482	21	21	202
2.	eluta.ca	369	21	21	66
3.	jobbank.gc.ca	218	39	21	89
4.	careerjet.ca	194	14	4	36
5.	localwork.ca	191	4	2	29
6.	workopolis.com	124	15	15	46
7.	localjobshop.ca	80	39	30	26
8.	adzuna.ca	75	15	15	34
9.	lwdh.talentpoolbuilder.com	64	25	23	1
10.	career17.sapsf.com	58	80	64	1
11.	employment.atikokaninfo.com	53	25	23.5	28
12.	network.applytoeducation.com	47	10	8	6
13.	riversidehealthcare.ca	33	84	51.5	4
14.	kijiji.ca	28	15	15	19
15.	gojobs.gov.on.ca	23	22	18	10
16.	drhc.on.ca	22	122	113.5	1
17.	wowjobs.ca	21	15	15	9