



NORTHWEST TRAINING & ADJUSTMENT BOARD

JOB DEMAND REPORT

APRIL 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,488	1,666	503	26

OF DAYS POSTED

AVERAGE	MEDIAN
17.0	15

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

Ontario

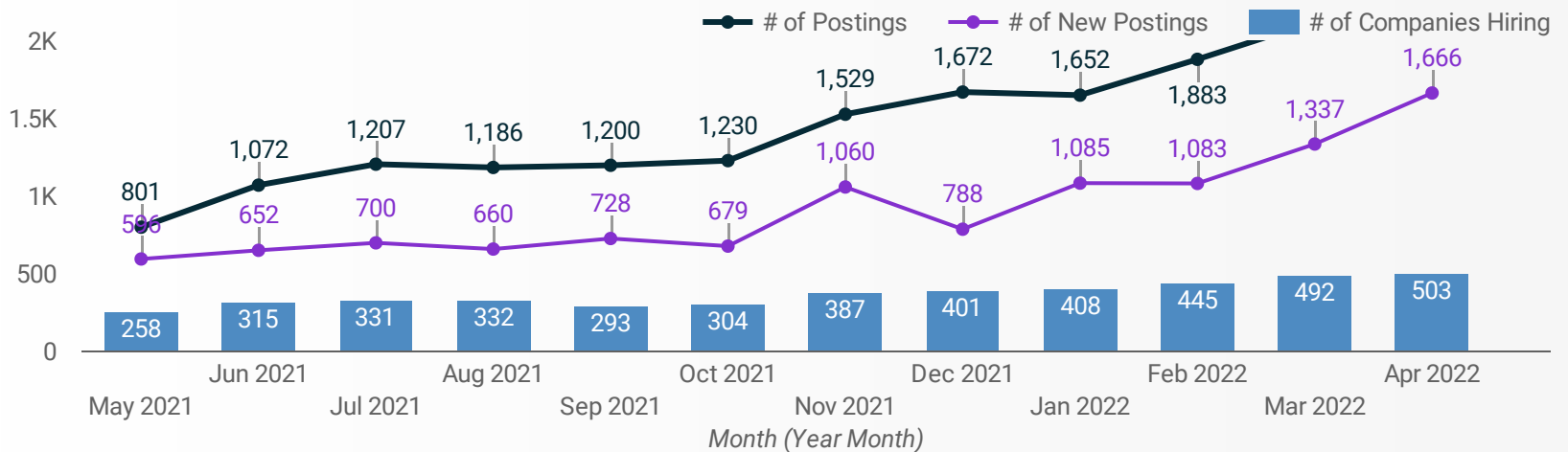
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JOB POSTINGS BY MONTH FOR KENORA & RAINY RIVER DISTRICTS

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

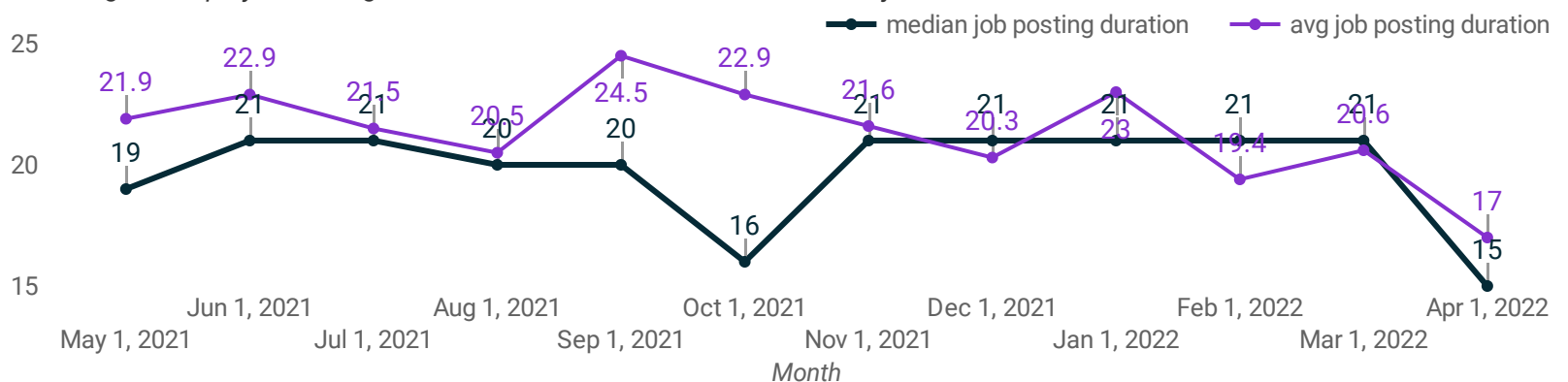
NUMBER OF ACTIVE JOB BOARDS

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	2,184	16.3	15
2.	Rainy River District	304	23.9	21

JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

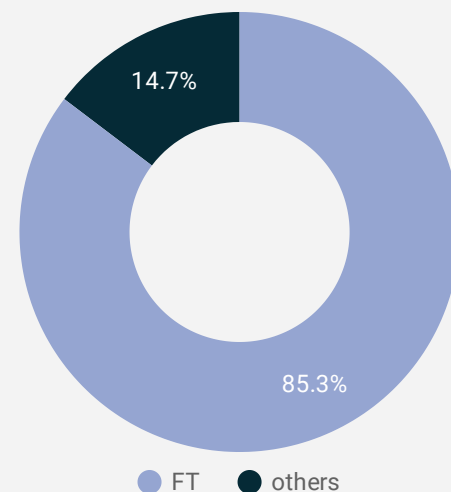
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kenora	903	15.5	17
2.	City of Dryden	656	16.2	7
3.	Town of Sioux Lookout	327	12.6	15
4.	Town of Fort Frances	115	19.0	21
5.	Emo Township	85	34.6	21
6.	Atikokan Township	83	22.0	21
7.	Town of Red Lake	76	32.8	21
8.	Township of Ear Falls	71	16.6	15
9.	Township of Sioux Narrows - Nestor Falls	26	31.5	21
10.	Township of Ignace	24	23.2	19
11.	Township of Machin	17	20.2	21
12.	Rainy River	15	17.5	17.5
13.	Township of Pickle Lake	12	17.3	18
14.	Township of Fort Severn	11	22.0	21

1 - 32 / 32



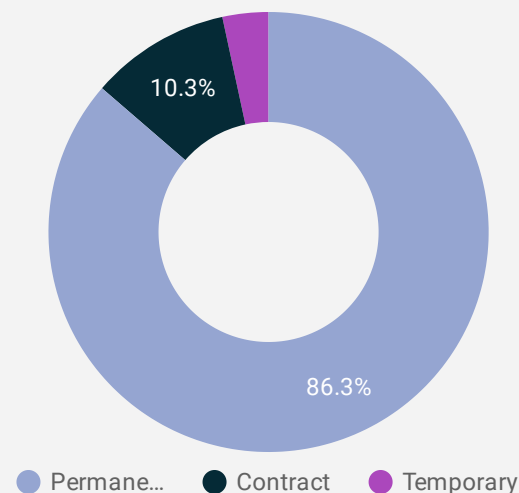
JOB TYPE

Full-time vs Part-time



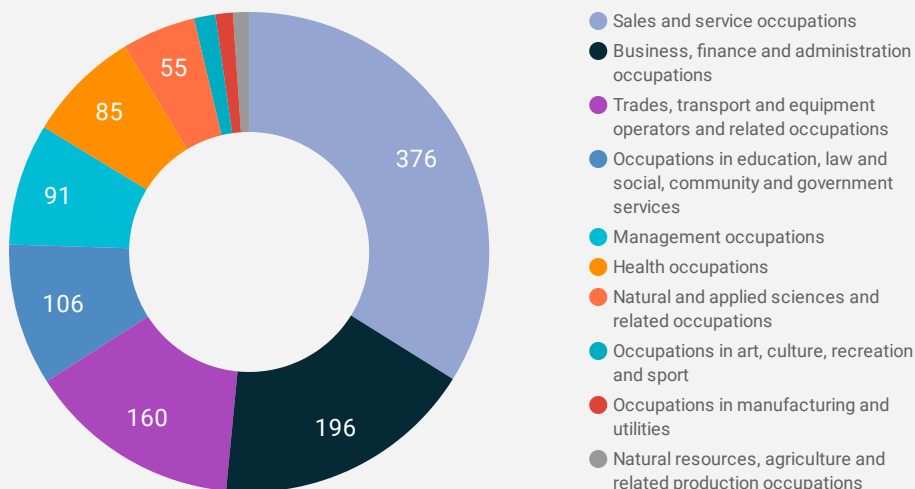
JOB DURATION

Permanency of jobs posted



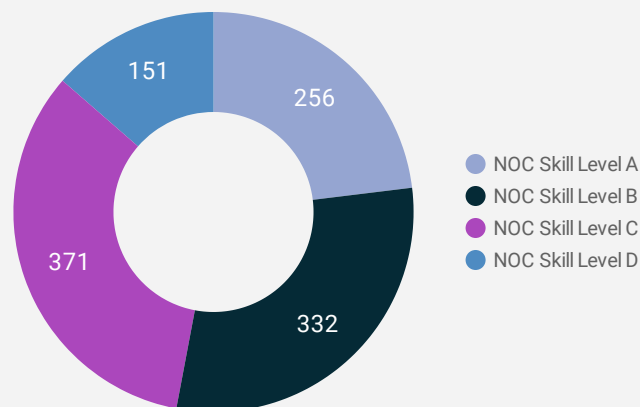
JOB POSTINGS BY SKILL TYPE

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.	Varsity Tutors	Kenora	212	3.8	2
2.	Varsity Tutors	Dryden	203	3.4	2
3.	Lake Of The Woods District Hospital	Kenora	90	22.2	17
4.	New Gold Inc	Emo	77	37.7	21
5.	Sioux-Hudson Employment	Sioux Lookout	73	3.4	2
6.	Walmart Canada	Dryden	37	17.7	15
7.	Walmart	Dryden	33	2.1	2
8.	Tikinagan Child & Family Services	Sioux Lookout	30	15.0	15
9.	Domtar	Dryden	27	42.4	21
10.	Walmart Canada Corp.	Dryden	24	21.0	21
11.	EACOM Timber Corporation	Ear Falls	24	19.6	21
12.	Sioux Lookout Meno Ya Win Health Centre	Sioux Lookout	24	19.8	15
13.	Canadian Mental Health Association	Kenora	24	19.7	21
14.	Anishinaabe Abinoojii Family Services	Kenora	20	17.9	21
15.	Interfor Corporation	Ear Falls	20	null	null
16.	Grand Council Treaty #3	Kenora	19	30.1	30
17.	Walmart Canada Corp.	Fort Frances	18	21.0	21
18.	La Verendrye General Hospital	Fort Frances	17	93.0	93
19.	City of Kenora	Kenora	16	21.0	21
20.	Dryden Regional Health Centre	Dryden	16	114.1	74
21.	Keewatin-Patricia District School Board	Kenora	15	28.8	20
22.	Ontario Aboriginal Housing Services	Dryden	15	17.3	15
23.	Keewatin-Patricia District School Board	Dryden	15	20.1	11
24.	Walmart Canada Corp.	Kenora	14	21.0	21
25.	Kenora Catholic District School Board	Kenora	14	18.0	5
26.	Allied Universal	Sioux Lookout	14	2.6	2
27.	Domtar Inc.	Dryden	12	21.0	21
28.	Rainycrest Long Term Care Home	Rainy River	11	19.0	19
29.	Interfor	Ear Falls	11	1.0	1
30.	Atikokan General Hospital	Atikokan	11	27.4	31
31.	Ledcor	Kenora	11	20.5	21



TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs

39

	JOB TITLE	COMPANY	LOCATION	WAGE POTENTIAL ▾
1.	Primary Health Care Nurse Practitioner	Weeneebayko Area Health Authority	Attawapiskat First Nation	73.55
2.	Director Of Finance	La Verendrye General Hospital	Town of Fort Frances	65.41
3.	Nurse Practitioner (three (3) Positions)	Lake Of The Woods District Hospital	City of Kenora	61.16
4.	Clinical Psychologist	Mental Health Recruitment	Town of Fort Frances	54
5.	Nursing Supervisor (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	52.01
6.	Registered Nurse (r.n.)	Weeneebayko Area Health Authority	Attawapiskat First Nation	49.75
7.	Acute Care Registered Nurse (four (4) Part-time Permanent Positions)	Lake Of The Woods District Hospital	City of Kenora	49.02
8.	Icu Registered Nurse (full-time Interim)	Lake Of The Woods District Hospital	City of Kenora	49.02
9.	Medical/surgical Registered Nurse (full-time Interim)	Lake Of The Woods District Hospital	City of Kenora	49.02
10.	Maternity Registered Nurse (part-time Permanent, 0.50 Fte)	Lake Of The Woods District Hospital	City of Kenora	49.02
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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.	Duty Counsel - Family & Criminal (hybrid)	Legal Aid Ontario	City of Kenora	142,422
2.	Electrical Superintendent	KENON BUILDERS INC	City of Kenora	120,000
3.	Red Lake - Expression Of Interest Job	Tpd	City of Kenora	120,000
4.	Unit Manager, Medical/pediatric/maternity (2e/maternity) (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	106,589.23
5.	Patient Care Manager, Surgical Services (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	106,589.23
6.	Unit Manager, Medical/pediatric/maternity (2e/maternity) (full-time Perm)	Lake Of The Woods District Hospital	City of Kenora	106,589
7.	Nursing Manager	Kenora Chiefs Advisory	City of Kenora	100,000
8.	Principal	Scout Talent Inc.	Sandy Lake First Nation	97,000
9.	Elementary teaching positions	Grassy Narrows Education	Grassy Narrows First Nation	96,000
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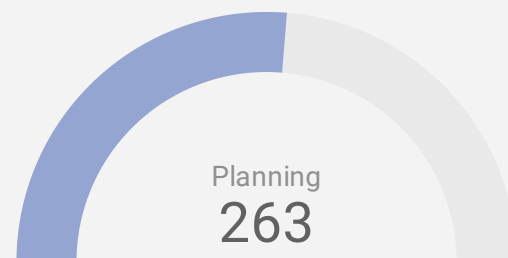
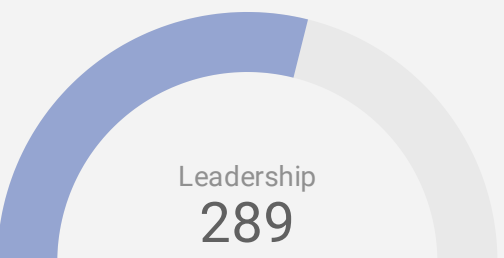
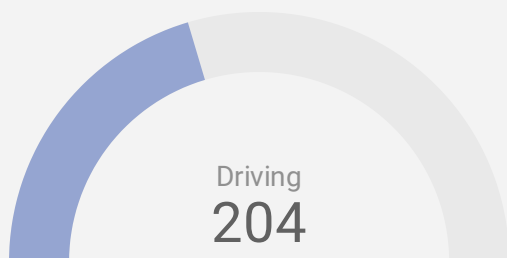
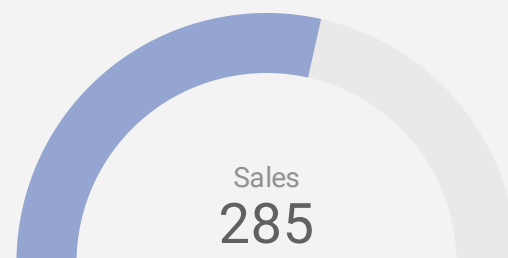
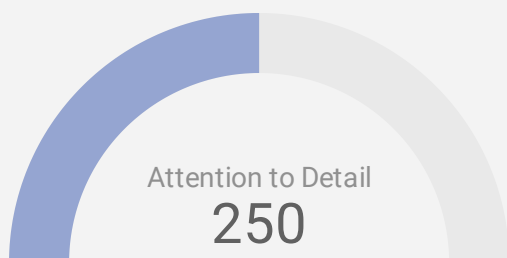
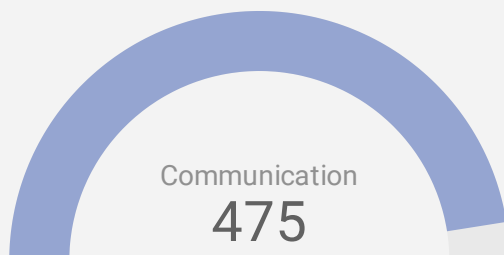
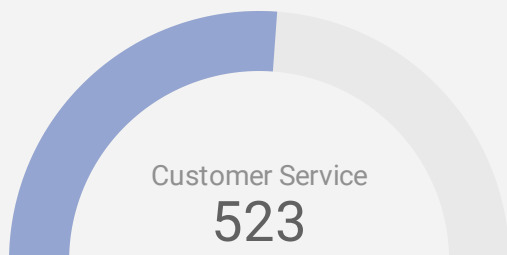


TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,488



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,488



Driver's License

81



First Aid

125



Regular Access to a Vehicle

95



Criminal Record Check

248



Microsoft Office

136



Food Safety

23



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	70	16	21
2.	6731	Light duty cleaners	NOC Skill Level D	59	21	21
3.	621	Retail and wholesale trade managers	NOC Skill Level A	50	11	3
4.	4212	Social and community service workers	NOC Skill Level B	47	20	21
5.	6552	Other customer and information services representatives	NOC Skill Level C	42	12	15
6.	6322	Cooks	NOC Skill Level B	35	28	21
7.	1241	Administrative assistants	NOC Skill Level B	30	18	21
8.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	29	16	15
9.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	27	51	20
10.	1511	Mail, postal and related workers	NOC Skill Level C	27	10	8
11.	6311	Food service supervisors	NOC Skill Level B	20	78	122
12.	7452	Material handlers	NOC Skill Level C	20	23	21
13.	7511	Transport truck drivers	NOC Skill Level C	18	20	21
14.	1411	General office support workers	NOC Skill Level C	18	15	15
15.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	15	16	6
16.	6611	Cashiers	NOC Skill Level D	15	15	18
17.	1114	Other financial officers	NOC Skill Level A	15	15	18
18.	6231	Insurance agents and brokers	NOC Skill Level B	14	17	16
19.	7312	Heavy-duty equipment mechanics	NOC Skill Level B	14	51	21
20.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	14	27	21
21.	7514	Delivery and courier service drivers	NOC Skill Level C	13	18	21
22.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	13	12	9
23.	1512	Letter carriers	NOC Skill Level C	12	13	21
24.	1521	Shippers and receivers	NOC Skill Level C	12	11	15
25.	2153	Urban and land use planners	NOC Skill Level A	12	29	21
26.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	12	12	15
27.	6222	Retail and wholesale buyers	NOC Skill Level B	11	40	21
28.	7512	Bus drivers, subway operators and other transit operators	NOC Skill Level C	11	5	2.5
29.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	11	9	6
30.	7241	Electricians (except industrial and power system)	NOC Skill Level B	10	14	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.	673	Cleaners	NOC Skill Level D	74	19	16
2.	642	Retail salespersons	NOC Skill Level C	70	16	21
3.	062	Retail and wholesale trade managers	NOC Skill Level A	50	11	3
4.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	49	24	21
5.	655	Customer and information services representatives	NOC Skill Level C	42	12	15
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	42	15	21
7.	632	Chefs and cooks	NOC Skill Level B	40	30	21
8.	151	Mail and message distribution occupations	NOC Skill Level C	39	11	9
9.	141	General office workers	NOC Skill Level C	31	15	15.5
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	30	18	21
11.	301	Professional occupations in nursing	NOC Skill Level A	30	48	21
12.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	29	16	15
13.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	26	41	21
14.	111	Auditors, accountants and investment professionals	NOC Skill Level A	24	16	21
15.	745	Longshore workers and material handlers	NOC Skill Level C	23	22	21
16.	631	Service supervisors	NOC Skill Level B	21	78	122
17.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	20	13	15
18.	441	Home care providers and educational support occupations	NOC Skill Level C	19	16	6
19.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	16	19	15
20.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	16	17	16
21.	215	Architects, urban planners and land surveyors	NOC Skill Level A	15	27	21
22.	724	Electrical trades and electrical power line and telecommunications workers	NOC Skill Level B	15	16	18
23.	661	Cashiers	NOC Skill Level D	15	15	18
24.	122	Administrative and regulatory occupations	NOC Skill Level B	14	27	19
25.	752	Heavy equipment operators	NOC Skill Level C	14	27	21
26.	662	Other sales support and related occupations	NOC Skill Level D	14	16	18
27.	415	Social and community service professionals	NOC Skill Level A	13	19	18.5
28.	112	Human resources and business service professionals	NOC Skill Level A	13	20	18



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	19	15.5
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	71	16	21
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	71	13	15
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	68	40	21
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	64	18	21
6.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	59	15	5
7.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	59	12	15
8.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	49	24	21
9.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	48	22	19
10.	14	Office support occupations	NOC Skill Level C	46	15	15
11.	11	Professional occupations in business and finance	NOC Skill Level A	37	17	21
12.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	37	22	21
13.	72	Industrial, electrical and construction trades	NOC Skill Level B	35	19	21
14.	73	Maintenance and equipment operation trades	NOC Skill Level B	33	35	21
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	33	26	21
16.	30	Professional occupations in nursing	NOC Skill Level A	30	48	21
17.	66	Sales support occupations	NOC Skill Level D	29	15	18
18.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	27	21	21
19.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	23	22	21
20.	32	Technical occupations in health	NOC Skill Level B	22	30	16.5
21.	31	Professional occupations in health (except nursing)	NOC Skill Level A	21	42	21
22.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	21	17	7
23.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	18	20	21
24.	34	Assisting occupations in support of health services	NOC Skill Level C	12	32	21
25.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	12	30	21
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	11	18	19
27.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	11	19	12.5



MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
101

NEW POSTINGS
66

COMPANIES
37

LANGUAGES
1

OF DAYS POSTED

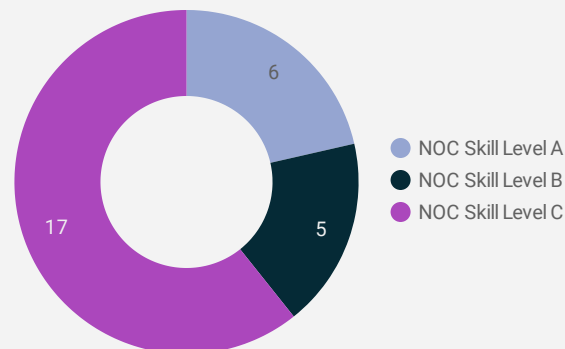
AVERAGE
17.5

MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

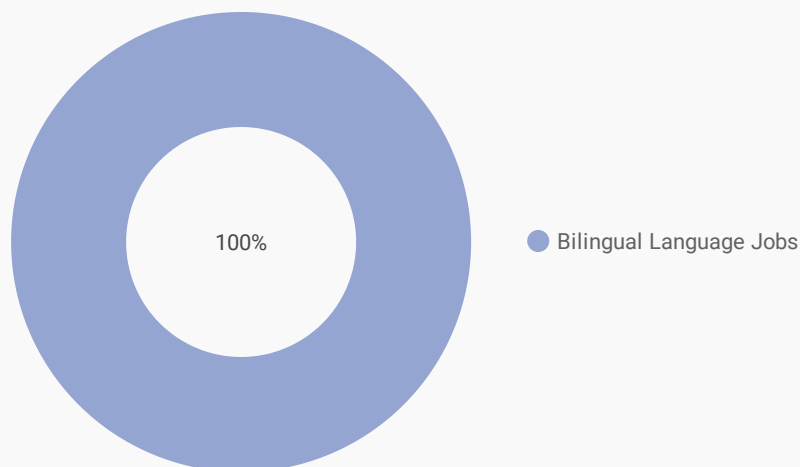
- 6** Skill Level A - Management/ Professional Occupations usually requiring University
- 5** Skill Level B - Usually college education or apprenticeship training
- 17** Skill Level C - Usually secondary education or occupation-specific training
- 0** Skill Level D - Usually on-the-job training



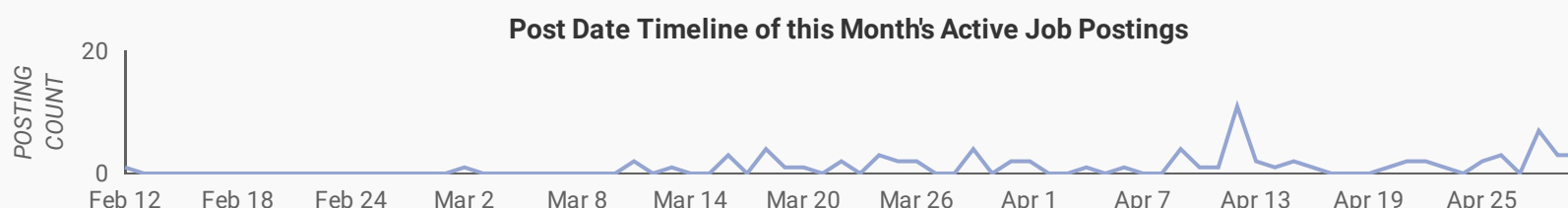
LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C
Bilingual Language Jobs	6	5	...

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	101





LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

What language skills are sought by 1-Digit NOC?

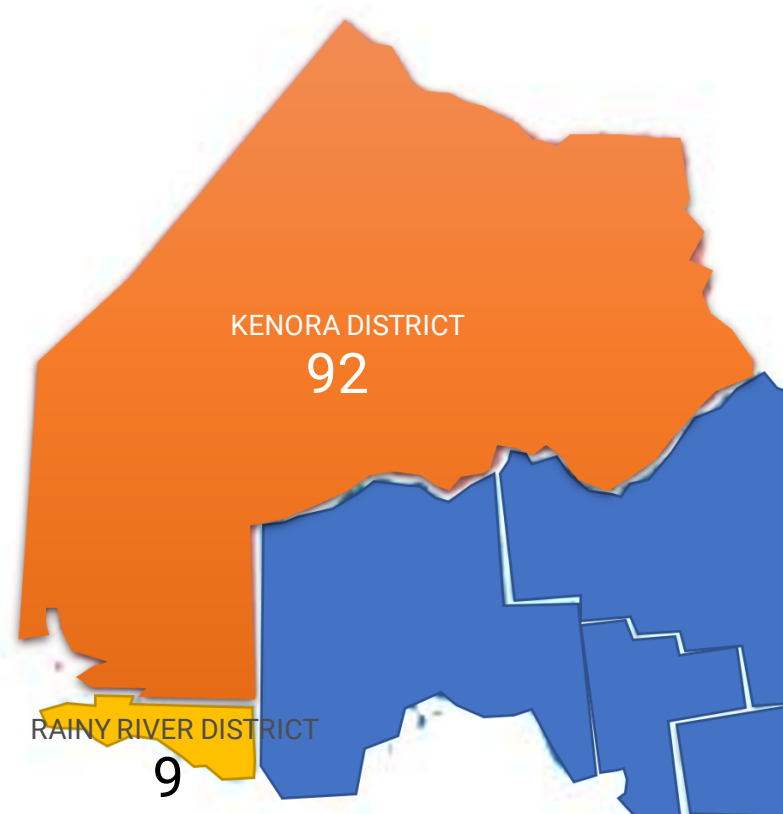
SKILL TYPE NAME	Bilingual Language Jobs	Grand total
Business, finance and administration occu...	11	11
Health occupations	1	1
Management occupations	3	3
Natural and applied sciences and related o...	1	1
Occupations in art, culture, recreation and ...	3	3
Occupations in education, law and social, ...	2	2
Sales and service occupations	6	6
Trades, transport and equipment operator...	1	1
Grand total	28	28

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	39	18.6	21
2. City of Dryden	29	17.3	21
3. Township of Ear Falls	11	1.0	1
4. Town of Sioux Lookout	8	10.8	14.5
5. Town of Fort Frances	5	23.0	21
6. Atikokan Township	3	17.5	17.5
7. Town of Red Lake	3	21.0	21
8. Township of Pickle Lake	1	21.0	21
9. Emo Township	1	21.0	21

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	92	16.3	15
2. Rainy River District	9	23.9	21





LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS ▾
1. Letter carriers	10
2. Other customer and information service...	3
3. Facility operation and maintenance man...	2
4. Retail salespersons	2
5. Program leaders and instructors in recre...	2
6. Steamfitters, pipefitters and sprinkler sy...	1
7. Banking, insurance and other financial cl...	1
8. Conservation and fishery officers	1
9. Human resources managers	1
10. Chefs	1
11. Occupational therapists	1
12. Correctional service officers	1
13. Education policy researchers, consultant...	1
14. Journalists	1

MULTILINGUAL HIRING EMPLOYERS

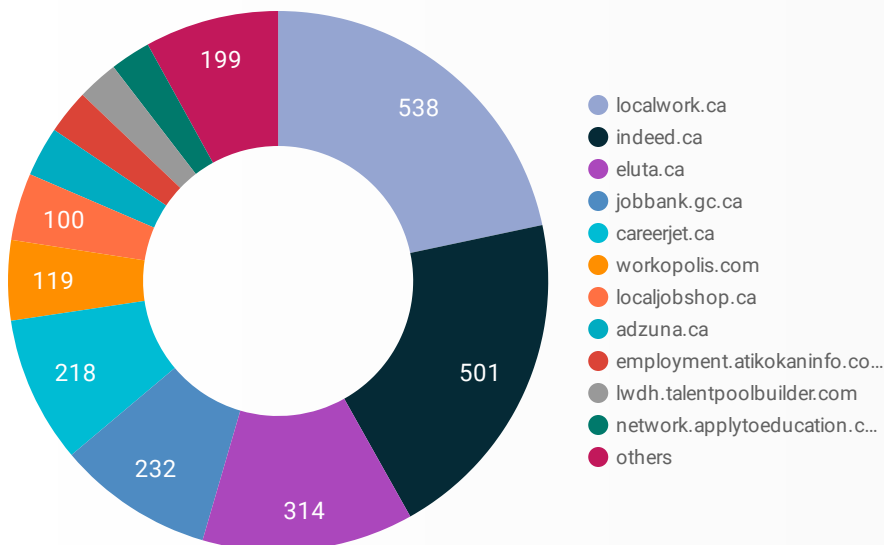
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS ▾
1. Bell Canada	13
2. Allied Universal	9
3. Liquor Control Board of Ontario / LCBO	9
4. Canada Post Corp	6
5. Interfor Corporation	6
6. Keewatin-Patricia District School Board	6
7. LCBO	5
8. Arise Virtual Solutions - CA	3
9. FIREFLY	3
10. Science North	3
11. Liquor Control Board Of Ontario	3
12. Interfor	3
13. Bell	3
14. Canadian National Railway	2
15. Canada Post - Postes Canada	2
16. Various Ministries	2
17. EACOM Timber Corporation	2
18. Contact North	2
19. BELL MOBILITY/BELL MOBILITÄ%	1
20. Service Canada	1
21. Lutheran Community Care Centre	1
22. The Ontario Public Services, Ministry of Northern Development	1
23. Ash Rapids Lodge	1
24. CIBC	1
25. Sioux-Hudson Employment	1
26. Canada Post Corporation	1
27. Home and Community Care Support Services North...	1



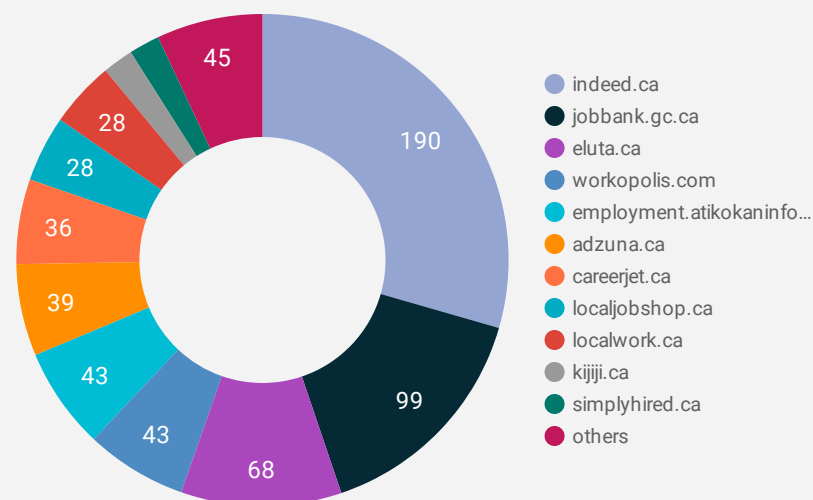
JOB POSTINGS BY JOB BOARD

What share of unique job postings appear on each job board?



COMPANIES BY JOB BOARD

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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.	localwork.ca	538	4	2	28
2.	indeed.ca	501	21	21	190
3.	eluta.ca	314	21	21	68
4.	jobbank.gc.ca	232	36	22.5	99
5.	careerjet.ca	218	12	4	36
6.	workopolis.com	119	15	15	43
7.	localjobshop.ca	100	34	30	28
8.	adzuna.ca	74	15	15	39
9.	employment.atikokaninfo.com	66	26	27	43
10.	lwdh.talentpoolbuilder.com	61	23	17	1
11.	network.applytoeducation.com	60	15	8.5	6
12.	career17.sapsf.com	57	46	34	1
13.	riversidehealthcare.ca	32	56	19	4
14.	simplyhired.ca	22	15	15	13
15.	kijiji.ca	18	15	15	13
16.	gojobs.gov.on.ca	17	26	17	8
17.	drhc.on.ca	16	114	74	1