



NORTHWEST TRAINING & ADJUSTMENT BOARD

# JOB DEMAND REPORT

## AUGUST 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,201	1,352	522	26

#### # OF DAYS POSTED

AVERAGE	MEDIAN
20.3	20

### 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

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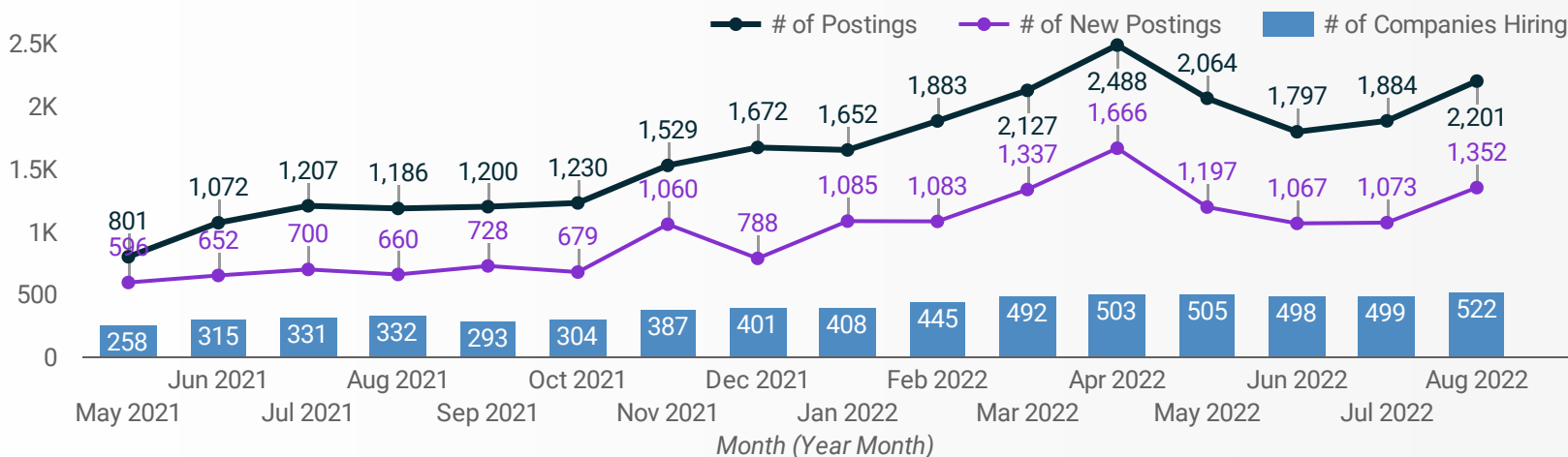
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Ce service Emploi Ontario est financé en partie par le gouvernement du Canada et le gouvernement de l'Ontario.



## 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

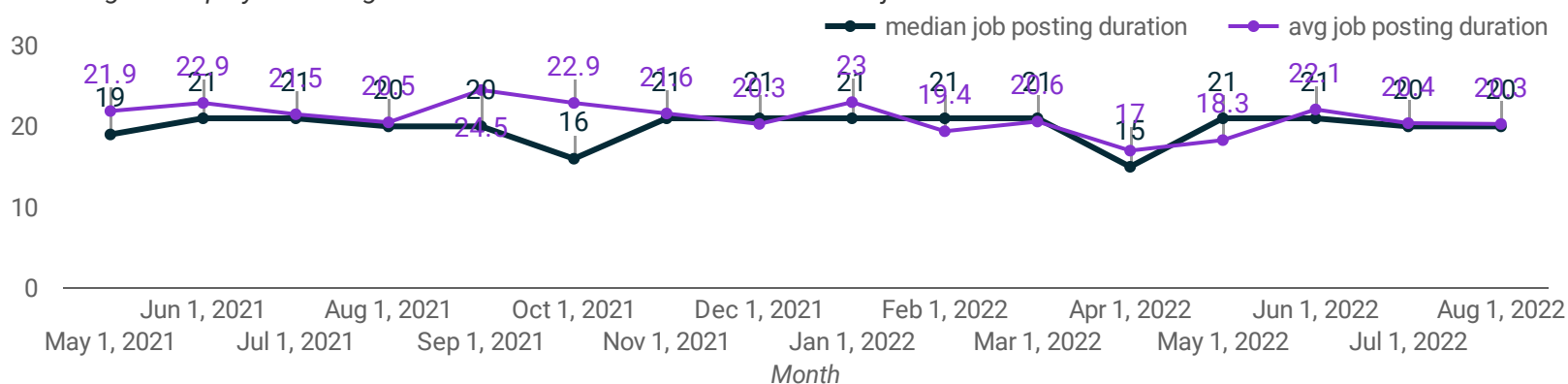
## NUMBER OF ACTIVE JOB BOARDS

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	1,897	19.6	20
2.	Rainy River District	299	26.7	20

## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

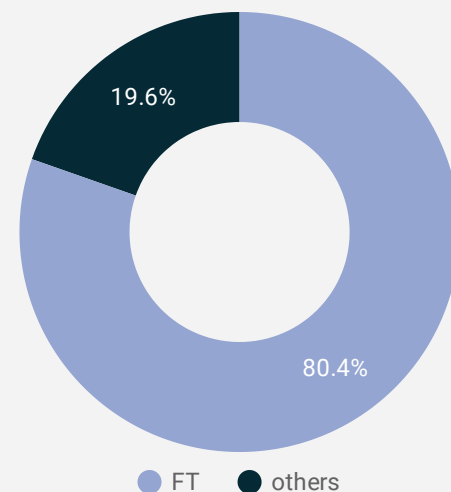
	MUNICIPALITY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kenora	769	21.2	20
2.	City of Dryden	486	18.6	20
3.	Town of Sioux Lookout	379	14.8	14
4.	Town of Fort Frances	113	30.1	20
5.	Town of Red Lake	96	23.9	20
6.	Emo Township	88	18.2	20
7.	Atikokan Township	77	27.6	24
8.	Township of Ear Falls	54	17.8	14
9.	Township of Pickle Lake	24	27.6	20
10.	Township of Machin	22	15.1	14
11.	Township of Ignace	19	22.0	14
12.	Rainy River	14	24.5	24.5
13.	Pikangikum First Nation	14		
14.	Lac Seul First Nation	6	19.0	20

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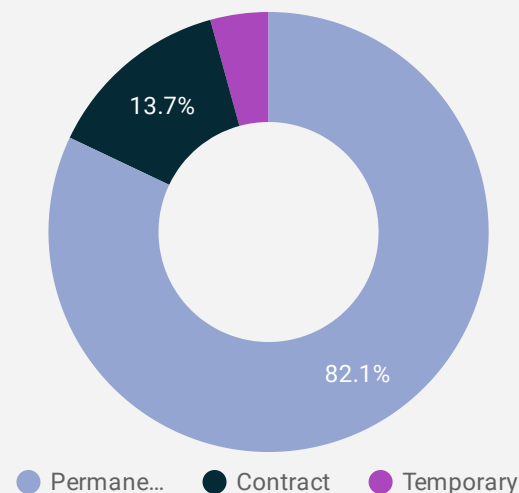
## JOB TYPE

Full-time vs Part-time



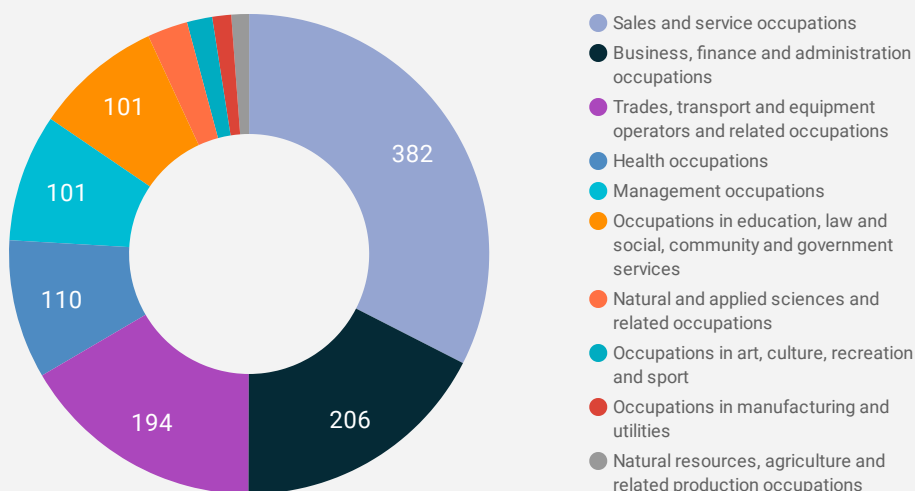
## JOB DURATION

Permanency of jobs posted



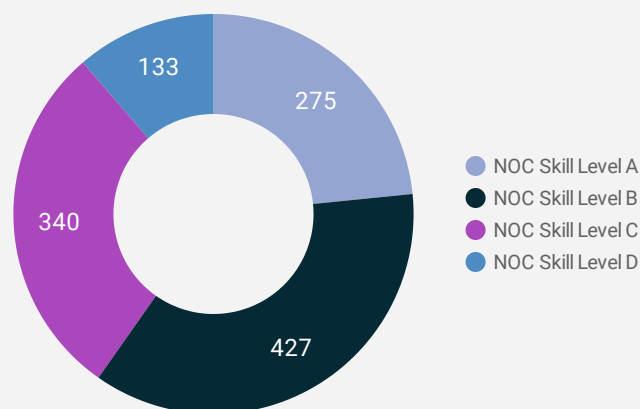
## JOB POSTINGS BY JOB CATEGORY

What broad occupational category 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	103	8.1	4
2.	Lake Of The Woods District Hospital	kenora	82	38.9	29
3.	New Gold Inc	emo	56	18.7	20
4.	Sioux Lookout Meno Ya Win Health Centre	sioux lookout	43	15.6	14
5.	Anishinaabe Abinoojii Family Services	kenora	42	18.8	20
6.	Sioux Lookout First Nations Health Authority	sioux lookout	37	13.8	14
7.	Canadian Mental Health Association	kenora	36	18.8	20
8.	Interfor	ear falls	30	17.8	14
9.	New Gold	emo	27	17.2	20
10.	La Verendrye General Hospital	fort frances	26	33.3	26
11.	Walmart Canada	dryden	23	13.5	14
12.	Canadian Tire	dryden	21	20.0	20
13.	PureGold	red lake	19	72.0	72
14.	City of Kenora	kenora	18	20.0	20
15.	Sobey's Inc.	kenora	18	14.0	14
16.	Canadian Tire Corporation Limited	dryden	17	20.0	20
17.	Keewatin-Patricia District School Board	kenora	17	10.9	7
18.	Colas	dryden	16	14.1	14
19.	Ontario Public Service / OPS	dryden	15	20.0	20
20.	Fresh Market Foods	sioux lookout	15	14.0	14
21.	Anishinaabe Abinoojii Family Services	dryden	15	20.0	20
22.	Pikangikum Education Authority	pikangikum	14	null	null
23.	Rainycrest Long Term Care Home	rainy river	13	34.0	34
24.	WNHAC	kenora	13	20.0	20
25.	HLC TALENT	ear falls	13	17.4	14
26.	Company Confidential	vermilion bay	13	14.0	14
27.	Tikinagan Child & Family Services	sioux lookout	12	14.0	14
28.	Kenora Chiefs Advisory	kenora	12	20.0	20
29.	Domtar	dryden	11	17.8	17
30.	Pure Gold Mining Inc.	red lake	11	17.0	17
31.	Keewatin-Patricia District School Board	dryden	11	7.9	7



## TOP HOURLY WAGES IN JOB POSTINGS

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

# of Minimum Wage Jobs

22

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Primary Health Care Nurse Practitioner	Weeneebayko Area Health Authority	Attawapiskat First Nation	73.55 <div></div>
2.	Nurse Practitioner	Red Lake Margaret Cochenour Memorial Hospital	Town of Red Lake	64.77 <div></div>
3.	Mental Health And Addictions Nurse Practitioner (casual)	Lake Of The Woods District Hospital	City of Kenora	61.77 <div></div>
4.	Mental Health And Addictions Nurse Practitioner (two (2) Positions)	Lake Of The Woods District Hospital	City of Kenora	61.77 <div></div>
5.	Nurse Practitioner	Lake Of The Woods District Hospital	City of Kenora	61.77 <div></div>
6.	Operations Director - Administrative Services	Elections Canada	City of Kenora	55.66 <div></div>
7.	Heavy-duty Equipment Mechanic	Northern Motor Sports Specialties Ltd	Township of Pickle Lake	55 <div></div>
8.	Physician Assistant Full Time (6 Month Term) (2 Positions) (nadmin 20/22)	Sioux Lookout Meno Ya Win Health Centre	Town of Sioux Lookout	53.13 <div></div>
9.	Nursing Supervisor (casual)	Lake Of The Woods District Hospital	City of Kenora	52.53 <div></div>
10.	Nursing Supervisor (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	52.53 <div></div>
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## TOP SALARIES IN JOB POSTINGS

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

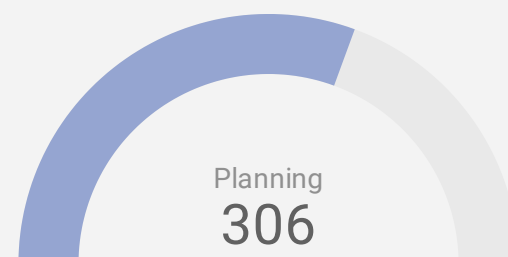
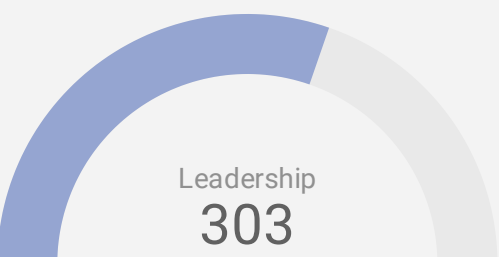
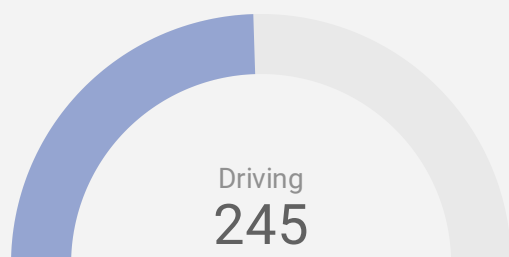
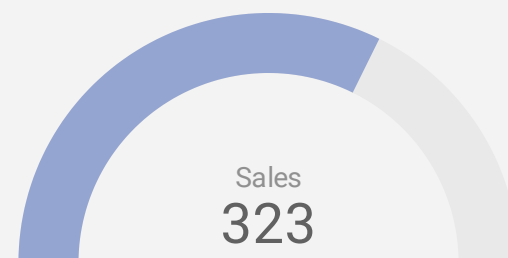
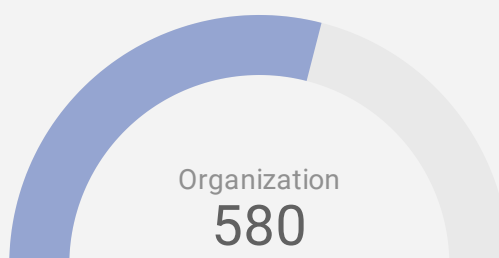
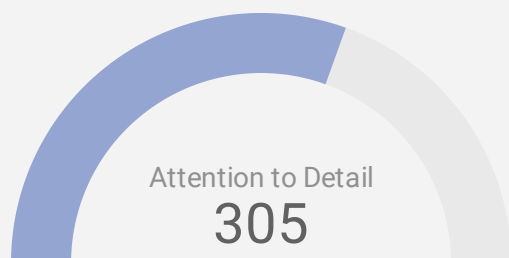
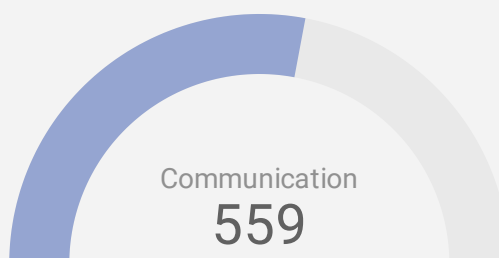
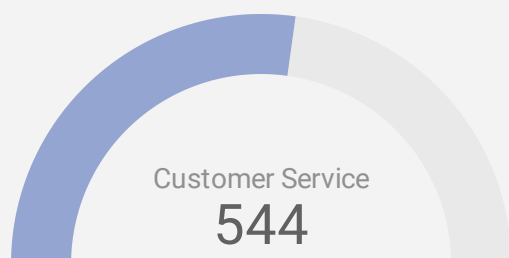
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Heavy Civil Construction Supervisor-northwestern Ontario	Moncrief Construction Limited / MCL	City of Kenora	140,000 <div></div>
2.	District Manager	Ministry of Natural Resources and Forestry	Town of Sioux Lookout	136,530 <div></div>
3.	DIRECTOR/CHIEF OF EMERGENCY MEDICAL SERVICES #ADM 22	Sioux-Hudson Employment	City of Dryden	135,789.01 <div></div>
4.	Wellness Manager	Independent First Nations Alliance	Town of Sioux Lookout	122,346 <div></div>
5.	Construction Supervisor - Northwestern Ontario	Moncrief Construction Limited / MCL	City of Kenora	120,000 <div></div>
6.	Manager, Outpatient Mental Health Service	Sioux Lookout First Nations Health Authority	Town of Sioux Lookout	119,559 <div></div>
7.	Roots for Community Wellbeing Manager	Sioux-Hudson Employment	Town of Sioux Lookout	119,559 <div></div>
8.	Clinical Manager - Pct	Sioux Lookout First Nations Health Authority	Town of Sioux Lookout	119,559 <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

2,201



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,201



Driver's License  
99



First Aid  
152



Regular Access to a Vehicle  
124



Criminal Record Check  
247



Microsoft Office  
153



Food Safety  
36



## 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.	6421	Retail salespersons	NOC Skill Level C	48	20	20
2.	0621	Retail and wholesale trade managers	NOC Skill Level A	44	17	20
3.	4212	Social and community service workers	NOC Skill Level B	44	18	20
4.	6222	Retail and wholesale buyers	NOC Skill Level B	39	19	20
5.	6552	Other customer and information services representatives	NOC Skill Level C	38	18	20
6.	6322	Cooks	NOC Skill Level B	37	22	20
7.	1241	Administrative assistants	NOC Skill Level B	35	20	14
8.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	34	31	20
9.	7452	Material handlers	NOC Skill Level C	33	17	20
10.	1411	General office support workers	NOC Skill Level C	27	24	20
11.	6731	Light duty cleaners	NOC Skill Level D	26	25	14
12.	1111	Financial auditors and accountants	NOC Skill Level A	25	17	14
13.	6311	Food service supervisors	NOC Skill Level B	22	78	76
14.	0714	Facility operation and maintenance managers	NOC Skill Level A	20	17	14
15.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	20	15	14.5
16.	6611	Cashiers	NOC Skill Level D	20	20	20
17.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	19	31	20.5
18.	6231	Insurance agents and brokers	NOC Skill Level B	18	18	20
19.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	15	16	17
20.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	14	18	20
21.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	14	35	16
22.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	14	19	20
23.	7514	Delivery and courier service drivers	NOC Skill Level C	13	19	20
24.	7535	Other automotive mechanical installers and servicers	NOC Skill Level C	12	17	20
25.	7312	Heavy-duty equipment mechanics	NOC Skill Level B	12	18	14.5
26.	7511	Transport truck drivers	NOC Skill Level C	12	20	20
27.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	11	20	20
28.	1414	Receptionists	NOC Skill Level C	11	24	20
29.	1114	Other financial officers	NOC Skill Level A	11	17	14



## 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.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	52	17	20
2.	673	Cleaners	NOC Skill Level D	50	20	14.5
3.	642	Retail salespersons	NOC Skill Level C	48	20	20
4.	062	Retail and wholesale trade managers	NOC Skill Level A	44	17	20
5.	141	General office workers	NOC Skill Level C	43	23	20
6.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	41	19	20
7.	111	Auditors, accountants and investment professionals	NOC Skill Level A	39	17	14
8.	632	Chefs and cooks	NOC Skill Level B	39	21	18
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	38	20	14
10.	655	Customer and information services representatives	NOC Skill Level C	38	18	20
11.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	34	31	20
12.	745	Longshore workers and material handlers	NOC Skill Level C	34	17	20
13.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	31	28	19.5
14.	751	Motor vehicle and transit drivers	NOC Skill Level C	31	19	20
15.	631	Service supervisors	NOC Skill Level B	29	70	53.5
16.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	28	17	20
17.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	23	17	14
18.	314	Therapy and assessment professionals	NOC Skill Level A	22	15	14
19.	752	Heavy equipment operators	NOC Skill Level C	21	19	20
20.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	21	17	20
21.	661	Cashiers	NOC Skill Level D	20	20	20
22.	301	Professional occupations in nursing	NOC Skill Level A	20	40	28.5
23.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	18	19	20
24.	753	Other transport equipment operators and related maintenance workers	NOC Skill Level C	17	24	20
25.	415	Social and community service professionals	NOC Skill Level A	16	20	20
26.	724	Electrical trades and electrical power line and telecommunications workers	NOC Skill Level B	16	16	17
27.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	15	18	20



## 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	84	24	15
2.	63	Service supervisors and specialized service occupations	NOC Skill Level B	77	36	20
3.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	73	18	20
4.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	69	20	20
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	69	21	20
6.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	56	20	15
7.	14	Office support occupations	NOC Skill Level C	56	21	20
8.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	55	17	20
9.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	52	17	20
10.	31	Professional occupations in health (except nursing)	NOC Skill Level A	50	22	18
11.	73	Maintenance and equipment operation trades	NOC Skill Level B	49	28	20
12.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	48	20	20
13.	11	Professional occupations in business and finance	NOC Skill Level A	47	18	16
14.	72	Industrial, electrical and construction trades	NOC Skill Level B	35	18	18
15.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	34	17	20
16.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	33	18	20
17.	32	Technical occupations in health	NOC Skill Level B	32	17	20
18.	66	Sales support occupations	NOC Skill Level D	31	18	20
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	24	19	20
20.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	23	17	14
21.	30	Professional occupations in nursing	NOC Skill Level A	20	40	28.5
22.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	18	18	20
23.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	16	25	20
24.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	15	18	20
25.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	14	20	20
26.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	14	18	20
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	14	17	14

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**114**

NEW POSTINGS  
**72**

COMPANIES  
**54**

LANGUAGES  
**2**

## # OF DAYS POSTED

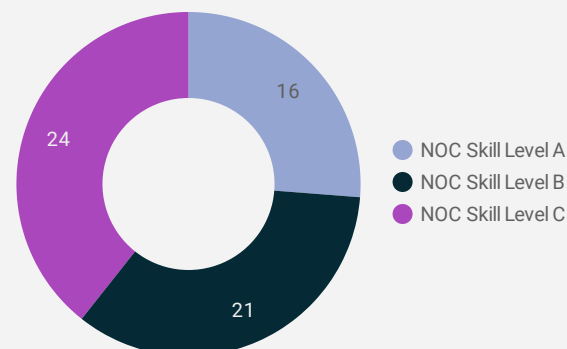
AVERAGE  
**20.4**

MEDIAN  
**20**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

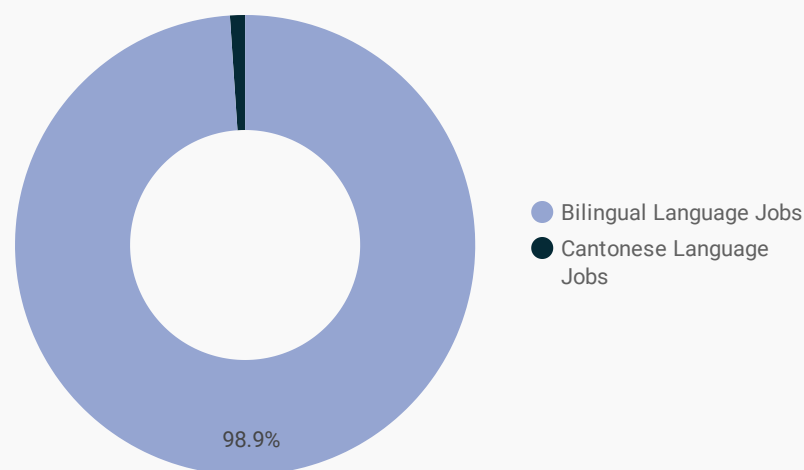
- 16** Skill Level A - Management/ Professional Occupations usually requiring University
- 21** Skill Level B - Usually college education or apprenticeship training
- 24** Skill Level C - Usually secondary education or occupation-specific training
- 0** Skill Level D - Usually on-the-job training



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

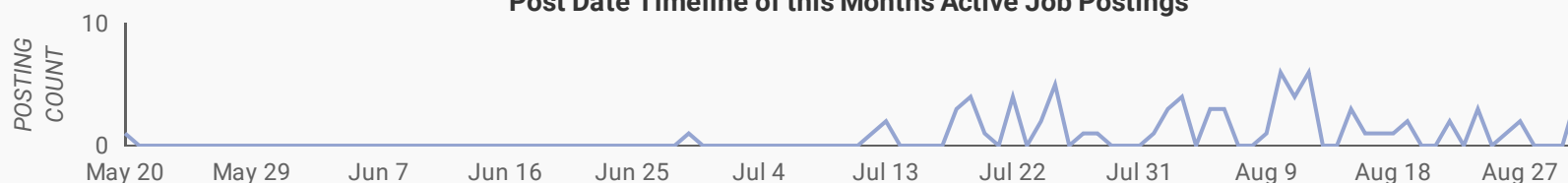
## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	113
2. Cantonese Language Jobs	1

## Post Date Timeline of this Month's Active Job Postings



## LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

What language skills are sought by 1-Digit NOC?

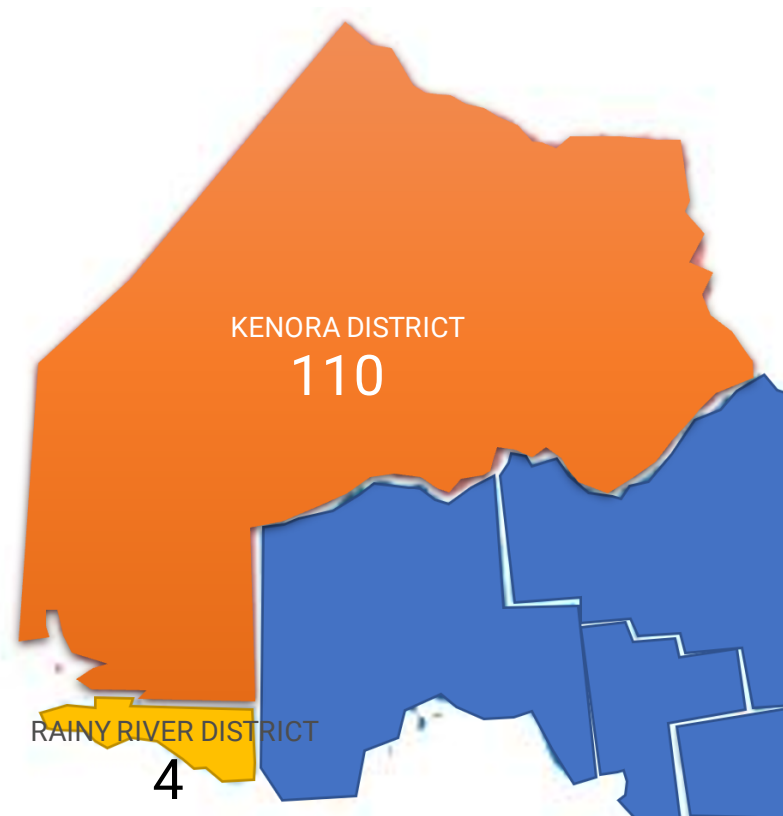
BROAD OCCUPATIONAL CATEGORY	Bilingual Language Jobs	Cantonese Language Jobs	Grand total
Business, finance and administration occu...	15		15
Health occupations	6		6
Management occupations	9		9
Natural and applied sciences and related o...	1		1
Occupations in art, culture, recreation and ...	2		2
Occupations in education, law and social, ...	6		6
Sales and service occupations	18	1	19
Trades, transport and equipment operator...	3		3
<b>Grand total</b>	<b>60</b>	<b>1</b>	<b>61</b>

## 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	54	18.6	20
2. City of Dryden	20	16.7	17.5
3. Town of Sioux Lookout	19	15.8	14
4. Township of Ear Falls	13	17.4	17
5. Town of Red Lake	2	17.0	17
6. Atikokan Township	2	54.0	54
7. Town of Fort Frances	2	219.0	219
8. Lac Seul First Nation	1	14.0	14
9. Township of Pickle Lake	1	14.0	14

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	110	19.6	20
2. Rainy River District	4	26.7	20





## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME		POSTINGS ▾
1.	Other customer and information service...	9
2.	Administrative assistants	7
3.	Letter carriers	4
4.	Retail salespersons	4
5.	Early childhood educators and assistants	3
6.	Retail and wholesale trade managers	3
7.	Occupational therapists	3
8.	Program leaders and instructors in recre...	2
9.	Security guards and related security serv...	2
10.	Carpenters	2
11.	Food and beverage servers	2
12.	Human resources managers	2
13.	Facility operation and maintenance man...	2
14.	Audiologists and speech-language pathol...	2
15.	Hotel front desk clerks	1
16.	Employment insurance, immigration, bor...	1
17.	Construction managers	1
18.	Registered nurses and registered psychi...	1
19.	Accounting technicians and bookkeepers	1
20.	Restaurant and food service managers	1
21.	Construction estimators	1
22.	Home support workers, housekeepers an...	1
23.	Administrative officers	1
24.	Social and community service workers	1
25.	Material handlers	1
26.	Educational counsellors	1
27.	Cooks	1
28.	Court reporters, medical transcriptionist...	1

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## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY		POSTINGS ▾
1.	Interfor	7
2.	Liquor Control Board Of Ontario	7
3.	FIREFLY	6
4.	Mā̃tis Nation of Ontario	5
5.	Jarnel Contracting Ltd	4
6.	Bell Canada	4
7.	Canada Post Corp	4
8.	Nature's Inn	3
9.	Keewatin-Patricia District School Board	3
10.	McMunn & Yates Building Supplies	3
11.	HLC TALENT	3
12.	Century Lodge	3
13.	Indigenous Services Canada	3
14.	Bce Inc	3
15.	Canadian National Railway	3
16.	Contact North	3
17.	Government Of Canada	3
18.	Victoria Order Of Nurses	2
19.	Indigenous Services Canada - First Nations and Inuit Health Branch	2
20.	Synterra	2
21.	Canada Post Corporation	2
22.	Big Lake Fibreglass	2
23.	Canada Revenue Agency	2
24.	Wiigwas Elder and Senior Care	2
25.	Serco Group	2
26.	Canada Post - Postes Canada	2
27.	Serco North America	2
28.	Lake Country Electric	1

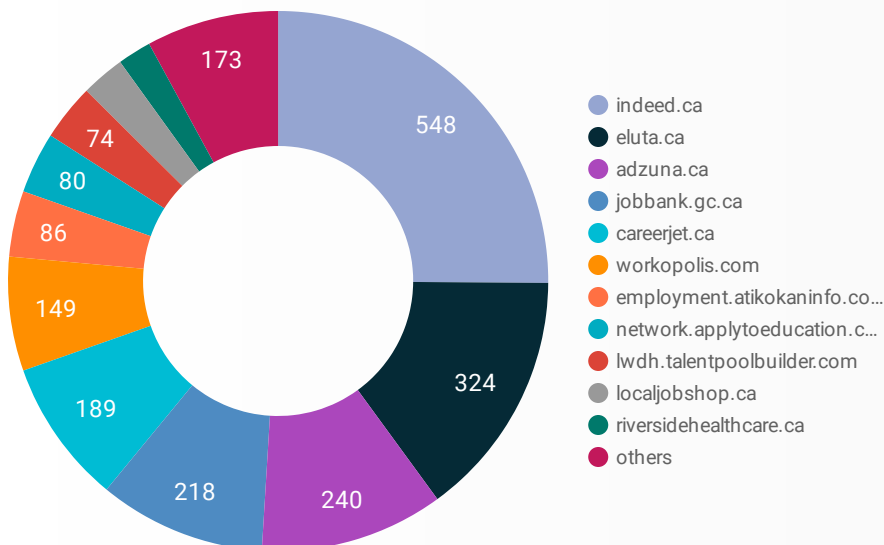
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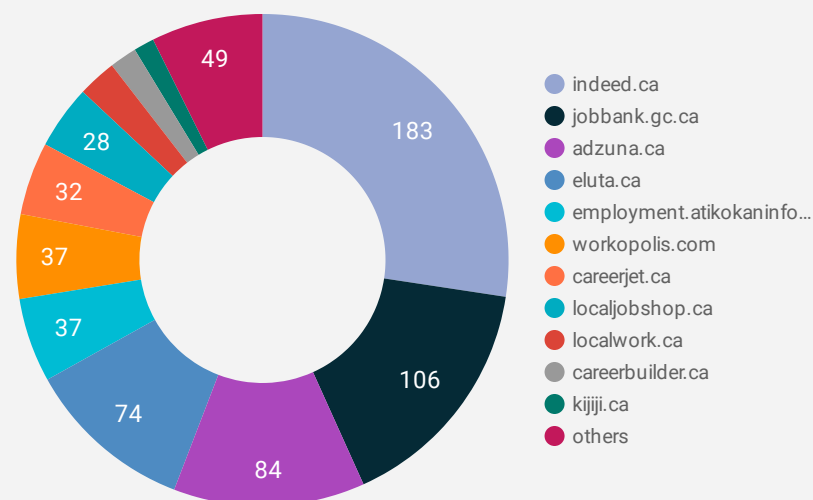
## JOB POSTINGS BY JOB BOARD

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	548	20	20	183
2.	eluta.ca	324	20	20	74
3.	adzuna.ca	240	14	14	84
4.	jobbank.gc.ca	218	36	31	106
5.	careerjet.ca	189	13	6	32
6.	workopolis.com	149	14	14	37
7.	employment.atikokaninfo.com	86	24	20	37
8.	network.applytoeducation.com	80	19	7	7
9.	lwdh.talentpoolbuilder.com	74	40	20	1
10.	localjobshop.ca	57	29	29	28
11.	riversidehealthcare.ca	44	34	30	4
12.	career17.sapsf.com	38	18	20	1
13.	localwork.ca	32	6	2	17
14.	careerbuilder.ca	21	9	9	12
15.	gojobs.gov.on.ca	13	26	17	8
16.	aboriginaljobboard.ca	13	75	76	7
17.	kijiji.ca	12	15	15	9