



NORTHWEST TRAINING & ADJUSTMENT BOARD

JOB DEMAND REPORT

SEPTEMBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,085	1,169	491	25

OF DAYS POSTED

AVERAGE	MEDIAN
20.9	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

EMPLOYMENT
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ONTARIO

Ontario

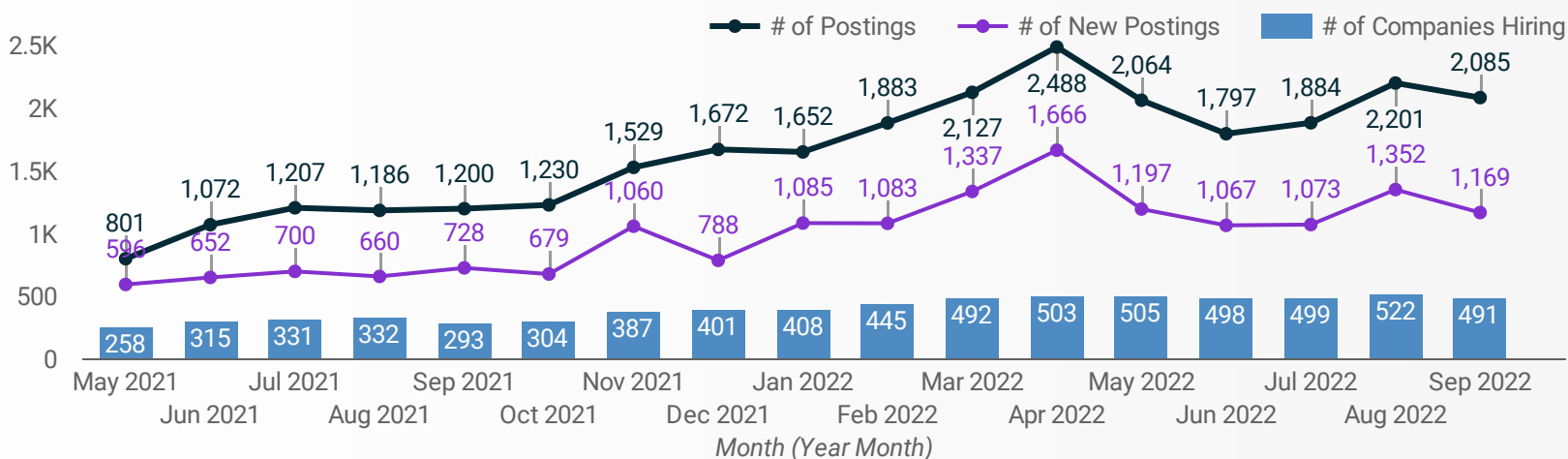
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JOB POSTINGS BY MONTH FOR KENORA & RAINY RIVER DISTRICTS

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

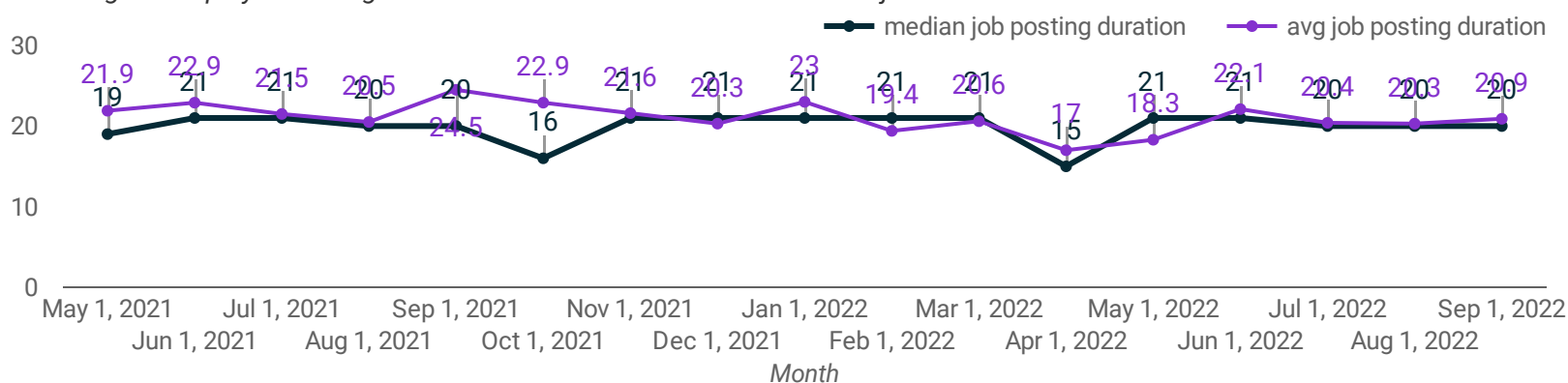
NUMBER OF ACTIVE JOB BOARDS

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	1,799	19.8	20
2.	Rainy River District	282	29.6	20

JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

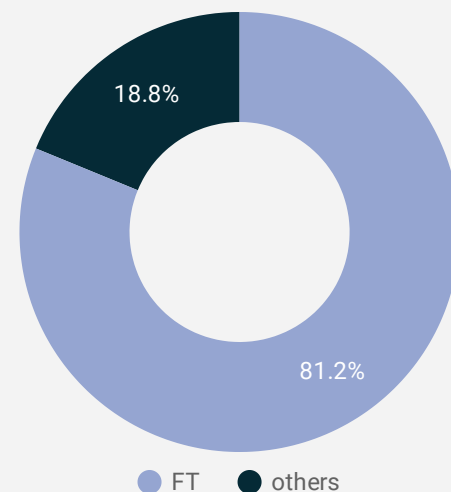
	MUNICIPALITY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kenora	779	21.0	20
2.	City of Dryden	481	19.1	20
3.	Town of Sioux Lookout	291	14.3	14
4.	Town of Fort Frances	111	19.2	20
5.	Town of Red Lake	99	26.1	20
6.	Emo Township	90	38.4	20
7.	Atikokan Township	59	27.2	20
8.	Township of Ear Falls	33	31.3	35
9.	Township of Pickle Lake	25	28.7	20
10.	Township of Machin	22	16.5	14
11.	Pikangikum First Nation	15		
12.	Township of Ignace	15	41.0	24.5
13.	Rainy River	13	45.0	45
14.	Township of Sioux Narrows -	13	7.0	7

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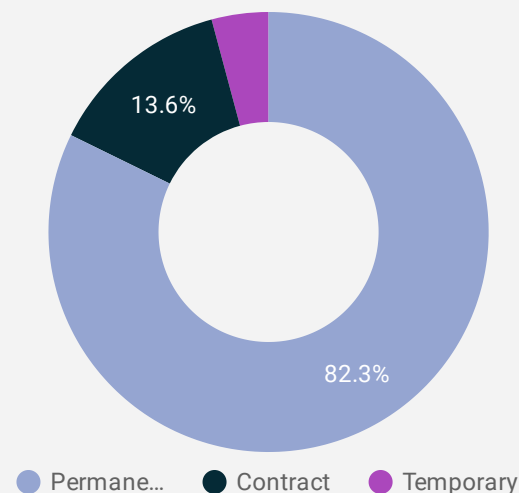
JOB TYPE

Full-time vs Part-time



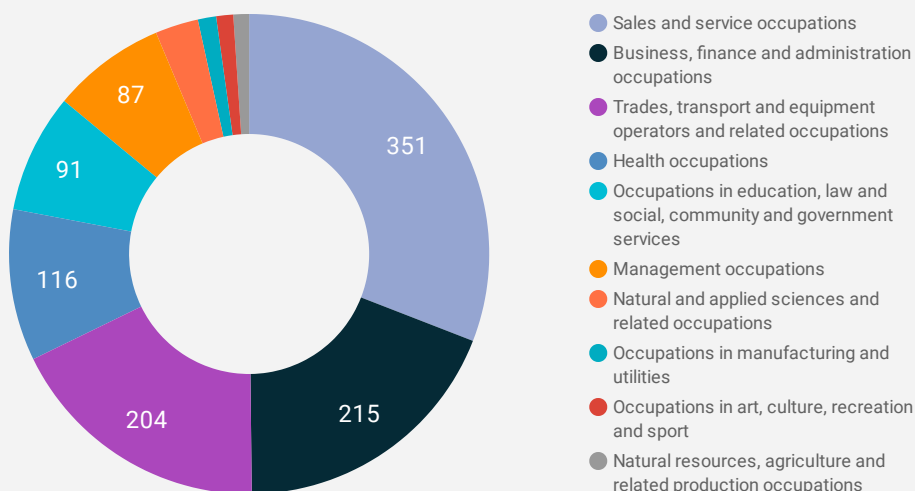
JOB DURATION

Permanency of jobs posted



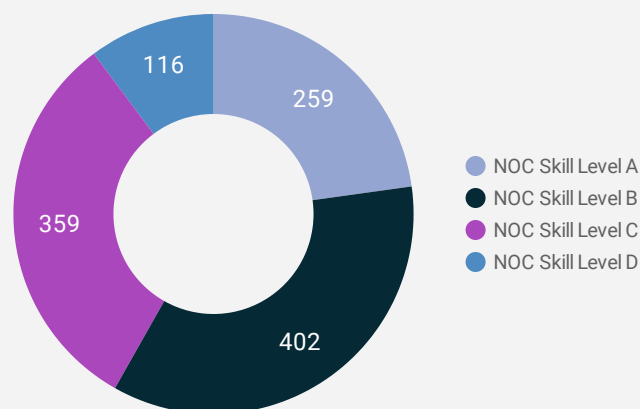
JOB POSTINGS BY JOB CATEGORY

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.	Lake Of The Woods District Hospital	kenora	100	36.3	22
2.	Sioux-Hudson Employment	sioux lookout	74	4.1	2
3.	New Gold Inc	emo	61	41.4	20
4.	Anishinaabe Abinoojii Family Services	kenora	52	19.0	20
5.	Canadian Mental Health Association	kenora	30	19.3	20
6.	Sioux Lookout Meno Ya Win Health Centre	sioux lookout	30	18.9	20
7.	La Verendrye General Hospital	fort frances	28	17.0	21
8.	Domtar	dryden	27	16.4	14
9.	New Gold	emo	26	32.6	21
10.	PureGold	red lake	25	47.2	29
11.	Walmart Canada	dryden	23	14.0	14
12.	Canadian Tire	dryden	21	20.0	20
13.	Healthpro Heritage	sioux lookout	20	11.9	14
14.	Canadian Tire Corporation Ltd	dryden	19	15.0	15
15.	Fresh Market Foods	sioux lookout	18	23.5	14
16.	Keewatin-Patricia District School Board	kenora	18	12.9	8
17.	Canadian Tire Corporation Limited	dryden	17	20.0	20
18.	Sioux Lookout First Nations Health Authority	sioux lookout	17	14.0	14
19.	Pikangikum Education Authority	pikangikum	15	null	null
20.	City of Kenora	kenora	14	19.5	20
21.	Sobey's Inc.	kenora	13	14.0	14
22.	Rainycrest Long Term Care Home	rainy river	13	45.0	45
23.	Ontario Public Service / OPS	kenora	13	20.0	20
24.	Company Confidential	vermilion bay	12	14.3	14
25.	Kenora Chiefs Advisory	kenora	12	20.0	20
26.	Ontario Aboriginal Housing Services	dryden	12	17.8	20
27.	Colas	dryden	12	12.5	12
28.	Ontario Public Service / OPS	dryden	12	20.0	20
29.	Grand Council Treaty #3	kenora	11	null	null
30.	Rainy River District School Board	fort frances	11	20.0	20
31.	HLC TALENT	ear falls	11	31.4	35



TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs

16

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Nurse	A-SUPREME NURSING & HOME CARE SERVICES	Town of Fort Frances	75 <div></div>
2.	Nurse Practitioner / Emergency Department Supervisor	La Verendrye General Hospital	Town of Fort Frances	70 <div></div>
3.	Nurse Practitioner	Red Lake Margaret Cochenour Memorial Hospital	Town of Red Lake	64.77 <div></div>
4.	Financial Services Manager	Northwestern Health Unit	City of Kenora	63.4 <div></div>
5.	Mental Health And Addictions Nurse Practitioner (casual)	Lake Of The Woods District Hospital	City of Kenora	61.77 <div></div>
6.	Mental Health And Addictions Nurse Practitioner (two (2) Positions)	Lake Of The Woods District Hospital	City of Kenora	61.77 <div></div>
7.	Emergency Nurse Practitioner (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	61.77 <div></div>
8.	Operations Director - Administrative Services	Elections Canada	City of Kenora	55.66 <div></div>
9.	Dental Hygienist NEEDED in Dryden, ON	Kijiji	City of Dryden	55 <div></div>
10.	Heavy-duty Equipment Mechanic	Northern Motor Sports Specialties Ltd	Township of Pickle Lake	55 <div></div>
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TOP SALARIES IN JOB POSTINGS

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

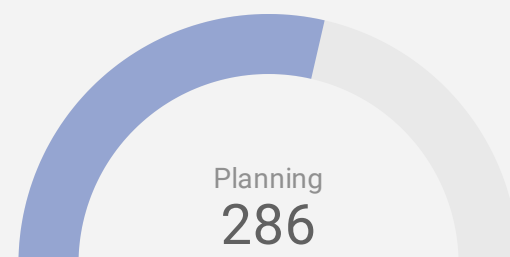
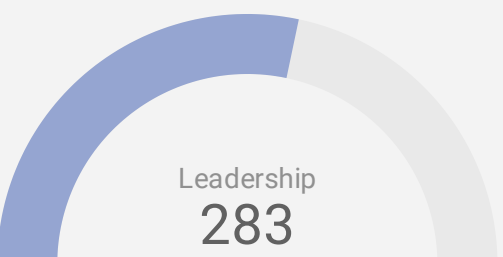
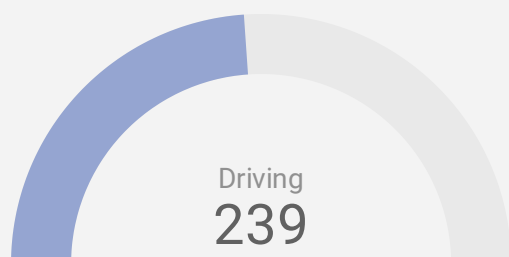
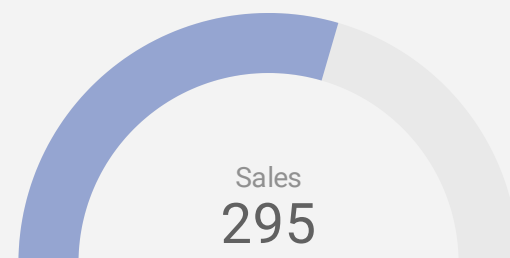
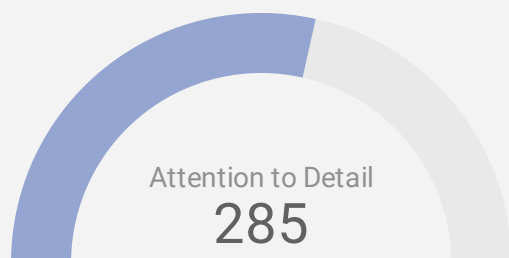
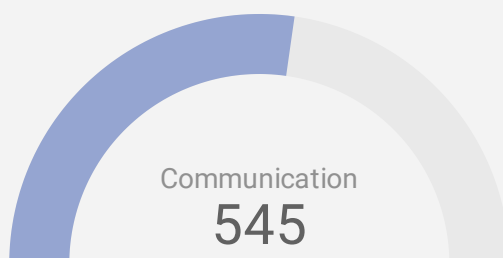
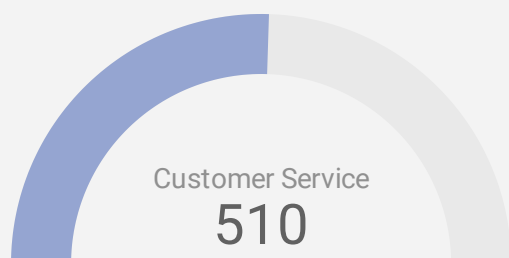
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Associate Director	Anishinaabe Abinoojii Family Services	City of Kenora	140,000 <div></div>
2.	Heavy Civil Construction Supervisor-northwestern Ontario	Moncrief Construction Limited / MCL	City of Kenora	140,000 <div></div>
3.	Geotechnical Engineer	Evolution Mining Gold Operations Ltd.	Town of Red Lake	125,000 <div></div>
4.	Construction Supervisor - Northwestern Ontario	Moncrief Construction Limited / MCL	City of Kenora	120,000 <div></div>
5.	Roots For Community Wellbeing Manager	Sioux Lookout First Nations Health Authority	Town of Sioux Lookout	119,559 <div></div>
6.	Clinic Manager	Sioux-Hudson Employment	Town of Sioux Lookout	119,559 <div></div>
7.	Nurse Practitioner	Atikokan Family Health Team	Atikokan Township	118,755 <div></div>
8.	Northern Development Analyst	Ministry of Northern Development, Mines, Natural Resources and Forestry	City of Kenora	110,338 <div></div>
9.	Park Superintendent	Ministry of the Environment, Conservation and Parks	Town of Red Lake	106,088 <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

2,085



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,085



Driver's License

88



First Aid

146



Regular Access to a Vehicle

130



Criminal Record Check

213



Microsoft Office

156



Food Safety

41



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	59	19	20
2.	6222	Retail and wholesale buyers	NOC Skill Level B	41	18	20
3.	0621	Retail and wholesale trade managers	NOC Skill Level A	37	19	20
4.	4212	Social and community service workers	NOC Skill Level B	36	19	20
5.	1241	Administrative assistants	NOC Skill Level B	34	15	14
6.	6322	Cooks	NOC Skill Level B	34	24	20
7.	6552	Other customer and information services representatives	NOC Skill Level C	33	19	20
8.	7452	Material handlers	NOC Skill Level C	32	18	20
9.	7514	Delivery and courier service drivers	NOC Skill Level C	28	16	16
10.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	25	21	17
11.	6731	Light duty cleaners	NOC Skill Level D	24	28	18
12.	6611	Cashiers	NOC Skill Level D	23	17	20
13.	1411	General office support workers	NOC Skill Level C	22	25	20
14.	1522	Storekeepers and partspersons	NOC Skill Level C	22	19	20
15.	6311	Food service supervisors	NOC Skill Level B	19	84	76
16.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	19	17	15
17.	0714	Facility operation and maintenance managers	NOC Skill Level A	19	15	14
18.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	17	20	20
19.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	17	24	9
20.	1111	Financial auditors and accountants	NOC Skill Level A	16	22	14
21.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	16	40	20
22.	3124	Allied primary health practitioners	NOC Skill Level A	15	31	21
23.	7511	Transport truck drivers	NOC Skill Level C	14	20	20
24.	7312	Heavy-duty equipment mechanics	NOC Skill Level B	14	63	27
25.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	14	40	20
26.	1114	Other financial officers	NOC Skill Level A	14	16	14
27.	1431	Accounting and related clerks	NOC Skill Level C	13	15	17
28.	1414	Receptionists	NOC Skill Level C	12	16	20
29.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	12	18	20



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.	642	Retail salespersons	NOC Skill Level C	59	19	20
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	47	23	20
3.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	45	18	20
4.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	44	18	20
5.	673	Cleaners	NOC Skill Level D	43	25	15
6.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	37	16	19
7.	062	Retail and wholesale trade managers	NOC Skill Level A	37	19	20
8.	632	Chefs and cooks	NOC Skill Level B	36	23	20
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	36	15	17
10.	141	General office workers	NOC Skill Level C	36	22	20
11.	745	Longshore workers and material handlers	NOC Skill Level C	34	18	20
12.	655	Customer and information services representatives	NOC Skill Level C	33	19	20
13.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	32	17	19
14.	111	Auditors, accountants and investment professionals	NOC Skill Level A	31	19	14
15.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	28	52	20
16.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	25	21	17
17.	314	Therapy and assessment professionals	NOC Skill Level A	24	14	14
18.	631	Service supervisors	NOC Skill Level B	24	84	76
19.	661	Cashiers	NOC Skill Level D	23	17	20
20.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	21	16	14
21.	752	Heavy equipment operators	NOC Skill Level C	21	37	20
22.	732	Automotive service technicians	NOC Skill Level B	20	19	17.5
23.	301	Professional occupations in nursing	NOC Skill Level A	17	36	26
24.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	16	16	18.5
25.	312	Optometrists, chiropractors and other health diagnosing and treating professionals	NOC Skill Level A	15	31	21
26.	415	Social and community service professionals	NOC Skill Level A	14	19	20
27.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	14	18	20.5



JOB POSTINGS BY 2-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

What jobs are hard to fill and/or in-demand?

	2-DIGIT NOC CODE	2-DIGIT NOC LABEL	OCCUPATION'S SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	79	29	20
2.	63	Service supervisors and specialized service occupations	NOC Skill Level B	69	39	20
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	69	24	14.5
4.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	64	17	20
5.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	63	21	20
6.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	59	19	20
7.	14	Office support occupations	NOC Skill Level C	59	20	20
8.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	57	21	20
9.	31	Professional occupations in health (except nursing)	NOC Skill Level A	53	19	14
10.	73	Maintenance and equipment operation trades	NOC Skill Level B	52	37	20
11.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	45	16	20
12.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	44	18	20
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	42	22	20
14.	11	Professional occupations in business and finance	NOC Skill Level A	42	19	15
15.	32	Technical occupations in health	NOC Skill Level B	41	15	14
16.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	34	18	20
17.	66	Sales support occupations	NOC Skill Level D	34	15	14.5
18.	72	Industrial, electrical and construction trades	NOC Skill Level B	33	24	20
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	25	17	20
20.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	23	36	20
21.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	21	16	14
22.	30	Professional occupations in nursing	NOC Skill Level A	17	36	26
23.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	16	17	20.5
24.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	14	28	20
25.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	10	22	20
26.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	9	12	14
27.	40	Professional occupations in education services	NOC Skill Level A	8	24	30

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
70

NEW POSTINGS
28

COMPANIES
38

LANGUAGES
1

OF DAYS POSTED

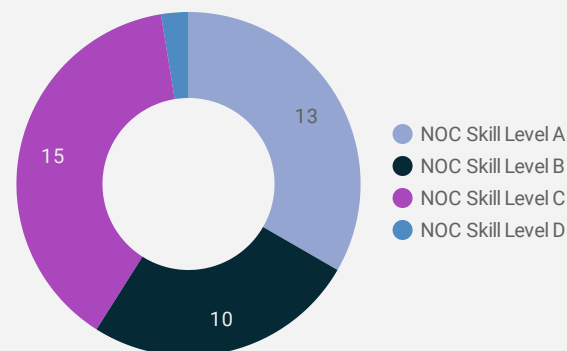
AVERAGE
18.2

MEDIAN
20

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

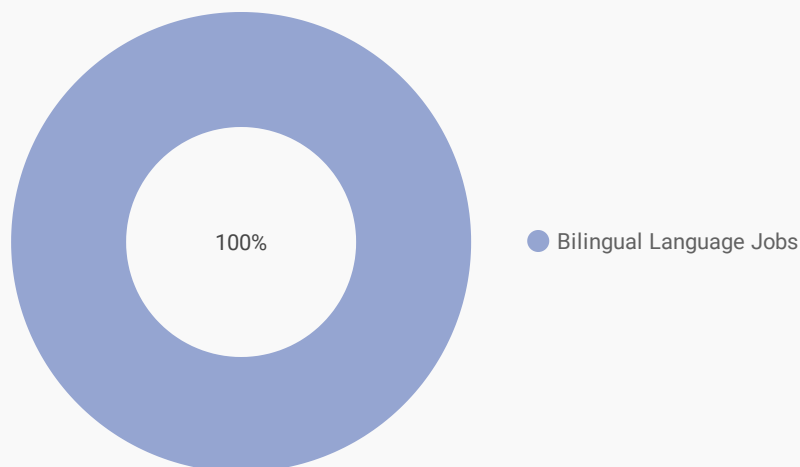
- 13** Skill Level A - Management/ Professional Occupations usually requiring University
- 10** Skill Level B - Usually college education or apprenticeship training
- 15** Skill Level C - Usually secondary education or occupation-specific training
- 1** Skill Level D - Usually on-the-job training



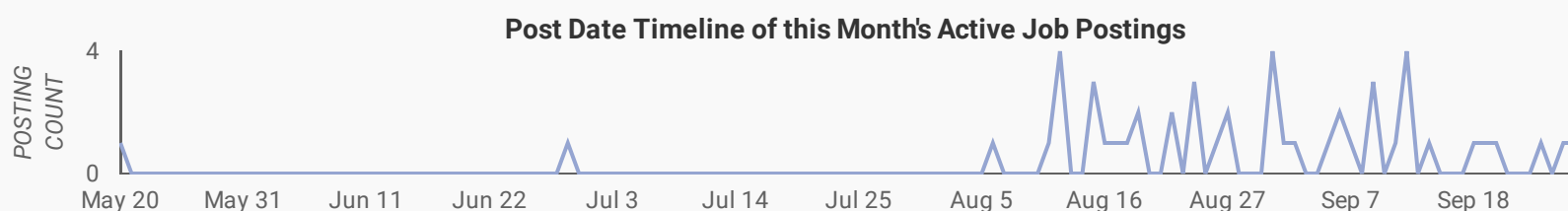
LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language Jobs	1

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	70





LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

What language skills are sought by 1-Digit NOC?

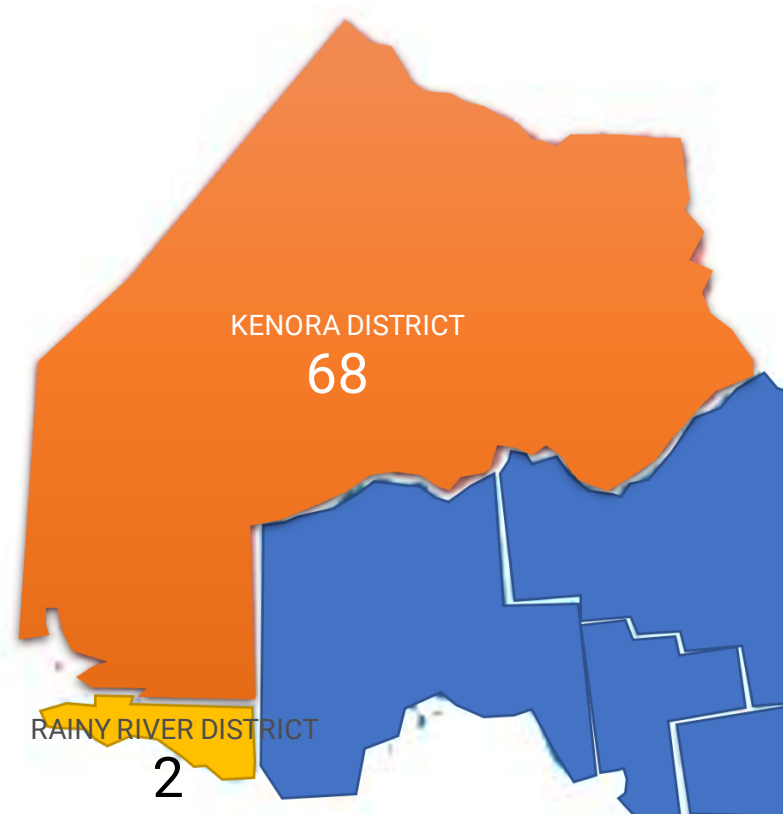
BROAD OCCUPATIONAL CATEGORY	Bilingual Language Jobs	Grand total
Business, finance and administration occu...	8	8
Health occupations	3	3
Management occupations	10	10
Natural and applied sciences and related o...	1	1
Occupations in art, culture, recreation and ...	1	1
Occupations in education, law and social, ...	3	3
Sales and service occupations	11	11
Trades, transport and equipment operator...	2	2
Grand total	39	39

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	32	18.6	20
2. Town of Sioux Lookout	13	11.4	14
3. City of Dryden	12	16.6	14
4. Township of Ear Falls	10	25.0	20.5
5. Town of Fort Frances	2	22.0	22
6. Township of Machin	1	21.0	21

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	68	19.8	20
2. Rainy River District	2	29.6	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...	5
2. Administrative assistants	4
3. Retail and wholesale trade managers	3
4. Security guards and related security serv...	2
5. Retail salespersons	2
6. Manufacturing managers	2
7. Audiologists and speech-language pathol...	2
8. Letter carriers	2
9. Human resources managers	2
10. Construction managers	1
11. Registered nurses and registered psychi...	1
12. Carpenters	1
13. Employment insurance, immigration, bor...	1
14. Facility operation and maintenance man...	1
15. Material handlers	1
16. Restaurant and food service managers	1
17. Store shelf stockers, clerks and order fill...	1
18. Correctional service officers	1
19. Hotel front desk clerks	1
20. Home support workers, housekeepers an...	1
21. Program leaders and instructors in recre...	1
22. Construction estimators	1
23. Court reporters, medical transcriptionist...	1
24. Early childhood educators and assistants	1

MULTILINGUAL HIRING EMPLOYERS

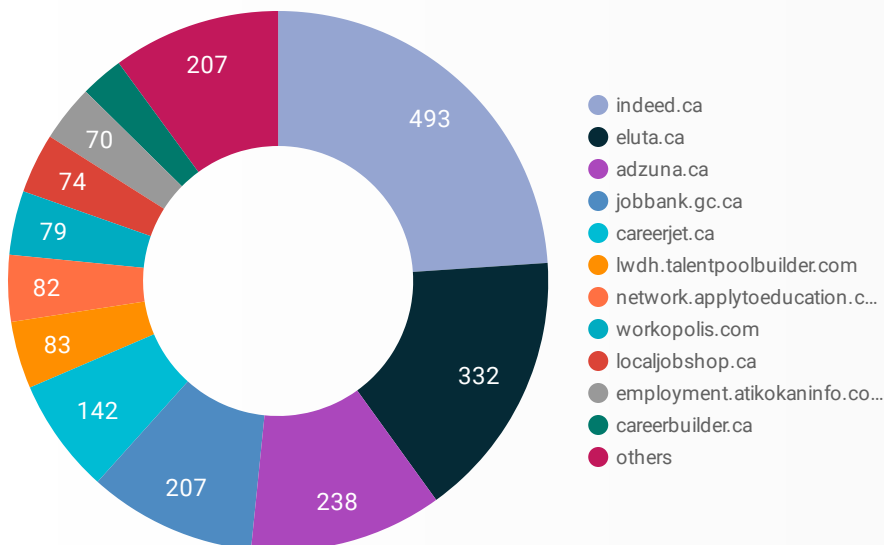
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Liquor Control Board Of Ontario	5
2. Bell Canada	5
3. McMunn & Yates Building Supplies	4
4. Jarnel Contracting Ltd	3
5. Canada Post Corp	3
6. Interfor	3
7. HLC TALENT	3
8. MÃ©tis Nation of Ontario	3
9. Interfor Corp.	2
10. Serco North America	2
11. Indigenous Services Canada	2
12. Essential Staffing	2
13. Nature's Inn	2
14. Synterra	2
15. FIREFLY	2
16. Canadian National Railway	2
17. Government Of Canada	2
18. Bce Inc	2
19. Canada Post Corporation	2
20. Indigenous Services Canada (ISC) - First Nations Inuit Health Branch	1
21. Boston Pizza Fort Frances	1
22. Royal LePage Landry's for Real Estate	1
23. Serco	1
24. Kenora Nature's Inn	1
25. Victoria Order Of Nurses	1
26. Service Canada	1
27. Home and Community Care Support Services North West	1
28. Interfor Corporation	1
29. Ministry of the Attorney	1



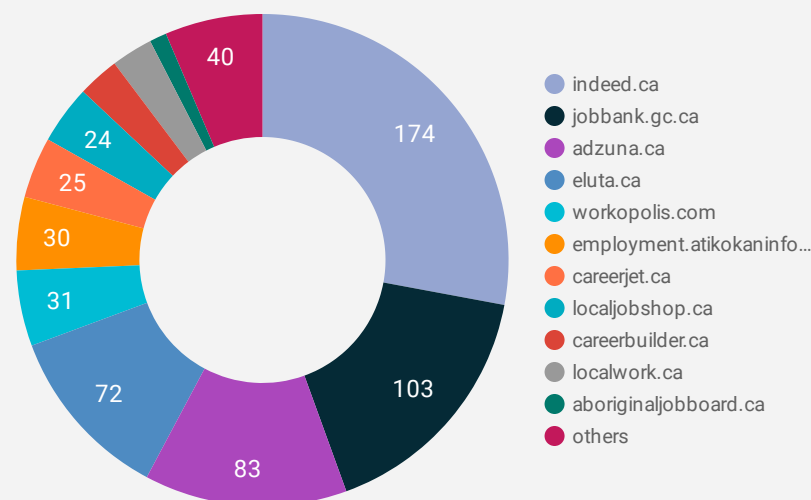
JOB POSTINGS BY JOB BOARD

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	493	20	20	174
2.	eluta.ca	332	20	20	72
3.	adzuna.ca	238	14	14	83
4.	jobbank.gc.ca	207	35	29	103
5.	careerjet.ca	142	13	6	25
6.	lwdh.talentpoolbuilder.com	83	37	22	2
7.	network.applytoeducation.com	82	13	7	7
8.	workopolis.com	79	14	14	31
9.	localjobshop.ca	74	27	29	24
10.	employment.atikokaninfo.com	70	29	21	30
11.	careerbuilder.ca	53	8	9	17
12.	riversidehealthcare.ca	46	22	21.5	4
13.	career17.sapsf.com	42	51	21	1
14.	localwork.ca	32	9	3.5	17
15.	jobillico.com	24	14	15	5
16.	gojobs.gov.on.ca	14	19	17	6
17.	aboriginaljobboard.ca	13	79	76	7