



NORTHWEST TRAINING & ADJUSTMENT BOARD

JOB DEMAND REPORT

OCTOBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,876	1,014	472	25

OF DAYS POSTED

AVERAGE	MEDIAN
22.5	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
ONTARIO

EMPLOI
ONTARIO

Ontario

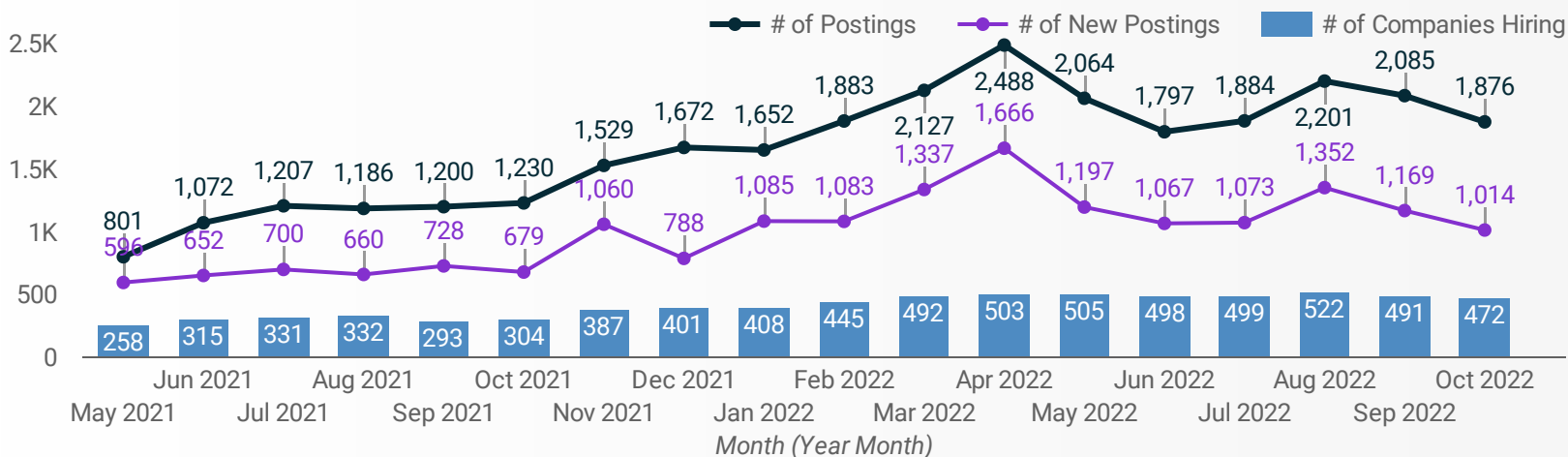
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JOB POSTINGS BY MONTH FOR KENORA & RAINY RIVER DISTRICTS

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

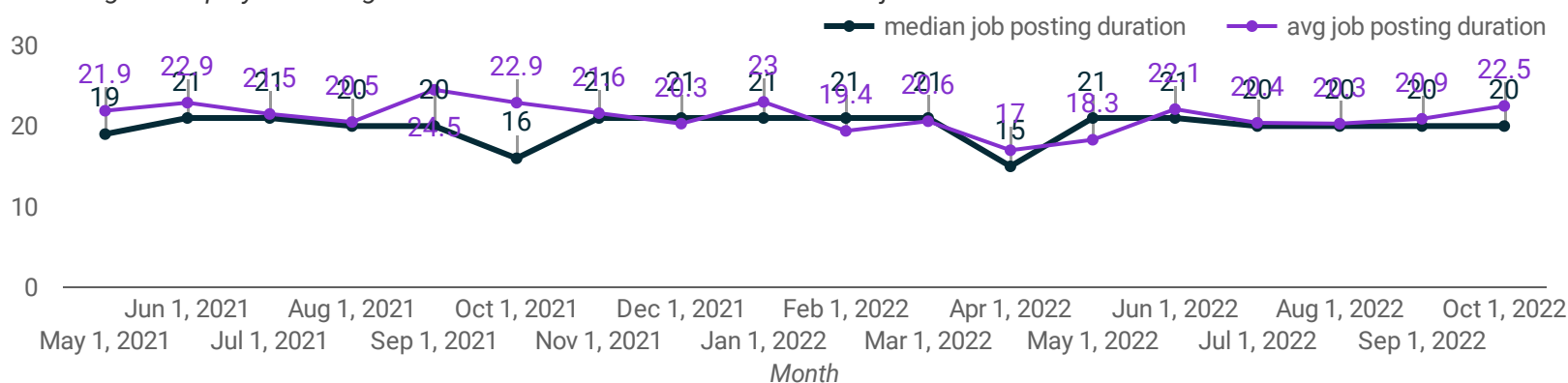
NUMBER OF ACTIVE JOB BOARDS

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	1,620	21.8	20
2.	Rainy River District	249	29.0	20

JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

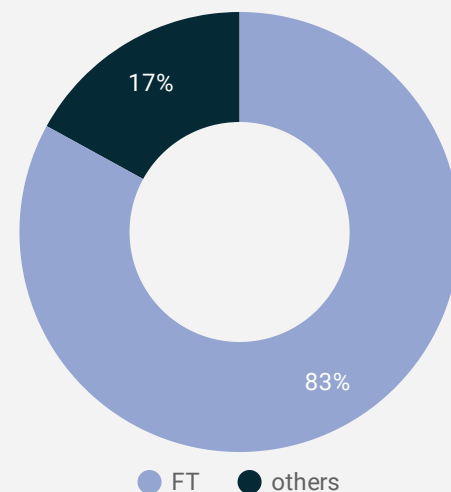
	MUNICIPALITY	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kenora	681	21.3	20
2.	City of Dryden	444	20.5	20
3.	Town of Sioux Lookout	229	14.8	9
4.	Town of Red Lake	107	40.9	20
5.	Town of Fort Frances	106	37.9	20
6.	Emo Township	79	25.4	20.5
7.	Atikokan Township	45	19.4	18
8.	Township of Machin	36	30.8	16.5
9.	Township of Pickle Lake	34	19.6	20
10.	Township of Ear Falls	22	23.5	20
11.	Township of Sioux Narrows - Nestor Falls	17		
12.	Pikangikum First Nation	16	61.0	61
13.	Township of Ignace	14	51.0	15
14.	Township of...	14	45.0	45

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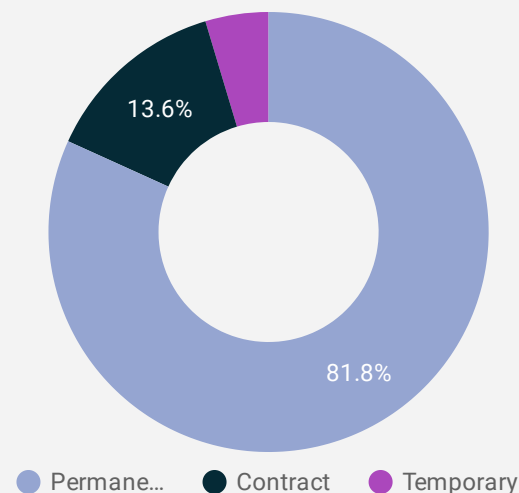
JOB TYPE

Full-time vs Part-time



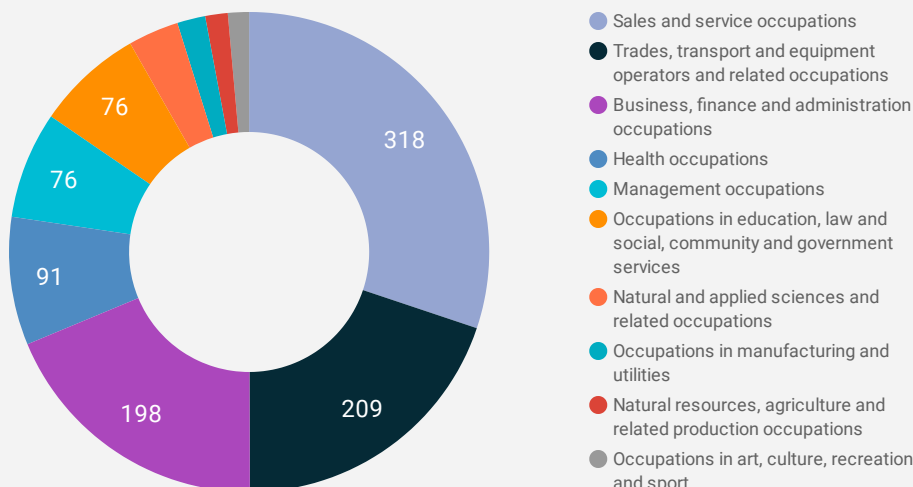
JOB DURATION

Permanency of jobs posted



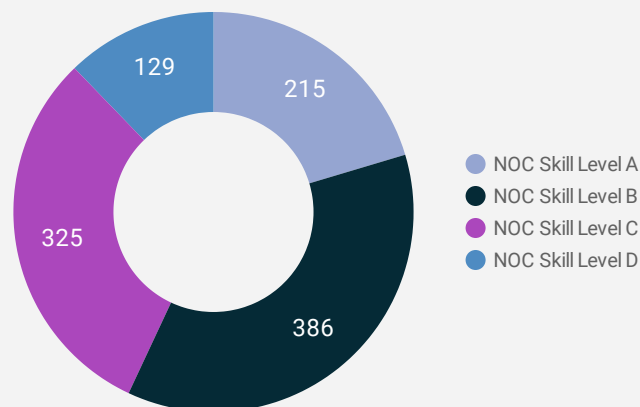
JOB POSTINGS BY JOB CATEGORY

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	87	19.3	16
2.	Sioux-Hudson Employment	sioux lookout	85	5.5	2
3.	New Gold Inc	emo	57	25.9	20
4.	Anishinaabe Abinoojii Family Services	kenora	48	18.4	20
5.	Sioux Lookout Meno Ya Win Health Centre	sioux lookout	38	20.0	20
6.	Canadian Tire Corporation Ltd	dryden	28	15.0	15
7.	La Verendrye General Hospital	fort frances	27	233.3	147
8.	Canadian Tire	dryden	26	43.4	20
9.	Canadian Mental Health Association	kenora	23	20.0	20
10.	PureGold	red lake	22	112.0	122
11.	Domtar	dryden	22	26.1	28
12.	Pure Gold Mining Inc.	red lake	22	20.0	20
13.	Canadian Tire Corporation Limited	dryden	21	20.0	20
14.	Grand Council Treaty #3	kenora	20	26.7	29
15.	New Gold	emo	19	25.4	21
16.	Company Confidential	vermilion bay	18	18.6	14
17.	Pikangikum Education Authority	pikangikum	16	61.0	61
18.	Keewatin-Patricia District School Board	kenora	16	7.6	7
19.	Loblaw Companies Limited	kenora	15	16.0	20
20.	City of Kenora	kenora	13	20.0	20
21.	Rainycrest Long Term Care Home	rainy river	13	45.0	45
22.	Walmart Canada Corp.	fort frances	12	20.0	20
23.	Ontario Aboriginal Housing Services	dryden	12	19.1	20
24.	Kenora Catholic District School Board	kenora	12	4.4	4
25.	Domtar Inc.	dryden	11	20.0	20
26.	Rainy River District School Board	fort frances	11	20.0	20
27.	LifeLabs	dryden	9	20.5	20
28.	Fountain Tire Ltd.	dryden	9	20.0	20
29.	Dryden Regional Health Centre	dryden	9	39.3	12
30.	Adzuna	kenora	9	null	null
31.	Walmart Canada	dryden	8	20.0	20



TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs

28

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Pharmacist	Attawapiskat Pharmacy inc.	Attawapiskat First Nation	90 <div></div>
2.	Nurse Practitioner / Emergency Department Supervisor	La Verendrye General Hospital	Town of Fort Frances	70 <div></div>
3.	Emergency Nurse Practitioner (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	61.77 <div></div>
4.	Mental Health And Addictions Nurse Practitioner (casual)	Lake Of The Woods District Hospital	City of Kenora	61.77 <div></div>
5.	Heavy-duty Equipment Mechanic	Northern Motor Sports Specialties Ltd	Township of Pickle Lake	55 <div></div>
6.	Dental Hygienist NEEDED in Dryden, ON	Kijiji	City of Dryden	55 <div></div>
7.	Maintenance Millwright â€” Kpic	KPIC Maintenance Services Inc.	Atikokan Township	50 <div></div>
8.	02 Public Health Nurse, Family Health	Sioux-Hudson Employment	Town of Sioux Lookout	49.38 <div></div>
9.	Haemodialysis Registered Nurse (part-time Permanent, 0.40 Fte)	Lake Of The Woods District Hospital	City of Kenora	49.02 <div></div>
10.	Clinical Educator â€” Onboarding And Orientation (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	49.02 <div></div>
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TOP SALARIES IN JOB POSTINGS

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

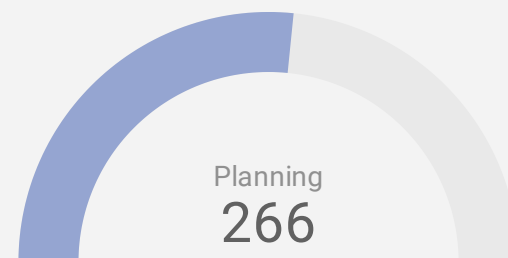
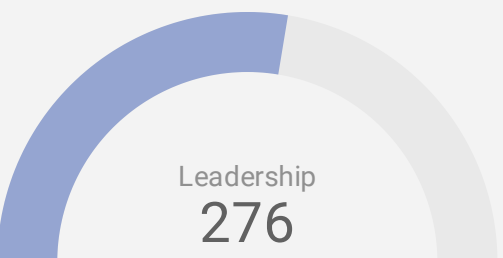
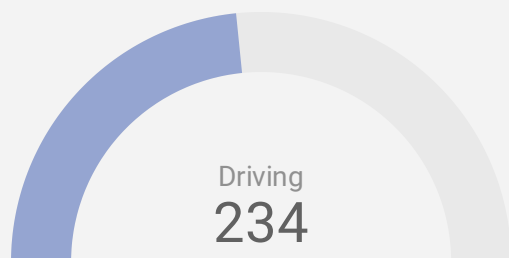
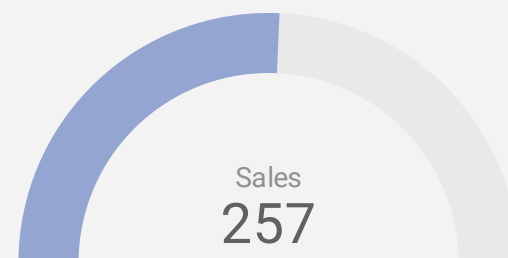
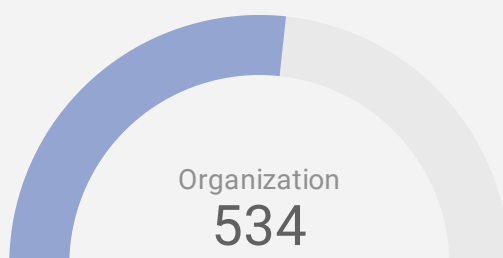
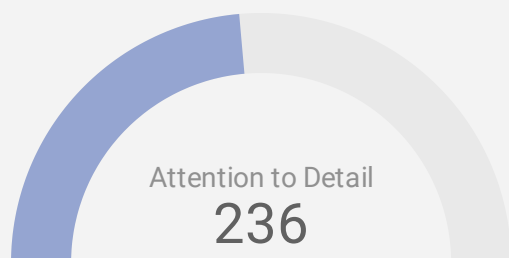
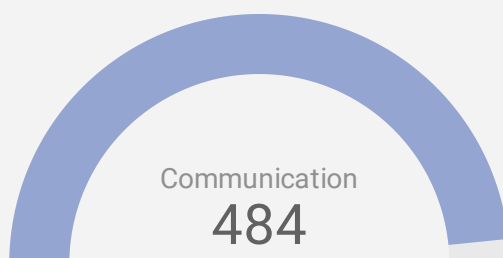
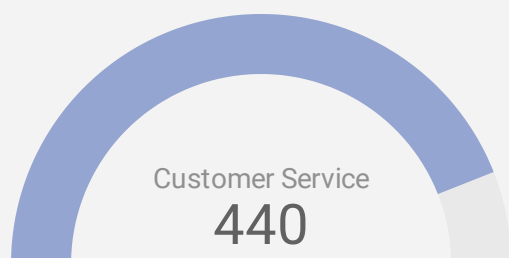
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Associate Director	Anishinaabe Abinoojii Family Services	City of Kenora	140,000 <div></div>
2.	Geotechnical Engineer	Evolution Mining Gold Operations Ltd.	Town of Red Lake	125,000 <div></div>
3.	Northern Development Analyst	Ministry of Northern Development, Mines, Natural Resources and Forestry	City of Kenora	110,338 <div></div>
4.	Manager Of Quality And Risk (full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	109,337.26 <div></div>
5.	Manager, Victim Witness Assistance Program	Ministry of the Attorney General	City of Kenora	106,088 <div></div>
6.	Project Management Consultant	Ministry of Natural Resources and Forestry	City of Kenora	100,036 <div></div>
7.	Finance Supervisor - Payroll And Benefits Adm 22-37	Kenora District Services Board	City of Dryden	96,761.38 <div></div>
8.	FINANCE SUPERVISOR - PAYROLL AND BENEFITS #ADM 22	Sioux-Hudson Employment	City of Dryden	96,761.38 <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

1,876

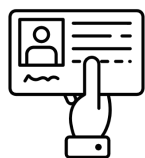


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,876



Driver's License

68



First Aid

133



Regular Access to a Vehicle

119



Criminal Record Check

198



Microsoft Office

151



Food Safety

34



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	42	21	20
2.	1241	Administrative assistants	NOC Skill Level B	37	24	20
3.	6322	Cooks	NOC Skill Level B	34	17	20
4.	6731	Light duty cleaners	NOC Skill Level D	32	18	15.5
5.	6222	Retail and wholesale buyers	NOC Skill Level B	31	19	20
6.	6552	Other customer and information services representatives	NOC Skill Level C	31	20	20
7.	4212	Social and community service workers	NOC Skill Level B	30	19	20
8.	0621	Retail and wholesale trade managers	NOC Skill Level A	28	15	20
9.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	28	15	20
10.	7452	Material handlers	NOC Skill Level C	27	16	20
11.	7514	Delivery and courier service drivers	NOC Skill Level C	24	19	20
12.	6611	Cashiers	NOC Skill Level D	21	28	20
13.	1522	Storekeepers and partspersons	NOC Skill Level C	20	21	20
14.	6311	Food service supervisors	NOC Skill Level B	18	63	64.5
15.	7511	Transport truck drivers	NOC Skill Level C	18	35	20
16.	0714	Facility operation and maintenance managers	NOC Skill Level A	17	16	17.5
17.	1414	Receptionists	NOC Skill Level C	17	15	20
18.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	16	43	20
19.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	16	11	9
20.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	16	14	20
21.	1431	Accounting and related clerks	NOC Skill Level C	16	21	20
22.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	16	30	20
23.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	15	22	20
24.	3124	Allied primary health practitioners	NOC Skill Level A	15	21	20
25.	1411	General office support workers	NOC Skill Level C	15	16	16
26.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	14	19	20
27.	7312	Heavy-duty equipment mechanics	NOC Skill Level B	13	86	76.5
28.	4112	Lawyers and Quebec notaries	NOC Skill Level A	12	19	20
29.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	12	16	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.	673	Cleaners	NOC Skill Level D	53	15	14
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	46	36	20
3.	642	Retail salespersons	NOC Skill Level C	42	21	20
4.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	38	19	20
5.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	38	23	20
6.	632	Chefs and cooks	NOC Skill Level B	36	17	20
7.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	34	19	20
8.	141	General office workers	NOC Skill Level C	33	16	20
9.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	31	60	20
10.	655	Customer and information services representatives	NOC Skill Level C	31	20	20
11.	745	Longshore workers and material handlers	NOC Skill Level C	29	16	20
12.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	29	17	20
13.	062	Retail and wholesale trade managers	NOC Skill Level A	28	15	20
14.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	28	15	20
15.	631	Service supervisors	NOC Skill Level B	24	75	115
16.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	24	72	20
17.	661	Cashiers	NOC Skill Level D	21	28	20
18.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	20	21	20
19.	732	Automotive service technicians	NOC Skill Level B	19	29	20
20.	752	Heavy equipment operators	NOC Skill Level C	19	21	20
21.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	18	16	17.5
22.	662	Other sales support and related occupations	NOC Skill Level D	16	14	20
23.	151	Mail and message distribution occupations	NOC Skill Level C	16	7	2.5
24.	313	Pharmacists, dietitians and nutritionists	NOC Skill Level A	15	13	15
25.	312	Optometrists, chiropractors and other health diagnosing and treating professionals	NOC Skill Level A	15	21	20
26.	122	Administrative and regulatory occupations	NOC Skill Level B	14	26	20
27.	301	Professional occupations in nursing	NOC Skill Level A	13	16	20
28.	314	Therapy and assessment professionals	NOC Skill Level A	13	20	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	81	15	16
2.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	72	29	20
3.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	67	23	20
4.	63	Service supervisors and specialized service occupations	NOC Skill Level B	64	32	20
5.	73	Maintenance and equipment operation trades	NOC Skill Level B	63	46	20
6.	14	Office support occupations	NOC Skill Level C	62	17	20
7.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	51	22	20
8.	31	Professional occupations in health (except nursing)	NOC Skill Level A	45	18	20
9.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	45	14	17.5
10.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	43	24	20
11.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	42	21	20
12.	72	Industrial, electrical and construction trades	NOC Skill Level B	38	24	20
13.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	38	19	20
14.	66	Sales support occupations	NOC Skill Level D	37	22	20
15.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	36	21	20
16.	32	Technical occupations in health	NOC Skill Level B	29	64	20
17.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	29	16	20
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	26	52	20
19.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	24	19	20
20.	11	Professional occupations in business and finance	NOC Skill Level A	24	21	20
21.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	18	16	17.5
22.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	14	30	24.5
23.	30	Professional occupations in nursing	NOC Skill Level A	13	16	20
24.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	13	19	20.5
25.	92	Processing, manufacturing and utilities supervisors and central control operators	NOC Skill Level B	12	16	20
26.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	10	52	33.5
27.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	8	13	15

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
81

NEW POSTINGS
60

COMPANIES
51

LANGUAGES
1

OF DAYS POSTED

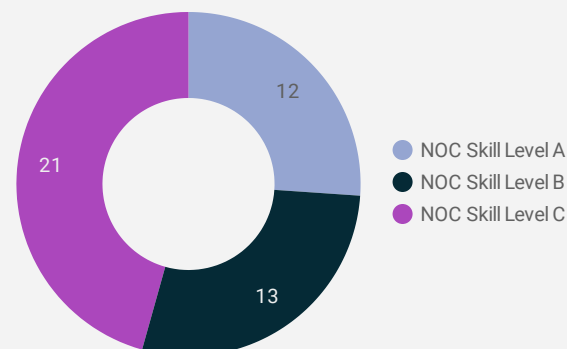
AVERAGE
18.9

MEDIAN
20

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

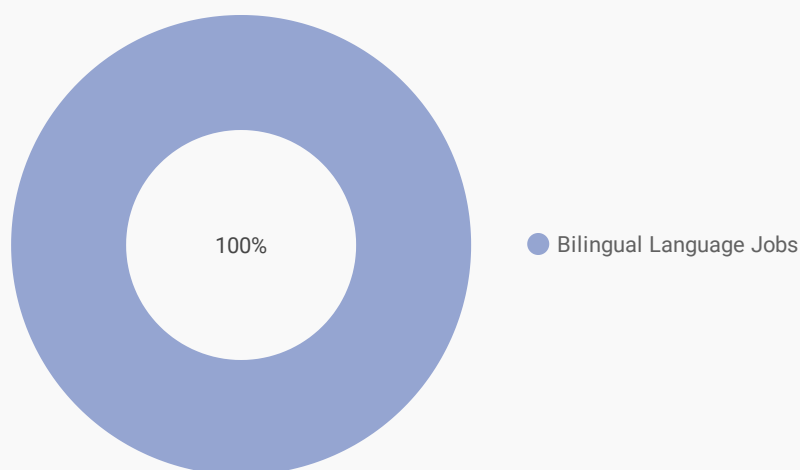
- 12** Skill Level A - Management/ Professional Occupations usually requiring University
- 13** Skill Level B - Usually college education or apprenticeship training
- 21** Skill Level C - Usually secondary education or occupation-specific training
- 0** Skill Level D - Usually on-the-job training



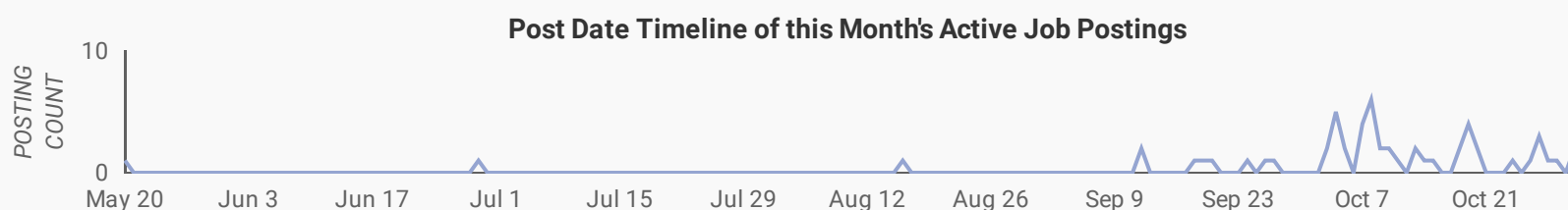
LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C
Bilingual Language Jobs

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	81





LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

What language skills are sought by 1-Digit NOC?

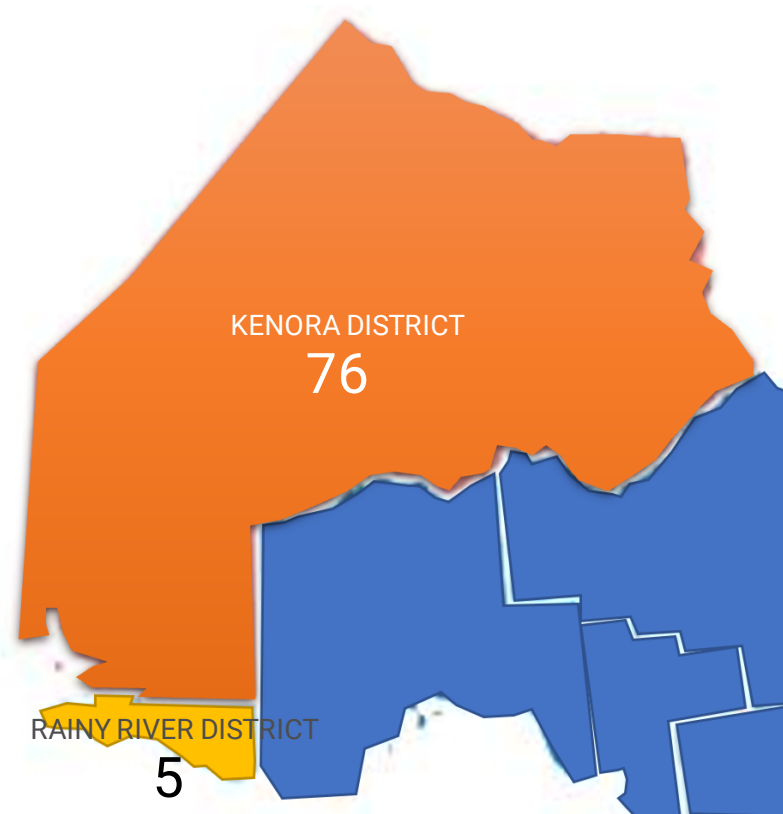
BROAD OCCUPATIONAL CATEGORY	Bilingual Language Jobs	Grand total
Business, finance and administration occu...	8	8
Health occupations	5	5
Management occupations	6	6
Natural and applied sciences and related o...	2	2
Occupations in art, culture, recreation and ...	3	3
Occupations in education, law and social, ...	3	3
Sales and service occupations	18	18
Trades, transport and equipment operator...	1	1
Grand total	46	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	40	19.2	20
2. City of Dryden	24	18.0	20
3. Town of Sioux Lookout	10	19.3	20
4. Town of Fort Frances	5	21.0	21
5. Township of Ear Falls	2	20.0	20

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	76	21.8	20
2. Rainy River District	5	29.0	20





Who is hiring and what occupations are being recruited?

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What language skills are sought by 4-Digit NOC?

1 - 22 / 22 < >

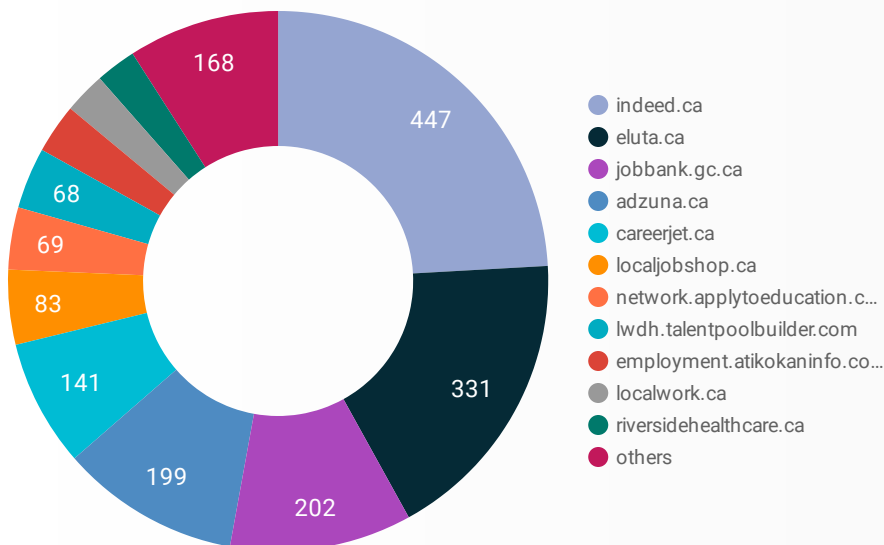
Which employers are seeking multilingual candidates?

1 - 50 / 51



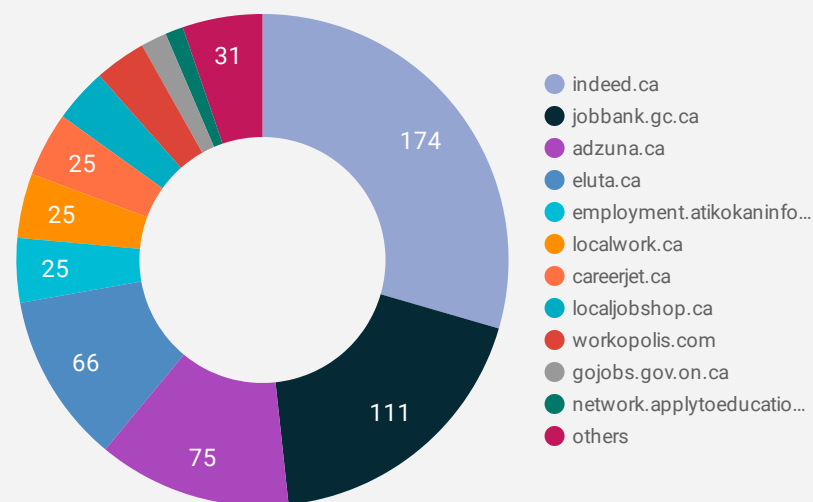
JOB POSTINGS BY JOB BOARD

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	447	20	20	174
2.	eluta.ca	331	20	20	66
3.	jobbank.gc.ca	202	48	31	111
4.	adzuna.ca	199	16	14	75
5.	careerjet.ca	141	11	6	25
6.	localjobshop.ca	83	25	29	21
7.	network.applytoeducation.com	69	7	7	7
8.	lwdh.talentpoolbuilder.com	68	19	16	2
9.	employment.atikokaninfo.com	55	23	21	25
10.	localwork.ca	46	5	2.5	25
11.	riversidehealthcare.ca	45	186	96	4
12.	career17.sapsf.com	40	30	22	1
13.	jobillico.com	32	15	15	4
14.	workopolis.com	28	14	14	20
15.	gojobs.gov.on.ca	19	18	17	10
16.	kijiji.ca	11	15	15	5
17.	metisnation.org	10			1