



NORTHWEST TRAINING & ADJUSTMENT BOARD

JOB DEMAND REPORT

JUNE 2023

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL POSTINGS	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,679	892	445	25

OF DAYS POSTED

AVERAGE	MEDIAN
26.3	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	▼

INDUSTRY/SECTOR FILTERS

HIRING SECTOR BY 2-DIGIT NAICS CODE	▼
HIRING SECTOR BY 3-DIGIT NAICS CODE	▼
HIRING SECTOR BY 4-DIGIT NAICS CODE	▼
HIRING SECTOR BY 5-DIGIT NAICS CODE	▼
HIRING SECTOR BY 6-DIGIT NAICS CODE	▼

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

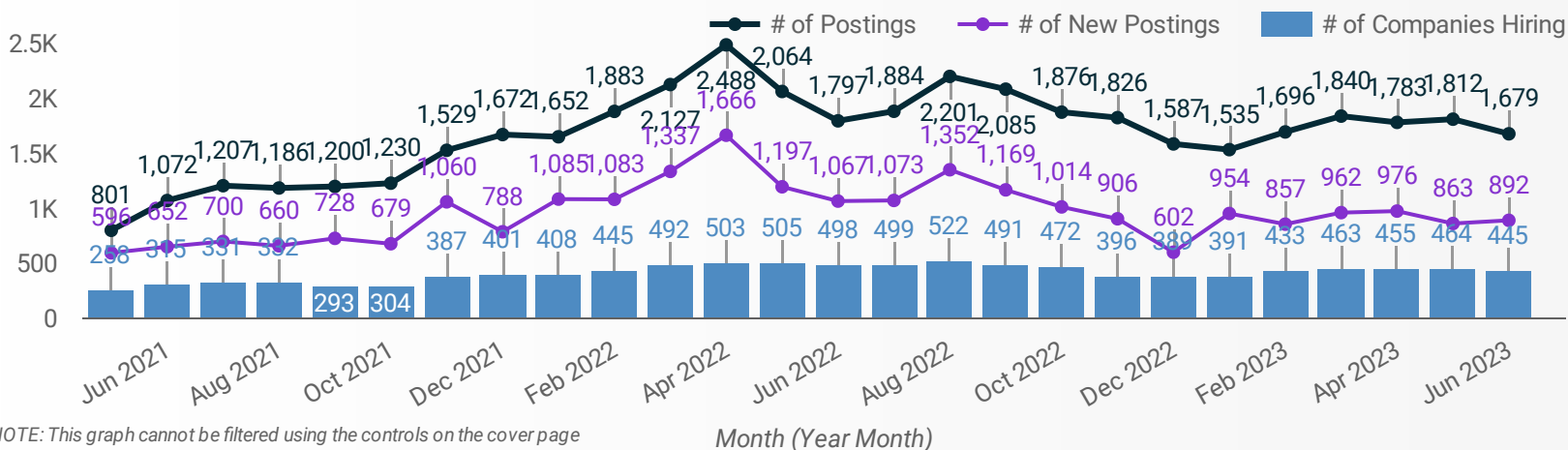
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Ce service Emploi Ontario est financé en partie par le gouvernement du Canada et le gouvernement de l'Ontario.



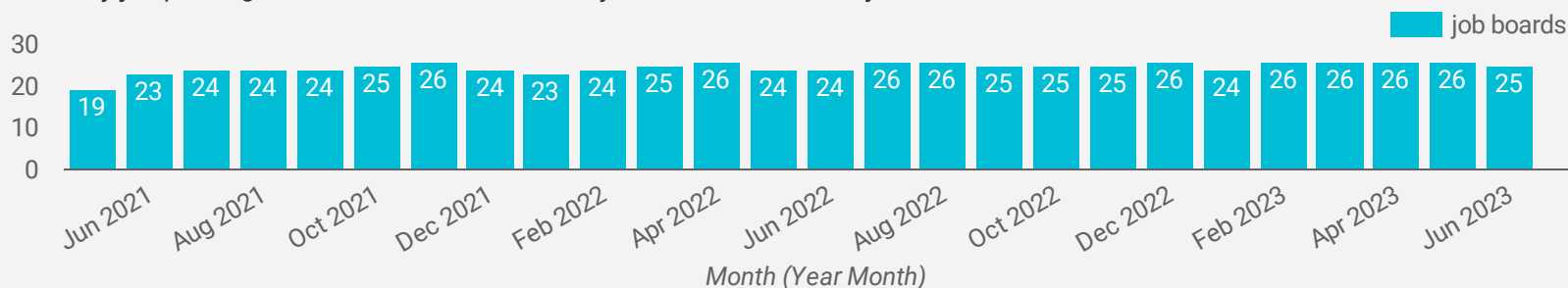
JOB POSTINGS BY MONTH FOR KENORA & RAINY RIVER DISTRICTS

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



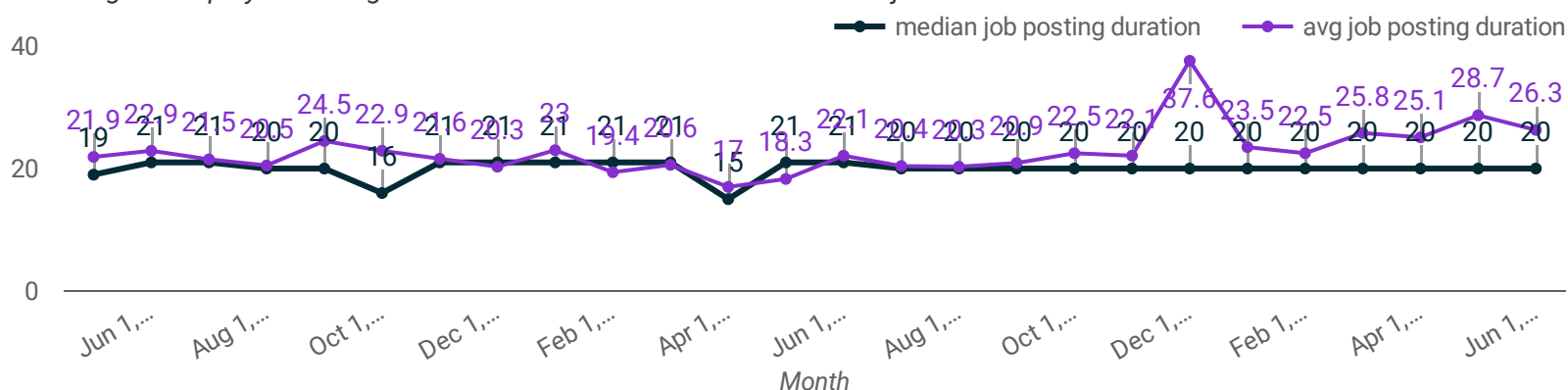
NUMBER OF ACTIVE JOB BOARDS

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	1,372	26.3	20
2.	Rainy River District	307	26.0	20

JOB POSTINGS BY MUNICIPALITY

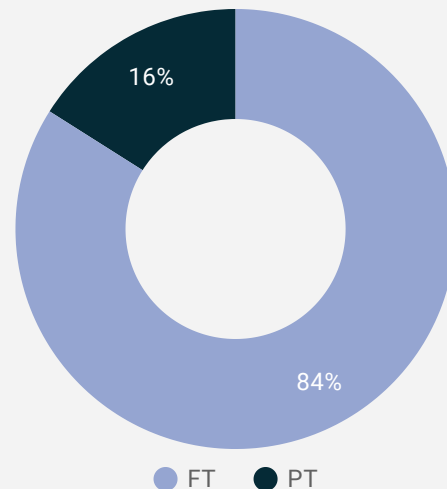
Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Kenora	606	23.9	20
2.	City of Dryden	364	32.6	20
3.	Town of Sioux Lookout	196	24.8	20
4.	Town of Fort Frances	109	35.6	20
5.	Atikokan Township	97	22.5	17
6.	Emo Township	79	22.5	20
7.	Town of Red Lake	61	28.9	18
8.	Township of Ear Falls	38	23.0	17.5
9.	Township of Pickle Lake	21	23.0	20
10.	Township of Ignace	19	10.5	9
11.	Rainy River	15	31.3	29
12.	Pikangikum First Nation	11	20.0	20
13.	Township of Machin	8	69.0	70.5
14.	Attawapiskat First Nation	7	58.0	58

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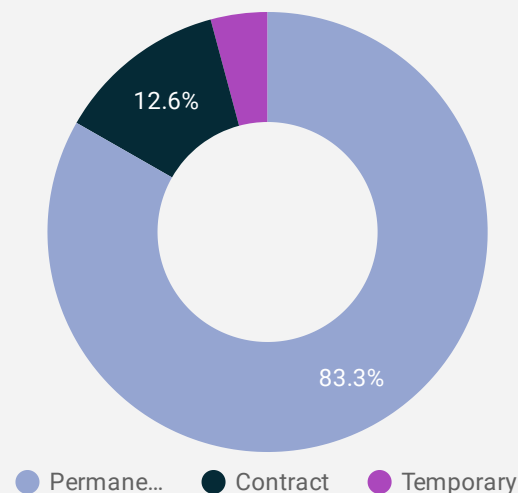
JOB TYPE

Full-time vs Part-time



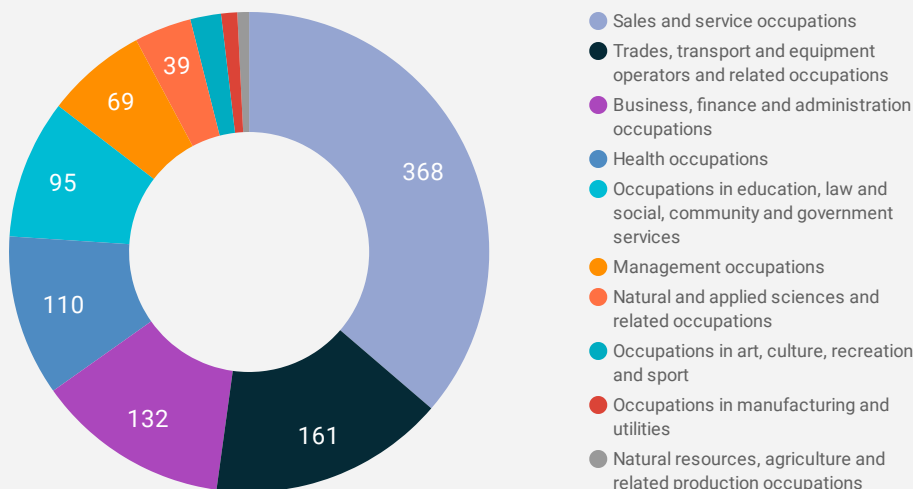
JOB DURATION

Permanency of jobs posted



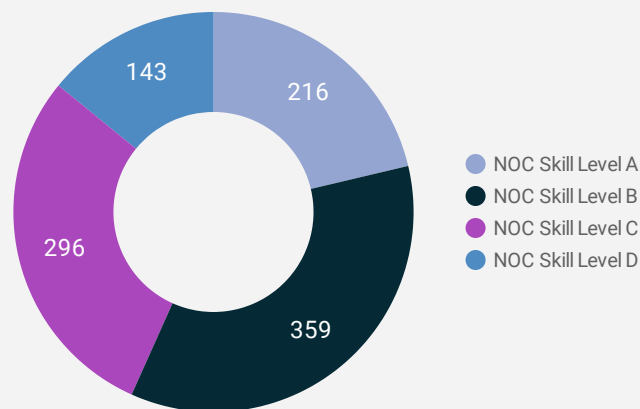
JOB POSTINGS BY JOB CATEGORY

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.	New Gold Inc	Emo	72	22.6	20
2.	Lake Of The Woods District Hospital	Kenora	67	51.2	20
3.	La Verendrye General Hospital	Fort Frances	29	205.0	205
4.	Walmart Canada	Kenora	25	16.0	14
5.	Canadian Mental Health Association	Kenora	25	20.0	20
6.	Tikinagan Child & Family Services	Sioux Lookout	24	14.6	13
7.	Interfor Corporation	Ear Falls	23	26.1	18
8.	Anishinaabe Abinoojii Family Services	Kenora	22	15.3	14
9.	Sioux Lookout Meno Ya Win Health Centre	Sioux Lookout	21	17.5	20
10.	Keewatin-Patricia District School Board	Dryden	20	15.0	4
11.	Kenora Chiefs Advisory	Kenora	20	15.1	14
12.	Keewatin-Patricia District School Board	Sioux Lookout	19	33.1	38
13.	Walmart Canada	Dryden	19	15.5	14
14.	Sioux Lookout First Nations Health Authority	Sioux Lookout	18	14.3	20
15.	Canada Post - Postes Canada	Dryden	15	16.3	20
16.	City of Kenora	Kenora	15	18.5	20
17.	Atikokan General Hospital	Atikokan	14	30.3	20
18.	Rainycrest Long Term Care Home	Rainy River	14	42.0	42
19.	Resolute Forest Products Canada Inc	Atikokan	14	11.0	6
20.	Keewatin-Patricia District School Board	Kenora	13	39.2	20
21.	Dryden Regional Health Centre	Dryden	13	null	null
22.	Giant Tiger Stores Limited	Sioux Lookout	13	20.0	20
23.	Walmart Canada Corp.	Kenora	12	20.0	20
24.	Loblaw Companies Limited	Kenora	12	27.1	14
25.	Kenora Catholic District School Board	Kenora	11	14.6	5
26.	.job-search-1on8af8{border-radius:50%;height:32px;width:32px;}	Dryden	11	20.0	20
27.	Untitled Company	Sioux Lookout	10	29.0	29
28.	McMunn & Yates Building Supplies Lumber	Keewatin	10	22.8	20
29.	The Ontario Public Services, Ministry of Northern Development	Kenora	10	19.8	20
30.	Canadian Tire	Kenora	10	20.0	20



TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs

38

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Field Service Technician	FM On-Demand	City of Kenora	95 <div></div>
2.	Nurse Practitioner / Emergency Department Supervisor	La Verendrye General Hospital	Town of Fort Frances	70 <div></div>
3.	Pharmacist	RPI Consulting Group	City of Dryden	70 <div></div>
4.	Nurse Practitioner	Rainy River Health Centre (RRHC)	Town of Fort Frances	64 <div></div>
5.	Nurse Practitioner	Rainycrest Long Term Care Home	Rainy River	58 <div></div>
6.	Registered Practical Nurse (rpn)	A-SUPREME NURSING & HOME CARE SERVICES	City of Dryden	58 <div></div>
7.	Nurse Practitioner	Emo Health Centre	Emo Township	58 <div></div>
8.	Skating Coach	Sioux Lookout Skating Club	Town of Sioux Lookout	55 <div></div>
9.	Nursing Supervisor (part-time Permanent, 0.50 Fte)	Lake Of The Woods District Hospital	City of Kenora	52 <div></div>
10.	2e Team Lead (full-time Interim)	Lake Of The Woods District Hospital	City of Kenora	50 <div></div>
11.	Haemodialysis Registered Nurse (two (2) Full-time Permanent)	Lake Of The Woods District Hospital	City of Kenora	50 <div></div>
12.	Northwestern Health Unit - Public Health Nurse 2023-15	Northwestern Health Unit	Atikokan Township	50 <div></div>
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TOP SALARIES IN JOB POSTINGS

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

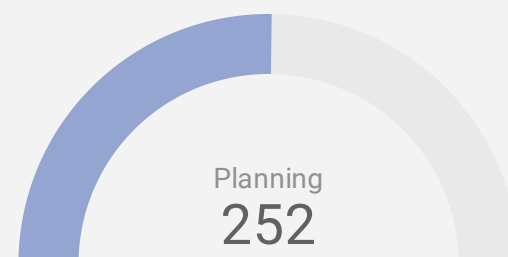
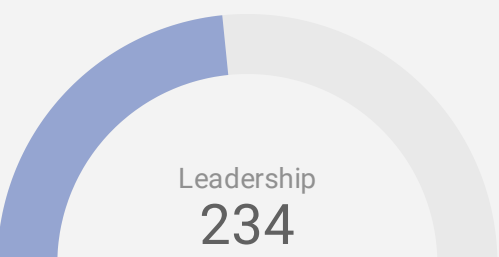
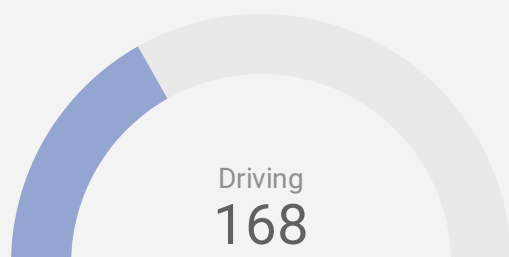
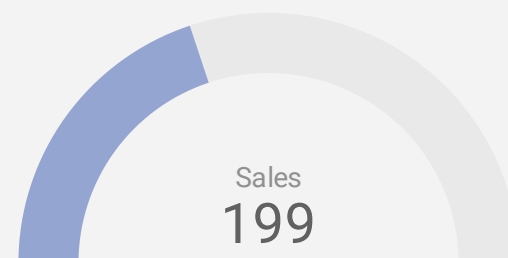
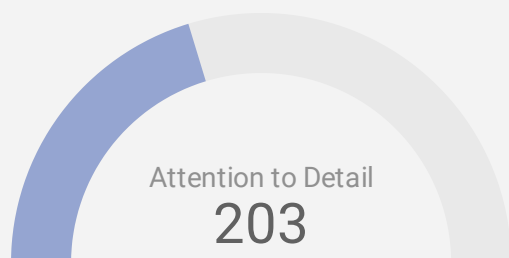
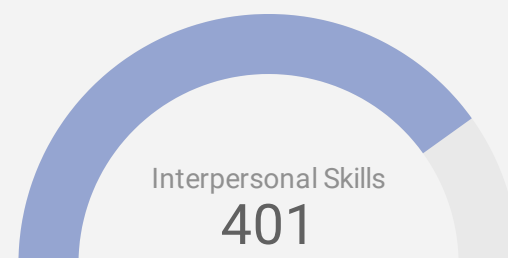
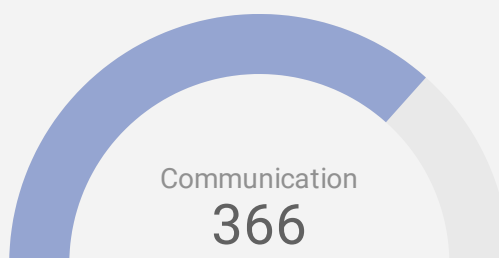
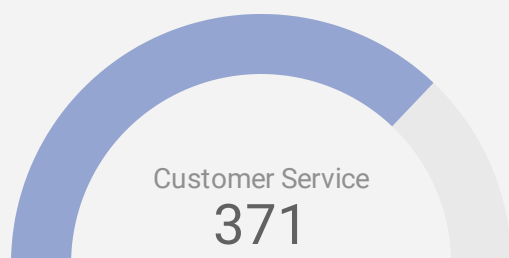
	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Real Estate Sales Representative	Royal LePage Real Estate	City of Kenora	150,000 <div></div>
2.	Duty Counsel, Criminal (permanent)	Legal Aid Ontario	City of Kenora	142,422 <div></div>
3.	Head, Maintenance Materials, Standards And Systems	Ministry of Transportation	City of Kenora	138,290 <div></div>
4.	Senior Technology Director	La Verendrye General Hospital	Town of Fort Frances	131,000 <div></div>
5.	Preventing Chronic Diseases Manager - Ref #2023-103	Sioux Lookout First Nations Health Authority	Town of Sioux Lookout	123,146 <div></div>
6.	Clinic Manager	Sioux Lookout First Nations Health Authority	Town of Sioux Lookout	123,146 <div></div>
7.	Corporate Services Manager	Sioux Lookout First Nations Health Authority	Town of Sioux Lookout	123,146 <div></div>
8.	Clinical Manager, PCT Ref #2023-092	Sioux Lookout First Nations Health Authority	Town of Sioux Lookout	123,146 <div></div>
9.	Small Animal Veterinarian (full Time Or Part Time)	Kenora Veterinary Clinic	City of Kenora	120,000 <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

1,679



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

1,679



Driver's License

57



First Aid

85



Regular Access to a Vehicle

98



Criminal Record Check

173



Microsoft Office

92



Food Safety

26



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	68	19	20
2.	4212	Social and community service workers	NOC Skill Level B	48	34	20
3.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	38	20	20
4.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	38	54	29
5.	6322	Cooks	NOC Skill Level B	34	46	20
6.	6552	Other customer and information services representatives	NOC Skill Level C	34	26	20
7.	6222	Retail and wholesale buyers	NOC Skill Level B	30	16	20
8.	6731	Light duty cleaners	NOC Skill Level D	27	23	20
9.	0621	Retail and wholesale trade managers	NOC Skill Level A	26	16	20
10.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	25	43	20
11.	1511	Mail, postal and related workers	NOC Skill Level C	23	16	20
12.	1241	Administrative assistants	NOC Skill Level B	22	20	20
13.	6611	Cashiers	NOC Skill Level D	21	19	20
14.	7514	Delivery and courier service drivers	NOC Skill Level C	18	41	20
15.	6311	Food service supervisors	NOC Skill Level B	17	75	75
16.	7452	Material handlers	NOC Skill Level C	16	54	20
17.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	16	13	10
18.	7511	Transport truck drivers	NOC Skill Level C	14	37	20
19.	3124	Allied primary health practitioners	NOC Skill Level A	13	24	19
20.	7312	Heavy-duty equipment mechanics	NOC Skill Level B	13	30	20
21.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	13	13	7
22.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	13	58	30
23.	1411	General office support workers	NOC Skill Level C	12	18	20
24.	1431	Accounting and related clerks	NOC Skill Level C	11	72	21
25.	1512	Letter carriers	NOC Skill Level C	11	17	20
26.	3131	Pharmacists	NOC Skill Level A	10	19	20
27.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	10	24	20
28.	7535	Other automotive mechanical installers and servicers	NOC Skill Level C	9	19	20
29.	4152	Social workers	NOC Skill Level A	8	16	15
30.	7242	Industrial electricians	NOC Skill Level B	8	16	14.5



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	68	19	20
2.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	58	31	20
3.	673	Cleaners	NOC Skill Level D	41	20	20
4.	301	Professional occupations in nursing	NOC Skill Level A	40	54	29
5.	632	Chefs and cooks	NOC Skill Level B	39	46	20
6.	662	Other sales support and related occupations	NOC Skill Level D	38	20	20
7.	655	Customer and information services representatives	NOC Skill Level C	37	26	20
8.	151	Mail and message distribution occupations	NOC Skill Level C	34	16	20
9.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	33	21	15
10.	751	Motor vehicle and transit drivers	NOC Skill Level C	33	39	20
11.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	30	16	20
12.	062	Retail and wholesale trade managers	NOC Skill Level A	26	16	20
13.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	25	43	20
14.	631	Service supervisors	NOC Skill Level B	23	39	20
15.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	22	20	20
16.	661	Cashiers	NOC Skill Level D	21	19	20
17.	745	Longshore workers and material handlers	NOC Skill Level C	19	47	20
18.	724	Electrical trades and electrical power line and telecommunications workers	NOC Skill Level B	18	16	15
19.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	18	54	20
20.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	16	22	20
21.	141	General office workers	NOC Skill Level C	16	19	20
22.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	16	30	20
23.	415	Social and community service professionals	NOC Skill Level A	14	17	15
24.	525	Athletes, coaches, referees and related occupations	NOC Skill Level B	13	58	30
25.	312	Optometrists, chiropractors and other health diagnosing and treating professionals	NOC Skill Level A	13	24	19
26.	314	Therapy and assessment professionals	NOC Skill Level A	13	21	17.5
27.	313	Pharmacists, dietitians and nutritionists	NOC Skill Level A	12	19	20
					1 - 50 / 102	< >

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.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	71	19	20
2.	63	Service supervisors and specialized service occupations	NOC Skill Level B	69	42	20
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	67	28	20
4.	66	Sales support occupations	NOC Skill Level D	59	19	20
5.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	58	31	20
6.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	54	32	20
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	52	34	20
8.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	50	18	20
9.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	48	24	20
10.	73	Maintenance and equipment operation trades	NOC Skill Level B	45	19	15
11.	31	Professional occupations in health (except nursing)	NOC Skill Level A	42	22	20
12.	30	Professional occupations in nursing	NOC Skill Level A	40	54	29
13.	14	Office support occupations	NOC Skill Level C	36	32	20
14.	72	Industrial, electrical and construction trades	NOC Skill Level B	33	18	20
15.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	32	16	20
16.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	30	19	18.5
17.	32	Technical occupations in health	NOC Skill Level B	25	31	20
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	20	39	20
19.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	20	47	20
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	19	18	20
21.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	19	38	20
22.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	16	51	25
23.	11	Professional occupations in business and finance	NOC Skill Level A	14	15	17.5
24.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	14	43	15.5
25.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	11	21	20
26.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	10	23	20
27.	92	Processing, manufacturing and utilities supervisors and central control operators	NOC Skill Level B	8	17	20

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
37

NEW POSTINGS
10

COMPANIES
23

LANGUAGES
2

OF DAYS POSTED

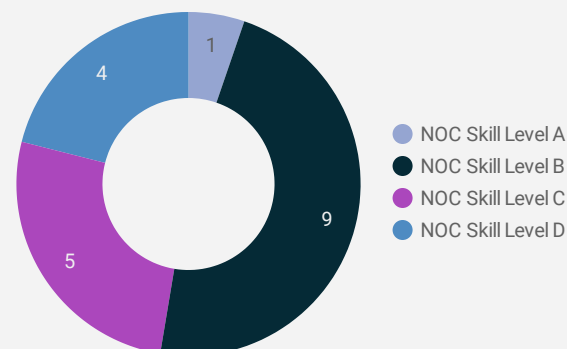
AVERAGE
51.0

MEDIAN
20

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

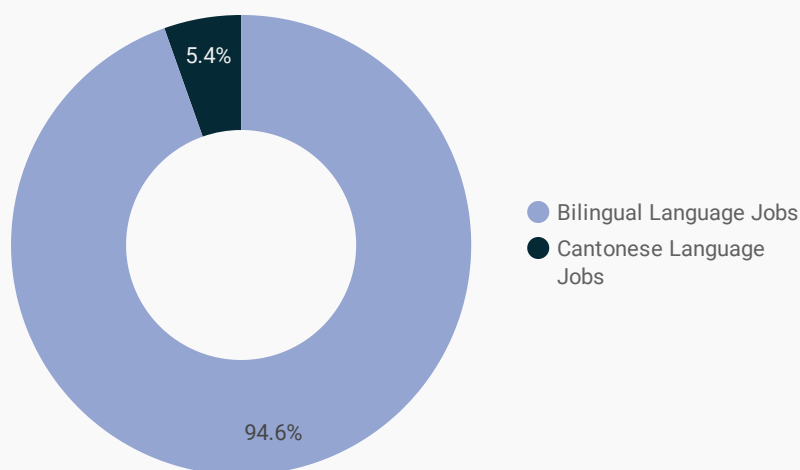
- 1** Skill Level A - Management/ Professional Occupations usually requiring University
- 9** Skill Level B - Usually college education or apprenticeship training
- 5** Skill Level C - Usually secondary education or occupation-specific training
- 4** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Language Jobs	1	9	4	4
Cantonese Language Jobs		1		

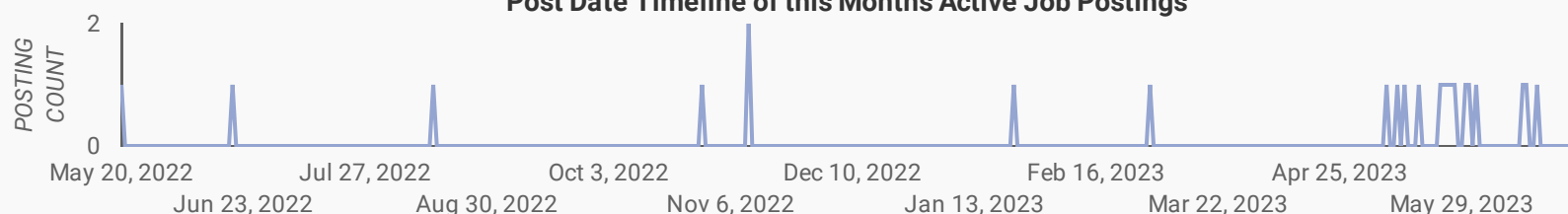
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	36
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?

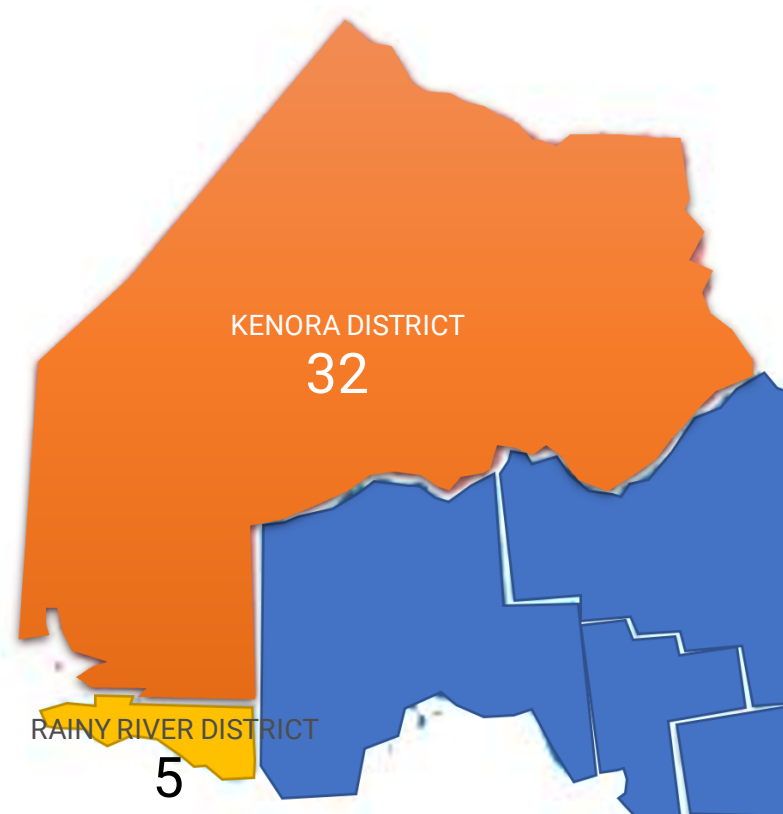
BROAD OCCUPATIONAL CATEGORY	Bilingual Language Jobs	Cantonese Language Jobs	Grand total
Business, finance and administration occu...	6		6
Management occupations	1		1
Natural and applied sciences and related o...	1		1
Occupations in art, culture, recreation and ...	4		4
Occupations in education, law and social, ...	1		1
Occupations in manufacturing and utilities	1		1
Sales and service occupations	4	1	5
Grand total	18	1	19

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	16	35.0	20
2. City of Dryden	8	57.8	20
3. Town of Sioux Lookout	5	20.0	20
4. Atikokan Township	4	94.5	94.5
5. Township of Ignace	2	16.0	16
6. Township of Ear Falls	1	108.0	108
7. Town of Fort Frances	1	155.0	155

DISTRICTS	LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1. Kenora District	32	26.3	20
2. Rainy River District	5	26.0	20





LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS ▾
1. Program leaders and instructors in recre...	4
2. Letter carriers	3
3. Administrative assistants	3
4. Retail salespersons	1
5. Store shelf stockers, clerks and order fill...	1
6. Light duty cleaners	1
7. Social and community service workers	1
8. Cashiers	1
9. Other customer and information service...	1
10. Labourers in wood, pulp and paper proce...	1
11. Conservation and fishery officers	1
12. School principals and administrators of ...	1

MULTILINGUAL HIRING EMPLOYERS

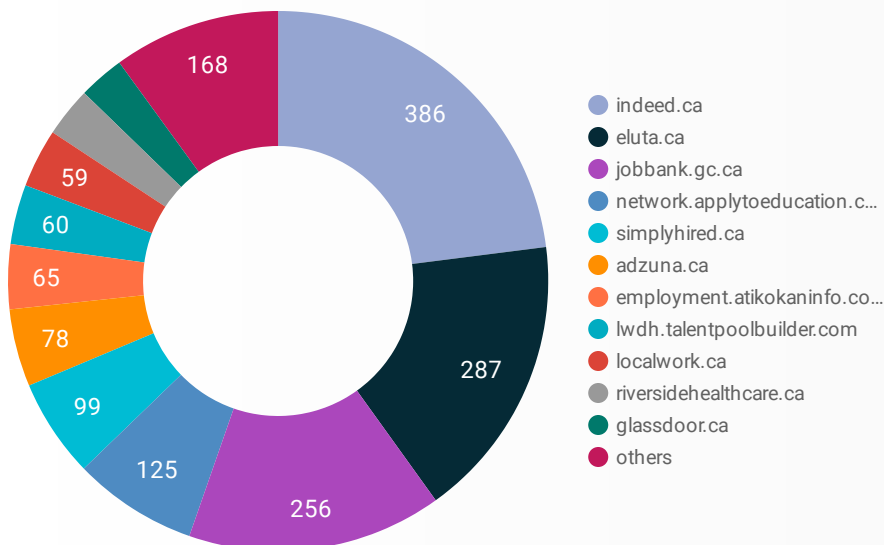
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS ▾
1. Canada Post - Postes Canada	3
2. The Ontario Public Services, Ministry of Northern Development	3
3. VON Canada	3
4. Mā̃tis Nation of Ontario	3
5. Indigenous Services Canada (ISC) - First Nations Inuit Health Branch	3
6. Ministry of the Attorney General	2
7. Ministry of Natural Resources and Forestry	2
8. Canadian Tire Kenora	2
9. Bell Canada	2
10. Ministry Of Children, Community And Social Services	1
11. Liquor Control Board of Ontario / LCBO	1
12. Interfor Corporation	1
13. Statistics Canada	1
14. Bell	1
15. Federal Economic Development Agency for Northern Ontario (FedNor)	1
16. Ministry of Public and Business Service Delivery	1
17. Canadian Tire Corporation Limited	1
18. Contact North	1
19. Changes Recovery Homes	1
20. Victoria Order Of Nurses	1
21. Keewatin-Patricia District School Board	1
22. Various Ministries	1
23. Dryden Full Gospel Church	1



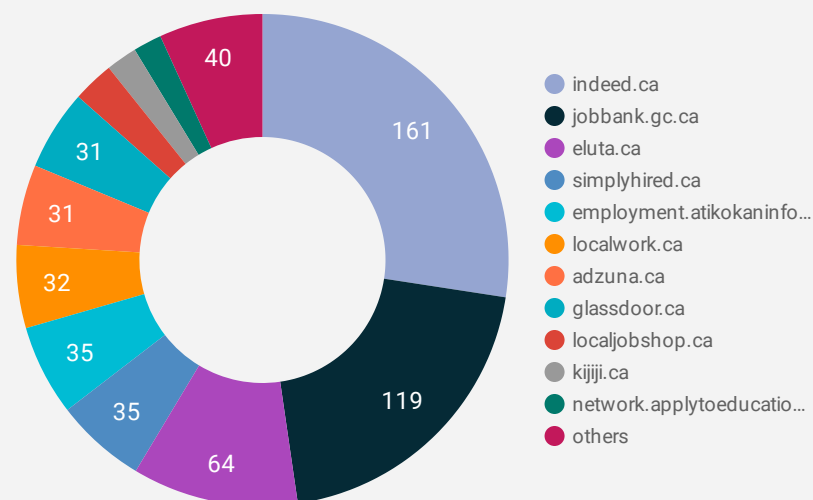
JOB POSTINGS BY JOB BOARD

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	386	19	20	161
2.	eluta.ca	287	21	20	64
3.	jobbank.gc.ca	256	43	23	119
4.	network.applytoeducation.com	125	25	7	11
5.	simplyhired.ca	99	18	20	35
6.	adzuna.ca	78	14	14	31
7.	employment.atikokaninfo.com	65	18	13	35
8.	lwdh.talentpoolbuilder.com	60	56	29.5	1
9.	localwork.ca	59	13	6	32
10.	riversidehealthcare.ca	50	124	83.5	4
11.	glassdoor.ca	46	19	20	31
12.	localjobshop.ca	34	27	29	16
13.	career17.sapsf.com	31	29	17.5	1
14.	gojobs.gov.on.ca	20	31	17	10
15.	kijiji.ca	18	15	15	12
16.	metisnation.org	16			1
17.	drhc.on.ca	13			1

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