Job Demand Report

**NORTHWEST TRAINING &
ADJUSTMENT BOARD**

Report Filters

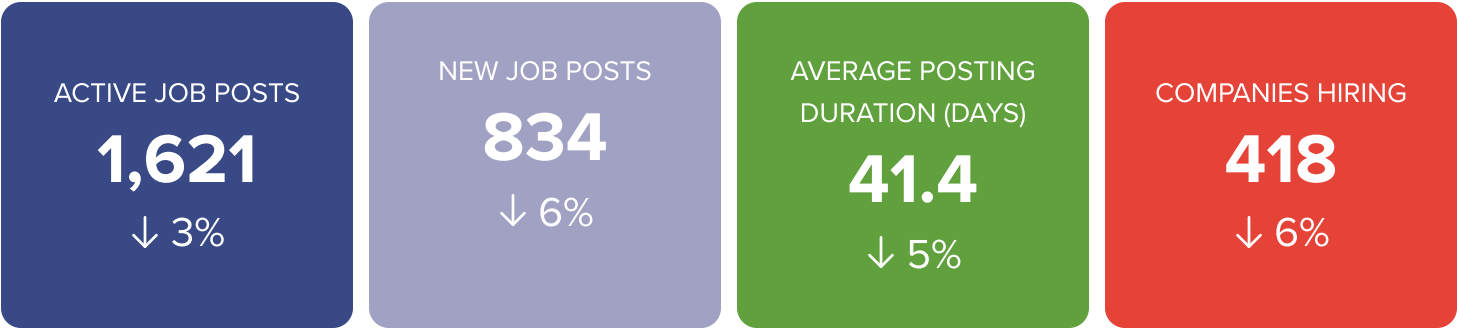**Jobs Active During**:   July 2023

This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.
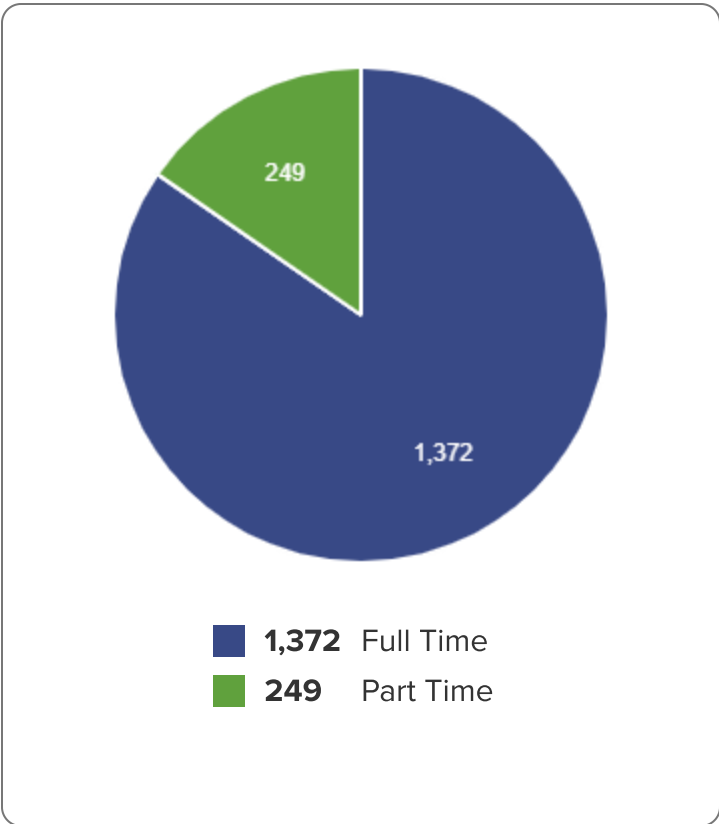
Snapshot

Quick Statistics

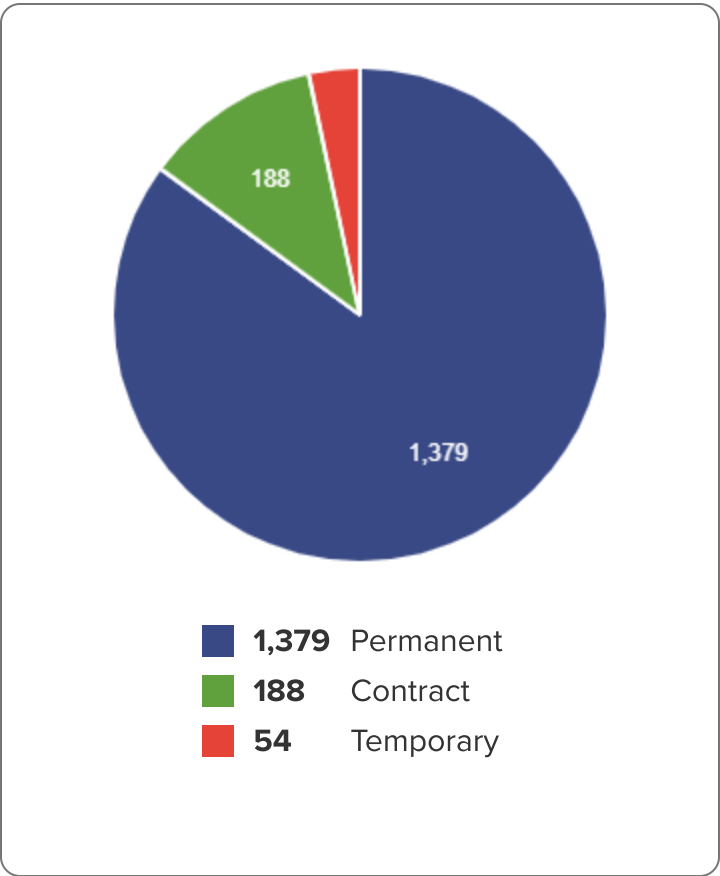The following metrics include the % increase/decrease over the previous period.

ACTIVE JOB POSTS **1,621** ↓ 3%	**NEW JOB POSTS** **834** ↓ 6%	**AVERAGE POSTING DURATION (DAYS)** **41.4** ↓ 5%	**COMPANIES HIRING** **418** ↓ 6%

Job Type

Full time vs. Part time.

■	**1,372**	Full Time
■	**249**	Part Time

Job Duration

Permanency of jobs posted.

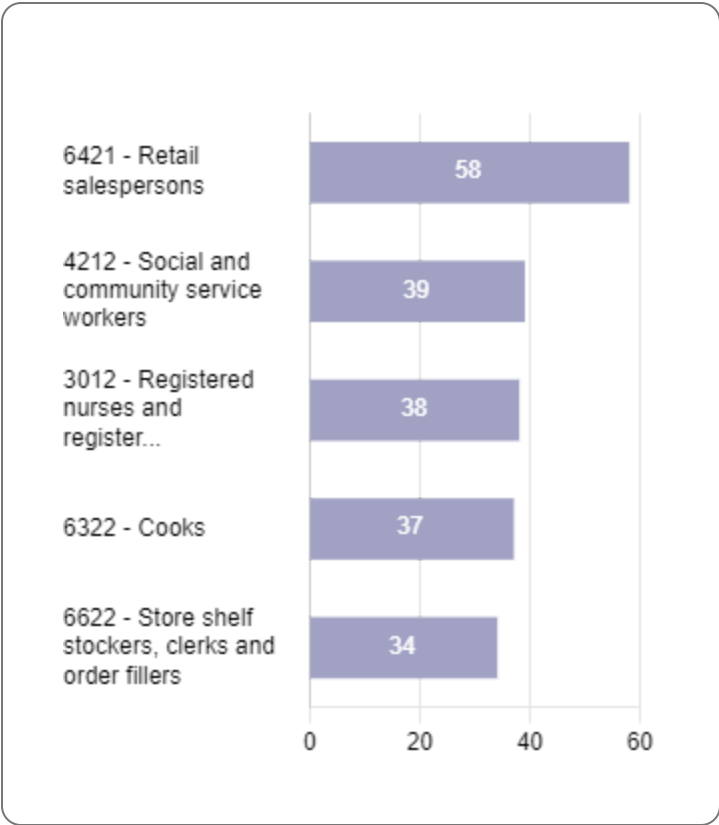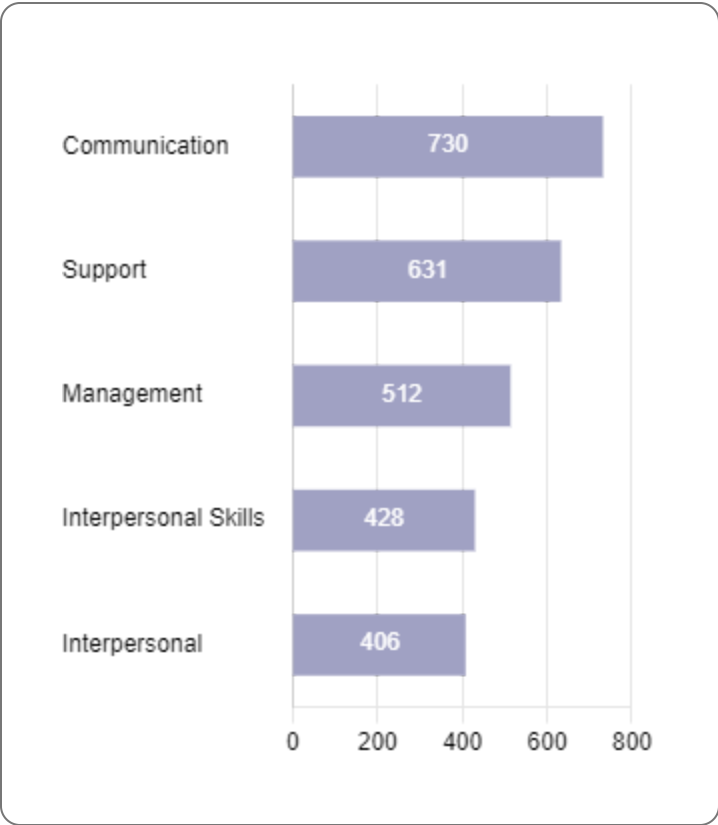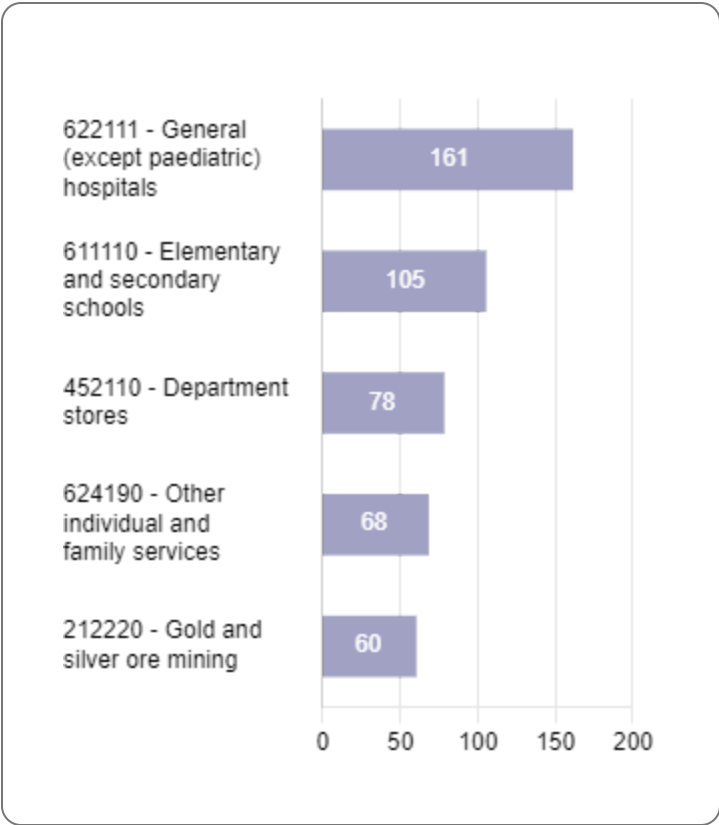|		
■	**1,379**	Permanent
■	**188**	Contract
■	**54**	Temporary

Top Occupations

Top in-demand occupations based on posting count.

Top Skills

Top in-demand skills based on posting count.

Top Sectors

Top in-demand sectors based on posting count.

Sector	Count
622111 - General (except paediatric) hospitals	161
611110 - Elementary and secondary schools	105
452110 - Department stores	78
624190 - Other individual and family services	68
212220 - Gold and silver ore mining	60

Top Hiring Employers

Top employers based on hiring activity.

Employer	Count
Lake Of The Woods District Hospital	86
Keewatin-Patricia District School Board	62
New Gold Inc	53
Walmart Canada	51
The Ontario Public Services, Ministry of Northe...	37
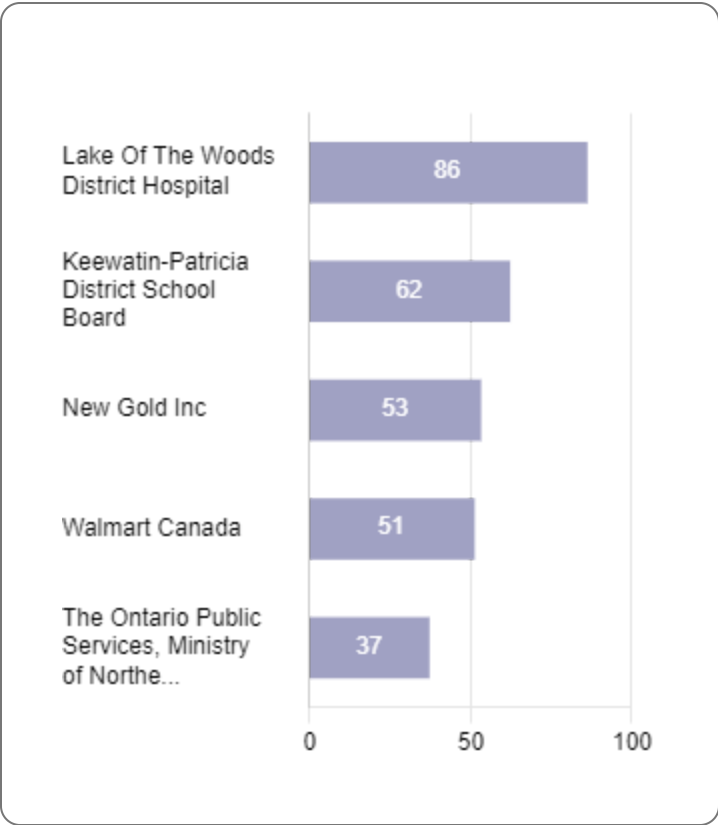
Top Locations

Top locations based on job posting count.

Location	Count
City Of Dryden	407
Town Of Sioux Lookout	207
Town Of Fort Frances	
Atikokan Township	
Town Of Red Lake	
Township Of Ear Falls	
Township Of Pickle Lake	
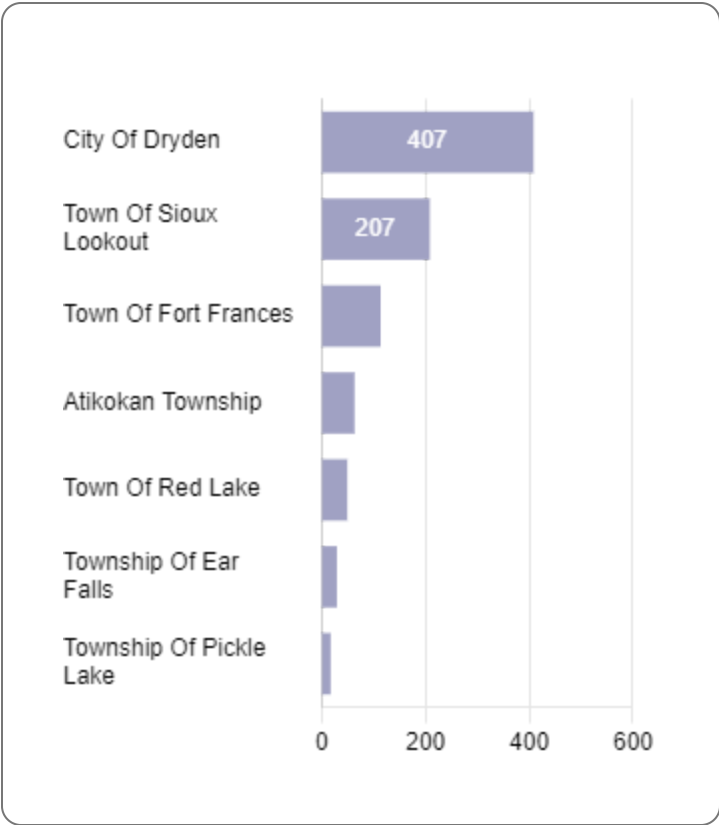
Top Languages

Top language skills being recruited for.

Language	Count
Bilingual Language Jobs	19
French Language Jobs	10
Mandarin Language Jobs	5
Punjabi Language Jobs	5
Cantonese Language Jobs	
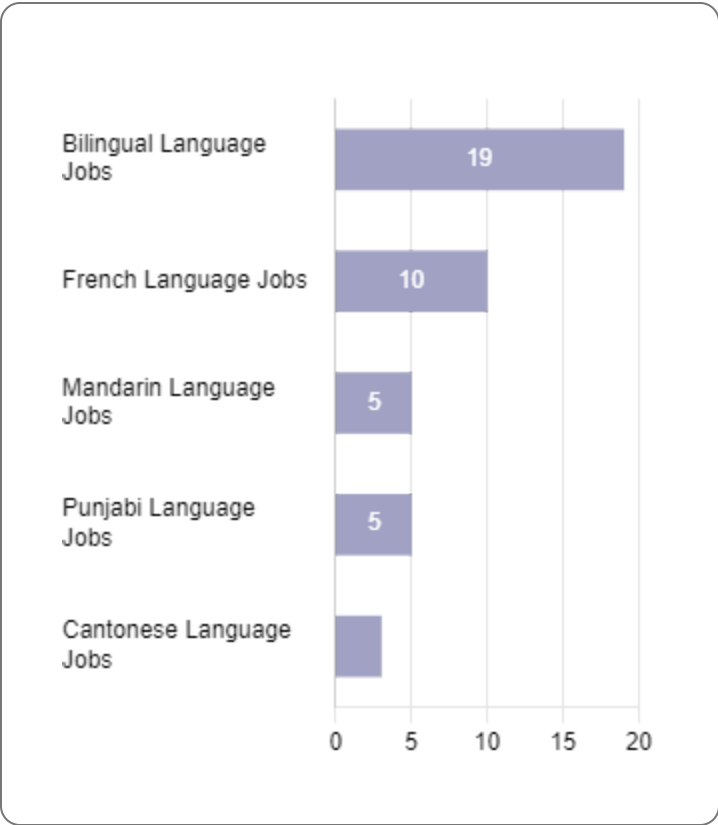
Trends

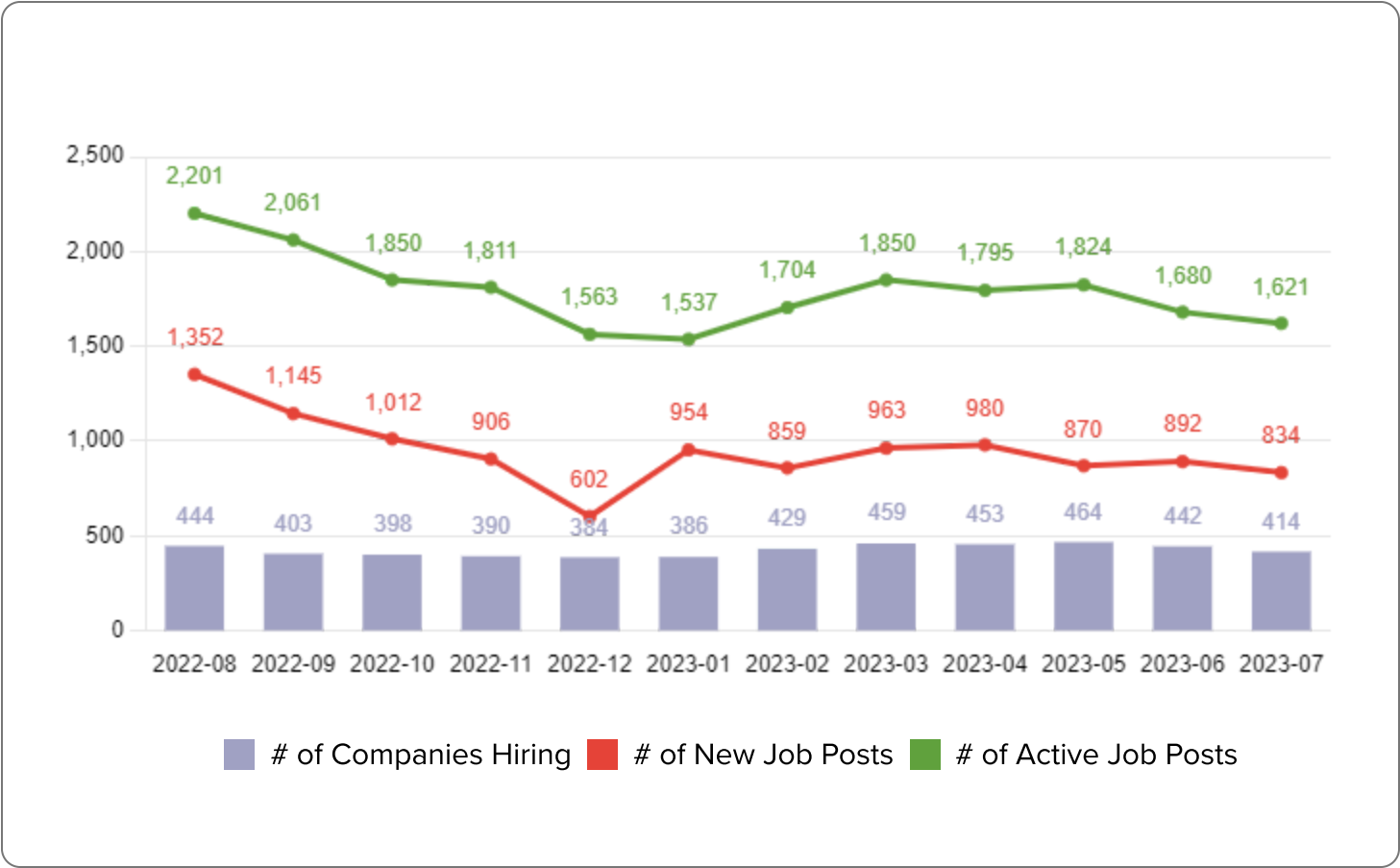## Job Post Trends

The number of new job posts, active job posts, and companies hiring over the last 12 months.

Sector Trends

Data based on number of job postings over the last 12 months.

GROWING SECTORS	TOP GROWTH SECTOR	TOP DECLINE SECTOR
14	**Agriculture, forestry, fishing and hunting**	**Administrative and support, waste management and remediation services**
59%	↑ 30%	↓ 54%

Top Growing Sectors

Top growing sectors based on number of job postings over the last 12 months.

2-Digit NAICS Code	NAICS Label ⬍	Posting Count (Previous) ⬍	Posting Count (Current) ⬍	Change (%) ⬍
11	Agriculture, forestry, fishing and hunting	60	78	↑ 30
55	Management of companies and enterprises	125	158	↑ 27
54	Professional, scientific and technical services	524	638	↑ 22
91	Public administration	1,107	1,288	↑ 17
44	Retail trade	983	1,141	↑ 17

Top Declining Sectors

Top declining sectors based on number of job postings over the last 12 months.

2-Digit NAICS Code	NAICS Label ⬍	Posting Count (Previous) ⬍	Posting Count (Current) ⬍	Change (%) ⬍
56	Administrative and support, waste management and remediation services	1,480	678	↓ 54
52	Finance and insurance	473	354	↓ 25
49	Transportation and warehousing	395	314	↓ 20
71	Arts, entertainment and recreation	59	47	↓ 20
48	Transportation and warehousing	307	275	↓ 10

Occupation Trends

Data based on number of job postings over the last 12 months.

GROWING OCCUPATIONS

206

72%

TOP GROWTH OCCUPATION

Customer services representatives - financial institutions

↑ 2,200%

TOP DECLINE OCCUPATION

Couriers, messengers and door-to-door distributors

↓ 85%

Top Growing Occupations

Top growing occupations based on number of job postings over the last 12 months.

NOC Code	NOC Label ⬍	Posting Count (Previous) ⬍	Posting Count (Current) ⬍	Change (%) ⬍
6551	Customer services representatives - financial institutions	1	23	↑ 2,200
1252	Health information management occupations	1	9	↑ 800
7622	Railway and motor transport labourers	3	24	↑ 700
8221	Supervisors, mining and quarrying	1	8	↑ 700
2271	Air pilots, flight engineers and flying instructors	1	7	↑ 600

Top Declining Occupations

Top declining occupations based on number of job postings over the last 12 months.

NOC Code	NOC Label ⬍	Posting Count (Previous) ⬍	Posting Count (Current) ⬍	Change (%) ⬍
1513	Couriers, messengers and door-to-door distributors	14	2	↓ 85
2174	Computer programmers and interactive media developers	6	1	↓ 83
1112	Financial and investment analysts	14	3	↓ 78
6563	Pet groomers and animal care workers	12	3	↓ 75
9617	Labourers in food and beverage processing	8	2	↓ 75

Occupations

Demand by Occupation

Which occupations are hard to fill, or in demand?

NOC Code ⬍	NOC Label ⬍	Posting Count ⬍
6421	Retail salespersons	58
4212	Social and community service workers	39
3012	Registered nurses and registered psychiatric nurses	38
6322	Cooks	37
6622	Store shelf stockers, clerks and order fillers	34

Demand by Occupational Category

Which occupational categories are hard to fill, or in demand?

Occupational Category	Count
6 - Sales and service occupations	356
7 - Trades, transport and equipment operato...	154
1 - Business, finance and administrati...	144
3 - Health occupations	107
4 - Occupations in education, law and social, communi...	87
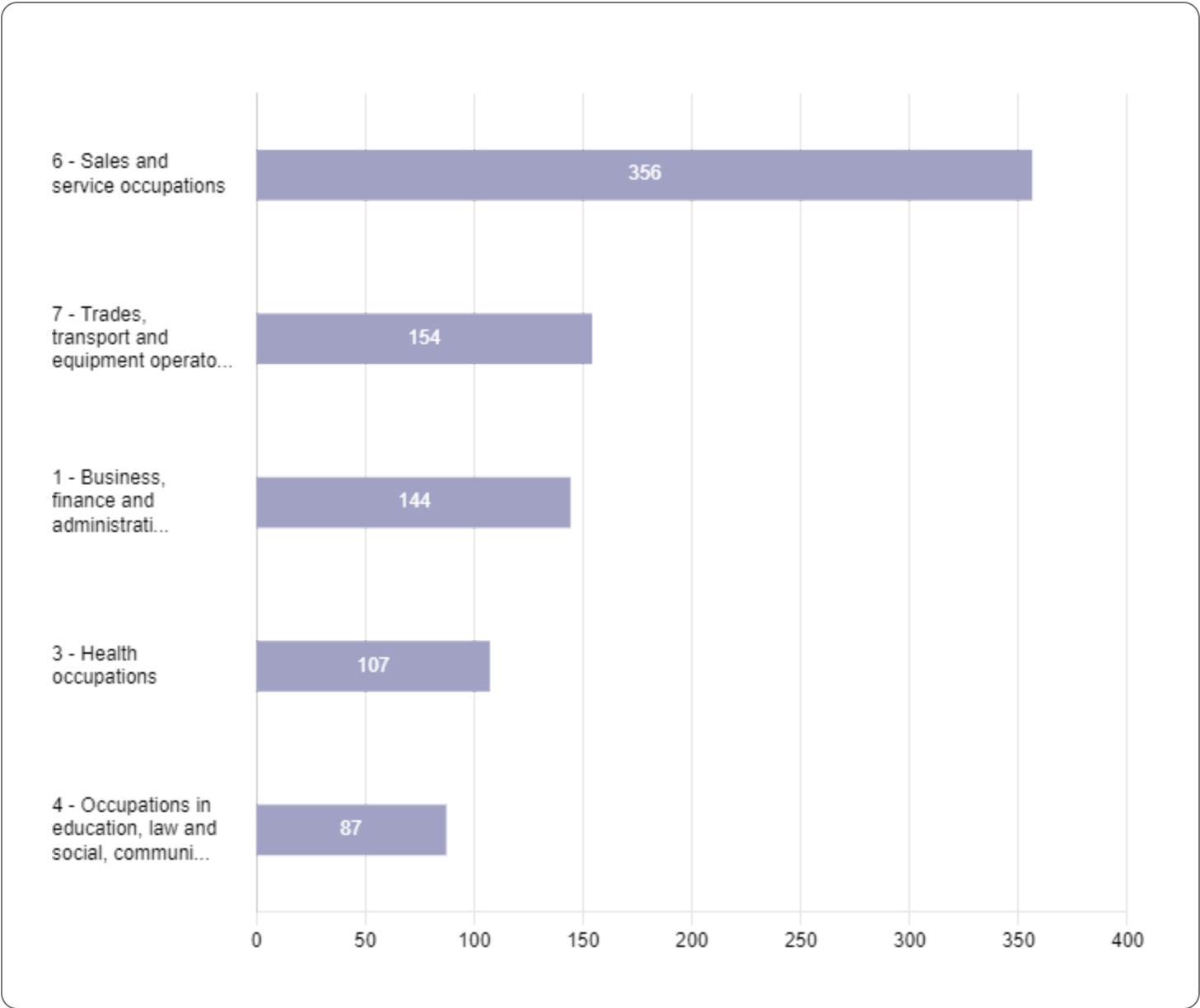
Demand by Major Group

Which major groups are hard to fill, or in demand?

NOC Code ⬍	NOC Label ⬍	Posting Count ⬍
67	Service support and other service occupations, n.e.c.	77
63	Service supervisors and specialized service occupations	75
64	Sales representatives and salespersons - wholesale and retail trade	59
66	Sales support occupations	54
75	Transport and heavy equipment operation and related maintenance occupations	53

Demand by Minor Group

Which minor groups are hard to fill, or in demand?

NOC Code ⬍	NOC Label ⬍	Posting Count ⬍
642	Retail salespersons	58
673	Cleaners	45
421	Paraprofessional occupations in legal, social, community and education services	44

NOC Code ⬍	NOC Label ⬍	Posting Count ⬍
632	Chefs and cooks	41
301	Professional occupations in nursing	40

Skills & Experience

Top In-Demand Skills

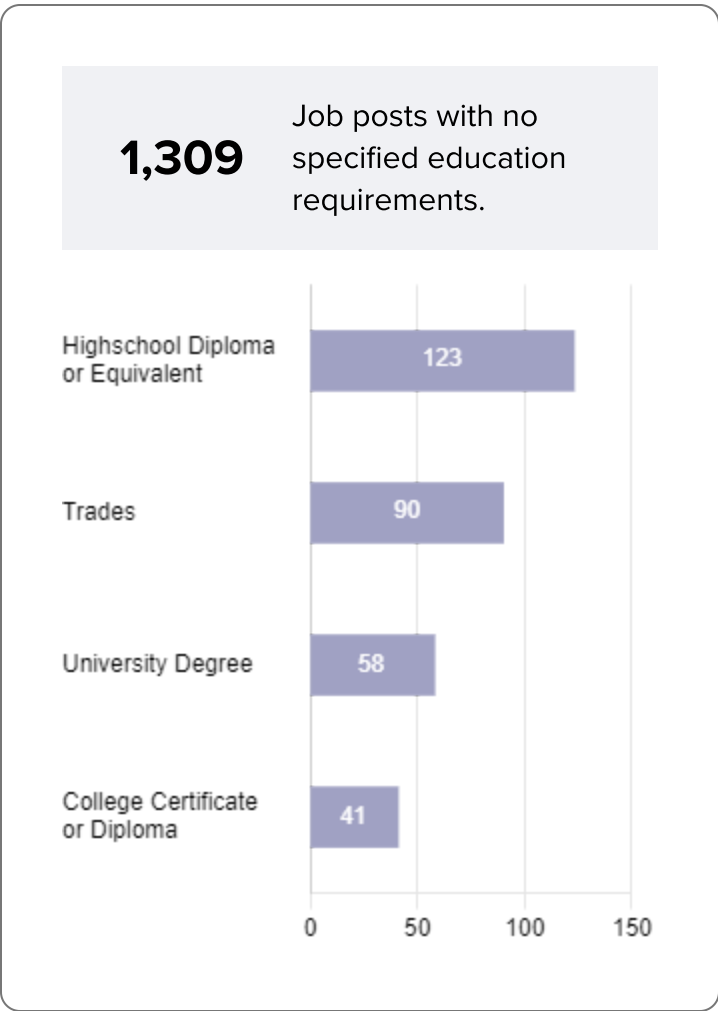How many times were these skills found in job postings?

ACTIVE JOB POSTS
1,621

730 communication	**631** Support	
512 Management	**428** Interpersonal Skills	**406** Interpersonal
357 Customer Service	**341** Operations	**271** Organization

Experience Insights

A look at published experience requirements.

1,319 Job posts with no specified experience requirements.

Experience	Count
2+ Years	91
1+ Years	74
3+ Years	65
5+ Years	40
10+ Years	
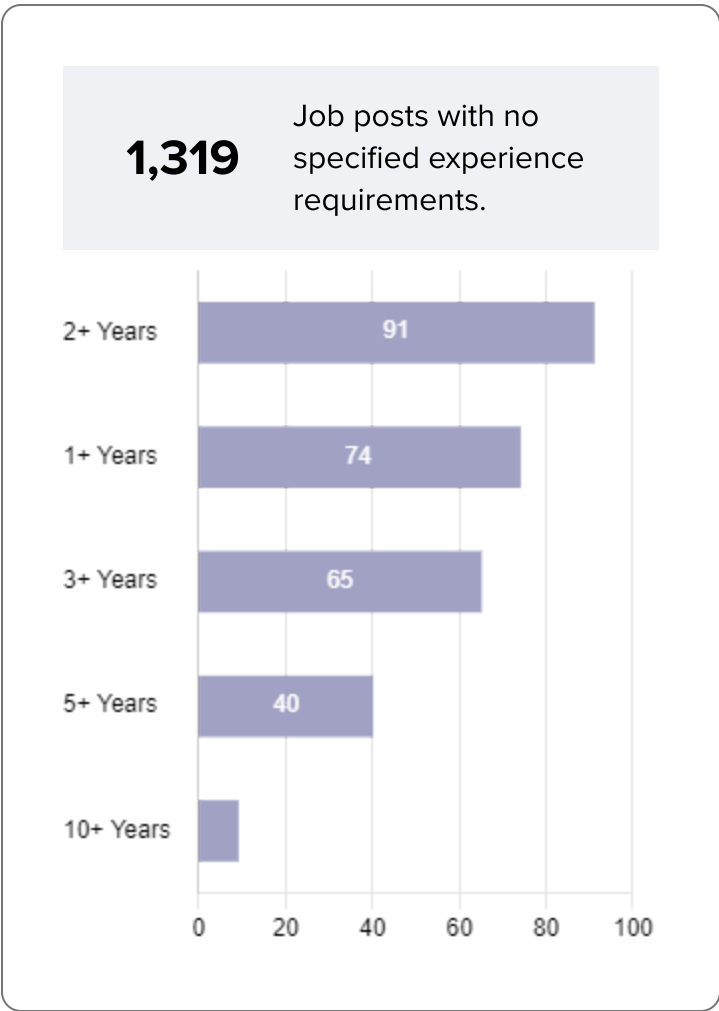
Education Insights

A look at published education requirements.

1,309 Job posts with no specified education requirements.

Education	Count
Highschool Diploma or Equivalent	123
Trades	90
University Degree	58
College Certificate or Diploma	41

Key Job Requirements

How often are these requirements desired in job postings?

1,621
Active Job Posts

84
Microsoft Office

85
First Aid

166
Criminal Record Check

103
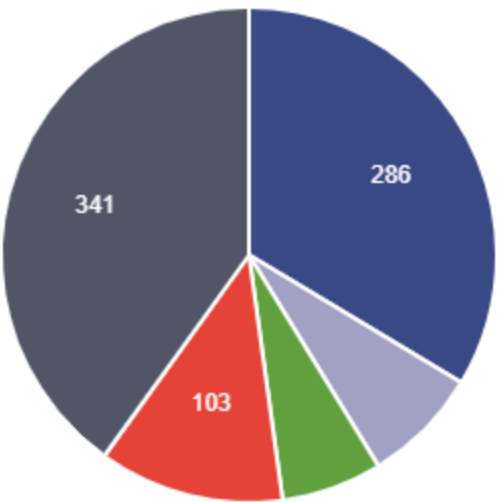Regular Access to a Vehicle

41
Food Safety

Postings by NOC Skill Level

What skills are employers looking for by occupational skill level?

- **286** Intermediate Occupations
- **65** Laboring and Elemental Occupations
- **56** Management Jobs
- **103** Professional Occupations
- **341** Technical, Paraprofessional and Skilled Occupations

Skills & Knowledge

Browse the table below to discover how often skills and knowledge are specified in job postings.

Skills & Knowledge ⬍	Frequency ⬍
❯ Knowledge	5,853
❯ Skills	9,860
❯ Tools and Technologies	1,987

Wages & Benefits

Quick Statistics

The following metrics include the % increase/decrease over the previous period.

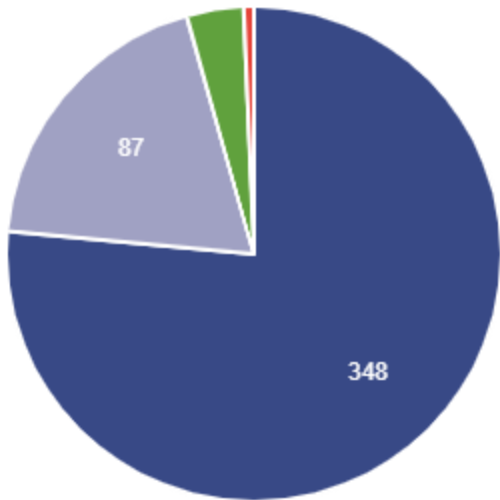| AVERAGE POSTED WAGE	MEDIAN POSTED WAGE
$28.21	**$25**
↑ 6%	↑ 5%

Published Wages/Salaries

What percentage of job postings include wage or salary information?
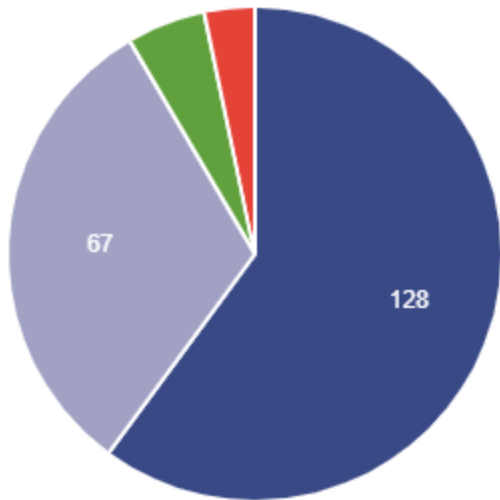
1,166 Job posts with no specified wage/salary.

- **348** Hourly Wage/Salary
- **87** Yearly Wage/Salary
- **17** Weekly Wage/Salary
- **3** Daily Wage/Salary

Advertised Benefits

What percentage of job postings include benefit information?

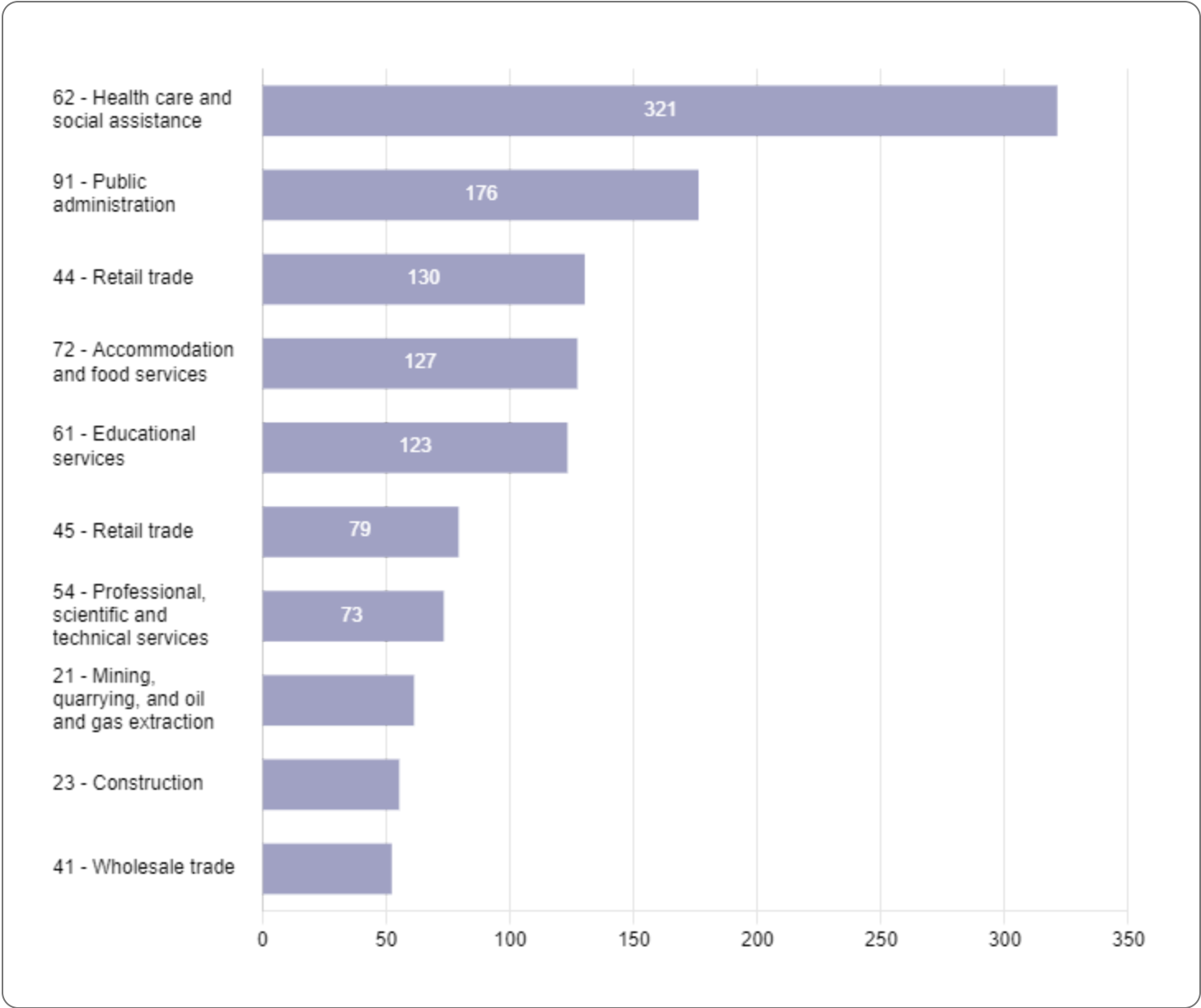**1,408** Job posts with no specified benefits.

- **128** Health Only
- **67** Health & Dental Only
- **11** Dental Only
- **7** Vision Only

Sectors

Top Focus Sectors

How many job postings were active for at least 1 day in a given month?

Sector	Value
62 - Health care and social assistance	321
91 - Public administration	176
44 - Retail trade	130
72 - Accommodation and food services	127
61 - Educational services	123
45 - Retail trade	79
54 - Professional, scientific and technical services	73
21 - Mining, quarrying, and oil and gas extraction	
23 - Construction	
41 - Wholesale trade	

Top Hiring Sectors

What sectors are hiring?

	NAICS Code	NAICS Label	Posting Count
>	11	Agriculture, forestry, fishing and hunting	12
>	21	Mining, quarrying, and oil and gas extraction	61
>	22	Utilities	6
>	23	Construction	55
>	31,32,33	Manufacturing	58
>	41	Wholesale trade	52
>	44,45	Retail trade	209
>	48,49	Transportation and warehousing	66
>	51	Information and cultural industries	12
>	52	Finance and insurance	44
>	53	Real estate and rental and leasing	4
>	54	Professional, scientific and technical services	73
>	55	Management of companies and enterprises	24
>	56	Administrative and support, waste management and remediation services	30
>	61	Educational services	123

>	62	Health care and social assistance	321
>	71	Arts, entertainment and recreation	5
>	72	Accommodation and food services	127
>	81	Other services (except public administration)	17
>	91	Public administration	176

Job postings may be double-counted to less specific NAICS categories if they are posted by an employer belonging to more than one 6-digit NAICS classification. This accounts for roughly 5% of all employers, and roughly 11% of all job postings.

Employers

Top Hiring Companies

What companies are hiring?

Company	Location ⬍	Active Job Posts ⬍
Lake Of The Woods District Hospital	Kenora	86
Walmart Canada	Dryden	78
Keewatin-Patricia District School Board	Kenora	62
New Gold Inc	N/A	53
The Ontario Public Services, Ministry of Northern Development	N/A	37
Canada Post - Postes Canada	N/A	35

Company	Location ⇕	Active Job Posts ⇕
La Verendrye General Hospital	Fort Frances	29
Canadian Mental Health Association	Fort Frances	27
Sioux Lookout Meno Ya Win Health Centre	Sioux Lookout	27
Domtar Inc.	N/A	23

Locations

Job Postings by Regional Municipalities, Counties, United Counties, or Districts

What specific locations are job opportunities being offered?

Location ⬍	Active Job Posts ⬍
Kenora District	1,361
Rainy River District	198

Job Postings by Cities, Towns, Townships or Municipalities

In which regions are job opportunities being offered?

Region ⬍	Active Job Posts ⬍
City Of Dryden	407
Town Of Sioux Lookout	207
Town Of Fort Frances	113
Atikokan Township	62
Town Of Red Lake	48

Languages

Quick Statistics

The following metrics include the % increase/decrease over the previous period.

ACTIVE JOB POSTS	NEW JOB POSTS	COMPANIES HIRING
30 ↓ 18%	**16** ↑ 60%	**16** ↓ 30%

| TOTAL LANGUAGES	AVERAGE POSTING DURATION (DAYS)	MEDIAN POSTING DURATION (DAYS)
6 ↑ 20%	**59.0** ↓ 20%	**20.0** ↑ 0%
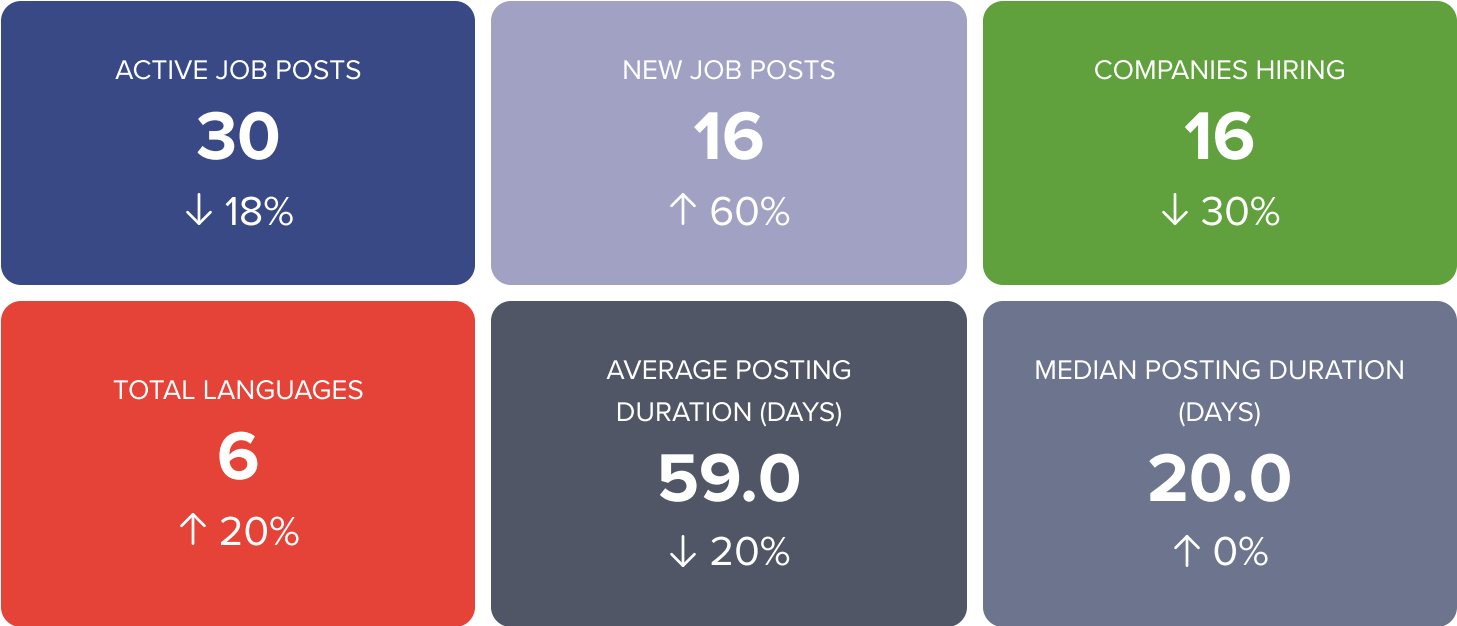
Postings by NOC Skill Level

What language skills are employers looking for by occupational skill level?
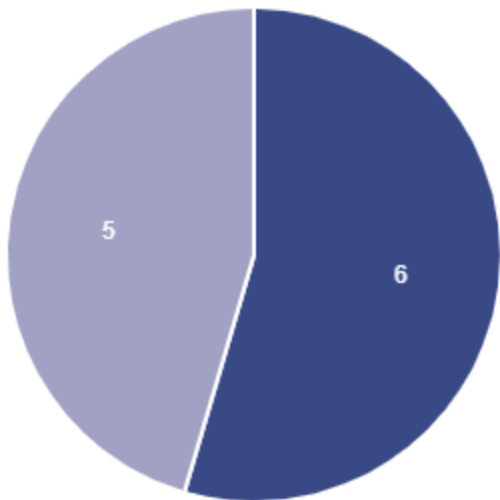
- **6** Intermediate Occupations
- **5** Technical, Paraprofessional and Skilled Occupations

Postings by Region

In which regions are multilingual job opportunities being offered?
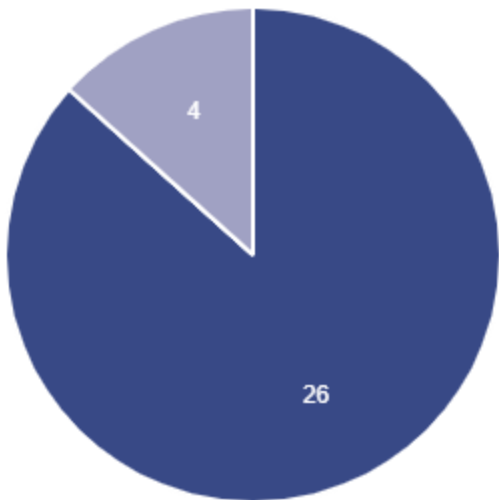
- **26** Kenora District
- **4** Rainy River District

Demand by Language

What kind of language skills do employers seek?

Language ⬍	Active Job Posts ⬍
Bilingual Language Jobs	7
French Language Jobs	5
Mandarin Language Jobs	4

Language ⬍	Active Job Posts ⬍
Punjabi Language Jobs	4
Cantonese Language Jobs	3