



# Job Demand Report

## October 2020

*Job posting data collected by the North Superior Workforce Planning Board from job boards and employer websites who recruit candidates in Northwestern Ontario.*

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL ACTIVE	NEW THIS MONTH	COMPANIES	JOB BOARDS
1,837	1,414	580	18

#### # OF DAYS POSTED

AVERAGE	MEDIAN
11	11

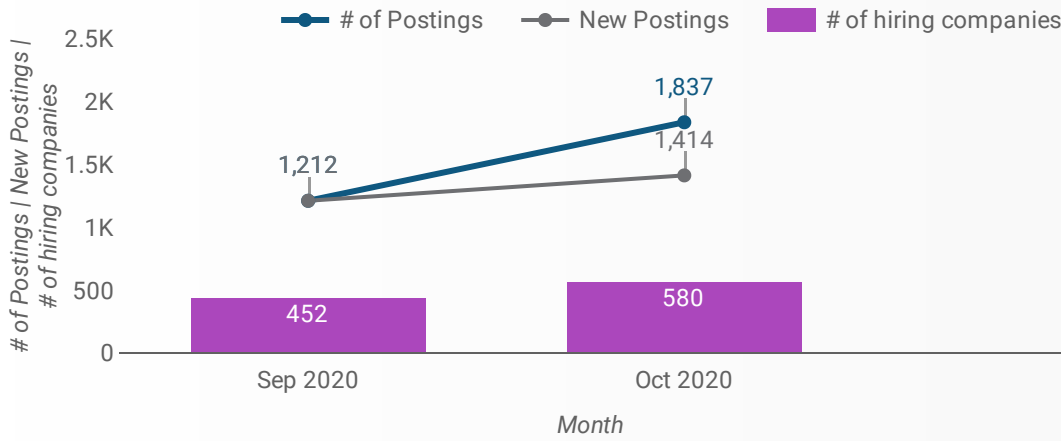
## REPORT BUILDER

*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.*

MUNICIPALITY	JOB TYPE	JOB DURATION
JOB BOARD	ADDITIONAL LANGUA...	QUICK FIND
SKILL LEVEL		
SKILL TYPE NAME / 1-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
MAJOR GROUP / 2-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
MINOR GROUP / 3-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
UNIT GROUP / 4-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE		
COMPANY OR EMPLOYMENT AGENCY		

## JOB POSTINGS BY MONTH

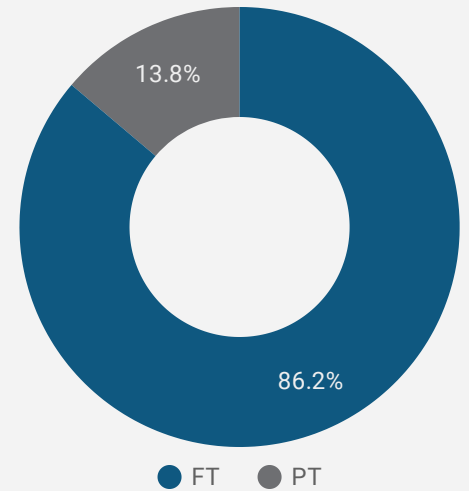
How many job postings were active for at least 1 day this month?



NOTE: This graph cannot be filtered using the controls on the cover page

## JOB TYPE

Full-time vs Part-time



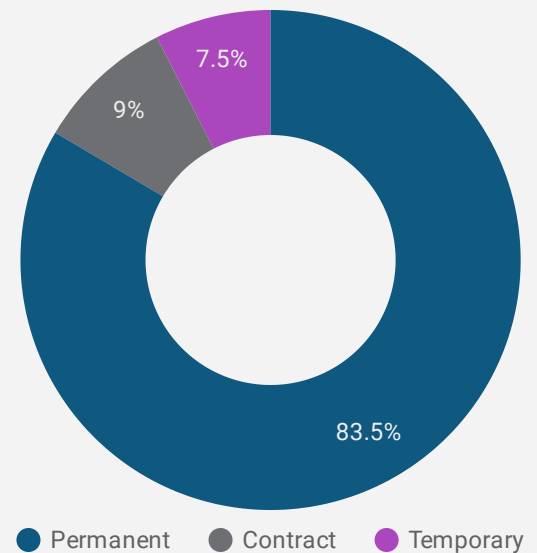
## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Thunder Bay	1,519	11	12
2.	Marathon	74	15	15
3.	Greenstone	67	14	11
4.	Oliver Paipoonge	34	5	2
5.	Nipigon	21	11	10
6.	Fort William First Nation	16	15	12.5
7.	Manitouwadge	13	13	12
8.	Terrace Bay	13	10	10

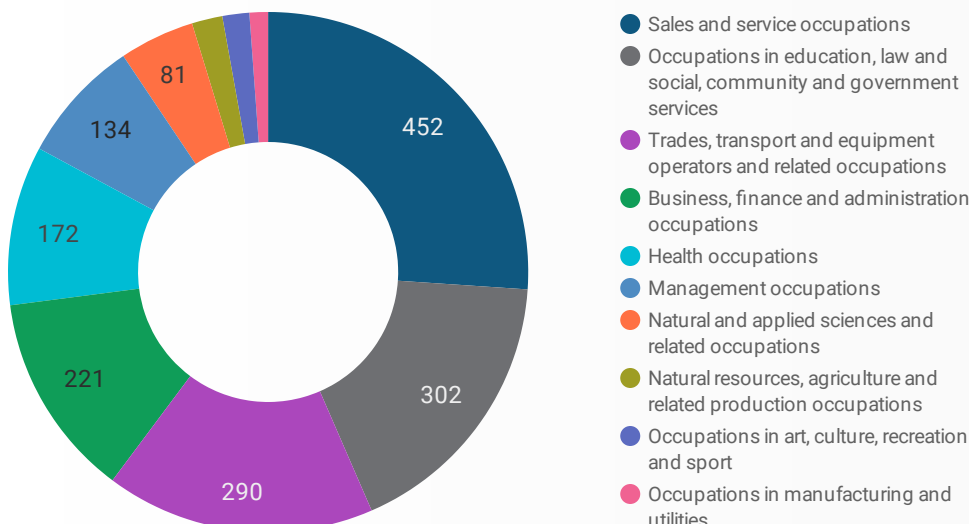
## JOB DURATION

Permanency of jobs posted



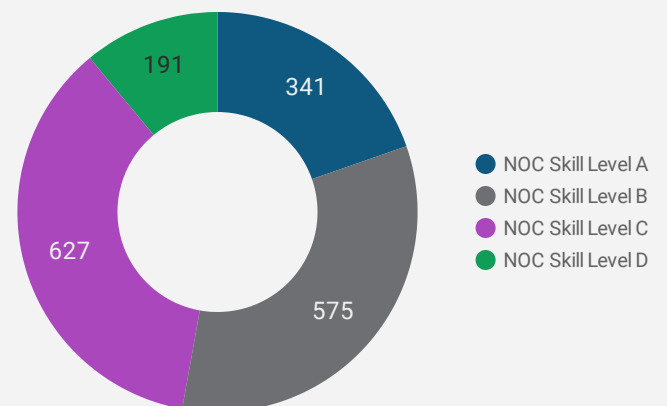
## JOB POSTINGS BY SKILL TYPE

What skill type 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 OCCUPATIONS

What kind of jobs are in-demand?

	4 DIGIT NOC NAME	POSTINGS ▾
1.	null	103
2.	Social and community service workers	94
3.	Home support workers, housekeepers and related occupations	88
4.	Retail salespersons	75
5.	Security guards and related security service occupations	49
6.	Retail and wholesale trade managers	44
7.	Delivery and courier service drivers	44
8.	Cooks	41
9.	Transport truck drivers	38
10.	Licensed practical nurses	36
11.	Other customer and information services representatives	36
12.	Light duty cleaners	32
13.	Food counter attendants, kitchen helpers and related support occupations	32
14.	Registered nurses and registered psychiatric nurses	30
15.	Dental assistants	26
16.	Administrative assistants	25
17.	Receptionists	24
18.	Construction millwrights and industrial mechanics	22
19.	Material handlers	22
20.	Construction trades helpers and labourers	22
21.	Other financial officers	20
22.	General office support workers	20
23.	Administrative officers	20
24.	Janitors, caretakers and building superintendents	19
25.	Cashiers	19
26.	Food and beverage servers	19
27.	Managers in social, community and correctional services	17
28.	Early childhood educators and assistants	17
29.	Accounting and related clerks	16
30.	Electricians (except industrial and power system)	16

## TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS ▾
1.	St Joseph's Care Group	75
2.	Dilico Anishinabek Family Care	62
3.	Tikinagan Child & Family Services	61
4.	Thunder Bay Regional Health Sciences Centre	57
5.	Resolute Forest Products	51
6.	City of Thunder Bay	49
7.	Kijiji Jobs	49
8.	Barmenco Mine Services Canada Ltd	31
9.	Doordash	22
10.	Northwest Employment Works	21
11.	We Check	20
12.	VON Canada	19
13.	Jetstu	18
14.	Home Depot	17
15.	Valard Group of Companies	15
16.	Thunder Bay Indigenous Friendship Centre	15
17.	Beendigen	13
18.	IG Wealth Management	13
19.	Lakehead University	13
20.	Outland Camps	13
21.	Marriott International	11
22.	Staples Canada	11
23.	TJX Canada	11
24.	Westfort Family Dental	11
25.	Instacart Canada	11
26.	Canada Post - Postes Canada	11
27.	Leon's	11
28.	Southbridge Care Homes	10

## OCCUPATIONS BY FREQUENCY & LENGTH OF JOB POSTINGS

*What jobs are hard to fill and in-demand?*

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	4212	Social and community service workers	NOC Skill Level B	94	13	9.5
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	88	12	10.5
3.	6421	Retail salespersons	NOC Skill Level C	75	11	9.5
4.	6541	Security guards and related security service occupations	NOC Skill Level C	49	10	8
5.	621	Retail and wholesale trade managers	NOC Skill Level A	44	9	6
6.	7514	Delivery and courier service drivers	NOC Skill Level C	44	7	2
7.	6322	Cooks	NOC Skill Level B	41	14	16
8.	7511	Transport truck drivers	NOC Skill Level C	38	16	16
9.	3233	Licensed practical nurses	NOC Skill Level B	36	11	14
10.	6552	Other customer and information services representatives	NOC Skill Level C	36	10	9
11.	6731	Light duty cleaners	NOC Skill Level D	32	12	15
12.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	32	14	15
13.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	30	11	9.5
14.	3411	Dental assistants	NOC Skill Level C	26	8	5
15.	1241	Administrative assistants	NOC Skill Level B	25	12	13
16.	1414	Receptionists	NOC Skill Level C	24	11	15
17.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	22	7	8
18.	7611	Construction trades helpers and labourers	NOC Skill Level D	22	14	16
19.	7452	Material handlers	NOC Skill Level C	22	11	12.5
20.	1221	Administrative officers	NOC Skill Level B	20	8	7
21.	1114	Other financial officers	NOC Skill Level A	20	11	10.5
22.	1411	General office support workers	NOC Skill Level C	20	13	14
23.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	19	15	16
24.	6513	Food and beverage servers	NOC Skill Level C	19	16	16
25.	6611	Cashiers	NOC Skill Level D	19	10	10
26.	423	Managers in social, community and correctional services	NOC Skill Level A	17	11	9
27.	4214	Early childhood educators and assistants	NOC Skill Level B	17	15	15
28.	7241	Electricians (except industrial and power system)	NOC Skill Level B	16	9	8
29.	1431	Accounting and related clerks	NOC Skill Level C	16	15	15
30.	7312	Heavy duty equipment mechanics	NOC Skill Level B	15	11	11.5

## JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and in-demand?

	3 DIGIT NOC	3 DIGIT NOC NAME	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	119	13	11
2.	441	Home care providers and educational support occupations	NOC Skill Level C	113	12	10
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	90	11	9
4.	642	Retail salespersons	NOC Skill Level C	75	11	9.5
5.	673	Cleaners	NOC Skill Level D	59	13	15
6.	655	Customer and information services representatives	NOC Skill Level C	51	12	12.5
7.	323	Other technical occupations in health care	NOC Skill Level B	49	10	11
8.	632	Chefs and cooks	NOC Skill Level B	49	14	16
9.	654	Security guards and related security service occupations	NOC Skill Level C	49	10	8
10.	141	General office workers	NOC Skill Level C	46	12	14.5
11.	062	Retail and wholesale trade managers	NOC Skill Level A	44	9	6

1 - 50 / 118 < >

## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

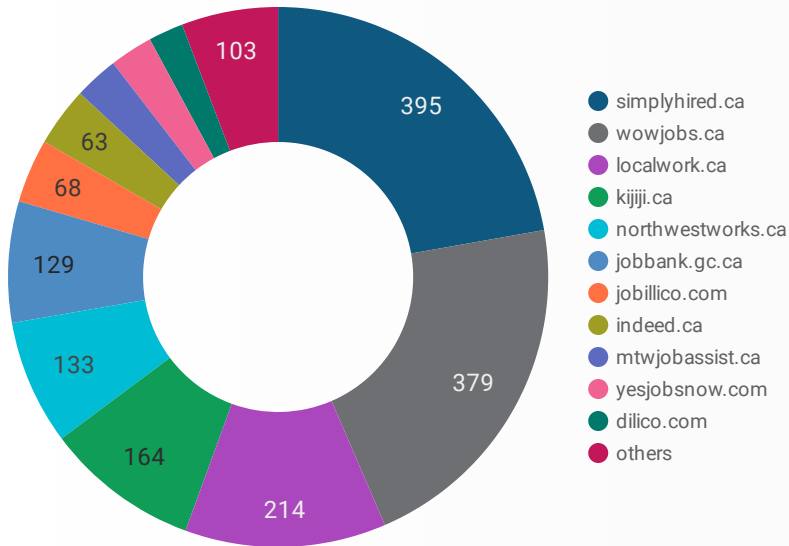
What jobs are hard to fill and in-demand?

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	130	12	13.5
2.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	119	13	11
3.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	118	11	11.5
4.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	116	13	11.5
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	100	13	15
6.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	82	10	9.5
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	77	10	11
8.	14	Office support occupations	NOC Skill Level C	74	13	15
9.	63	Service supervisors and specialized service occupations	NOC Skill Level B	71	14	15
10.	32	Technical occupations in health	NOC Skill Level B	69	11	11

1 - 42 / 42 < >

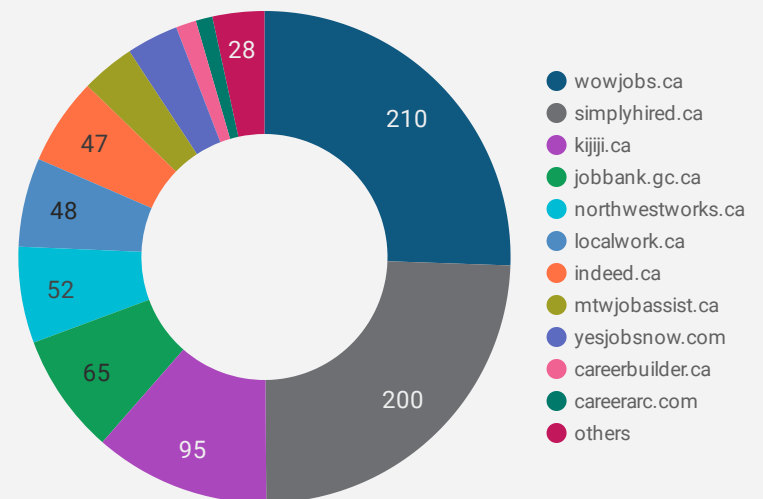
## JOB POSTINGS BY JOB BOARD

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.	simplyhired.ca	395	15	15	200
2.	wowjobs.ca	379	8	7	210
3.	localwork.ca	214	3	2	48
4.	kijiji.ca	164	16	16	95
5.	northwestworks.ca	133	15	13	52
6.	jobbank.gc.ca	129	20	16	65
7.	jobillico.com	68	9	8	8
8.	indeed.ca	63	4	2	47
9.	mtwjobassist.ca	47	22	21	29
10.	yesjobsnow.com	46	18	16	28
11.	dilico.com	37	22	24	1
12.	careerarc.com	36	17	14	9
13.	careerbuilder.ca	29	12	11	11
14.	afnoo.org	12	12	9	6
15.	aets.org	10	9	9	3
16.	workopolis.com	9	16	16	8
17.	gojobs.gov.on.ca	6	17	18.5	3