



# Job Demand Report

## NOVEMBER 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	1,278	629	18

#### # OF DAYS POSTED

AVERAGE	MEDIAN
13	15

## REPORT BUILDER

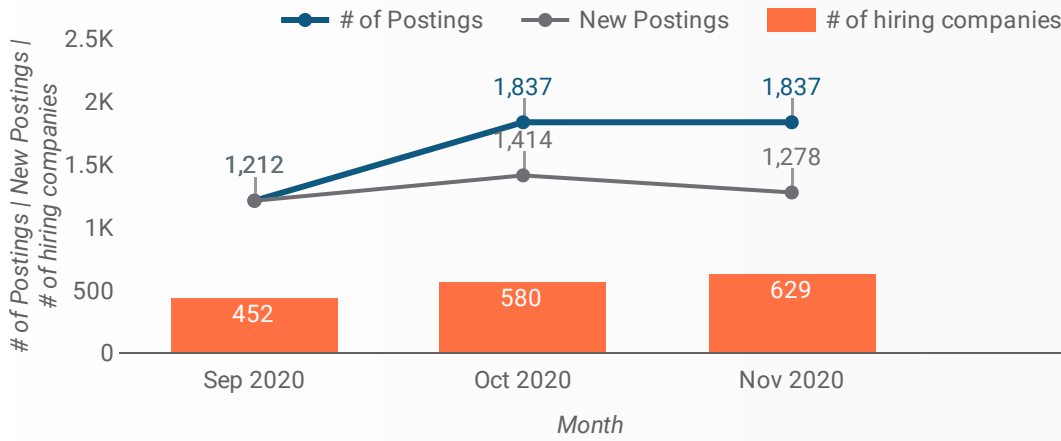
*The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.*

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

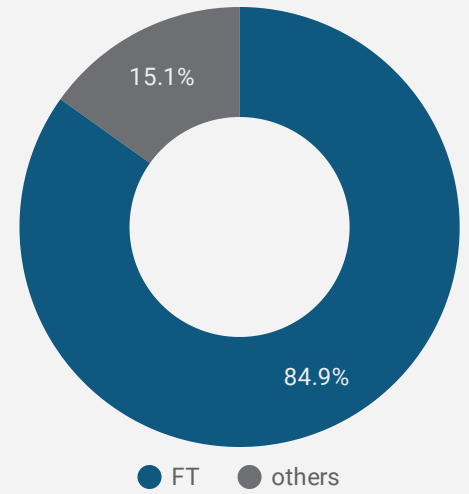
How many job postings were active for at least 1 day this month?



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

## JOB TYPE

Full-time vs Part-time



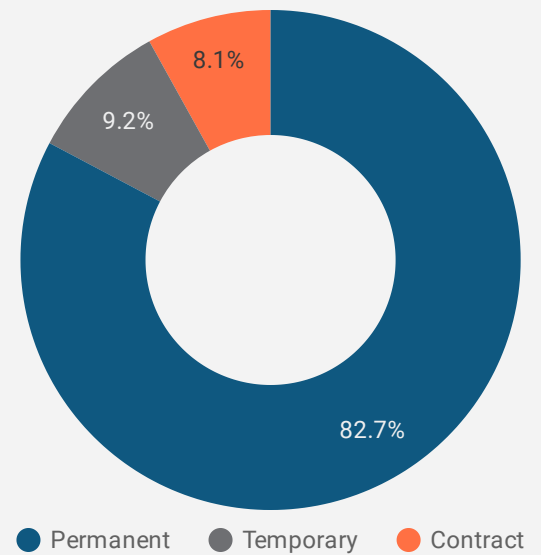
## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Thunder Bay	1,529	13	15
2.	Greenstone	74	15	15
3.	Marathon	67	23	16
4.	Nipigon	28	16	14
5.	Oliver Paiponge	26	7	3
6.	Fort William First Nation	22	14	14
7.	Terrace Bay	17	13	15
8.	Shuniah	10	12	14

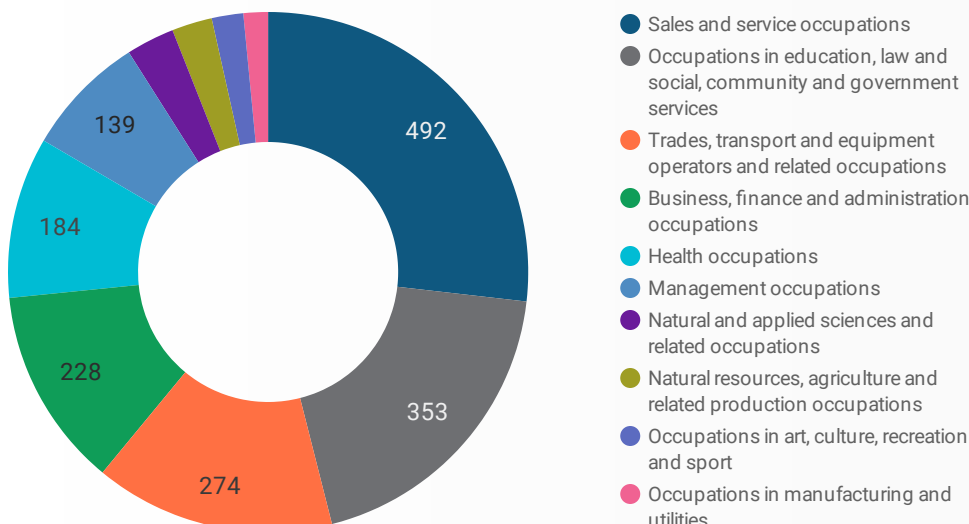
## JOB DURATION

Permanency of jobs posted



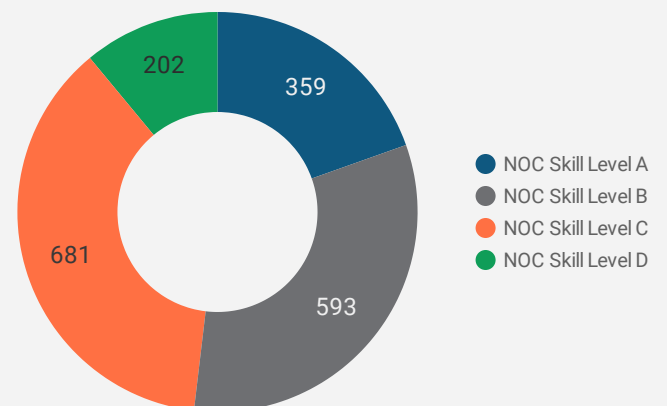
## JOB POSTINGS BY SKILL TYPE

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.	Social and community service workers	125
2.	Home support workers, housekeepers and related occupations	98
3.	Retail salespersons	76
4.	Other customer and information services representatives	60
5.	Security guards and related security service occupations	59
6.	Transport truck drivers	53
7.	Delivery and courier service drivers	50
8.	Licensed practical nurses	40
9.	Cooks	40
10.	Retail and wholesale trade managers	35
11.	Administrative assistants	35
12.	Registered nurses and registered psychiatric nurses	30
13.	Food counter attendants, kitchen helpers and related support occupations	30
14.	Light duty cleaners	29
15.	Cashiers	27
16.	Managers in social, community and correctional services	26
17.	General office support workers	24
18.	Landscaping and grounds maintenance labourers	24
19.	Material handlers	23
20.	Accounting and related clerks	20
21.	Dental assistants	19
22.	Couriers, messengers and door-to-door distributors	18
23.	Other financial officers	18
24.	Receptionists	18
25.	Janitors, caretakers and building superintendents	17
26.	Construction millwrights and industrial mechanics	17
27.	Elementary and secondary school teacher assistants	16
28.	Social workers	16
29.	Administrative officers	13
30.	Early childhood educators and assistants	13

## TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS ▾
1.	St Joseph's Care Group	79
2.	Dilico Anishinabek Family Care	65
3.	Tikinagan Child & Family Services	63
4.	Thunder Bay Regional Health Sciences Centre	58
5.	Kijiji Jobs	58
6.	City of Thunder Bay	36
7.	Resolute Forest Products	33
8.	Home Depot	22
9.	Beendigen	21
10.	Barmenco Mine Services Canada Ltd	18
11.	VON Canada	17
12.	We Check	16
13.	Lakehead University	16
14.	Staples Canada	14
15.	Outland Camps	13
16.	ParaMed Home Health Care	12
17.	Chartwell Retirement Residences	12
18.	Doordash	11
19.	FedEx Canada	11
20.	Bayshore	11
21.	GardaWorld	10
22.	Recipe Unlimited Corporation	10
23.	SE Health	10
24.	DST Consulting Engineers	10
25.	Geraldton District Hospital	10
26.	Giant Tiger	10
27.	Fountain Tire	9
28.	Westfort Family Dental	9



## 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	125	14	10
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	98	13	16
3.	6421	Retail salespersons	NOC Skill Level C	76	12	13
4.	6552	Other customer and information services representatives	NOC Skill Level C	60	11	12
5.	6541	Security guards and related security service occupations	NOC Skill Level C	59	12	13
6.	7511	Transport truck drivers	NOC Skill Level C	53	16	16
7.	7514	Delivery and courier service drivers	NOC Skill Level C	50	10	6.5
8.	3233	Licensed practical nurses	NOC Skill Level B	40	18	16
9.	6322	Cooks	NOC Skill Level B	40	18	16
10.	1241	Administrative assistants	NOC Skill Level B	35	15	15.5
11.	621	Retail and wholesale trade managers	NOC Skill Level A	35	12	13
12.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	30	16	10
13.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	30	17	16
14.	6731	Light duty cleaners	NOC Skill Level D	29	12	12
15.	6611	Cashiers	NOC Skill Level D	27	14	12
16.	423	Managers in social, community and correctional services	NOC Skill Level A	26	14	9
17.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	24	14	16
18.	1411	General office support workers	NOC Skill Level C	24	10	9
19.	7452	Material handlers	NOC Skill Level C	23	12	15
20.	1431	Accounting and related clerks	NOC Skill Level C	20	15	16
21.	3411	Dental assistants	NOC Skill Level C	19	13	9
22.	1513	Couriers, messengers and door-to-door distributors	NOC Skill Level C	18	8	7
23.	1414	Receptionists	NOC Skill Level C	18	15	16
24.	1114	Other financial officers	NOC Skill Level A	18	7	4
25.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	17	6	6.5
26.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	17	14	16
27.	4413	Elementary and secondary school teacher assistants	NOC Skill Level C	16	15	11
28.	4152	Social workers	NOC Skill Level A	16	12	9.5
29.	1221	Administrative officers	NOC Skill Level B	13	8	7
30.	4311	Food and beverage servers and assistants	NOC Skill Level D	12	16	16



## 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	144	13	10
2.	441	Home care providers and educational support occupations	NOC Skill Level C	124	13	15
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	118	13	15
4.	642	Retail salespersons	NOC Skill Level C	76	12	13
5.	655	Customer and information services representatives	NOC Skill Level C	65	11	12
6.	654	Security guards and related security service occupations	NOC Skill Level C	59	12	13
7.	673	Cleaners	NOC Skill Level D	54	13	16
8.	632	Chefs and cooks	NOC Skill Level B	50	17	16
9.	323	Other technical occupations in health care	NOC Skill Level B	49	16	14.5
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	46	14	16
11.	141	General office workers	NOC Skill Level C	43	13	12.5

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## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

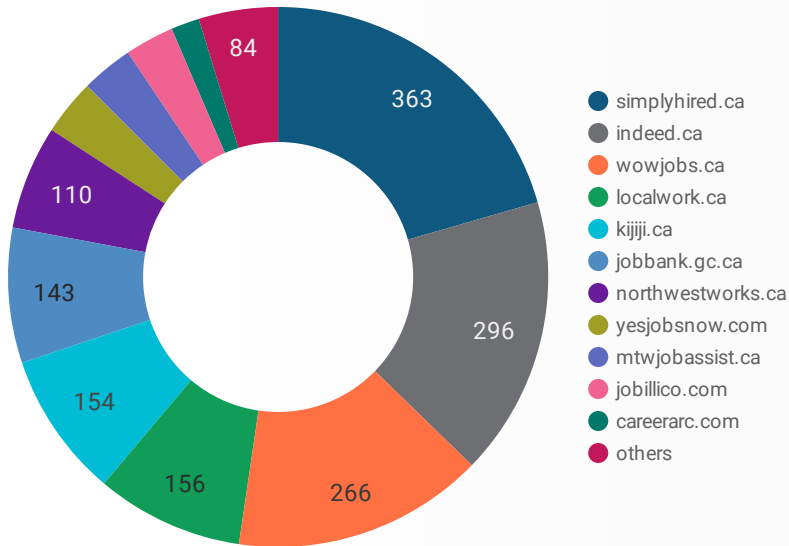
What jobs are hard to fill and in-demand?

	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	153	12	13
2.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	144	13	10
3.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	133	13	15
4.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	125	13	15
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	104	15	16
6.	32	Technical occupations in health	NOC Skill Level B	84	16	15
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	82	12	15
8.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	80	12	13
9.	63	Service supervisors and specialized service occupations	NOC Skill Level B	75	16	16
10.	14	Office support occupations	NOC Skill Level C	73	13	15

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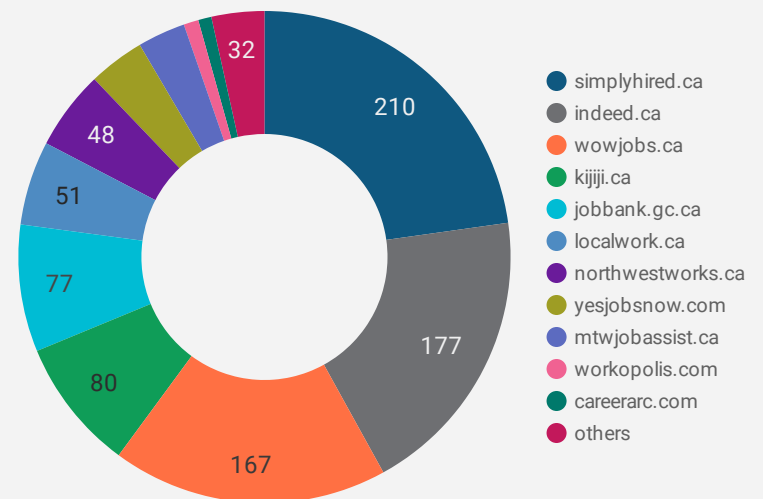
## JOB POSTINGS BY JOB BOARD

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	363	16	16	210
2.	indeed.ca	296	22	8	177
3.	wowjobs.ca	266	9	9	167
4.	localwork.ca	156	4	2	51
5.	kijiji.ca	154	16	16	80
6.	jobbank.gc.ca	143	17	16	77
7.	northwestworks.ca	110	22	19	48
8.	yesjobsnow.com	59	18	18	34
9.	mtwjobassist.ca	55	23	17	29
10.	jobillico.com	52	9	8	8
11.	careerarc.com	30	19	14.5	8
12.	dilico.com	26	38	53	1
13.	careerbuilder.ca	19	12	10	8
14.	workopolis.com	12	16	16	9
15.	aets.org	10	10	6.5	4
16.	gojobs.gov.on.ca	8	20	17	5
17.	afnoo.org	6	13	12.5	5