



# Job Demand Report

## DECEMBER 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
1,769	1,072	601	18

#### # OF DAYS POSTED

AVERAGE	MEDIAN
16	15

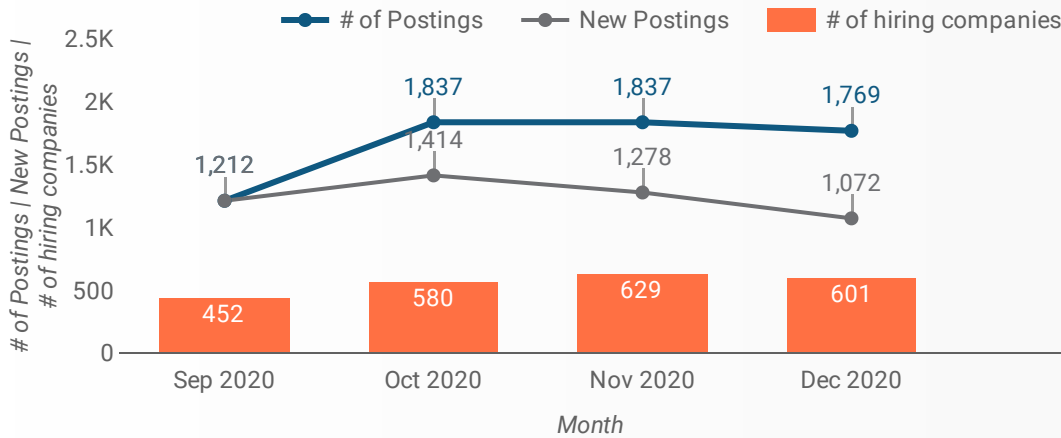
## REPORT BUILDER

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

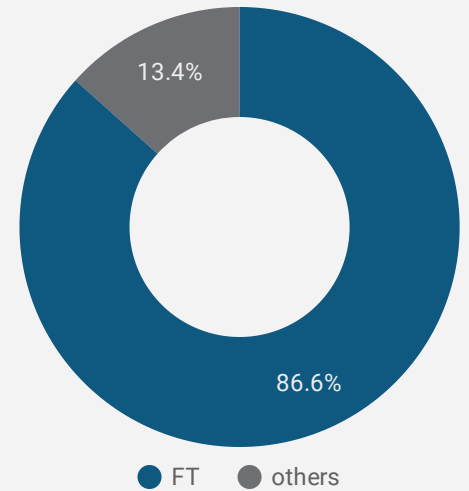
How many job postings were active for at least 1 day this month?



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

## JOB TYPE

Full-time vs Part-time



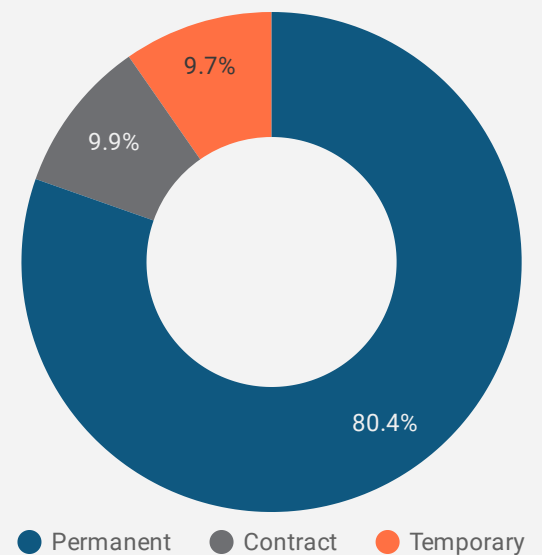
## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Thunder Bay	1,441	16	15
2.	Marathon	76	34	32
3.	Greenstone	68	17	15
4.	Nipigon	30	12	9
5.	Oliver Paiponge	27	6	3
6.	Shuniah	23	11	7
7.	Fort William First Nation	16	9	10
8.	Terrace Bay	14	17	16

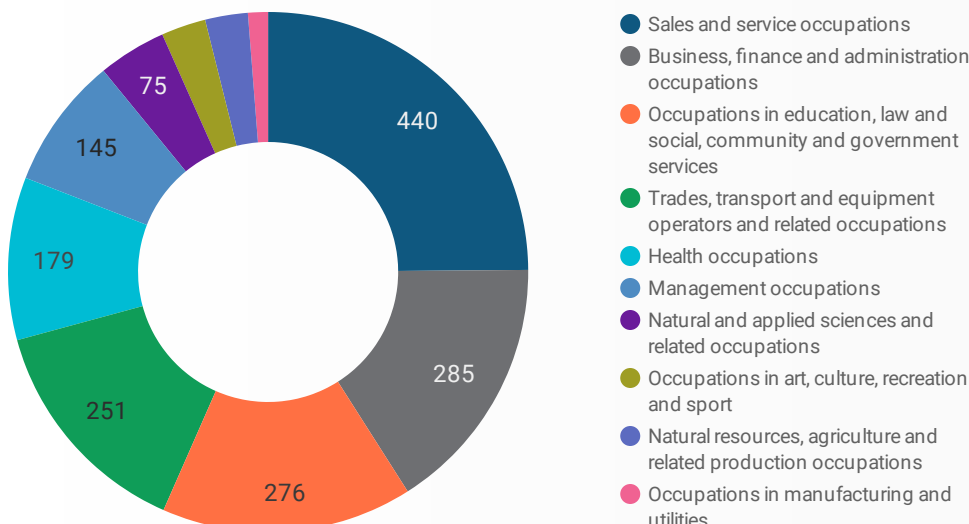
## JOB DURATION

Permanency of jobs posted



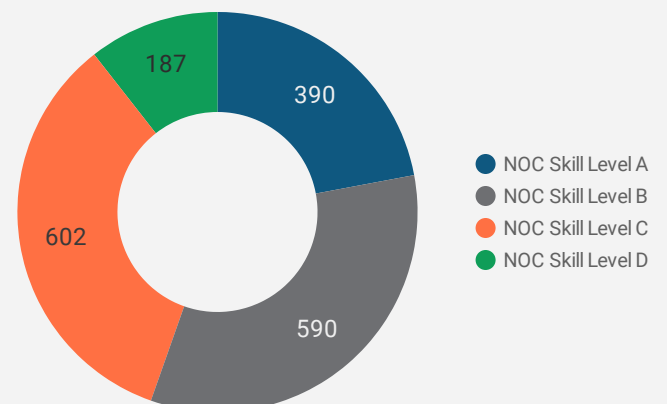
## JOB POSTINGS BY SKILL TYPE

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	101
2.	Home support workers, housekeepers and related occupations	76
3.	Retail salespersons	72
4.	Delivery and courier service drivers	58
5.	Security guards and related security service occupations	51
6.	Administrative assistants	41
7.	Licensed practical nurses	41
8.	Other customer and information services representatives	40
9.	Financial auditors and accountants	36
10.	Transport truck drivers	35
11.	Food counter attendants, kitchen helpers and related support occupations	33
12.	Cooks	33
13.	Registered nurses and registered psychiatric nurses	33
14.	Retail and wholesale trade managers	30
15.	Light duty cleaners	30
16.	General office support workers	29
17.	Managers in social, community and correctional services	28
18.	Landscaping and grounds maintenance labourers	23
19.	Couriers, messengers and door-to-door distributors	20
20.	Accounting and related clerks	20
21.	Janitors, caretakers and building superintendents	19
22.	Retail and wholesale buyers	19
23.	Social workers	17
24.	Early childhood educators and assistants	16
25.	Other financial officers	16
26.	Cashiers	16
27.	Material handlers	14
28.	Construction millwrights and industrial mechanics	13
29.	Facility operation and maintenance managers	13
30.	Heavy equipment operators (except crane)	12

## TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS ▾
1.	St Joseph's Care Group	85
2.	City of Thunder Bay	67
3.	Thunder Bay Regional Health Sciences Centre	60
4.	Tikinagan Child & Family Services	58
5.	Kijiji Jobs	55
6.	Dilico Anishinabek Family Care	50
7.	Resolute Forest Products	43
8.	Intuit	28
9.	Doordash	27
10.	Barmenco Mine Services Canada Ltd	22
11.	Staples Canada	19
12.	Instacart Shoppers	17
13.	Outland Camps	16
14.	VON Canada	16
15.	We Check	16
16.	ParaMed Home Health Care	15
17.	Ontario Native Women's Association	14
18.	Pilot Company	14
19.	GardaWorld	12
20.	SE Health	12
21.	Confederation College	11
22.	North American Palladium	11
23.	Chartwell Retirement Residences	11
24.	Home Depot	11
25.	Supercom Industries	10
26.	Geraldton District Hospital	10
27.	Canada Post	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	101	14	10
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	76	18	16
3.	6421	Retail salespersons	NOC Skill Level C	72	15	15
4.	7514	Delivery and courier service drivers	NOC Skill Level C	58	8	3
5.	6541	Security guards and related security service occupations	NOC Skill Level C	51	17	15
6.	1241	Administrative assistants	NOC Skill Level B	41	17	15.5
7.	3233	Licensed practical nurses	NOC Skill Level B	41	18	15
8.	6552	Other customer and information services representatives	NOC Skill Level C	40	16	16
9.	1111	Financial auditors and accountants	NOC Skill Level A	36	5	2
10.	7511	Transport truck drivers	NOC Skill Level C	35	21	16
11.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	33	11	8
12.	6322	Cooks	NOC Skill Level B	33	29	18
13.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	33	14	7
14.	621	Retail and wholesale trade managers	NOC Skill Level A	30	13	14.5
15.	6731	Light duty cleaners	NOC Skill Level D	30	20	16
16.	1411	General office support workers	NOC Skill Level C	29	14	14
17.	423	Managers in social, community and correctional services	NOC Skill Level A	28	12	11
18.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	23	23	16
19.	1513	Couriers, messengers and door-to-door distributors	NOC Skill Level C	20	10	8
20.	1431	Accounting and related clerks	NOC Skill Level C	20	19	18
21.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	19	18	15.5
22.	6222	Retail and wholesale buyers	NOC Skill Level B	19	11	10
23.	4152	Social workers	NOC Skill Level A	17	12	9
24.	4214	Early childhood educators and assistants	NOC Skill Level B	16	19	17
25.	1114	Other financial officers	NOC Skill Level A	16	12	6
26.	6611	Cashiers	NOC Skill Level D	16	18	16
27.	7452	Material handlers	NOC Skill Level C	14	18	18
28.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	13	15	8
29.	714	Facility operation and maintenance managers	NOC Skill Level A	13	11	12
30.	7501	Heavy equipment operators (except crane)	NOC Skill Level C	12	26	25

## 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	121	15	10
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	111	14	15
3.	441	Home care providers and educational support occupations	NOC Skill Level C	93	16	16
4.	642	Retail salespersons	NOC Skill Level C	72	15	15
5.	673	Cleaners	NOC Skill Level D	57	19	16
6.	111	Auditors, accountants and investment professionals	NOC Skill Level A	56	9	3
7.	654	Security guards and related security service occupations	NOC Skill Level C	51	17	15
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	49	16	15.5
9.	323	Other technical occupations in health care	NOC Skill Level B	49	17	15
10.	655	Customer and information services representatives	NOC Skill Level C	46	16	15.5
11.	141	General office workers	NOC Skill Level C	45	15	16

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## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

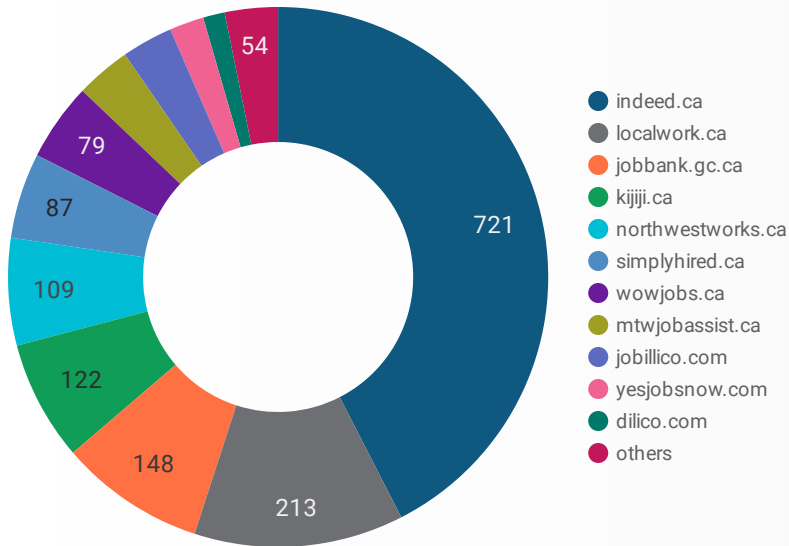
What jobs are hard to fill and in-demand?

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	129	15	15
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	121	20	16
3.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	121	15	10
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	104	17	16
5.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	94	16	16
6.	32	Technical occupations in health	NOC Skill Level B	88	15	15
7.	14	Office support occupations	NOC Skill Level C	81	16	15
8.	11	Professional occupations in business and finance	NOC Skill Level A	78	10	3
9.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	78	17	16
10.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	75	15	15

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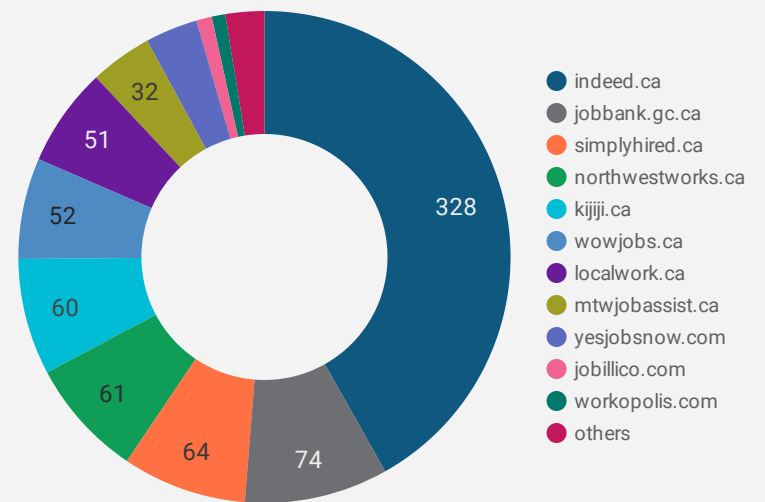
## JOB POSTINGS BY JOB BOARD

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.	indeed.ca	721	17	18	328
2.	localwork.ca	213	4	2	51
3.	jobbank.gc.ca	148	24	18	74
4.	kijiji.ca	122	15	15	60
5.	northwestworks.ca	109	28	17	61
6.	simplyhired.ca	87	17	16	64
7.	wowjobs.ca	79	16	16	52
8.	mtwjobassist.ca	56	22	18	32
9.	jobillico.com	52	9	8	8
10.	yesjobsnow.com	35	27	23	27
11.	dilico.com	22	42	22	1
12.	careerarc.com	16	55	57	6
13.	workopolis.com	11	15	15.5	7
14.	aets.org	10	19	6	4
15.	careerbuilder.ca	8	16	16	2
16.	gojobs.gov.on.ca	5	20	21	4
17.	afnoo.org	3	14	13.5	3