



Job Demand Report

JANUARY 2021

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
1,924	1,212	652	20

OF DAYS POSTED

AVERAGE	MEDIAN
22	16

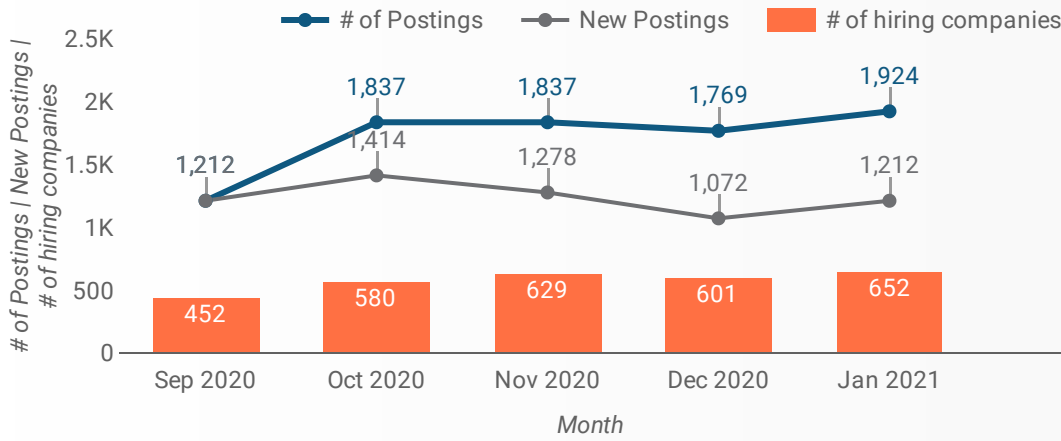
REPORT BUILDER

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

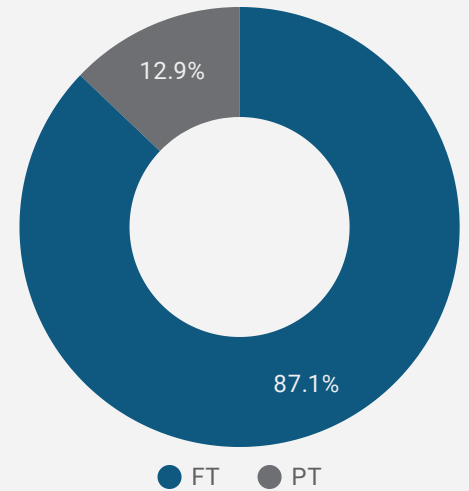
How many job postings were active for at least 1 day this month?



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

JOB TYPE

Full-time vs Part-time



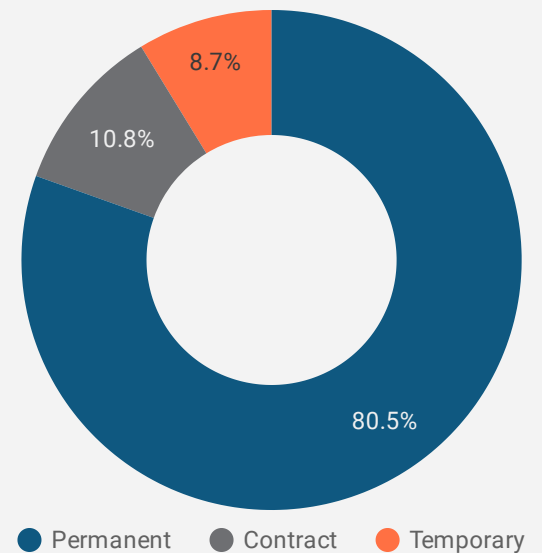
JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Thunder Bay	1,563	22.3	17
2.	Marathon	84	28.4	19
3.	Greenstone	82	21.3	15.5
4.	Nipigon	37	16.6	10
5.	Oliver Paiponge	28	10.4	9
6.	Shuniah	24	12.3	15
7.	Marten Falls First Nation	15	7.7	8
8.	Fort William First Nation	13	6.5	5

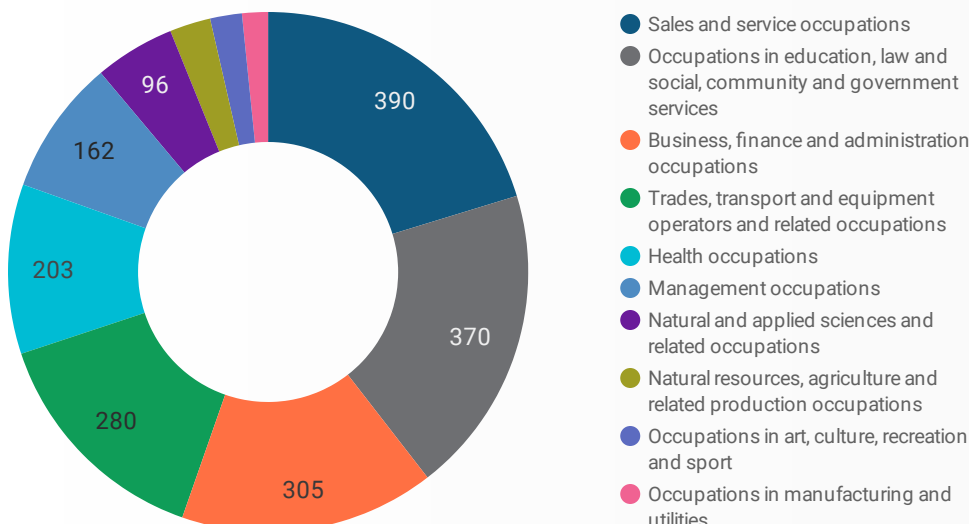
JOB DURATION

Permanency of jobs posted



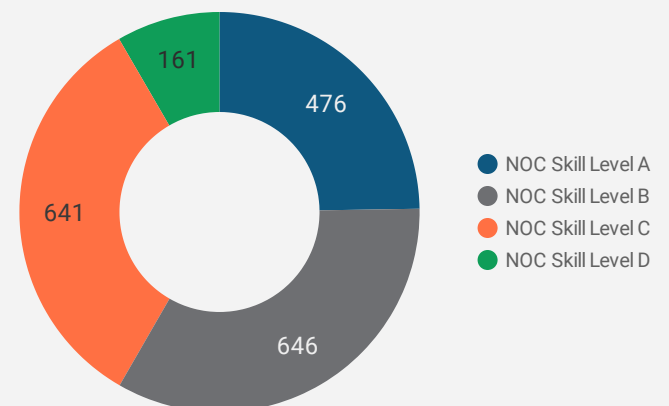
JOB POSTINGS BY SKILL TYPE

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	126
2.	Home support workers, housekeepers and related occupations	106
3.	Delivery and courier service drivers	63
4.	Retail salespersons	58
5.	Registered nurses and registered psychiatric nurses	52
6.	Security guards and related security service occupations	51
7.	Transport truck drivers	44
8.	Other customer and information services representatives	43
9.	Licensed practical nurses	41
10.	Administrative assistants	40
11.	Managers in social, community and correctional services	36
12.	Food counter attendants, kitchen helpers and related support occupations	35
13.	General office support workers	31
14.	Retail and wholesale trade managers	30
15.	Securities agents, investment dealers and brokers	29
16.	Cooks	27
17.	Light duty cleaners	24
18.	Accounting technicians and bookkeepers	23
19.	Couriers, messengers and door-to-door distributors	22
20.	Construction millwrights and industrial mechanics	18
21.	Social workers	18
22.	Facility operation and maintenance managers	17
23.	Cashiers	17
24.	Retail and wholesale buyers	17
25.	Medical laboratory technicians and pathologists' assistants	17
26.	Early childhood educators and assistants	16
27.	Other financial officers	16
28.	Professional occupations in advertising, marketing and public relations	16
29.	Home child care providers	15
30.	Electricians (except industrial and maintenance)	15

TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS
1.	City of Thunder Bay	93
2.	St Joseph's Care Group	84
3.	Dilico Anishinabek Family Care	77
4.	Tikinagan Child & Family Services	60
5.	Resolute Forest Products	56
6.	Thunder Bay Regional Health Sciences Centre	45
7.	Kijiji Jobs	37
8.	Doordash	35
9.	Barmenco Mine Services Canada Ltd	24
10.	Maverick FX	23
11.	Bayshore HealthCare	20
12.	VON Canada	18
13.	Ontario Native Women's Association	17
14.	Beendigen	16
15.	Southbridge Care Homes	15
16.	Outland Camps	15
17.	Geraldton District Hospital	15
18.	Pilot Company	14
19.	GardaWorld	14
20.	ParaMed Home Health Care	14
21.	Southland Transportation Limited	13
22.	North American Palladium	13
23.	Chartwell Retirement Residences	12
24.	LifeLabs	12
25.	Confederation College	12
26.	Lakehead University	11
27.	Thunder Bay District Health Unit	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	126	23.9	16
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	106	32.5	27
3.	7514	Delivery and courier service drivers	NOC Skill Level C	63	12.9	8.5
4.	6421	Retail salespersons	NOC Skill Level C	58	18.6	16
5.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	52	14.5	7
6.	6541	Security guards and related security service occupations	NOC Skill Level C	51	19.1	16
7.	7511	Transport truck drivers	NOC Skill Level C	44	28.6	27
8.	6552	Other customer and information services representatives	NOC Skill Level C	43	18.2	15.5
9.	3233	Licensed practical nurses	NOC Skill Level B	41	30.3	27
10.	1241	Administrative assistants	NOC Skill Level B	40	24.1	27
11.	423	Managers in social, community and correctional services	NOC Skill Level A	36	21.3	16
12.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	35	17.4	16
13.	1411	General office support workers	NOC Skill Level C	31	16.5	16
14.	621	Retail and wholesale trade managers	NOC Skill Level A	30	16.3	16
15.	1113	Securities agents, investment dealers and brokers	NOC Skill Level A	29	3.9	1
16.	6322	Cooks	NOC Skill Level B	27	38.7	32
17.	6731	Light duty cleaners	NOC Skill Level D	24	17.4	15.5
18.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	23	22.8	27
19.	1513	Couriers, messengers and door-to-door distributors	NOC Skill Level C	22	11.5	2
20.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	18	8.6	9
21.	4152	Social workers	NOC Skill Level A	18	27.7	27
22.	714	Facility operation and maintenance managers	NOC Skill Level A	17	20.3	21.5
23.	6611	Cashiers	NOC Skill Level D	17	16.8	15
24.	6222	Retail and wholesale buyers	NOC Skill Level B	17	20.4	27
25.	3212	Medical laboratory technicians and pathologists' assistants	NOC Skill Level B	17	19.4	16
26.	4214	Early childhood educators and assistants	NOC Skill Level B	16	27.8	30
27.	1114	Other financial officers	NOC Skill Level A	16	22.9	27
28.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	16	19.6	16
29.	4411	Home child care providers	NOC Skill Level C	15	28.2	10

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	146	24.1	16
2.	441	Home care providers and educational support occupations	NOC Skill Level C	130	30.8	18.5
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	125	19.1	15
4.	642	Retail salespersons	NOC Skill Level C	58	18.6	16
5.	111	Auditors, accountants and investment professionals	NOC Skill Level A	57	11.6	5
6.	301	Professional occupations in nursing	NOC Skill Level A	53	14.9	7
7.	655	Customer and information services representatives	NOC Skill Level C	52	18.9	16
8.	323	Other technical occupations in health care	NOC Skill Level B	52	29.8	27
9.	654	Security guards and related security service occupations	NOC Skill Level C	51	19.1	16
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	48	24.2	27
11.	141	General office workers	NOC Skill Level C	44	17.4	16

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JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

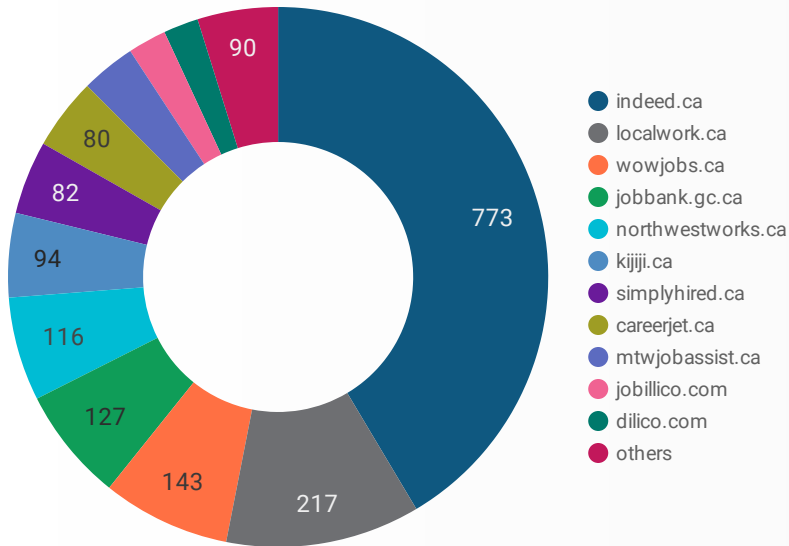
What jobs are hard to fill and in-demand?

	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	147	19.2	16
2.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	146	24.1	16
3.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	132	30.7	21
4.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	122	21.0	24
5.	32	Technical occupations in health	NOC Skill Level B	93	25.1	16
6.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	89	20.0	16
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	85	24.4	27
8.	11	Professional occupations in business and finance	NOC Skill Level A	82	14.3	16
9.	14	Office support occupations	NOC Skill Level C	74	17.9	16
10.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	66	24.0	27

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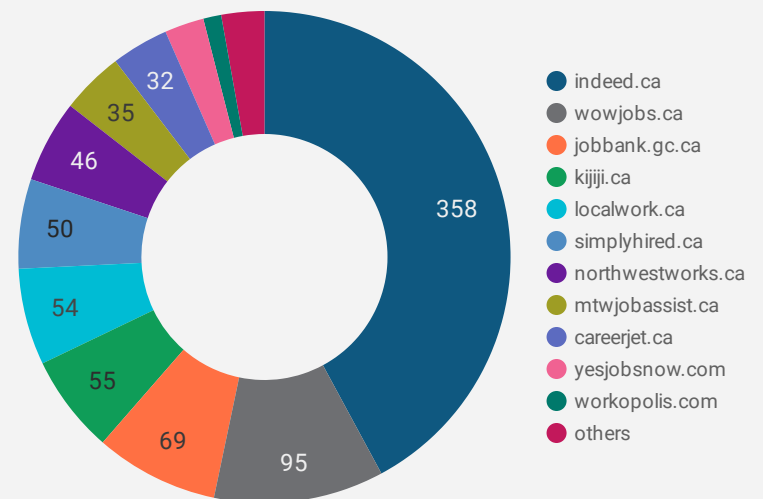
JOB POSTINGS BY JOB BOARD

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	773	30.8	27	358
2.	localwork.ca	217	4.1	2	54
3.	wowjobs.ca	143	16.0	16	95
4.	jobbank.gc.ca	127	23.9	16	69
5.	northwestworks.ca	116	28.2	17.5	46
6.	kijiji.ca	94	15.1	15	55
7.	simplyhired.ca	82	16.0	16	50
8.	careerjet.ca	80	5.8	5	32
9.	mtwjobassist.ca	61	29.2	21.5	35
10.	jobillico.com	43	10.6	9	6
11.	dilico.com	39	75.0	105	1
12.	yesjobsnow.com	32	33.9	24	22
13.	careerarc.com	13	85.2	80	5
14.	workopolis.com	12	14.6	15	10
15.	careerbuilder.ca	11	14.1	13	1
16.	aets.org	9	19.7	8	3
17.	afnoo.org	6	7.6	7	2