



Job Demand Report

MARCH 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
2,641	1,677	879	24

OF DAYS POSTED

AVERAGE	MEDIAN
21.2	18

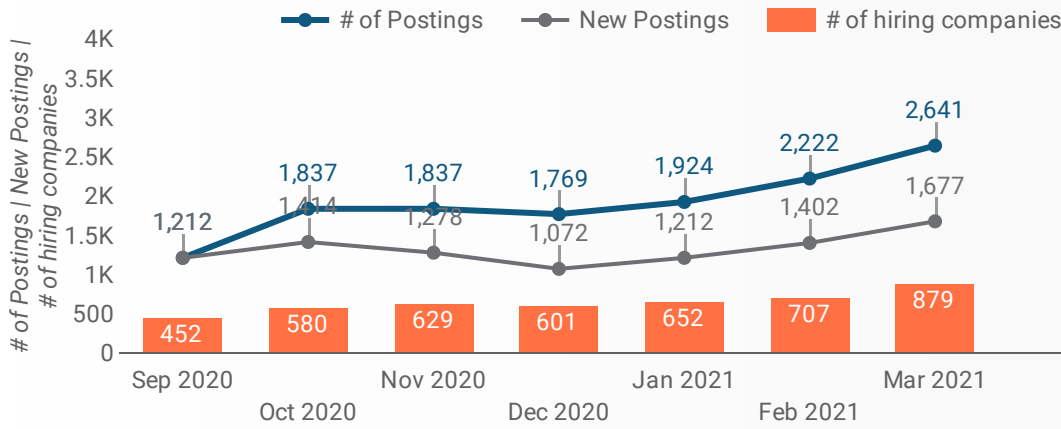
REPORT BUILDER

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

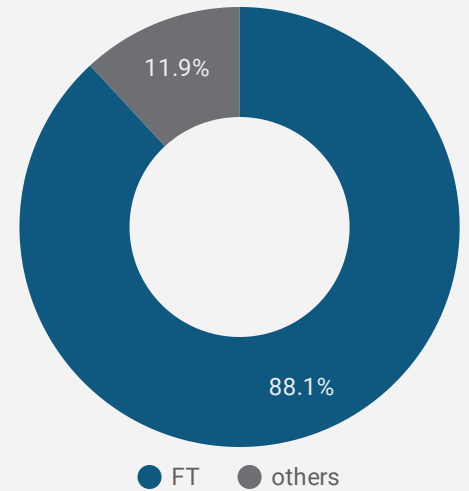
How many job postings were active for at least 1 day this month?



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

JOB TYPE

Full-time vs Part-time



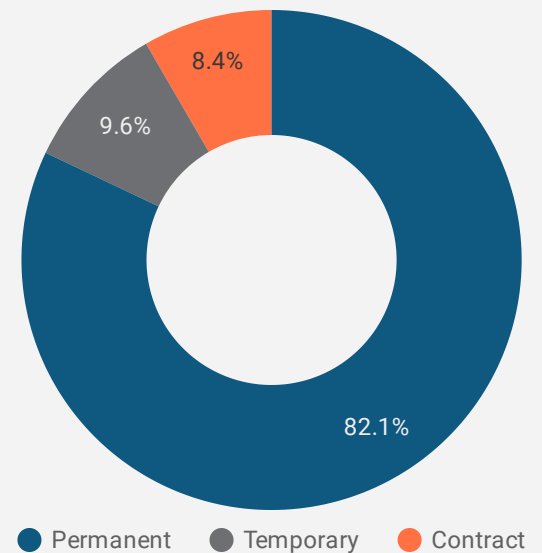
JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Thunder Bay	2,216	21.4	23
2.	Greenstone	95	25.7	18
3.	Marathon	91	29.9	26
4.	Nipigon	34	13.3	15
5.	Oliver Paiponge	31	13.8	15
6.	Thunder Bay, Unorganized	30	16.5	16
7.	Shuniah	22	9.4	2
8.	Manitouwadge	19	43.9	14

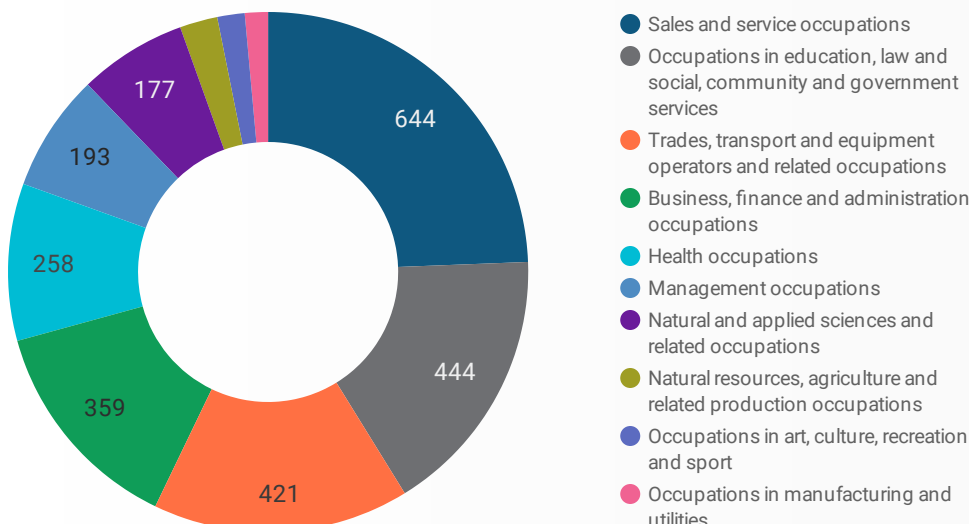
JOB DURATION

Permanency of jobs posted



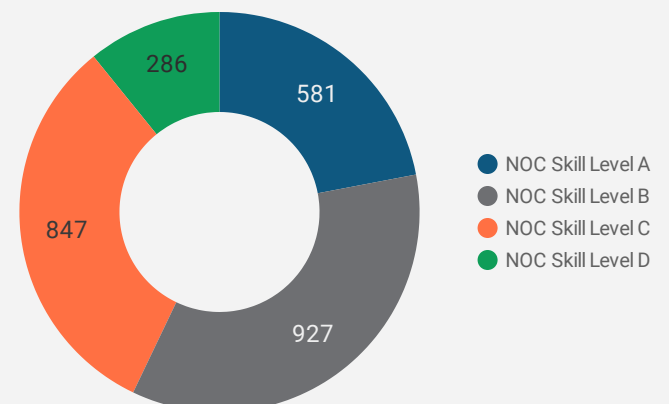
JOB POSTINGS BY SKILL TYPE

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	149
2.	Home support workers, housekeepers and related occupations	124
3.	Retail salespersons	111
4.	Other customer and information services representatives	103
5.	Delivery and courier service drivers	64
6.	Licensed practical nurses	63
7.	Administrative assistants	59
8.	Transport truck drivers	57
9.	Registered nurses and registered psychiatric nurses	57
10.	General office support workers	52
11.	Light duty cleaners	51
12.	Food counter attendants, kitchen helpers and related support occupations	50
13.	Security guards and related security service occupations	43
14.	Cooks	41
15.	Automotive service technicians, truck and bus mechanics and mechanical repairers	33
16.	Managers in social, community and correctional services	32
17.	Retail and wholesale buyers	32
18.	Material handlers	31
19.	Landscaping and grounds maintenance labourers	29
20.	Social workers	27
21.	Janitors, caretakers and building superintendents	26
22.	Other trades helpers and labourers	24
23.	Professional occupations in advertising, marketing and public relations	24
24.	Other medical technologists and technicians (except dental health)	24
25.	Mechanical engineers	24
26.	Retail and wholesale trade managers	24
27.	Cashiers	24
28.	Managers in health care	23
29.	Home child care providers	22

TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS
1.	St Joseph's Care Group	132
2.	Thunder Bay Regional Health Sciences Centre	84
3.	City of Thunder Bay	72
4.	Tikinagan Child & Family Services	68
5.	Resolute Forest Products	53
6.	Kijiji Jobs	49
7.	CareerJet	43
8.	Northwest Employment Works	43
9.	Confederation College	31
10.	Dilico Anishinabek Family Care	30
11.	Staples Canada	27
12.	Southbridge Care Homes	25
13.	Superior-Greenstone District School Board	20
14.	Home Depot	20
15.	Brulis	18
16.	Maverick FX	17
17.	Talencity	17
18.	Gardewine	16
19.	Barmingo Mine Services Canada Ltd	16
20.	Ontario Native Women's Association	15
21.	North American Palladium	15
22.	Instacart Shoppers	13
23.	Savers	13
24.	Geraldton District Hospital	13
25.	The Ontario Platinum Team	13
26.	Science North	12
27.	Pilot Flying J	12

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	149	17.2	15
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	124	22.3	26
3.	6421	Retail salespersons	NOC Skill Level C	111	21.3	25
4.	6552	Other customer and information services representatives	NOC Skill Level C	103	16.6	16
5.	7514	Delivery and courier service drivers	NOC Skill Level C	64	16.7	16
6.	3233	Licensed practical nurses	NOC Skill Level B	63	22.3	26
7.	1241	Administrative assistants	NOC Skill Level B	59	21.3	26
8.	7511	Transport truck drivers	NOC Skill Level C	57	25.6	26
9.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	57	24.1	15.5
10.	1411	General office support workers	NOC Skill Level C	52	25.8	16
11.	6731	Light duty cleaners	NOC Skill Level D	51	27.1	26
12.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	50	18.7	26
13.	6541	Security guards and related security service occupations	NOC Skill Level C	43	30.9	25
14.	6322	Cooks	NOC Skill Level B	41	21.5	16
15.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	33	25.5	18
16.	423	Managers in social, community and correctional services	NOC Skill Level A	32	13.4	8.5
17.	6222	Retail and wholesale buyers	NOC Skill Level B	32	16.6	16
18.	7452	Material handlers	NOC Skill Level C	31	22.3	26
19.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	29	16.6	15
20.	4152	Social workers	NOC Skill Level A	27	16.6	16
21.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	26	18.1	16
22.	7612	Other trades helpers and labourers	NOC Skill Level D	24	18.8	15
23.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	24	19.7	24
24.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	24	32.4	26
25.	2132	Mechanical engineers	NOC Skill Level A	24	3.5	2
26.	621	Retail and wholesale trade managers	NOC Skill Level A	24	23.5	19
27.	6611	Cashiers	NOC Skill Level D	24	23.5	19
28.	311	Managers in health care	NOC Skill Level A	23	20.2	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	173	19.6	16
2.	441	Home care providers and educational support occupations	NOC Skill Level C	151	21.8	26
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	126	20.7	16
4.	655	Customer and information services representatives	NOC Skill Level C	116	17.0	16
5.	642	Retail salespersons	NOC Skill Level C	111	21.3	25
6.	673	Cleaners	NOC Skill Level D	86	24.0	26
7.	323	Other technical occupations in health care	NOC Skill Level B	76	22.2	26
8.	141	General office workers	NOC Skill Level C	72	24.7	16
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	70	21.4	26
10.	301	Professional occupations in nursing	NOC Skill Level A	57	24.1	15.5
11.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	50	18.7	26

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JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

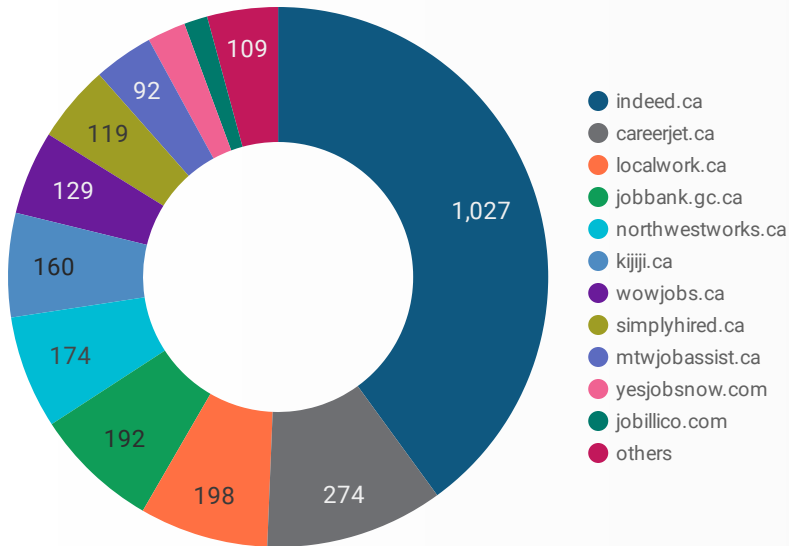
What jobs are hard to fill and in-demand?

	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	189	21.1	16
2.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	173	19.6	16
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	153	23.5	26
4.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	153	21.8	26
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	146	20.5	16
6.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	124	20.9	26
7.	32	Technical occupations in health	NOC Skill Level B	119	24.1	26
8.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	117	21.4	25
9.	14	Office support occupations	NOC Skill Level C	116	23.0	16
10.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	102	23.0	22

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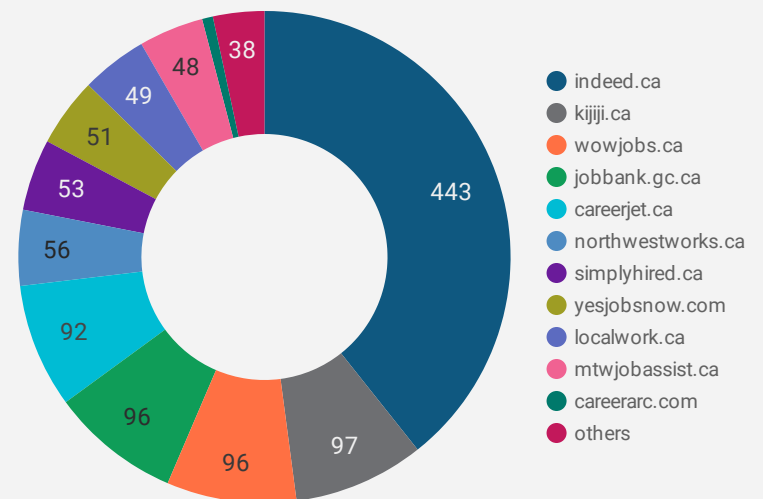
JOB POSTINGS BY JOB BOARD

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	1,027	25.6	26	443
2.	careerjet.ca	274	17.9	15	92
3.	localwork.ca	198	6.5	3	49
4.	jobbank.gc.ca	192	26.2	16	96
5.	northwestworks.ca	174	31.7	15	56
6.	kijiji.ca	160	15.0	15	97
7.	wowjobs.ca	129	17.0	16	96
8.	simplyhired.ca	119	17.8	16	53
9.	mtwjobassist.ca	92	27.4	15	48
10.	yesjobsnow.com	59	29.2	18	51
11.	jobillico.com	36	11.9	10	5
12.	aets.org	22	5.2	6	0
13.	dilico.com	18	29.9	18.5	1
14.	careerarc.com	15	13.1	9	8
15.	emploisfp-psjobs.cfp-psc.gc.ca	14	16.2	14	8
16.	network.applytoeducation.com	8	23.9	22	2
17.	workopolis.com	8	15.0	15	7