

JOB DEMAND REPORT

OCTOBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,391	828	894	25

OF DAYS POSTED

AVERAGE	MEDIAN
19.5	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.

OCCUPATION FILTERS

SKILL TYPE NAME / 1-DIGIT NOC ▾

MAJOR GROUP / 2-DIGIT NOC ▾

MINOR GROUP / 3-DIGIT NOC ▾

UNIT GROUP / 4-DIGIT NOC ▾

SKILL LEVEL ▾

JOB TYPE ▾

JOB DURATION ▾

ADDITIONAL LANGUAGE ▾

SPECIFIC JOB TAGS ▾

OTHER FILTERS

MUNICIPALITY ▾

JOB BOARD ▾

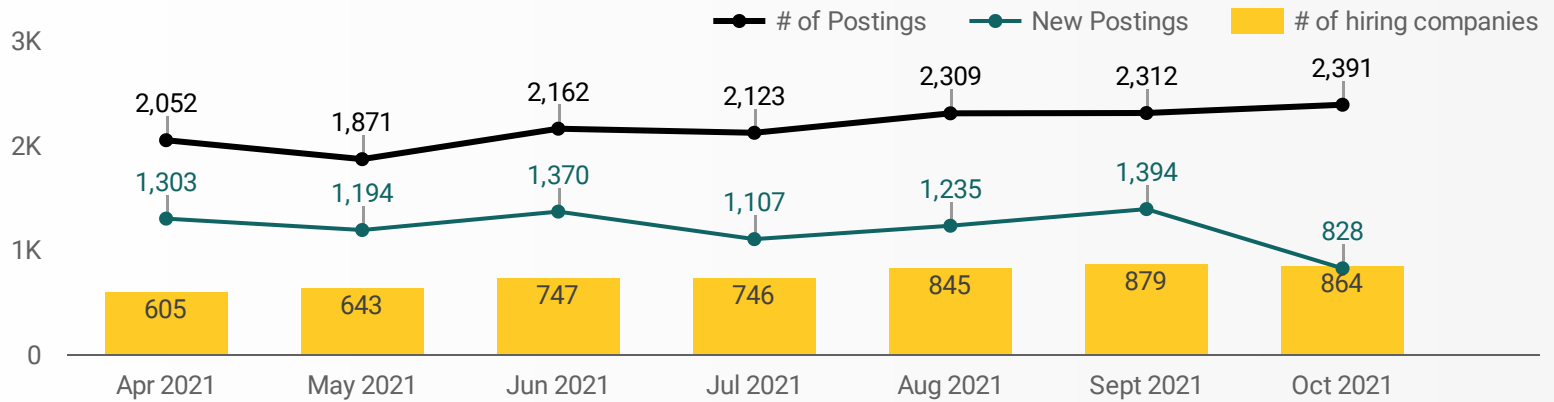
NOC = National Occupation Classification | NAICS = North American Industry Classification System

Source:

Job posting data collected by the Algoma Workforce Investment Corporation from job boards and employer websites who recruit candidates in Niagara Region.

JOB POSTINGS BY MONTH FOR ALGOMA REGION

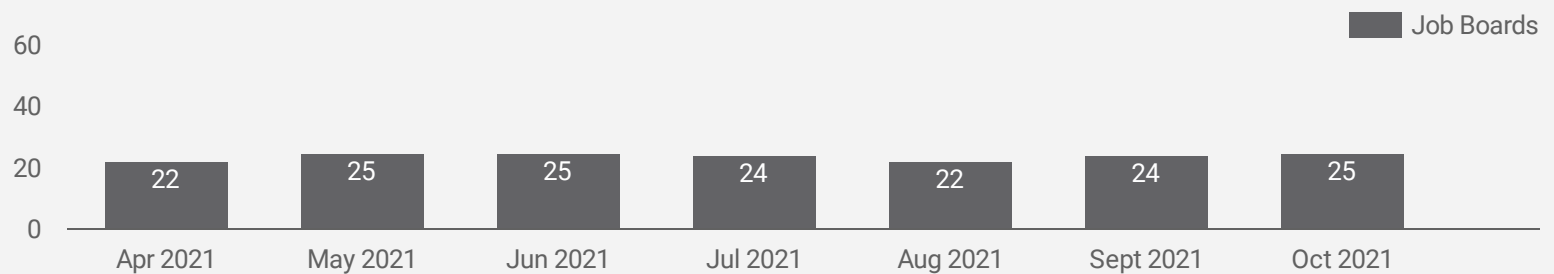
How many job postings were active for at least 1 day this month?



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

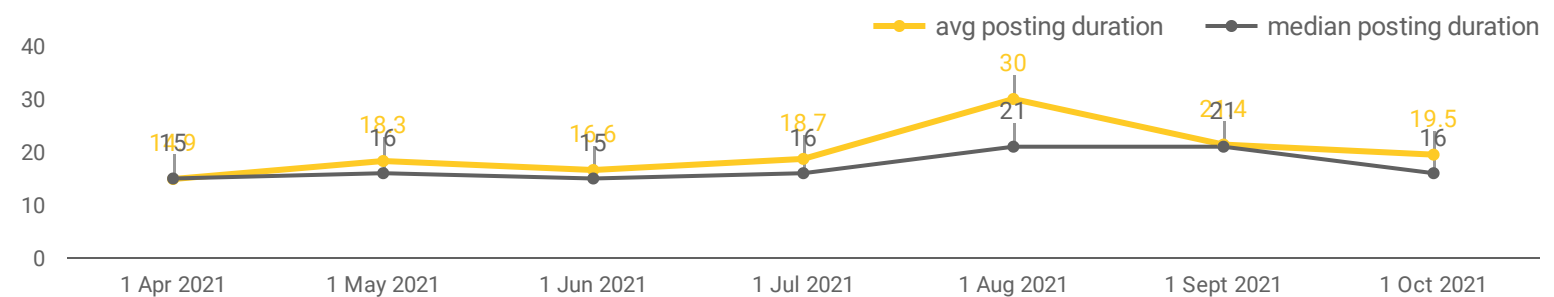
NUMBER OF ACTIVE JOB BOARDS

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



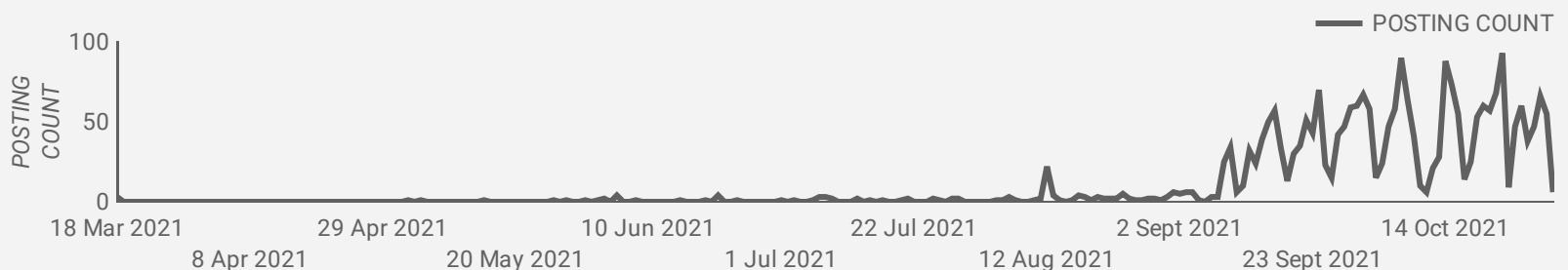
AVG & MEDIAN POSTING LENGTH BY DAYS

How long are employers having to recruit for to find candidates to fill their job vacancies?



POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



JOB POSTINGS BY MUNICIPALITY

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

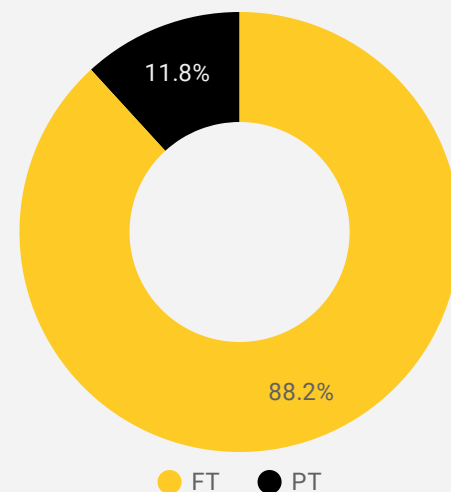
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Sault Ste. Marie	1,912	17.6	15
2.	Blind River	82	30.6	23
3.	Elliot Lake	81	26.1	22
4.	Wawa	78	31.0	21
5.	Dubreulville	71	20.6	21
6.	White River	45	36.5	21
7.	Hornepayne	21	17.2	15
8.	Thessalon First Nation	19	17.7	21
9.	Prince	17		
10.	Garden River First Nation	17	30.2	15
11.	Bruce Mines	9	13.1	15
12.	Johnson	6	11.7	11
13.	Goulais and District Local Services Board	5	13.4	15
14.	North Shore	4	9.0	9
15.	Macdonald, Meredith and Aberdeen Additional	4	55.3	21
16.	Serpent River First Nation	4	12.3	13
17.	Spanish	3	15.0	15
18.	Laird	2		

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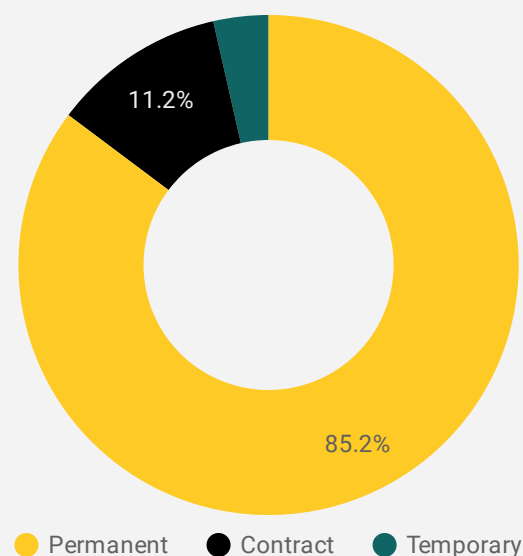
JOB TYPE

Full-time vs Part-time



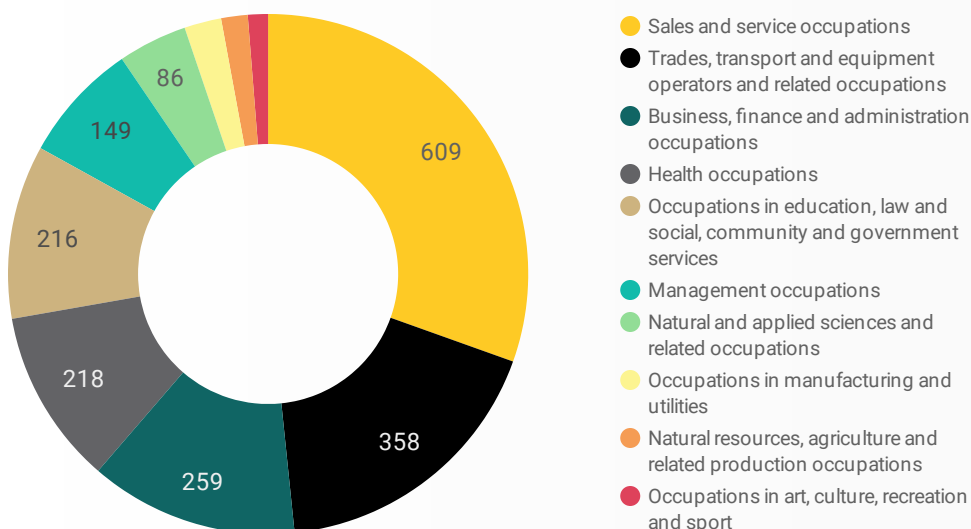
JOB DURATION

Permanency of jobs posted



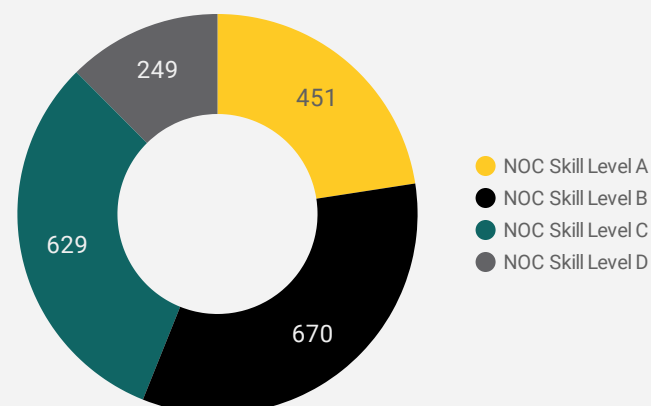
JOB POSTINGS BY SKILL TYPE

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 HIRING EMPLOYERS & AGENCIES

Who is hiring?

	COMPANY	MUNICIPALITY	POSTINGS COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Sault Area Hospital	Sault Ste. Marie	164	10.6	10
2.	Algoma University	Sault Ste. Marie	36	11.9	16
3.	Algoma District School Board	Sault Ste. Marie	32	9.9	5
4.	OLG (Sault Ste. Marie)	Sault Ste. Marie	27	7.9	9
5.	Alamos Gold	Dubreulville	24	34.8	44
6.	Varsity Tutors	Sault Ste. Marie	22	25.8	27
7.	Varsity Tutors	Elliot Lake	20	25.8	27
8.	OLG	Sault Ste. Marie	19	18.7	20
9.	Boart Longyear	Sault Ste. Marie	17	19.4	21
10.	Tenaris	Sault Ste. Marie	17	15.7	21
11.	Ketegaunseebee Garden River First Nation	Garden River First Nation	13	13.7	15
12.	The Indian Friendship Centre in Sault Ste. Marie	Sault Ste. Marie	13	11.0	10
13.	86 Network	Sault Ste. Marie	13	34.9	27
14.	Argonaut Gold	Dubreulville	13	21.0	21
15.	Ontario Aboriginal Housing Services	Sault Ste. Marie	11	18.7	21
16.	N1Solutions	Sault Ste. Marie	11	19.3	21
17.	Nogdawindamin	Sault Ste. Marie	11	12.6	13
18.	Alamos Gold Inc.	Dubreulville	11	18.0	18
19.	Ministry of Northern Development, Mines, Natural Resources and Forestry	Sault Ste. Marie	10	17.7	18
20.	Caviar	Sault Ste. Marie	10	18.6	21
21.	Walmart Canada	Sault Ste. Marie	10	14.8	10
22.	Marriott International	Sault Ste. Marie	10	8.4	8
23.	Employment Options	Elliot Lake	10	32.7	39
24.	Your Independent Grocer	Sault Ste. Marie	10	20.0	21
25.	Garden River First Nation	Sault Ste. Marie	10	13.1	15
26.	Marriott	Sault Ste. Marie	10	9.6	11
27.	Cintas Corporation	Sault Ste. Marie	9	23.8	25
28.	A & F Kistemaker Limited	Hornepayne	9	17.0	15
29.	The Home Depot Canada	Sault Ste. Marie	9	11.3	11
30.	Pilot Company	Sault Ste. Marie	9	17.2	21

TOP HOURLY WAGES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

of Minimum Wage Job Postings

33

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Rpn - Long Term Care (thessalon)	Adiv	Thessalon First Nation	55
2.	Registered Nurse Infection and Control Professional - Full Time	Sault Area Hospital	Sault Ste. Marie	50.96
3.	Jr. Installer/ Helper- Starting Asap	HRC INC	Sault Ste. Marie	50
4.	Certified Nutritionist	Fit Bodies Fit Minds	Sault Ste. Marie	50
5.	General Manager - Goods Production, Utilities, Transportation And Construction Job	A & F Kistemaker Limited	Hornepayne	49.5
6.	General Manager - Goods Production, Utilities, Transportation And Construction	A & F Kistemaker Limited	Hornepayne	49.5
7.	Qaqc Administrator	Scott Concrete Services	Wawa	45
8.	Registered Technologist – 2 Part -Time	Sault Area Hospital	Sault Ste. Marie	44.22
9.	Caregiver For Elderly	Speedy Electric LLC	Sault Ste. Marie	43
10.	Industrial Electricians (cambridge)	Toyota Motor Manufacturing Canada	Sault Ste. Marie	41.84

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TOP SALARIES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Shaw Satellite & Xplornet Internet Technician	Integrated Solutions	Bruce Mines	150,000
2.	Program Manager	Ministry of Children, Community and Social Services	Sault Ste. Marie	135,178
3.	Equipment Mechanics Wanted - Fly In, Fly Out - Campsite	AMI Personnel	Sault Ste. Marie	120,000
4.	Amended - Crown Surveyor	Ministry of Northern Development, Mines, Natural Resources and Forestry	Sault Ste. Marie	114,578
5.	Senior Service Design Consultant	Ministry of Natural Resources and Forestry	Sault Ste. Marie	110,338
6.	Product Manager	OLG	Sault Ste. Marie	110,000
7.	Underground Mine Superintendent	Wesdome Gold Mines	Wawa	110,000
8.	Product Manager, Regional Draws	OLG	Sault Ste. Marie	110,000
9.	Energy Manager	Alamos Gold Inc.	Dubreulville	110,000

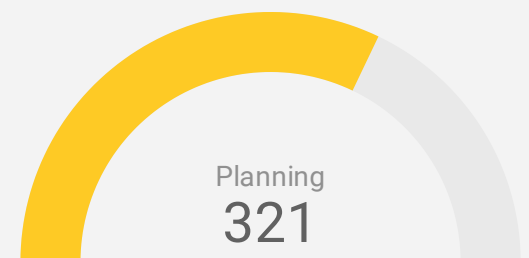
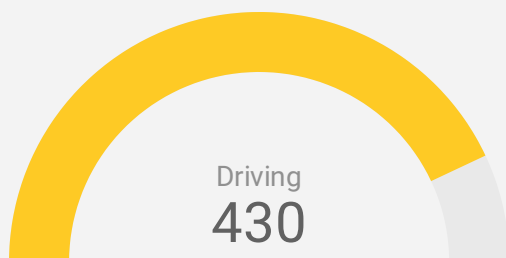
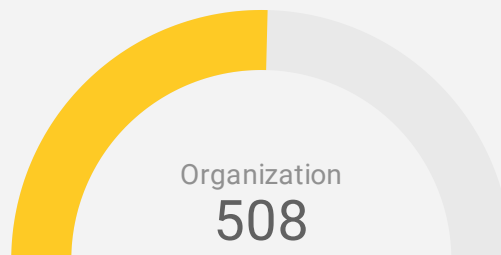
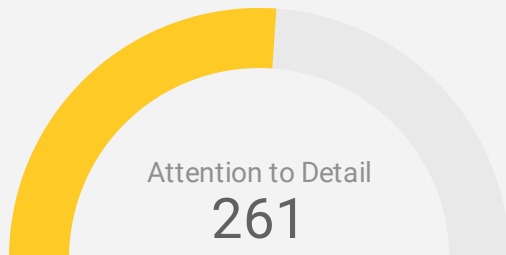
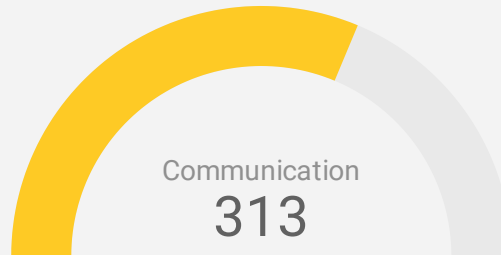
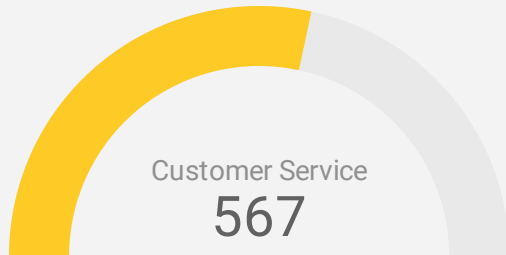
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,391

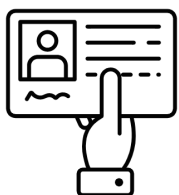


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,391



Driver's License
59



Bilingual
134

JOB POSTINGS BY SKILL LEVEL, FREQUENCY, & DURATION

What jobs are in-demand and/or hard to fill?

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	127	18.0	20
2.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	88	19.5	15
3.	6552	Other customer and information services representatives	NOC Skill Level C	79	19.8	16
4.	4216	Other instructors	NOC Skill Level B	48	26.3	27
5.	6731	Light duty cleaners	NOC Skill Level D	43	15.1	15
6.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	43	20.5	15
7.	6322	Cooks	NOC Skill Level B	42	21.5	21
8.	7514	Delivery and courier service drivers	NOC Skill Level C	38	20.2	21
9.	4212	Social and community service workers	NOC Skill Level B	36	17.1	15
10.	621	Retail and wholesale trade managers	NOC Skill Level A	35	23.1	21
11.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	32	16.3	15
12.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	32	21.2	20
13.	6611	Cashiers	NOC Skill Level D	28	14.7	15
14.	7452	Material handlers	NOC Skill Level C	26	17.8	21
15.	1241	Administrative assistants	NOC Skill Level B	25	17.4	15
16.	7271	Carpenters	NOC Skill Level B	24	17.2	15
17.	1411	General office support workers	NOC Skill Level C	23	15.6	15.5
18.	1221	Administrative officers	NOC Skill Level B	22	21.8	17
19.	7611	Construction trades helpers and labourers	NOC Skill Level D	21	26.2	21
20.	7511	Transport truck drivers	NOC Skill Level C	21	22.3	18.5
21.	6541	Security guards and related security service occupations	NOC Skill Level C	21	22.3	21
22.	6513	Food and beverage servers	NOC Skill Level C	21	21.0	16
23.	6222	Retail and wholesale buyers	NOC Skill Level B	20	25.0	21
24.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	19	19.9	18
25.	4011	University professors and lecturers	NOC Skill Level A	19		
26.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	19	17.2	15
27.	6311	Food service supervisors	NOC Skill Level B	18	40.5	21
28.	4214	Early childhood educators and assistants	NOC Skill Level B	18	14.5	15
29.	1414	Receptionists	NOC Skill Level C	17	20.8	16

JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and/or in-demand?

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	642	Retail salespersons	NOC Skill Level C	127	18.0	20
2.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	102	22.1	22
3.	301	Professional occupations in nursing	NOC Skill Level A	93	19.1	15
4.	655	Customer and information services representatives	NOC Skill Level C	84	19.6	16
5.	673	Cleaners	NOC Skill Level D	78	15.6	15
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	74	26.0	21
7.	632	Chefs and cooks	NOC Skill Level B	56	20.0	16
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	47	17.7	15
9.	141	General office workers	NOC Skill Level C	43	16.7	15
10.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	43	20.5	15
11.	122	Administrative and regulatory occupations	NOC Skill Level B	42	20.8	21
12.	651	Occupations in food and beverage service	NOC Skill Level C	41	19.3	16
13.	441	Home care providers and educational support occupations	NOC Skill Level C	39	19.0	15.5
14.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	37	21.6	21
15.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	36	28.2	18.5
16.	062	Retail and wholesale trade managers	NOC Skill Level A	35	23.1	21
17.	341	Assisting occupations in support of health services	NOC Skill Level C	34	21.2	21
18.	111	Auditors, accountants and investment professionals	NOC Skill Level A	32	23.5	15
19.	761	Trades helpers and labourers	NOC Skill Level D	29	25.3	18
20.	661	Cashiers	NOC Skill Level D	28	14.7	15
21.	745	Longshore workers and material handlers	NOC Skill Level C	26	17.8	21
22.	415	Social and community service professionals	NOC Skill Level A	25	15.4	15
23.	112	Human resources and business service professionals	NOC Skill Level A	24	20.3	19
24.	727	Carpenters and cabinetmakers	NOC Skill Level B	24	17.2	15
25.	732	Automotive service technicians	NOC Skill Level B	23	16.4	14
26.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	22	25.0	21
27.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	22	23.6	21
28.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	22	14.9	15

JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and/or 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	169	19.9	16
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	137	18.6	15
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	136	18.1	20
4.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	102	25.1	21
5.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	102	22.1	22
6.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	101	19.2	16
7.	72	Industrial, electrical and construction trades	NOC Skill Level B	94	21.4	19
8.	30	Professional occupations in nursing	NOC Skill Level A	93	19.1	15
9.	73	Maintenance and equipment operation trades	NOC Skill Level B	86	29.6	21
10.	63	Service supervisors and specialized service occupations	NOC Skill Level B	84	24.8	21
11.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	63	22.3	21
12.	14	Office support occupations	NOC Skill Level C	61	16.9	15.5
13.	11	Professional occupations in business and finance	NOC Skill Level A	56	22.1	15
14.	32	Technical occupations in health	NOC Skill Level B	55	23.1	21
15.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	52	23.1	21
16.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	45	17.6	16
17.	66	Sales support occupations	NOC Skill Level D	44	17.4	21
18.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	42	19.7	16
19.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	39	25.4	21
20.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	38	14.9	15
21.	31	Professional occupations in health (except nursing)	NOC Skill Level A	36	17.5	15
22.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	35	19.4	21
23.	34	Assisting occupations in support of health services	NOC Skill Level C	34	21.2	21
24.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	34	16.8	15
25.	40	Professional occupations in education services	NOC Skill Level A	33	47.5	48
26.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	31	16.3	15.5
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	31	25.0	21

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
143

NEW POSTINGS
54

COMPANIES
80

LANGUAGES
6

OF DAYS POSTED

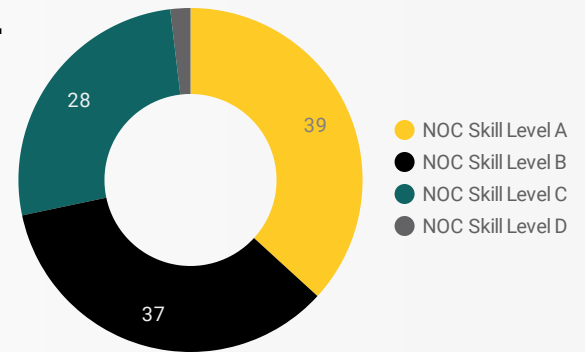
AVERAGE
18.5

MEDIAN
15

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

What language skills are employers looking for by occupational skill level?

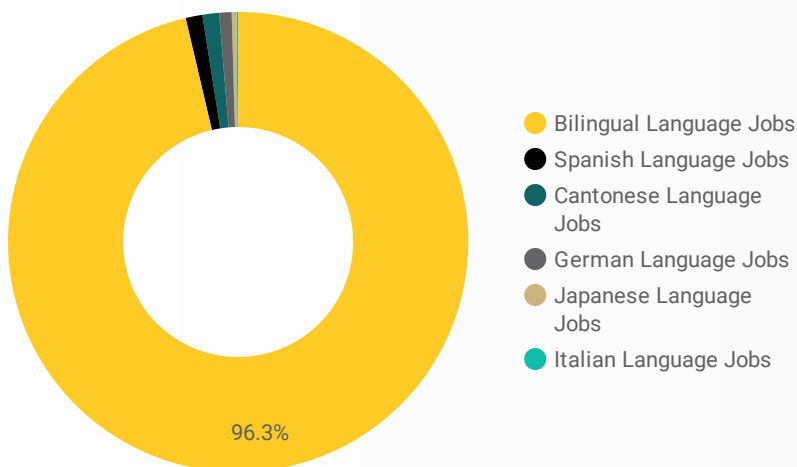
- 39** Skill Level A - Management/ Professional Occupations usually requiring University
- 37** Skill Level B - Usually college education or apprenticeship training
- 28** Skill Level C - Usually secondary education or occupation-specific training
- 2** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	2
Spanish Lang...		3		
Italian Langu...		1		
German Lang...		1		
Japanese La...	1			
Cantonese La...	1			

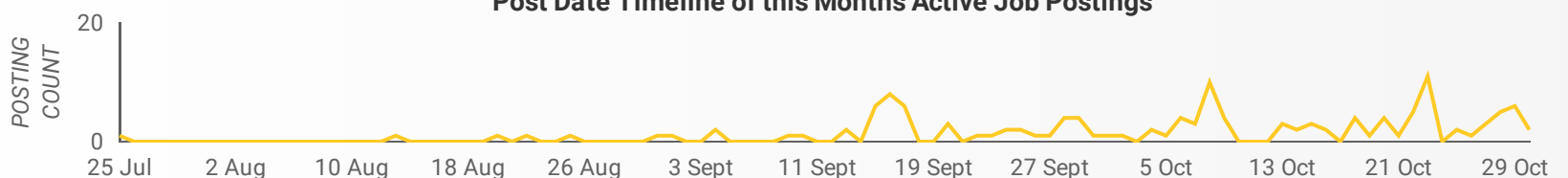
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	134
2.	Spanish Language Jobs	4
3.	German Language Jobs	2
4.	Cantonese Language Jobs	1
5.	Japanese Language Jobs	1
6.	Italian Language Jobs	1

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

What language skills are sought by 1-Digit NOC?

Table 1. Number of occupations in each language category							
Skill type name	Bilingual ...	Spanish ...	Italian La...	German ...	Japanese...	Cantones...	Grand total
Business, finance and administration occu...	8				1		9
Health occupations	8						8
Management occupations	13						13
Natural and applied sciences and related o...	3						3
Natural resources, agriculture and related ...	3						3
Occupations in art, culture, recreation and ...	1						1
Occupations in education, law and social, ...	35	1		1		1	38
Occupations in manufacturing and utilities	2						2
Sales and service occupations	23	2	1				26
Trades, transport and equipment operator...	3						3
Grand total	99	3	1	1	1	1	106

MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

	Municipality	Job Languages ▾	Avg Posting Length in Days	Median Posting Length in Days
1.	Sault Ste. Marie	106	16.8	15
2.	Prince	11		
3.	Elliot Lake	9	22.1	26
4.	Blind River	6	24.5	21
5.	Dubreulville	4	2.0	2
6.	Wawa	3	11.0	11
7.	St. Joseph	1		
8.	Spanish	1		
9.	Aweres Local Services Board Area	1	47.0	47
10.	Garden River First Nation	1	95.0	95
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LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other instructors	12
2. Other customer and information services re...	11
3. Family, marriage and other related counsell...	9
4. Retail salespersons	9
5. Social and community service workers	4
6. Human resources professionals	3
7. Cooks	3
8. Registered nurses and registered psychiatri...	3
9. Early childhood educators and assistants	3
10. Managers in social, community and correcti...	3
11. Other administrative services managers	3
12. Home support workers, housekeepers and r...	2
13. Underground production and development m...	2
14. Judges	2
15. Retail and wholesale trade managers	2
16. Professional occupations in advertising, ma...	2
17. Inspectors in public and environmental heal...	2
18. College and other vocational instructors	2
19. University professors and lecturers	2
20. Other assisting occupations in support of h...	1
21. Administrative officers	1
22. Managers in health care	1
23. By-law enforcement and other regulatory offi...	1
24. Central control and process operators, mine...	1
25. Airline ticket and service agents	1
26. Medical radiation technologists	1
27. Cashiers	1
28. Data entry clerks	1
29. Program leaders and instructors in recreati...	1
30. Computer and information systems manage...	1
31. Other financial officers	1

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MULTILINGUAL HIRING EMPLOYERS

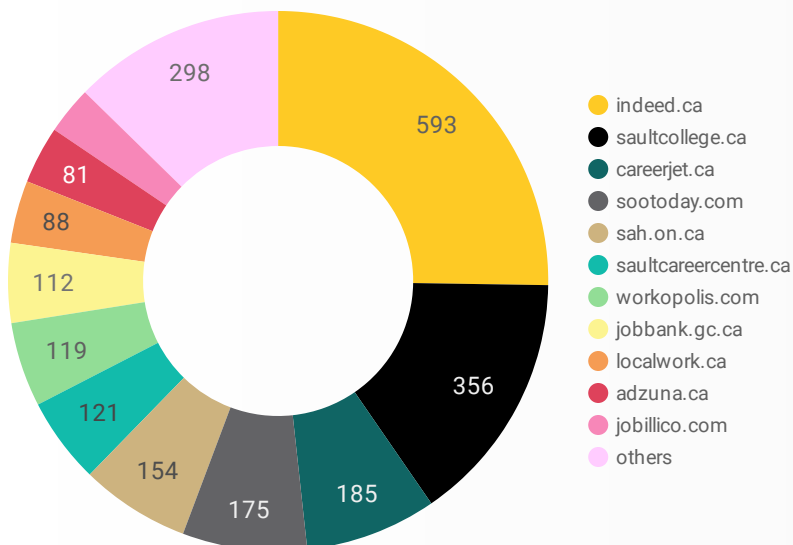
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Varsity Tutors	11
2. Canadian Mental Health Association	6
3. TELUS International	5
4. Algoma Family Services	5
5. CMHA Algoma	5
6. Sault Area Hospital	4
7. Alamos Gold	4
8. Algoma Public Health	4
9. Bell	4
10. LCBO	4
11. Boart Longyear	3
12. CX SOLUTIONS	3
13. Canadian Mental Health Association Algoma	3
14. Community Living Algoma	3
15. La Source	2
16. Penningtons	2
17. Child Care Algoma	2
18. The Source (Bell) Electronics Inc.	2
19. Reitmans	2
20. Home and Community Care Supports Services	2
21. BELL MOBILITY/BELL MOBILIT	2
22. Liquor Control Board of Ontario	2
23. Superior Wind Solutions	2
24. North Shore Health Network	2
25. Huron Superior Catholic District School Board	2
26. Childrens Aid Society of Algoma	2
27. A local employer	1
28. Nibblers	1
29. VON Canada (Ontario)	1
30. Virtual Internships	1

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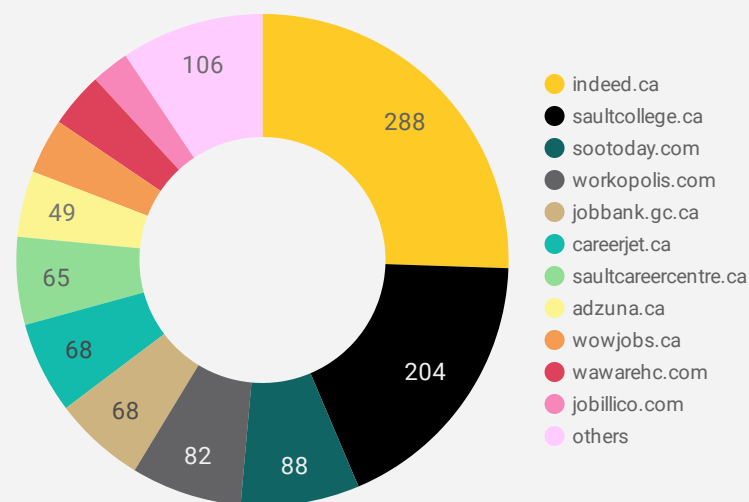
JOB POSTINGS BY JOB BOARD

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	593	21.0	21	288
2.	saultcollege.ca	356	19.1	15	204
3.	careerjet.ca	185	26.5	15	68
4.	sootoday.com	175	11.5	10	88
5.	sah.on.ca	154	13.0	13	1
6.	saultcareercentre.ca	121	15.0	15	65
7.	workopolis.com	119	15.0	15	82
8.	jobbank.gc.ca	112	30.2	16	68
9.	localwork.ca	88	16.3	22	25
10.	adzuna.ca	81	15.0	15	49
11.	jobillico.com	67	17.7	10	28
12.	wawarehc.com	56	44.0	29	41
13.	wowjobs.ca	50	16.0	16	41
14.	network.applytoeducation.com	44	10.8	5	3
15.	kijiji.ca	30	15.0	15	16
16.	careerarc.com	24	43.8	25	7
17.	employmentoptions.ca	23	45.8	45	11
18.	simplyhired.ca	20	15.1	15	15