

JOB DEMAND REPORT

NOVEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,579	1,537	913	26

OF DAYS POSTED

AVERAGE	MEDIAN
19.4	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 ▾

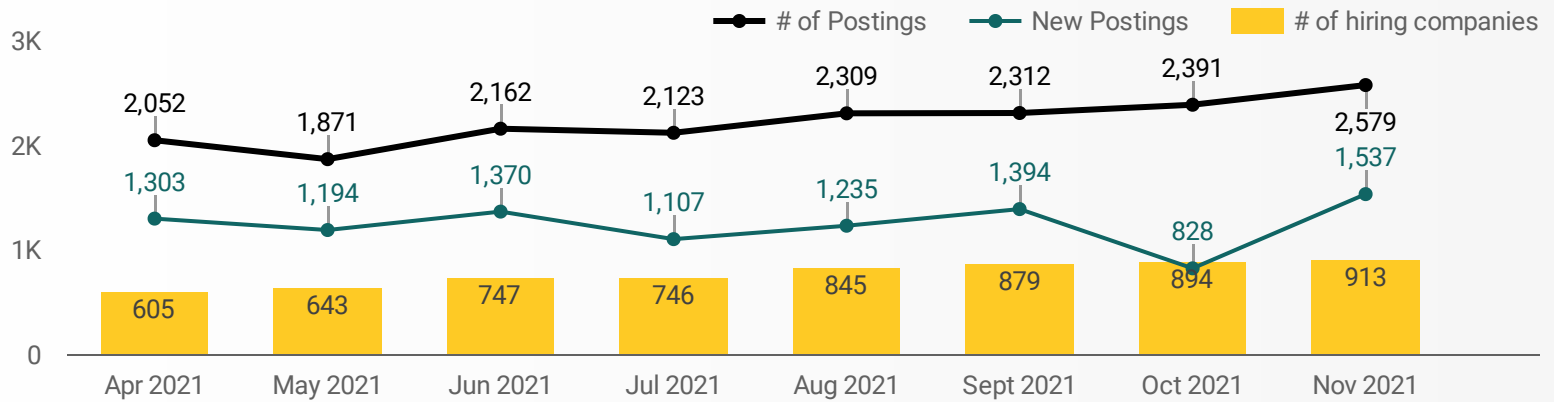
NOC = National Occupation Classification | NAICS = North American Industry Classification System

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

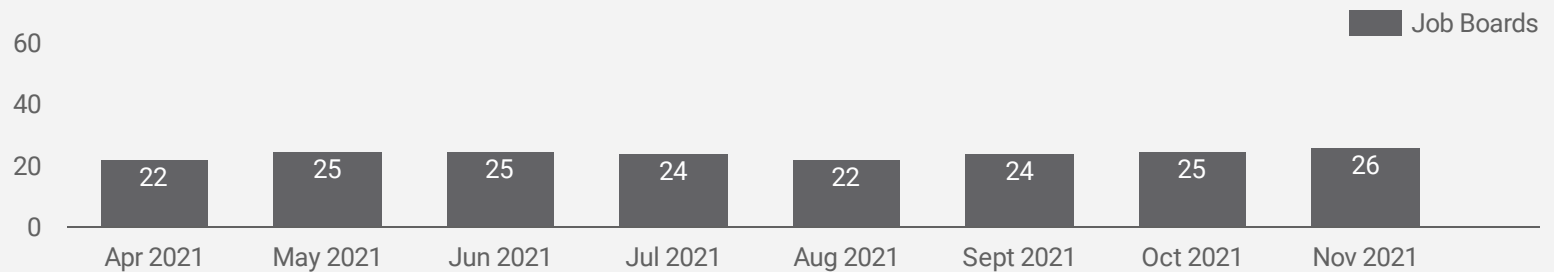
How many job postings were active for at least 1 day this month?



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

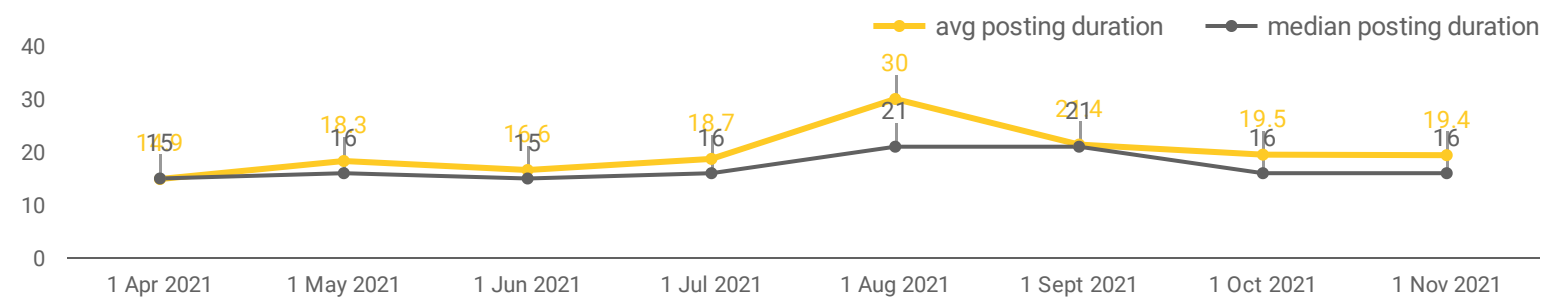
NUMBER OF ACTIVE JOB BOARDS

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?

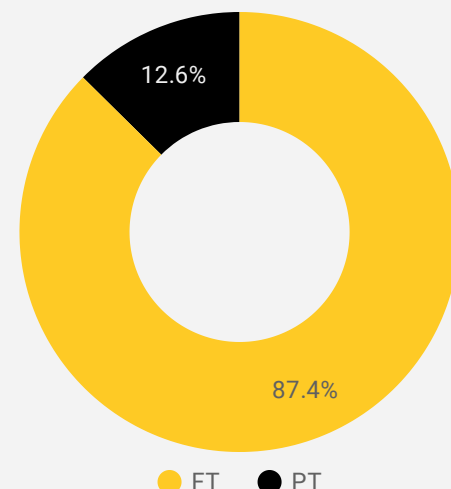
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Sault Ste. Marie	2,124	17.8	16
2.	Wawa	81	29.7	19
3.	Blind River	80	19.5	19
4.	Dubreulville	61	42.8	21
5.	White River	57	37.5	21
6.	Elliot Lake	52	26.6	15
7.	Prince	31		
8.	Hornepayne	28	25.6	15
9.	Thessalon First Nation	17	23.0	19
10.	Macdonald, Meredith and Aberdeen Additional	14	13.6	16
11.	Garden River First Nation	5	13.8	14
12.	Bruce Mines	5	10.8	15
13.	Spanish	4	15.0	15
14.	Goulais and District Local Services Board	4	13.8	15
15.	Laird	3	60.0	60
16.	North Shore	3	76.5	77
17.	St. Joseph	2	21.0	21
18.	Serpent River First Nation	2	14.0	14

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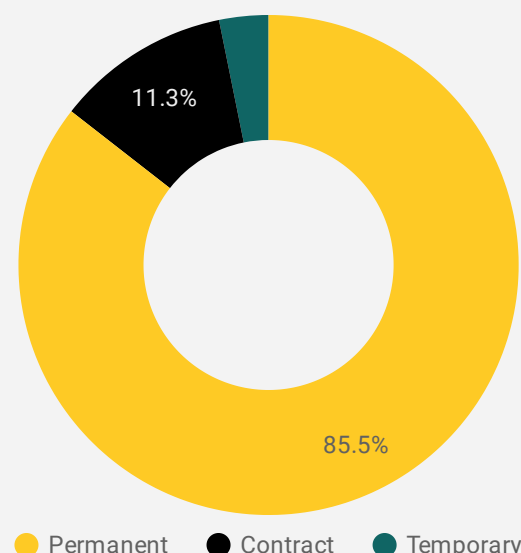
JOB TYPE

Full-time vs Part-time



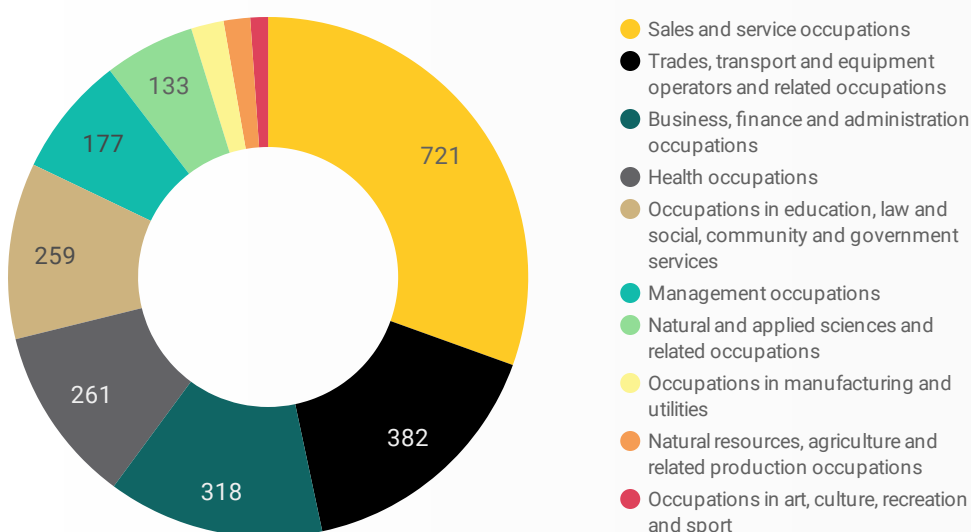
JOB DURATION

Permanency of jobs posted



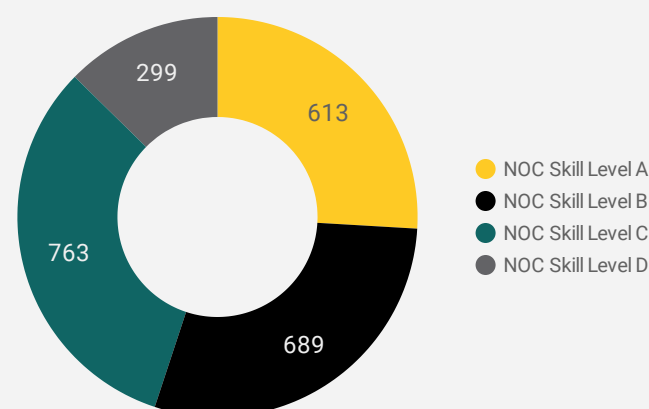
JOB POSTINGS BY SKILL TYPE

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	261	18.8	12
2.	Algoma University	Sault Ste. Marie	36	20.7	21
3.	Alamos Gold	Dubreulville	26	81.8	80
4.	OLG (Sault Ste. Marie)	Sault Ste. Marie	24	11.3	12
5.	Boart Longyear	Sault Ste. Marie	21	20.0	21
6.	Tenaris	Sault Ste. Marie	17	19.6	21
7.	Ontario Lottery and Gaming	Sault Ste. Marie	16	11.9	14
8.	A & F Kistemaker Limited	Hornepayne	16	15.0	15
9.	WIRELESSWAVE	Sault Ste. Marie	14	3.7	2
10.	Nogdawindamin	Sault Ste. Marie	14	14.2	14
11.	Tbooth wireless	Sault Ste. Marie	13	2.0	1
12.	Ontario Aboriginal Housing Services	Sault Ste. Marie	12	18.6	21
13.	Home Depot	Sault Ste. Marie	12	8.7	8
14.	Ontario Public Service / OPS	Sault Ste. Marie	12	21.0	21
15.	Child Care Algoma	Sault Ste. Marie	12	9.4	8
16.	OLG	Sault Ste. Marie	12	15.2	15
17.	Soo Mill & Lumber Co Ltd	Sault Ste. Marie	12	18.6	21
18.	Pilot Company	Sault Ste. Marie	11	16.3	21
19.	86 Network	Sault Ste. Marie	11	33.8	29
20.	Manroc Developments Inc.	Sault Ste. Marie	11	20.0	25
21.	Alamos Gold Inc.	Dubreulville	11	15.0	15
22.	Northside Auto Group	Sault Ste. Marie	11	19.7	21
23.	Home Depot of Canada Inc.	Sault Ste. Marie	11	7.3	7
24.	Extendicare Canada Inc.	Sault Ste. Marie	11	18.4	16
25.	Employment Options	Elliot Lake	10	36.2	34
26.	Bell	Sault Ste. Marie	10	12.0	15
27.	Ministry of Northern Development, Mines, Natural Resources and Forestry	Sault Ste. Marie	10	18.3	17
28.	Your Independent Grocer	Sault Ste. Marie	10	21.0	21
29.	Continental Motel & Dining Lounge	White River	10	57.0	15
30.	Dollarama	Sault Ste. Marie	10	30.0	30

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

41

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Dental Hygienist	Soleil Dental Centre	Elliot Lake	60
2.	Registered Kinesiologist	Fit Bodies Fit Minds	Sault Ste. Marie	50
3.	Certified Nutritionist	Fit Bodies Fit Minds	Sault Ste. Marie	50
4.	Jr. Installer/ Helper- Starting Asap	HRC INC	Sault Ste. Marie	50
5.	Mechanical Engineer	Soo Foundry & Machine (1980 Limited)	Sault Ste. Marie	50
6.	Project Manager, Construction	Soo Foundry & Machine (1980 Limited)	Sault Ste. Marie	50
7.	Diagnostic Medical Sonographer (travel Assignment)	Gratitude Health	Sault Ste. Marie	50
8.	General Manager - Goods Production, Utilities, Transportation And Construction	A & F Kistemaker Limited	Hornepayne	49.5
9.	General Manager - Goods Production, Utilities, Transportation And Construction Job	A & F Kistemaker Limited	Hornepayne	49.5
10.	I.t. Field Service Technician	MBI IT Services	Sault Ste. Marie	45

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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.	Crown Attorney	Ministry of the Attorney General	Sault Ste. Marie	244,052
2.	Medical Consultant	Ministry of Labour, Training and Skills Development	Sault Ste. Marie	219,061
3.	Business Development Manager - Loans (northern Ontario)	Lendhub	Sault Ste. Marie	150,000
4.	Business Systems Specialist	OLG	Sault Ste. Marie	130,000
5.	Qaqc Site Inspector - Magino Gold Project	Scott Concrete Services	Wawa	125,000
6.	Supervisor - Forest Management Policy Unit	Ministry of Natural Resources and Forestry	Sault Ste. Marie	115,856
7.	Strategic Planning Manager	OLG	Sault Ste. Marie	110,000
8.	Privacy Manager	OLG	Sault Ste. Marie	110,000
9.	Technical Services Technologist Trainee - Sault Ste Marie	Nav Canada	Sault Ste. Marie	95,909
10.	Business Development Coach – Creditor Insurance	Northern Credit Union	Sault Ste. Marie	90,000

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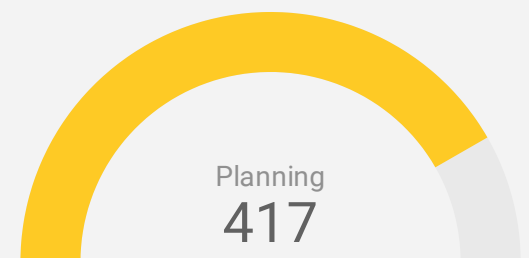
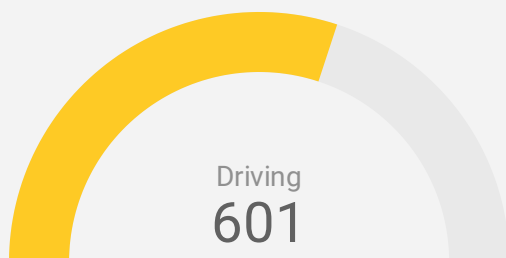
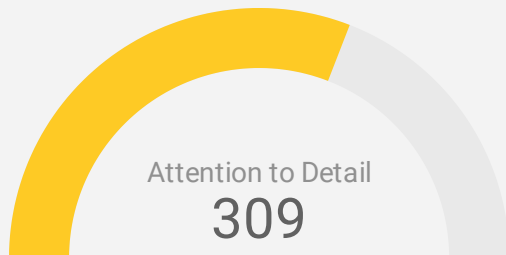
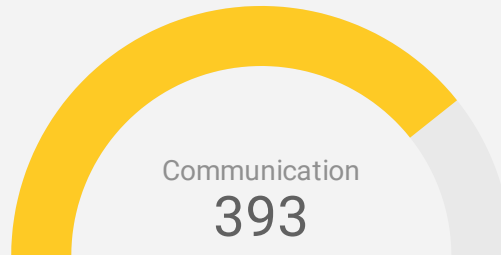
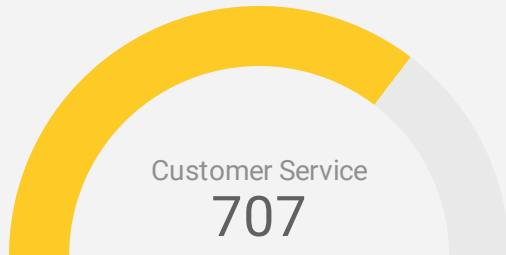


TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,579

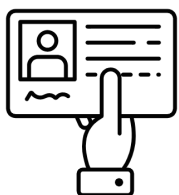


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,579



Driver's License
77



Bilingual
99

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	158	13.7	15
2.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	129	18.5	16
3.	6552	Other customer and information services representatives	NOC Skill Level C	83	20.5	16
4.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	77	21.7	17.5
5.	4212	Social and community service workers	NOC Skill Level B	60	21.7	21
6.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	49	18.8	19
7.	7514	Delivery and courier service drivers	NOC Skill Level C	43	18.9	21
8.	6322	Cooks	NOC Skill Level B	42	19.8	15
9.	6731	Light duty cleaners	NOC Skill Level D	40	18.9	15
10.	621	Retail and wholesale trade managers	NOC Skill Level A	38	19.2	21
11.	1411	General office support workers	NOC Skill Level C	35	16.4	16
12.	6611	Cashiers	NOC Skill Level D	33	16.0	21
13.	7511	Transport truck drivers	NOC Skill Level C	33	21.1	21
14.	6541	Security guards and related security service occupations	NOC Skill Level C	31	22.0	21
15.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	29	16.9	17
16.	1414	Receptionists	NOC Skill Level C	29	16.8	16
17.	7452	Material handlers	NOC Skill Level C	28	18.7	21
18.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	25	36.5	18.5
19.	4011	University professors and lecturers	NOC Skill Level A	25	21.0	21
20.	1243	Medical administrative assistants	NOC Skill Level B	23	21.0	21
21.	6513	Food and beverage servers	NOC Skill Level C	23	17.6	17
22.	4152	Social workers	NOC Skill Level A	23	16.0	15
23.	1431	Accounting and related clerks	NOC Skill Level C	22	20.1	21
24.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	21	14.1	15
25.	1241	Administrative assistants	NOC Skill Level B	21	14.7	15
26.	7611	Construction trades helpers and labourers	NOC Skill Level D	20	19.9	18
27.	1114	Other financial officers	NOC Skill Level A	19	11.8	15
28.	6235	Financial sales representatives	NOC Skill Level B	18	18.9	21
29.	1111	Financial auditors and accountants	NOC Skill Level A	18	19.4	21

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	158	13.7	15
2.	301	Professional occupations in nursing	NOC Skill Level A	135	18.7	16.5
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	93	19.8	21
4.	655	Customer and information services representatives	NOC Skill Level C	91	20.5	16
5.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	85	19.2	15
6.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	77	21.7	17.5
7.	673	Cleaners	NOC Skill Level D	77	17.6	15
8.	141	General office workers	NOC Skill Level C	66	16.6	16
9.	441	Home care providers and educational support occupations	NOC Skill Level C	56	18.7	17.5
10.	632	Chefs and cooks	NOC Skill Level B	53	18.6	15
11.	111	Auditors, accountants and investment professionals	NOC Skill Level A	50	16.1	21
12.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	46	20.1	15.5
13.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	43	30.8	21
14.	651	Occupations in food and beverage service	NOC Skill Level C	41	19.0	17
15.	415	Social and community service professionals	NOC Skill Level A	40	19.4	15.5
16.	062	Retail and wholesale trade managers	NOC Skill Level A	38	19.2	21
17.	341	Assisting occupations in support of health services	NOC Skill Level C	36	26.3	21
18.	217	Computer and information systems professionals	NOC Skill Level A	36	23.2	17
19.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	33	26.0	21
20.	661	Cashiers	NOC Skill Level D	33	16.0	21
21.	122	Administrative and regulatory occupations	NOC Skill Level B	31	23.1	16
22.	654	Security guards and related security service occupations	NOC Skill Level C	31	22.0	21
23.	631	Service supervisors	NOC Skill Level B	30	29.8	21
24.	732	Automotive service technicians	NOC Skill Level B	30	40.1	18.5
25.	416	Policy and program researchers, consultants and officers	NOC Skill Level A	30	17.2	16
26.	745	Longshore workers and material handlers	NOC Skill Level C	28	18.7	21
27.	761	Trades helpers and labourers	NOC Skill Level D	26	20.1	15
28.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	26	17.8	18
29.	112	Human resources and business service professionals	NOC Skill Level A	26	19.3	21

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	183	21.2	21
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	179	13.8	15
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	170	19.2	16
4.	30	Professional occupations in nursing	NOC Skill Level A	135	18.7	16.5
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	118	20.7	21
6.	73	Maintenance and equipment operation trades	NOC Skill Level B	103	30.7	21
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	97	22.2	16
8.	14	Office support occupations	NOC Skill Level C	93	18.2	21
9.	63	Service supervisors and specialized service occupations	NOC Skill Level B	92	21.6	15
10.	72	Industrial, electrical and construction trades	NOC Skill Level B	86	22.7	19
11.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	85	19.2	15
12.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	76	18.1	16
13.	11	Professional occupations in business and finance	NOC Skill Level A	76	17.1	21
14.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	73	19.1	21
15.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	65	25.3	21
16.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	60	21.4	19
17.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	57	19.5	19
18.	66	Sales support occupations	NOC Skill Level D	55	18.1	21
19.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	49	17.7	16
20.	32	Technical occupations in health	NOC Skill Level B	49	23.9	21
21.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	47	18.5	21
22.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	42	20.4	21
23.	31	Professional occupations in health (except nursing)	NOC Skill Level A	41	17.8	16
24.	40	Professional occupations in education services	NOC Skill Level A	37	23.7	21
25.	34	Assisting occupations in support of health services	NOC Skill Level C	36	26.3	21
26.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	36	24.0	21
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	28	20.3	18

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	LANGUAGES
102	7	67	4

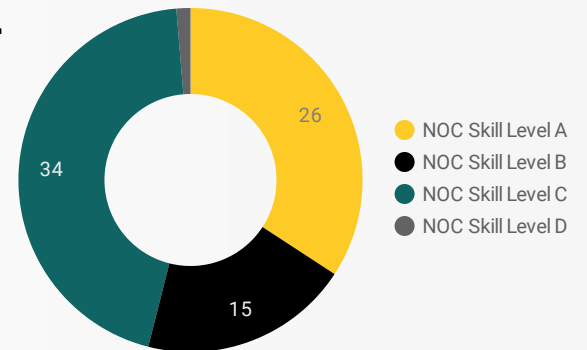
OF DAYS POSTED

AVERAGE	MEDIAN
22.3	17

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

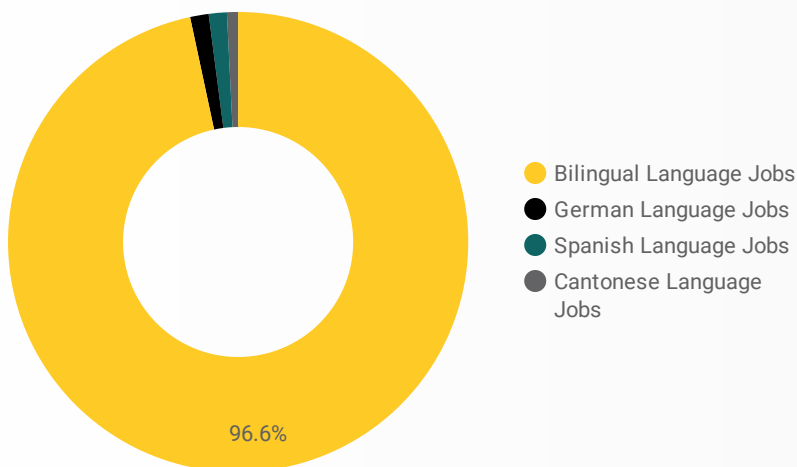
26	Skill Level A - Management/ Professional Occupations usually requiring University
15	Skill Level B - Usually college education or apprenticeship training
34	Skill Level C - Usually secondary education or occupation-specific training
1	Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	1
Cantonese La...	1			
Spanish Lang...	1			
German Lang...	1			

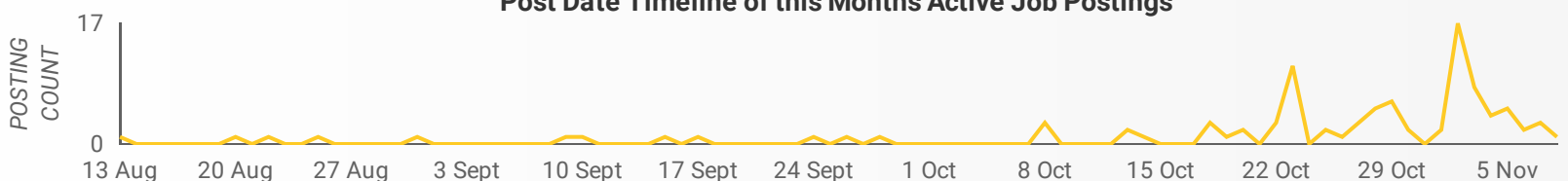
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	99
2.	Spanish Language Jobs	1
3.	German Language Jobs	1
4.	Cantonese 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: Skills by language					
Skill type name	Bilingual Language Occupations	Cantonese Language Occupations	Spanish Language Occupations	German Language Occupations	Grand total
Business, finance and administration occupations	10				10
Health occupations	7				7
Management occupations	9		1		10
Natural and applied sciences and related occupations	1				1
Natural resources, agriculture and related occupations	1				1
Occupations in education, law and social, community and government services	15	1		1	17
Occupations in manufacturing and utilities	1				1
Sales and service occupations	24				24
Trades, transport and equipment operator occupations	5				5
Grand total	73	1	1	1	76

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	73	20.0	16
2.	Prince	11		
3.	Wawa	5	15.0	15
4.	Blind River	5	23.3	24.5
5.	Dubreulville	3	87.5	87.5
6.	Elliot Lake	2	30.0	30
7.	St. Joseph	1	21.0	21
8.	Spanish	1	15.0	15
9.	Aweres Local Services Board Area	1	47.0	47
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LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other customer and information services re...	12
2. Retail salespersons	6
3. Delivery and courier service drivers	4
4. Security guards and related security service...	4
5. Family, marriage and other related counsell...	4
6. Managers in social, community and correcti...	3
7. Early childhood educators and assistants	3
8. Social and community service workers	2
9. University professors and lecturers	2
10. College and other vocational instructors	2
11. Other administrative services managers	2
12. Other assisting occupations in support of h...	2
13. Home support workers, housekeepers and r...	2
14. Other financial officers	2
15. Medical administrative assistants	2
16. Health information management occupations	1
17. Cashiers	1
18. Human resources professionals	1
19. Dietitians and nutritionists	1
20. Computer and information systems manage...	1
21. Medical laboratory technicians and patholo...	1
22. Purchasing agents and officers	1
23. Senior managers - financial, communication...	1
24. Inspectors in public and environmental heal...	1
25. Telecommunications installation and repair ...	1
26. Professional occupations in advertising, ma...	1
27. Data entry clerks	1
28. Central control and process operators, mine...	1
29. Registered nurses and registered psychiatri...	1
30. Economists and economic policy researche...	1
31. Respiratory therapists, clinical perfusionist...	1

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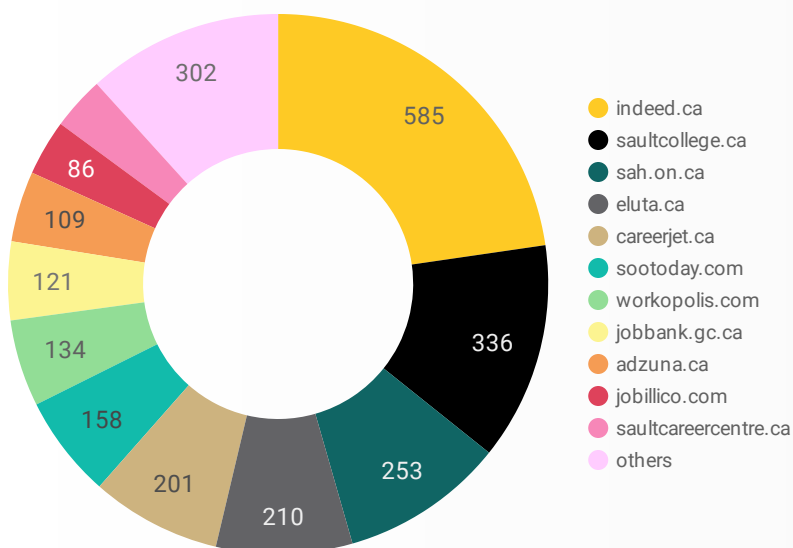
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

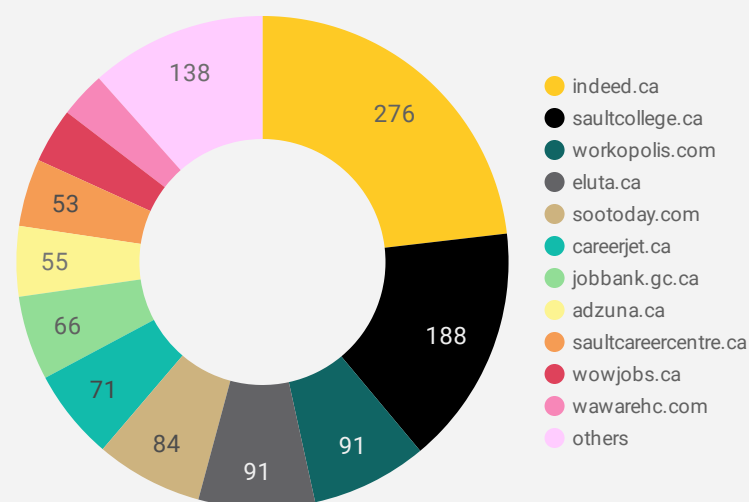
COMPANY	POSTINGS
1. Bell Canada	6
2. Sault Area Hospital	5
3. Algoma Family Services	5
4. Canadian Mental Health Association	4
5. Bell	4
6. Child Care Algoma	3
7. Alamos Gold	3
8. North Shore Health Network	2
9. Algoma University	2
10. Gardaworld	2
11. Liquor Control Board of Ontario	2
12. Boart Longyear	2
13. Fly Jazz	2
14. CX SOLUTIONS	2
15. LCBO	2
16. Home and Community Care Support Services	2
17. Jazz Aviation LP	2
18. Synterra	2
19. Canadian Mental Health Association Algoma	1
20. MakeWay	1
21. North Shore Community Support Services	1
22. BC Society of Transition House	1
23. Canadian Cancer Society	1
24. Société canadienne du cancer	1
25. Alternative Dispute Resolution Institute of Canada (ADRIC)	1
26. Institut d'arbitrage et de médiation du Canada (IAMC)	1
27. IMAA	1
28. BELL MOBILITY/BELL MOBILITÉ	1
29. Canadian Red Cross	1
30. La Source	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	585	21.0	21	276
2.	saultcollege.ca	336	17.0	15	188
3.	sah.on.ca	253	37.0	37	1
4.	eluta.ca	210	21.0	21	91
5.	careerjet.ca	201	21.1	14	71
6.	sootoday.com	158	15.3	10	84
7.	workopolis.com	134	15.0	15	91
8.	jobbank.gc.ca	121	38.5	30	66
9.	adzuna.ca	109	15.0	15	55
10.	jobillico.com	86	13.0	8	25
11.	saultcareercentre.ca	82	14.1	15	53
12.	wowjobs.ca	50	16.0	16	43
13.	wawarehc.com	49	37.3	30	36
14.	localwork.ca	40	7.3	5	14
15.	workinnonprofits.ca	31			27
16.	simplyhired.ca	28	15.0	15	24
17.	kijiji.ca	22	15.0	15	16
18.	employmentoptions.ca	20	39.9	37	8