

JOB DEMAND REPORT

DECEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,473	1,143	817	26

OF DAYS POSTED

AVERAGE	MEDIAN
21.3	21

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

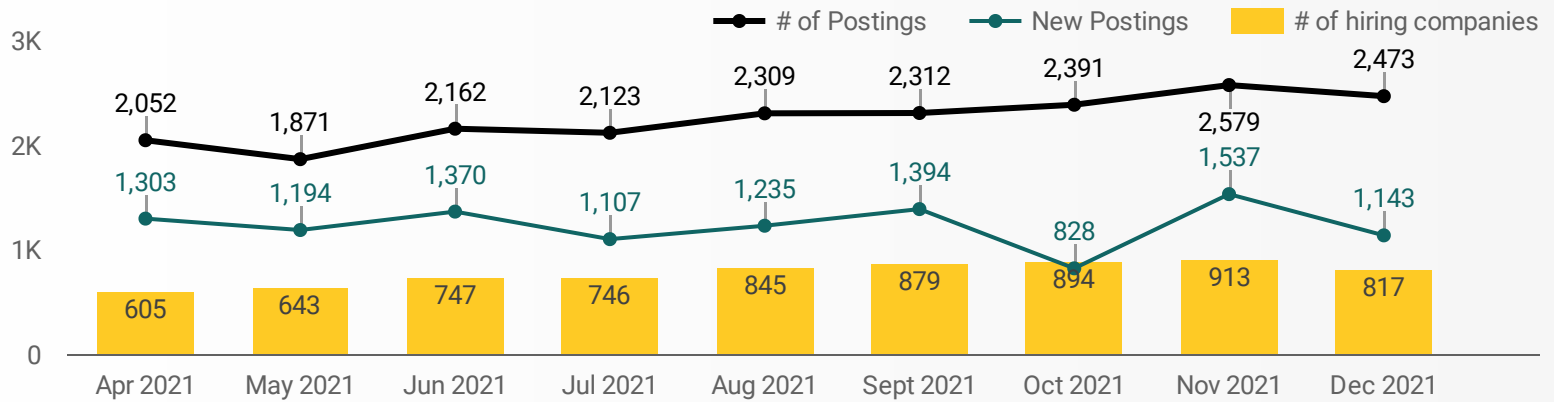
NOC = National Occupation Classification | NAICS = North American Industry Classification System

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

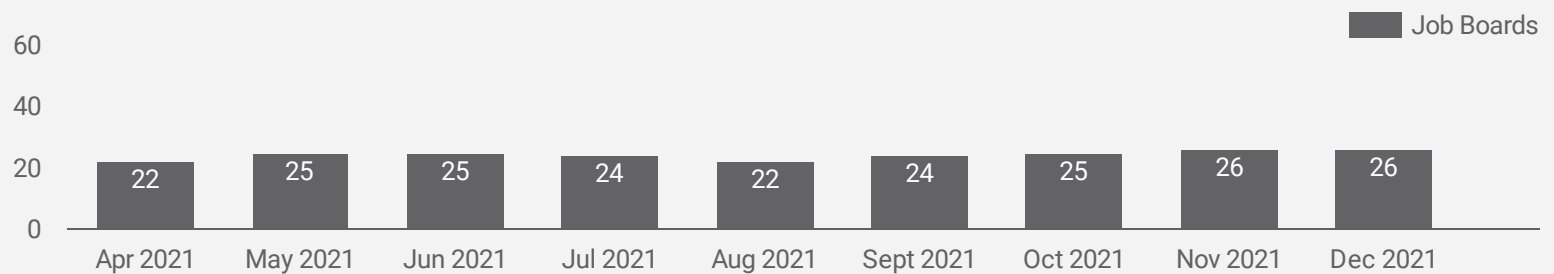
How many job postings were active for at least 1 day this month?



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

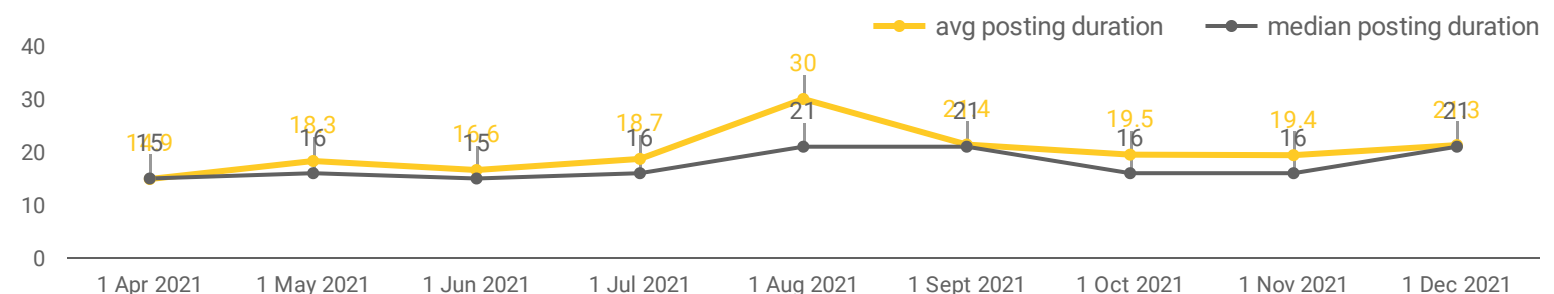
NUMBER OF ACTIVE JOB BOARDS

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



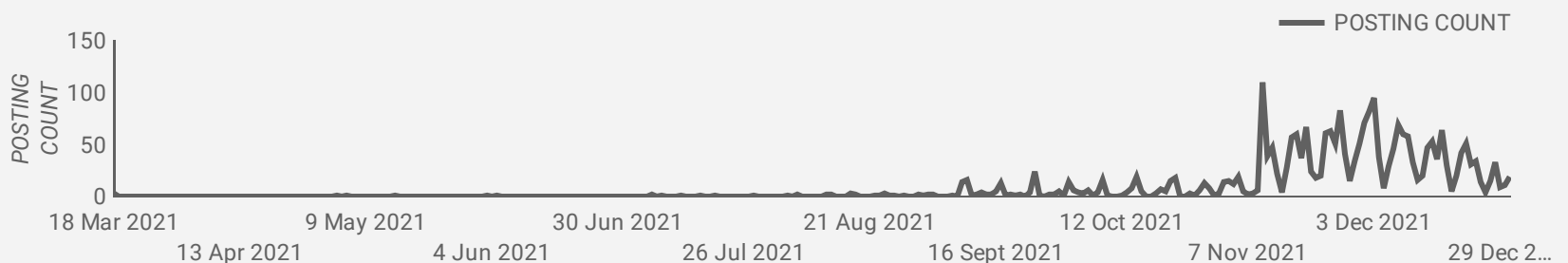
AVG & MEDIAN POSTING LENGTH BY DAYS

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?

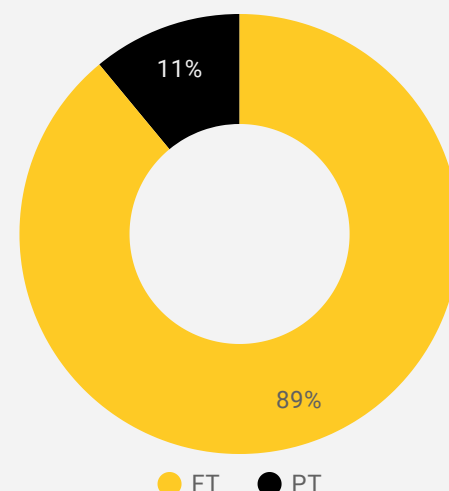
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Sault Ste. Marie	2,036	19.3	21
2.	Dubreulville	74	46.4	21
3.	Wawa	70	30.2	21
4.	Blind River	66	26.6	23
5.	Elliot Lake	59	18.1	15
6.	White River	51	33.5	15
7.	Prince	47		
8.	Hornepayne	32	54.3	21
9.	Thessalon First Nation	11	17.4	16
10.	Macdonald, Meredith and Aberdeen Additional	10	18.6	21
11.	Goulais and District Local Services Board	6	21.0	21
12.	Oba	2	18.5	19
13.	Bruce Mines	2	8.0	8
14.	Garden River First Nation	1	14.0	14
15.	Laird	1		
16.	Hawk Junction Local Services Board	1	16.0	16
17.	Spanish	1	15.0	15
18.	Serpent River First Nation	1	14.0	14

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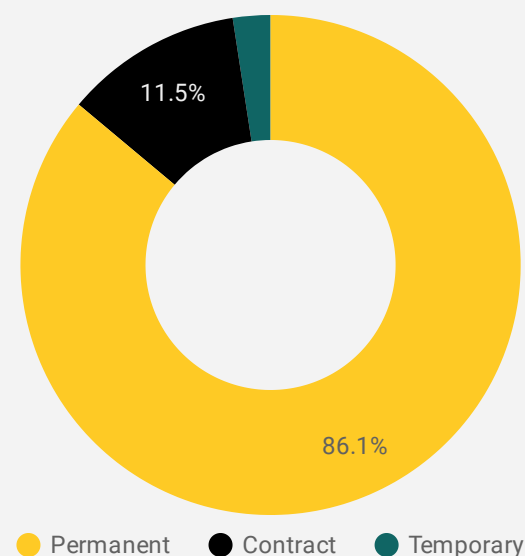
JOB TYPE

Full-time vs Part-time



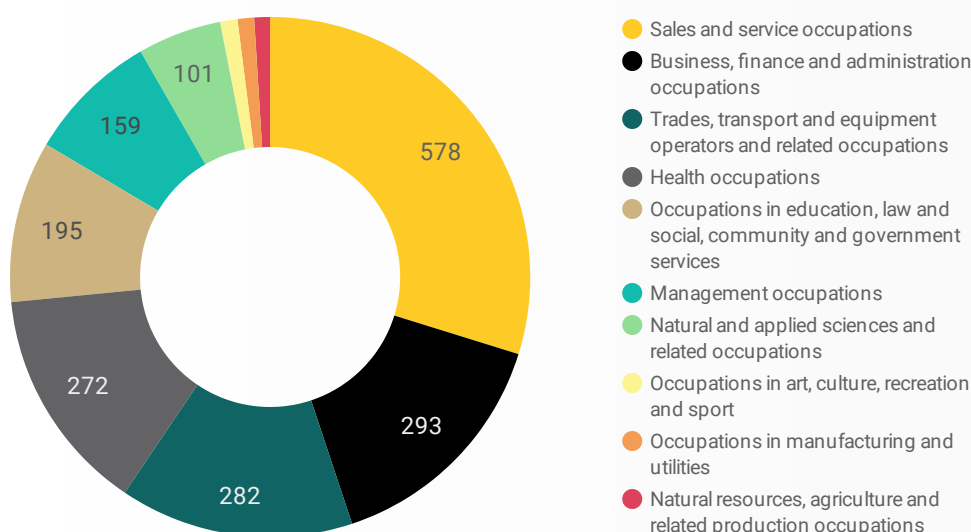
JOB DURATION

Permanency of jobs posted



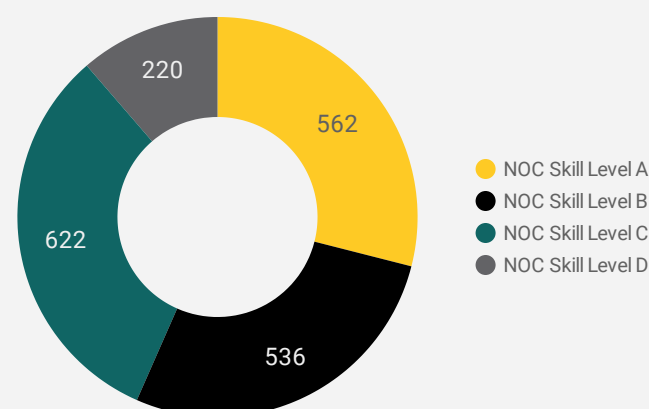
JOB POSTINGS BY SKILL TYPE

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	332	18.1	19
2.	Alamos Gold	Dubreulville	34	66.4	74
3.	OLG	Sault Ste. Marie	31	11.2	15
4.	Nogdawindamin	Sault Ste. Marie	22	14.3	14
5.	Ontario Public Service / OPS	Sault Ste. Marie	20	21.0	21
6.	Boart Longyear	Sault Ste. Marie	19	19.6	21
7.	A & F Kistemaker Limited	Hornepayne	17	54.6	18
8.	Tbooth wireless	Sault Ste. Marie	16	1.6	1
9.	WIRELESSWAVE	Sault Ste. Marie	16	1.6	1
10.	Walmart Canada Corp.	Sault Ste. Marie	14	21.0	21
11.	Sutherland Global Services, Inc.	Sault Ste. Marie	14	21.0	21
12.	Ministry of Northern Development, Mines, Natural Resources and Forestry	Sault Ste. Marie	13	18.5	17
13.	Sault Ste. Marie, Corporation of the City of	Sault Ste. Marie	13	21.0	21
14.	KPMG	Sault Ste. Marie	13	20.6	15
15.	Marriott	Sault Ste. Marie	13	10.7	10
16.	Varsity Tutors	Elliot Lake	13	7.2	6
17.	Alamos Gold Inc.	Dubreulville	13	19.4	21
18.	Extendicare Canada Inc.	Sault Ste. Marie	12	25.3	21
19.	Ontario Lottery and Gaming	Sault Ste. Marie	12	6.6	7
20.	Springer Aerospace	Sault Ste. Marie	12	8.7	9
21.	Dollarama	Sault Ste. Marie	10	53.6	30
22.	McDougall Energy Inc	Sault Ste. Marie	10	20.4	21
23.	McDonald's	Sault Ste. Marie	10	17.3	15
24.	Canadian Mental Health Association	Sault Ste. Marie	10	11.0	10
25.	Nog-Da-Win-Da-Min Family and Community Services	Sault Ste. Marie	10	21.0	21
26.	Extendicare	Sault Ste. Marie	10	18.8	16
27.	The Home Depot Canada	Sault Ste. Marie	10	17.1	15
28.	Pilot Company	Sault Ste. Marie	10	20.2	21
29.	Employment Options	Elliot Lake	10	50.8	49
30.	Cedarwood Lodge	Sault Ste. Marie	10	15.0	15

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

21

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Dental Hygienist	Soleil Dental Centre	Elliot Lake	60 
2.	Human Resources Manager	2575846 Ontario Inc.	Sault Ste. Marie	52.88 
3.	Diagnostic Medical Sonographer (travel Assignment)	Gratitude Health	Sault Ste. Marie	50 
4.	Registered Kinesiologist	Fit Bodies Fit Minds	Sault Ste. Marie	50 
5.	Audiologist Or Hearing Instrument Specialist	Absolute Hearing Care	Sault Ste. Marie	50 
6.	Mechanical Engineer	Soo Foundry & Machine (1980 Limited)	Sault Ste. Marie	50 
7.	Project Manager, Construction	Soo Foundry & Machine (1980 Limited)	Sault Ste. Marie	50 
8.	Gas Installer	HRC INC	Sault Ste. Marie	50 
9.	General Manager - Goods Production, Utilities, Transportation And Construction Job	A & F Kistemaker Limited	Hornepayne	49.5 
10.	General Manager - Goods Production, Utilities, Transportation And Construction	A & F Kistemaker Limited	Hornepayne	49.5 

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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.	Nurse Practitioner - Primary Health Care	Algoma Nurse Practitioner-Led Clinic	Sault Ste. Marie	122,178 
2.	Outside Sales Representative	National Supply Centre Ltd	Sault Ste. Marie	120,000 
3.	Service Delivery Manager	OLG	Sault Ste. Marie	120,000 
4.	Associate Dentist - Northern Ontario - Full Time	Altima Dental	Sault Ste. Marie	120,000 
5.	Infection Prevention And Control Specialist	Ministry of Labour, Training and Skills Development	Sault Ste. Marie	117,142 
6.	Quality Assurance Manager	Heliene Inc.	Sault Ste. Marie	110,000 
7.	Manager, Qa Consulting	Professional Quality Assurance Ltd	Sault Ste. Marie	100,000 
8.	Mechanical Supervisor	Core Services Inc	Sault Ste. Marie	100,000 
9.	Manager Of Rail Safety And Training	Watco	Sault Ste. Marie	100,000 
10.	Marketing Manager	OLG	Sault Ste. Marie	94,000 

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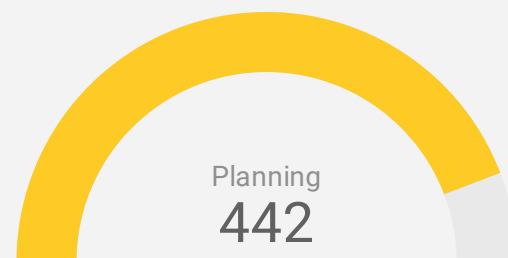
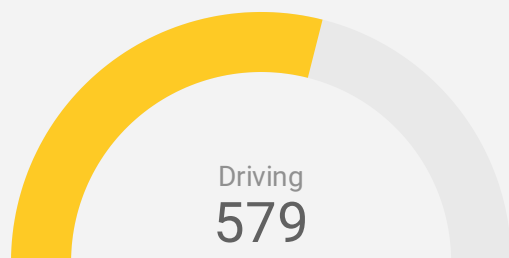
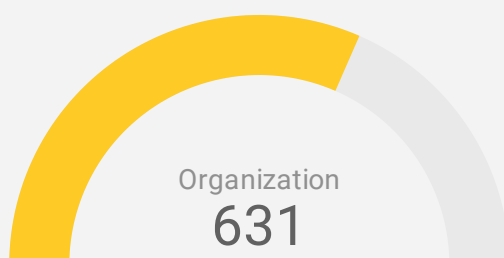
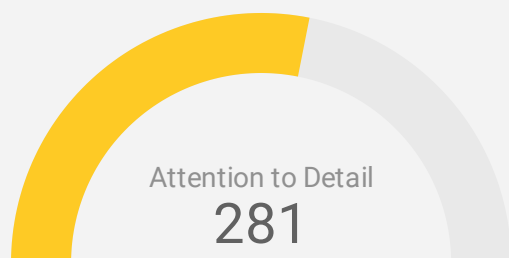
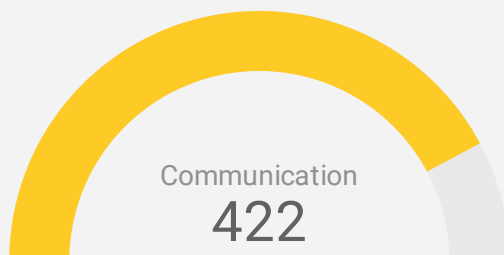
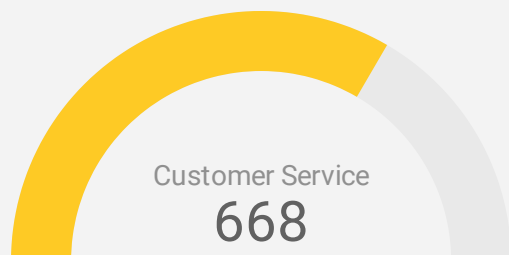


TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,473



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,473



Driver's License

67



First Aid

124



Regular Access to a Vehicle

154



Criminal Record Check

143



Microsoft Office

218



Food Safety

15

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.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	154	16.8	15
2.	6421	Retail salespersons	NOC Skill Level C	148	16.5	16
3.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	80	19.5	21
4.	6552	Other customer and information services representatives	NOC Skill Level C	55	23.9	21
5.	7514	Delivery and courier service drivers	NOC Skill Level C	55	19.7	16
6.	4212	Social and community service workers	NOC Skill Level B	51	18.3	15
7.	621	Retail and wholesale trade managers	NOC Skill Level A	46	18.9	21
8.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	41	21.9	21
9.	6322	Cooks	NOC Skill Level B	35	16.8	15
10.	1411	General office support workers	NOC Skill Level C	32	19.1	21
11.	1414	Receptionists	NOC Skill Level C	28	17.5	17
12.	6541	Security guards and related security service occupations	NOC Skill Level C	28	23.5	21
13.	6611	Cashiers	NOC Skill Level D	25	23.2	21
14.	6731	Light duty cleaners	NOC Skill Level D	25	17.5	15.5
15.	7511	Transport truck drivers	NOC Skill Level C	25	29.6	21
16.	1243	Medical administrative assistants	NOC Skill Level B	22	37.0	18
17.	1114	Other financial officers	NOC Skill Level A	20	13.1	15
18.	6222	Retail and wholesale buyers	NOC Skill Level B	19	20.4	21
19.	1431	Accounting and related clerks	NOC Skill Level C	19	26.8	21
20.	7512	Bus drivers, subway operators and other transit operators	NOC Skill Level C	19	33.3	25.5
21.	1221	Administrative officers	NOC Skill Level B	19	23.0	21
22.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	19	33.0	21
23.	1111	Financial auditors and accountants	NOC Skill Level A	18	24.1	21
24.	4152	Social workers	NOC Skill Level A	18	18.7	21
25.	1241	Administrative assistants	NOC Skill Level B	18	27.5	16
26.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	15	21.3	21
27.	1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	NOC Skill Level B	15	25.8	15.5
28.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	15	25.0	21
29.	6235	Financial sales representatives	NOC Skill Level B	15	20.0	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.	301	Professional occupations in nursing	NOC Skill Level A	159	16.6	15
2.	642	Retail salespersons	NOC Skill Level C	148	16.5	16
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	101	25.3	19
4.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	80	19.5	21
5.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	70	20.1	15
6.	141	General office workers	NOC Skill Level C	67	17.4	18.5
7.	655	Customer and information services representatives	NOC Skill Level C	63	23.4	21
8.	673	Cleaners	NOC Skill Level D	48	19.3	16
9.	441	Home care providers and educational support occupations	NOC Skill Level C	47	22.4	21
10.	062	Retail and wholesale trade managers	NOC Skill Level A	46	18.9	21
11.	111	Auditors, accountants and investment professionals	NOC Skill Level A	46	17.8	21
12.	632	Chefs and cooks	NOC Skill Level B	44	16.7	15
13.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	41	30.1	17
14.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	30	37.3	21
15.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	29	26.3	21
16.	415	Social and community service professionals	NOC Skill Level A	28	17.6	16.5
17.	217	Computer and information systems professionals	NOC Skill Level A	28	16.5	17
18.	654	Security guards and related security service occupations	NOC Skill Level C	28	23.5	21
19.	122	Administrative and regulatory occupations	NOC Skill Level B	27	25.5	21
20.	341	Assisting occupations in support of health services	NOC Skill Level C	27	34.2	21
21.	651	Occupations in food and beverage service	NOC Skill Level C	26	23.1	21
22.	661	Cashiers	NOC Skill Level D	25	23.2	21
23.	416	Policy and program researchers, consultants and officers	NOC Skill Level A	25	18.3	21
24.	732	Automotive service technicians	NOC Skill Level B	23	30.0	21
25.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	22	24.2	21
26.	112	Human resources and business service professionals	NOC Skill Level A	21	17.8	21
27.	071	Managers in customer and personal services, n.e.c.	NOC Skill Level A	21	26.4	21
28.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	20	15.8	15
29.	012	Senior managers - construction, transportation, production and	NOC Skill Level A	20	29.1	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.	30	Professional occupations in nursing	NOC Skill Level A	159	16.6	15
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	154	17.2	18
3.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	140	19.4	21
4.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	127	23.4	21
5.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	120	25.0	21
6.	14	Office support occupations	NOC Skill Level C	95	19.3	20.5
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	92	28.2	20
8.	63	Service supervisors and specialized service occupations	NOC Skill Level B	71	22.1	15
9.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	70	20.1	15
10.	11	Professional occupations in business and finance	NOC Skill Level A	67	17.8	21
11.	73	Maintenance and equipment operation trades	NOC Skill Level B	67	32.7	21
12.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	66	25.3	21
13.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	64	18.5	21
14.	72	Industrial, electrical and construction trades	NOC Skill Level B	54	30.2	21
15.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	53	25.3	21
16.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	48	22.8	21
17.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	47	22.4	21
18.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	46	26.9	16
19.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	45	20.2	21
20.	31	Professional occupations in health (except nursing)	NOC Skill Level A	45	21.7	21
21.	32	Technical occupations in health	NOC Skill Level B	41	30.5	21
22.	66	Sales support occupations	NOC Skill Level D	41	21.9	21
23.	34	Assisting occupations in support of health services	NOC Skill Level C	27	34.2	21
24.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	24	21.0	21
25.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	23	29.5	21
26.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	21	26.8	20
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	20	20.2	15

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	LANGUAGES
39	2	31	3

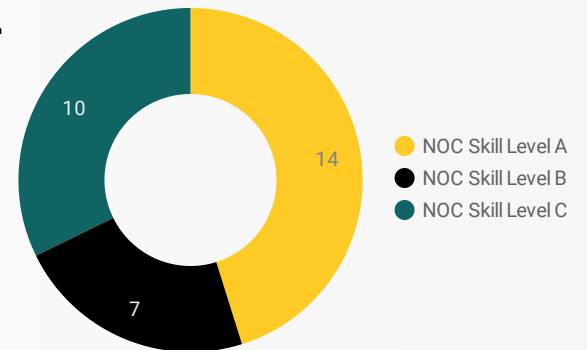
OF DAYS POSTED

AVERAGE	MEDIAN
42.2	35

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

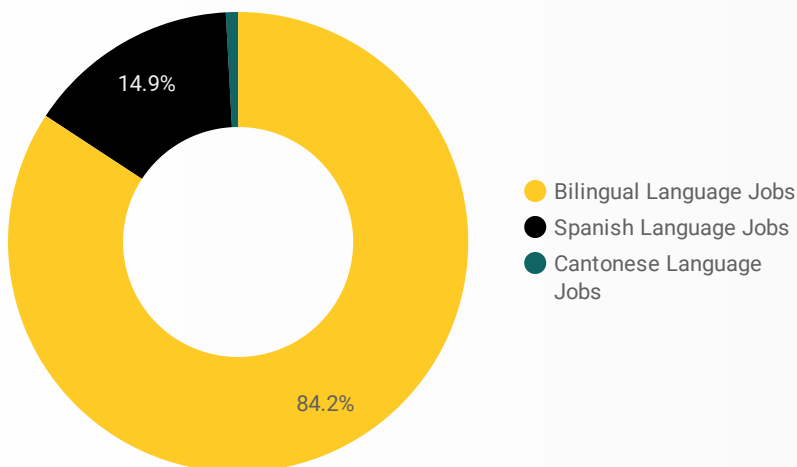
14	Skill Level A - Management/ Professional Occupations usually requiring University
7	Skill Level B - Usually college education or apprenticeship training
10	Skill Level C - Usually secondary education or occupation-specific training
0	Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C
Bilingual Lan...	...	7	...
Cantonese La...	1		
Spanish Lang...	1		

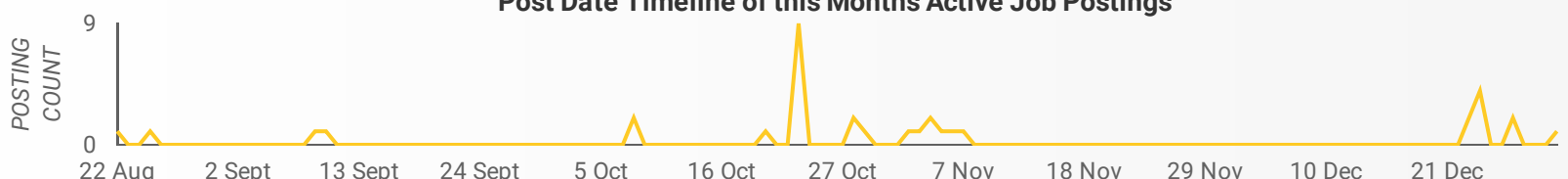
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	35
2.	Spanish Language Jobs	3
3.	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?

SKILL TYPE NAME	Bilingual Language Jobs	Cantonese Language Jobs	Spanish Language Jobs	Grand total
Business, finance and administration occu...	5			5
Health occupations	4			4
Management occupations	8		1	9
Natural and applied sciences and related o...	1			1
Occupations in education, law and social, ...	2	1		3
Sales and service occupations	6			6
Trades, transport and equipment operator...	3			3
Grand total	29	1	1	31

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	18	31.9	35
2.	Prince	13		
3.	Blind River	3	45.5	45.5
4.	Elliot Lake	2	2.0	2
5.	Dubreulville	2	115.5	115.5
6.	Wawa	1		

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

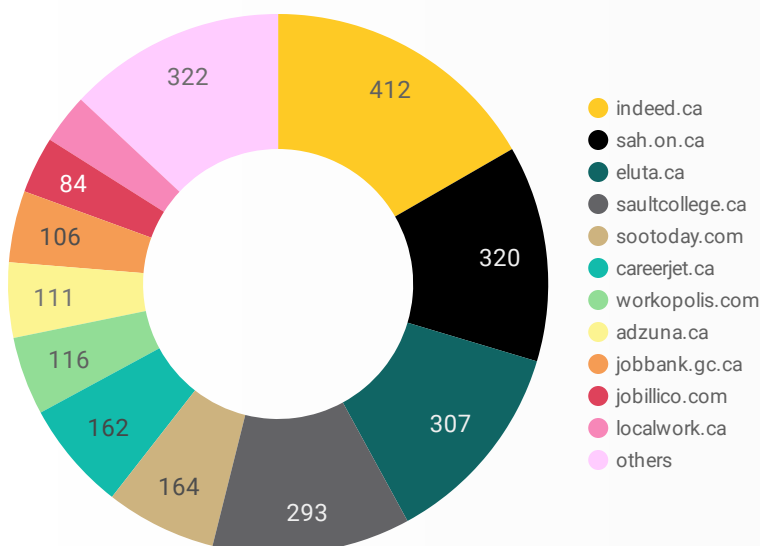
4 DIGIT NOC NAME	POSTINGS
1. Other customer and information services re...	5
2. Managers in social, community and correcti...	3
3. Delivery and courier service drivers	3
4. Other administrative services managers	2
5. Medical administrative assistants	2
6. Respiratory therapists, clinical perfusionist...	1
7. Dietitians and nutritionists	1
8. Medical laboratory technicians and patholo...	1
9. Computer and information systems manage...	1
10. Senior managers - financial, communication...	1
11. University professors and lecturers	1
12. Health information management occupations	1
13. Registered nurses and registered psychiatri...	1
14. College and other vocational instructors	1
15. Security guards and related security service...	1
16. Home support workers, housekeepers and r...	1
17. Inspectors in public and environmental heal...	1
18. Facility operation and maintenance manage...	1
19. Human resources professionals	1
20. Engineering managers	1
21. Purchasing agents and officers	1

MULTILINGUAL HIRING EMPLOYERS

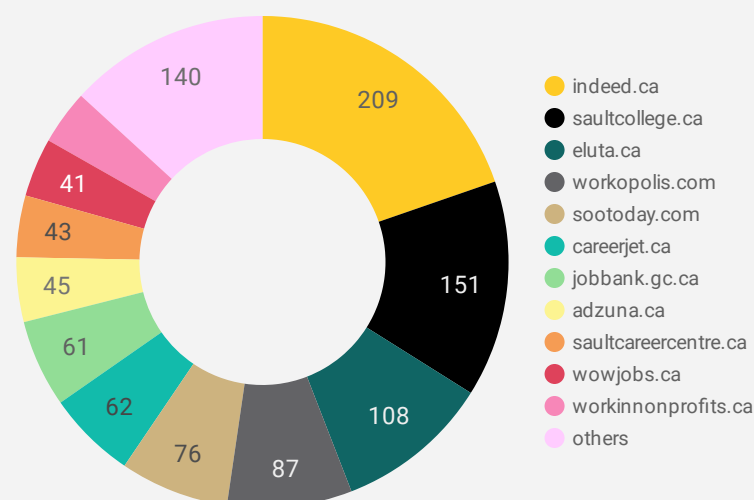
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Sault Area Hospital	5
2. CX SOLUTIONS	2
3. Fly Jazz	2
4. Alamos Gold	2
5. Canada Post Corp	2
6. IMAA	1
7. Alternative Dispute Resolution Institute of Canada (ADRIC)	1
8. Canadian Red Cross	1
9. The Corporation of the Town of Spanish	1
10. Institut d'arbitrage et de médiation du Canada (IAMC)	1
11. Carey Theological College	1
12. Serco	1
13. Société canadienne du cancer	1
14. MakeWay	1
15. AAMI	1
16. FedEx Express	1
17. FedEx	1
18. Algoma Public Health	1
19. Gardaworld	1
20. North Shore Health Network	1
21. Canadian Cancer Society	1
22. Sutherland Global Services, Inc.	1
23. Federation of Canadian Municipalities	1
24. La Fédération canadienne des municipalités	1
25. Canadian Mental Health Association	1
26. Sun Life Financial	1
27. Serpent River First Nation Economic Development Corporation	1
28. Parkinson Canada	1
29. BC Society of Transition House	1

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	412	20.9	21	209
2.	sah.on.ca	320	29.3	28	1
3.	eluta.ca	307	21.0	21	108
4.	saultcollege.ca	293	18.1	15	151
5.	sootoday.com	164	20.7	11	76
6.	careerjet.ca	162	34.2	16	62
7.	workopolis.com	116	15.0	15	87
8.	adzuna.ca	111	15.0	15	45
9.	jobbank.gc.ca	106	42.0	30	61
10.	jobillico.com	84	17.4	8	22
11.	localwork.ca	74	7.9	6	19
12.	saultcareercentre.ca	62	16.7	15	43
13.	wowjobs.ca	51	16.0	16	41
14.	workinnonprofits.ca	46			38
15.	wawarehc.com	44	48.2	40	35
16.	simplyhired.ca	24	15.0	15	24
17.	kijiji.ca	18	15.0	15	12
18.	careerowl.ca	17	73.6	94	4