

JOB DEMAND REPORT

JANUARY 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,345	1,361	734	25

OF DAYS POSTED

AVERAGE	MEDIAN
21.4	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

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Source:

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

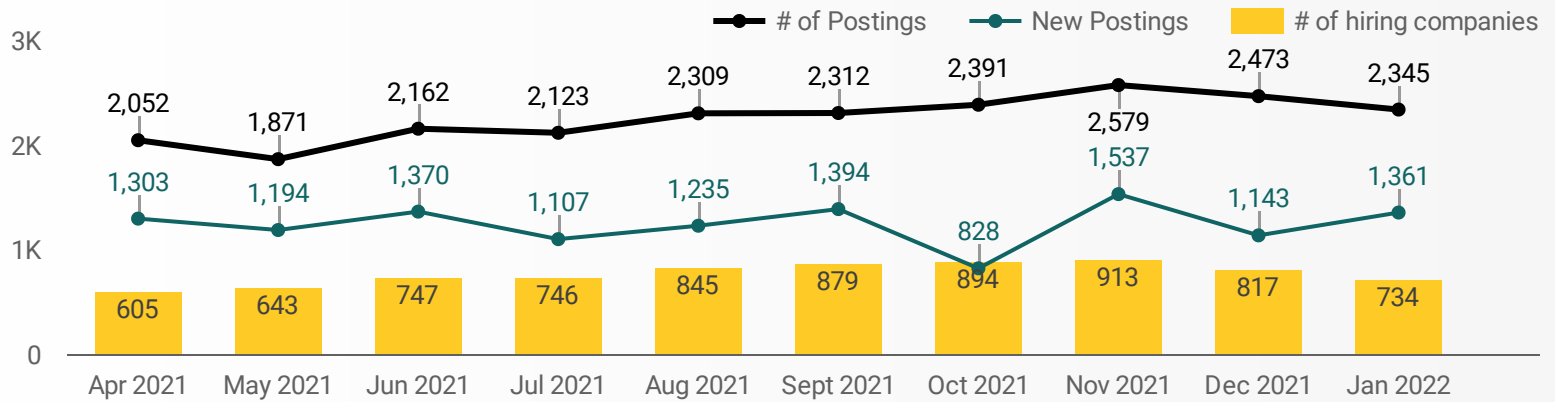


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JOB POSTINGS BY MONTH FOR ALGOMA REGION

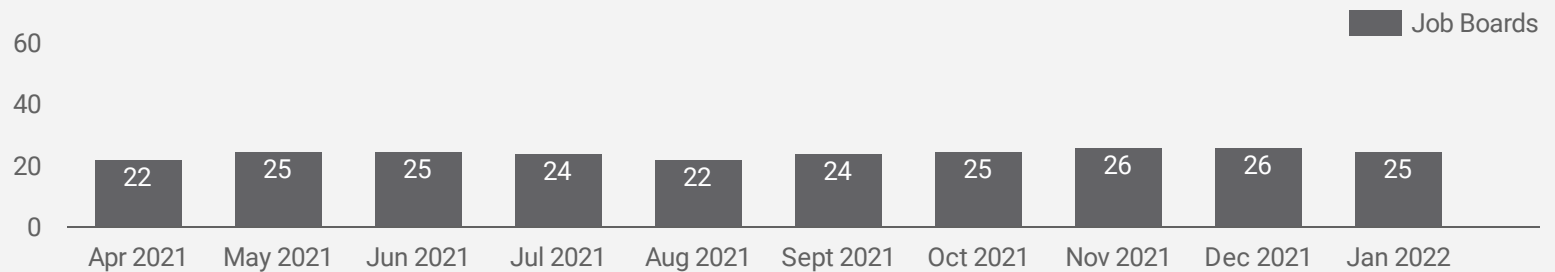
How many job postings were active for at least 1 day this month?



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

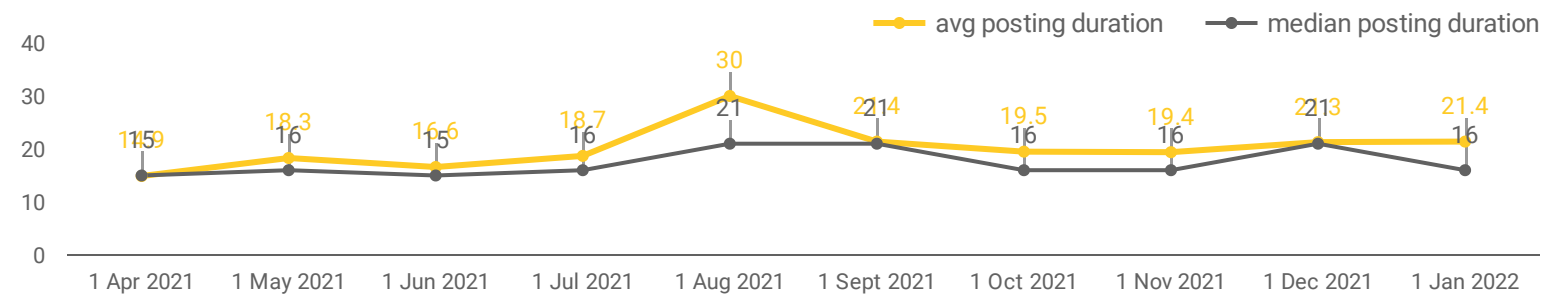
NUMBER OF ACTIVE JOB BOARDS

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



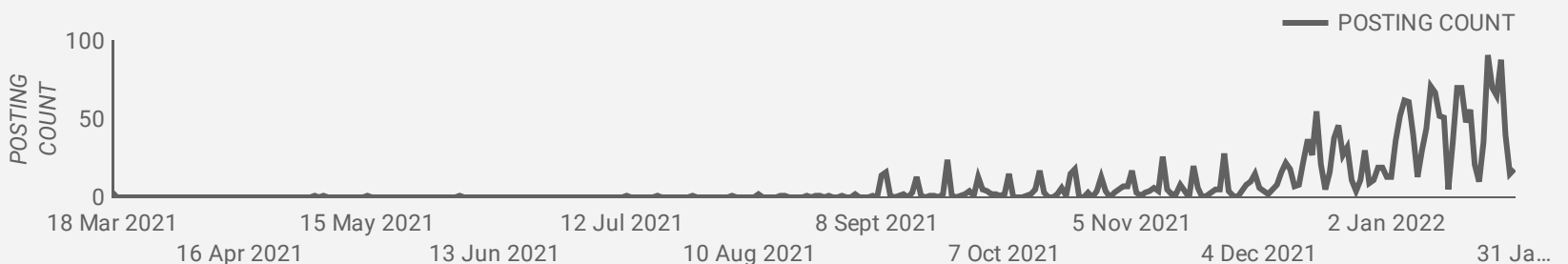
AVG & MEDIAN POSTING LENGTH BY DAYS

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?

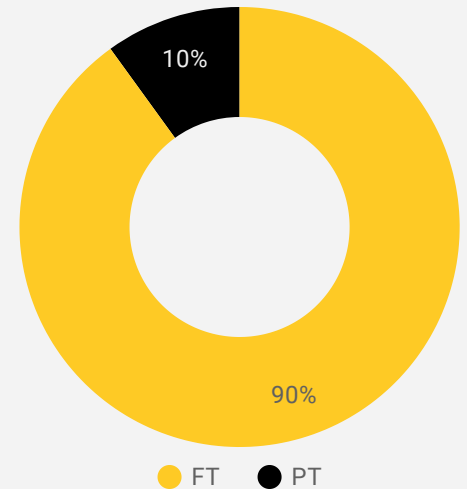
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Sault Ste. Marie	1,856	19.3	16
2.	Wawa	82	31.0	21
3.	Dubreulville	81	36.0	21
4.	Blind River	72	33.7	27
5.	Prince	61	21.0	21
6.	White River	61	33.1	15
7.	Elliot Lake	43	18.6	15
8.	Hornepayne	38	22.2	15
9.	Thessalon First Nation	14	11.2	15
10.	Goulais and District Local Services Board	11	18.1	19
11.	Macdonald, Meredith and Aberdeen Additional	5	23.0	21
12.	Hilton Beach	3		
13.	Garden River First Nation	3	12.0	12
14.	North Shore	3	54.0	54
15.	Oba	2	21.0	21
16.	Johnson	2	6.5	7
17.	Missanabie Local Services Board	2		
18.	Bruce Mines	2	15.0	15

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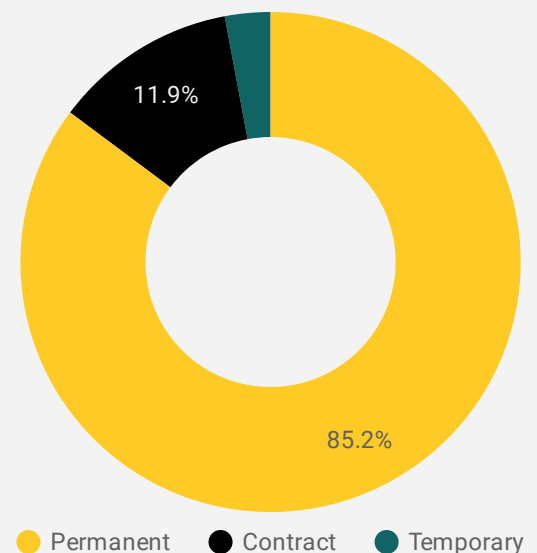
JOB TYPE

Full-time vs Part-time



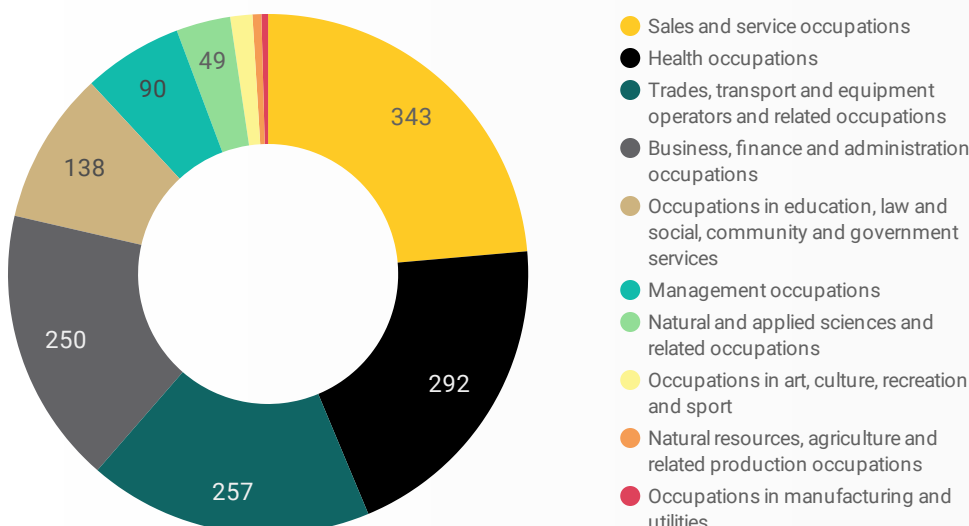
JOB DURATION

Permanency of jobs posted



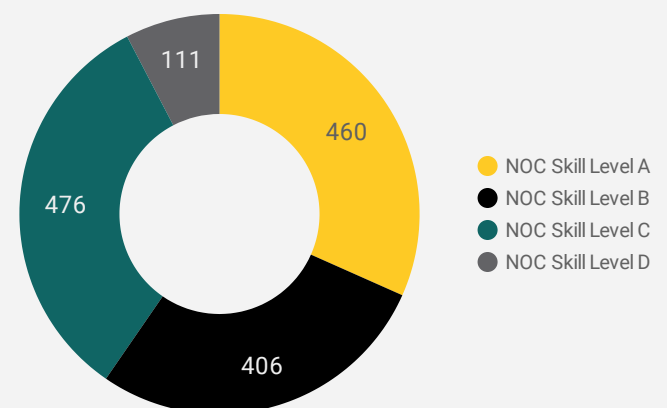
JOB POSTINGS BY SKILL TYPE

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	377	27.3	11
2.	OLG	Sault Ste. Marie	65	13.9	15
3.	Alamos Gold	Dubreulville	45	36.6	16
4.	A & F Kistemaker Limited	Hornepayne	22	24.5	15
5.	Algoma District School Board	Sault Ste. Marie	21	14.1	5
6.	Tenaris	Sault Ste. Marie	18	25.3	21
7.	Varsity Tutors	Sault Ste. Marie	16	6.0	2
8.	Batchewana First Nation	Sault Ste. Marie	15	4.0	4
9.	Ontario Public Service / OPS	Sault Ste. Marie	15	21.0	21
10.	Cedarwood Lodge	Sault Ste. Marie	14	20.1	21
11.	Home Depot	Sault Ste. Marie	14	8.7	6
12.	First Student Canada	Sault Ste. Marie	14	9.5	2
13.	Extendicare Canada Inc.	Sault Ste. Marie	13	26.6	21
14.	Nogdawindamin	Sault Ste. Marie	13	15.5	15
15.	The Home Depot Canada	Sault Ste. Marie	13	15.8	18
16.	Pilot Company	Sault Ste. Marie	12	16.5	21
17.	Canadian Mental Health Association	Sault Ste. Marie	12	12.5	12
18.	KPMG	Sault Ste. Marie	12	20.8	15
19.	Home Depot of Canada Inc.	Sault Ste. Marie	11	8.4	9
20.	Northern Reflections	Sault Ste. Marie	11	2.5	1
21.	Extendicare	Sault Ste. Marie	10	27.8	23
22.	Employment Options	Elliot Lake	10	51.2	40
23.	Harte Gold Corp	White River	10	18.6	21
24.	Group Health Centre	Sault Ste. Marie	10	14.6	16
25.	Ketegaunseebee Garden River First Nation	Sault Ste. Marie	9	12.2	12
26.	McDougall Energy	Sault Ste. Marie	9	29.5	32
27.	Connect Hearing	Sault Ste. Marie	9	6.9	1
28.	Ministry of Northern Development, Mines, Natural Resources and Forestry	Sault Ste. Marie	9	17.7	17
29.	Home Depot Canada	Sault Ste. Marie	9	21.0	21
30.	Argonaut Gold	Dubreulville	9	20.0	21

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings

9

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Rpn Job In Wawa On \$60/hr-\$65/hr	LA Viva Healthcare Inc	Wawa	60
2.	Maintenance Employee - Full Time	Holiday Inn Express - Sault Ste. Marie	Sault Ste. Marie	57
3.	Rpn - Hospital (hornepayne)	Gaia Care	Hornepayne	55
4.	Human Resources Manager	2575846 Ontario Inc.	Sault Ste. Marie	52.88
5.	Registered Nurse Infection Control Professional - Full Time	Sault Area Hospital	Sault Ste. Marie	50.96
6.	Social Worker	Sault Area Hospital	Sault Ste. Marie	50.96
7.	Social Worker (msw)	Sault Area Hospital	Sault Ste. Marie	50.96
8.	Audiologist Or Hearing Instrument Specialist	Absolute Hearing Care	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.	Chief Psychologist	Ontario Ministry of the Solicitor General	Sault Ste. Marie	160,000
2.	Outside Sales Advisor	Reliance Home Comfort	Sault Ste. Marie	150,000
3.	Manager Customer Care	OLG	Sault Ste. Marie	140,000
4.	Manager Incident Management	OLG	Sault Ste. Marie	130,000
5.	Demand & Capacity Planning Manager	OLG	Sault Ste. Marie	130,000
6.	Manager - Projects	Cognizant Technology Solutions	Sault Ste. Marie	130,000
7.	Chief Psychologist	Ministry of the Solicitor General	Sault Ste. Marie	122,998
8.	Manager Customer Care - Digital	OLG	Sault Ste. Marie	120,000
9.	Business Consultant	OLG	Sault Ste. Marie	120,000
10.	Tech Service Delivery Manager	OLG	Sault Ste. Marie	120,000
11.	Manager, Branch Services	Ministry of Training, Colleges and Universities	Sault Ste. Marie	115,856

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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,345



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,345



Driver's License

82



First Aid

124



Regular Access to a Vehicle

156



Criminal Record Check

159



Microsoft Office

240



Food Safety

9

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	190	27.2	21
2.	6421	Retail salespersons	NOC Skill Level C	56	19.8	21
3.	7514	Delivery and courier service drivers	NOC Skill Level C	46	18.6	20
4.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	45	22.7	4
5.	6552	Other customer and information services representatives	NOC Skill Level C	43	24.5	18.5
6.	7512	Bus drivers, subway operators and other transit operators	NOC Skill Level C	35	15.4	4
7.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	31	32.4	15
8.	1411	General office support workers	NOC Skill Level C	29	20.8	21
9.	6322	Cooks	NOC Skill Level B	27	26.9	21
10.	4212	Social and community service workers	NOC Skill Level B	27	13.8	15
11.	6731	Light duty cleaners	NOC Skill Level D	25	15.2	15.5
12.	1414	Receptionists	NOC Skill Level C	25	19.6	21
13.	1431	Accounting and related clerks	NOC Skill Level C	25	17.8	20
14.	1241	Administrative assistants	NOC Skill Level B	22	35.4	15
15.	7511	Transport truck drivers	NOC Skill Level C	22	28.3	21
16.	7313	Heating, refrigeration and air conditioning mechanics	NOC Skill Level B	21	15.9	9
17.	621	Retail and wholesale trade managers	NOC Skill Level A	20	23.2	21
18.	6222	Retail and wholesale buyers	NOC Skill Level B	20	22.9	21
19.	6541	Security guards and related security service occupations	NOC Skill Level C	20	24.7	21
20.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	19	43.8	21
21.	3414	Other assisting occupations in support of health services	NOC Skill Level C	18	18.5	18.5
22.	1243	Medical administrative assistants	NOC Skill Level B	17		
23.	1111	Financial auditors and accountants	NOC Skill Level A	14	29.6	20
24.	1114	Other financial officers	NOC Skill Level A	14	16.0	15
25.	6411	Sales and account representatives - wholesale trade (non-technical)	NOC Skill Level C	13	7.8	4.5
26.	4152	Social workers	NOC Skill Level A	13	23.0	16
27.	1221	Administrative officers	NOC Skill Level B	12	20.0	21
28.	6235	Financial sales representatives	NOC Skill Level B	11	24.7	21
29.	2153	Urban and land use planners	NOC Skill Level A	11	21.0	15

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	193	27.2	21
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	103	18.6	15
3.	141	General office workers	NOC Skill Level C	59	19.8	21
4.	642	Retail salespersons	NOC Skill Level C	56	19.8	21
5.	441	Home care providers and educational support occupations	NOC Skill Level C	49	23.0	14.5
6.	655	Customer and information services representatives	NOC Skill Level C	45	25.6	21
7.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	40	27.9	15
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	40	33.9	15
9.	673	Cleaners	NOC Skill Level D	37	16.4	16
10.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	35	15.5	15
11.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	33	16.4	15
12.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	31	32.4	15
13.	632	Chefs and cooks	NOC Skill Level B	31	31.8	21
14.	111	Auditors, accountants and investment professionals	NOC Skill Level A	30	23.1	15
15.	341	Assisting occupations in support of health services	NOC Skill Level C	27	37.0	26
16.	122	Administrative and regulatory occupations	NOC Skill Level B	26	18.5	21
17.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	25	56.3	60
18.	415	Social and community service professionals	NOC Skill Level A	24	19.8	15
19.	112	Human resources and business service professionals	NOC Skill Level A	22	16.7	15
20.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	21	22.9	21
21.	732	Automotive service technicians	NOC Skill Level B	21	39.3	21
22.	654	Security guards and related security service occupations	NOC Skill Level C	20	24.7	21
23.	062	Retail and wholesale trade managers	NOC Skill Level A	20	23.2	21
24.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	18	32.3	21.5
25.	416	Policy and program researchers, consultants and officers	NOC Skill Level A	16	41.2	21
26.	011	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	14	18.3	16.5
27.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	14	24.0	21
28.	651	Occupations in food and beverage service	NOC Skill Level C	14	40.1	32

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	193	27.2	21
2.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	113	18.6	15
3.	14	Office support occupations	NOC Skill Level C	97	17.9	20
4.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	85	28.4	21
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	79	23.6	15
6.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	78	25.4	15
7.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	69	17.1	20
8.	73	Maintenance and equipment operation trades	NOC Skill Level B	63	30.7	21
9.	72	Industrial, electrical and construction trades	NOC Skill Level B	54	37.1	21
10.	11	Professional occupations in business and finance	NOC Skill Level A	52	21.5	15
11.	63	Service supervisors and specialized service occupations	NOC Skill Level B	51	31.2	21
12.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	50	23.0	14.5
13.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	46	30.5	21
14.	32	Technical occupations in health	NOC Skill Level B	43	25.6	19
15.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	43	30.3	21
16.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	35	15.5	15
17.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	31	19.9	21
18.	31	Professional occupations in health (except nursing)	NOC Skill Level A	29	19.6	15
19.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	28	29.9	21
20.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	27	20.3	16.5
21.	34	Assisting occupations in support of health services	NOC Skill Level C	27	37.0	26
22.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	18	32.3	21
23.	66	Sales support occupations	NOC Skill Level D	17	30.3	18.5
24.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	16	26.1	21
25.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	15	23.4	18
26.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	14	18.6	16
27.	51	Professional occupations in art and culture	NOC Skill Level A	12	19.3	21

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
153

NEW POSTINGS
2

COMPANIES
77

LANGUAGES
4

OF DAYS POSTED

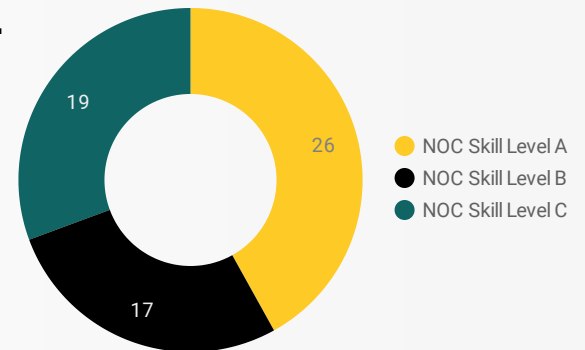
AVERAGE
16.6

MEDIAN
14

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

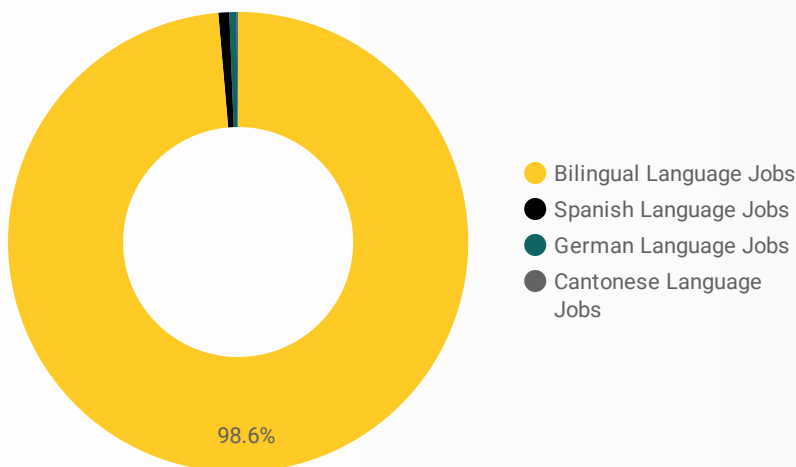
- 26** Skill Level A - Management/ Professional Occupations usually requiring University
- 17** Skill Level B - Usually college education or apprenticeship training
- 19** Skill Level C - Usually secondary education or occupation-specific training
- 0** Skill Level D - Usually on-the-job training



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

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	149
2.	Spanish Language Jobs	2
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?

SKILL TYPE NAME	Bilingual Language Jobs	Cantonese Language Jobs	German Language Jobs	Grand total
Business, finance and administration occu...	13			13
Health occupations	6			6
Management occupations	13			13
Natural and applied sciences and related o...	2			2
Occupations in art, culture, recreation and ...			1	1
Occupations in education, law and social, ...	9	1		10
Sales and service occupations	14			14
Trades, transport and equipment operator...	3			3
Grand total	60	1	1	62

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	107	14.0	14
2.	Prince	19		
3.	Wawa	9	63.5	63.5
4.	Elliot Lake	8	5.3	2
5.	Dubreulville	6	41.0	14
6.	Blind River	3	49.5	49.5
7.	White River	1	20.0	20

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...	10
2. Social and community service workers	4
3. Letter carriers	3
4. Administrative assistants	3
5. Professional occupations in advertising, ma...	3
6. Financial managers	3
7. Managers in social, community and correcti...	3
8. Home support workers, housekeepers and r...	3
9. Registered nurses and registered psychiatri...	3
10. Automotive service technicians, truck and b...	2
11. Other administrative services managers	2
12. Medical administrative assistants	2
13. Retail salespersons	1
14. General practitioners and family physicians	1
15. Inspectors in public and environmental heal...	1
16. Health information management occupations	1
17. Advertising, marketing and public relations ...	1
18. University professors and lecturers	1
19. Human resources professionals	1
20. Translators, terminologists and interpreters	1
21. Senior managers - financial, communication...	1
22. Computer and information systems manage...	1
23. Dietitians and nutritionists	1
24. Security guards and related security service...	1
25. Judges	1
26. Geological and mineral technologists and te...	1
27. Delivery and courier service drivers	1
28. Retail and wholesale buyers	1
29. School principals and administrators of ele...	1
30. Insurance agents and brokers	1
31. College and other vocational instructors	1

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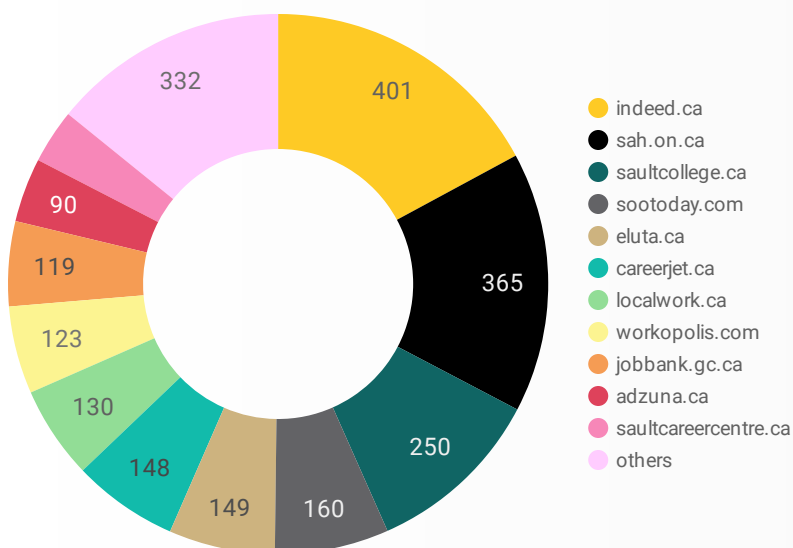
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

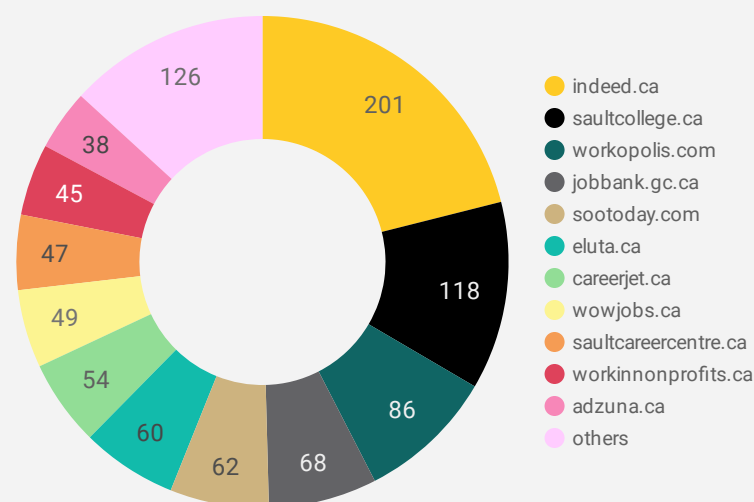
COMPANY	POSTINGS
1. Varsity Tutors	21
2. Bell Canada	8
3. Canadian Mental Health Association	8
4. Sault Area Hospital	6
5. ACE Services Mécaniques	4
6. Algoma Family Services	4
7. CX SOLUTIONS	4
8. Conseil scolaire catholique Nouvelon	4
9. Centre d'éducation et de formation pour adultes	4
10. Algoma Public Health	3
11. EACOM Timber Corporation	3
12. Canadian Bearings	3
13. Canada Post Corp	2
14. Sun Life Financial	2
15. BGC Canada (anciennement Repaires jeunesse du Canada)	2
16. Bell	2
17. Centre d'éducation et de formation pour adultes (CÉFA)	2
18. BGC Canada (Formerly Boys and Girls Clubs of Canada)	2
19. Alamos Gold	2
20. Ministère de l'enfance, des services...	2
21. Canada Post Corporation	2
22. Canada Post - Postes Canada	2
23. Home and Community Care Support Services	2
24. Aecom Technology Corporation	2
25. Ministère de l'enfance, des services communautaires et sociaux	2
26. Evolugen	2
27. Fly Jazz	2
28. Tpd	2

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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	401	20.9	21	201
2.	sah.on.ca	365	54.3	43	1
3.	saultcollege.ca	250	20.4	15	118
4.	sootoday.com	160	25.7	15	62
5.	eluta.ca	149	21.0	21	60
6.	careerjet.ca	148	32.0	19	54
7.	localwork.ca	130	5.0	2	28
8.	workopolis.com	123	15.0	15	86
9.	jobbank.gc.ca	119	36.3	16	68
10.	adzuna.ca	90	15.0	15	38
11.	saultcareercentre.ca	76	16.7	15	47
12.	wowjobs.ca	59	16.0	16	49
13.	workinnonprofits.ca	58			45
14.	jobillico.com	58	29.4	31	20
15.	wawarehc.com	34	66.0	43	27
16.	network.applytoeducation.com	28	12.5	5	2
17.	simplyhired.ca	26	15.0	15	22
18.	kijiji.ca	14	15.0	15	11