

JOB DEMAND REPORT

MARCH 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
3,341	1,935	1,027	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

Page 1 of 13

Source:

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

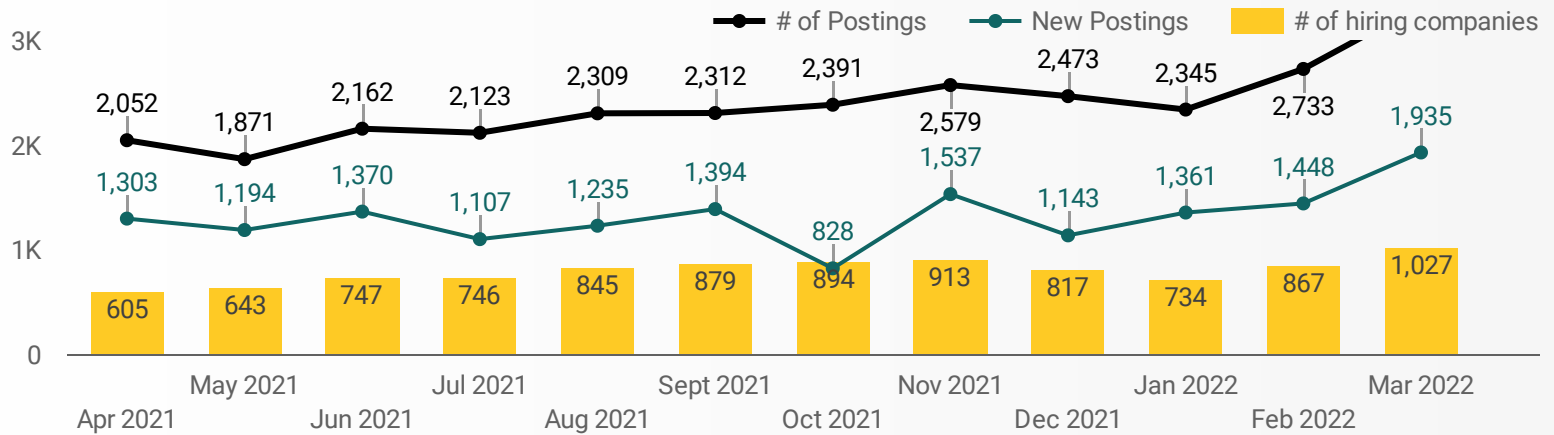


This Employment Ontario service is funded in part by the Government of Canada and the Government of Ontario.

Ce service Emploi Ontario est financé en partie par le gouvernement du Canada et le gouvernement de l'Ontario.

JOB POSTINGS BY MONTH FOR ALGOMA REGION

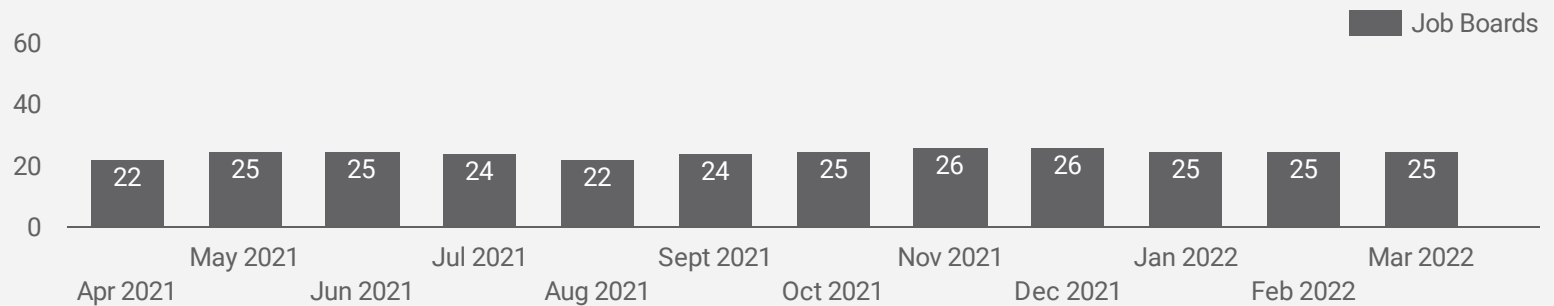
How many job postings were active for at least 1 day this month?



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

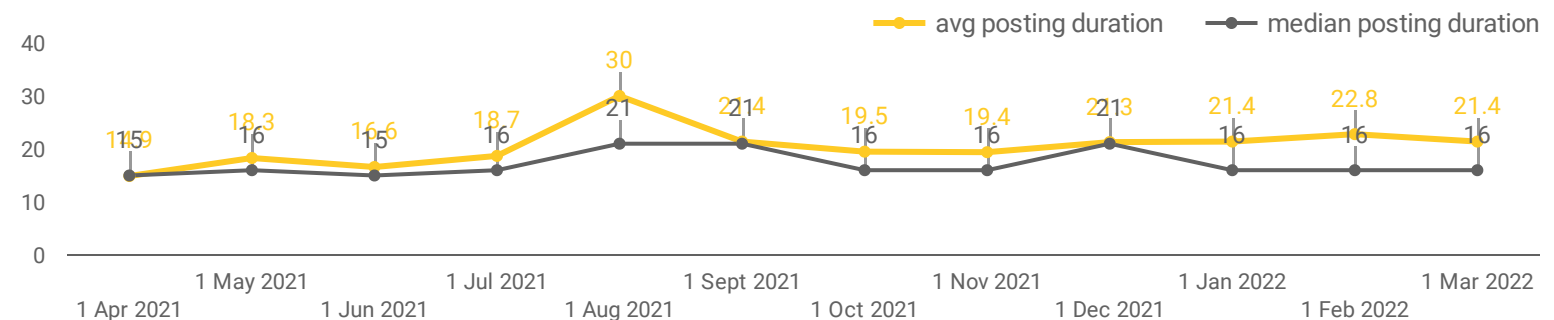
NUMBER OF ACTIVE JOB BOARDS

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



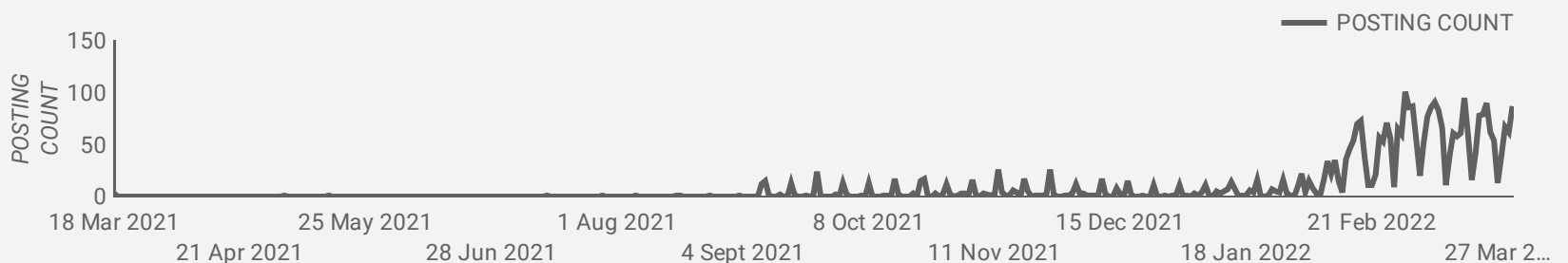
AVG & MEDIAN POSTING LENGTH BY DAYS

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?

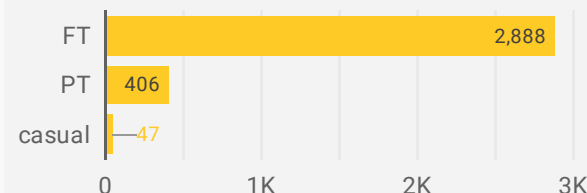
	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Sault Ste. Marie	2,644	18.4	16
2.	Wawa	133	21.0	17
3.	Blind River	125	21.9	16
4.	Prince	94	65.9	69
5.	White River	86	33.6	15
6.	Elliot Lake	79	23.4	15
7.	Dubreulville	76	29.7	21
8.	Hornepayne	36	33.5	15
9.	Thessalon First Nation	23	34.0	21
10.	Garden River First Nation	8	14.3	14
11.	Bruce Mines	7	18.1	21
12.	Huron Shores	5	19.0	21
13.	Spanish	4	21.5	22
14.	Macdonald, Meredith and Aberdeen Additional	3	65.5	66
15.	Montreal River	2	21.0	21
16.	Hilton Beach	2	18.0	18
17.	Whitefish Island First Nation	2	30.0	30
18.	Laird	2	42.0	42
19.	St. Joseph	2	15.0	15

1 - 26 / 26



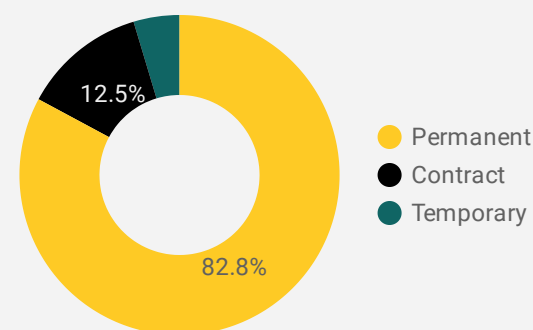
JOB TYPE

Full-time vs Part-time



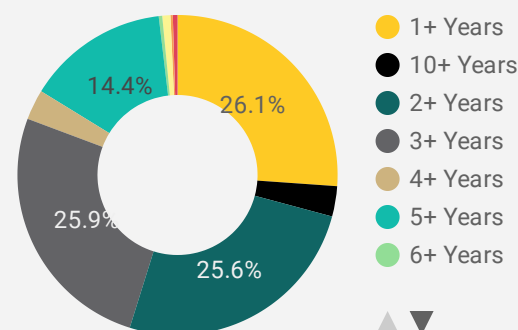
JOB DURATION

Permanency of jobs posted



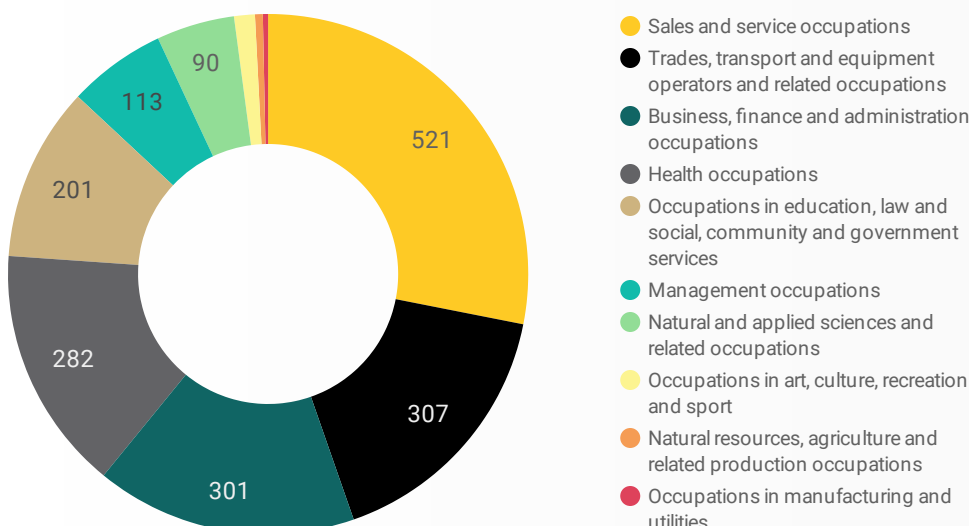
JOB EXPERIENCE

Job Postings by Experience Level Required



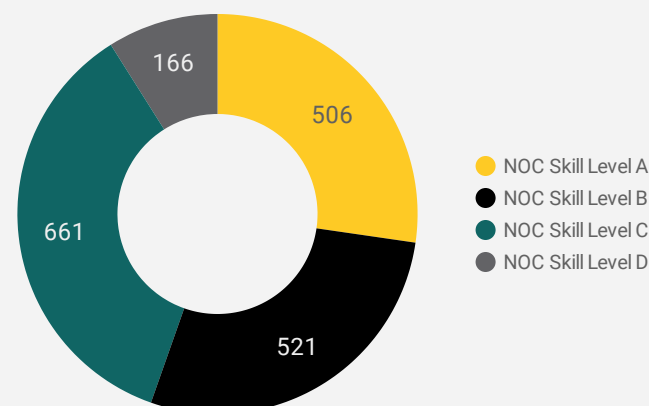
JOB POSTINGS BY SKILL TYPE

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	499	22.0	15
2.	Employment Options	Elliot Lake	39	36.1	22
3.	OLG	Sault Ste. Marie	35	13.2	13
4.	Ledcor	Dubreulville	28	15.1	21
5.	Marriott	Sault Ste. Marie	21	9.2	15
6.	Ontario Public Service / OPS	Sault Ste. Marie	21	21.0	21
7.	Ministry of Northern Development, Mines, Natural Resources and Forestry	Sault Ste. Marie	21	15.6	15
8.	Your Independent Grocer	Sault Ste. Marie	19	13.2	21
9.	FAIRFIELD BY MARRIOTT REVELSTOKE	Sault Ste. Marie	19	1.2	1
10.	CarePartners	Wawa	18	3.3	1
11.	Algoma Family Services	Sault Ste. Marie	17	15.4	15
12.	Alamos Gold	Dubreulville	16	41.4	33
13.	FYidoctors	Blind River	15	1.9	1
14.	Various Ministries	Sault Ste. Marie	15	26.0	29
15.	A & F Kistemaker Limited	Hornepayne	15	43.9	15
16.	Sault College	Sault Ste. Marie	14	20.1	21
17.	Lyons Timbermart	Sault Ste. Marie	14	19.7	21
18.	Community Living Algoma	Sault Ste. Marie	14	31.0	21
19.	Nogdawindamin Family and Community Services	Sault Ste. Marie	14	14.7	15
20.	Canadian Mental Health Association	Sault Ste. Marie	14	20.7	21
21.	Thrive Child Development Center	Sault Ste. Marie	14	20.2	15
22.	Marriott International	Sault Ste. Marie	13	30.5	28
23.	Delta Hotels	Sault Ste. Marie	13	41.8	38
24.	Muskoka Bay Resort	Sault Ste. Marie	13	18.2	21
25.	Continental Motel & Dining Lounge	White River	13	46.7	15
26.	MoneyMart Financial Services	Sault Ste. Marie	13	2.0	1
27.	PUC Services Inc	Sault Ste. Marie	12	19.1	21
28.	Marriott Worldwide	Sault Ste. Marie	12	15.0	15
29.	Ontario Aboriginal Housing Services	Sault Ste. Marie	12	15.0	15
30.	Group Health Centre	Sault Ste. Marie	12	13.6	14

TOP HOURLY WAGES IN JOB POSTINGS

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





of Minimum Wage Job Postings

80

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Program Of Assertive Community Treatment Coordinator	Sault Area Hospital	Sault Ste. Marie	50.96 
2.	Addictions Counselor	Sault Area Hospital	Sault Ste. Marie	50.96 
3.	Mechanical Engineer	Soo Foundry & Machine (1980 Limited)	Sault Ste. Marie	50 
4.	Project Manager, Construction	Soo Foundry & Machine (1980 Limited)	Sault Ste. Marie	50 
5.	General Manager - Goods Production, Utilities, Transportation And Construction Job	A & F Kistemaker Limited	Hornepayne	49.5 
6.	Level 2 Nde Inspector	RA Engineers & Inspectors Inc.	Sault Ste. Marie	45 
7.	Construction Safety Officer - Magino Gold Project	Scott Steel Erectors	Wawa	45 
8.	Registered Nurse (2)	Ontario Public Service / OPS	Sault Ste. Marie	43.9 
9.	Registered Nurse (1)	Ontario Public Service / OPS	Sault Ste. Marie	43.9 
10.	Assistant Transportation Manager	A & F Kistemaker Limited	Hornepayne	43.75 
				1 - 100 / 527 < >

TOP SALARIES IN JOB POSTINGS

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

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Owner Operator Truck Driver	Commercial Transport	Sault Ste. Marie	300,000 
2.	I&it Architect	Ministry of Northern Development, Mines, Natural Resources and Forestry	Sault Ste. Marie	110,338 
3.	Lead - Strategic Sourcing	Algoma	Sault Ste. Marie	96,000 
4.	Mobile Mortgage Specialist	Northern Credit Union	Sault Ste. Marie	86,108 
5.	Denturist	4D Dental Lab	Sault Ste. Marie	80,000 
6.	Project Coordinator - Magino Gold Project	Scott Steel Erectors	Wawa	75,000 
7.	Experienced Dental Ceramist Technician/cad Cam Technician	4D Dental Lab	Sault Ste. Marie	72,000 
8.	Care Coordinator (#087-22)	Home and Community Care Support Services	Sault Ste. Marie	71,000 
9.	Systems Engineer - Level Ii	MicroAge Technical Services	Sault Ste. Marie	70,000 
10.	Principal 1.0 Fte	GlenOak Academy	Sault Ste. Marie	69,000 
				1 - 85 / 85 < >

TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,341

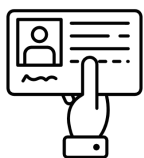


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,341



Driver's License

153



First Aid

192



Regular Access to a Vehicle

209



Criminal Record Check

286



Microsoft Office

338



Food Safety

27

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	160	58.3	43
2.	6421	Retail salespersons	NOC Skill Level C	93	20.8	21
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	72	8.3	2
4.	6552	Other customer and information services representatives	NOC Skill Level C	69	14.7	15
5.	6731	Light duty cleaners	NOC Skill Level D	59	18.4	19
6.	4212	Social and community service workers	NOC Skill Level B	51	22.8	19
7.	6322	Cooks	NOC Skill Level B	51	25.4	15
8.	7511	Transport truck drivers	NOC Skill Level C	44	23.6	16
9.	621	Retail and wholesale trade managers	NOC Skill Level A	39	20.0	16
10.	1411	General office support workers	NOC Skill Level C	38	13.3	13
11.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	36	28.3	17.5
12.	7514	Delivery and courier service drivers	NOC Skill Level C	35	22.9	21
13.	7512	Bus drivers, subway operators and other transit operators	NOC Skill Level C	32	9.1	3.5
14.	1414	Receptionists	NOC Skill Level C	31	18.0	15
15.	6513	Food and beverage servers	NOC Skill Level C	27	22.2	21
16.	6222	Retail and wholesale buyers	NOC Skill Level B	27	20.6	21
17.	1241	Administrative assistants	NOC Skill Level B	26	20.7	15
18.	7521	Heavy equipment operators (except crane)	NOC Skill Level C	24	15.4	15
19.	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	NOC Skill Level B	22	52.0	21
20.	7452	Material handlers	NOC Skill Level C	22	18.7	21
21.	6311	Food service supervisors	NOC Skill Level B	19	52.5	15
22.	4152	Social workers	NOC Skill Level A	19	26.1	21
23.	6611	Cashiers	NOC Skill Level D	19	21.1	21
24.	1123	Professional occupations in advertising, marketing and public relations	NOC Skill Level A	18	39.3	21
25.	1243	Medical administrative assistants	NOC Skill Level B	17		
26.	1114	Other financial officers	NOC Skill Level A	15	20.5	15
27.	6541	Security guards and related security service occupations	NOC Skill Level C	15	19.2	15
28.	1431	Accounting and related clerks	NOC Skill Level C	14	18.2	15
29.	3413	Nurse aides, orderlies and patient service associates	NOC Skill Level C	13	19.1	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	163	58.3	43
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	111	19.0	15
3.	642	Retail salespersons	NOC Skill Level C	93	20.8	21
4.	441	Home care providers and educational support occupations	NOC Skill Level C	79	9.8	3.5
5.	141	General office workers	NOC Skill Level C	76	14.7	15
6.	673	Cleaners	NOC Skill Level D	71	17.7	18
7.	655	Customer and information services representatives	NOC Skill Level C	69	14.7	15
8.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	63	24.3	19
9.	632	Chefs and cooks	NOC Skill Level B	62	28.1	15
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	43	20.7	15
11.	651	Occupations in food and beverage service	NOC Skill Level C	42	22.8	21
12.	062	Retail and wholesale trade managers	NOC Skill Level A	39	20.0	16
13.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	36	28.3	17.5
14.	111	Auditors, accountants and investment professionals	NOC Skill Level A	34	19.5	18.5
15.	112	Human resources and business service professionals	NOC Skill Level A	30	38.7	20.5
16.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	28	17.7	15
17.	122	Administrative and regulatory occupations	NOC Skill Level B	28	23.2	21
18.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	27	18.0	18
19.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	27	20.6	21
20.	341	Assisting occupations in support of health services	NOC Skill Level C	26	17.1	15
21.	752	Heavy equipment operators	NOC Skill Level C	25	15.7	15
22.	415	Social and community service professionals	NOC Skill Level A	25	29.1	21
23.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	24	26.2	19
24.	745	Longshore workers and material handlers	NOC Skill Level C	24	18.6	21
25.	217	Computer and information systems professionals	NOC Skill Level A	23	38.3	18.5
26.	631	Service supervisors	NOC Skill Level B	23	50.0	15
27.	732	Automotive service technicians	NOC Skill Level B	23	51.2	21
28.	313	Pharmacists, dietitians and nutritionists	NOC Skill Level A	19	16.7	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.	30	Professional occupations in nursing	NOC Skill Level A	163	58.3	43
2.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	143	18.3	15
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	142	18.0	16
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	121	21.3	19
5.	14	Office support occupations	NOC Skill Level C	103	18.5	15
6.	63	Service supervisors and specialized service occupations	NOC Skill Level B	97	30.9	15.5
7.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	93	20.8	21
8.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	80	25.7	21
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	80	9.9	5
10.	72	Industrial, electrical and construction trades	NOC Skill Level B	77	31.6	21
11.	11	Professional occupations in business and finance	NOC Skill Level A	64	27.6	20.5
12.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	63	24.3	19
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	52	22.5	21
14.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	52	27.2	21
15.	73	Maintenance and equipment operation trades	NOC Skill Level B	51	37.2	21
16.	31	Professional occupations in health (except nursing)	NOC Skill Level A	50	22.5	21
17.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	50	26.1	16
18.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	45	16.7	15
19.	32	Technical occupations in health	NOC Skill Level B	43	21.8	21
20.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	43	23.7	21
21.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	40	28.9	19.5
22.	34	Assisting occupations in support of health services	NOC Skill Level C	26	17.1	15
23.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	26	47.1	21
24.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	26	19.1	21
25.	66	Sales support occupations	NOC Skill Level D	25	20.0	21
26.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	20	21.9	21
27.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	15	22.3	16

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
253

NEW POSTINGS
2

COMPANIES
108

LANGUAGES
4

OF DAYS POSTED

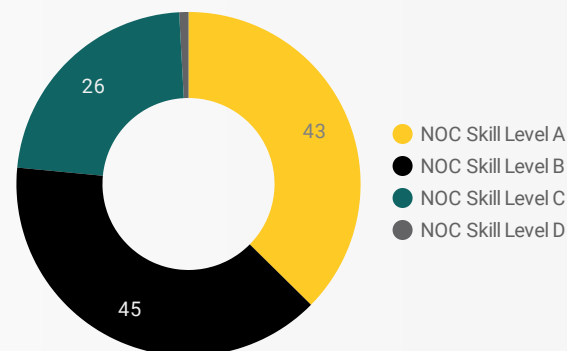
AVERAGE
25.3

MEDIAN
21

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

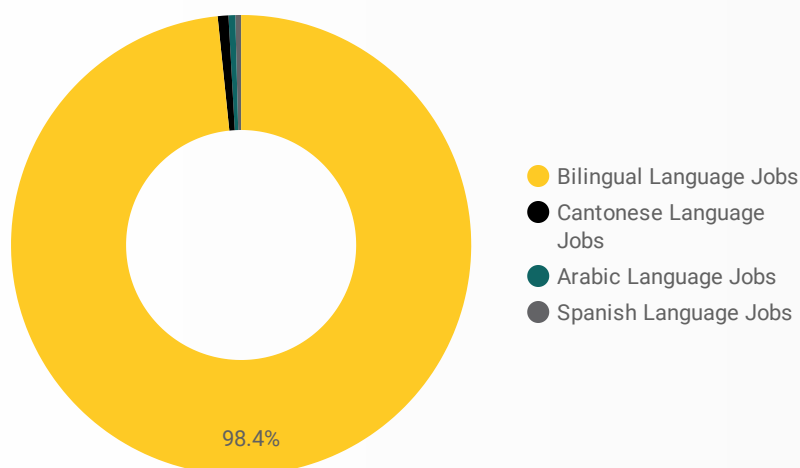
- 43** Skill Level A - Management/ Professional Occupations usually requiring University
- 45** Skill Level B - Usually college education or apprenticeship training
- 26** Skill Level C - Usually secondary education or occupation-specific training
- 1** Skill Level D - Usually on-the-job training



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			
Arabic Langu...	1			

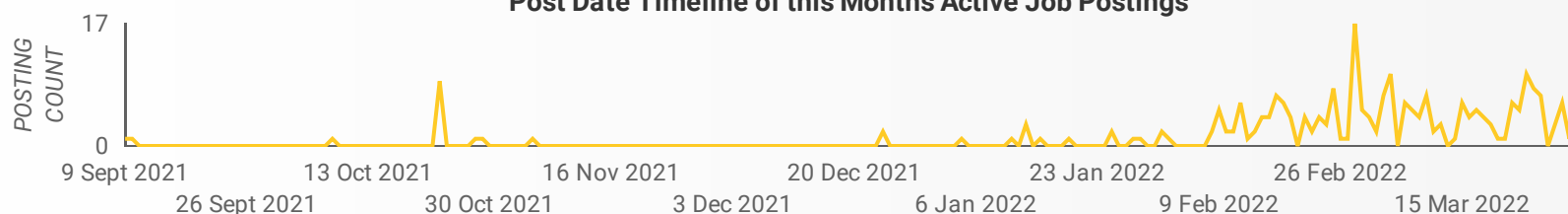
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	249
2.	Cantonese Language Jobs	2
3.	Arabic Language Jobs	1
4.	Spanish 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 Languag...	Cantonese Langu...	Spanish Languag...	Arabic Language ...	Grand total
Business, finance and administration occu...	21				21
Health occupations	6				6
Management occupations	10		1		11
Natural and applied sciences and related o...	11				11
Occupations in art, culture, recreation and ...	2				2
Occupations in education, law and social, ...	38	1		1	40
Sales and service occupations	16				16
Trades, transport and equipment operator...	8				8
Grand total	112	1	1	1	115

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	184	19.0	21
2.	Prince	36	63.9	43
3.	Elliot Lake	10	11.1	7.5
4.	Wawa	10	16.3	15
5.	Blind River	6	22.6	15
6.	Hornepayne	2	16.0	16
7.	St. Joseph	2	15.0	15
8.	Thessalon First Nation	2	21.0	21
9.	Whitefish Island First Nation	1	31.0	31
<div>1 - 9 / 9 < ></div>				

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Social and community service workers	20
2. Other customer and information services re...	10
3. Administrative assistants	6
4. Social workers	6
5. Judges	5
6. Other financial officers	4
7. Delivery and courier service drivers	4
8. Automotive service technicians, truck and b...	4
9. Database analysts and data administrators	4
10. Home support workers, housekeepers and r...	3
11. Managers in social, community and correcti...	3
12. Family, marriage and other related counsell...	3
13. Letter carriers	3
14. Registered nurses and registered psychiatri...	2
15. Medical administrative assistants	2
16. Retail salespersons	2
17. Retail and wholesale trade managers	2
18. Conservation and fishery officers	2
19. Program leaders and instructors in recreati...	2
20. Inspectors in public and environmental heal...	2
21. Other administrative services managers	2
22. General office support workers	1
23. Retail and wholesale buyers	1
24. Professional occupations in advertising, ma...	1
25. Advertising, marketing and public relations ...	1
26. College and other vocational instructors	1
27. Dietitians and nutritionists	1
28. Other assisting occupations in support of h...	1
29. Health information management occupations	1
30. Personnel clerks	1
31. Social policy researchers, consultants and p...	1

1 - 45 / 45 < >

MULTILINGUAL HIRING EMPLOYERS

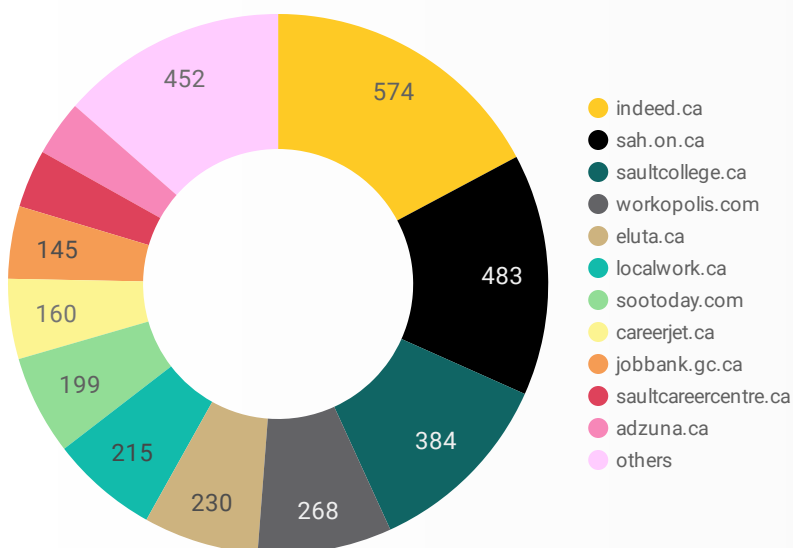
Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Various Ministries	17
2. Canadian Mental Health Association	15
3. Algoma Family Services	13
4. Canadian Mental Health Association-Sault Ste. Marie Branch	8
5. Sault Area Hospital	8
6. Canadian Cancer Society	6
7. Home and Community Care Support Services	6
8. Canada Post Corp	6
9. Bell Canada	6
10. Community Living Algoma	5
11. Women In Crisis (Algoma) Inc.	5
12. BGC Canada (Formerly Boys and Girls Clubs of Canada)	5
13. Bell	5
14. Conseil scolaire catholique Nouvelon	5
15. Ministère du Travail, de la Formation et du Développement des compétences	4
16. Ontario Public Service / OPS	4
17. Centre for Equality Rights in Accommodation	4
18. BELL MOBILITY/BELL MOBILITÉ	4
19. North Shore Health Network	4
20. Algoma Public Health	4
21. Sutherland Global Services, Inc.	3
22. Rogers	3
23. Canadian Mental Health Association Algoma	3
24. KOA Campground	3
25. Boart Longyear	3
26. Employment Options	3
27. Thrive Child Development Center	3
28. BGC Canada (anciennement Repaires jeunesse du Canada)	3
29. Serco	2

1 - 50 / 108 < >

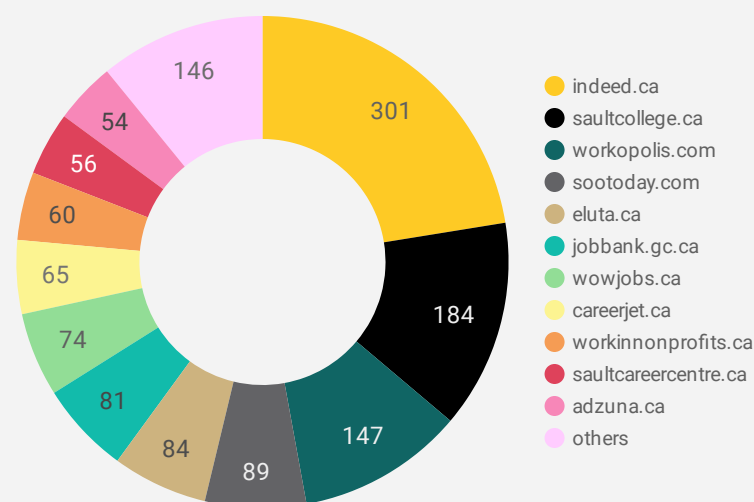
JOB POSTINGS BY JOB BOARD

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	574	20.9	21	301
2.	sah.on.ca	483	41.9	27	1
3.	saultcollege.ca	384	18.3	15	184
4.	workopolis.com	268	15.0	15	147
5.	eluta.ca	230	20.9	21	84
6.	localwork.ca	215	3.4	1	34
7.	sootoday.com	199	21.4	11	89
8.	careerjet.ca	160	23.3	17	65
9.	jobbank.gc.ca	145	41.3	30	81
10.	saultcareercentre.ca	116	16.6	15	56
11.	adzuna.ca	111	15.0	15	54
12.	wowjobs.ca	103	15.0	15	74
13.	workinnonprofits.ca	94	65.9	69	60
14.	employmentoptions.ca	50	35.5	22	8
15.	jobillico.com	44	24.2	21	19
16.	gojobs.gov.on.ca	36	23.6	20	5
17.	wawarehc.com	35	69.1	28	31
18.	simplyhired.ca	27	15.0	15	27