

JOB DEMAND REPORT

OCTOBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,439	1,356	775	25

OF DAYS POSTED

AVERAGE	MEDIAN
20.7	20

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 the Algoma District and the Unorganized North Algoma District.

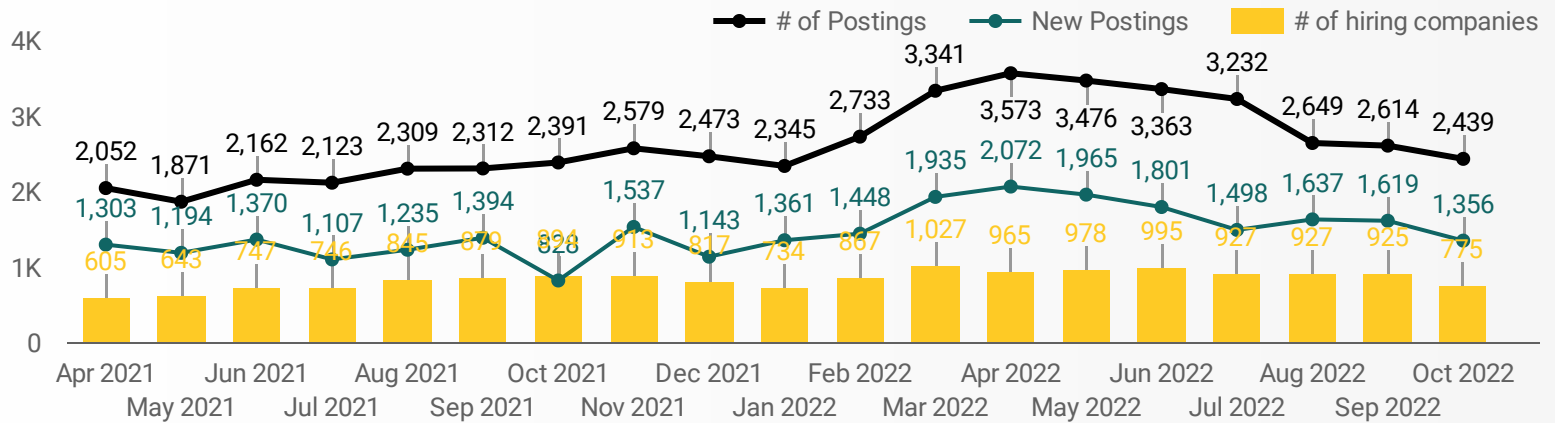


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JOB POSTINGS BY MONTH FOR ALGOMA REGION

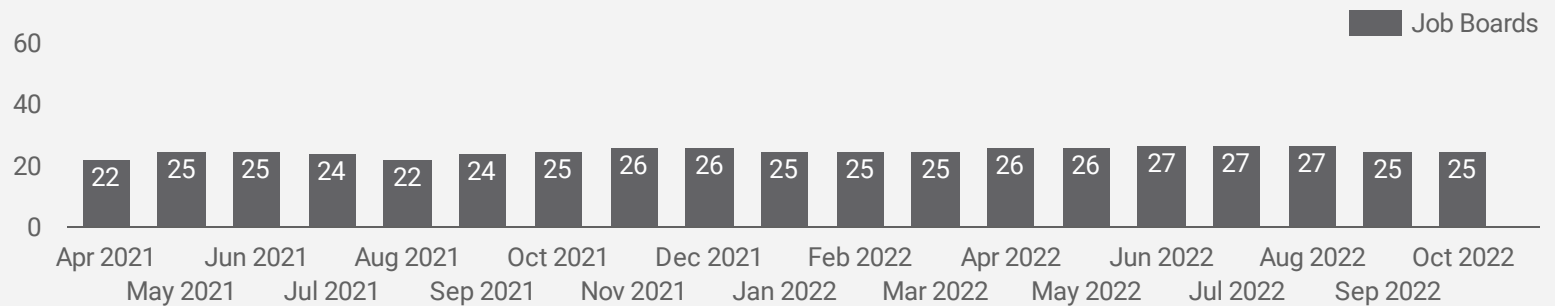
How many job postings were active for at least 1 day this month?



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

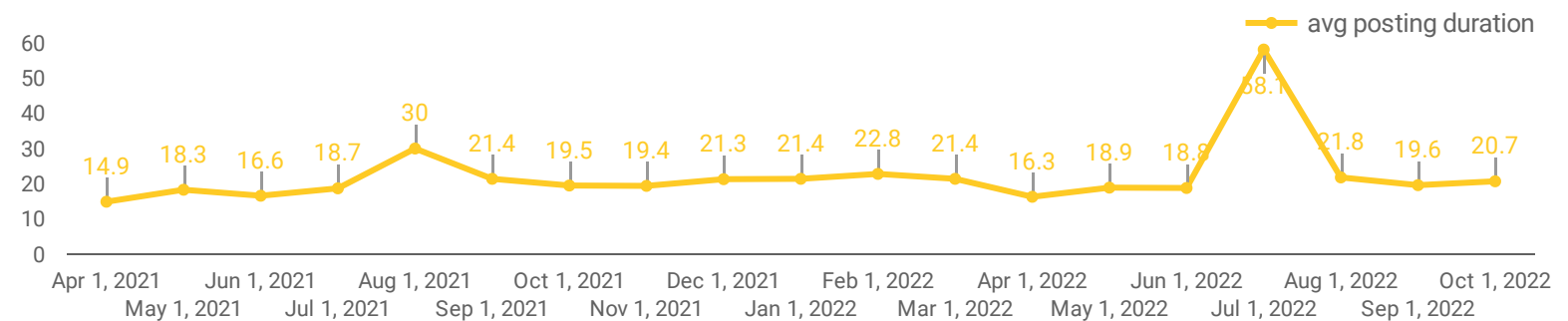
NUMBER OF ACTIVE JOB BOARDS

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



AVERAGE 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

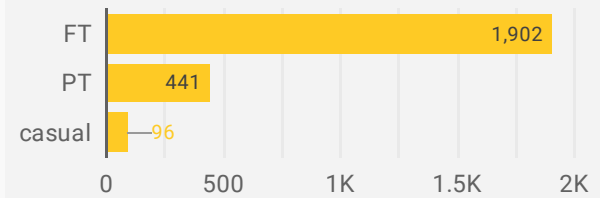
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Sault Ste. Marie	1,852	18.1	16
2.	Wawa	127	31.6	20
3.	Elliot Lake	110	23.3	29
4.	Dubreulville	93	24.4	20
5.	Blind River	89	27.7	17
6.	White River	60	66.3	47
7.	Hornepayne	35	30.4	20
8.	Garden River First Nation	16	12.3	11
9.	Macdonald, Meredith and Aberdeen Additional	14	20.2	20
10.	Thessalon First Nation	12	20.0	20
11.	Prince	8	101.4	91
12.	Serpent River First Nation	5	13.3	13
13.	Johnson	4	91.0	91
14.	Bruce Mines	3	23.0	20
15.	Montreal River	3	20.0	20
16.	Huron Shores	2	14.0	14
17.	Whitefish Island First Nation	1		
18.	Goulais and District Local Services Board	1	5.0	5

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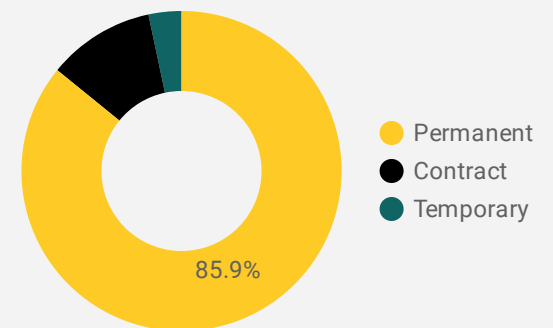
JOB TYPE

Full-time vs Part-time



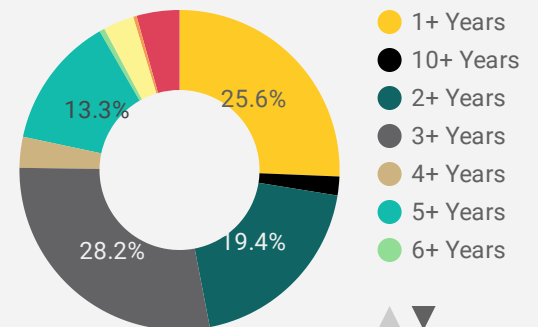
JOB DURATION

Permanency of jobs posted



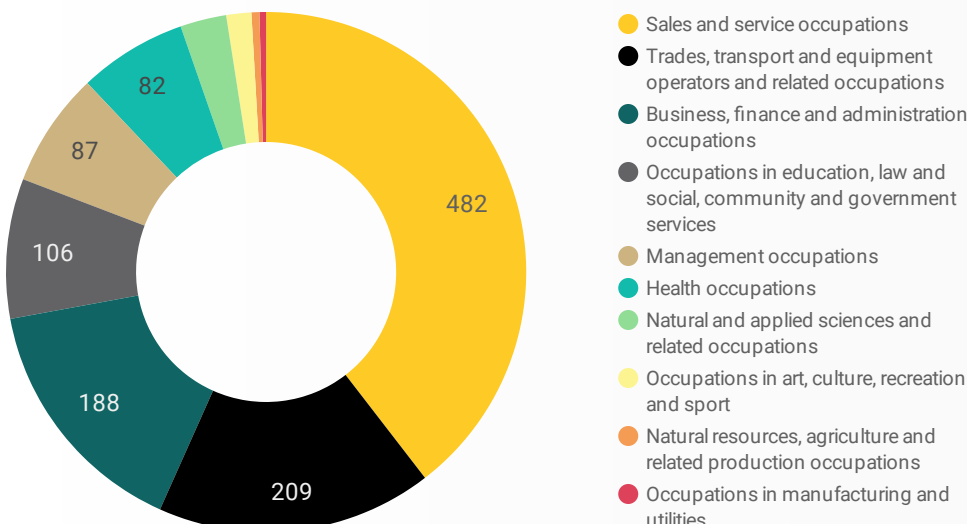
JOB EXPERIENCE

Job Postings by Experience Level Required



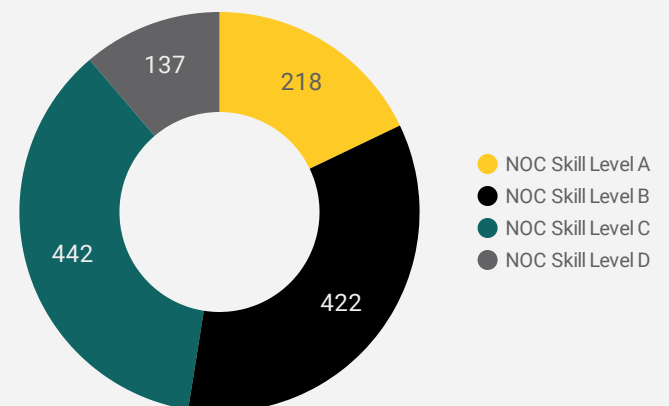
JOB POSTINGS BY JOB CATEGORY

What broad occupational category 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	113	7.6	7
2.	Employment Options	Elliot Lake	40	29.3	30
3.	OLG	Sault Ste. Marie	38	15.6	14
4.	Extencicare Canada Inc.	Sault Ste. Marie	34	22.2	20
5.	Adzuna	Sault Ste. Marie	32	null	null
6.	GreenFirst Forest Products	Sault Ste. Marie	32	22.0	22
7.	Nogdawindamin Family and Community Services	Sault Ste. Marie	32	13.3	13
8.	Argonaut Gold Inc.	Dubreulville	27	18.0	20
9.	Ontario Public Service - Various Ministries	Sault Ste. Marie	23	20.4	20
10.	Ontario Aboriginal Housing Support Services Corporation	Sault Ste. Marie	22	21.5	20
11.	Marriott International	Sault Ste. Marie	21	27.9	25
12.	Algoma District School Board	Sault Ste. Marie	21	4.1	4
13.	Group Health Centre Trust Fund & Northern Ontario Heritage Fund Corporation	Sault Ste. Marie	18	21.7	7
14.	N1 Solutions Inc. (Formerly Norpro)	Sault Ste. Marie	16	15.4	17
15.	Gateway Casinos and Entertainment Limited	Sault Ste. Marie	16	13.5	14
16.	Alamos Gold Inc.	Dubreulville	16	27.4	35
17.	Ontario Lottery and Gaming	Sault Ste. Marie	16	15.8	14
18.	Your Independent Grocer	Sault Ste. Marie	15	15.3	20
19.	Sault College	Sault Ste. Marie	15	20.0	20
20.	Marriott Vacations Worldwide	Sault Ste. Marie	15	1.0	1
21.	Canada Post Corporation	Sault Ste. Marie	13	18.2	20
22.	Delta Hotels & Resorts	Sault Ste. Marie	13	29.8	35
23.	Batchewana First Nation	Sault Ste. Marie	13	9.0	9
24.	Algoma University	Sault Ste. Marie	13	25.3	20
25.	Canadian National Railway	Hornepayne	13	21.2	20
26.	Algoma & Huron-Superior Transportation Consortium	Sault Ste. Marie	12	19.7	20
27.	Village Media	Sault Ste. Marie	12	18.5	14
28.	Government of Ontario - Ministry of Natural Resources and Forestry	Sault Ste. Marie	12	18.2	19
29.	Interfor Corporation	Sault Ste. Marie	12	20.0	20
30.	Child Care Algoma	Sault Ste. Marie	11	10.6	11

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Job Postings
37

	JOB TITLE	COMPANY	LOCATION	HOURLY WAGE ▾
1.	Registered Physiotherapist	Novo Healthnet Limited	Sault Ste. Marie	80 
2.	Mechanical Engineer	Soo Foundry & Machine (1980 Limited)	Sault Ste. Marie	55 
3.	Personal Support Worker (psw)	Caring Support	Sault Ste. Marie	50 
4.	Rmt (registered Massage Therapist)	Lennon Family Chiropractic	Elliot Lake	48 
5.	Heavy Equipment Mechanic	Prodigy Gold Inc.	Dubreulville	47.39 
6.	Instrumentation Technician â€” Field	Wesdome Gold Mines, Ltd.	Wawa	46.87 
7.	Electrician	Prodigy Gold Inc.	Dubreulville	45 
8.	Technician - Blasting	Orica	Dubreulville	43 
9.	Millwright	Prodigy Gold Inc.	Dubreulville	43 
10.	Mechanic, Aircraft	Springer Aerospace	Macdonald, Meredith and Aberdeen Additional	41.05 
11.	308a - Sheet Metal Worker	STOBIE MECHANICAL & WELDING	Sault Ste. Marie	41 
12.	Driller - Surface Mine	Prodigy Gold Inc.	Dubreulville	40 
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TOP SALARIES IN JOB POSTINGS

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

	JOB TITLE	COMPANY	LOCATION	ANNUAL SALARY ▾
1.	Electrical Engineer	Prodigy Gold (subsidiary of Argonaut Gold Inc.)	Dubreulville	111,836 
2.	Project Management Consultant	Government of Ontario - Ministry of Natural Resources and Forestry	Sault Ste. Marie	100,036 
3.	AA to the Faculty of Humanities/Social Science/Cross-Cultural Studies	Algoma University	Sault Ste. Marie	54,899 
4.	General Machinist	Rector Machine Works Ltd.	Sault Ste. Marie	40 
5.	Welder-fitter	Soo Foundry & Machine (1980 Limited)	Sault Ste. Marie	40 
6.	Welder	Hornepayne Lumber Limited Partnership	Hornepayne	31.69 
7.	Youth Services Worker	Ontario Public Service - Various Ministries	Sault Ste. Marie	31.14 
8.	Worker, Sawmill	Hornepayne Lumber Limited Partnership	Hornepayne	27.19 
9.	22.19 
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,439



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,439



Driver's License

56



First Aid

137



Regular Access to a Vehicle

184



Criminal Record Check

212



Microsoft Office

224



Food Safety

26

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	108	17.6	20
2.	6322	Cooks	NOC Skill Level B	60	24.0	20
3.	4212	Social and community service workers	NOC Skill Level B	40	16.9	14
4.	6552	Other customer and information services representatives	NOC Skill Level C	37	22.6	20
5.	4412	Home support workers housekeepers and related occupations	NOC Skill Level C	30	16.5	14
6.	7511	Transport truck drivers	NOC Skill Level C	30	21.7	20
7.	6731	Light duty cleaners	NOC Skill Level D	29	22.7	20
8.	6711	Food counter attendants kitchen helpers and related support occupations	NOC Skill Level D	29	19.4	14
9.	621	Retail and wholesale trade managers	NOC Skill Level A	28	29.0	20
10.	1241	Administrative assistants	NOC Skill Level B	27	17.5	14
11.	7514	Delivery and courier service drivers	NOC Skill Level C	25	17.6	20
12.	6611	Cashiers	NOC Skill Level D	22	22.9	18.5
13.	6222	Retail and wholesale buyers	NOC Skill Level B	22	17.1	19
14.	6311	Food service supervisors	NOC Skill Level B	21	82.4	94
15.	6733	Janitors caretakers and building superintendents	NOC Skill Level D	19	17.1	17.5
16.	6541	Security guards and related security service occupations	NOC Skill Level C	19	19.4	20
17.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	19	21.1	20
18.	1411	General office support workers	NOC Skill Level C	18	18.5	20
19.	6513	Food and beverage servers	NOC Skill Level C	18	16.7	15
20.	7512	Bus drivers subway operators and other transit operators	NOC Skill Level C	16	23.5	17
21.	1114	Other financial officers	NOC Skill Level A	14	16.8	18
22.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	14	25.6	16
23.	7452	Material handlers	NOC Skill Level C	13	24.8	20
24.	6622	Store shelf stockers clerks and order fillers	NOC Skill Level D	13	22.9	17
25.	1431	Accounting and related clerks	NOC Skill Level C	12	17.3	20
26.	7535	Other automotive mechanical installers and servicers	NOC Skill Level C	11	18.9	20
27.	631	Restaurant and food service managers	NOC Skill Level A	11	49.8	31
28.	4214	Early childhood educators and assistants	NOC Skill Level B	11	15.1	14.5
29.	7321	Automotive service technicians truck and bus mechanics and mechanical repairers	NOC Skill Level B	11	28.6	29

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	108	17.6	20
2.	751	Motor vehicle and transit drivers	NOC Skill Level C	72	20.6	20
3.	632	Chefs and cooks	NOC Skill Level B	70	23.4	20
4.	673	Cleaners	NOC Skill Level D	57	20.6	20
5.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	55	17.0	14
6.	655	Customer and information services representatives	NOC Skill Level C	37	22.6	20
7.	141	General office workers	NOC Skill Level C	34	17.5	20
8.	441	Home care providers and educational support occupations	NOC Skill Level C	34	19.5	14
9.	631	Service supervisors	NOC Skill Level B	31	84.1	96
10.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	29	19.4	14
11.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	29	17.1	14
12.	062	Retail and wholesale trade managers	NOC Skill Level A	28	29.0	20
13.	651	Occupations in food and beverage service	NOC Skill Level C	27	17.0	15.5
14.	731	Machinery and transportation equipment mechanics (except motor vehicles)	NOC Skill Level B	25	24.1	20
15.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	23	17.8	19.5
16.	111	Auditors, accountants and investment professionals	NOC Skill Level A	23	18.6	16
17.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	22	17.4	20
18.	661	Cashiers	NOC Skill Level D	22	22.9	18.5
19.	122	Administrative and regulatory occupations	NOC Skill Level B	20	14.3	14
20.	654	Security guards and related security service occupations	NOC Skill Level C	19	19.4	20
21.	063	Managers in food service and accommodation	NOC Skill Level A	16	35.8	21
22.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	16	25.6	20
23.	314	Therapy and assessment professionals	NOC Skill Level A	16	18.4	13
24.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	15	23.0	20
25.	112	Human resources and business service professionals	NOC Skill Level A	14	15.7	14
26.	131	Finance, insurance and related business administrative occupations	NOC Skill Level B	14	25.6	16
27.	724	Electrical trades and electrical power line and telecommunications workers	NOC Skill Level B	13	31.0	35
28.	752	Heavy equipment operators	NOC Skill Level C	13	25.4	20

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.	63	Service supervisors and specialized service occupations	NOC Skill Level B	115	36.7	20
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	108	17.6	20
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	97	20.4	20
4.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	96	21.2	20
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	88	20.2	19
6.	14	Office support occupations	NOC Skill Level C	65	17.5	20
7.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	55	17.0	14
8.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	54	16.2	14
9.	73	Maintenance and equipment operation trades	NOC Skill Level B	50	27.5	21
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	46	31.3	20
11.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	39	31.4	20
12.	72	Industrial, electrical and construction trades	NOC Skill Level B	39	27.6	22
13.	11	Professional occupations in business and finance	NOC Skill Level A	37	17.6	15
14.	31	Professional occupations in health (except nursing)	NOC Skill Level A	36	18.5	13.5
15.	66	Sales support occupations	NOC Skill Level D	35	22.9	18.5
16.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	35	19.5	14
17.	32	Technical occupations in health	NOC Skill Level B	34	20.5	15.5
18.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	25	18.8	20
19.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	18	26.1	20
20.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	18	17.0	20
21.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	15	23.2	20
22.	13	Finance, insurance and related business administrative occupations	NOC Skill Level B	14	25.6	16
23.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	14	15.3	14
24.	07	Managers in customer and personal services, n.e.c.	NOC Skill Level A	13	24.1	20
25.	51	Professional occupations in art and culture	NOC Skill Level A	12	13.6	10.5
26.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	10	22.2	20
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	9	14.2	15

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS	NEW POSTINGS	COMPANIES	LANGUAGES
236	0	115	4

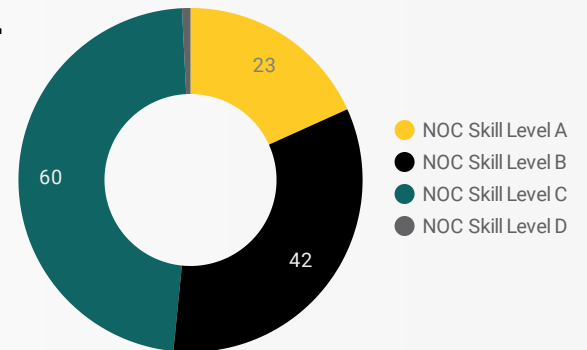
OF DAYS POSTED

AVERAGE	MEDIAN
18.6	20

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

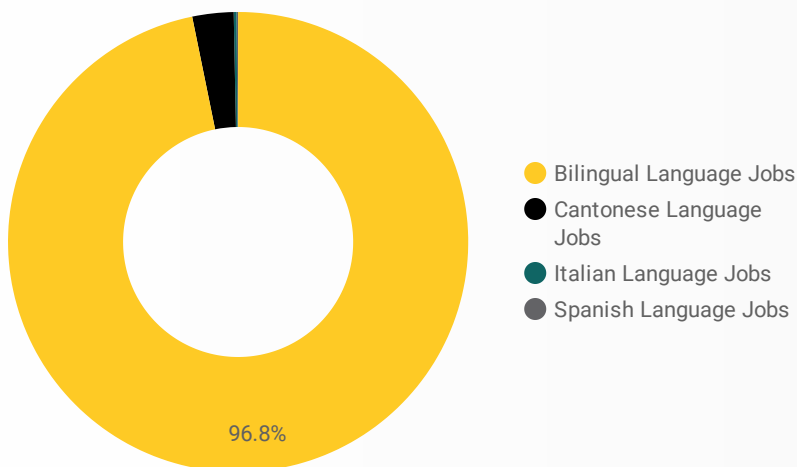
23	Skill Level A - Management/ Professional Occupations usually requiring University
42	Skill Level B - Usually college education or apprenticeship training
60	Skill Level C - Usually secondary education or occupation-specific training
1	Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	1
Cantonese La...			9	
Italian Langu...		1		

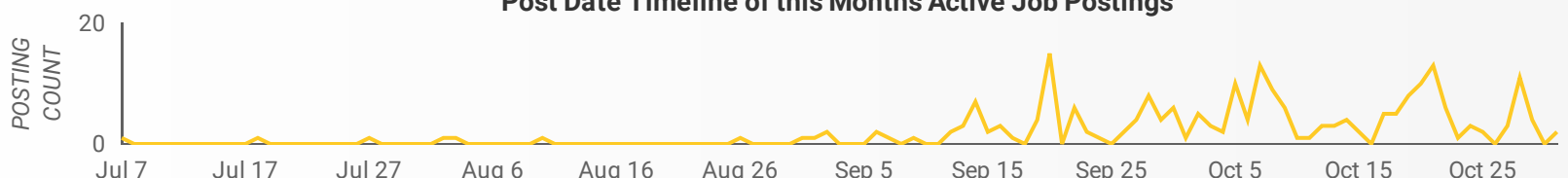
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



	LANGUAGES	POSTING COUNT
1.	Bilingual Language Jobs	225
2.	Cantonese Language Jobs	9
3.	Italian Language Jobs	1
4.	Spanish Language Jobs	1

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

What language skills are sought by 1-Digit NOC?

BROAD OCCUPATIONAL CATEGORY	Bilingual Language Jobs	Cantonese Language Jobs	Italian Language Jobs	Grand total
Business, finance and administration occu...	25			25
Health occupations	8			8
Management occupations	10			10
Natural and applied sciences and related o...	2			2
Natural resources, agriculture and related ...	1			1
Occupations in art, culture, recreation and ...	1			1
Occupations in education, law and social, ...	14			14
Sales and service occupations	33	9	1	43
Trades, transport and equipment operator...	22			22
Grand total	116	9	1	126

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	194	17.6	20
2.	Elliot Lake	17	19.9	23
3.	Wawa	10	20.7	20
4.	Blind River	6	21.3	12.5
5.	Dubreulville	5	20.8	20
6.	Hornepayne	1	30.0	30
7.	White River	1		
8.	Macdonald, Meredith and Aberdeen Additional	1	20.0	20
9.	Johnson	1	91.0	91

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...	19
2.	Retail salespersons	15
3.	Social and community service workers	7
4.	Construction millwrights and industrial mec...	6
5.	Correspondence publication and regulatory ...	6
6.	Retail and wholesale trade managers	5
7.	Cooks	4
8.	Electricians (except industrial and power sy...	4
9.	Delivery and courier service drivers	3
10.	Home support workers housekeepers and r...	3
11.	Letter carriers	3
12.	Registered nurses and registered psychiatri...	3
13.	Court reporters medical transcriptionists a...	3
14.	Early childhood educators and assistants	2
15.	Automotive service technicians truck and b...	2
16.	School principals and administrators of ele...	2
17.	Personnel clerks	2
18.	Human resources professionals	2
19.	Chefs	2
20.	Advertising marketing and public relations ...	2
21.	Welders and related machine operators	2
22.	Transport truck drivers	2
23.	Database analysts and data administrators	2
24.	Physiotherapists	2
25.	Food counter attendants kitchen helpers an...	1
26.	Medical administrative assistants	1
27.	Food and beverage servers	1
28.	Accounting and related clerks	1
29.	Logging machinery operators	1
30.	Payroll administrators	1
31.	Supervisors supply chain tracking and sch...	1

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MULTILINGUAL HIRING EMPLOYERS

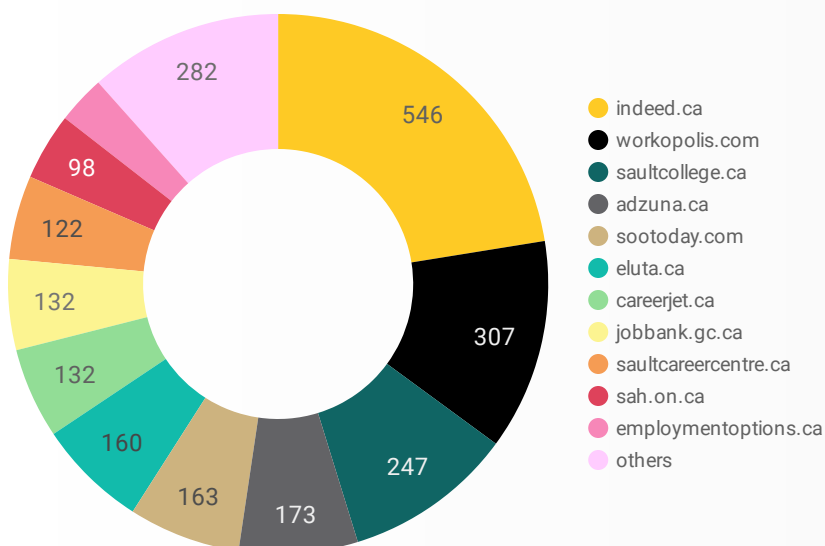
Which employers are seeking multilingual candidates?

	COMPANY	POSTINGS ▾
1.	GreenFirst Forest Products	18
2.	Canadian Mental Health Association Algoma	8
3.	Algoma Public Health	8
4.	Home and Community Care Support Services North East/West	6
5.	Employment Options	6
6.	Algoma Family Services	5
7.	BELL MOBILITY/BELL MOBILITÄ%	4
8.	Pioneer Construction	4
9.	LCBO	4
10.	Ministry of the Attorney General	4
11.	Liquor Control Board of Ontario	4
12.	Northside Toyota	4
13.	Agero, Inc.	4
14.	Ontario Public Service - Various Ministries	4
15.	Lil's Asian Cuisine	4
16.	Sun Life	3
17.	Ministry of Children, Community and Social Services	3
18.	Bell	3
19.	JRoss Retail Recruiters	3
20.	Orica	3
21.	Sault Area Hospital	3
22.	Reitmans	3
23.	Reitmans Canada Limited	3
24.	Contact North	3
25.	Liquor Control Board of Ontario / LCBO	3
26.	Interfor Corporation	3
27.	Canada Post Corporation	3
28.	Child Care Algoma	3
29.	F.J. Davey Home Foundation	2
30.	Halena Inc	2

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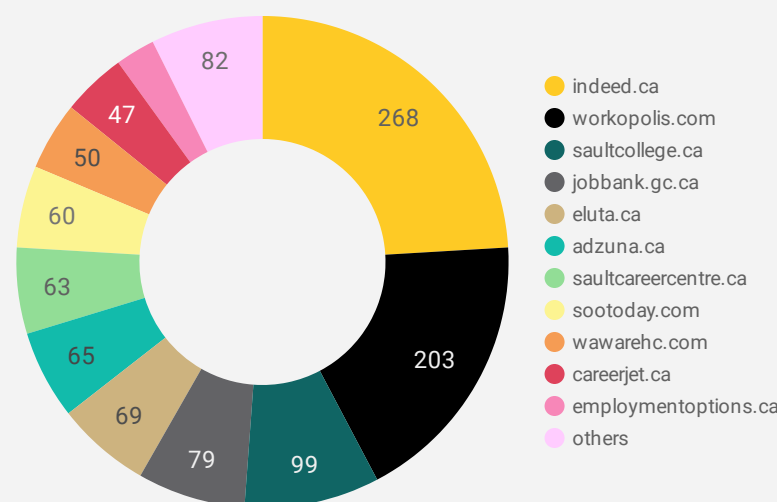
JOB POSTINGS BY JOB BOARD

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	546	19.6	20	268
2.	workopolis.com	307	13.9	14	203
3.	saultcollege.ca	247	18.3	14	99
4.	adzuna.ca	173	12.6	14	65
5.	sootoday.com	163	24.9	13	60
6.	eluta.ca	160	20.0	20	69
7.	careerjet.ca	132	23.5	22	47
8.	jobbank.gc.ca	132	41.1	30	79
9.	saultcareercentre.ca	122	14.9	14	63
10.	sah.on.ca	98	7.2	6	1
11.	employmentoptions.ca	70	27.1	30	29
12.	wawarehc.com	59	48.6	29	50
13.	localwork.ca	57	4.1	3	21
14.	jobillico.com	46	26.8	21	12
15.	network.applytoeducation.com	27	11.7	5	2
16.	gojobs.gov.on.ca	22	21.6	18	8
17.	kijiji.ca	17	15.0	15	10
18.	aboriginaljobboard.ca	13	96.8	91	13