



JOB DEMAND REPORT

SEPTEMBER 2021

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
3,051	2,178	1,085	21

OF DAYS POSTED

AVERAGE	MEDIAN
18.2	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	▼
COUNTY	▼
JOB BOARD	▼

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

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Source:

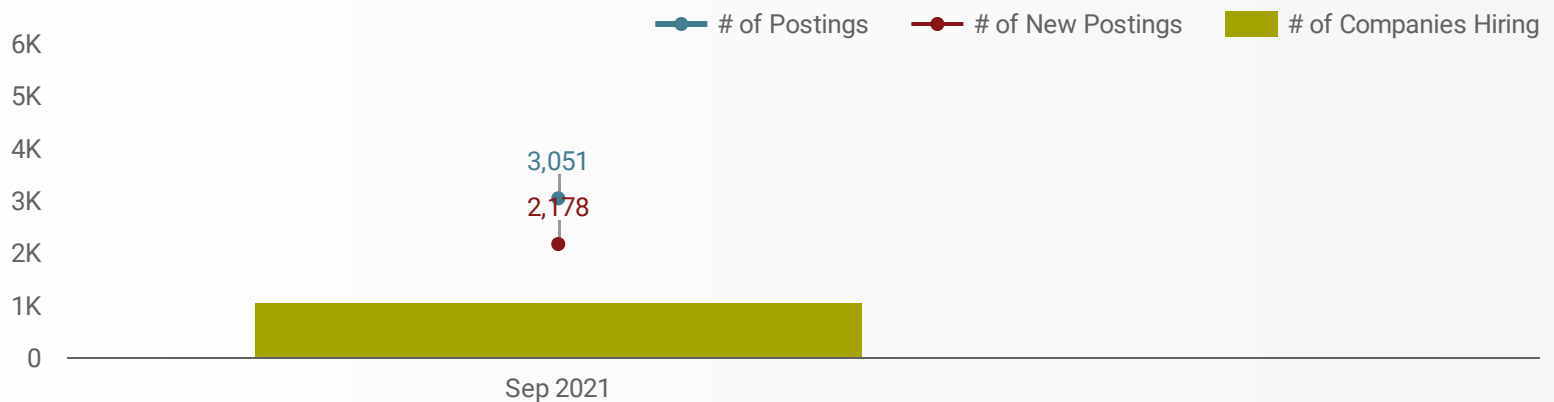
Job posting data is collected by the Labour Market Group of Renfrew & Lanark from job boards and employer websites that recruit candidates in the County of Renfrew as well as Lanark County.



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JOB POSTINGS BY MONTH

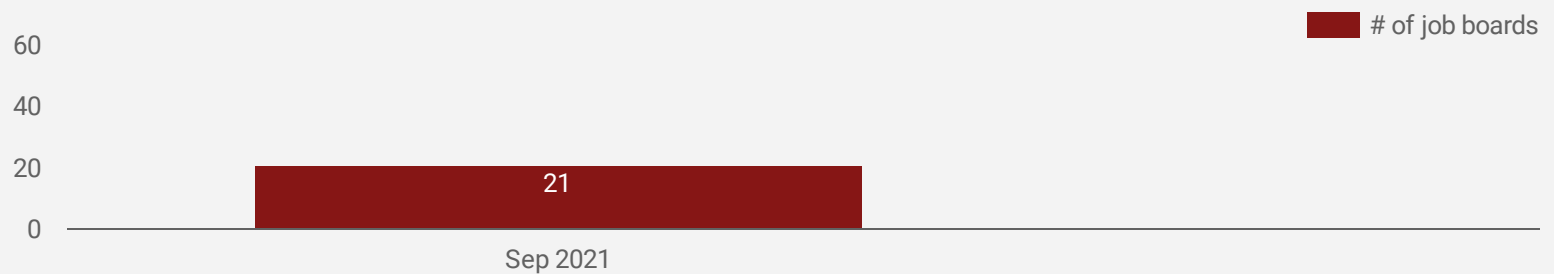
How many job postings were active for at least 1 day this month?



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

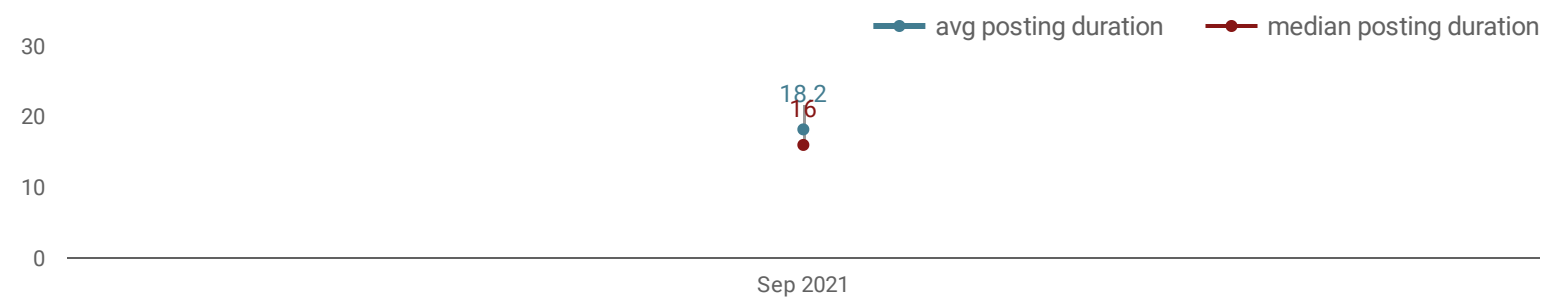
NUMBER OF ACTIVE JOB BOARDS

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



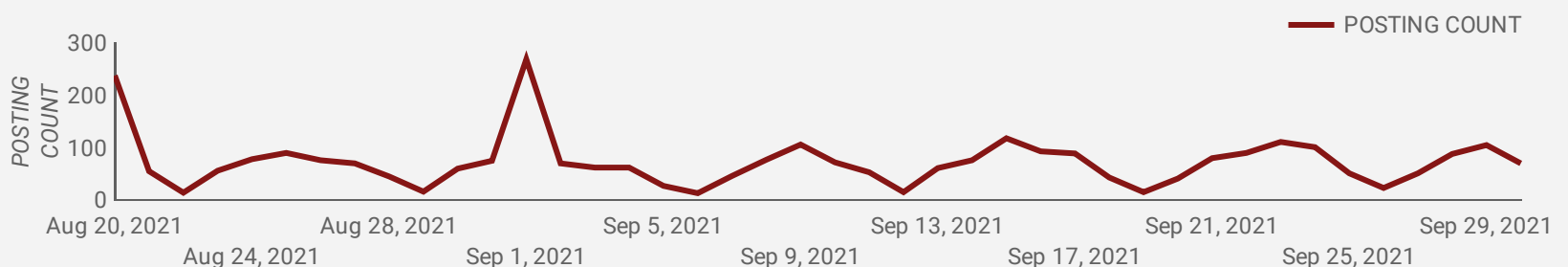
AVG & MEDIAN POSTING LENGTH BY DAYS

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

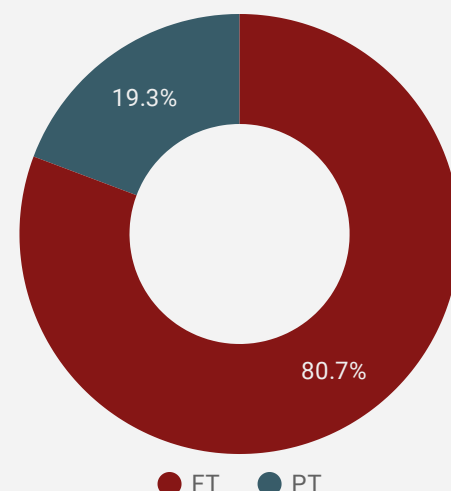
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	899	17.3	15
2.	Carleton Place	372	17.6	16
3.	Smiths Falls	317	20.1	22
4.	Perth	289	18.5	16
5.	Arnprior	227	20.4	21
6.	Renfrew	225	18.3	16
7.	Petawawa	173	18.9	16
8.	Laurentian Hills	142	19.3	22
9.	Mississippi Mills	125	18.1	16
10.	Deep River	58	15.9	15
11.	Whitewater Region	41	17.9	15

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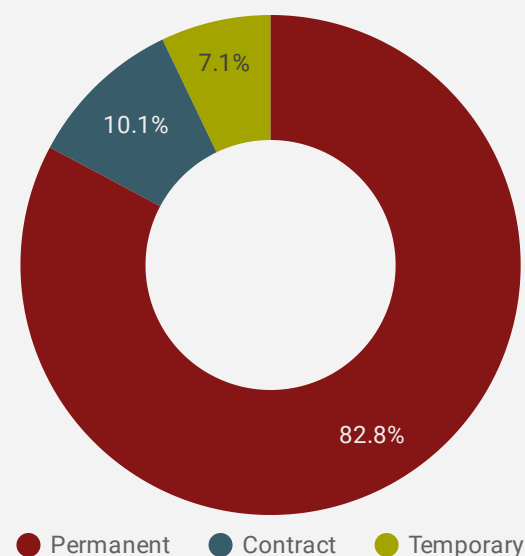
JOB TYPE

Full-time vs Part-time



JOB DURATION

Permanency of jobs posted



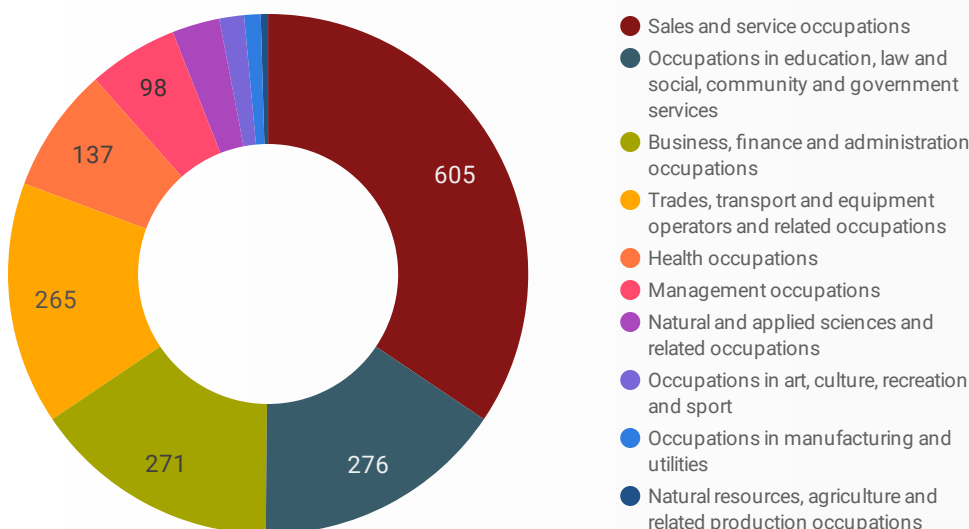
JOB POSTINGS BY COUNTY/CITY/TOWN

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

	UPPER TIER	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Renfrew County	934	18.7	16
2.	Pembroke	899	17.3	15
3.	Lanark County	833	18.0	16
4.	Smiths Falls	317	20.1	22

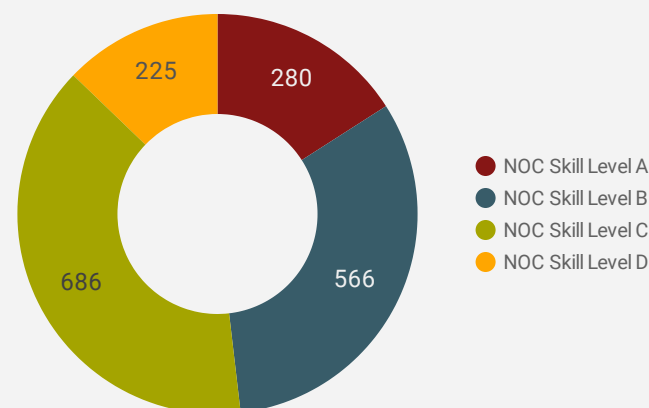
JOB POSTINGS BY SKILL TYPE

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.	Canadian Nuclear Laboratories	Laurentian Hills	103	19.4	22
2.	Varsity Tutors	Pembroke	54	17.6	22
3.	Pembroke Regional Hospital	Pembroke	49	20.4	22
4.	Canopy Growth Corporation	Smiths Falls	38	21.3	22
5.	Pillar5 Pharma	Arnprior	31	15.7	15
6.	Upper Canada District School Board	Smiths Falls	26	12.4	8
7.	Renfrew County	Renfrew	20	11.0	9
8.	Canadian Forces Morale and Welfare Services	Petawawa	19	22.0	22
9.	Walmart	Renfrew	19	2.6	3
10.	Walmart Canada	Renfrew	18	26.5	22
11.	Auxly Cannabis Group	Carleton Place	16	19.9	22
12.	Just Eat	Petawawa	16	34.0	34
13.	Staples Canada	Pembroke	16	15.4	15
14.	Renfrew County District School Board	Pembroke	15	11.6	11
15.	Adecco Canada	Smiths Falls	15	22.0	22
16.	Walmart Canada	Smiths Falls	14	22.6	22
17.	Upper Canada District School Board	Carleton Place	14	7.8	8
18.	Instacart	Perth	14	9.0	9
19.	Instacart Shoppers	Perth	13	17.4	16
20.	Renfrew County District School Board	Renfrew	13	11.4	7
21.	Catholic District School Board of Eastern Ontario	Smiths Falls	12	10.0	8
22.	Renfrew County District School Board	Petawawa	12	8.3	8
23.	Renfrew County Catholic District School Board	Pembroke	12	13.4	15
24.	Walmart Canada	Pembroke	11	25.9	29
25.	Walmart	Pembroke	11	4.7	3
26.	Best Western Pembroke Inn and Conference Center	Pembroke	10	13.7	15
27.	V!VA Retirement Communities	Carleton Place	10	19.8	22
28.	Poseidon Cleaning services	Pembroke	10	16.9	15
29.	Marianhill Inc.	Pembroke	10	23.2	22
30.	Supples Landing	Pembroke	10	17.2	15
31.	Auxly Cannabis Group Inc.	Carleton Place	10	16.6	15

TOP HOURLY WAGES IN JOB POSTINGS

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




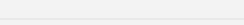


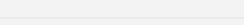




of Minimum Wage Job Postings

80

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Radiation Surveyor	BHI Energy of Canada	Pembroke	54 
2.	Registered Nurse	Marianhill Inc.	Pembroke	53.88 
3.	Rn	Marianhill	Pembroke	53.88 
4.	Social Worker	Renfrew County and District Health Unit	Pembroke	51.84 
5.	Nursing Coordinator	Renfrew Victoria Hospital	Renfrew	51 
6.	Kinesiologist	Fleming Fitness	Pembroke	50 
7.	Handyman	Orbit Automations	Pembroke	50 
8.	Registered Nurse, Emergency Department	Renfrew Victoria Hospital	Renfrew	48.53 
9.	REGISTERED NURSES	Almonte General Hospital	Mississippi Mills	48.53 
10.	Registered Nurse - Medical Surgical Float	Renfrew Victoria Hospital	Renfrew	48.53 
11.	Physiotherapist	Renfrew Victoria Hospital	Renfrew	47.26 
12.	Registered Nurse (r.n.)	Broadview Nursing Centre	Smiths Falls	46 
13.	Jr Radiation Surveyor	BHI Energy Canada	Laurentian Hills	45.75 
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TOP SALARIES IN JOB POSTINGS

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

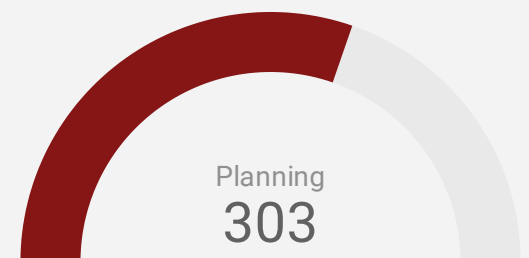
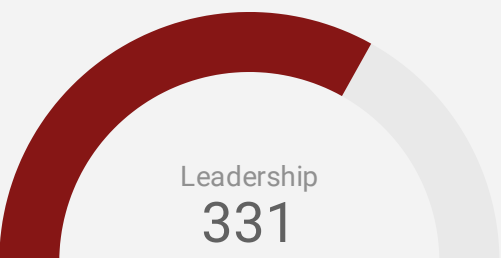
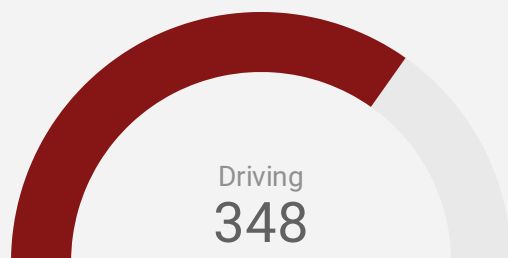
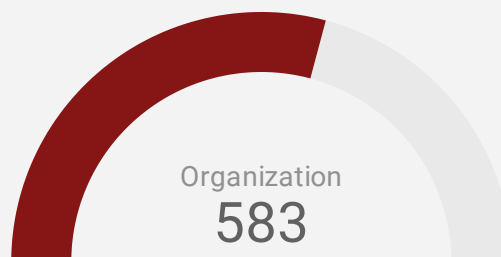
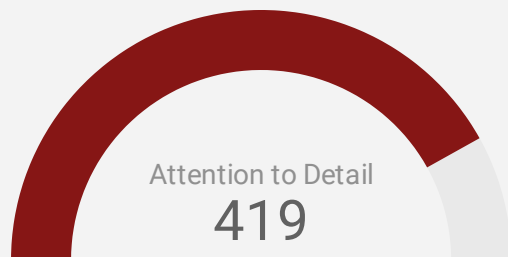
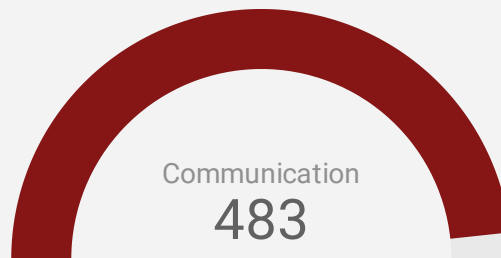
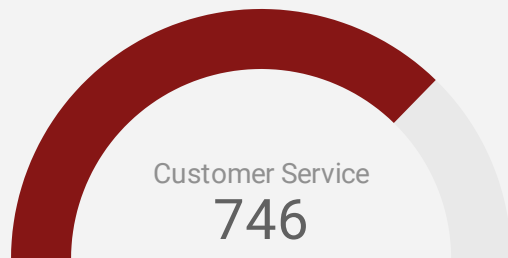
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Window And Door Installer	Clara Window Doors	Pembroke	175,000 
2.	F&i Manger	Pembroke Nissan	Pembroke	150,000 
3.	Information Technology Coordinator	Town of Smiths Falls	Smiths Falls	132,283 
4.	Product Manager	Communication Components Inc.	Renfrew	130,000 
5.	Operations & Procurement Manager	Skyline Group	Perth	120,000 
6.	Supply Chain Hiring Campaign	Canadian Nuclear Laboratories	Laurentian Hills	120,000 
7.	Operations Controller	OMYA Industries, Inc.	Perth	120,000 
8.	Pharmacy Clerk	Cahoon's Pharmacy	Deep River	120,000 
9.	Project Manager - Organizational Integrated Identity Initiative	Deep River and District Hospital	Deep River	110,000 
10.	Surveyor (Party Chief)	Callon Dietz	Carleton Place	110,000 
11.	110,000 
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,051

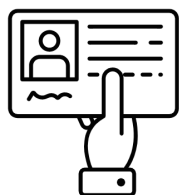


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

3,051



Driver's License
49



Bilingual preferred or required
187

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.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	110	18.9	22
2.	6421	Retail salespersons	NOC Skill Level C	100	18.0	16
3.	6322	Cooks	NOC Skill Level B	68	19.1	16
4.	6552	Other customer and information services representatives	NOC Skill Level C	67	18.4	15.5
5.	7514	Delivery and courier service drivers	NOC Skill Level C	63	19.4	16
6.	6731	Light duty cleaners	NOC Skill Level D	59	18.0	16
7.	4216	Other instructors	NOC Skill Level B	56	17.7	22
8.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	53	19.0	22
9.	621	Retail and wholesale trade managers	NOC Skill Level A	45	20.0	22
10.	4032	Elementary school and kindergarten teachers	NOC Skill Level A	39	8.7	7
11.	1241	Administrative assistants	NOC Skill Level B	38	18.5	20
12.	6513	Food and beverage servers	NOC Skill Level C	37	19.3	19
13.	6611	Cashiers	NOC Skill Level D	36	17.7	16
14.	7452	Material handlers	NOC Skill Level C	36	18.9	22
15.	6222	Retail and wholesale buyers	NOC Skill Level B	34	20.0	16
16.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	29	16.9	15.5
17.	1411	General office support workers	NOC Skill Level C	28	18.8	22
18.	7271	Carpenters	NOC Skill Level B	28	20.9	22
19.	1434	Banking, insurance and other financial clerks	NOC Skill Level C	27	16.6	16
20.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	26	18.8	22
21.	1114	Other financial officers	NOC Skill Level A	25	15.4	15
22.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	24	18.1	15
23.	7611	Construction trades helpers and labourers	NOC Skill Level D	21	19.4	22
24.	6541	Security guards and related security service occupations	NOC Skill Level C	20	19.1	16
25.	1414	Receptionists	NOC Skill Level C	19	17.7	18
26.	1513	Couriers, messengers and door-to-door distributors	NOC Skill Level C	18	20.9	22
27.	4413	Elementary and secondary school teacher assistants	NOC Skill Level C	18	14.4	15
28.	3233	Licensed practical nurses	NOC Skill Level B	17	21.1	22
29.	4214	Early childhood educators and assistants	NOC Skill Level B	16	14.1	8.5

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.	441	Home care providers and educational support occupations	NOC Skill Level C	128	18.3	17
2.	642	Retail salespersons	NOC Skill Level C	100	18.0	16
3.	673	Cleaners	NOC Skill Level D	97	17.7	16
4.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	87	17.1	22
5.	751	Motor vehicle and transit drivers	NOC Skill Level C	83	19.1	16
6.	632	Chefs and cooks	NOC Skill Level B	75	19.6	16
7.	655	Customer and information services representatives	NOC Skill Level C	68	18.3	16
8.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	53	19.0	22
9.	141	General office workers	NOC Skill Level C	49	18.4	22
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	48	18.3	21
11.	651	Occupations in food and beverage service	NOC Skill Level C	45	18.8	16
12.	062	Retail and wholesale trade managers	NOC Skill Level A	45	20.0	22
13.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	40	9.8	7
14.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	39	16.6	16
15.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	37	20.0	19
16.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	37	18.0	22
17.	661	Cashiers	NOC Skill Level D	36	17.7	16
18.	745	Longshore workers and material handlers	NOC Skill Level C	36	18.9	22
19.	727	Carpenters and cabinetmakers	NOC Skill Level B	32	21.5	22
20.	122	Administrative and regulatory occupations	NOC Skill Level B	31	21.0	20
21.	111	Auditors, accountants and investment professionals	NOC Skill Level A	26	15.7	15
22.	323	Other technical occupations in health care	NOC Skill Level B	26	19.5	22
23.	151	Mail and message distribution occupations	NOC Skill Level C	24	19.8	21
24.	301	Professional occupations in nursing	NOC Skill Level A	24	18.1	15
25.	623	Insurance, real estate and financial sales occupations	NOC Skill Level B	21	26.9	22
26.	761	Trades helpers and labourers	NOC Skill Level D	21	19.4	22
27.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	21	19.6	22
28.	654	Security guards and related security service occupations	NOC Skill Level C	20	19.1	16

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	154	18.4	16
2.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	152	18.1	16
3.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	128	18.3	17
4.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	102	18.9	15
5.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	100	18.0	16
6.	14	Office support occupations	NOC Skill Level C	93	17.6	17
7.	63	Service supervisors and specialized service occupations	NOC Skill Level B	93	19.4	16
8.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	87	17.1	22
9.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	85	19.1	19
10.	72	Industrial, electrical and construction trades	NOC Skill Level B	77	20.1	22
11.	32	Technical occupations in health	NOC Skill Level B	65	18.5	22
12.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	63	21.6	19
13.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	55	19.7	22
14.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	45	19.7	22
15.	66	Sales support occupations	NOC Skill Level D	43	17.3	17.5
16.	40	Professional occupations in education services	NOC Skill Level A	40	9.8	7
17.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	39	19.0	22
18.	11	Professional occupations in business and finance	NOC Skill Level A	39	17.2	16
19.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	34	18.5	16
20.	31	Professional occupations in health (except nursing)	NOC Skill Level A	34	17.1	15
21.	73	Maintenance and equipment operation trades	NOC Skill Level B	26	20.3	16.5
22.	30	Professional occupations in nursing	NOC Skill Level A	24	18.1	15
23.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	21	19.4	22
24.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	21	15.9	15
25.	52	Technical occupations in art, culture, recreation and sport	NOC Skill Level B	19	20.5	22
26.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	19	18.0	20
27.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	18	18.3	22

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
194

NEW POSTINGS
136

COMPANIES
75

LANGUAGES
5

OF DAYS POSTED

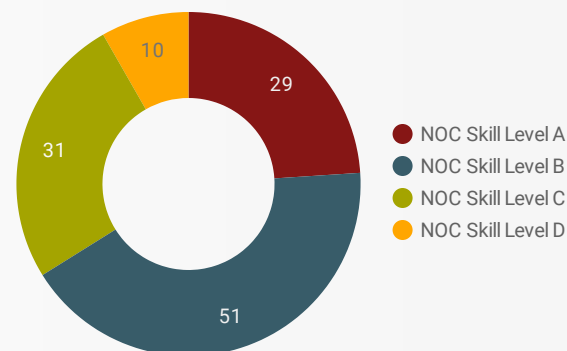
AVERAGE
17.8

MEDIAN
16

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

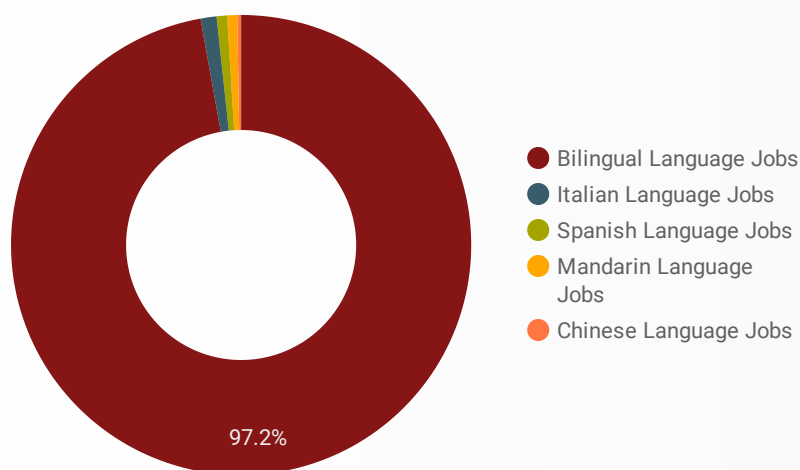
- 29** Skill Level A - Management/ Professional Occupations usually requiring University
- 51** Skill Level B - Usually college education or apprenticeship training
- 31** Skill Level C - Usually secondary education or occupation-specific training
- 10** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...
Italian Langu...	2	2		
Mandarin Lan...	1			
Spanish Lang...	1			

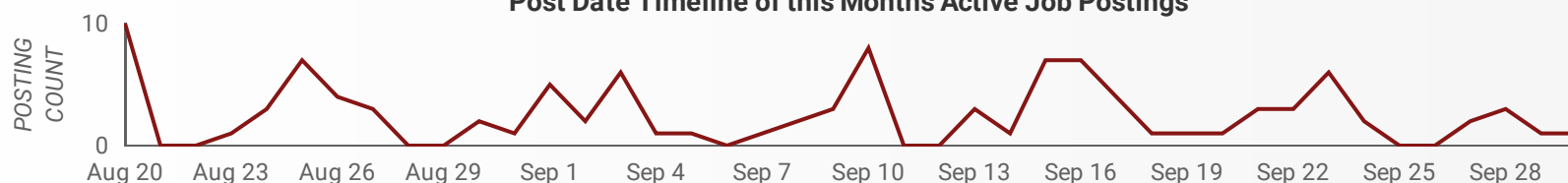
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	187
2. Italian Language Jobs	4
3. Spanish Language Jobs	1
4. Mandarin Language Jobs	1
5. Chinese Language Jobs	1

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

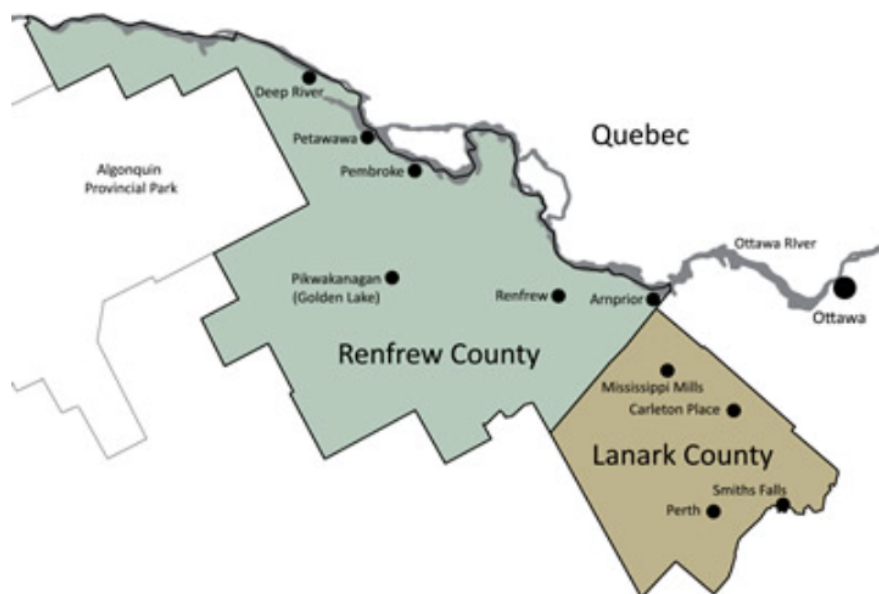
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual Language...	Italian Language ...	Mandarin Language...	Spanish Language...	Grand total
Business, finance and administration occu...	18				18
Health occupations	20				20
Management occupations	3				3
Occupations in art, culture, recreation and ...	3				3
Occupations in education, law and social, ...	46		1	1	48
Sales and service occupations	22	4			26
Trades, transport and equipment operator...	3				3
Grand total	115	4	1	1	121

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.	Pembroke	105	18.2	22
2.	Smiths Falls	23	16.4	22
3.	Petawawa	18	17.1	16
4.	Renfrew	12	16.7	16
5.	Arnprior	11	18.2	22
6.	Mississippi Mills	7	22.9	22
7.	Perth	7	16.1	16
8.	Carleton Place	6	14.0	15
9.	Laurentian Hills	2	15.0	15
10.	Deep River	1	2.0	2
11.	Whitewater Region	1	15.0	15



	UPPER TIER	JOB LANGUAGES ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	105	18.2	22
2.	Renfrew County	45	16.8	16
3.	Smiths Falls	23	16.4	22
4.	Lanark County	20	17.9	16

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Other instructors	14
2. Home support workers, housekeepers and r...	9
3. Licensed practical nurses	7
4. Social workers	7
5. Elementary school and kindergarten teachers	6
6. Light duty cleaners	5
7. Administrative assistants	5
8. Early childhood educators and assistants	5
9. Food counter attendants, kitchen helpers an...	5
10. Retail salespersons	5
11. General office support workers	5
12. Other customer and information services re...	5
13. Registered nurses and registered psychiatri...	4
14. Cooks	4
15. Social and community service workers	4
16. Retail and wholesale trade managers	3
17. Nurse aides, orderlies and patient service a...	3
18. Medical administrative assistants	3
19. Authors and writers	2
20. Dietitians and nutritionists	2
21. Carpenters	2
22. Food and beverage servers	2
23. Firefighters	1
24. Medical laboratory technologists	1
25. Library and public archive technicians	1
26. Other technical occupations in therapy and ...	1
27. Human resources and recruitment officers	1
28. Delivery and courier service drivers	1
29. Respiratory therapists, clinical perfusionist...	1
30. Payroll administrators	1
31. Professional occupations in business mana...	1
32. Physiotherapists	1

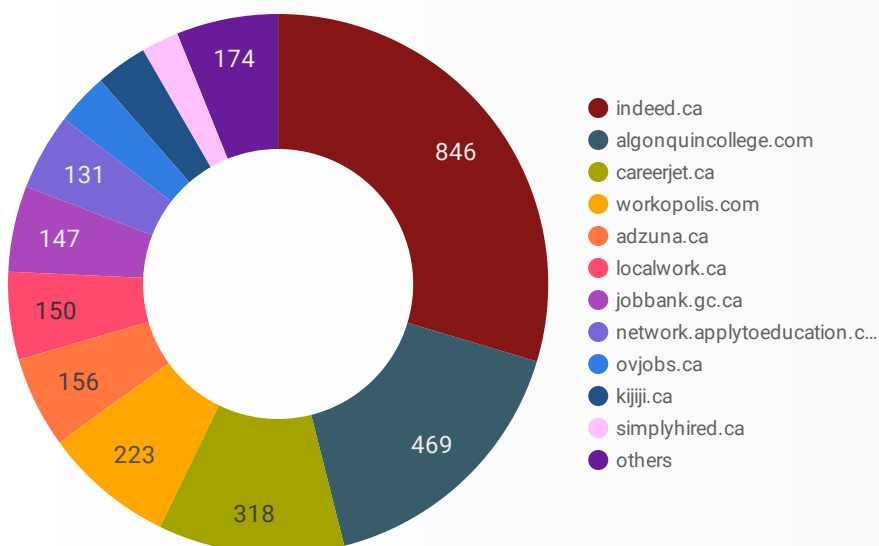
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Pembroke Regional Hospital	35
2. Varsity Tutors	14
3. Upper Canada District School Board	11
4. Marianhill Inc.	9
5. Marianhill	7
6. Bell	6
7. Bell Canada	5
8. FAMILY & CHILDREN SERV.	5
9. Canadian Forces Morale and Welfare Services	3
10. La Source	3
11. Bernadette McCann House	3
12. Community Living Upper Ottawa Valley	3
13. Home and Community Care Support Services	3
14. Sykes Assistance Services Corporation	3
15. Modern Cleaning Concept Canada	3
16. East Side Mario's	2
17. Family and Children's Services of Renfrew County	2
18. Service Canada	2
19. Algonquin College	2
20. The Source (Bell) Electronics Inc.	2
21. PMFRC	2
22. The Source	2
23. Ottawa Valley Vision	2
24. EORLA / ALREO	2
25. Petawawa Military Family Resource Centre	2
26. Alio Health	2
27. EORLA	2
28. Access Healthcare Services Inc.	2
29. Bayshore HealthCare	2
30. Canopy Growth Corporation	2

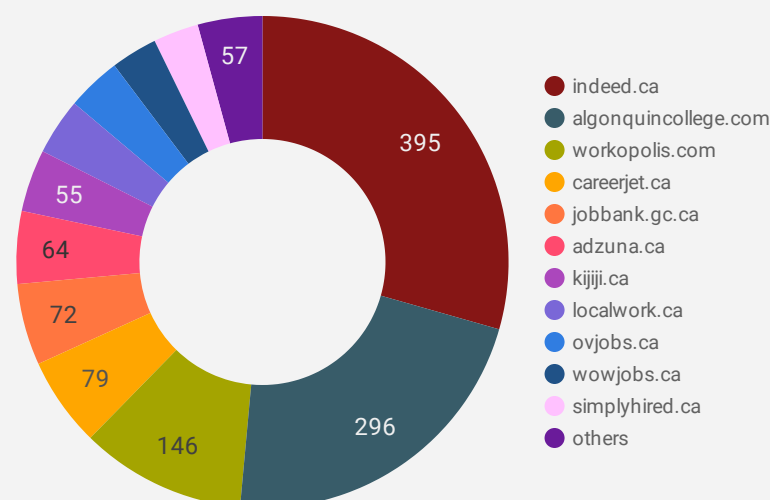
JOB POSTINGS BY JOB BOARD

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	846	22.0	22	395
2.	algonquincollege.com	469	15.1	15	296
3.	careerjet.ca	318	15.5	13	79
4.	workopolis.com	223	14.9	15	146
5.	adzuna.ca	156	15.2	15	64
6.	localwork.ca	150	18.8	22	50
7.	jobbank.gc.ca	147	19.0	16	72
8.	network.applytoeducation.com	131	8.1	7	5
9.	ovjobs.ca	89	20.6	15	48
10.	kijiji.ca	88	15.0	15	55
11.	simplyhired.ca	64	15.8	16	40
12.	wowjobs.ca	64	16.0	16	41
13.	canadacareer.ca	46	22.9	21	27
14.	jobillico.com	24	36.4	32	9
15.	careerarc.com	22	26.8	23	8
16.	careerbuilder.ca	6	22.6	22	2
17.	careerowl.ca	5			1
18.	en.agilus.ca	3	24.7	23	1