



JOB DEMAND REPORT

JANUARY 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

POSTING COUNT	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,568	1,872	848	23

OF DAYS POSTED

AVERAGE	MEDIAN
20.5	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	▼
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, Lanark County, the Town of Smith Falls, and the City of Pembroke.

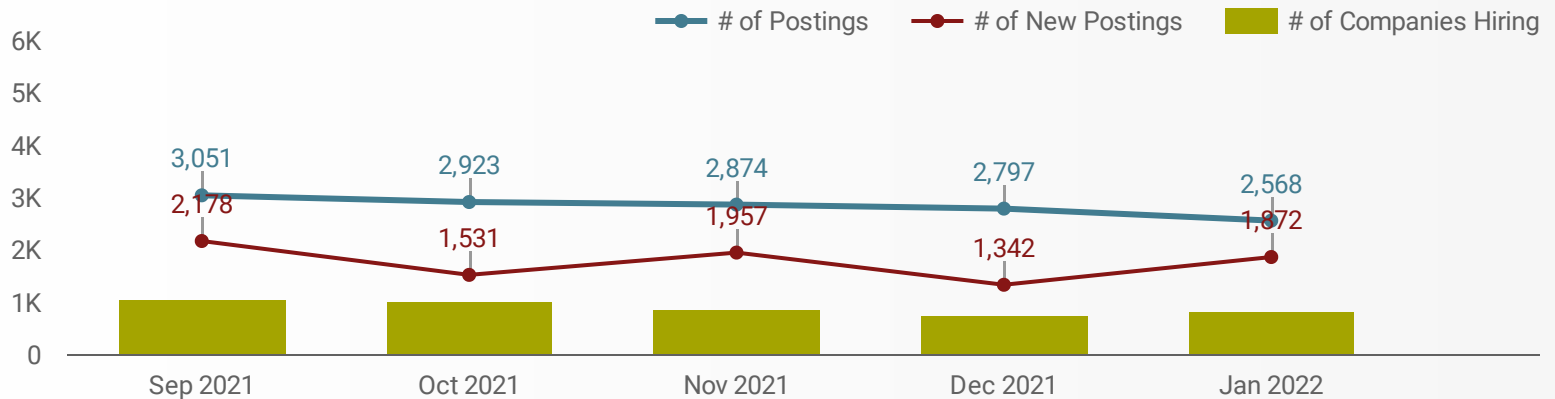


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JOB POSTINGS BY MONTH

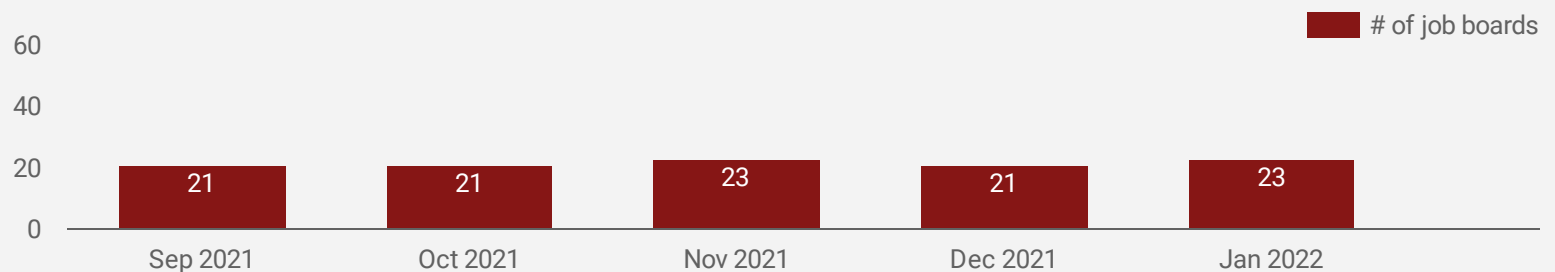
How many job postings were active for at least 1 day this month?



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

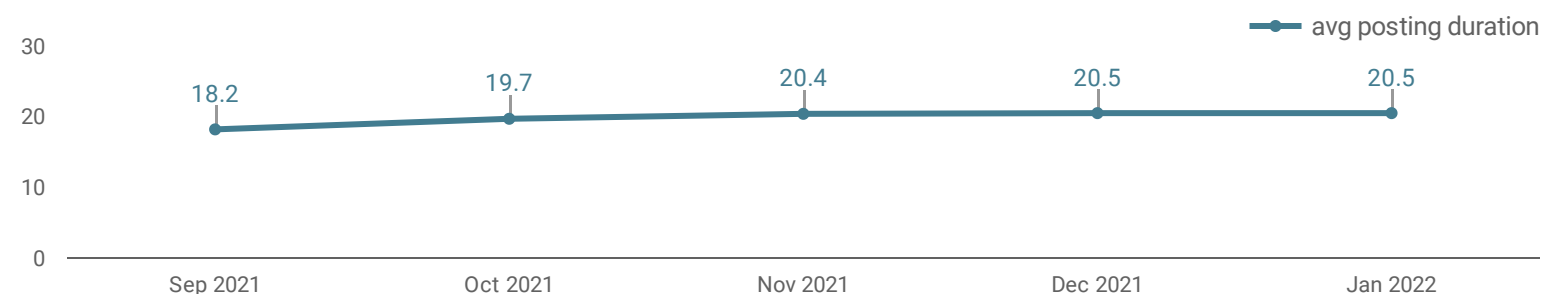
NUMBER OF ACTIVE JOB BOARDS

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



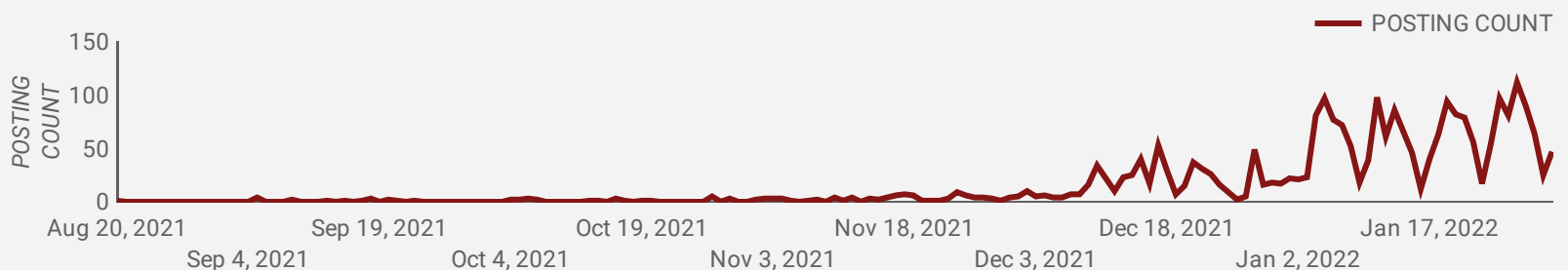
AVG & MEDIAN POSTING LENGTH BY DAYS

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

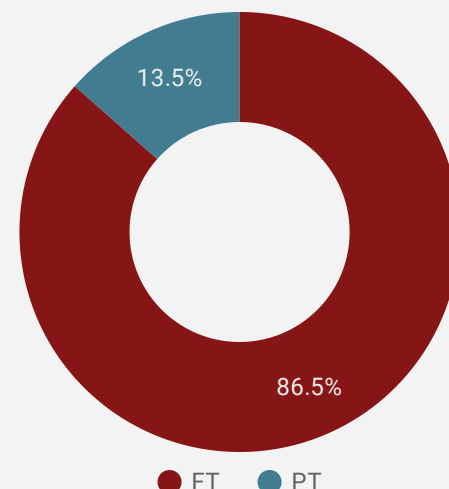
How many job postings were active for at least 1 day this month?

	MUNICIPALITY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	676	20.4	16
2.	Carleton Place	344	17.5	16
3.	Laurentian Hills	247	23.6	22
4.	Smiths Falls	231	25.4	22
5.	Petawawa	225	17.8	15
6.	Perth	196	22.2	22
7.	Arnprior	186	18.9	16
8.	Renfrew	182	20.6	22
9.	Mississippi Mills	100	18.3	20
10.	Whitewater Region	40	22.6	22
11.	Deep River	36	21.6	22

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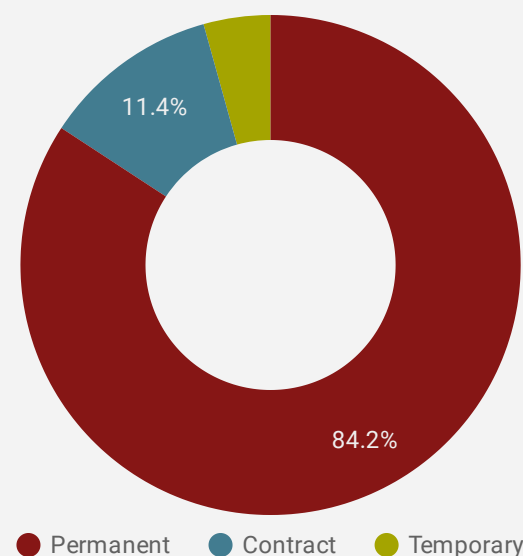
JOB TYPE

Full-time vs Part-time



JOB DURATION

Permanency of jobs posted



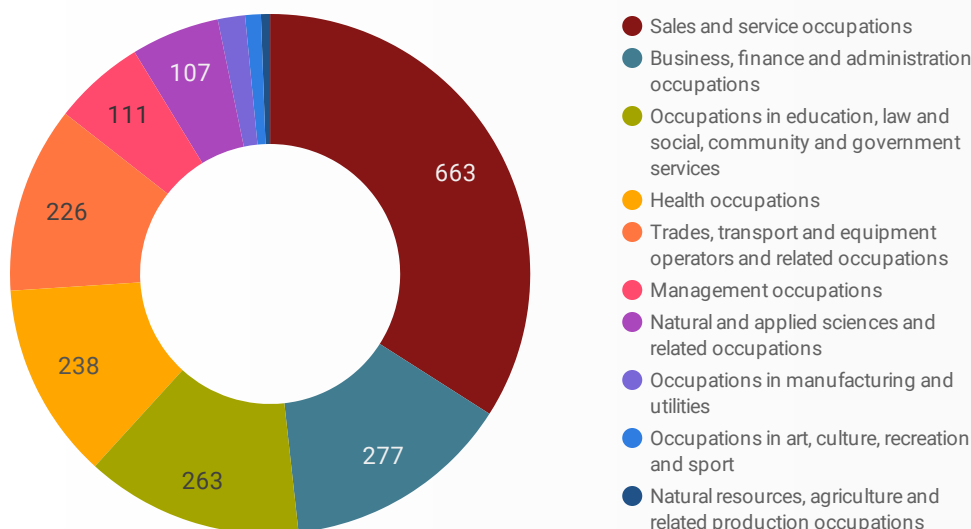
JOB POSTINGS BY COUNTY/CITY/TOWN

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	975	20.4	21
2.	Pembroke	676	20.4	16
3.	Lanark County	658	19.0	16
4.	Smiths Falls	231	25.4	22

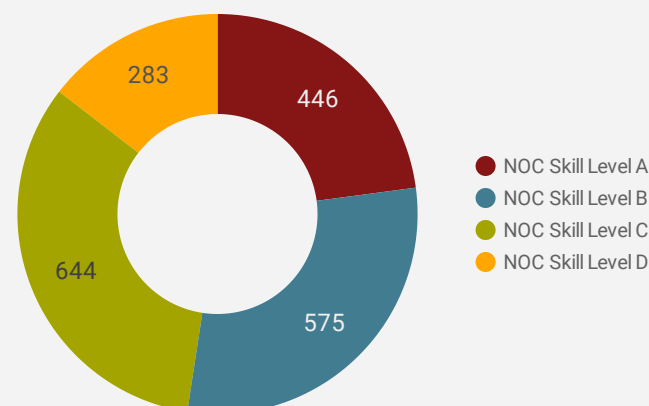
JOB POSTINGS BY SKILL TYPE

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 (CNL)	Laurentian Hills	220	23.8	22
2.	Pembroke Regional Hospital (PRH)	Pembroke	89	21.2	22
3.	Canadian Forces Morale & Welfare Services (CFMWS)	Petawawa	56	17.4	15
4.	Home Depot	Carleton Place	29	14.7	16
5.	Staples, Pembroke	Pembroke	29	14.9	15
6.	Canopy Growth Corporation	Smiths Falls	26	17.5	22
7.	Renfrew County District School Board	Pembroke	25	11.7	6
8.	Home Depot of Canada Inc.	Carleton Place	25	11.5	15
9.	Varsity Tutors	Pembroke	21	4.2	2
10.	Perth and Smiths Falls District Hospital, Smiths Falls	Smiths Falls	18	22.0	22
11.	Home Depot of Canada Inc.	Pembroke	18	12.7	15
12.	Home Depot	Pembroke	18	12.6	9
13.	Renfrew Victoria Hospital (RVH)	Renfrew	18	26.9	22
14.	V!VA Retirement Communities	Carleton Place	17	25.9	22
15.	The McCluskey Group/ Tim Hortons	Petawawa	16	19.0	22
16.	Renfrew County District School Board	Petawawa	16	11.2	7
17.	Upper Canada District School Board	Smiths Falls	15	6.2	7
18.	Walmart Canada	Smiths Falls	14	21.4	22
19.	Walmart Canada Corp.	Pembroke	14	22.0	22
20.	The McCluskey Group/ Tim Hortons	Pembroke	14	17.5	15
21.	Conseil des Ã©coles publiques de l'Est de l'Ontario	Pembroke	13	17.9	15
22.	Bayshore HealthCare	Pembroke	12	21.5	22
23.	Sienna Living	Perth	11	16.9	13
24.	Arnprior Regional Health	Arnprior	9	16.3	19
25.	Kijiji	Carleton Place	9	15.0	15
26.	Sienna Living	Arnprior	9	27.8	28
27.	Airbus	Bonnechere Valley	9	22.0	22
28.	Engineering Dynamics	Carleton Place	8	9.9	5
29.	Harvey's in Smiths Falls	Petawawa	8	3.1	4
30.	LCBO	Petawawa	8	4.0	3
31.	Recine Unlimited Corporation	Petawawa	8	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

30

	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Journeyman/woman Powerline Technician	Vickers Power Services	Pembroke	100 
2.	Powerline Technician	Canadian Union of Skilled Workers	Petawawa	58 
3.	Registered Nurse	Marianhill Inc.	Pembroke	53.88 
4.	Finance Manager	Family and Children's Services of County of Renfrew	Pembroke	51.55 
5.	Speech-language Pathologist, Development And Rehabilitation, Full Time (1.0), / Orthophoniste, Développement Et Adaptation, À Temps Plein (1,0)	CHEO	Pembroke	50.82 
6.	Speech-language Pathologist, Development And Rehabilitation	CHEO	Pembroke	50.82 
7.	Patient Flow Coordinator - Temporary Full-time	Almonte General Hospital (AGH)	Mississippi Mills	49.89 
8.	Full-time Patient flow coordinator - up to \$49.89/hr	Almonte General Hospital (AGH)	Mississippi Mills	49.89 
9.	Social Worker/patient Flow Coordinator (temporary Part-time)	Almonte General Hospital/Carleton Place & District Memorial Hospital	Mississippi Mills	49.89 
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TOP SALARIES IN JOB POSTINGS

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

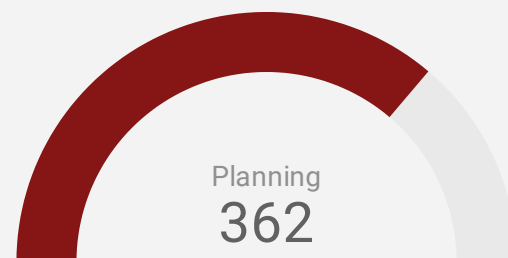
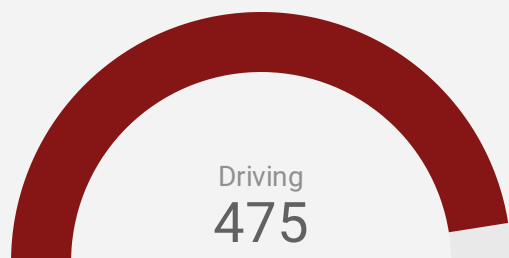
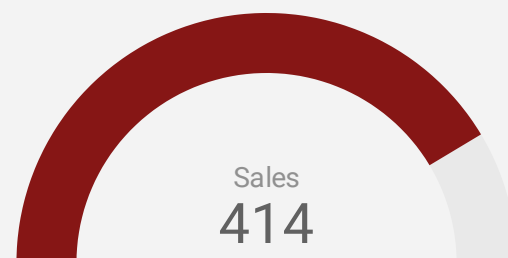
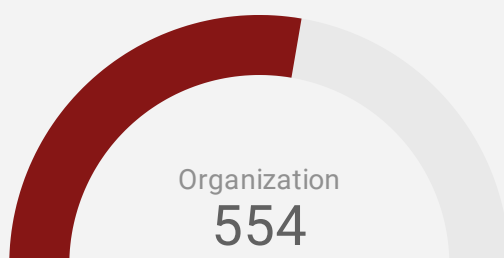
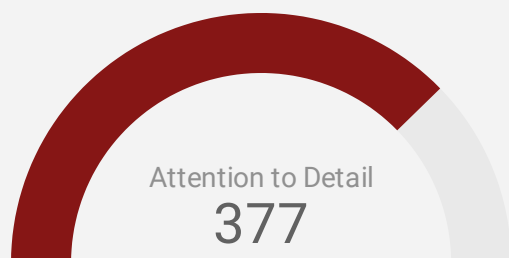
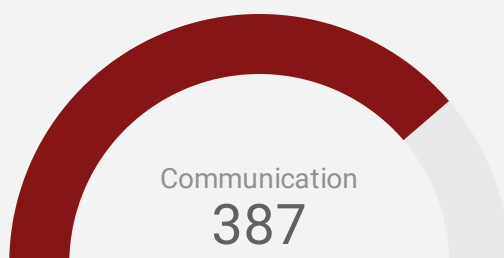
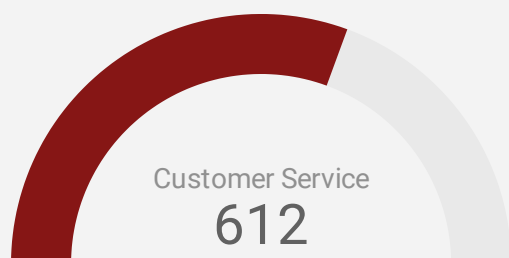
	JOB TITLE	COMPANY	LOCATION	WAGE VALUE ▾
1.	Full Time Dental Associate	Costello Family Dentistry/Yazdani Family Dentistry	Carleton Place	250,000 
2.	Finance Manager	The RV Place	Perth	180,000 
3.	General Manager, Program Management Office	Canadian Nuclear Laboratories (CNL)	Laurentian Hills	159,400 
4.	Executive Director	THE PHOENIX CENTRE FOR CHILDREN AND FAMILIES	Pembroke	155,000 
5.	Operations & Procurement Manager	Skyline Group	Perth	150,000 
6.	Experienced Real Estate Sales Representative	HomeFluent Realty	Carleton Place	140,000 
7.	Experienced Real Estate Agent	HomeFluent Realty	Mississippi Mills	140,000 
8.	Experienced Real Estate Sales Representative	HomeFluent Realty	Mississippi Mills	140,000 
9.	Site Manager	NUVIA Canada	Deep River	130,000 
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TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,568

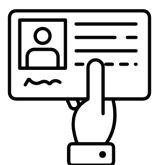


KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

2,568



Driver's License
40



First Aid
119



Regular Access to a Vehicle
138



Criminal Record Check
192



Microsoft Office
130



Food Safety
55

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	129	18.3	22
2.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	89	27.1	22
3.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	76	21.1	16
4.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	61	22.8	22
5.	6552	Other customer and information services representatives	NOC Skill Level C	54	16.6	16
6.	6322	Cooks	NOC Skill Level B	52	26.1	22
7.	6731	Light duty cleaners	NOC Skill Level D	48	21.1	22
8.	621	Retail and wholesale trade managers	NOC Skill Level A	46	18.9	17
9.	7514	Delivery and courier service drivers	NOC Skill Level C	46	16.2	15
10.	6611	Cashiers	NOC Skill Level D	45	21.2	15
11.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	44	13.1	9
12.	1241	Administrative assistants	NOC Skill Level B	35	20.6	22
13.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	35	19.0	22
14.	4032	Elementary school and kindergarten teachers	NOC Skill Level A	33	10.2	6
15.	1434	Banking, insurance and other financial clerks	NOC Skill Level C	32	14.8	15
16.	6222	Retail and wholesale buyers	NOC Skill Level B	31	23.1	22
17.	4212	Social and community service workers	NOC Skill Level B	31	23.3	22
18.	4031	Secondary school teachers	NOC Skill Level A	30	8.8	7
19.	4152	Social workers	NOC Skill Level A	25	26.6	22
20.	1114	Other financial officers	NOC Skill Level A	24	17.0	15.5
21.	6311	Food service supervisors	NOC Skill Level B	24	36.9	16
22.	7452	Material handlers	NOC Skill Level C	23	20.1	16.5
23.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	20	26.4	22
24.	1221	Administrative officers	NOC Skill Level B	20	21.9	22
25.	4413	Elementary and secondary school teacher assistants	NOC Skill Level C	20	17.6	14.5
26.	3414	Other assisting occupations in support of health services	NOC Skill Level C	19	21.4	22
27.	6211	Retail sales supervisors	NOC Skill Level B	18	26.2	22
28.	2172	Database analysts and data administrators	NOC Skill Level A	18	4.5	1
29.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	17	29.5	16

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	129	18.3	22
2.	441	Home care providers and educational support occupations	NOC Skill Level C	112	24.9	22
3.	671	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	76	21.1	16
4.	673	Cleaners	NOC Skill Level D	71	22.3	22
5.	403	Secondary and elementary school teachers and educational counsellors	NOC Skill Level A	65	10.3	7
6.	751	Motor vehicle and transit drivers	NOC Skill Level C	63	16.1	15.5
7.	655	Customer and information services representatives	NOC Skill Level C	62	16.5	16
8.	301	Professional occupations in nursing	NOC Skill Level A	61	22.8	22
9.	632	Chefs and cooks	NOC Skill Level B	59	25.6	22
10.	321	Medical technologists and technicians (except dental health)	NOC Skill Level B	55	22.2	22
11.	662	Other sales support and related occupations	NOC Skill Level D	46	13.4	11
12.	421	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	46	24.3	22
13.	062	Retail and wholesale trade managers	NOC Skill Level A	46	18.9	17
14.	661	Cashiers	NOC Skill Level D	45	21.2	15
15.	143	Financial, insurance and related administrative support workers	NOC Skill Level C	45	15.6	15
16.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	43	21.2	22
17.	341	Assisting occupations in support of health services	NOC Skill Level C	41	25.2	22
18.	111	Auditors, accountants and investment professionals	NOC Skill Level A	35	18.8	16
19.	122	Administrative and regulatory occupations	NOC Skill Level B	34	23.8	22
20.	141	General office workers	NOC Skill Level C	34	20.4	19
21.	622	Technical sales specialists in wholesale trade and retail and wholesale buyers	NOC Skill Level B	31	23.1	22
22.	415	Social and community service professionals	NOC Skill Level A	31	32.0	22
23.	631	Service supervisors	NOC Skill Level B	30	33.8	16
24.	217	Computer and information systems professionals	NOC Skill Level A	29	14.5	4
25.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	28	19.1	22
26.	314	Therapy and assessment professionals	NOC Skill Level A	26	23.9	19
27.	745	Longshore workers and material handlers	NOC Skill Level C	23	20.1	16.5
28.	633	Butchers and bakers	NOC Skill Level B	20	18.2	19

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.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	153	21.5	22
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	133	18.7	22
3.	63	Service supervisors and specialized service occupations	NOC Skill Level B	113	26.1	22
4.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	112	24.9	22
5.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	105	18.7	16
6.	66	Sales support occupations	NOC Skill Level D	91	17.6	15
7.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	89	22.2	22
8.	14	Office support occupations	NOC Skill Level C	82	17.5	16
9.	32	Technical occupations in health	NOC Skill Level B	78	21.0	22
10.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	74	16.5	16
11.	62	Retail sales supervisors and specialized sales occupations	NOC Skill Level B	68	22.5	22
12.	40	Professional occupations in education services	NOC Skill Level A	65	10.3	7
13.	30	Professional occupations in nursing	NOC Skill Level A	61	22.8	22
14.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	59	23.4	16.5
15.	31	Professional occupations in health (except nursing)	NOC Skill Level A	58	21.2	17.5
16.	72	Industrial, electrical and construction trades	NOC Skill Level B	57	26.6	22
17.	21	Professional occupations in natural and applied sciences	NOC Skill Level A	55	21.7	17.5
18.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	52	27.7	22
19.	11	Professional occupations in business and finance	NOC Skill Level A	52	19.2	15
20.	42	Paraprofessional occupations in legal, social, community and education services	NOC Skill Level B	46	24.3	22
21.	34	Assisting occupations in support of health services	NOC Skill Level C	41	25.2	22
22.	41	Professional occupations in law and social, community and government services	NOC Skill Level A	40	31.4	22
23.	15	Distribution, tracking and scheduling co-ordination occupations	NOC Skill Level C	37	19.2	21
24.	73	Maintenance and equipment operation trades	NOC Skill Level B	37	31.2	22
25.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	33	21.0	19
26.	01	Senior managers - construction, transportation, production and utilities	NOC Skill Level A	25	20.6	22
27.	76	Trades helpers, construction labourers and related occupations	NOC Skill Level D	25	22.8	16
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MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
156

NEW POSTINGS
0

COMPANIES
71

LANGUAGES
1

OF DAYS POSTED

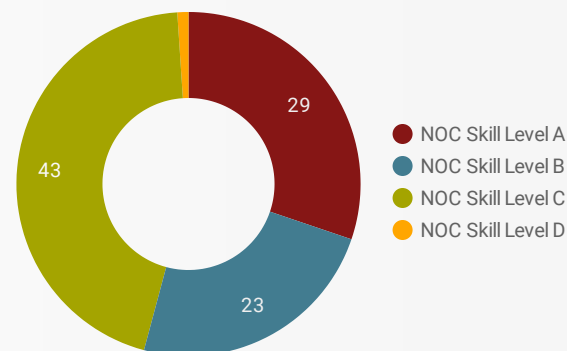
AVERAGE
15.0

MEDIAN
15

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

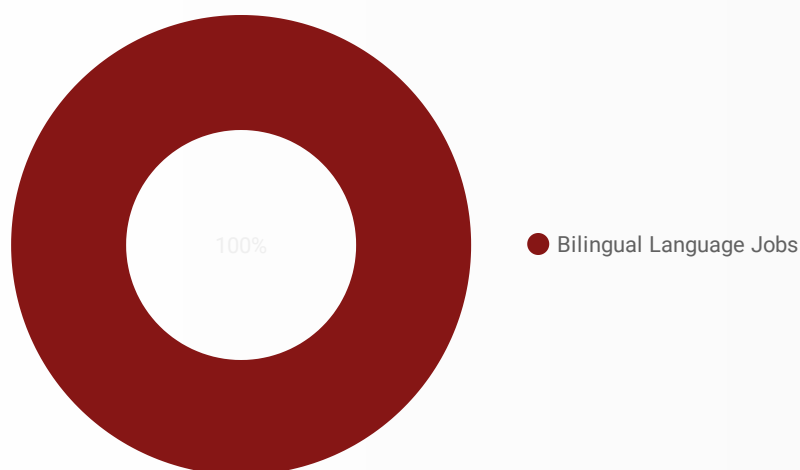
- 29** Skill Level A - Management/ Professional Occupations usually requiring University
- 23** Skill Level B - Usually college education or apprenticeship training
- 43** Skill Level C - Usually secondary education or occupation-specific training
- 1** Skill Level D - Usually on-the-job training



LANGUAGES	NOC Skill Level A	NOC Skill Level B	NOC Skill Level C	NOC Skill Level D
Bilingual Lan...	1

LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



LANGUAGES	POSTING COUNT
1. Bilingual Language Jobs	156

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Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

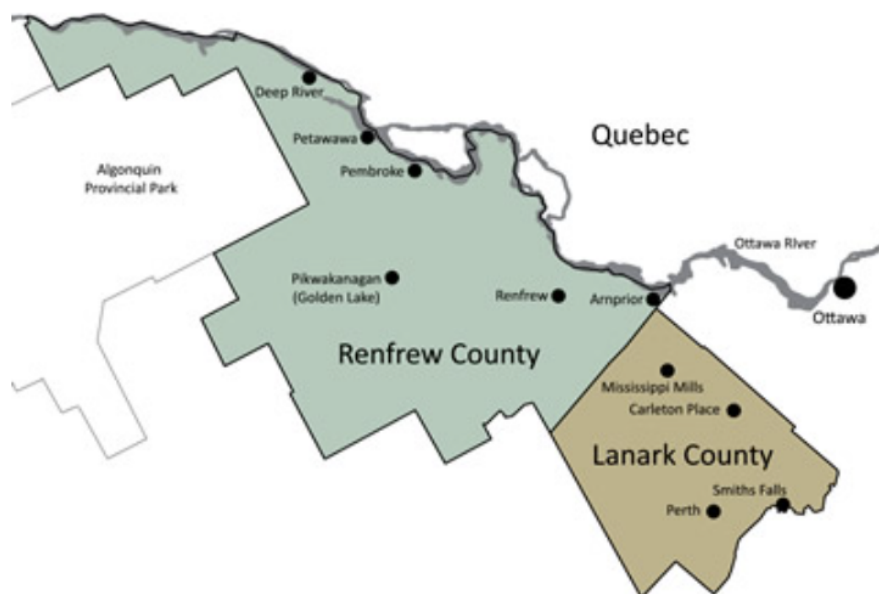
What language skills are sought by 1-Digit NOC?

SKILL TYPE NAME	Bilingual Language Jobs	Grand total
Business, finance and administration occu...	10	10
Health occupations	14	14
Management occupations	6	6
Natural and applied sciences and related o...	1	1
Occupations in art, culture, recreation and ...	2	2
Occupations in education, law and social, ...	22	22
Sales and service occupations	38	38
Trades, transport and equipment operator...	3	3
Grand total	96	96

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	80	15.1	15
2.	Petawawa	24	14.4	9.5
3.	Arnprior	14	11.8	13
4.	Smiths Falls	10	15.6	21.5
5.	Renfrew	8	27.0	22
6.	Carleton Place	6	17.0	18.5
7.	Perth	5	13.8	15.5
8.	Mississippi Mills	2	19.0	19
9.	Bonnechere Valley	2	15.0	15
10.	Whitewater Region	2	9.5	9.5
11.	Laurentian Hills	1		
12.	Killaloe, Haqarty and	1	6.0	6
1 - 13 / 13 < >				



	UPPER TIER	JOB LANGUAGES	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	Pembroke	80	15.1	15
2.	Renfrew County	52	14.3	13
3.	Lanark County	14	16.0	16
4.	Smiths Falls	10	15.6	21.5

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

4 DIGIT NOC NAME	POSTINGS
1. Retail salespersons	20
2. Home support workers, housekeepers and r...	6
3. Retail and wholesale trade managers	5
4. Registered nurses and registered psychiatri...	4
5. Social workers	4
6. Other customer and information services re...	4
7. Social and community service workers	4
8. Cooks	3
9. Elementary school and kindergarten teachers	3
10. Secondary school teachers	3
11. Customer services representatives - financi...	3
12. Audiologists and speech-language pathologi...	3
13. Program leaders and instructors in recreati...	2
14. Medical administrative assistants	2
15. Statistical officers and related research sup...	2
16. Nurse aides, orderlies and patient service a...	2
17. Material handlers	2
18. Occupational therapists	2
19. Hotel front desk clerks	2
20. Retail and wholesale buyers	2
21. Accounting and related clerks	1
22. Other instructors	1
23. Physiotherapists	1
24. Receptionists	1
25. Other professional occupations in therapy a...	1
26. Automotive service technicians, truck and b...	1
27. Database analysts and data administrators	1
28. Early childhood educators and assistants	1
29. Professional occupations in advertising, ma...	1
30. Bakers	1
31. Financial managers	1
32. Security guards and related security service...	1

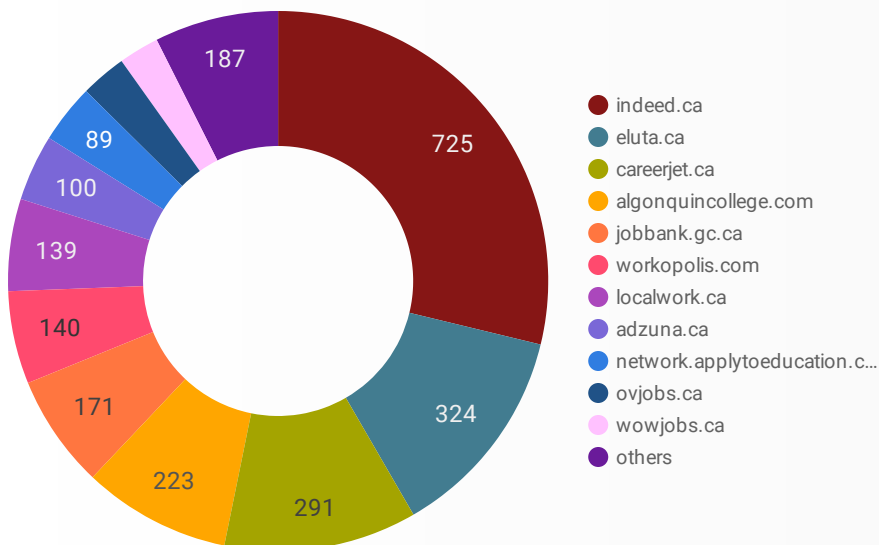
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

COMPANY	POSTINGS
1. Varsity Tutors	21
2. Marianhill Inc.	8
3. LCBO	8
4. The Source	8
5. Canadian Forces Morale & Welfare Services (CFMWS)	7
6. Renfrew Victoria Hospital (RVH)	6
7. Pembroke Regional Hospital (PRH)	6
8. Conseil des Ã©coles publiques de l'Est de l'Ontario	5
9. Renfrew County Catholic District School Board	4
10. Bell	3
11. BELL MOBILITY/BELL MOBILITÃ	3
12. Upper Canada District School Board	3
13. CHEO	3
14. Renfrew County District Health Unit	3
15. Bell Canada	3
16. La Source	3
17. Home and Community Care Support Services Champlain	2
18. Crossmark	2
19. My Place Home Care Inc.	2
20. Petawawa Military Family Resource Centre	2
21. The Source (Bell) Electronics Inc.	2
22. RBC	2
23. Algonquin College of Applied Arts & Technology	1
24. Carleton Place Terrace	1
25. Recrudent	1
26. Kijiji	1
27. Bell Technical Solutions/Bell Solutions	1
28. Cubic Transportation Systems, Inc.	1
29. Family and Children's Services of County	1

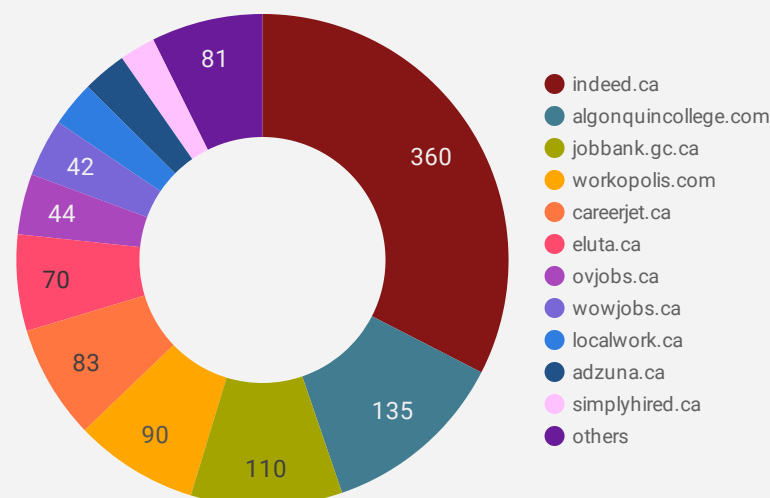
JOB POSTINGS BY JOB BOARD

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	725	21.7	22	360
2.	eluta.ca	324	21.9	22	70
3.	careerjet.ca	291	28.7	19	83
4.	algonquincollege.com	223	18.4	15	135
5.	jobbank.gc.ca	171	34.4	17	110
6.	workopolis.com	140	14.9	15	90
7.	localwork.ca	139	5.5	2	33
8.	adzuna.ca	100	14.9	15	32
9.	network.applytoeducation.com	89	7.8	6	4
10.	ovjobs.ca	69	38.7	50	44
11.	wowjobs.ca	61	15.9	16	42
12.	jobillico.com	61	16.9	9	22
13.	simplyhired.ca	43	15.0	15	26
14.	kijiji.ca	37	15.0	15	21
15.	canadacareer.ca	20	30.4	31	15
16.	emploisfp-psjobs.cfp-psc.gc.ca	6	52.5	53	6
17.	careerbuilder.ca	6	11.0	1	3
18.	gojobs.gov.on.ca	4	24.3	18	3