



The Labour Market Group
Guiding partners to workforce solutions.



MONTHLY JOB VACANCY STUDY 2016 YEAR IN REVIEW

NISSING DISTRICT



The Labour Market Group

Guiding partners to workforce solutions.



Ontario

WORKFORCE DEVELOPMENT

The Labour Market Group (LMG) is your source for workforce and labour market information in Nipissing and Parry Sound Districts. LMG works with employers and job seekers to find solutions to workforce development needs and challenges.

LABOUR MARKET INFORMATION

LMG provides communities with current labour market information that is required to make informed decisions regarding planning, training, and development.

- Statistical Information
- Community, Industry, and Occupational Profiles
- Monthly Job Vacancy Study
- Monthly Labour Focus Publications

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INTRODUCTION

Good labour market information is critical to understanding current and projected labour market demands and needs of local employers. This information is also helpful to Employment Ontario* service providers who try to match local job seekers with available jobs, postsecondary institutions that provide education and specialized training for various highly professional occupations as well as other labour market trends and development opportunities.

In July of 2015, The Labour Market Group (LMG) began monitoring the online job vacancies posted through various mediums within Nipissing and Parry Sound districts on a monthly basis. These mediums include: www.jobbank.gc.ca, www.indeed.ca, www.wowjobs.ca, the North Bay and District Jobs Facebook page, Almaguin News, Parry Sound North Star, North Bay Nugget, Mattawa Recorder and West Nipissing Tribune. The vacancies are strictly a tally of the number of jobs that have been publicly posted by employers through popular on line sources. Those vacancies captured in the monthly study are by no means a complete, exhaustive reflection of every available job opportunity in the region. This particular tool collects the number of jobs posted from the 1st of a month to the last day of the month. In the case where the job posting is accessible from a variety of public domains, it is only counted once-as one job. The tally begins again at the beginning of the next month, so if that same job is posted the following month, it will be included in that particular month's total.

The job vacancies posted by employers in the region have provided some key insights into which employers are hiring, and for what particular occupations. The vacancy study is a tool for every member of the community. As a job seeker, the study indicates the types of jobs that are available, the skill level required for those jobs and the types of employers that have recently posted a vacant position. The study also reveals and summarizes content from the actual job ads themselves including: wage rate, education level required, basic skills required, whether the job was contract or permanent and whether the job is full or part time. As a community agency, the report helps to emphasize the types of skills sought after by employers in our region in order that training, programs or assistance can be offered to ensure job seekers skills meet the needs of local employers.

The following is a summary of those vacancies as they were recorded throughout the calendar year 2016 in Nipissing district.

**Employment Ontario is the umbrella term used for all provincial government funded employment related programs offered by the Ontario Ministry of Advanced Education and Skills Development. These include: Literacy and Basic Skills, Apprenticeship, Full Suite Employment Services, Workforce Planning Boards as well as other grants and employer incentive programs such as Canada Ontario Job Grant, Second Career, Youth Job Connection and more. www.ontario.ca/page/employment-ontario*



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VACANCY TOTALS

JANUARY - DECEMBER 2016



VACANCY TOTALS JANUARY – DECEMBER 2016

The following illustration provides detail on the total number of job vacancies that were posted every month in 2016 by employers in the Nipissing district. One employer often posts numerous jobs. Each job is counted as one vacancy. The second chart compares posted vacancies in 2015 to those in the same month in 2016.

ILLUSTRATION 1: TOTAL VACANCIES PER MONTH IN 2016

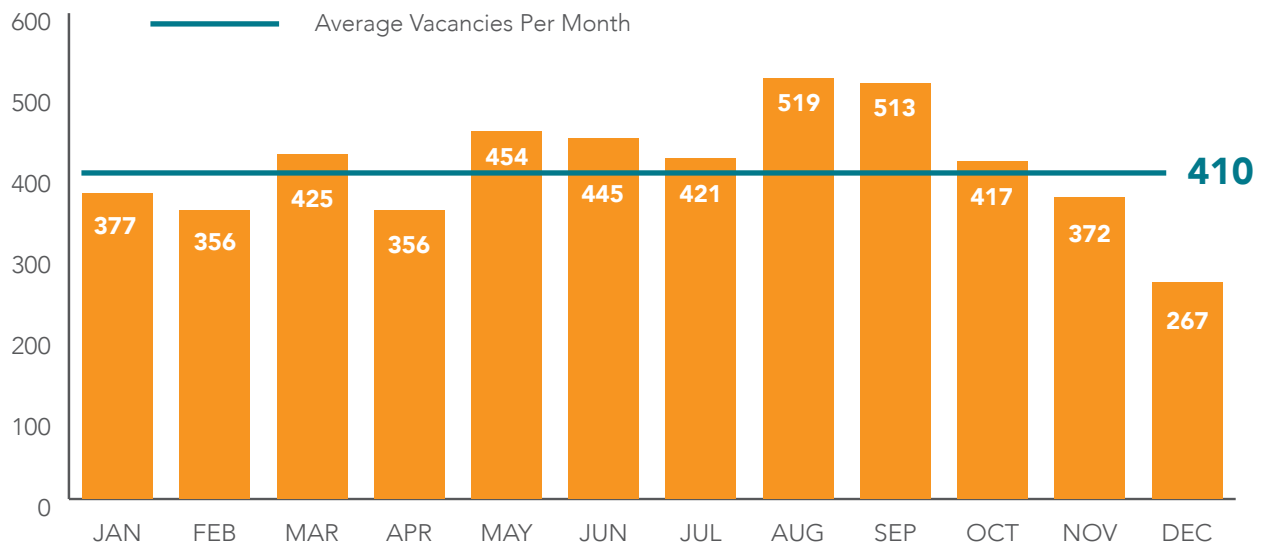
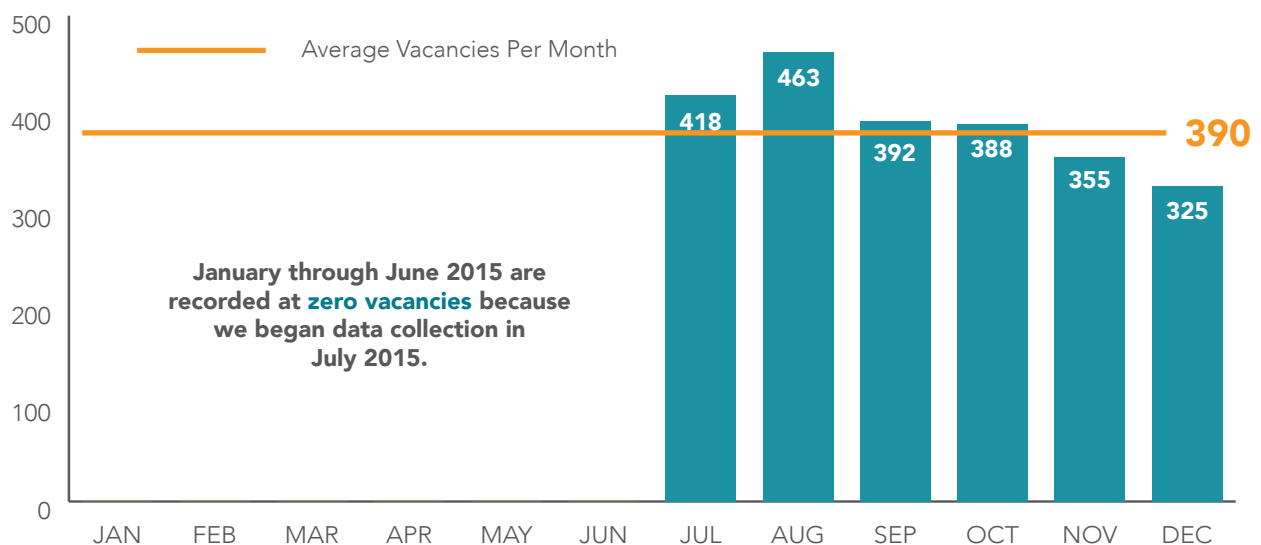
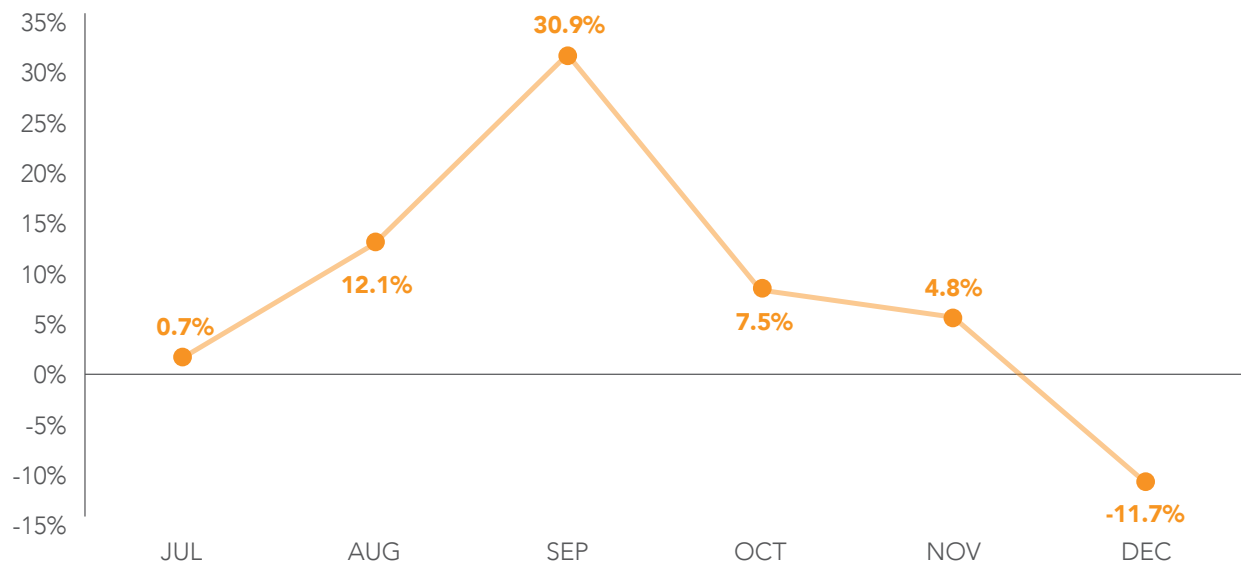


ILLUSTRATION 2: TOTAL VACANCIES PER MONTH IN 2015



- Vacancies ranged from a low of 267 (December) to a high of 519 (August) per month.
- There were an average of 410 vacancies recorded monthly in 2016.
- There is a clear increase in the number of vacancies during the Spring and Summer months (May – September) and a clear drop during the Fall and Winter months (October – April).

ILLUSTRATION 3: MONTHLY CHANGE IN VACANCIES DURING JULY UNTIL DECEMBER IN 2015 & 2016



- Job vacancies only changed slightly in July (+0.7%), October (+7.5%) and November (+4.8%) when compared to 2015.
- August (+12.1%) and September (+30.9%) saw substantial increases in job vacancies in 2016.
- December (-11.7%) saw a notable drop in the number of vacancies over the same month in 2015.
- The overall change in vacancies from July – December of 2016 compared to the same period in 2015 represents an increase of 7.2%.



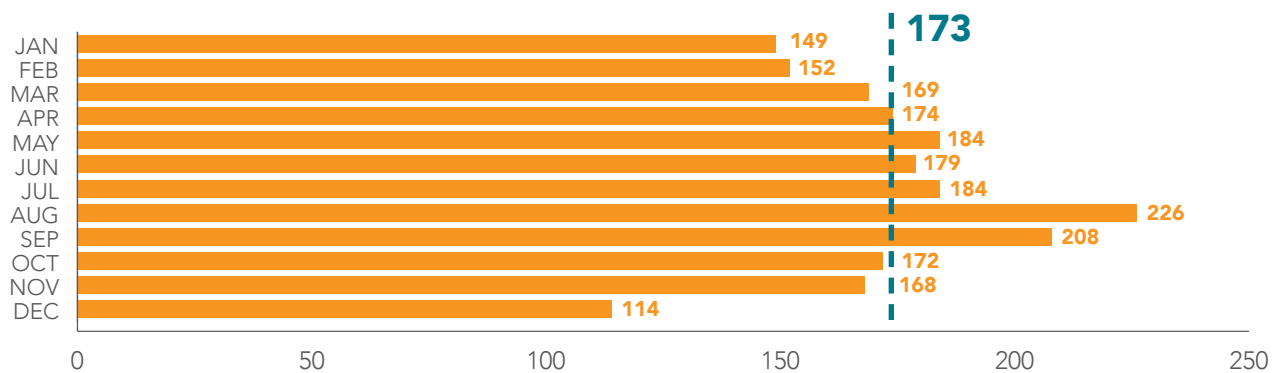
EMPLOYER BASED RESULTS



EMPLOYER BASED RESULTS

The following images depict the number of individual or *unique employers* who posted job vacancies. One employer often posts more than one job-creating a distinction between how many employers are looking for workers, and how many different job opportunities are available in the region.

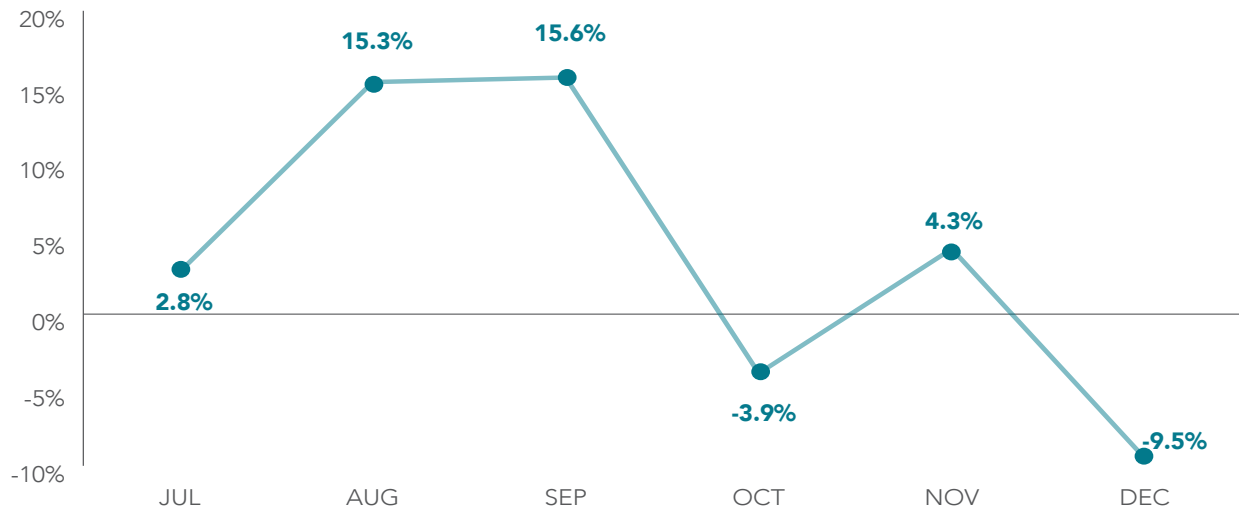
ILLUSTRATION 4: NUMBER OF UNIQUE EMPLOYERS WITH VACANCIES POSTED PER MONTH IN 2016



— Average Number of Employers Posting Per Month

- On average, 173 unique employers posted vacancies each month in 2016.
- There was a steady increase of unique employers posting vacancies in the Spring and early Summer months (March – July) followed by a large spike in the mid-late Summer months (August-September).

ILLUSTRATION 6: MONTHLY CHANGE IN UNIQUE EMPLOYERS DURING JULY UNTIL DECEMBER IN 2015 & 2016



- There was an increase in August (15.3%) and September (15.6%) in the number of unique employers posting in those months in 2016, compared to 2015.
- December 2016 saw a notable decrease (-9.5%) in the number of unique employers posting vacancies.
- The number of unique employers posting vacancies in July, October and November of 2016 remained similar to the comparable figure seen in 2015.

Illustration 7 identifies those employers who posted the most job vacancies from January to December 2016.

ILLUSTRATION 7: TOP EMPLOYERS BY NUMBER AND PERCENT SHARE OF ALL VACANCIES IN 2016

EMPLOYERS	# OF VACANCIES	VACANCY SHARE
Plan A Health Care Staffing Solutions	479	9.7%
HGS Canada	393	8.0%
Zedd Customer Solutions	290	5.9%
YMCA of North Bay	98	2.0%
North Bay Regional Health Centre	90	1.8%
Statistics Canada	84	1.7%
Walmart Canada	63	1.3%
Ontario Northland Transportation Commission	62	1.3%
Petsmart	52	1.1%
Nipissing University	48	1.0%



VACANCIES BY INDUSTRY



VACANCIES BY INDUSTRY

NAICS: North American Industry Classification System is the system utilized by to classify companies based on their primary functions/objectives.

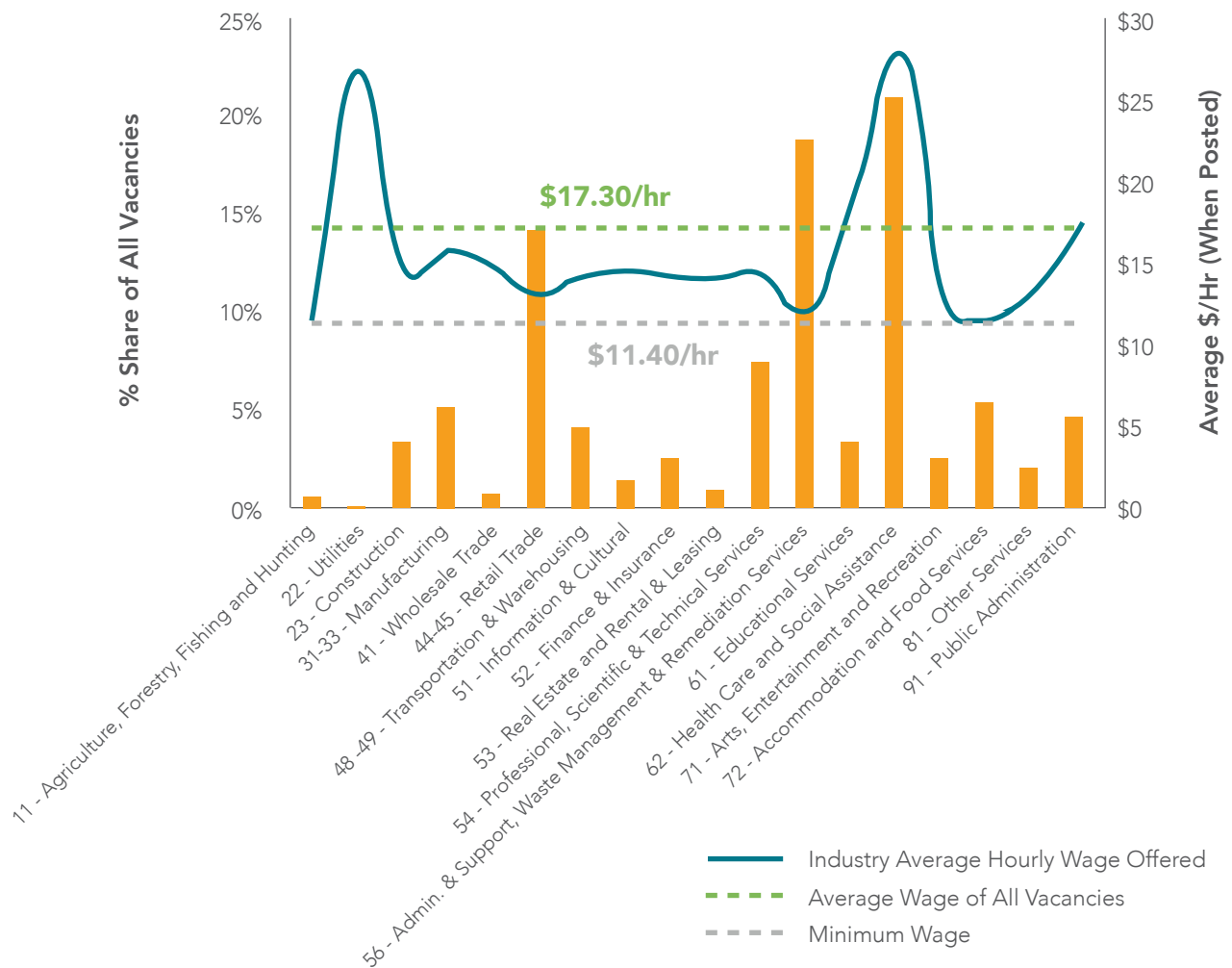
Illustration 8 depicts those *industries* who posted the most job vacancies. Some industries are more prevalent in our region than others. This information allows us to specify which industries are hiring more frequently than others. Industries are classified using the North American Industry Classification System (NAICS).

ILLUSTRATION 8: TOP INDUSTRIES BY NUMBER OF VACANCIES & PERCENT SHARE OF ALL VACANCIES IN 2016

MAJOR INDUSTRY	# OF VACANCIES	VACANCY SHARE
62 – Health Care and Social Assistance	1,033	21.0%
56 – Administrative and Support, Waste Management and Remediation Services	927	18.8%
44-45 – Retail Trade	700	14.2%
54 – Professional, Scientific and Technical Services	371	7.5%
72 – Accommodation and Food Services	270	5.5%
31-33 – Manufacturing	258	5.2%
91 – Public Administration	235	4.8%
48-49 – Transportation and Warehousing	208	4.2%
23 – Construction	170	3.5%
61 – Educational Services	170	3.5%
71 – Arts, Entertainment and Recreation	138	2.8%
52 – Finance and Insurance	132	2.7%
81 – Other Services	96	2.0%
51 – Information and Cultural	80	1.6%
53 – Real Estate and Rental and Leasing	52	1.1%
41 – Wholesale Trade	40	0.8%
11 – Agriculture, Forestry, Fishing and Hunting	31	0.6%
22 – Utilities	11	0.2%
55 – Management of Company and Enterprises	0	0.0%
21 – Mining, Quarrying, and Oil and Gas Extraction	0	0.0%

Illustration 9 provides a unique look at the industries with the most abundant job postings. The chart lists the average wage offered in that particular industry vs. that of minimum wage. In this example, many job postings were offering well above the minimum wage rate. In contrast, the solid line indicates the average wage of a particular industry. So, in some cases the average industry wage rate is higher than what is offered locally, and in some cases the wage is higher locally than industry averages.

ILLUSTRATION 9: MAJOR INDUSTRY COMPARISON OF VACANCY SHARE AND AVERAGE HOURLY WAGE IN 2016



- Utilities (22) offered high hourly wages (\$26.79/hour) but had a small share (0.2%) of the vacancies.
- Health Care and Social Assistance (62) offered high wages (\$27.90/hour) and also made up the largest share (21.0%) of the vacancies.
- Retail Trade (44-45) and Administrative and Support, Waste Management and Remediation Services (56) both had large amounts of the vacancy share (14.2% and 18.8%) but offered wages lower than the average (\$13.15/hour and \$12.21/hour).



VACANCIES BY PRIMARY OCCUPATIONAL DUTY



VACANCIES BY PRIMARY OCCUPATIONAL DUTY

NOC: National Occupation Classification (NOC) is the system utilized to organize occupations based on the primary job requirements and skill level.

Illustration 10 depicts the job vacancy share by occupation. Each industry seeks out relevant occupations which may or may not require a particular set of skills and training. Many industries require similar occupations. The following chart indicates the prevalence of job postings for specific occupations and is based on the National Occupational Classification (NOC) system that organizes occupations based on the primary job requirement and skill level.

ILLUSTRATION 10: VACANCY SHARE BY OCCUPATION (1 DIGIT NOC) IN 2016

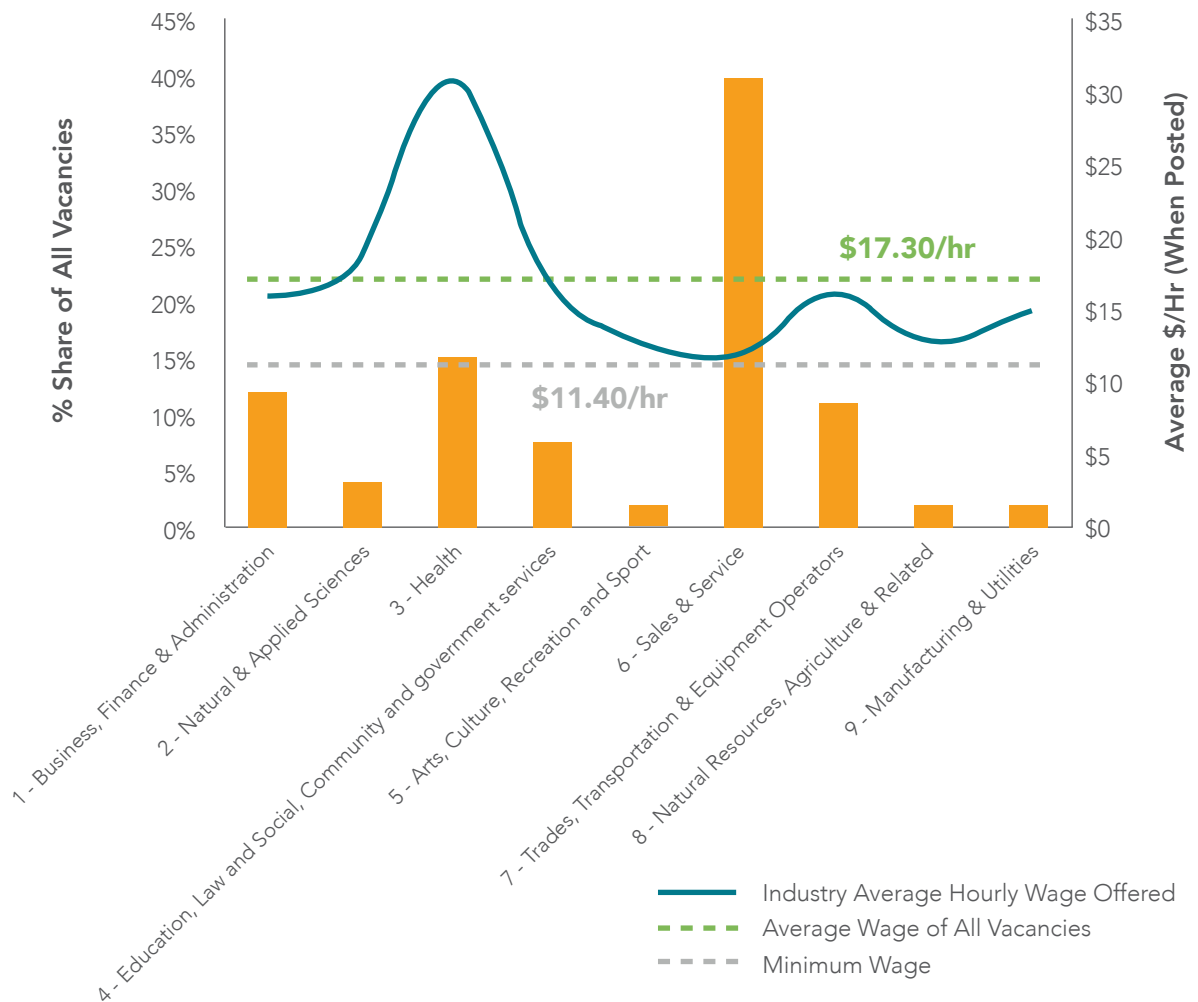
MAJOR OCCUPATIONAL CLASSIFICATION (1 DIGIT NOC)	# OF VACANCIES	VACANCY SHARE
6 – Sales and Service	2,087	39.7%
3 – Health	793	15.1%
1 – Business, Finance and Administration	609	11.6%
7 – Trades, Transportation, and Equipment Operators	571	10.9%
4 – Education, Law and Social, Community and Government Services	390	7.4%
0 – Management	312	5.9%
2 – Natural and Applied Sciences	198	3.8%
9 – Manufacturing and Utilities	113	2.1%
5 – Arts, Culture, Recreation and Sport	94	1.8%
8 – Natural Resources, Agriculture and Related Production	90	1.7%

The top 3 major occupations (1-digit NOC) by overall vacancy share in 2016 were;

- 1 Sales and Service (6) – 39.7%
- 2 Health (3) – 15.1%
- 3 Business, Finance and Administration (1) – 11.6%

Illustration 11 shows the difference between minimum wage and the wages of jobs posted and captured in the study. The solid line shows the overall average wage for that particular occupation, so as in the case of chart 9, some regional wages are lower and some are higher.

ILLUSTRATION 11: MAJOR OCCUPATION COMPARISON OF VACANCY SHARE & AVERAGE HOURLY WAGE IN 2016



- The average starting hourly wage offered (when posted) for vacancies in 2016 was \$17.30/hour.
- Health Care (3) based occupations offered the highest average hourly wage (\$30.92/hour) and accounted for the second greatest number of vacancies (15.1%) in 2016.
- Sales and Service (6) based occupations made up the greatest number of vacancies (39.7%) but only paid slightly above minimum wage (\$11.96/hour).
- Trades, Transportation and Equipment Operators (7) made up a notable amount of the vacancies (10.9%) and also offered a starting hourly wage (\$16.05/hour) close to the overall average of all vacancies combined.



VACANCIES BY EDUCATION LEVEL



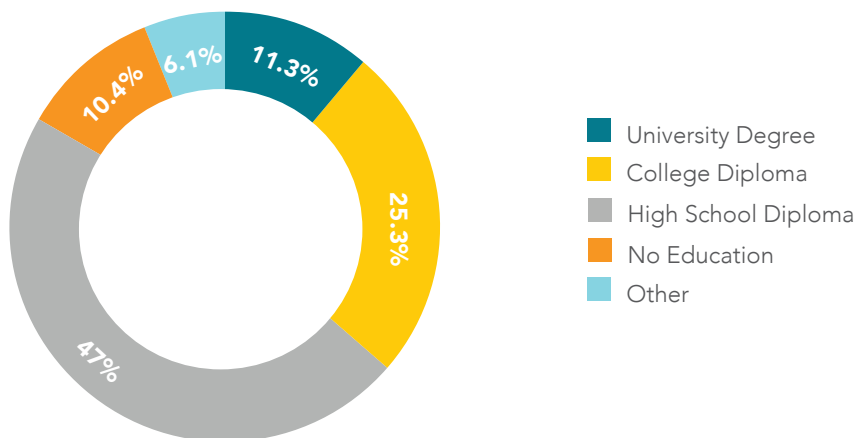
VACANCIES BY EDUCATION LEVEL

Illustration 12 depicts the educational requirements requested by employers and posted in the actual job ads collected in the vacancy study. This chart also indicates the average wage rate associated with each level of education.

ILLUSTRATION 12: VACANCIES BY EDUCATION LEVEL IN 2016

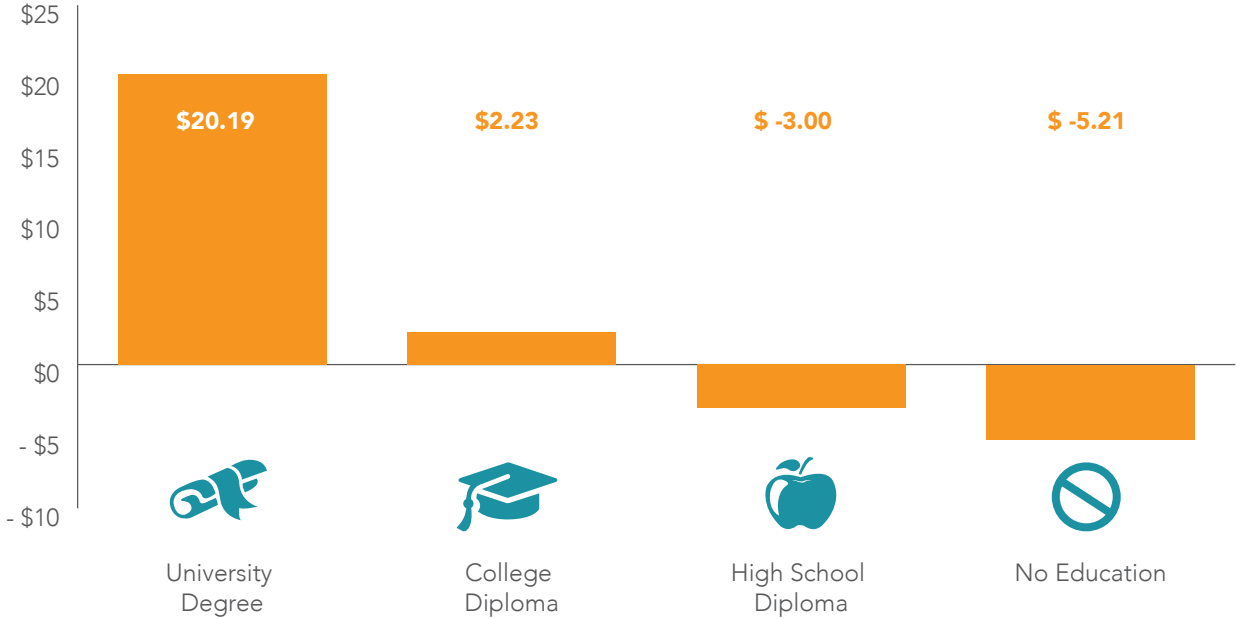
EDUCATION LEVELS	# OF VACANCIES	VACANCY SHARE	AVERAGE HOURLY WAGE
University Degree	554	11.3%	\$37.49/hour
College Diploma	1,243	25.3%	\$19.53/hour
High School Diploma	2,312	47.0%	\$14.30/hour
No Education	512	10.4%	\$12.09/hour
Other	301	6.1%	\$17.59/hour

ILLUSTRATION 13: VACANCY BREAKDOWN BY EDUCATION REQUIRED IN 2016



- The greatest share (47.0%) of vacancies in 2016 were for occupations requiring a high school diploma level education.
- The majority (57.4%) of vacancies in 2016 were for positions requiring a high school diploma or less.

ILLUSTRATION 14: AVERAGE HOURLY WAGE BY EDUCATION LEVEL COMPARED TO OVERALL HOURLY WAGE IN 2016



- Vacancies for skill levels equivalent to a high school diploma offered starting hourly wages 18.3% higher than those vacancies for skill levels where no formal education would be required.
- Vacancies requiring a skill level comparable to a college diploma offered starting hourly wages 15.6% higher than those vacancies requiring a skill level equivalent to a high school diploma.
- Vacancies requiring a skill level comparable to a university degree or higher offered starting hourly wages 92.0% above the average for vacancies requiring skill levels comparable to a college diploma.



VACANCIES BY EXPERIENCE LEVEL



VACANCIES BY EXPERIENCE LEVEL

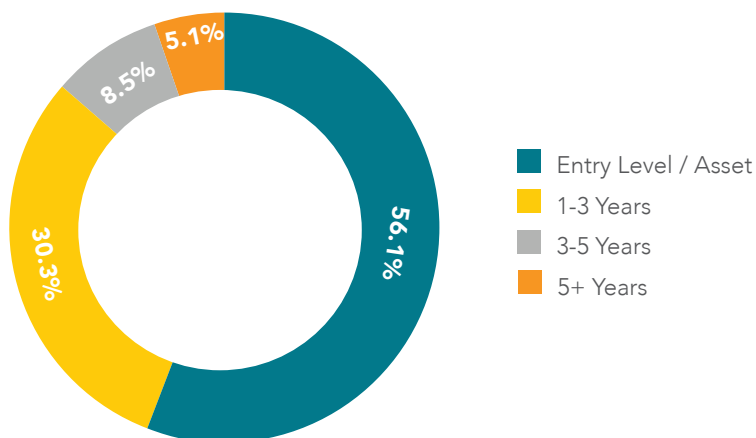
Each job ad lists the minimum years of experience required in order to apply for the position. Where there is no experience required, it is considered and recorded as 'entry level'. Not every job posting lists the number of years of experience required.

ILLUSTRATION 15: VACANCIES BY EXPERIENCE LEVEL IN 2016

EXPERIENCE LEVEL	# OF VACANCIES	VACANCY SHARE	AVERAGE HOURLY WAGE
Entry/Asset	2,015	56.1%	\$13.84/hour
1-3 Years	1,089	30.3%	\$25.45/hour
3-5 Years	304	8.5%	\$17.35/hour
5+ Years	182	5.1%	\$26.84/hour
Listed*	3,590	100.0%	-----

* Not every vacancy posted experience level.

ILLUSTRATION 16: VACANCY BREAKDOWN BY EXPERIENCE LEVEL REQUIRED IN 2016



- Over half of the vacancies (56.1%) recorded in 2016; when stated, were classified as either entry level or where experience would be considered an asset.
- The vacancies that listed entry level/experience considered an asset, tended to offer the lowest average starting hourly wage, at \$13.84/hour.



VACANCIES BY HOURS OF EMPLOYMENT



VACANCIES BY HOURS OF EMPLOYMENT

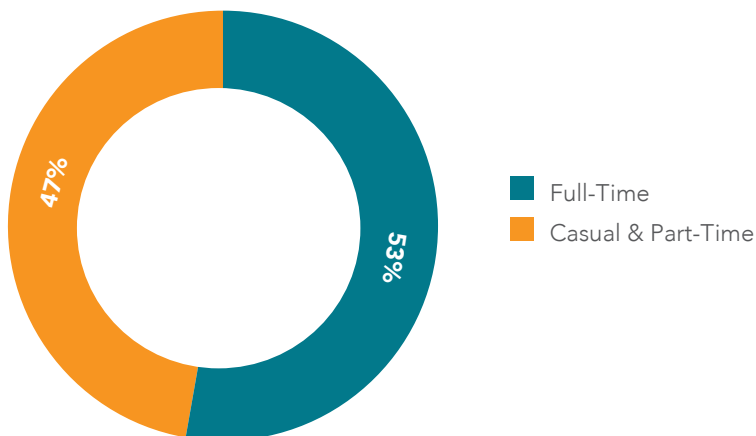
Most job ads analyzed in the study offered the hours of employment. *Full-time* hours constitute 35 hours per week or more. *Part-time* is divided in two categories: *Part-time* (between 20-34 hours per week) and *Casual* (less than 20 hours per week).

ILLUSTRATION 17: VACANCIES BY HOURS OF EMPLOYMENT IN 2016

HOURS OFFERED	# OF VACANCIES	VACANCY SHARE	AVERAGE HOURLY WAGE
Full-Time	2,221	53.0%	\$14.07/hour
Casual & Part-Time	1,969	47.0%	\$20.55/hour
<i>Part-Time</i>	1,182	28.2%	\$13.96/hour
<i>Casual</i>	787	18.8%	\$26.62/hour
Listed	4,190	100.0%	-----

* Not every vacancy posted hours offered.

ILLUSTRATION 18: VACANCY BREAKDOWN BY HOURS OF EMPLOYMENT IN 2016



- Just over half (53.0%) of the vacancies in 2016 were classified as full-time positions offering 35 hours per week or more.
- Those vacancies listing less than 20 hours per week offered an average hourly wage of \$26.62/hour.



VACANCIES BY TERM OF EMPLOYMENT



VACANCIES BY TERM OF EMPLOYMENT

Term of Employment: Either a permanent or temporary position.

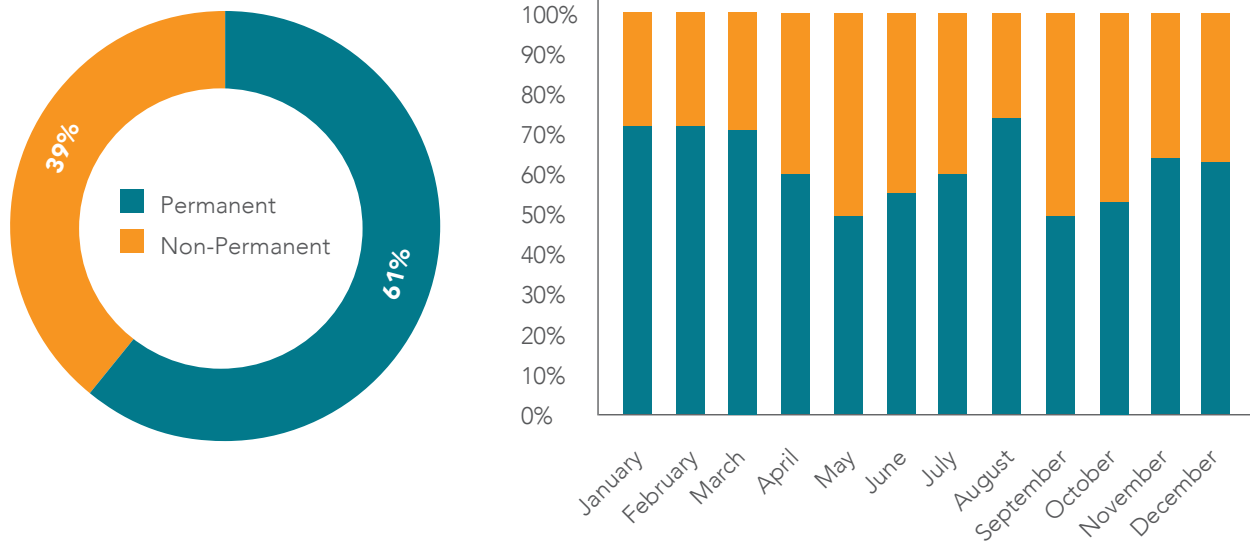
Temporary Positions: Have been categorized by either 'on call' or 'contract/seasonal'.

ILLUSTRATION 19: VACANCIES BY TERM OF EMPLOYMENT IN 2016

TERM OF EMPLOYMENT	# OF VACANCIES	VACANCY SHARE	AVERAGE HOURLY WAGE
Permanent	2,200	61.5%	\$13.49/hour
Temporary	1,380	38.5%	\$23.71/hour
On-Call	268	7.5%	\$25.83/hour
Contract / Seasonal	1,112	31.1%	\$22.97/hour
*Listed	3,580	100.0%	-----

* Not every vacancy posted terms of employment.

ILLUSTRATION 20: VACANCY BREAKDOWN BY TERM OF EMPLOYMENT IN 2016



- Vacancies for permanent positions were more common through the Winter months (November – March) while non-permanent positions were greatest from the Spring through Fall (April – October).
- A spike in the share of permanent positions took place in August.



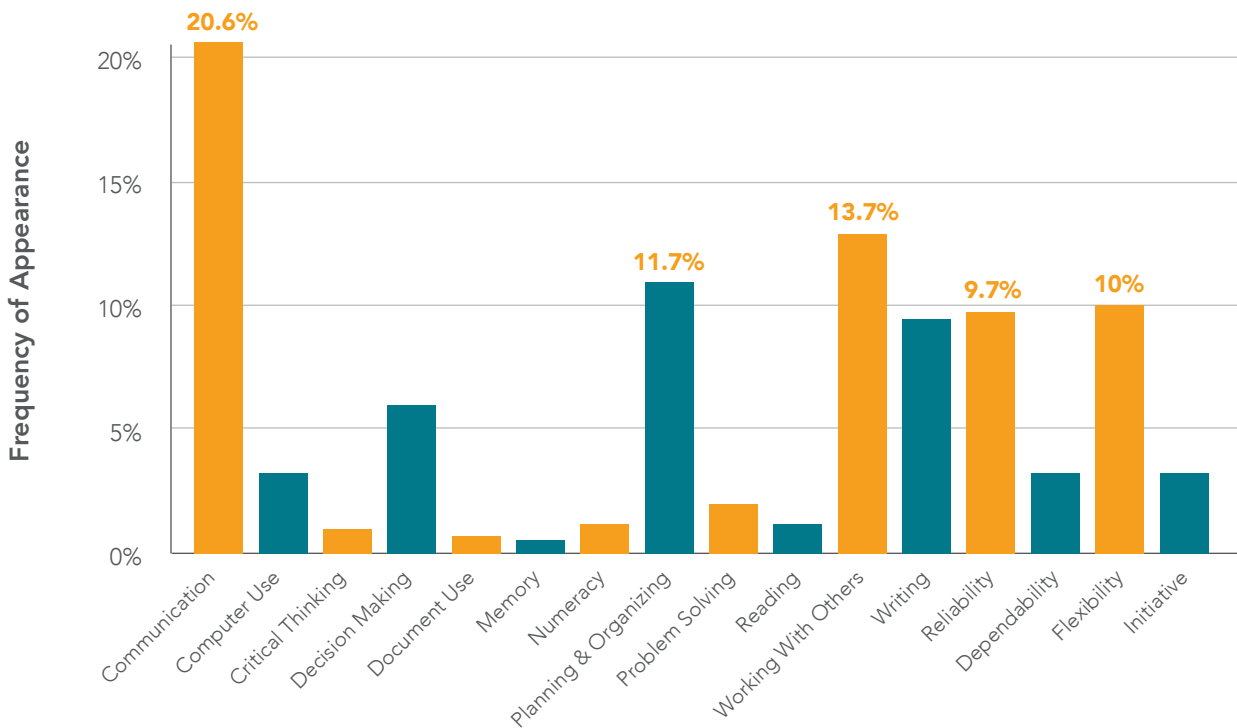
ESSENTIAL SKILLS SOUGHT



ESSENTIAL SKILLS SOUGHT

Essential skills enable people to perform tasks required by their occupation and other activities of daily life. These skills provide people with the foundation for learning other skills such as technical skills and enhance their ability to adapt to change. Essential skills as defined by various Canadian Literacy Agencies have been tracked by LMG through the job ads posted by employers in our region. Employers continue to advertise these skills as a critical part of a particular job function.

ILLUSTRATION 21: ESSENTIAL SKILLS SOUGHT IN 2016



The top 5 essential skills sought by overall vacancy share in 2016 were;

- 1 Communication – 20.6%
- 2 Working with Others – 13.7%
- 3 Planning & Organizing – 11.7%
- 4 Flexibility – 10%
- 5 Reliability – 9.7%



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