



The Labour Market Group
Guiding partners to workforce solutions.



MONTHLY JOB VACANCY STUDY 2016 YEAR IN REVIEW

PARRY SOUND DISTRICT

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 Parry Sound 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*



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 Parry Sound district. 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

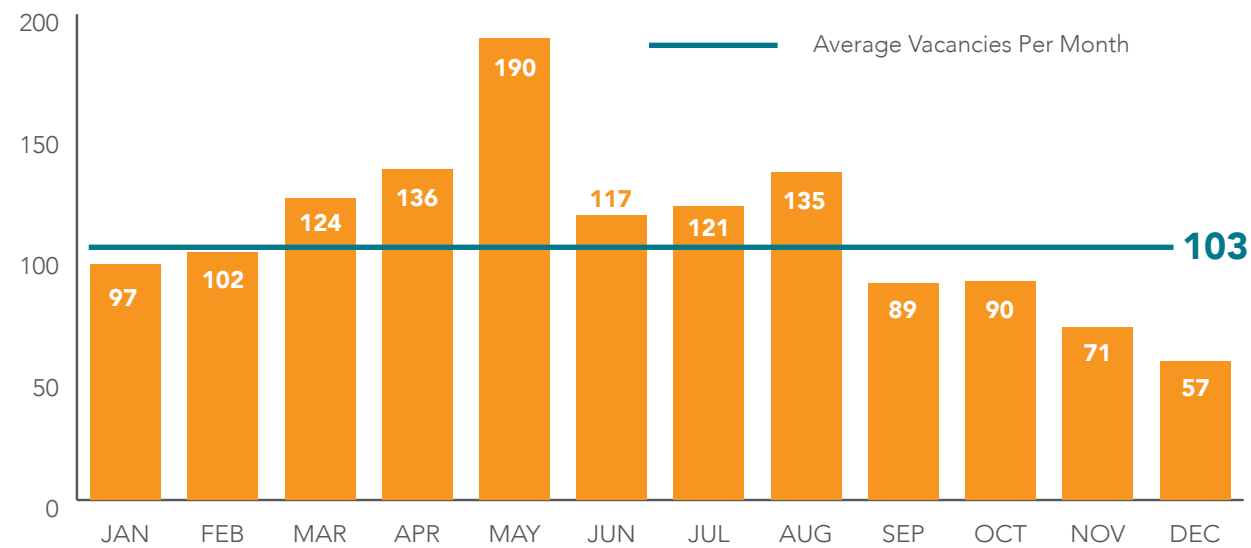
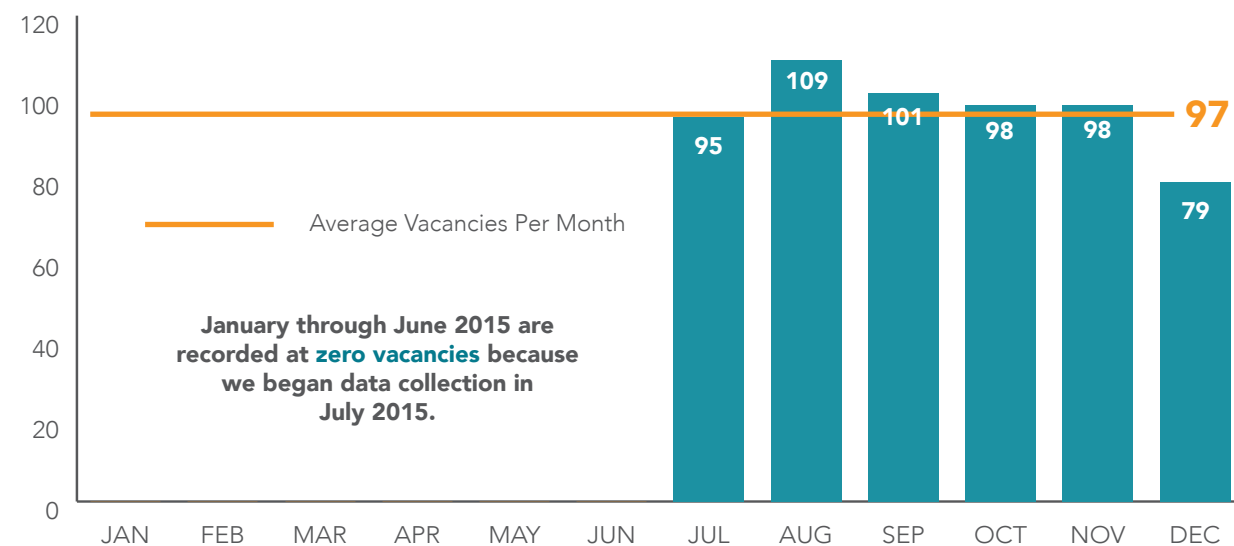
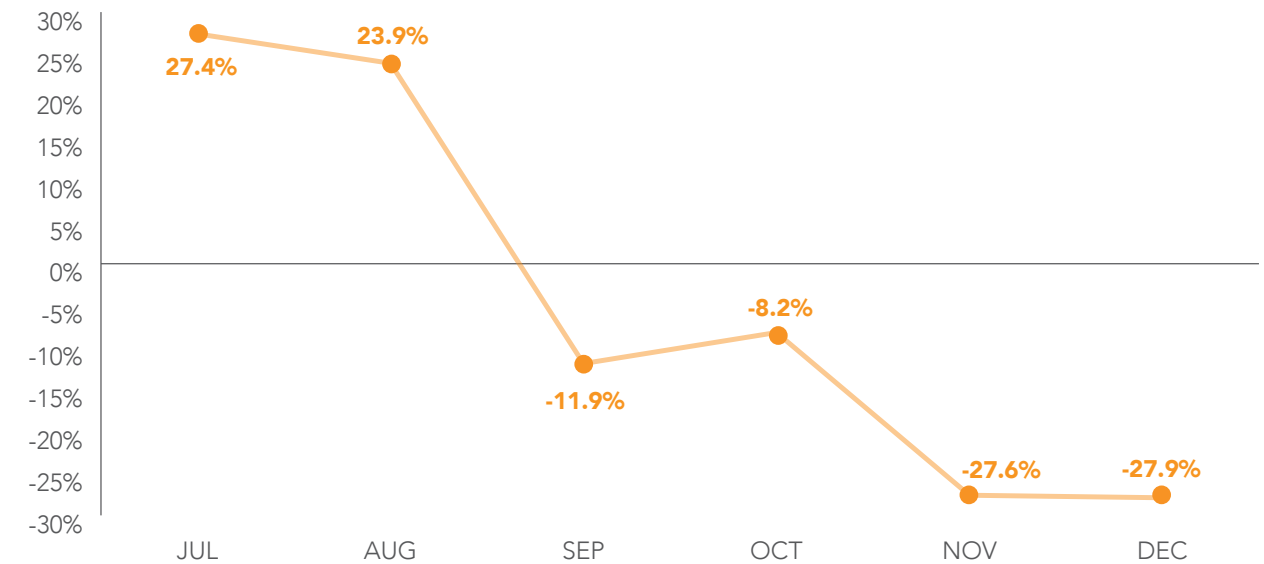


ILLUSTRATION 2: TOTAL VACANCIES PER MONTH IN 2015



- Vacancies ranged from 57 (December) to 190 (May) per month.
- There were an average of 103 vacancies recorded monthly in 2016.
- There is a clear increase in number of vacancies during the Spring and Summer months (April – August) and a clear drop in vacancies during the Fall and Winter months (September – February).

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



- July and August saw large changes (+40.0%, +10.3%) in the number of vacancies recorded in 2016 when compared to 2015.
- The remainder of the year; September to December, saw a lower number of vacancies recorded in 2016 than in 2015; down -18.4% overall in that time period.

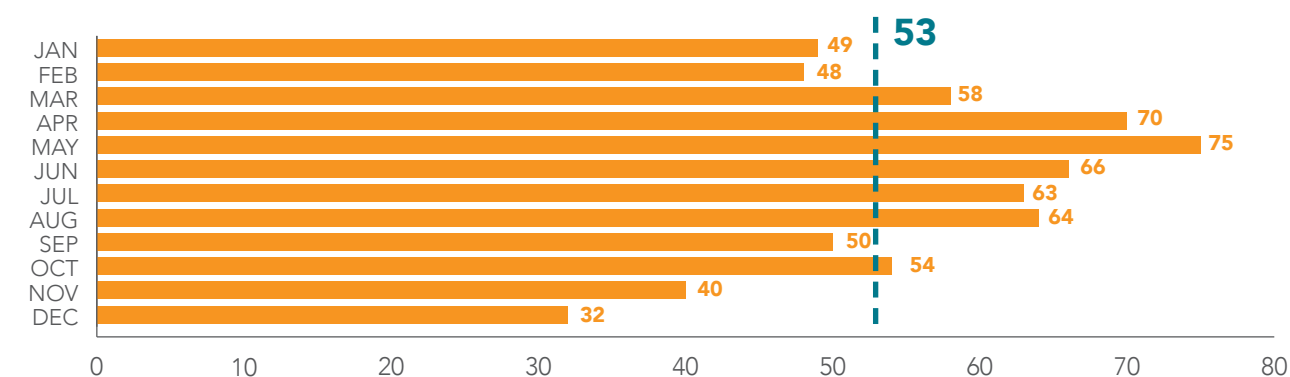
EMPLOYER BASED RESULTS



EMPLOYER BASED RESULTS

The following images depict the number of individual or *unique employers* who posted job vacancies. Some employers post 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.

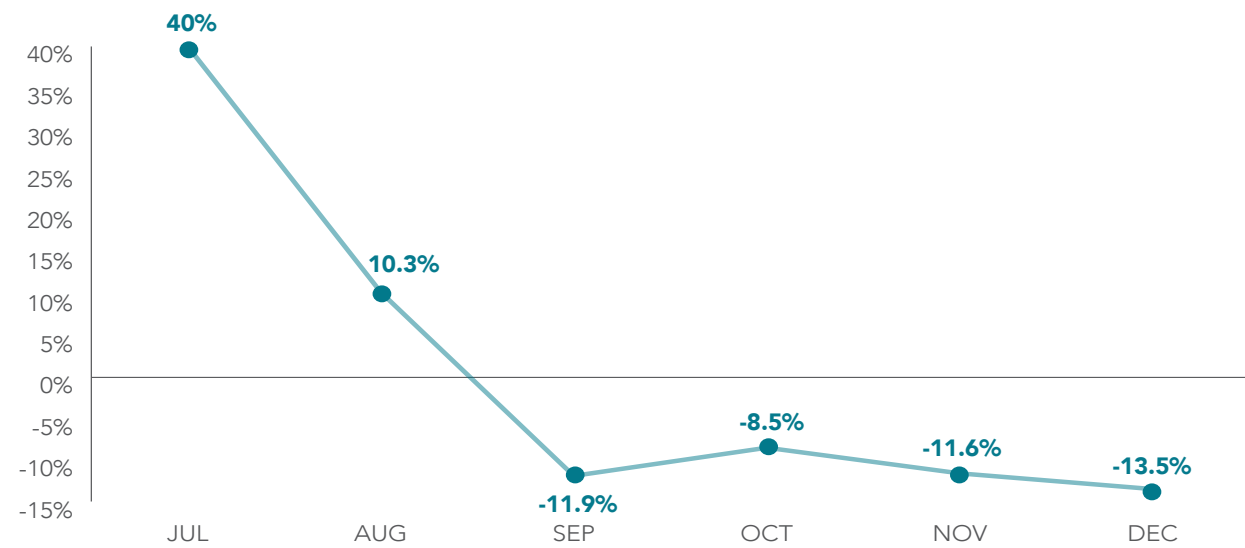
ILLUSTRATION 4: NUMBER OF UNIQUE EMPLOYERS WITH VACANCIES POSTED PER MONTH IN 2016



— Average Number of Employers Posting Per Month

- On average 53 unique employers posted vacancies each month in 2016.
- On average more employers; +39.9%, posted vacancies during the Spring and Summer months (March – August) than in the Fall and Winter months (September – February).

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



- There was an increase of unique employers posting vacancies in July and August 2016, compared to 2015.
- The number of unique employers posting vacancies was down for the remainder of 2016 (September to December) when compared to the same months 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
West Parry Sound Health Centre	155	6.0%
Walmart Canada Inc.	126	4.9%
Youthdale Treatment Centres	111	4.3%
Home Depot Canada	75	2.9%
Lofthouse Manufacturing	66	2.6
YMCA of Simcoe/Muskoka*	66	2.6
Sobeys	64	2.5%
Hammond Transportation Ltd.	33	1.3%
Belvedere Heights	29	1.1%
Hunt Trucking Ltd.	28	1.1%

*YMCA of Simcoe/Muskoka is an employment agency that posts jobs on behalf of a variety of different employers.

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.

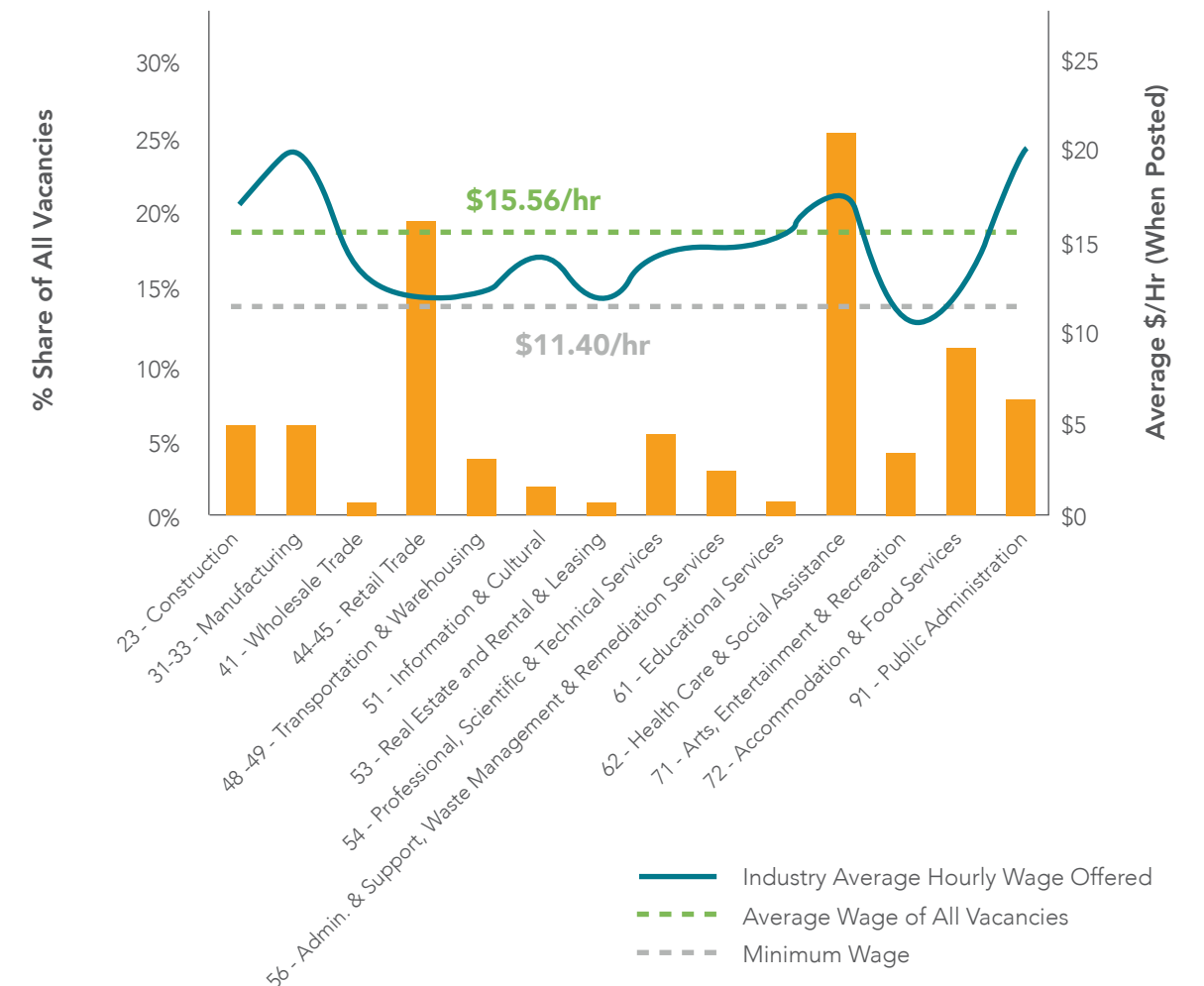
Illustration 8 depicts those industries who posted the most job vacancies. Some industries are more prevalent in our region than others. This information allows us to specify which industries are hiring more frequently than others. Industries are classified using the North American Industry Classification 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	334	25.1%
44-45 – Retail Trade	256	19.3%
72 – Accommodation and Food Services	145	10.9%
91 – Public Administration	102	7.7%
23 – Construction	80	6.0%
31-33 – Manufacturing	78	5.9%
54 – Professional, Scientific and Technical Services	70	5.3%
71 – Arts, Entertainment and Recreation	54	4.1%
48-49 – Transportation and Warehousing	50	3.8%
56 – Administrative and Support, Waste Management and Remediation Services	39	2.9%
81 – Other Services	36	2.7%
51 – Information and Cultural	26	2.0%
52 – Finance and Insurance	17	1.3%
41 – Wholesale Trade	13	1.0%
61 – Educational Services	12	0.9%
53 – Real Estate and Rental and Leasing	10	0.8%
22 – Utilities	4	0.3%
11 – Agriculture, Forestry, Fishing and Hunting	3	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



- The average starting hourly wage offered (when posted) for vacancies in 2016 was \$15.56/hour.
- The Public Administration (91) industry offered the highest average hourly starting wage (\$20.09/hour) while making up 7.7% of the vacancy share; 4 highest amongst all the Major Industries.
- The Health Care and Social Assistance (62) industry also had a high average hourly starting wage (\$17.44/hour) while making up the greatest share of total vacancies (25.1%).
- The Retail Trade (44-45) industry made up the second greatest number of jobs (19.3%) but only offered an average hourly starting wage of \$12.10/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

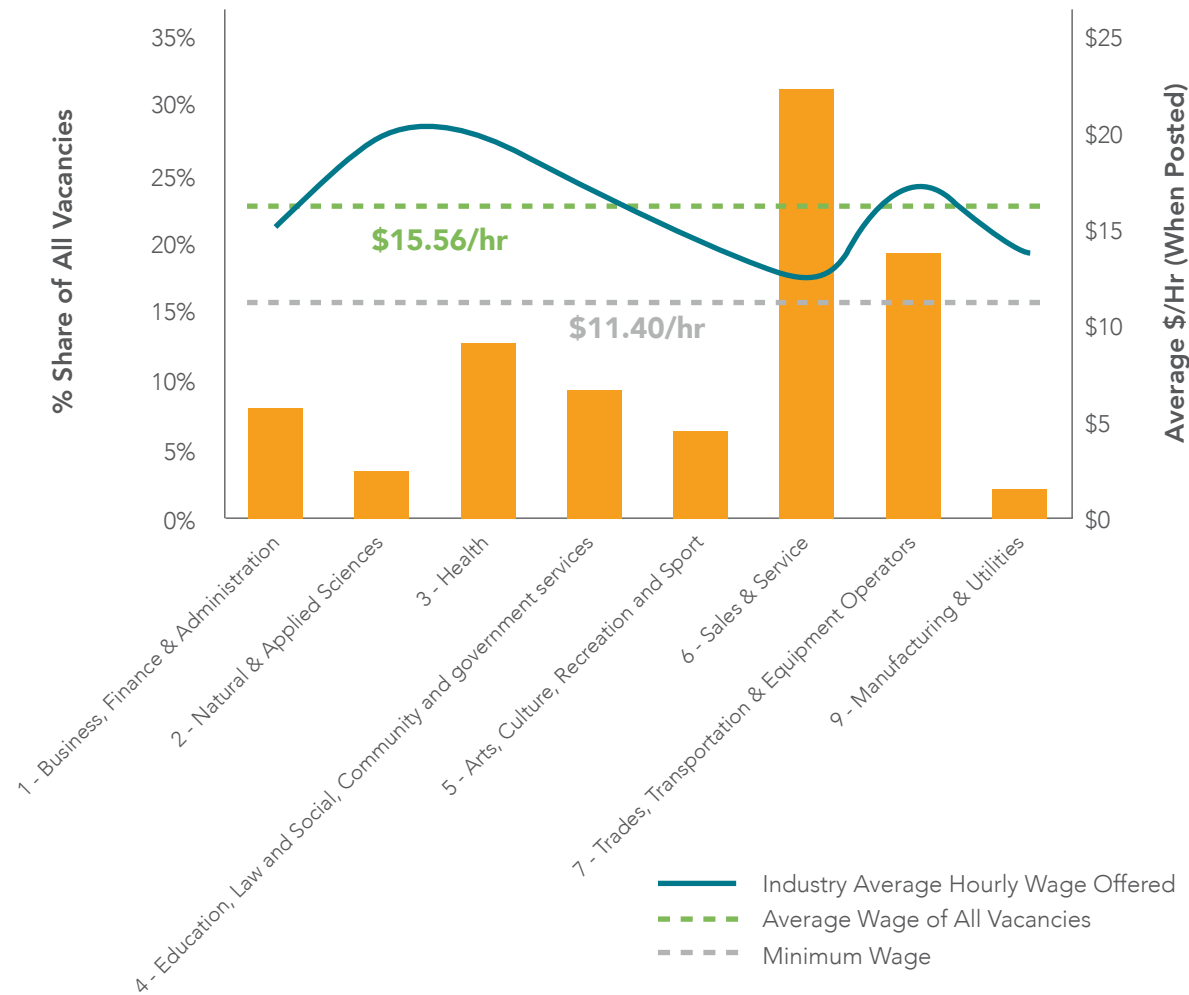
MAJOR OCCUPATIONAL CLASSIFICATION (1 DIGIT NOC)	# OF VACANCIES	VACANCY SHARE
6 – Sales and Service	389	31.0%
7 – Trades, Transportation, and Equipment Operators	243	19.4%
3 – Health	161	12.8%
4 – Education, Law and Social, Community and Government Services	120	9.6%
1 – Business, Finance and Administration	101	8.1%
5 – Arts, Culture, Recreation and Sport	83	6.6%
0 – Management	80	6.4%
2 – Natural and Applied Sciences	42	3.3%
9 – Manufacturing and Utilities	27	2.2%
8 – Natural Resources, Agriculture and Related Production	8	0.6%

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

- 1 Sales and Service (6) – 31%
- 2 Trades, Transportation, and Equipment Operators (7) – 19.4%
- 3 Health (3) – 12.8%

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 illustration 9, some regional wages are lower and some are higher.

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



VACANCIES BY EDUCATION LEVEL

- Sales and Service (6) based occupations made up the greatest number of vacancies (31.0%) in 2016 but reversely accounted for the lowest average starting hourly wage (\$12.53/hour).
- Natural and Applied Science (2) and Health (3) based occupations offered the highest average starting hourly wages at \$19.86/hour and \$19.62/hour respectively; however together they only accounted for 16.1% of all the vacancies.
- Trades, Transportation and Equipment Operator (7) based occupations saw both a high number of vacancies (19.4%) and a high average starting hourly wage of \$17.31/hour.



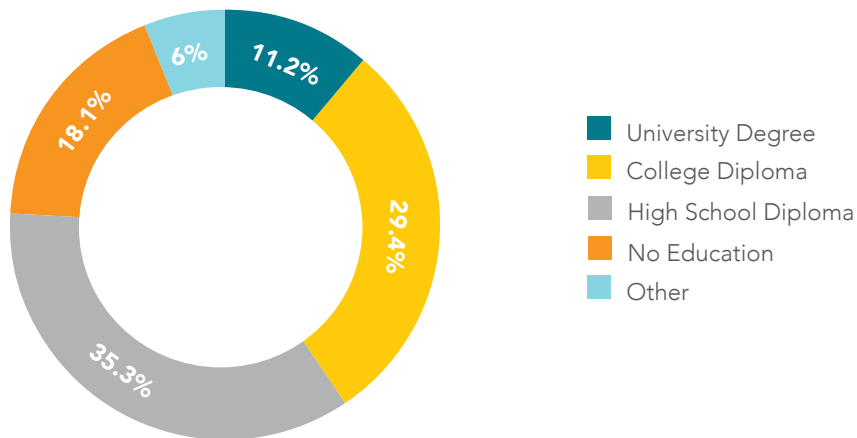
VACANCIES BY EDUCATION LEVEL

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

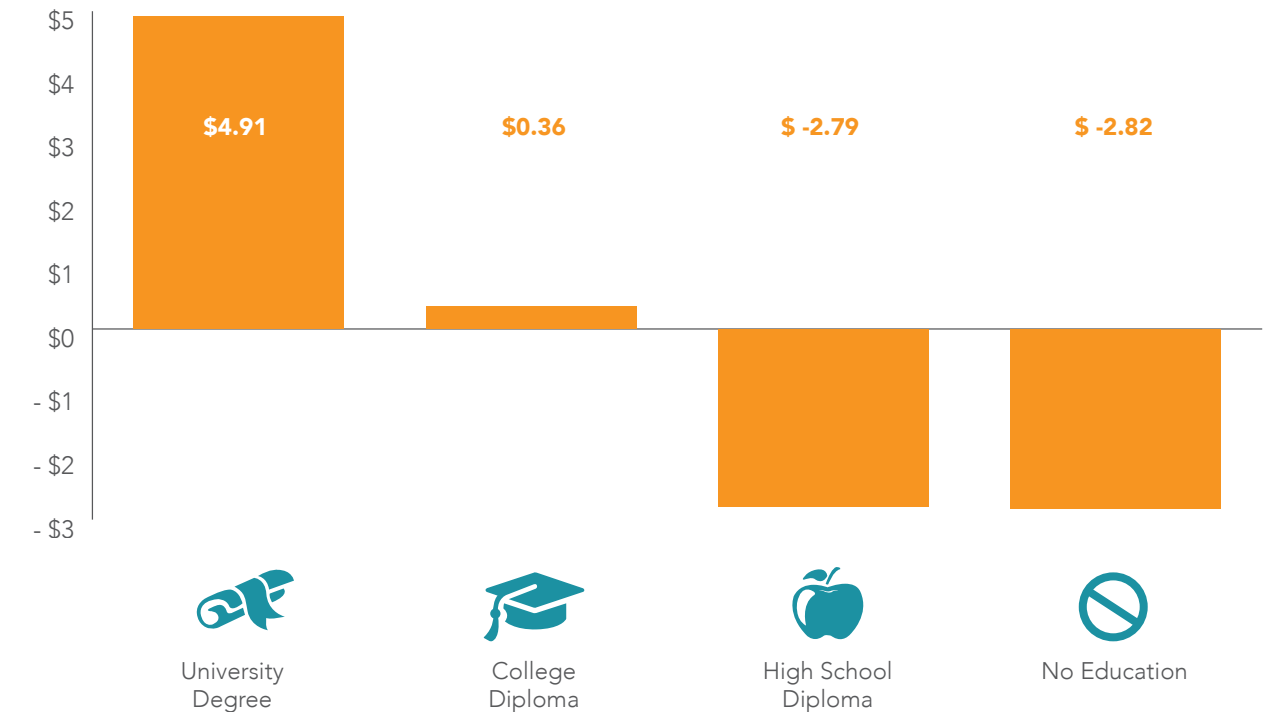
EDUCATION LEVELS	# OF VACANCIES	VACANCY SHARE	AVERAGE HOURLY WAGE
University Degree	149	11.2%	\$21.47/hour
College Diploma	391	29.4	\$16.92/hour
High School Diploma	469	35.3%	\$13.77/hour
No Education	240	18.1%	\$13.74/hour
Other	80	6.0%	\$15.61/hour

ILLUSTRATION 13: VACANCY BREAKDOWN BY EDUCATION REQUIRED IN 2016



- The most sought-after level of education was a high school diploma; accounting for 35.3% of the vacancies.
- Over half (64.7%) of the vacancies in 2016 were for occupations normally requiring a grade 12 diploma or less.

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



- Average starting hourly wages for positions normally requiring a High School Diploma was virtually the same (-1.1%) as the wage for those positions requiring no formal education or training.
- Vacancies seeking candidates with a university degree offered substantially higher (+37.3%) average hourly starting wage than the average of all vacancies recorded in 2016.

VACANCIES BY EXPERIENCE LEVEL



VACANCIES BY EXPERIENCE LEVEL

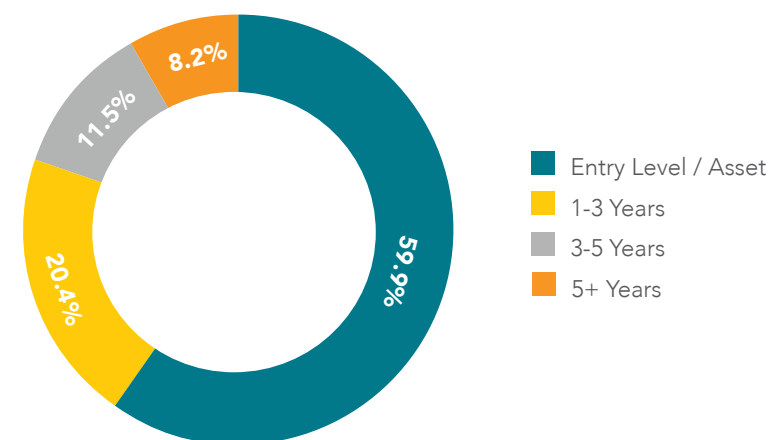
Each job ad lists the minimum years of experience required in order to apply for the position. Where there is no experience required, it is considered and recorded as 'entry level'. Not every job posting lists the number of years of experience required.

ILLUSTRATION 15: VACANCIES BY EXPERIENCE LEVEL IN 2016

EXPERIENCE LEVEL	# OF VACANCIES	VACANCY SHARE	AVERAGE HOURLY WAGE
Entry/Asset	371	59.9%	\$14.42/hour
1-3 Years	126	20.4%	\$13.84/hour
3-5 Years	71	11.5%	\$19.61/hour
5+ Years	51	8.2%	\$24.13/hour
Listed*	619	100.0%	-----

* Not every vacancy posted experience level.

ILLUSTRATION 16: VACANCY BREAKDOWN BY EXPERIENCE LEVEL REQUIRED IN 2016



- 6 out of every 10 (59.9%) vacancies recorded in 2016 which had an experience level sought were offering positions classified as Entry Level or where experience would be considered an Asset.

VACANCIES BY HOURS OF EMPLOYMENT



VACANCIES BY HOURS OF EMPLOYMENT

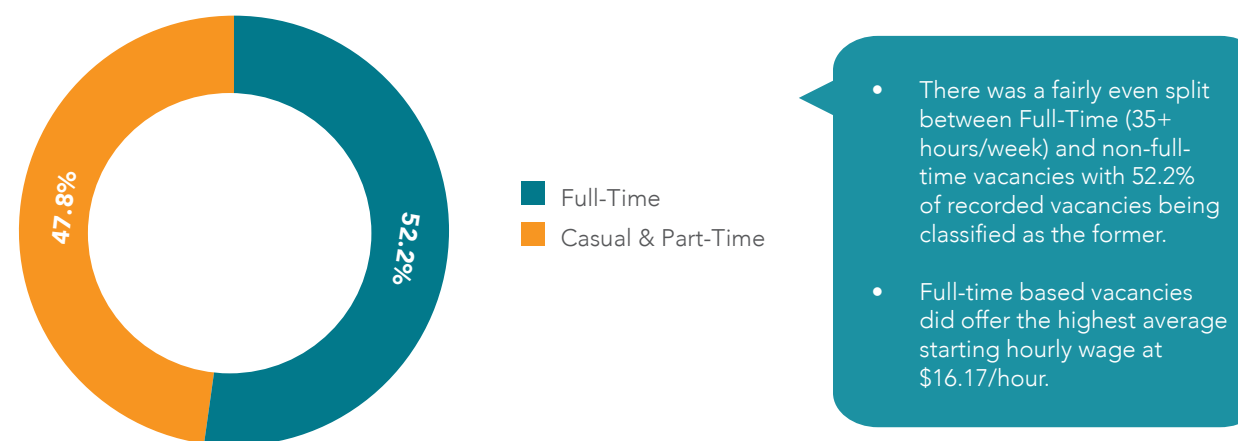
Most job ads analyzed in the study offered the hours of employment. *Full-time* hours constitute 35 hours per week or more. *Part-time* is divided in two categories: *Part-time* (between 20-34 hours per week) and *Casual* (less than 20 hours per week).

ILLUSTRATION 17: VACANCIES BY HOURS OF EMPLOYMENT IN 2016

HOURS OFFERED	# OF VACANCIES	VACANCY SHARE	AVERAGE HOURLY WAGE
Full-Time	525	52.2%	\$16.17/hour
Casual & Part-Time	480	47.8%	\$14.85/hour
<i>Part-Time</i>	376	40.3%	\$14.66/hour
<i>Casual</i>	104	37.4%	\$15.53/hour
*Listed	318	100.0%	-----

* Not every vacancy posted hours offered.

ILLUSTRATION 18: VACANCY BREAKDOWN BY HOURS OF EMPLOYMENT IN 2016





VACANCIES BY TERM OF EMPLOYMENT



VACANCIES BY TERM OF EMPLOYMENT

Term of Employment: Either a permanent or temporary position.

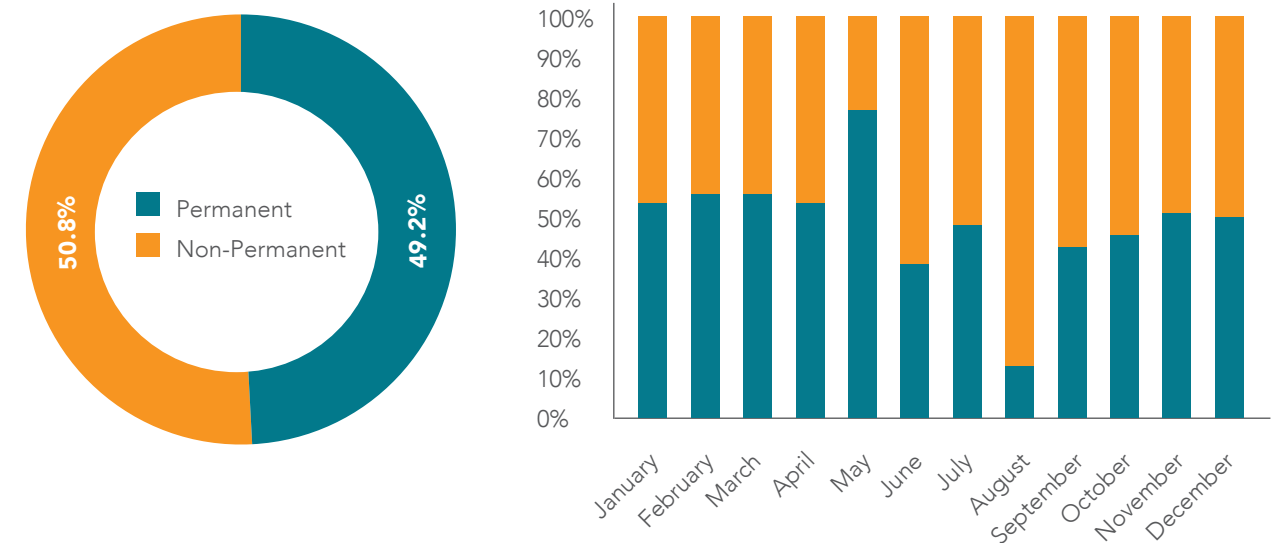
Temporary Positions: Have been categorized by either 'on call' or 'contract/seasonal'.

ILLUSTRATION 19: VACANCIES BY TERM OF EMPLOYMENT IN 2016

TERM OF EMPLOYMENT	# OF VACANCIES	VACANCY SHARE	AVERAGE HOURLY WAGE
Permanent	364	49.2%	\$16.18/hour
Temporary	376	50.8%	\$14.59/hour
On-Call	10	1.4%	\$18.28/hour
Contract / Seasonal	366	49.5%	\$14.47/hour
*Listed	740	100.0%	-----

* Not every vacancy posted terms of employment.

ILLUSTRATION 20: VACANCY BREAKDOWN BY TERM OF EMPLOYMENT IN 2016



- Permanent and non-permanent (seasonal, contract, etc.) vacancies were split fairly evenly throughout 2016 as a whole.
- Monthly patterns show a preference towards temporary vacancies offered in May; with a share that is 21.8% higher than the next highest month. Reversely August was made up primarily; 87.9% of vacancies classified as permanent.

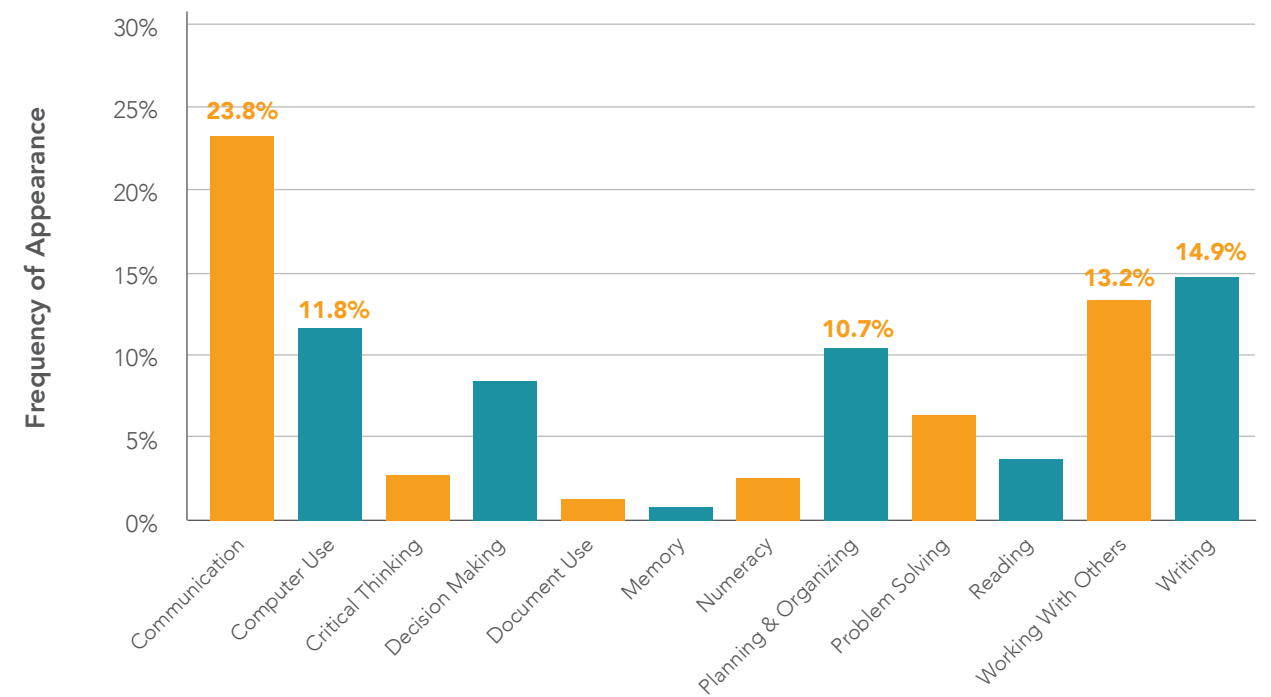
ESSENTIAL SKILLS SOUGHT



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 – 23.8%
- 2 Writing – 14.9%
- 3 Working With Others – 13.2%
- 4 Computer Use – 11.8%
- 5 Planning & Organizing – 10.7%



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