

# MONTHLY VACANCIES REPORT

JULY 2016

## Nipissing District

There were 421 vacancies posted in the month of July for the Nipissing District which represents a slight decrease (-5.4%) from the 445 vacancies posted in the previous month and is virtually unchanged (+0.7%) from the 418 vacancies posted in July 2015. The 421 vacancies were posted by 184 unique employers; slightly up (+2.8%) from the 179 unique employers last month.

**421** Total Number of Job Postings **↓ 24** from June

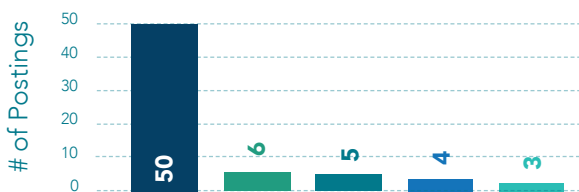
\* North American Industry Classification System (NAICS) is the system utilized by the governments of Canada, United States and Mexico in order to classify companies based on their primary functions/objectives.

### Top 5 Industries Hiring



#### Top 5 Companies Posting Vacancies

- Plan A Health Care Staffing Solutions
- Lindsey Weld Centre for Children
- Physically Handicapped Adult's Rehabilitation Association
- North Bay Regional Health Centre
- Paramed Home Health Care



#### Top 5 Positions

- 31** Registered Practical Nurse
- 19** Personal Support Worker
- 13** Registered Nurse
- 5** Early Childhood Education Worker
- 2** Social Worker

## Parry Sound District

There were 121 vacancies posted within the Parry Sound District in the month of July. This remained consistent (+3.4%) with the previous month's figure of 117 vacancies. In the same month last year there were only 95 postings; representing a 27.4% increase. This is significant enough to make the argument that the labour market situation within the district has improved since last year. The next few months will either provide support to this notion or indicate that this month was an anomaly.

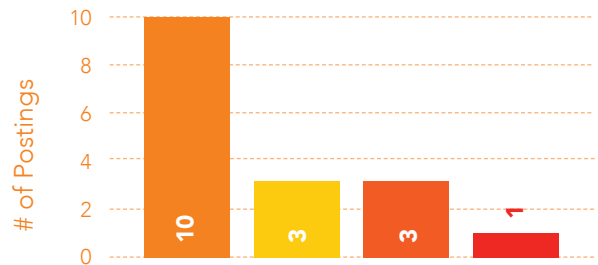
**121** Total Number of Job Postings **↑ 4** from June

### Top 5 Industries Hiring



#### Top 5 Companies Posting Vacancies

- West Parry Sound Health Centre
- AGTA Home Health Care
- The Friends
- 10 others tied at 1



#### Top 5 Positions

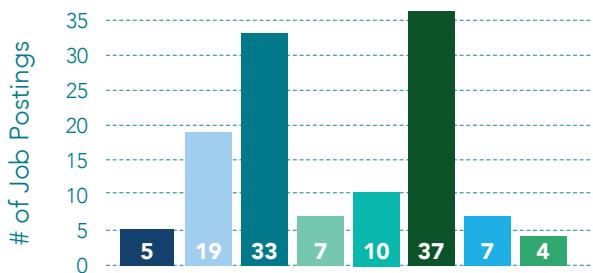
- 7** Personal Support Worker
- 5** Registered Nurse
- 3** Constant Care Attendant
- 1** 11 others tied at 1

- 2 18.1% : Retail Trade (NAIC 44-45)
- 3 12.4% : Admin & Support, Waste Management & Remediation Services (NAIC 56)
- 4 10.5% : Professional, Scientific & Tech (NAIC 54)
- 5 9% : Manufacturing (NAIC 31-33)

- 2 20.7% : Accommodation & Food Services (NAIC 72)
- 3 18.2% : Retail Trade (NAIC 44-45)
- 4 9.9% : Transportation & Warehousing (NAIC 48-49)
- 5 7.4% : Public Administration (NAIC 91)

\* National Occupation Classification (NOC) is the system utilized by the Government of Canada to organize occupations based on the primary job requirements and skill level.

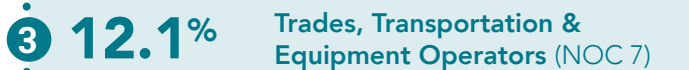
### Top 3 Occupational Categories



- Call Centre Agent
- Cashier
- Cook / Line Cook
- Food & Beverage Server
- Food Service Worker
- Retail Sales Associate / Rep
- Security Guard / Officer
- Cleaner / Housekeeper

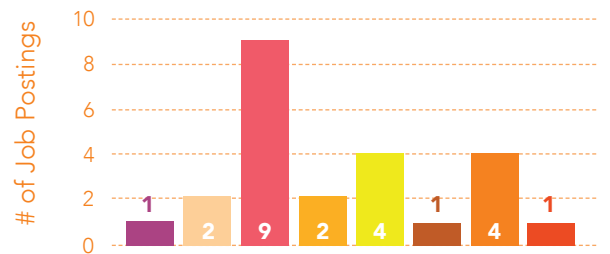


- Registered Practical Nurse (31)
- Personal Support Worker (20)
- Registered Nurse (15)
- Pharmacist (1)
- Dental Assistant (1)



- Driver (13)
- Welder / Apprentice (6)
- Machinist (4)
- Construction Helper (2)
- Autobody Technician (1)
- Automotive Service Technician Apprentice (1)
- Millwright (1)
- Carpenter (1)

### Top 3 Occupational Categories



- Housekeeping Room Attendant
- Barista
- Bartender
- Retail Associate / Clerk
- Server / Waitress
- Cook
- Cashier
- Security Officer

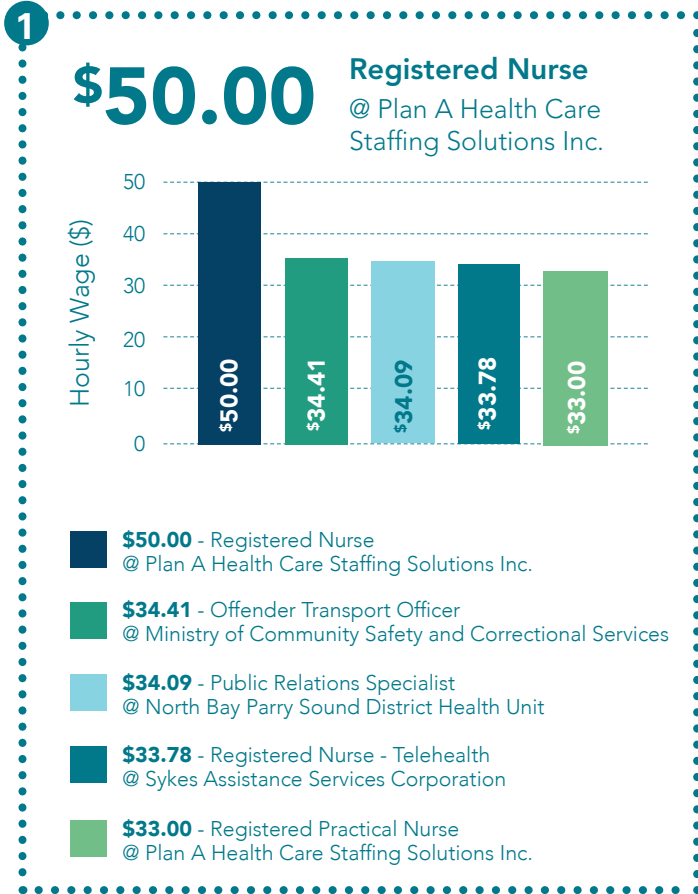


- Driver (12)
- Gas Fitter (2)
- Carpenter (1)
- Painter (1)
- AC Mechanic (1)
- Body Shop Technician (1)
- CNC Set-Up Machinist (1)

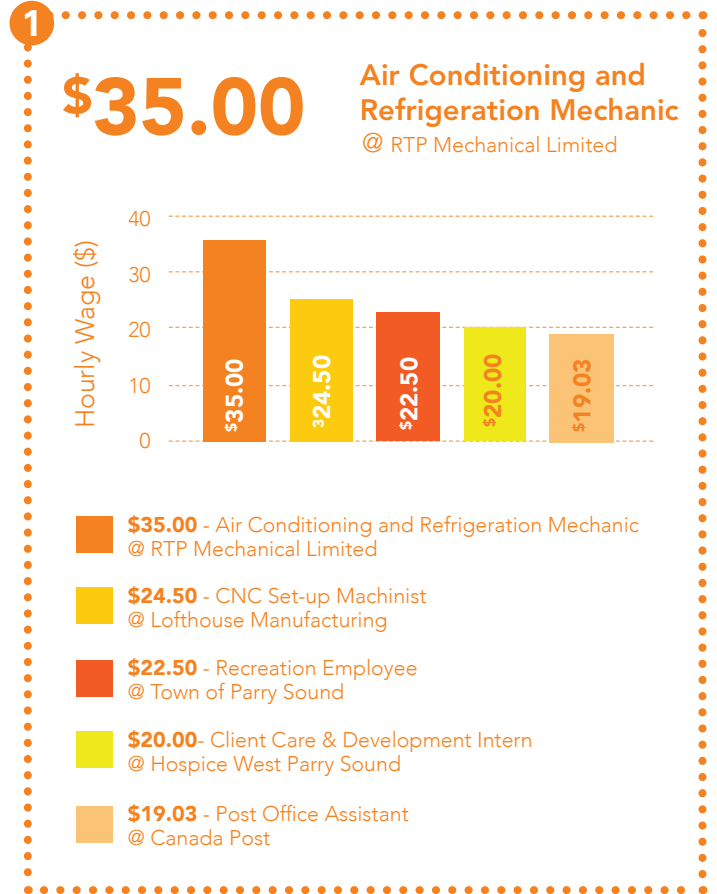


- Personal Support Worker (7)
- Registered Nurse (5)
- Constant Care Attendant (3)
- Pharmacy Assistant (2)
- Dietary Aid (1)
- Dental Assistant (1)
- Laboratory Technologist (1)

## Highest Paying Jobs By Hourly Wage



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## Highest Paying Jobs By Annual Salary

1 **\$72,820**

Senior Surveyor  
@ Ministry of Transportation

2 **\$70,604**

Operational Database Administrator  
@ Treasury Board Secretariat

3 **\$69,399**

Area Supervisor  
@ Ministry of the Environment and Climate Change

## Highest Paying Jobs By Annual Salary

1 **\$59,834**

Management Forrester  
@ Ministry of Natural Resources & Forestry

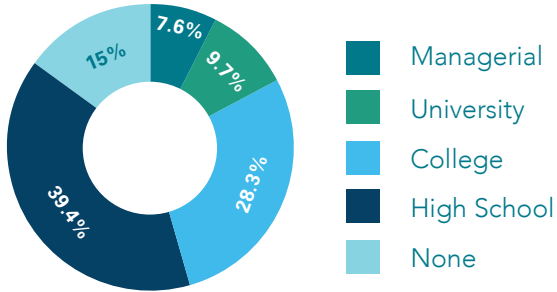
2 **\$42,000**

Rehabilitation Aide  
@ The Friends

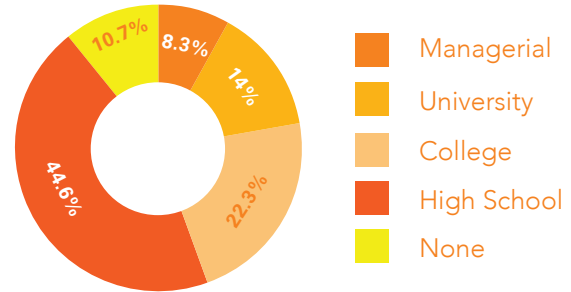
3 **\$35,016**

Recreation Program Leader  
@ Town of Parry Sound

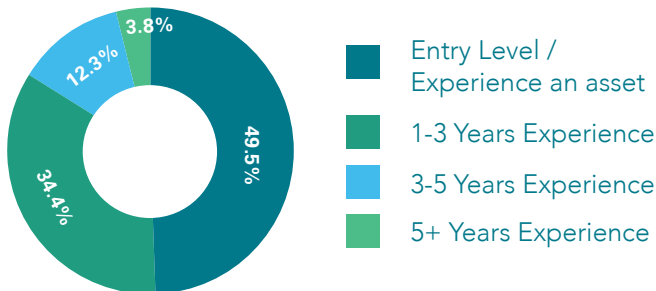
## Skill / Educational Level Breakdown:



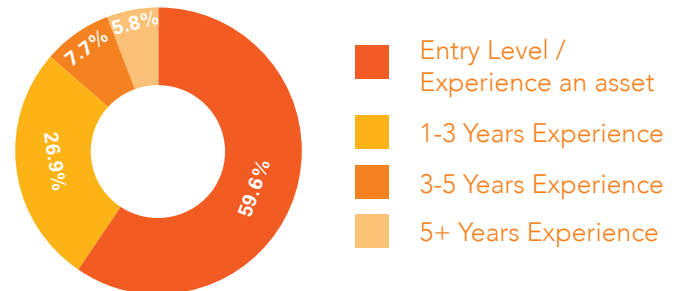
## Skill / Educational Level Breakdown:



## Required Experience Breakdown:



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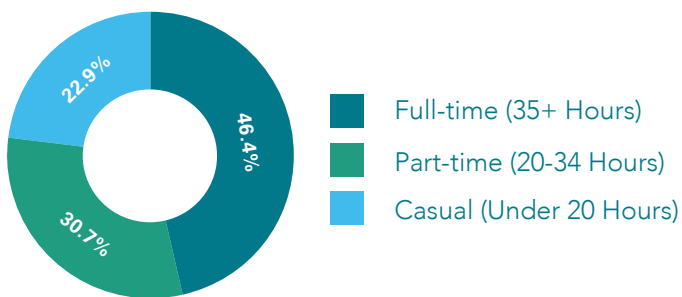
**317** Postings listed experience requirements (75.3%)

**104** Postings did not list any experience requirements (24.7%)

**52** Postings listed experience requirements (43%)

**69** Postings did not list any experience requirements (57%)

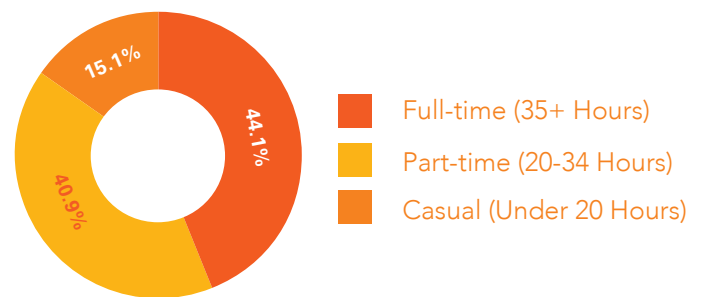
## Full-time / Part-time Breakdown



**349** Postings listed hours offered (82.9%)

**72** Postings did not list hours offered (17.1%)

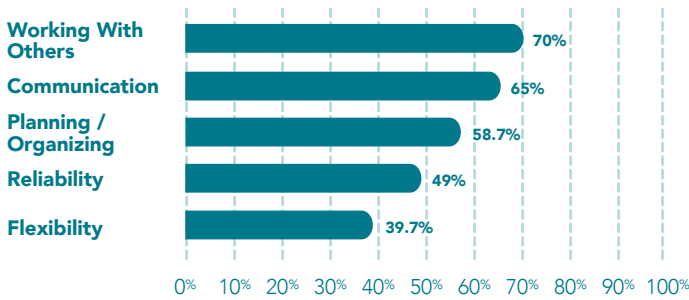
## Full-time / Part-time Breakdown



**93** Postings listed hours offered (76.9%)

**28** Postings did not list hours offered (23.1%)

## Top 5 Most Desired Soft Skills



There were 421 vacancies posted in the month of July for the Nipissing District which represents a slight decrease (-5.4%) from the 445 vacancies posted in the previous month and is virtually unchanged (+0.7%) from the 418 vacancies posted in July 2015. The 421 vacancies were posted by 184 unique employers; slightly up (+2.8%) from the 179 unique employers last month.

The Health Care and Social Assistance (NAICS-62) industry retained the top position in terms of number of vacancies posted with 20.7% of the vacancy share; however, this is a dramatic drop (-7.6%) from the 28.3% vacancy share it held in June. In July of 2015 Health Care and Social Assistance vacancies represented only 11.5% of the vacancy share. The Retail Trade (NAICS-44-45) sector came in a close second with 18.1% of the vacancy share after an increase from the 13.5% share in the previous month.

Vacancies for Sales and Service (NOC-6) occupations made up over one-third (36.6%) of all the vacancies this month which is in-line with the ongoing trend which saw a vacancy share of 33.3% last month and 38.3% in July of 2015. The occupational class which saw the greatest change over the last month was the Education, Law and Social, Community and Government Services (NOC-4) occupations with a 5.1% decrease and now representing 9.7% of the vacancies.

Job postings were gathered online from [www.jobbank.gc.ca](http://www.jobbank.gc.ca), [www.indeed.ca](http://www.indeed.ca), and [www.wowjobs.ca](http://www.wowjobs.ca), and the North Bay & District Jobs Facebook page. They were also gathered from our local newspapers including: Almaguin News, Parry Sound North Star, North Bay Nugget, Mattawa Recorder, and West Nipissing Tribune.

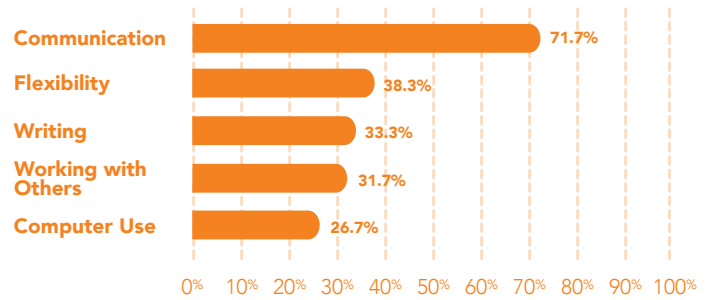
<sup>2</sup> Includes placement agencies, employment service providers and temporary agencies postings which could otherwise fall under other industries but actual employers are unknown at this time.

<sup>3</sup> HGS and Zedd both post very frequently and state they are looking for large numbers of employees. As a result only 1 posting for each was considered

For more information & further details about local vacancies, please contact :

The Labour Market Group  
Toll Free: 1-877-223-8909  
[info@thelabourmarketgroup.ca](mailto:info@thelabourmarketgroup.ca)

## Top 5 Most Desired Soft Skills



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The top three industries in terms of vacancy share were fairly close with Health Care and Social Assistance (NAICS-62), Accommodation and Food Services (NAICS-72) and Retail Trade (NAICS-44-45) representing 21.5%, 20.7% and 18.2% of the vacancy share respectively. The largest increases over the last month were in the Accommodation and Food Services (NAICS-72) and Transportation and Warehousing (NAICS-48-49) with increases of 10.4% and 6.5% respectively. The largest drop (-6.0%) in share representation was in Other Services (NAICS-81) which now represents only 0.8% of all vacancies.

Nearly one-third (31.4%) of vacancies in this month were for Sales and Service (NOC-6) occupations; a drop of 3.6% from the previous month total of 35.0%. The largest decrease (-7.0%) was in vacancies for Arts, Culture, Recreation and Sport (NOC-5) based occupations which dropped from 10.3% to 3.3% of the vacancy share. On the other end of the scale that largest increase (+7.0%) in vacancy share was amongst vacancies in Health (NOC-3) occupations which now represent 19.0% of the vacancy share.



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