

# MONTHLY VACANCIES REPORT

DECEMBER 2016

## Nipissing District

In December 2016 114 unique employers posted a total of 267 job vacancies within Nipissing District. The number of vacancies posted dropped 28.2% from the November 2016 figure of 372 vacancies and is also significantly lower (17.8%) than the 325 vacancies posted last December. This drop indicates a variety of explanations including part of the winter seasonal trends. The results can only be determined once reports are completed over the next few months. The number of employers posted also dropped significantly from November 2016 (-32.1%) as well as December 2015 (-9.5%).

**267** Total Number of Job Postings **↓ 105** from Nov.

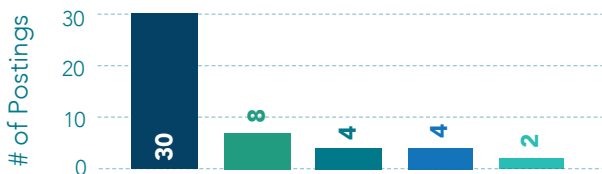
\* North American Industry Classification System (NAICS) is the system utilized by the governments of Canada, United States and Mexico in order to classify companies based on their primary functions/objectives.

### Top 5 Industries Hiring



#### Top 5 Companies Posting Vacancies

- Plan A Health Care Staffing Solutions Inc.
- Physically Handicapped Adult's Rehabilitation Association
- Hands the Family Help Network
- North Bay Regional Health Centre
- 4 Others Tied at 2



#### Top 5 Positions

- 17** Personal Support Worker
- 13** Registered Nurse
- 10** Registered Practical Nurse
- 2** Physiotherapist
- 1** 17 Others Tied at 1

## Parry Sound District

57 job vacancies were recorded for the month of December 2016 in the Parry Sound District. This is a concerning drop (-19.7%) from the previous month figure of 71 vacancies and even more concerning when compared to December 2015 where 79 vacancies were recorded; or a decrease of -27.8%. This decrease may signal an ongoing work shortage problem within the district. 32 employers posted vacancies in the month; also a significant drop (-20.0%) from the previous month where 40 employers posted vacancies.

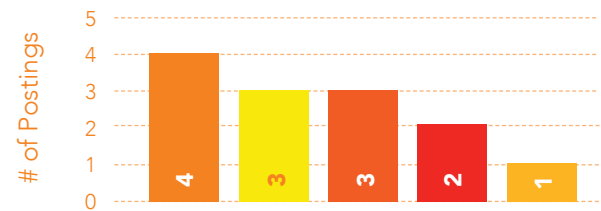
**57** Total Number of Job Postings **↓ 14** from Nov.

### Top 5 Industries Hiring



#### Top 5 Companies Posting Vacancies

- Eastholme Home for the Aged
- Belvedere Heights
- West Parry Sound Health Centre
- VON Canada
- 2 Others Tied at 1



#### Top 5 Positions

- 4** Registered Nurse
- 4** Health Care Aide / Personal Support Worker
- 2** Nurse Supervisor
- 1** 4 Others Tied at 1

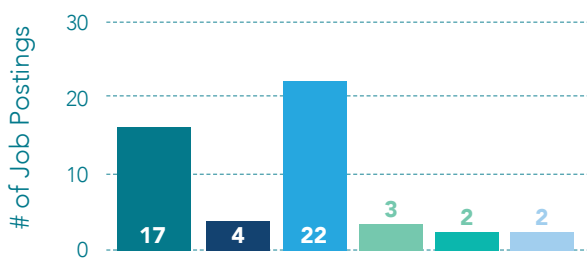
- 2 **21.3%** : Admin & Support, Waste Management & Remediation Services (NAIC 56)
- 3 **13.1%** : Retail Trade (NAICS 44-45)
- 4 **7.9%** : Professional, Scientific & Tech (NAIC 54)
- 5 **5.6%** : Agriculture, Forestry, Fishing & Hunting (NAIC 11)

- 2 **21.1%** : Transportation & Warehousing (NAICS 48-49)
- 3 **10.5%** : Manufacturing (NAICS 31-33)
- 4 **10.5%** : Professional, Scientific & Tech (NAIC 54)
- 5 **10.5%** : Retail Trade (NAIC 44-45)

\* 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

#### 1 **26.6%** Sales & Service Occupations (NOC 6)



- Retail Sales Clerk / Associate
- Cleaner / Housekeeper
- Food & Beverage Server
- Call Centre Related Representative
- Kitchen Worker
- Cashier

#### 2 **20.6%** Business, Finance & Administration (NOC 1)

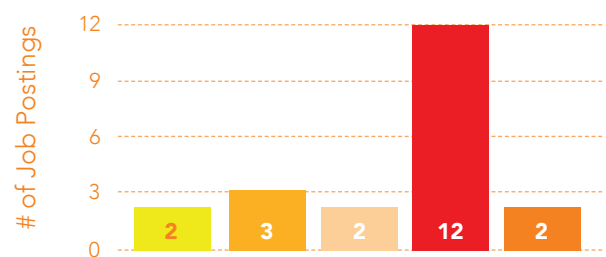
- Inventory Clerk (26)
- Administrative Assistant / Secretary (4)
- Financial Advisor / Analyst (3)
- Income Tax Preparer (2)
- Human Resource Assistant / Officer (2)

#### 3 **17.2%** Health Care Occupations (NOC 3)

- Personal Support Worker (17)
- Registered Nurse (13)
- Registered Practical Nurse (10)
- Pharmacist / Pharmacy Assistant (2)
- Physiotherapist (2)

### Top 3 Occupational Categories

#### 1 **40.4%** Trades & Equipment Operators (NOC 7)



- Driver
- Construction Labourer
- Gas Fitter / Installer
- Operator / Maintenance Worker
- Marine Repair Technician

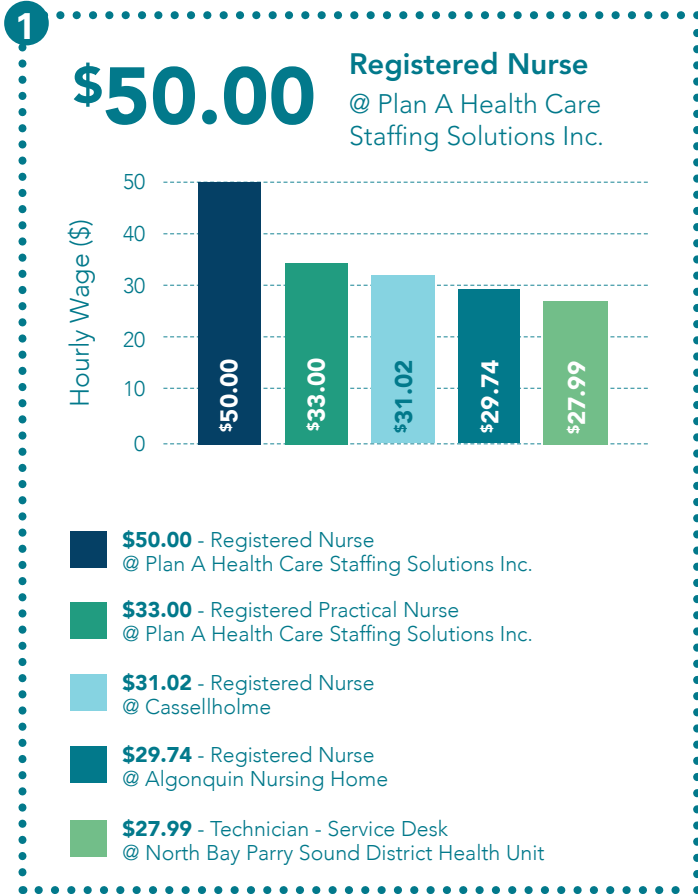
#### 2 **19.3%** Health Care Occupations (NOC 3)

- Registered Nurse (4)
- Health Care Aide / PSW (4)
- Pharmacy Technician / Assistant (2)
- Registered Practical Nurse (1)

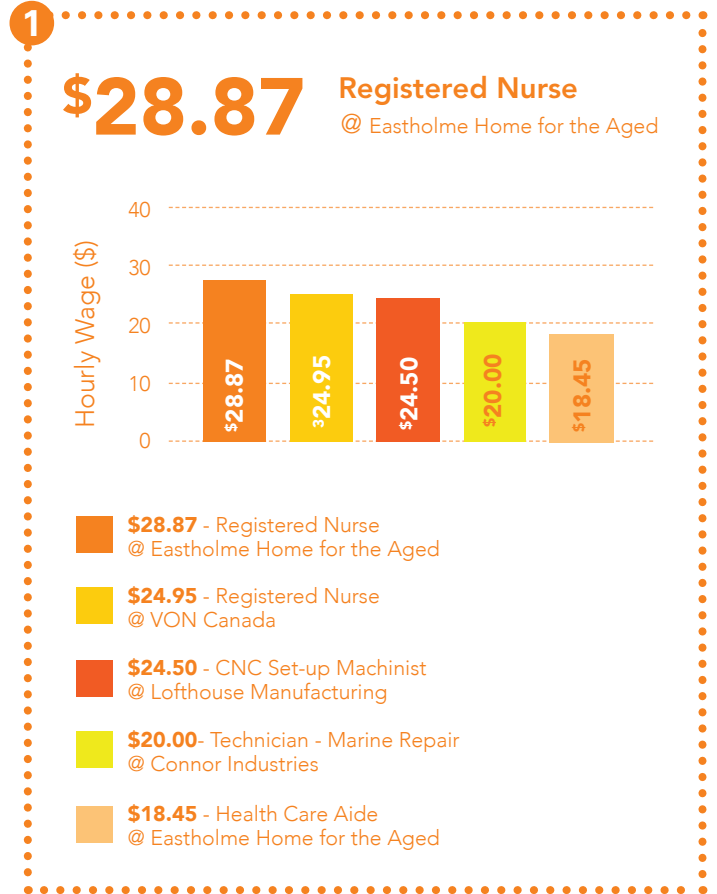
#### 3 **10.5%** Sales & Service Occupations (NOC 6)

- Baker / Cook (2)
- Retail Sales Representative (2)
- Cashier (1)
- Building Maintenance Worker (1)

## Highest Paying Jobs By Hourly Wage



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## Highest Paying Jobs By Annual Salary

1 **\$149,340**

President & CEO  
@ Caisse Populaire

2 **\$59,600**

Regulations Officer  
@ North Bay Mattawa Conservation Authority

3 **\$58,305**

Caseworker  
@ Ministry of Community and Social Services

## Highest Paying Jobs By Annual Salary

1 **\$55,265**

Fire Chief  
@ Village of Sundridge

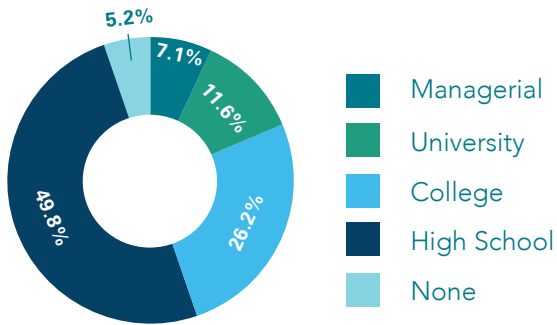
2 **\$50,000**

Retail Sales Representative  
@ Cognitive Marketing Partnership

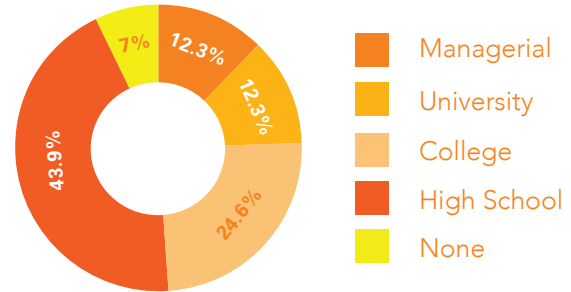
2 **\$31,371**

Building Maintenance Worker  
@ Youthdale Treatment Centres

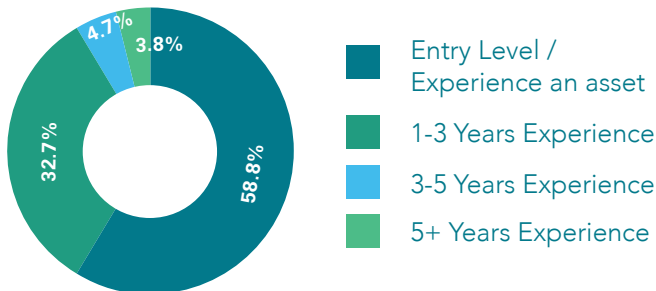
## Skill / Educational Level Breakdown:



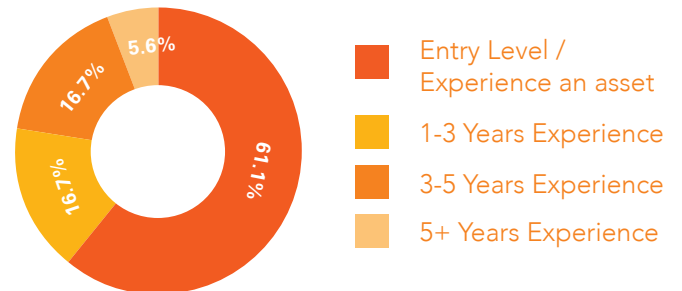
## Skill / Educational Level Breakdown:



## Required Experience Breakdown:



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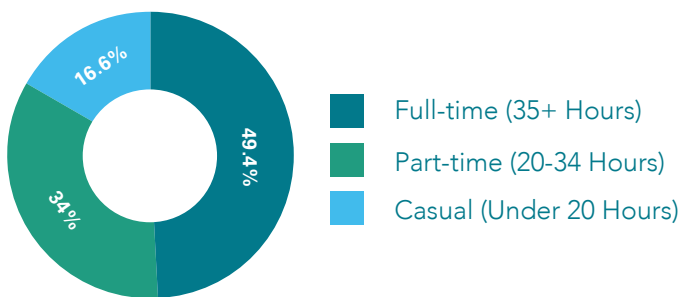
**211** Postings listed experience requirements (79%)

**56** Postings did not list any experience requirements (21%)

**36** Postings listed experience requirements (63.2%)

**21** Postings did not list any experience requirements (36.8%)

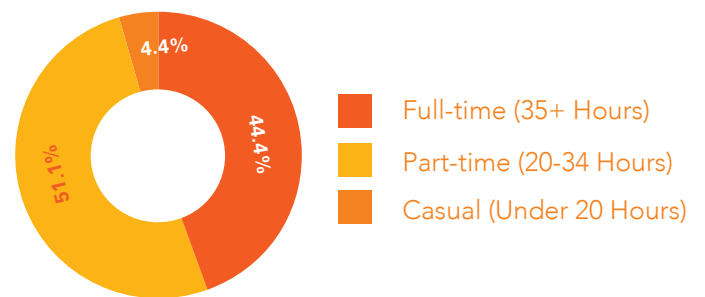
## Full-time / Part-time Breakdown



**241** Postings listed hours offered (90.3%)

**26** Postings did not list hours offered (9.7%)

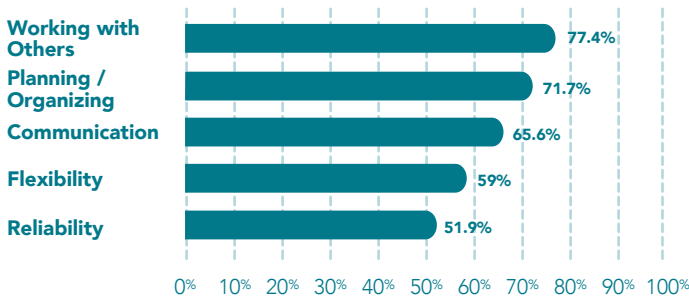
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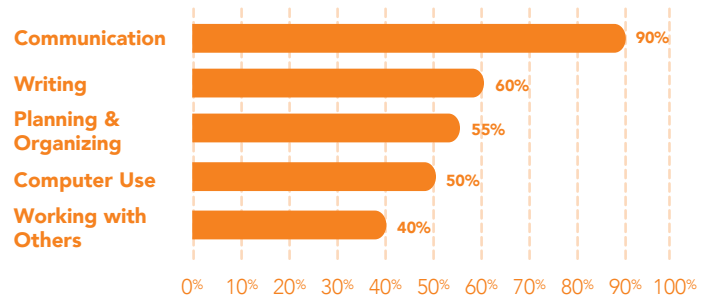
**45** Postings listed hours offered (78.9%)

**12** Postings did not list hours offered (21.1%)

## Top 5 Most Desired Soft Skills



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The greatest number of vacancies for this month came from the Health Care and Social Assistance (NAICS-62) industry with 22.8% of the overall vacancy share; however this value was only slightly ahead of the 21.3% vacancy share held by vacancies in the Administrative Support, Waste Management and Remediation Services (NAICS-56) industry. The share by the latter industry was driven by a 7.6% increase from its share in the previous month of 13.7%. Other notable changes included the Agriculture, Forestry, Fishing and Hunting (NAICS-11) industry which had no vacancies in the previous month and 15 posted in December for 5.6% of the vacancy share as well as the Manufacturing (NAICS-31-33) industry which dropped from 6.2% to 1.9% (-4.3%) vacancy share over the past month.

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The Health Care and Social Assistance (NAICS-62) industry made up the largest number of vacancies with 24.6% of the overall share; followed closely by the Transportation and Warehousing (NAICS-48-49) industry which made up 21.1% of the vacancies. The latter figure is a result of a very large (19.6%) increase in the vacancy share for this industry from the previous month's figure of 1.4%. Other notable changes in overall vacancy share included the Health Care and Social Assistance industry (-9.2%), Professional, Scientific and Technical Services (NAICS-54) industry (+9.1%), Accommodation and Food Services (NAICS-72) industry (-8.1%) and the Public Administration (NAICS-91) industry (-4.9%).

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 :

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[info@thelabourmarketgroup.ca](mailto:info@thelabourmarketgroup.ca)



The Labour Market Group  
Guiding partners to workforce solutions.