

# MONTHLY VACANCIES REPORT

OCTOBER 2017

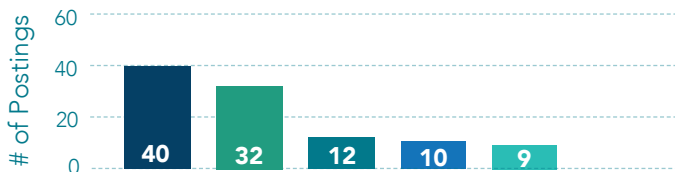
## Nipissing District

There were 385 vacancies recorded within the Nipissing District in the month of October. There was a -13.3% drop in vacancies from September where there were 444 recorded vacancies. The October figure remains consistent (-2.9%) with the 3-year October average of 397 vacancies. 164 unique employers posted vacancies in the month; a large drop (-17.6%) from the previous month and slightly lower (-4.5%) than the 3-month October average of 172 unique employers. Of the 385 vacancies 95.3% (367) were posted through online sources, 13.0% (50) required a bilingual individual, 28.3% (109) wanted some form of a driver's license and 12.5% (48) required a candidate who owned their own vehicle.



\* 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 Employers Posting Vacancies



### Top 5 Industries Hiring (NAICS)



#### Top 5 Positions

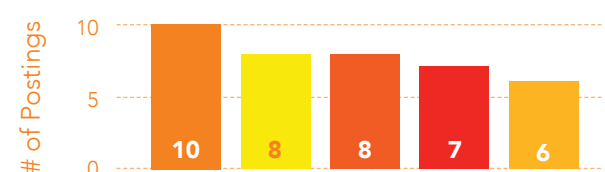
- 23** Personal Support Worker
- 12** Registered Nurse
- 12** Registered Practical Nurse
- 7** Counsellor - Youth
- 3** Early Childhood Educator

## Parry Sound District

99 vacancies were recorded within the Parry Sound District through the month of October. This is a very large decrease; -22.0%, from the September figure of 127 vacancies. The October figure is however in line; +3.5%, with the 3-month October average of 96 vacancies. 48 unique employers posted vacancies during the month; a significant drop of -12.7% from the September total of 55 unique employers. Of the 99 vacancies in the month 79.8% (79) were discovered through online sources, 2.0% (2) were seeking a bilingual candidate, 32.3% (32) required some form of a driver's license and 7.1% (7) needed someone with their own vehicle.



### Top 5 Employers Posting Vacancies



### Top 5 Industries Hiring (NAICS)



#### Top 5 Positions

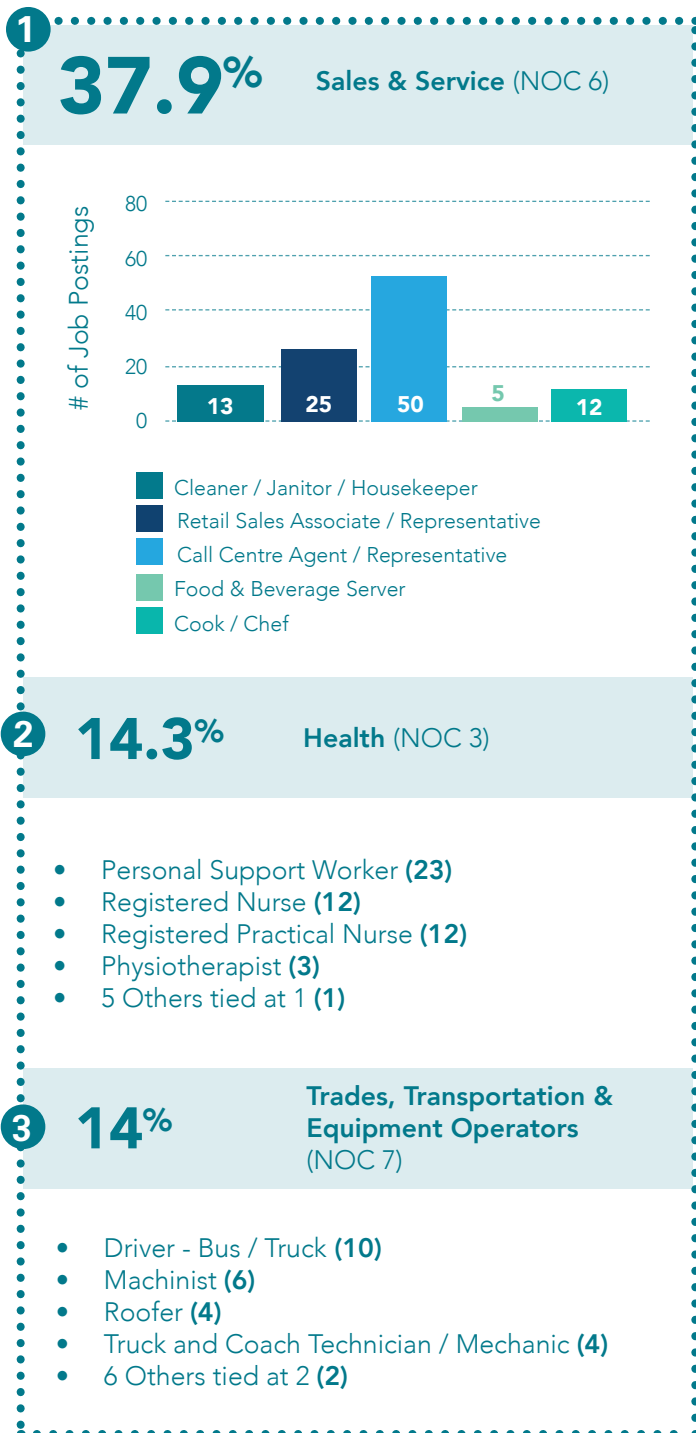
- 3** Nursing Supervisor
- 3** Administrative Assistant / Clerk
- 2** Registered Nurse
- 2** Personal Support Worker / Health Care Aide
- 1** 10 Others tied at 1

- 2 **16.9%** : Administrative & Support, Waste & Remediation Services (NAIC 56)
- 3 **14%** : Retail Trade (NAICS 44-45)
- 4 **8.8%** : Accommodation & Food Services (NAIC 72)
- 5 **8.1%** : Manufacturing (NAIC 31-33)

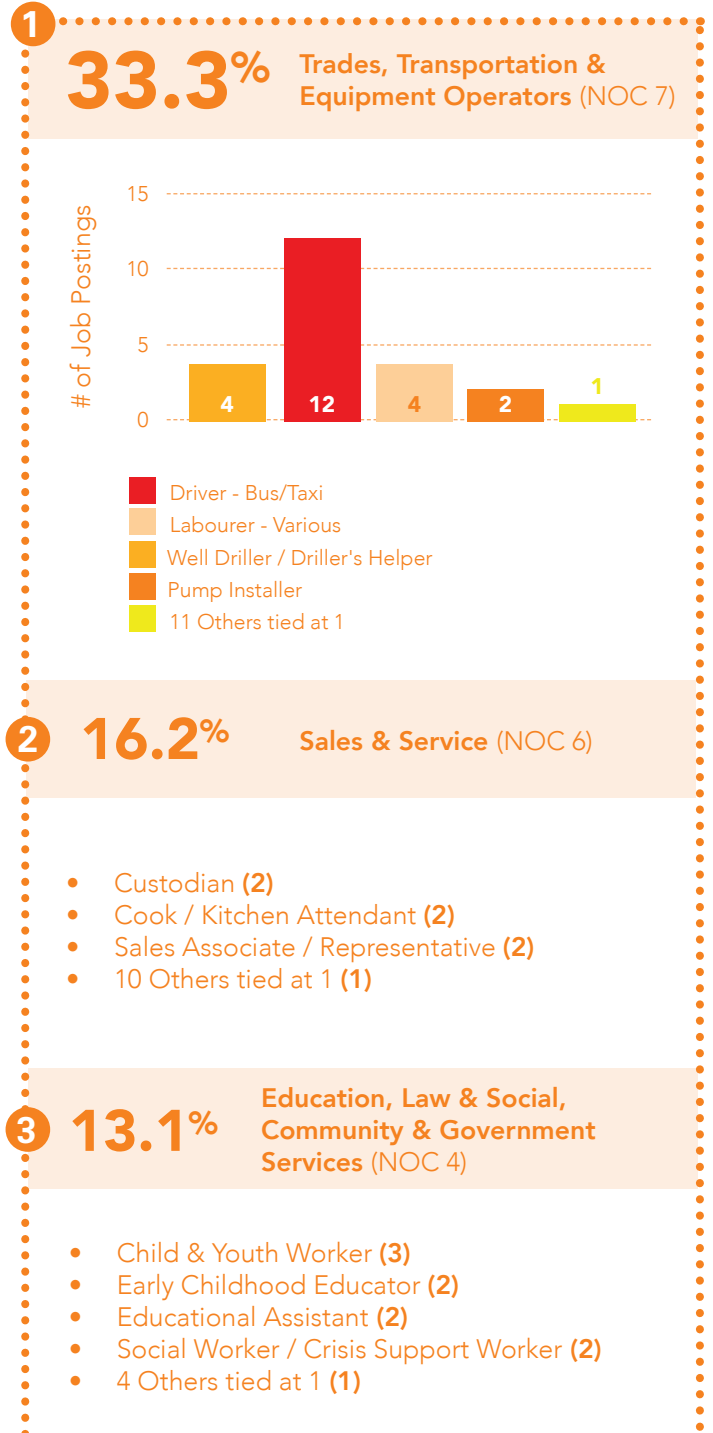
- 2 **14.1%** : Transportation & Warehousing (NAICS 48-49)
- 3 **11.1%** : Manufacturing (NAICS 31-33)
- 4 **10.1%** : Retail Trade (NAICS 44-45)
- 5 **10.1%** : Construction (NAIC 23)

\* 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.

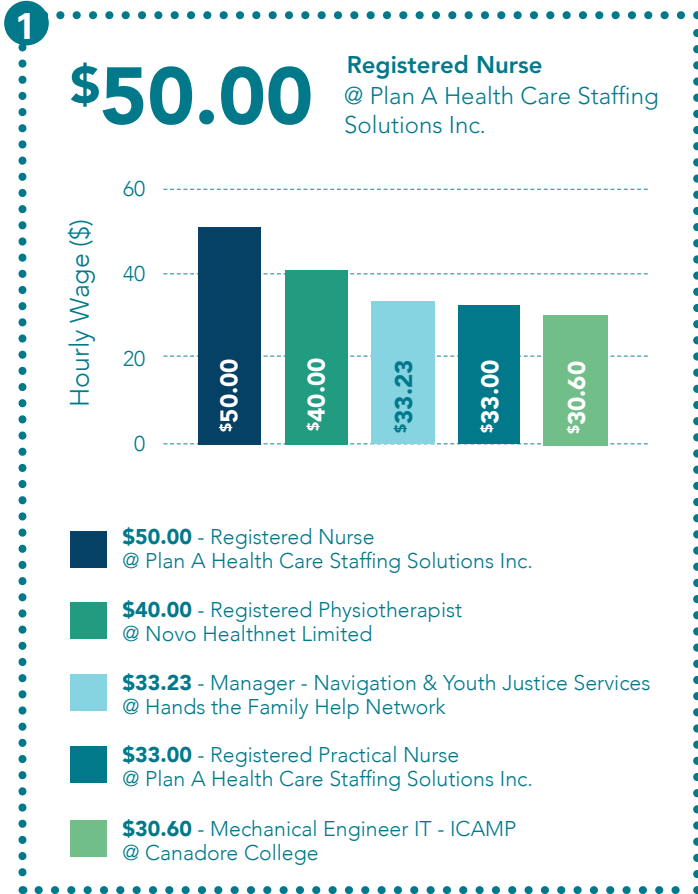
### Top 3 Occupational Categories (NOC)



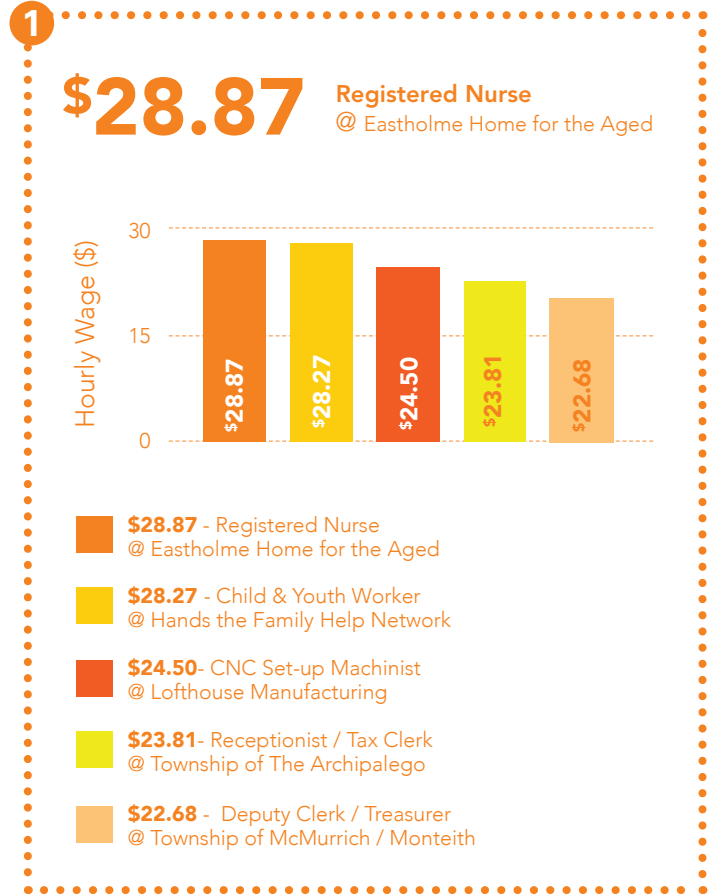
### Top 3 Occupational Categories (NOC)



## Highest Paying Jobs By Hourly Wage



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## Highest Paying Jobs By Annual Salary

**1** **\$60,000**  
Sales Representative - In Home  
@ Kenmar Basement Systems

**2** **\$58,500**  
Administrator (RPN)  
@ Marina Point

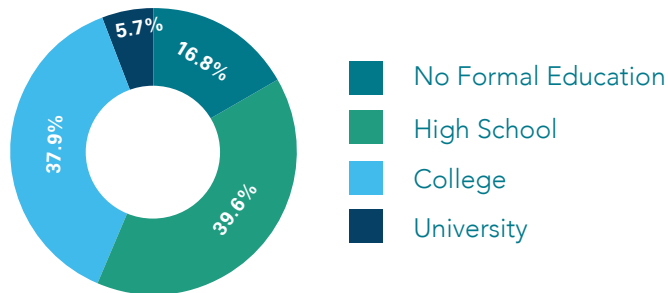
**3** **\$55,694**  
Human Resource Officer  
@ Nipissing Parry Sound Catholic District School Board

## Highest Paying Jobs By Annual Salary

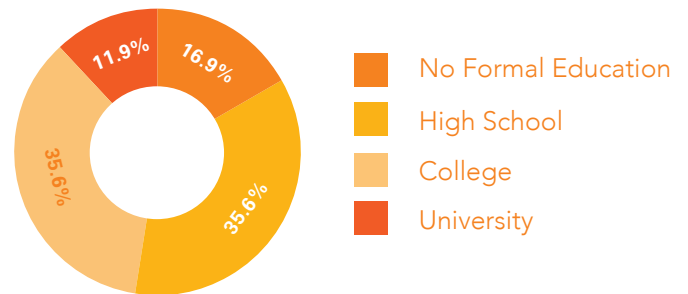
**1** **\$84,000**  
Manager of Operations  
@ Municipality of Callander

**2** **\$25,000**  
Pastor  
@ Higher Heights Christian Fellowship

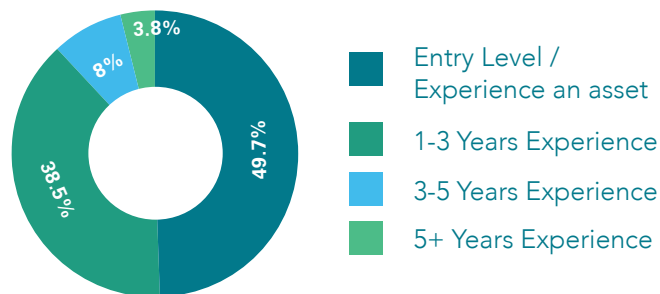
## Educational Level Requested:



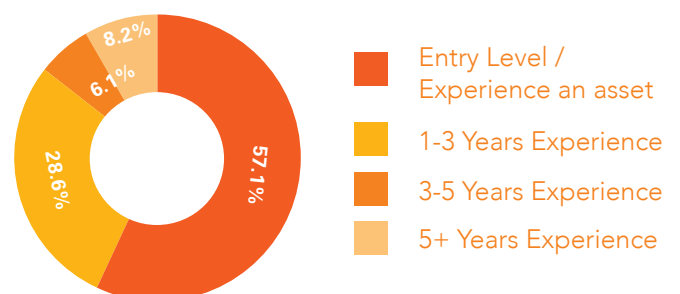
## Educational Level Requested:



## Required Experience Breakdown:



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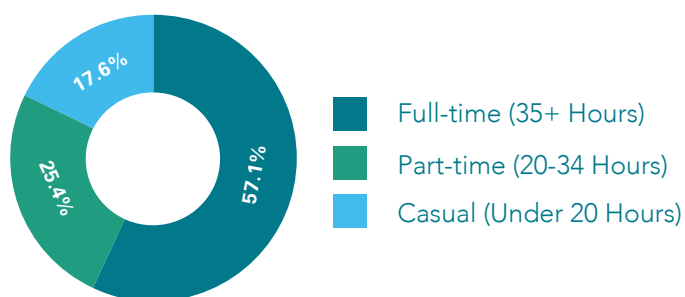
288

Postings listed experience requirements  
(74.8%)

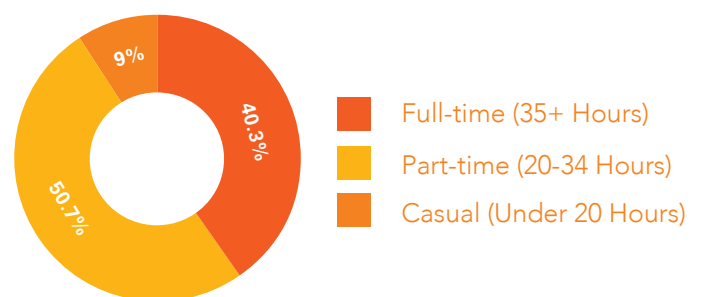
49

Postings listed experience requirements  
(49.5%)

## Full-time / Part-time Breakdown



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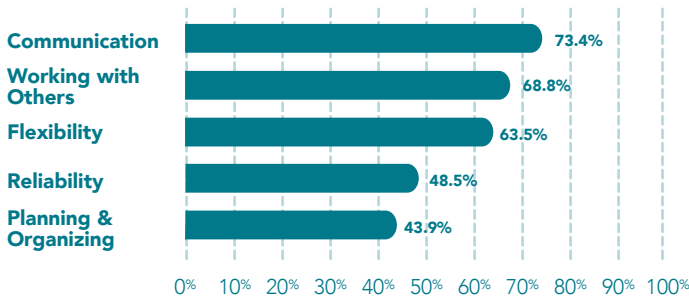
347

Postings listed hours offered (90.1%)

67

Postings listed hours offered (67.7%)

## Top 5 Most Desired Soft Skills



There were 385 vacancies recorded within the Nipissing District in the month of October. There was a -13.3% drop in vacancies from September where there were 444 recorded vacancies. The October figure remains consistent (-2.9%) with the 3-year October average of 397 vacancies. 164 unique employers posted vacancies in the month; a large drop (-17.6%) from the previous month and slightly lower (-4.5%) than the 3-month October average of 172 unique employers. Of the 385 vacancies 95.3% (367) were posted through online sources, 13.0% (50) required a bilingual individual, 28.3% (109) wanted some form of a driver's license and 12.5% (48) required a candidate who owned their own vehicle.

The average hourly starting wage posted for vacancies (where information was provided) in October was \$18.59/hour. This is significantly higher (+14.1%) than the current 12-month average of \$16.29/hour. Vacancies which posted an annual salary saw a starting average of \$47,880.68/year; in-line (+3.0%) of the current 12-month average of \$46,495.52/year.

Vacancies in the Health Care and Social Assistance (NAICS-62) industry classification accounted for 21.6% (83) of the overall vacancy share; the most of any major industry classification. This industry also saw the largest increase; +7.8%, in vacancy share month-over-month. The largest decrease (-6.0%) in vacancy share from September was for vacancies in the Professional, Scientific and Technical Services (NAICS-54) industry; dropping to only 0.5% of the overall share in the month of October.

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.

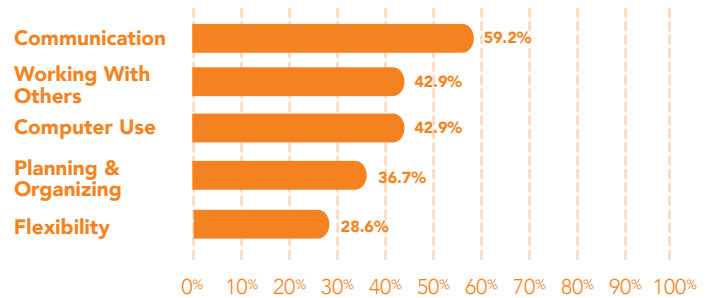
<sup>2</sup> Includes placement agencies, employment service providers and temporary agencies postings which could otherwise fall under other industries but actual employers are unknown at this time.

<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)

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The average hourly starting wage (where information was available) for vacancies in October was \$17.30/hour. This is slightly higher; +7.1%, than the current 12-month average of \$16.16/hour. Insufficient data prevents being able to provide a reliable figure in regards to vacancies offering annual salaries. The current 12-month average amongst vacancies paying an annual salary is \$39,347/year.

The largest portion; 20.2%, of the overall vacancy share was represented by the Health Care and Social Assistance (NAICS-62) industry. This figure remained virtually unchanged from the previous month where this industry represented 18.9% of the vacancies. The largest month-over-month vacancy share growth was amongst vacancies in the Manufacturing (NAICS-31-33) industry which increased from 5.5% in September to 11.1% in October. The greatest decrease from the previous month was for vacancies in the Accommodation and Food Services (NAICS-72) industry; a drop from 9.4% to 3.0%.



The Labour Market Group  
Guiding partners to workforce solutions.