

# MONTHLY VACANCIES REPORT

NOVEMBER 2017

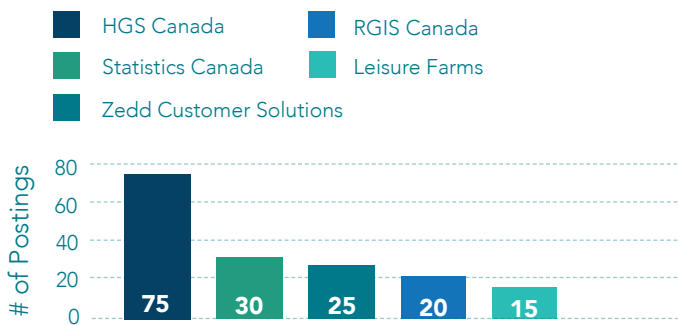
## Nipissing District

There were 480 vacancies recorded within the Nipissing District through various online and print media sources in the month of November. This is a very large increase; +24.7% from the October figure of 385 and well above; +19.3%, the 3-year November average of 402 vacancies. This large jump is primarily attributed to two particular employers (HGS and Statistics Canada) who posted 105 vacancies between both of them. These vacancies were advertised by 177 unique employers; only slightly elevated; +4.9%, from the 3-year November average of 169 unique employers.

**480** Total Number of Job Postings **↑ 95** from Oct.

\* 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

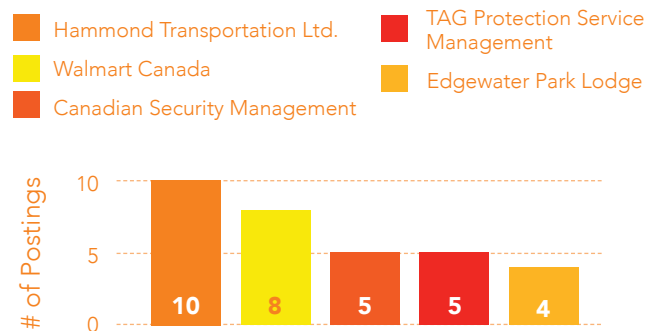
- 90** Call Center Agent - Inbound / Outbound
- 20** Inventory Clerk
- 10** Inside Sales Representative
- 6** Security Guard
- 5** Customer Service Representative

## Parry Sound District

The Parry Sound District saw a total of 86 vacancies recorded via a variety of online and print media sources. This figure is a substantial decrease; -13.1%, from October when 99 vacancies were recorded. When compared to historical numbers for the month of November the 2017 total is in-line; +1.2%, with the 3-year average of 85. 40 unique employers posted vacancies in November; once again a close comparison; -8.4%, to the 3-year November average of 44.

**86** Total Number of Job Postings **↓ 13** from Oct.

### Top 5 Employers Posting Vacancies



### Top 5 Industries Hiring (NAICS)



#### Top 5 Positions

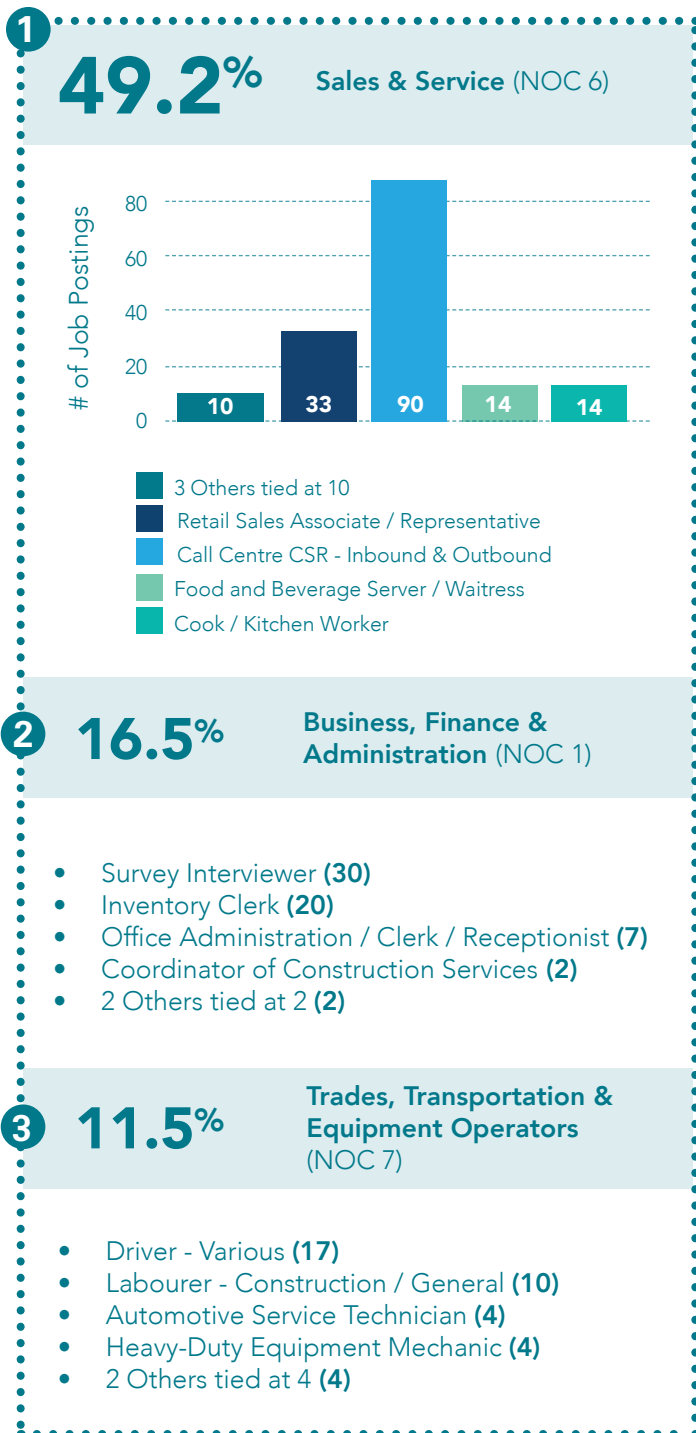
- 4** Personal Support Worker
- 3** Child & Youth Worker
- 2** Registered Nurse / Nurse Supervisor
- 1** Addictions Counsellor
- 1** 6 Others tied at 1

- 2 14% : Retail Trade (NAICS 44-45)
- 3 11.7% : Health Care & Social Services (NAIC 62)
- 4 9.4% : Accommodation & Food Services (NAIC
- 5 4.2% : Manufacturing (NAIC 31-33)

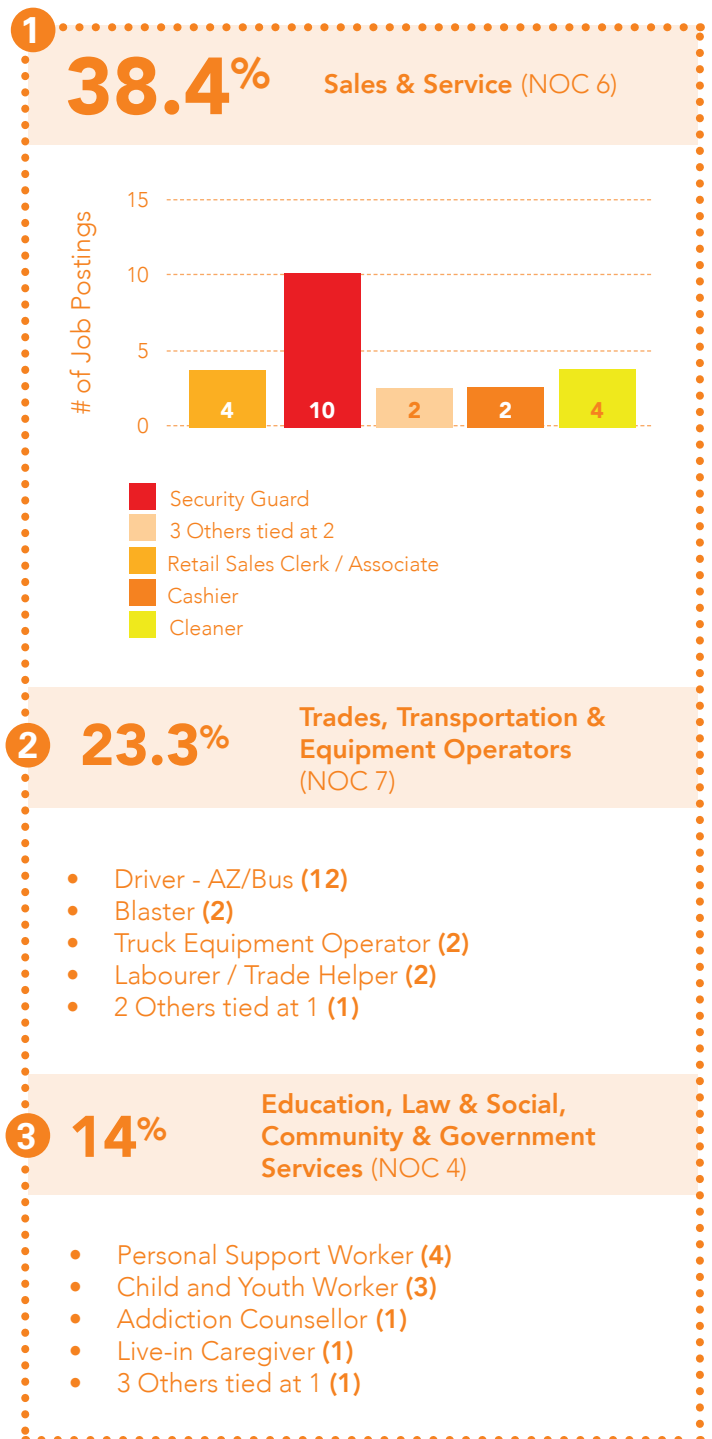
- 2 15.1% : Retail Trade (NAICS 44-45)
- 3 11.6% : Transportation & Warehousing (NAICS 48-49)
- 4 9.3% : Manufacturing (NAICS 31-33)
- 5 8.1% : Accommodation & Food Services (NAIC 72)

\* 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.

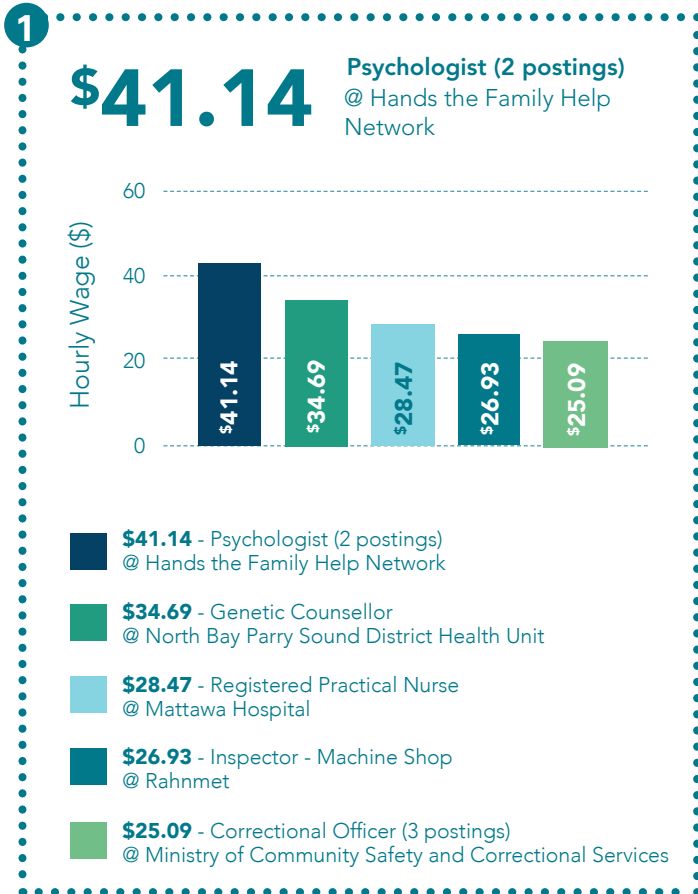
### Top 3 Occupational Categories (NOC)



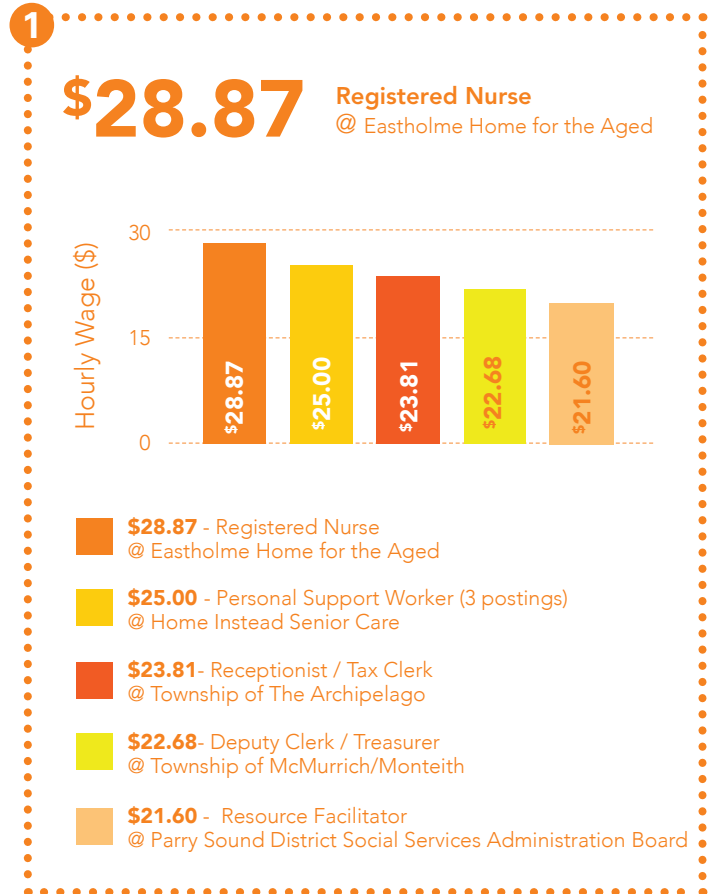
### Top 3 Occupational Categories (NOC)



## Highest Paying Jobs By Hourly Wage



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## Highest Paying Jobs By Annual Salary

**1** **\$81,253**  
**Nurse Practitioner**  
@ Blue Sky Family Health Team

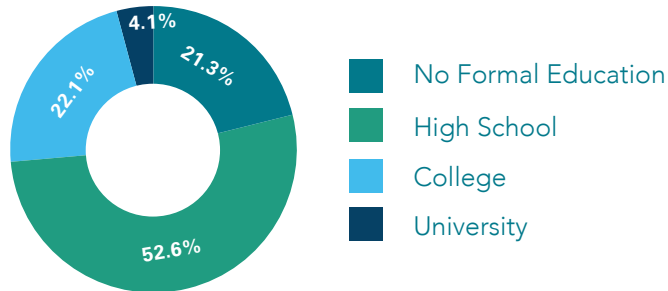
**2** **\$63,000**  
**Manager - Recreation Service**  
@ YMCA of North Bay and District

**3** **\$62,500**  
**Driver - Truck**  
@ Marnan Bulk Carriers

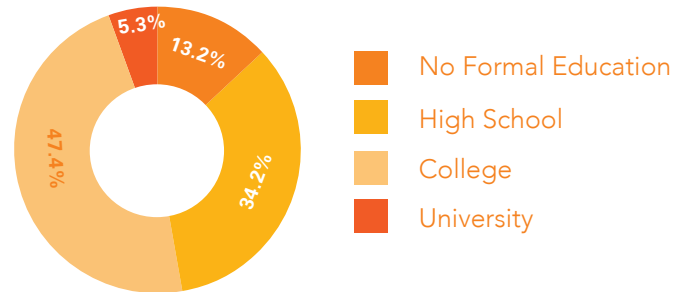
## Highest Paying Jobs By Annual Salary

**1** **\$73,000**  
**Manager - Court Services**  
@ Town of Parry Sound

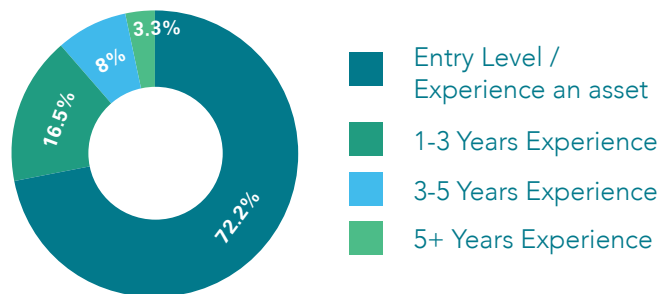
## Educational Level Requested:



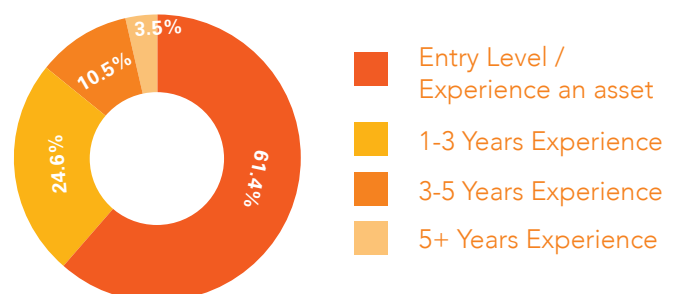
## Educational Level Requested:



## Required Experience Breakdown:



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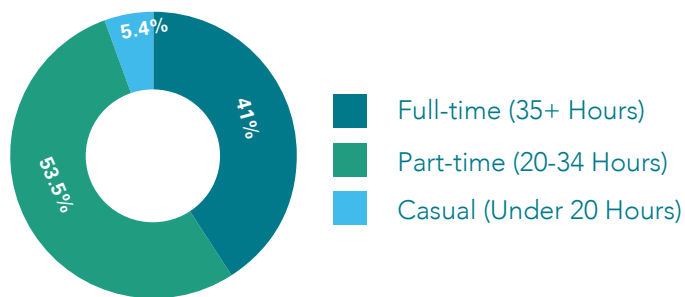
399

Postings listed experience requirements (83.1%)

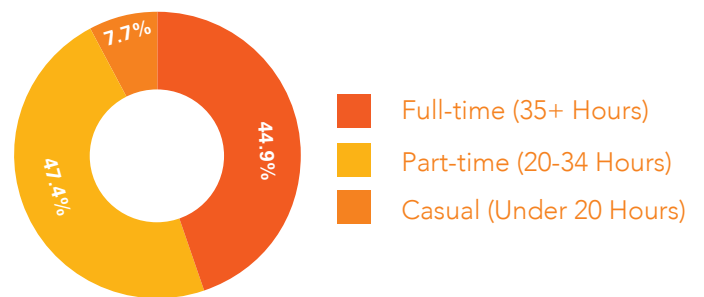
57

Postings listed experience requirements (66.3%)

## Full-time / Part-time Breakdown



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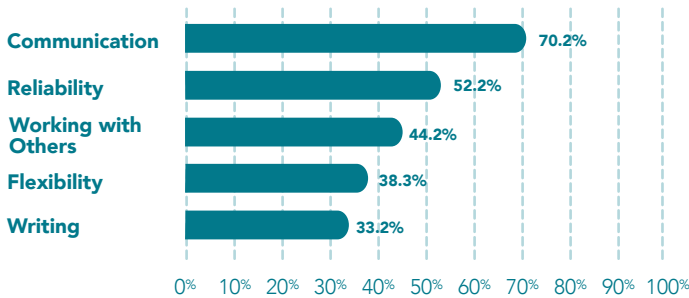
424

Postings listed hours offered (88.3%)

78

Postings listed hours offered (90.7%)

## Top 5 Most Desired Soft Skills



There were 480 vacancies recorded within the Nipissing District through various online and print media sources in the month of November. This is a very large increase; +24.7% from the October figure of 385 and well above; +19.3%, the 3-year November average of 402 vacancies. This large jump is primarily attributed to two particular employers (HGS and Statistics Canada) who posted 105 vacancies between both of them. These vacancies were advertised by 177 unique employers; only slightly elevated; +4.9%, from the 3-year November average of 169 unique employers. Of the 480 vacancies 96.9% (465) were discovered through online sources, 20.8% (100) some form of driver's license, 6.9% (33) required access to personal vehicle, 10.2% (49) were for bilingual candidates and 35.2% (169) indicated that they would be requesting some form of criminal record check.

The average starting hourly wage offered by employers for vacancies in November was \$14.89/hour. This is a noteworthy decrease; -7.3%, from the current 12-month average of \$16.06/hour. For vacancies posting an annual salary the average offered was \$43,987.79/year; also slightly below; -5.7%, the current 12-month average which now sits at \$46,667.76/year.

Approximately 3 out of every 10; 29.4%, vacancies in November came from the Administrative and Support, Waste Management and Remediation Services (NAICS-56) industry with Retail Trade (NAICS-44-45) and Health Care and Social Assistance (NAICS-62) rounding out the top three with 14.0% and 11.7% of the vacancy share respectively. The largest month-over-month increase of 12.5% was in the Administrative and Support, Waste Management and Remediation Services while the largest decrease of -9.9% was for vacancies in the Health Care and Social Assistance industry.

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.

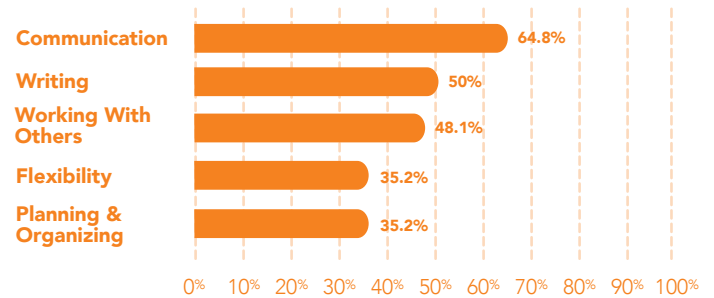
<sup>2</sup> Includes placement agencies, employment service providers and temporary agencies postings which could otherwise fall under other industries but actual employers are unknown at this time.

<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 average starting hourly wage listed in the month of November was \$16.39/hour which is fairly consistent; +2.8%, with the current 12-month average of \$15.95/hour. There is not enough sufficient data to provide information regarding job postings advertising an annual salary.

The greatest number of vacancies in this month were from the Health Care and Social Assistance (NAICS-62) industry with 18.6% (16) of the overall share. The greatest month-over-month increase was in the Administrative Support, Waste Management and Remediation Services (NAICS-56) industry which increased from 5.6% of the vacancy share in October to 8.1% in November. Vacancies within the Construction (NAICS-23) decreased the most month-over-month dropping from 10.1% in October to 3.5% in November.



The Labour Market Group  
Guiding partners to workforce solutions.