

# MONTHLY VACANCIES REPORT

DECEMBER 2017

## Nipissing District

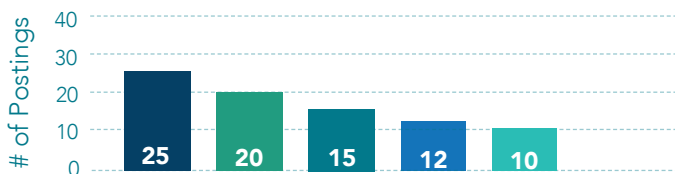
There were 329 vacancies recorded in December through a selection of online and print media sources. Although this is a very large; -31.5%, drop from the November figure of 480 vacancies the December total does remain in-line; +7.2%, with the current 3-year December average of 307 vacancies. 143 unique employers posted vacancies within the month; significantly higher than what has been seen the past two years with 114 in December of 2016 and 126 in the same month in 2015. Of the 319 recorded vacancies 92.7% (305) were from on-line sources, 23.7% (78) required some form of driver's license, 8.8% (29) needed individuals with access to a personal vehicle, 9.4% (31) were requesting a bilingual candidate and 38.6% (127) indicated that some form of a criminal record check will be needed for employment to be offered.

**329** Total Number of Job Postings **↓151** 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 Employers Posting Vacancies

- SDI Marketing
- Plan A Health Care Staffing Solutions
- Leisure Farms
- Zedd Customer Solutions
- Canadore College



### Top 5 Industries Hiring (NAICS)

**1** **17.3%** of all vacancies Health Care & Social Assistance (NAIC 62)

#### Top 5 Positions

- 13** Personal Support Worker / Care Aide
- 9** Early Childhood Educator / Daycare Aide
- 5** Office Administrator / Clerk / Receptionist
- 4** Nursing Assistant
- 2** Dietary Aide

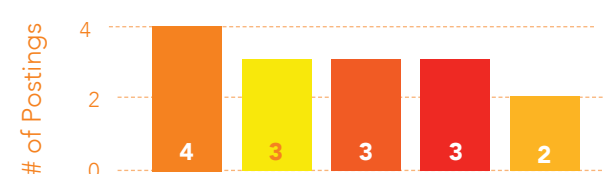
## Parry Sound District

There were 51 vacancies recorded in December through a selection of online and print media sources. This is a very large; -40.7%, drop from the November figure of 86 vacancies the December and is also out of the norm; -18.2%, with the current 3-year December average of 62 vacancies. 48 unique employers posted vacancies within the month; notably higher than the December 2015 figure of 37, but slightly below the December 2016 total of 51 unique employers. Of the 51 recorded vacancies 94.1% (48) were from on-line sources, 23.5% (12) required some form of driver's license, 9.8% (5) needed individuals with access to a personal vehicle, 0.0% (0) were requesting a bilingual candidate and 23.5% (12) indicated that some form of a criminal record check will be needed for employment to be offered.

**51** Total Number of Job Postings **↓35** from Nov.

### Top 5 Employers Posting Vacancies

- West Parry Sound Health Centre
- Canadian Security Management
- Kudos Cantina
- Starbucks
- AA Cleaning Services



### Top 5 Industries Hiring (NAICS)

**1** **25.5%** of all vacancies Health Care & Social Assistance (NAIC 62)

#### Top 5 Positions

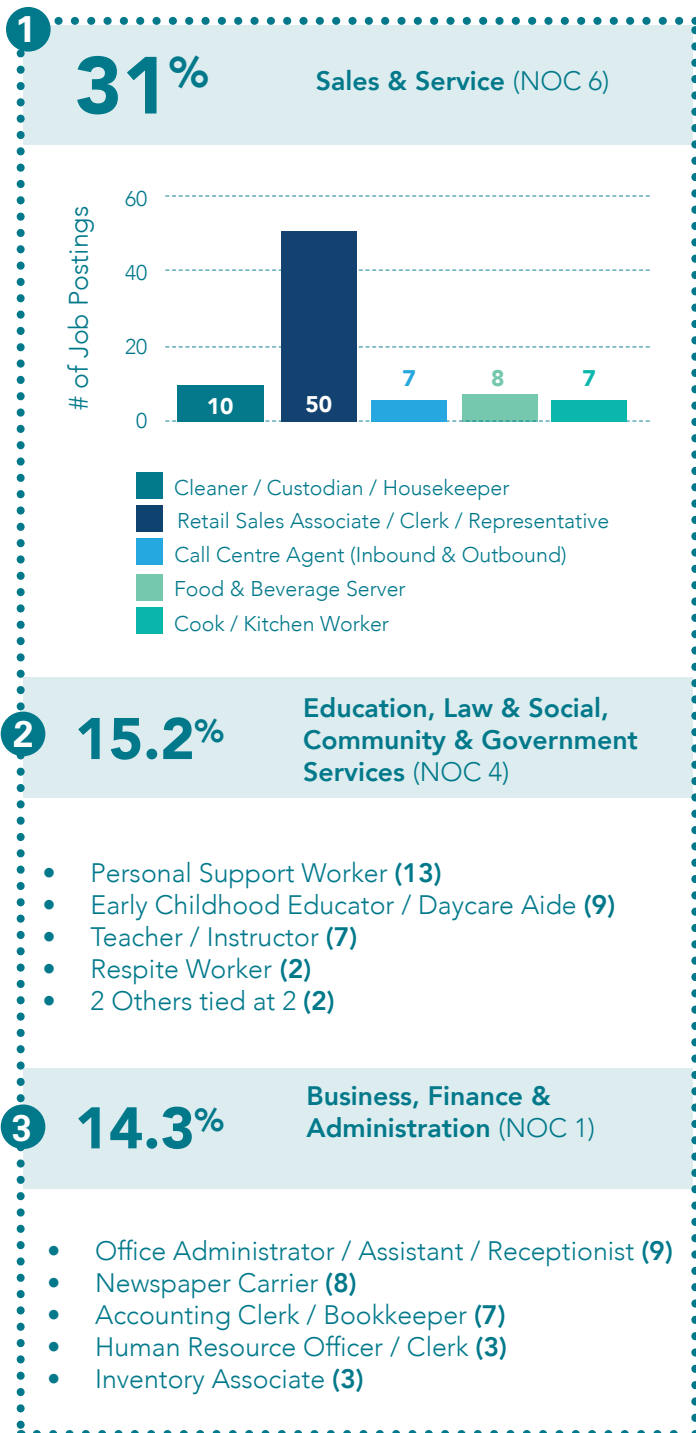
- 3** Personal Support Worker / Health Care Aide
- 2** Registered Nurse
- 2** Analyst - Clinical Informatics
- 1** 6 Others tied at 1

- 2 14% : Administrative & Support, Waste Management and Remediation Services (NAIC 56)
- 3 12.8% : Professional, Scientific & Tech Services (NAIC 54)
- 4 11.2% : Retail Trade (NAICS 44-45)
- 5 8.5% : Manufacturing (NAICS 31-33)

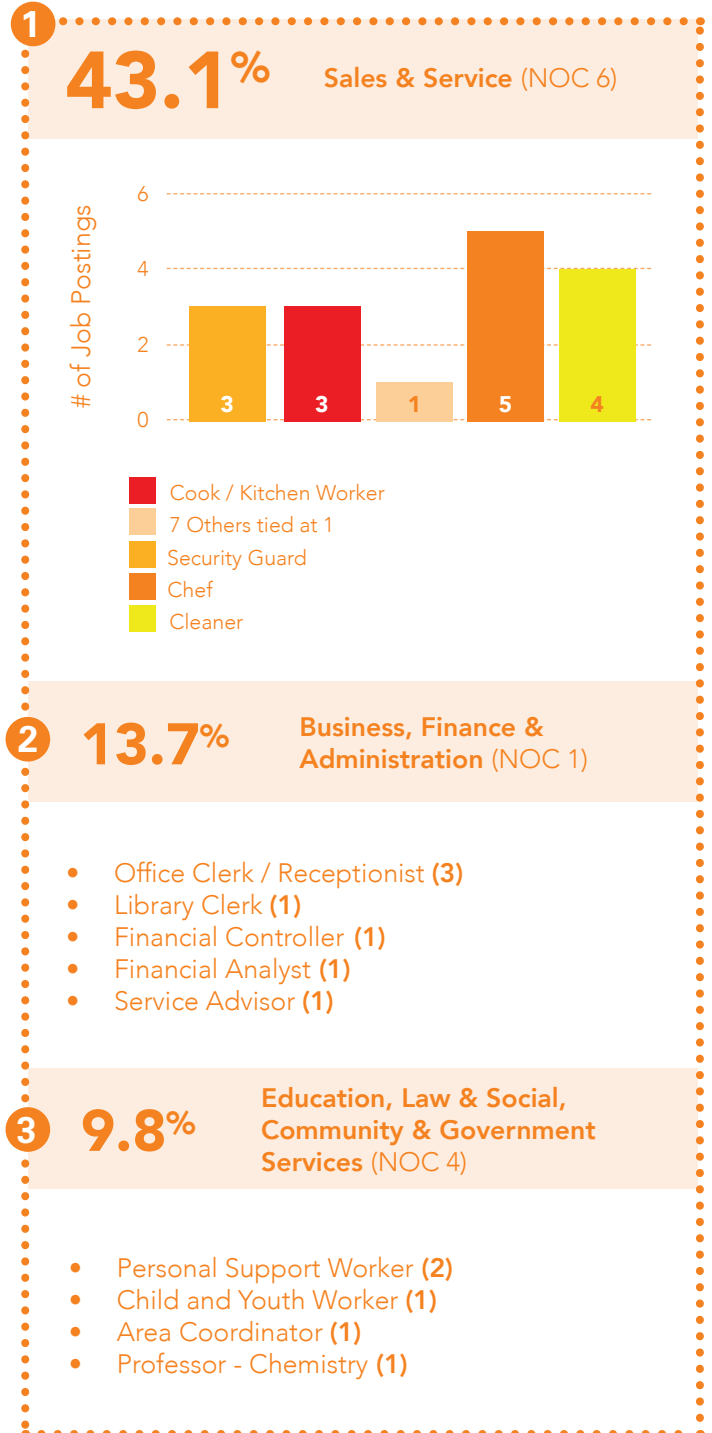
- 2 23.5% : Accommodation & Food Services (NAIC 72)
- 3 9.8% : Administrative & Support, Waste Management and Remediation Services (NAIC 56)
- 4 7.8% : Manufacturing (NAICS 31-33)
- 5 7.8% : Public Administration (NAIC 91)

\* 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.

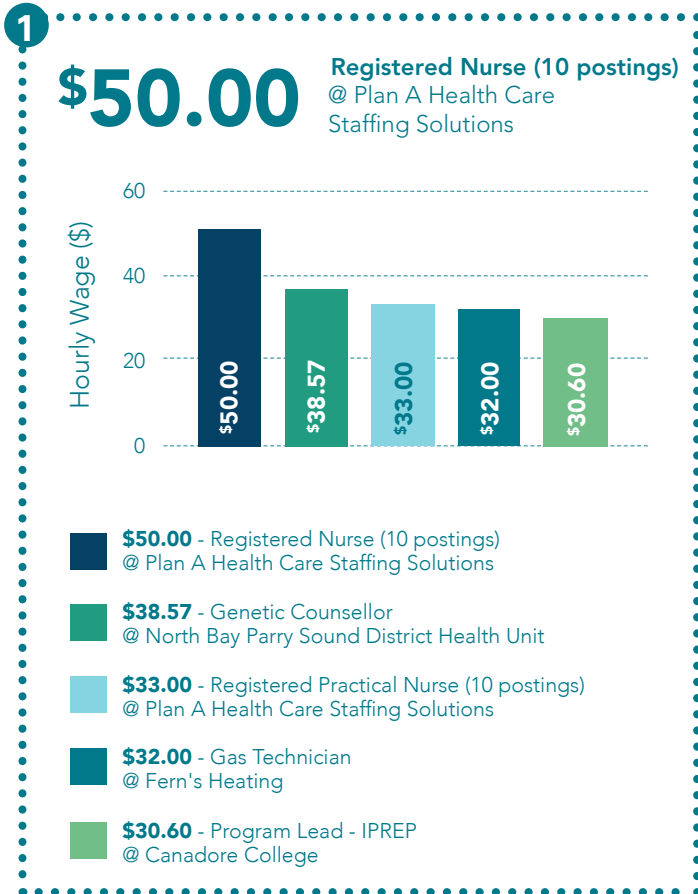
### Top 3 Occupational Categories (NOC)



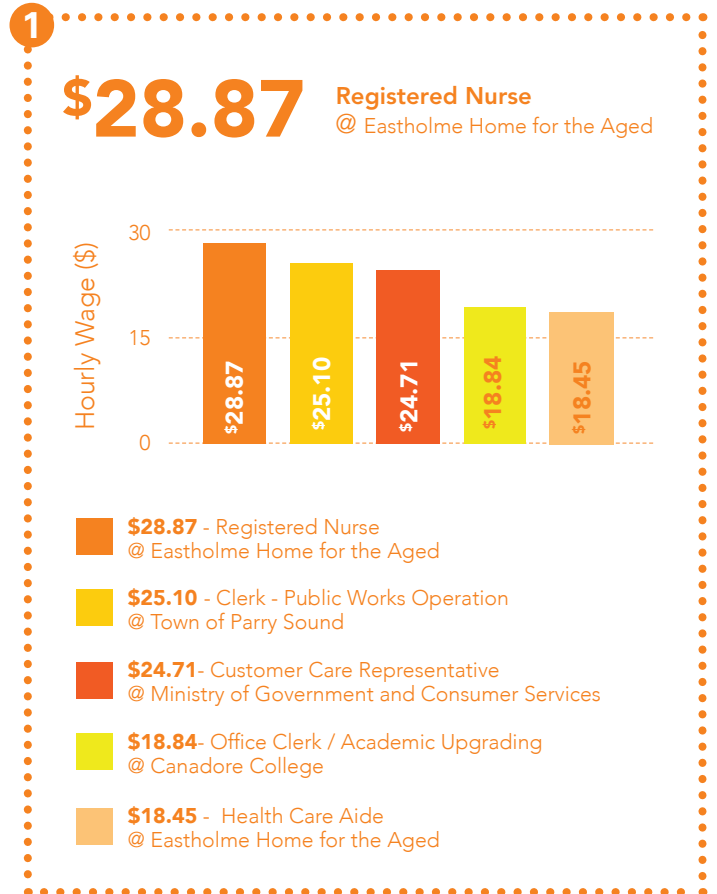
### Top 3 Occupational Categories (NOC)



## Highest Paying Jobs By Hourly Wage



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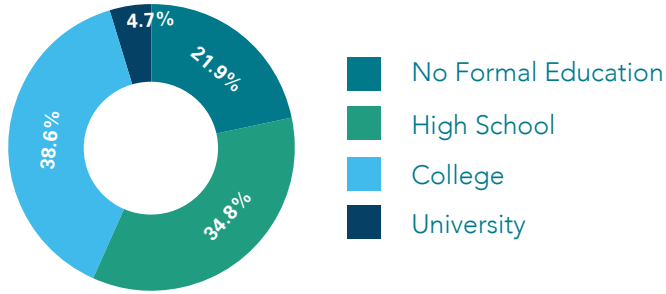
## Highest Paying Jobs By Annual Salary

- 1** **\$83,028**  
Program Manager - Healthy Families Program  
@ North Bay Parry Sound District Health Unit
- 2** **\$64,363**  
Technical Specialist / Project Management  
@ Defence Construction Canada
- 3** **\$54,296**  
Traffic Analyst  
@ Ministry of Transportation

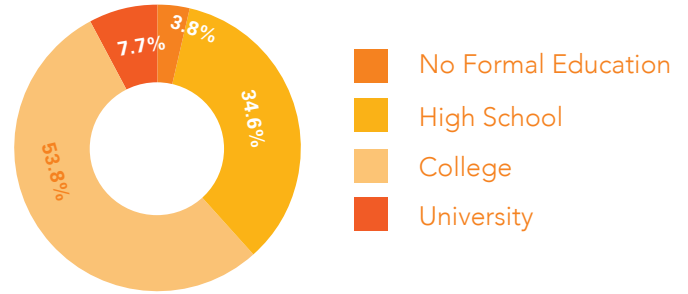
## Highest Paying Jobs By Annual Salary

- 1** **\$56,855**  
Financial Analyst  
@ Parry Sound District Social Services Administration Board
- 2** **\$39,020**  
Area Coordinator  
@ Muskoka Parry Sound Sexual Assault Services
- 3** **\$38,000**  
Chef - Executive  
@ 1891 Lake House Bistro

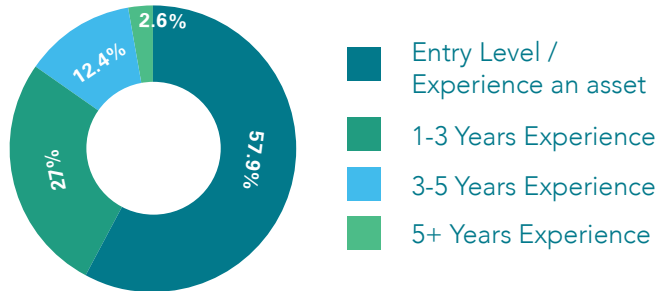
### Educational Level Requested:



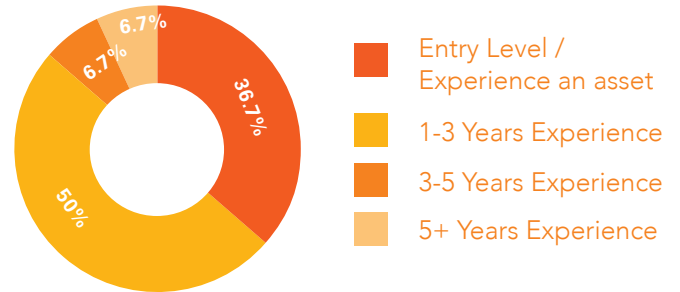
### Educational Level Requested:



### Required Experience Breakdown:



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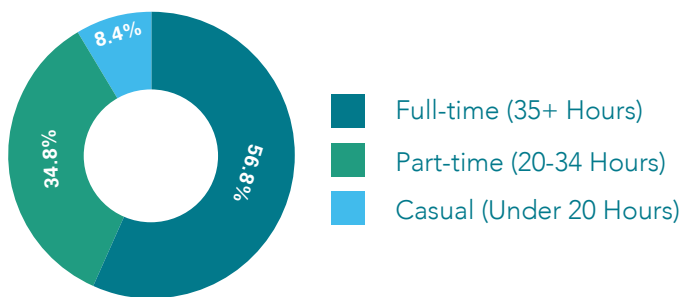
233

Postings listed experience requirements (70.8%)

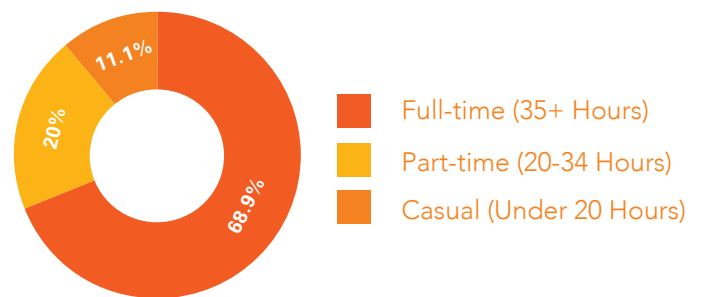
30

Postings listed experience requirements (58.8%)

### Full-time / Part-time Breakdown



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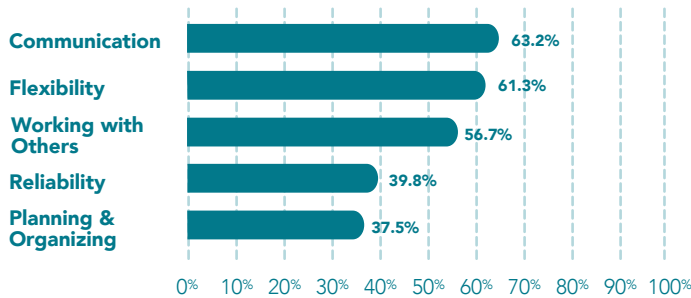
287

Postings listed hours offered (87.2%)

45

Postings listed hours offered (88.2%)

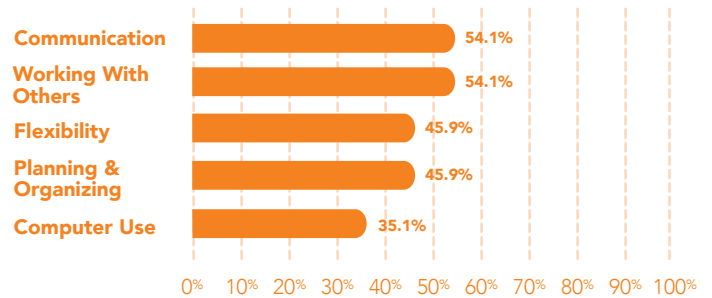
## Top 5 Most Desired Soft Skills



There were 329 vacancies recorded in December through a selection of online and print media sources. Although this is a very large; -31.5%, drop from the November figure of 480 vacancies the December total does remain in-line; +7.2%, with the current 3-year December average of 307 vacancies. 143 unique employers posted vacancies within the month; significantly higher than what has been seen the past two years with 114 in December of 2016 and 126 in the same month in 2015. Of the 319 recorded vacancies 92.7% (305) were from on-line sources, 23.7% (78) required some form of driver's license, 8.8% (29) needed individuals with access to a personal vehicle, 9.4% (31) were requesting a bilingual candidate and 38.6% (127) indicated that some form of a criminal record check will be needed for employment to be offered.

The average starting hourly wage (where listed) offered for vacancies in December was \$18.55/hour. This is significantly; +15.1%, higher than the current 12-month average of \$16.12/hour. This trend is expected to continue with the significant increase in minimum wage taking effect in January. The average starting salary (where provided) for December was \$42,408.43/year and was slightly lower; -8.2%, than the current 12-month average of \$46,173.52/year.

## Top 5 Most Desired Soft Skills



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The average starting hourly wage (where listed) offered for vacancies in December was \$17.44/hour. This is slightly; +8.7%, higher than the current 12-month average of \$16.04/hour. This trend is expected to continue with the significant increase in minimum wage taking effect in January. The average starting salary (where provided) for December was \$36,613.36/year and was significantly lower; -12.7%, than the current 12-month average of \$41,923.19/year.

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)



The Labour Market Group  
Guiding partners to workforce solutions.