

MONTHLY JOBS REPORT

DECEMBER 2018

Nipissing District

There were 345 job postings recorded in the month of December for opportunities within the Nipissing District. This total is slightly lower; -3.4% (-12), than November when there were 357 job postings recorded. The 2018 December total was notably higher; +9.0%, in comparison to the 4-year December average of 317. 123 unique employers posted jobs either online or in newspapers during the month of December.

345 Total Number of Job Postings **↓12** from Nov.

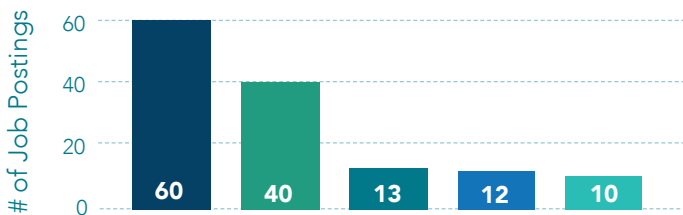
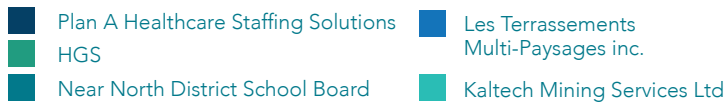
Parry Sound District

There were 50 job postings recorded for opportunities within the Parry Sound District in the month of December. Although this represents a very large drop; -49.5%, from the November total of 99 it is relatively closer; -15.6%, to the current 4-year December average of 59 job postings. These 50 occupations were posted by 28 unique employers; approximately -14.5% less than the 4-year December average of 33.

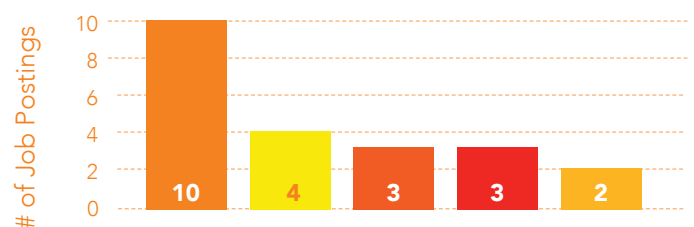
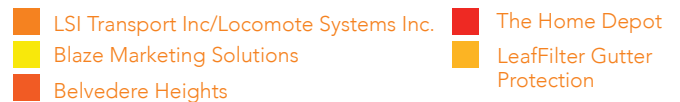
50 Total Number of Job Postings **↓49** from Nov.

* 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.

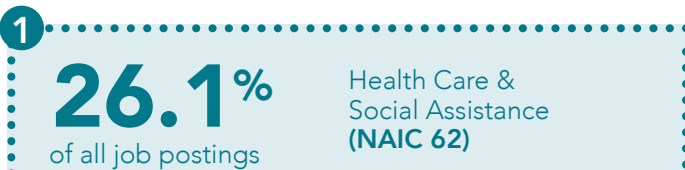
Top 5 Employers Posting Jobs



Top 5 Employers Posting Jobs



Top 5 Industries Hiring (NAICS)



Top 5 Positions

- 50** Registered Nurse
- 15** Personal Support Worker
- 3** Developmental Service Worker
- 2** Early Childhood Educator
- 2** Social Worker Case Manager

Top 5 Industries Hiring (NAICS)



Top 2 Positions

- 10** Driver - Truck
- 1** Reefer Mechanic

2 **20.6%** : Administrative & Support, Waste Management & Remediation Services (NAIC 56)

3 **11%** : Retail Trade (NAICS 44-45)

4 **7.8%** : Transportation & Warehousing (NAICS 48-49)

5 **6.4%** : Educational Services (NAIC 61)

2 **18%** : Retail Trade (NAICS 44-45)

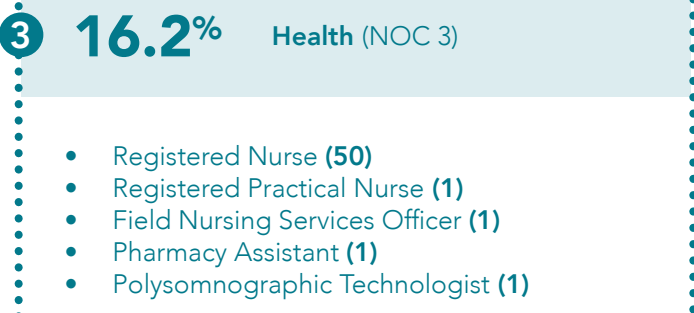
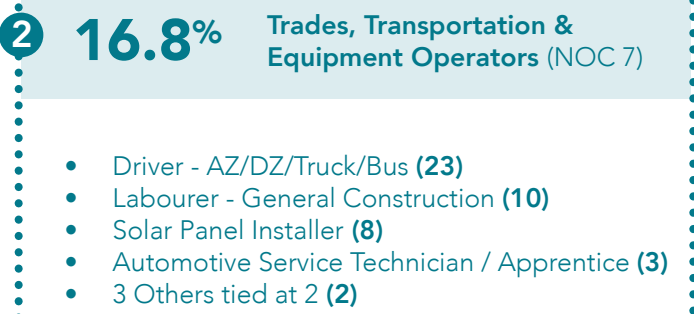
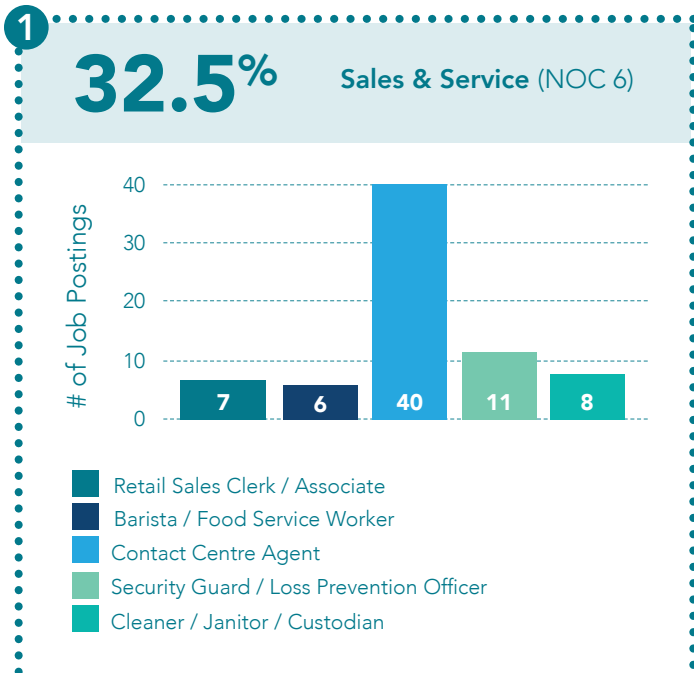
3 **14%** : Health Care & Social Assistance (NAIC 62)

4 **10%** : Professional, Scientific & Technical Serv. (NAIC 54)

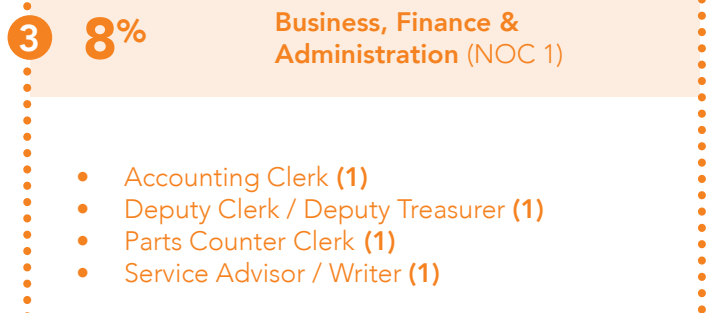
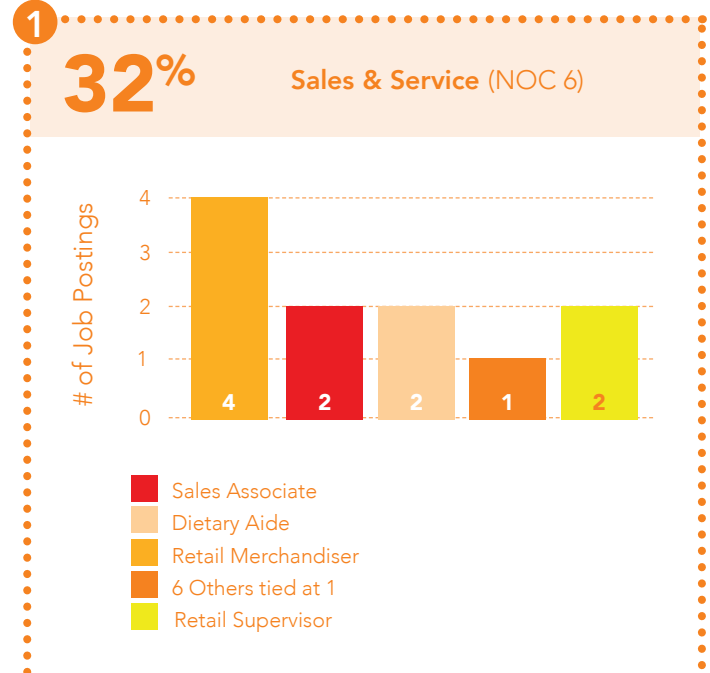
5 **6%** : Accommodation & Food Services (NAIC 72)

* 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.

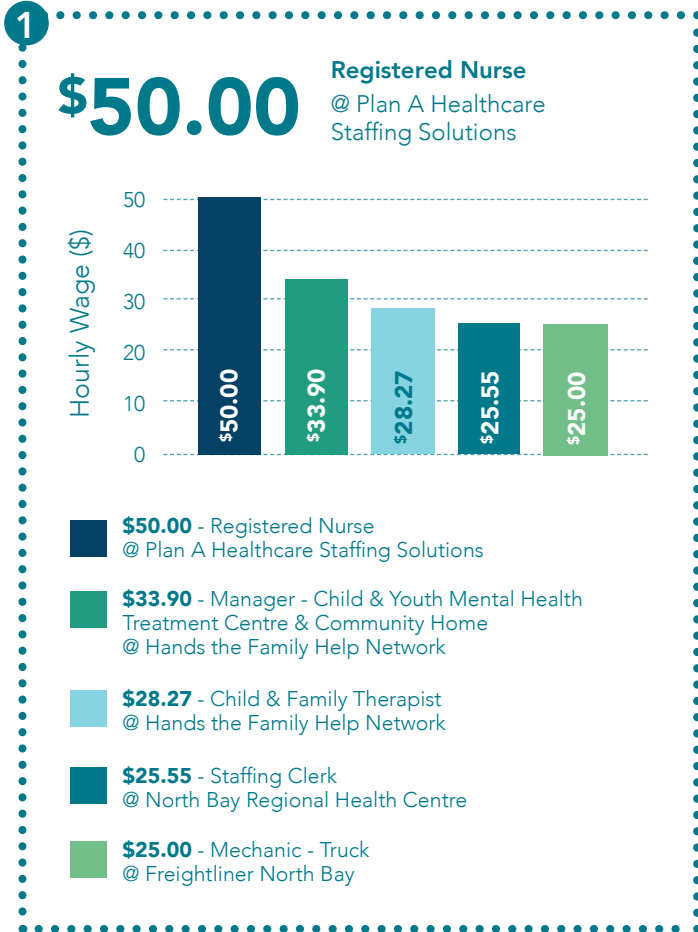
Top 3 Occupational Categories (NOC)



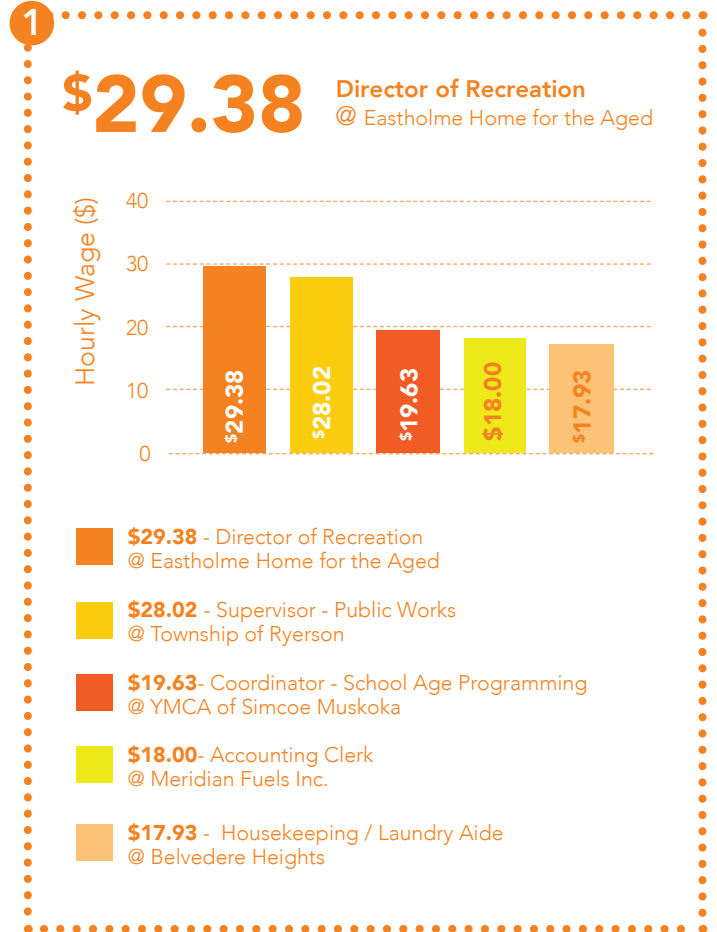
Top 3 Occupational Categories (NOC)



Highest Paying Posted Jobs By Hourly Wage



Highest Paying Posted Jobs By Hourly Wage



Highest Paying Posted Jobs By Annual Salary

1 **\$72,561**
Purchasing Agent
@ Near North District School Board

2 **\$65,077**
Case Manager
@ Veterans Affairs Canada

3 **\$63,331**
Communications Manager
@ Nipissing University

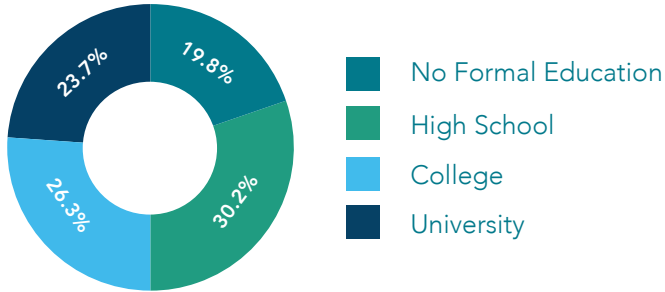
Highest Paying Posted Jobs By Annual Salary

1 **\$75,000**
Estimator / Sales
@ LeafFilter Gutter Protection

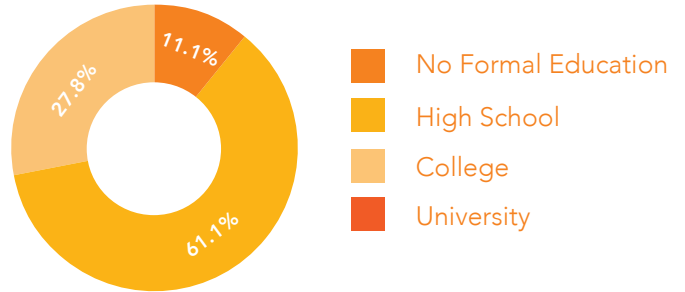
2 **\$46,600**
Management Trainee
@ Enterprise Holdings

3 **\$46,398**
Gas Fitter
@ Superior Propane

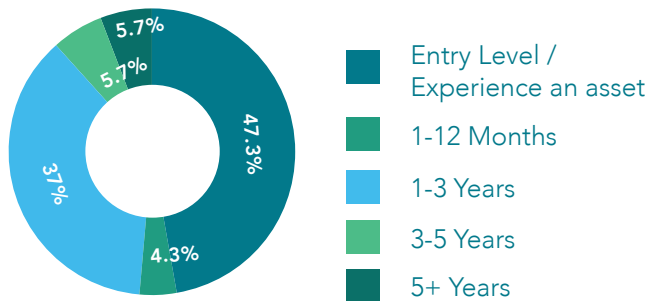
Educational Level Requested:



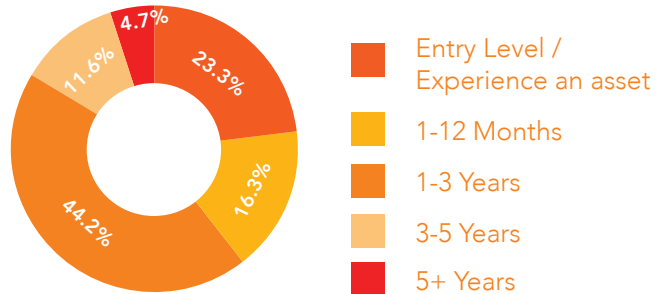
Educational Level Requested:



Required Experience Breakdown:



Required Experience Breakdown:



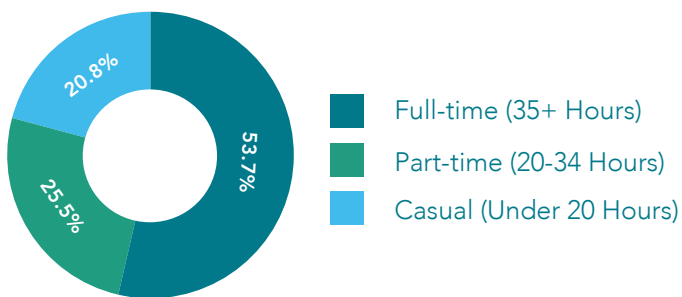
300

Postings listed experience requirements (87%)

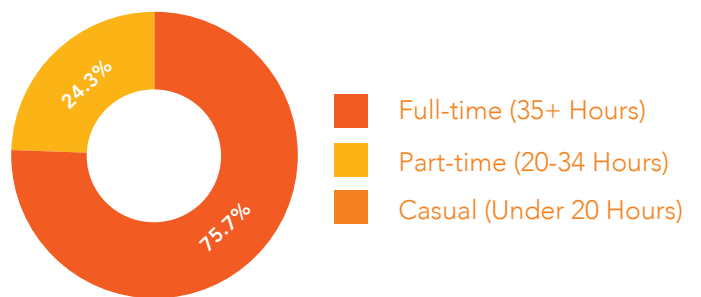
43

Postings listed experience requirements (86%)

Full-time / Part-time Breakdown



Full-time / Part-time Breakdown



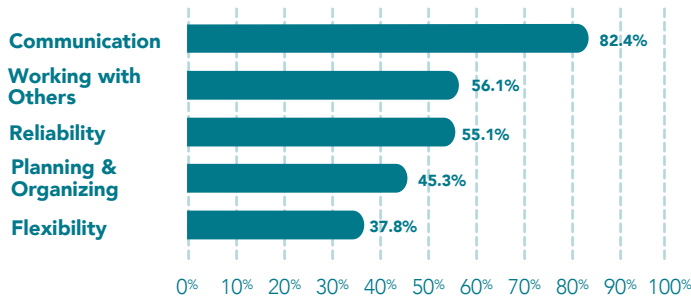
298

Postings listed hours offered (86.4%)

37

Postings listed hours offered (74%)

Top 5 Most Desired Soft Skills



There were 345 job postings recorded in the month of December for opportunities within the Nipissing District. This total is slightly lower; -3.4% (-12), than November when there were 357 job postings recorded. The 2018 December total was notably higher; +9.0%, in comparison to the 4-year December average of 317. 123 unique employers posted jobs either online or in newspapers during the month of December. Of the 345 job postings 98.8% (341) were recorded from various online sources, 10.1% (35) were seeking a bilingual candidate, 27.0% (93) required some form of valid Driver's License, 6.1% (21) asked applicants to have access to a personal vehicle and 55.7% (192) indicated that a criminal record check would be performed as a requirement for hiring.

219 of the job postings in December provided a hourly wage range for the position in question with the average starting wage being \$24.61/hour. This average is much greater; +35.4%, than the current 12-month average of \$18.18/hour. This inflation is mainly attributed to a large number of vacancies with one employer (Plan A Health Care Staffing) for one job (Registered Nurse) which was offering the highest starting wage at \$50.00/hour. 18.3% of the postings with a listed hourly wage indicated that they would be offering minimum wage. For postings which listed a starting annual salary the average was \$44,506.03/year; which is in line; -1.7%, with the current 12-month average of \$45,255.39/year.

The largest number of job postings; 90 (26.1%), were for opportunities within the Health Care and Social Assistance (NAICS-62) industry. This industry also saw the largest month-over-month increase; +11.0%, in job posting share when compared amongst all the major industry classifications. The largest month-over-month decrease amongst the major industry classifications was a -6.2% decrease for postings in the Transportation and Warehousing (NAICS-48-49) industry which represented 14.0% of the postings in November and only 7.8% in December.

WHAT IS THE LMG MONTHLY JOBS REPORT?

This Jobs Report is a monthly publication produced by The Labour Market Group. Each month we compile a list of jobs that were posted or advertised through a variety of sources in our community. This report provides current, key information about job postings in the Nipissing & Parry Sound districts. Job postings were gathered online from www.jobbank.gc.ca, www.indeed.ca, and 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. The job postings in this study are by no means an exhaustive list of every available job during the collection period. It is simply a tally of jobs posted from the sources listed above. For more clarification on the collection process of this Jobs report, please contact info@thelabourmarketgroup.ca. We would be more than happy to review our process with you!

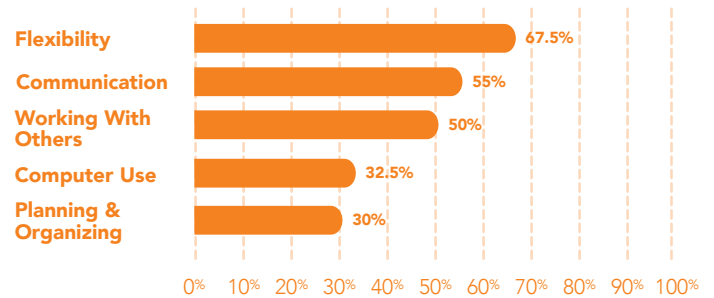
² Includes placement agencies, employment service providers and temporary agencies postings which could otherwise fall under other industries but actual employers are unknown at this time.

³ 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 jobs, please contact :

The Labour Market Group
Toll Free: 1-877-223-8909
info@thelabourmarketgroup.ca

Top 5 Most Desired Soft Skills



There were 50 job postings recorded for opportunities within the Parry Sound District in the month of December. Although this represents a very large drop; -49.5%, from the November total of 99 it is relatively closer; -15.6%, to the current 4-year December average of 59 job postings. These 50 occupations were posted by 28 unique employers; approximately -14.5% less than the 4-year December average of 33. Of the 50 job postings in December 96.0% (48) were recorded from online sources, 48.0% (24) required some form of valid Driver's License, 8.0% (4) needed the candidate to have access to a personal vehicle, 0.0% (0) were seeking bilingual individuals and 40.0% (20) indicated that a criminal record check would be conducted as a requirement of hiring.

15 (30.0%) of the recorded job postings in this month provided a hourly wage range being offered with the average starting wage being \$17.92/hour. This figure is consistent; +1.3%, with the current 12-month average of \$17.69/hour. Of the 6 (12.0%) job postings that listed an annual salary to be offered the average was \$54,666.34/year in comparison to the current 12-month average of \$44,626.17/year.

Opportunities within the Transportation and Warehousing (NAICS-48-49) industry accounted for the largest number of job postings in December accounting for 22.0% (11) of all postings. This share represents a slight increase; +1.8%, from November when this industry had 20.2% of the share when compared to all major industry classifications. The largest month-over-month increase in vacancy share of +9.0% was seen for opportunities within the Professional, Scientific and Technical Services (NAICS-54) industry; which made up 10.0% of the postings in December. The largest month-over-month decrease of -13.3% was for opportunities in the Health Care and Social Assistance (NAICS-62) industry; which now accounts for 14.0% of the postings in December.