

MONTHLY JOBS REPORT

MARCH 2019

Nipissing District

There were 509 job postings recorded within Nipissing District in the month of March. This is a notable increase; +9.2%, from the February total of 466 postings. The March 2019 figure is comparable; -1.4%, to the current 4-year March average of 516 postings. 226 unique employers posted jobs in March as compared to 176 (+28.4%) in February and the 4-Year March average of 202 (+11.7%).

509 Total Number of Job Postings **↑43** from Feb.

Parry Sound District

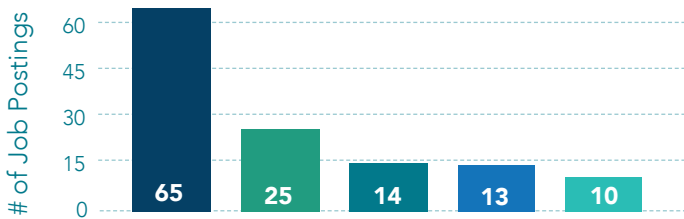
There were 196 job postings recorded within the Parry Sound District in the month of March. This represents a very large increase; +79.8%, from the February figure of 109 postings. The March 2019 total is also significantly higher; +28.7%, than the 4-year March average of 152 postings. 79 Unique employers posted positions in the month of March; up 14.9% from the 4-year March average of 69.

196 Total Number of Job Postings **↑87** from Feb.

* 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.

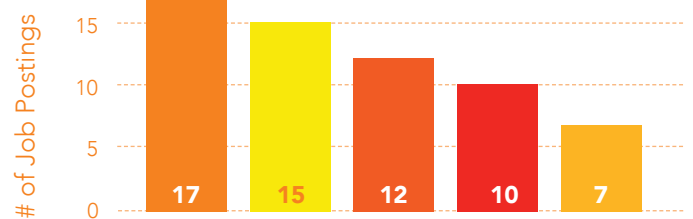
Top 5 Employers Posting Jobs

- Plan A Healthcare Staffing Solutions
- SDI Marketing
- North Bay Regional Health Centre
- HGS Canada Inc.
- LSI Transport Inc/ Locomote Systems Inc.



Top 5 Employers Posting Jobs

- Youthdale Treatment Centres
- West Parry Sound Health Centre
- The Home Depot
- LSI Transport Inc/ Locomote Systems Inc.
- Walmart Canada



Top 5 Industries Hiring (NAICS)

1 **24%** Health Care & Social Assistance (NAIC 62) of all job postings

Top 5 Positions

- 56** Personal Support Worker / Aide
- 12** Administrative Assistant / Receptionist
- 11** Registered Nurse
- 11** Registered Practical Nurse
- 3** Case Worker / Crisis Worker

Top 5 Industries Hiring (NAICS)

1 **21.4%** Accommodation & Food Services (NAIC 72) of all job postings

Top 5 Positions

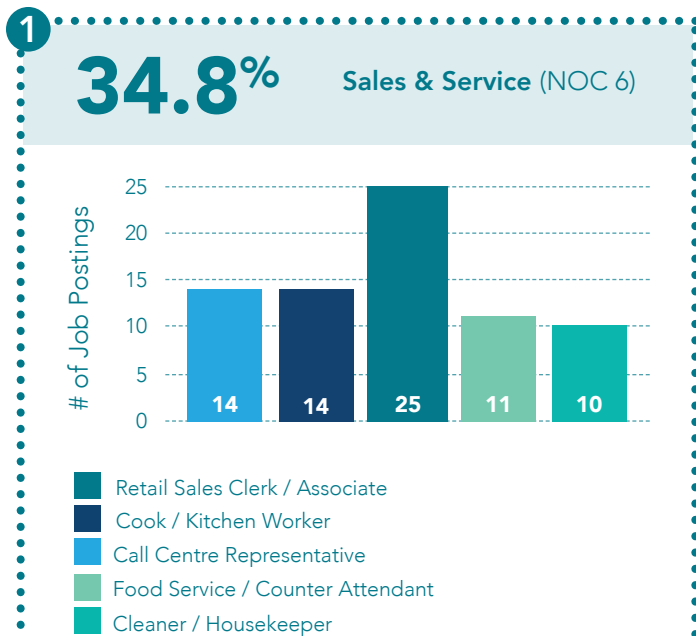
- 10** Cook / Kitchen Worker
- 9** Food & Beverage Server
- 4** Housekeeper
- 4** Activity Instructor / Teacher
- 2** 4 Others tied at 2

- 2 **16.3%** : Retail Trade (NAICS 44-45)
- 3 **10%** : Professional, Scientific & Tech Services (NAIC 54)
- 4 **8.6%** : Accommodation & Food Services (NAIC 72)
- 5 **6.5%** : Administrative & Support, Waste Management & Remediation Services (NAIC 56)

- 2 **18.9%** : Health Care & Social Assistance (NAIC 62)
- 3 **15.8%** : Retail Trade (NAICS 44-45)
- 4 **10.7%** : Transportation & Warehousing (NAICS 48-49)
- 5 **9.2%** : 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.

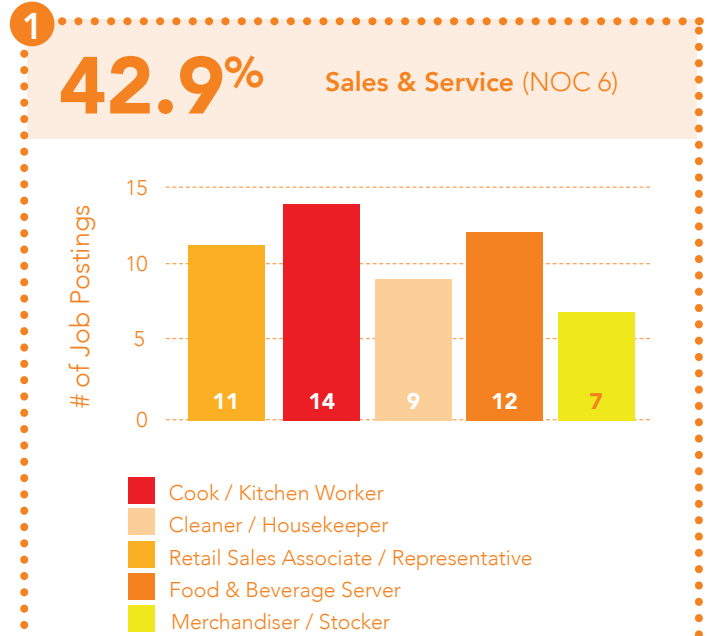
Top 3 Occupational Categories (NOC)



- 2 **14.7%** Health (NOC 3)
- Personal Support Aide (38)
 - Registered Nurse (11)
 - Registered Practical Nurse (11)
 - Dental Assistant (3)
 - 12 Others tied at 1 (1)

- 3 **14.7%** Trades, Transportation & Equipment Operator (NOC 7)
- Driver - Various (29)
 - Heavy Duty Equipment Technician (5)
 - Welder / Welder-Fitter (4)
 - Labourer - Various (4)
 - Roofer (4)

Top 3 Occupational Categories (NOC)



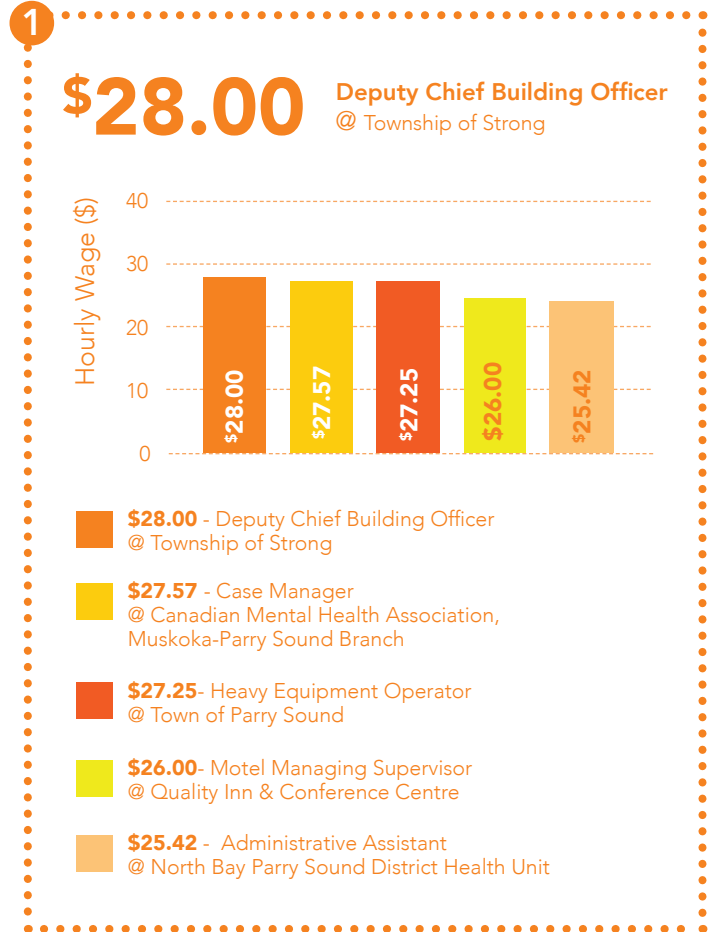
- 2 **20.9%** Trades, Transportation & Equipment Operators (NOC 7)
- Driver - Various (17)
 - Labourer - Construction / Carpentry (5)
 - Mechanic - Reefer (4)
 - Heavy Equipment Operator (4)
 - Welder (3)

- 3 **9.7%** Business, Finance & Administration (NOC 1)
- Administrative Assistant / Receptionist (8)
 - Accounting Technician / Billing Clerk (2)
 - Communications Officer / Clerk (2)
 - Circulation Clerk (1)
 - 6 Others tied at 1 (1)

Highest Paying Posted Jobs By Hourly Wage



Highest Paying Posted Jobs By Hourly Wage



Highest Paying Posted Jobs By Annual Salary

1 **\$85,191**
Human Resources Director
@ Union of Ontario Indians

2 **\$79,570**
Contract & Purchasing Specialist
@ District of Nipissing Social Services Administration Board

3 **\$70,000**
Sales Representative
@ Kenmar Basement Systems

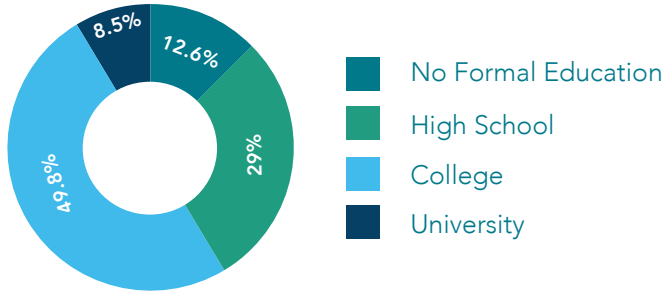
Highest Paying Posted Job By Annual Salary

1 **\$46,436**
Investment Specialist
@ Kawartha Credit Union

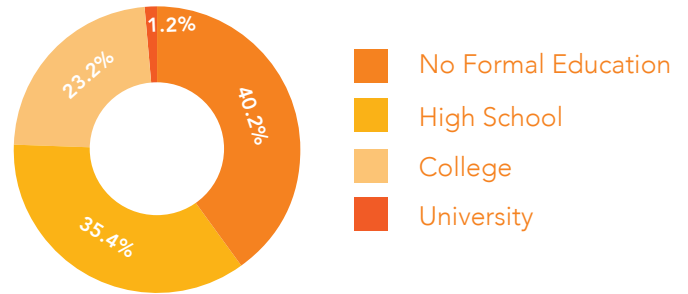
2 **\$45,000**
Real Estate Law Clerk
@ Area Law Professional Corporation

2 **\$40,040**
G.I.S. Technician
@ Township of the Archipelago

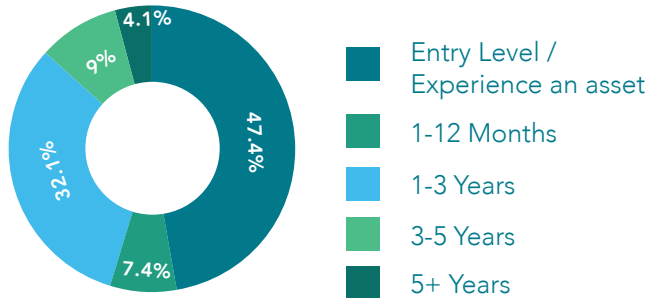
Educational Level Requested:



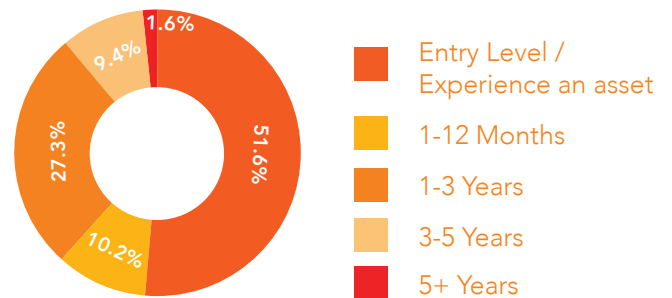
Educational Level Requested:



Required Experience Breakdown:



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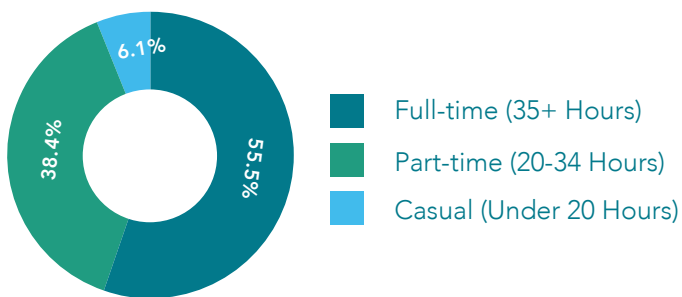
390

Postings listed experience requirements
(76.6%)

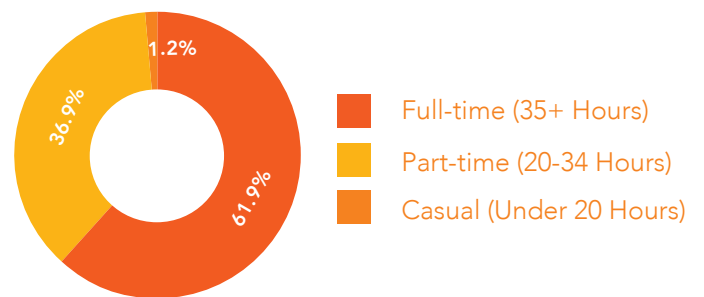
128

Postings listed experience requirements
(65.3%)

Full-time / Part-time Breakdown



Full-time / Part-time Breakdown



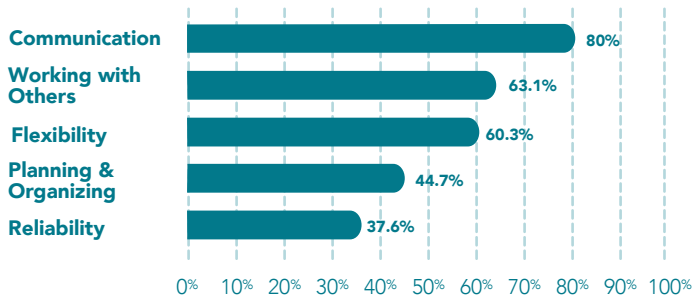
425

Postings listed hours offered (83.5%)

168

Postings listed hours offered (85.7%)

Top 5 Most Desired Soft Skills



There were 509 job postings recorded within Nipissing District in the month of March. This is a notable increase; +9.2%, from the February total of 466 postings. The March 2019 figure is comparable; -1.4%, to the current 4-year March average of 516 postings. 226 unique employers posted jobs in March as compared to 176 (+28.4%) in February and the 4-Year March average of 202 (+11.7%). Of the 509 postings discovered in March 98.6% (502) were from online sources, 25.5% (130) indicated that some form of driver's license would be required for the job, 6.5% (33) needed a candidate with their own vehicle, 10.2% (52) were seeking a bilingual candidate and 37.7% (192) stated that a criminal record check would be a condition of hiring.

The average starting hourly wage offered by postings in March was \$19.71/hour. This is slightly higher; +4.9%, than the current 12-month average of \$18.79/hour. Of the 262 postings that listed an hourly wage 63 (24.0%) were offering the provincial minimum wage of \$14.00/hour. Of the job postings offering an annual salary the average was \$48,874.08/year which is slightly higher; +4.7%, than the current 12-month average of \$46,680.98/year.

The largest number of job postings in March (24.0%) were for opportunities within the Health Care and Social Assistance (NAICS-62) industry; a slight increase of +4.9% from February when this industry accounted for 19.1% of the job postings. The greatest month-over-month increase amongst all major industry classifications was +5.7% for the Professional, Scientific and Technical Services (NAICS-54) industry while the largest month-over-month decrease of -13.1% was for opportunities in the Public Administration (NAICS-91) industry.

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!

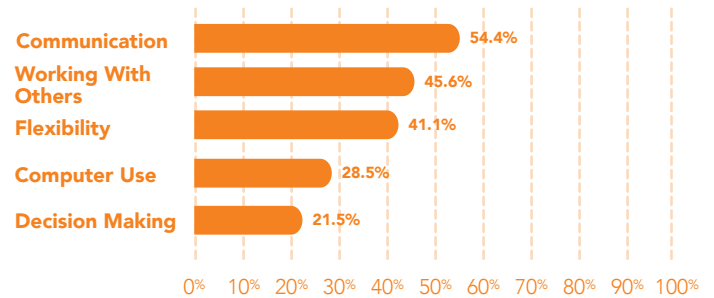
² Includes placement agencies, employment service providers and temporary agencies postings which could otherwise fall under other industries but actual employers are unknown at this time.

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 196 job postings recorded within the Parry Sound District in the month of March. This represents a very large increase; +79.8%, from the February figure of 109 postings. The March 2019 total is also significantly higher; +28.7%, than the 4-year March average of 152 postings. 79 Unique employers posted positions in the month of March; up 14.9% from the 4-year March average of 69. Of the 196 job postings 99.0% (194) were recorded from online sources, 27.6% (54) required some form of valid driver's license, 4.1% (8) were seeking an individual with access to a vehicle, 0.0% (0) required a bilingual candidate and 19.9% (39) stated that a criminal record check would be a condition to offer of employment.

The average starting hourly wage offered by job postings in March was \$17.56/hour. This average is in line; -2.2%, with the current 12-month average of \$17.96/hour. Of the 69 postings which listed an hourly wage 15.9% (11) were offering the provincial minimum wage of \$14.00/hour. The average starting annual salary for postings in March was \$38,309.50/year; which was significantly lower (-21.9%) than the current 12-month average of \$49,024.10/year.

One out of every five job postings; 21.4%, were for opportunities within the Accommodation and Food Services (NAICS-72) industry. This industry saw the largest month-over-month increase in posting representation with a +14.1% increase from the February figure of 7.3%. The greatest month-over-month decrease in job posting share amongst all major industry classifications was a -14.2% decrease within the Public Administration (NAICS-91) industry; which accounted for 5.1% of the postings in March.