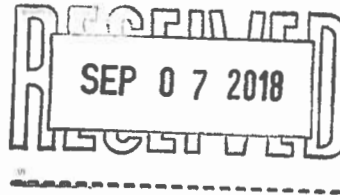


From: Temagami & District Chamber of Commerce <info@temagamiinformation.com>
Sent: Friday, September 7, 2018 12:36 PM
To: Temagami & District Chamber of Commerce
Subject: FW: LMG August Labour Focus
Attachments: LMG August 2018 Newsletter.pdf; LMG Aout 2018 Newsletter.pdf; July 2018 Jobs Report_FULLL.pdf

For Your Information.

Debbie Morrow
 Administrative Assistant
 Temagami & District Chamber of Commerce & Info Centre
 705-569-3344



www.temagamiinformation.com



- File Incoming Other
- Mayor
- Council I A
- CAO
- Building
- Finance S C
- Ec Dev S C
- Parks & Rec S C
- Planning S C
- Public Wks S C
- PPP
- Social Services
- _____
- _____



Virus-free. www.avg.com

IN THIS EDITION

- WANTED: A Skilled Workforce
- Employment Services
- Manufacturing Jobs in Ontario
- Canada Tourism Facts

JOBS REPORT JULY 2018

TOTAL NUMBER OF JOB POSTINGS

Nipissing 602
Parry Sound 165

TOP INDUSTRY WITH VACANCIES

Nipissing
Administrative Support
(15.4%)

Parry Sound
Retail Trade (18.8%)

To view the full report, visit our website
www.thelabourmarketgroup.ca

WANTED: A SKILLED WORKFORCE

Ontario's skills shortages cost the economy up to \$24.3 billion in forgone GDP and \$3.7 billion in provincial tax revenues annually.

- \$24 billion is about 4% of provincial GDP.
- Skills gaps are projected to become worse without action to address them.
- Businesses would find themselves **without the people they need to grow**.
- Many Ontarians would find themselves **unemployed or underemployed**.

What causes Skills gaps?



73% of employers say skills requirements have increased over the past decade.
76% of employers say skills requirements will increase further over the next decade.

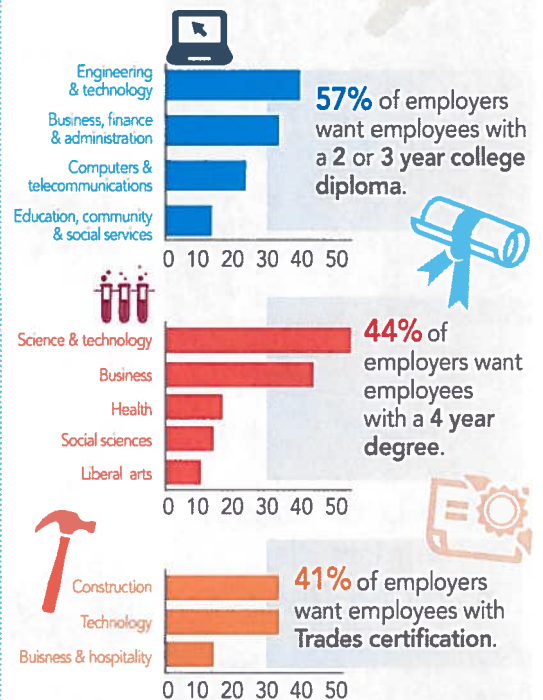
And there is a misalignment between the number of PSE graduates in Ontario, their subject areas and employers' needs.

Employers are investing less than ever in training and development. They are also losing skilled and experienced workers due to aging and retirement.



What do employers need?

In surveying over 1,500 Ontario employers employing over 750,000 people, they say they are **IN NEED** of the following kinds of post-secondary credentials.



Source: The Conference Board of Canada

EMPLOYMENT SERVICES Employment Services will help you find great employees while saving you time and money.



WE CAN HELP!

- Assist with your recruitment needs.
- Find the right candidate for your company (qualified, skilled candidate).
- Provide pre-screening services free of charge.
- List your job order on their online and in-house job board.
- Assist with the interview process.
- Provide space to conduct your interview if needed.
- Provide on-site assistance for problem solving, interventions, job coaching, monitoring.
- Provide post-hiring support.
- Provide training incentives for eligible clients.
- Assist with access to the Canada-Ontario Job Grant.



SECOND CAREER!

What does a Second Career give you?

New skills! needed for jobs in demand now.

Also, financial support when you qualify for a second career.



Apply for up to \$28,000 for costs including:

- tuition
- books
- manuals, workbooks or other instructional costs
- transportation
- basic living allowance (maximum \$410 per week)
- child care



For more information, contact your local EO service providers.

T. 705.474.0812
Toll Free 1.877.223.8909
F. 705.474.2069

101 Worthington St. East
Suite 238
North Bay, Ontario

1 College Dr.
Parry Sound, Ontario

The Labour Market Group is funded by



THE 10 MOST SOUGHT AFTER SKILLS PER SECTOR

ENGINEERING

- CAD
- 3D
- Graphic Design
- Professional Engineer
- Automation
- Engineering Design
- Layout Design
- Cost Control
- PLC
- Microsoft Project



2018 Local Labour Market Plan NOW AVAILABLE

Questions or concerns? Feel free to contact us at info@thelabourmarketgroup.ca

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YOUTH JOB CONNECTION

EMPLOYMENT ONTARIO

Supports Include:

The Youth Job Connection program serves youth aged 15 to 29 who experience multiple and/or complex barriers to employment by providing more intensive supports beyond traditional job search and placement opportunities.

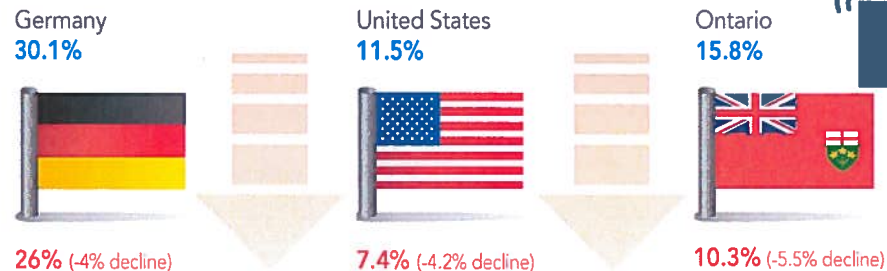


- Paid pre-employment training to promote job-readiness;
- Job matching and paid job placements, with placement supports for participants and hiring incentives for employers;
- Mentorship services; and
- Education and work transitions supports.

MANUFACTURING JOBS IN ONTARIO

Automation, Globalization, Exchange Rates, and Low Productivity help explain why manufacturing employment has dropped from 15.8% to 10.3% of Ontario's workforce.

Manufacturing Employment as a share of total employment: 2000 | 2011



Source: <https://mowatcentre.ca/how-ontario-lost-300000-manufacturing-jobs/>



CANADA TOURISM FACTS



Tourism Labour Highlights

Tourism provides significant employment for young people. The 2016 census showed that 560,000 youth (age 15-24) worked in tourism. They make up 31% of Canada's tourism workforce, compared to only 13% of the overall labour force and population.

The tourism sector is a significant source of employment for newcomers to Canada. The 2016 census showed that 28% of tourism employees were immigrants or non-permanent residents.

Source: <http://tourismhr.ca/labour-market-information/tourism-facts/>



Labour Shortage Impact

Current rates of labour force growth in the tourism sector suggest that 345,000 jobs can be created between 2015 and 2035 based on the number of workers available to fill those jobs. While this is impressive growth, it does limit the full expansion of Canada's tourism sector.

Between 2015 and 2035, another 192,600 potential jobs could go unfilled, bringing the total number of unfilled tourism jobs during the 2010-2035 period to just under 240,000. That's 10.5% of the jobs that potential spending would support.



READY. SET. HIRED.

Job Portal for the districts of Nipissing and Parry Sound

There are currently 713 jobs available.
Find yours TODAY! readysethired.ca



www.thelabourmarketgroup.ca

MONTHLY JOBS REPORT

JULY 2018

Nipissing District

July 2018 saw 602 recorded job postings within the Nipissing District. This represents a substantial increase; +21.6%, from the previous month's figure of 495. The July 2018 total is also substantially greater; +24.6%, than the current 4-year July average of 483 job postings. A significant portion; 17.0%, of the postings of this month came from only 2 employers; HGS (72) and Statistics Canada (30). If it were not for these 102 combined postings the monthly figure would have been comparable to the previous month; +1.0%, and more in line; +9.3%, with the 4-year July average. 252 unique employers posted jobs in the month of July; which is also a drastic increase from both the previous month; +15.6%, as well as the 4-year July average of 28.2%.

602 Total Number of Job Postings **↑107** from Jun.

Parry Sound District

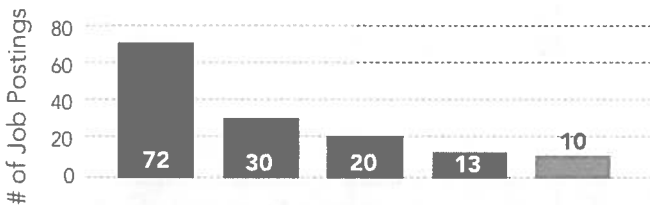
July 2018 saw 165 recorded job postings within the Parry Sound District. This represents a notable increase, +8.6%, from the previous month's figure of 152. The July 2018 total is also substantially greater, +34.7%, than the current 4-year July average of 123 job postings. Of the 165 job postings this month 84.2% (139) were primarily discovered through online sources, 16.4% (27) required some form of a driver's license, 3.6% (6) required access to a personal vehicle, 1.2% (2) were seeking a bilingual candidate and 10.9% (18) indicated that a criminal record check would be a condition of hire.

165 Total Number of Job Postings **↑13** from Jun.

* 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.

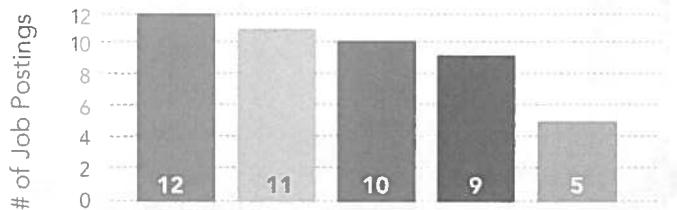
Top 5 Employers Posting Jobs

- HGS Canada
- Statistics Canada
- Logistec Corporation
- Nipissing-Parry Sound Catholic District School Board
- Stock Transportation



Top 5 Employers Posting Jobs

- Municipality of Magnetawan
- Walmart Canada
- Phoenix Building Components Inc.
- West Parry Sound Health Centre
- Almaguin Forest Products



Top 5 Industries Hiring (NAICS)

1 **15.4%** of all job postings
Administrative & Support, Waste Management and Remediation Services (NAIC 56)

Top 5 Positions

- 70** Inbound Customer Service Representative (Call Centre)
- 8** Cleaner
- 2** Labourer - General Construction
- 2** Heavy Equipment Operator
- 2** Personal Support Worker

Top 5 Industries Hiring (NAICS)

1 **18.8%** of all job postings
Retail Trade (NAICS 44-45)

Top 5 Positions

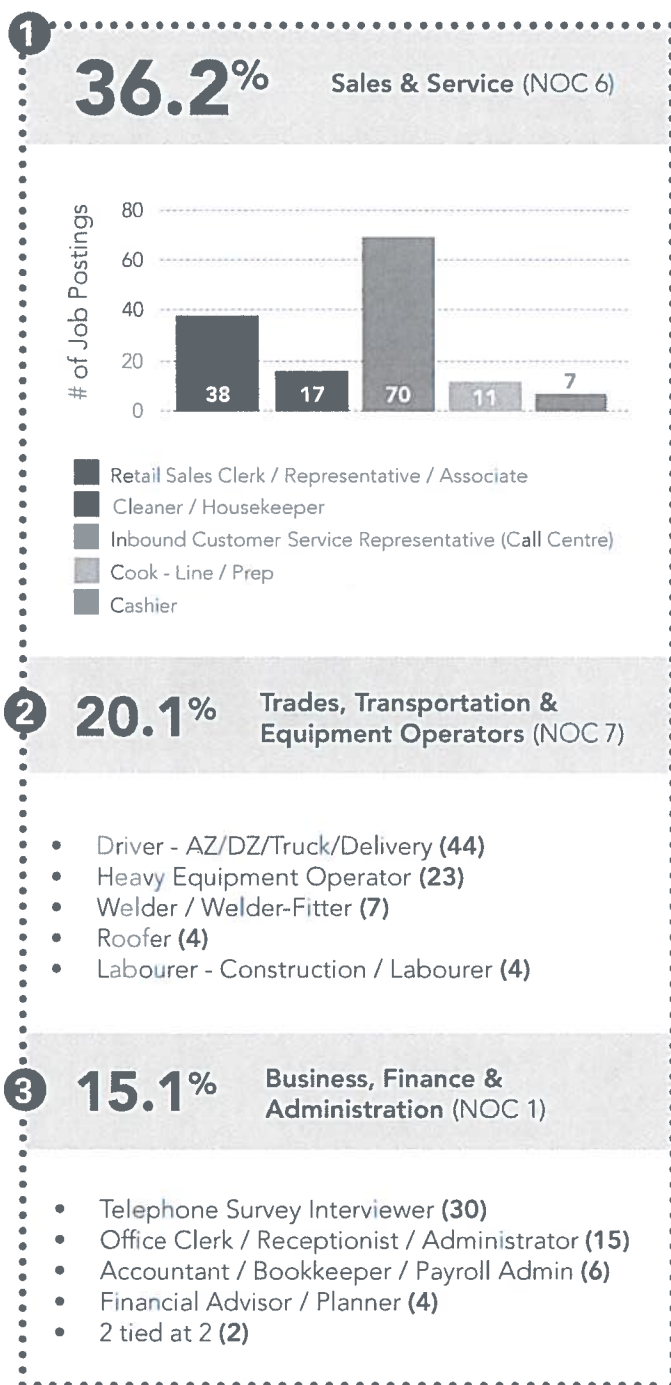
- 11** Retail Sales Associate
- 5** Merchandiser / Stocker
- 4** Retail Supervisor
- 3** Cashier
- 2** Order Picker

- 2 15.3% : Retail Trade (NAICS 44-45)
- 3 12.8% : Health Care & Social Assistance (NAIC 62)
- 4 10.1% : Transportation & Warehousing (NAICS 48-49)
- 5 9% : Accommodation & Food Services (NAIC 72)

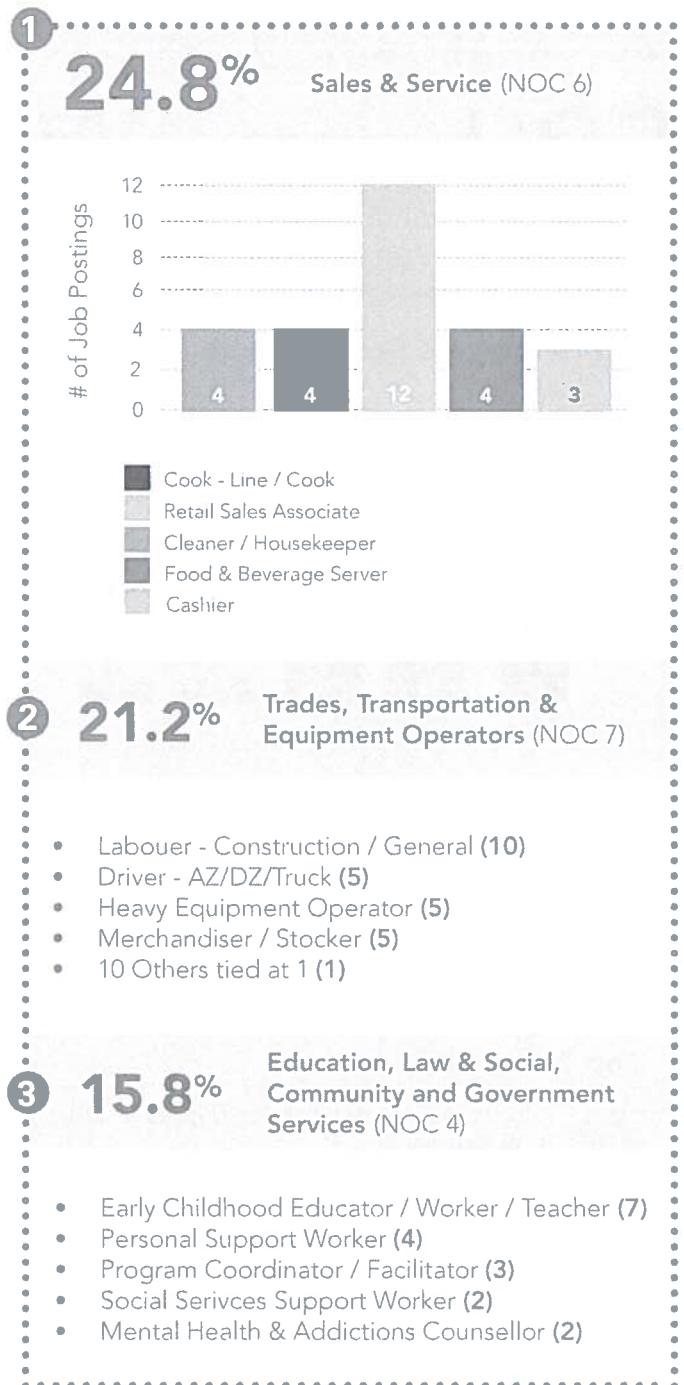
- 2 18.2% : Health Care & Social Assistance (NAIC 62)
- 3 12.1% : Manufacturing (NAICS 31-33)
- 4 11.5% : Public Administration (NAIC 91)
- 5 10.9% : Construction (NAIC 23)

* 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.

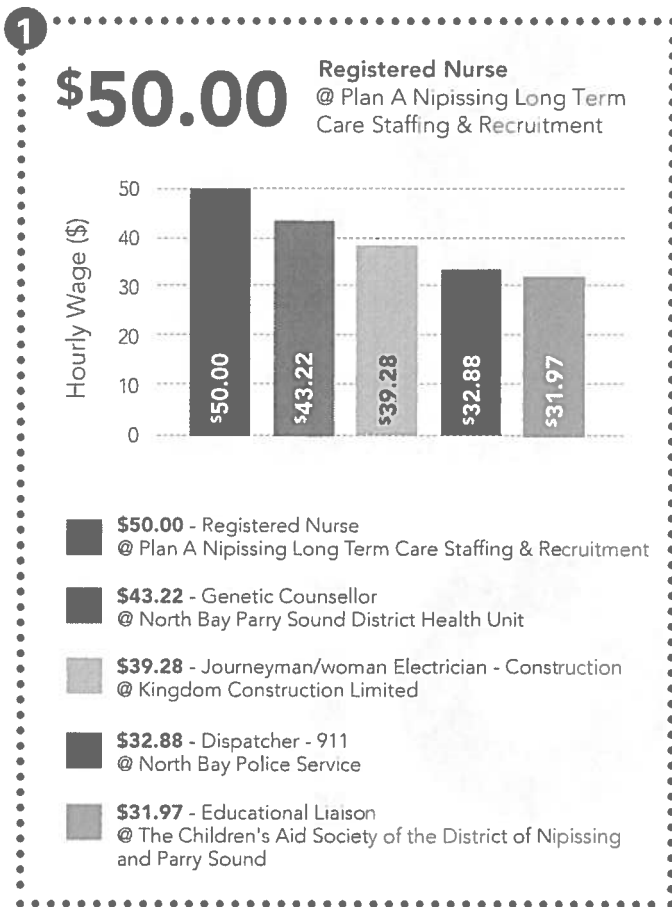
Top 3 Occupational Categories (NOC)



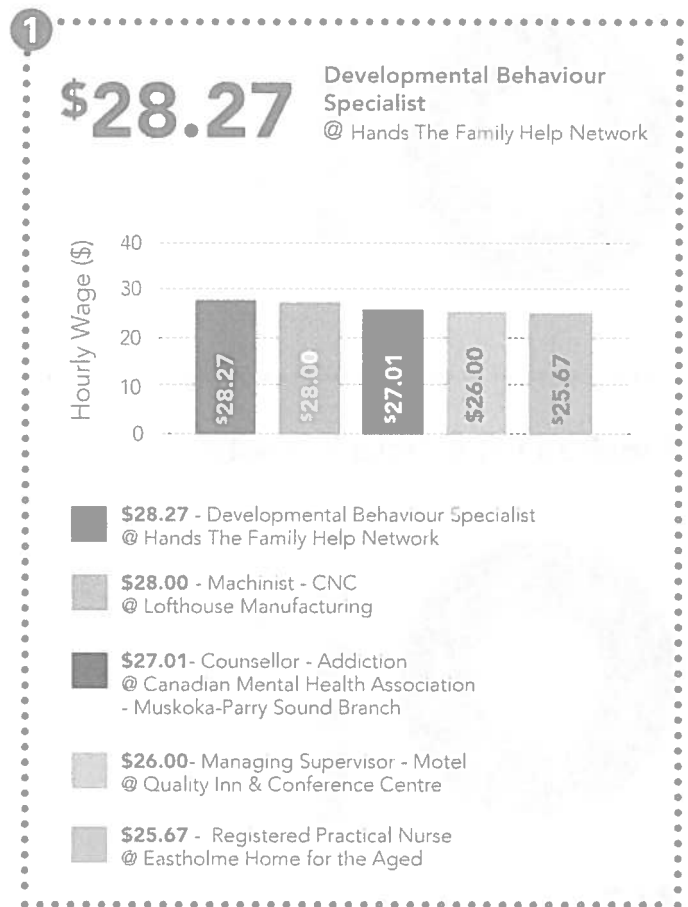
Top 3 Occupational Categories (NOC)



Highest Paying Posted Jobs By Hourly Wage



Highest Paying Posted Jobs By Hourly Wage



Highest Paying Posted Jobs By Annual Salary

1 **\$85,000**
Business Consultant
@ Stroma Service Consulting Inc.

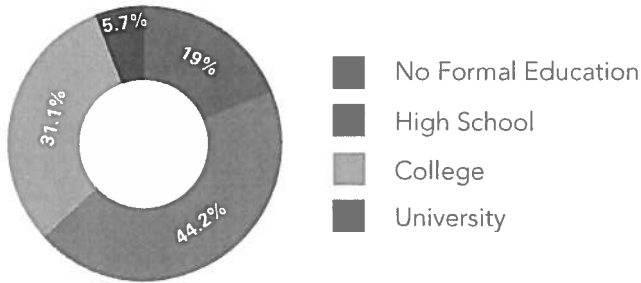
2 **\$84,867**
Manager - Clinical Services
@ Cassellholme Home for the Aged

3 **\$77,176**
Manager - Diagnostic & Therapeutic Services
@ West Nipissing General Hospital

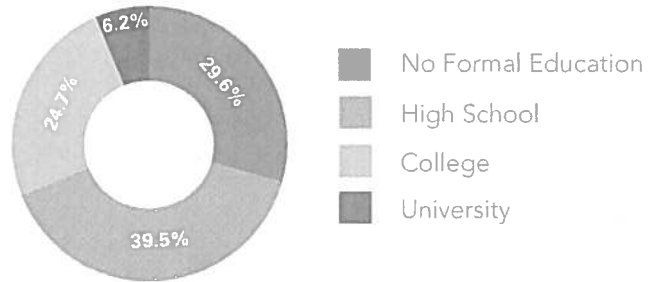
Highest Paying Posted Jobs By Annual Salary

1 **\$70,000**
Water Well Driller
@ Marshall Well Drilling

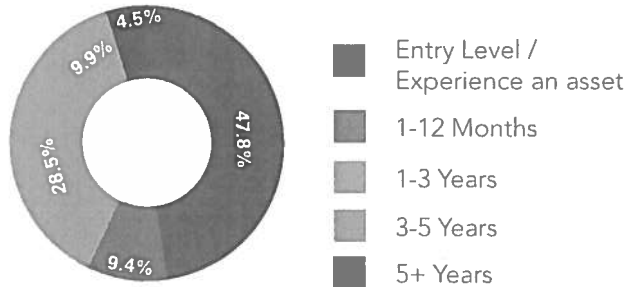
Educational Level Requested:



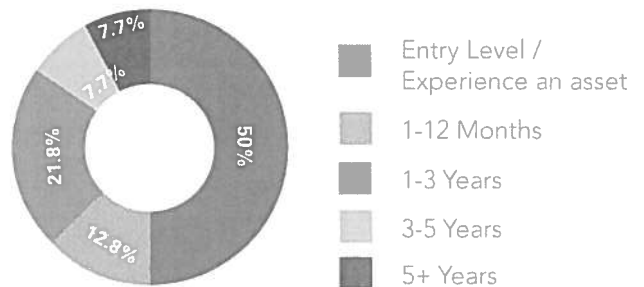
Educational Level Requested:



Required Experience Breakdown:



Required Experience Breakdown:



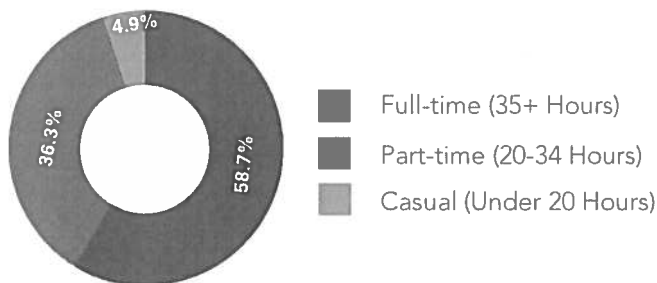
467

Postings listed experience requirements (77.6%)

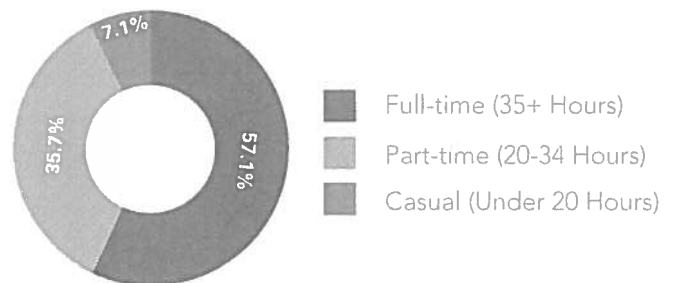
78

Postings listed experience requirements (47.3%)

Full-time / Part-time Breakdown



Full-time / Part-time Breakdown



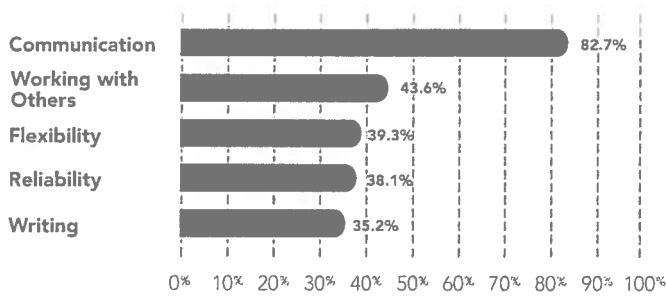
526

Postings listed hours offered (87.4%)

126

Postings listed hours offered (76.4%)

Top 5 Most Desired Soft Skills



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Of the 602 job postings this month 98.2% (591) were primarily discovered through online sources, 30.1% (181) required some form of a driver's license, 5.6% (34) required access to a personal vehicle, 13.5% (81) were seeking a bilingual candidate and 35.5% (214) indicated that a criminal record check would be a condition of hire.

335 of the job postings recorded listed a starting hourly wage and of these the average wage was \$17.07/hour. The July average was nearly identical to both the June average of \$17.04/hour (+0.2%) and the current 12-month average of \$17.02/hour (+0.3%). Of the 335 job postings with a starting hourly wage posted 75 were offering the provincial minimum wage; representing 22.4% of the postings where wages were provided. 32 job postings in July provided a starting annual salary and of those the average was \$45,001.44/year. This figure remains in-line; +1.4%, with the current 12-month average of \$44,360.49/year.

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!

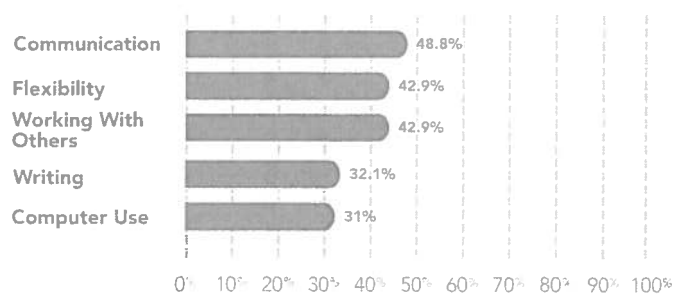
² Includes placement agencies, employment service providers and temporary agencies postings which could otherwise fall under other industries but actual employers are unknown at this time.

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



July 2018 saw 165 recorded job postings within the Parry Sound District. This represents a notable increase; +8.6%, from the previous month's figure of 152. The July 2018 total is also substantially greater; +34.7%, than the current 4-year July average of 123 job postings.

Of the 165 job postings this month 84.2% (139) were primarily discovered through online sources, 16.4% (27) required some form of a driver's license, 3.6% (6) required access to a personal vehicle, 1.2% (2) were seeking a bilingual candidate and 10.9% (18) indicated that a criminal record check would be a condition of hire.

72 of the job postings recorded listed a starting hourly wage and of these the average wage was \$17.83/hour. The July average was slightly higher; +2.4%, than the June average of \$17.41/hour and notably greater; +5.3%, than the current 12-month average of \$16.94/hour. Of the 72 job postings with a starting hourly wage posted 12 were offering the provincial minimum wage; representing 16.7% of the postings where wages were provided. There were not enough job postings in the month to allow for statistical significance in regards to providing an average annual salary offered by employers. The current 12-month average is \$44,087.71/year.