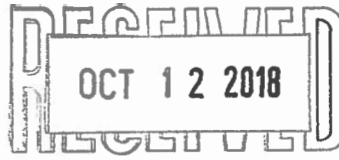


From: Temagami & District Chamber of Commerce <info@temagamiinformation.com>
Sent: Friday, October 12, 2018 10:53 AM
To: Temagami & District Chamber of Commerce
Subject: FW: LMG September Labour Focus
Attachments: LMG September 2018 Newsletter.pdf; LMG Septembre 2018 Newsletter.pdf; August 2018 Jobs Report_FULLL.pdf

For Your Information.

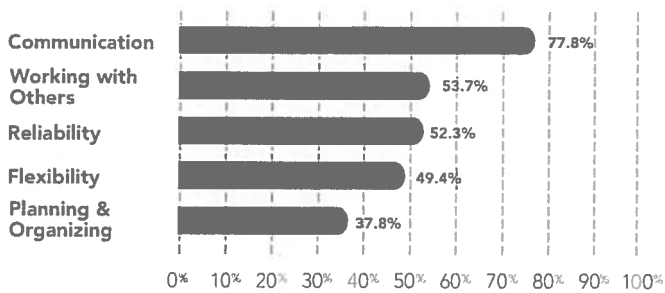
Debbie Morrow
 Administrative Assistant
 Temagami & District Chamber of Commerce & Info Centre
 705-569-3344

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
- _____
- _____

Top 5 Most Desired Soft Skills



There were 630 job postings recorded in the month of August within the Nipissing District. This figure does represent a notable increase; +4.7%, from July when 602 job postings were recorded. The August figure is also vastly higher; +21.6%, than the current 4-year August average of 518 job postings. 247 unique employers posted jobs within the month; a slight decrease of -2.0% from the July total of 252 unique employers. Of the 630 job postings recorded; 97.1% (612) were initially discovered through online sources, 12.5% (79) were seeking a bilingual candidate, 26.5% (167) required some form of driver's license, 4.1% (26) indicated that a personal vehicle was require for employment and 35.1% (221) listed a criminal record check as a condition of hire.

385 job postings listed a starting hourly wage with the average being \$18.48/hour. This figure represents a +7.4% jump from the current 12-month average of \$17.21/hour. Out of these 385 postings 114 or 29.8% were offering the provincial minimum wage of \$14.00/hour. 27 of the job postings in August listed a starting annual salary with an average offering of \$40,549.52/year. This average is notable below the current 12-month average of \$44,383.12/year.

The Administrative and Support, Waste Management and Remediation Services (NAICS-56) industry had the largest amount of job postings with 21.4% (135) of the monthly total. This particular major industry classification saw the largest month-over-month increase; +6.0%, in overall share of job postings amongst all the major industry classifications. The largest month-over-month decrease in overall share of job postings of -4.4% was seen in the Transportation and Warehousing (NAICS-48-49) industry; which represents 5.7% (36) of the job postings in August.

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!

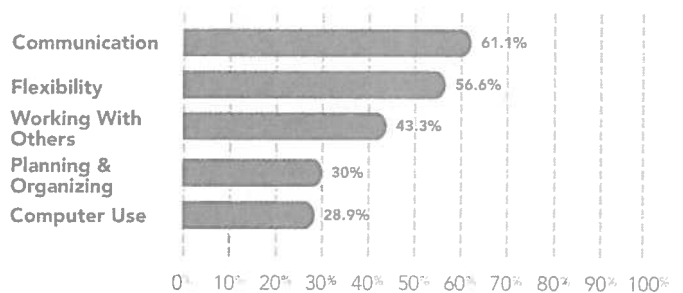
² Includes placement agencies, employment service providers and temporary agencies postings which could otherwise fall under other industries but actual employers are unknown at this time.

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 156 job postings recorded in the month of August within the Parry Sound District. This figure does represent a notable decrease; -5.5%, from July when 165 job postings were recorded. The August figure is also vastly higher; +23.6%, than the current 4-year August average of 126 job postings. 67 unique employers posted jobs within the month, a significant decrease of -10.7% from the July total of 75 unique employers. Of the 156 job postings recorded, 92.3% (144) were initially discovered through online sources, 1.3% (2) were seeking a bilingual candidate, 32.7% (51) required some form of driver's license, 12.2% (19) indicated that a personal vehicle was require for employment and 12.8% (20) listed a criminal record check as a condition of hire.

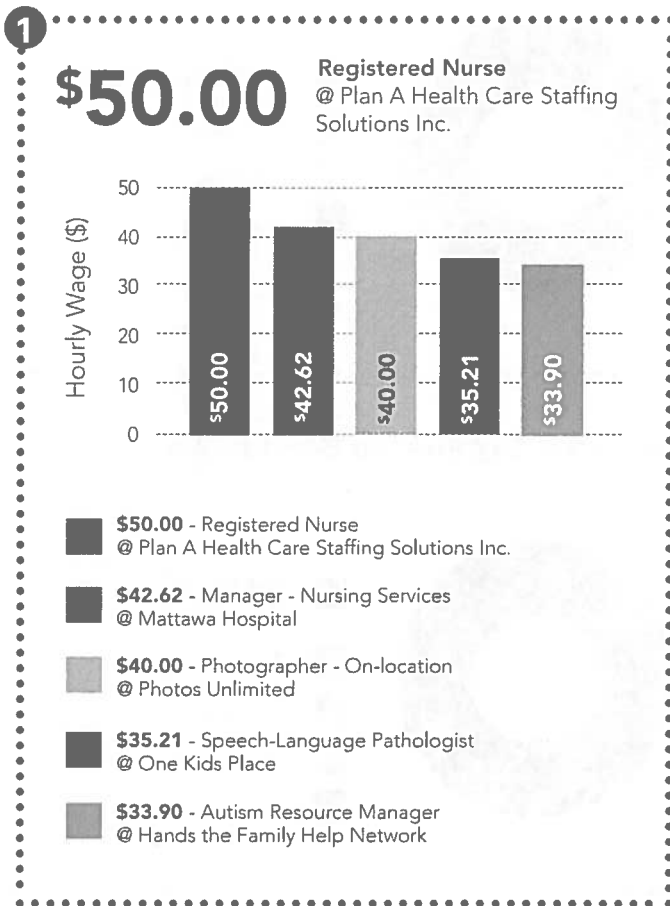
77 job postings listed a starting hourly wage with the average being \$18.01/hour. This figure represents a +5.4% jump from the current 12-month average of \$17.08/hour. Out of these 77 postings 22 or 28.6% were offering the provincial minimum wage of \$14.00/hour. There were not enough job postings in August which listed a starting annual salary in order to provide a statistically significant average. The current 12-month average is \$44,327.41/year.

The Health Care and Social Assistance (NAICS-62) industry had the largest amount of job postings with 29.5% (46) of the monthly total. This particular major industry classification saw the largest month-over-month increase; +11.3%, in overall share of job postings amongst all the major industry classifications. The largest month-over-month decrease in overall share of job postings of -6.4% was seen in the Manufacturing (NAICS-31-33) industry, which represents 5.8% (9) of the job postings in August.

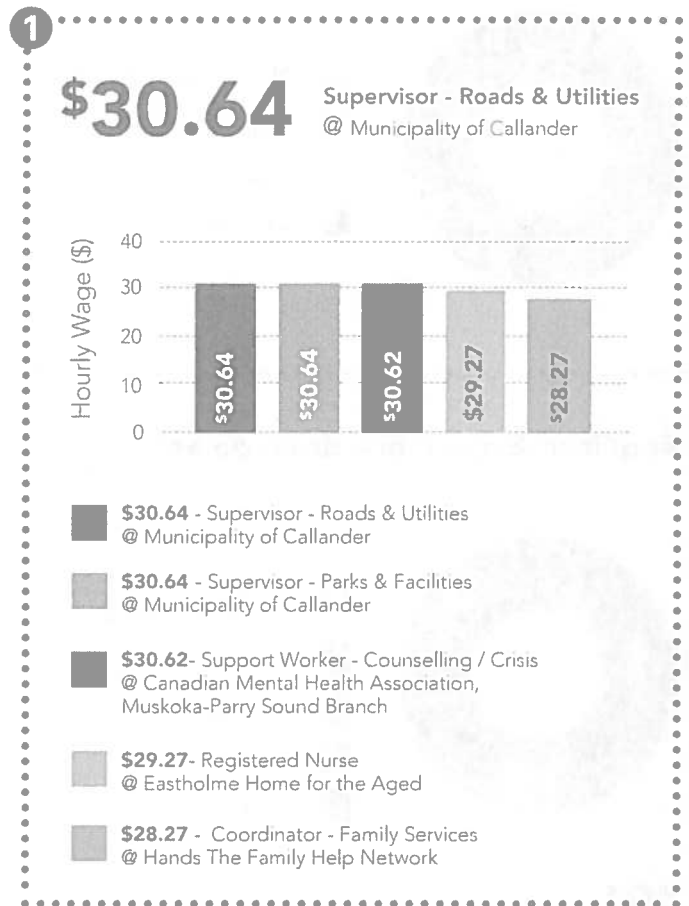


The Labour Market Group
Guiding partners to workforce solutions.

Highest Paying Posted Jobs By Hourly Wage



Highest Paying Posted Jobs By Hourly Wage



Highest Paying Posted Jobs By Annual Salary

1 **\$69,213**
Manager - Nursing Registry
@ Les Soeurs de l'Assomption SV

2 **\$69,000**
Retirement Home Manager
@ C.L.A. Personnel

3 **\$60,137**
Administrator - Education Programs
@ Nipissing University

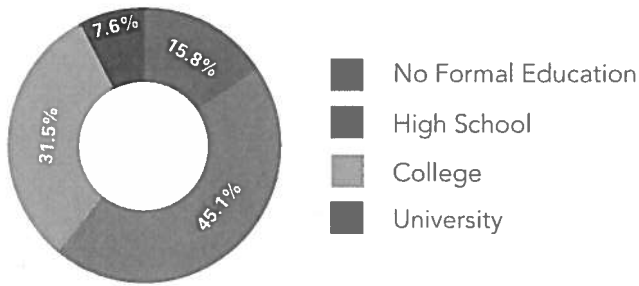
Highest Paying Posted Jobs By Annual Salary

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

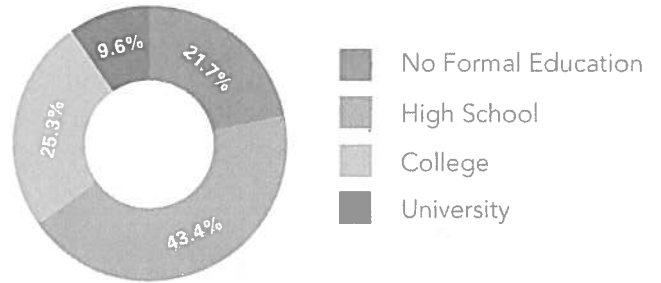
2 **\$59,717**
Superintendent - Public Works
@ Township of Strong

3 **\$54,014**
Child Welfare Worker
@ The Children's Aid Society of the District of Nipissing and Parry Sound

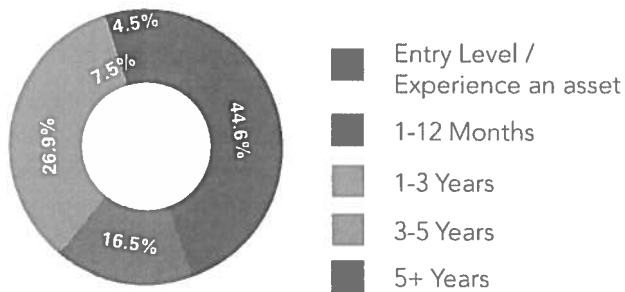
Educational Level Requested:



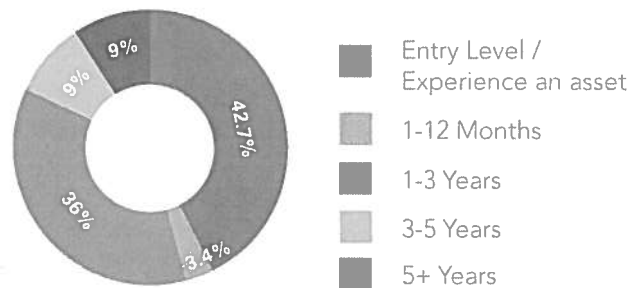
Educational Level Requested:



Required Experience Breakdown:



Required Experience Breakdown:



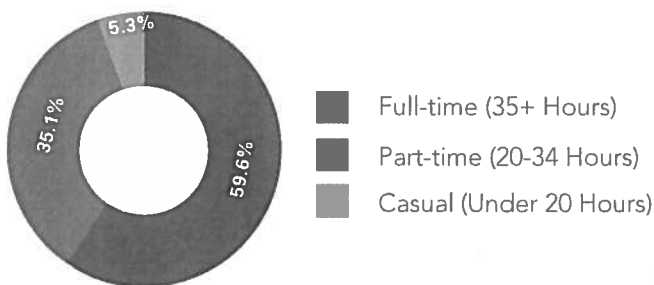
491

Postings listed experience requirements (77.9%)

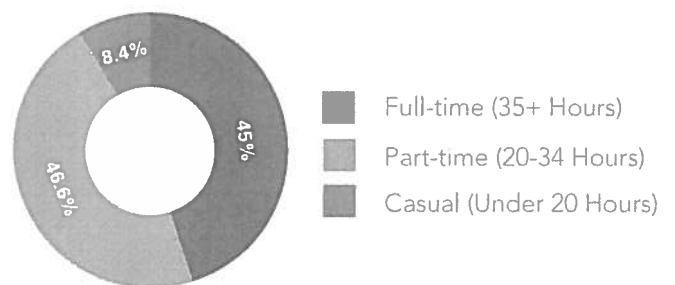
89

Postings listed experience requirements (57.1%)

Full-time / Part-time Breakdown



Full-time / Part-time Breakdown



544

Postings listed hours offered (86.3%)

131

Postings listed hours offered (84%)

IN THIS EDITION

Census Update 2016

LLMP 2018

Ontario and the Future of Work

**JOBS REPORT
AUGUST 2018**

TOTAL NUMBER OF JOB POSTINGS

**Nipissing 630
Parry Sound 156**

TOP INDUSTRY WITH VACANCIES

**Nipissing
Administrative and support
(21.4%)**

**Parry Sound
Health care and social
assistance (29.5%)**

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

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Toll Free 1.877.223.8909
F. 705.474.2069

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Suite 238
North Bay, Ontario

1 College Dr.
Parry Sound, Ontario

The Labour Market Group is funded by



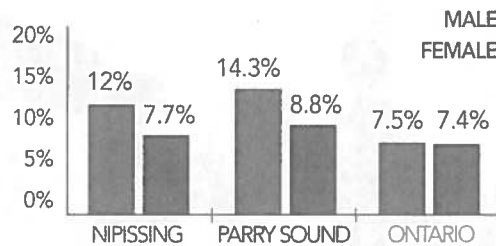
September 2018

LABOURFOCUS

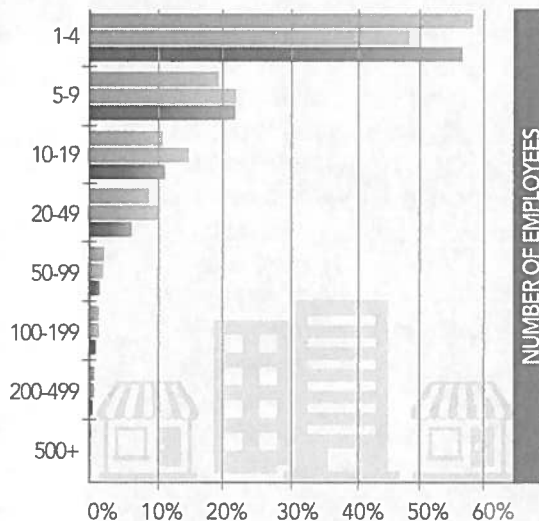
The Labour Market Group

CENSUS UPDATE 2016

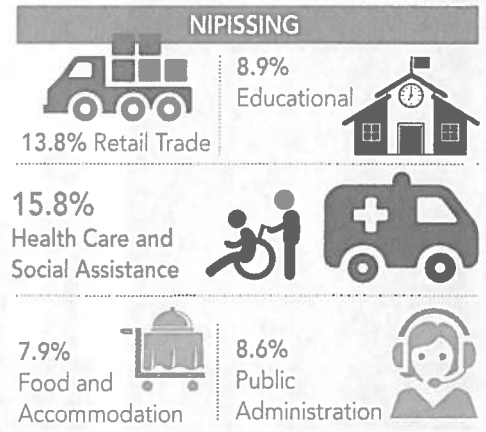
Unemployment rates by gender in Nipissing and Parry Sound Districts compared to Ontario



Share of business by employee size; Nipissing, Parry Sound and Ontario



Top 5 industries (NAICS) in Nipissing and Parry Sound Districts by share of individuals employed



LOCAL LABOUR MARKET PLAN 2018

NIPISSING Job Postings by Compensation

PARRY SOUND Job Postings by Compensation



Job Postings by Experience



THE 10 MOST SOUGHT
AFTER SKILLS
PER SECTOR

HUMAN RESOURCES

- Employee Relations
- HRIS
- Labour Relations
- Organizations
- Development
- Training Programs
- PeopleSoft
- Surveys
- Performance Analysis
- Leadership Training
- ADP



**2018 Local Labour
Market Plan
NOW AVAILABLE**

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

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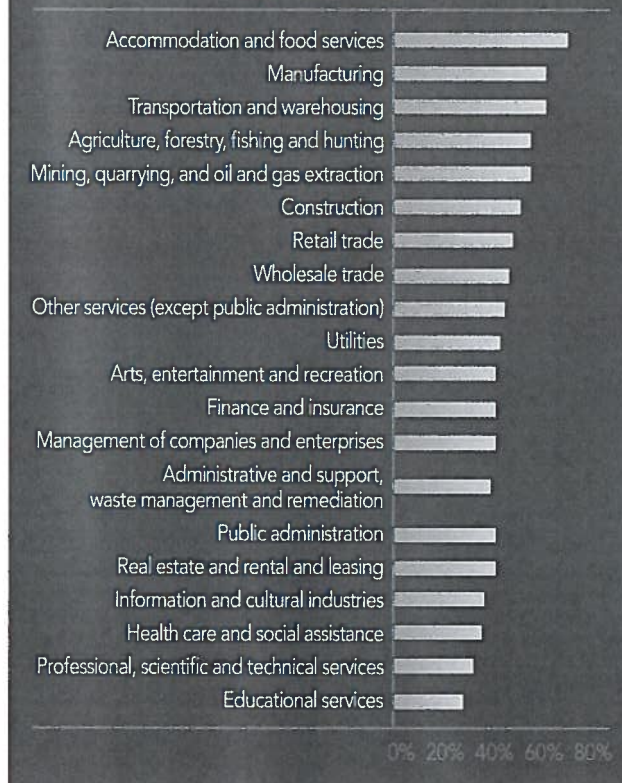
ONTARIO AND THE FUTURE OF WORK

NON-STANDARD AND PRECARIOUS WORK

- **Non-standard work** includes temporary jobs, part-time jobs, sub-contracting and self-employment.
- **Precarious work** includes jobs that pay lower wages, are not unionized and come without benefits. Often non-standard work is precarious.

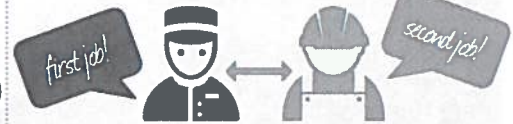


Per cent of work activities with the potential for automation, by industry:



Non-standard employment in Ontario increased from 23.1% in 1997 to 26.7% in 2017.

About 27% of Ontario workers were engaged in non-standard employment in 2015.



The number of Ontarians with multiple jobs more than doubled between 1976 (2.2%) and 2016 (5.4%).

**EDUCATIONAL ATTAINMENT 2016:
25-44 YEAR OLDS**

NIPISSING | PARRY SOUND | ONTARIO

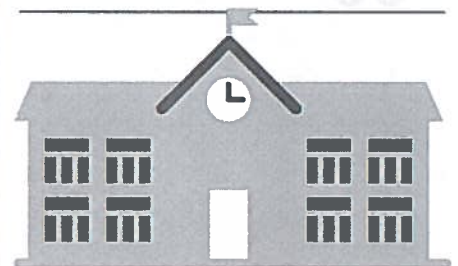
No certificate, diploma or degree
NIP=10%, PS=11%, ON=8%

High school certificate or equivalent
NIP=24%, PS=29%, ON=22%

Apprenticeship certificate or equivalent
NIP=7%, PS=10%, ON=5%

College certificate or diploma
NIP=35%, PS=32%, ON=25%

University certificate diploma or degree
NIP=23%, PS=19%, ON=40%



Source: Robots, Revenues & Responses - Ontario and the Future of Work
Johal, Thirgood, Crawford-Urban, Alwani, Dubrovinsky, Mowat Research #167, July 2018

READY. SET. HIRED.

Job Portal for the districts of Nipissing and Parry Sound

There are currently 436 jobs available.
Find yours TODAY! readysethired.ca



MONTHLY JOBS REPORT

AUGUST 2018

Nipissing District

There were 630 job postings recorded in the month of August within the Nipissing District. This figure does represent a notable increase; +4.7%, from July when 602 job postings were recorded. The August figure is also vastly higher; +21.6%, than the current 4-year August average of 518 job postings. 247 unique employers posted jobs within the month; a slight decrease of -2.0% from the July total of 252 unique employers. Of the 630 job postings recorded; 97.1% (612) were initially discovered through online sources, 12.5% (79) were seeking a bilingual candidate, 26.5% (167) required some form of driver's license, 4.1% (26) indicated that a personal vehicle was require for employment and 35.1% (221) listed a criminal record check as a condition of hire.

630 Total Number of Job Postings **↑28** from Jul.

Parry Sound District

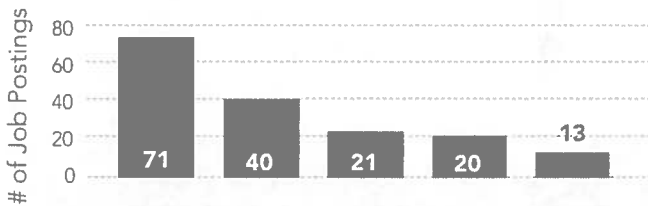
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156 Total Number of Job Postings **↓9** from Jul.

* North American Industry Classification System (NAICS) is the system utilized by the governments of Canada, Unites States and Mexico in order to classify companies based on their primary functions/objectives.

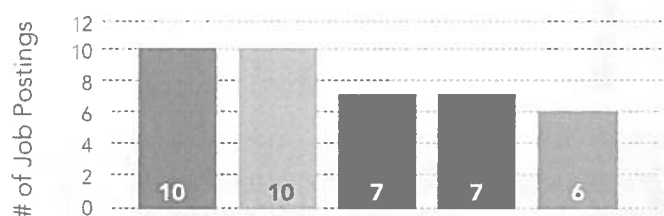
Top 5 Employers Posting Jobs

- HGS Canada
- Zedd Customer Solutions
- Central Welding & Iron Works
- Plan A Health Care Staffing Solutions Inc.
- Canadore College



Top 5 Employers Posting Jobs

- Country Haven Acres Residential Services
- Hammond Transportation Ltd
- Village of Burk's Falls
- Walmart Canada
- CarePartners



Top 5 Industries Hiring (NAICS)

1 **21.4%** of all job postings
Administrative & Support, Waste Management and Remediation Services (NAIC 56)

Top 5 Positions

- 110** Call Centre Agent / Representative
- 6** Labourer - General Construction
- 3** Operator - Industrial Cleaning
- 2** Cleaner
- 2** Merchandiser - Grocery

Top 5 Industries Hiring (NAICS)

1 **29.5%** of all job postings
Health Care & Social Assistance (NAIC 62)

Top 5 Positions

- 10** Residential Counsellor - Group Home
- 5** Counsellor / Social Support Worker
- 4** Personal / Home Support Worker
- 3** Program Assistant
- 2** Resource Centre Counsellor

2 17.9% : Health Care & Social Assistance (NAIC 62)

3 14% : Retail Trade (NAICS 44-45)

4 10% : Manufacturing (NAICS 31-33)

5 7% : Accommodation & Food Services (NAIC 72)

2 12.8% : Retail Trade (NAICS 44-45)

3 9.6% : Accommodation & Food Services (NAIC 72)

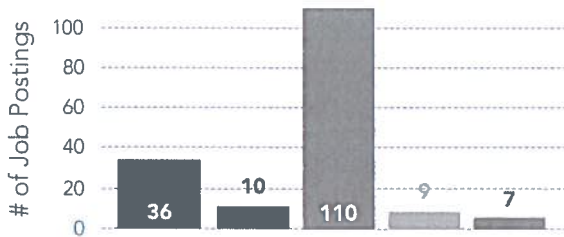
4 9% : Transportation & Warehousing (NAICS 48-49)

5 9% : 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)

1 40.2% Sales & Service (NOC 6)



- Retail Clerk / Representative / Associate
- Food & Beverage Server
- Call Centre Agent / Representative
- Cook / Kitchen Worker
- Cleaner / Custodian / Housekeeper

2 19% Trades, Transportation & Equipment Operators (NOC 7)

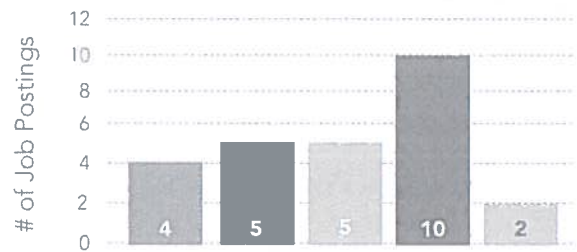
- Driver - Truck / Bus / Tow Truck / Delivery (35)
- Welder / Welder-Fitter (29)
- Roofer / Flat Roofer (12)
- Automotive Service Technician / Apprentice (9)
- Labourer - General / Construction (7)

3 12.9% Education, Law & Social, Community & Government Services (NOC 4)

- Personal Support / Home Support Worker (23)
- Instructor - College (16)
- Early Childhood Educator / Child Care Worker (9)
- Adolescent / Child Welfare Worker (7)
- Community Outreach/Support Worker (3)

Top 3 Occupational Categories (NOC)

1 26.3% Education, Law & Social, Community & Government Services (NOC 4)



- Counsellor / Social Support Worker
- Early Childhood Educator / Program Assistant
- Personal / Home Support Worker
- Residential Counsellor - Group Home
- Resource Centre Counsellor

2 25% Trades, Transportation & Equipment Operators (NOC 7)

- Driver - AZ / Truck / Bus (14)
- Carpenter / Carpenter Helper (6)
- Labourer - General / Construction (4)
- Equipment Operator (4)
- Gas Fitter / Technician (3)

3 24.4% Sales & Service (NOC 6)

- Retail Sales Clerk / Representative (8)
- Cook / Chef (6)
- Cashier (2)
- Cleaner (2)
- Supervisor - Food Service (2)