
PREPARED FOR THE NORTHEASTERN
ONTARIO REGION

LABOUR SUPPLY AND DEMAND REPORT

**2018 - 2019
REPORT**

JANUARY 1, 2018 - DECEMBER 31, 2019





Vicinity Jobs Report – Northeastern Ontario Region

This document was prepared for:



FAR NORTHEAST TRAINING BOARD (FNETB)
your **Local Employment Planning Council**

COMMISSION DE FORMATION DU NORD-EST (CFNE)
votre **Conseil Local de Planification de l'Emploi**



The Labour Market Group





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Introduction

The real-time Jobs Demand Report's intelligence gathering system provides ongoing monitoring of online job postings with extensive quality assurance to analyze and compile each local job demand report. The Data Warehouse and Reporting Engine allows for the monitoring of the on-line local job market within the Northeastern Ontario Region, including the geographies of (list all the workforce boards here).

This technology permits the extraction of relevant information about each online job posting, including but not limited to the following metrics:

- Job Location
- Employer and employer industry (NAICS)
- Occupational Category (NOCS)
- Type of job (full-time/part-time, contract/permanent)

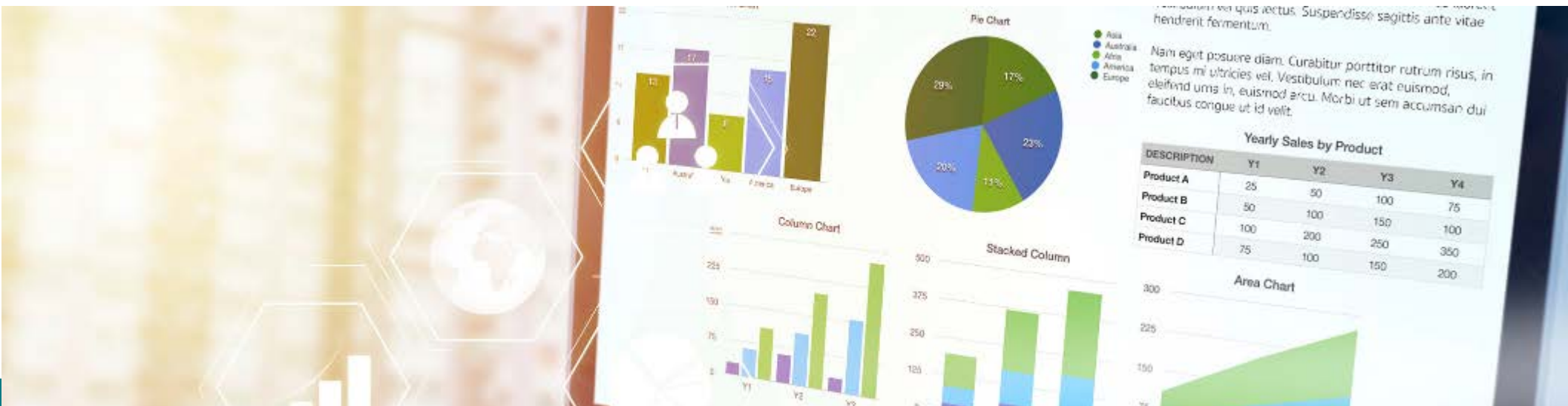
This report includes job postings and job seekers recorded between January 1, 2018 to December 31, 2019 for the following districts: Algoma, Cochrane, Manitoulin, Nipissing, Parry Sound, Sudbury and Timiskaming, as well as an aggregate for all the Northeast Ontario Region.





Executive Summary

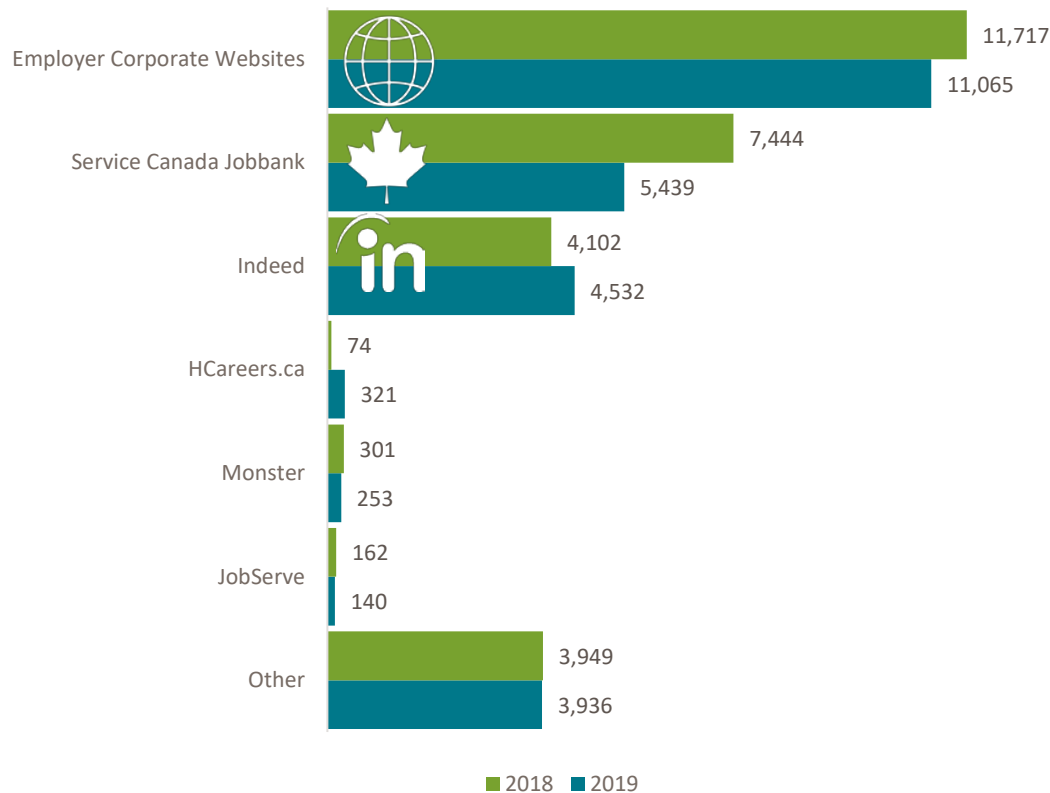
- During the reporting period beginning January 1, 2019 to December 31, 2019 a total of 25,868 job postings, and a total of 15,833 job seekers were recorded in Northeast Ontario; this represents a decrease of 7% and 28% respectively compared to 2018.
 - Most of job postings and job seekers were in the Sudbury District for both periods. Cochrane experienced the largest decline in job postings (-13%), and Manitoulin the largest decline in job seekers (-55%).
- In 2019, the strongest sector for demand was the Retail Trade sector with 19% of the area’s job postings classified to this sector. Arts, entertainment and recreation show the largest growth in job postings (43%) compared to 2018.
- In 2019, accommodation and Food Services had the highest number of job seekers (35%). However, the job seekers in this sector decreased by 16% compared to 2018.
- The Sales and Service Occupation category (NOC 6), accounted for 27% of all job postings and 28% of job seekers. Job demand in health occupations increased by 3% compared to 2018.
- In 2019, 27% of all job postings required a College diploma or degree, while 50% of job seekers had a college diploma or degree. In 2019, there were more job seekers with post-secondary diplomas or degrees compared to 2018.





Overview

Job Postings by Data Source – 2018 to 2019



The figures presented in this report provide a summary account of the online jobs demand activity the Northeast Ontario Region for the reporting period beginning January 1, 2018 and ending December 31, 2019. These figures are derived from Vicinity Job's online reporting portal (<http://onreporting.vicinityjobs.com>). The portal allows for an examination of the underlying data used to create the figures within this report.

*Workopolis has been removed from 2018 in order to allow consistency in the data.



25,686

jobs postings were recorded in the Northeastern Ontario Region in **2019**. The number of job postings decreased by 7% compared to 2018; this represents -2,063 job postings*.

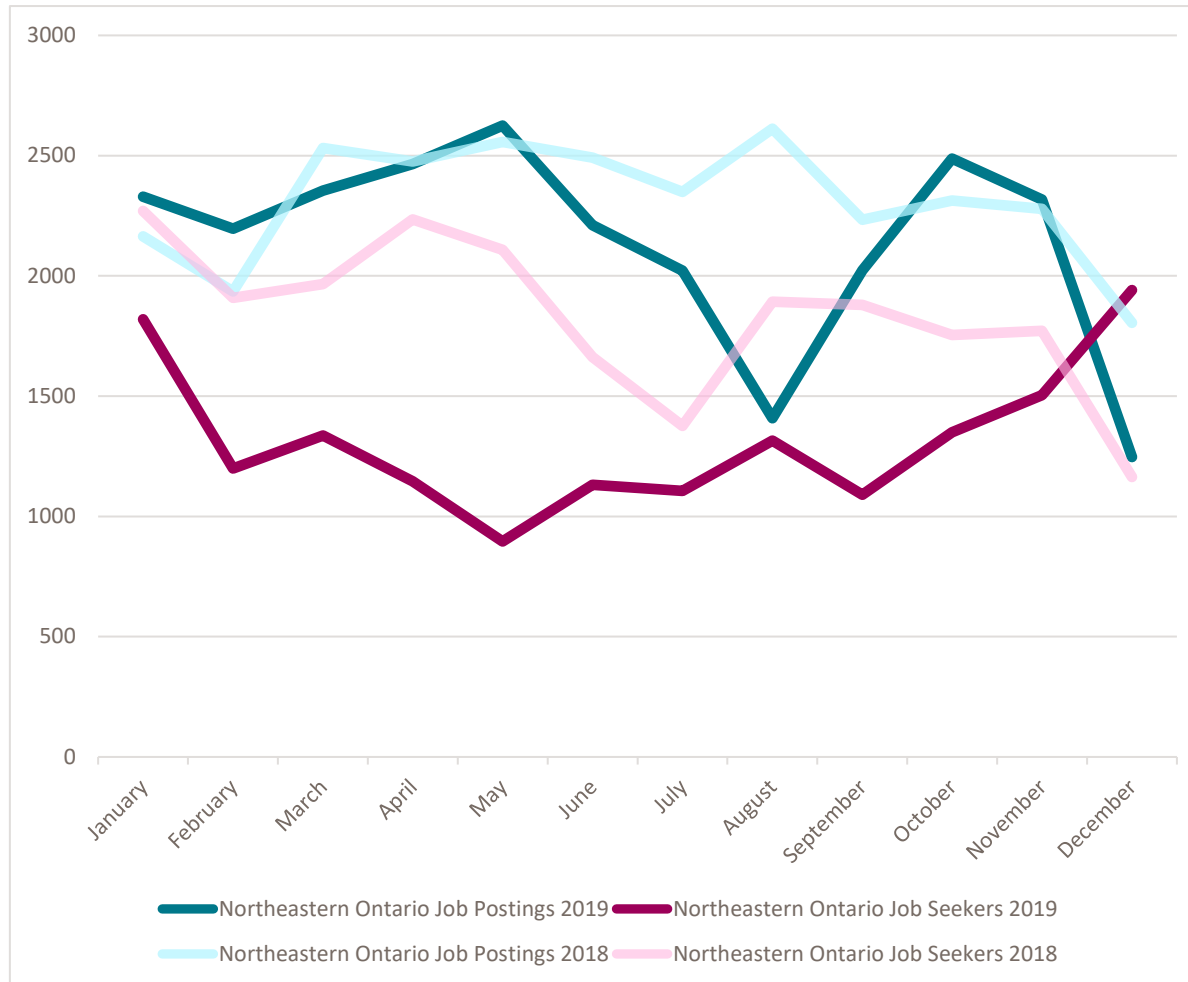
15,833

Job seekers were recorded in the Northeastern Ontario Region in **2019**. The number of job seekers decreased by 28% compared to 2018; this represents -6,157 job seekers.



Overview – Demand and Supply Trends

Job Postings and Job Seekers by Month – January 2018 to December 2019



- During 2019, the hiring demand in Northeast Ontario peaked in May. Meanwhile, during the same period the labour supply peaked in December.
- During 2019, the hiring demand surpassed the number of job seekers in the Northeast Ontario.
- During 2019, most of the job postings and job seekers in Northeast Ontario were in Sudbury, followed by Algoma and Nipissing.
- The number of job seekers was higher most of 2018 compared to 2019, except for the month of December.



Job Postings and Job Seekers by District – January 2018 to December 2019

District	Postings 2019	Postings 2018	% Change
Sudbury District	9,501	10,206	-7%
Algoma District	5,760	6,215	-7%
Nipissing District	3,897	4,146	-6%
Cochrane District	3,066	3,532	-13%
Manitoulin District	1,353	1,441	-6%
Timiskaming District	1,098	1,206	-9%
Parry Sound District	1,011	1,003	1%

District	Job Seekers 2019	Job Seekers 2018	% Change
Sudbury District	6,726	9,283	-28%
Algoma District	2,896	3,806	-24%
Nipissing District	2,966	4,193	-29%
Cochrane District	1,770	2,514	-30%
Manitoulin District	56	125	-55%
Timiskaming District	535	718	-25%
Parry Sound District	884	1,351	-35%

All districts, except for Parry Sound experienced a decline in job postings

All districts experienced significant declines in job seekers

Sudbury recorded the largest number of job postings and job seekers in 2018 and 2019



Industries

Job Postings by District and Industry Sector (2-Digit NAICS) – January 2019 to December 2019

(Highlighted columns indicate percentage change from last reporting period – January 2018 to December 2018)

	Algoma		Cochrane		Manitoulin		Nipissing		Parry Sound		Sudbury		Temiskaming		Northeast Ontario	
11	3	-70%	0	n/a	0	n/a	0	n/a	0	n/a	5	0%	2	-33%	10	-44%
21	66	-19%	128	-40%	12	-25%	4	n/a	0	n/a	23	-32%	158	-29%	391	-31%
22	5	-67%	1	-67%	8	14%	2	-60%	0	-100%	8	300%	0	n/a	24	4%
23	30	11%	21	-16%	5	-75%	32	-33%	2	n/a	65	-11%	4	100%	159	-19%
31-33	206	-31%	92	-9%	60	-27%	119	-26%	37	85%	286	-13%	28	56%	828	-18%
41	23	-38%	37	-23%	3	50%	110	120%	14	-13%	130	-19%	17	42%	334	3%
44-45	324	-26%	331	-30%	23	92%	325	-14%	224	-6%	669	-4%	92	-29%	1,988	-16%
48-49	240	-8%	64	-17%	36	-46%	100	-11%	24	-8%	96	-20%	26	73%	586	-14%
51	27	-27%	44	-14%	9	-18%	21	-74%	7	250%	77	3%	3	-79%	188	-31%
52	122	-7%	97	-52%	31	55%	126	-18%	27	-4%	207	-44%	65	2%	675	-31%
53	49	-20%	71	42%	13	1200%	29	-34%	18	-28%	108	37%	18	29%	306	12%
54	113	-17%	140	12%	48	-17%	170	0%	6	-50%	360	-14%	17	89%	854	-8%
55	1	n/a	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a	1	n/a
56	27	-36%	35	-22%	2	100%	50	2%	1	n/a	58	-36%	4	0%	177	-24%
61	115	-17%	82	12%	9	-55%	100	-54%	7	-30%	267	-6%	25	-38%	605	-23%
62	260	-6%	176	17%	107	20%	477	18%	63	11%	489	18%	90	41%	1,662	14%
71	189	69%	0	-100%	5	n/a	22	-4%	0	n/a	30	-12%	1	n/a	247	43%
72	147	-3%	56	40%	8	167%	83	22%	54	218%	381	6%	19	-21%	748	13%
81	4	-75%	5	0%	6	-14%	28	180%	5	400%	51	9%	2	-33%	101	14%
91	98	-42%	82	-35%	15	-67%	81	-13%	5	0%	397	-3%	9	-31%	687	-20%

11 - Agriculture, Forestry, Fishing and Hunting | 21 - Mining and Oil and Gas Extraction | 22 – Utilities | 23 – Construction | 31-33 – Manufacturing | 41 - Wholesale Trade | 44-45 - Retail Trade | 48-49 - Transportation and Warehousing | 51 - Information and Cultural Industries | 52 - Finance and Insurance | 53 - Real Estate and Rental and Leasing | 54 - Professional, Scientific and Technical Services | 55 - Management of Companies and Enterprises | 56 - Administrative and Support, Waste Management and Remediation Services | 61 - Educational Services | 62 - Health Care and Social Assistance | 71 - Arts, Entertainment and Recreation | 72 - Accommodation and Food Services | 81 - Other Services (except Public Administration) | 91 - Public Administration

* Number of Postings applicable to the reporting period but excluded from this report's grand total due to lack of reliable and relevant information: 15115 (01Jan19 - 31Dec19) vs. 15872 (01Jan18 - 31Dec18)

Most of the job postings in Northeast Ontario were in Retail Trade and Health Care and Social Assistance

Top Employers 2019

By job postings

- Walmart
- City of Greater Sudbury
- Home Depot
- Health Sciences North
- North Bay Regional Health Centre



Vicinity Jobs Report – Northeastern Ontario Region

Job Seekers by District and Industry Sector (2-Digit NAICS) – January 2019 to December 2019

(Highlighted columns indicate percentage change from last reporting period – January 2018 to December 2018)

	Algoma		Cochrane		Manitoulin		Nipissing		Parry Sound		Sudbury		Temiskaming		Northeast Ontario	
11	0	n/a	1	n/a	0	n/a	1	0%	0	n/a	7	133%	0	n/a	9	125%
21	16	-30%	66	-20%	0	n/a	10	-50%	3	-63%	25	-47%	40	-13%	160	-29%
22	0	n/a	0	-100%	0	n/a	1	-50%	0	n/a	2	100%	0	n/a	3	-40%
23	9	-31%	8	-67%	0	n/a	17	-41%	4	-60%	17	-51%	7	-36%	62	-49%
31-33	63	-28%	27	-43%	1	n/a	52	-40%	14	-50%	134	-28%	10	-41%	301	-33%
41	14	-30%	13	-28%	1	n/a	14	-42%	6	-25%	44	-35%	4	-20%	96	-33%
44-45	113	-47%	94	-30%	3	50%	147	-30%	50	-7%	273	-40%	14	-42%	694	-36%
48-49	89	-22%	27	-40%	15	-29%	34	-31%	9	-36%	77	-7%	7	-50%	258	-24%
51	4	-75%	4	-43%	0	n/a	6	-67%	3	-25%	20	-33%	2	0%	39	-49%
52	12	-63%	13	-46%	0	-100%	9	-71%	6	-50%	32	-58%	4	-50%	76	-59%
53	3	-25%	2	100%	0	n/a	3	-40%	0	-100%	13	-41%	0	-100%	21	-40%
54	16	-47%	16	-58%	0	n/a	20	-55%	7	-65%	63	-29%	2	-67%	124	-45%
55	0	n/a	0	n/a	0	n/a	0	n/a	0	n/a	1	n/a	0	n/a	1	n/a
56	20	67%	5	-44%	0	n/a	14	-36%	1	-75%	40	-29%	2	0%	82	-22%
61	56	-14%	12	-48%	0	n/a	106	-8%	48	-21%	153	-22%	8	-39%	383	-19%
62	111	-17%	61	-13%	1	0%	93	-24%	21	-36%	148	-36%	13	-41%	448	-27%
71	4	-50%	2	-60%	0	n/a	5	-44%	3	200%	15	15%	1	n/a	30	-17%
72	351	-7%	149	-27%	3	-57%	249	-13%	61	-34%	731	-16%	34	6%	1578	-16%
81	13	30%	7	-22%	0	n/a	9	-18%	3	-40%	27	-25%	1	-50%	60	-18%
91	13	0%	10	11%	0	-100%	10	-63%	3	0%	18	-42%	1	-50%	55	-36%

11 - Agriculture, Forestry, Fishing and Hunting | 21 - Mining and Oil and Gas Extraction | 22 – Utilities | 23 – Construction | 31-33 – Manufacturing | 41 - Wholesale Trade | 44-45 - Retail Trade | 48-49 - Transportation and Warehousing | 51 - Information and Cultural Industries | 52 - Finance and Insurance | 53 - Real Estate and Rental and Leasing | 54 - Professional, Scientific and Technical Services | 55 - Management of Companies and Enterprises | 56 - Administrative and Support, Waste Management and Remediation Services | 61 - Educational Services | 62 - Health Care and Social Assistance | 71 - Arts, Entertainment and Recreation | 72 - Accommodation and Food Services | 81 - Other Services (except Public Administration) | 91 - Public Administration

* Number of Job Seekers applicable to the reporting period but excluded from this report's grand total due to lack of reliable and relevant information: 11353 (01Jan19 - 31Dec19) vs. 15826 (01Jan18 - 31Dec18)





Occupations

Job Postings by District and Occupation (1-Digit NOC) – January 2019 to December 2019

(Highlighted columns indicate percentage change from last reporting period – January 2018 to December 2018)

	Algoma		Cochrane		Manitoulin		Nipissing		Parry Sound		Sudbury		Timiskaming		Northeast Ontario	
0	638	23%	279	-17%	130	-9%	375	-16%	90	17%	844	-8%	92	-25%	2,448	-4%
1	679	-15%	351	-23%	292	-5%	516	3%	96	23%	1,144	-14%	124	-20%	3,202	-12%
2	194	-7%	124	-35%	53	2%	139	-16%	8	-20%	438	-26%	41	-33%	997	-22%
3	355	-6%	265	2%	175	-7%	380	3%	53	-17%	635	7%	182	34%	2,045	3%
4	466	9%	203	12%	127	55%	322	-17%	72	-32%	756	-14%	78	16%	2,024	-5%
5	80	-1%	21	-5%	5	-67%	56	-25%	16	-24%	139	-13%	9	125%	326	-14%
6	1,529	-1%	875	-18%	144	-3%	1,054	-9%	414	6%	2,748	-8%	249	-13%	7,013	-7%
7	763	-9%	470	-13%	163	-1%	553	-5%	132	21%	1,446	1%	153	-12%	3,680	-4%
8	45	55%	31	-3%	2	-67%	15	36%	5	67%	63	-24%	33	-21%	194	-6%
9	87	-10%	42	-9%	11	-54%	68	-9%	13	8%	156	-18%	11	-58%	388	-17%
U	924	-29%	405	-1%	251	-20%	419	10%	112	-15%	1,132	8%	126	-6%	3,369	-9%

0 - Management occupations | 1 - Business, finance and administration occupations | 2 - Natural and applied sciences and related occupations | 3 - Health occupations | 4 - Occupations in education, law and social, community and government services | 5 - Occupations in art, culture, recreation and sport | 6 - Sales and service occupations | 7 - Trades, transport and equipment operators and related occupations | 8 - Natural resources, agriculture and related production occupations | 9 - Occupations in manufacturing and utilities | U - Other / Unidentified

Top In-Demand Occupations 2019

(4-Digit NOC)

- Retail salespersons
- Home support workers, housekeepers and related occupations
- Retail and wholesale trade managers

In 2019, the Sales and Service occupations had the highest demand in Northeast Ontario





Vicinity Jobs Report – Northeastern Ontario Region

Job Seekers by District and Occupation (1-Digit NOC) – January 2019 to December 2019

(Highlighted columns indicate percentage change from last reporting period – January 2018 to December 2018)

	Algoma		Cochrane		Manitoulin		Nipissing		Parry Sound		Sudbury		Timiskaming		Northeast Ontario	
0	200	-21%	93	-38%	7	-13%	209	-21%	56	-46%	440	-23%	33	-13%	1,038	-25%
1	158	-42%	106	-47%	11	-31%	200	-38%	74	-39%	541	-21%	41	-24%	1,131	-32%
2	81	13%	44	13%	1	n/a	51	-14%	19	-21%	168	-13%	11	-27%	375	-7%
3	83	-32%	44	-20%	1	-92%	111	-12%	20	-56%	157	-27%	16	0%	432	-27%
4	168	-24%	88	-24%	3	-67%	202	-31%	67	-26%	418	-20%	36	-20%	982	-24%
5	41	-23%	15	-46%	10	-60%	54	-19%	15	-6%	106	-30%	8	33%	239	-26%
6	817	-24%	514	-20%	12	-54%	835	-31%	219	-30%	1,936	-30%	101	-19%	4,432	-28%
7	382	-33%	325	-35%	11	-52%	381	-32%	127	-40%	850	-32%	103	-33%	2,180	-34%
8	22	-39%	52	-35%	0	-100%	18	-18%	9	13%	59	-26%	33	-3%	193	-26%
9	31	-37%	31	11%	0	-100%	33	-20%	8	-50%	58	-28%	11	83%	172	-23%
U	913	-16%	458	-32%	0	-100%	872	-29%	270	-34%	1,993	-28%	142	-37%	4,659	-27%

0 - Management occupations | 1 - Business, finance and administration occupations | 2 - Natural and applied sciences and related occupations | 3 - Health occupations | 4 - Occupations in education, law and social, community and government services | 5 - Occupations in art, culture, recreation and sport | 6 - Sales and service occupations | 7 - Trades, transport and equipment operators and related occupations | 8 - Natural resources, agriculture and related production occupations | 9 - Occupations in manufacturing and utilities | U - Other / Unidentified

Job Seekers by Occupations 2019

(4-Digit NOC)

- Cashiers
- Other customer and information services representatives
- Material handlers

In 2019, most of the job seekers in Northeast Ontario were in Sales and Service occupations





Job Quality Indicators

Job Postings by District and Education Requirements – January 2019 to December 2019

	Algoma	Cochrane	Manitoulin	Nipissing	Parry Sound	Sudbury	Timiskaming	Northeast Ontario
College Diploma or Certification	1,294	824	279	1159	279	2,746	293	6,874
Graduate Degree - Masters	61	28	3	67	3	147	13	322
High School Completion	564	407	77	704	114	1,562	119	3,547
No Education Required	0	1	0	0	0	0	0	1
Not Identified	3,567	1,642	942	1,747	596	4,578	595	13,667
Post-Graduate Degree - Doctorate	4	0	0	12	0	9	0	25
Undergraduate Degree (Bachelors)	270	164	52	208	19	459	78	1,250

Job Postings by District and Education Requirements – January 2018 to December 2018

	Algoma	Cochrane	Manitoulin	Nipissing	Parry Sound	Sudbury	Timiskaming	Northeast Ontario
College Diploma or Certification	1,511	1009	246	1268	290	3,470	296	8,090
Graduate Degree - Masters	82	29	3	94	9	148	23	388
High School Completion	612	550	40	822	124	1,945	183	4,276
No Education Required	0	0	0	0	0	0	1	1
Not Identified	3,735	1,770	1112	1,689	558	4,121	626	13,611
Post-Graduate Degree - Doctorate	3	0	1	18	0	18	0	40
Undergraduate Degree (Bachelors)	272	174	39	255	22	504	77	1,343



In 2019, most of the job postings in Northeast Ontario required at least a college diploma or certificate. Meanwhile, 50% of all job seekers in the region registered a college degree or diploma or degree.

In 2019, 87% of job seekers in Northeast Ontario had post-secondary education



Job Seekers by District and Education Requirements – January 2019 to December 2019

	Algoma	Cochrane	Manitoulin	Nipissing	Parry Sound	Sudbury	Timiskaming	Northeast Ontario
College Diploma or Certification	1,407	1,001	25	1,458	450	3,233	288	7,862
Graduate Degree - Masters	218	93	7	211	78	503	41	1,151
High School	221	177	8	258	108	482	49	1,303
Post-Graduate Degree - Doctorate	39	14	1	96	25	118	8	301
Some Post-Secondary Courses	341	207	5	335	97	935	52	1,972
Undergraduate Degree (Bachelors)	558	178	9	457	83	1,181	63	2,529
Unknown / Unidentified Education Level	112	100	1	151	43	274	34	715

Job Seekers by District and Education Requirements – January 2018 to December 2018

	Algoma	Cochrane	Manitoulin	Nipissing	Parry Sound	Sudbury	Timiskaming	Northeast Ontario
College Diploma or Certification	1,080	745	36	1,254	371	2,661	217	6,364
Graduate Degree - Masters	93	55	4	97	40	278	17	584
High School	447	370	18	610	272	1,155	125	2,997
Post-Graduate Degree - Doctorate	21	16	2	36	15	49	4	143
Some Post-Secondary Courses	1,193	670	37	1,120	350	2,861	185	6,416
Undergraduate Degree (Bachelors)	385	169	11	485	117	1,091	48	2,306
Unknown / Unidentified Education Level	587	489	17	591	186	1,188	122	3,180

In 2019, there were more job seekers with post-secondary diplomas or degrees compared to 2018



In 2019, most of the job postings in Northeast Ontario required at least a college diploma or certificate. Meanwhile, 50% of all job seekers in the region registered a college degree or diploma or degree.

In 2019, 87% of job seekers in Northeast Ontario had post-secondary education



Appendix

“Real-time” labour market information (LMI) is generated by extracting information from publicly available online job postings. Since the Web has evolved as the primary media through which employers connect with job applicants, it houses information about a significant portion of the job openings that employers are looking to fill. By using continuously improved text-scraping and artificial intelligence technologies to extract intelligence from the content of those web postings, real-time LMI can gather, organize, categorize, and analyze the vast quantities of data in a short period. Real-time LMI data include a vast volume of unstructured background information that employers provide to potential jobseekers through their current employment advertisements. These advertisements tell workers that employers plan to hire soon to meet business needs, and they also describe the knowledge, skills, and abilities that a firm will require to succeed in the near-term future.

Organized and aggregated, this information provides a powerful tool that can help policymakers understand companies’ short-term hiring plans and the factors influencing those plans. Modern computing and data management technologies allow for quick data mining and processing, transforming raw job posting data into information that can be used for analysis. Data aggregated from job postings is cross-referenced against databases containing information about local employers and communities, to produce meaningful hiring demand reports by the community, employer, and industry. In contrast to reports based on traditional reporting methodologies, which can take months or years to produce, real-time LMI reports are available within a few weeks. They enable analysts to monitor ongoing short-term job market trends as they unravel. In contrast, traditional public survey data usually only become available months or years after decisions have been made.

As with any other statistical analytic methodologies, it is essential to ensure the credibility of the analyzed data. For this reason, Vicinity Jobs / MDB has chosen to only process job postings advertised on websites that have deployed effective control processes to ensure the authenticity of job openings and the credibility of advertisers.

- Postings from free job boards that do not validate the authenticity of job openings (such as Kijiji and Craigslist) are not included in the Vicinity Jobs reporting service
- Postings from the Service Canada Job Bank are included because Service Canada verifies the employer’s identity before accepting job postings (by requiring them to provide a valid CRA payroll ID).
- Significant sources of job postings are not added without prior notifications to users of the reporting system, accompanied by an analysis of the impact that the change is expected to have on overall numbers. Similar analysis and notifications are provided when a data source becomes unavailable.



Vicinity Jobs Report – Northeastern Ontario Region

However, real-time LMI is not produced by public data agencies, so it does not have the same quality standards as Federal statistical sources. Furthermore, because it is still experimental and likely biased in ways that are not clear, Federal data agencies have been slow to adopt the technology. The data focuses narrowly on the hiring outlook of those companies that advertise job opportunities on the Web (rather than all employers). Private data providers, however, are experimenting extensively with real-time LMI. As businesses increase usage of worker recruitment tools and as analysts better understand the inherent biases of the data, real-time LMI can help to revolutionize the way data is collected and analyzed. The speed at which insightful information is available to understand economic turning points and the characteristics of emerging trends will continue to inform and influence decisions.



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