

MONTHLY JOBS REPORT

APRIL 2021

The Labour Market Group
Guiding partners to workforce solutions.

NIPISSING DISTRICT

There were 291 job postings recorded for Nipissing district in the month of April. This was a notable increase; +9% (+24), from the previous month's figure of 267 postings. We continue to see COVID-19 affected months under-performing historical averages. In the case of April the 2021 figure was significantly below; -17.8% (-63), the 5-year April average of 354 job postings. On the positive side April 2021 saw a very large increase; +72.2% (+122), from April 2020. This suggests that the local labour market is starting an upward swing as vaccination measures increase.

291 Total Number of Job Postings **↑24** from March






PARRY SOUND DISTRICT

There were 116 job postings recorded for the Parry Sound district in the month of April. This figure is significantly above; +33.3% (+29), from the previous month's total of 87 postings. The April figure; primary due to COVID-19, remains notably below; -15.7% (-22), the 5-year April average of 138 postings. 67 unique employers posted at least one job in April; which is in-line; -1.2% (-1), the 5-year April average of 68.






116 Total Number of Job Postings **↑29** from March

* 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.

OF THE 291 JOB POSTINGS IN THE MONTH

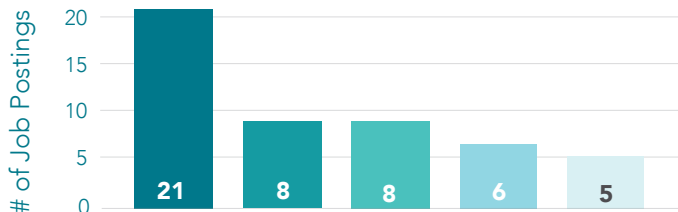
-  **100%** were collected from online sources,
-  **32.3%** (94) were seeking a candidate with some form of valid driver's license,
-  **5.8%** (17) indicated that the successful applicant would require a vehicle for daily job duties,
-  **31.6%** (92) stated that a criminal record check would be a condition of hiring and
-  **5.8%** (17) were requiring a bilingual individual.

OF THE 116 JOB POSTINGS IN THE MONTH

-  **100%** were collected from online sources,
-  **27.6%** (32) were seeking a candidate with some form of valid driver's license,
-  **6.9%** (8) indicated that the successful applicant would require a vehicle for daily job duties,
-  **12.9%** (15) stated that a criminal record check would be a condition of hiring and
-  **0%** (0) were requiring a bilingual individual.

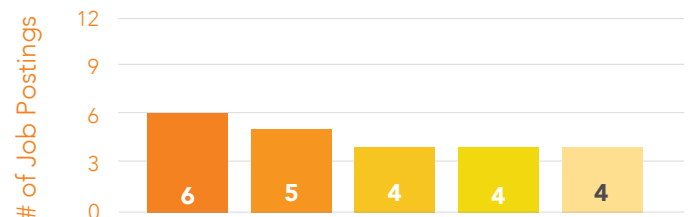
TOP 5 EMPLOYERS POSTING JOBS

-  Zedd Customer Solutions
-  District of Nipissing Social Services Administration Board
-  North Bay Regional Health Centre
-  Science North
-  Canor Construction



TOP 5 EMPLOYERS POSTING JOBS

-  Complete Landscaping Inc.
-  Adams Bros. Construction
-  Camp Manitou
-  Edgewater Custom Builders
-  Lofthouse Manufacturing

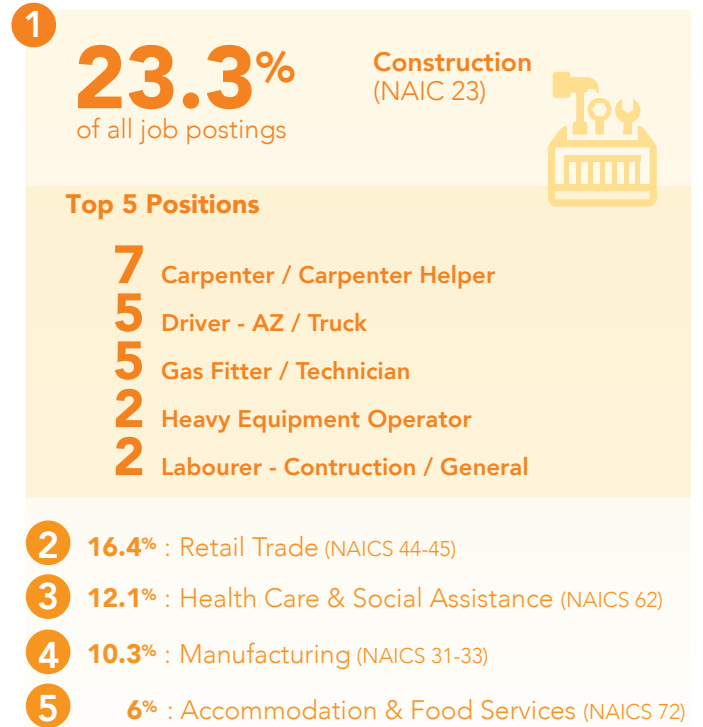


TOP 5 INDUSTRIES HIRING (NAICS)



The Health Care and Social Assistance (NAICS-62) industry saw the greatest number of job postings in April with 13.1% (38) of the overall share amongst all major industry classifications. The largest month-over-month increase; +8.7%, amongst all major industrial classifications was for the Manufacturing (NAICS-31-33) industry. The largest month-over-month decrease amongst all major industry classifications of -13.7% was seen in the Accommodation and Food Services (NAICS-72) industry which made up 6.2% of the job postings in April.

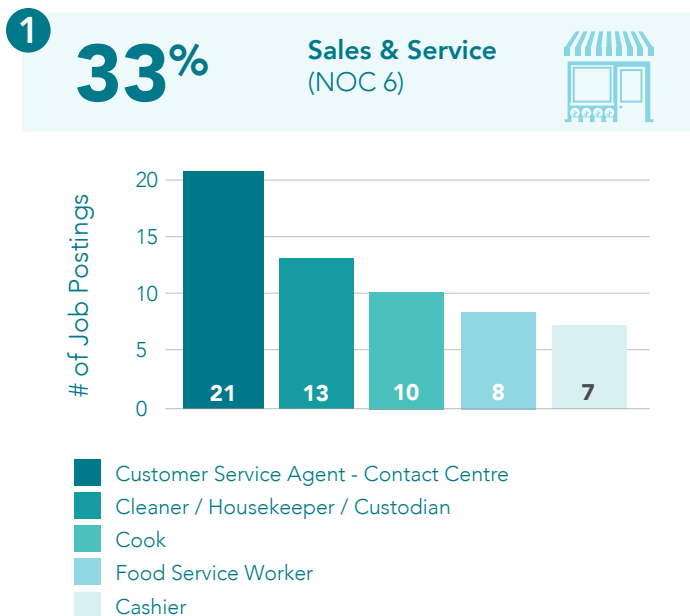
TOP 5 INDUSTRIES HIRING (NAICS)



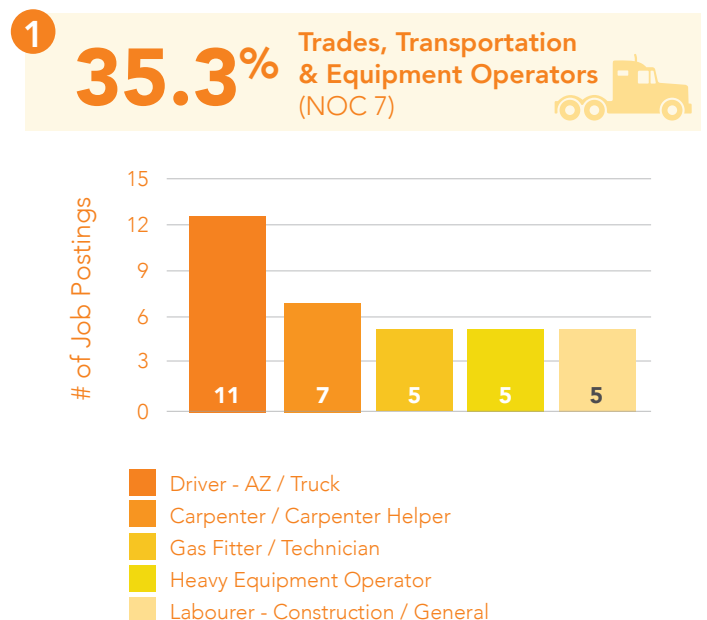
The Construction (NAICS-23) industry saw the greatest number of job postings in April with 23.3% (27) of the overall share amongst all major industry classifications. This figure was a result of the construction industry having the greatest month-over-month increase of +11.8%. The largest month-over-month decrease occurred for the Accommodation and Food Services (NAICS-72) industry with a drop of -14.7%.

* 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)



2 **29.6%** **Trades, Transportation & Equipment Operators (NOC 7)** 

- Driver - AZ / Truck (24)
- Labourer - Construction / Roofing (16)
- CNC Machinist / Machine Operator (9)
- Automotive Service Technician / Apprentice (6)
- Heavy Equipment Operator (4)

2 **25.9%** **Sales & Service (NOC 6)** 

- Cook / Kitchen Attendant (8)
- Customer Service Representative / Associate (5)
- Cleaner / Housekeeper (4)
- Cashier (3)
- 10 Others (1)

3 **11.3%** **Business, Finance & Administration (NOC 1)** 

- Administrative Assistant / Clerk (11)
- Payroll & Benefits Administrator (4)
- Accountant / Bookkeeper / Billing Clerk (4)
- Banking Advisor (1)
- 13 Others (1)

3 **12.9%** **Business, Finance & Administration (NOC 1)** 

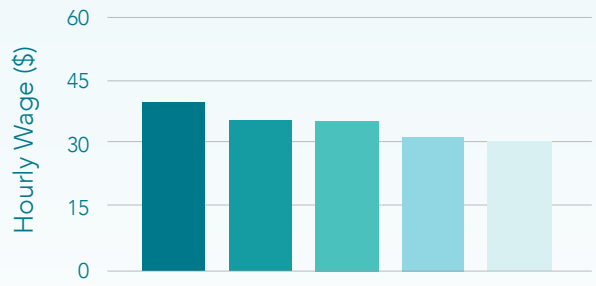
- Administrative Assistant / Clerk (7)
- Accounting Clerk (1)
- Business Development Coordinator (1)
- Supplies Assistant (1)
- 5 Others (1)

Sales and Service (NOC-6) based occupations made up the largest portion of job postings with 33% (96) of all postings in April when compared to the major occupational classifications. The largest month-over-month increase of ++10.8% amongst all major occupational classifications occurred for Trades, Transportation and Equipment Operator (NOC-7) occupations. Inversely Business, Finance and Administration (NOC-1) based occupations saw the largest month-over-month decrease of -10% to make up only 11.3% of the April postings.

Trades, Transportation and Equipment Operators (NOC-7) based occupations represented the largest number of job postings with 35.3% (41) of all postings when compared to the major occupational classifications. These occupations also saw the largest month-over-month increase of +17%. The largest month-over-month decrease in job posting representation of -22.4% was for Sales and Service (NOC-6) based positions; making up 25.9% of the posting in April.

TOP 5 HOURLY WAGE VACANCIES

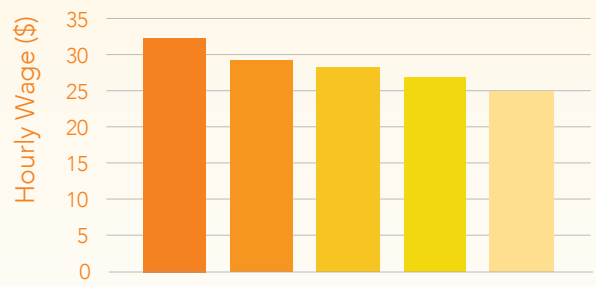
\$38.00 **Paramedic - Primary Care**
@ North Bay Regional Health Centre



Hourly Wage (\$)	Occupation	Employer
\$38.00	Paramedic - Primary Care	@ North Bay Regional Health Centre
\$35.43	Computer Systems Analyst	@ Nipissing University
\$35.41	Data Processor	@ District of Nipissing Social Services Administration Board
\$31.26	Dispatcher - CPT Day	@ Enbridge
\$30.00	Construction Working Foreman	@ A-1 Restoration Envelope Solutions Inc.

TOP 5 HOURLY WAGE VACANCIES

\$33.18 **Aboriginal Mental Health & Addictions Worker**
@ Canadian Mental Health Association Muskoka-Parry Sound



Hourly Wage (\$)	Occupation	Employer
\$33.18	Aboriginal Mental Health & Addictions Worker	@ Canadian Mental Health Association Muskoka-Parry Sound
\$29.05	Chief Building Official	@ Township of McMurrich/Monteith
\$28.00	Customer Service Representative - Retail	@ Trestle Brewing Company
\$27.00	Gas Technician	@ Hughes Lake Heating Inc.
\$25.00	CNC Precision Machinist	@ Lofthouse Manufacturing

TOP 3 ANNUAL SALARY VACANCIES

\$89,428.04

Nurse Practitioner
@ Ontario Public Service

\$88,400

Driver - Flatbed Truck
@ Hunt Trucking Ltd.

\$80,000

Manager - Clinical Care
@ Nipissing Serenity Hospice

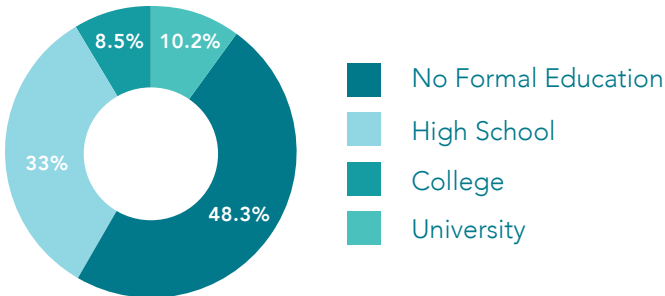


Lowest Annual Salary \$33,000

Operational Officer - Administration
@ Accounting Measures

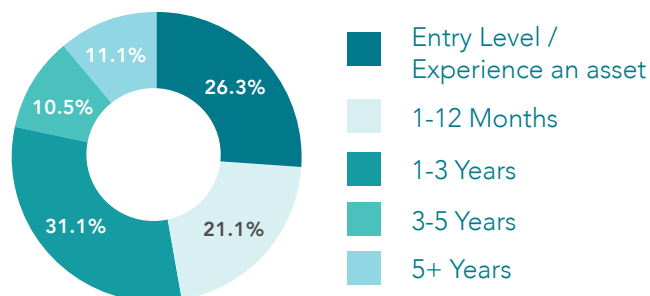
The average hourly wage in April for those postings which listed an hourly wage was \$17.79/hour. This is slightly lower; -4.7% (-\$0.88/hour), than the current 12-month average of \$18.67/hour. Of the 193 postings which listed an hourly wage 34.2% (66) were listed at the provincial minimum wage of \$14.25/hour. For postings that listed an annual salary the average was \$56,583.71/year. This figure is slightly below; +10.9% (+\$5,539.75/year), the current 12-month average of \$51,043.96/year.

EDUCATIONAL LEVEL REQUESTED:



176 Postings listed experience requirements **(60.5%)**

REQUIRED EXPERIENCE BREAKDOWN:



190 Postings listed experience requirements **(65.3%)**

TOP 3 ANNUAL SALARY VACANCIES

\$86,000

Academic Effectiveness & Quality Management Officer
@ Canadore College

\$55,000

Office Administrator
@ 124 Georgian Bay RentAll

\$44,200

Driver - Flatbed Truck
@ Hunt Trucking Ltd.

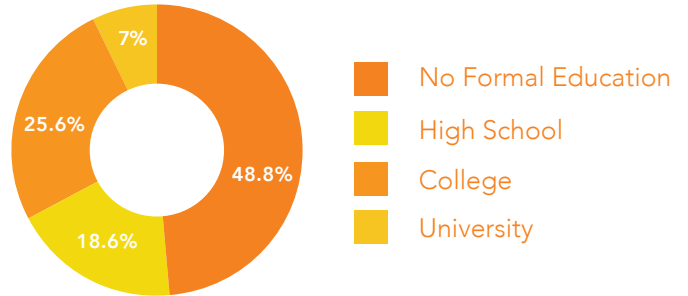


Lowest Annual Salary \$32,895

Labourer - General Production
@ Swift Canoe & Kayak

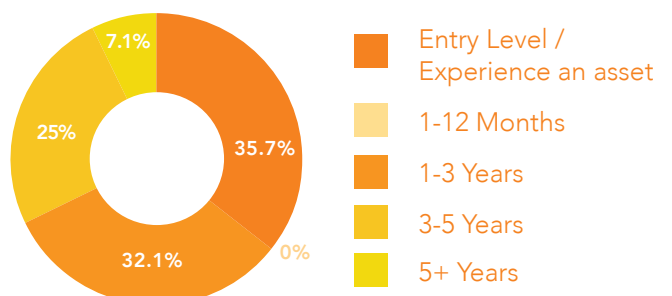
The average hourly wage in April for those postings which listed an hourly wage was \$18.70/hour. This figure is slightly below; -4.6% (-\$0.90/hour), the current 12-month average of \$19.60/hour. Of the 78 postings which listed an hourly wage 2.6% (2) were listed at the provincial minimum wage of \$14.25/hour. For postings that listed an annual salary the average was \$50,198.00/year. The current 12-month average is \$42,661.06/year.

EDUCATIONAL LEVEL REQUESTED:



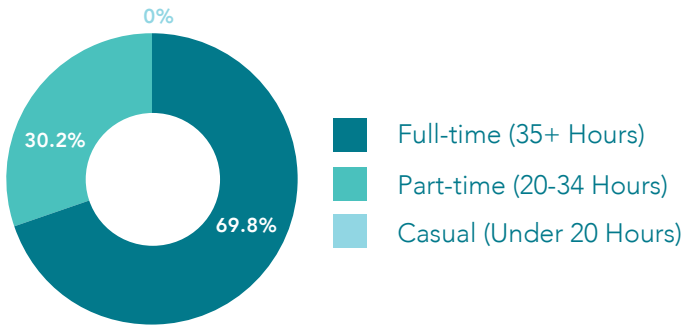
43 Postings listed experience requirements **(37.1%)**

REQUIRED EXPERIENCE BREAKDOWN:



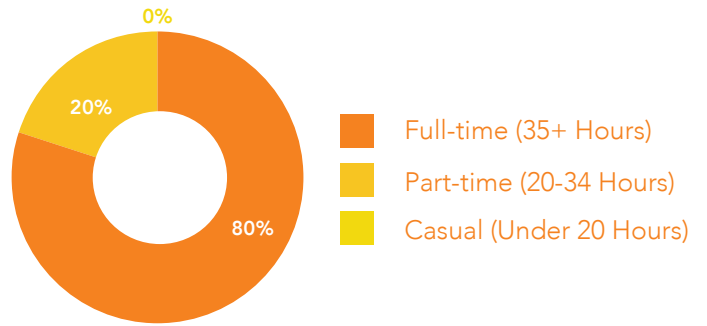
56 Postings listed experience requirements **(48.3%)**

FULL-TIME / PART-TIME BREAKDOWN



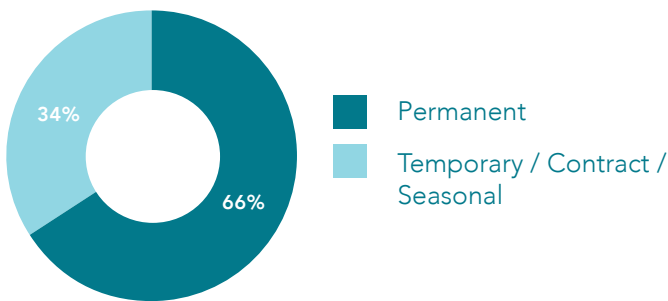
252 Postings listed hours offered (**86.6%**)

FULL-TIME / PART-TIME BREAKDOWN



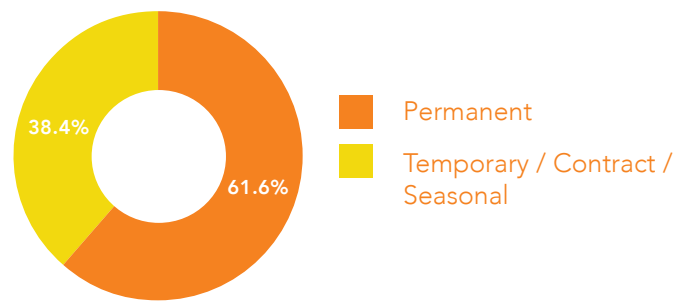
105 Postings listed hours offered (**90.5%**)

TERM OF EMPLOYMENT



209 Postings listed hours offered (**71.8%**)

TERM OF EMPLOYMENT



86 Postings listed hours offered (**74.1%**)

176 (60.5%) of the job postings in April indicated a minimum education level required for the job posted with 58.5% (103) stating that they would accept a candidate with a high school diploma or less. This is a slight increase; +2.1%, from the previous month when 56.4% of jobs were seeking similar qualifications. Furthermore; 33% (58) of job postings were seeking someone with a college certificate or diploma and 8.5% (15) were seeking a university level graduate.

190 (65.3%) of the job postings this month indicated a level of experience being sought by the employer with 26.3% (50) being listed as either entry level or where experience would be considered an asset. This is a large decrease; -13.5%, from March when 39.8% of the job postings fell under this experience category.

252 (86.6%) of the listings in April provided the hours of employment which would be offered to the successful candidate with 69.8% (176) being classified as full-time (35+ hours/week). This figure is notably higher; +9.4%, than the previous month where 60.4% of the job postings were classified as full-time.

209 (71.8%) of the job postings stated the terms of employment being offered with 66% (138) listed as permanent opportunities. This is a slight decrease; -1.9%, to March when these opportunities accounted for 67.9% of the job postings listed in that month.

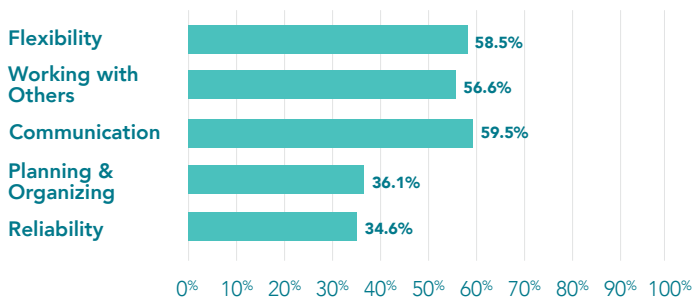
43 (37.1%) job postings in April indicated a minimum education level required for the job posted with 67.4% (29) stating that they would accept a candidate with a high school diploma or less. This is a slight increase; +1.7%, from the previous month when 65.7% of jobs were seeking similar qualifications. Furthermore; 25.6% (11) of job postings were seeking someone with a college certificate or diploma and 7% (3) were seeking a university level graduate.

56 (48.3%) of the job postings this month indicated a level of experience being sought by the employer with 35.7% (20) being listed as either entry level or where experience would be considered an asset. This is a significant decrease; -12.4%, from March when 48.1% of the job postings fell under this experience category.

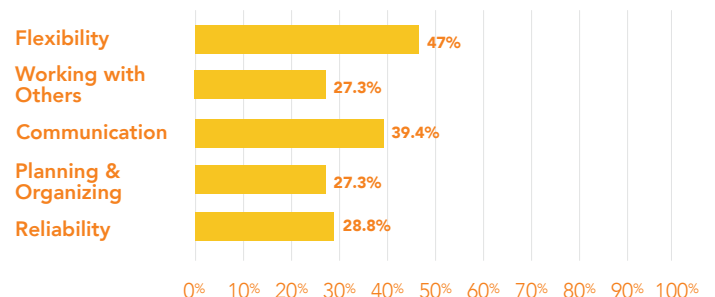
105 (90.5%) of the listings in April provided the hours of employment which would be offered to the successful candidate with 80% (84) being classified as full-time (35+ hours/week). This a significant increase; +25.7%, from the previous month where 54.3% of the job postings were classified as full-time.

86 (74.1%) of the job postings in this month stated the terms of employment being offered with 61.6% (53) listed as permanent opportunities. This is nearly identical; +0.1%, to March when these opportunities accounted for 61.5% of the job postings listed in that month.

TOP 5 DESIRED SOFT SKILLS



TOP 5 DESIRED SOFT SKILLS



ALL EMPLOYERS WITH POSTINGS IN MONTH

33 Service Battalion
A&S Towing
A&W
A&W (West Nipissing)
A-1 Restoration Envelope Solutions Inc.,
Accounting Measures
American Iron & Metal
AMJ Campbell North Bay
Assistance Services Group - Sykes
Battano Construction Limited
Bay Builders
Bay Vision Care
Bayside Grounds
Best Western North Bay Hotel & Conference Centre
Big Moose Camp
Binx Professional Cleaning
Bishops Building
Boart Longyear
Bradwick Property Management
Bulk Barn
Canada Cartage
Canada Meat Group Inc.
Canadian Tire - Paul Lamont Automotive
Canadore College
Canarino Nissan
Canor Construction
Canpar Express Inc.
Cash 4 You
Cash Money
Cementation Canada
Centennial Contracting Ltd.
Central Welding and Iron Works
Chad's Grass Snow and More
Chartwell Retirement Residences
CIBC
Circle K
Comfort Inn Lakeshore
Commonwealth Plywood North Bay
Consolidated Homes Limited
Cooper Equipment Rentals
Country Style & Mr. Subs
CTS Canadian Career College
Deep Construction Inc.
Designed Roofing Inc.
District of Nipissing Social Services Administration Board
Dollarama
DSI Underground
DST Consulting Engineers
Eastview Construction
Ecom Logistics Inc.
Ed Seguin & Sons Trucking and Paving
Enbridge
Englobe Corp.
Essential Exteriors
Express Parcel
Feldcamp Equipment Limited
Ferrovial Services
Fire & Flower Inc.

G4S Secure Solutions Canada
George Stockfish Ford Sales Ltd.
Gincor Werx
goeasy
Greencuts
Guy's Tire Sales Inc.
Hands the Family Help Network
Hetek Solutions Inc.
Holiday Household Helpers
Hopper Buick GMC
Hunt Trucking Ltd.
Hydro One Networks Inc.
J&J Machine Works
Jackman's Flowers
Kal Tire
Kenmar Basement Systems
Koltech/Seymour Windows
Labonte Concrete Ltd.
Lavignes Canvas
LCBO (North Bay)
LCBO (Sturgeon Falls)
Life Long Planning Group Ltd.
Lindsay Weld Centre for Children
Little Wings Child Care
Marina Point Village
McDonald's Restaurants
McIntosh Perry
MCS Delivery
Metal Fab Ltd.
Miller Paving Limited
Miller Technology Inc.
Mincon Canada
Ministry of Government and Consumer Services
Molly Maid
Moore's
Municipality of West Nipissing
Muskoka Auto Parts / H.E. Brown
Native Education & Training College
Nature & You Day Camp
Nedco
Nijjaansinaanik Child and Family Services
Nipissing Serenity Hospice
Nipissing University
Nordic Minesteel Technologies
NORgalv
North Bay Auto Group
North Bay Computer Services Inc.
North Bay Heritage Gardeners
North Bay Machining Centre Inc.
North Bay Mitsubishi
North Bay Regional Health Centre
North Bay Toyota
North Bay-Mattawa Conservation Authority
Northern Credit Union
Northern Lift Truck
Northern OK Tire
Northland Glass & Metal
Ontario Northland
Ontario Public Service
Ottawa Valley Railway Ltd.
Peter Conti Custom Woodworking & Design
Pizza Hut

Pool Doctor Plus Inc.
Premier Mining Products
Pulsar UV
RBC
Redpath Mining Contractors and Engineers
RJ Janitorial Services
Savage Equipment Leasing
Science North
Scotiabank (Fisher & Northgate)
Seniors Villas of East Ferris
Shoppers Drug Mart (Josephine)
Sienna Senior Living
Sleep Country
Sobeys
SPI Sante Security / SPI Health and Safety
SRP Building Products Inc.
Stantec
STEM Camp
Super 8 Motel
Superior Propane
TD Bank
The Beer Store
The Children's Aid Society of the District of Nipissing and Parry Sound
The Empire
The Home Depot
The Lindsey Weld Centre for Children
The Sisters of St. Joseph of Sault Ste. Marie
The Skyline Group of Companies
The Submarine Place
Titanium Transportation Group Inc.
Trapper City Paving
TZR Contracting
Union of Ontario Indians
Valois Motel & Restaurant
Vista Radio Ltd.
Voyageur Aviation Corp.
Wagg's Petroleum Equipment
Weed Man North Bay
Wendy's (Lakeshore)
Wendy's (McKeown)
Werxwell Transport
West Nipissing Chamber of Commerce
West Nipissing Family Health Team
West Nipissing General Hospital
WIS Canada
YMCA of Northeastern Ontario
Zedd Customer Solutions

Cedarland Homes Ltd.
Comfort Inn Parry Sound
Complete Landscaping Inc.
District of Parry Sound Social Services Administration Board
Doherty's Masonry Renovation & Repair
Dollarama
Dreamweaver Stonescape
Dutch Love Cannabis Company
Eastholme Home for the Aged
Edgewater Custom Builders
Exporior Financial Group
Extreme Custom Carpentry
First Choice Landscaping
Fowler Construction Company Limited
Fuscaldo Construction
Gardens of Parry Sound Retirement Residence
Georgian Bay Biosphere
Glenn Burney Provisions
Great North Homes
Harry's No Frills
Hughes Lake Heating Inc.
Hunt Trucking LTD.
J&J Equipment Repair Inc.
Kawartha Credit Union
Lakeside Cottage Care
LCBO (Burk's Falls)
LCBO (Parry Sound)
LCBO (South River)
Lothouse Manufacturing
Log Cabin Inn
MacKinnon Water Solutions
Magasin Hart
Mark's
McDougall Insurance and Financial
Milford Bay SmokeHaus
Nijjaansinaanik Child and Family Services
OUR Center Foster Care
Parry Air Heating
Parry Sound Ready Mix
Phoenix Building Components Inc.
Pollard Ida Pharmacy
Porch to Pier
RBC
RONA
Rose Point Marina
Rosslyn Truck & Auto Repairs Inc.
Shawn Todd Forestry
Smashburger / Glen Burney Patio
Spray & Save
Swift Canoe & Kayak
Tallman Tree Service
Town of Parry Sound
Township of McMurrich/Monteith
Trestle Brewing Company
W.S. Morgan Construction Limited
Walmart Canada
West Parry Sound Health Centre
Wittington Properties Limited
YMCA of Simcoe/Muskoka

ALL EMPLOYERS WITH POSTINGS IN MONTH

124 Georgian Bay RentAll
Adams Bros. Construction
Barburrito Mexican Restaurant
Bayshore HealthCare
Boudreault Foundations
Camp Manitou
Canadian Mental Health Association
Muskoka-Parry Sound
Canadore College

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 :

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The Labour Market Group
Guiding partners to workforce solutions.