

# MONTHLY JOBS REPORT

MARCH 2021

The Labour Market Group  
Guiding partners to workforce solutions.

## NIPISSING DISTRICT

There were 267 job postings recorded for Nipissing district in the month of March. This was a notable decrease; -9.5% (-28), from the previous month's figure of 295 postings. We continue to see COVID-19 affected months under-performing historical averages. In the case of March the 2021 figure was notably below; -39.2% (-172), the 5-year March average of 439 job postings. March 2021 also represents the 1-year anniversary of the start of the COVID-19 pandemic and the 2021 figure was more in-line with the 2020 figure of 295 job postings.

**267** Total Number of Job Postings **↓28** from Feb.






## PARRY SOUND DISTRICT

There were 87 job postings recorded for the Parry Sound district in the month of March. This figure is significantly above; +45% (+27), from the previous month's total of 60 postings. The March figure; primary due to COVID-19, remains significantly below; -38.1% (-54), the 5-year March average of 141 postings. 59 unique employers posted at least one job in March; notably below; -12.2% (-8), the 5-year January average of 67.

**87** Total Number of Job Postings **↑27** 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.

### OF THE 295 JOB POSTINGS IN THE MONTH

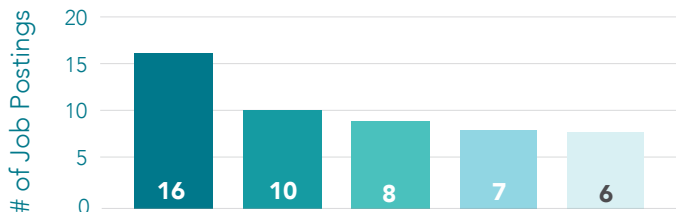
-  **100%** were collected from online sources,
-  **34.5%** (92) were seeking a candidate with some form of valid driver's license,
-  **9.4%** (25) indicated that the successful applicant would require a vehicle for daily job duties,
-  **34.5%** (92) stated that a criminal record check would be a condition of hiring and
-  **9.4%** (25) were requiring a bilingual individual.

### OF THE 60 JOB POSTINGS IN THE MONTH

-  **100%** were collected from online sources,
-  **27.6%** (24) were seeking a candidate with some form of valid driver's license,
-  **6.9%** (6) indicated that the successful applicant would require a vehicle for daily job duties,
-  **8%** (7) stated that a criminal record check would be a condition of hiring and
-  **0%** (0) were requiring a bilingual individual.

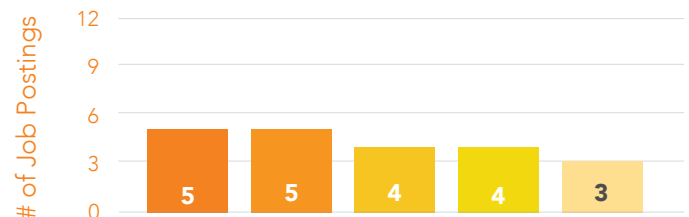
### TOP 5 EMPLOYERS POSTING JOBS

- Statistics Canada
- North Bay Regional Health Centre
- Hands the Family Help Network
- Science North
- Burger World

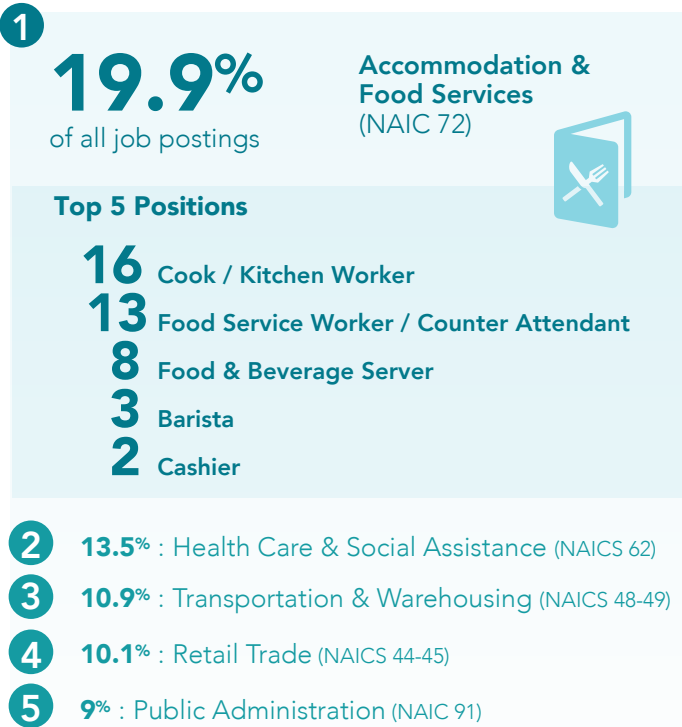


### TOP 5 EMPLOYERS POSTING JOBS

- Trestle Brewing Company
- Youthdale Treatment Centres
- Loretta's
- YMCA of Simcoe/Muskoka
- Niijaansinaanik Child and Family Services



## TOP 5 INDUSTRIES HIRING (NAICS)



The Accommodation and Food Services (NAICS-72) industry saw the greatest number of job postings in March with 19.9% (53) of the overall share amongst all major industry classifications. This figure represents the largest month-over-month increase; +9.7%, amongst all major industrial classifications. The largest month-over-month decrease amongst all major industry classifications of -9.9% was seen in the Health Care and Social Assistance (NAICS-62) industry which made up 13.5% of the job postings in March.

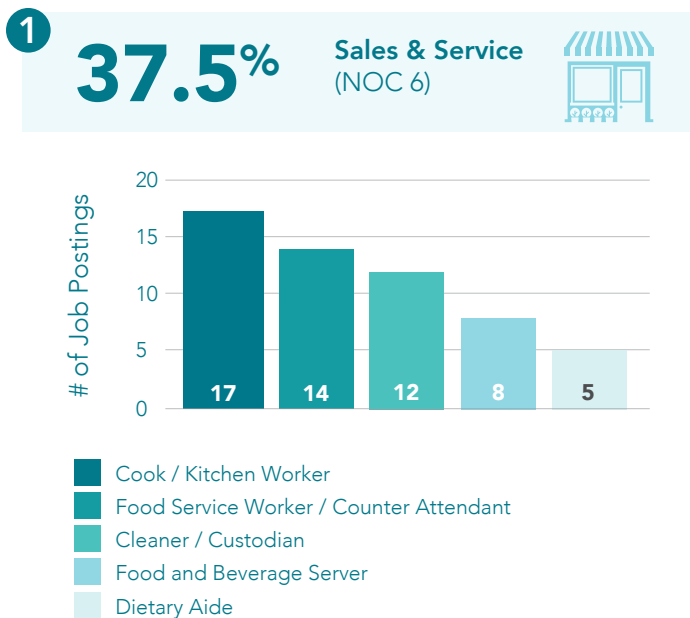
## TOP 5 INDUSTRIES HIRING (NAICS)



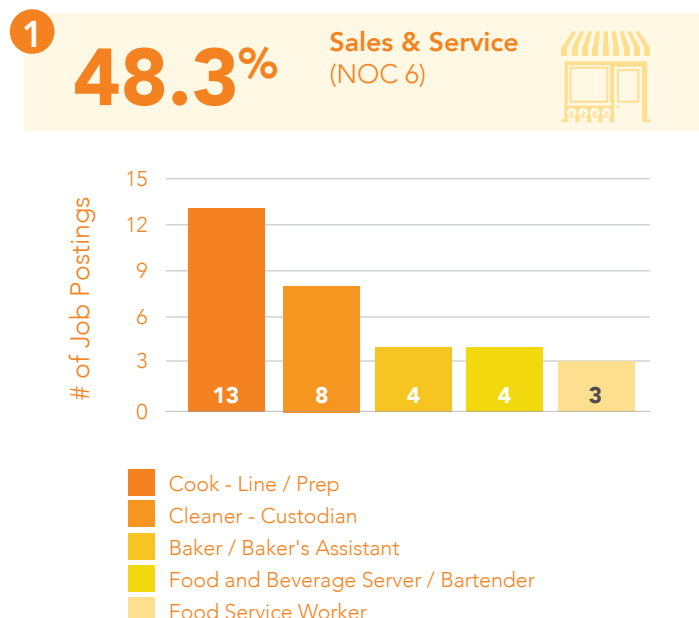
Both the Sales The Health Care and Social Assistance (NAICS-62) and Accommodation and Food Services (NAICS-72) industries saw the greatest number of job postings in March, each with 20.7% (18) of the overall share amongst all major industry classifications. The Accommodation and Food Services as well as the Arts, Entertainment and Recreation (NAICS-71) industries saw the largest month-over-month job share increase of +14.4%. The largest month-over-month decrease occurred for the Construction (NAICS-23) industry with a drop of -26.8%.


\* 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** **21.3%** **Business, Finance & Administration** (NOC 1) 


- Census Enumerator (15)
- Administrative Assistant / Clerk (11)
- Accounting / Bookkeeping / Finance Clerk (8)
- Development Officer (2)
- Human Resource Coordinator / Generalist (2)

**2** **18.4%** **Trades, Transportation & Equipment Operators** (NOC 7) 

- Driver - Truck / Bus (8)
- Carpenter (3)
- CNC Machinins / Technician (2)
- Autobody Technician (1)
- 2 Others (1)

**3** **18.7%** **Trades, Transportation & Equipment Operators** (NOC 7) 

- Driver - Truck / Bus (26)
- Driver - Taxi (6)
- Concrete Finisher (3)
- Gas Technician (3)
- Cabnietmaker / Apprentice (2)

**3** **17.2%** **Education, Law & Social, Community & Government Services** (NOC 4) 

- Child Care Worker (5)
- Assistant Teacher (4)
- After Hours Worker - Social Work (2)
- Access Worker (1)
- 3 Others (1)

Sales and Service (NOC-6) based occupations made up the largest portion of job postings with 37.5% (100) of all postings in March when compared to the major occupational classifications. This major occupational classification also saw the largest month-over-month increase of +13.7% amongst all major occupational classifications. Inversely Health (NOC-3) based occupations saw the largest month-over-month decrease of -4.4% to make up only 0.4% of the March postings.

Sales and Service (NOC-6) based occupations represented the largest number of job postings with 48.3% (42) of all postings when compared to the major occupational classifications. These occupations also saw the largest month-over-month increase of +31.6%. The largest month-over-month decrease in job posting representation of -31.6% was for Trades, Transportation and Equipment Operator (NOC-7) based positions; making up 18.4% of the posting in March.

### TOP 5 HOURLY WAGE VACANCIES

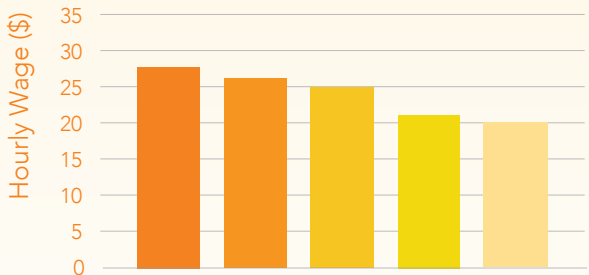
**\$35.09** **Financial Controller**  
@ Hands the Family Help Network



<b>\$31.63</b>	Executive Assistant @ District of Nipissing Social Services Administration Board
<b>\$30.17</b>	Occupational Therapist @ District of Nipissing Social Services Administration Board
<b>\$30.09</b>	Ambulance Communication Officer @ North Bay Regional Health Centre
<b>\$29.68</b>	Clinical Coordinator @ Hands the Family Help Network

### TOP 5 HOURLY WAGE VACANCIES

**\$27.85** **Addiction Counsellor**  
@ Canadian Mental Health Association Muskoka-Parry Sound



<b>\$25.99</b>	Community Justice Worker @ Hands the Family Help Network
<b>\$25.00</b>	CNC Precision Machinist @ Lofthouse Manufacturing
<b>\$21.65</b>	Driver - AZ @ Phoenix Building Components Inc.
<b>\$20.00</b>	Cleaner @ Maid to Perfection

## TOP 3 ANNUAL SALARY VACANCIES

**\$65,000**

**Bookkeeper**

@ Kenalex Construction Company Limited

**\$64,547**

**Field Operations Supervisor**

@ Statistics Canada

**\$56,888**

**Addictions Counsellor**

@ Ministry of the Solicitor General



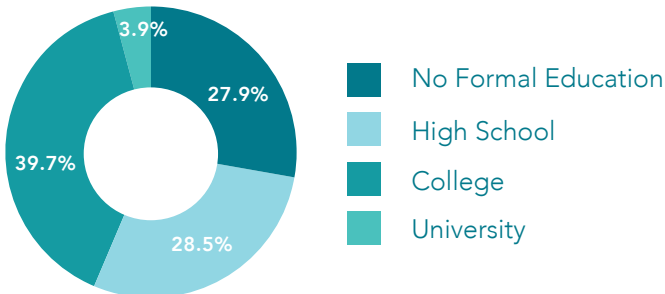
**Lowest Annual Salary \$34,000**

**Administrative Clerk**

@ VS Group

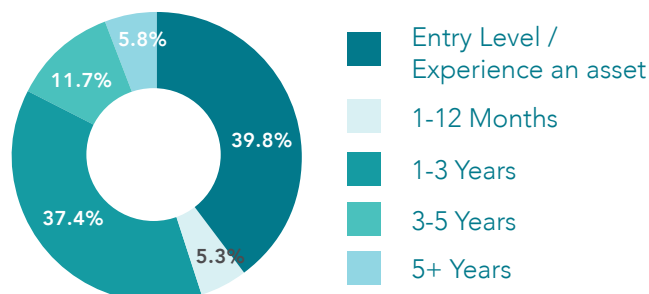
The average hourly wage in March for those postings which listed an hourly wage was \$17.27/hour. This is notably lower; -8.7% (-\$1.65/hour), than the current 12-month average of \$18.92/hour. Of the 181 postings which listed an hourly wage 32.0% (58) were listed at the provincial minimum wage of \$14.25/hour. For postings that listed an annual salary the average was \$49,573.64/year. This figure is slightly below; -3.2% (-\$1,634.64/year), the current 12-month average of \$51,208.28/year.

### EDUCATIONAL LEVEL REQUESTED:



**179** Postings listed experience requirements (**67%**)

### REQUIRED EXPERIENCE BREAKDOWN:



**171** Postings listed experience requirements (**64%**)

## TOP 3 ANNUAL SALARY VACANCIES

**\$45,000**

**Contractor Sales / Estimator**

@ Kidd's Home Hardware

**\$45,000**

**General Manager - Retail**

@ Dutch Love Cannabis Company

**\$35,000**

**Driver - Delivery**

@ Ashley Homestore



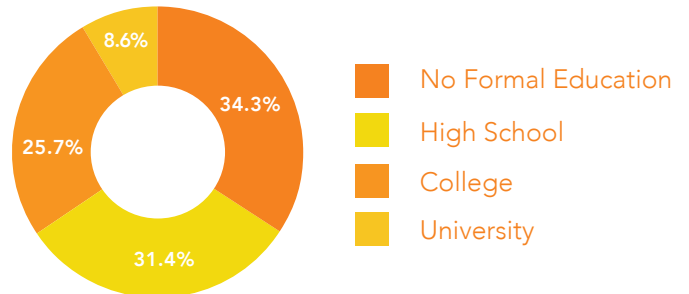
**Lowest Annual Salary \$35,000**

**Driver - Delivery**

@ Ashley Homestore

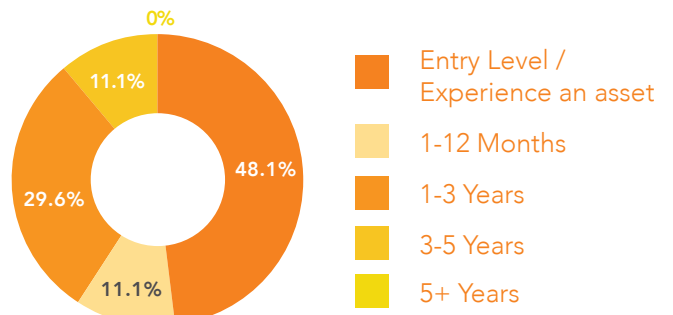
The average hourly wage in March for those postings which listed an hourly wage was \$17.17/hour. This figure is notably below; -9.2% (-\$1.75/hour), the current 12-month average of \$18.92/hour. Of the 48 postings which listed an hourly wage 14.6% (7) were listed at the provincial minimum wage of \$14.25/hour. For postings that listed an annual salary the average was \$41,666.67/year. The current 12-month average is \$43,237.72/year.

### EDUCATIONAL LEVEL REQUESTED:



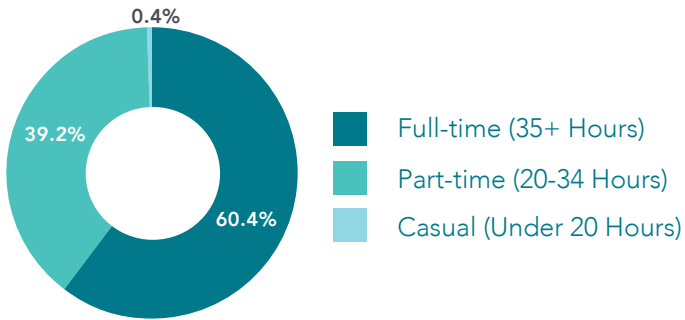
**35** Postings listed experience requirements (**40.2%**)

### REQUIRED EXPERIENCE BREAKDOWN:



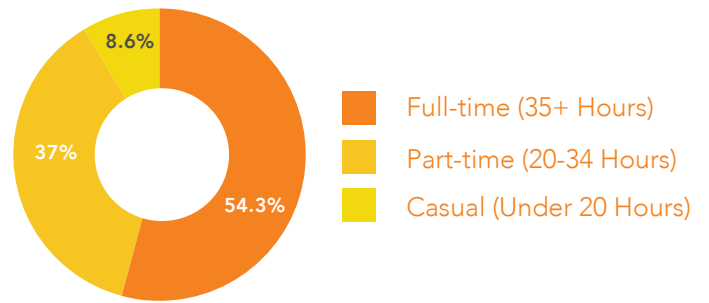
**54** Postings listed experience requirements (**62.1%**)

## FULL-TIME / PART-TIME BREAKDOWN



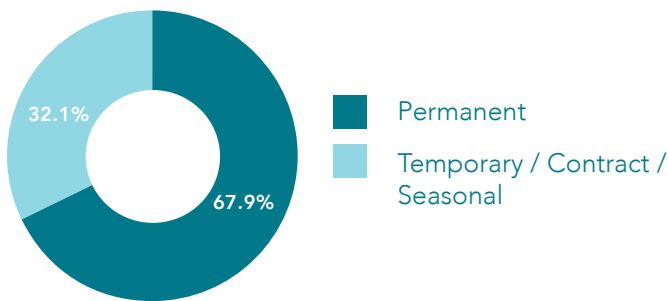
**240** Postings listed hours offered (**89.8%**)

## FULL-TIME / PART-TIME BREAKDOWN



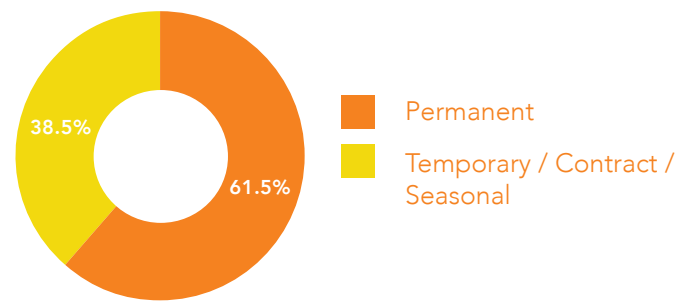
**81** Postings listed hours offered (**93.1%**)

## TERM OF EMPLOYMENT



**196** Postings listed hours offered (**73.4%**)

## TERM OF EMPLOYMENT



**52** Postings listed hours offered (**59.8%**)

179 (67%) of the job postings in March indicated a minimum education level required for the job posted with 56.4% (101) stating that they would accept a candidate with a high school diploma or less. This is a large increase; +10.7%, from the previous month when 45.7% of jobs were seeking similar qualifications. Furthermore; 39.7% (71) of job postings were seeking someone with a college certificate or diploma and 3.9% (7) were seeking a university level graduate.

171 (64%) of the job postings this month indicated a level of experience being sought by the employer with 39.8% (68) being listed as either entry level or where experience would be considered an asset. This is a slight increase; +1%, from February when 38.8% of the job postings fell under this experience category.

240 (89.9%) of the listings in March provided the hours of employment which would be offered to the successful candidate with 60.4% (145) being classified as full-time (35+ hours/week). This figure is slightly lower; -3.3%, than the previous month where 63.7% of the job postings were classified as full-time.

196 (73.4%) of the job postings stated the terms of employment being offered with 67.9% (133) listed as permanent opportunities. This is a notable increase; +7.2%, to February when these opportunities accounted for 67.9% of the job postings listed in that month.

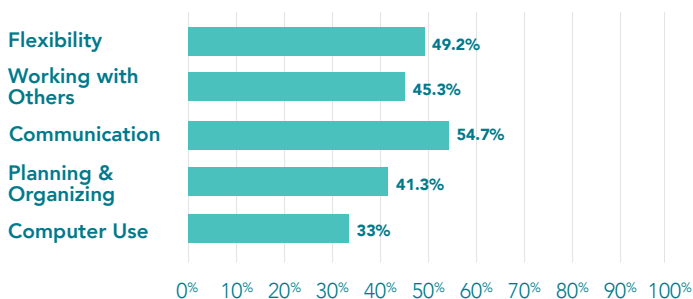
35 (40.2%) job postings in March indicated a minimum education level required for the job posted with 65.7% (23) stating that they would accept a candidate with a high school diploma or less. This is a slight increase; +9.8%, from the previous month when 55.9% of jobs were seeking similar qualifications. Furthermore; 25.7% (9) of job postings were seeking someone with a college certificate or diploma and 8.6% (3) were seeking a university level graduate.

54 (62.1%) of the job postings this month indicated a level of experience being sought by the employer with 48.1% (26) being listed as either entry level or where experience would be considered an asset. This is a slight increase; +2.7%, from February when 45.5% of the job postings fell under this experience category.

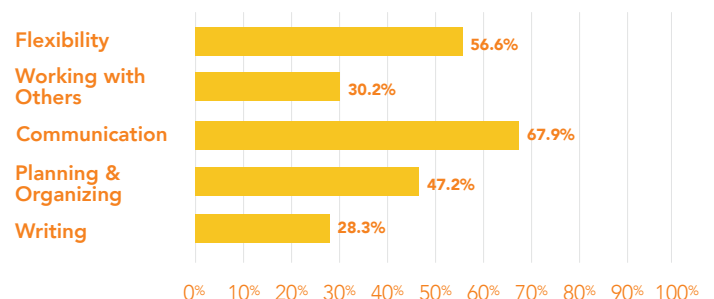
81 (93.1%) of the listings in March provided the hours of employment which would be offered to the successful candidate with 54.3% (44) being classified as full-time (35+ hours/week). This a significant decrease; -20.2%, from the previous month where 74.5% of the job postings were classified as full-time.

52 (59.8%) of the job postings in this month stated the terms of employment being offered with 61.5% (32) listed as permanent opportunities. This is nearly identical; +0.2%, to February when these opportunities accounted for 61.3% of the job postings listed in that month.

## TOP 5 DESIRED SOFT SKILLS



## TOP 5 DESIRED SOFT SKILLS





## ALL EMPLOYERS WITH POSTINGS IN MONTH

A&W (McKeown)  
 Adjusters SSA Limited  
 Alex McKillop Tax Ltd.  
 All About Gardens  
 Allstate Canada  
 Alzheimer Society Sudbury-Manitoulin North Bay & Districts  
 American Eagle Outfitters  
 American Iron & Metal  
 Assante Capital Management Ltd.  
 Battano Construction Limited  
 Bavarian Link Meat Products  
 Bentley & Cie Lte.  
 Best Western North Bay Hotel & Conference Centre  
 Beyond Sushi  
 Binx Professional Cleaning  
 Blanchfield Roofing Co. Ltd.  
 Bradwick Property Management  
 BrokerLink  
 Bruman Construction Inc.  
 Burger World  
 Canadian Beer Express  
 Canadore College  
 Canadore College  
 CannAmm  
 Canor Construction  
 Casey's Grill Bar  
 Cash 4 You  
 Cassellholme Home for the Aged  
 Cecil's Brewhouse and Kitchen  
 Cementation Canada  
 Charmed Aroma  
 Chartwell Retirement Residences  
 Community Living North Bay  
 Conseil scolaire public du Nord-Est dell'Ontario  
 Dave's Heating and Cooling  
 Degagne Carpentry  
 Dennis Harwood Plumbing Heating Ltd.  
 Descon Construction Ltd.  
 District of Nipissing Social Services Administration Board  
 Dixon Electric - Division of Sonepar Canada  
 Dollar Bazaar  
 EB Games  
 Express Parcel  
 Ferris Home Hardware  
 First Choice Haircutters  
 Gardewine  
 Gincor Werx  
 goeasy  
 Gordon Food Services  
 Grant Thornton  
 Guy's Tire Sales Inc.  
 Hands the Family Help Network

Hit the Spot  
 Holiday Inn Express & Suites  
 Homewood Suites by Hilton  
 Hopper Buick GMC  
 J&R Property Management  
 Jackman's Flowers  
 Kenalex Construction Company Limited  
 Kia of North Bay  
 Lindsay Weld Centre for Children  
 Marina Point Village  
 Martin Roy Transport  
 McDonald's Restaurants  
 MCS Delivery  
 Medigas  
 Michael Hill  
 Miller Paving Limited  
 Miller Waste Systems  
 Ministry of Natural Resources and Forestry  
 Ministry of the Attorney General  
 Ministry of the Solicitor General  
 Molly Maid  
 Moose's Cookhouse  
 Municipality of West Nipissing  
 My Thai Palace  
 National Bank of Canada  
 Near North District School Board  
 Nedco  
 Nijjaansinaanik Child and Family Services  
 Nipissing Propane and Appliances  
 Nipissing-Parry Sound Catholic District School Board  
 North Bay and District Humane Society  
 North Bay Computer Services Inc.  
 North Bay Mazda  
 North Bay Mitsubishi  
 North Bay Regional Health Centre  
 North Bay Toyota  
 North Bay Woodwork Ltd.  
 North Ontario Food Sales  
 Northgate Shopping Center  
 Ontario Northland  
 Paragon Bay  
 Penningtons  
 Pioneer Construction  
 R&D Recycling  
 Rahn Plastics Inc.  
 Ramada Pinewood Park Resort  
 Raven and Republic  
 RBC  
 Redpath Mining Contractors and Engineers  
 Sam's Cement Finishing  
 Science North  
 Scotiabank  
 Service Berry Cleaning  
 Sienna Senior Living  
 Simcoe Northern Supply  
 Sleep Country  
 SoftMoc Shoes

Statistics Canada  
 Stock Transportation Ltd.  
 Swiss Chalet / Montana's  
 The Brick  
 The Brownstone Kitchen & Bath  
 The Crown and Beaver  
 The Empire  
 The Home Depot  
 The Salvation Army  
 The Skyline Group of Companies  
 The Submarine Place  
 Tim Hortons  
 Torba Restaurants Inc. - Wendy's (McKeown)  
 Total Cleaning and Restoration DKI  
 Treasure Hunt  
 Twiggs Coffee Company  
 U-Need-A-Cab  
 Union of Ontario Indians  
 Voyageur Aviation Corp.  
 VS Group  
 Wacky Wings  
 Weiler's Cleaning & Restoration  
 Wendy's (Lakeshore)  
 Wendy's (McKeown)  
 West Nipissing Child Care Corporation  
 Workplace Safety North  
 YMCA of Northeastern Ontario

Fine Food Grocery  
 Georgian Bay Travel Centre  
 Glenn Burney Patio  
 Grand Tappatoo Resort  
 Hands the Family Help Network  
 Harvey's Parry Sound  
 Kawartha Credit Union  
 Kidd's Home Hardware  
 Kurtz Construction  
 Lofthouse Manufacturing  
 Log Cabin Inn  
 Loretta's  
 Mac Lang Ltd.  
 Maid to Perfection  
 McDonald's Restaurants  
 Mckeller Marine Services  
 Miigwansag Child Care Centre  
 Near North District School Board  
 Nijjaansinaanik Child and Family Services  
 Osprey Links Golf Course  
 Parry Sound Auto Parts Inc.  
 Parry Sound Ready Mix  
 Petro Canada  
 Phoenix Building Components Inc.  
 Rose Point Marina  
 Scotiabank  
 Smart Modular Canada  
 Smashburger  
 Starbucks  
 Swift Outdoor Centre  
 The Sarjeant Co Ltd.  
 TNT Cleaning and Maintenance  
 Trestle Brewing Company  
 URJ Camp George  
 Walmart Canada  
 Weeks Construction Inc.  
 West Parry Sound Health Centre  
 Wheelchair Accessible Transit Inc.  
 YMCA of Simcoe/Muskoka  
 Youthdale Treatment Centres



## ALL EMPLOYERS WITH POSTINGS IN MONTH

1886 Lake House Bistro  
 Adams Bros. Construction  
 Ashley Homestore  
 Barburrito Mexican Restaurant  
 Barnhill Contracting Inc.  
 Buchan's Auto Body  
 Callander Bay Heritage Museum  
 Camp Manitou  
 Canadian Mental Health Association  
 Muskoka-Parry Sound  
 Cedarland Homes Ltd.  
 Comfort Inn Parry Sound  
 Community Living Parry Sound  
 Complete Landscaping Inc.  
 Dentistry on the Bay  
 Di Salvo's Bella Cucina  
 District of Parry Sound Social Services Administration Board  
 Dollarama  
 Dutch Love Cannabis Company  
 Edgewater Park Lodge

## 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](http://www.jobbank.gc.ca), [www.indeed.ca](http://www.indeed.ca), and [www.wowjobs.ca](http://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](mailto:info@thelabourmarketgroup.ca). We would be more than happy to review our process with you!

<sup>2</sup> 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.

<sup>3</sup> 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](mailto:info@thelabourmarketgroup.ca)



**The Labour Market Group**  
 Guiding partners to workforce solutions.