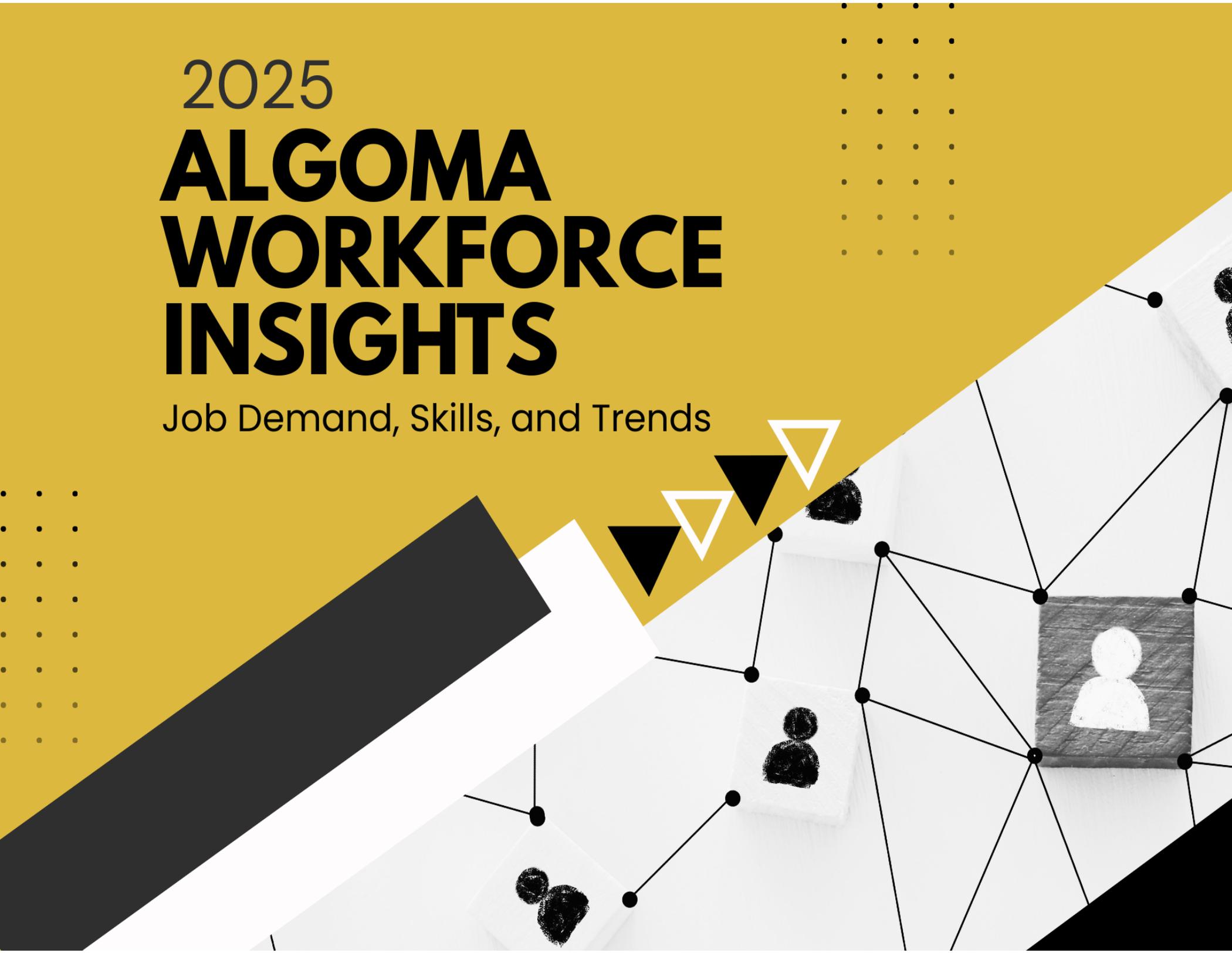


# 2025 ALGOMA WORKFORCE INSIGHTS

Job Demand, Skills, and Trends





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and the Government of Ontario.

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## **Data Source Statement**

Source: Algoma Workforce Investment Corporation (AWIC) Job Posting Data.

This report presents information collected from job advertisements posted by employers and employment agencies across more than 50 publicly accessible websites. Data reflects only the postings available online during the collection period, **January 2025 to December 2025**. All data reflects the information available at the time of collection.

## **Disclaimer & Limitations**

While this report provides valuable insights, several limitations should be considered:

- Job postings do not represent all employment opportunities in the region
- Not all jobs are posted online. Some industries rely on word-of-mouth or internal hiring.
- Duplicate postings may occur, despite efforts to remove them.
- Wage information is not always provided, which may affect averages.
- Job titles vary across employers, making categorization challenging.
- Experience and education requirements are based only on what employers choose to list.
- Seasonal fluctuations may influence monthly hiring trends.

These limitations mean the report should be used as a guide—not a complete representation—of the Algoma labour market.

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## **Introduction**

The Algoma Job Demand Report provides an overview of employment trends across the region and communities, highlighting where opportunities are growing and what employers are looking for. By examining job postings, hiring patterns, wages, and skill requirements, this report helps students, job seekers, educators, and community partners better understand the local labour market. The goal is to support informed decision-making—whether that means choosing a career path, designing training programs, or planning workforce strategies.

Algoma's job market in 2025 shows strong hiring activity across the region and multiple communities. In Algoma, employers are consistently looking for full-time, permanent workers, and many roles require specific skills, experience, and education. This report summarizes the key trends from January 2025 to December 2026.

## **Executive Summary**

In 2025, Algoma experienced steady hiring activity across all major communities, with Sault Ste. Marie accounts for the majority of job postings. Employers continued to prioritize full-time, permanent positions, and wages showed modest growth across most sectors.

Sales and service, trades, health care, and business administration remained the most in-demand occupational groups. Many employers sought candidates with 1-3 years of experience, along with essential certifications such as First Aid, Food Safety, and Microsoft Office proficiency.

Wage data revealed a wide range of earning potential, with health care, legal, and management roles offering the highest salaries, while entry-level service positions remained on the lower end but were a large and vital source of the workforce. Overall, the region's labour market demonstrated resilience, consistent demand, and a continued need for skilled workers.

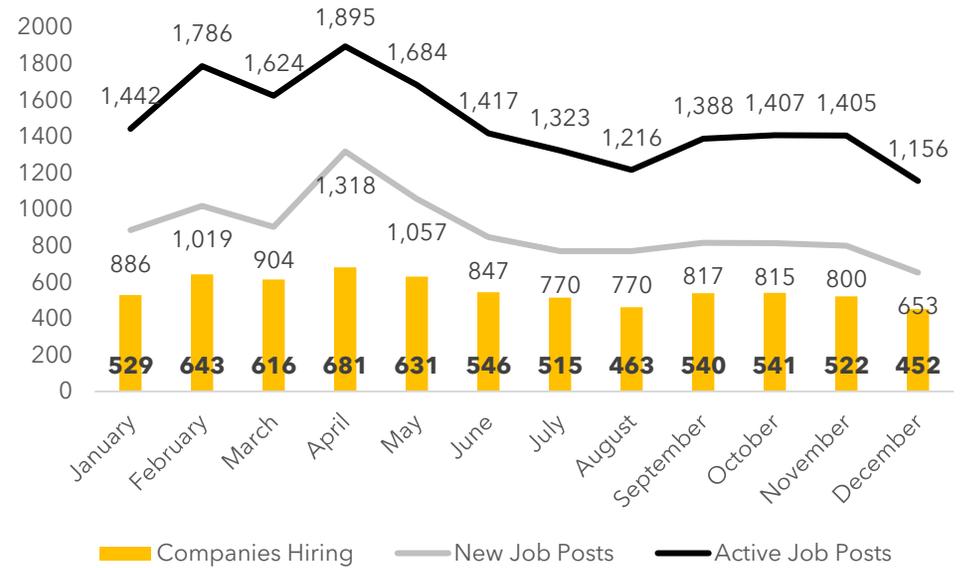
# Algoma Job Demand

In 2025, there were over 11,000 active job postings across Algoma, indicating strong labour demand across the region. The average job posting duration was 24 days, representing a 29% decrease from the previous year, which suggests that positions were being filled more quickly. The table below shows that Sault Ste. Marie accounts for the vast majority of active job postings in the region, with 7,111 postings, reflecting its role as the primary employment centre in Algoma.

**Top Job Posts by Region**

Region	Active Job Posts
Sault Ste. Marie	7,111
Wawa	482
Elliot Lake	454
Dubreuilville	424
Blind River	182
White River	141

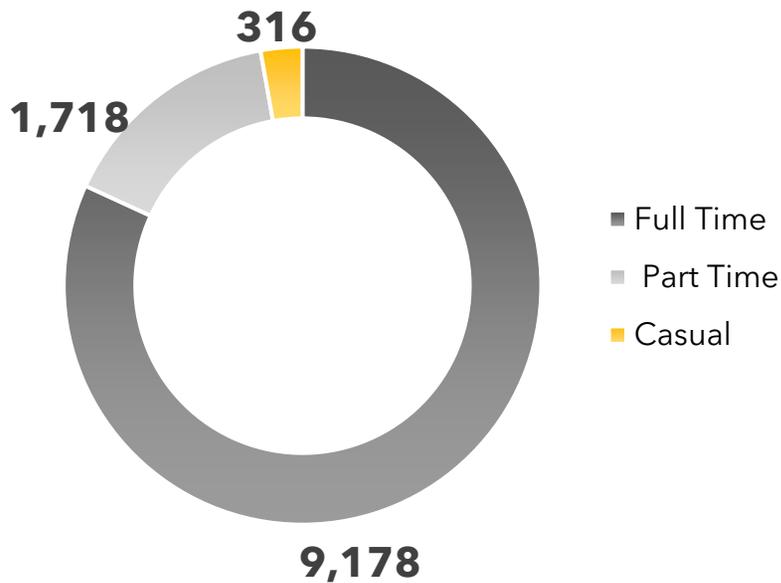
**2025 Monthly Hiring Activity**



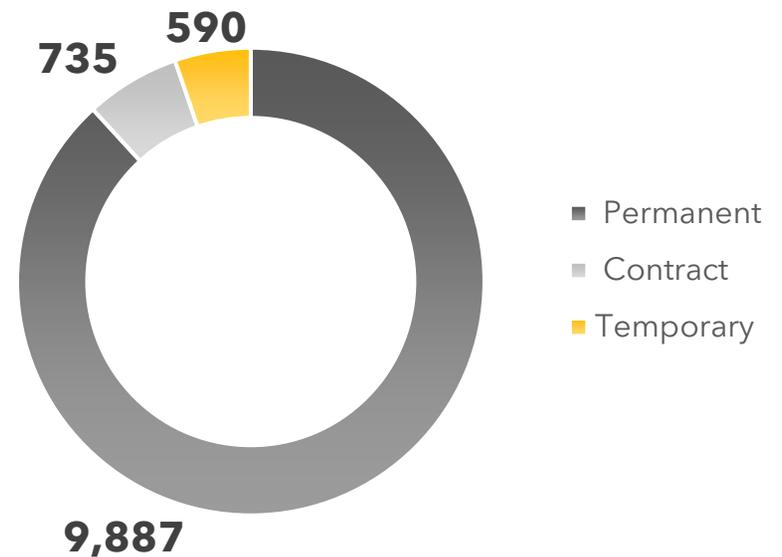
The job market shows its highest activity in April, with peaks in companies hiring, new job posts, and active postings. Activity remains strong through spring and early summer before gradually declining toward December, which records the lowest levels across all three metrics. Overall, the data reflects a consistent seasonal pattern, with employers hiring more in the first half of the year and slowing down in the final quarter.

## Job Types and Duration

The job market is strongly dominated by stable, long-term positions. Full-time roles account for the largest share with 9,178 postings, far exceeding part-time (1,718) and casual roles (316).

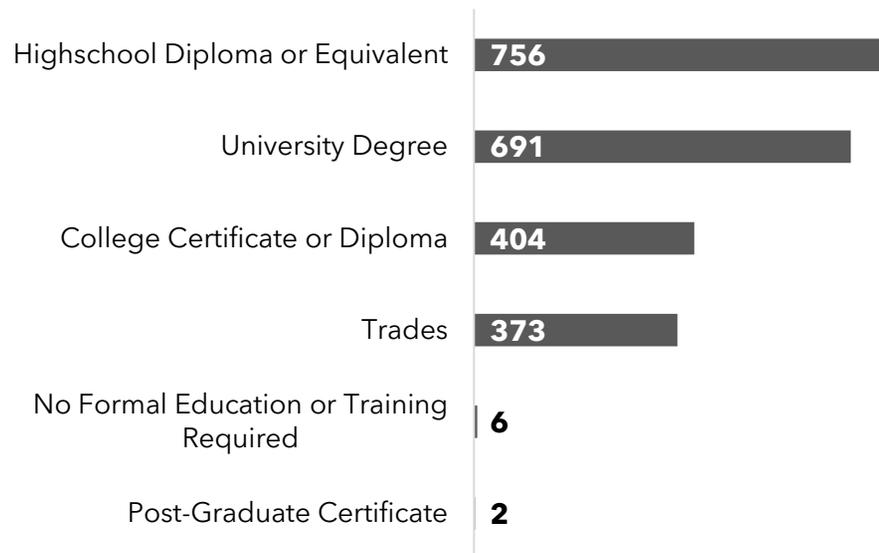
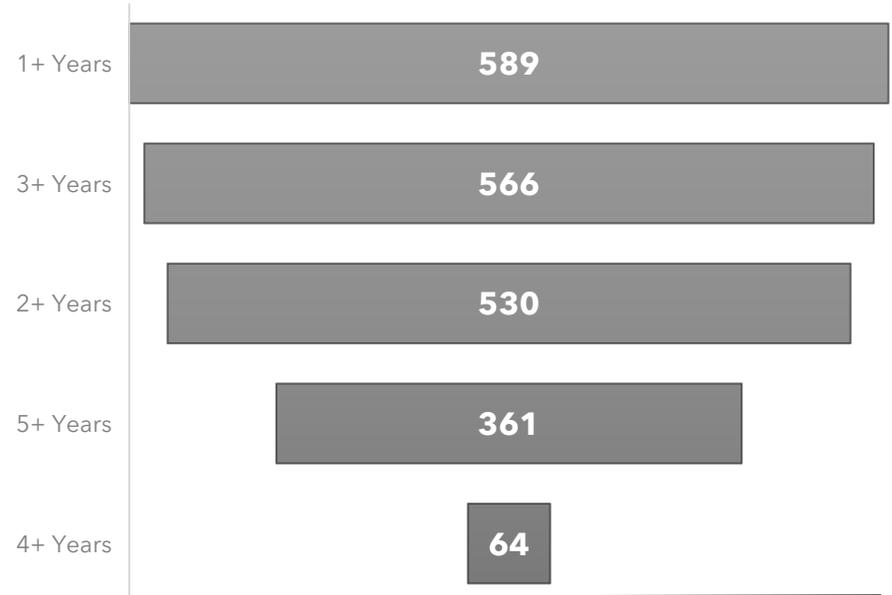


Similarly, when categorized by employment type, permanent positions lead with 9,887 postings, while contract (735) and temporary roles (590) represent much smaller segments of the market. Overall, the data indicate that employers are primarily seeking long-term, full-time workers, with limited demand for short-term or flexible arrangements.



## Experience and Education Requirements

The experience requirements show that employers are primarily seeking candidates with early-career experience, with most roles requesting between 1 and 3 years. The largest category is 1+ years of experience (589 postings), followed closely by 3+ years (566) and 2+ years (530), illustrating that employers value a foundational skill set but are not overwhelmingly demanding senior-level expertise. Higher experience thresholds become less common: 5+ years is required in 361 postings, while 4+ years appears in only 64 postings. Overall, the distribution indicates a job market geared toward workers with moderate, practical experience rather than highly specialized or long-tenured backgrounds.



Total postings analyzed were approximately 2,232. Most roles require secondary or post-secondary education, with the largest share at the High School Diploma or Equivalent level (756; 33.9%), followed by University Degree (691; 31.0%). Mid-tier credentials—College Certificate/Diploma (404; 18.1%) and Trades (373; 16.7%)—make up roughly a third combined. Very few postings indicate No Formal Education or Training (6; 0.3%) or a Post-Graduate Certificate (2; 0.1%).

## Key Job Requirements

The table highlights some of the most commonly requested job requirements across 11,212 active job postings in Algoma in 2025. Among these, Microsoft Office skills (960 postings) and a Criminal Record Check (855 postings) were frequently requested by employers. Other common requirements included regular access to a vehicle (657 postings) and First Aid certification (582 postings). Food Safety certification (87 postings) appeared less frequently but remains important for roles in the food service sector.

Overall, the data shows that employers often prioritize basic digital skills, workplace safety certifications, and workplace safety requirements when recruiting candidates.



### Microsoft Office

960 postings



### Criminal Record Check

855 postings



### Regular Access to a Vehicle

657 postings



### First Aid

582 postings



### Food Safety

87 postings

## In-Demand Occupations

Sales and service, trades, and health care roles dominate the job market. Sales and service occupations accounted for the largest share of job postings in Algoma, with 3,182 postings, followed by trades, transport and equipment operators (1,633) and health occupations (1,543). Additional demand was seen in business and administration (1,191) and education, law and social services (842). Overall, the data indicates strong labour demand in customer service, skilled trades, and health care roles across the region.

### Top Occupational Categories

Category	Job Count
Sales & Service	3,182
Trades, Transport & Equipment	1,633
Health Occupations	1,543
Business & Administration	1,191
Education, Law & Social Services	842

## 20 Most Frequently Posted Jobs

NOC Occupation	Job Count
Retail Salespersons	522
Registered Nurses	467
Food Counter Attendants	382
Licensed Practical Nurses	226
Home Support Workers	215
Cooks	214
General building maintenance workers and building superintendents	206
Social and community service workers	202
Store shelf stockers, clerks and order fillers	202
Light-duty cleaners	181
Retail and wholesale trade managers	179
Transport truck drivers	168
Administrative assistants	148
Customer service representatives - financial institutions	144
Automotive service technicians, truck and bus mechanics and mechanical repairers	140
Food service supervisors	132
Other customer and information services representatives	124
Administrative officers	117
Pharmacists	106
Social workers	100

## Wage Insights

Wages increased modestly across the region. The average posted wage rose to \$28.25 (up 6%), while the median posted wage increased to \$24.32 (up 5%), indicating gradual wage growth across the regional labour market.



**Average Posted Wage:** \$28.25 (↑ 6%)



**Median Posted Wage:** \$24.32 (↑ 5%)

### Highest-Paying Occupations (over 100,000)

Occupation	Median Salary
Lawyers and Quebec notaries	\$154,059
Real estate agents and salespersons	\$150,000
Nurse practitioners	\$128,000
Managers in health care	\$127,822
College and other vocational instructors	\$127,000
Geoscientists and oceanographers	\$123,000
Elementary school and kindergarten teachers	\$120,000
Dental hygienists and dental therapists	\$117,000
Pharmacists	\$116,500
Financial advisors	\$108,900
Occupational health and safety specialists	\$105,000
Civil engineers	\$101,000
Customer service representatives - financial institutions	\$100,000
Engineering managers	\$100,000

### Top Lowest-Paying Occupations

Occupation	Median Salary
Food counter attendants, kitchen helpers and related support occupations	\$36,000
Bakers	\$38,000
Store shelf stockers, clerks and order fillers	\$40,000
Retail and wholesale buyers	\$41,000
General practitioners and family physicians	\$41,013
Retail salespersons and visual merchandisers	\$42,000
Food service supervisors	\$46,000
Hotel front desk clerks	\$47,500
Chefs	\$50,000
Other customer and information services representatives	\$50,500
Career development practitioners and career counsellors (except education)	\$52,212
Insurance agents and brokers	\$55,000
Banking, insurance and other financial clerks	\$55,200

## Top Hiring Companies

Company	Active Posts
Sault Area Hospital Foundation	1,125
Extendicare Canada Inc.	209
Alamos Gold Inc.	202
Walmart Canada	129
Tenaris Algoma Tubes Inc.	121
Subway Restaurants	119
Garden River First Nations	112
Loblaw Companies Limited (Independents)	81
Ontario Lottery and Gaming (OLG)	80
Group Health Centre	74
Ledcor Group of Companies	69
Days Hospitality Limited	63
Home Depot Canada Inc.	63
TD Bank Group	62
Sault Ste. Marie, Corporation of the City of	60
Scotiabank	59
Tim Hortons	53
Algoma District School Board	52
Sault College	52
Bayshore HealthCare	51
Canada Post Corporation	51

The table highlights the top employers with active job postings in Algoma. Sault Area Hospital Foundation leads significantly with 1,125 postings, reflecting strong demand in the health care sector. Other major employers include Extendicare Canada (209), Alamos Gold (202), Walmart Canada (129), and Tenaris Algoma Tubes (121).

Overall, the list shows that health care, retail, mining, manufacturing, and public sector organizations are among the most active recruiters in the region.

## Language Requirements

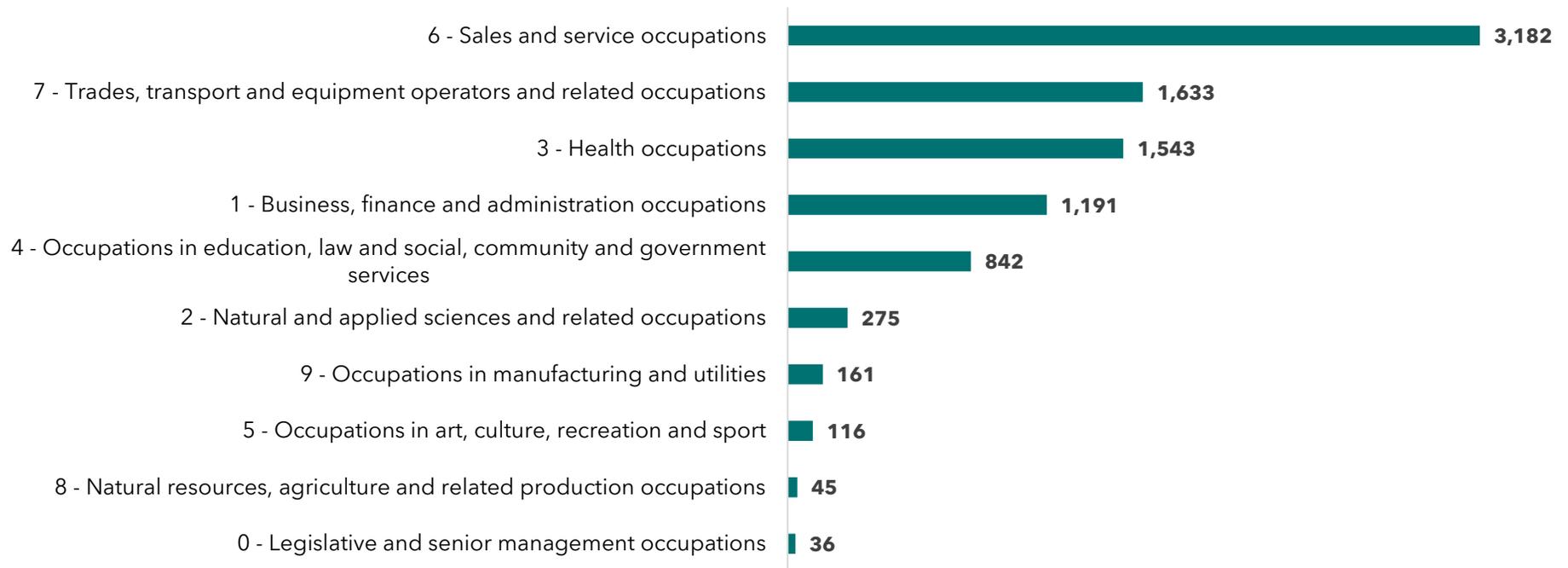
French-language and bilingual roles are the most common.

Language	Active Job Posts
French	872
Bilingual	361
Spanish	27
Italian	8
Arabic	5

# 2025 Occupational Snapshot

The chart shows that sales and service occupations had the highest labour demand, with 3,182 job postings, followed by trades, transport and equipment operators (1,633) and health occupations (1,543). Additional demand was seen in business, finance and administration (1,191) and education, law and social services (842). All other occupational categories recorded significantly fewer postings, indicating that most hiring activity was concentrated in customer service, skilled trades, and health-related roles.

**2025 In-Demand Occupational Category**



## Sales and Service Occupations

The most common skills associated with these occupations include:

- Customer Service - assisting customers, handling inquiries, and resolving issues
- Communication - clear interaction with customers, coworkers, and supervisors
- Teamwork and Collaboration - working effectively with colleagues in fast-paced environments
- Sales and Merchandising - promoting products, upselling, and maintaining displays
- Cash Handling and Point-of-Sale Systems - processing payments and operating registers
- Food Preparation and Food Safety - preparing food and following health and safety standards
- Cleaning and Sanitation - maintaining clean and organized workspaces
- Time Management and Multitasking - handling multiple tasks efficiently during busy periods

These roles emphasize customer service, communication, reliability, and operational skills required in retail, hospitality, and service-based workplaces.<sup>1</sup>

	In-Demand NOC Occupation	Posting Count
1	Retail salespersons and visual merchandisers	522
2	Food counter attendants, kitchen helpers and related support occupations	382
3	Cooks	214
4	Store shelf stockers, clerks and order fillers	202
5	Light-duty cleaners	181
6	Retail and wholesale trade managers	179
7	Customer service representatives - financial institutions	144
8	Food service supervisors	132
9	Other customer and information services representatives	124
10	Security guards and related security service occupations	88
11	Cashiers	85
12	Retail sales supervisors	81
13	Food and beverage servers	75
14	Financial sales representatives	65
15	Other services supervisors	62
16	Retail and wholesale buyers	53
17	Other sales-related occupations	51
18	Hotel front desk clerks	47
19	Janitors, caretakers and heavy-duty cleaners	45
20	Restaurant and food service managers	37

<sup>1</sup> **Data Source:** Government of Canada Job Bank.

## Trades, transport and equipment operators and related occupations

The most common skills associated with these occupations include:

- Equipment operation and maintenance - operating vehicles, machinery, and tools safely
- Mechanical and technical skills - diagnosing, repairing, and maintaining equipment
- Construction and installation - assembling, installing, and maintaining structures or systems
- Troubleshooting and problem-solving - identifying faults and determining effective solutions
- Health and safety compliance - following workplace safety procedures and regulations
- Manual dexterity and physical ability - handling tools, lifting materials, and performing hands-on work
- Reading technical documents - interpreting blueprints, manuals, and work orders
- Time management and teamwork - coordinating tasks with crews and meeting project deadlines.

Key skills for trades, transport, and equipment operator occupations include mechanical and technical abilities, equipment operation, troubleshooting, and workplace safety knowledge, along with physical capability and teamwork.<sup>2</sup>

	In-Demand NOC Occupation	Posting Count
1	General building maintenance workers and building superintendents	206
2	Transport truck drivers	168
3	Automotive service technicians, truck and bus mechanics and mechanical repairers	140
4	Material handlers	96
5	Construction trades helpers and labourers	95
6	Construction millwrights and industrial mechanics	91
7	Delivery service drivers and door-to-door distributors	89
8	Facility operation and maintenance managers	52
9	Heavy equipment operators	50
10	Welders and related machine operators	49
11	Residential and commercial installers and servicers	47
12	Bus drivers, subway operators and other transit operators	44
13	Carpenters	43
14	Electricians (except industrial and power systems)	40
15	Heavy-duty equipment mechanics	34
16	Letter carriers	32
17	Heating, refrigeration and air conditioning mechanics	31
18	Automotive and heavy truck and equipment parts installers and servicers	30
19	Plumbers	25
20	Machinists, machining and tooling inspectors	24

<sup>2</sup> Data Source: Government of Canada Job Bank.

## Health Occupations

The most common skills associated with these occupations include:

- Patient care and assistance - supporting patient health, comfort, and daily care needs
- Communication and interpersonal skills - interacting effectively with patients, families, and healthcare teams
- Teamwork and collaboration - coordinating care with nurses, physicians, and other health professionals
- Attention to detail and record keeping - maintaining accurate patient information and documentation
- Knowledge of health and safety protocols - following infection control and workplace safety procedures
- Problem-solving and critical thinking - responding to patient needs and clinical situations effectively.

Health occupations commonly require patient care, communication, teamwork, and attention to detail, along with knowledge of medical procedures, health and safety protocols, and record keeping to support effective healthcare delivery.<sup>3</sup>

	<b>In-Demand NOC Occupation</b>	<b>Posting Count</b>
1	Registered nurses and registered psychiatric nurses	467
2	Licensed practical nurses	226
3	Pharmacists	106
4	General practitioners and family physicians	91
5	Managers in health care	78
6	Nurse practitioners	76
7	Dental hygienists and dental therapists	60
8	Other assisting occupations in support of health services	47
9	Pharmacy technical assistants and pharmacy assistants	43
10	Physiotherapists	38
11	Medical radiation technologists	37
12	Pharmacy technicians	37
13	Occupational therapists	31
14	Other technical occupations in therapy and assessment	24
15	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	20
16	Medical laboratory technologists	20
17	Paramedical occupations	18
18	Audiologists and speech-language pathologists	15
19	Dental assistants and dental laboratory assistants	15
20	Dietitians and nutritionists	10

<sup>3</sup> **Data Source:** Government of Canada Job Bank.

## Business, finance and administration occupations

The most common skills associated with these occupations include:

- Administrative and organizational skills - managing schedules, documents, and office operations
- Communication and customer service - interacting with clients, colleagues, and stakeholders
- Data entry and record management - maintaining accurate financial and administrative records
- Financial and analytical skills - budgeting, accounting tasks, and financial reporting
- Digital and software proficiency - using office software, spreadsheets, and databases
- Attention to detail and problem-solving - ensuring accuracy and resolving administrative issues

Key skills for business, finance, and administration occupations include organizational and administrative abilities, communication and customer service, data and record management, financial analysis, and proficiency with office software. These skills support efficient office operations, accurate financial processes, and effective coordination within organizations.<sup>4</sup>

	In-Demand NOC Occupation	Posting Count
1	Administrative assistants	148
2	Administrative officers	117
3	Financial advisors	98
4	Receptionists	67
5	General office support workers	64
6	Banking, insurance and other financial clerks	50
7	Financial auditors and accountants	44
8	Financial managers	42
9	Banking, credit and other investment managers	40
10	Accounting and related clerks	40
11	Financial and investment analysts	37
12	Human resources and recruitment officers	35
13	Accounting technicians and bookkeepers	32
14	Other financial officers	28
15	Professional occupations in advertising, marketing and public relations	28
16	Conference and event planners	26
17	Advertising, marketing and public relations managers	22
18	Payroll administrators	21
19	Shippers and receivers	21
20	Storekeepers and parts persons	21

<sup>4</sup> **Data Source:** Government of Canada Job Bank.

## Communities in Algoma

This section highlights the top six communities in Algoma with the highest number of active job postings, providing insight into where labour demand is most concentrated across the region. The data illustrates the geographic distribution of employment opportunities and helps identify key local labour markets within Algoma.

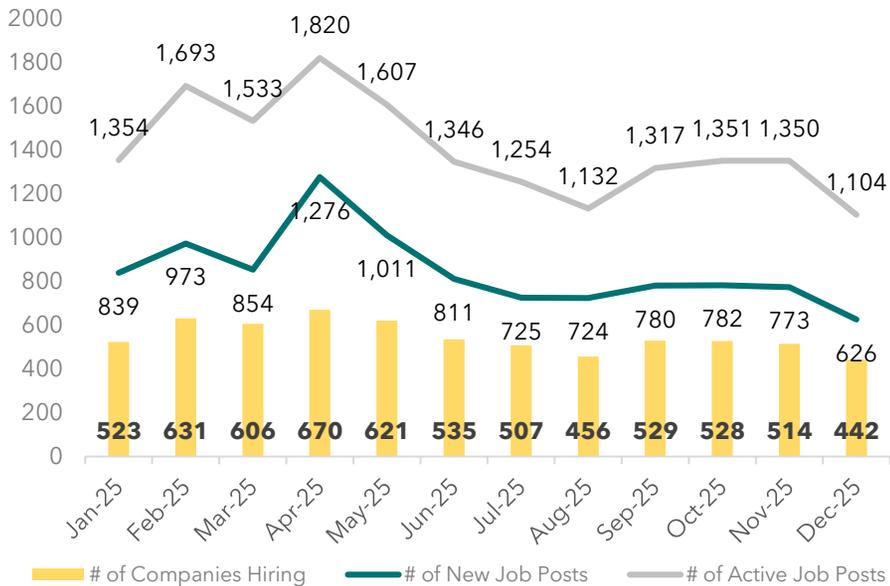
The data shows that Sault Ste. Marie had the highest number of active job postings (7,111), reflecting its role as the primary employment hub in Algoma. Other communities, such as Wawa (482), Elliot Lake (454), and Dubreuilville (424), also recorded notable job posting activity relative to their size. Meanwhile, Blind River (182) and White River (141) had fewer postings, reflecting smaller local labour markets. However, these communities continue to require workers and may face greater recruitment challenges due to smaller population bases and limited local labour pools.

### Top Job Posts by Region

Region	Active Job Posts
Sault Ste. Marie	7,111
Wawa	482
Elliot Lake	454
Dubreuilville	424
Blind River	182
White River	141

## Sault Ste Marie

Sault Ste. Marie recorded 7,111 active job postings, a 5% decrease from the previous period. There were 6,817 new postings (-5%), while the average posting duration declined to 22.3 days (-30%), suggesting positions may be filling more quickly. 1,435 companies were hiring, a 4% decrease.

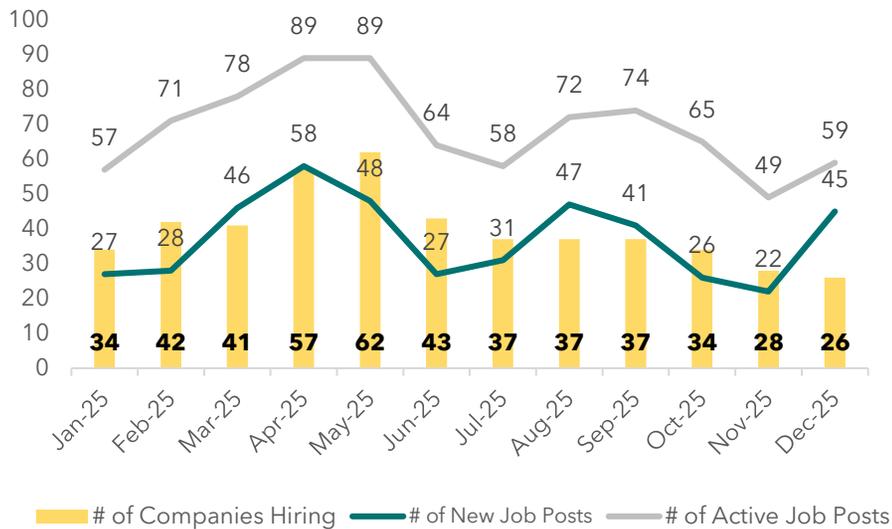


In Sault Ste. Marie, hiring peaked in spring, with April recording 670 companies hiring, 1,276 new posts, and 1,820 active posts. Activity declined over the summer and stabilized in the fall, with December the lowest at 442 companies hiring and 1,104 active posts, reflecting typical seasonal trends.

	In-Demand NOC Occupation	Posting Count
1	Retail salespersons and visual merchandisers	516
2	Registered nurses and registered psychiatric nurses	453
3	Food counter attendants, kitchen helpers and related support occupations	371
4	Licensed practical nurses	224
5	Cooks	209
6	General building maintenance workers and building superintendents	201
7	Home support workers, caregivers and related occupations	199
8	Store shelf stockers, clerks and order fillers	192
9	Social and community service workers	188
10	Retail and wholesale trade managers	172
11	Light-duty cleaners	172
12	Transport truck drivers	161
13	Administrative assistants	136
14	Automotive service technicians, truck and bus mechanics and mechanical repairers	135
15	Customer service representatives - financial institutions	134
16	Food service supervisors	130
17	Administrative officers	112
18	Other customer and information services representatives	109
19	Pharmacists	101
20	Financial advisors	97

## Wawa

Wawa recorded 482 active job postings, an increase of 13% from the previous period. There were 452 new postings (+11%), while the average posting duration declined to 31.8 days (-33%), suggesting positions may be filling more quickly. 151 companies were hiring, representing a 5% increase.

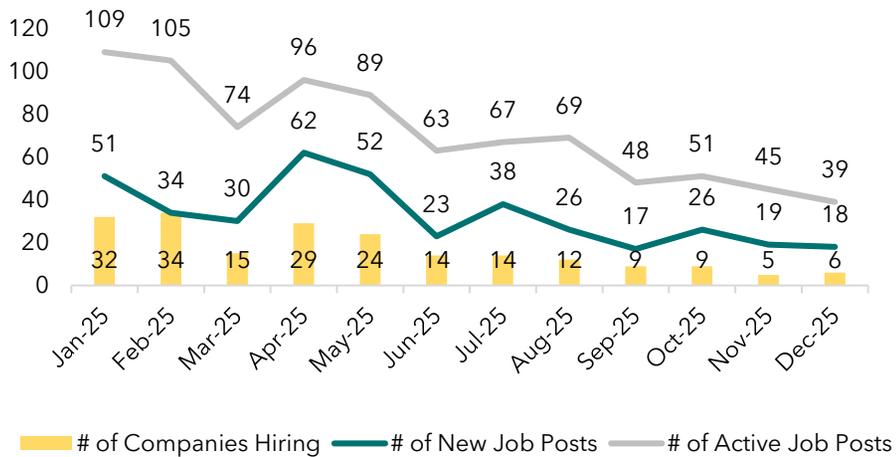


Monthly data shows hiring peaked in spring, with May recording 62 companies hiring and 89 active job posts. Activity declined through summer and fall, reaching the lowest levels in November (28 companies, 49 active posts), before slightly rising in December. Overall, Wawa's labour market shows smaller but steady demand with longer posting durations, reflecting recruitment challenges in a smaller community.

	In-Demand NOC Occupation	Posting Count
1	Food counter attendants, kitchen helpers and related support occupations	43
2	Light-duty cleaners	21
3	Automotive service technicians, truck and bus mechanics and mechanical repairers	21
4	General building maintenance workers and building superintendents	20
5	Cooks	12
6	Food service supervisors	11
7	Bakers	11
8	Transport truck drivers	9
9	Construction trades helpers and labourers	9
10	Registered nurses and registered psychiatric nurses	8
11	Social and community service workers	8
12	Other services supervisors	8
13	Residential and commercial installers and servicers	8
14	Bus drivers, subway operators and other transit operators	7
15	Licensed practical nurses	6
16	Home support workers, caregivers and related occupations	6
17	Financial sales representatives	6
18	Customer service representatives - financial institutions	6
19	Other sales-related occupations	5
20	Facility operation and maintenance managers	5

## Elliot Lake

Elliot Lake recorded 454 active job postings, an 11% decrease from the previous period. There were 396 new postings, down 10%, while the average posting duration declined to 39 days (-56%), suggesting positions may be filling more quickly. Sixty-nine companies were hiring, representing a 25% decrease.

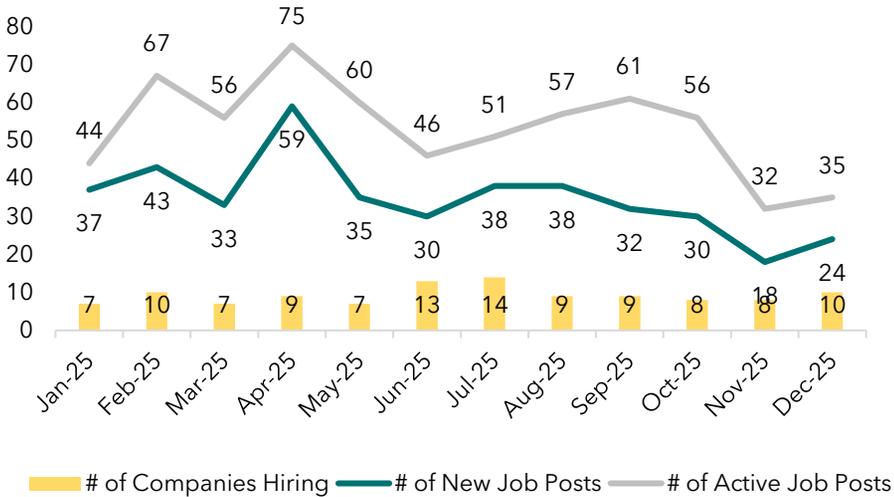


Monthly job posting data for Elliot Lake in 2025 shows hiring activity was strongest at the beginning of the year, with January recording the highest number of active job posts (109) and April the highest number of new postings (62). Hiring activity gradually declined through the summer and fall, reaching the lowest levels in November and December, with 39 active posts in December. Overall, the data reflects early-year hiring demand followed by a steady slowdown toward the end of the year, consistent with seasonal labour market patterns in smaller communities.

	In-Demand NOC Occupation	Posting Count
1	Registered nurses and registered psychiatric nurses	19
2	Food counter attendants, kitchen helpers and related support occupations	19
3	Home support workers, caregivers and related occupations	17
4	Light-duty cleaners	11
5	Administrative assistants	10
6	Receptionists	10
7	Managers in health care	10
8	Pharmacists	9
9	Food service supervisors	9
10	Social and community service workers	8
11	Retail salespersons and visual merchandisers	8
12	Store shelf stockers, clerks and order fillers	8
13	Dental hygienists and dental therapists	7
14	Cooks	7
15	Customer services representatives - financial institutions	7
16	Other customer and information services representatives	7
17	Financial advisors	5
18	General office support workers	5
19	Nurse practitioners	5
20	Licensed practical nurses	5

## Dubreuilville

Dubreuilville recorded 424 active job postings, an increase of 19% from the previous period. There were 417 new postings (+24%), while the average posting duration declined to 17.5 days (-42%), suggesting positions may be filling more quickly. 34 companies were hiring, representing a 10% decrease.

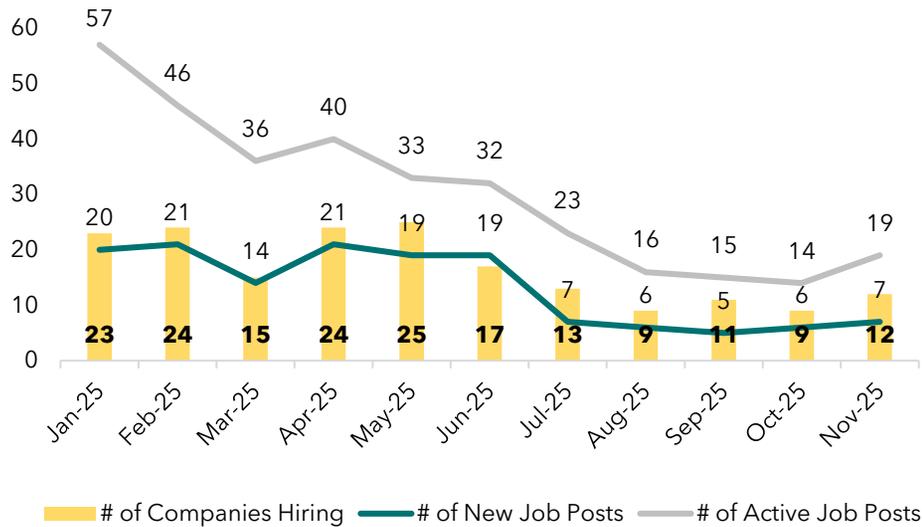


Monthly job posting data for Dubreuilville in 2025 shows fluctuating hiring activity throughout the year. April recorded the highest number of new job posts (59) and active posts (75), indicating a peak in spring hiring. Activity remained moderate through the summer and early fall before declining toward the end of the year, with November recording the lowest level of active postings (32). Overall, the data reflects periods of increased hiring demand followed by seasonal slowdowns typical of smaller labour markets.

	In-Demand NOC Occupation	Posting Count
1	Cooks	25
2	Food counter attendants, kitchen helpers and related support occupations	15
3	Janitors, caretakers and heavy-duty cleaners	14
4	Geoscientists and oceanographers	13
5	Transport truck drivers	13
6	Heavy equipment operators	12
7	General practitioners and family physicians	11
8	General building maintenance workers and building superintendents	11
9	Legislators	10
10	Human resources and recruitment officers	9
11	Chefs	9
12	Underground production and development miners	9
13	Financial auditors and accountants	7
14	Hotel front desk clerks	7
15	Facility operation and maintenance managers	7
16	Electricians (except industrial and power systems)	7
17	Industrial painters, coaters and metal finishing process operators	7
18	Receptionists	6
19	Material handlers	6
20	Procurement and purchasing agents and officers	5

## Blind River

Blind River recorded 182 active job postings, a 39% decrease from the previous period. There were 145 new postings (-48%), while the average posting duration increased to 55.8 days (+21%), suggesting positions may be taking longer to fill. 62 companies were hiring, representing a 23% decrease.



Monthly job posting data for Blind River in 2025 shows stronger hiring activity at the beginning of the year, with January recording the highest number of active job posts (57). Hiring gradually declined through the summer and early fall, reaching the lowest levels in October (14 active posts). Activity increased slightly again in November (19 active posts). Overall, the data reflects early-year hiring demand followed by a gradual slowdown typical of smaller local labour markets.

	In-Demand NOC Occupation	Posting Count
1	Social and community service workers	10
2	Store shelf stockers, clerks and order fillers	9
3	Food counter attendants, kitchen helpers and related support occupations	7
4	Financial advisors	5
5	Payroll administrators	5
6	Early childhood educators and assistants	5
7	Customer services representatives - financial institutions	5
8	Other customer and information services representatives	5
9	General building maintenance workers and building superintendents	5
10	Administrative assistants	4
11	Health policy researchers, consultants and program officers	4
12	Cashiers	4
13	Receptionists	3
14	Correspondence, publication and regulatory clerks	3
15	Natural and applied science policy researchers, consultants and program officers	3
16	Cooks	3
17	Other labourers in processing, manufacturing and utilities	3
18	Administrative officers	2
19	Banking, insurance and other financial clerks	2
20	Conservation and fishery officers	2

## White River

White River recorded 141 active job postings, a 14% decrease from the previous period. There were 119 new postings (-23%), while the average posting duration declined to 56.4 days (-28%). 46 companies were hiring, representing a 14% decrease.



Monthly job posting data for White River in 2025 shows relatively modest but steady hiring activity throughout the year. Active job posts were highest early in the year, with February recording 36 active postings, before declining through the spring and reaching a low of 16 in May. Activity remained stable through the summer and fall, with a brief increase in November (23 active posts), before dropping again in December (11). Overall, the data reflect small but consistent hiring demand typical of smaller rural labour markets.

	In-Demand NOC Occupation	Posting Count
1	Cooks	18
2	Food counter attendants, kitchen helpers and related support occupations	17
3	Transport truck drivers	11
4	Process control and machine operators, food and beverage processing	7
5	General building maintenance workers and building superintendents	6
6	Bus drivers, subway operators and other transit operators	6
7	Restaurant and food service managers	4
8	Food service supervisors	4
9	Customer service representatives - financial institutions	4
10	Bakers	3
11	Sawmill machine operators	3
12	Administrative officers	2
13	Retail and wholesale trade managers	2
14	Retail sales supervisors	2
15	Executive housekeepers	2
16	Accommodation, travel, tourism and related services supervisors	2
17	Other services supervisors	2
18	Outdoor sport and recreational guides	2
19	Postal services representatives	2
20	Cashiers	2

## Conclusion

The 2025 job posting data highlights a steady and active labour market across Algoma, with more than 11,000 job postings recorded throughout the year. While opportunities are present across several communities, Sault Ste. Marie remains the clear employment centre, accounting for the majority of postings and acting as the region's primary hub for jobs, services, and major employers. Surrounding communities such as Wawa, Elliot Lake, Dubreuilville, Blind River, and White River also show consistent labour demand, though their smaller labour pools can make recruitment more challenging.

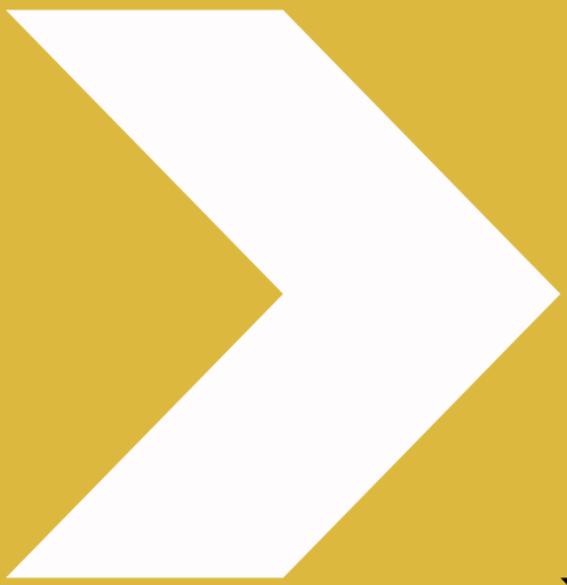
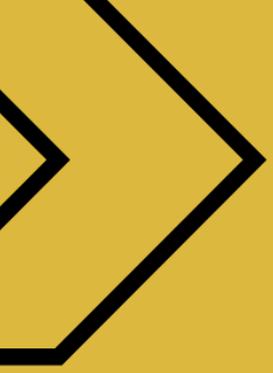
The data shows that most available jobs are full-time and permanent, suggesting employers are primarily looking for long-term workers rather than short-term or casual labour. Many postings require a high school diploma or post-secondary education, along with 1-3 years of work experience, indicating strong opportunities for early-career workers who already possess basic workplace skills.

Demand remains concentrated in several key sectors. Sales and service occupations represent the largest share of job postings, reflecting the importance of retail, hospitality, and customer-facing roles in the regional economy. Trades and transportation occupations also show strong demand, highlighting ongoing needs related to construction, maintenance, and infrastructure. At the same time, health care continues to be a critical sector, with consistent demand for nurses, support workers, and other health professionals as the population ages and services expand.

Language requirements also highlight the value of French and bilingual skills in the region, particularly in roles that involve public services or customer interaction. The report also highlights the importance of foundational workplace skills, including communication, teamwork, customer service, and digital literacy. Employers frequently request basic certifications such as First Aid, criminal record checks, and access to reliable transportation, emphasizing the practical expectations placed on workers entering the labour market.

Wage data shows modest growth across the region, with the average posted wage increasing slightly. However, the data also reveals a significant wage gap between high-skilled professional roles and entry-level service positions. Many essential service jobs remain lower-paying despite representing a large portion of employment opportunities, which may contribute to ongoing recruitment and retention challenges.

Finally, the report highlights the importance of workforce development and regional collaboration. As Algoma continues to experience both growth and labour shortages in key sectors, supporting skills training, career pathways, and worker attraction strategies will be important to ensure communities across the region can meet employer needs and sustain long-term economic development.



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