BRITISH COLUMBIA

Labour Market Outlook

2021-2031 FORECAST

2021 EDITION

BRITISH COLUMBIA

SALMON
NATION

Table of Contents

LAND ACKNOWLEDGEMENT

MINISTER'S MESSAGE **1**

OTHER ACKNOWLEDGEMENTS **2**

ABOUT THIS REPORT **3**

What is the Labour Market Outlook? 3

Who is the Labour Market Outlook for? 3

Where do the numbers come from? 3

What are the major changes in this edition? 4

LABOUR MARKET OUTLOOK **5**

1.0 | 10-year overview 5

1.1 Changes from the 2019 forecast 7

2.0 | Year-over-year outlook 8

3.0 | Education and training needs 11

4.0 | Industry outlook 11

5.0 | Occupational outlook 16

5.1 Overview 16

5.2 High Opportunity Occupations 18

5.3 Demand for skills and competencies 28

6.0 | Regional outlook 35

6.1 Vancouver Island/Coast 36

6.2 Mainland/Southwest 39

6.3 Thompson-Okanagan 42

6.4 Kootenay 45

6.5 Cariboo 48

6.6 North Coast and Nechako 51

6.7 Northeast 54

7.0 | Indigenous labour market information 57

8.0 | Conclusion 59

APPENDIX 1: Definitions 60

Labour market definitions 60

O*NET skills and competencies definitions 60

APPENDIX 2: Methodology and assumptions 63

APPENDIX 3: Job openings, employment, wages and education for 500 occupations 64

APPENDIX 4: Supply composition for 500 occupations 88

Land Acknowledgement

We respectfully acknowledge the Lekwungen-speaking peoples (Songhees and Esquimalt Nations) and other Coast Salish Nations on whose traditional lands we have developed this forecast and report.

Minister's Message

The B.C. Labour Market Outlook: 2021 Edition is a look ahead. It offers British Columbians – and others across Canada and around the world – a picture of our employment future. It presents insights into the supply and demand for labour: both for those seeking work and those offering employment.

COVID-19, climate change, and the inequities and barriers too many people face in British Columbia are all shaping the future of our province. To meet these challenges and opportunities, we must support meaningful reconciliation with Indigenous Peoples and build an innovative, sustainable and inclusive economy.

Rapid change will mean increasing demand for skilled workers in emerging and expanding sectors. British Columbians want to make sure our province is ready to meet those future demands. We are planning and looking ahead to ensure that the next decade is filled with opportunity and prosperity for all British Columbians.

This report will be a key resource for people across our economy:

- For young people and those in the workforce, it identifies the best opportunities in each region of the province and how to prepare for them.
- For investors and employers, it provides guidance on our province's people and skills.
- For education and training planners, it shows what demand to expect for their services.

We want everyone in British Columbia to benefit from the job openings and strong labour demand that this report forecasts. The diversity of our workforce will be its strength. With the right supports and training opportunities, Indigenous people, women, people of colour, people with disabilities and other underrepresented people in the labour market have opportunities to benefit.

This report shows that, in the next 10 years, nearly 80 per cent of job openings will require post-secondary credentials. As Minister of Advanced Education and Skills Training, I am committed to ensuring that every British Columbian is able to get the education and training they need to thrive into the next decade. This education and training will be the foundation of a strong future and will help people get good family-supporting jobs to build their lives and the lives of their families, loved ones and communities.

As we work to support people to seize those opportunities, we will build a stronger B.C. together.

Anne Kang
Minister of Advanced Education and Skills Training

Other Acknowledgements

We are grateful for the valuable information and feedback provided by representatives of Indigenous communities, industry associations, employer associations, unions, training organizations, federal and local governments, labour market consultants, business groups, education institutions, and associations and colleagues across the provincial government.

About this Report

What is the Labour Market Outlook?

The B.C. Labour Market Outlook is a 10-year forecast of the supply and demand for labour in British Columbia. The purpose of this report is to provide British Columbians with the knowledge they need to make informed decisions on careers, hiring, training and education. The report estimates future supply and demand by industry, occupation, education and geographic region. It also covers potential demand for the skills and competencies that job seekers will need to succeed in the next 10 years.

The report is typically revised every year with the most up-to-date information available. However, in 2020, the COVID-19 pandemic created a high degree of uncertainty about the future, and as a result no report was released. The 2021 report covers the period from 2021 through 2031. This report provides the best available information about the kinds of jobs and skills that will be most in-demand regionally and province-wide over the coming decade.

Who is the Labour Market Outlook for?

The report helps young people plan their careers. It also helps mid-career and more mature workers looking to shift jobs or change careers. The report is a useful resource for educators as they develop courses; it helps learners identify and prepare for jobs; and it supports employers and government as they develop training strategies and investment plans.

Students, families, school counsellors and people looking for work use the projections in this report to make informed decisions about jobs in the future, and the education and training they will need along their career paths. Employers and investors use the information for long-term planning, and industry leaders apply it when identifying skill needs. Employment projections can help government make decisions and policies to build the best B.C.

The report also has a role to play in making the B.C. labour market more inclusive by ensuring that Indigenous communities have access to information about labour demand, both across the province and within the regions where they live. It is also a tool that can help people who are under-represented in the labour market, such as people of colour, immigrants, women and people living with disabilities, to learn about all of the opportunities available to them.

The detailed data behind this report are posted on the **B.C. Data Catalogue**. Professionals ranging from entrepreneurs to public and private sector planners can use the data for analysis and planning in their specific fields.

Where do the numbers come from?

The report uses the most reliable, relevant and up-to-date data from sources including BC Stats, B.C. Ministry of Finance and other provincial ministries, Statistics Canada and federal departments. Analysts use a sophisticated economic modelling system to study the data and other factors affecting labour market supply and demand. (A full **technical description** of the model is posted on the website of the Labour Market Information Council.) Analysts also look at factors including geographic region, industry, occupation, skills and competencies. The model projects economic growth, productivity trends and the need to replace retiring workers. It includes factors related to population growth, the number of people seeking work and typical education requirements.

Analysts then test the projections with employers, unions, industry groups and post-secondary institutions. They hold individual meetings with partners, other governments and stakeholders, take part in large group meetings, present their forecasts at conferences, and work with sector or occupation-specific task forces or committees. In addition, the Ministry of Advanced Education and Skills Training sponsors **Sector Labour Market Partnership** projects that provide valuable input and opportunities to evaluate Labour Market Outlook forecasts. Researchers review and update data and assumptions each year to reflect technical innovations and other factors affecting labour supply and demand.

The projections in the report are evidence-based and thoroughly tested. They give a wide range of individuals, businesses, governments and Indigenous communities a high degree of confidence that they can make sound decisions about the labour force.

What are the major changes in this edition?

This year's forecast looks at the impact of the COVID-19 pandemic. It includes the recovery we have seen so far in 2021, with a forecast of how affected industries will continue to recover and how other industries will continue to grow.

The key changes this year are:

- A new **Career Search Tool** on WorkBC.ca that lets users search careers of interest using eight possible filter categories: Region, Education, Occupational interest, Industry, Occupational category, Part-time/ Full-time, Salary, and keywords and/or job titles.
- A new **Career Transition Tool** on WorkBC.ca that uses information about education, skills and experience to identify occupations that users could move to relatively easily from their existing occupation.
- An online dashboard application giving access to interactive versions of the charts and tables in this report.
- A new apprenticeship certificate education category. The previous education category called Diploma and certificate has been split into two subcategories: Apprenticeship certificate and Other diploma and certificate. This gives more focus on the unique apprenticeship education system with its mix of in-class learning (typically around 20 per cent of learning time) and learning on the job (typically 80 per cent of learning time).
- Redefining certain industries and expanding the industries covered from 59 to 61.
  - New industries added: Online shopping; Ports and freight transportation arrangement; Travel arrangement services; and Automotive repair and maintenance.
  - Support activities for forestry and agriculture industry was discontinued and the forestry portion combined with Forestry and logging to make a new industry called Forestry, logging and support activities. Similarly, the previous Support activities for agriculture industry was combined with Farms to make a newly defined industry called Farms and support activities.
  - Support activities for transportation industry was discontinued and reallocated to individual transportation modes (for example, Air transportation was redefined as Air transportation and support activities).
- Adjustments to the model to improve the accuracy of the employment estimates for selected occupations based on a comparison of Labour Market Outlook: 2019 Edition estimates and Statistics Canada's Labour Force Survey employment data.

1.0 | 10-year overview

From 2021 to 2031, B.C. Labour Market Outlook analysts project **1,004,000 job openings** in British Columbia.

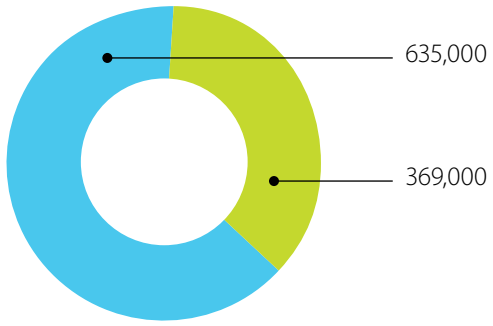
The population and the labour force will continue to age, and employers will need to replace retiring workers. Approximately **635,000 job openings are for replacement**. This represents about 63 per cent of job openings that will need to be filled to replace workers permanently leaving the labour force.

The other **369,000 job openings are expansion**. This means 37 per cent of the 10-year total job openings will be new jobs created through either recovery from COVID-19 or new economic growth. Employment will total 3 million by 2031, up from 2.6 million today. Employment will grow by 1.5 per cent a year during the first five years of the forecast and by 1.1 per cent during the last five years. Industries bouncing back from COVID-19 will drive growth in the first few years of the forecast. The technology and health care sectors will be the key growth industries over the next 10 years.

About 2 per cent of this employment growth will come from a decline in the number of unemployed as the economy recovers from COVID-19. These future job openings will also be filled through a variety of labour supply additions. Young people (aged 29 or younger) entering the labour force for the first time are expected to fill 48 per cent of future job openings. New immigrants will fill 35 per cent of the openings. Workers coming from other parts of Canada will fill 8 per cent of the jobs. Finally, as the recovery from COVID-19 continues, some of the job openings will be filled by reduced unemployment as unemployed workers find jobs.

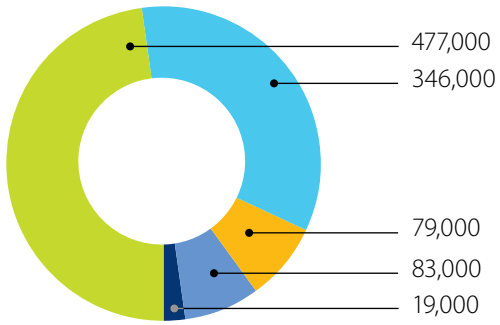
After accounting for reduced unemployment, young people, new immigrants and in-migrants from other provinces and territories joining the workforce, there are 83,000 job openings that need to be filled over

FIGURE 1-1: LABOUR MARKET OUTLOOK HIGHLIGHTS, B.C., 2021-2031



TOTAL JOB OPENINGS: 1,004,000

- Replacement **(63%)**
- Expansion **(37%)**



SUPPLY ADDITIONS AND REDUCED UNEMPLOYMENT: 1,004,000

- Young people starting work **(48%)**
- Immigrants **(34%)**
- Migrants from other provinces **(8%)**
- Additional supply requirement **(8%)**
- Decline in unemployment **(2%)**

Note: Values are rounded; percentages are shares of the total job openings and may not add up to 100% due to rounding.

the next 10 years. This indicates a relatively tight labour market and a supply gap. It increases the likelihood that employers will face labour shortages for certain occupations.

However, B.C.'s labour market is efficient and flexible. Additional supply will come from more people joining or returning to the labour force. Education and skills training will add to labour force participation. Removing the employment barriers that some British Columbians experience will also help. In addition, more rapid automation may help close the gap by reducing the number of job openings.

1.1 | Changes from the 2019 forecast

The 2021 forecast projects 143,000 more job openings over the 2021-2031 period than the 2019-2029 period. This difference includes 106,000 more expansion job openings and 37,000 more replacement job openings.

The higher expansion job openings result mainly from increased population growth due to higher federal immigration targets; a higher forecast in the demand for technology occupations; and continued recovery in industries negatively impacted by COVID-19. About one-third of the growth in expansion job openings is due to bounce-back from COVID-19.

The increase in replacement job openings is the result of the continued aging of the population as well as a larger labour force than in the previous forecast.

The forecast also factors in some expected long-term impacts from COVID-19 that will reduce labour demand and increase productivity. In response to the pandemic, many customer-facing industries offered new services and adopted different business processes. Some of these changes will continue in the long term and result in higher productivity and lower labour demand than the pre-pandemic 2019 forecast assumed. For example, analysts expect lower rates of business travel as new video and digital technologies replace the need for some to travel. Analysts also expect greater productivity growth in the restaurant industry due to a continuation of pandemic-related processes, but also in response to challenges in recruiting workers.

The most significant change to the supply forecast is an increase in federal immigration targets and recent trends in temporary foreign workers. The 2019 forecast assumed 263,000 new workers from immigration over the 2019-2029 period.[1] The 2021 forecast expects about **346,000 new immigrant workers** over the 2021-2031 period. This includes both permanent and temporary immigrants. As a result, immigrants' share of job openings will increase from 31 per cent to 34 per cent. Immigration drives higher labour demand as well as labour supply.

Immigrants are a vital part of communities across the province. They bring fresh perspectives and new ideas, and contribute to making our communities vibrant, diverse and prosperous. New immigrants also bring valuable skills, fill important jobs in our economy and start businesses. In addition to increasing the labour supply, they also increase labour demand as they get settled and consume goods and services supplied by others.[2]

The combination of 143,000 more job openings and only 109,000 more workers means the additional supply requirement over the next 10 years has increased to 83,000 from 49,000 in the 2019 forecast.

This **additional supply requirement of 83,000 workers** can be considered a shortage in that, if these jobs are not filled or replaced through automation, B.C.'s economic growth will be impacted.[3] However, it is expected that this gap will be filled from a combination of increased labour force participation and automation. For example, continued education and skills training resources and social assistance supports will allow people who want to work to overcome education or other barriers that are keeping them from pursuing employment. Changes in how employers recruit workers will also play a role in drawing more people into the labour market to address shortages. Finally, there are 175,000 job openings that have a high chance of being automated and help reduce the impact of the labour shortage (see discussion box, Effects of Automation, page 8).

1. The Federal Immigration Levels Plan announced in 2020 aims to attract to Canada 401,000 new permanent residents in 2021, 411,000 in 2022 and 421,000 in 2023, representing an increase of about 50,000 permanent residents each year. About 15 per cent of these targets would be admitted to the province based on B.C.'s national share of immigrants. The Labour Market Outlook uses the latest forecast from BC Stats for total permanent and temporary immigrants to B.C. over the next ten years. Labour force participation rates from the 2016 Census for recent immigrants are used to project how many of them will join the labour force.

2. The relationships in the Labour Market Outlook forecasting model illustrate this dynamic. For example, if 10 new immigrants join the population, the model generates a need for four additional job openings to support their consumption and investment. On the supply side, about six of the 10 immigrants would join the labour force. This means that 10 new immigrants add a net total of two people to the overall supply (six joining the labour force less four positions to meet increased demand).

3. According to the B.C. Labour Outlook model, if these 83,000 jobs are not filled or automated, B.C.'s GDP by 2031 would be 2.6 per cent lower than if they had been filled.

Effects of automation

The forecast incorporates the continuation of historical productivity growth and automation trends. It also incorporates the expected increase in productivity due to COVID-19 in industries such as tourism and hospitality and retail, as well as other industry-specific trends.

However, there could be more rapid adoption of automation technologies than this forecast assumes. Nearly 175,000 job openings over the next 10 years will be in occupations with a high chance of being affected by automation. The top 10 occupations that have potential for more rapid automation are:

- **Retail salespersons**
- **Administrative officers**
- **Food counter attendants, kitchen helpers and related support occupations**
- **General office support workers**
- **Drivers**
- **Cooks**
- **Sales and account representatives**
- **Financial auditors and accountants**
- **Cashiers**
- **Administrative assistants**

2.0 | Year-over-year outlook

Figure 2-1 shows annual job openings, with a breakdown of replacement job openings and expansion job openings.

The number of job openings will increase by 140,000 in 2022, driven by sustained economic and labour market recovery from the COVID-19 pandemic. Between 2023 and 2031, analysts forecast 96,000 job openings each year on average, varying from a low of 92,000 in 2026 to a high of 98,000 in 2029.

The workforce in B.C. continues to age and more workers are going to retire. The number of replacement job openings will grow gradually year-over-year, ranging from 62,000 in 2022 to 65,000 in 2031. On average, close to 64,000 workers will leave the labour force permanently every year over the next decade.

Expansion job openings are created by economic growth. After a surge of 78,000 in 2022, which reflects the strong labour market recovery, expansion job openings will vary between 29,000 and 36,000 over the rest of the forecast period.

FIGURE 2-1: JOB OPENINGS, B.C., 2021-2031, ANNUAL

To fill those job openings in B.C. each year, the province will need a supply of labour from multiple sources, as shown in Figure 2-2. These will include young people starting work, international immigrants, inter-provincial migrants, and additional supply from increased labour force participation and reduced unemployment.

Young people entering the workforce for the first time will be the largest source of new labour supply. They will fill approximately 48,000 job openings or 48 per cent of the total job openings each year over the next 10 years. The annual number of young people starting work will be relatively stable over the forecast period. Figure 2-3 shows the numbers of young people joining the workforce in relation to total job openings.

New international immigrants form the second largest source of new workers. Almost 35,000 immigrants will join B.C.'s labour force each year on average between 2021 and 2031. While only 29,000 immigrants will join the labour force in 2022, 34,000 to 36,000 immigrants per year are expected in other years.

Migrants from other provinces and territories will play a comparatively limited role, supplying approximately 8,000 new workers annually, on average.

To meet the anticipated needs of the future workforce, B.C. cannot rely only on youth, immigrants, migrants from other provinces and lower unemployment. The province will need more than 8,000 additional workers each year (83,000 over the ten-year period) through increased labour force participation and/or increased use of automation and other labour saving processes.

FIGURE 2-2: SOURCES OF NEW WORKERS, B.C., 2021-2031, ANNUAL

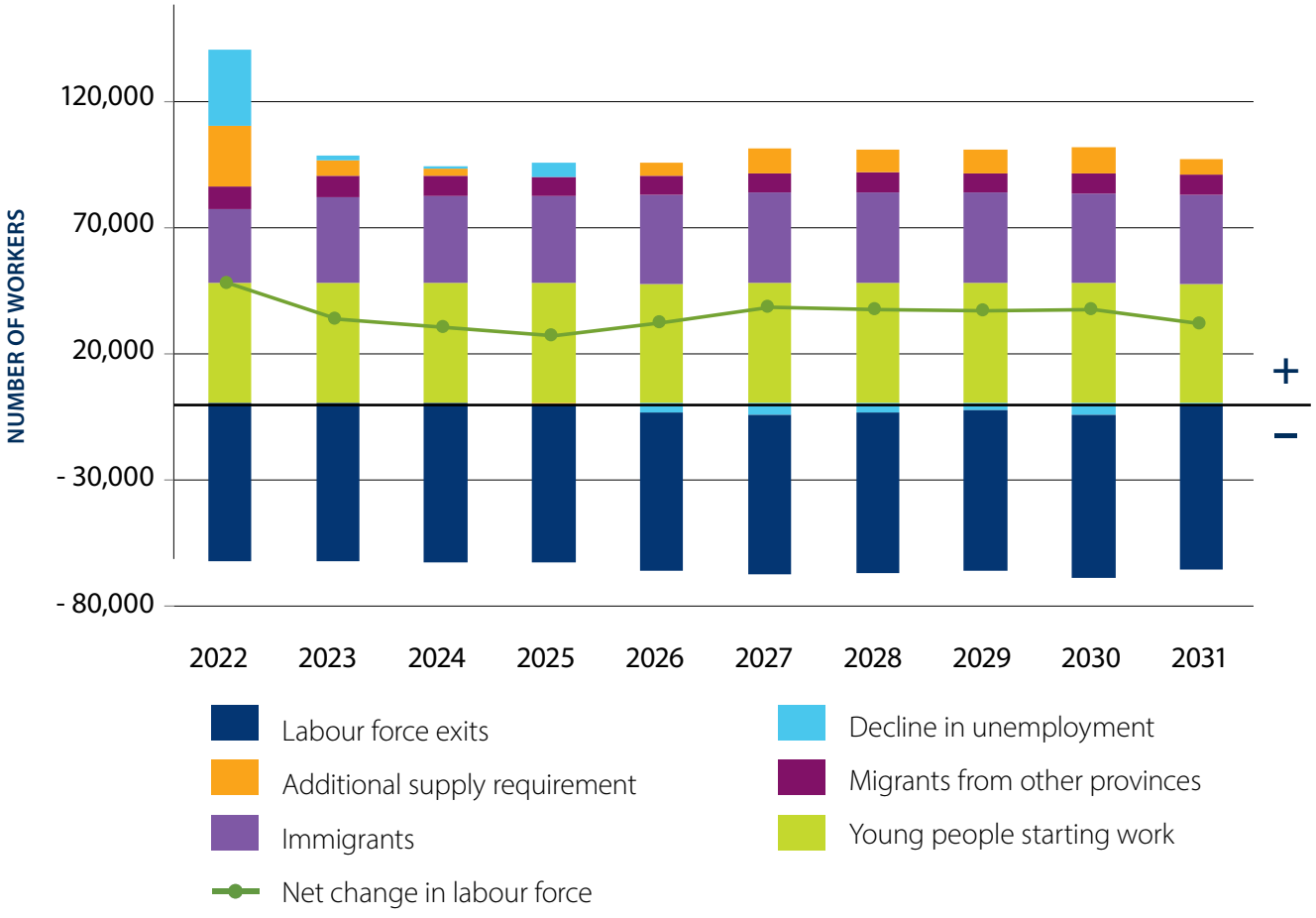
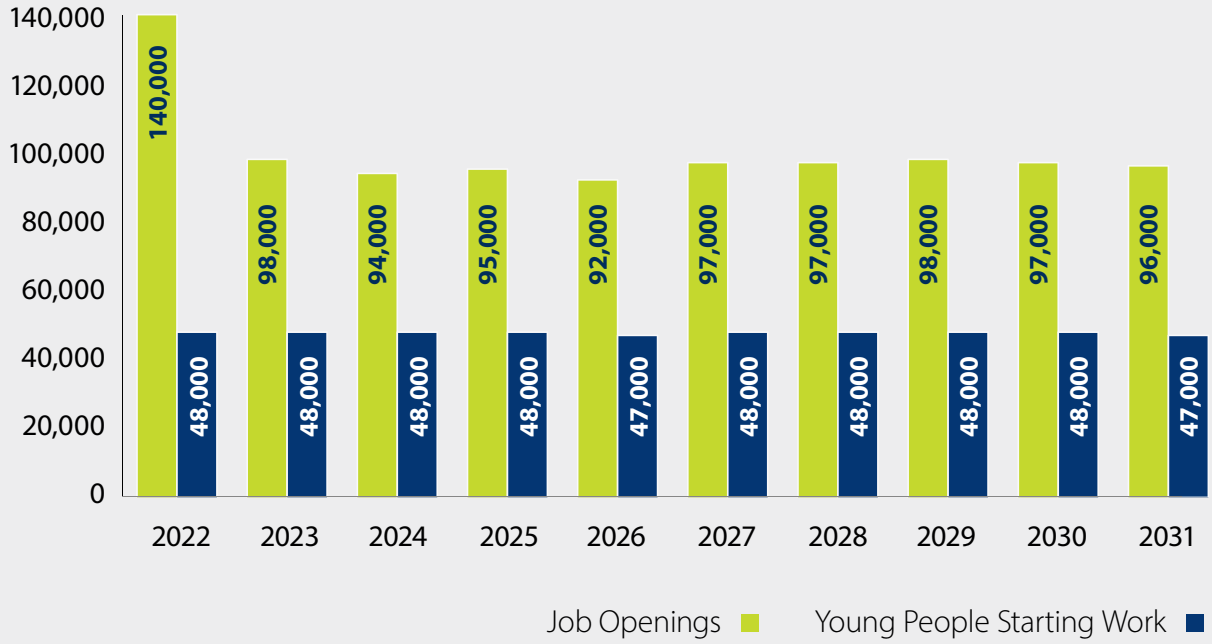


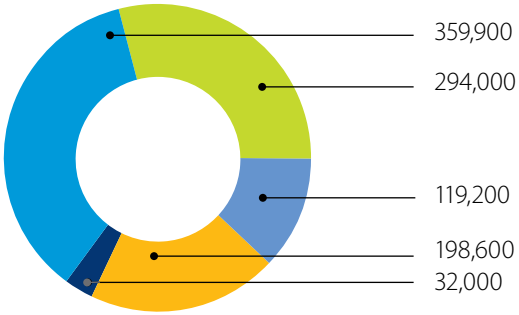
FIGURE 2-3: JOB OPENINGS AND YOUNG PEOPLE STARTING WORK, B.C., 2021-2031, ANNUAL



3.0 | Education and training needs

Of the 1,004,000 expected job openings in B.C. over the next decade, approximately **77 per cent (or 773,000 job openings) will require some level of post-secondary education or training**. Figure 3-1 shows the breakdown by education category. Note that in this report, the Diploma and certificate category has been split into two components: Apprenticeship certificate and Diploma/certificate excluding apprenticeship.

FIGURE 3-1: JOB OPENINGS BY TYPE OF EDUCATION, B.C., 2021-2031



EDUCATION REQUIREMENT

- Bachelor's, Graduate or First Professional Degree **(36%)**
- Diploma/Certificate Excluding Apprenticeship **(29%)**
- Apprenticeship Certificate **(12%)**
- High School and/or Occupation Specific Training **(20%)**
- Less than High School **(3%)**

Sources: Cenus 2016; LMO 2021 Edition

4.0 | Industry outlook

In British Columbia, **five industries will account for about half of the total job openings** projected over the next 10 years:

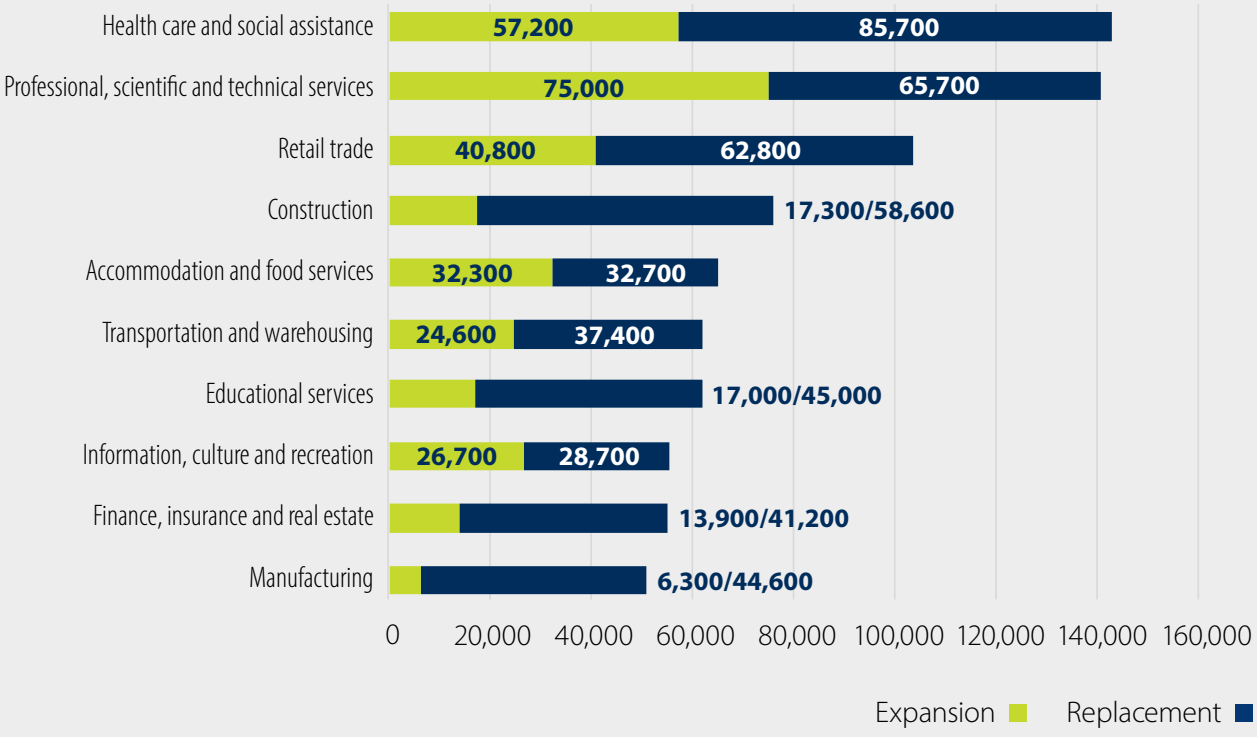
- **HEALTH CARE AND SOCIAL ASSISTANCE**
  (142,900 job openings; 14 per cent of total)
- **PROFESSIONAL, SCIENTIFIC AND TECHNICAL SERVICES**
  (140,700 job openings; 14 per cent of total)
- **RETAIL TRADE**
  (103,700 job openings; 10 per cent of total)
- **CONSTRUCTION**
  (75,900 job openings; 8 per cent of total)
- **ACCOMMODATION AND FOOD SERVICES**
  (65,000 job openings; 7 per cent of total)

As B.C.'s population continues to age, Health care and social assistance will see the largest increase in job openings in the next 10 years. Of these openings, 60 per cent will come from the need to replace retiring workers, while the remaining 40 per cent will result from expansion of the health system in response to the growing medical needs of an aging population and the expansion of the care economy.

Professional, scientific and technical services has been a fast-growing industry and this trend will continue into the next decade. Economic growth will generate 53 per cent of the job openings in this industry, compared to 37 per cent of openings in all industries.

Future job openings in different industries come from the wide range of opportunities that will open up due to growth in B.C.'s economy and the need to replace retiring workers.

FIGURE 4-1: JOB OPENINGS BY MAJOR INDUSTRY GROUP — TOP TEN, B.C., 2021-2031



Note: Small discrepancies may arise due to rounding.

Figure 4-1 shows that the need to replace retiring workers will create over two thirds of job openings for half of B.C.'s major industries over the next 10 years. About 77 per cent of the construction industry job openings are to replace workers. The replacement job openings, when combined with expansion job openings, will create almost 76,000 openings in the construction industry.

The Accommodation services industry was severely affected by the COVID-19 pandemic. Employment in this industry is projected to recover to its 2019 level by 2027. Distancing measures due to COVID have inspired this sector to increase the use of technologies like online services, passcode-enabled self-check-in, security cameras and so forth. In addition, some business travel may be reduced permanently as businesses adopt new communication models.

The Computer systems design and related services industry was growing in B.C. well before the pandemic. The industry grew even faster during the pandemic because of increasing digitalization, automation and work from home. The industry is expected to grow at an annual rate of 5.4 per cent from 2021 to 2026, and 4.8 per cent from 2021 to 2031, the highest rate among all industries.

Several industries will have a high growth rate as they recover from the pandemic, including: Air transportation and support activities; Private and trades education; and Amusement, gambling and recreation industries.

The forecasts for all 61 industries and 18 aggregate industries are provided in Table 4-1.

TABLE 4-1: DETAILED INDUSTRY OUTLOOK, B.C., 2021-2031

Industry	Employment 2021	Employment Growth (Compound Annual Growth Rate, %) 2021-2026	2026-2031	2021-2031	Expansion Job Openings 2021-2031	Replacement Job Openings 2021-2031	Total Job Openings 2021-2031
All industries	**2,656,800**	**1.5**	**1.1**	**1.3**	**368,800**	**634,800**	**1,003,600**
Agriculture and fishing	**31,100**	**0.1**	**-0.1**	**0.0**	**-200**	**7,400**	**7,200**
Farms and support activities	28,500	0.3	0.0	0.1	300	6,800	7,100
Fishing, hunting and trapping	2,600	-1.4	-1.7	-1.6	-400	500	100
Forestry, logging and support activities	**18,900**	**-4.2**	**-1.4**	**-2.8**	**-5,200**	**4,600**	**-600**
Mining and oil and gas extraction	**27,800**	**1.7**	**-0.2**	**0.8**	**2,200**	**7,700**	**9,900**
Oil and gas extraction	6,100	3.8	-0.5	1.6	1,100	1,800	**2,900**
Mining	14,300	1.1	-0.6	0.2	300	3,900	4,100
Support activities for mining and oil and gas extraction	7,400	1.2	0.8	1.0	800	2,000	2,800
Utilities	**17,400**	**0.4**	**0.2**	**0.3**	**500**	**4,500**	**5,000**
Construction	**234,000**	**1.0**	**0.4**	**0.7**	**17,300**	**58,600**	**75,900**
Manufacturing	**176,200**	**0.5**	**0.3**	**0.4**	**6,300**	**44,600**	**50,900**
Food, beverage and tobacco manufacturing	36,000	1.1	1.7	1.4	5,500	8,900	14,500
Wood product manufacturing	25,100	-2.5	0.0	-1.2	-3,200	6,000	2,800
Paper manufacturing	9,800	-0.8	-0.1	-0.4	-500	2,700	2,200

Note: This analysis was performed prior to and doesn't take into account government's announcement in June 2021 of a vision to modernize forest policy, including a focus on getting more value from wood products, making better use of existing fibre and addressing the decline in available timber.

TABLE 4-1: DETAILED INDUSTRY OUTLOOK, B.C., 2021-2031 *(Continued)*

Industry	Employment 2021	Employment Growth (Compound Annual Growth Rate, %) 2021-2026	2026-2031	2021-2031	Expansion Job Openings 2021-2031	Replacement Job Openings 2021-2031	Total Job Openings 2021-2031
Primary metal manufacturing	6,700	0.0	0.5	0.2	100	1,500	1,600
Fabricated metal product manufacturing	10,600	3.7	0.3	2.0	2,400	3,000	5,300
Machinery manufacturing	11,300	0.9	0.3	0.6	700	2,900	3,600
Ship and boat building	3,600	4.2	0.3	2.2	900	1,100	2,000
Transportation equipment manufacturing (excluding shipbuilding)	5,800	4.2	0.3	2.2	1,500	1,800	3,200
Other manufacturing	67,300	0.2	-0.4	-0.1	-1,000	16,700	15,700
Wholesale trade	**87,700**	**1.3**	**1.0**	**1.1**	**10,500**	**22,000**	**32,500**
Retail trade	**300,500**	**1.6**	**1.0**	**1.3**	**40,800**	**62,800**	**103,700**
Motor vehicle and parts dealers	33,000	3.6	1.3	2.4	9,200	8,300	17,500
Health and personal care stores	23,900	2.2	0.8	1.5	3,800	5,100	8,900
Online shopping	12,000	2.3	2.2	2.3	3,100	3,000	6,100
Other retail trade (excluding cars, online shopping and personal care)	231,600	1.2	0.8	1.0	24,700	46,500	71,200
Transportation and warehousing	**141,500**	**2.2**	**1.0**	**1.6**	**24,600**	**37,400**	**62,000**
Air transportation and support activities	17,400	5.5	1.0	3.2	6,600	5,200	11,800
Rail transportation and support activities	6,100	1.7	1.1	1.4	1,000	1,700	2,600
Water transportation	6,800	1.3	1.0	1.1	800	1,800	2,600
Ports and freight transportation arrangement	13,700	3.1	2.1	2.6	4,100	4,000	8,100
Truck transportation and support activities	42,100	0.8	0.8	0.8	3,500	10,600	14,100
Transit, sightseeing and pipeline transportation	24,200	1.7	0.8	1.3	3,300	6,600	9,900
Postal service, couriers and messengers	23,400	1.4	0.9	1.2	3,000	5,500	8,500
Warehousing and storage	7,800	4.1	1.0	2.5	2,300	2,000	4,300
Finance, insurance and real estate	**167,400**	**1.3**	**0.3**	**0.8**	**13,900**	**41,200**	**55,100**
Finance	71,100	1.0	0.1	0.5	4,000	17,400	21,400
Insurance carriers and related activities	37,400	1.0	0.9	1.0	3,800	8,600	12,400
Real estate and rental and leasing	59,000	1.7	0.3	1.0	6,200	15,200	21,400
Professional, scientific and technical services	**256,700**	**2.6**	**2.5**	**2.6**	**75,000**	**65,700**	**140,700**
Architectural, engineering and related services	49,100	1.5	1.7	1.6	8,600	12,100	20,700
Computer systems design and related services	81,200	5.4	4.2	4.8	49,600	22,800	72,400
Management, scientific and technical consulting services	28,700	1.5	1.9	1.7	5,300	7,200	12,600
Legal, accounting, design, research and advertising services	97,800	0.9	1.3	1.1	11,400	23,600	35,000

TABLE 4-1: DETAILED INDUSTRY OUTLOOK, B.C., 2021-2031 *(Continued)*

Industry	Employment 2021	Employment Growth (Compound Annual Growth Rate, %) 2021-2026	2026-2031	2021-2031	Expansion Job Openings 2021-2031	Replacement Job Openings 2021-2031	Total Job Openings 2021-2031
Business, building and other support services	**109,500**	**1.7**	**1.7**	**1.7**	**20,500**	**27,300**	**47,700**
Travel arrangement services	11,100	4.8	1.7	3.2	4,300	3,100	7,400
Business and building support services (excluding travel)	98,300	1.3	1.7	1.5	16,200	24,200	40,400
Educational services	**183,400**	**1.3**	**0.5**	**0.9**	**17,000**	**45,000**	**62,000**
Elementary and secondary schools	103,600	0.1	0.7	0.4	4,100	26,700	30,800
Community colleges	14,500	-0.3	0.9	0.3	500	3,500	4,000
Universities	35,400	0.8	-0.8	0.0	-	7,500	7,400
Private and trades education	29,900	6.1	0.8	3.4	12,400	7,300	19,700
Health care and social assistance	354,500	1.1	1.8	1.5	57,200	85,700	142,900
Ambulatory health care services	101,900	1.3	1.7	1.5	16,600	25,200	41,800
Hospitals	126,400	0.5	1.5	1.0	13,200	29,400	42,500
Nursing and residential care facilities	60,900	1.6	3.3	2.5	17,200	15,300	32,600
Social assistance	65,300	1.6	1.3	1.4	10,200	15,800	26,000
Information, culture and recreation	**123,500**	**2.8**	**1.1**	**1.9**	**26,700**	**28,700**	**55,400**
Publishing industries	13,700	1.1	0.6	0.8	1,200	3,300	4,500
Motion picture and sound recording industries	23,400	2.3	1.3	1.8	4,600	5,100	9,700
Telecommunications	14,100	1.1	-0.5	0.3	400	3,600	4,000
Broadcasting, data processing and information	8,800	0.8	0.7	0.7	700	2,200	2,900
Performing arts, spectator sports and related industries	21,300	2.6	0.8	1.7	4,000	4,800	8,800
Amusement, gambling and recreation industries	38,400	4.9	1.7	3.3	15,200	8,600	23,900
Museums, galleries and parks	3,900	1.5	1.0	1.3	500	1,000	1,500
Accommodation and food services	**184,200**	**2.0**	**1.2**	**1.6**	**32,300**	**32,700**	**65,000**
Accommodation services	31,500	2.4	1.6	2.0	7,100	8,000	15,100
Food services and drinking places	152,700	2.0	1.1	1.5	25,200	24,800	49,900
Repair, personal and non-profit services	**115,900**	**2.5**	**1.2**	**1.8**	**23,600**	**25,900**	**49,500**
Automotive repair and maintenance	20,300	0.5	-0.1	0.2	300	4,400	4,700
Personal, non-automotive repair and non-profit services	95,600	2.9	1.4	2.2	23,300	21,500	44,700
Public administration	**126,700**	**0.3**	**0.6**	**0.5**	**5,700**	**33,200**	**39,000**
Federal government public administration	41,900	-0.3	0.2	0.0	-200	10,600	10,400
Provincial and territorial public administration	38,000	0.7	0.4	0.6	2,100	10,500	12,700
Local and Indigenous public administration	46,800	0.4	1.1	0.8	3,800	12,100	15,900

Note: Small discrepancies may arise due to rounding.

5.0 | Occupational outlook

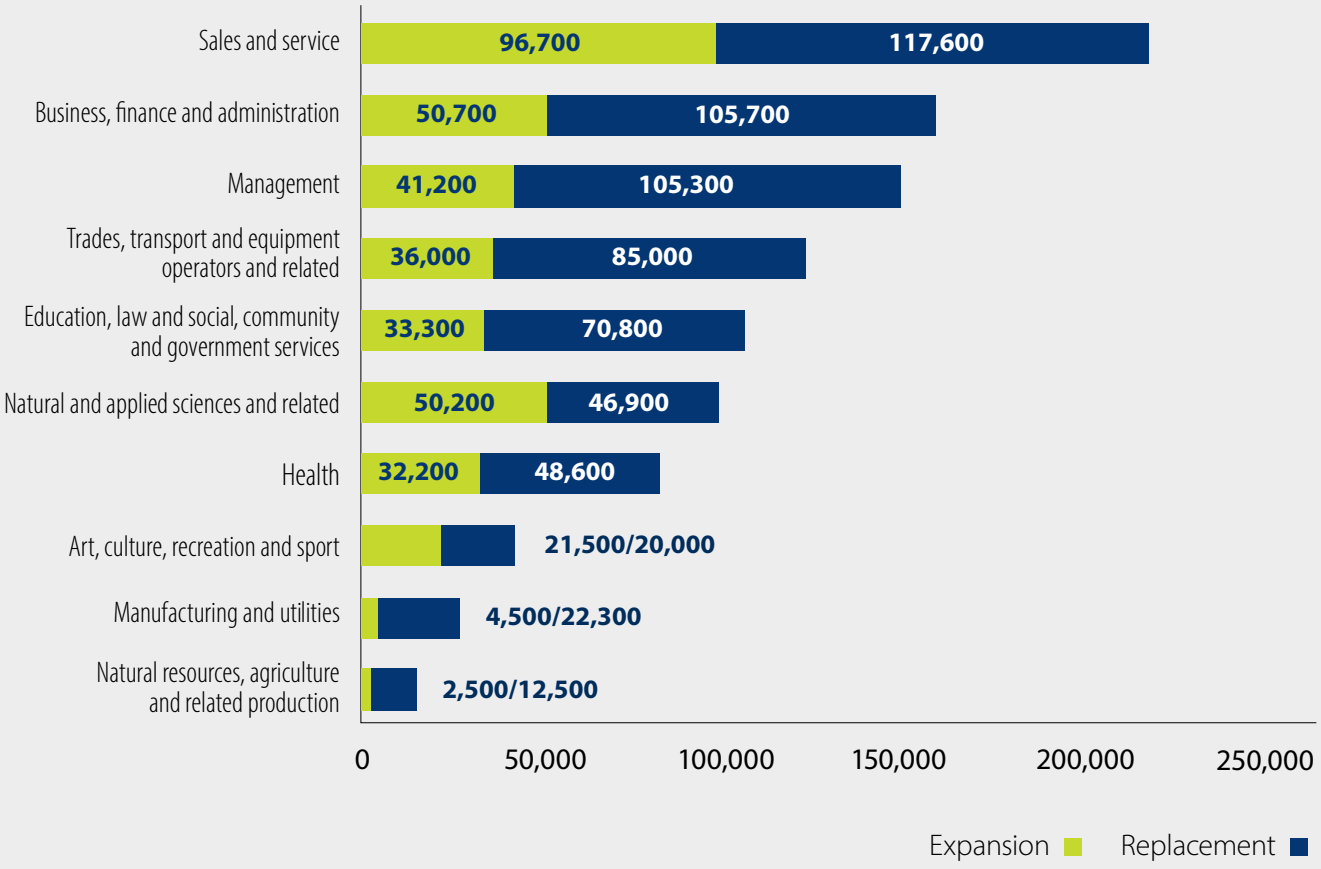
5.1 Overview

This report categorizes B.C.'s entire workforce into 10 major occupational groups, according to Canada's National Occupational Classification (NOC) 2016. Every occupational group will post some job openings – even industries with declining employment will have retiring workers who need to be replaced. Close to three-quarters (74 per cent) of the projected job openings in B.C. are expected to be among the top five occupational groups:

- **SALES AND SERVICE**
  (214,200 job openings; 21 per cent of total)
- **BUSINESS, FINANCE AND ADMINISTRATION**
  (156,400 job openings; 16 per cent of total)
- **MANAGEMENT**
  (146,600 job openings; 15 per cent of total)
- **TRADES, TRANSPORT AND EQUIPMENT OPERATORS AND RELATED**
  (121,000 job openings; 12 per cent of total)
- **EDUCATION, LAW AND SOCIAL, COMMUNITY AND GOVERNMENT SERVICES**
  (104,100 job openings; 10 per cent of total)

Figure 5.1-1 shows job openings for all 10 groups.

FIGURE 5.1-1: JOB OPENINGS BY MAJOR OCCUPATIONAL GROUP, B.C., 2021-2031



Some occupational groups are expected to grow faster than others. The Natural and applied sciences and related occupational group is forecasted to expand more rapidly than the other occupational groups. Accelerated digitalization will contribute to the occupational group's employment growth of 2.1 per cent annually. The Art, culture, recreation and sport occupational group will also grow strongly (1.9 per cent per year), as it recovers and increases from suppressed employment in 2021. As a result, for both occupational groups, 52 per cent of their total job openings will come from expansion demand, with the remaining 48 per cent from replacement.

For other occupational groups, the vast majority of their total job openings will come from replacement. In both the Manufacturing and utilities occupational group and the Natural resources, agriculture and related production group, the need to replace retiring workers accounts for over 80 per cent of the total job openings due to limited workforce expansion. For the Management occupational group, the replacement demand will account for over 70 per cent of total job openings, as this group has more older workers than other groups.

Figure 5.1-1 reflects standard National Occupation Classification grouping of occupations. Job openings in some special occupational groups include 111,000 in STEM (tech) occupations and 85,000 in skilled trades.

For the forecast of job openings for all 500 occupations, see Appendix 3.

Top in-demand trades

About 85,000 job openings are expected in the skilled trades over the next 10 years. These occupations require on-the-job training and in-class training, and offer excellent earning potential.

The top 15 trades in terms of projected job openings over the next 10 years are:

- **Cooks**
- **Auto service technicians**
- **Construction trades helpers and labourers**
- **Hairstylists and barbers**
- **Carpenters**
- **Construction electricians**
- **Heavy equipment operators (except crane)**
- **Painters and decorators (except interior decorators)**
- **Welders and related machine operators**
- **Plumbers**
- **Bakers**
- **Construction millwrights**
- **Heavy-duty equipment mechanics**
- **Aircraft mechanics**
- **Plasterers, drywall installers**

5.2 High Opportunity Occupations

The National Occupational Classification system classifies the whole workforce into 500 occupations. While some occupations may have more job openings than others, every occupation plays a role in the economy, contributing to the prosperity of B.C. However, certain occupations offer greater employment opportunities to both workers and the overall economy. The High Opportunity Occupations list identifies these occupations.

When compared to other occupations, High Opportunity Occupations will face stronger demand and offer better pay. B.C.'s list of High Opportunity Occupations helps people make informed decisions about their future career. It shows which occupations offer the most opportunity, as well as the education and training that each requires.

Methodology

To create the list, all 500 occupations are examined using seven labour market indicators in four categories shown in Figure 5.2-1 and Table 5.2-1. These indicators provide information on current and future labour market conditions for each of the 500 occupations.

FIGURE 5.2-1: CRITERIA OF HIGH OPPORTUNITY OCCUPATIONS LIST

1	**How many job opportunities will be available?** The number of job openings and the strength in employment growth
2	**How easy will it be to get a job in the future?** Forecast labour market tightness
3	**How easy is it to get a job now?** Most recent unemployment and employment insurance rates
4	**How much is the wage?** Current wage rate

Each indicator is given a weight (from 10 to 20 per cent) to reflect how much it affects labour market conditions. Each occupation receives a composite weighted score based on these indicators and weights. Table 5.2-1 shows the factors in the composite score.

TABLE 5.2-1: COMPONENTS OF THE OPPORTUNITY INDICATOR RANKING

INDICATOR AND WEIGHT	RATIONALE
How many job opportunities will be available?	**Absolute and relative job opportunities**
› Forecasted number of job openings (20 per cent) › Ratio of job openings to employment (10 per cent) › Forecasted employment growth rate (20 per cent)	› Occupations with a larger number of job openings, both the level and the ratio to employment, offer more opportunities to job seekers and have a bigger impact on the overall economy. › Occupations with faster forecasted employment growth offer more new job opportunities to job seekers.
How easy will it be to get a job in the future?	**Occupations with more limited future supply relative to demand**
› Forecasted unemployment rate (20 per cent)	› Occupations with a lower expected unemployment rate will offer more job opportunities to job seekers in the future
How easy is it to get a job now?	**Occupations with more limited current supply relative to demand**
› Recent unemployment rate (10 per cent) › Ratio of employment insurance beneficiaries to employment (10 per cent)	› Occupations with a lower unemployment rate and a lower ratio of employment insurance beneficiaries to employment offer more opportunities to job seekers.
How much is the wage?	**Wage rate**
› Current wage rate (10 per cent)	› Occupations with a higher wage rate represent better opportunities.

The selection of the High Opportunity Occupations (HOO) is based on the ranking of all 500 occupations by the composite score. The top 125 occupations from this ranking form the main part of the HOO list. Then an additional five occupations are added to this list that typically require only high school education. This ensures that lower skilled opportunities are also represented on the list. The result is a list of 130 occupations identified as High Opportunity Occupations for B.C. at the provincial level, shown in Table 5.2-2.

The 2021 Labour Market Outlook uses the same methodology as the 2019 report in developing High Opportunity Occupations.

The **Career Transition Tool** and **High Opportunity Occupations Tool**, both available at WorkBC.ca, provide HOO listings at the provincial and regional level. This reflects the unique mix of industries and occupations in each region of B.C. The regional lists allow users to focus on a single region. For example, a job seeker might be interested only in the Cariboo. The province-wide HOO list would be misleading because it would include occupations that are available in other regions but not in the Cariboo.

The regional lists use the same methodology as the provincial HOO list but the occupations reflect the regional labour market. At the regional level, the HOO list includes the top 125 occupations in the region or the top occupations that account for up to 50 per cent of the regional job openings.

TABLE 5.2-2: LIST OF HIGH OPPORTUNITY OCCUPATIONS, BY TYPICAL EDUCATION BACKGROUND B.C., 2021-2031

NOC	Occupation Title	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Occupational Interest (see note)	Typical Education Background
3012	Registered nurses and registered psychiatric nurses	20,140	$25.00	$40.02	$46.00	Investigative, Social	Degree
2171	Information systems analysts and consultants	13,120	$24.04	$38.00	$51.28	Investigative, Conventional	Degree
2174	Computer programmers and interactive media developers	12,620	$21.21	$42.00	$60.10	Investigative, Conventional	Degree
1111	Financial auditors and accountants	11,150	$18.75	$28.85	$45.67	Conventional	Degree
2173	Software engineers and designers	9,350	$25.00	$46.63	$67.31	Investigative	Degree
0213	Computer and information systems managers	8,030	$26.44	$45.67	$72.12	Enterprising	Degree
0013	Senior managers — financial, communications and other business services	6,520	$31.25	$64.10	$96.15	Enterprising	Degree
1114	Other financial officers	5,850	$19.23	$35.35	$54.95	Enterprising, Conventional	Degree
0632	Accommodation service managers	5,760	$15.38	$28.85	$60.17	Enterprising	Degree
6221	Technical sales specialists — wholesale trade	5,720	$15.00	$24.04	$40.60	Enterprising	Degree
4021	College and other vocational instructors	5,260	$16.83	$38.46	$67.69	Social	Degree
1123	Professional occupations in advertising, marketing and public relations	5,240	$17.31	$28.57	$46.00	Enterprising	Degree
1122	Professional occupations in business management consulting	5,060	$23.08	$36.06	$56.25	Conventional, Investigative, Enterprising	Degree
4112	Lawyers and Quebec notaries	4,910	$37,400*	$115,621*	$242,117*	Enterprising	Degree
0111	Financial managers	4,900	$25.00	$44.23	$67.31	Enterprising, Conventional	Degree
2131	Civil engineers	4,410	$30.22	$44.23	$64.42	Investigative, Realistic	Degree
2175	Web designers and developers	4,310	$16.00	$28.85	$42.31	Artistic, Investigative, Conventional	Degree
0124	Advertising, marketing and public relations managers	4,130	$23.08	$37.69	$76.92	Enterprising	Degree
4163	Business development officers and marketing researchers and consultants	4,050	$24.04	$36.92	$66.67	Enterprising	Degree

TABLE 5.2-2: LIST OF HIGH OPPORTUNITY OCCUPATIONS, BY TYPICAL EDUCATION BACKGROUND B.C., 2021-2031 *(Continued)*

NOC	Occupation Title	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Occupational Interest (see note)	Typical Education Background
0016	Senior managers — construction, transportation, production and utilities	3,960	$14.60	$49.32	$154.74	Enterprising	Degree
0015	Senior managers — trade, broadcasting and other services, n.e.c.	3,900	$14.60	$36.15	$124.19	Enterprising	Degree
5133	Musicians and singers	3,640	$15.00	$30.00	$40.00	Artistic	Degree
0122	Banking, credit and other investment managers	3,640	$24.04	$41.54	$54.57	Enterprising	Degree
4216	Other instructors	3,430	$14.60	$19.00	$34.36	Social	Degree
1121	Human resources professionals	3,320	$21.00	$37.76	$55.00	Social, Enterprising, Conventional	Degree
3112	General practitioners and family physicians	3,270	$66,396*	$160,631*	$301,028*	Investigative	Degree
0311	Managers in health care	3,240	$19.89	$45.19	$59.50	Enterprising	Degree
0121	Insurance, real estate and financial brokerage managers	3,120	$20.51	$43.27	$80.13	Enterprising	Degree
3111	Specialist physicians	3,000	$89,954*	$250,975*	$508,374*	Investigative	Degree
4152	Social workers	3,000	$22.70	$35.16	$44.00	Social	Degree
0114	Other administrative services managers	2,960	$25.64	$35.00	$50.00	Enterprising	Degree
0112	Human resources managers	2,890	$24.04	$43.27	$74.52	Enterprising	Degree
0423	Managers in social, community and correctional services	2,830	$21.15	$33.33	$57.69	Enterprising	Degree
0014	Senior managers — health, education, social and community services and membership organizations	2,810	$21.76	$45.96	$88.00	Enterprising	Degree
4153	Family, marriage and other related counsellors	2,680	$18.00	$28.00	$42.73	Social	Degree
0125	Other business services managers	2,480	$18.30	$33.65	$86.54	Enterprising	Degree
2133	Electrical and electronics engineers	2,430	$28.85	$43.27	$57.69	Investigative, Realistic	Degree
2132	Mechanical engineers	2,210	$27.18	$36.06	$57.44	Investigative, Realistic	Degree

TABLE 5.2-2: LIST OF HIGH OPPORTUNITY OCCUPATIONS, BY TYPICAL EDUCATION BACKGROUND B.C., 2021-2031 *(Continued)*

NOC	Occupation Title	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Occupational Interest (see note)	Typical Education Background
4154	Professional occupations in religion	2,170	$14.60	$25.64	$37.50	Social, Enterprising	Degree
5121	Authors and writers	2,080	$19.23	$29.36	$38.97	Artistic, Investigative	Degree
0601	Corporate sales managers	2,050	$23.08	$50.48	$96.15	Enterprising	Degree
3011	Nursing co-ordinators and supervisors	1,920	$21.00	$39.00	$50.17	Investigative, Social	Degree
0422	School principals and administrators of elementary and secondary education	1,870	$28.85	$46.63	$61.06	Enterprising	Degree
3142	Physiotherapists	1,860	$34.00	$40.38	$48.08	Social	Degree
2147	Computer engineers (except software engineers and designers)	1,670	$26.32	$40.49	$59.26	Realistic, Investigative	Degree
0211	Engineering managers	1,590	$31.25	$52.88	$81.73	Enterprising	Degree
0113	Purchasing managers	1,580	$20.19	$40.43	$64.90	Enterprising	Degree
2172	Database analysts and data administrators	1,530	$20.19	$29.81	$47.69	Conventional	Degree
1112	Financial and investment analysts	1,530	$26.41	$38.46	$57.69	Conventional, Enterprising	Degree
3113	Dentists	1,510	$30,748*	$104,055*	$214,663*	Investigative, Realistic	Degree
3131	Pharmacists	1,440	$68,708*	$98,725*	$127,387*	Investigative	Degree
1226	Conference and event planners	1,430	$17.00	$26.00	$36.92	Enterprising	Degree
0421	Administrators — post-secondary education and vocational training	1,430	$28.21	$48.08	$72.12	Enterprising	Degree
2151	Architects	1,400	$24.04	$33.65	$53.42	Artistic	Degree
0513	Recreation, sports and fitness program and service directors	1,390	–	–	–	Enterprising	Degree
4161	Natural and applied science policy researchers, consultants and program officers	1,390	$19.00	$38.00	$62.25	Investigative, Enterprising, Realistic	Degree
4166	Education policy researchers, consultants and program officers	1,350	$18.00	$33.69	$50.26	Enterprising	Degree
0012	Senior government managers and officials	1,310	$14.60	$52.20	$76.92	Enterprising	Degree

TABLE 5.2-2: LIST OF HIGH OPPORTUNITY OCCUPATIONS, BY TYPICAL EDUCATION BACKGROUND B.C., 2021-2031 *(Continued)*

NOC	Occupation Title	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Occupational Interest (see note)	Typical Education Background
1212	Supervisors, finance and insurance office workers	1,210	$17.09	$26.44	$40.87	Enterprising, Conventional	Degree
3143	Occupational therapists	990	$27.00	$40.00	$45.19	Social, Investigative	Degree
4151	Psychologists	990	$32.21	$44.15	$65.00	Investigative	Degree
0912	Utilities managers	920	$45.54	$61.30	$75.45	Enterprising	Degree
0512	Managers — publishing, motion pictures, broadcasting and performing arts	910	$18.36	$31.50	$52.45	Enterprising	Degree
3132	Dietitians and nutritionists	860	$23.85	$33.00	$42.73	Investigative, Social	Degree
2283	Information systems testing technicians	830	$20.00	$31.79	$48.72	Investigative, Conventional	Degree
3114	Veterinarians	760	$35,894*	$85,140*	$141,503*	Investigative	Degree
3144	Other professional occupations in therapy and assessment	750	$18.00	$25.03	$41.00	Social, Investigative	Degree
3124	Allied primary health practitioners	690	$24.83	$45.77	$53.41	Social	Degree
0212	Architecture and science managers	660	$28.85	$44.62	$69.71	Enterprising	Degree
0414	Other managers in public administration	540	$35.71	$51.89	$69.44	Enterprising	Degree
0412	Government managers — economic analysis, policy development and program administration	530	$21.63	$45.13	$64.01	Enterprising	Degree
3122	Chiropractors	530	$30,748*	$53,032*	$118,501*	Social	Degree
3141	Audiologists and speech-language pathologists	520	$33.00	$40.38	$52.00	Social, Investigative	Degree
0011	Legislators	500	$30,748*	$65,769*	$144,465*	Enterprising	Degree
2144	Geological engineers	430	$30.30	$48.10	$99.61	Realistic, Investigative	Degree
3216	Medical sonographers	400	$35.13	$38.70	$40.00	Realistic, Social	Degree
2148	Other professional engineers, n.e.c.	390	$24.04	$36.06	$57.69	Investigative, Realistic	Degree
3121	Optometrists	340	$30,748*	$73,717*	$135,876*	Investigative, Social, Realistic	Degree

TABLE 5.2-2: LIST OF HIGH OPPORTUNITY OCCUPATIONS, BY TYPICAL EDUCATION BACKGROUND B.C., 2021-2031 *(Continued)*

NOC	Occupation Title	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Occupational Interest (see note)	Typical Education Background
3125	Other professional occupations in health diagnosing and treating	250	$30,748*	$55,235*	$105,319*	Social, Investigative	Degree
2146	Aerospace engineers	150	$21.44	$38.34	$63.19	Investigative, Realistic	Degree
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	6,620	$15.38	$28.00	$41.35	Realistic	Apprenticeship certificate
7302	Contractors and supervisors, heavy equipment operator crews	2,820	$22.12	$35.00	$50.00	Realistic	Apprenticeship certificate
7315	Aircraft mechanics and aircraft inspectors	1,650	$16.00	$30.00	$43.59	Realistic, Conventional	Apprenticeship certificate
7301	Contractors and supervisors, mechanic trades	1,240	$24.00	$37.00	$52.66	Realistic	Apprenticeship certificate
7314	Railway carmen/women	210	$30.93	$34.52	$40.00	Realistic	Apprenticeship certificate
0621	Retail and wholesale trade managers	20,000	$17.31	$29.33	$58.65	Enterprising	Diploma/certificate excluding apprenticeship
1221	Administrative officers	18,920	$16.00	$25.00	$37.50	Conventional	Diploma/certificate excluding apprenticeship
3413	Nurse aides, orderlies and patient service associates	18,420	$18.00	$22.00	$25.00	Social	Diploma/certificate excluding apprenticeship
4212	Social and community service workers	12,160	$16.00	$21.00	$28.98	Social, Conventional	Diploma/certificate excluding apprenticeship
0712	Home building and renovation managers	9,800	$15.00	$21.50	$30.00	Enterprising	Diploma/certificate excluding apprenticeship
1311	Accounting technicians and bookkeepers	9,740	$15.38	$24.40	$36.54	Conventional	Diploma/certificate excluding apprenticeship
0711	Construction managers	8,380	$22.50	$40.60	$62.50	Enterprising	Diploma/certificate excluding apprenticeship
2282	User support technicians	8,090	$18.40	$30.29	$50.00	Realistic, Conventional	Diploma/certificate excluding apprenticeship
6232	Real estate agents and salespersons	6,790	$30,748*	$54,354*	$139,847*	Enterprising	Diploma/certificate excluding apprenticeship
0714	Facility operation and maintenance managers	5,450	$20.00	$33.08	$53.85	Enterprising	Diploma/certificate excluding apprenticeship
5241	Graphic designers and illustrators	5,420	$17.00	$27.00	$43.27	Artistic	Diploma/certificate excluding apprenticeship
3233	Licensed practical nurses	4,500	$24.24	$28.00	$31.15	Social	Diploma/certificate excluding apprenticeship
2281	Computer network technicians	4,410	$19.93	$28.85	$49.15	Realistic, Conventional	Diploma/certificate excluding apprenticeship

TABLE 5.2-2: LIST OF HIGH OPPORTUNITY OCCUPATIONS, B.C., 2021-2031 *(Continued)*

NOC	Occupation Title	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Occupational Interest (see note)	Typical Education Background
1224	Property administrators	4,350	$14.60	$22.95	$38.71	Enterprising	Diploma/certificate excluding apprenticeship
0911	Manufacturing managers	4,190	$21.63	$38.46	$67.31	Enterprising, Conventional	Diploma/certificate excluding apprenticeship
2242	Electronic service technicians (household and business equipment)	3,740	$16.50	$26.92	$46.15	Realistic	Diploma/certificate excluding apprenticeship
4311	Police officers (except commissioned)	3,380	$30.10	$41.83	$53.00	Enterprising	Diploma/certificate excluding apprenticeship
0731	Managers in transportation	3,170	$28.85	$38.46	$62.50	Enterprising	Diploma/certificate excluding apprenticeship
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	3,070	$17.00	$24.04	$40.38	Conventional, Enterprising	Diploma/certificate excluding apprenticeship
0651	Managers in customer and personal services, n.e.c.	2,480	$14.60	$23.20	$43.75	Enterprising	Diploma/certificate excluding apprenticeship
3236	Massage therapists	2,350	$15.00	$20.00	$50.00	Social	Diploma/certificate excluding apprenticeship
6222	Retail and wholesale buyers	2,030	$15.38	$23.08	$29.28	Enterprising, Conventional	Diploma/certificate excluding apprenticeship
1243	Medical administrative assistants	1,880	$17.00	$23.00	$34.62	Conventional	Diploma/certificate excluding apprenticeship
2271	Air pilots, flight engineers and flying instructors	1,680	–	–	–	Realistic	Diploma/certificate excluding apprenticeship
3212	Medical laboratory technicians and pathologists' assistants	1,630	$22.00	$24.00	$34.00	Realistic, Conventional	Diploma/certificate excluding apprenticeship
4312	Firefighters	1,620	$33.00	$44.17	$52.00	Realistic	Diploma/certificate excluding apprenticeship
3219	Other medical technologists and technicians (except dental health)	1,590	$14.60	$19.80	$27.80	Realistic, Conventional	Diploma/certificate excluding apprenticeship
3211	Medical laboratory technologists	1,480	$23.41	$35.23	$45.00	Investigative, Realistic	Diploma/certificate excluding apprenticeship
3232	Practitioners of natural healing	1,140	$17.31	$28.85	$48.08	Social	Diploma/certificate excluding apprenticeship
3215	Medical radiation technologists	1,110	$28.00	$34.00	$45.00	Realistic, Social	Diploma/certificate excluding apprenticeship
1211	Supervisors, general office and administrative support workers	930	$19.23	$35.71	$44.99	Conventional, Enterprising	Diploma/certificate excluding apprenticeship
1251	Court reporters, medical transcriptionists and related occupations	810	$15.00	$22.00	$29.89	Conventional	Diploma/certificate excluding apprenticeship
2251	Architectural technologists and technicians	660	$23.00	$35.00	$41.03	Realistic	Diploma/certificate excluding apprenticeship

TABLE 5.2-2: LIST OF HIGH OPPORTUNITY OCCUPATIONS, B.C., 2021-2031 *(Continued)*

NOC	Occupation Title	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Occupational Interest (see note)	Typical Education Background
1214	Supervisors, mail and message distribution occupations	520	$18.76	$30.70	$42.64	Enterprising, Conventional	Diploma/certificate excluding apprenticeship
2272	Air traffic controllers and related occupations	450	$20.74	$49.88	$109.04	Enterprising, Conventional	Diploma/certificate excluding apprenticeship
7361	Railway and yard locomotive engineers	440	$30.52	$40.13	$60.10	Realistic	Diploma/certificate excluding apprenticeship
0432	Fire chiefs and senior firefighting officers	370	$34.50	$57.87	$79.55	Enterprising	Diploma/certificate excluding apprenticeship
2244	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	360	$25.00	$37.37	$55.25	Realistic	Diploma/certificate excluding apprenticeship
6211	Retail sales supervisors	13,240	$14.60	$20.76	$31.25	Enterprising	High school
0631	Restaurant and food service managers	9,320	$15.00	$25.00	$38.46	Enterprising	High school
7451	Longshore workers	2,280	$25.00	$42.00	$47.32	Realistic	High school
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	2,150	$15.00	$25.00	$41.67	Realistic	High school
1512	Letter carriers	1,930	$20.00	$23.00	$27.23	Conventional, Realistic	High school
6533	Casino occupations	1,920	$14.60	$20.00	$25.00	Conventional, Enterprising	High school
6315	Cleaning supervisors	700	$16.83	$26.92	$42.74	Realistic	High school

Notes:

- Job openings are rounded to the nearest ten.
- The wage rate refers to the Job Bank hourly wage rate (from Employment and Social Development Canada), which was updated in 2020, unless otherwise noted.
- For occupations with a "*", the annual wage rate is provided because the hourly wage rate is not available. In some cases, no wage data is available and this is denoted by a "–".
- **Description of Occupational Interests**:
  Artistic: You love working with forms, designs and patterns. You prefer self-expression, and what you create doesn't always follow a clear set of rules.
  Enterprising: You enjoy starting and carrying out the plans for your projects, making decisions and leading people. You're not afraid of taking a risk, and you tend to prefer a business environment.
  Hands-on or Realistic: You like clear and practical activities: projects where you can work with your hands, inside or outside, with minimal paperwork.
  Routinized or Conventional: You prefer a clear line of authority and defined procedures and routines, with everything in its place and a place for everything.
  Investigative: Finding the facts and searching for solutions makes you happy, and you're not afraid of a good mental workout.
  Social: Helping people or providing services to others gets you out of bed in the morning, whether you're teaching, working or communicating with them.

5.3 Demand for skills and competencies

British Columbians will need a strong foundation of skills and workforce competencies as they plan their career paths and pursue the opportunities offered in the 21st century economy.

This report uses the following terms as defined in the U.S. Occupational Information Network (O*NET) Content Model:

- **Skill** is the ability to perform tasks based on one's knowledge, learning or practice.
- **Competency** is the ability to apply skills and knowledge to perform complex tasks well and to adapt easily to the activities of a variety of jobs.

In this report, the term "skills" refers to "skills and competencies" unless specified. Appendix 1 gives additional definitions.

Technological advancements such as artificial intelligence, robotics and automation, along with demographic and socio-economic shifts, are shaping the future demand for skills and competencies in the labour market. All of these changes have also been significantly impacted by the ongoing COVID-19 pandemic.

B.C.'s 2018 Labour Market Outlook published a list of in-demand skills and competencies. The list was developed by mapping occupational outlooks for 2018 to 2028 to skills data. The in-demand skills forecast needs updating in light of workplace adaptations to new ways of working, 2021 to 2031 occupational outlooks and updated skills data.

Job seekers and workers can benefit by understanding the skills and competencies employers need. Identifying and gaining the skills needed for the future will help job seekers find jobs and career success. This section describes the skills and competencies that future job openings in British Columbia will call for.

The 2021 Labour Market Outlook estimates the demand for skills and competencies for 500 NOC occupations[4] by linking B.C.'s projected job openings (listed in Appendix 4) to the U.S. Labour Department dataset called **O*NET** (Occupational Network information, O*NET 26.0 Database, August 2021). is one of the world's largest, most comprehensive, widely used public repositories for skills data at the occupational level. The projection is based on the current structure of the skills and competencies required for each occupation. Since comparable information for Canada is not available, O*NET is considered to be sufficiently relevant to the B.C. situation until data for Canada becomes available. Figure 5.3-1 summarizes these results.

The study reveals a strong demand for people skills – namely communication skills such as Active listening, Speaking and Reading comprehension – as well as Critical thinking (see Appendix 1 for definitions). Among the competencies, Social perceptiveness, Judgment and decision making, and Complex problem solving are deemed as "very important" for almost 40 per cent of the total projected job openings by 2031.

The findings do not show strong demand for digital skills[5] such as Programming, Technology design, System analysis and System evaluation since they are critical for some specific occupations, but not used widely across a range of occupations.

4. NOC stands for Canada's National Occupational Classification. Ten occupations have been dropped out through the process of mapping the O*NET dataset in SOC (Standard Occupational Classification) to NOC (National Occupational Classification), including Legislators (NOC 0011), Financial and investment analysts (NOC 1112), Health information management occupations (NOC 1252), Industrial instrument technicians and mechanics (NOC 2243), Employment counsellors (NOC 4156), Non-commissioned ranks of the Canadian Armed Forces (NOC 4313), Elementary and secondary school teacher assistants (NOC 4413), Other personal service occupations (NOC 6564), Taxi and limousine drivers and chauffeurs (NOC 7513), and Logging and forestry labourers (NOC 8616). This accounted for 1.2 per cent of total projected job openings in British Columbia from 2021 to 2031.

5. Employment and Social Development Canada (ESDC) defines digital skills as the ability to use digital technology and tools to find, manage, apply, create and share information and content (**https://www.canada.ca/en/services/jobs/training/initiatives/skills-success/understanding-individuals.html**). Digital skills are not directly identified in the O*NET Content Model, but they are classified as different skills using different terminology, such as programming, technology design, system analysis and system evaluation.

Top skills of the future

- **ACTIVE LISTENING** is identified as a very important skill for 71 per cent of total projected job openings in B.C.
- **SPEAKING** is very important for 63 per cent of job openings.
- **CRITICAL THINKING** is very important for 56 per cent of job openings.
- **READING COMPREHENSION** is very important for 55 per cent of job openings.

Top competencies of the future

- **SOCIAL PERCEPTIVENESS, JUDGMENT AND DECISION MAKING**, and **COMPLEX PROBLEM SOLVING** are identified as very important for almost 40 per cent of job openings.

Please see Figure 5.3-1 for more details.

The competencies required to do a job vary across occupational groups. For instance, Social perceptiveness and Service orientation are very important for Health as well as Sales and service occupations, while Operations monitoring is essential for Trade, transport and equipment operators and related occupations, as well as for Occupations in manufacturing and utilities. Figure 5.3-2 shows the projected demand for skills and competencies by occupational group.

As with the projected in-demand skills, the findings for the occupational groups also show the importance of Communication skills and Critical thinking.

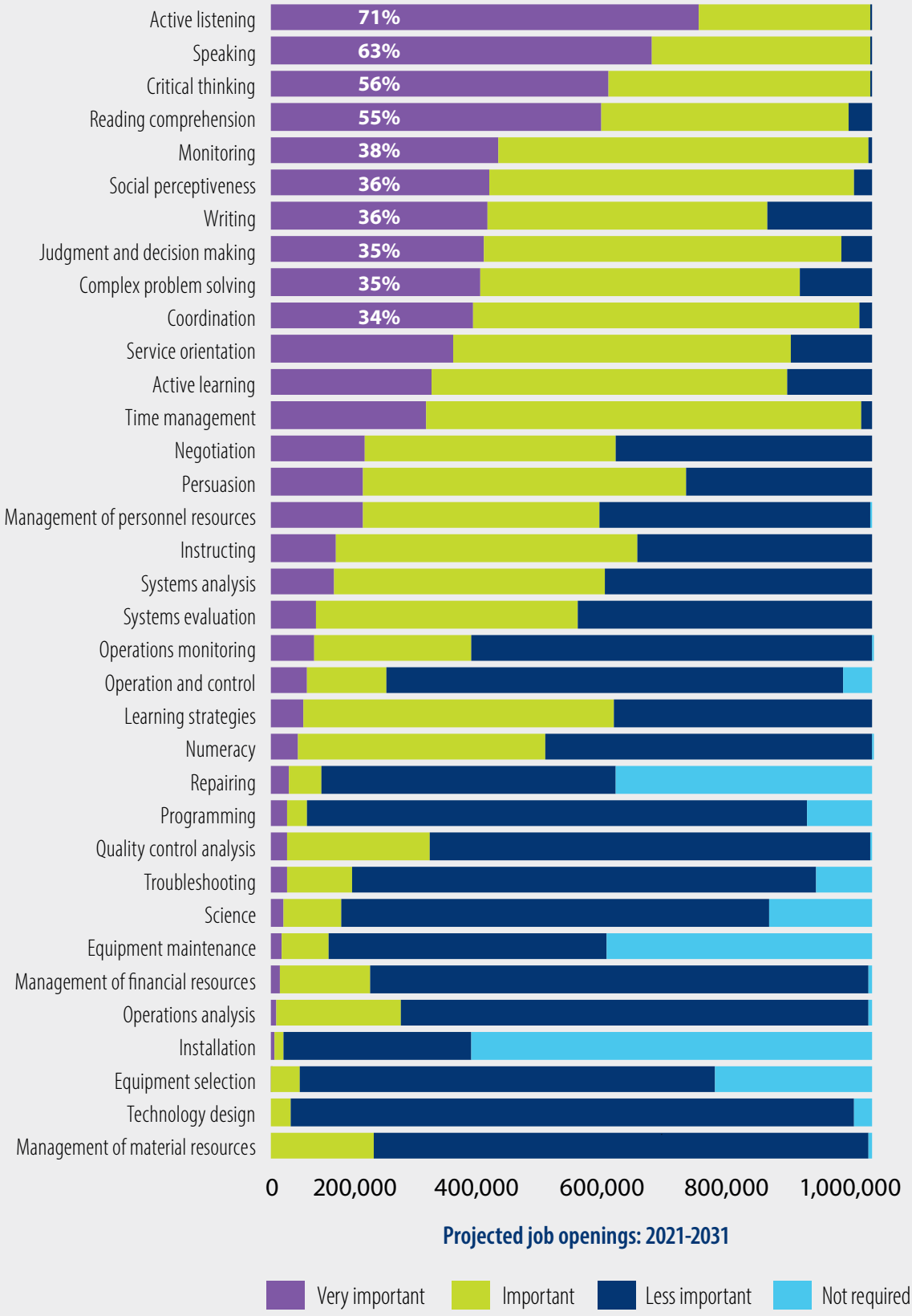
The top 10 in-demand skills and competencies for 2021 to 2031 are consistent with those projected for 2018 to 2028. However, some skills that employers identified as very important changed in ranking or in the share of projected job openings.

Critical thinking and Monitoring have higher rankings in 2031 compared to 2028. These skills will be increasingly important for workers to remain competitive in 2031. Moving towards the digital age – where machines might take over many routine, repetitive, technical tasks – non-routine skills (such as Critical thinking, Leadership and Negotiation) are important and cannot be replaced by technology. The World Economic Forum **Future of Jobs Report 2020** says that automation will increase the share of the use of technologies in production processes from 33 per cent in 2020 to 47 per cent in 2025. While many processes will become automated, more people will be needed to create, apply and monitor the technologies. On the other hand, Reading comprehension, Social perceptiveness, and Judgment and decision making will become slightly less important in 2031 than in 2028. (Table 5.3-1 lists the top 10 future skills and competencies for 2028 and 2031.)

As the types of skills and competencies needed in the labour market continually shift and evolve, B.C. will need to align its workforce to meet the demands of a changing world. Employees who want to stand out in the labour market can upgrade their credentials by learning new skills and competencies, and improving their existing ones.

Continuing education and training programs, at all levels, are necessary to give the workforce the opportunities to upgrade their abilities to succeed in the economy of today and tomorrow.

FIGURE 5.3-1: PROJECTED DEMAND FOR SKILLS AND COMPETENCIES, B.C., 2021-2031



Note: The chart indicates the share of projected job openings in descending order for each of the 35 work-related skills and competencies identified as very important.

Source: The analysis was based on the U.S. Department of Labor, Employment and Training Administration's **O*NET database** version 26.0, released in August 2021, and British Columbia Labour Market Outlook: 2021 Edition.

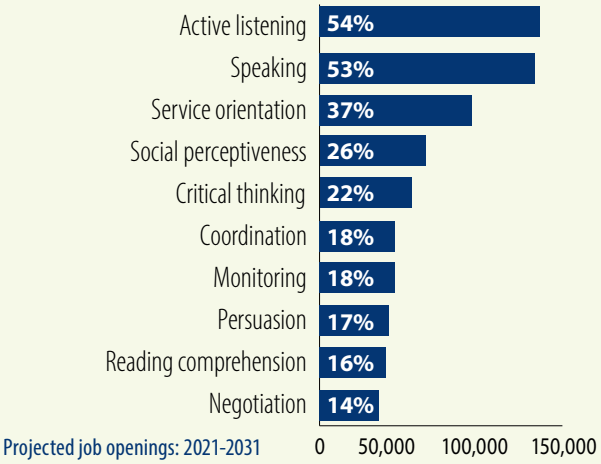
FIGURE 5.3-2: PROJECTED DEMAND FOR SKILLS AND COMPETENCIES BY OCCUPATIONAL GROUP, B.C., 2021-2031

Management occupations

Occupations in art, culture, recreation and sport

Business, finance and administrative occupations

Sales and service occupations

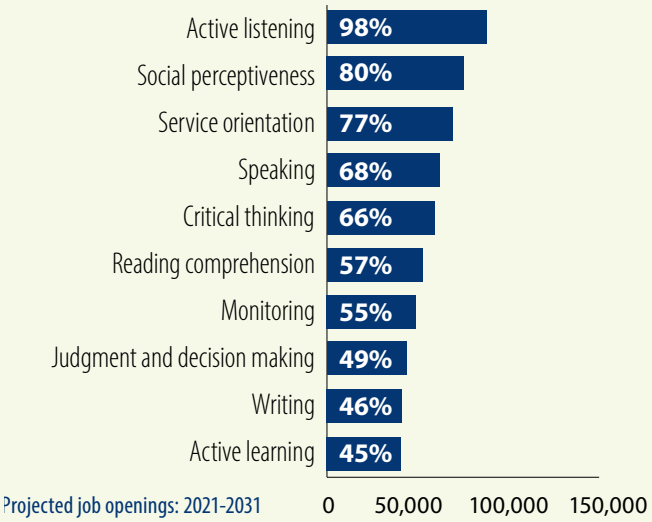


Natural and applied science and related occupations

Trade, transport and equipment operators and related occupations

FIGURE 5.3-2: PROJECTED DEMAND FOR SKILLS AND COMPETENCIES BY OCCUPATIONAL GROUP, B.C., 2021-2031 *(Continued)*

Health occupations



Natural resources, agriculture and related production occupations

Occupations in education, law and social, community and government services

Occupations in manufacturing and utilities

Note: The length of the bars indicates the share of projected job openings that employers identified as "very important". The percentage figure on the bars expresses the share of total projected job openings of each occupational group for work-related skills and competencies that employers identified as "very important" in descending order.

Source: The analysis was based on the U.S. Department of Labor, Employment and Training Administration's O*NET database version 26.0, released in August 2021, and British Columbia Labour Market Outlook: 2021 Edition.

TABLE 5.3-1: TOP 10 FUTURE SKILLS AND COMPETENCIES FOR 2028 AND 2031

2028	2031
1. Active listening	1. Active listening
2. Speaking	2. Speaking
3. Reading comprehension	3. Critical thinking
4. Critical thinking	4. Reading comprehension
5. Social perceptiveness	5. Monitoring
6. Judgment and decision making	6. Social perceptiveness
7. Writing	7. Writing
8. Monitoring	8. Judgment and decision making
9. Complex problem solving	9. Complex problem solving
10. Coordination	10. Coordination

6.0 | Regional outlook

B.C. and its seven economic regions have unique economies and labour market conditions. As a result, each offers a distinct variety of job opportunities.

This section highlights the opportunities within each economic region. The map below identifies the seven regions and Table 6-1 summarizes the projected job openings in each region.

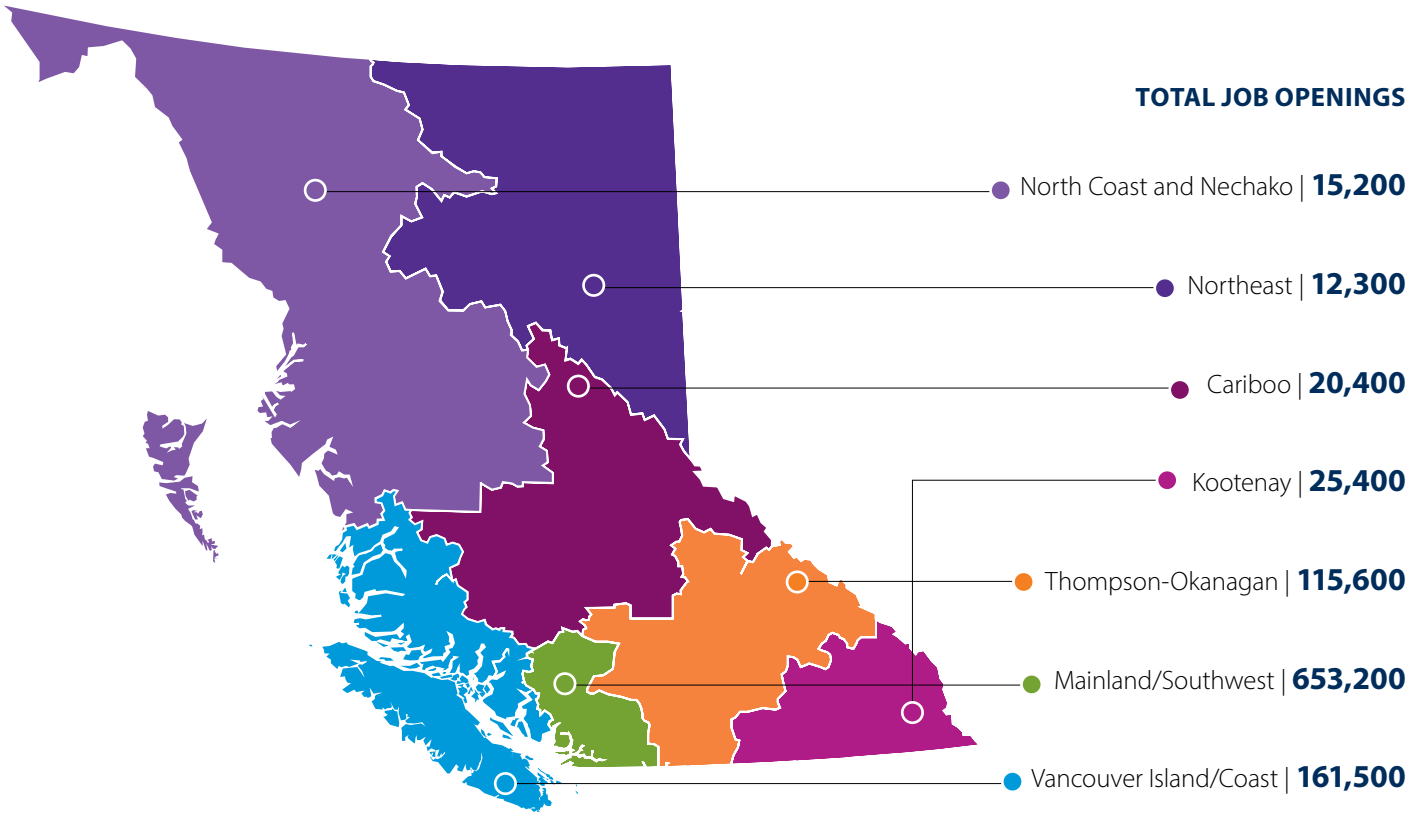


TABLE 6.1: EMPLOYMENT AND JOB OPENINGS BY DEVELOPMENT REGION

Region	Employment 2021	10-Year Employment Growth Rate 2021-2031	Job Openings 2021-2031		
			Expansion	Replacement	Total
Vancouver Island/Coast	425,000	1.1%	50,400	111,000	161,500
Mainland/Southwest	1,680,000	1.4%	260,000	393,200	653,200
Thompson-Okanagan	303,000	1.2%	38,600	77,000	115,600
Kootenay	80,000	0.6%	5,100	20,400	25,400
Cariboo	87,000	0.4%	3,700	16,700	20,400
Northeast	39,000	1.0%	4,300	8,000	12,300
North Coast and Nechako	43,000	1.4%	6,700	8,500	15,200
British Columbia	**2,657,000**	**1.3%**	**368,800**	**634,800**	**1,003,600**

Note: Small discrepancies may arise due to rounding.

6.1 | Vancouver Island/Coast

Vancouver Island/Coast is British Columbia's second most populated region. Much of this area remains rural and sparsely populated. The vast majority of residents live in the capital region around Victoria and in the mid-island region stretching from Duncan north to Campbell River.

With its scenic location and mild climate, the region attracts retirees. In recent years younger people have moved into the area to avoid the competitive housing market in Mainland/Southwest. The region's population is older than the provincial average. Its labour force participation is the lowest among regions (at 59 per cent in 2020).

The Vancouver Island/Coast region accounts for about 16 per cent of B.C.'s workers. Its unemployment rate in 2020 (8.7 per cent) was slightly lower than the B.C. average (8.9 per cent).

The largest industries, by employment size, are Other retail trade (excluding cars, online shopping and personal care); Construction; Food services and drinking places; Hospitals; and Provincial and territorial public administration.

In the coming 10 years, the Vancouver Island/Coast region is expected to have 161,500 job openings, of which 69 per cent will replace retiring workers. Employment demand is projected to increase by an annual average of 1.1 per cent, a bit slower than the provincial average (1.3 per cent).

Employment opportunities in the region are dominated by service-based industries, which is reflected in the top 10 industries with forecasted job openings through 2031.

TABLE 6.1-1: TOP 10 INDUSTRIES BY JOB OPENINGS, VANCOUVER ISLAND/COAST, 2021-2031

Industry	Employment	Employment Growth Rate			Job Openings 2021-2031			Annual Replacement Rate
	2021	2021-26	2026-31	2021-31	Expansion	Replacement	Total	
Other retail trade (excluding cars, online shopping and personal care)	40,360	0.8%	0.5%	0.6%	2,650	8,370	11,030	2.0%
Construction	37,840	0.3%	-0.4%	0.0%	-350	10,240	9,880	2.7%
Business and building support services (excluding travel)	18,700	1.8%	2.0%	1.9%	3,950	4,980	8,930	2.4%
Ambulatory health care services	18,960	1.3%	2.1%	1.7%	3,460	5,240	8,710	2.6%
Computer systems design and related services	9,200	4.9%	4.9%	4.9%	5,730	2,870	8,600	2.4%
Hospitals	22,140	0.7%	1.1%	0.9%	2,090	5,800	7,890	2.5%
Personal, non-automotive repair and non-profit services	15,930	2.9%	1.2%	2.0%	3,640	4,130	7,770	2.3%
Food services and drinking places	22,450	1.9%	0.9%	1.4%	3,390	3,910	7,300	1.6%
Nursing and residential care facilities	12,690	1.9%	3.3%	2.6%	3,770	3,460	7,230	2.4%
Provincial and territorial public administration	19,240	0.4%	0.2%	0.3%	550	5,780	6,330	2.9%

Note: Small discrepancies may arise due to rounding.

Vancouver Island/Coast

Over the 10 years of the forecast, the region's fastest growing sectors are expected to be Mining; Support activities for mining and oil and gas extraction; Online shopping; and Food, beverage and tobacco manufacturing.

TABLE 6.1-2: TOP OCCUPATIONS BY EDUCATION, VANCOUVER ISLAND/COAST, 2021-2031

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Degree	3012	Registered nurses and registered psychiatric nurses	10,580	1,330	2,770	4,100
	2171	Information systems analysts and consultants	3,440	1,110	970	2,090
	2174	Computer programmers and interactive media developers	2,390	1,070	530	1,600
	4032	Elementary school and kindergarten teachers	7,060	-170	1,640	1,470
	0632	Accommodation service managers	2,200	480	820	1,310
	1111	Financial auditors and accountants	3,560	210	980	1,190
	4011	University professors and lecturers	1,890	350	640	990
	0213	Computer and information systems managers	1,230	390	600	990
	1122	Professional occupations in business management consulting	1,860	370	600	970
	4031	Secondary school teachers	4,110	-110	1,050	940
	1114	Other financial officers	2,370	250	680	930

TABLE 6.1-2: TOP OCCUPATIONS BY EDUCATION, VANCOUVER ISLAND/COAST, 2021-2031 *(Continued)*

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Apprenticeship Certificate	6322	Cooks	6,080	980	1,190	2,170
	6341	Hairstylists and barbers	2,830	650	600	1,240
	7271	Carpenters	4,650	10	1,060	1,070
	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	2,320	180	600	780
	6332	Bakers	1,400	480	250	730
	7521	Heavy equipment operators (except crane)	2,000	120	500	620
	6562	Estheticians, electrologists and related occupations	1,640	350	250	600
	7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	1,440	20	500	520
	7241	Electricians (except industrial and power system)	2,890	10	480	490
	7311	Construction millwrights and industrial mechanics	930	120	360	480
Diploma/ Certificate Excluding Apprenticeship	3413	Nurse aides, orderlies and patient service associates	8,400	1,750	2,190	3,930
	1221	Administrative officers	6,780	760	2,770	3,530
	0621	Retail and wholesale trade managers	7,820	800	2,340	3,150
	4212	Social and community service workers	6,130	1,070	1,650	2,720
	1411	General office support workers	6,310	620	1,710	2,330
	1241	Administrative assistants	4,680	470	1,330	1,800
	4412	Home support workers, housekeepers and related occupations	3,740	690	1,100	1,780
	1311	Accounting technicians and bookkeepers	4,440	340	1,370	1,710
	1414	Receptionists	4,220	640	970	1,610
	0712	Home building and renovation managers	3,900	-10	1,570	1,560
	5254	Program leaders and instructors in recreation, sport and fitness	3,190	1,010	510	1,520
High School	6421	Retail salespersons	13,330	1,260	2,240	3,500
	6733	Janitors, caretakers and building superintendents	5,910	850	1,740	2,580
	6711	Food counter attendants, kitchen helpers and related support occupations	9,290	1,560	930	2,490
	6731	Light duty cleaners	5,960	1,140	1,340	2,480
	6211	Retail sales supervisors	6,180	580	1,880	2,460
	8612	Landscaping and grounds maintenance labourers	4,700	920	870	1,790
	6611	Cashiers	7,110	640	880	1,520
	6513	Food and beverage servers	4,940	800	700	1,500
	0631	Restaurant and food service managers	2,890	450	1,010	1,470
	7511	Transport truck drivers	3,940	140	1,190	1,330
Less than High School	9618	Labourers in fish and seafood processing	330	240	60	300

Note: Small discrepancies may arise due to rounding.

6.2 | Mainland/Southwest

Vancouver is the centre of this region, which extends east through the Fraser Valley to Hope and north to Lillooet. The region shares a border with the U.S. While it is geographically the smallest region in B.C., it has the highest population and is economically the most significant in the province.

Mainland/Southwest is home to 63 per cent of B.C.'s population and has one of the youngest populations in the province. It employs about 64 per cent of B.C.'s workers.

The region's participation rate (64.8 per cent in 2020) is above the provincial average (63.6 in 2020). The unemployment rate was 9.0 per cent, slightly above the B.C. average (8.9 per cent).

The largest industries by employment size are Construction; Retail trade; Food services and drinking places; and Hospitals.

Up to 2031, a total of 653,200 job openings are anticipated. About 60 per cent of these job openings will replace exiting workers, while the remaining 40 per cent will come from economic growth. The total makes up almost two-thirds of B.C.'s total forecasted job openings over the next 10 years.

Employment demand is anticipated to increase 1.4 per cent on average every year over the next 10 years, similar to B.C.'s average annual growth.

Mainland/Southwest makes up almost two-thirds of B.C.'s total forecasted job openings during the coming decade.

TABLE 6.2-1: TOP 10 INDUSTRIES BY JOB OPENINGS, MAINLAND/SOUTHWEST, 2021-2031

Industry	Employment 2021	Employment Growth Rate			Job Openings 2021-2031			Annual Replacement Rate
		2021-26	2026-31	2021-31	Expansion	Replacement	Total	
Computer systems design and related services	67,620	5.4%	3.9%	4.6%	39,590	18,620	58,210	2.1%
Construction	144,390	1.3%	0.8%	1.0%	15,660	35,170	50,830	2.3%
Other retail trade (excluding cars, online shopping and personal care)	139,670	1.3%	1.0%	1.1%	16,810	27,330	44,130	1.8%
Food services and drinking places	101,430	2.1%	1.1%	1.6%	17,950	15,360	33,310	1.4%
Personal, non-automotive repair and non-profit services	58,280	3.3%	1.4%	2.3%	15,520	13,360	28,890	2.0%
Legal, accounting, design, research and advertising services	69,110	0.8%	2.0%	1.4%	10,670	15,830	26,500	2.2%
Hospitals	71,410	0.6%	1.7%	1.2%	9,000	16,620	25,620	2.2%
Ambulatory health care services	60,700	1.4%	1.9%	1.6%	10,870	14,520	25,390	2.2%
Wholesale trade	63,990	1.3%	1.1%	1.2%	8,130	15,890	24,020	2.3%
Elementary and secondary schools	61,930	0.2%	2.0%	1.1%	7,130	16,490	23,620	2.6%

Note: Small discrepancies may arise due to rounding.

Mainland/Southwest

Over the 10-year forecast, the region's fastest growing sectors are expected to be Computer systems design and related services; Air transportation and support activities; Ship and boat building; Amusement, gambling and recreation industries; and Travel arrangement services. For Computer systems design and related services, the growth continues from the pre-pandemic period. For the other sectors, the high growth mostly reflects a recovery from the pandemic.

TABLE 6.2-2: TOP OCCUPATIONS BY EDUCATION, MAINLAND/SOUTHWEST, 2021-2031

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Degree	3012	Registered nurses and registered psychiatric nurses	34,290	4,950	7,680	12,620
	2174	Computer programmers and interactive media developers	16,500	6,950	3,180	10,130
	2171	Information systems analysts and consultants	17,070	5,950	4,030	9,970
	1111	Financial auditors and accountants	22,970	3,270	5,370	8,640
	4032	Elementary school and kindergarten teachers	22,380	2,580	5,690	8,270
	2173	Software engineers and designers	12,920	5,120	3,120	8,240
	0213	Computer and information systems managers	8,640	2,900	3,550	6,460
	4031	Secondary school teachers	14,240	1,650	3,960	5,610
	0013	Senior managers — financial, communications and other business services	8,550	2,360	2,760	5,120
	6221	Technical sales specialists — wholesale trade	8,700	1,810	2,650	4,460
	1114	Other financial officers	13,570	940	3,350	4,290

TABLE 6.2-2: TOP OCCUPATIONS BY EDUCATION, MAINLAND/SOUTHWEST, 2021-2031 *(Continued)*

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Apprenticeship Certificate	6322	Cooks	20,840	3,850	3,660	7,510
	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	11,440	1,590	2,620	4,210
	6341	Hairstylists and barbers	8,790	2,310	1,450	3,770
	7271	Carpenters	11,250	1,200	2,120	3,320
	7241	Electricians (except industrial and power system)	9,850	1,130	1,370	2,500
	6562	Estheticians, electrologists and related occupations	6,050	1,480	810	2,290
	7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	5,350	600	1,680	2,270
	7251	Plumbers	7,070	770	1,210	1,980
	7237	Welders and related machine operators	4,360	800	970	1,780
	6332	Bakers	4,870	580	1,020	1,600
	7302	Contractors and supervisors, heavy equipment operator crews	3,220	400	1,120	1,520
Diploma/ Certificate Excluding Apprenticeship	0621	Retail and wholesale trade managers	30,190	4,530	7,700	12,230
	1221	Administrative officers	23,290	3,280	7,950	11,230
	3413	Nurse aides, orderlies and patient service associates	21,930	4,890	5,680	10,580
	1411	General office support workers	25,730	3,270	6,110	9,370
	6411	Sales and account representatives — wholesale trade (non-technical)	25,960	2,940	6,340	9,270
	4212	Social and community service workers	15,390	3,060	3,640	6,700
	1241	Administrative assistants	17,400	2,220	4,380	6,590
	0712	Home building and renovation managers	14,990	1,610	4,910	6,510
	1414	Receptionists	16,740	3,070	3,030	6,100
	2282	User support technicians	11,340	3,430	2,660	6,090
High School	6421	Retail salespersons	51,740	7,330	8,150	15,480
	6711	Food counter attendants, kitchen helpers and related support occupations	33,690	6,130	3,050	9,180
	6211	Retail sales supervisors	19,510	2,630	5,330	7,960
	6733	Janitors, caretakers and building superintendents	16,790	2,340	5,230	7,560
	6731	Light duty cleaners	16,160	2,840	4,090	6,940
	6611	Cashiers	25,530	3,670	3,040	6,710
	6513	Food and beverage servers	22,150	4,220	2,350	6,570
	7511	Transport truck drivers	22,750	1,200	5,330	6,520
	0631	Restaurant and food service managers	12,670	2,280	3,880	6,160
	7452	Material handlers	18,560	2,440	3,470	5,920
	7611	Construction trades helpers and labourers	15,720	1,690	2,650	4,340
Less than High School	9618	Labourers in fish and seafood processing	760	80	230	300
	8611	Harvesting labourers	1,000	-20	260	250

Note: Small discrepancies may arise due to rounding.

6.3 | Thompson-Okanagan

Thompson-Okanagan includes B.C.'s biggest wine and fruit producing area – the Okanagan Valley – as well as two big urban centres – Kelowna and Kamloops. The region is located in the southern interior of B.C. and shares a border with the U.S.

About 11 per cent of B.C. residents live in the region. The population in Thompson-Okanagan is older than the rest of the province. The region accounts for about 11 per cent of the province's total jobs.

The region's unemployment rate in 2020 was 8.6 per cent, slightly lower than the B.C. average (8.9 per cent). The labour force participation rate in the region was 62.7 per cent in 2020, slightly lower than the provincial average (63.6 in 2020).

In terms of employment size, Thompson-Okanagan's top industries are Construction; Other retail trade (excluding cars, online shopping and personal care); Hospitals; and Food services and drinking places.

Over the 10-year forecast period, employment demand is anticipated to increase by 1.2 per cent on average each year and 115,600 job openings are expected. Of these, 67 per cent will replace retirees and the remaining 23 per cent will come from economic growth.

TABLE 6.3-1: TOP 10 INDUSTRIES BY JOB OPENINGS, THOMPSON-OKANAGAN, 2021-2031

Industry	Employment 2021	Employment Growth Rate			Job Openings 2021-2031			Annual Replacement Rate
		2021-26	2026-31	2021-31	Expansion	Replacement	Total	
Construction	30,660	0.2%	1.1%	0.7%	1,980	8,690	10,670	2.7%
Other retail trade (excluding cars, online shopping and personal care)	27,380	1.6%	0.7%	1.2%	3,440	6,650	10,090	2.3%
Hospitals	19,260	0.8%	1.7%	1.2%	2,580	4,490	7,060	2.2%
Business and building support services (excluding travel)	11,800	1.7%	2.4%	2.1%	2,760	3,050	5,810	2.3%
Food services and drinking places	17,660	1.6%	0.9%	1.2%	2,310	3,400	5,720	1.8%
Ambulatory health care services	13,820	1.4%	1.0%	1.2%	1,790	3,540	5,330	2.4%
Nursing and residential care facilities	8,900	2.0%	2.7%	2.3%	2,350	2,220	4,570	2.2%
Personal, non-automotive repair and non-profit services	12,400	1.1%	1.8%	1.5%	1,990	2,520	4,520	1.9%
Computer systems design and related services	3,030	7.2%	7.4%	7.3%	3,220	910	4,120	2.0%
Amusement, gambling and recreation industries	5,070	5.9%	1.7%	3.8%	2,370	1,390	3,760	2.1%

Note: Small discrepancies may arise due to rounding.

Thompson-Okanagan

The fastest growing industries in the upcoming 10 years are anticipated to be Computer systems design and related services; Private and trades education; Travel arrangement services; and Machinery manufacturing.

TABLE 6.3-2: TOP OCCUPATIONS BY EDUCATION, THOMPSON-OKANAGAN, 2021-2031

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Degree	3012	Registered nurses and registered psychiatric nurses	7,540	1,070	1,590	2,650
	0632	Accommodation service managers	2,170	460	780	1,240
	4011	University professors and lecturers	2,290	700	260	950
	1111	Financial auditors and accountants	2,430	200	690	900
	2171	Information systems analysts and consultants	1,180	490	250	740
	4032	Elementary school and kindergarten teachers	3,530	-320	1,030	720
	2174	Computer programmers and interactive media developers	880	550	140	700
	6221	Technical sales specialists — wholesale trade	960	210	390	600
	4031	Secondary school teachers	2,100	-190	700	510

TABLE 6.3-2: TOP OCCUPATIONS BY EDUCATION, THOMPSON-OKANAGAN, 2021-2031 *(Continued)*

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Apprenticeship Certificate	6322	Cooks	4,080	630	860	1,490
	7271	Carpenters	2,940	220	740	960
	7521	Heavy equipment operators (except crane)	2,680	130	700	830
	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	2,630	110	550	650
	6341	Hairstylists and barbers	2,340	380	250	640
	7241	Electricians (except industrial and power system)	2,190	150	420	570
	7311	Construction millwrights and industrial mechanics	1,730	30	480	510
Diploma/ Certificate Excluding Apprenticeship	3413	Nurse aides, orderlies and patient service associates	6,280	1,250	1,480	2,720
	1221	Administrative officers	4,680	640	2,070	2,700
	0621	Retail and wholesale trade managers	6,230	680	1,910	2,590
	1311	Accounting technicians and bookkeepers	3,700	340	1,210	1,550
	1411	General office support workers	4,240	500	1,010	1,500
	0821	Managers in agriculture	3,740	240	1,140	1,390
	6411	Sales and account representatives — wholesale trade (non-technical)	3,360	410	910	1,330
	4212	Social and community service workers	3,010	460	820	1,280
	1414	Receptionists	3,560	480	800	1,270
	0712	Home building and renovation managers	2,790	180	1,060	1,240
	1241	Administrative assistants	3,100	340	870	1,200
High School	6421	Retail salespersons	10,170	1,240	2,190	3,430
	7511	Transport truck drivers	4,710	570	1,510	2,080
	6711	Food counter attendants, kitchen helpers and related support occupations	6,710	1,000	880	1,880
	6731	Light duty cleaners	4,750	910	960	1,870
	6611	Cashiers	5,560	770	1,030	1,800
	6733	Janitors, caretakers and building superintendents	3,960	570	1,140	1,710
	6211	Retail sales supervisors	3,490	470	1,190	1,660
	6513	Food and beverage servers	4,200	670	730	1,400
	8612	Landscaping and grounds maintenance labourers	3,160	760	500	1,260
	0631	Restaurant and food service managers	2,180	310	730	1,050
Less than High School	8611	Harvesting labourers	120	10	20	20

Note: Small discrepancies may arise due to rounding.

6.4 | Kootenay

The Kootenay economic region is situated in the southeast of the province, along the Rockies and the Canada/U.S. border. The rural areas are rich in natural resources.

The region is the province's second smallest, home to 3 per cent of B.C.'s residents and workers. In 2020, its unemployment rate was 9.6 per cent – the second highest among the regions. The labour force participation rate of 62 per cent in 2020 was lower than the provincial average (63.6 in 2020).

The largest industries in the Kootenay area are service-based and natural resource focused: Other retail trade; Mining; Construction; Elementary and secondary schools; and Food services and drinking places.

Up to 2031, 25,400 job openings are expected in this region. About 20 per cent of these will come from economic growth, and the rest from retirements.

Employment demand is forecasted to increase at an average of 0.6 per cent each year for the next 10 years, below the provincial rate of 1.3 per cent.

TABLE 6.4-1: TOP 10 INDUSTRIES BY JOB OPENINGS, KOOTENAY, 2021-2031

Industry	Employment 2021	Employment Growth Rate			Job Openings 2021-2031			Annual Replacement Rate
		2021-26	2026-31	2021-31	Expansion	Replacement	Total	
Other retail trade (excluding cars, online shopping and personal care)	8,380	1.3%	0.5%	0.9%	760	2,010	2,770	2.3%
Mining	6,430	-0.2%	-1.5%	-0.8%	-570	1,690	1,110	2.7%
Food services and drinking places	4,000	0.8%	0.8%	0.8%	340	770	1,110	1.8%
Ambulatory health care services	3,390	1.3%	0.1%	0.7%	240	860	1,100	2.4%
Personal, non-automotive repair and non-profit services	1,680	4.8%	1.9%	3.3%	680	410	1,090	2.0%
Accommodation services	1,920	3.3%	0.8%	2.0%	440	530	980	2.4%
Construction	5,910	-0.6%	-1.3%	-1.0%	-600	1,570	970	2.7%
Business and building support services (excluding travel)	2,360	1.2%	1.4%	1.3%	330	570	900	2.3%
Nursing and residential care facilities	2,000	1.5%	1.7%	1.6%	360	490	850	2.2%
Motor vehicle and parts dealers	1,230	6.1%	0.6%	3.3%	490	350	840	2.2%

Note: Small discrepancies may arise due to rounding.

Kootenay

The industries anticipated to have the fastest growth rate in employment over the next 10 years are Telecommunications, Universities, and Computer systems design and related services.

TABLE 6.4-2: TOP OCCUPATIONS BY EDUCATION, KOOTENAY, 2021-2031

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Degree	3012	Registered nurses and registered psychiatric nurses	1,670	100	330	430
	4021	College and other vocational instructors	550	190	200	380
	0632	Accommodation service managers	650	140	240	380
	4032	Elementary school and kindergarten teachers	1,810	-220	520	300
	4031	Secondary school teachers	800	-100	260	160
	4012	Post-secondary teaching and research assistants	130	130	10	130
	2171	Information systems analysts and consultants	270	70	50	120
	1111	Financial auditors and accountants	430	0	120	120

TABLE 6.4-2: TOP OCCUPATIONS BY EDUCATION, KOOTENAY, 2021-2031 *(Continued)*

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Apprenticeship Certificate	7521	Heavy equipment operators (except crane)	1,900	-120	470	350
	6322	Cooks	1,050	100	210	310
	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	780	60	170	230
	6341	Hairstylists and barbers	360	140	50	180
	7311	Construction millwrights and industrial mechanics	700	-20	190	180
	7237	Welders and related machine operators	700	0	140	140
	7312	Heavy-duty equipment mechanics	740	-30	170	140
	7271	Carpenters	840	-70	200	130
	8231	Underground production and development miners	540	-40	170	130
Diploma/ Certificate Excluding Apprenticeship	0621	Retail and wholesale trade managers	2,010	260	640	890
	1221	Administrative officers	1,000	90	430	520
	3413	Nurse aides, orderlies and patient service associates	1,360	140	310	440
	4212	Social and community service workers	1,020	90	270	360
	1311	Accounting technicians and bookkeepers	910	30	290	320
	1411	General office support workers	960	80	230	310
High School	6421	Retail salespersons	2,480	300	540	840
	7511	Transport truck drivers	1,820	80	570	650
	6611	Cashiers	1,560	210	290	500
	6733	Janitors, caretakers and building superintendents	1,250	80	350	430
	6711	Food counter attendants, kitchen helpers and related support occupations	1,600	150	200	350
	6731	Light duty cleaners	1,020	140	200	340
	6211	Retail sales supervisors	810	70	270	340

Note: Small discrepancies may arise due to rounding.

6.5 | Cariboo

The Cariboo region is in the centre of B.C. It contains many logging towns in mostly rural areas with large forests. Besides the urban centre of Prince George, the area is known for the logging hubs of Williams Lake and Quesnel.

The region is the third largest in geographical size, but only 3 per cent of B.C. residents live and work here.

The Cariboo region has one of the youngest populations, leading to the second highest participation rate in the province, two points above the provincial average (63.6 in 2020). The unemployment rate in 2020 was 10 per cent, the highest in the province. The provincial average unemployment rate was 8.9 per cent.

The region's largest industries are Other retail trade; Construction; Hospitals; and Wood product manufacturing.

In the next 10 years, the Cariboo region is expected to have 20,400 job openings. About 82 per cent of these jobs will replace retirees and only 18 per cent will come through economic growth. Employment demand is expected to grow at an average of 0.4 per cent annually during the next 10 years, the slowest among the regions.

TABLE 6.5-1: TOP 10 INDUSTRIES BY JOB OPENINGS, CARIBOO, 2021-2031

Industry	Employment 2021	Employment Growth Rate			Job Openings 2021-2031			Annual Replacement Rate
		2021-26	2026-31	2021-31	Expansion	Replacement	Total	
Food services and drinking places	3,640	2.4%	1.3%	1.8%	750	680	1,420	1.7%
Personal, non-automotive repair and non-profit services	3,920	2.4%	1.2%	1.8%	780	590	1,370	1.3%
Other retail trade (excluding cars, online shopping and personal care)	8,060	0.5%	0.3%	0.4%	280	1,080	1,360	1.3%
Social assistance	2,960	1.6%	1.1%	1.4%	440	730	1,160	2.3%
Other manufacturing	850	14.4%	0.1%	7.0%	860	300	1,160	1.9%
Universities	1,340	3.3%	5.5%	4.4%	740	310	1,050	1.9%
Nursing and residential care facilities	2,100	2.8%	1.2%	2.0%	480	510	980	2.1%
Construction	6,830	1.4%	-2.1%	-0.4%	-310	1,260	950	1.8%
Truck transportation and support activities	3,280	1.0%	0.1%	0.5%	180	730	910	2.1%
Business and building support services (excluding travel)	2,520	1.7%	0.7%	1.2%	320	460	790	1.7%

Note: Small discrepancies may arise due to rounding.

Cariboo

During the next 10 years, the industries with the fastest growth will be Other manufacturing; Computer systems design and related services; and Warehousing and storage.

TABLE 6.5-2: TOP OCCUPATIONS BY EDUCATION, CARIBOO, 2021-2031

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Degree	4011	University professors and lecturers	390	210	90	300
	3012	Registered nurses and registered psychiatric nurses	2,160	-30	240	210
	1111	Financial auditors and accountants	610	–	180	180
	0632	Accommodation service managers	500	30	140	170
	4021	College and other vocational instructors	300	40	80	130
	4012	Post-secondary teaching and research assistants	190	100	20	120
	2171	Information systems analysts and consultants	210	40	60	100
	0111	Financial managers	230	20	80	100

TABLE 6.5-2: TOP OCCUPATIONS BY EDUCATION, CARIBOO, 2021-2031 *(Continued)*

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Apprenticeship Certificate	6322	Cooks	1,150	170	350	530
	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	1,030	50	270	310
	7521	Heavy equipment operators (except crane)	1,090	–	220	220
	9432	Pulp mill machine operators	320	-10	200	190
	1522	Storekeepers and partspersons	490	50	130	180
	6341	Hairstylists and barbers	560	110	20	130
	7312	Heavy-duty equipment mechanics	660	20	100	120
	7311	Construction millwrights and industrial mechanics	1,210	-40	150	100
Diploma/ Certificate Excluding Apprenticeship	4212	Social and community service workers	1,780	210	450	660
	0621	Retail and wholesale trade managers	1,660	120	380	500
	3413	Nurse aides, orderlies and patient service associates	1,370	150	300	440
	1221	Administrative officers	1,140	80	340	430
	1411	General office support workers	1,330	50	270	320
	1311	Accounting technicians and bookkeepers	990	30	280	310
	4214	Early childhood educators and assistants	700	100	190	300
	4412	Home support workers, housekeepers and related occupations	580	70	160	230
	1414	Receptionists	910	40	170	210
High School	7511	Transport truck drivers	2,760	90	600	690
	6211	Retail sales supervisors	1,510	110	310	420
	6711	Food counter attendants, kitchen helpers and related support occupations	1,420	250	110	370
	6421	Retail salespersons	2,550	160	190	350
	6731	Light duty cleaners	1,360	50	290	340
	6733	Janitors, caretakers and building superintendents	1,520	80	230	310
	6513	Food and beverage servers	740	140	150	290
	9215	Supervisors, forest products processing	450	-30	230	200
	0631	Restaurant and food service managers	430	80	110	190
	6611	Cashiers	1,600	100	90	190

Note: Small discrepancies may arise due to rounding.

6.6 | North Coast and Nechako

This coastal region stretches along the northwestern tip of the province and includes Haida Gwaii, the north coast of the province and the inland area of Nechako. The area is the second largest of B.C.'s seven economic regions. Key cities in the region are Prince Rupert, Terrace, Kitimat and Smithers. While the region is the most sparsely populated of the province, it is rich in pristine landscapes and natural resources. Also, Prince Rupert is the location of one of Canada's key ports which is projected to expand significantly over the next 10 years.

The region has the smallest, but one of the youngest, populations in the province. About 1.6 per cent of B.C.'s population and workers live here.

In 2020, the region had a participation rate of 64.6 per cent, slightly higher than the provincial average (63.6 in 2020).

Its unemployment rate of 8.8 per cent was on par with the provincial average (8.9 per cent).

The region's economy is based on natural resources. Its large employers are in the Mining; Oil and gas; Quarrying; Forestry; and Transportation industries.

Over the next 10 years, employment demand is expected to increase at an average of 1.4 per cent annually, on par with the provincial average. A total of 15,200 job openings are expected in the region over the 10-year forecast.

The largest industries by employment size are Construction; Other retail trade (excluding cars, online shopping and personal care); Elementary and secondary schools; and Primary metal manufacturing.

TABLE 6.1-1: TOP 10 INDUSTRIES BY JOB OPENINGS, NORTH COAST AND NECHAKO, 2021-2031

Industry	Employment 2021	Employment Growth Rate			Job Openings 2021-2031			Annual Replacement Rate
		2021-26	2026-31	2021-31	Expansion	Replacement	Total	
Truck transportation and support activities	1,010	10.8%	4.1%	7.4%	1,110	350	1,470	2.1%
Other retail trade (excluding cars, online shopping and personal care)	4,060	0.3%	2.2%	1.2%	540	570	1,110	1.3%
Construction	4,810	2.0%	-1.1%	0.4%	210	900	1,110	1.7%
Ports and freight transportation arrangement	1,010	5.4%	4.1%	4.8%	630	200	840	1.5%
Food services and drinking places	1,980	0.7%	2.8%	1.7%	380	380	760	1.8%
Rail transportation and support activities	570	5.8%	4.1%	5.0%	370	210	570	2.7%
Ambulatory health care services	1,370	2.6%	0.5%	1.5%	230	320	550	2.1%
Transit, sightseeing and pipeline transportation	320	11.9%	4.1%	8.0%	390	120	510	2.2%
Local and Indigenous public administration	1,360	2.0%	0.4%	1.2%	180	320	500	2.1%
Personal, non-automotive repair and non-profit services	1,430	1.1%	2.6%	1.8%	290	200	490	1.3%

Note: Small discrepancies may arise due to rounding.

North Coast and Nechako

Over the next 10 years, the industries forecasted to grow the fastest are Warehousing and storage; Transit, sightseeing and pipeline transportation; Online shopping; Truck transportation and support activities; and Ports.

TABLE 6.6-2: TOP OCCUPATIONS BY EDUCATION, NORTH COAST AND NECHAKO, 2021-2031

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Degree	0632	Accommodation service managers	350	100	110	200
	4021	College and other vocational instructors	220	40	70	110
	0213	Computer and information systems managers	90	30	30	60
	4032	Elementary school and kindergarten teachers	870	10	50	60
	2171	Information systems analysts and consultants	100	30	30	60
	4152	Social workers	230	30	30	60
	4161	Natural and applied science policy researchers, consultants and program officers	170	20	40	60
	3012	Registered nurses and registered psychiatric nurses	700	-20	80	60
	0423	Managers in social, community and correctional services	130	20	40	60
	4153	Family, marriage and other related counsellors	140	10	40	50
	0111	Financial managers	90	20	30	50

TABLE 6.6-2: TOP OCCUPATIONS BY EDUCATION, NORTH COAST AND NECHAKO, 2021-2031 *(Continued)*

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Apprenticeship Certificate	6322	Cooks	700	120	210	330
	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	410	110	120	230
	7521	Heavy equipment operators (except crane)	650	70	140	210
	7302	Contractors and supervisors, heavy equipment operator crews	270	90	100	180
	7311	Construction millwrights and industrial mechanics	690	70	90	160
	7271	Carpenters	660	50	100	140
Diploma/ Certificate Excluding Apprenticeship	0621	Retail and wholesale trade managers	830	150	200	350
	4212	Social and community service workers	680	90	170	260
	1221	Administrative officers	510	80	160	240
	1411	General office support workers	630	100	130	240
	1311	Accounting technicians and bookkeepers	550	60	160	210
	3413	Nurse aides, orderlies and patient service associates	480	70	110	180
High School	7511	Transport truck drivers	1,100	610	320	920
	7451	Longshore workers	490	310	80	390
	6421	Retail salespersons	1,100	190	90	280
	6733	Janitors, caretakers and building superintendents	860	110	130	240
	6211	Retail sales supervisors	530	90	120	210
	6731	Light duty cleaners	590	70	130	200
	6611	Cashiers	790	120	50	170
	6711	Food counter attendants, kitchen helpers and related support occupations	700	110	50	160
	6513	Food and beverage servers	410	80	80	160
Less than High School	9618	Labourers in fish and seafood processing	80	-20	20	10

Note: Small discrepancies may arise due to rounding.

6.7 | Northeast

B.C.'s largest region in terms of land size is situated on the northeast top of the province. It borders Alberta to the east and the Northwest and Yukon Territories to the north. This region is sparsely populated and mainly rural, aside from the cities of Dawson Creek and Fort St. John.

About 1.3 per cent of B.C.'s population lives here, and 1.6 per cent of B.C. workers reside in the region. The population in the Northeast is younger than the B.C. average.

The Northeast had the highest participation rate in 2020 at 74.1 per cent, 10.5 percentage points higher than the provincial average (63.6 in 2020). It had an unemployment rate of 6.4 per cent, the lowest in the province, in 2020. The average B.C. unemployment rate was 8.9 per cent in 2020.

The region's major employers are: Other retail trade (excluding cars, online shopping and personal care); Construction; and Oil and gas extraction.

Employment demand in the region is forecasted to increase each year by 1.0 per cent on average until 2031, slower than the provincial growth of 1.4 per cent. Over the next 10 years, a total of 12,300 job openings are anticipated, of which 35 per cent will be generated by economic growth.

TABLE 6.7-1: TOP 10 INDUSTRIES BY JOB OPENINGS, NORTHEAST, 2021-2031

Industry	Employment 2021	Employment Growth Rate			Job Openings 2021-2031			Annual Replacement Rate
		2021-26	2026-31	2021-31	Expansion	Replacement	Total	
Construction	3,580	5.1%	-1.3%	1.8%	740	770	1,510	1.8%
Oil and gas extraction	2,200	5.1%	-1.4%	1.8%	450	620	1,070	2.4%
Truck transportation and support activities	1,900	3.0%	1.2%	2.1%	450	480	930	2.2%
Other retail trade (excluding cars, online shopping and personal care)	3,710	0.3%	0.9%	0.6%	220	510	730	1.3%
Personal, non-automotive repair and non-profit services	2,000	1.5%	1.7%	1.6%	350	270	620	1.2%
Business and building support services (excluding travel)	930	4.3%	1.8%	3.1%	340	190	540	1.7%
Wholesale trade	1,400	2.0%	0.9%	1.4%	220	300	520	2.0%
Social assistance	1,430	1.3%	0.6%	0.9%	140	340	480	2.3%
Real estate and rental and leasing	890	3.2%	1.6%	2.4%	240	190	430	1.8%
Farms and support activities	1,020	1.0%	0.5%	0.8%	80	320	400	3.0%

Note: Small discrepancies may arise due to rounding.

Northeast

In terms of employment growth, the industries with the fastest growth will be Universities; Online shopping; Computer systems design and related services; and Broadcasting, data processing and information.

TABLE 6.7-2: TOP OCCUPATIONS BY EDUCATION, NORTHEAST, 2021-2031

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Degree	0632	Accommodation service managers	320	50	90	140
	0811	Managers in natural resources production and fishing	260	30	90	120
	4021	College and other vocational instructors	200	60	60	120
	1225	Purchasing agents and officers	200	30	70	100
	1111	Financial auditors and accountants	200	30	60	90
	2263	Inspectors in public and environmental health and occupational health and safety	260	30	40	70
Apprenticeship Certificate	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	570	50	150	200
	7521	Heavy equipment operators (except crane)	500	70	110	180
	6322	Cooks	420	30	120	150
	7271	Carpenters	320	60	50	110
	7311	Construction millwrights and industrial mechanics	480	50	60	110
	8222	Contractors and supervisors, oil and gas drilling and services	310	30	80	110
	7312	Heavy-duty equipment mechanics	340	50	60	100

TABLE 6.7-2: TOP OCCUPATIONS BY EDUCATION, NORTHEAST, 2021-2031 *(Continued)*

Typical Education Background	NOC	Occupation Title	Employment 2021	Expansion 2021-31	Replacement 2021-31	Total Job Openings 2021-31
Diploma/ Certificate Excluding Apprenticeship	9232	Central control and process operators, petroleum, gas and chemical processing	760	110	230	340
	1311	Accounting technicians and bookkeepers	740	110	220	330
	0821	Managers in agriculture	740	50	250	300
	0621	Retail and wholesale trade managers	820	90	190	280
	1221	Administrative officers	610	80	190	270
	1411	General office support workers	730	90	150	250
High School	7511	Transport truck drivers	1,580	280	370	660
	6733	Janitors, caretakers and building superintendents	760	140	120	270
	6731	Light duty cleaners	520	90	120	210
	6421	Retail salespersons	1,080	120	80	200
	6211	Retail sales supervisors	690	60	140	200
	7611	Construction trades helpers and labourers	470	90	30	120
	8431	General farm workers	290	20	80	100

Note: Small discrepancies may arise due to rounding.

7.0 | Indigenous labour market information

As discussed in the 2019 report, labour market information related to Indigenous communities – First Nations, Inuit and Métis – is limited. Programs such as the national Labour Force Survey do not collect adequate, quality Indigenous community data. The Labour Force Survey itself does not cover on-reserve populations. The 2016 Census provides good basic data, but some Indigenous communities have low census participation rates. Furthermore, the labour market information that Statistics Canada releases was not designed, collected or delivered with enough participation from Indigenous communities. As a result, the data lack content on Indigenous people's experience of the labour market or their contribution to it. The 2021 Census data should improve on some of these limitations when the data are released in late 2022.

Many Indigenous communities value a wide range of activities that are often not captured by labour market methodologies. For example, some Indigenous communities spend substantial time harvesting, fishing and hunting for food during specific seasons throughout the year. Indigenous people also often undertake duties contributing to community, ceremonial and other cultural events. These activities are left out of most official labour market statistics.

The Ministry of Advanced Education and Skills Training is in the early stages of building partnerships with Indigenous communities and organizations to explore collaborative and Indigenous-led approaches to gathering labour market information that meets the needs of Indigenous communities. The intention of these partnerships is to provide a more relevant and inclusive picture of labour market experiences and outcomes.

Through this process, the B.C. government recognizes the need for Indigenous data sovereignty, in alignment with the *Truth and Reconciliation Commission Calls to Action* and the *United Nations Declaration on the Rights of Indigenous Peoples*. For example, data governance measures that align with the First Nations Information

According to the 2016 Census, there were 271,000 Indigenous people of all ages living in B.C. Of these 201,000 were aged 15 years and older and of these 128,000 were in the labour force. This includes people living both on and off reserves.

The Indigenous working-age population is growing fast. According to the Labour Force Survey, the annual growth rate for the off-reserve Indigenous population 15 years old and older increased at an annual rate of 3.8 per cent from 2016 to 2020, well above the overall annual growth rate of 1.7 per cent over the same period.

Sources: Statistics Canada. Census 2016; Statistics Canada. Labour Force Survey Table 14-10-0364-01.

Governance Centre's Ownership, Control, Access and Possession (OCAP®) principles will be a critical element of focus for the partners involved in supporting the development of improved labour market information on Indigenous communities.

The Sector Labour Market Partnerships program (SLMP) is one resource that is helping Indigenous communities and organizations develop labour market information, research labour opportunities and find solutions to barriers. This program helps sectors, regions and populations understand and respond to labour market changes. It develops collaborative partnerships for long-term, strategic, sustainable solutions to workforce challenges.

Recent projects include:

- Employment Services and Training Labour Market Study, Nisga'a Lisims Government
- OnTrack: Piloting a Skills Inventory, Tahltan Central Government
- Indigenous Leadership in Technology: Researching Indigenous Participation in the B.C. Technology Sector's Workforce, First Nations Technology Council
- Indigenous Tourism Labour Market Study and Workforce Development Strategy, Indigenous Tourism BC
- Labour Market Study and Strategy to Examine the Role of Mentorship in Career Advancement of Indigenous Peoples in the Forestry Sector, First Nations Forestry Council of BC

8.0 | Conclusion

The B.C. Labour Market Outlook: 2021 Edition provides an updated forecast that takes into account the impact of the COVID-19 pandemic and wide range of other economic, demographic and industry trends. Key growth industries are the tech and health care sectors.

Employment in B.C. is expected to reach 3.0 million by 2031, up from 2.6 million today. Employment will grow by 1.5 per cent a year during the first five years of the forecast and 1.1 per cent during the last five years.

Over one million total job openings (1,004,000) are expected between 2021 and 2031. Of these, 37 per cent are due to expansion job openings and 63 per cent are due to the need to replace retiring workers.

Top major industry groups are Health care and social assistance (142,900 job openings); Professional, scientific and technical services (140,700); Retail trade (103,700); Construction (75,900); and Accommodation and food services (65,000).

The Professional, scientific and technical services industry, a core part of B.C.'s tech sector, will grow at the fastest pace (2.6 per cent per year), driven by accelerated digitalization. The Health care and social assistance industry is expected to grow at 1.5 per cent per year, driven by the needs of an aging population.

Certain industries have strong growth over the first few years due to bounce-back from the pandemic, including Information, culture and recreation (1.9 per cent annually); Repair, personal and non-profit services (1.8 per cent annually); Business, building and other support services (1.7 per cent annually); and Accommodation and food services (1.6 per cent annually).

Almost 80 per cent of job openings will require some form of post-secondary education or training.

Appendix 1: Definitions

Labour Market Definitions

Additional supply requirement: The need for a supply of labour not met by young people starting work, international in-migration or migration within Canada.

Immigrants: Net in-migration from persons moving to British Columbia from outside of Canada.

Job openings – expansion: New job openings that arise due to economic growth during the forecast period.

Job openings – replacement: Job openings to fill positions that are generated by a permanent exit from the labour force during the forecast period. This includes exits due to retirements, illness, disabilities, deaths and other reasons.

Job openings – total: The total of expansion job openings and replacement job openings.

Labour demand: The number of employed people plus unfilled positions.

Labour supply: The labour force, including those who work and those who are actively looking for work.

Migrants from other provinces or territories: Net in-migration from provinces and territories in Canada outside of the province of British Columbia.

Net in-migration: Net of the inflow and outflow of persons to or from British Columbia. Persons could be moving from or to other provinces and territories or from or to outside of Canada.

Young people starting work: Persons, 17 to 29 years old, starting work for the first time after graduating from or leaving the education system.

O*Net Skills And Competencies Definitions

The United States' O*NET is a comprehensive database that contains information on occupational characteristics as well as worker characteristics and requirements for almost 1,000 occupations based on the Standard Occupational Classification (SOC). The O*NET database is collected and updated through ongoing surveys of workers in each occupation, supplemented in some cases by occupation experts. The database describes occupations in terms of the skills, knowledge, education and abilities required, as well as how the work is performed in terms of tasks, work activities and other work characteristics. There is no comparable data available for Canada at this time and the data is considered sufficiently relevant to the B.C. labour market.

The O*NET dataset identifies a total of 35 work-related skills:

- 10 basic skills (called skills in this report):
  - Reading comprehension
  - Active listening
  - Writing
  - Speaking
  - Numeracy
  - Science
  - Critical thinking
  - Active learning
  - Learning strategies
  - Monitoring
- 25 cross-functional skills (called competencies in this report):
  - Social perceptiveness
  - Coordination
  - Persuasion
  - Negotiation
  - Instructing

- Service orientation
- Complex problem solving
- Judgment and decision making
- Systems analysis
- Systems evaluation
- Time management
- Management of financial resources
- Management of material resources
- Management of personnel resources
- Operations analysis
- Technology design
- Equipment selection
- Installation
- Programming
- Operations monitoring
- Operation and control
- Equipment maintenance
- Troubleshooting
- Repairing
- Quality control analysis

Active learning: Understanding how new information could be used to solve current and future problems in making decisions.

Active listening: Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate and not interrupting at inappropriate times.

Competencies: Ability to perform specific tasks well and to adapt easily to the activities of a variety of jobs.

Complex problem solving: Being able to solve novel, ill-defined problems in complex, real-world settings.

Co-ordination: Organizing the different elements of a complex initiative or activity so as to enable items, tasks and people to work together effectively.

Critical thinking: Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Equipment maintenance: Performing routine maintenance on equipment and determining when and what kind of maintenance is needed.

Equipment selection: Determining the kinds of tools and equipment needed to do a job.

Installation: Installing equipment, machines, wiring or programs to meet specifications.

Instructing: Teaching others how to do something.

Judgment and decision making: Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Learning strategies: Choosing and using training, instructional methods and procedures appropriate for the situation when learning or teaching new things.

Management of financial resources: Determining how money will be spent to get the work done and accounting for these expenses.

Management of material resources: Ensuring the appropriate use of equipment, facilities and materials needed to do identified tasks and projects.

Management of personnel resources: Motivating, developing and directing people as they work, and identifying the best people and skills for the job.

Monitoring: Keeping track of and assessing the performance of oneself, other individuals or organizations to make improvements or take corrective action.

Negotiation: Bringing others together and trying to reconcile differences.

Numeracy: Using mathematics to solve problems.

Operation and control: Controlling operations of equipment or systems.

Operations monitoring: Watching gauges, dials or other indicators to make sure that a machine is working properly.

Operations analysis: Analyzing operational and product needs to create a design.

Persuasion: Convincing others to change their mind or behaviour.

Programming: Writing computer programs for various purposes.

Quality control analysis: Conducting tests and inspections of products, services or processes to evaluate quality or performance.

Reading comprehension: Understanding written sentences and paragraphs in work-related documents.

Repairing: Repairing machines or systems using the needed tools.

Science: Using scientific rules and methods to solve problems.

Service orientation: Actively looking for ways to help people.

Skills: Ability to perform tasks as a result of one's knowledge, learning or practice.

Social perceptiveness: Being aware of others' reactions and understanding why they react as they do.

Speaking: Talking to others to share information effectively.

Systems analysis: Determining how a system should work and how changes in conditions, operations and the environment will affect outcomes.

Systems evaluation: Identifying measures or indicators of system performance and the actions needed to improve or correct performance, while meeting the goals of the system.

Technology design: Creating or adapting equipment and technology to serve user needs.

Time management: Managing one's own time and the time of others.

Troubleshooting: Determining causes of operating errors and identifying solutions.

Writing: Communicating effectively through composing text as appropriate for the needs of the audience.

The O*NET dataset is measured in two different scale types, a five-point importance scale and a seven-point level scale.

- Importance scale indicates the degree of importance a particular skill is to the occupation. The 2021 Labour Market Outlook analysis used the importance scale.
- Level scale indicates the degree to which a particular skill is required or needed to perform the occupation.

Appendix 2: Methodology and Assumptions

The B.C. Labour Market Outlook forecasting model generates 10-year projections of labour demand and supply, covering 500 occupations and 61 industries for B.C. and its economic development regions. A full description of the **methodology** is available on the website of the Labour Market Information Council.

The forecasting system is composed of three sets of regional models: macroeconomic models, industry employment models and occupational models. The combined results of the regional models generate the provincial forecast.

Macroeconomic models:

- Each of the seven regional macroeconomic models has two main sections: an economic and a demographic component.
- The economic component generates industry employment estimates and forecasts. It links to the labour demand projections in the occupational model.
- The demographic component links to the labour supply projections in the occupational model.
- Each regional macroeconomic model splits the entire regional economy into 15 high-level industries based on the 2012 North American Industry Classification System (NAICS) structure.

Industry employment models:

- Each of the seven regional industry employment models converts employment for high-level industries from the macroeconomic model into employment estimates and forecasts for 61 industries.

Occupational models:

- For labour demand, each of the seven regional occupational models produces labour demand projections for 500 occupations at the four-digit NOC level based on the provincial level estimates.
- For labour supply, the seven regional models are aggregated into four regions to produce labour supply forecasts for 500 occupations at the four-digit NOC level. The aggregated regions are Mainland/Southwest, Vancouver Island/Coast, Southeast (Thompson-Okanagan and Kootenay combined) and North (Cariboo, North Coast and Nechako, and Northeast combined).

Three simplified steps illustrate how the B.C. labour market forecasting model works:

- Expected economic and industry performance, as well as labour productivity, determine labour demand. Economic and industry growth as well as major projects drive labour demand in each region.
- Demographic shifts, economic performance and labour force participation drive labour supply and its components of change.
- Both supply of and demand for labour in each occupation determine labour market conditions for the occupation.

Appendix 3: Job openings, employment, wages and education for 500 occupations

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
0011	Legislators	1,010	500	$30,748*	$65,769*	$144,465*	Degree
0012	Senior government managers and officials	2,270	1,310	$14.60	$52.20	$76.92	Degree
0013	Senior managers — financial, communications and other business services	10,610	6,520	$31.25	$64.10	$96.15	Degree
0014	Senior managers — health, education, social and community services and membership organizations	3,900	2,810	$21.76	$45.96	$88.00	Degree
0015	Senior managers — trade, broadcasting and other services, n.e.c.	6,520	3,900	$14.60	$36.15	$124.19	Degree
0016	Senior managers — construction, transportation, production and utilities	7,950	3,960	$14.60	$49.32	$154.74	Degree
0111	Financial managers	9,850	4,900	$25.00	$44.23	$67.31	Degree
0112	Human resources managers	6,050	2,890	$24.04	$43.27	$74.52	Degree
0113	Purchasing managers	2,630	1,580	$20.19	$40.43	$64.90	Degree
0114	Other administrative services managers	4,860	2,960	$25.64	$35.00	$50.00	Degree
0121	Insurance, real estate and financial brokerage managers	7,230	3,120	$20.51	$43.27	$80.13	Degree
0122	Banking, credit and other investment managers	9,030	3,640	$24.04	$41.54	$54.57	Degree
0124	Advertising, marketing and public relations managers	10,780	4,130	$23.08	$37.69	$76.92	Degree
0125	Other business services managers	3,940	2,480	$18.30	$33.65	$86.54	Degree
0131	Telecommunication carriers managers	1,250	600	$24.00	$37.44	$57.44	Degree
0132	Postal and courier services managers	680	210	$14.60	$28.76	$46.74	Diploma/certificate excluding apprenticeship
0211	Engineering managers	2,980	1,590	$31.25	$52.88	$81.73	Degree
0212	Architecture and science managers	1,260	660	$28.85	$44.62	$69.71	Degree
0213	Computer and information systems managers	10,610	8,030	$26.44	$45.67	$72.12	Degree
0311	Managers in health care	5,940	3,240	$19.89	$45.19	$59.50	Degree
0411	Government managers — health and social policy development and program administration	620	300	$31.34	$43.83	$57.20	Degree

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
0412	Government managers — economic analysis, policy development and program administration	1,020	530	$21.63	$45.13	$64.01	Degree
0413	Government managers — education policy development and program administration	150	80	–	–	–	Degree
0414	Other managers in public administration	990	540	$35.71	$51.89	$69.44	Degree
0421	Administrators — post-secondary education and vocational training	3,080	1,430	$28.21	$48.08	$72.12	Degree
0422	School principals and administrators of elementary and secondary education	3,890	1,870	$28.85	$46.63	$61.06	Degree
0423	Managers in social, community and correctional services	5,050	2,830	$21.15	$33.33	$57.69	Degree
0431	Commissioned police officers	170	130	–	–	–	Diploma/certificate excluding apprenticeship
0432	Fire chiefs and senior firefighting officers	460	370	$34.50	$57.87	$79.55	Diploma/certificate excluding apprenticeship
0433	Commissioned officers of the Canadian Armed Forces	1,000	410	$24.53	$42.34	$59.10	Degree
0511	Library, archive, museum and art gallery managers	570	270	$14.86	$31.01	$59.13	Degree
0512	Managers — publishing, motion pictures, broadcasting and performing arts	1,280	910	$18.36	$31.50	$52.45	Degree
0513	Recreation, sports and fitness program and service directors	2,170	1,390	–	–	–	Degree
0601	Corporate sales managers	3,450	2,050	$23.08	$50.48	$96.15	Degree
0621	Retail and wholesale trade managers	49,560	20,000	$17.31	$29.33	$58.65	Diploma/certificate excluding apprenticeship
0631	Restaurant and food service managers	19,340	9,320	$15.00	$25.00	$38.46	High school
0632	Accommodation service managers	10,630	5,760	$15.38	$28.85	$60.17	Degree
0651	Managers in customer and personal services, n.e.c.	5,130	2,480	$14.60	$23.20	$43.75	Diploma/certificate excluding apprenticeship
0711	Construction managers	17,420	8,380	$22.50	$40.60	$62.50	Diploma/certificate excluding apprenticeship
0712	Home building and renovation managers	23,250	9,800	$15.00	$21.50	$30.00	Diploma/certificate excluding apprenticeship
0714	Facility operation and maintenance managers	9,710	5,450	$20.00	$33.08	$53.85	Diploma/certificate excluding apprenticeship
0731	Managers in transportation	6,190	3,170	$28.85	$38.46	$62.50	Diploma/certificate excluding apprenticeship

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
0811	Managers in natural resources production and fishing	2,120	1,000	$30.61	$51.08	$87.50	Degree
0821	Managers in agriculture	11,570	3,650	–	–	–	Diploma/certificate excluding apprenticeship
0822	Managers in horticulture	900	270	$14.60	$15.61	$25.00	Diploma/certificate excluding apprenticeship
0823	Managers in aquaculture	530	120	$14.60	$31.58	$47.13	High school
0911	Manufacturing managers	10,210	4,190	$21.63	$38.46	$67.31	Diploma/certificate excluding apprenticeship
0912	Utilities managers	1,610	920	$45.54	$61.30	$75.45	Degree
1111	Financial auditors and accountants	30,330	11,150	$18.75	$28.85	$45.67	Degree
1112	Financial and investment analysts	4,650	1,530	$26.41	$38.46	$57.69	Degree
1113	Securities agents, investment dealers and brokers	2,760	1,030	–	–	–	Degree
1114	Other financial officers	18,270	5,850	$19.23	$35.35	$54.95	Degree
1121	Human resources professionals	8,780	3,320	$21.00	$37.76	$55.00	Degree
1122	Professional occupations in business management consulting	11,310	5,060	$23.08	$36.06	$56.25	Degree
1123	Professional occupations in advertising, marketing and public relations	13,070	5,240	$17.31	$28.57	$46.00	Degree
1211	Supervisors, general office and administrative support workers	1,870	930	$19.23	$35.71	$44.99	Diploma/certificate excluding apprenticeship
1212	Supervisors, finance and insurance office workers	2,410	1,210	$17.09	$26.44	$40.87	Degree
1213	Supervisors, library, correspondence and related information workers	390	180	–	–	–	Degree
1214	Supervisors, mail and message distribution occupations	1,040	520	$18.76	$30.70	$42.64	Diploma/certificate excluding apprenticeship
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	6,280	3,070	$17.00	$24.04	$40.38	Diploma/certificate excluding apprenticeship
1221	Administrative officers	38,010	18,920	$16.00	$25.00	$37.50	Diploma/certificate excluding apprenticeship
1222	Executive assistants	5,990	2,350	$20.67	$27.00	$40.87	Degree
1223	Human resources and recruitment officers	3,420	1,290	$18.00	$28.85	$43.27	Degree

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
1224	Property administrators	9,700	4,350	$14.60	$22.95	$38.71	Diploma/certificate excluding apprenticeship
1225	Purchasing agents and officers	5,550	2,480	$22.60	$29.23	$49.52	Degree
1226	Conference and event planners	3,730	1,430	$17.00	$26.00	$36.92	Degree
1227	Court officers and justices of the peace	350	140	$24.10	$28.00	$41.21	Diploma/certificate excluding apprenticeship
1228	Employment insurance, immigration, border services and revenue officers	3,470	960	$23.00	$30.00	$42.05	Degree
1241	Administrative assistants	27,950	10,350	$15.50	$22.05	$31.79	Diploma/certificate excluding apprenticeship
1242	Legal administrative assistants	7,050	2,280	$16.83	$23.08	$35.16	Diploma/certificate excluding apprenticeship
1243	Medical administrative assistants	4,640	1,880	$17.00	$23.00	$34.62	Diploma/certificate excluding apprenticeship
1251	Court reporters, medical transcriptionists and related occupations	1,870	810	$15.00	$22.00	$29.89	Diploma/certificate excluding apprenticeship
1252	Health information management occupations	740	320	$21.35	$32.04	$44.37	Diploma/certificate excluding apprenticeship
1253	Records management technicians	580	240	$18.15	$24.18	$33.75	Diploma/certificate excluding apprenticeship
1254	Statistical officers and related research support occupations	500	190	$16.89	$27.50	$42.55	Degree
1311	Accounting technicians and bookkeepers	24,610	9,740	$15.38	$24.40	$36.54	Diploma/certificate excluding apprenticeship
1312	Insurance adjusters and claims examiners	4,580	1,520	$21.00	$30.77	$44.00	Diploma/certificate excluding apprenticeship
1313	Insurance underwriters	1,550	510	$20.19	$32.00	$46.00	Degree
1314	Assessors, valuators and appraisers	1,580	560	$14.60	$32.45	$54.65	Degree
1315	Customs, ship and other brokers	650	370	$14.60	$24.32	$48.35	Diploma/certificate excluding apprenticeship
1411	General office support workers	39,930	14,320	$15.00	$22.00	$32.82	Diploma/certificate excluding apprenticeship
1414	Receptionists	27,170	9,730	$14.60	$19.00	$25.00	Diploma/certificate excluding apprenticeship
1415	Personnel clerks	1,950	720	$17.50	$23.90	$29.10	Degree
1416	Court clerks	460	130	$22.52	$26.17	$29.92	Diploma/certificate excluding apprenticeship

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
1422	Data entry clerks	4,410	1,460	$15.00	$20.00	$30.00	Diploma/certificate excluding apprenticeship
1423	Desktop publishing operators and related occupations	280	120	$15.00	$38.00	$58.00	Diploma/certificate excluding apprenticeship
1431	Accounting and related clerks	20,520	7,900	$17.00	$23.00	$30.77	Diploma/certificate excluding apprenticeship
1432	Payroll administrators	5,110	1,920	$17.00	$25.00	$35.00	Diploma/certificate excluding apprenticeship
1434	Banking, insurance and other financial clerks	3,070	930	$15.00	$23.08	$32.82	Degree
1435	Collectors	1,340	420	$16.00	$24.30	$30.00	Diploma/certificate excluding apprenticeship
1451	Library assistants and clerks	1,500	510	$14.60	$22.97	$25.68	Degree
1452	Correspondence, publication and regulatory clerks	3,580	1,270	$18.00	$26.33	$34.50	Degree
1454	Survey interviewers and statistical clerks	1,700	560	$14.60	$19.60	$35.00	Diploma/certificate excluding apprenticeship
1511	Mail, postal and related workers	4,540	1,680	$14.60	$23.08	$27.16	High school
1512	Letter carriers	5,200	1,930	$20.00	$23.00	$27.23	High school
1513	Couriers, messengers and door-to-door distributors	4,840	1,620	$14.60	$16.00	$29.16	High school
1521	Shippers and receivers	12,430	4,210	$14.60	$19.50	$30.39	High school
1522	Storekeepers and partspersons	5,240	2,230	$14.60	$19.23	$35.00	Apprenticeship certificate
1523	Production logistics co-ordinators	3,310	1,320	$17.00	$25.00	$40.00	Diploma/certificate excluding apprenticeship
1524	Purchasing and inventory control workers	3,710	1,370	$14.60	$20.00	$28.00	Diploma/certificate excluding apprenticeship
1525	Dispatchers	5,200	2,030	$15.00	$26.00	$37.50	Diploma/certificate excluding apprenticeship
1526	Transportation route and crew schedulers	710	300	–	–	–	Diploma/certificate excluding apprenticeship
2111	Physicists and astronomers	410	130	$29.77	$52.23	$75.29	Degree
2112	Chemists	1,310	460	$18.00	$33.71	$59.92	Degree
2113	Geoscientists and oceanographers	2,050	770	$30.53	$52.40	$64.90	Degree

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
2114	Meteorologists and climatologists	170	50	–	–	–	Degree
2115	Other professional occupations in physical sciences	220	70	–	–	–	Degree
2121	Biologists and related scientists	4,250	1,080	$23.08	$38.46	$52.80	Degree
2122	Forestry professionals	1,940	270	$30.29	$39.56	$46.70	Degree
2123	Agricultural representatives, consultants and specialists	440	170	$14.60	$30.93	$53.63	Degree
2131	Civil engineers	10,000	4,410	$30.22	$44.23	$64.42	Degree
2132	Mechanical engineers	6,650	2,210	$27.18	$36.06	$57.44	Degree
2133	Electrical and electronics engineers	6,890	2,430	$28.85	$43.27	$57.69	Degree
2134	Chemical engineers	1,300	430	$27.34	$48.88	$82.32	Degree
2141	Industrial and manufacturing engineers	1,360	520	$22.00	$32.67	$46.91	Degree
2142	Metallurgical and materials engineers	420	130	$23.16	$49.65	$87.66	Degree
2143	Mining engineers	880	230	–	–	–	Degree
2144	Geological engineers	1,270	430	$30.30	$48.10	$99.61	Degree
2145	Petroleum engineers	240	100	–	–	–	Degree
2146	Aerospace engineers	310	150	$21.44	$38.34	$63.19	Degree
2147	Computer engineers (except software engineers and designers)	3,030	1,670	$26.32	$40.49	$59.26	Degree
2148	Other professional engineers, n.e.c.	1,110	390	$24.04	$36.06	$57.69	Degree
2151	Architects	4,220	1,400	$24.04	$33.65	$53.42	Degree
2152	Landscape architects	460	190	$14.60	$32.19	$63.48	Degree
2153	Urban and land use planners	2,090	580	$29.23	$39.56	$48.08	Degree
2154	Land surveyors	1,380	450	$14.60	$29.00	$57.69	Diploma/certificate excluding apprenticeship

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
2161	Mathematicians, statisticians and actuaries	930	330	$26.44	$38.46	$54.95	Degree
2171	Information systems analysts and consultants	22,310	13,120	$24.04	$38.00	$51.28	Degree
2172	Database analysts and data administrators	2,840	1,530	$20.19	$29.81	$47.69	Degree
2173	Software engineers and designers	14,390	9,350	$25.00	$46.63	$67.31	Degree
2174	Computer programmers and interactive media developers	20,050	12,620	$21.21	$42.00	$60.10	Degree
2175	Web designers and developers	7,070	4,310	$16.00	$28.85	$42.31	Degree
2211	Chemical technologists and technicians	2,630	770	$17.00	$24.00	$35.06	Degree
2212	Geological and mineral technologists and technicians	1,110	350	$19.80	$32.90	$43.96	Diploma/certificate excluding apprenticeship
2221	Biological technologists and technicians	1,590	430	$16.41	$25.00	$30.77	Degree
2222	Agricultural and fish products inspectors	700	230	$23.92	$37.69	$48.23	Degree
2223	Forestry technologists and technicians	2,680	380	$19.50	$30.00	$46.83	Diploma/certificate excluding apprenticeship
2224	Conservation and fishery officers	890	250	$21.63	$35.00	$40.00	Diploma/certificate excluding apprenticeship
2225	Landscape and horticulture technicians and specialists	3,670	1,120	$14.60	$21.00	$32.00	Apprenticeship certificate
2231	Civil engineering technologists and technicians	3,030	1,140	$22.00	$34.00	$50.00	Diploma/certificate excluding apprenticeship
2232	Mechanical engineering technologists and technicians	2,120	760	$22.72	$32.21	$42.00	Diploma/certificate excluding apprenticeship
2233	Industrial engineering and manufacturing technologists and technicians	1,850	570	$16.00	$33.65	$43.27	Diploma/certificate excluding apprenticeship
2234	Construction estimators	3,290	960	$15.00	$33.65	$48.08	Diploma/certificate excluding apprenticeship
2241	Electrical and electronics engineering technologists and technicians	5,570	2,020	$17.45	$31.79	$52.00	Diploma/certificate excluding apprenticeship
2242	Electronic service technicians (household and business equipment)	8,260	3,740	$16.50	$26.92	$46.15	Diploma/certificate excluding apprenticeship
2243	Industrial instrument technicians and mechanics	1,080	300	$18.46	$35.00	$50.48	Apprenticeship certificate
2244	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	670	360	$25.00	$37.37	$55.25	Diploma/certificate excluding apprenticeship

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
2251	Architectural technologists and technicians	1,650	660	$23.00	$35.00	$41.03	Diploma/certificate excluding apprenticeship
2252	Industrial designers	1,390	540	$14.60	$30.62	$59.05	Degree
2253	Drafting technologists and technicians	4,300	1,620	$20.00	$30.00	$39.00	Diploma/certificate excluding apprenticeship
2254	Land survey technologists and technicians	620	210	$16.87	$29.91	$45.64	Diploma/certificate excluding apprenticeship
2255	Technical occupations in geomatics and meteorology	1,910	660	$20.00	$31.04	$57.69	Degree
2261	Non-destructive testers and inspection technicians	650	290	$22.40	$35.68	$49.00	Diploma/certificate excluding apprenticeship
2262	Engineering inspectors and regulatory officers	660	260	$25.71	$44.00	$67.31	Diploma/certificate excluding apprenticeship
2263	Inspectors in public and environmental health and occupational health and safety	4,500	1,650	$23.08	$34.88	$54.87	Degree
2264	Construction inspectors	2,820	1,330	$20.00	$32.00	$45.00	Diploma/certificate excluding apprenticeship
2271	Air pilots, flight engineers and flying instructors	3,230	1,680	–	–	–	Diploma/certificate excluding apprenticeship
2272	Air traffic controllers and related occupations	680	450	$20.74	$49.88	$109.04	Diploma/certificate excluding apprenticeship
2273	Deck officers, water transport	1,690	700	$23.00	$38.00	$50.00	Diploma/certificate excluding apprenticeship
2274	Engineer officers, water transport	630	270	$25.00	$37.63	$56.49	Diploma/certificate excluding apprenticeship
2275	Railway traffic controllers and marine traffic regulators	190	70	–	–	–	Diploma/certificate excluding apprenticeship
2281	Computer network technicians	8,780	4,410	$19.93	$28.85	$49.15	Diploma/certificate excluding apprenticeship
2282	User support technicians	14,950	8,090	$18.40	$30.29	$50.00	Diploma/certificate excluding apprenticeship
2283	Information systems testing technicians	1,460	830	$20.00	$31.79	$48.72	Degree
3011	Nursing co-ordinators and supervisors	3,140	1,920	$21.00	$39.00	$50.17	Degree
3012	Registered nurses and registered psychiatric nurses	57,520	20,140	$25.00	$40.02	$46.00	Degree
3111	Specialist physicians	7,690	3,000	$89,954*	$250,975*	$508,374*	Degree
3112	General practitioners and family physicians	8,720	3,270	$66,396*	$160,631*	$301,028*	Degree

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
3113	Dentists	3,640	1,510	$30,748*	$104,055*	$214,663*	Degree
3114	Veterinarians	1,460	760	$35,894*	$85,140*	$141,503*	Degree
3121	Optometrists	700	340	$30,748*	$73,717*	$135,876*	Degree
3122	Chiropractors	1,220	530	$30,748*	$53,032*	$118,501*	Degree
3124	Allied primary health practitioners	1,250	690	$24.83	$45.77	$53.41	Degree
3125	Other professional occupations in health diagnosing and treating	550	250	$30,748*	$55,235*	$105,319*	Degree
3131	Pharmacists	4,460	1,440	$68,708*	$98,725*	$127,387*	Degree
3132	Dietitians and nutritionists	2,040	860	$23.85	$33.00	$42.73	Degree
3141	Audiologists and speech-language pathologists	1,390	520	$33.00	$40.38	$52.00	Degree
3142	Physiotherapists	4,340	1,860	$34.00	$40.38	$48.08	Degree
3143	Occupational therapists	2,530	990	$27.00	$40.00	$45.19	Degree
3144	Other professional occupations in therapy and assessment	2,260	750	$18.00	$25.03	$41.00	Degree
3211	Medical laboratory technologists	3,700	1,480	$23.41	$35.23	$45.00	Diploma/certificate excluding apprenticeship
3212	Medical laboratory technicians and pathologists' assistants	4,600	1,630	$22.00	$24.00	$34.00	Diploma/certificate excluding apprenticeship
3213	Animal health technologists and veterinary technicians	2,280	580	$14.60	$18.35	$25.30	Diploma/certificate excluding apprenticeship
3214	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	1,640	620	$23.10	$35.44	$51.08	Diploma/certificate excluding apprenticeship
3215	Medical radiation technologists	3,210	1,110	$28.00	$34.00	$45.00	Diploma/certificate excluding apprenticeship
3216	Medical sonographers	920	400	$35.13	$38.70	$40.00	Degree
3217	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	570	190	$27.51	$33.64	$37.04	Diploma/certificate excluding apprenticeship
3219	Other medical technologists and technicians (except dental health)	5,400	1,590	$14.60	$19.80	$27.80	Diploma/certificate excluding apprenticeship
3221	Denturists	190	60	–	–	–	Diploma/certificate excluding apprenticeship

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
3222	Dental hygienists and dental therapists	3,380	1,270	$24.69	$43.00	$48.00	Diploma/certificate excluding apprenticeship
3223	Dental technologists, technicians and laboratory assistants	1,040	390	$14.60	$23.60	$41.61	Diploma/certificate excluding apprenticeship
3231	Opticians	1,060	500	$16.00	$20.00	$25.00	Diploma/certificate excluding apprenticeship
3232	Practitioners of natural healing	2,490	1,140	$17.31	$28.85	$48.08	Diploma/certificate excluding apprenticeship
3233	Licensed practical nurses	11,690	4,500	$24.24	$28.00	$31.15	Diploma/certificate excluding apprenticeship
3234	Paramedical occupations	3,660	1,300	$19.00	$28.80	$43.00	Diploma/certificate excluding apprenticeship
3236	Massage therapists	5,570	2,350	$15.00	$20.00	$50.00	Diploma/certificate excluding apprenticeship
3237	Other technical occupations in therapy and assessment	1,100	430	$15.00	$24.55	$26.00	Diploma/certificate excluding apprenticeship
3411	Dental assistants	5,820	1,940	$20.00	$26.00	$33.00	Diploma/certificate excluding apprenticeship
3413	Nurse aides, orderlies and patient service associates	40,260	18,420	$18.00	$22.00	$25.00	Diploma/certificate excluding apprenticeship
3414	Other assisting occupations in support of health services	5,900	2,120	$14.60	$19.80	$24.85	Diploma/certificate excluding apprenticeship
4011	University professors and lecturers	9,950	2,560	$23.12	$44.87	$72.12	Degree
4012	Post-secondary teaching and research assistants	8,120	450	$14.60	$22.00	$46.15	Degree
4021	College and other vocational instructors	13,100	5,260	$16.83	$38.46	$67.69	Degree
4031	Secondary school teachers	22,700	7,180	$25.29	$37.50	$51.10	Degree
4032	Elementary school and kindergarten teachers	37,530	10,640	$23.45	$35.83	$51.28	Degree
4033	Educational counsellors	3,500	1,130	$25.00	$36.26	$48.08	Degree
4111	Judges	340	140	$270,000*	$270,000*	$314,100*	Degree
4112	Lawyers and Quebec notaries	13,460	4,910	$37,400*	$115,621*	$242,117*	Degree
4151	Psychologists	2,780	990	$32.21	$44.15	$65.00	Degree
4152	Social workers	8,060	3,000	$22.70	$35.16	$44.00	Degree

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
4153	Family, marriage and other related counsellors	6,070	2,680	$18.00	$28.00	$42.73	Degree
4154	Professional occupations in religion	5,290	2,170	$14.60	$25.64	$37.50	Degree
4155	Probation and parole officers and related occupations	1,110	350	$29.57	$38.00	$44.87	Degree
4156	Employment counsellors	2,570	1,020	$21.63	$25.50	$31.00	Degree
4161	Natural and applied science policy researchers, consultants and program officers	3,980	1,390	$19.00	$38.00	$62.25	Degree
4162	Economists and economic policy researchers and analysts	1,760	580	$20.14	$38.78	$60.56	Degree
4163	Business development officers and marketing researchers and consultants	10,830	4,050	$24.04	$36.92	$66.67	Degree
4164	Social policy researchers, consultants and program officers	4,480	1,720	$18.00	$30.00	$46.70	Degree
4165	Health policy researchers, consultants and program officers	4,680	1,720	$15.00	$35.00	$52.44	Degree
4166	Education policy researchers, consultants and program officers	3,490	1,350	$18.00	$33.69	$50.26	Degree
4167	Recreation, sports and fitness policy researchers, consultants and program officers	1,850	640	$22.00	$29.23	$37.00	Degree
4168	Program officers unique to government	1,390	380	$28.00	$38.75	$48.08	Degree
4169	Other professional occupations in social science, n.e.c.	1,030	350	$17.75	$31.09	$52.13	Degree
4211	Paralegal and related occupations	4,000	1,270	$18.00	$28.85	$47.00	Diploma/certificate excluding apprenticeship
4212	Social and community service workers	28,520	12,160	$16.00	$21.00	$28.98	Diploma/certificate excluding apprenticeship
4214	Early childhood educators and assistants	23,240	8,630	$14.60	$18.00	$24.00	Diploma/certificate excluding apprenticeship
4215	Instructors of persons with disabilities	1,380	530	$18.00	$25.00	$35.00	Diploma/certificate excluding apprenticeship
4216	Other instructors	6,830	3,430	$14.60	$19.00	$34.36	Degree
4217	Other religious occupations	1,250	520	–	–	–	Degree
4311	Police officers (except commissioned)	11,030	3,380	$30.10	$41.83	$53.00	Diploma/certificate excluding apprenticeship
4312	Firefighters	4,560	1,620	$33.00	$44.17	$52.00	Diploma/certificate excluding apprenticeship

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
4313	Non-commissioned ranks of the Canadian Armed Forces	4,590	990	$23.63	$34.57	$45.28	High school
4411	Home child care providers	7,710	2,850	$14.60	$14.60	$22.09	Diploma/certificate excluding apprenticeship
4412	Home support workers, housekeepers and related occupations	15,640	7,400	$15.00	$19.56	$24.00	Diploma/certificate excluding apprenticeship
4413	Elementary and secondary school teacher assistants	16,170	4,840	$19.25	$24.85	$28.00	Diploma/certificate excluding apprenticeship
4421	Sheriffs and bailiffs	610	200	$21.23	$31.68	$39.37	Diploma/certificate excluding apprenticeship
4422	Correctional service officers	3,220	1,080	$23.00	$32.79	$46.63	Diploma/certificate excluding apprenticeship
4423	By-law enforcement and other regulatory officers, n.e.c.	1,360	530	$24.00	$32.00	$48.35	Diploma/certificate excluding apprenticeship
5111	Librarians	840	330	$15.53	$32.97	$43.96	Degree
5112	Conservators and curators	270	100	–	–	–	Degree
5113	Archivists	120	50	–	–	–	Degree
5121	Authors and writers	5,100	2,080	$19.23	$29.36	$38.97	Degree
5122	Editors	2,330	1,100	$14.60	$25.39	$42.06	Degree
5123	Journalists	1,220	470	$15.53	$26.44	$45.67	Degree
5125	Translators, terminologists and interpreters	1,680	630	$19.00	$27.53	$33.23	Degree
5131	Producers, directors, choreographers and related occupations	4,620	2,060	$18.46	$30.30	$52.88	Degree
5132	Conductors, composers and arrangers	630	290	$30,748*	$34,695*	$104,642*	Degree
5133	Musicians and singers	6,770	3,640	$15.00	$30.00	$40.00	Degree
5134	Dancers	1,870	940	$21.31	$35.00	$44.15	Degree
5135	Actors and comedians	2,970	1,030	–	–	–	Degree
5136	Painters, sculptors and other visual artists	5,100	2,020	$20.00	$35.00	$50.00	Degree
5211	Library and public archive technicians	810	330	$15.00	$22.50	$27.26	Degree

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
5212	Technical occupations related to museums and art galleries	770	300	$15.00	$20.00	$29.00	Degree
5221	Photographers	3,150	1,130	–	–	–	Diploma/certificate excluding apprenticeship
5222	Film and video camera operators	970	380	$18.56	$32.90	$50.36	Diploma/certificate excluding apprenticeship
5223	Graphic arts technicians	1,230	460	$17.00	$27.50	$49.85	Diploma/certificate excluding apprenticeship
5224	Broadcast technicians	130	40	–	–	–	Diploma/certificate excluding apprenticeship
5225	Audio and video recording technicians	2,940	1,090	$21.00	$31.65	$50.00	Diploma/certificate excluding apprenticeship
5226	Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	3,820	1,590	$16.50	$33.00	$53.00	Diploma/certificate excluding apprenticeship
5227	Support occupations in motion pictures, broadcasting, photography and the performing arts	3,350	1,240	$14.60	$27.00	$35.39	Diploma/certificate excluding apprenticeship
5231	Announcers and other broadcasters	650	240	$14.60	$23.27	$52.77	Diploma/certificate excluding apprenticeship
5232	Other performers, n.e.c.	1,180	490	–	–	–	Diploma/certificate excluding apprenticeship
5241	Graphic designers and illustrators	12,190	5,420	$17.00	$27.00	$43.27	Diploma/certificate excluding apprenticeship
5242	Interior designers and interior decorators	4,500	1,580	$19.00	$26.00	$34.62	Diploma/certificate excluding apprenticeship
5243	Theatre, fashion, exhibit and other creative designers	2,890	740	$23.00	$26.50	$43.27	Diploma/certificate excluding apprenticeship
5244	Artisans and craftspersons	3,380	1,420	$14.60	$18.50	$30.00	Diploma/certificate excluding apprenticeship
5245	Patternmakers - textile, leather and fur products	150	40	–	–	–	Diploma/certificate excluding apprenticeship
5251	Athletes	620	230	–	–	–	High school
5252	Coaches	2,220	1,240	$15.00	$24.00	$30.00	Degree
5253	Sports officials and referees	890	310	–	–	–	Degree
5254	Program leaders and instructors in recreation, sport and fitness	19,040	8,460	$14.60	$19.00	$30.22	Diploma/certificate excluding apprenticeship
6211	Retail sales supervisors	32,720	13,240	$14.60	$20.76	$31.25	High school
6221	Technical sales specialists - wholesale trade	11,110	5,720	$15.00	$24.04	$40.60	Degree

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
6222	Retail and wholesale buyers	4,870	2,030	$15.38	$23.08	$29.28	Diploma/certificate excluding apprenticeship
6231	Insurance agents and brokers	11,800	3,310	$16.00	$23.08	$35.96	Diploma/certificate excluding apprenticeship
6232	Real estate agents and salespersons	21,720	6,790	$30,748*	$54,354*	$139,847*	Diploma/certificate excluding apprenticeship
6235	Financial sales representatives	9,630	2,500	$18.67	$26.67	$41.03	Degree
6311	Food service supervisors	5,900	1,990	$14.60	$15.00	$25.00	High school
6312	Executive housekeepers	730	440	$14.60	$16.75	$23.17	High school
6313	Accommodation, travel, tourism and related services supervisors	1,080	680	$17.00	$21.54	$30.00	High school
6314	Customer and information services supervisors	1,190	500	$14.60	$26.00	$36.06	Diploma/certificate excluding apprenticeship
6315	Cleaning supervisors	1,390	700	$16.83	$26.92	$42.74	High school
6316	Other services supervisors	2,070	1,070	$14.60	$20.67	$25.64	Diploma/certificate excluding apprenticeship
6321	Chefs	9,630	3,470	$14.60	$17.31	$25.25	Diploma/certificate excluding apprenticeship
6322	Cooks	34,330	12,470	$14.60	$14.75	$20.50	Apprenticeship certificate
6331	Butchers, meat cutters and fishmongers — retail and wholesale	2,480	810	$14.60	$17.00	$26.50	Apprenticeship certificate
6332	Bakers	8,230	2,860	$14.60	$15.00	$27.00	Apprenticeship certificate
6341	Hairstylists and barbers	15,360	6,070	$14.60	$15.38	$24.98	Apprenticeship certificate
6342	Tailors, dressmakers, furriers and milliners	2,510	1,000	$14.60	$16.28	$28.82	Diploma/certificate excluding apprenticeship
6343	Shoe repairers and shoemakers	210	110	–	–	–	High school
6344	Jewellers, jewellery and watch repairers and related occupations	870	290	–	–	–	Diploma/certificate excluding apprenticeship
6345	Upholsterers	630	310	$14.60	$19.23	$33.61	High school
6346	Funeral directors and embalmers	550	230	$14.60	$22.00	$26.50	Apprenticeship certificate
6411	Sales and account representatives — wholesale trade (non-technical)	34,570	12,340	$14.60	$25.96	$42.31	Diploma/certificate excluding apprenticeship

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
6421	Retail salespersons	82,460	24,080	$14.60	$14.63	$25.00	High school
6511	Maîtres d'hôtel and hosts/hostesses	4,740	1,030	$14.60	$14.75	$22.00	High school
6512	Bartenders	5,180	1,590	$14.60	$16.00	$22.00	High school
6513	Food and beverage servers	33,610	10,230	$14.60	$15.00	$22.00	High school
6521	Travel counsellors	5,800	3,530	$14.60	$19.00	$28.02	Diploma/certificate excluding apprenticeship
6522	Pursers and flight attendants	2,500	1,910	$14.60	$26.00	$47.00	Diploma/certificate excluding apprenticeship
6523	Airline ticket and service agents	2,300	1,650	$14.60	$16.83	$27.50	Diploma/certificate excluding apprenticeship
6524	Ground and water transport ticket agents, cargo service representatives and related clerks	670	260	$14.60	$20.60	$28.39	High school
6525	Hotel front desk clerks	3,280	1,320	$14.60	$15.00	$22.00	Diploma/certificate excluding apprenticeship
6531	Tour and travel guides	930	540	$14.60	$16.50	$25.00	Degree
6532	Outdoor sport and recreational guides	1,180	610	$16.00	$20.00	$31.25	Diploma/certificate excluding apprenticeship
6533	Casino occupations	2,900	1,920	$14.60	$20.00	$25.00	High school
6541	Security guards and related security service occupations	15,010	5,790	$14.60	$17.00	$32.00	Diploma/certificate excluding apprenticeship
6551	Customer services representatives — financial institutions	9,980	2,390	$15.00	$18.60	$26.25	Diploma/certificate excluding apprenticeship
6552	Other customer and information services representatives	23,170	7,180	$14.60	$21.15	$31.25	Diploma/certificate excluding apprenticeship
6561	Image, social and other personal consultants	510	250	–	–	–	Diploma/certificate excluding apprenticeship
6562	Estheticians, electrologists and related occupations	9,630	3,380	$14.60	$15.00	$26.00	Apprenticeship certificate
6563	Pet groomers and animal care workers	4,280	1,510	$14.60	$14.60	$20.00	Diploma/certificate excluding apprenticeship
6564	Other personal service occupations	530	270	–	–	–	High school
6611	Cashiers	42,650	10,950	$14.60	$14.60	$20.60	High school
6621	Service station attendants	2,060	470	$14.60	$14.60	$15.00	High school

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
6622	Store shelf stockers, clerks and order fillers	23,410	6,120	$14.60	$14.60	$24.04	High school
6623	Other sales related occupations	4,250	1,310	$14.60	$14.60	$17.00	Diploma/certificate excluding apprenticeship
6711	Food counter attendants, kitchen helpers and related support occupations	54,010	14,500	$14.60	$14.60	$18.00	High school
6721	Support occupations in accommodation, travel and facilities set-up services	1,020	370	$14.60	$17.00	$25.00	Diploma/certificate excluding apprenticeship
6722	Operators and attendants in amusement, recreation and sport	3,990	1,770	$14.60	$14.60	$24.10	Diploma/certificate excluding apprenticeship
6731	Light duty cleaners	30,360	12,370	$14.60	$16.00	$21.82	High school
6732	Specialized cleaners	6,420	2,180	$14.60	$16.00	$26.00	High school
6733	Janitors, caretakers and building superintendents	31,050	13,100	$14.60	$20.00	$29.00	High school
6741	Dry cleaning, laundry and related occupations	3,120	1,500	$14.60	$17.00	$20.70	High school
6742	Other service support occupations, n.e.c.	3,460	1,220	$14.60	$16.00	$21.00	Diploma/certificate excluding apprenticeship
7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	1,950	1,030	$25.00	$33.50	$43.27	Apprenticeship certificate
7202	Contractors and supervisors, electrical trades and telecommunications occupations	3,090	1,360	$23.00	$36.79	$50.85	Apprenticeship certificate
7203	Contractors and supervisors, pipefitting trades	1,260	450	$27.00	$41.04	$53.29	Apprenticeship certificate
7204	Contractors and supervisors, carpentry trades	4,460	1,250	$22.00	$33.00	$40.38	Apprenticeship certificate
7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	8,440	3,440	$20.00	$35.00	$48.08	Apprenticeship certificate
7231	Machinists and machining and tooling inspectors	3,010	1,240	$25.00	$34.00	$41.85	Apprenticeship certificate
7232	Tool and die makers	350	170	$16.84	$28.13	$40.54	Apprenticeship certificate
7233	Sheet metal workers	2,920	940	$19.50	$27.88	$39.83	Apprenticeship certificate
7234	Boilermakers	1,070	400	$33.11	$43.35	$48.00	Apprenticeship certificate
7235	Structural metal and platework fabricators and fitters	1,480	600	$20.00	$30.22	$40.00	Apprenticeship certificate
7236	Ironworkers	1,960	510	$23.00	$33.87	$42.95	Apprenticeship certificate

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
7237	Welders and related machine operators	9,310	2,970	$22.00	$29.00	$42.26	Apprenticeship certificate
7241	Electricians (except industrial and power system)	16,370	3,750	$16.26	$28.00	$39.00	Apprenticeship certificate
7242	Industrial electricians	4,710	1,280	$29.00	$39.00	$48.29	Apprenticeship certificate
7243	Power system electricians	820	280	$33.00	$42.00	$46.60	Apprenticeship certificate
7244	Electrical power line and cable workers	1,670	420	$34.00	$43.00	$54.73	Apprenticeship certificate
7245	Telecommunications line and cable workers	1,180	390	$25.50	$29.30	$36.00	Diploma/certificate excluding apprenticeship
7246	Telecommunications installation and repair workers	2,540	1,150	$15.71	$29.57	$35.00	Diploma/certificate excluding apprenticeship
7247	Cable television service and maintenance technicians	110	40	$20.00	$34.00	$42.31	Diploma/certificate excluding apprenticeship
7251	Plumbers	10,660	2,880	$15.00	$30.00	$39.86	Apprenticeship certificate
7252	Steamfitters, pipefitters and sprinkler system installers	3,060	890	$22.00	$38.00	$45.67	Apprenticeship certificate
7253	Gas fitters	1,380	440	$25.00	$33.00	$43.00	Apprenticeship certificate
7271	Carpenters	21,420	5,830	$19.45	$27.50	$35.00	Apprenticeship certificate
7272	Cabinetmakers	2,390	380	$17.00	$22.00	$30.00	Apprenticeship certificate
7281	Bricklayers	2,040	620	$24.00	$34.00	$45.28	Apprenticeship certificate
7282	Concrete finishers	2,090	640	$22.00	$29.50	$36.08	High school
7283	Tilesetters	2,350	710	$17.00	$25.00	$35.00	Apprenticeship certificate
7284	Plasterers, drywall installers and finishers and lathers	5,410	1,370	$19.00	$27.00	$34.39	Apprenticeship certificate
7291	Roofers and shinglers	3,750	1,090	$19.48	$26.00	$34.00	High school
7292	Glaziers	2,500	760	$18.00	$26.00	$34.09	Apprenticeship certificate
7293	Insulators	1,370	360	$20.00	$31.42	$41.87	Apprenticeship certificate
7294	Painters and decorators (except interior decorators)	10,480	3,600	$17.00	$23.50	$30.00	High school

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
7295	Floor covering installers	3,390	990	$16.00	$21.00	$31.50	High school
7301	Contractors and supervisors, mechanic trades	2,870	1,240	$24.00	$37.00	$52.66	Apprenticeship certificate
7302	Contractors and supervisors, heavy equipment operator crews	5,970	2,820	$22.12	$35.00	$50.00	Apprenticeship certificate
7303	Supervisors, printing and related occupations	300	90	$14.60	$25.93	$43.76	Diploma/certificate excluding apprenticeship
7304	Supervisors, railway transport operations	270	200	–	–	–	High school
7305	Supervisors, motor transport and other ground transit operators	1,260	620	$15.38	$25.70	$46.15	Diploma/certificate excluding apprenticeship
7311	Construction millwrights and industrial mechanics	9,040	2,790	$21.62	$33.00	$44.88	Apprenticeship certificate
7312	Heavy-duty equipment mechanics	6,020	1,790	$24.04	$38.00	$48.00	Apprenticeship certificate
7313	Heating, refrigeration and air conditioning mechanics	3,180	910	$17.41	$32.00	$48.00	Apprenticeship certificate
7314	Railway carmen/women	400	210	$30.93	$34.52	$40.00	Apprenticeship certificate
7315	Aircraft mechanics and aircraft inspectors	2,940	1,650	$16.00	$30.00	$43.59	Apprenticeship certificate
7316	Machine fitters	170	70	–	–	–	Diploma/certificate excluding apprenticeship
7318	Elevator constructors and mechanics	1,130	430	$28.77	$49.17	$69.62	Apprenticeship certificate
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	19,180	6,620	$15.38	$28.00	$41.35	Apprenticeship certificate
7322	Motor vehicle body repairers	4,400	1,150	$16.75	$25.48	$40.00	Apprenticeship certificate
7331	Oil and solid fuel heating mechanics	110	30	–	–	–	Apprenticeship certificate
7332	Appliance servicers and repairers	1,130	460	$14.60	$23.84	$42.05	Apprenticeship certificate
7333	Electrical mechanics	500	190	$18.24	$39.66	$62.18	Apprenticeship certificate
7334	Motorcycle, all-terrain vehicle and other related mechanics	1,000	430	$15.00	$28.00	$35.00	Apprenticeship certificate
7335	Other small engine and small equipment repairers	400	170	$20.00	$27.00	$33.00	Diploma/certificate excluding apprenticeship
7361	Railway and yard locomotive engineers	990	440	$30.52	$40.13	$60.10	Diploma/certificate excluding apprenticeship

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
7362	Railway conductors and brakemen/women	1,190	430	$22.00	$34.00	$41.35	Diploma/certificate excluding apprenticeship
7371	Crane operators	2,420	870	$22.00	$31.50	$41.08	Apprenticeship certificate
7372	Drillers and blasters — surface mining, quarrying and construction	650	180	$27.00	$33.46	$39.81	Apprenticeship certificate
7373	Water well drillers	20	10	–	–	–	Apprenticeship certificate
7381	Printing press operators	1,530	430	$16.00	$24.00	$37.94	High school
7384	Other trades and related occupations, n.e.c.	2,700	850	$18.00	$28.00	$42.00	Apprenticeship certificate
7441	Residential and commercial installers and servicers	8,750	2,190	$16.00	$22.00	$35.00	High school
7442	Waterworks and gas maintenance workers	730	250	$19.22	$31.31	$45.87	Diploma/certificate excluding apprenticeship
7444	Pest controllers and fumigators	610	240	$14.60	$23.70	$35.48	Diploma/certificate excluding apprenticeship
7445	Other repairers and servicers	2,680	860	$15.00	$19.00	$26.00	Diploma/certificate excluding apprenticeship
7451	Longshore workers	3,730	2,280	$25.00	$42.00	$47.32	High school
7452	Material handlers	26,180	7,720	$14.60	$18.00	$33.00	High school
7511	Transport truck drivers	38,680	12,850	$16.15	$26.00	$36.00	High school
7512	Bus drivers, subway operators and other transit operators	9,710	4,380	$16.32	$27.00	$32.63	Diploma/certificate excluding apprenticeship
7513	Taxi and limousine drivers and chauffeurs	7,870	2,720	$14.60	$16.25	$23.08	High school
7514	Delivery and courier service drivers	13,040	4,570	$14.60	$16.67	$28.00	High school
7521	Heavy equipment operators (except crane)	12,970	3,620	$23.50	$31.00	$38.34	Apprenticeship certificate
7522	Public works maintenance equipment operators and related workers	2,660	960	$20.00	$28.00	$32.56	High school
7531	Railway yard and track maintenance workers	1,090	520	$28.00	$35.00	$37.00	High school
7532	Water transport deck and engine room crew	1,430	530	$21.50	$28.00	$31.47	Diploma/certificate excluding apprenticeship
7533	Boat and cable ferry operators and related occupations	1,130	490	$19.00	$25.97	$35.00	Diploma/certificate excluding apprenticeship

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
7534	Air transport ramp attendants	1,840	1,190	$14.60	$18.50	$35.00	High school
7535	Other automotive mechanical installers and servicers	2,540	650	$14.60	$17.75	$27.00	High school
7611	Construction trades helpers and labourers	25,210	6,340	$14.60	$20.00	$30.00	High school
7612	Other trades helpers and labourers	1,220	250	$15.00	$21.00	$32.61	Apprenticeship certificate
7621	Public works and maintenance labourers	3,020	860	$15.00	$26.50	$35.00	High school
7622	Railway and motor transport labourers	550	210	$15.00	$20.95	$30.03	High school
8211	Supervisors, logging and forestry	1,440	470	$22.12	$36.00	$47.00	Diploma/certificate excluding apprenticeship
8221	Supervisors, mining and quarrying	1,110	570	$18.00	$42.00	$52.88	Diploma/certificate excluding apprenticeship
8222	Contractors and supervisors, oil and gas drilling and services	1,010	530	$17.00	$33.65	$61.54	Apprenticeship certificate
8231	Underground production and development miners	1,450	510	$25.00	$36.00	$42.00	Apprenticeship certificate
8232	Oil and gas well drillers, servicers, testers and related workers	910	370	$22.91	$40.00	$42.80	High school
8241	Logging machinery operators	2,670	120	$27.00	$32.00	$40.00	High school
8252	Agricultural service contractors, farm supervisors and specialized livestock workers	1,130	490	$14.60	$18.50	$30.00	Diploma/certificate excluding apprenticeship
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	3,710	2,150	$15.00	$25.00	$41.67	High school
8261	Fishing masters and officers	180	50	–	–	–	Apprenticeship certificate
8262	Fishermen/women	1,280	100	$19.30	$35.00	$100.00	High school
8411	Underground mine service and support workers	280	80	$26.98	$35.35	$42.50	Apprenticeship certificate
8412	Oil and gas well drilling and related workers and services operators	530	220	$30.00	$36.00	$38.00	Apprenticeship certificate
8421	Chain saw and skidder operators	2,160	270	$20.00	$30.00	$36.82	High school
8422	Silviculture and forestry workers	1,290	30	$18.00	$21.84	$33.06	Diploma/certificate excluding apprenticeship
8431	General farm workers	7,450	1,600	$14.60	$17.31	$30.00	High school

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
8432	Nursery and greenhouse workers	2,680	560	$14.60	$17.00	$29.33	High school
8441	Fishing vessel deckhands	300	-10	$19.65	$30.50	$50.00	High school
8442	Trappers and hunters	10	0	–	–	–	Less than high school
8611	Harvesting labourers	1,200	280	$14.60	$14.60	$28.00	Less than high school
8612	Landscaping and grounds maintenance labourers	18,470	6,430	$14.60	$20.00	$30.65	High school
8613	Aquaculture and marine harvest labourers	470	130	$15.00	$18.56	$34.00	High school
8614	Mine labourers	660	30	$18.00	$26.00	$35.00	High school
8615	Oil and gas drilling, servicing and related labourers	410	170	$21.00	$28.00	$32.00	High school
8616	Logging and forestry labourers	2,240	-40	$16.00	$28.00	$40.00	High school
9211	Supervisors, mineral and metal processing	790	300	$22.00	$35.28	$48.08	Diploma/certificate excluding apprenticeship
9212	Supervisors, petroleum, gas and chemical processing and utilities	1,250	560	$19.25	$32.69	$56.41	Diploma/certificate excluding apprenticeship
9213	Supervisors, food and beverage processing	2,000	930	$17.25	$26.92	$40.87	Diploma/certificate excluding apprenticeship
9214	Supervisors, plastic and rubber products manufacturing	250	120	$15.50	$25.00	$46.39	High school
9215	Supervisors, forest products processing	1,690	900	$22.00	$37.00	$52.50	High school
9217	Supervisors, textile, fabric, fur and leather products processing and manufacturing	120	50	–	–	–	High school
9221	Supervisors, motor vehicle assembling	90	60	–	–	–	High school
9222	Supervisors, electronics manufacturing	210	120	–	–	–	Diploma/certificate excluding apprenticeship
9223	Supervisors, electrical products manufacturing	90	50	–	–	–	Diploma/certificate excluding apprenticeship
9224	Supervisors, furniture and fixtures manufacturing	210	70	$23.00	$30.00	$36.50	High school
9226	Supervisors, other mechanical and metal products manufacturing	180	120	$24.62	$40.00	$55.00	Diploma/certificate excluding apprenticeship
9227	Supervisors, other products manufacturing and assembly	330	170	$20.00	$27.78	$38.75	Diploma/certificate excluding apprenticeship

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
9231	Central control and process operators, mineral and metal processing	590	190	$35.00	$38.50	$40.00	Diploma/certificate excluding apprenticeship
9232	Central control and process operators, petroleum, gas and chemical processing	1,580	680	$20.00	$40.00	$54.78	Diploma/certificate excluding apprenticeship
9235	Pulping, papermaking and coating control operators	530	190	$33.00	$35.42	$42.00	Diploma/certificate excluding apprenticeship
9241	Power engineers and power systems operators	4,400	1,530	$27.20	$38.12	$57.00	Diploma/certificate excluding apprenticeship
9243	Water and waste treatment plant operators	1,630	530	$18.99	$32.24	$37.00	Diploma/certificate excluding apprenticeship
9411	Machine operators, mineral and metal processing	1,000	200	$28.00	$36.00	$43.16	Apprenticeship certificate
9412	Foundry workers	260	70	–	–	–	Apprenticeship certificate
9413	Glass forming and finishing machine operators and glass cutters	540	130	$14.60	$18.00	$22.52	High school
9414	Concrete, clay and stone forming operators	880	170	$16.50	$24.20	$32.06	High school
9415	Inspectors and testers, mineral and metal processing	120	40	–	–	–	Diploma/certificate excluding apprenticeship
9416	Metalworking and forging machine operators	1,130	420	$17.00	$25.00	$33.50	High school
9417	Machining tool operators	310	140	$16.00	$20.00	$37.50	Diploma/certificate excluding apprenticeship
9418	Other metal products machine operators	440	160	$14.60	$21.00	$30.00	High school
9421	Chemical plant machine operators	680	200	$14.60	$21.25	$24.00	High school
9422	Plastics processing machine operators	940	380	$14.60	$16.64	$26.00	High school
9423	Rubber processing machine operators and related workers	530	120	$18.00	$21.79	$27.50	High school
9431	Sawmill machine operators	2,750	640	$15.00	$29.00	$38.00	High school
9432	Pulp mill machine operators	690	290	$25.00	$34.00	$43.00	Apprenticeship certificate
9433	Papermaking and finishing machine operators	440	230	$19.00	$30.80	$40.00	Diploma/certificate excluding apprenticeship
9434	Other wood processing machine operators	1,620	310	$18.50	$31.00	$34.00	High school
9435	Paper converting machine operators	300	100	–	–	–	High school

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
9436	Lumber graders and other wood processing inspectors and graders	1,060	210	$18.50	$30.54	$35.00	High school
9437	Woodworking machine operators	890	230	$15.00	$21.00	$31.51	High school
9441	Textile fibre and yarn, hide and pelt processing machine operators and workers	190	40	$14.60	$17.90	$24.56	High school
9442	Weavers, knitters and other fabric making occupations	420	170	–	–	–	High school
9445	Fabric, fur and leather cutters	170	70	–	–	–	High school
9446	Industrial sewing machine operators	1,800	600	$14.60	$16.00	$21.63	High school
9447	Inspectors and graders, textile, fabric, fur and leather products manufacturing	200	80	$14.60	$14.60	$19.00	Diploma/certificate excluding apprenticeship
9461	Process control and machine operators, food and beverage processing	5,120	1,500	$14.60	$17.00	$27.00	High school
9462	Industrial butchers and meat cutters, poultry preparers and related workers	1,720	730	$15.00	$20.00	$23.75	High school
9463	Fish and seafood plant workers	1,400	810	$14.60	$16.00	$20.61	High school
9465	Testers and graders, food and beverage processing	640	230	$14.60	$20.00	$35.76	Degree
9471	Plateless printing equipment operators	740	200	–	–	–	Diploma/certificate excluding apprenticeship
9472	Camera, platemaking and other prepress occupations	370	120	$15.38	$21.68	$34.71	Diploma/certificate excluding apprenticeship
9473	Binding and finishing machine operators	450	110	$14.60	$19.42	$30.84	High school
9474	Photographic and film processors	360	130	–	–	–	Diploma/certificate excluding apprenticeship
9521	Aircraft assemblers and aircraft assembly inspectors	170	100	–	–	–	Apprenticeship certificate
9522	Motor vehicle assemblers, inspectors and testers	700	360	$14.60	$20.92	$32.90	High school
9523	Electronics assemblers, fabricators, inspectors and testers	1,570	490	$15.50	$17.50	$21.35	Diploma/certificate excluding apprenticeship
9524	Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	640	200	$14.60	$20.38	$41.12	Diploma/certificate excluding apprenticeship
9525	Assemblers, fabricators and inspectors, industrial electrical motors and transformers	150	60	$15.00	$20.00	$35.00	Diploma/certificate excluding apprenticeship
9526	Mechanical assemblers and inspectors	690	280	$17.00	$27.00	$31.50	High school
9527	Machine operators and inspectors, electrical apparatus manufacturing	100	30	$14.60	$18.80	$28.00	Diploma/certificate excluding apprenticeship

NOC	Occupation Title	Employment 2021	Job Openings 2021-2031	Wage Rate Low 2020	Wage Rate Median 2020	Wage Rate High 2020	Typical Education Background
9531	Boat assemblers and inspectors	530	220	$14.60	$24.18	$42.87	Diploma/certificate excluding apprenticeship
9532	Furniture and fixture assemblers and inspectors	1,140	210	$14.60	$18.40	$25.00	High school
9533	Other wood products assemblers and inspectors	1,390	330	$16.00	$19.25	$25.50	High school
9534	Furniture finishers and refinishers	910	280	$15.50	$20.00	$27.00	High school
9535	Plastic products assemblers, finishers and inspectors	740	190	$14.60	$19.30	$30.44	High school
9536	Industrial painters, coaters and metal finishing process operators	1,390	580	$16.50	$27.00	$42.00	High school
9537	Other products assemblers, finishers and inspectors	2,650	580	$14.60	$16.00	$31.46	High school
9611	Labourers in mineral and metal processing	800	220	$15.00	$22.00	$35.21	High school
9612	Labourers in metal fabrication	1,200	320	$16.00	$21.00	$30.00	High school
9613	Labourers in chemical products processing and utilities	860	220	$15.73	$21.22	$34.29	High school
9614	Labourers in wood, pulp and paper processing	5,400	810	$15.00	$28.00	$32.66	High school
9615	Labourers in rubber and plastic products manufacturing	460	100	$14.60	$17.69	$25.10	High school
9616	Labourers in textile processing	260	90	–	–	–	High school
9617	Labourers in food and beverage processing	9,300	3,340	$14.60	$16.00	$27.16	High school
9618	Labourers in fish and seafood processing	1,170	610	$14.60	$15.00	$19.50	Less than high school
9619	Other labourers in processing, manufacturing and utilities	6,470	1,740	$14.60	$15.85	$28.98	High school

Note: Job openings and employment are rounded to the nearest ten.

Wage Data

The wage rate refers to the Job Bank hourly wage rate which was updated in 2020, unless otherwise noted. For occupations with a "*", the annual wage rate is provided as the hourly wage rate is not available. In some cases, no wage data is available and this is denoted by a "-". The data source is Employment and Social Development Canada.

Typical Education Background Definition

Degree: Usually requiring a Bachelor's, graduate or first professional degree
Apprenticeship Certificate: Usually requiring apprenticeship training
Diploma/Certificate Excluding Apprenticeship: Usually requiring diploma or certificate, excluding apprenticeship training
High School: Usually requiring high school and/or occupation-specific training
Less than High School: Usually requiring on-the-job training

Appendix 4: Supply composition for 500 occupations

This table provides projections for supply additions for each occupation. Net additions to supply = Young people starting work+ Immigrants + Migrants from other provinces + Inter-occupational mobility + Additional supply requirements. The sum of Net additions to supply + Decline in unemployment = Job openings. Note that the Additional supply requirements can be considered a supply shortage to be addressed through increased labour force participation and increased automation.

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
0011	Legislators	0	10	10	430	40	500	500	0	Degree
0012	Senior government managers and officials	0	70	50	1,070	110	1,290	1,310	20	Degree
0013	Senior managers — financial, communications and other business services	0	1,020	-10	4,990	510	6,520	6,520	-10	Degree
0014	Senior managers — health, education, social and community services and membership organizations	0	250	20	2,300	230	2,800	2,810	10	Degree
0015	Senior managers — trade, broadcasting and other services, n.e.c.	0	750	0	2,780	320	3,850	3,900	50	Degree
0016	Senior managers — construction, transportation, production and utilities	0	640	0	2,940	320	3,900	3,960	60	Degree
0111	Financial managers	0	760	20	3,640	400	4,820	4,900	80	Degree
0112	Human resources managers	0	440	0	2,170	230	2,840	2,890	40	Degree
0113	Purchasing managers	0	380	-10	1,050	130	1,550	1,580	30	Degree
0114	Other administrative services managers	0	470	10	2,200	240	2,930	2,960	30	Degree
0121	Insurance, real estate and financial brokerage managers	0	760	-10	2,020	270	3,040	3,120	80	Degree
0122	Banking, credit and other investment managers	0	570	10	2,660	290	3,530	3,640	100	Degree
0124	Advertising, marketing and public relations managers	0	1,230	-10	2,510	340	4,070	4,130	60	Degree
0125	Other business services managers	0	320	20	1,920	200	2,460	2,480	20	Degree

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
0131	Telecommunication carriers managers	0	160	0	380	50	600	600	0	Degree
0132	Postal and courier services managers	0	40	0	160	20	220	210	0	Diploma/ certificate excluding apprenticeship
0211	Engineering managers	0	290	-10	1,170	130	1,570	1,590	20	Degree
0212	Architecture and science managers	0	150	0	450	50	660	660	10	Degree
0213	Computer and information systems managers	0	1,280	-30	6,210	630	8,090	8,030	-60	Degree
0311	Managers in health care	0	270	30	2,650	250	3,210	3,240	30	Degree
0411	Government managers — health and social policy development and program administration	0	30	10	240	20	300	300	10	Degree
0412	Government managers — economic analysis, policy development and program administration	0	50	10	420	40	520	530	10	Degree
0413	Government managers — education policy development and program administration	0	0	0	70	10	80	80	0	Degree
0414	Other managers in public administration	0	30	20	440	40	530	540	10	Degree
0421	Administrators — post-secondary education and vocational training	0	250	10	1,010	120	1,390	1,430	30	Degree
0422	School principals and administrators of elementary and secondary education	0	200	20	1,440	140	1,800	1,870	60	Degree
0423	Managers in social, community and correctional services	0	230	20	2,340	230	2,810	2,830	20	Degree
0431	Commissioned police officers	0	0	0	110	10	130	130	0	Diploma/ certificate excluding apprenticeship
0432	Fire chiefs and senior firefighting officers	0	10	10	320	30	370	370	0	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
0433	Commissioned officers of the Canadian Forces	0	10	20	330	30	400	410	10	Degree
0511	Library, archive, museum and art gallery managers	0	30	0	210	20	260	270	10	Degree
0512	Managers — publishing, motion pictures, broadcasting and performing arts	0	170	0	650	80	890	910	10	Degree
0513	Recreation, sports and fitness program and service directors	0	200	10	1,090	120	1,410	1,390	-20	Degree
0601	Corporate sales managers	0	670	0	1,190	170	2,020	2,050	20	Degree
0621	Retail and wholesale trade managers	0	4,740	120	12,970	1,660	19,480	20,000	520	Diploma/ certificate excluding apprenticeship
0631	Restaurant and food service managers	0	3,170	40	5,220	750	9,190	9,320	130	High school
0632	Accommodation service managers	0	770	110	4,430	460	5,780	5,760	-20	Degree
0651	Managers in customer and personal services, n.e.c.	0	500	10	1,750	220	2,480	2,480	0	Diploma/ certificate excluding apprenticeship
0711	Construction managers	0	1,180	40	6,320	690	8,240	8,380	150	Diploma/ certificate excluding apprenticeship
0712	Home building and renovation managers	0	820	90	7,890	810	9,600	9,800	200	Diploma/ certificate excluding apprenticeship
0714	Facility operation and maintenance managers	0	690	30	4,210	450	5,380	5,450	70	Diploma/ certificate excluding apprenticeship
0731	Managers in transportation	0	550	-10	2,330	260	3,130	3,170	40	Diploma/ certificate excluding apprenticeship
0811	Managers in natural resources production and fishing	0	150	10	750	80	990	1,000	10	Degree

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
0821	Managers in agriculture	0	620	80	2,400	300	3,400	3,650	240	Diploma/ certificate excluding apprenticeship
0822	Managers in horticulture	0	100	10	110	20	240	270	20	Diploma/ certificate excluding apprenticeship
0823	Managers in aquaculture	0	0	10	90	10	110	120	20	High school
0911	Manufacturing managers	0	870	20	2,880	330	4,100	4,190	90	Diploma/ certificate excluding apprenticeship
0912	Utilities managers	0	100	0	720	70	890	920	20	Degree
1111	Financial auditors and accountants	6,600	4,490	460	-1,590	940	10,900	11,150	250	Degree
1112	Financial and investment analysts	990	610	140	-390	120	1,480	1,530	50	Degree
1113	Securities agents, investment dealers and brokers	580	420	0	-90	80	1,000	1,030	30	Degree
1114	Other financial officers	3,920	1,880	230	-830	470	5,660	5,850	190	Degree
1121	Human resources professionals	1,940	1,170	360	-480	270	3,270	3,320	50	Degree
1122	Professional occupations in business management consulting	2,520	2,050	770	-730	390	5,010	5,060	50	Degree
1123	Professional occupations in advertising, marketing and public relations	2,930	1,910	420	-530	440	5,180	5,240	60	Degree
1211	Supervisors, general office and administrative support workers	0	140	10	700	70	920	930	10	Diploma/ certificate excluding apprenticeship
1212	Supervisors, finance and insurance office workers	0	240	0	850	100	1,190	1,210	20	Degree
1213	Supervisors, library, correspondence and related information workers	0	10	0	160	10	180	180	0	Degree

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
1214	Supervisors, mail and message distribution occupations	0	20	0	460	40	520	520	0	Diploma/ certificate excluding apprenticeship
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	0	530	-30	2,270	250	3,020	3,070	50	Diploma/ certificate excluding apprenticeship
1221	Administrative officers	0	2,620	180	14,320	1,540	18,660	18,920	260	Diploma/ certificate excluding apprenticeship
1222	Executive assistants	0	1,290	480	340	190	2,310	2,350	40	Degree
1223	Human resources and recruitment officers	0	850	290	20	100	1,270	1,290	20	Degree
1224	Property administrators	0	2,470	1,160	210	390	4,230	4,350	120	Diploma/ certificate excluding apprenticeship
1225	Purchasing agents and officers	0	1,410	760	70	200	2,440	2,480	50	Degree
1226	Conference and event planners	0	910	300	80	120	1,420	1,430	10	Degree
1227	Court officers and justices of the peace	0	60	30	40	10	140	140	0	Diploma/ certificate excluding apprenticeship
1228	Employment insurance, immigration, border services and revenue officers	0	510	130	200	80	920	960	30	Degree
1241	Administrative assistants	6,180	3,380	1,220	-1,510	860	10,130	10,350	220	Diploma/ certificate excluding apprenticeship
1242	Legal administrative assistants	1,530	600	100	-210	200	2,220	2,280	60	Diploma/ certificate excluding apprenticeship
1243	Medical administrative assistants	1,020	500	360	-180	150	1,860	1,880	20	Diploma/ certificate excluding apprenticeship
1251	Court reporters, medical transcriptionists and related occupations	420	170	250	-110	60	800	810	10	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
1252	Health information management occupations	160	90	20	20	20	320	320	0	Diploma/ certificate excluding apprenticeship
1253	Records management technicians	120	80	20	-10	20	230	240	10	Diploma/ certificate excluding apprenticeship
1254	Statistical officers and related research support occupations	110	50	20	-10	20	190	190	0	Degree
1311	Accounting technicians and bookkeepers	5,480	3,080	1,890	-1,690	820	9,580	9,740	170	Diploma/ certificate excluding apprenticeship
1312	Insurance adjusters and claims examiners	980	330	-70	130	120	1,490	1,520	30	Diploma/ certificate excluding apprenticeship
1313	Insurance underwriters	330	160	-40	10	40	500	510	10	Degree
1314	Assessors, valuators and appraisers	350	110	60	-30	50	540	560	20	Degree
1315	Customs, ship and other brokers	150	150	-20	70	30	380	370	-10	Diploma/ certificate excluding apprenticeship
1411	General office support workers	8,770	4,250	1,510	-1,690	1,180	14,010	14,320	310	Diploma/ certificate excluding apprenticeship
1414	Receptionists	6,120	3,010	1,200	-1,510	820	9,640	9,730	90	Diploma/ certificate excluding apprenticeship
1415	Personnel clerks	430	180	140	-100	60	700	720	10	Degree
1416	Court clerks	100	10	0	0	10	130	130	0	Diploma/ certificate excluding apprenticeship
1422	Data entry clerks	970	510	140	-310	120	1,430	1,460	30	Diploma/ certificate excluding apprenticeship
1423	Desktop publishing operators and related occupations	60	40	20	-20	10	110	120	0	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
1431	Accounting and related clerks	4,520	2,900	580	-920	660	7,740	7,900	170	Diploma/ certificate excluding apprenticeship
1432	Payroll clerks	1,120	540	210	-140	160	1,880	1,920	40	Diploma/ certificate excluding apprenticeship
1434	Banking, insurance and other financial clerks	660	320	-50	-110	80	900	930	30	Degree
1435	Collectors	280	100	60	-70	30	410	420	10	Diploma/ certificate excluding apprenticeship
1451	Library assistants and clerks	330	110	140	-130	40	480	510	30	Degree
1452	Correspondence, publication and regulatory clerks	780	430	80	-150	100	1,250	1,270	20	Degree
1454	Survey interviewers and statistical clerks	370	190	20	-90	50	540	560	20	Diploma/ certificate excluding apprenticeship
1511	Mail, postal and related workers	1,010	360	330	-160	130	1,670	1,680	0	High school
1512	Letter carriers	1,150	390	380	-140	150	1,930	1,930	-10	High school
1513	Couriers, messengers and door-to-door distributors	1,070	520	270	-400	130	1,590	1,620	30	High school
1521	Shippers and receivers	2,760	1,470	200	-690	350	4,100	4,210	110	High school
1522	Storekeepers and partspersons	1,240	510	300	-70	190	2,180	2,230	50	Apprenticeship certificate
1523	Production logistics co-ordinators	730	500	190	-240	110	1,290	1,320	30	Diploma/ certificate excluding apprenticeship
1524	Purchasing and inventory control workers	820	680	90	-370	110	1,340	1,370	30	Diploma/ certificate excluding apprenticeship
1525	Dispatchers	1,140	610	280	-200	170	2,000	2,030	30	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
1526	Transportation route and crew schedulers	160	100	20	-20	20	290	300	10	Diploma/ certificate excluding apprenticeship
2111	Physicists and astronomers	90	70	10	-40	10	130	130	0	Degree
2112	Chemists	280	220	0	-90	40	450	460	10	Degree
2113	Geoscientists and oceanographers	450	310	170	-220	60	770	770	0	Degree
2114	Meteorologists and climatologists	40	20	10	-30	0	40	50	0	Degree
2115	Other professional occupations in physical sciences	50	30	20	-30	10	70	70	0	Degree
2121	Biologists and related scientists	930	400	80	-450	90	1,040	1,080	40	Degree
2122	Forestry professionals	410	10	-140	-60	20	250	270	10	Degree
2123	Agricultural representatives, consultants and specialists	100	40	40	-30	10	160	170	0	Degree
2131	Civil engineers	2,200	1,890	280	-380	350	4,330	4,410	80	Degree
2132	Mechanical engineers	1,470	1,110	80	-670	180	2,170	2,210	40	Degree
2133	Electrical and electronics engineers	1,520	1,210	100	-650	200	2,380	2,430	60	Degree
2134	Chemical engineers	290	240	0	-140	30	420	430	10	Degree
2141	Industrial and manufacturing engineers	300	320	0	-150	40	510	520	10	Degree
2142	Metallurgical and materials engineers	90	80	0	-60	10	130	130	0	Degree
2143	Mining engineers	190	190	-60	-120	20	230	230	0	Degree
2144	Geological engineers	280	210	30	-130	30	420	430	10	Degree
2145	Petroleum engineers	50	80	40	-80	10	100	100	0	Degree
2146	Aerospace engineers	70	40	-10	30	10	140	150	10	Degree

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
2147	Computer engineers (except software engineers and designers)	710	900	20	-80	130	1,680	1,670	-20	Degree
2148	Other professional engineers, n.e.c.	240	250	10	-160	30	380	390	10	Degree
2151	Architects	920	840	80	-600	110	1,360	1,400	30	Degree
2152	Landscape architects	100	90	0	-20	20	190	190	0	Degree
2153	Urban and land use planners	450	180	60	-170	50	570	580	10	Degree
2154	Land surveyors	310	120	70	-90	40	440	450	10	Diploma/ certificate excluding apprenticeship
2161	Mathematicians, statisticians and actuaries	200	160	10	-80	30	320	330	0	Degree
2171	Information systems analysts and consultants	5,360	5,760	1,230	-130	1,020	13,240	13,120	-120	Degree
2172	Database analysts and data administrators	660	730	160	-150	120	1,530	1,530	0	Degree
2173	Software engineers and designers	3,540	5,350	-110	10	720	9,510	9,350	-160	Degree
2174	Computer programmers and interactive media developers	5,000	5,890	830	150	980	12,850	12,620	-230	Degree
2175	Web designers and developers	1,790	1,810	780	-320	340	4,390	4,310	-80	Degree
2211	Chemical technologists and technicians	570	360	-30	-220	60	740	770	30	Degree
2212	Geological and mineral technologists and technicians	250	80	40	-50	30	340	350	10	Diploma/ certificate excluding apprenticeship
2221	Biological technologists and technicians	350	120	30	-120	40	410	430	20	Degree
2222	Agricultural and fish products inspectors	150	70	30	-50	20	220	230	10	Degree
2223	Forestry technologists and technicians	560	20	-180	-80	30	360	380	20	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
2224	Conservation and fishery officers	200	40	20	-40	20	240	250	10	Diploma/ certificate excluding apprenticeship
2225	Landscape and horticulture technicians and specialists	810	370	250	-420	90	1,090	1,120	30	Apprenticeship certificate
2231	Civil engineering technologists and technicians	670	310	250	-200	90	1,120	1,140	20	Diploma/ certificate excluding apprenticeship
2232	Mechanical engineering technologists and technicians	480	250	50	-100	60	740	760	20	Diploma/ certificate excluding apprenticeship
2233	Industrial engineering and manufacturing technologists and technicians	390	210	10	-110	40	550	570	20	Diploma/ certificate excluding apprenticeship
2234	Construction estimators	720	340	20	-220	80	930	960	30	Diploma/ certificate excluding apprenticeship
2241	Electrical and electronics engineering technologists and technicians	1,240	670	130	-220	170	1,980	2,020	40	Diploma/ certificate excluding apprenticeship
2242	Electronic service technicians (household and business equipment)	1,910	1,140	600	-250	310	3,710	3,740	40	Diploma/ certificate excluding apprenticeship
2243	Industrial instrument technicians and mechanics	260	90	10	-90	20	300	300	10	Apprenticeship certificate
2244	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	170	130	-40	60	30	340	360	20	Diploma/ certificate excluding apprenticeship
2251	Architectural technologists and technicians	360	400	90	-260	50	650	660	10	Diploma/ certificate excluding apprenticeship
2252	Industrial designers	300	290	0	-110	40	520	540	10	Degree
2253	Drafting technologists and technicians	950	670	130	-310	130	1,580	1,620	40	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
2254	Land survey technologists and technicians	140	50	50	-50	20	210	210	10	Diploma/ certificate excluding apprenticeship
2255	Technical occupations in geomatics and meteorology	430	150	120	-100	50	650	660	10	Degree
2261	Non-destructive testers and inspection technicians	150	80	80	-50	20	280	290	0	Diploma/ certificate excluding apprenticeship
2262	Engineering inspectors and regulatory officers	150	80	20	-10	20	260	260	10	Diploma/ certificate excluding apprenticeship
2263	Inspectors in public and environmental health and occupational health and safety	1,010	430	290	-240	130	1,620	1,650	30	Degree
2264	Construction inspectors	630	370	280	-70	110	1,310	1,330	20	Diploma/ certificate excluding apprenticeship
2271	Air pilots, flight engineers and flying instructors	820	590	-120	170	140	1,600	1,680	80	Diploma/ certificate excluding apprenticeship
2272	Air traffic controllers and related occupations	180	180	-30	70	40	430	450	20	Diploma/ certificate excluding apprenticeship
2273	Deck officers, water transport	0	260	420	-70	60	670	700	20	Diploma/ certificate excluding apprenticeship
2274	Engineer officers, water transport	140	80	70	-50	20	260	270	10	Diploma/ certificate excluding apprenticeship
2275	Railway traffic controllers and marine traffic regulators	40	10	0	10	10	70	70	0	Diploma/ certificate excluding apprenticeship
2281	Computer network technicians	2,070	1,730	620	-340	350	4,420	4,410	-20	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Dedine in Unem-ployment	Typical Education Background
2282	User support technicians	3,550	2,670	720	560	650	8,140	8,090	-50	Diploma/ certificate excluding apprenticeship
2283	Information systems testing technicians	360	380	30	10	60	840	830	-10	Degree
3011	Nursing co-ordinators and supervisors	0	100	20	1,620	150	1,900	1,920	10	Degree
3012	Registered nurses and registered psychiatric nurses	12,430	5,190	3,080	-2,400	1,560	19,860	20,140	280	Degree
3111	Specialist physicians	1,670	1,180	440	-540	240	2,980	3,000	20	Degree
3112	General practitioners and family physicians	1,910	1,120	600	-650	260	3,250	3,270	20	Degree
3113	Dentists	810	520	140	-80	120	1,510	1,510	0	Degree
3114	Veterinarians	330	260	140	-50	60	750	760	0	Degree
3121	Optometrists	160	120	100	-60	30	340	340	0	Degree
3122	Chiropractors	270	140	130	-50	40	530	530	0	Degree
3124	Allied primary health practitioners	300	220	130	10	50	710	690	-10	Degree
3125	Other professional occupations in health diagnosing and treating	120	50	50	0	20	250	250	0	Degree
3131	Pharmacists	1,020	610	150	-540	150	1,380	1,440	60	Degree
3132	Dietitians and nutritionists	450	260	160	-90	70	850	860	10	Degree
3141	Audiologists and speech-language pathologists	300	150	70	-50	40	510	520	10	Degree
3142	Physiotherapists	950	720	350	-320	150	1,850	1,860	10	Degree
3143	Occupational therapists	550	300	160	-110	80	990	990	10	Degree
3144	Other professional occupations in therapy and assessment	510	150	80	-60	60	740	750	10	Degree
3211	Medical laboratory technologists	810	360	300	-120	120	1,460	1,480	20	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
3212	Medical laboratory technicians and pathologists' assistants	1,000	450	200	-170	130	1,610	1,630	20	Diploma/ certificate excluding apprenticeship
3213	Animal health technologists and veterinary technicians	490	110	10	-100	50	570	580	20	Diploma/ certificate excluding apprenticeship
3214	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	350	130	110	-30	50	610	620	10	Diploma/ certificate excluding apprenticeship
3215	Medical radiation technologists	690	250	180	-110	90	1,090	1,110	10	Diploma/ certificate excluding apprenticeship
3216	Medical sonographers	210	100	120	-60	30	400	400	0	Degree
3217	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	120	30	30	-10	10	180	190	0	Diploma/ certificate excluding apprenticeship
3219	Other medical technologists and technicians (except dental health)	1,220	570	200	-640	160	1,520	1,590	70	Diploma/ certificate excluding apprenticeship
3221	Denturists	40	20	10	-20	0	60	60	0	Diploma/ certificate excluding apprenticeship
3222	Dental hygienists and dental therapists	760	260	210	-70	100	1,260	1,270	0	Diploma/ certificate excluding apprenticeship
3223	Dental technologists, technicians and laboratory assistants	220	320	10	-200	30	380	390	0	Diploma/ certificate excluding apprenticeship
3231	Opticians	240	120	90	-10	50	490	500	10	Diploma/ certificate excluding apprenticeship
3232	Practitioners of natural healing	560	420	160	-90	90	1,140	1,140	0	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
3233	Licensed practical nurses	2,580	1,120	1,000	-630	340	4,420	4,500	80	Diploma/ certificate excluding apprenticeship
3234	Paramedical occupations	820	260	280	-170	110	1,290	1,300	10	Diploma/ certificate excluding apprenticeship
3236	Massage therapists	1,250	650	510	-260	190	2,340	2,350	0	Diploma/ certificate excluding apprenticeship
3237	Other technical occupations in therapy and assessment	250	180	140	-180	30	420	430	0	Diploma/ certificate excluding apprenticeship
3411	Dental assistants	1,300	550	250	-320	160	1,930	1,940	0	Diploma/ certificate excluding apprenticeship
3413	Nurse aides, orderlies and patient service associates	9,020	8,270	4,220	-4,780	1,420	18,150	18,420	270	Diploma/ certificate excluding apprenticeship
3414	Other assisting occupations in support of health services	1,310	610	460	-470	170	2,090	2,120	40	Diploma/ certificate excluding apprenticeship
4011	University professors and lecturers	2,120	1,130	1,790	-2,810	210	2,450	2,560	100	Degree
4012	Post-secondary teaching and research assistants	1,710	650	810	-2,850	50	370	450	80	Degree
4021	College and other vocational instructors	2,930	1,720	1,290	-1,260	450	5,120	5,260	140	Degree
4031	Secondary school teachers	4,740	1,790	-620	350	550	6,800	7,180	380	Degree
4032	Elementary school and kindergarten teachers	7,850	2,460	-1,530	430	820	10,020	10,640	610	Degree
4033	Educational counsellors	760	340	170	-270	90	1,090	1,130	40	Degree
4111	Judges	0	10	0	120	10	140	140	0	Degree
4112	Lawyers and Quebec notaries	2,900	1,130	250	80	430	4,780	4,910	130	Degree
4151	Psychologists	610	350	120	-180	80	980	990	10	Degree

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
4152	Social workers	1,790	710	520	-310	240	2,960	3,000	40	Degree
4153	Family, marriage and other related counsellors	1,360	670	510	-110	210	2,650	2,680	30	Degree
4154	Professional occupations in religion	1,260	900	270	-450	190	2,170	2,170	0	Degree
4155	Probation and parole officers and related occupations	240	60	10	20	30	350	350	10	Degree
4156	Employment counsellors	580	350	200	-210	80	1,010	1,020	10	Degree
4161	Natural and applied science policy researchers, consultants and program officers	880	320	260	-220	110	1,360	1,390	30	Degree
4162	Economists and economic policy researchers and analysts	380	270	80	-210	50	560	580	20	Degree
4163	Business development officers and marketing researchers and consultants	2,430	1,890	260	-910	330	4,000	4,050	40	Degree
4164	Social policy researchers, consultants and program officers	970	620	270	-330	140	1,690	1,720	40	Degree
4165	Health policy researchers, consultants and program officers	1,010	540	320	-320	140	1,690	1,720	30	Degree
4166	Education policy researchers, consultants and program officers	790	410	310	-300	120	1,320	1,350	30	Degree
4167	Recreation, sports and fitness policy researchers, consultants and program officers	420	130	120	-90	50	630	640	0	Degree
4168	Program officers unique to government	290	70	40	-60	30	370	380	10	Degree
4169	Other professional occupations in social science, n.e.c.	230	90	50	-60	30	340	350	10	Degree
4211	Paralegal and related occupations	860	300	40	-80	110	1,230	1,270	40	Diploma/ certificate excluding apprenticeship
4212	Social and community service workers	6,460	3,510	2,500	-1,440	970	11,990	12,160	170	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
4214	Early childhood educators and assistants	5,200	3,170	460	-860	690	8,660	8,630	-30	Diploma/ certificate excluding apprenticeship
4215	Instructors of persons with disabilities	310	160	90	-80	40	510	530	10	Diploma/ certificate excluding apprenticeship
4216	Other instructors	1,710	1,430	340	-380	320	3,430	3,430	10	Degree
4217	Other religious occupations	300	210	30	-60	50	520	520	0	Degree
4311	Police officers (except commissioned)	2,290	500	110	110	270	3,290	3,380	90	Diploma/ certificate excluding apprenticeship
4312	Firefighters	970	300	160	50	130	1,600	1,620	20	Diploma/ certificate excluding apprenticeship
4313	Non-commissioned ranks of the Canadian Forces	910	10	60	-130	80	940	990	50	High school
4411	Home child care providers	1,780	3,850	120	-3,160	240	2,830	2,850	20	Diploma/ certificate excluding apprenticeship
4412	Home support workers, housekeepers and related occupations	3,560	4,110	1,580	-2,520	600	7,330	7,400	70	Diploma/ certificate excluding apprenticeship
4413	Elementary and secondary school teacher assistants	3,390	1,480	-600	-60	370	4,580	4,840	260	Diploma/ certificate excluding apprenticeship
4421	Sheriffs and bailiffs	130	30	20	0	20	200	200	0	Diploma/ certificate excluding apprenticeship
4422	Correctional service officers	670	250	90	-50	90	1,060	1,080	20	Diploma/ certificate excluding apprenticeship
4423	By-law enforcement and other regulatory officers, n.e.c.	300	160	90	-70	40	520	530	10	Diploma/ certificate excluding apprenticeship
5111	Librarians	180	130	80	-100	30	310	330	20	Degree

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
5112	Conservators and curators	60	60	30	-60	10	100	100	0	Degree
5113	Archivists	30	40	20	-30	0	50	50	0	Degree
5121	Authors and writers	1,160	690	280	-250	180	2,060	2,080	30	Degree
5122	Editors	0	230	20	730	90	1,070	1,100	30	Degree
5123	Journalists	270	150	100	-120	40	450	470	20	Degree
5125	Translators, terminologists and interpreters	360	450	20	-270	50	610	630	20	Degree
5131	Producers, directors, choreographers and related occupations	0	390	-10	1,460	170	2,020	2,060	40	Degree
5132	Conductors, composers and arrangers	140	80	20	10	30	280	290	0	Degree
5133	Musicians and singers	1,700	1,230	630	-260	340	3,650	3,640	0	Degree
5134	Dancers	490	260	180	-70	90	940	940	0	Degree
5135	Actors and comedians	680	390	-50	-100	90	1,020	1,030	10	Degree
5136	Painters, sculptors and other visual artists	1,170	740	340	-430	180	1,990	2,020	30	Degree
5211	Library and public archive technicians	170	90	40	-10	30	320	330	10	Degree
5212	Technical occupations related to museums and art galleries	170	70	60	-40	30	300	300	0	Degree
5221	Photographers	690	420	90	-190	100	1,100	1,130	30	Diploma/ certificate excluding apprenticeship
5222	Film and video camera operators	220	150	10	-30	30	380	380	10	Diploma/ certificate excluding apprenticeship
5223	Graphic arts technicians	280	200	40	-110	40	460	460	10	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
5224	Broadcast technicians	30	10	0	10	0	40	40	0	Diploma/ certificate excluding apprenticeship
5225	Audio and video recording technicians	670	630	50	-370	90	1,070	1,090	20	Diploma/ certificate excluding apprenticeship
5226	Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	870	620	-50	-20	140	1,560	1,590	30	Diploma/ certificate excluding apprenticeship
5227	Support occupations in motion pictures, broadcasting, photography and the performing arts	750	490	-20	-120	110	1,210	1,240	30	Diploma/ certificate excluding apprenticeship
5231	Announcers and other broadcasters	150	110	50	-90	20	230	240	10	Diploma/ certificate excluding apprenticeship
5232	Other performers, n.e.c.	270	170	40	-40	40	480	490	10	Diploma/ certificate excluding apprenticeship
5241	Graphic designers and illustrators	2,750	2,600	200	-640	450	5,360	5,420	70	Diploma/ certificate excluding apprenticeship
5242	Interior designers and interior decorators	980	540	50	-170	130	1,530	1,580	50	Diploma/ certificate excluding apprenticeship
5243	Theatre, fashion, exhibit and other creative designers	630	260	10	-250	60	710	740	30	Diploma/ certificate excluding apprenticeship
5244	Artisans and craftspersons	750	380	370	-220	120	1,400	1,420	20	Diploma/ certificate excluding apprenticeship
5245	Patternmakers — textile, leather and fur products	30	30	-10	-10	0	40	40	0	Diploma/ certificate excluding apprenticeship
5251	Athletes	150	90	10	-50	20	230	230	0	High school
5252	Coaches	560	500	280	-210	110	1,250	1,240	-10	Degree

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
5253	Sports officials and referees	220	60	20	-10	30	320	310	-10	Degree
5254	Program leaders and instructors in recreation, sport and fitness	4,730	2,470	1,280	-640	780	8,610	8,460	-150	Diploma/ certificate excluding apprenticeship
6211	Retail sales supervisors	0	1,300	80	10,400	1,110	12,890	13,240	350	High school
6221	Technical sales specialists — wholesale trade	0	720	-20	4,520	460	5,670	5,720	50	Degree
6222	Retail and wholesale buyers	0	520	10	1,280	170	1,980	2,030	50	Diploma/ certificate excluding apprenticeship
6231	Insurance agents and brokers	2,540	940	-470	-70	260	3,210	3,310	100	Diploma/ certificate excluding apprenticeship
6232	Real estate agents and salespersons	4,790	1,330	140	-440	670	6,490	6,790	310	Diploma/ certificate excluding apprenticeship
6235	Financial sales representatives	2,070	970	-20	-830	200	2,390	2,500	110	Degree
6311	Food service supervisors	0	1,140	10	640	160	1,950	1,990	40	High school
6312	Executive housekeepers	0	160	10	240	40	440	440	0	High school
6313	Accommodation, travel, tourism and related services supervisors	0	120	0	520	60	690	680	-20	High school
6314	Customer and information services supervisors	0	70	0	390	40	500	500	10	Diploma/ certificate excluding apprenticeship
6315	Cleaning supervisors	0	120	10	510	60	690	700	10	High school
6316	Other services supervisors	0	170	0	810	90	1,070	1,070	10	Diploma/ certificate excluding apprenticeship
6321	Chefs	2,180	3,000	350	-2,410	290	3,410	3,470	60	Diploma/ certificate excluding apprenticeship
6322	Cooks	7,790	6,650	1,770	-4,990	1,010	12,240	12,470	230	Apprenticeship certificate

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
6331	Butchers, meat cutters and fishmongers — retail and wholesale	540	340	60	-230	70	780	810	30	Apprenticeship certificate
6332	Bakers	1,820	1,310	490	-1,080	240	2,770	2,860	90	Apprenticeship certificate
6341	Hairstylists and barbers	3,650	2,140	580	-850	550	6,070	6,070	0	Apprenticeship certificate
6342	Tailors, dressmakers, furriers and milliners	550	620	60	-340	80	970	1,000	20	Diploma/ certificate excluding apprenticeship
6343	Shoe repairers and shoemakers	50	50	10	0	10	110	110	0	High school
6344	Jewellers, jewellery and watch repairers and related occupations	190	90	30	-50	20	280	290	10	Diploma/ certificate excluding apprenticeship
6345	Upholsterers	140	80	70	-20	30	300	310	0	High school
6346	Funeral directors and embalmers	130	40	50	-10	20	230	230	0	Apprenticeship certificate
6411	Sales and account representatives – wholesale trade (non-technical)	7,530	3,230	810	-680	1,020	11,900	12,340	440	Diploma/ certificate excluding apprenticeship
6421	Retail salespersons	18,330	11,330	1,420	-9,920	2,050	23,210	24,080	880	High school
6511	Maîtres d'hôtel and hosts/hostesses	1,070	230	50	-440	90	1,000	1,030	30	High school
6512	Bartenders	1,180	340	280	-380	130	1,560	1,590	30	High school
6513	Food and beverage servers	7,640	5,430	1,080	-4,970	840	10,030	10,230	190	High school
6521	Travel counsellors	1,490	1,490	20	330	370	3,690	3,530	-160	Diploma/ certificate excluding apprenticeship
6522	Pursers and flight attendants	660	770	-330	560	150	1,810	1,910	100	Diploma/ certificate excluding apprenticeship
6523	Airline ticket and service agents	610	780	-150	200	130	1,580	1,650	70	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
6524	Ground and water transport ticket agents, cargo service representatives and related clerks	150	70	40	-30	20	250	260	10	High school
6525	Hotel front desk clerks	770	940	320	-810	110	1,330	1,320	-10	Diploma/ certificate excluding apprenticeship
6531	Tour and travel guides	230	270	40	-40	50	550	540	-10	Degree
6532	Outdoor sport and recreational guides	290	130	210	-70	50	610	610	-10	Diploma/ certificate excluding apprenticeship
6533	Casino occupations	760	1,010	-20	60	170	1,990	1,920	-70	High school
6541	Security guards and related security service occupations	3,330	3,110	800	-2,050	480	5,670	5,790	130	Diploma/ certificate excluding apprenticeship
6551	Customer services representatives — financial institutions	2,160	810	20	-890	190	2,280	2,390	110	Diploma/ certificate excluding apprenticeship
6552	Other customer and information services representatives	5,170	2,370	210	-1,350	610	7,010	7,180	180	Diploma/ certificate excluding apprenticeship
6561	Image, social and other personal consultants	120	90	40	-10	20	250	250	0	Diploma/ certificate excluding apprenticeship
6562	Estheticians, electrologists and related occupations	2,270	1,930	140	-1,290	320	3,360	3,380	20	Apprenticeship certificate
6563	Pet groomers and animal care workers	1,010	490	140	-280	140	1,500	1,510	10	Diploma/ certificate excluding apprenticeship
6564	Other personal service occupations	120	200	20	-90	20	270	270	0	High school
6611	Cashiers	9,510	6,180	380	-6,500	940	10,500	10,950	450	High school
6621	Service station attendants	460	220	-50	-220	40	450	470	20	High school
6622	Store shelf stockers, clerks and order fillers	5,170	2,700	-140	-2,420	520	5,840	6,120	280	High school

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
6623	Other sales related occupations	950	540	90	-400	110	1,290	1,310	30	Diploma/ certificate excluding apprenticeship
6711	Food counter attendants, kitchen helpers and related support occupations	12,180	11,110	700	-11,110	1,190	14,080	14,500	410	High school
6721	Support occupations in accommodation, travel and facilities set-up services	230	160	0	-60	30	370	370	10	Diploma/ certificate excluding apprenticeship
6722	Operators and attendants in amusement, recreation and sport	990	430	290	-50	160	1,820	1,770	-50	Diploma/ certificate excluding apprenticeship
6731	Light duty cleaners	6,830	7,680	2,390	-5,720	990	12,170	12,370	200	High school
6732	Specialized cleaners	1,460	1,010	180	-710	190	2,120	2,180	60	High school
6733	Janitors, caretakers and building superintendents	6,940	5,210	2,310	-2,700	1,080	12,840	13,100	260	High school
6741	Dry cleaning, laundry and related occupations	730	890	200	-440	130	1,500	1,500	0	High school
6742	Other service support occupations, n.e.c.	820	410	30	-160	110	1,210	1,220	10	Diploma/ certificate excluding apprenticeship
7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	0	120	0	810	90	1,010	1,030	20	Apprenticeship certificate
7202	Contractors and supervisors, electrical trades and telecommunications occupations	0	120	20	1,080	110	1,330	1,360	20	Apprenticeship certificate
7203	Contractors and supervisors, pipefitting trades	0	40	0	350	40	440	450	10	Apprenticeship certificate
7204	Contractors and supervisors, carpentry trades	0	230	10	870	110	1,210	1,250	40	Apprenticeship certificate
7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	0	620	30	2,440	290	3,360	3,440	80	Apprenticeship certificate

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
7231	Machinists and machining and tooling inspectors	690	430	-30	20	110	1,220	1,240	20	Apprenticeship certificate
7232	Tool and die makers	80	40	10	20	10	170	170	0	Apprenticeship certificate
7233	Sheet metal workers	650	220	40	-80	80	910	940	30	Apprenticeship certificate
7234	Boilermakers	240	70	70	-20	30	390	400	10	Apprenticeship certificate
7235	Structural metal and platework fabricators and fitters	330	170	-50	70	50	580	600	20	Apprenticeship certificate
7236	Ironworkers	430	290	-40	-230	50	500	510	10	Apprenticeship certificate
7237	Welders and related machine operators	2,170	1,030	-60	-500	270	2,900	2,970	70	Apprenticeship certificate
7241	Electricians (except industrial and power system)	3,580	1,180	-320	-1,170	330	3,620	3,750	140	Apprenticeship certificate
7242	Industrial electricians	1,070	270	50	-260	110	1,240	1,280	40	Apprenticeship certificate
7243	Power system electricians	180	60	40	-30	20	270	280	10	Apprenticeship certificate
7244	Electrical power line and cable workers	360	60	-30	-30	30	400	420	20	Apprenticeship certificate
7245	Telecommunications line and cable workers	260	70	40	-20	30	380	390	10	Diploma/ certificate excluding apprenticeship
7246	Telecommunications installation and repair workers	560	390	170	-80	100	1,140	1,150	10	Diploma/ certificate excluding apprenticeship
7247	Cable television service and maintenance technicians	20	10	10	0	0	40	40	0	Diploma/ certificate excluding apprenticeship
7251	Plumbers	2,320	830	80	-690	250	2,780	2,880	100	Apprenticeship certificate
7252	Steamfitters, pipefitters and sprinkler system installers	680	130	70	-110	80	850	890	40	Apprenticeship certificate
7253	Gas fitters	310	120	50	-80	40	430	440	10	Apprenticeship certificate

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
7271	Carpenters	4,680	2,400	170	-2,110	510	5,650	5,830	180	Apprenticeship certificate
7272	Cabinetmakers	500	180	-60	-290	30	360	380	30	Apprenticeship certificate
7281	Bricklayers	440	280	40	-210	50	600	620	20	Apprenticeship certificate
7282	Concrete finishers	450	360	40	-280	50	620	640	20	High school
7283	Tilesetters	500	440	10	-330	60	680	710	20	Apprenticeship certificate
7284	Plasterers, drywall installers and finishers and lathers	1,170	710	-30	-640	120	1,330	1,370	50	Apprenticeship certificate
7291	Roofers and shinglers	830	350	60	-270	90	1,060	1,090	30	High school
7292	Glaziers	540	290	20	-170	60	730	760	30	Apprenticeship certificate
7293	Insulators	300	100	-20	-70	30	340	360	10	Apprenticeship certificate
7294	Painters and decorators (except interior decorators)	2,260	1,710	180	-950	300	3,500	3,600	100	High school
7295	Floor covering installers	730	290	90	-240	90	960	990	30	High school
7301	Contractors and supervisors, mechanic trades	0	120	10	980	100	1,220	1,240	20	Apprenticeship certificate
7302	Contractors and supervisors, heavy equipment operator crews	0	300	10	2,240	230	2,790	2,820	40	Apprenticeship certificate
7303	Supervisors, printing and related occupations	0	20	0	60	10	90	90	0	Diploma/ certificate excluding apprenticeship
7304	Supervisors, railway transport operations	0	10	0	170	20	190	200	10	High school
7305	Supervisors, motor transport and other ground transit operators	0	50	0	500	50	610	620	10	Diploma/ certificate excluding apprenticeship
7311	Construction millwrights and industrial mechanics	2,040	680	370	-580	230	2,740	2,790	50	Apprenticeship certificate

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
7312	Heavy-duty equipment mechanics	1,380	340	170	-290	150	1,750	1,790	40	Apprenticeship certificate
7313	Refrigeration and air conditioning mechanics	700	150	90	-130	80	890	910	20	Apprenticeship certificate
7314	Railway carmen/women	100	20	70	-10	20	200	210	10	Apprenticeship certificate
7315	Aircraft mechanics and aircraft inspectors	740	590	-210	310	140	1,570	1,650	80	Apprenticeship certificate
7316	Machine fitters	40	40	20	-30	10	70	70	0	Diploma/ certificate excluding apprenticeship
7318	Elevator constructors and mechanics	240	150	-10	0	30	410	430	10	Apprenticeship certificate
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	4,340	2,000	140	-630	570	6,410	6,620	210	Apprenticeship certificate
7322	Motor vehicle body repairers	940	240	-60	-140	100	1,080	1,150	60	Apprenticeship certificate
7331	Oil and solid fuel heating mechanics	20	0	0	0	0	30	30	0	Apprenticeship certificate
7332	Appliance servicers and repairers	260	190	50	-90	40	460	460	0	Apprenticeship certificate
7333	Electrical mechanics	110	40	10	20	20	190	190	10	Apprenticeship certificate
7334	Motorcycle, all-terrain vehicle and other related mechanics	230	90	60	-10	40	420	430	10	Apprenticeship certificate
7335	Other small engine and small equipment repairers	90	40	60	-40	10	170	170	0	Diploma/ certificate excluding apprenticeship
7361	Railway and yard locomotive engineers	0	100	300	-20	40	420	440	20	Diploma/ certificate excluding apprenticeship
7362	Railway conductors and brakemen/women	0	90	280	-10	40	400	430	30	Diploma/ certificate excluding apprenticeship
7371	Crane operators	550	220	120	-120	70	850	870	20	Apprenticeship certificate
7372	Drillers and blasters — surface mining, quarrying and construction	140	60	20	-50	20	180	180	0	Apprenticeship certificate

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
7373	Water well drillers	0	0	0	0	0	10	10	0	Apprenticeship certificate
7381	Printing press operators	310	120	-10	-60	30	410	430	20	High school
7384	Other trades and related occupations, n.e.c.	590	200	100	-130	70	830	850	20	Apprenticeship certificate
7441	Residential and commercial installers and servicers	1,890	800	-20	-760	190	2,100	2,190	80	High school
7442	Waterworks and gas maintenance workers	160	60	30	-20	20	250	250	0	Diploma/ certificate excluding apprenticeship
7444	Pest controllers and fumigators	130	80	60	-50	20	240	240	10	Diploma/ certificate excluding apprenticeship
7445	Other repairers and servicers	600	310	20	-160	70	840	860	20	Diploma/ certificate excluding apprenticeship
7451	Longshore workers	930	680	40	570	190	2,400	2,280	-120	High school
7452	Material handlers	5,780	3,610	-110	-2,460	660	7,480	7,720	240	High school
7511	Transport truck drivers	8,560	3,780	2,830	-3,720	1,090	12,530	12,850	320	High school
7512	Bus drivers, subway operators and other transit operators	2,140	1,020	740	-10	340	4,240	4,380	140	Diploma/ certificate excluding apprenticeship
7513	Taxi and limousine drivers and chauffeurs	1,730	910	470	-720	210	2,600	2,720	120	High school
7514	Delivery and courier service drivers	2,910	1,480	410	-680	380	4,490	4,570	80	High school
7521	Heavy equipment operators (except crane)	2,910	560	430	-680	300	3,520	3,620	90	Apprenticeship certificate
7522	Public works maintenance equipment operators and related workers	600	210	290	-230	80	940	960	20	High school
7531	Railway yard and track maintenance workers	0	180	370	-100	50	500	520	20	High school
7532	Water transport deck and engine room crew	320	60	150	-70	50	520	530	10	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
7533	Boat and cable ferry operators and related occupations	260	80	180	-70	40	480	490	10	Diploma/ certificate excluding apprenticeship
7534	Air transport ramp attendants	490	560	-160	150	100	1,130	1,190	60	High school
7535	Other automotive mechanical installers and servicers	590	220	-90	-150	60	630	650	20	High school
7611	Construction trades helpers and labourers	5,530	3,590	-280	-3,300	560	6,100	6,340	250	High school
7612	Other trades helpers and labourers	270	80	-60	-80	20	230	250	10	Apprenticeship certificate
7621	Public works and maintenance labourers	660	210	70	-180	70	840	860	20	High school
7622	Railway and motor transport labourers	130	50	20	-20	20	200	210	10	High school
8211	Supervisors, logging and forestry	0	40	0	380	40	460	470	10	Diploma/ certificate excluding apprenticeship
8221	Supervisors, mining and quarrying	0	10	20	480	40	560	570	0	Diploma/ certificate excluding apprenticeship
8222	Contractors and supervisors, oil and gas drilling and services	0	30	10	450	40	540	530	-10	Apprenticeship certificate
8231	Underground production and development miners	330	40	180	-80	40	500	510	10	Apprenticeship certificate
8232	Oil and gas well drillers, servicers, testers and related workers	220	60	200	-120	30	390	370	-20	High school
8241	Logging machinery operators	500	-60	-420	80	10	120	120	10	High school
8252	Agricultural service contractors, farm supervisors and specialized livestock workers	0	110	0	310	40	470	490	20	Diploma/ certificate excluding apprenticeship
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	0	320	50	1,580	170	2,110	2,150	30	High school
8261	Fishing masters and officers	0	0	0	40	0	50	50	0	Apprenticeship certificate

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
8262	Fishermen/women	0	80	10	-20	10	70	100	30	High school
8411	Underground mine service and support workers	60	20	20	-40	10	80	80	0	Apprenticeship certificate
8412	Oil and gas well drilling and related workers and services operators	130	60	120	-100	20	230	220	-10	Apprenticeship certificate
8421	Chain saw and skidder operators	390	-10	-160	20	20	260	270	10	High school
8422	Silviculture and forestry workers	260	20	-240	-30	0	20	30	10	Diploma/ certificate excluding apprenticeship
8431	General farm workers	1,610	2,290	-160	-2,460	140	1,420	1,600	180	High school
8432	Nursery and greenhouse workers	550	980	-30	-1,060	50	480	560	70	High school
8441	Fishing vessel deckhands	60	-20	-50	0	0	-10	-10	0	High school
8442	Trappers and hunters	0	0	0	0	0	0	0	0	Less than high school
8611	Harvesting labourers	250	1,710	-20	-1,720	20	240	280	40	Less than high school
8612	Landscaping and grounds maintenance labourers	4,150	1,680	1,560	-1,640	540	6,300	6,430	130	High school
8613	Aquaculture and marine harvest labourers	100	10	30	-30	10	120	130	10	High school
8614	Mine labourers	140	-20	-170	70	0	30	30	0	High school
8615	Oil and gas drilling, servicing and related labourers	100	30	80	-60	10	170	170	0	High school
8616	Logging and forestry labourers	420	-60	-440	40	0	-50	-40	10	High school
9211	Supervisors, mineral and metal processing	0	30	-10	240	20	290	300	10	Diploma/ certificate excluding apprenticeship
9212	Supervisors, petroleum, gas and chemical processing and utilities	0	70	10	430	40	550	560	10	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
9213	Supervisors, food, beverage and associated products processing	0	100	10	720	80	900	930	20	Diploma/ certificate excluding apprenticeship
9214	Supervisors, plastic and rubber products manufacturing	0	20	0	90	10	120	120	0	High school
9215	Supervisors, forest products processing	0	70	-20	770	70	890	900	10	High school
9217	Supervisors, textile, fabric, fur and leather products processing and manufacturing	0	0	0	40	0	40	50	0	High school
9221	Supervisors, motor vehicle assembling	0	0	0	50	10	60	60	0	High school
9222	Supervisors, electronics manufacturing	0	20	0	80	10	120	120	0	Diploma/ certificate excluding apprenticeship
9223	Supervisors, electrical products manufacturing	0	0	0	40	0	50	50	0	Diploma/ certificate excluding apprenticeship
9224	Supervisors, furniture and fixtures manufacturing	0	20	0	40	10	70	70	0	High school
9226	Supervisors, other mechanical and metal products manufacturing	0	20	0	80	10	120	120	0	Diploma/ certificate excluding apprenticeship
9227	Supervisors, other products manufacturing and assembly	0	40	0	120	10	160	170	0	Diploma/ certificate excluding apprenticeship
9231	Central control and process operators, mineral and metal processing	0	40	190	-70	10	180	190	10	Diploma/ certificate excluding apprenticeship
9232	Petroleum, gas and chemical process operators	200	140	360	-70	50	680	680	0	Diploma/ certificate excluding apprenticeship
9235	Pulping, papermaking and coating control operators	0	40	130	0	20	190	190	0	Diploma/ certificate excluding apprenticeship
9241	Power engineers and power systems operators	500	400	550	-90	120	1,480	1,530	50	Diploma/ certificate excluding apprenticeship

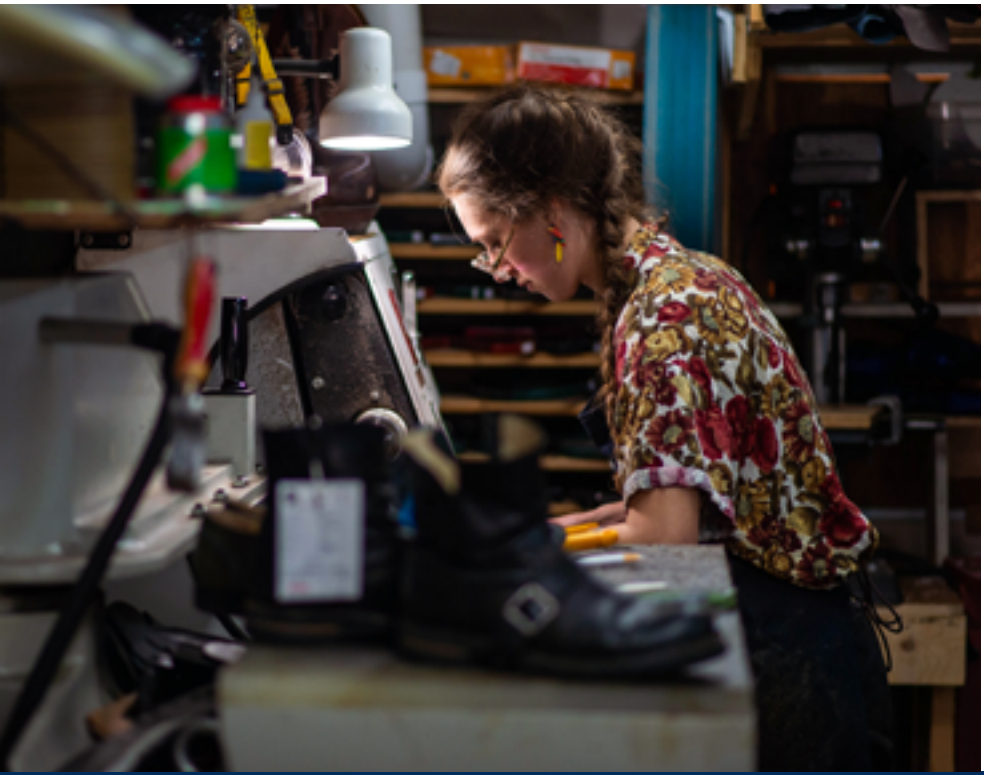
NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
9243	Water and waste treatment plant operators	180	140	240	-90	40	520	530	20	Diploma/ certificate excluding apprenticeship
9411	Machine operators, mineral and metal processing	0	100	160	-80	20	190	200	10	Apprenticeship certificate
9412	Foundry workers	60	10	0	-10	10	70	70	0	Apprenticeship certificate
9413	Glass forming and finishing machine operators and glass cutters	50	230	0	-170	10	120	130	10	High school
9414	Concrete, clay and stone forming operators	90	160	-20	-90	10	160	170	10	High school
9415	Inspectors and testers, mineral and metal processing	0	60	10	-30	0	40	40	0	Diploma/ certificate excluding apprenticeship
9416	Metalworking and forging machine operators	130	240	10	0	40	420	420	0	High school
9417	Machining tool operators	0	90	-10	50	10	140	140	0	Diploma/ certificate excluding apprenticeship
9418	Other metal products machine operators	50	70	0	30	10	160	160	0	High school
9421	Chemical plant machine operators	70	200	20	-120	20	190	200	10	High school
9422	Plastics processing machine operators	100	290	-10	-40	30	360	380	10	High school
9423	Rubber processing machine operators and related workers	60	60	40	-50	10	120	120	0	High school
9431	Sawmill machine operators	280	280	310	-270	50	640	640	0	High school
9432	Pulp mill machine operators	0	0	210	50	20	280	290	10	Apprenticeship certificate
9433	Papermaking and finishing machine operators	0	80	140	-10	20	230	230	0	Diploma/ certificate excluding apprenticeship
9434	Other wood processing machine operators	160	240	110	-220	20	310	310	0	High school
9435	Paper converting machine operators	30	70	-10	0	10	90	100	10	High school

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
9436	Lumber graders and other wood processing inspectors and graders	210	80	10	-110	10	210	210	0	High school
9437	Woodworking machine operators	180	100	10	-90	20	220	230	0	High school
9441	Textile fibre and yarn, hide and pelt processing machine operators and workers	40	0	0	-10	0	30	40	0	High school
9442	Weavers, knitters and other fabric making occupations	100	50	20	-10	10	170	170	0	High school
9445	Fabric, fur and leather cutters	40	40	0	-10	10	70	70	0	High school
9446	Industrial sewing machine operators	360	260	-20	-80	40	570	600	30	High school
9447	Inspectors and graders, textile, fabric, fur and leather products manufacturing	40	50	-10	-10	10	80	80	0	Diploma/ certificate excluding apprenticeship
9461	Process control and machine operators, food, beverage and associated products processing	1,110	680	100	-570	120	1,450	1,500	50	High school
9462	Industrial butchers and meat cutters, poultry preparers and related workers	380	470	50	-240	60	710	730	20	High school
9463	Fish and seafood plant workers	310	330	300	-210	70	790	810	20	High school
9465	Testers and graders, food, beverage and associated products processing	140	120	50	-100	20	220	230	10	Degree
9471	Plateless printing equipment operators	150	120	-10	-90	10	190	200	10	Diploma/ certificate excluding apprenticeship
9472	Camera, platemaking and other prepress occupations	80	40	0	-10	10	110	120	0	Diploma/ certificate excluding apprenticeship
9473	Binding and finishing machine operators	90	10	-20	10	10	110	110	10	High school
9474	Photographic and film processors	80	40	10	-20	10	130	130	0	Diploma/ certificate excluding apprenticeship

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
9521	Aircraft assemblers and aircraft assembly inspectors	40	50	-10	10	10	100	100	0	Apprenticeship certificate
9522	Motor vehicle assemblers, inspectors and testers	160	130	30	-10	40	350	360	10	High school
9523	Electronics assemblers, fabricators, inspectors and testers	330	390	-50	-220	40	480	490	10	Diploma/ certificate excluding apprenticeship
9524	Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	130	140	-10	-90	20	190	200	10	Diploma/ certificate excluding apprenticeship
9525	Assemblers, fabricators and inspectors, industrial electrical motors and transformers	30	10	10	0	0	60	60	0	Diploma/ certificate excluding apprenticeship
9526	Mechanical assemblers and inspectors	150	120	40	-60	20	280	280	0	High school
9527	Machine operators and inspectors, electrical apparatus manufacturing	20	20	0	-20	0	30	30	0	Diploma/ certificate excluding apprenticeship
9531	Boat assemblers and inspectors	120	60	0	0	20	200	220	20	Diploma/ certificate excluding apprenticeship
9532	Furniture and fixture assemblers and inspectors	230	200	0	-250	20	200	210	20	High school
9533	Other wood products assemblers and inspectors	280	200	30	-200	20	320	330	0	High school
9534	Furniture finishers and refinishers	190	240	30	-220	20	270	280	10	High school
9535	Plastic products assemblers, finishers and inspectors	150	100	-10	-80	10	170	190	10	High school
9536	Industrial painters, coaters and metal finishing process operators	320	240	-10	-50	50	550	580	20	High school
9537	Other products assemblers, finishers and inspectors	560	510	-40	-520	50	550	580	30	High school
9611	Labourers in mineral and metal processing	180	120	-10	-90	20	210	220	10	High school
9612	Labourers in metal fabrication	280	130	-80	-50	30	310	320	10	High school

NOC	Description	Young People Starting Work	Immigrants	Migrants From Other Provinces	Inter-Occupational Mobility	Additional Supply Requirement	Net Additions to Supply	Job Openings	Decline in Unemployment	Typical Education Background
9613	Labourers in chemical products processing and utilities	190	150	0	-150	20	210	220	10	High school
9614	Labourers in wood, pulp and paper processing	1,110	380	-230	-510	60	800	810	0	High school
9615	Labourers in rubber and plastic products manufacturing	100	50	10	-60	10	100	100	10	High school
9616	Labourers in textile processing	50	60	10	-50	10	90	90	0	High school
9617	Labourers in food, beverage and associated products processing	2,020	2,870	-20	-1,900	280	3,240	3,340	100	High school
9618	Labourers in fish and seafood processing	260	270	240	-240	50	590	610	20	Less than high school
9619	Other labourers in processing, manufacturing and utilities	1,390	1,290	-30	-1,130	140	1,660	1,740	80	High school
	All Occupations	476,560	346,100	78,950	0	82,930	984,550	1,003,630	19,080	–

Note: Numbers are rounded to the nearest ten and may not add up.



BRITISH
COLUMBIA