

# BRITISH COLUMBIA 2024 LABOUR MARKET OUTLOOK



WorkBC

#FINDYOURFIT



# CONTENTS

MINISTER'S MESSAGE .....	2
ABOUT THIS REPORT .....	4
B.C. LABOUR MARKET OUTLOOK .....	8
TOP 100 HIGH OPPORTUNITY OCCUPATIONS .....	14
REGIONAL OUTLOOK .....	18
<i>Vancouver Island/Coast</i> .....	20
<i>Mainland/Southwest</i> .....	22
<i>North</i> .....	24
<i>South East</i> .....	26



FOCUS ON SELECTED SECTORS.....	28
<i>Technology and Science Occupations</i> .....	28
<i>Natural Resources Industry Sector</i> .....	30
<i>Manufacturing Industry Sector</i> .....	32
CONCLUSION .....	34
APPENDIX 1: <i>Provincial Labour Market Outlook</i> .....	35
APPENDIX 2: <i>Methodology and Assumptions</i> .....	37
APPENDIX 3: <i>Technology and Science Occupations</i> .....	40
APPENDIX 4: <i>Job Openings for All 500 Occupations</i> .....	42



**DID YOU KNOW?**

"British Columbia set to lead provinces in economic growth this year."

– CONFERENCE BOARD OF CANADA



## MINISTER'S MESSAGE

Every year, B.C. invests more than \$7.5 billion in education and training – from early learning programs for the youngest British Columbians all the way through to university degrees; from targeted employment programs for people facing barriers to industry-sponsored training and apprenticeship programs. We make these investments because we recognize the value of learning to individuals and to our society. And we have a responsibility to make sure we get results.

That's why we introduced the Skills for Jobs Blueprint – a plan to better align our annual investment to meet emerging labour market needs and give British Columbians a seamless path from high school through post-secondary education and right into the workforce.

In the coming decade, we plan to redirect \$3 billion to training for high-demand occupations. To do that effectively, we need reliable, timely information about the latest trends and expectations in the labour market. By 2024, we're expecting 935,000 job openings. Roughly a third of those will require a university degree. An even larger share – about 42 percent – will require college or trades training. While we cannot know with certainty how residents and people coming to our province will engage in B.C.'s future labour market, these projections provide us with a direction to align our resources. So it's critical we have the right mix of education and training programs available to meet these needs.

Since the introduction of the Skills for Jobs Blueprint, we've invested \$13 million in 3,000 critical trades training seats in public post-secondary institutions and put in place a policy to sponsor apprentices on publicly-funded infrastructure projects. We've also worked closely with the federal government. Under the Canada-BC Jobs Grant, more than 4,500 workers received training in 2014/15.

Now, with record-high employment levels (2.3 million British Columbians working!) B.C. is poised to be among Canada's leaders in economic growth in 2015. A newly-signed agreement with Pacific NorthWest LNG has set the stage for the largest-ever private-sector investment in our province, valued at US \$36-billion.

Dozens of additional major projects are on the horizon and, while they will not factor into the Labour Market Outlook until we have final investment decisions, they are expected to generate many more job openings. Economic growth will generate thousands more. So too will retirements. And there will always be specific skill requirements in every part of the province.

That's why it's so important to monitor, report on and respond to the trends and activities affecting labour market supply and demand. For example, while this report does not include assumptions about future LNG investments, we are working with communities, employers and post-secondary institutions to ensure that, when final investment decisions are made, B.C.'s workforce will be ready.

In the meantime, labour supply and demand are both expected to grow at approximately 1.2 percent per year for the next 10 years. That's good news for British Columbia: labour-market balance is another sign of continuing stability. Like a balanced budget, it sends a powerful message to investors that B.C. has its house in order; that we have the diverse, skilled workforce business and industry need to thrive. Major investors, who can put their money anywhere, place a high premium on certainty. And this new Labour Market Outlook report is another indication that British Columbia's government, economy, communities and labour supply are strong and stable.

At the same time, this document is more than a report. It's a vital tool for planning a secure, prosperous future. The government has used it since 2010 to help inform investments in training and education – but the data can and should be used more widely. That's why we're taking a new approach this year, presenting information in a way that is meaningful to students, families, employers, job-seekers, educators and anyone else with an interest in living and working in British Columbia.

First, we've added more detail to our analysis of key occupations, to help people make more informed decisions. We've introduced an updated list of top-opportunity occupations, along with lists showing which occupations are trending up or down in terms of demand. And we've added more in-depth analysis for key occupational and sector groupings: technology, manufacturing and natural resources.

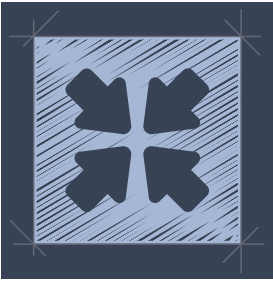
Let's not forget. We analyze the labour market, and regularly update our forecasts to reflect changes in global and provincial economic forces, so we can anticipate any major imbalances in supply and demand. And, through our work with the BC Jobs Plan, we have developed initiatives such as sector roundtables to better identify specific skill requirements and shortages in every part of the province – through engagement with the jobmakers of B.C.

As we prepare for our next stage of growth, we will continue bringing people together to talk about our needs and priorities, and fine-tuning our education and training systems to help ensure that B.C. taxpayers get full value from the billions of dollars we invest every year. With this report, we're inviting all British Columbians to continue working with us to build a future of stability, strength and opportunity.



---

**THE HONOURABLE SHIRLEY BOND**  
*Minister of Jobs, Tourism and Skills Training  
and Minister Responsible for Labour*



## ABOUT THIS REPORT

### *What is the Labour Market?*

The **LABOUR MARKET** is defined as "*the supply of available workers in relation to available work.*" This basic supply and demand equation can affect everything from wage rates to investors' decisions to proceed with major projects.

Within B.C., the labour market varies by industry, geography and occupation. It also changes over time. So it's good to have the latest, most up-to-date information, recognizing that it is only ever a snapshot in time.

That's exactly what you'll find in this Labour Market Outlook report. It provides the best available information about the kinds of jobs and skills that will be most in demand – overall, and region by region – for the next 10 years.

### **WHAT WILL B.C.'S LABOUR MARKET LOOK LIKE IN THE FUTURE? WHAT KINDS OF OCCUPATIONS WILL BE MOST IN DEMAND? and WHERE WILL THE BEST OPPORTUNITIES BE?**

These are important questions, especially for young people planning their careers and employers considering major investments. They're also critical questions for the education and training sectors, which are constantly evolving to ensure we keep pace with a changing world and a growing economy.

That's why the Province issues regular Labour Market Outlook reports, estimating future supply and demand by industry, occupation, education/skill level and geographic region. This information links directly to B.C.'s Skills for Jobs Blueprint, helping to ensure that young people have a seamless path from school to the workplace, and that our labour force has the right mix of skills for the future.

### *Where Do the Numbers Come From?*

We don't have a crystal ball. We can't know the future with certainty. But we do have up-to-date, reliable data from sources including BC Stats, Statistics Canada, Citizenship and Immigration Canada and Employment and Social Development Canada. We also consult directly with a wide range of stakeholders, including employers, industry groups and post-secondary institutions, to get the most current information from their perspectives, including any concerns they have about skill or occupation shortages.

We feed the data into a sophisticated economic modelling system – similar to those used by industry groups and jurisdictions such as Alberta, Saskatchewan, Manitoba and Ontario – to analyze the factors affecting labour market supply and demand.



FIGURE 1 Capturing Complex Labour Market Dynamics

ON THE DEMAND SIDE, we look at three major factors:

- ▶ **HOW MUCH WILL THE ECONOMY GROW?** The model makes these projections based on trends in consumer spending, investment, international trade and government spending, recognizing that some sectors are more labour-intensive. For example, a new hydroelectric plant requires a significant but temporary construction workforce and a relatively small operational workforce. A new hospital, on the other hand, requires large workforces for both construction and operation.
- ▶ **HOW WILL PRODUCTIVITY AND SKILL REQUIREMENTS CHANGE?** Productivity – a measure of how much a worker or workforce produces in a set amount of time – has an impact on the labour market. Viewed simplistically, rising productivity could mean fewer job openings. However, in reality, increased productivity can make us more competitive, leading to increased trade and increased job opportunities. Similarly, technological change can increase the need for certain occupations and the growth of new products or services. Our modelling system takes into account productivity trends across industries.



- ▶ **HOW MANY PEOPLE WILL RETIRE AND WHEN?** With 68 percent of job openings coming from replacement demand due to retirements and deaths by 2024, this is a critical factor to consider. At the same time, the issue of retirement is complex and affected by a wide range of health and social trends, including longer lifespans, better health, a preference to stay engaged in work longer and financial need. In this current Outlook we have also considered that, in some occupations where older workers are highly productive and experienced, more than one new worker may be needed to replace them.

ON THE SUPPLY SIDE, we answer the question

*"How will the job openings be filled?"* by examining the following factors:

- ▶ **HOW MANY B.C. RESIDENTS WILL THERE BE?** Population growth is the ultimate constraint on labour supply. It is driven by birth and death rates as well as immigration, in-migration from other provinces and the number of people moving out of British Columbia.
- ▶ **HOW MANY RESIDENTS WILL CHOOSE TO WORK OR LOOK FOR WORK?** This number is affected by factors such as age, gender and lifestyle preference, including spending in relation to household wealth. It is also directly related to retirement rates.
- ▶ **HOW MANY POTENTIAL WORKERS WILL HAVE THE REQUIRED EDUCATION AND SKILLS TO FILL THE JOB OPENINGS?** Key factors here include K-12 and post-secondary education, certifications, soft skills, hiring practices and industry training.

Together, the six questions listed above form the backbone of our modelling. Each factor is examined by geographic region with results rolled up to show the big picture, province-wide.

## *Who Uses the Numbers?*

The B.C. government uses the projections in the Labour Market Outlook to help shape priorities across the education and training sectors. A Labour Market Priorities Board, established in 2014, brings together decision-makers from all provincial ministries responsible for training and makes key recommendations about the best ways to target the \$7.5 billion B.C. invests in education and training every year.

Students, families, counsellors and job-seekers use the projections to inform decisions about education, training and career planning.

Employers and investors use the data to inform their long-term plans. Industry leaders also work closely with the Province to ensure we have their most current projections for skill and employment needs.

Planners, consultants and anyone who's interested can use the raw data to develop applications or other tools that add further value to our ongoing analyses.



**WHAT ABOUT LNG?** In 2013, the Province commissioned an independent analysis of LNG’s job-creation potential in British Columbia. The study, conducted by Grant Thornton, and assuming the construction of five LNG plants, concluded that an LNG industry in B.C. could create more than 100,000 jobs in the long term.

In 2014, another independent study was ordered to show the demand for various specific occupations as the LNG industry develops. That study, by KPMG, was based on direct input from industry proponents; the results were provided as a stand-alone section in the 2022 Labour Market Outlook.

The Province continues working closely with the industry to maintain and update occupational workforce projections for the LNG sector. However, these projections will factor into the Labour Market Outlook only once there is a final investment decision on one or more projects.



## *Why Do the Numbers Change?*

The world around us is constantly changing, so we regularly update both our data and our assumptions based on the best information available at the time. For example, economic changes like the oil-price plunge of 2014/15 have widespread implications for the labour market in B.C., Canada and around the world.

Outlooks for specific occupations and regions change from year to year. And the expert analysis behind this Labour Market Outlook is always ongoing: as soon as we publish one report, we’re already gathering numbers for the next to ensure that British Columbians have access to the best, most current data on labour market needs and opportunities.

We look forward to continuing to improve the Outlook – and you can help. Tell us which aspects of the Outlook are most helpful, and which could be improved as we continue to build a reliable labour market information system for our province and its diverse regions. Contact us at [workbcinformation@gov.bc.ca](mailto:workbcinformation@gov.bc.ca)

For more on the methodology and assumptions behind this report, see Appendix 2.

For access to the full set of forecast data for all 500 occupations and regions, go to <http://catalogue.data.gov.bc.ca/dataset/labour-market-outlook>

For a broader look at employment, hiring and training opportunities, go to [www.WorkBC.ca](http://www.WorkBC.ca)



# B.C. LABOUR MARKET OUTLOOK

## Overview

B.C.'s economy is on track for a decade of steady growth. Real Gross Domestic Product – which measures economic growth, minus inflation – is projected to grow at an average of 2.2 percent per year through 2024. Employment growth is projected to be 1.2 percent. These projections are consistent with forecasts from the BC Ministry of Finance and BC Stats.

2014-2024 LABOUR MARKET OUTLOOK HIGHLIGHTS	
<b>TOTAL JOB OPENINGS</b>	<b>935,000 (100%)</b>
» Replacement	640,000 (68%)
» Economic growth	295,000 (32%)
<b>SUPPLY ADDITIONS</b>	<b>940,000 (100%)</b>
» New entrants	421,000 (45%)
» Net in-migration	325,000 (34%)
» Other mobility	194,000 (21%)

**TABLE 1** *British Columbia Job Openings, 2014-2024*  
*Note: values rounded, percentages are shares of the total*

### DID YOU KNOW?

B.C.'s economy is on track for a decade of steady growth.



As shown in the figure below, the 935,000 job openings over 10 years include, for example, 80,000 job openings in 2015 and 105,000 job openings in 2021. The forecast does not include the impact of potential future LNG investments. It only factors in major projects that are certain to proceed.

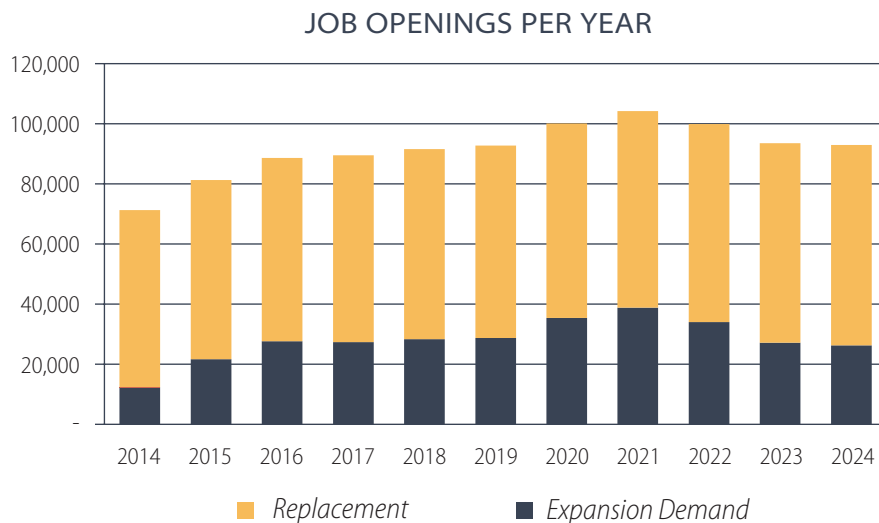
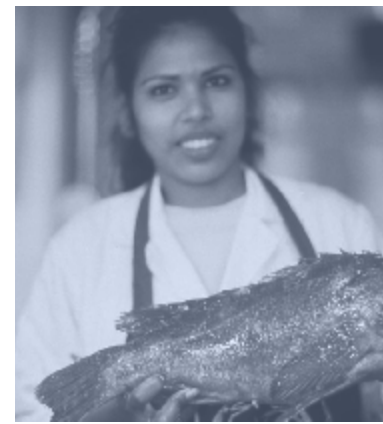


FIGURE 2 Job Openings Forecast 2014-2024

Both new labour market entrants (those seeking work for the first time) and migrants (people moving here from the rest of Canada and other countries) are important components of labour supply. Over the forecast period, new entrants are expected to account for 45 percent of the total new supply while migrants are expected to account for 34 percent. The balance will be filled by people changing occupations or coming back to the labour force after a period of absence (referred to in the figure below as "other mobility").

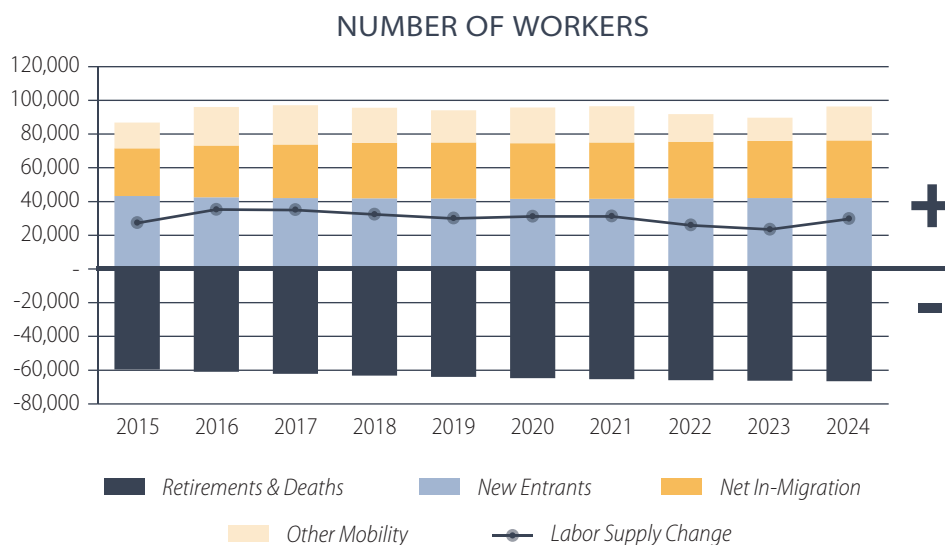


FIGURE 3 Sources of Labour Supply Change 2014-2024



## What's Changed Since the Last Outlook?

The 2022 Labour Market Outlook projected 985,000 job openings with 315,000 new jobs generated by economic growth and 670,000 coming from replacements (retirements and deaths). Since that time:

- ▶ Employment reached an historic high of 2.3 million.
- ▶ Real GDP growth forecasts have moderated, from an annual average of 2.5 percent to 2.2 percent.
- ▶ We have assumed a slight reduction in the average retirement rate over the forecast interval from 2.2 percent to 2.1 percent. The average retirement rate is the percentage of the labour force that retires each year.
- ▶ Statistics Canada reduced its estimate of the size of B.C.'s population and labour force. This reduced the absolute number of projected retirements.

The table below shows the major changes in key drivers of the model since the 2012–2022 forecast.

FIGURE 4 Comparison of Key Model Drivers: 2022 Outlook compared to the 2024 Outlook.

CONCEPT	DESCRIPTION	2012–2022 Forecast	2014–2024 Forecast	Impact of Change 2022 vs. 2024
<b>RETIREMENT RATE</b> <i>(% of labour force, 10 year forecast average)</i>	If more people delay retirement, there will be fewer job openings due to retirement	2.2%	2.1%	Openings ▼
<b>REAL GDP</b> <i>(Constant \$2007 terms, Annual average growth)</i>	Total amount of economic activity/spending adjusted for inflation. Weaker GDP growth leads to lower demand for labour.	2.5%	2.2%	Openings ▼
<b>NON-RESIDENTIAL INVESTMENT</b> <i>(Constant \$2007, sum over 10 years of the forecast)</i>	Investment in industrial, natural resource, and commercial equipment and structures – a large, often variable, component of GDP. Less investment leads to drop in labour demand.	\$437 Billion	\$386 Billion	Openings ▼
<b>MAJOR PROJECT INVESTMENTS INCLUDED</b> <i>(Total over period)</i>	From the BC Government's Major Projects Inventory (MPI). A key input to the non-residential investment forecast. Lower value of major projects means less labour demand.	\$59.2 Billion <i>(37 projects)</i>	\$51.4 Billion <i>(27 projects)</i>	Openings ▼
<b>PARTICIPATION RATE</b> <i>(10 year average)</i>	The % of the working age population that is in the labour force – a lower overall participation rate reduces labour supply.	64.7%	63.1%	Labour Supply ▼
<b>NET INTERNATIONAL IN-MIGRATION</b> <i>(Sum over 10 years of forecast)</i>	International in-migration less out-migration – higher net in-migration leads to higher labour supply.	376,000	410,000	Labour Supply ▲

## A Balanced Outlook

Overall, labour market growth is expected to be driven by various industries and in several regions, reflecting a strong, growing, diverse economy that does not rely too strongly on any single industry for generating growth. As shown in the figure below, supply is expected to exceed demand by 35,800 workers in 2019 but tightening towards the end of the decade.

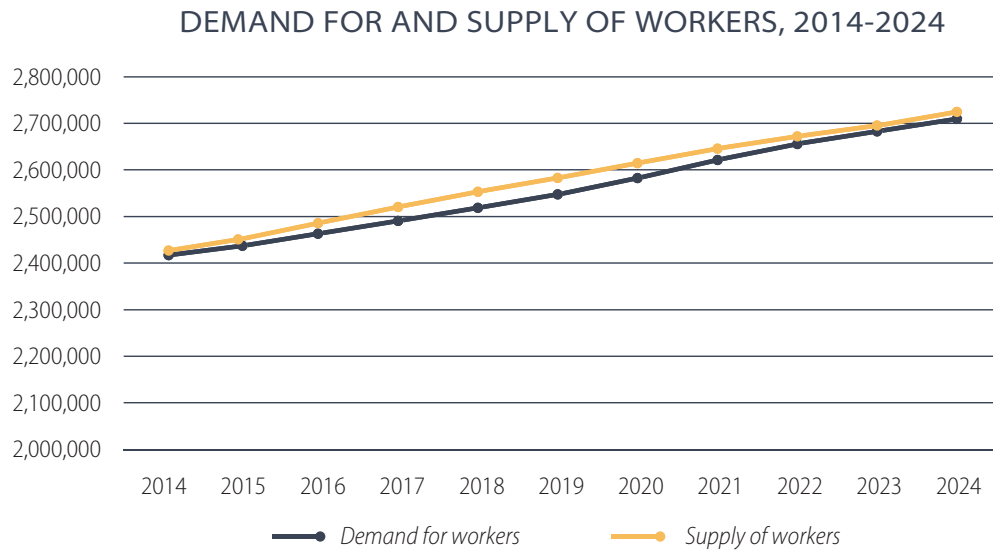


FIGURE 5 A Balanced Labour Market is Expected in B.C. From 2014-2024



### DID YOU KNOW?

Supply is expected to exceed demand by 35,800 workers in 2019.



## Education and Training Needs

More than three quarters of the openings projected to 2024 will require some post-secondary education and training.

As shown in Figure 6 below, the largest share, 42 percent, will likely be in occupations requiring college education or apprenticeship training (National Occupational Classification Skill Level B).

The second largest share, 36 percent, will be in occupations that require a university degree and/or significant work experience. Management occupations are included in this group. (Skill Levels A and 0). Combining these two groups shows that 78 percent of future job openings will require post-secondary education.

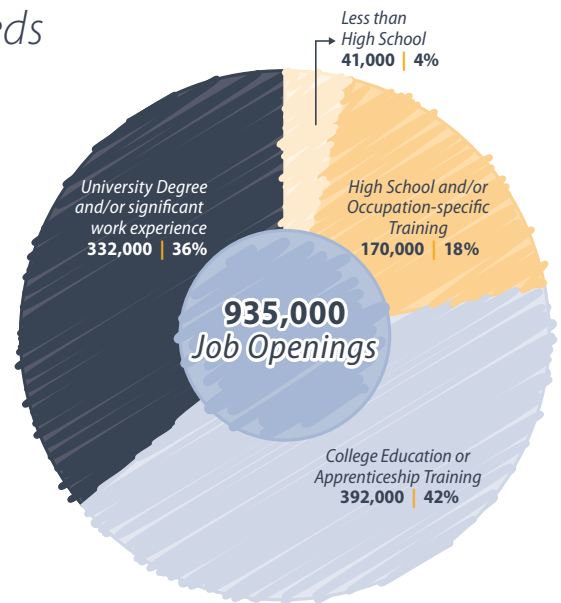


FIGURE 6 Ten-Year Total Job Openings by Education Requirements



### DID YOU KNOW?

Currently, about 70 percent of B.C.'s workers have some post-secondary education and training.

## Occupation Outlook

The need to replace retiring workers is expected to drive nearly two-thirds of projected job openings to 2024 for every occupational group.

About half of total projected job openings over the outlook period are expected to be in three major occupational groups:

- ▶ Sales and Service Occupations
- ▶ Business, Finance and Administration Occupations
- ▶ Management Occupations

Sales and Service occupations, particularly in retail trade, offer significant opportunities for people to enter the labour force and develop skills and competencies. About 30 percent require advanced education or work experience. Business, Finance, Administration and Management occupations offer a wide range of opportunities, playing crucial roles in the functioning and competitiveness of virtually every organization in B.C.

As shown in Figure 7 below, significant demand is also expected in trades, transportation and related occupations – collectively representing 14 percent of total job openings over the 10-year outlook period.

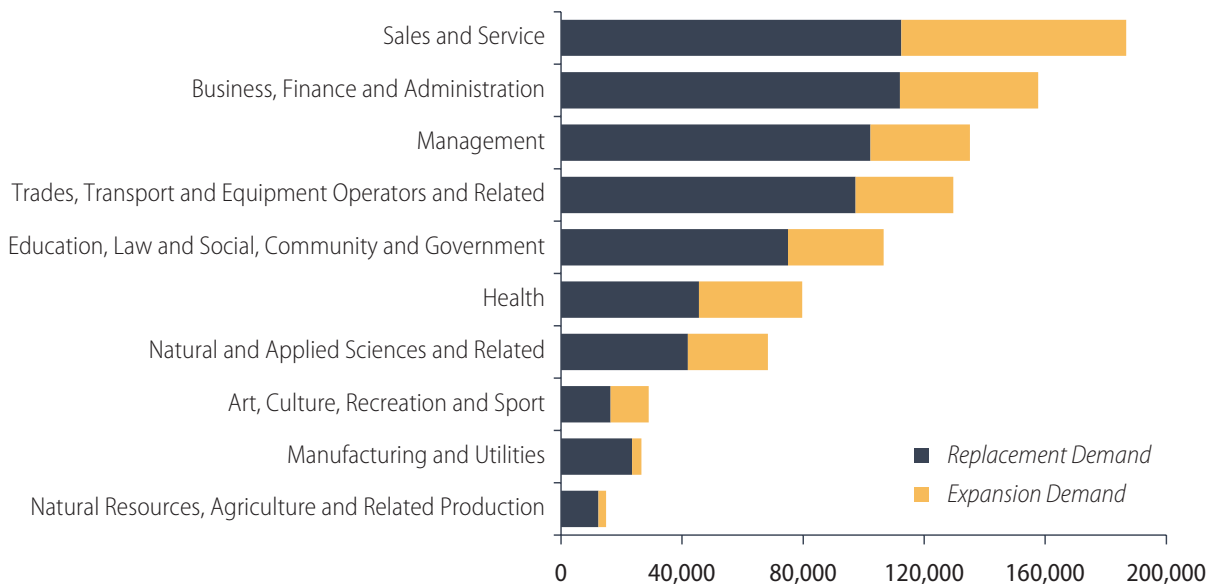
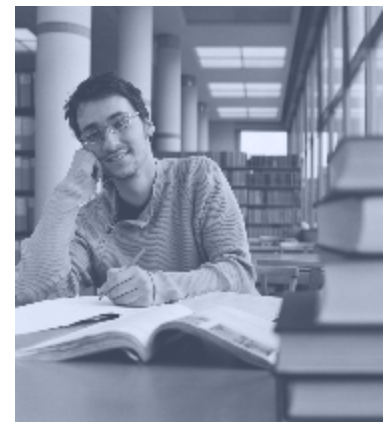


FIGURE 7 Job Openings by Major Occupational Groupings



# TOP 100 HIGH OPPORTUNITY OCCUPATIONS

With 935,000 job openings expected by 2024, British Columbia’s labour market offers opportunities in every industry, region and sector of our economy. As always, there will be higher demand for some occupations – and it’s critical to identify them well in advance to ensure our workforce has the right skills and training.

To determine where demand is likely to be strongest, we look at 500 different occupations and examine the factors influencing current and future market conditions. As shown in the table below, these include unemployment rates, employment insurance counts and employment growth, with each indicator given a weight (10 percent or 20 percent) reflecting its relative impact.

INDICATORS/WEIGHTS	DESCRIPTION
<b>JOB OPENINGS</b> <i>Forecast level (10%)</i> <i>Share of employment (10%)</i>	Occupations with a larger number of job openings, both in terms of total level and share of total employment, mean more opportunities for job seekers and a bigger impact on the overall economy.
<b>UNEMPLOYMENT</b> <i>Historical unemployment rate (10%)</i> <i>Forecast unemployment rate (10%)</i> <i>El claims as share of employment (10%)</i>	Occupations with a lower unemployment rate and low share of Employment Insurance (EI) claims offer greater opportunities to job seekers.
<b>EMPLOYMENT GROWTH</b> <i>Forecast % growth (20%)</i>	Occupations with higher forecast employment growth offer more new job opportunities for job seekers.
<b>EMPLOYMENT LEVEL</b> <i>Historical level (20%)</i>	Occupations with a higher level of employment offer more opportunities for job seekers and have a bigger impact on the overall economy.
<b>EXCESS SUPPLY</b> <i>Supply minus demand gap as share of employment (10%)</i>	Occupations with lower excess supply (as a share of employment) offer increased opportunity for job seekers.

FIGURE 8 Opportunity Indicator Ranking Score Components

The Opportunity Indicator rankings are used to create a list of the Top 100 based on their Opportunity Indicator ranking. These rankings are based on changing demand and supply conditions that are encompassed by the weighted indicator.

The list includes occupations that were on the Top 60 lists from last year’s report, but are now starting to experience labour market conditions that would indicate a relative lessening of opportunities for job seekers. In some cases, these changes are the results of successful initiatives to expand supply through new education and training programs. It would not be prudent to remove such occupations from the list after just one year, but they will be monitored and could be subject to removal from the list if these trends continue in subsequent updates of the Outlook.



We have also added occupations that were not on the Top 60 lists from last year's report, but are now identified as being high opportunity occupations by means of their higher relative Opportunity Indicator ranking.

Key trades occupations are included in consideration of future potential major projects such as LNG investments. And health-care professions, because of their highly-specialized nature, are presented separately, based on expert analysis from the Ministry of Health.

## High Opportunity Health Occupations

The health sector is one of the largest and fastest growing in British Columbia, employing 210,000 people in 2014.<sup>1</sup> The largest share of these (about 170,000) provides publicly insured medical and paramedical care in community, ambulatory, acute and residential care settings.<sup>2</sup> Another 40,000 British Columbians provide non-insured services across a variety of sectors ranging from private nursing care to community physiotherapy.

Between 2000 and 2014, employment growth in the health sector averaged 2.5 percent per year<sup>3</sup> – more than twice the rate of population growth,<sup>4</sup> due in part to an aging population. Between 2014 and 2024, we expect demand to grow at an average rate of 1.9 percent per year.



### 2014 TOP PRIORITY HEALTH PROFESSIONS

- ▶ Registered Nurse
- ▶ Registered Nurse – Specialty Nursing
- ▶ Nurse Practitioner
- ▶ Physiotherapist
- ▶ Occupational Therapist
- ▶ Respiratory Therapist
- ▶ Ultrasonographer
- ▶ Medical Laboratory Technologist
- ▶ Licensed Practical Nurse
- ▶ Health Care Assistant/Care Aide
- ▶ Perfusionist

There is also a need for general practice/family practice and specialist physicians.

For more on opportunities in the health-care sector, go to <http://www.healthmatchbc.org/>

.....

1 Statistics Canada, Labour Force Survey, as provided by BC Stats, February 2015.  
 2 Public Sector Employers Council, 2013  
 3 Statistics Canada, Labour Force Survey, as provided by BC Stats, February 2015.  
 4 Statistics Canada, Annual Population Estimates, CANSIM table 384-0038

# Top Opportunity Occupations in British Columbia Ranked by Skill Level and Job Openings



## TOP OPPORTUNITY MANAGEMENT OCCUPATIONS:

Usually Requiring a  
University Degree  
and/or Significant  
Work Experience

OCCUPATION:	JOB OPENINGS to 2024	MEDIAN WAGE RATE	OCCUPATION Code (NOC)
Retail and wholesale trade managers	27,400	\$25.20	0621
Insurance, real estate and financial brokerage managers	9,400	\$43.27	0121
Restaurant and food service managers	7,900	\$18.50	0631
Construction managers	7,200	\$39.00	0711
Corporate sales managers	5,100	\$34.62	0601
Banking, credit and other investment managers	4,900	\$39.49	0122
Financial managers	4,500	\$36.06	0111
Senior managers – financial, communications and other business services	4,100	\$48.08	0013
Facility operation and maintenance managers	3,900	\$32.00	0714
Home building and renovation managers	3,600	\$18.06	0712
Senior managers – construction, transportation, production and utilities	3,500	\$39.11	0016
Computer and information systems managers	3,500	\$45.19	0213
Advertising, marketing and public relations managers	3,300	\$34.62	0124
Human resources managers	2,900	\$43.27	0112
Accommodation service managers	2,800	\$20.19	0632
Managers in transportation	2,300	\$37.00	0731
Administrators – post-secondary education and vocational training	2,100	\$36.62	0421
Engineering managers	1,200	\$50.00	0211



## TOP OPPORTUNITY OCCUPATIONS:

Usually Requiring a  
University Degree

OCCUPATION:	JOB OPENINGS to 2024	MEDIAN WAGE RATE	OCCUPATION Code (NOC)
Financial auditors and accountants	11,700	\$28.85	1111
Information systems analysts and consultants	7,600	\$34.62	2171
College and other vocational instructors	7,200	\$33.40	4021
University professors and lecturers	6,600	\$39.42	4011
Computer programmers and interactive media developers	6,200	\$33.65	2174
Other financial officers	5,400	\$32.97	1114
Civil engineers	3,700	\$35.00	2131
Lawyers and notaries	3,500	\$51.20	4112
Software engineers and designers	3,500	\$39.42	2173
Professional occupations in business management consulting	3,400	\$28.85	1122
Professional occupations in advertising, marketing and public relations	3,200	\$25.00	1123
Post-secondary teaching and research assistants	2,800	\$19.00	4012
Social workers	2,600	\$31.00	4152
Business development officers and marketing researchers and consultants	2,400	\$25.00	4163
Family, marriage and other related counsellors	2,300	\$29.72	4153
Authors and writers	2,300	\$27.87	5121
Human resources professionals	2,200	\$33.00	1121
Electrical and electronics engineers	2,100	\$40.00	2133
Mechanical engineers	2,000	\$36.00	2132
Web designers and developers	2,000	\$21.63	2175
Architects	1,800	\$31.73	2151
Health policy researchers, consultants and program officers	1,500	\$32.00	4165
Psychologists	1,300	\$33.86	4151

### CORE LIST:

These 64 occupations were included in the previous Outlook report and continue to be top opportunity occupations for Outlook 2014-2024.

### TRENDING UP:

These 21 occupations were not on the previous Outlook report and have been added as they are demonstrating increasing opportunities in Outlook for 2014-2024. If they continue to demonstrate increased opportunities they may be moved to the core list in future years.

### TRENDING DOWN:

These 15 occupations remain on the list, however, since the previous report they are demonstrating less opportunities and will be watched over time. If the opportunities continue to decline they may be removed from the Top 100 List in future years.



**TOP OPPORTUNITY OCCUPATIONS:**  
Usually Requiring  
College Education or  
Apprenticeship Training

OCCUPATION:	JOB OPENINGS to 2024	MEDIAN WAGE RATE	OCCUPATION Code (NOC)
Administrative officers	19,600	\$21.00	1221
Administrative assistants	16,400	\$20.47	1241
Carpenters	11,200	\$23.50	7271
Accounting technicians and bookkeepers	11,000	\$19.00	1311
Social and community service workers	10,800	\$19.00	4212
Cooks	10,700	\$12.10	6322
Early childhood educators and assistants	8,500	\$16.00	4214
Property administrators	6,200	\$20.00	1224
Electricians (except industrial and power system)	5,400	\$27.00	7241
Chefs	4,300	\$15.60	6321
Police officers (except commissioned)	3,800	\$37.50	4311
Insurance agents and brokers	3,800	\$21.63	6231
Painters and decorators (except interior decorators)	3,700	\$18.00	7294
Program leaders and instructors in recreation, sport and fitness	3,500	\$18.00	5254
Construction millwrights and industrial mechanics	3,400	\$30.14	7311
Computer network technicians	3,400	\$25.00	2281
Welders and related machine operators	3,300	\$26.40	7237
Real estate agents and salespersons	3,300	\$19.84	6232
Electronic service technicians (household and business equipment)	3,300	\$25.00	2242
Retail sales supervisors	3,200	\$18.00	6211
Heavy-duty equipment mechanics	3,100	\$31.00	7312
Plumbers	2,800	\$26.00	7251
Bakers	2,700	\$12.50	6332
Contractors and supervisors, heavy equipment operator crews	2,700	\$30.45	7302
Executive assistants	2,500	\$26.30	1222
Legal administrative assistants	2,300	\$23.25	1242
Purchasing agents and officers	2,200	\$25.00	1225
Contractors and supervisors, other construction trades, installers, repairers and servicers	2,200	\$32.00	7205
Electrical and electronics engineering technologists and technicians	1,900	\$28.00	2241
Drafting technologists and technicians	1,900	\$22.50	2253
Retail and wholesale buyers	1,900	\$18.00	6222
Plasterers, drywall installers and finishers and lathers	1,900	\$24.00	7284
Insurance adjusters and claims examiners	1,900	\$26.00	1312
Firefighters	1,500	\$35.00	4312
Machinists and machining and tooling inspectors	1,500	\$31.25	7231
Power engineers and power systems operators	1,500	\$27.00	9241
Interior designers and interior decorators	1,400	\$22.00	5242
Industrial electricians	1,400	\$36.00	7242
Inspectors in public and environmental health and occupational health and safety	1,300	\$32.86	2263
Contractors and supervisors, carpentry trades	1,200	\$30.00	7204
Construction inspectors	1,100	\$36.00	2264
Sheet metal workers	1,000	\$25.50	7233
Crane operators	800	\$31.00	7371
Steamfitters, pipefitters and sprinkler system installers	700	\$31.20	7252
Concrete finishers	600	\$26.00	7282
Gas fitters	400	\$27.24	7253



**TOP OPPORTUNITY OCCUPATIONS:**  
Usually Requiring  
High School and/  
or Occupation  
Specific Training

OCCUPATION:	JOB OPENINGS to 2024	MEDIAN WAGE RATE	Occupation Code (NOC)
Retail salespersons	33,300	\$12.00	6421
Transport truck drivers	15,500	\$23.00	7511
General office support workers	13,200	\$18.31	1411
Receptionists	11,200	\$16.00	1414
Food and beverage servers	7,700	\$11.00	6513
Material handlers	7,500	\$17.00	7452
Accounting and related clerks	6,700	\$20.00	1431
Security guards and related security service occupations	5,800	\$14.97	6541
Heavy equipment operators (except crane)	5,000	\$28.00	7521
Delivery and courier service drivers	3,700	\$16.70	7514
Home child care providers	3,400	\$10.50	4411
Residential and commercial installers and servicers	2,500	\$19.00	7441
Taxi and limousine drivers and chauffeurs	2,400	\$19.77	7513



## REGIONAL OUTLOOK

One of B.C.'s greatest strengths is its geographic diversity. From rainforest to mountain ranges, from wheat fields to desert, every part of British Columbia has its own distinct characteristics, including its own distinctive labour market.

As shown in the map below, thousands of new job openings are expected in every region by 2024. Read on to learn more about the occupations and skill sets most in demand in the North, South East, Mainland/Southwest and Vancouver Island/Coast regions.

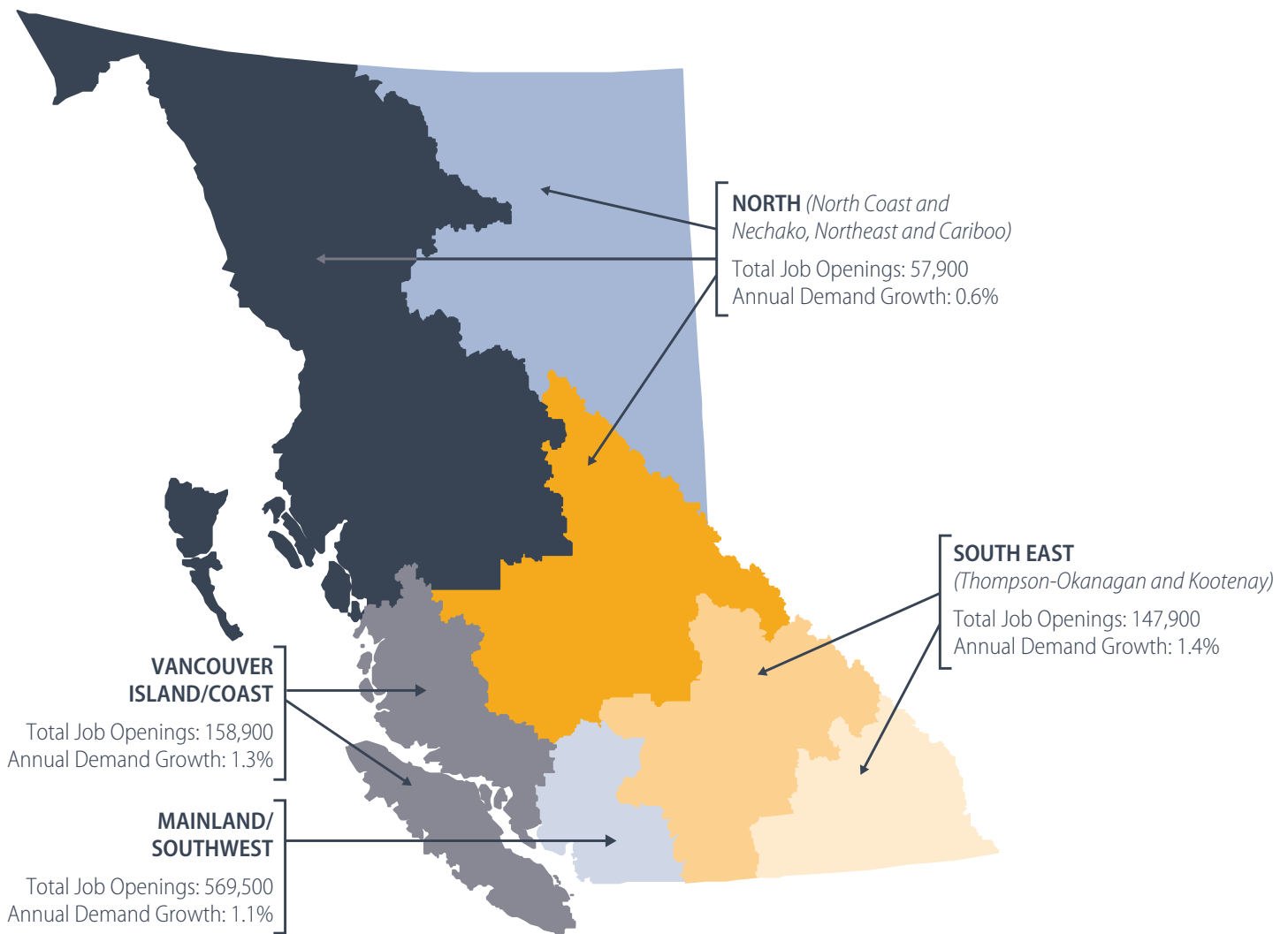
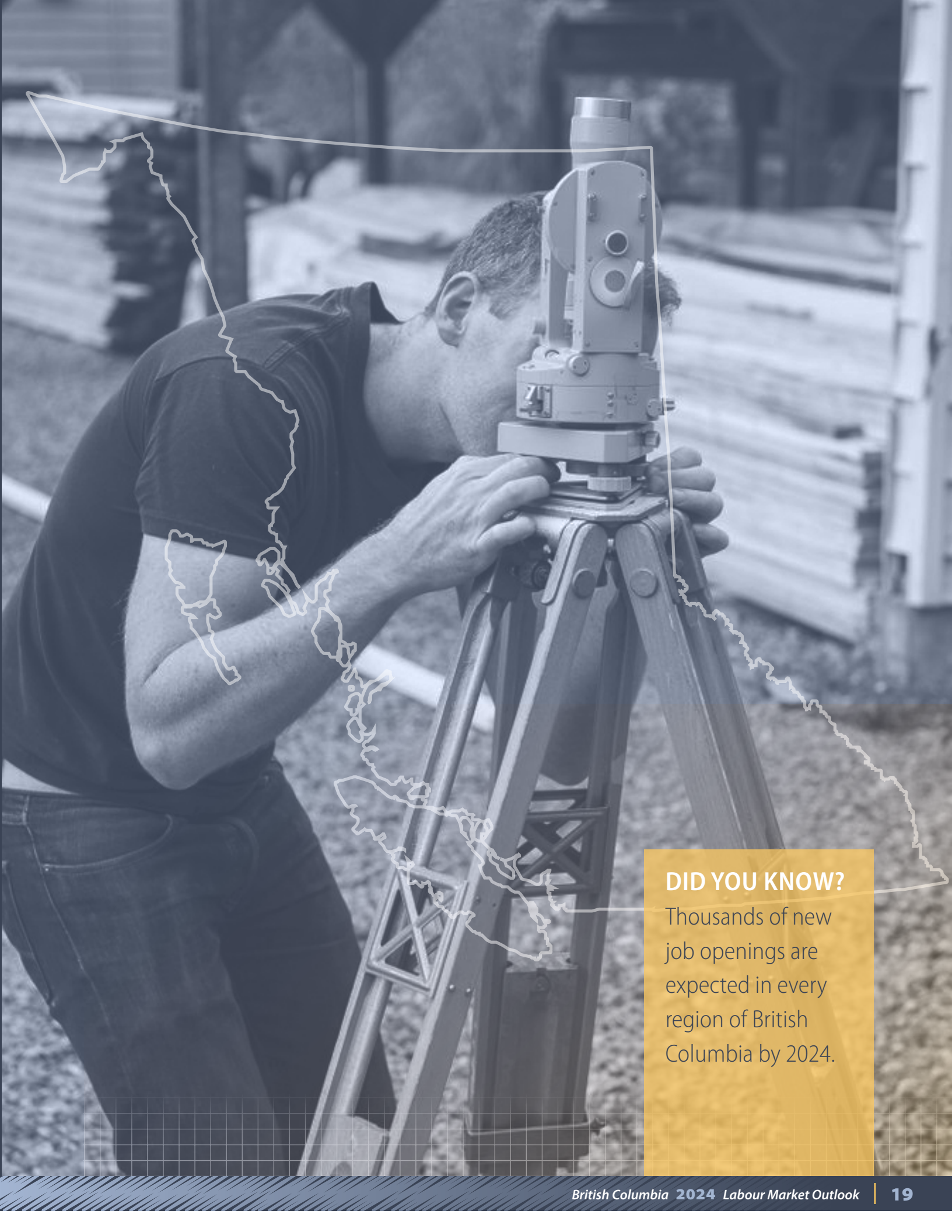


FIGURE 9 Ten-Year Total Job Openings and Average Annual Growth in Demand for Workers



### **DID YOU KNOW?**

Thousands of new job openings are expected in every region of British Columbia by 2024.



## VANCOUVER ISLAND/COAST

The Vancouver Island/Coast region is expected to have 158,900 job openings to 2024, with 33 percent driven by expansion demand and 67 percent to replace retiring workers.

Over the outlook period the region accounts for 17 percent of the total job openings in the province.

Employment demand is forecast to grow by an average of 1.3 percent per year, slightly faster than the province as a whole.

### THE 10 OCCUPATIONS EXPECTED TO EXPAND THE FASTEST IN THE REGION ARE:

NOC	OCCUPATION*	Annual Average Employment Demand Growth
9531	Boat assemblers and inspectors	5.3%
1312	Insurance adjusters and claims examiners	3.8%
6231	Insurance agents and brokers	3.6%
8231	Underground production and development miners	3.3%
2251	Architectural technologists and technicians	3.3%
2151	Architects	3.2%
2261	Non-destructive testers and inspection technicians	3.2%
2154	Land surveyors	2.9%
2148	Other professional engineers	2.9%
6312	Executive housekeepers	2.8%

*\*Note: Health Occupations are not included. See listing of Top High Opportunity Health Professions in previous section.*

### THE FIVE INDUSTRIES EXPECTED TO EXPAND THE FASTEST IN THE REGION ARE:

INDUSTRY*	Annual Average Employment Growth
Transportation equipment manufacturing	5.9%
Mining and quarrying	4.6%
Insurance carriers and related activities	4.0%
Community colleges	3.6%
Architectural, engineering and related services	3.4%

*\*Health industries are not included. See listing of Top High Opportunity Health Professions in previous section.*

The strong growth forecast in Transportation and Equipment Manufacturing is primarily due to increased employment at Victoria Shipyards.

## THE OCCUPATIONS WITH THE LARGEST NUMBER OF JOBS OPENINGS IN THE REGION ARE:

Skill Level	NOC	OCCUPATION	Expansion	Replacement	Job Openings	Wage
<b>O</b>	<b>O: USUALLY REQUIRING A COMBINATION OF EDUCATION AND EXPERIENCE</b>					
	0621	Retail and wholesale trade managers	1,610	3,570	5,170	\$23.63
	0631	Restaurant and food service managers	510	840	1,350	\$18.50
	0121	Insurance, real estate and financial brokerage managers	360	980	1,340	\$43.27*
	0711	Construction managers	350	800	1,150	\$39.00
	0632	Accommodation service managers	370	520	890	\$20.19
<b>A</b>	<b>A: USUALLY REQUIRING A UNIVERSITY DEGREE</b>					
	4032	Elementary school and kindergarten teachers	300	1,710	2,010	\$32.54
	2171	Information systems analysts and consultants	380	980	1,360	\$34.38
	1111	Financial auditors and accountants	190	1,080	1,270	\$26.37
	4021	College and other vocational instructors	470	750	1,220	\$31.00
4031	Secondary school teachers	170	930	1,100	\$34.07	
<b>B</b>	<b>B: USUALLY REQUIRING COLLEGE EDUCATION OR APPRENTICESHIP TRAINING</b>					
	1221	Administrative officers	780	2,650	3,420	\$21.00
	1241	Administrative assistants	720	2,020	2,740	\$20.47
	7271	Carpenters	1,020	1,690	2,710	\$22.00
	4212	Social and community service workers	760	1,560	2,310	\$18.50
1311	Accounting technicians and bookkeepers	430	1,560	2,000	\$19.23	
<b>C</b>	<b>C: USUALLY REQUIRING SECONDARY SCHOOL AND/OR OCCUPATION-SPECIFIC TRAINING</b>					
	6421	Retail salespersons	2,800	3,620	6,420	\$12.00
	7511	Transport truck drivers	690	1,540	2,230	\$23.48
	1411	General office support workers	680	1,510	2,190	\$18.31
	1414	Receptionists	730	1,170	1,900	\$16.10
4412	Home support workers, housekeepers and related occupations	600	1,220	1,820	\$18.00	
<b>D</b>	<b>D: USUALLY REQUIRING ON-THE-JOB TRAINING</b>					
	6731	Light duty cleaners	1,420	1,380	2,800	\$14.50
	6733	Janitors, caretakers and building superintendents	960	1,640	2,610	\$15.00
	6711	Food counter attendants, kitchen helpers and related support occupations	1,620	840	2,460	\$11.00
	6611	Cashiers	1,320	950	2,270	\$11.00
8612	Landscaping and grounds maintenance labourers	880	480	1,360	\$18.00	

Data source for wage: ESDC Job Bank, 2013 median hourly wage for Vancouver Island/Coast unless otherwise noted.

Note: For occupations with a "\*\*", median hourly wage for B.C. is provided as wage data for these occupations are not available for Vancouver Island / Coast. Health Occupations are not included. See listing of Top High Opportunity Health Professions in previous section.

## Regional Profile

- ▶ Vancouver Island/Coast has the second largest employment in the province.
- ▶ The unemployment rate in 2014 was 6.1 percent, the same as the provincial average.
- ▶ The population is substantially older relative to the province as a whole.
- ▶ Compared to B.C. overall, labour force participation is lower.
- ▶ Health Care and Social Assistance, Retail and Wholesale Trade, and Accommodation and Food Services are the largest industries by employment.



## MAINLAND/SOUTHWEST

The Mainland / Southwest development region is expected to have 569,500 job openings to 2024, with 32 percent from economic growth and 68 percent to replace retiring workers.

Employment demand is expected to grow by 1.1 percent per year on average, slightly lower than the province as a whole. However, due to its large population, the region is projected to account for 61 percent of the total job openings in the province. As shown in the tables below, arts and culture will likely be a major driving force for the economy.

### THE 10 OCCUPATIONS FORECAST TO EXPAND FASTEST IN THE REGION ARE:

NOC	OCCUPATION*	Annual Average Employment Demand Growth
5226	Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	3.6%
5131	Producers, directors, choreographers and related occupations	3.5%
5227	Support occupations in motion pictures, broadcasting, photography and the performing arts	3.5%
5222	Film and video camera operators	3.5%
4011	University professors and lecturers	3.2%
5225	Audio and video recording technicians	3.0%
4012	Post-secondary teaching and research assistants	2.9%
5135	Actors and comedians	2.8%
0512	Managers - publishing, motion pictures, broadcasting and performing arts	2.6%
2151	Architects	2.5%

*\*Note: Health Occupations are not included. See listing of Top High Opportunity Health Professions in previous section.*

### THE FIVE INDUSTRIES FORECAST TO EXPAND THE FASTEST IN THE REGION ARE:

INDUSTRY*	Annual Average Employment Growth
Motion picture and video industries	4.4%
Universities	3.3%
Computer systems design and related services	2.9%
Architectural, engineering and related services	2.6%
Publishing industries	2.4%

*\*Health industries are not included. See listing of Top High Opportunity Health Professions in previous section.*

The strong growth expected in the Motion Picture and Video industry is linked to a weakened Canadian dollar, as well as a number of tax incentives recently renewed by the Province.



## THE OCCUPATIONS WITH THE LARGEST NUMBER OF JOBS OPENINGS IN THE REGION ARE:

Skill Level	NOC	OCCUPATION	Expansion	Replacement	Job Openings	Wage
<b>O</b>	<b>O: USUALLY REQUIRING A COMBINATION OF EDUCATION AND EXPERIENCE</b>					
	0621	Retail and wholesale trade managers	4,340	11,430	15,780	\$25.96
	0121	Insurance, real estate and financial brokerage managers	1,570	5,000	6,570	\$37.36
	0631	Restaurant and food service managers	1,440	3,050	4,500	\$17.76
	0711	Construction managers	720	3,650	4,370	\$41.67
	0601	Corporate sales managers	1,080	2,950	4,030	\$34.62
<b>A</b>	<b>A: USUALLY REQUIRING A UNIVERSITY DEGREE</b>					
	1111	Financial auditors and accountants	2,750	6,090	8,840	\$28.85
	4032	Elementary school and kindergarten teachers	800	5,490	6,290	\$31.73
	2171	Information systems analysts and consultants	2,640	3,180	5,820	\$36.06
	2174	Computer programmers and interactive media developers	2,740	2,120	4,870	\$35.00
	4011	University professors and lecturers	2,470	2,370	4,840	\$38.70
<b>B</b>	<b>B: USUALLY REQUIRING COLLEGE EDUCATION OR APPRENTICESHIP TRAINING</b>					
	1221	Administrative officers	2,850	8,660	11,510	\$21.43
	1241	Administrative assistants	2,820	6,850	9,670	\$21.43
	6322	Cooks	2,460	3,430	5,900	\$12.00
	1311	Accounting technicians and bookkeepers	1,380	4,150	5,530	\$19.00
	4212	Social and community service workers	1,980	3,330	5,310	\$19.50
<b>C</b>	<b>C: USUALLY REQUIRING SECONDARY SCHOOL AND/OR OCCUPATION-SPECIFIC TRAINING</b>					
	6421	Retail salespersons	7,830	12,330	20,160	\$12.00
	1411	General office support workers	2,780	5,530	8,300	\$18.31
	7511	Transport truck drivers	400	6,770	7,170	\$22.00
	1414	Receptionists	2,880	3,790	6,670	\$16.00
	6411	Sales and account representatives – wholesale trade (non-technical)	1,910	3,890	5,800	\$22.12
<b>D</b>	<b>D: USUALLY REQUIRING ON-THE-JOB TRAINING</b>					
	6711	Food counter attendants, kitchen helpers and related support occupations	4,020	3,380	7,410	\$10.70
	6733	Janitors, caretakers and building superintendents	1,810	4,950	6,770	\$16.75
	6611	Cashiers	3,080	3,320	6,400	\$10.60
	6731	Light duty cleaners	1,940	4,370	6,310	\$15.00
	6622	Store shelf stockers, clerks and order fillers	1,370	1,950	3,320	\$11.50

Data source for wage: ESDC Job Bank, 2013 median hourly wage for Mainland / Southwest.

Note: Health Occupations are not included. See listing of Top High Opportunity Health Professions in previous section.

## Regional Profile

- ▶ Mainland/Southwest has the largest employment in B.C., with nearly two-thirds of the total employment in the province.
- ▶ The unemployment rate in 2014 was 6.0 percent, close to the provincial average of 6.1 percent.
- ▶ The population is slightly younger relative to the province as a whole.
- ▶ Compared to B.C. overall, labour force participation is slightly higher.
- ▶ Retail and Wholesale Trade, Health Care and Social Assistance, and Professional, Scientific and Technical Services are the largest industries by employment.



## NORTH

Compared to the rest of British Columbia, people in the North are younger and more likely to be in the workforce. In 2014, the Northeast had the lowest unemployment rate in the province. At the same time, the North Coast and Nechako regions had the highest unemployment rate, underlining the fact that each community's needs and opportunities are different.

By 2024, the North is expecting 57,900 job openings, with almost half in the Cariboo region. Approximately one in five openings will be due to expansion with the balance due to retirements.

### THE 10 OCCUPATIONS FORECAST TO EXPAND THE FASTEST IN THE REGION ARE:

NOC	OCCUPATION*	Annual Average Employment Demand Growth
9211	Supervisors, mineral and metal processing	3.0%
0012	Senior government managers and officials	2.5%
9611	Labourers in mineral and metal processing	2.3%
0632	Accommodation service managers	2.1%
6511	Mâitres d'hôtel and hosts/hostesses	2.0%
1414	Receptionists	2.0%
4168	Program officers unique to government	1.9%
5121	Authors and writers	1.9%
5123	Journalists	1.9%
7245	Telecommunications line and cable workers	1.9%
1225	Purchasing agents and officers	1.8%
6533	Casino occupations	1.8%

*\*Note: Health Occupations are not included. See listing of Top High Opportunity Health Professions in previous section.*

### THE FIVE INDUSTRIES FORECAST TO EXPAND THE FASTEST IN THE REGION ARE:

INDUSTRY*	Annual Average Employment Growth
Primary metal manufacturing	3.1%
Amusement gambling and recreation industries	2.0%
Telecommunications	1.9%
Local municipal and regional public administration	1.9%
Accommodation services	1.9%

*\*Health industries are not included. See listing of Top High Opportunity Health Professions in previous section.*

## THE OCCUPATIONS WITH THE LARGEST NUMBER OF JOBS OPENINGS IN THE REGION ARE:

Skill Level	NOC	OCCUPATION	Expansion	Replacement	Job Openings	Wage
<b>O</b>	<b>O: USUALLY REQUIRING A COMBINATION OF EDUCATION AND EXPERIENCE</b>					
	0621	Retail and wholesale trade managers	-50	1,530	1,490	\$25.20
	0631	Restaurant and food service managers	240	370	610	\$18.50
	0821	Managers in agriculture	-80	670	590	\$13.00*
	0711	Construction managers	70	370	440	\$39.00*
	0121	Insurance, real estate and financial brokerage managers	50	250	310	\$43.27*
<b>A</b>	<b>A: USUALLY REQUIRING A UNIVERSITY DEGREE</b>					
	4032	Elementary school and kindergarten teachers	110	900	1,020	\$32.00
	4031	Secondary school teachers	10	590	600	\$34.07
	2122	Forestry professionals	140	380	520	\$33.33
	4021	College and other vocational instructors	50	400	450	\$33.40
	1111	Financial auditors and accountants	50	270	320	\$28.85
<b>B</b>	<b>B: USUALLY REQUIRING COLLEGE EDUCATION OR APPRENTICESHIP TRAINING</b>					
	4214	Early childhood educators and assistants	470	900	1,370	\$16.00
	1221	Administrative officers	190	1,090	1,280	\$21.00
	1241	Administrative assistants	160	890	1,050	\$20.28
	1311	Accounting technicians and bookkeepers	40	1,010	1,050	\$19.00
	7312	Heavy-duty equipment mechanics	40	940	980	\$31.00
<b>C</b>	<b>C: USUALLY REQUIRING SECONDARY SCHOOL AND/OR OCCUPATION-SPECIFIC TRAINING</b>					
	7511	Transport truck drivers	190	2,400	2,590	\$25.00
	6421	Retail salespersons	-170	1,340	1,170	\$12.00
	7521	Heavy equipment operators (except crane)	180	920	1,100	\$28.00
	1414	Receptionists	330	390	710	\$16.00
	1411	General office support workers	180	530	710	\$18.31
<b>D</b>	<b>D: USUALLY REQUIRING ON-THE-JOB TRAINING</b>					
	6733	Janitors, caretakers and building superintendents	240	1,080	1,320	\$17.00
	6711	Food counter attendants, kitchen helpers and related support occupations	600	460	1,060	\$10.50
	6731	Light duty cleaners	280	530	810	\$14.50
	7611	Construction trades helpers and labourers	260	540	800	\$23.25
	6611	Cashiers	100	370	470	\$11.00

Data source for wage: ESDC Job Bank, 2013 median hourly wage for Cariboo unless otherwise noted.

Note: For occupations with a "\*\*", median hourly wage for B.C. is provided as wage data for these occupations are not available for North.

Health Occupations are not included. See listing of Top High Opportunity Health Professions in previous section.

## Regional Profile

- ▶ Seven percent of workers in the province are employed in the North.
- ▶ The unemployment rate in the North varies across the four regions.
- ▶ In 2014, the unemployment rate in the North was 6.2 percent, close to the provincial rate (6.1 percent).
- ▶ The population is younger relative to the province as a whole. The Northeast has the youngest population across all regions.
- ▶ Compared to B.C. overall, labour force participation is higher, especially in Northeast.
- ▶ Retail and Wholesale Trade, Health Care and Social Assistance, and Construction are the largest industries by employment.



## SOUTH EAST

The South East is expected to have the highest employment demand in the province, growing by an average of 1.4 percent per year through to 2024. A total of 147,900 job openings are expected, with 35 percent of them driven by expansion demand and the balance due to retirements. Food Manufacturing and Insurance Related Activities are expected to experience the strongest employment growth at more than 4 percent per year on average.

### THE 10 OCCUPATIONS FORECAST TO EXPAND THE FASTEST IN THE REGION ARE:

NOC	OCCUPATION*	Annual Average Employment Demand Growth
1312	Insurance adjusters and claims examiners	4.7%
6231	Insurance agents and brokers	3.4%
1434	Banking, insurance and other financial clerks	3.0%
1435	Collectors	2.7%
7203	Contractors and supervisors, pipefitting trades	2.4%
0121	Insurance, real estate and financial brokerage managers	2.4%
1414	Receptionists	2.4%
7253	Gas fitters	2.3%
6533	Casino occupations	2.3%
1228	Employment insurance, immigration, border services and revenue officers	2.3%

*\*Note: Health Occupations are not included. See listing of Top High Opportunity Health Professions in previous section.*

### THE FIVE INDUSTRIES FORECAST TO EXPAND THE FASTEST IN THE REGION ARE:

INDUSTRY*	Annual Average Employment Growth
Food manufacturing	4.3%
Insurance carriers and related activities	4.2%
Federal government public administration	2.6%
Fabricated metal product manufacturing	2.6%
Truck transportation	2.4%

*\*Health industries are not included. See listing of Top High Opportunity Health Professions in previous section.*

## THE OCCUPATIONS WITH THE LARGEST NUMBER OF JOBS OPENINGS IN THE REGION ARE:

Skill Level	NOC	OCCUPATION	Expansion	Replacement	Job Openings	Wage
<b>O</b>	<b>O: USUALLY REQUIRING A COMBINATION OF EDUCATION AND EXPERIENCE</b>					
	0621	Retail and wholesale trade managers	1,350	3,650	5,000	\$27.00
	0821	Managers in agriculture	550	1,160	1,710	\$13.00*
	0631	Restaurant and food service managers	450	940	1,390	\$18.70
	0711	Construction managers	470	810	1,280	\$39.00
	0121	Insurance, real estate and financial brokerage managers	410	800	1,210	\$43.27
<b>A</b>	<b>A: USUALLY REQUIRING A UNIVERSITY DEGREE</b>					
	4032	Elementary school and kindergarten teachers	420	1,280	1,700	\$32.00
	1111	Financial auditors and accountants	470	790	1,270	\$27.00
	4031	Secondary school teachers	290	900	1,190	\$36.06
	4021	College and other vocational instructors	310	650	960	\$33.40
	1114	Other financial officers	310	480	790	\$20.47
<b>B</b>	<b>B: USUALLY REQUIRING COLLEGE EDUCATION OR APPRENTICESHIP TRAINING</b>					
	1221	Administrative officers	960	2,440	3,400	\$19.50
	1241	Administrative assistants	950	2,020	2,970	\$20.47
	7271	Carpenters	1,200	1,530	2,730	\$23.00
	1311	Accounting technicians and bookkeepers	800	1,630	2,430	\$19.00
	6322	Cooks	890	900	1,790	\$12.00
<b>C</b>	<b>C: USUALLY REQUIRING SECONDARY SCHOOL AND/OR OCCUPATION-SPECIFIC TRAINING</b>					
	6421	Retail salespersons	2,160	3,350	5,510	\$12.00
	7511	Transport truck drivers	1,030	2,460	3,490	\$23.24
	1411	General office support workers	730	1,220	1,950	\$18.31
	1414	Receptionists	900	1,020	1,920	\$16.50
	7521	Heavy equipment operators (except crane)	440	1,160	1,600	\$25.00
<b>D</b>	<b>D: USUALLY REQUIRING ON-THE-JOB TRAINING</b>					
	6731	Light duty cleaners	970	1,630	2,590	\$13.50
	6733	Janitors, caretakers and building superintendents	880	1,560	2,440	\$17.00
	6711	Food counter attendants, kitchen helpers and related support occupations	1,350	970	2,310	\$10.50
	6611	Cashiers	870	1,090	1,960	\$10.55
	7611	Construction trades helpers and labourers	720	700	1,420	\$17.00

Data source for wage: ESDC Job Bank, 2013 median hourly wage for Thompson/Okanagan unless otherwise noted.

Note: For occupations with a "\*\*", median hourly wage for B.C. is provided as wage data for these occupations are not available for South East.

Health Occupations are not included. See listing of Top High Opportunity Health Professions in previous section.

## Regional Profile

- ▶ About 14% of the workers in the province are employed in the South East.
- ▶ The unemployment rate in 2014 was higher for the South East (at 6.4 percent) than for the province overall (6.1 percent).
- ▶ The population is substantially older relative to the province as a whole.
- ▶ Compared to B.C. overall, labour force participation is lower, especially in Kootenay. This is primarily due to the age of the population.
- ▶ Retail and Wholesale Trade, Healthcare and Social Assistance, and Accommodation and Food Services are the largest industries by employment.



## FOCUS ON SELECTED SECTORS

THIS SECTION SHOWS THE LABOUR MARKET OUTLOOK FOR OCCUPATIONS IN THREE SELECTED GROUPS:

*Technology and Science occupations*<sup>5</sup> as well as two key industry sectors: *Manufacturing and Natural Resources*. These are generally well-paying jobs. Many require extensive education while others require occupation-specific or on-the-job training.

Together, these three groups are expected to account for about 16 percent of the job openings in B.C. by 2024.

### TECHNOLOGY *and* SCIENCE OCCUPATIONS: *70,000 job openings*

This occupational group employs 155,000 – 6.8 percent of B.C.'s workforce. By 2024, it's expected to account for 7.5 percent of total job openings (70,000). It includes most of the natural and applied sciences occupations, technical occupations in motion pictures and broadcasting, telecommunications work and related management occupations.

The following five industries are expected to generate 56 percent of the openings for technology and science occupations:

- ▶ Computer Systems Design and Related Services (17,800)
- ▶ Architectural, Engineering and Related Services (11,000)
- ▶ Telecommunications (3,900)
- ▶ Construction (3,700)
- ▶ Other Professional, Scientific and Technical Services (2,700)

.....  
<sup>5</sup> Definitions of this occupational group is shown in Appendix 3.

#### DID YOU KNOW?

Technology and science occupations are expected to account for 7.5 percent of total job openings (70,000) by 2024.

OCCUPATIONS WITH THE LARGEST NUMBER OF EXPECTED JOB OPENINGS  
IN THE SECTOR BY SKILL LEVEL ARE:

Skill Level	NOC	OCCUPATION	Expansion	Replacement	Job Openings	Wage
<b>O</b>	<b>O: USUALLY REQUIRING A COMBINATION OF EDUCATION AND EXPERIENCE</b>					
	0213	Computer and information systems managers	1,220	2,250	3,470	\$45.20
	0211	Engineering managers	320	840	1,150	\$50.00
	0131	Telecommunication carriers managers	100	430	530	\$39.90
	0212	Architecture and science managers	120	320	440	\$39.00
<b>A</b>	<b>A: USUALLY REQUIRING A UNIVERSITY DEGREE</b>					
	2171	Information systems analysts and consultants	3,170	4,390	7,560	\$34.60
	2174	Computer programmers and interactive media developers	3,280	2,960	6,230	\$33.70
	2131	Civil engineers	1,600	2,120	3,720	\$35.00
	2173	Software engineers and designers	1,920	1,560	3,480	\$39.40
	2133	Electrical and electronics engineers	790	1,320	2,110	\$40.00
	2132	Mechanical engineers	820	1,220	2,040	\$36.00
	2175	Web designers and developers	1,060	980	2,040	\$21.60
	2122	Forestry professionals	260	1,080	1,340	\$33.30
2121	Biologists and related scientists	420	900	1,330	\$33.70	
<b>B</b>	<b>B: USUALLY REQUIRING COLLEGE EDUCATION OR APPRENTICESHIP TRAINING</b>					
	2281	Computer network technicians	1,280	2,070	3,350	\$25.00
	2242	Electronic service technicians (household and business equipment)	1,090	2,190	3,280	\$25.00
	2282	User support technicians	1,020	1,430	2,460	\$25.60
	2241	Electrical and electronics engineering technologists and technicians	560	1,310	1,870	\$28.00
	2225	Landscape and horticulture technicians and specialists	480	970	1,450	\$18.00
	2263	Inspectors in public and environmental health and occupational health and safety	420	920	1,340	\$32.90
7246	Telecommunications installation and repair workers	280	920	1,190	\$30.00	

\* 2013 median hourly wage for British Columbia; data source: ESDC





## NATURAL RESOURCES INDUSTRY SECTOR: *23,500 Job Openings*

The natural resources sector encompasses Agriculture, Forestry, Fishing and Hunting, Mining, Quarrying, and Oil and Gas Extraction. It currently employs 74,300 people, accounting for 3.3 percent of the total B.C. workforce.

This sector is expected to have 23,500 job openings over the outlook period to 2024, including 200 (1 percent) due to economic growth and 23,300 (99 percent) due to replacing retirements. Within this sector, Farms and Mining industries are anticipated to post the largest numbers of job openings in 10 years.

- ▶ Farms (7,000)
- ▶ Mining (6,400)
- ▶ Forestry and logging (3,600)
- ▶ Support activities for agriculture and forestry (3,100)
- ▶ Oil and gas extraction (3,000)
- ▶ Fishing hunting and trapping (300)
- ▶ Support activities for mining and oil and gas extraction (100)

### **DID YOU KNOW?**

The Natural Resources Sector currently employs 74,300 people, accounting for 3.3 percent of the total B.C. workforce.





OCCUPATIONS WITH THE LARGEST NUMBER OF EXPECTED JOB OPENINGS  
IN THE SECTOR BY SKILL LEVEL ARE:

<i>Skill Level</i>	<b>NOC</b>	<b>OCCUPATION</b>	<i>Expansion</i>	<i>Replacement</i>	<i>Job Openings</i>	<i>Wage</i>
<b>O</b>	<b>O: USUALLY REQUIRING A COMBINATION OF EDUCATION AND EXPERIENCE</b>					
	0821	Managers in agriculture	460	3,080	3,530	\$13.00
	0811	Managers in natural resources production and fishing	-10	930	930	\$42.70
	0016	Senior managers - construction, transportation, production and utilities	10	530	550	\$39.10
	0822	Managers in horticulture	0	170	170	\$15.10
	0823	Managers in aquaculture	70	50	120	\$24.20
<b>A</b>	<b>A: USUALLY REQUIRING A UNIVERSITY DEGREE</b>					
	2122	Forestry professionals	180	620	800	\$33.30
	1111	Financial auditors and accountants	70	230	290	\$28.90
	2143	Mining engineers	30	190	220	N/A
	2113	Geoscientists and oceanographers	-70	260	180	\$34.60
	2145	Petroleum engineers	40	60	100	\$49.20
<b>B</b>	<b>B: USUALLY REQUIRING COLLEGE EDUCATION OR APPRENTICESHIP TRAINING</b>					
	8241	Logging machinery operators	-80	900	820	\$27.50
	8231	Underground production and development miners	260	510	770	\$33.00
	2223	Forestry technologists and technicians	-20	680	650	\$26.00
	7312	Heavy-duty equipment mechanics	0	550	560	\$31.00
	8222	Contractors and supervisors, oil and gas drilling and services	10	540	560	\$32.40
<b>C</b>	<b>C: USUALLY REQUIRING SECONDARY SCHOOL AND/OR OCCUPATION-SPECIFIC TRAINING</b>					
	8431	General farm workers	170	1,310	1,480	\$14.00
	7511	Transport truck drivers	-220	1,350	1,150	\$23.00
	7521	Heavy equipment operators (except crane)	130	1,000	1,130	\$28.00
	8432	Nursery and greenhouse workers	-70	620	540	\$11.50
	8421	Chain saw and skidder operators	-20	360	340	\$28.00
<b>D</b>	<b>D: USUALLY REQUIRING ON-THE-JOB TRAINING</b>					
	8611	Harvesting labourers	-80	600	520	\$12.00
	8616	Logging and forestry labourers	-80	470	390	\$23.70
	8614	Mine labourers	-30	110	80	\$23.00
	8613	Aquaculture and marine harvest labourers	30	30	80	\$16.50
	7611	Construction trades helpers and labourers	30	30	60	\$20.00

\* 2013 median hourly wage for British Columbia; data source: ESDC



## MANUFACTURING INDUSTRY SECTOR: *57,000 Job Openings*

The manufacturing sector includes manufacturing of Food, Wood Product, Paper, Primary Metal, Fabricated Metal Product, Machinery, Transportation Equipment, and other manufacturing. It currently employs 161,400 people, accounting for 7.1 percent of the total B.C. workforce.

By 2024, this industry sector is expected to have 57,000 job openings, with 7,000 (14 percent) due to economic expansion and 50,000 (86 percent) due to replacement need. Within this sector, Food Manufacturing and Wood Product Manufacturing industries are anticipated to post the largest numbers of job openings in 10 years.

- ▶ Food manufacturing (9,800)
- ▶ Wood product manufacturing (7,100)
- ▶ Fabricated metal product manufacturing (4,500)
- ▶ Transportation equipment manufacturing (3,800)
- ▶ Machinery manufacturing (3,600)
- ▶ Primary metal manufacturing (2,200)
- ▶ Paper manufacturing (900)
- ▶ Other manufacturing (24,800)

### DID YOU KNOW?

The Manufacturing Industry Sector currently employs 161,400 people, accounting for 7.1 percent of the total B.C. workforce.



OCCUPATIONS WITH THE LARGEST NUMBER OF EXPECTED JOB OPENINGS  
IN THE SECTOR BY SKILL LEVEL ARE:

<i>Skill Level</i>	<b>NOC</b>	<b>OCCUPATION</b>	<i>Expansion</i>	<i>Replacement</i>	<i>Job Openings</i>	<i>Wage</i>
<b>O</b>	<b>O: USUALLY REQUIRING A COMBINATION OF EDUCATION AND EXPERIENCE</b>					
	0911	Manufacturing managers	500	3,470	3,970	\$36.10
	0016	Senior managers - construction, transportation, production and utilities	130	970	1,110	\$39.10
	0601	Corporate sales managers	160	770	920	\$34.60
	0621	Retail and wholesale trade managers	80	380	460	\$25.20
	0111	Financial managers	30	270	320	\$36.10
<b>A</b>	<b>A: USUALLY REQUIRING A UNIVERSITY DEGREE</b>					
	1111	Financial auditors and accountants	100	440	530	\$28.90
	2132	Mechanical engineers	90	290	390	\$36.00
	2133	Electrical and electronics engineers	60	210	280	\$40.00
	2141	Industrial and manufacturing engineers	30	140	160	\$35.90
	2174	Computer programmers and interactive media developers	40	100	150	\$33.70
<b>B</b>	<b>B: USUALLY REQUIRING COLLEGE EDUCATION OR APPRENTICESHIP TRAINING</b>					
	7311	Construction millwrights and industrial mechanics	-140	1,760	1,620	\$30.10
	7237	Welders and related machine operators	400	1,160	1,580	\$26.40
	7231	Machinists and machining and tooling inspectors	260	910	1,160	\$31.30
	6332	Bakers	410	570	990	\$12.50
	1221	Administrative officers	110	760	850	\$21.00
<b>C</b>	<b>C: USUALLY REQUIRING SECONDARY SCHOOL AND/OR OCCUPATION-SPECIFIC TRAINING</b>					
	9431	Sawmill machine operators	-280	1,510	1,220	\$26.00
	7452	Material handlers	-40	1,190	1,150	\$17.00
	9461	Process control and machine operators, food, beverage and associated products processing	320	660	970	\$17.00
	1521	Shippers and receivers	170	680	850	\$17.00
	6411	Sales and account representatives - wholesale trade (non-technical)	150	680	840	\$22.00
<b>D</b>	<b>D: USUALLY REQUIRING ON-THE-JOB TRAINING</b>					
	9617	Labourers in food, beverage and associated products processing	730	1,550	2,290	\$15.00
	9614	Labourers in wood, pulp and paper processing	-510	1,240	740	\$25.00
	9619	Other labourers in processing, manufacturing and utilities	150	570	720	\$14.00
	6733	Janitors, caretakers and building superintendents	40	320	370	\$17.00
	9611	Labourers in mineral and metal processing	80	150	230	\$18.60

\* 2013 median hourly wage for British Columbia; data source: ESDC



## CONCLUSION

By 2024, British Columbians can expect a total of 935,000 job openings, providing opportunities in every region and every economic sector. The projections are based on information from BC Stats, Statistics Canada and the BC Ministry of Finance.

Nearly two-thirds of all job openings will be driven by replacements and about three quarters will require some kind of post-secondary education. The largest share – 42 percent – will require a college education or apprenticeship training.

### PROVINCE WIDE, THE LARGEST NUMBERS OF JOB OPENINGS ARE EXPECTED TO BE IN:

- ▶ Sales and Services Occupations
- ▶ Business, Finance and Administration Occupations
- ▶ Management Occupations

Combined, these three groups account for about 51 percent of the total projected job openings over the outlook period. Significant demand is also expected in trades, transportation and related occupations.

Region by region, the fastest-growing occupations include mining/metals work and public sector professions in the North; transportation and equipment manufacturing in the Vancouver Island/Coast region; motion picture and video related professions in the Mainland/Southwest region; and insurance and gas fitter professions in the South East.

Overall, the labour market is expected to be balanced, with supply and demand increasing at similar rates through 2024. The total number of openings will be higher if investors go ahead with plans to develop liquefied natural gas plants.

### DID YOU KNOW?

42 percent of job openings in B.C. will require a college education or apprenticeship training.

# APPENDIX 1:

## Provincial Labour Market Outlook

### Summary Data

	BRITISH COLUMBIA	MAINLAND / SOUTHWEST	VANCOUVER ISLAND / COAST	SOUTH EAST (Thompson-Okanagan and Kootenay)	NORTH (Cariboo, North Coast and Nechako, Northeast)
TOTAL PROJECTED JOB OPENINGS 2014–2024	934,200	569,500	158,900	147,900	57,900
Expansion 2014–2024	295,600	181,100	52,200	51,200	11,100
Replacement 2014–2024	638,600	388,400	106,700	96,700	46,800

	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>All Occupations: BRITISH COLUMBIA</b>											
<i>Demand</i>	2,415,500	2,437,300	2,464,900	2,492,300	2,520,600	2,549,300	2,584,700	2,623,500	2,657,500	2,684,700	2,711,100
<i>Supply</i>	2,425,400	2,452,600	2,487,800	2,522,800	2,555,100	2,585,100	2,616,200	2,647,400	2,673,300	2,696,800	2,726,500
<i>Supply less Demand</i>	9,900	15,400	22,900	30,500	34,500	35,800	31,600	23,900	15,800	12,000	15,400
<b>All Occupations: MAINLAND / SOUTHWEST</b>											
<i>Demand</i>	1,527,700	1,540,800	1,557,000	1,569,100	1,586,300	1,604,000	1,627,700	1,653,700	1,676,000	1,692,700	1,708,800
<i>Supply</i>	1,538,500	1,556,700	1,579,200	1,598,400	1,616,100	1,632,300	1,651,400	1,672,400	1,690,700	1,706,100	1,725,200
<i>Supply less Demand</i>	10,800	15,900	22,300	29,300	29,900	28,300	23,700	18,700	14,800	13,300	16,400
<b>All Occupations: VANCOUVER ISLAND / COAST</b>											
<i>Demand</i>	373,900	375,700	381,200	387,400	393,100	398,300	403,500	409,800	416,100	421,500	426,100
<i>Supply</i>	374,800	378,200	383,800	390,700	397,800	404,500	409,600	413,900	417,300	420,800	425,200
<i>Supply less Demand</i>	900	2,500	2,500	3,300	4,600	6,200	6,100	4,100	1,300	-600	-900
<b>All Occupations: SOUTHEAST (Thompson-Okanagan and Kootenay)</b>											
<i>Demand</i>	338,300	343,900	348,100	354,800	359,200	363,900	370,100	376,200	381,100	385,300	389,500
<i>Supply</i>	338,300	342,400	348,000	355,200	361,400	367,400	372,800	377,500	380,900	384,600	389,400
<i>Supply less Demand</i>	0	-1,600	-100	400	2,300	3,500	2,700	1,300	-200	-700	-100
<b>All Occupations: NORTH (Cariboo, North Coast and Nechako, Northeast)</b>											
<i>Demand</i>	175,600	176,900	178,600	180,900	182,000	183,100	183,400	183,800	184,400	185,300	186,700
<i>Supply</i>	173,800	175,400	176,800	178,500	179,800	181,000	182,400	183,600	184,400	185,300	186,700
<i>Supply less Demand</i>	-1,800	-1,400	-1,800	-2,400	-2,200	-2,100	-1,000	-200	0	0	0

**Note:**

1. Regional values may not add up to provincial values due to rounding.
2. The sum of expansion and replacement components of job openings may not add up to the total job openings due to rounding.



## DEFINITIONS

1. **Demand:** Total number of employed plus vacant positions
2. **Supply:** The expected labour force, including those who are employed and those who are actively looking for a job.
3. **Supply less Demand:** The difference between Supply and Demand. A positive value indicates that Supply is greater than Demand.
4. **Expansion:** New job openings that arise due to economic growth. It is the difference between the Demand in 2024 and 2014.
5. **Replacement:** Job openings to fill positions that are generated through retirements and deaths from 2014 to 2024.
6. **Total Job Openings:** The sum of expansion and replacement job openings.
7. **New Entrants:** Persons aged 15-34 entering the labour force for the first time after leaving the education system.
8. **Net In-Migration:** Net in-migration from outside of B.C. This can be migration from other jurisdictions in Canada or from international sources.
9. **Other Mobility:** This group captures other types of mobility in the labour market, such as people changing occupations and people coming back to the labour force after a period of absence.

### DID YOU KNOW?

78 percent of job openings in B.C. will require post-secondary education.

# APPENDIX 2: *Methodology and Assumptions*

## *Model Structure and Methodology*

The B.C. Labour Market Scenario Model is a labour market forecasting system to generate 10-year projections of labour demand and supply for 500 occupations for B.C. and its economic development regions.

The Model is composed of three sets of regional models: macroeconomic models, industry employment models and occupational models. The results of the regional models are rolled up to generate the provincial forecast.

### **MACROECONOMIC MODELS:**

- ▶ There are seven regional macroeconomic models. Two main sections in each regional macroeconomic model are economic and demographic components. The economic component generates industry employment estimates and forecast and ultimately links to the labour demand projections in the occupational model. The demographic component links to the labour supply projections in the occupational model.
- ▶ In each regional macroeconomic model, the entire regional economy is split into 15 high-level industries based on the 2007 North American Industry Classification System (NAICS) structure.

### **INDUSTRY EMPLOYMENT MODELS:**

- ▶ There are seven regional industry employment models. For each region, the industry employment model converts employment for high-level industries from the macroeconomic model into employment estimates and forecast for 58 NAICS industries.

### **OCCUPATIONAL MODELS:**

- ▶ Produce labour demand projections for 500 occupations at 4-digit NOC level for the seven development regions.
- ▶ Produce labour supply forecast for 500 occupations at the 4-digit NOC level for the four regions – Mainland/Southwest, Vancouver Island/Coast, South East (Thompson-Okanagan and Kootenay combined) and North (Cariboo, North Coast and Nechako, and Northeast combined).





The diagram above illustrates how the B.C. Labour Market Scenario Model works.

- ▶ Economic and industry growth as well as major projects drive labour demand in each region. Labour demand is determined by expected economic and industry performance, as well as labour productivity.
- ▶ Labour supply and its components of change are primarily driven by demographic shifts, economic performance and labour force participation.

Labour market conditions for each occupation are determined by both supply of and demand for labour in that particular occupation.

### Key Assumptions

- ▶ **Macroeconomic indicators:** Assumptions on key economic indicators such as GDP, investment, income, capital stock and housing starts are incorporated into the labour market forecasting model. GDP and employment growth assumptions are consistent with the medium-term economic outlook in the B.C. Ministry of Finance Budget and Fiscal Plan 2015/16–2017/18, released in February 2015. Economic outlooks for B.C.’s major trading partners are incorporated.
- ▶ **Labour productivity:** Assumptions are made on the labour productivity growth at the industry level.
- ▶ **Population:** Age and sex-specific population projections are consistent with B.C. Stats’ population projections.
- ▶ **Labour force participation rate:** Assumptions are made on labour force participation rate trends by age and sex. Overall labour force participation rates are expected to drop over the outlook period.



- ▶ **New entrants:** Age and sex-specific labour force participation rates are used to calculate the number of new entrants to the labour market. New entrants are allocated to different occupations based on each occupation's historical demand share out of occupation demand for all occupations. It is assumed that there will be no new entrants entering management and supervisory occupations as these occupations usually require several years of work experience.
- ▶ **Retirements and deaths:** Occupation-specific median retirement age and labour force age structure are used to derive the number of retirements from the labour force. Age and sex-specific death rates are used to calculate the number of deaths in the labour force.
- ▶ **Labour force adjustment:** *It is assumed that:* (1) Labour supply generally responds to labour demand, and in the long run, labour force for an occupation will be determined by the demand for the occupation; (2) Occupations need to compete with each other for new labour supply; and (3) If the share of an occupation in the economy is rising, so will its share of new entrants.



## Major Changes in the Cycle

- ▶ **Model structure:** In order to produce more detailed occupational forecast for regions, a set of regional industry employment models is added, and the regional occupational models are improved to handle the modelling of the detailed occupations.
- ▶ **Industry:** In the macroeconomic models, industry employment is grouped by 15 industries. In the industry employment models, industry employment is made available for 58 industries.
- ▶ **Region:** To make it feasible to generate supply forecasts at the 4-digit NOC level, seven development regions are rolled up into four regions: Mainland/Southwest, Vancouver Island/Coast, South East (Thompson-Okanagan and Kootenay combined) and North (Cariboo, North Coast and Nechako, and Northeast combined). Labour demand forecasts are available for both the seven development regions and the four aggregated regions.
- ▶ **Forecast:** Occupational demand and supply forecasts at the 4-digit NOC level are available for the province as a whole and for the four regions: Mainland/Southwest, Vancouver Island/Coast, South East (Thompson-Okanagan and Kootenay combined) and North (Cariboo, North Coast and Nechako, and Northeast combined). Projections of job openings are available for 58 industries by region. Labour demand forecasts are also available for the seven development regions.



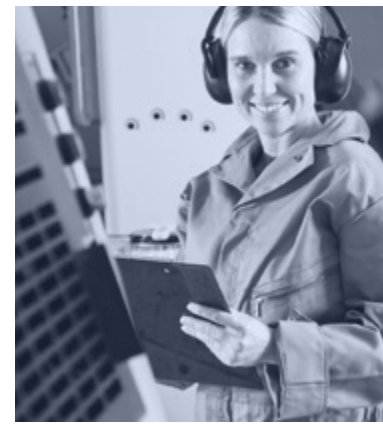
## APPENDIX 3: *Technology and Science Occupations*

NOC	DESCRIPTION
0131	Telecommunication carriers managers
0211	Engineering managers
0212	Architecture and science managers
0213	Computer and information systems managers
2111	Physicists and astronomers
2112	Chemists
2113	Geoscientists and oceanographers
2114	Meteorologists and climatologists
2115	Other professional occupations in physical sciences
2121	Biologists and related scientists
2122	Forestry professionals
2123	Agricultural representatives, consultants and specialists
2131	Civil engineers
2132	Mechanical engineers
2133	Electrical and electronics engineers
2134	Chemical engineers
2141	Industrial and manufacturing engineers
2142	Metallurgical and materials engineers
2143	Mining engineers
2144	Geological engineers
2145	Petroleum engineers
2146	Aerospace engineers
2147	Computer engineers (except software engineers and designers)
2148	Other professional engineers, n.e.c.
2161	Mathematicians, statisticians and actuaries
2171	Information systems analysts and consultants
2172	Database analysts and data administrators
2173	Software engineers and designers
2174	Computer programmers and interactive media developers
2175	Web designers and developers
2211	Chemical technologists and technicians
2212	Geological and mineral technologists and technicians
2221	Biological technologists and technicians
2222	Agricultural and fish products inspectors
2223	Forestry technologists and technicians
2224	Conservation and fishery officers

NOC	DESCRIPTION
2225	Landscape and horticulture technicians and specialists
2231	Civil engineering technologists and technicians
2232	Mechanical engineering technologists and technicians
2233	Industrial engineering and manufacturing technologists and technicians
2234	Construction estimators
2241	Electrical and electronics engineering technologists and technicians
2242	Electronic service technicians (household and business equipment)
2243	Industrial instrument technicians and mechanics
2244	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors
2261	Non-destructive testers and inspection technicians
2262	Engineering inspectors and regulatory officers
2263	Inspectors in public and environmental health and occupational health and safety
2264	Construction inspectors
2281	Computer network technicians
2282	User support technicians
2283	Information systems testing technicians
5222	Film and video camera operators
5223	Graphic arts technicians
5224	Broadcast technicians
5225	Audio and video recording technicians
5226	Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts
7202	Contractors and supervisors, electrical trades and telecommunications occupations
7245	Telecommunications line and cable workers
7246	Telecommunications installation and repair workers
7247	Cable television service and maintenance technicians

1 Other professional engineers include occupations such as Marine Engineers, Biomedical Engineers and Food Processing Engineers.

2 Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts include occupations such as Stunt Co-ordinator, Lighting Technician and Stage Manager.





## APPENDIX 4: *Job Openings for All 500 Occupations*

OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Legislators	440	24.57	0	0011
Senior government managers and officials	870	45.67	0	0012
Senior managers – financial, communications and other business services	4,110	48.08	0	0013
Senior managers – health, education, social and community services and membership organizations	2,080	40.38	0	0014
Senior managers – trade, broadcasting and other services, n.e.c.	3,290	35.26	0	0015
Senior managers – construction, transportation, production and utilities	3,470	39.11	0	0016
Financial managers	4,470	36.06	0	0111
Human resources managers	2,930	43.27	0	0112
Purchasing managers	700	36.00	0	0113
Other administrative services managers	1,980	32.66	0	0114
Insurance, real estate and financial brokerage managers	9,420	43.27	0	0121
Banking, credit and other investment managers	4,940	39.49	0	0122
Advertising, marketing and public relations managers	3,320	34.62	0	0124
Other business services managers	720	31.09	0	0125
Telecommunication carriers managers	530	39.86	0	0131
Postal and courier services managers	290	33.92	0	0132
Engineering managers	1,150	50.00	0	0211
Architecture and science managers	440	39.04	0	0212
Computer and information systems managers	3,470	45.19	0	0213
Managers in health care	2,400	37.90	0	0311
Government managers – health and social policy development and program administration	220	43.11	0	0411
Government managers – economic analysis, policy development and program administration	460	42.00	0	0412
Government managers – education policy development and program administration	30	48.40	0	0413
Other managers in public administration	370	46.70	0	0414
Administrators – post-secondary education and vocational training	2,140	36.62	0	0421
School principals and administrators of elementary and secondary education	2,290	40.87	0	0422
Managers in social, community and correctional services	2,610	30.00	0	0423
Commissioned police officers	60	N/A	0	0431
Fire chiefs and senior firefighting officers	220	55.44	0	0432
Commissioned officers of the Canadian Forces	510	35.10	0	0433
Library, archive, museum and art gallery managers	210	30.26	0	0511
Managers – publishing, motion pictures, broadcasting and performing arts	960	33.65	0	0512
Recreation, sports and fitness program and service directors	1,080	33.65	0	0513

OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Corporate sales managers	5,150	34.62	<b>0</b>	0601
Retail and wholesale trade managers	27,430	25.20	<b>0</b>	0621
Restaurant and food service managers	7,850	18.50	<b>0</b>	0631
Accommodation service managers	2,840	20.19	<b>0</b>	0632
Managers in customer and personal services, n.e.c.	1,380	21.15	<b>0</b>	0651
Construction managers	7,240	39.00	<b>0</b>	0711
Home building and renovation managers	3,620	18.06	<b>0</b>	0712
Facility operation and maintenance managers	3,870	32.00	<b>0</b>	0714
Managers in transportation	2,330	37.00	<b>0</b>	0731
Managers in natural resources production and fishing	1,180	42.74	<b>0</b>	0811
Managers in agriculture	3,770	13.00	<b>0</b>	0821
Managers in horticulture	240	15.07	<b>0</b>	0822
Managers in aquaculture	120	24.21	<b>0</b>	0823
Manufacturing managers	5,030	36.06	<b>0</b>	0911
Utilities managers	910	45.26	<b>0</b>	0912
Financial auditors and accountants	11,700	28.85	<b>A</b>	1111
Financial and investment analysts	810	33.65	<b>A</b>	1112
Securities agents, investment dealers and brokers	1,050	24.04	<b>A</b>	1113
Other financial officers	5,390	32.97	<b>A</b>	1114
Human resources professionals	2,180	33.00	<b>A</b>	1121
Professional occupations in business management consulting	3,420	28.85	<b>A</b>	1122
Professional occupations in advertising, marketing and public relations	3,240	25.00	<b>A</b>	1123
Supervisors, general office and administrative support workers	630	22.50	<b>B</b>	1211
Supervisors, finance and insurance office workers	680	25.00	<b>B</b>	1212
Supervisors, library, correspondence and related information workers	480	18.46	<b>B</b>	1213
Supervisors, mail and message distribution occupations	500	22.00	<b>B</b>	1214
Supervisors, supply chain, tracking and scheduling coordination occupations	2,000	23.00	<b>B</b>	1215
Administrative officers	19,620	21.00	<b>B</b>	1221
Executive assistants	2,510	26.30	<b>B</b>	1222
Human resources and recruitment officers	1,030	25.00	<b>B</b>	1223
Property administrators	6,180	20.00	<b>B</b>	1224
Purchasing agents and officers	2,230	25.00	<b>B</b>	1225
Conference and event planners	1,220	24.00	<b>B</b>	1226
Court officers and justices of the peace	210	31.58	<b>B</b>	1227
Employment insurance, immigration, border services and revenue officers	1,760	29.74	<b>B</b>	1228
Administrative assistants	16,430	20.47	<b>B</b>	1241
Legal administrative assistants	2,320	23.25	<b>B</b>	1242
Medical administrative assistants	300	20.00	<b>B</b>	1243
Court reporters, medical transcriptionists and related occupations	880	20.55	<b>B</b>	1251
Health information management occupations	190	22.50	<b>B</b>	1252





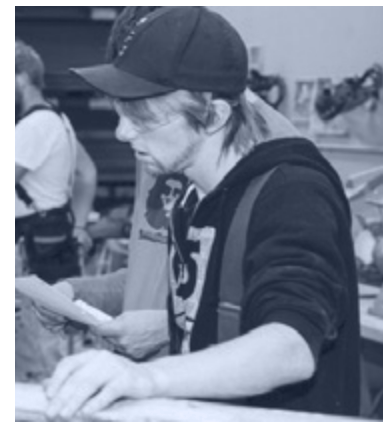
OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Records management technicians	150	19.25	<b>B</b>	1253
Statistical officers and related research support occupations	90	33.08	<b>B</b>	1254
Accounting technicians and bookkeepers	11,010	19.00	<b>B</b>	1311
Insurance adjusters and claims examiners	1,890	26.00	<b>B</b>	1312
Insurance underwriters	590	27.71	<b>B</b>	1313
Assessors, valuers and appraisers	690	26.64	<b>B</b>	1314
Customs, ship and other brokers	280	21.57	<b>B</b>	1315
General office support workers	13,150	18.31	<b>C</b>	1411
Receptionists	11,200	16.00	<b>C</b>	1414
Personnel clerks	760	21.59	<b>C</b>	1415
Court clerks	110	24.26	<b>C</b>	1416
Data entry clerks	1,620	17.50	<b>C</b>	1422
Desktop publishing operators and related occupations	80	25.07	<b>C</b>	1423
Accounting and related clerks	6,700	20.00	<b>C</b>	1431
Payroll clerks	1,720	24.00	<b>C</b>	1432
Banking, insurance and other financial clerks	1,400	17.50	<b>C</b>	1434
Collectors	500	23.56	<b>C</b>	1435
Library assistants and clerks	770	20.75	<b>C</b>	1451
Correspondence, publication and regulatory clerks	1,120	24.07	<b>C</b>	1452
Survey interviewers and statistical clerks	1,720	23.36	<b>C</b>	1454
Mail, postal and related workers	1,690	23.00	<b>C</b>	1511
Letter carriers	1,810	24.94	<b>C</b>	1512
Couriers, messengers and door-to-door distributors	1,560	10.67	<b>C</b>	1513
Shippers and receivers	4,560	17.00	<b>C</b>	1521
Storekeepers and partspersons	2,080	21.00	<b>C</b>	1522
Production logistics co-ordinators	730	20.00	<b>C</b>	1523
Purchasing and inventory control workers	1,300	20.00	<b>C</b>	1524
Dispatchers	1,320	21.10	<b>C</b>	1525
Transportation route and crew schedulers	140	23.90	<b>C</b>	1526
Physicists and astronomers	150	43.69	<b>A</b>	2111
Chemists	410	29.37	<b>A</b>	2112
Geoscientists and oceanographers	700	34.62	<b>A</b>	2113
Meteorologists and climatologists	50	44.31	<b>A</b>	2114
Other professional occupations in physical sciences	90	43.45	<b>A</b>	2115
Biologists and related scientists	1,330	33.65	<b>A</b>	2121
Forestry professionals	1,340	33.33	<b>A</b>	2122
Agricultural representatives, consultants and specialists	110	35.33	<b>A</b>	2123
Civil engineers	3,720	35.00	<b>A</b>	2131
Mechanical engineers	2,040	36.00	<b>A</b>	2132
Electrical and electronics engineers	2,110	40.00	<b>A</b>	2133
Chemical engineers	350	40.07	<b>A</b>	2134
Industrial and manufacturing engineers	410	35.90	<b>A</b>	2141
Metallurgical and materials engineers	90	48.14	<b>A</b>	2142
Mining engineers	400	N/A	<b>A</b>	2143

OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Geological engineers	360	47.53	A	2144
Petroleum engineers	130	49.19	A	2145
Aerospace engineers	90	36.25	A	2146
Computer engineers (except software engineers and designers)	1,090	39.49	A	2147
Other professional engineers, n.e.c.	500	36.60	A	2148
Architects	1,790	31.73	A	2151
Landscape architects	160	26.96	A	2152
Urban and land use planners	510	35.00	A	2153
Land surveyors	680	27.00	A	2154
Mathematicians, statisticians and actuaries	180	33.08	A	2161
Information systems analysts and consultants	7,560	34.62	A	2171
Database analysts and data administrators	640	31.00	A	2172
Software engineers and designers	3,480	39.42	A	2173
Computer programmers and interactive media developers	6,230	33.65	A	2174
Web designers and developers	2,040	21.63	A	2175
Chemical technologists and technicians	1,080	21.50	B	2211
Geological and mineral technologists and technicians	660	24.85	B	2212
Biological technologists and technicians	430	19.70	B	2221
Agricultural and fish products inspectors	210	29.72	B	2222
Forestry technologists and technicians	1,030	26.00	B	2223
Conservation and fishery officers	200	32.23	B	2224
Landscape and horticulture technicians and specialists	1,450	18.00	B	2225
Civil engineering technologists and technicians	1,100	28.00	B	2231
Mechanical engineering technologists and technicians	590	28.07	B	2232
Industrial engineering and manufacturing technologists and technicians	470	24.73	B	2233
Construction estimators	940	31.25	B	2234
Electrical and electronics engineering technologists and technicians	1,870	28.00	B	2241
Electronic service technicians (household and business equipment)	3,280	25.00	B	2242
Industrial instrument technicians and mechanics	250	26.32	B	2243
Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	460	29.36	B	2244
Architectural technologists and technicians	590	28.88	B	2251
Industrial designers	210	29.29	B	2252
Drafting technologists and technicians	1,910	22.50	B	2253
Land survey technologists and technicians	170	23.00	B	2254
Technical occupations in geomatics and meteorology	510	25.71	B	2255
Non-destructive testers and inspection technicians	360	30.00	B	2261
Engineering inspectors and regulatory officers	270	38.46	B	2262
Inspectors in public and environmental health and occupational health and safety	1,340	32.86	B	2263
Construction inspectors	1,130	36.00	B	2264
Air pilots, flight engineers and flying instructors	1,450	31.25	B	2271

OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Air traffic controllers and related occupations	340	48.83	<b>B</b>	2272
Deck officers, water transport	790	37.00	<b>B</b>	2273
Engineer officers, water transport	280	31.82	<b>B</b>	2274
Railway traffic controllers and marine traffic regulators	40	35.70	<b>B</b>	2275
Computer network technicians	3,350	25.00	<b>B</b>	2281
User support technicians	2,460	25.64	<b>B</b>	2282
Information systems testing technicians	390	28.22	<b>B</b>	2283
Nursing co-ordinators and supervisors	870	37.93	<b>A</b>	3011
Registered nurses and registered psychiatric nurses	25,050	37.00	<b>A</b>	3012
Specialist physicians	2,030	59.72	<b>A</b>	3111
General practitioners and family physicians	2,850	50.22	<b>A</b>	3112
Dentists	1,240	40.86	<b>A</b>	3113
Veterinarians	260	37.51	<b>A</b>	3114
Optometrists	270	37.72	<b>A</b>	3121
Chiropractors	380	30.92	<b>A</b>	3122
Allied primary health practitioners	210	37.00	<b>A</b>	3124
Other professional occupations in health diagnosing and treating	160	26.06	<b>A</b>	3125
Pharmacists	2,330	45.89	<b>A</b>	3131
Dietitians and nutritionists	640	32.55	<b>A</b>	3132
Audiologists and speech-language pathologists	450	37.00	<b>A</b>	3141
Physiotherapists	1,540	35.50	<b>A</b>	3142
Occupational therapists	760	36.76	<b>A</b>	3143
Other professional occupations in therapy and assessment	630	23.44	<b>A</b>	3144
Medical laboratory technologists	1,790	28.48	<b>B</b>	3211
Medical laboratory technicians and pathologists' assistants	2,060	22.00	<b>B</b>	3212
Animal health technologists and veterinary technicians	400	17.00	<b>B</b>	3213
Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	470	32.74	<b>B</b>	3214
Medical radiation technologists	1,210	34.00	<b>B</b>	3215
Medical sonographers	330	37.11	<b>B</b>	3216
Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	170	30.70	<b>B</b>	3217
Other medical technologists and technicians (except dental health)	2,190	22.57	<b>B</b>	3219
Denturists	120	40.90	<b>B</b>	3221
Dental hygienists and dental therapists	1,460	41.00	<b>B</b>	3222
Dental technologists, technicians and laboratory assistants	630	22.06	<b>B</b>	3223
Opticians	670	20.36	<b>B</b>	3231
Practitioners of natural healing	830	N/A	<b>B</b>	3232
Licensed practical nurses	4,030	25.76	<b>B</b>	3233
Paramedical occupations	1,410	25.38	<b>B</b>	3234
Massage therapists	1,180	22.50	<b>B</b>	3236
Other technical occupations in therapy and assessment	220	22.50	<b>B</b>	3237



OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Dental assistants	2,260	25.00	C	3411
Nurse aides, orderlies and patient service associates	16,620	20.72	C	3413
Other assisting occupations in support of health services	1,990	17.50	C	3414
University professors and lecturers	6,610	39.42	A	4011
Post-secondary teaching and research assistants	2,810	19.00	A	4012
College and other vocational instructors	7,220	33.40	A	4021
Secondary school teachers	7,040	34.07	A	4031
Elementary school and kindergarten teachers	11,020	32.00	A	4032
Educational counsellors	1,440	28.57	A	4033
Judges	160	111.16	A	4111
Lawyers and Quebec notaries	3,500	51.14	A	4112
Psychologists	1,260	33.86	A	4151
Social workers	2,580	31.00	A	4152
Family, marriage and other related counsellors	2,330	29.72	A	4153
Professional occupations in religion	1,980	21.63	A	4154
Probation and parole officers and related occupations	240	35.90	A	4155
Employment counsellors	1,060	23.00	A	4156
Natural and applied science policy researchers, consultants and program officers	1,370	36.00	A	4161
Economists and economic policy researchers and analysts	420	38.79	A	4162
Business development officers and marketing researchers and consultants	2,420	25.00	A	4163
Social policy researchers, consultants and program officers	1,310	28.85	A	4164
Health policy researchers, consultants and program officers	1,520	32.00	A	4165
Education policy researchers, consultants and program officers	1,180	30.22	A	4166
Recreation, sports and fitness policy researchers, consultants and program officers	510	24.00	A	4167
Program officers unique to government	1,130	33.37	A	4168
Other professional occupations in social science, n.e.c.	320	31.08	A	4169
Paralegal and related occupations	1,220	25.00	B	4211
Social and community service workers	10,780	19.00	B	4212
Early childhood educators and assistants	8,470	16.00	B	4214
Instructors of persons with disabilities	320	21.83	B	4215
Other instructors	1,620	18.50	B	4216
Other religious occupations	330	17.50	B	4217
Police officers (except commissioned)	3,830	37.50	B	4311
Firefighters	1,540	35.00	B	4312
Non-commissioned ranks of the Canadian Forces	800	28.00	B	4313
Home child care providers	3,390	10.50	C	4411
Home support workers, housekeepers and related occupations	6,970	17.50	C	4412
Elementary and secondary school teacher assistants	6,230	21.59	C	4413
Sheriffs and bailiffs	150	29.08	C	4421





OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Correctional service officers	990	28.51	C	4422
By-law enforcement and other regulatory officers, n.e.c.	510	28.86	C	4423
Librarians	830	30.00	A	5111
Conservators and curators	40	26.08	A	5112
Archivists	20	-	A	5113
Authors and writers	2,330	N/A	A	5121
Editors	1,170	25.34	A	5122
Journalists	600	28.57	A	5123
Translators, terminologists and interpreters	480	24.30	A	5125
Producers, directors, choreographers and related occupations	1,790	26.95	A	5131
Conductors, composers and arrangers	260	N/A	A	5132
Musicians and singers	2,370	25.00	A	5133
Dancers	250	31.00	A	5134
Actors and comedians	770	-	A	5135
Painters, sculptors and other visual artists	2,380	30.00	A	5136
Library and public archive technicians	390	20.00	B	5211
Technical occupations related to museums and art galleries	130	19.47	B	5212
Photographers	760	13.00	B	5221
Film and video camera operators	340	27.63	B	5222
Graphic arts technicians	440	22.25	B	5223
Broadcast technicians	40	25.33	B	5224
Audio and video recording technicians	840	25.97	B	5225
Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	830	27.79	B	5226
Support occupations in motion pictures, broadcasting, photography and the performing arts	740	23.00	B	5227
Announcers and other broadcasters	350	21.06	B	5231
Other performers, n.e.c.	270	12.27	B	5232
Graphic designers and illustrators	2,830	22.50	B	5241
Interior designers and interior decorators	1,360	22.00	B	5242
Theatre, fashion, exhibit and other creative designers	700	22.88	B	5243
Artisans and craftspersons	1,190	17.00	B	5244
Patternmakers – textile, leather and fur products	10	N/A	B	5245
Athletes	160	20.00	B	5251
Coaches	600	22.00	B	5252
Sports officials and referees	140	N/A	B	5253
Program leaders and instructors in recreation, sport and fitness	3,480	18.00	B	5254
Retail sales supervisors	3,250	18.00	B	6211
Technical sales specialists – wholesale trade	4,180	23.20	B	6221
Retail and wholesale buyers	1,950	18.00	B	6222
Insurance agents and brokers	3,830	21.63	B	6231
Real estate agents and salespersons	3,290	19.84	B	6232
Financial sales representatives	1,980	23.08	B	6235

OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Food service supervisors	2,080	12.00	<b>B</b>	6311
Executive housekeepers	440	15.00	<b>B</b>	6312
Accommodation, travel, tourism and related services supervisors	630	18.99	<b>B</b>	6313
Customer and information services supervisors	540	25.00	<b>B</b>	6314
Cleaning supervisors	500	21.63	<b>B</b>	6315
Other services supervisors	890	14.40	<b>B</b>	6316
Chefs	4,270	15.60	<b>B</b>	6321
Cooks	10,670	12.10	<b>B</b>	6322
Butchers, meat cutters and fishmongers – retail and wholesale	940	11.75	<b>B</b>	6331
Bakers	2,750	12.50	<b>B</b>	6332
Hairstylists and barbers	4,070	12.00	<b>B</b>	6341
Tailors, dressmakers, furriers and milliners	930	14.00	<b>B</b>	6342
Shoe repairers and shoemakers	70	N/A	<b>B</b>	6343
Jewellers, jewellery and watch repairers and related occupations	310	11.33	<b>B</b>	6344
Upholsterers	280	20.00	<b>B</b>	6345
Funeral directors and embalmers	170	24.59	<b>B</b>	6346
Sales and account representatives – wholesale trade (non-technical)	7,920	22.04	<b>C</b>	6411
Retail salespersons	33,260	12.00	<b>C</b>	6421
Mâitres d'hôtel and hosts/hostesses	730	12.00	<b>C</b>	6511
Bartenders	1,200	12.00	<b>C</b>	6512
Food and beverage servers	7,740	11.00	<b>C</b>	6513
Travel counsellors	1,820	16.73	<b>C</b>	6521
Pursers and flight attendants	890	27.47	<b>C</b>	6522
Airline ticket and service agents	1,010	15.00	<b>C</b>	6523
Ground and water transport ticket agents, cargo service representatives and related clerks	220	17.71	<b>C</b>	6524
Hotel front desk clerks	1,590	13.75	<b>C</b>	6525
Tour and travel guides	370	14.25	<b>C</b>	6531
Outdoor sport and recreational guides	220	17.00	<b>C</b>	6532
Casino occupations	940	15.37	<b>C</b>	6533
Security guards and related security service occupations	5,750	14.97	<b>C</b>	6541
Customer services representatives – financial institutions	3,360	16.00	<b>C</b>	6551
Other customer and information services representatives	5,910	16.83	<b>C</b>	6552
Image, social and other personal consultants	120	13.00	<b>C</b>	6561
Estheticians, electrologists and related occupations	1,690	15.00	<b>C</b>	6562
Pet groomers and animal care workers	810	12.00	<b>C</b>	6563
Other personal service occupations	50	N/A	<b>C</b>	6564
Cashiers	11,090	10.75	<b>D</b>	6611
Service station attendants	660	10.50	<b>D</b>	6621
Store shelf stockers, clerks and order fillers	5,550	11.50	<b>D</b>	6622
Other sales related occupations	1,760	11.75	<b>D</b>	6623
Food counter attendants, kitchen helpers and related support occupations	13,250	10.75	<b>D</b>	6711

OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Support occupations in accommodation, travel and facilities set-up services	230	15.31	D	6721
Operators and attendants in amusement, recreation and sport	1,210	13.75	D	6722
Light duty cleaners	12,510	14.50	D	6731
Specialized cleaners	1,610	14.50	D	6732
Janitors, caretakers and building superintendents	13,140	17.00	D	6733
Dry cleaning, laundry and related occupations	1,180	16.00	D	6741
Other service support occupations, n.e.c.	960	11.00	D	6742
Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	570	35.55	B	7201
Contractors and supervisors, electrical trades and telecommunications occupations	950	36.32	B	7202
Contractors and supervisors, pipefitting trades	450	39.00	B	7203
Contractors and supervisors, carpentry trades	1,230	30.00	B	7204
Contractors and supervisors, other construction trades, installers, repairers and servicers	2,240	32.00	B	7205
Machinists and machining and tooling inspectors	1,490	31.25	B	7231
Tool and die makers	130	27.20	B	7232
Sheet metal workers	1,030	25.50	B	7233
Boilermakers	70	36.54	B	7234
Structural metal and platework fabricators and fitters	600	25.08	B	7235
Ironworkers	500	26.00	B	7236
Welders and related machine operators	3,260	26.40	B	7237
Electricians (except industrial and power system)	5,390	27.00	B	7241
Industrial electricians	1,360	36.00	B	7242
Power system electricians	170	N/A	B	7243
Electrical power line and cable workers	470	32.69	B	7244
Telecommunications line and cable workers	950	24.49	B	7245
Telecommunications installation and repair workers	1,190	30.00	B	7246
Cable television service and maintenance technicians	120	32.06	B	7247
Plumbers	2,760	26.00	B	7251
Steamfitters, pipefitters and sprinkler system installers	720	31.20	B	7252
Gas fitters	390	27.24	B	7253
Carpenters	11,170	23.50	B	7271
Cabinetmakers	1,220	20.18	B	7272
Bricklayers	700	28.00	B	7281
Concrete finishers	570	26.00	B	7282
Tilesetters	640	23.50	B	7283
Plasterers, drywall installers and finishers and lathers	1,890	24.00	B	7284
Roofers and shinglers	1,370	20.00	B	7291
Glaziers	820	21.00	B	7292
Insulators	440	26.30	B	7293
Painters and decorators (except interior decorators)	3,750	18.00	B	7294
Floor covering installers	1,350	24.14	B	7295
Contractors and supervisors, mechanic trades	980	28.85	B	7301

OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Contractors and supervisors, heavy equipment operator crews	2,660	30.45	<b>B</b>	7302
Supervisors, printing and related occupations	190	26.19	<b>B</b>	7303
Supervisors, railway transport operations	140	37.47	<b>B</b>	7304
Supervisors, motor transport and other ground transit operators	490	28.64	<b>B</b>	7305
Construction millwrights and industrial mechanics	3,360	30.14	<b>B</b>	7311
Heavy-duty equipment mechanics	3,080	31.00	<b>B</b>	7312
Refrigeration and air conditioning mechanics	1,130	28.00	<b>B</b>	7313
Railway carmen/women	270	31.12	<b>B</b>	7314
Aircraft mechanics and aircraft inspectors	1,350	31.00	<b>B</b>	7315
Machine fitters	140	N/A	<b>B</b>	7316
Elevator constructors and mechanics	310	38.78	<b>B</b>	7318
Automotive service technicians, truck and bus mechanics and mechanical repairers	5,950	27.00	<b>B</b>	7321
Motor vehicle body repairers	1,410	26.00	<b>B</b>	7322
Oil and solid fuel heating mechanics	20	23.75	<b>B</b>	7331
Appliance servicers and repairers	400	20.13	<b>B</b>	7332
Electrical mechanics	100	35.32	<b>B</b>	7333
Motorcycle, all-terrain vehicle and other related mechanics	260	24.66	<b>B</b>	7334
Other small engine and small equipment repairers	80	23.59	<b>B</b>	7335
Railway and yard locomotive engineers	530	41.44	<b>B</b>	7361
Railway conductors and brakemen/women	520	30.04	<b>B</b>	7362
Crane operators	840	31.00	<b>B</b>	7371
Drillers and blasters – surface mining, quarrying and construction	190	29.62	<b>B</b>	7372
Water well drillers	90	24.00	<b>B</b>	7373
Printing press operators	430	22.00	<b>B</b>	7381
Other trades and related occupations, n.e.c.	1,030	N/A	<b>B</b>	7384
Residential and commercial installers and servicers	2,490	19.00	<b>C</b>	7441
Waterworks and gas maintenance workers	210	28.18	<b>C</b>	7442
Pest controllers and fumigators	130	25.29	<b>C</b>	7444
Other repairers and servicers	620	16.50	<b>C</b>	7445
Longshore workers	1,100	35.00	<b>C</b>	7451
Material handlers	7,520	17.00	<b>C</b>	7452
Transport truck drivers	15,480	23.00	<b>C</b>	7511
Bus drivers, subway operators and other transit operators	4,020	24.00	<b>C</b>	7512
Taxi and limousine drivers and chauffeurs	2,400	19.77	<b>C</b>	7513
Delivery and courier service drivers	3,670	16.70	<b>C</b>	7514
Heavy equipment operators (except crane)	4,980	28.00	<b>C</b>	7521
Public works maintenance equipment operators and related workers	1,110	25.30	<b>C</b>	7522
Railway yard and track maintenance workers	520	26.67	<b>C</b>	7531
Water transport deck and engine room crew	520	25.00	<b>C</b>	7532
Boat and cable ferry operators and related occupations	370	23.22	<b>C</b>	7533
Air transport ramp attendants	480	21.16	<b>C</b>	7534





OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Other automotive mechanical installers and servicers	450	14.00	C	7535
Construction trades helpers and labourers	6,330	20.00	D	7611
Other trades helpers and labourers	210	20.00	D	7612
Public works and maintenance labourers	1,030	21.00	D	7621
Railway and motor transport labourers	110	17.50	D	7622
Supervisors, logging and forestry	600	28.08	B	8211
Supervisors, mining and quarrying	480	41.55	B	8221
Contractors and supervisors, oil and gas drilling and services	640	32.43	B	8222
Underground production and development miners	800	33.00	B	8231
Oil and gas well drillers, servicers, testers and related workers	50	37.78	B	8232
Logging machinery operators	860	27.50	B	8241
Agricultural service contractors, farm supervisors and specialized livestock workers	300	14.63	B	8252
Contractors and supervisors, landscaping, grounds maintenance and horticulture services	1,060	17.36	B	8255
Fishing masters and officers	10	26.00	B	8261
Fishermen/women	250	20.00	B	8262
Underground mine service and support workers	50	28.15	C	8411
Oil and gas well drilling and related workers and services operators	10	32.50	C	8412
Chain saw and skidder operators	460	28.00	C	8421
Silviculture and forestry workers	290	22.99	C	8422
General farm workers	1,730	14.00	C	8431
Nursery and greenhouse workers	770	11.50	C	8432
Fishing vessel deckhands	30	20.00	C	8441
Trappers and hunters	-	N/A	C	8442
Harvesting labourers	520	12.00	D	8611
Landscaping and grounds maintenance labourers	5,520	17.00	D	8612
Aquaculture and marine harvest labourers	80	16.50	D	8613
Mine labourers	90	23.00	D	8614
Oil and gas drilling, servicing and related labourers	-40	28.74	D	8615
Logging and forestry labourers	420	23.72	D	8616
Supervisors, mineral and metal processing	380	38.56	B	9211
Supervisors, petroleum, gas and chemical processing and utilities	520	35.70	B	9212
Supervisors, food, beverage and associated products processing	670	23.50	B	9213
Supervisors, plastic and rubber products manufacturing	110	27.15	B	9214
Supervisors, forest products processing	730	30.22	B	9215
Supervisors, textile, fabric, fur and leather products processing and manufacturing	60	25.49	B	9217
Supervisors, motor vehicle assembling	30	N/A	B	9221
Supervisors, electronics manufacturing	60	25.64	B	9222
Supervisors, electrical products manufacturing	20	-	B	9223
Supervisors, furniture and fixtures manufacturing	140	27.10	B	9224

OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Supervisors, other mechanical and metal products manufacturing	40	29.10	<b>B</b>	9226
Supervisors, other products manufacturing and assembly	110	22.56	<b>B</b>	9227
Central control and process operators, mineral and metal processing	250	38.67	<b>B</b>	9231
Petroleum, gas and chemical process operators	760	33.00	<b>B</b>	9232
Pulping, papermaking and coating control operators	-	41.24	<b>B</b>	9235
Power engineers and power systems operators	1,470	27.00	<b>B</b>	9241
Water and waste treatment plant operators	520	29.64	<b>B</b>	9243
Machine operators, mineral and metal processing	310	32.13	<b>C</b>	9411
Foundry workers	130	28.51	<b>C</b>	9412
Glass forming and finishing machine operators and glass cutters	140	16.63	<b>C</b>	9413
Concrete, clay and stone forming operators	250	20.00	<b>C</b>	9414
Inspectors and testers, mineral and metal processing	80	27.10	<b>C</b>	9415
Metalworking and forging machine operators	520	20.84	<b>C</b>	9416
Machining tool operators	130	20.50	<b>C</b>	9417
Other metal products machine operators	160	19.93	<b>C</b>	9418
Chemical plant machine operators	120	25.81	<b>C</b>	9421
Plastics processing machine operators	510	20.65	<b>C</b>	9422
Rubber processing machine operators and related workers	70	16.00	<b>C</b>	9423
Sawmill machine operators	1,310	26.00	<b>C</b>	9431
Pulp mill machine operators	230	37.04	<b>C</b>	9432
Papermaking and finishing machine operators	80	34.62	<b>C</b>	9433
Other wood processing machine operators	540	27.55	<b>C</b>	9434
Paper converting machine operators	160	29.46	<b>C</b>	9435
Lumber graders and other wood processing inspectors and graders	570	31.92	<b>C</b>	9436
Woodworking machine operators	190	18.50	<b>C</b>	9437
Textile fibre and yarn, hide and pelt processing machine operators and workers	30	14.00	<b>C</b>	9441
Weavers, knitters and other fabric making occupations	80	17.75	<b>C</b>	9442
Fabric, fur and leather cutters	70	14.00	<b>C</b>	9445
Industrial sewing machine operators	830	11.00	<b>C</b>	9446
Inspectors and graders, textile, fabric, fur and leather products manufacturing	90	11.00	<b>C</b>	9447
Process control and machine operators, food, beverage and associated products processing	1,130	17.00	<b>C</b>	9461
Industrial butchers and meat cutters, poultry preparers and related workers	490	19.15	<b>C</b>	9462
Fish and seafood plant workers	530	14.00	<b>C</b>	9463
Testers and graders, food, beverage and associated products processing	190	21.18	<b>C</b>	9465
Plateless printing equipment operators	520	18.26	<b>C</b>	9471
Camera, platemaking and other prepress occupations	190	25.23	<b>C</b>	9472
Binding and finishing machine operators	270	17.22	<b>C</b>	9473



OCCUPATIONS	JOB OPENINGS TO 2024	MEDIAN WAGE RATE	SKILL LEVEL*	OCCUPATION CODE (NOC)
Photographic and film processors	360	14.37	C	9474
Aircraft assemblers and aircraft assembly inspectors	80	22.13	C	9521
Motor vehicle assemblers, inspectors and testers	240	24.76	C	9522
Electronics assemblers, fabricators, inspectors and testers	500	15.00	C	9523
Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	310	20.76	C	9524
Assemblers, fabricators and inspectors, industrial electrical motors and transformers	30	21.92	C	9525
Mechanical assemblers and inspectors	220	20.29	C	9526
Machine operators and inspectors, electrical apparatus manufacturing	50	17.98	C	9527
Boat assemblers and inspectors	320	19.00	C	9531
Furniture and fixture assemblers and inspectors	530	15.40	C	9532
Other wood products assemblers and inspectors	330	17.55	C	9533
Furniture finishers and refinishers	270	19.00	C	9534
Plastic products assemblers, finishers and inspectors	120	19.02	C	9535
Industrial painters, coaters and metal finishing process operators	510	23.13	C	9536
Other products assemblers, finishers and inspectors	520	16.00	C	9537
Labourers in mineral and metal processing	260	18.64	D	9611
Labourers in metal fabrication	220	19.23	D	9612
Labourers in chemical products processing and utilities	140	21.71	D	9613
Labourers in wood, pulp and paper processing	800	25.00	D	9614
Labourers in rubber and plastic products manufacturing	70	16.27	D	9615
Labourers in textile processing	20	N/A	D	9616
Labourers in food, beverage and associated products processing	3,030	15.00	D	9617
Labourers in fish and seafood processing	180	13.08	D	9618
Other labourers in processing, manufacturing and utilities	1,620	14.00	D	9619

#### \*SKILL LEVEL DEFINITIONS

**SKILL LEVEL 0:** Usually requiring a university degree and/or significant experience

**SKILL LEVEL A:** Usually requiring a university degree

**SKILL LEVEL B:** Usually requiring a college education or apprenticeship training

**SKILL LEVEL C:** Usually requiring high school and/or occupation specific training

**SKILL LEVEL D:** Usually requiring on-the-job training



# NOTES

A series of horizontal dotted lines for taking notes, spanning the width of the page.





## NOTES

A series of horizontal dotted lines for taking notes, spanning the width of the page below the 'NOTES' header.

# NOTES

A series of horizontal dotted lines for taking notes, spanning the width of the page below the 'NOTES' header.





FOR MORE INFORMATION:  
[WWW.GOV.BC.CA](http://WWW.GOV.BC.CA)



WorkBC

#FINDYOURFIT