



British Columbia 2025 LABOUR MARKET OUTLOOK



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▀ **DID YOU KNOW?**

B.C. was the leader in economic growth in Canada in **2015** and we are well positioned to be among Canada's leaders in economic growth again in **2016**.

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✧ MINISTER'S MESSAGE



BRITISH COLUMBIA'S FUTURE PROSPERITY DEPENDS ON A GROWING WORKFORCE WITH THE EDUCATION, TRAINING, AND SKILLS REQUIRED TO PARTNER WITH AND COMPETE AMONGST THE WORLD'S ADVANCED ECONOMIES.

The 2025 B.C. Labour Market Outlook report is the Province's contribution to the foundation of labour market

a bachelor, graduate or professional degree. An even larger share – about 42 percent – will require diploma certificates or trades apprenticeship training. It's essential that we have the right mix of education and training programs available to meet these emerging labour market needs.

information and is available for students, families, employers, job-seekers, educators and anyone else with an interest in living and working in British Columbia. The labour market is complex and embodies decisions being made every day by British Columbians; decisions that require reliable, timely information about the latest trends and expectations in the labour market.

Since last year's report, employment has continued on an upward trend and is now at a record high of over 2.3 million. B.C. was the leader in economic growth in Canada in 2015 and is well positioned to be among Canada's leaders in economic growth again in 2016 and even 2017. We have benefited from a diverse economy that has allowed us to grow and adapt to changing global and national economic forces. We have also been open and welcoming to our new residents from across the country and around the world.

By 2025, we're expecting 934,000 job openings. Over a third of those will require

We need to have a clear appreciation for the implications of our aging workforce. Economic growth will generate thousands of job openings but replacement of retiring workers will generate over two-thirds of job openings over the next ten years. We now have more people reaching retirement age than we have people entering the labour force. This means that labour demand growth will increasingly rely on higher rates of labour force participation, reduced unemployment and increased in-migration. In 2014, we developed B.C.'s Skills for Jobs Blueprint to provide us with clear direction on how to build our current and future workforce, to ensure we have the labour force required for B.C.'s prosperous future, while maintaining British Columbians' place at the front of the line for the jobs that are in-demand.

The 2025 Labour Market Outlook forecast incorporates a clear view on the impact of an aging population and how focused and



effective policies and programs will facilitate the required growth in B.C.'s labour supply. We are projecting an increase in the labour supply of 1.1 percent over the next ten years, keeping pace with labour force demand growth. This clear path of labour market balance is an important signal to investors to continue and expand their support for our growth potential.

As we have since 2010, our government uses the information in the Labour Market Outlook to help inform the more than \$7.8 billion investment that we make in training and education. This past year we have also worked with more partners and stakeholders, to help them understand the information and use it as an important tool for their planning. We also work with them to integrate their specific knowledge to make this edition and future updates better and to identify additional labour market research requirements.

This updated forecast incorporates a wide range of feedback that we received during our consultations this past year. I would like to thank the partners and stakeholders who generously spent time with me and my staff to discuss our projections

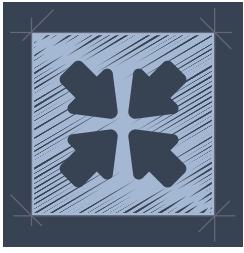
including industry and business associations, unions, community groups, aboriginal representatives, sector roundtable and advisory group participants, education and training providers, labour market consultants, and academics.

This year we will be promoting sector information through distinctive online reports that will be made available via www.WorkBC.ca. We have updated our list of top-opportunity occupations, along with the identification of occupations that are trending up or down in terms of future opportunity. We have also added analysis about the important role of competencies and the skills needed to meet the jobs of the future.

As we prepare for our next stage of growth, we will continue bringing people together to talk about our labour market 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. B.C. has a flexible labour market and supply will respond to increases in demand. 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.

We do not rely only on this report to spread the word. Results from the forecast are in the WorkBC Parents’ Guide (workbc.ca/parentguide), integrated into WorkBC Career Profiles, available for full detailed download from DataBC and included in the wide range of industry consultation and roundtable briefings we undertake on an ongoing basis.

Where Do the Numbers Come From?

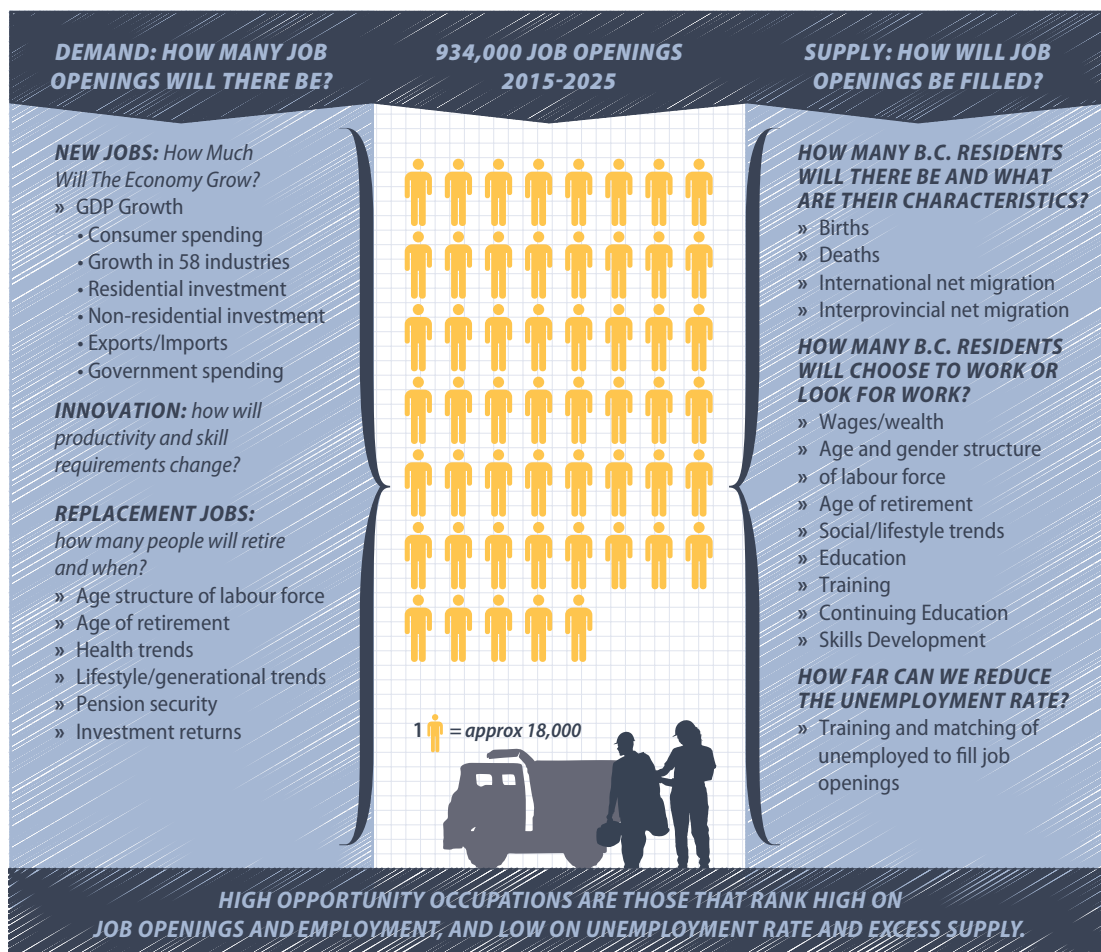
We use the best, most reliable and up-to-date data from sources including BC Stats, Statistics Canada, Citizenship and Immigration Canada and Employment and Social Development Canada. These data are used to generate projections that can be applied with confidence to a wide range of decisions made by individuals, businesses and government.

We also consult directly with a wide range of stakeholders, including employers, unions, 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 integrate the data into a sophisticated economic modelling system – similar to those used by industry groups and jurisdictions such as Alberta, Saskatchewan, Manitoba and the U.S. Bureau of Labour Statistics – 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 large condominium project or natural gas pipeline requires a large, 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 69 percent of job openings coming from replacement demand due to retirements and deaths by 2025, 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 three questions:

- ✓ **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 replacement rates (retirement etc.). Key factors also include K-12 and post-secondary education, certifications, soft skills, hiring practices and industry training.
- ✓ **HOW CAN WE IMPROVE THE MATCHING OF PEOPLE TO JOBS AND REDUCE UNEMPLOYMENT RATES?** A functioning labour market always has a certain level of “frictional” unemployment because of the normal process of people needing time when switching from one job to another. Beyond this, the extent to which we can more quickly match the unemployed to job openings will determine to what extent we can fill job openings through a long term reduction in the unemployment rate.

Together, the six questions listed above form the backbone of our modelling. Each factor is examined by geographic region, industry and occupation 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 \$7.8 billion B.C. invests in education and training every year.

Students, families, counsellors and job-seekers, both B.C. residents and potential

in-migrants, 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? 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 decrease of 2014/15 have widespread implications for the labour market in B.C., Canada and around the world.

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

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





What is New this Year?

This year, we are adding a section that summarizes the outlook by major industry grouping as well as the full detail for the individual 58 industries covered in the forecast. Instead of covering a few specific industries in more detail in the report, we will publish a larger number of separate online industry and occupational group profiles. After this main report is released, these industry reports will be published on WorkBC on a staged basis over the last half of 2016 with the final report to be released in December.

We have also changed some terms used in the report. In past reports we have used the term “net other mobility” to describe the concept that includes workers moving from one occupation to another as well as the net change in labour force participation. In order to be more informative, when we discuss this at the level of all occupations we will use the term “Change in Labour Force Participation”.

We also changed how we describe the educational skill levels. In prior reports,

we used the terms “Usually requiring a university degree” and “Usually requiring a college education or apprenticeship training”. In this report we changed these to “Usually requiring Bachelor, Graduate or First Professional Degree” and “Usually requiring Diploma, Certificate or Apprenticeship Training”. This was done to align to the education credential terminology used in the post-secondary education system.

Formal education is an important factor associated with career development. Also important are skills such as literacy and numeracy and competencies such as critical thinking, problem solving and ability to work with others. This is why we introduced a new section on skills and competencies to articulate what employers say they need in terms of skills and how B.C. ranks relative to the rest of Canada and the world in numeracy and literacy. We also provide information about the evolution of top in-demand competencies over the next ten years.

DID YOU KNOW?

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



LABOUR MARKET OUTLOOK



Overview

In this year's forecast, Real Gross Domestic Product – which measures economic growth, minus inflation – is projected to grow at an average of 2.2 percent per year through 2025. Employment growth is projected to be 1.2 percent per year. These projections are consistent with economic and demographic forecasts from the BC Ministry of Finance and BC Stats.

This forecast for average 10 year total BC GDP growth is the same as last year. However, the composition of this growth has shifted.

Higher growth prospects are seen in the next few years for the housing sector and its suppliers. The same applies to sectors benefiting from a lower Canadian dollar and lower energy prices. These include

manufacturers and other exporters of goods and services as well as the tourism and hospitality sector. As well, we are incorporating higher short-term growth in net in-migration from other provinces which is providing additional strength to housing and retail sales.

The forecast incorporates more challenging short-term conditions for industries and regions that have greater reliance on commodity prices and associated production and investment.

As a feature of BC's diverse economy we see these shifts in the prospects of sectors and regions generally balancing out at the level of the total economy and the long term path.

TABLE 1: British Columbia Job Openings, 2015-2025

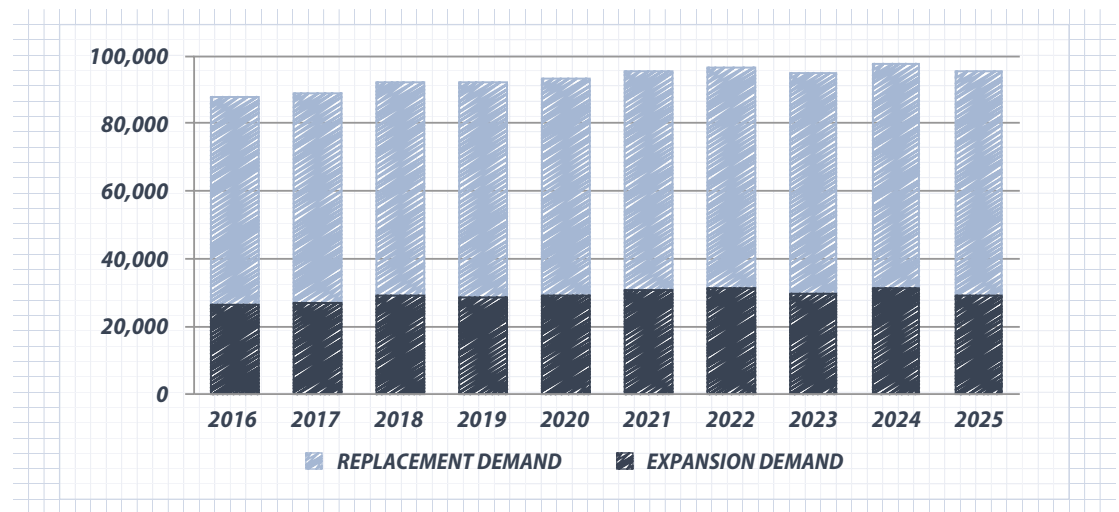
2015–2025 LABOUR MARKET OUTLOOK HIGHLIGHTS		
TOTAL JOB OPENINGS	934,000	100%
Replacement	642,000	69%
Economic growth	292,000	31%
REDUCED UNEMPLOYMENT	5,000	
SUPPLY ADDITIONS	929,000	100%
New entrants	430,000	46%
Net international in-migration	248,000	27%
Net interprovincial in-migration	75,000	8%
Increased labour force participation	176,000	19%

Note: Values rounded, percentages are shares of the total, job openings are filled through reduced unemployment and labour supply additions

As shown in the figure below, the 934,000 job openings over 10 years include, for example, 89,000 job openings in 2016 and 2017 with a peak of over 97,000 job openings in 2024. The forecast does not include the

impact of potential future LNG investments. It only factors in major projects that are certain to proceed and aligns to the BC Ministry of Finance Budget 2016/17 forecast.

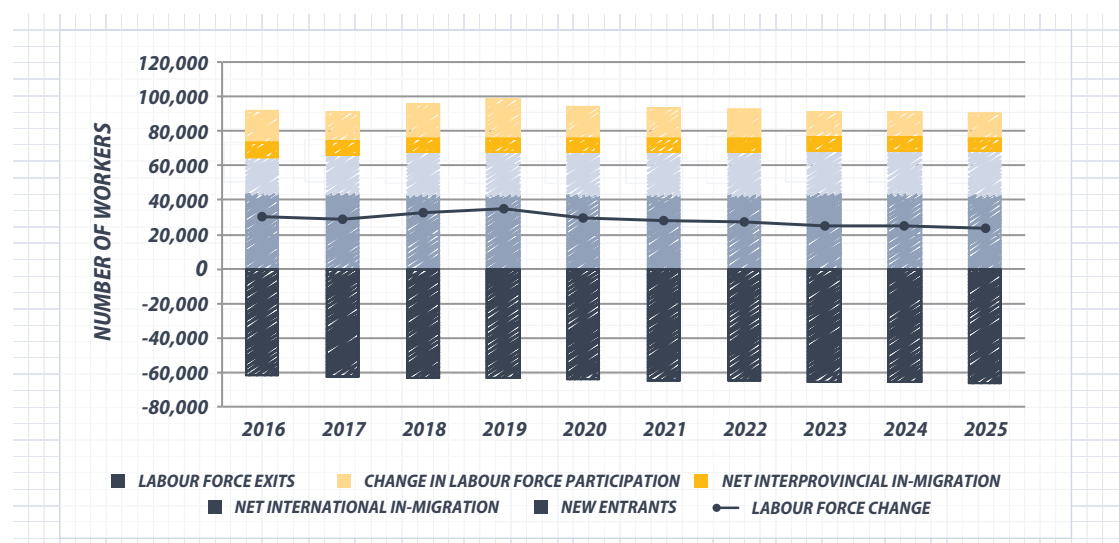
FIGURE 2: Job Openings Forecast 2015-2025



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 46 percent of the total new supply. Migrants are expected to

fill 35 percent of future supply needs (27 percent from other countries and 8 percent from the rest of Canada). The balance will be filled by increased labour force participation equivalent to a 0.4 percentage point increase in the average 10 year forecast labour force participation rate from 62.6 percent to 63.0 percent.

FIGURE 3: Sources of Labour Supply Change 2015-2025



What are the Key Assumptions?

Little has changed at the top level of the forecast since last year's 2024 Labour Market Outlook projected 935,000 job openings with 295,000 new jobs generated by economic growth and 640,000 coming from replacements (retirements and deaths).

Actual employment growth in 2015 came in almost exactly as forecast with greater than expected weakness in regions and industries with more exposure to weak commodity prices offset by stronger than expected growth in other regions and industries that benefited from population growth and the lower dollar.

Research was undertaken on the projected rate of labour force replacements (labour force exits such as retirements, deaths, disability and illness) that determined our estimates fall within a range that is supported by the data that are available.

Our estimates were also consistent with some specific company and industry data that some stakeholders supplied to us for confidential benchmarking. We will continue to monitor trends and new data sources, especially regarding retirement behaviour, and incorporate any new insight into future updates of the forecast.

Replacement rates are estimated for each of the 500 occupations based on workers' average age, the average age of retirement plus data on age-specific mortality rates. The average annual replacement rate is assumed to be 2.4 percent (comprised of an annual average mortality rate of 0.3 percent and 2.1 percent for other causes of replacement).

The table below shows the major drivers of the model over the last three forecast cycles.

FIGURE 4: Comparison of Key Model Drivers:
2025 Outlook compared to the 2024 and 2022 Outlook forecast

CONCEPT	DESCRIPTION	2012–2022 FORECAST	2014–2024 FORECAST	2014–2025 FORECAST	IMPACT OF CHANGE 2024 vs 2025
Retirement Rate (% of labour force, 10 year average)	Rate of exits from the labour force due to retirement, disability, illness and death	2.5%	2.4%	2.4%	No change to openings
Real GDP (\$2007 terms, Annual average growth)	Total amount of economic activity/spending adjusted for inflation. Weaker GDP growth leads to lower demand for labour.	2.5%	2.2%	2.2%	No change to openings
Employment (Annual average growth)	Growth in employment generates job openings due to economic expansion	1.2%	1.2%	1.2%	No change to openings
Non-residential investment (Constant \$2007, sum over 10 years of the forecast)	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	\$391 Billion	Higher openings
Participation Rate (10 year average)	The % of the working age population that is in the labour force – a lower rate reduces labour supply.	64.7%	63.1%	63.0%	No change to Labour Supply
Net interprovincial In-Migration (Sum over 10 years of forecast)	In-migration less out-migration – higher net in-migration leads to higher labour supply.	117,000	112,000	122,000	Higher Labour Supply
Net International In-Migration (Sum over 10 years of forecast)	In-migration less out-migration – higher net in-migration leads to higher labour supply.	376,000	410,000	390,000	Lower Labour Supply



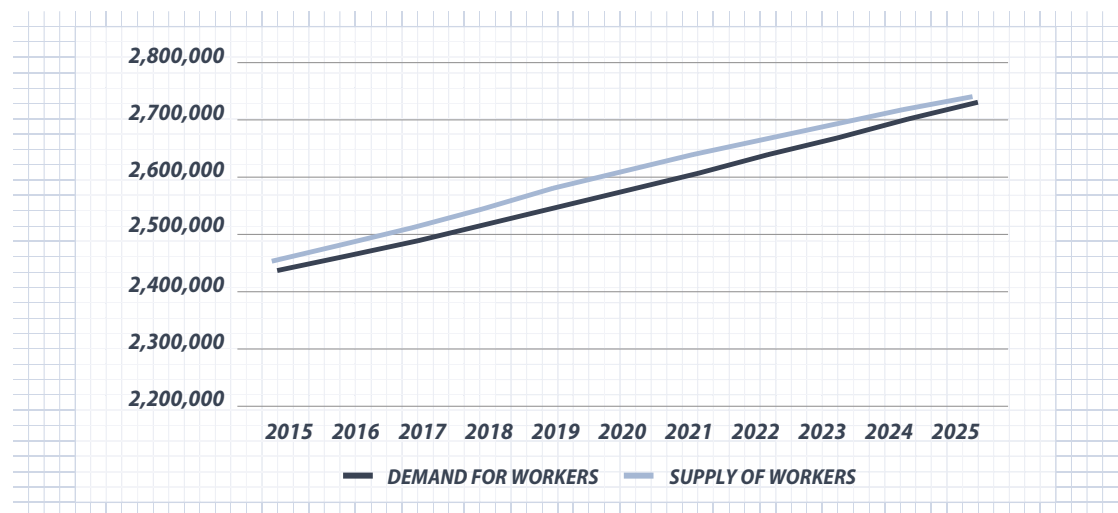


A Balanced Outlook

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 32,000 workers in 2020 but tightening towards the end of the decade.

FIGURE 5: A Balanced Labour Market is Expected in B.C. From 2015-2025



Education and Training Needs

More than three quarters of the openings projected to 2025 will require some post-secondary education and training.

As shown in Figure 6, the largest share, 42 percent, will likely be in occupations requiring diploma, certificate or apprenticeship training (National Occupational Classification Skill Level B). The second largest share, 36 percent, will be in occupations that require a bachelor's, graduate or first professional 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.

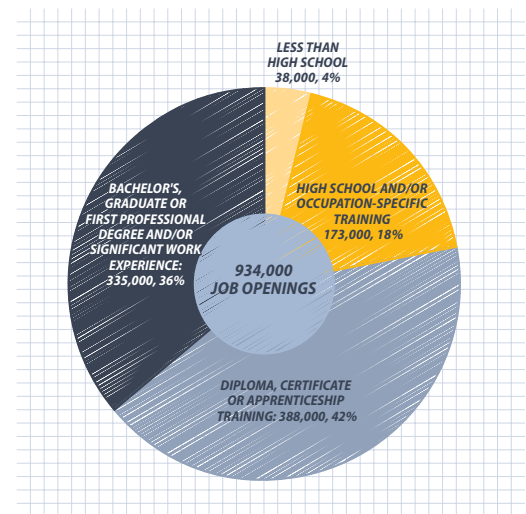


FIGURE 6: Ten-Year Total Job Openings by Education Requirements

Skills and Competencies in British Columbia

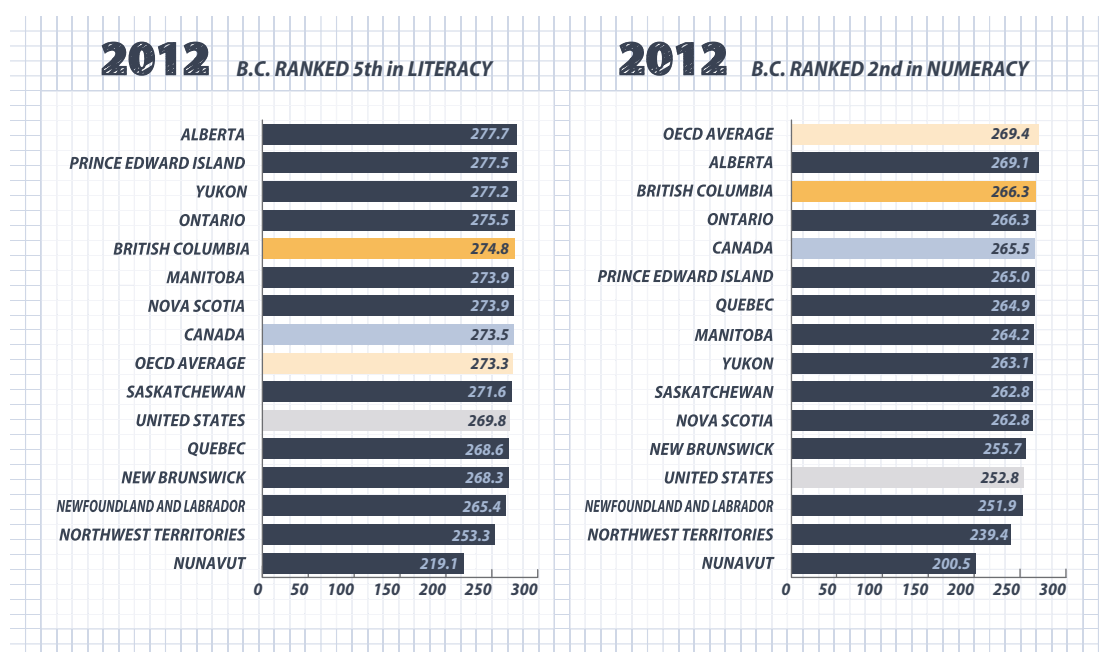
Education and training are important means for developing the workforce that British Columbia needs. Skills such as literacy and numeracy and competencies such as problem solving and critical thinking are also critical.

The growing knowledge economy highlights the importance of skilled workers in advancing economic growth and job creation. A shift to a knowledge economy also reshapes labour demand in British Columbia. As Lemieux¹ (2014) suggests, education helps workers get assigned to higher-paying occupations where output is more sensitive to skill. In addition, the return to education varies greatly depending on

occupation, field of study, and the match between these two factors.

The Organisation for Economic Cooperation and Development (OECD) initiated an international survey, the Programme for the International Assessment of Adult Competencies (PIAAC), to assess three key essential skills of adults in 24 countries: literacy, numeracy and problem solving in technology-rich environment (PS-TRE)². According to the 2012 PIAAC survey, B.C. ranked fifth among provinces and territories and higher than both the national and OECD averages. Numeracy skills for B.C. population ranked second in the country – higher than the national average, but below OECD average.

FIGURE 7: Average literacy and numeracy scores by province: 2012

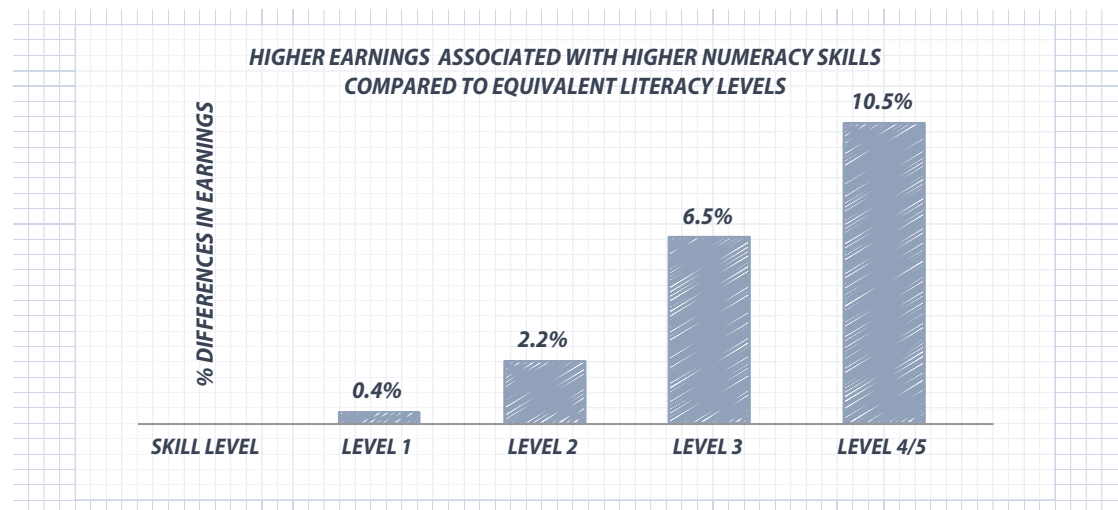


- 1 Thomas Lemieux, 2014. Occupations, Fields of Study, and Returns to education, the 2014 Annual Meetings of the Canadian Economic Association in Vancouver, British Columbia.
- 2 Statistics Canada, 2012. Skills in Canada: First Results from the Programme for the International Assessment of Adult Competencies (PIAAC).

Lane and Conlon (2016)³, using the 2012 PIAAC data, found that there are positive returns associated with the increase of literacy and numeracy skills. The incremental effect of improving literacy skills from level 1 or below to level 4 or 5 result in an estimated 10% increase in earnings for workers with upper secondary education or below and 15% for those with tertiary

education. Numeracy skills are associated with even higher earnings compared to equivalent literacy levels. For Canada, at level 1 or below, there is a negligible difference between literacy and numeracy skills on earnings (0.4%). The differences increase to 2.2%, 6.5% and 10.5%, respectively, for workers with level 2, level 3 and level 4 or 5 numeracy and literacy skills.

FIGURE 8: *The relative importance of numeracy skills on earnings compared to literacy skills*



One key to success in the job market will be understanding current and future competency requirements.

The Conference Board of Canada's Employer Skills Survey⁴ showed that BC's employers are concerned about an emerging "experience gap" as skilled workers retire in the coming years as well as perceived deficits in the competencies of recent graduates. For example, 73% of surveyed employers cite lower levels of critical thinking and problem-solving

competencies among recent graduates.

A World Economic Forum (WEF) study found that global human resources leaders believe over one-third of competencies that are considered important in today's workforce will change by 2020⁵. Some of these changes are driven by adoption of new technology, including advanced robotics and autonomous transport, artificial intelligence and machine learning, advanced materials, biotechnology and genomics.

³ Marguerita Lane and Gavan Conlon, OECD Education Working Papers No. 129, 2016. The Impact of Literacy, Numeracy and Computer Skills on Earnings and Employment Outcomes.

⁴ The Conference Board of Canada, 2015. Skills for Success: Developing Skills for a Prosperous B.C.

⁵ Gray, Alex. "The 10 skills you need to thrive in the Fourth Industrial Revolution." The Future of Jobs Report. World Economic Forum. January 2016. Note that the World Economic Forum report uses the term "skills" to refer to what this report calls "competencies"

The B.C. workforce will need to keep developing its set of competencies to continue the pace of innovation into the next ten years and beyond. In the same WEF survey, global human resource leaders identified the skills that will change the most. As can be seen in Figure 9, the survey

results show that creativity will become more important – rising from its 10th ranked position to the top three by 2020. We need to become more creative in order to fully take advantage of the benefits of new technologies.

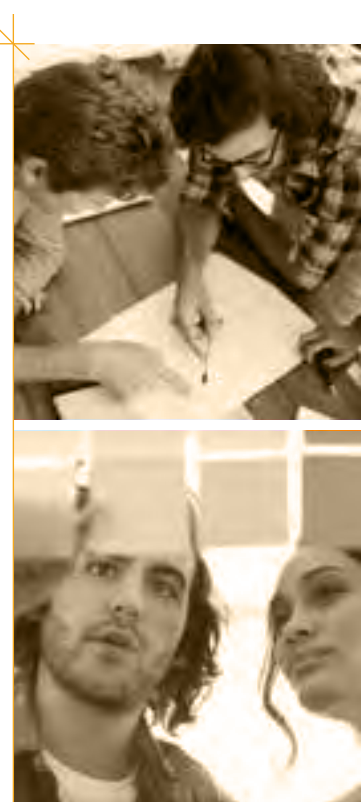
FIGURE 9: *Top 10 Competencies in 2015 and projected for 2020*

THE TOP 10 COMPETENCIES IN 2020 WILL BE:	THE TOP COMPETENCIES IN 2015:
1. Complex Problem Solving	1. Complex Problem Solving
2. Critical Thinking	2. Coordinating With Others
3. Creativity	3. People Management
4. People Management	4. Critical Thinking
5. Coordinating With Others	5. Negotiation
6. Emotional Intelligence	6. Quality Control
7. Judgment And Decision-Making	7. Service Orientation
8. Service Orientation	8. Judgment And Decision-Making
9. Negotiation	9. Active Listening
10. Cognitive Flexibility	10. Creativity

Source: *Jobs of the Future. World Economic Forum. January 2016*

Increased application of advanced intelligence and large scale data analytics will see competencies such as negotiation (#5 in 2015; #9 in 2020) and quality control (#6 in 2015; outside top 10 in 2020) shifting down in order of importance. We also see

the rise in Emotional Intelligence – expected to move into the Top 10 (#6) by 2020. Other projected shifts include the rise of critical thinking from #4 in 2015 to #2 in 2020, and the introduction of cognitive flexibility (#10 in 2020).



Occupation Outlook

The need to replace retiring workers is expected to drive over two-thirds of projected job openings to 2025 for every occupational group.

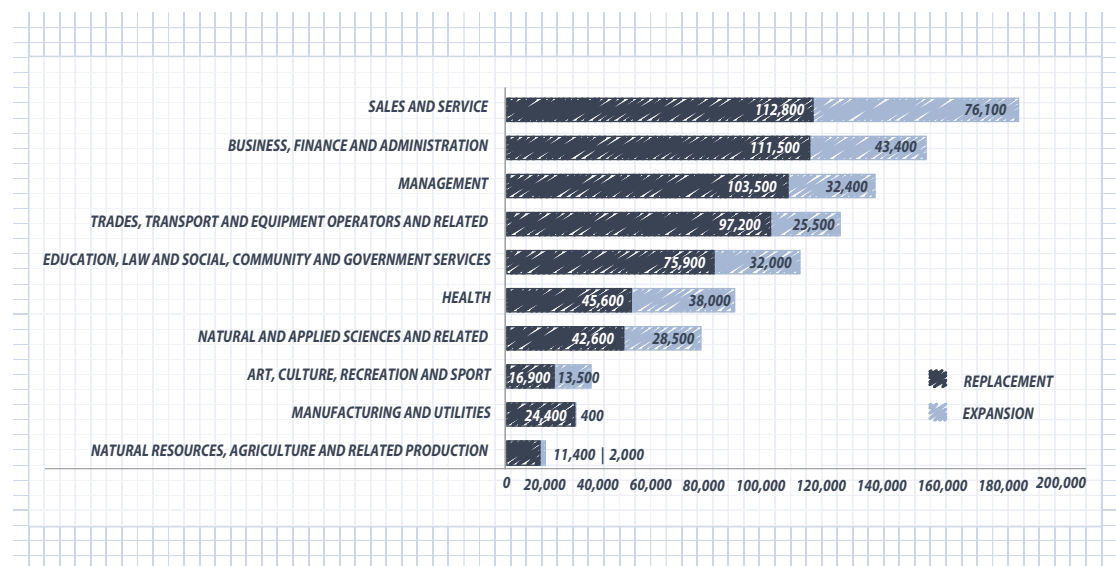
About half of total projected job openings over the outlook period are expected to be in three major occupational groups:

- ▶ 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 10 below, significant demand is also expected in trades, transportation and related occupations – about 123,000 job openings representing 13 percent of total job openings over the 10-year outlook period.

FIGURE 10: Job Openings by Major Occupation Group

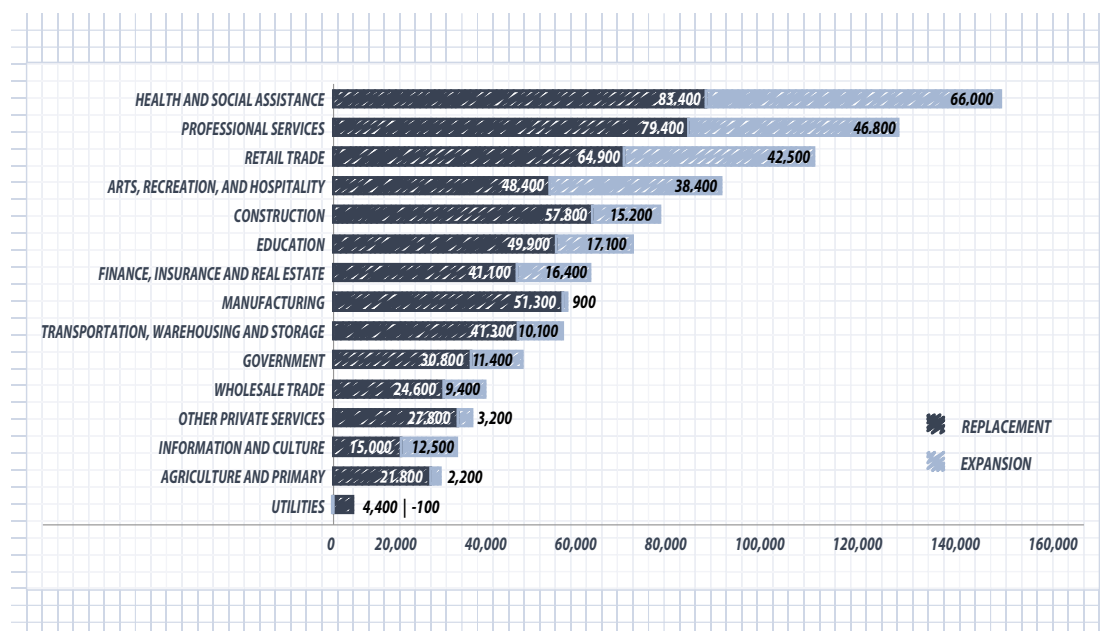


Industry Outlook

From an industry perspective, about half of total projected job openings over the outlook period are expected to be in four major industry groups.

- ▶ Health and social assistance
- ▶ Professional services
- ▶ Retail trade
- ▶ Arts, recreation, and hospitality

FIGURE 11: Ten-year total job openings by Major Industry group, 2015-2025



In the Health and social assistance industry about 44% (66,000) of job openings will be due to expansion of the health system in response to the aging of the B.C. population. Other industries with higher than average expansion related job openings are Professional services, Retail trade, Information and culture, Arts, recreation, and hospitality and Information and culture.

In the Manufacturing industry, 98 percent (51,300) of the job openings are to replace workers who will leave the labour force over

the next ten years. This is a function of the older average age workers in some sub-sectors as well as strong consolidation and productivity growth in large sub-sectors such as Wood products and Paper manufacturing.

Table 2 on the following page provides forecasts for the major industry groupings as well as more detailed underlying industries. The employment growth rate and job openings forecasts are key drivers of the forecasts for the 500 occupations covered in the forecast.

TABLE 2: Employment and job openings by industry

INDUSTRY	2016 EMPLOYMENT		EMPLOYMENT GROWTH (AVERAGE ANNUAL %)		JOB OPENINGS		
	NUMBER	SHARE OF TOTAL	2016-2020	2020-2025	TOTAL	EXPANSION	REPLACEMENT
All Industries	2,332,100	100.0%	1.2%	1.2%	933,600	291,900	641,700
Agriculture and Primary	70,800	3.0%	0.9%	0.0%	24,000	2,200	21,800
Forestry and logging	12,000	0.5%	-1.1%	-0.3%	2,300	-1,300	3,600
Fishing hunting and trapping	2,000	0.1%	2.6%	0.1%	1,200	700	500
Support activities for agriculture and forestry	9,700	0.4%	0.6%	-0.2%	3,100	300	2,800
Farms	19,700	0.8%	0.0%	0.2%	5,400	-500	5,900
Oil and gas extraction	5,100	0.2%	1.4%	1.3%	2,500	700	1,800
Support activities for mining and oil and gas extraction	7,400	0.3%	2.6%	-0.2%	3,100	700	2,400
Mining	14,900	0.6%	2.4%	-0.1%	6,400	1,600	4,800
Utilities	14,400	0.6%	0.1%	0.0%	4,300	-100	4,400
Construction	207,400	8.9%	0.7%	0.4%	73,000	15,200	57,800
Manufacturing	175,200	7.5%	0.0%	0.0%	52,200	900	51,300
Food beverage and tobacco manufacturing	32,900	1.4%	-0.1%	0.6%	10,600	2,000	8,600
Wood product manufacturing	36,000	1.5%	-1.0%	-1.6%	6,200	-4,300	10,500
Paper manufacturing	9,200	0.4%	-1.6%	-3.4%	900	-2,100	3,000
Primary metal manufacturing	5,000	0.2%	1.9%	0.0%	2,400	800	1,600
Fabricated metal product manufacturing	14,500	0.6%	-0.8%	0.6%	3,100	-900	4,000
Machinery manufacturing	8,300	0.4%	2.0%	0.6%	4,600	2,000	2,600
Transportation equipment manufacturing	9,300	0.4%	1.4%	0.7%	4,800	2,000	2,800
Other Manufacturing	60,000	2.6%	0.3%	0.6%	19,600	1,400	18,200
Wholesale Trade	83,200	3.6%	1.3%	1.5%	34,000	9,400	24,600
Retail Trade	269,900	11.6%	1.7%	1.4%	107,400	42,500	64,900
Motor vehicle and parts dealers	33,100	1.4%	0.9%	1.3%	12,300	3,800	8,500
Health and personal care stores	23,300	1.0%	1.8%	1.4%	8,500	3,100	5,400
Other Retail Trade	213,500	9.2%	1.8%	1.4%	86,600	35,600	51,000
Transportation, warehousing and storage	138,500	5.9%	1.1%	0.8%	51,400	10,100	41,300
Air transportation	14,300	0.6%	2.1%	1.4%	5,600	1,400	4,200
Rail transportation	6,100	0.3%	1.3%	0.4%	2,500	600	1,900
Water transportation	6,200	0.3%	1.0%	0.7%	1,900	300	1,600
Truck transportation	37,400	1.6%	0.7%	0.7%	11,800	900	10,900
Support activities for transportation	26,400	1.1%	0.6%	0.8%	7,500	-100	7,600
Postal service plus Couriers and messengers	19,200	0.8%	1.1%	0.8%	7,900	1,600	6,300
Warehousing and storage	7,800	0.3%	3.8%	0.9%	5,100	2,900	2,200
Other Transportation	21,100	0.9%	0.7%	0.5%	9,100	2,500	6,600
Information and culture	56,100	2.4%	1.7%	2.1%	27,500	12,500	15,000
Publishing industries	14,100	0.6%	0.5%	1.2%	4,900	1,000	3,900
Motion Picture and Video Industries	15,100	0.6%	3.7%	4.0%	10,500	7,000	3,500
Telecommunications	17,500	0.8%	1.8%	1.3%	9,700	4,600	5,100
Other Information & Culture	9,400	0.4%	-0.2%	1.1%	2,400	-100	2,500
Finance, insurance and real estate	129,800	5.6%	1.3%	1.2%	57,500	16,400	41,100
Insurance carriers and related activities	27,300	1.2%	0.5%	1.2%	8,700	1,100	7,600
Finance	56,900	2.4%	1.2%	1.2%	23,300	6,900	16,400
Real Estate Rental and Leasing	45,600	2.0%	1.8%	1.2%	25,500	8,400	17,100
Professional services	281,700	12.1%	1.8%	1.6%	126,200	46,800	79,400
Architectural, Engineering and Related Services	40,400	1.7%	1.9%	1.6%	18,100	6,500	11,600
Computer Systems Design and Related Services	47,900	2.1%	3.9%	3.6%	34,300	20,200	14,100
Management, Scientific and Technical Consulting Services	21,700	0.9%	2.1%	1.6%	11,400	4,200	7,200
Other Professional, Scientific and Technical Services	78,800	3.4%	1.5%	1.1%	31,500	9,600	21,900
Management of Companies and Enterprises & Administrative and Support	92,900	4.0%	1.0%	0.8%	30,900	6,300	24,600
Education	167,800	7.2%	0.7%	1.3%	67,000	17,100	49,900
Elementary and secondary schools	91,700	3.9%	0.4%	1.0%	35,500	6,900	28,600
Community colleges and C.E.G.E.P.s	11,300	0.5%	2.0%	1.1%	6,000	2,100	3,900
Universities	36,600	1.6%	1.4%	0.9%	15,300	5,600	9,700
Other Education	28,200	1.2%	0.2%	0.8%	10,200	2,500	7,700
Health and social assistance	293,400	12.6%	1.7%	2.3%	149,400	66,000	83,400
Ambulatory health care services	84,800	3.6%	1.9%	2.7%	46,000	22,200	23,800
Hospitals	98,600	4.2%	0.9%	1.7%	41,800	14,400	27,400
Nursing and residential care facilities	48,700	2.1%	3.3%	4.2%	36,600	21,800	14,800
Social assistance	61,300	2.6%	1.3%	1.1%	25,000	7,600	17,400
Arts, recreation, and hospitality	241,800	10.4%	1.6%	1.3%	86,800	38,400	48,400
Performing arts spectator sports and related industries	18,000	0.8%	1.8%	1.3%	9,400	4,500	4,900
Amusement gambling and recreation industries	39,600	1.7%	0.9%	1.2%	12,500	3,700	8,800
Other Amusement and recreation	3,900	0.2%	1.1%	1.1%	1,500	400	1,100
Accommodation services	33,300	1.4%	2.8%	1.4%	16,900	8,100	8,800
Food services and drinking places	147,000	6.3%	1.5%	1.4%	46,500	21,700	24,800
Other Private Services	104,400	4.5%	0.4%	0.6%	31,000	3,200	27,800
Government	97,700	4.2%	1.0%	1.1%	42,200	11,400	30,800
Federal government public administration	35,700	1.5%	0.6%	1.1%	14,100	2,800	11,300
Provincial and territorial public administration	26,300	1.1%	1.2%	1.1%	10,600	1,800	8,800
Local municipal and regional public administration	35,700	1.5%	1.3%	1.1%	17,500	6,800	10,700

Note: Components may not add to totals due to rounding

TOP 100 HIGH OPPORTUNITY OCCUPATIONS

How is the Top 100 list used?

Over the years to 2025, the projected 934,000 job openings across 500 occupations in the province offer opportunities in every sector of the economy and across the regions. However, naturally, some occupations will have relatively better prospects for job seekers than others. To prepare our workforce for these opportunities with required education and training, it is important to identify these occupations well in advance.

The most general use of the list is to guide the education and career choices of B.C.'s residents and those planning a move to B.C. to seek employment. For this purpose, in addition to being provided in this report,

it is also included in the B.C. Parents' Guide (workbc.ca/parentguide) and the B.C. Grad Planner.

The list is also available for the post-secondary education sector to use as a guide when incrementally realigning its resources to labour market demand. Occupations removed from the list will not necessarily have ongoing operating funding streams reduced, but will be less likely to receive incremental capital expenditure allocations.

The list is also used as an input in deciding on the allocation of a range of incremental labour market program funding and selection criteria.



DID YOU KNOW?

Skills such as literacy and numeracy, and competencies such as critical thinking, problem solving and ability to work with others, are as important as formal education for career development.



How is the list developed?

In this year's update, there is no change to the methodology used to develop the high opportunity occupation list from last year. All the 500 occupations are assessed and examined with a set of labour market indicators. These indicators provide information on the current and possible future labour market conditions for every

occupation. As shown in the table below, these indicators include unemployment rates, employment insurance claims and employment growth. Each indicator is assigned a weight (10 percent or 20 percent) to reflect its relative impact on future labour market conditions.

FIGURE 12: Opportunity Indicator Ranking Score Components

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

An opportunity indicator score is calculated for each occupation based on these indicators and weights for use in the list selection process.

At the start of the list selection process, 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. The opportunity indicator score is used to further populate the list.

In last year's report, there were twelve occupations identified as "trending down" and all of these occupations have been given the same designation in this year's

update. This means that the ranking of the occupations indicate that they need to be subject to monitoring and review for possible removal from the Top 100 list.

- ▶ Firefighters (NOC 4312)
- ▶ Home child care providers (NOC 4411)
- ▶ Interior designers and interior decorators (NOC 5242)
- ▶ Chefs (NOC 6321)
- ▶ Cooks (NOC 6322)
- ▶ Bakers (NOC 6332)
- ▶ Food and beverage servers (NOC 6513)
- ▶ Plumbers (NOC 7251)
- ▶ Plasterers, drywall installers and finishers and lathers (NOC 7284)
- ▶ Painters and decorators (except interior decorators) (NOC 7294)
- ▶ Residential and commercial installers and servicers (NOC 7441)
- ▶ Delivery and courier service drivers (NOC 7514)

These twelve trending down occupations were reviewed. Eight are tied to existing post-secondary funding programs. Consequently, they have been kept on the Top 100 list, still identified as trending

down, for further monitoring and review for possible removal in next year's report. Consequently, this year's Top 100 list contains eight occupations on the trending down list for a second year.

- ▶ Firefighters (NOC 4312)
- ▶ Home child care providers (NOC 4411)
- ▶ Interior designers and interior decorators (NOC 5242)
- ▶ Chefs (NOC 6321)
- ▶ Cooks (NOC 6322)
- ▶ Bakers (NOC 6332)
- ▶ Food and beverage servers (NOC 6513)
- ▶ Plumbers (NOC 7251)

Four of the occupations identified as trending down last year and this year were determined not to be connected with existing post-secondary funding programs. Consequently, they have been removed from the list. These four occupations all still have job openings that need to be filled over the next ten years and are critical to the economy, but they are being dropped because there are other occupations that are ranked higher according to the opportunity indicator.

- ▶ Plasterers, drywall installers and finishers and lathers (NOC 7284)
- ▶ Painters and decorators (*except interior decorators*) (NOC 7294)
- ▶ Residential and commercial installers and servicers (NOC 7441)
- ▶ Delivery and courier service drivers (NOC 7514)

In addition, three new trending down occupations have been identified. These are occupations that were on the Top 100 list from last year's report, but are now indicating 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. As a result, the following occupations that were on last year's list have been given a "trending down" designation on this year's list:

- ▶ Security guards and related security service occupations (NOC 6541)
- ▶ Managers in transportation (NOC 0731)
- ▶ Retail and wholesale buyers (NOC 6222)

The benefit of removing four occupations from the list is that occupations ranked sufficiently high according to the opportunity indicator can be added to the list. These are:

- ▶ Senior managers - trade, broadcasting and other services (NOC 0015)
- ▶ Managers in social, community and correctional services (NOC 0423)
- ▶ User support technicians (NOC 2282)
- ▶ Computer engineers (*except software engineers and designers*) (NOC 2147)

Please note that Top 100 Opportunity Occupations list explicitly excludes health care professions. Due to their highly-specialized nature, they are presented separately, based on expert analysis from the Ministry of Health.

High Opportunity Health Occupations

B.C.'s health sector employed 227,000 workers in 2015⁶, one of the largest sectors in terms of the number of workers. The sector is also one of the fastest-growing industries, with employment growing at an average rate of 3.2 percent each year in the past decade, much higher than the 1.0 percent provincial average over the same period.

Employment in the health sector is forecast to increase by an annual average rate of 2.3 per cent to 2025.

2015 TOP PRIORITY HEALTH PROFESSIONS

1. Registered Nurse – Specialty

Specialties include the following:

- ▶ Intensive Care Unit/Critical Care (ICU/CC)
- ▶ Emergency Room (ER)
- ▶ Operating Room/Post Anesthetic Recovery Room (OR/PARR)
- ▶ Mental Health
- ▶ Perinatal
- ▶ Medical/Surgical

2. Physiotherapist

3. Registered Nurse - General

4. Nurse Practitioner

5. Occupational Therapist

6. Diagnostic Medical Sonographer (Ultrasonographer)

7. Medical Laboratory Technician

8. Licensed Practical Nurse (LPN)

9. Respiratory Therapist

10. Care Aide/Health Care Assistant

There is also a need for physicians. For more on opportunities in the health-care sector, go to <http://www.healthmatchbc.org/>.




⁶ Statistics Canada, Labour Force Survey, as provided by BC Stats.

TOP OPPORTUNITY OCCUPATIONS IN BRITISH COLUMBIA

Ranked by Skill Level and Job Openings

 TOP OPPORTUNITY MANAGEMENT OCCUPATIONS <i>Usually Requiring a Bachelor's, Graduate or First Professional Degree and/or Significant Work Experience</i>	OCCUPATION	JOB OPENINGS TO 2025	MEDIAN WAGE RATE	WAGE RATE LOW	WAGE RATE HIGH	OCCUPATION CODE (NOC)
	Retail and wholesale trade managers	28,400	\$24.23	\$13.50	\$43.27	0621
	Insurance, real estate and financial brokerage managers	8,800	\$43.27	\$20.70	\$61.54	0121
	Restaurant and food service managers	8,200	\$19.71	\$12.00	\$42.86	0631
	Construction managers	6,900	\$39.00	\$25.00	\$58.00	0711
	Corporate sales managers	5,200	\$36.06	\$18.67	\$62.50	0601
	Banking, credit and other investment managers	4,700	\$37.44	\$23.08	\$53.85	0122
	Financial managers	4,500	\$39.42	\$19.71	\$52.88	0111
	Senior managers – financial, communications and other business services	4,500	\$48.60	\$18.00	\$74.52	0013
	Computer and information systems managers	4,100	\$43.27	\$24.04	\$60.10	0213
	Facility operation and maintenance managers	3,900	\$30.00	\$17.50	\$53.33	0714
	Senior managers – construction, transportation, production and utilities	3,600	\$40.38	\$22.50	\$80.13	0016
	Advertising, marketing and public relations managers	3,500	\$36.06	\$18.67	\$62.50	0124
	Home building and renovation managers	3,500	\$18.06	\$10.45	\$43.28	0712
	Senior managers – trade, broadcasting and other services	3,300	\$35.26	N/A	N/A	0015
	Human resources managers	3,000	\$40.87	\$22.85	\$60.00	0112
	Accommodation service managers	2,900	\$20.19	\$14.42	\$48.08	0632
	Managers in social, community and correctional services	2,700	\$30.77	\$19.51	\$47.69	0423
	Managers in transportation	2,400	\$37.00	\$20.00	\$62.50	0731
	Administrators – post-secondary education and vocational training	2,000	\$36.62	\$19.23	\$56.59	0421
	Engineering managers	1,100	\$45.67	\$23.08	\$71.10	0211

 TOP OPPORTUNITY OCCUPATIONS <i>Usually Requiring Bachelor's, Graduate or First Professional Degree</i>	OCCUPATION	JOB OPENINGS TO 2025	MEDIAN WAGE RATE	WAGE RATE LOW	WAGE RATE HIGH	OCCUPATION CODE (NOC)
	Financial auditors and accountants	11,600	\$28.85	\$16.50	\$48.08	1111
	Information systems analysts and consultants	9,100	\$36.06	\$18.00	\$48.08	2171
	Computer programmers and interactive media developers	7,800	\$35.00	\$20.00	\$52.00	2174
	College and other vocational instructors	6,800	\$34.05	\$20.00	\$53.85	4021
	University professors and lecturers	5,600	\$39.90	\$17.00	\$60.10	4011
	Other financial officers	5,000	\$28.85	\$20.90	\$57.69	1114
	Software engineers and designers	4,300	\$39.42	\$20.00	\$57.69	2173
	Professional occupations in business management consulting	4,200	\$28.85	\$15.00	\$52.88	1122
	Lawyers and notaries	3,600	\$51.20	N/A	N/A	4112
	Professional occupations in advertising, marketing and public relations	3,400	\$32.05	\$15.00	\$55.29	1123
	Civil engineers	3,200	\$36.05	\$25.00	\$63.26	2131
	Social workers	2,700	\$32.00	\$19.23	\$46.00	4152
	Business development officers and marketing researchers and consultants	2,600	\$30.52	\$19.23	\$45.95	4163
	Web designers and developers	2,600	\$24.04	\$15.38	\$39.11	2175
	Family, marriage and other related counsellors	2,400	\$25.83	\$16.50	\$40.87	4153
	Authors and writers	2,300	\$28.10	\$18.79	\$42.86	5121
	Human resources professionals	2,200	\$32.91	\$20.00	\$51.28	1121
	Electrical and electronics engineers	2,000	\$40.00	\$23.00	\$59.49	2133
	Post-secondary teaching and research assistants	1,900	\$20.00	\$10.45	\$36.26	4012
	Mechanical engineers	1,900	\$35.40	\$23.08	\$55.29	2132
	Health policy researchers, consultants and program officers	1,600	\$34.00	\$20.00	\$48.08	4165
	Architects	1,400	\$31.73	\$21.63	\$52.00	2151
	Computer engineers (except software engineers and designers)	1,400	\$41.03	\$28.37	\$51.92	2147
	Psychologists	1,300	\$35.59	\$16.50	\$46.46	4151

CORE LIST	These 85 occupations were included in the previous Outlook report and continue to be top opportunity occupations for Outlook 2015-2025.
TRENDING UP	These 4 occupations were not on the previous Outlook report and have been added as they are demonstrating increasing opportunities in Outlook for 2015-2025. If they continue to demonstrate increased opportunities they may be moved to the core list in future years.
TRENDING DOWN	These 11 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.

Note: Data source for wage: ESDC Job Bank hourly wage data updated in 2015, unless otherwise noted. The low wage rate refers to the 10th percentile, which indicates 90% of the workers in this occupation make the low wage or more; The high wage rate refers to the 90th percentile, which indicates 90% of the workers in the occupation make the high wage or less. Wage data for Cooks and Chefs are from Go2HR. Cook Labour Market Analysis Final Report. B.C. Sector Labour Market Partnerships Program. June 2016.



**TOP OPPORTUNITY
OCCUPATIONS**
Usually Requiring
Diploma, Certificate
or Apprenticeship
Training

OCCUPATION	JOB OPENINGS TO 2025	MEDIAN WAGE RATE	WAGE RATE LOW	WAGE RATE HIGH	OCCUPATION CODE (NOC)
Administrative officers	19,500	\$22.00	\$14.50	\$33.00	1221
Administrative assistants	15,700	\$21.75	\$13.00	\$28.85	1241
Cooks	12,100	\$15.00	\$10.25	\$22.00	6322
Social and community service workers	11,700	\$19.11	\$15.80	\$29.50	4212
Accounting technicians and bookkeepers	10,700	\$19.23	\$12.00	\$29.42	1311
Carpenters	10,300	\$25.00	\$15.00	\$35.00	7271
Early childhood educators and assistants	9,300	\$15.06	\$11.00	\$24.04	4214
Property administrators	5,900	\$20.93	\$10.96	\$38.00	1224
Electricians (except industrial and power system)	4,600	\$27.90	\$14.00	\$39.32	7241
Chefs	3,900	\$23.08	\$10.38	\$36.90	6321
Program leaders and instructors in recreation, sport and fitness	3,900	\$19.23	\$11.13	\$30.00	5254
Computer network technicians	3,800	\$27.40	\$16.35	\$38.46	2281
Retail sales supervisors	3,500	\$18.00	\$11.73	\$28.85	6211
Police officers (except commissioned)	3,300	\$37.50	\$14.42	\$47.00	4311
Construction millwrights and industrial mechanics	3,300	\$32.00	\$18.45	\$40.00	7311
Electronic service technicians (household and business equipment)	3,300	\$23.50	\$14.80	\$34.62	2242
Real estate agents and salespersons	3,300	\$19.84	N/A	N/A	6232
Welders and related machine operators	3,000	\$28.00	\$16.00	\$38.00	7237
User support technicians	2,900	\$25.00	\$15.00	\$42.56	2282
Heavy-duty equipment mechanics	2,800	\$30.00	\$18.00	\$40.00	7312
Contractors and supervisors, heavy equipment operator crews	2,700	\$31.00	\$25.00	\$43.75	7302
Bakers	2,700	\$12.35	\$10.45	\$21.70	6332
Executive assistants	2,600	\$25.70	\$17.86	\$35.90	1222
Plumbers	2,500	\$27.00	\$15.00	\$36.00	7251
Insurance agents and brokers	2,300	\$19.23	\$12.60	\$29.12	6231
Legal administrative assistants	2,200	\$21.63	\$15.00	\$32.50	1242
Purchasing agents and officers	2,200	\$29.91	\$15.00	\$38.46	1225
Contractors and supervisors, other construction trades, installers, repairers and servicers	2,200	\$30.00	\$19.00	\$38.46	7205
Retail and wholesale buyers	2,000	\$20.00	\$12.00	\$42.12	6222
Industrial electricians	1,900	\$35.00	\$21.00	\$45.00	7242
Electrical and electronics engineering technologists and technicians	1,800	\$27.00	\$17.31	\$42.74	2241
Drafting technologists and technicians	1,800	\$22.50	\$16.00	\$38.46	2253
Firefighters	1,600	\$35.00	\$18.18	\$43.00	4312
Machinists and machining and tooling inspectors	1,400	\$31.70	\$23.00	\$40.00	7231
Power engineers and power systems operators	1,400	\$28.50	\$18.00	\$40.00	9241
Inspectors in public and environmental health and occupational health and safety	1,300	\$35.58	\$21.53	\$50.00	2263
Interior designers and interior decorators	1,300	\$22.88	\$15.00	\$38.13	5242
Insurance adjusters and claims examiners	1,200	\$28.25	\$17.00	\$48.00	1312
Contractors and supervisors, carpentry trades	1,200	\$28.00	\$21.25	\$40.00	7204
Construction inspectors	1,100	\$36.06	\$20.00	\$45.00	2264
Sheet metal workers	900	\$31.00	\$19.00	\$36.83	7233
Steamfitters, pipefitters and sprinkler system installers	800	\$35.00	\$17.00	\$45.00	7252
Crane operators	800	\$31.00	\$22.00	\$50.00	7371
Concrete finishers	500	\$27.00	\$19.00	\$35.00	7282
Gas fitters	400	\$27.24	\$10.45	\$46.59	7253



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

OCCUPATION	JOB OPENINGS TO 2025	MEDIAN WAGE RATE	WAGE RATE LOW	WAGE RATE HIGH	OCCUPATION CODE (NOC)
Retail salespersons	34,600	\$12.00	\$10.45	\$21.92	6421
Transport truck drivers	14,400	\$24.00	\$15.00	\$35.00	7511
General office support workers	12,600	\$20.51	\$12.00	\$28.75	1411
Receptionists	11,400	\$16.50	\$11.00	\$23.50	1414
Food and beverage servers	9,000	\$10.45	\$10.45	\$15.00	6513
Material handlers	8,300	\$16.45	\$11.00	\$28.00	7452
Accounting and related clerks	6,600	\$20.00	\$14.16	\$28.85	1431
Security guards and related security service occupations	4,800	\$14.00	\$11.00	\$22.30	6541
Heavy equipment operators (except crane)	4,500	\$28.84	\$18.50	\$36.00	7521
Home child care providers	3,400	\$11.00	\$10.45	\$17.00	4411
Taxi and limousine drivers and chauffeurs	2,200	\$16.00	\$10.45	\$26.00	7513

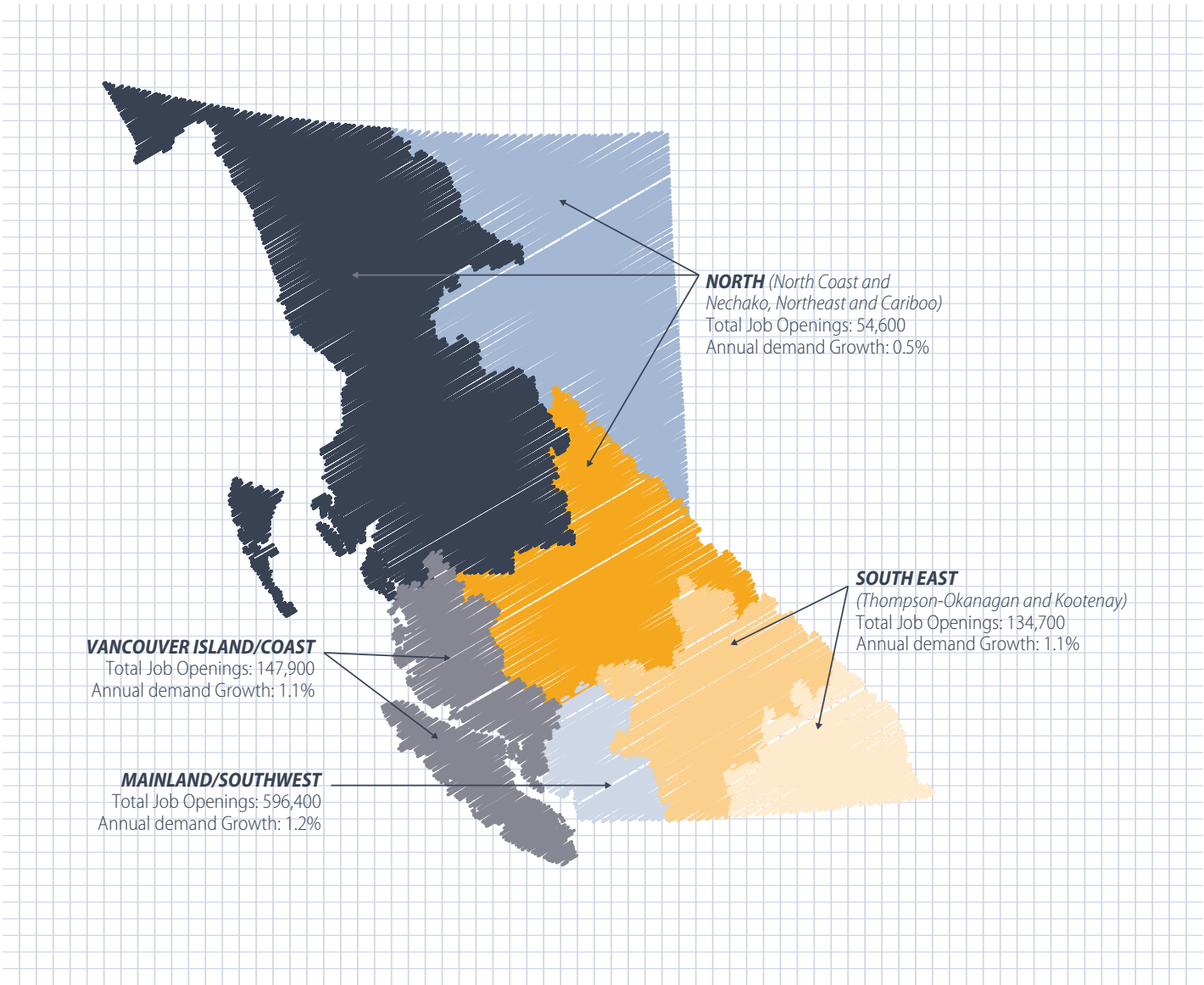


Regional Outlook

Just like the province’s diverse geography, every region of B.C. has its own distinct economy and labour market.

As shown in the map below, every region in the province offers thousands of job opportunities in the next ten years, covering every area of the economy.

FIGURE 13: Ten-year total job openings and average annual growth in demand for workers





➤ **DID YOU KNOW?**

Over the years to **2025**, migrant workers to the province are expected to fill **35** percent of the future labour supply additions.



Vancouver Island/Coast

The Vancouver Island/Coast economic region is forecast to have 147,900 job openings to 2025, with 29 percent from economic growth and 71 percent to replace retiring workers.

Employment demand is projected to increase by an annual average of 1.1 percent, on par with the provincial average.

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

OCCUPATION	ANNUAL AVERAGE EMPLOYMENT DEMAND GROWTH
Underground production and development miners	3.1%
Ground and water transport ticket agents, cargo service representatives and related clerks	2.7%
Engine officers, water transport	2.7%
Computer programmers and interactive media developers	2.4%
Water transport deck and engine room crew	2.4%
Software engineers and designers	2.4%
Web designers and developers	2.4%
Boat and cable ferry operators and related occupations	2.3%
Information systems analysts and consultants	2.2%
Customer services representatives – financial institutions	2.1%

** 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 DEMAND GROWTH
Water transportation	3.7%
Mining	3.6%
Computer systems design and related services	3.1%
Truck transportation	2.3%
Performing arts, spectator sports and related industries	2.3%

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

The strong employment growth associated with the mining industry is due to the anticipated increases in quarrying activities (sand, gravel, etc.) driven primarily by residential construction growth in the region and in Mainland/Southwest.

THE OCCUPATIONS WITH THE LARGEST NUMBER OF JOB OPENINGS IN THE REGION ARE:

SKILL LEVEL	NOC	OCCUPATION	EXPANSION	REPLACEMENT	JOB OPENINGS	WAGE
LEVEL 0: ☑ Usually requiring combination of education and experience	0621	Retail and wholesale trade managers	1,270	3,530	4,800	\$19.71
	0121	Insurance, real estate and financial brokerage managers*	170	1,030	1,200	\$43.27
	0711	Construction managers	250	870	1,120	\$39.00
	0631	Restaurant and food service managers	340	780	1,110	\$19.71
	0632	Accommodation service managers	210	480	690	\$20.19
LEVEL A: ☑ Usually requiring a Bachelor's, Graduate or First Professional Degree	4032	Elementary school and kindergarten teachers	990	1,780	2,780	\$34.62
	2171	Information systems analysts and consultants	710	980	1,690	\$35.90
	4031	Secondary school teachers	540	970	1,520	\$35.10
	2174	Computer programmers and interactive media developers	660	620	1,280	\$35.00
	1111	Financial auditors and accountants	220	1,050	1,270	\$28.85
LEVEL B: ☑ Usually requiring diploma, certificate or apprenticeship training	7271	Carpenters	730	1,750	2,480	\$24.00
	4212	Social and community service workers	910	1,530	2,440	\$19.00
	1311	Accounting technicians and bookkeepers	310	1,510	1,820	\$19.50
	6322	Cooks	760	880	1,640	\$13.25
	4214	Early childhood educators and assistants	520	1,110	1,620	\$16.75
LEVEL C: ☑ Usually requiring secondary school and/or occupation-specific training	6421	Retail salespersons	2,420	3,340	5,750	\$12.00
	1411	General office support workers	630	1,500	2,130	\$20.51
	1414	Receptionists	760	1,220	1,980	\$18.00
	7511	Transport truck drivers	490	1,460	1,950	\$23.50
	4412	Home support workers, housekeepers and related occupations	640	1,190	1,830	\$18.27
LEVEL D: ☑ Usually requiring on-the-job training	6733	Janitors, caretakers and building superintendents	550	1,540	2,090	\$17.00
	6611	Cashiers	1,140	850	1,980	\$11.00
	6731	Light duty cleaners	700	1,270	1,970	\$14.75
	6711	Food counter attendants, kitchen helpers and related support occupations	1,210	720	1,930	\$10.80
	6622	Store shelf stockers, clerks and order fillers	660	440	1,090	\$12.00

*Data source for wage: ESDC Job Bank median hourly wage for Vancouver Island/Coast updated in 2015, unless otherwise noted.

Note: For occupations with a "", median hourly wage for BC is provided as wage data for these occupations are not available for Vancouver Island/Coast.

*Note: 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 2015 unemployment rate in the region was 6.3 percent, slightly above the provincial average of 6.2 percent.
- ▶ The region has an older population compared to the provincial overall.
- ▶ The labour force participation is lower in the region than the B.C. overall, a result of an older population.
- ▶ Health Care and Social Assistance, Wholesale and Retail Trade and Construction are the largest industries by employment



Mainland/Southwest

A total of 596,400 job openings are expected in the Mainland/Southwest region to 2025. The need to replace retiring workers is expected to account for 66 percent of these openings, and new jobs driven by economic expansion representing the remaining 34 percent.

Employment demand in the region is forecast to grow at an average of 1.2 percent each year over the outlook period, above the provincial average of 1.1 percent. Being the most populated region in the province, Mainland/Southwest is expected to account for almost two-thirds (64 percent) of the total projected provincial openings to 2025.

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

OCCUPATION	ANNUAL AVERAGE EMPLOYMENT DEMAND GROWTH
Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	3.6%
Support occupations in motion pictures, broadcasting, photography and the performing arts	3.5%
Producers, directors, choreographers and related occupations	3.4%
Film and video camera operators	3.2%
Audio and video recording technicians	3.1%
Actors and comedians	3.0%
Web designers and developers	3.0%
Telecommunication carriers managers	2.9%
Computer programmers and interactive media developers	2.8%
Information systems testing technicians	2.8%

**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 DEMAND GROWTH
Motion Picture and Video Industries	4.1%
Warehousing and storage	3.9%
Computer systems design and related services	3.8%
Telecommunications	3.1%
Primary metal manufacturing	3.0%

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

Many occupations that are expected to experience fast growth are employed in the Motion Picture and Video industry, which is expected to lead employment growth in the region.

THE OCCUPATIONS WITH THE LARGEST NUMBER OF JOB OPENINGS IN THE REGION ARE:

SKILL LEVEL	NOC	OCCUPATION	EXPANSION	REPLACEMENT	JOB OPENINGS	WAGE
LEVEL 0: ☑ Usually requiring combination of education and experience	0621	Retail and wholesale trade managers	5,490	11,580	17,070	\$20.43
	0121	Insurance, real estate and financial brokerage managers	1,910	4,630	6,530	\$38.97
	0631	Restaurant and food service managers	1,950	3,270	5,230	\$22.62
	0711	Construction managers	490	3,710	4,200	\$39.00
	0601	Corporate sales managers	1,000	3,040	4,040	\$24.04
LEVEL A: ☑ Usually requiring a Bachelor's, Graduate or First Professional Degree	1111	Financial auditors and accountants	3,100	6,010	9,110	\$35.26
	2171	Information systems analysts and consultants	3,660	3,470	7,130	\$24.99
	2174	Computer programmers and interactive media developers	3,760	2,450	6,210	\$29.89
	4032	Elementary school and kindergarten teachers	630	5,560	6,190	\$34.97
	4021	College and other vocational instructors	1,440	3,260	4,700	\$27.24
LEVEL B: ☑ Usually requiring diploma, certificate or apprenticeship training	1221	Administrative officers	2,710	8,920	11,640	\$20.00
	1241	Administrative assistants	2,560	6,780	9,340	\$21.18
	6322	Cooks	3,620	4,090	7,710	\$25.48
	4212	Social and community service workers	2,520	3,680	6,200	\$27.47
	4214	Early childhood educators and assistants*	2,050	3,960	6,010	\$15.06
LEVEL C: ☑ Usually requiring secondary school and/or occupation-specific training	6421	Retail salespersons	11,070	11,520	22,590	\$13.50
	7511	Transport truck drivers*	1,830	6,430	8,260	\$24.00
	1411	General office support workers	2,680	5,510	8,190	\$17.00
	1414	Receptionists	3,250	3,950	7,210	\$15.30
	7452	Material handlers*	2,550	3,890	6,440	\$16.45
LEVEL D: ☑ Usually requiring on-the-job training	6711	Food counter attendants, kitchen helpers and related support occupations	5,460	4,050	9,510	\$16.28
	6611	Cashiers	4,450	3,300	7,750	\$15.00
	6731	Light duty cleaners	2,470	4,420	6,890	\$12.88
	6733	Janitors, caretakers and building superintendents	1,820	4,850	6,670	\$17.00
	6622	Store shelf stockers, clerks and order fillers	2,180	1,870	4,050	\$16.00

*Data source for wage: ESDC Job Bank median hourly wage for Mainland/Southwest updated in 2015, unless otherwise noted.

*Note: For occupations with a "**", median hourly wage for BC is provided as wage data for these occupations are not available for Mainland/Southwest.

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

REGIONAL PROFILE

- ▶ Mainland/Southwest employs nearly two-thirds of the workers in B.C.
- ▶ The region's 2015 unemployment rate was 6.0 percent, below the provincial average of 6.2 percent.
- ▶ The region has one of the youngest populations in the province.
- ▶ The labour force participation is higher in the region than the B.C. overall.
- ▶ Retail and Wholesale Trade, Health Care and Social Assistance, and Professional, Scientific and Technical Services are the largest industries by employment.



North

The North region includes Cariboo, Northeast as well as North Coast and Nechako. Compared to the rest of the province, people in this region are young and more likely to participate in the labour market. In 2015, Northeast had the highest labour participation rate in the province at 76.3 percent, compared to the B.C. average at 63.4 percent.

Over the outlook period to 2025, the North region is expected to have 54,600 job openings. About 15 percent of these openings are forecast to be generated through economic growth, and the rest due to retirements.

Employment demand is expected to grow at an average of 0.5 percent each year to 2025, below the provincial rate of 1.1 percent.

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

NOC	OCCUPATION	ANNUAL AVERAGE EMPLOYMENT DEMAND GROWTH
0632	Accommodation service managers	2.3%
6525	Hotel front desk clerks	1.9%
1414	Receptionists	1.8%
1242	Legal administrative assistants	1.8%
7373	Water well drillers	1.7%
7293	Insulators	1.7%
4412	Home support workers and related occupations	1.6%
7231	Machinists and machining and tooling inspectors	1.5%
2253	Drafting technologists and technicians	1.5%
7203	Contractors and supervisors, pipefitting trades	1.5%

** 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 DEMAND GROWTH
Accommodation services	2.1%
Support activities for mining and oil and gas extraction	1.4%
Other professional, scientific and technical services	1.4%
Oil and gas extraction	1.4%
Architectural, engineering and related services	1.3%

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

Occupations that are expected to have the highest employment growth are mostly employed in the industries with the highest growth in the region.

THE OCCUPATIONS WITH THE LARGEST NUMBER OF JOB OPENINGS IN THE REGION ARE:

SKILL LEVEL	NOC	OCCUPATION	EXPANSION	REPLACEMENT	JOB OPENINGS	WAGE
LEVEL 0: ☑ Usually requiring combination of education and experience	0621	Retail and wholesale trade managers	0	1,740	1,730	\$24.23
	0821	Managers in agriculture*	-10	710	700	\$13.00
	0711	Construction managers*	100	380	480	\$39.00
	0631	Restaurant and food service managers	90	370	460	\$19.71
	0811	Managers in natural resources production and fishing*	30	260	290	\$37.40
LEVEL A: ☑ Usually requiring a Bachelor's, Graduate or First Professional Degree	4032	Elementary school and kindergarten teachers	150	770	920	\$32.05
	4031	Secondary school teachers	70	510	570	\$33.17
	4021	College and other vocational instructors*	90	410	500	\$34.05
	1111	Financial auditors and accountants	60	250	310	\$28.85
	2122	Forestry professionals	-40	340	310	\$31.25
LEVEL B: ☑ Usually requiring diploma, certificate or apprenticeship training	1221	Administrative officers	170	1,130	1,290	\$22.00
	1311	Accounting technicians and bookkeepers	290	1,010	1,290	\$19.23
	4212	Social and community service workers	380	870	1,250	\$19.11
	1241	Administrative assistants*	170	850	1,020	\$24.04
	7271	Carpenters	240	700	940	\$25.00
LEVEL C: ☑ Usually requiring secondary school and/or occupation-specific training	7511	Transport truck drivers	100	2,360	2,460	\$24.50
	6421	Retail salespersons	0	1,420	1,410	\$13.75
	7521	Heavy equipment operators (except crane)	140	880	1,010	\$28.84
	1414	Receptionists	280	370	650	\$16.50
	4413	Elementary and secondary school teacher assistants	70	570	640	\$22.00
LEVEL D: ☑ Usually requiring on-the-job training	6733	Janitors, caretakers and building superintendents	210	1,030	1,230	\$17.00
	6731	Light duty cleaners	250	510	760	\$14.50
	6711	Food counter attendants, kitchen helpers and related support occupations	280	420	700	\$10.75
	7611	Construction trades helpers and labourers	180	520	700	\$20.80
	6611	Cashiers	60	430	490	\$11.00

*Data source for wage: ESDC Job Bank median hourly wage for Cariboo updated in 2015, unless otherwise noted.

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

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

REGIONAL PROFILE

- ▶ The North region employs seven percent of the workers in the province.
- ▶ The unemployment rate in the North varies across the different regions. Northeast typically has the lowest rate in the region.
- ▶ The region has a younger population relative to the province. Northeast has the youngest population across all the economic regions.
- ▶ The North has the highest labour force participation in the province.
- ▶ Wholesale and Retail Trade, Construction and Health Care and Social Assistance are the largest industries by employment.



South East

The South East region includes Thompson-Okanagan and Kootenay. A total of 134,700 job openings are expected in the region to 2025. Three in ten openings are due to economic growth and the rest are to replace retired workers.

Employment demand in the region is forecast to increase each year by 1.1 percent on average, the same rate as the provincial average.

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

NOC	OCCUPATION	ANNUAL AVERAGE EMPLOYMENT DEMAND GROWTH
2153	Urban and land use planners	3.5%
1312	Insurance adjusters and claims examiners	3.0%
4312	Firefighters	3.0%
2244	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	2.9%
2272	Air traffic controllers and related occupations	2.9%
6522	Pursers and flight attendants	2.9%
7534	Air transport ramp attendants	2.8%
2251	Architectural technologists and technicians	2.8%
8422	Silviculture and forestry workers	2.8%
7315	Aircraft mechanics and aircraft inspectors	2.8%

** 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 DEMAND GROWTH
Provincial and territorial public administration	4.0%
Forestry and logging	3.0%
Local municipal and regional public administration	3.0%
Performing arts, spectator sports and related industries	2.8%
Insurance carriers and related activities	2.8%

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

THE OCCUPATIONS WITH THE LARGEST NUMBER OF JOB OPENINGS IN THE REGION ARE:

SKILL LEVEL	NOC	OCCUPATION	EXPANSION	REPLACEMENT	JOB OPENINGS	WAGE
LEVEL 0: ☑ Usually requiring combination of education and experience	0621	Retail and wholesale trade managers	1,100	3,670	4,760	\$24.23
	0631	Restaurant and food service managers*	480	900	1,380	\$19.71
	0821	Managers in agriculture*	40	1,190	1,240	\$13.00
	0711	Construction managers	360	770	1,120	\$39.00
	0121	Insurance, real estate and financial brokerage managers	130	720	850	\$43.27
LEVEL A: ☑ Usually requiring a Bachelor's, Graduate or First Professional Degree	4032	Elementary school and kindergarten teachers	630	1,240	1,870	\$28.85
	4031	Secondary school teachers	420	870	1,290	\$36.54
	4021	College and other vocational instructors	350	600	940	\$34.05
	1111	Financial auditors and accountants	130	780	910	\$30.00
	4011	University professors and lecturers	320	420	740	\$39.90
LEVEL B: ☑ Usually requiring diploma, certificate or apprenticeship training	1221	Administrative officers	590	2,470	3,070	\$20.00
	1241	Administrative assistants	750	1,900	2,650	\$20.00
	7271	Carpenters	950	1,490	2,440	\$24.00
	1311	Accounting technicians and bookkeepers	480	1,570	2,050	\$19.23
	6322	Cooks	980	880	1,860	\$12.00
LEVEL C: ☑ Usually requiring secondary school and/or occupation-specific training	6421	Retail salespersons	1,640	3,180	4,820	\$12.00
	7511	Transport truck drivers	-820	2,510	1,680	\$25.00
	1411	General office support workers	520	1,150	1,660	\$20.51
	1414	Receptionists	560	990	1,550	\$17.00
	7521	Heavy equipment operators (except crane)	340	1,100	1,450	\$27.00
LEVEL D: ☑ Usually requiring on-the-job training	6731	Light duty cleaners	960	1,550	2,510	\$13.00
	6711	Food counter attendants, kitchen helpers and related support occupations	1,460	890	2,350	\$10.50
	6733	Janitors, caretakers and building superintendents	640	1,480	2,120	\$18.00
	6611	Cashiers	760	1,060	1,810	\$10.95
	7611	Construction trades helpers and labourers	590	650	1,240	\$18.00

*Data source for wage: ESDC Job Bank median hourly wage for Thompson-Okanagan updated in 2015, unless otherwise noted.

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

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

REGIONAL PROFILE

- ▶ About 14 percent of the workers in B.C. work in the South East region.
- ▶ Within the region, Thompson-Okanagan typically has a lower unemployment rate than Kootenay. In 2015, the South East region had an unemployment rate of 6.6 percent, higher than the provincial average.
- ▶ The region has the oldest population in the province.
- ▶ Labour force participation is lower in the region compared to the overall province.
- ▶ Wholesale and Retail Trade, Health Care and Social Assistance and Construction are the largest industries by employment.



Conclusion

BY 2025, BRITISH COLUMBIANS

can expect a total of 934,000 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 70 percent of all job openings will be driven by replacements and over three quarters will require some kind of post-secondary education. The largest share – 42 percent – will require a diploma, certificate or apprenticeship training.

The forecast is based on the projected needs for labour across 58 individual industries. About half of job openings over the next ten years will be in the Health and social assistance, Professional services, Retail trade and Arts, recreation, and hospitality major industry groups.

Forecasts of how future job openings will be filled demonstrate the range of strategies and tactics available to the education sector, industries and individual companies to develop B.C.'s future workforce. Key objectives are:

- ▶ Reducing the number of unemployed
- ▶ Efficiently providing information and resources to maximize the supply of new entrants
- ▶ Attracting immigrants from other countries
- ▶ Facilitating labour mobility with other provinces
- ▶ Increasing labour force participation

BY FOCUSING ON THESE OBJECTIVES, THE LABOUR MARKET IS EXPECTED TO BE BALANCED, WITH SUPPLY AND DEMAND INCREASING AT SIMILAR RATES THROUGH 2025.



APPENDIX 1:

Provincial Labour Market Outlook

Summary Data



	BRITISH COLUMBIA	MAINLAND / SOUTHWEST	VANCOUVER ISLAND / COAST	SOUTH EAST (THOMPSON-OKANAGAN & KOOTENAY)	NORTH (CARIBOO, NORTH COAST & NECHAKO, NORTHEAST)
TOTAL JOB OPENINGS 2015-2025	933,600	596,400	147,900	134,700	54,600
EXPANSION 2015-2025	291,900	199,900	43,400	40,500	8,100
REPLACEMENT 2015-2025	641,700	396,500	104,600	94,200	46,400

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
ALL OCCUPATIONS: BRITISH COLUMBIA											
<i>Demand</i>	2,442,700	2,469,200	2,496,100	2,525,100	2,553,400	2,582,400	2,613,100	2,644,400	2,674,000	2,705,500	2,734,600
<i>Supply</i>	2,457,600	2,487,800	2,516,900	2,549,800	2,584,800	2,614,800	2,643,100	2,670,700	2,696,100	2,721,400	2,745,100
<i>Supply less Demand</i>	14,900	18,600	20,800	24,700	31,400	32,400	30,000	26,300	22,100	16,000	10,400
ALL OCCUPATIONS: MAINLAND / SOUTHWEST											
<i>Demand</i>	1,549,000	1,567,300	1,583,300	1,602,400	1,621,500	1,642,200	1,665,700	1,688,300	1,708,400	1,729,300	1,748,800
<i>Supply</i>	1,561,300	1,582,200	1,605,500	1,631,900	1,659,600	1,683,200	1,703,600	1,721,100	1,735,600	1,750,100	1,763,600
<i>Supply less Demand</i>	12,300	14,900	22,200	29,500	38,000	40,900	37,900	32,800	27,300	20,700	14,700
ALL OCCUPATIONS: VANCOUVER ISLAND / COAST											
<i>Demand</i>	378,700	384,300	388,100	391,000	394,900	398,200	401,800	406,300	411,400	416,800	422,100
<i>Supply</i>	381,200	385,100	387,300	390,000	392,700	395,000	398,700	403,600	408,600	414,100	419,300
<i>Supply less Demand</i>	2,500	800	-700	-1,000	-2,200	-3,200	-3,000	-2,700	-2,700	-2,800	-2,800
ALL OCCUPATIONS: SOUTH EAST (THOMPSON – OKANAGAN, AND KOOTENAY)											
<i>Demand</i>	341,800	345,500	350,500	355,200	358,700	362,600	365,900	369,300	373,100	377,800	382,400
<i>Supply</i>	341,600	345,700	348,500	351,500	354,900	358,200	361,800	366,000	370,800	375,700	380,200
<i>Supply less Demand</i>	-200	200	-2,000	-3,700	-3,800	-4,400	-4,100	-3,300	-2,300	-2,200	-2,100
ALL OCCUPATIONS: NORTH (CARIBOO, NORTH COAST AND NECHAKO, AND NORTHEAST)											
<i>Demand</i>	173,200	172,100	174,200	176,400	178,200	179,300	179,800	180,500	181,100	181,500	181,300
<i>Supply</i>	173,500	174,700	175,600	176,400	177,600	178,400	179,000	180,000	181,000	181,600	181,900
<i>Supply less Demand</i>	300	2,700	1,400	-100	-600	-900	-800	-500	-100	200	600

*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 2025 and 2015.
5. **REPLACEMENT:** Job openings to fill positions that are generated by a permanent exit from the labour force. This includes exits due to retirements, illness, disabilities, deaths and other reasons from 2015 to 2025.
6. **TOTAL JOB OPENINGS:** The sum of expansion and replacement job openings. A job opening is the addition of a new job position through economic growth or a position that needs to be filled due only to someone exiting the labour force permanently. It is very different from job postings because it does not include any concept of turnover. If someone leaves a position to take another position in the same occupation this is not a job opening. Also, if someone leaves a position to take another position in a different occupation, this is not a job opening.
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. **CHANGE IN LABOUR FORCE PARTICIPATION:** This group captures other types of mobility in the labour market, such as people coming back to the labour force after a period of absence. This is a concept that is also called “Net other in-mobility”.

DID YOU KNOW?

Labour supply is expected exceed demand by **32,000** workers in **2020** but tightening towards the end of the decade.



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 BC 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.

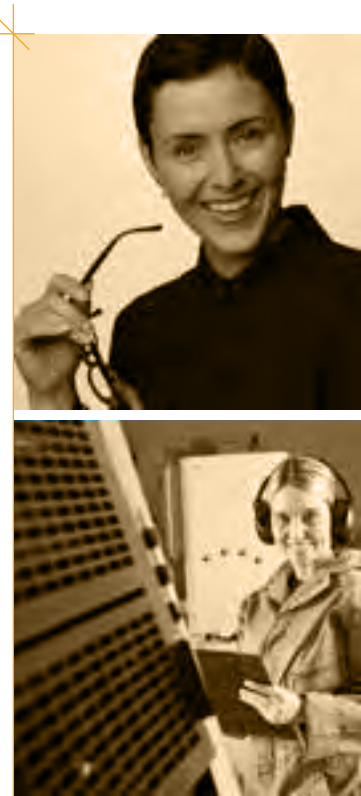
➤ DID YOU KNOW?

Over three quarters of the future job openings to **2025** will require some post-secondary education and training.



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 2016/17–2018/19, released in February 2016. 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 that factor into the overall estimate of exits 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.





APPENDIX 3:

Job Openings for All 500 Occupations

OCCUPATIONS	JOB OPENINGS TO 2025	SKILL LEVEL	HOURLY WAGE RATE (\$)			OCCUPATION CODE (NOC)
			LOW	MEDIAN	HIGH	
Legislators*	440	0	21,191.35	55,083.00	141,794.00	0011
Senior government managers and officials	910	0	24.79	48.77	79.91	0012
Senior managers – financial, communications and other business services	4,460	0	18.00	48.60	74.52	0013
Senior managers – health, education, social and community services and membership organizations	2,050	0	20.00	40.38	78.57	0014
Senior managers – trade, broadcasting and other services, N.E.C.	3,260	0	10.45	35.26	105.36	0015
Senior managers – construction, transportation, production and utilities	3,570	0	22.50	40.38	80.13	0016
Financial managers	4,530	0	19.71	39.42	52.88	0111
Human resources managers	3,000	0	22.85	40.87	60.00	0112
Purchasing managers	710	0	22.15	36.21	52.88	0113
Other administrative services managers	1,970	0	20.43	38.46	53.85	0114
Insurance, real estate and financial brokerage managers	8,830	0	20.70	43.27	61.54	0121
Banking, credit and other investment managers	4,650	0	23.08	37.44	53.85	0122
Advertising, marketing and public relations managers	3,500	0	18.67	36.06	62.50	0124
Other business services managers	780	0	19.23	33.00	50.96	0125
Telecommunication carriers managers	700	0	23.55	39.86	56.37	0131
Postal and courier services managers	360	0	11.49	33.92	52.80	0132
Engineering managers	1,120	0	23.08	45.67	71.10	0211
Architecture and science managers	450	0	16.15	39.04	74.62	0212
Computer and information systems managers	4,050	0	24.04	43.27	60.10	0213
Managers in health care	2,610	0	20.77	36.66	57.95	0311
Government managers – health and social policy development and program administration	240	0	28.84	43.11	62.50	0411
Government managers – economic analysis, policy development and program administration	470	0	25.98	41.66	62.39	0412
Government managers – education policy development and program administration	40	0	34.77	48.40	64.79	0413
Other managers in public administration	380	0	26.55	45.30	61.54	0414
Administrators – post-secondary education and vocational training	1,980	0	19.23	36.62	56.59	0421
School principals and administrators of elementary and secondary education	2,390	0	20.04	43.08	53.85	0422
Managers in social, community and correctional services	2,720	0	19.51	30.77	47.69	0423
Commissioned police officers	50	0	N/A	N/A	N/A	0431
Fire chiefs and senior firefighting officers	220	0	34.29	55.44	64.68	0432
Commissioned officers of the Canadian Forces	450	0	18.24	35.10	50.87	0433
Library, archive, museum and art gallery managers	200	0	10.94	30.26	51.03	0511
Managers – publishing, motion pictures, broadcasting and performing arts	990	0	17.00	27.54	49.22	0512
Recreation, sports and fitness program and service directors	1,070	0	10.45	26.22	47.42	0513
Corporate sales managers	5,190	0	18.67	36.06	62.50	0601
Retail and wholesale trade managers	28,370	0	13.50	24.23	43.27	0621
Restaurant and food service managers	8,170	0	12.00	19.71	42.86	0631
Accommodation service managers	2,910	0	14.42	20.19	48.08	0632

OCCUPATIONS	JOB OPENINGS TO 2025	SKILL LEVEL	HOURLY WAGE RATE (\$)			OCCUPATION CODE (NOC)
			LOW	MEDIAN	HIGH	
Managers in customer and personal services, N.E.C.	1,260	0	15.00	21.37	39.00	0651
Construction managers	6,920	0	25.00	39.00	58.00	0711
Home building and renovation managers	3,460	0	10.45	18.06	43.28	0712
Facility operation and maintenance managers	3,890	0	17.50	30.00	53.33	0714
Managers in transportation	2,360	0	20.00	37.00	62.50	0731
Managers in natural resources production and fishing	1,290	0	N/A	N/A	N/A	0811
Managers in agriculture	3,110	0	10.45	13.00	20.00	0821
Managers in horticulture	210	0	10.45	15.07	35.68	0822
Managers in aquaculture	-	0	10.45	24.21	34.43	0823
Manufacturing managers	4,790	0	19.23	37.02	58.97	0911
Utilities managers	840	0	15.20	45.26	85.79	0912
Financial auditors and accountants	11,590	A	16.50	28.85	48.08	1111
Financial and investment analysts	890	A	23.71	36.06	55.38	1112
Securities agents, investment dealers and brokers	1,020	A	10.45	24.04	57.69	1113
Other financial officers	4,950	A	20.90	28.85	57.69	1114
Human resources professionals	2,240	A	20.00	32.91	51.28	1121
Professional occupations in business management consulting	4,250	A	15.00	28.85	52.88	1122
Professional occupations in advertising, marketing and public relations	3,370	A	15.00	32.05	55.29	1123
Supervisors, general office and administrative support workers	630	B	17.50	24.04	35.00	1211
Supervisors, finance and insurance office workers	670	B	14.42	24.04	34.86	1212
Supervisors, library, correspondence and related information workers	370	B	13.00	21.63	32.97	1213
Supervisors, mail and message distribution occupations	540	B	16.00	26.00	37.00	1214
Supervisors, supply chain, tracking and scheduling co-ordination occupations	2,120	B	14.25	25.48	40.00	1215
Administrative officers	19,460	B	14.50	22.00	33.00	1221
Executive assistants	2,640	B	17.86	25.70	35.90	1222
Human resources and recruitment officers	1,030	B	15.00	24.04	40.87	1223
Property administrators	5,870	B	10.96	20.93	38.00	1224
Purchasing agents and officers	2,220	B	15.00	29.91	38.46	1225
Conference and event planners	1,220	B	12.00	24.04	34.36	1226
Court officers and justices of the peace	220	B	21.91	31.58	54.61	1227
Employment insurance, immigration, border services and revenue officers	1,470	B	18.00	29.74	38.67	1228
Administrative assistants	15,730	B	13.00	21.75	28.85	1241
Legal administrative assistants	2,250	B	15.00	21.63	32.50	1242
Medical administrative assistants	320	B	15.00	21.63	31.25	1243
Court reporters, medical transcriptionists and related occupations	790	B	15.50	21.18	23.00	1251
Health information management occupations	170	B	17.50	24.04	35.00	1252
Records management technicians	150	B	10.80	20.00	30.00	1253
Statistical officers and related research support occupations	110	B	N/A	N/A	N/A	1254
Accounting technicians and bookkeepers	10,690	B	12.00	19.23	29.42	1311
Insurance adjusters and claims examiners	1,240	B	17.00	28.25	48.00	1312
Insurance underwriters	400	B	15.68	24.04	37.69	1313
Assessors, valuers and appraisers	660	B	12.30	30.57	50.63	1314
Customs, ship and other brokers	230	B	10.73	21.57	39.00	1315
General office support workers	12,620	C	12.00	20.51	28.75	1411
Receptionists	11,380	C	11.00	16.50	23.50	1414
Personnel clerks	740	C	14.00	22.49	28.85	1415
Court clerks	140	C	18.22	24.26	30.63	1416
Data entry clerks	1,490	C	12.00	17.00	24.10	1422

OCCUPATIONS	JOB OPENINGS TO 2025	SKILL LEVEL	HOURLY WAGE RATE (\$)			OCCUPATION CODE (NOC)
			LOW	MEDIAN	HIGH	
Desktop publishing operators and related occupations	60	C	12.00	24.97	46.30	1423
Accounting and related clerks	6,620	C	14.16	20.00	28.85	1431
Payroll clerks	1,680	C	14.00	24.04	33.00	1432
Banking, insurance and other financial clerks	1,190	C	13.00	18.46	29.30	1434
Collectors	450	C	10.50	22.00	27.40	1435
Library assistants and clerks	480	C	10.45	16.00	25.00	1451
Correspondence, publication and regulatory clerks	1,030	C	10.45	24.07	33.73	1452
Survey interviewers and statistical clerks	1,180	C	10.45	23.36	33.64	1454
Mail, postal and related workers	2,160	C	11.25	20.00	25.41	1511
Letter carriers	2,300	C	18.00	25.00	26.00	1512
Couriers, messengers and door-to-door distributors	1,710	C	10.45	11.50	25.00	1513
Shippers and receivers	4,570	C	11.25	17.00	28.00	1521
Storekeepers and partspersons	2,100	C	11.05	22.00	33.81	1522
Production logistics co-ordinators	700	C	11.00	20.00	35.00	1523
Purchasing and inventory control workers	1,340	C	12.00	20.00	25.96	1524
Dispatchers	1,320	C	11.00	20.00	33.14	1525
Transportation route and crew schedulers	130	C	12.90	23.90	42.27	1526
Physicists and astronomers	120	A	16.29	43.69	74.71	2111
Chemists	360	A	14.09	29.37	54.28	2112
Geoscientists and oceanographers	890	A	21.98	36.92	59.52	2113
Meteorologists and climatologists	40	A	34.78	44.31	53.79	2114
Other professional occupations in physical sciences	110	A	13.48	43.45	78.29	2115
Biologists and related scientists	1,300	A	19.50	32.31	52.88	2121
Forestry professionals	1,040	A	20.77	31.25	43.96	2122
Agricultural representatives, consultants and specialists	120	A	10.45	35.33	42.52	2123
Civil engineers	3,160	A	25.00	36.05	63.26	2131
Mechanical engineers	1,890	A	23.08	35.40	55.29	2132
Electrical and electronics engineers	1,970	A	23.00	40.00	59.49	2133
Chemical engineers	310	A	22.21	42.66	68.25	2134
Industrial and manufacturing engineers	420	A	21.21	35.90	60.62	2141
Metallurgical and materials engineers	100	A	38.26	48.14	80.05	2142
Mining engineers	440	A	23.35	55.15	123.57	2143
Geological engineers	290	A	25.96	47.53	89.61	2144
Petroleum engineers	90	A	16.94	49.19	106.47	2145
Aerospace engineers	100	A	17.32	36.25	51.43	2146
Computer engineers (except software engineers and designers)	1,380	A	28.37	41.03	51.92	2147
Other professional engineers, n.e.c.	390	A	24.04	39.37	60.70	2148
Architects	1,410	A	21.63	31.73	52.00	2151
Landscape architects	130	A	18.95	26.96	60.34	2152
Urban and land use planners	560	A	24.04	36.96	48.28	2153
Land surveyors	600	A	19.00	31.00	48.00	2154
Mathematicians, statisticians and actuaries	210	A	20.92	33.08	41.72	2161
Information systems analysts and consultants	9,140	A	18.00	36.06	48.08	2171
Database analysts and data administrators	740	A	17.00	31.00	47.12	2172
Software engineers and designers	4,320	A	20.00	39.42	57.69	2173
Computer programmers and interactive media developers	7,810	A	20.00	35.00	52.00	2174
Web designers and developers	2,590	A	15.38	24.04	39.11	2175
Chemical technologists and technicians	990	B	13.00	21.50	45.67	2211

OCCUPATIONS	JOB OPENINGS TO 2025	SKILL LEVEL	HOURLY WAGE RATE (\$)			OCCUPATION CODE (NOC)
			LOW	MEDIAN	HIGH	
Geological and mineral technologists and technicians	660	B	12.42	31.35	53.61	2212
Biological technologists and technicians	390	B	13.84	26.56	38.70	2221
Agricultural and fish products inspectors	180	B	18.92	29.72	42.48	2222
Forestry technologists and technicians	1,000	B	19.23	26.54	33.56	2223
Conservation and fishery officers	230	B	12.12	32.23	42.65	2224
Landscape and horticulture technicians and specialists	1,190	B	15.00	19.75	31.54	2225
Civil engineering technologists and technicians	1,020	B	17.31	28.00	45.00	2231
Mechanical engineering technologists and technicians	580	B	18.00	29.07	49.89	2232
Industrial engineering and manufacturing technologists and technicians	460	B	11.97	24.73	40.83	2233
Construction estimators	860	B	21.22	35.00	60.00	2234
Electrical and electronics engineering technologists and technicians	1,780	B	17.31	27.00	42.74	2241
Electronic service technicians (household and business equipment)	3,310	B	14.80	23.50	34.62	2242
Industrial instrument technicians and mechanics	220	B	18.00	28.00	55.00	2243
Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	490	B	23.54	34.23	44.04	2244
Architectural technologists and technicians	480	B	16.57	28.88	43.99	2251
Industrial designers	190	B	16.30	31.22	56.51	2252
Drafting technologists and technicians	1,770	B	16.00	22.50	38.46	2253
Land survey technologists and technicians	140	B	18.00	24.26	37.00	2254
Technical occupations in geomatics and meteorology	500	B	19.00	26.39	37.15	2255
Non-destructive testers and inspection technicians	330	B	19.07	30.54	47.00	2261
Engineering inspectors and regulatory officers	210	B	16.68	38.46	67.09	2262
Inspectors in public and environmental health and occupational health and safety	1,340	B	21.53	35.58	50.00	2263
Construction inspectors	1,080	B	20.00	36.06	45.00	2264
Air pilots, flight engineers and flying instructors	1,500	B	15.39	31.25	51.92	2271
Air traffic controllers and related occupations	270	B	22.66	48.83	104.59	2272
Deck officers, water transport	610	B	19.84	36.81	46.00	2273
Engineer officers, water transport	250	B	21.00	33.45	45.01	2274
Railway traffic controllers and marine traffic regulators	40	B	26.15	35.70	45.30	2275
Computer network technicians	3,760	B	16.35	27.40	38.46	2281
User support technicians	2,880	B	15.00	25.00	42.56	2282
Information systems testing technicians	490	B	14.38	28.22	45.17	2283
Nursing co-ordinators and supervisors	960	A	20.00	40.65	46.22	3011
Registered nurses and registered psychiatric nurses	25,360	A	22.38	38.00	43.00	3012
Specialist physicians*	2,130	A	49,944.00	124,209.00	334,897.00	3111
General practitioners and family physicians*	2,920	A	40,144.00	104,451.00	242,695.00	3112
Dentists *	1,370	A	24,155.00	84,991.00	179,832.00	3113
Veterinarians*	270	A	32,764.00	78,026.00	139,403.00	3114
Optometrists *	290	A	21,191.35	78,464.00	145,093.00	3121
Chiropractors *	440	A	21,191.35	64,316.00	100,199.00	3122
Allied primary health practitioners	210	A	22.38	38.00	43.00	3124
Other professional occupations in health diagnosing and treating *	180	A	21,191.35	54,201.00	89,531.00	3125
Pharmacists*	1,920	A	60,129.00	95,455.00	128,235.00	3131
Dietitians and nutritionists	670	A	15.35	35.00	38.90	3132
Audiologists and speech-language pathologists	490	A	30.70	39.00	45.00	3141
Physiotherapists	1,590	A	23.75	35.50	41.88	3142
Occupational therapists	830	A	15.00	37.29	38.97	3143
Other professional occupations in therapy and assessment	700	A	12.80	23.44	35.99	3144
Medical laboratory technologists	1,790	B	22.00	32.00	36.00	3211

OCCUPATIONS	JOB OPENINGS TO 2025	SKILL LEVEL	HOURLY WAGE RATE (\$)			OCCUPATION CODE (NOC)
			LOW	MEDIAN	HIGH	
Medical laboratory technicians and pathologists' assistants	2,140	B	15.00	22.60	37.00	3212
Animal health technologists and veterinary technicians	370	B	12.00	17.00	22.57	3213
Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	450	B	28.32	33.65	39.24	3214
Medical radiation technologists	1,210	B	20.26	33.00	40.00	3215
Medical sonographers	340	B	20.21	37.11	48.56	3216
Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	170	B	24.00	30.25	33.88	3217
Other medical technologists and technicians (except dental health)	1,800	B	15.38	22.57	35.37	3219
Denturists*	110	B	25,480.00	85,069.00	121,269.00	3221
Dental hygienists and dental therapists	1,630	B	25.00	40.00	46.00	3222
Dental technologists, technicians and laboratory assistants	660	B	14.00	22.00	30.55	3223
Opticians	590	B	10.45	20.36	31.23	3231
Practitioners of natural healing	910	B	N/A	N/A	N/A	3232
Licensed practical nurses	4,370	B	21.00	25.50	27.48	3233
Paramedical occupations	1,430	B	18.00	28.62	42.00	3234
Massage therapists	1,270	B	16.00	22.50	55.00	3236
Other technical occupations in therapy and assessment	250	B	16.00	22.50	55.00	3237
Dental assistants	2,520	C	18.00	23.00	30.00	3411
Nurse aides, orderlies and patient service associates	19,220	C	16.70	20.90	26.00	3413
Other assisting occupations in support of health services	2,080	C	12.00	20.00	26.14	3414
University professors and lecturers	5,570	A	17.00	39.90	60.10	4011
Post-secondary teaching and research assistants	1,920	A	10.45	20.00	36.26	4012
College and other vocational instructors	6,750	A	20.00	34.05	53.85	4021
Secondary school teachers	7,470	A	20.51	33.17	46.15	4031
Elementary school and kindergarten teachers	11,750	A	19.23	32.05	46.28	4032
Educational counsellors	1,410	A	21.63	28.50	45.60	4033
Judges	150	A	68.75	111.16	133.46	4111
Lawyers and Quebec notaries*	3,590	A	39,811.00	106,361.00	269,702.00	4112
Psychologists	1,350	A	16.50	35.59	46.46	4151
Social workers	2,710	A	19.23	32.00	46.00	4152
Family, marriage and other related counsellors	2,390	A	16.50	25.83	40.87	4153
Professional occupations in religion	1,700	A	12.86	22.31	34.62	4154
Probation and parole officers and related occupations	250	A	25.70	34.31	41.30	4155
Employment counsellors	1,030	A	19.87	24.00	28.85	4156
Natural and applied science policy researchers, consultants and program officers	1,560	A	24.04	36.00	47.00	4161
Economists and economic policy researchers and analysts	470	A	22.00	37.46	51.59	4162
Business development officers and marketing researchers and consultants	2,600	A	19.23	30.52	45.95	4163
Social policy researchers, consultants and program officers	1,370	A	20.70	29.00	44.50	4164
Health policy researchers, consultants and program officers	1,580	A	20.00	34.00	48.08	4165
Education policy researchers, consultants and program officers	1,160	A	15.56	32.97	48.00	4166
Recreation, sports and fitness policy researchers, consultants and program officers	560	A	13.00	21.30	33.65	4167
Program officers unique to government	850	A	15.79	33.37	64.69	4168
Other professional occupations in social science, n.e.c.	370	A	17.53	31.08	49.89	4169
Paralegal and related occupations	1,160	B	18.00	27.47	38.97	4211
Social and community service workers	11,730	B	15.80	19.11	29.50	4212
Early childhood educators and assistants	9,300	B	11.00	15.06	24.04	4214
Instructors of persons with disabilities	390	B	16.00	21.85	37.35	4215
Other instructors	1,910	B	13.00	23.33	30.00	4216
Other religious occupations	290	B	13.00	18.00	23.94	4217

OCCUPATIONS	JOB OPENINGS TO 2025	SKILL LEVEL	HOURLY WAGE RATE (\$)			OCCUPATION CODE (NOC)
			LOW	MEDIAN	HIGH	
Police officers (except commissioned)	3,330	B	14.42	37.50	47.00	4311
Firefighters	1,590	B	18.18	35.00	43.00	4312
Non-commissioned ranks of the Canadian Forces	680	B	16.25	28.27	37.46	4313
Home child care providers	3,450	C	10.45	11.00	17.00	4411
Home support workers and related occupations	7,270	C	11.00	17.31	21.50	4412
Elementary and secondary school teacher assistants	6,620	C	16.21	22.00	26.00	4413
Sheriffs and bailiffs	170	C	22.05	29.08	41.23	4421
Correctional service officers	990	C	21.00	30.22	36.06	4422
By-law enforcement and other regulatory officers, n.e.c.	510	C	12.52	28.86	43.89	4423
Librarians	620	A	18.46	26.50	39.56	5111
Conservators and curators	30	A	10.45	26.08	36.64	5112
Archivists	10	A	N/A	N/A	N/A	5113
Authors and writers	2,340	A	18.79	28.10	42.86	5121
Editors	1,060	A	15.66	25.00	38.82	5122
Journalists	480	A	11.81	28.57	51.75	5123
Translators, terminologists and interpreters	450	A	15.00	25.16	43.24	5125
Producers, directors, choreographers and related occupations	2,370	A	15.30	28.35	51.55	5131
Conductors, composers and arrangers	280	A	N/A	N/A	N/A	5132
Musicians and singers	2,550	A	15.83	25.00	42.12	5133
Dancers	330	A	16.90	34.40	42.00	5134
Actors and comedians	870	A	10.45	20.00	39.35	5135
Painters, sculptors and other visual artists	2,270	A	15.00	30.00	46.15	5136
Library and public archive technicians	310	B	14.50	21.00	37.76	5211
Technical occupations related to museums and art galleries	170	B	14.00	18.00	27.00	5212
Photographers	720	B	10.45	13.00	27.09	5221
Film and video camera operators	390	B	14.29	28.00	46.48	5222
Graphic arts technicians	470	B	15.00	22.50	40.90	5223
Broadcast technicians	10	B	11.03	25.33	42.83	5224
Audio and video recording technicians	960	B	17.00	27.02	40.00	5225
Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	1,050	B	16.00	27.00	33.33	5226
Support occupations in motion pictures, broadcasting, photography and the performing arts	930	B	12.00	22.00	32.50	5227
Announcers and other broadcasters	270	B	14.75	24.25	46.67	5231
Other performers	280	B	10.45	12.27	28.15	5232
Graphic designers and illustrators	2,940	B	14.42	22.00	38.00	5241
Interior designers and interior decorators	1,340	B	15.00	22.88	38.13	5242
Theatre, fashion, exhibit and other creative designers	750	B	12.50	23.16	39.59	5243
Artisans and craftspersons	1,140	B	12.00	17.00	25.95	5244
Patternmakers – textile, leather and fur products	10	B	N/A	N/A	N/A	5245
Athletes	200	B	14.50	20.00	26.00	5251
Coaches	650	B	12.00	20.00	36.92	5252
Sports officials and referees	190	B	N/A	N/A	N/A	5253
Program leaders and instructors in recreation, sport and fitness	3,910	B	11.13	19.23	30.00	5254
Retail sales supervisors	3,450	B	11.73	18.00	28.85	6211
Technical sales specialists – wholesale trade	4,460	B	14.00	23.32	46.15	6221
Retail and wholesale buyers	2,010	B	12.00	20.00	42.12	6222
Insurance agents and brokers	2,330	B	12.60	19.23	29.12	6231
Real estate agents and salespersons*	3,260	B	21,191.35	44,753.00	103,667.00	6232
Financial sales representatives	1,840	B	15.03	23.59	36.06	6235

OCCUPATIONS	JOB OPENINGS TO 2025	SKILL LEVEL	HOURLY WAGE RATE (\$)			OCCUPATION CODE (NOC)
			LOW	MEDIAN	HIGH	
Food service supervisors	2,200	B	10.55	12.75	20.61	6311
Executive housekeepers	490	B	11.50	15.00	20.00	6312
Accommodation, travel, tourism and related services supervisors	640	B	12.00	19.25	32.69	6313
Customer and information services supervisors	510	B	14.42	24.04	34.86	6314
Cleaning supervisors	480	B	12.50	18.00	35.00	6315
Other services supervisors	910	B	11.00	14.71	22.65	6316
Chefs	3,940	B	10.38	23.08	36.90	6321
Cooks	12,070	B	10.25	15.00	22.00	6322
Butchers, meat cutters and fishmongers – retail and wholesale	980	B	10.45	12.00	25.50	6331
Bakers	2,670	B	10.45	12.35	21.70	6332
Hairstylists and barbers	3,600	B	10.45	12.69	22.42	6341
Tailors, dressmakers, furriers and milliners	790	B	10.50	14.00	21.00	6342
Shoe repairers and shoemakers	60	B	N/A	N/A	N/A	6343
Jewellers, jewellery and watch repairers and related occupations	300	B	10.45	11.33	21.52	6344
Upholsterers	240	B	12.00	20.00	26.07	6345
Funeral directors and embalmers	150	B	14.65	24.59	189.96	6346
Sales and account representatives – wholesale trade (non-technical)	7,260	C	12.00	24.04	38.46	6411
Retail salespersons	34,580	C	10.45	12.00	21.92	6421
Maitres d'hôtel and hosts/hostesses	950	C	10.45	12.00	18.00	6511
Bartenders	1,390	C	10.45	11.00	15.76	6512
Food and beverage servers	9,030	C	10.45	10.45	15.00	6513
Travel counsellors	1,530	C	11.71	16.73	31.25	6521
Pursers and flight attendants	1,070	C	22.50	31.00	52.00	6522
Airline ticket and service agents	1,050	C	11.00	15.00	26.00	6523
Ground and water transport ticket agents, cargo service representatives and related clerks	190	C	12.00	17.85	24.99	6524
Hotel front desk clerks	2,070	C	11.25	15.00	22.00	6525
Tour and travel guides	300	C	10.56	14.39	20.15	6531
Outdoor sport and recreational guides	210	C	12.00	18.22	28.50	6532
Casino occupations	1,060	C	12.00	16.60	27.64	6533
Security guards and related security service occupations	4,830	C	11.00	14.00	22.30	6541
Customer services representatives – financial institutions	3,070	C	12.00	17.00	24.18	6551
Other customer and information services representatives	6,260	C	11.60	18.00	27.00	6552
Image, social and other personal consultants	100	C	10.45	17.43	39.14	6561
Estheticians, electrologists and related occupations	1,540	C	10.45	13.00	20.00	6562
Pet groomers and animal care workers	720	C	10.50	15.00	27.47	6563
Other personal service occupations	40	C	10.83	20.00	36.88	6564
Cashiers	12,020	D	10.45	11.00	18.50	6611
Service station attendants	770	D	10.45	11.00	14.50	6621
Store shelf stockers, clerks and order fillers	6,140	D	10.45	11.54	21.00	6622
Other sales related occupations	1,720	D	10.45	13.50	25.00	6623
Food counter attendants, kitchen helpers and related support occupations	14,500	D	10.45	11.00	16.54	6711
Support occupations in accommodation, travel and facilities set-up services	290	D	10.45	15.31	32.28	6721
Operators and attendants in amusement, recreation and sport	1,130	D	10.45	15.00	27.00	6722
Light duty cleaners	12,140	D	10.45	14.50	20.00	6731
Specialized cleaners	1,430	D	10.45	13.46	25.00	6732
Janitors, caretakers and building superintendents	12,110	D	10.45	17.00	25.60	6733
Dry cleaning, laundry and related occupations	1,080	D	11.00	16.58	20.19	6741
Other service support occupations, n.e.c.	940	D	10.45	12.00	19.00	6742

OCCUPATIONS	JOB OPENINGS TO 2025	SKILL LEVEL	HOURLY WAGE RATE (\$)			OCCUPATION CODE (NOC)
			LOW	MEDIAN	HIGH	
Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	550	B	26.00	38.93	48.59	7201
Contractors and supervisors, electrical trades and telecommunications occupations	960	B	24.00	36.00	50.26	7202
Contractors and supervisors, pipefitting trades	440	B	23.00	40.42	51.40	7203
Contractors and supervisors, carpentry trades	1,210	B	21.25	28.00	40.00	7204
Contractors and supervisors, other construction trades, installers, repairers and servicers	2,160	B	19.00	30.00	38.46	7205
Machinists and machining and tooling inspectors	1,440	B	23.00	31.70	40.00	7231
Tool and die makers	130	B	16.41	27.20	40.54	7232
Sheet metal workers	900	B	19.00	31.00	36.83	7233
Boilermakers	350	B	27.08	37.74	43.25	7234
Structural metal and platework fabricators and fitters	770	B	18.00	28.00	36.55	7235
Ironworkers	410	B	15.00	26.90	38.43	7236
Welders and related machine operators	2,960	B	16.00	28.00	38.00	7237
Electricians (except industrial and power system)	4,610	B	14.00	27.90	39.32	7241
Industrial electricians	1,930	B	21.00	35.00	45.00	7242
Power system electricians	160	B	23.92	35.00	42.24	7243
Electrical power line and cable workers	400	B	25.00	35.00	45.00	7244
Telecommunications line and cable workers	1,090	B	18.00	24.50	32.81	7245
Telecommunications installation and repair workers	1,470	B	20.00	32.00	38.00	7246
Cable television service and maintenance technicians	160	B	20.68	32.06	73.12	7247
Plumbers	2,490	B	15.00	27.00	36.00	7251
Steamfitters, pipefitters and sprinkler system installers	800	B	17.00	35.00	45.00	7252
Gas fitters	370	B	10.45	27.24	46.59	7253
Carpenters	10,260	B	15.00	25.00	35.00	7271
Cabinetmakers	1,070	B	10.45	20.18	35.01	7272
Bricklayers	610	B	19.25	29.47	40.00	7281
Concrete finishers	520	B	19.00	27.00	35.00	7282
Tilesetters	570	B	15.00	23.15	31.50	7283
Plasterers, drywall installers and finishers and lathers	1,710	B	15.00	25.00	31.00	7284
Roofers and shinglers	1,240	B	15.00	25.00	35.48	7291
Glaziers	760	B	15.00	21.00	33.00	7292
Insulators	400	B	18.00	28.00	40.00	7293
Painters and decorators (except interior decorators)	3,390	B	13.00	20.00	30.00	7294
Floor covering installers	1,250	B	16.00	23.77	31.00	7295
Contractors and supervisors, mechanic trades	970	B	17.50	31.25	43.00	7301
Contractors and supervisors, heavy equipment operator crews	2,670	B	25.00	31.00	43.75	7302
Supervisors, printing and related occupations	160	B	14.33	26.19	38.17	7303
Supervisors, railway transport operations	120	B	25.45	37.47	50.93	7304
Supervisors, motor transport and other ground transit operators	480	B	19.23	27.88	41.03	7305
Construction millwrights and industrial mechanics	3,310	B	18.45	32.00	40.00	7311
Heavy-duty equipment mechanics	2,750	B	18.00	30.00	40.00	7312
Refrigeration and air conditioning mechanics	1,070	B	14.00	32.00	40.46	7313
Railway carmen/women	270	B	26.79	31.12	40.38	7314
Aircraft mechanics and aircraft inspectors	1,440	B	21.00	33.85	41.00	7315
Machine fitters	150	B	11.27	39.70	49.00	7316
Elevator constructors and mechanics	280	B	27.89	41.50	50.00	7318
Automotive service technicians, truck and bus mechanics and mechanical repairers	5,440	B	16.00	28.00	38.00	7321
Motor vehicle body repairers	1,250	B	12.00	25.00	36.00	7322
Oil and solid fuel heating mechanics	20	B	15.00	23.75	34.00	7331

OCCUPATIONS	JOB OPENINGS TO 2025	SKILL LEVEL	HOURLY WAGE RATE (\$)			OCCUPATION CODE (NOC)
			LOW	MEDIAN	HIGH	
Appliance servicers and repairers	370	B	13.00	21.00	30.00	7332
Electrical mechanics	80	B	15.84	35.32	48.26	7333
Motorcycle, all-terrain vehicle and other related mechanics	210	B	10.45	24.66	33.54	7334
Other small engine and small equipment repairers	80	B	14.50	23.59	34.66	7335
Railway and yard locomotive engineers	560	B	26.46	41.44	49.02	7361
Railway conductors and brakemen/women	620	B	13.00	31.00	38.46	7362
Crane operators	750	B	22.00	31.00	50.00	7371
Drillers and blasters – surface mining, quarrying and construction	200	B	24.00	30.00	38.30	7372
Water well drillers	90	B	19.00	24.00	31.00	7373
Printing press operators	340	B	15.00	23.00	36.50	7381
Other trades and related occupations, n.e.c.	760	B	15.00	27.40	35.50	7384
Residential and commercial installers and servicers	2,320	C	14.42	20.00	35.00	7441
Waterworks and gas maintenance workers	200	C	17.35	28.18	52.10	7442
Pest controllers and fumigators	100	C	11.80	25.29	32.36	7444
Other repairers and servicers	650	C	10.45	18.00	30.00	7445
Longshore workers	810	C	18.50	36.00	50.00	7451
Material handlers	8,250	C	11.00	16.45	28.00	7452
Transport truck drivers	14,360	C	15.00	24.00	35.00	7511
Bus drivers, subway operators and other transit operators	3,710	C	16.25	24.00	32.00	7512
Taxi and limousine drivers and chauffeurs	2,200	C	10.45	16.00	26.00	7513
Delivery and courier service drivers	3,880	C	10.50	17.00	29.00	7514
Heavy equipment operators (except crane)	4,500	C	18.50	28.84	36.00	7521
Public works maintenance equipment operators and related workers	970	C	18.72	26.00	29.70	7522
Railway yard and track maintenance workers	550	C	21.58	27.20	31.27	7531
Water transport deck and engine room crew	430	C	18.00	25.59	32.50	7532
Boat and cable ferry operators and related occupations	300	C	20.55	23.81	26.00	7533
Air transport ramp attendants	460	C	10.66	22.50	32.60	7534
Other automotive mechanical installers and servicers	430	C	10.45	15.00	26.00	7535
Construction trades helpers and labourers	5,430	D	13.00	20.00	32.06	7611
Other trades helpers and labourers	180	D	12.00	20.00	29.94	7612
Public works and maintenance labourers	940	D	17.00	22.00	29.00	7621
Railway and motor transport labourers	120	D	12.25	17.61	25.59	7622
Supervisors, logging and forestry	540	B	19.00	30.00	40.00	8211
Supervisors, mining and quarrying	540	B	24.18	41.55	63.78	8221
Contractors and supervisors, oil and gas drilling and services	820	B	15.30	34.43	59.00	8222
Underground production and development miners	650	B	22.98	32.96	41.86	8231
Oil and gas well drillers, servicers, testers and related workers	310	B	18.25	38.75	46.40	8232
Logging machinery operators	530	B	20.00	27.00	31.00	8241
Agricultural service contractors, farm supervisors and specialized livestock workers	280	B	11.25	15.00	20.00	8252
Contractors and supervisors, landscaping, grounds maintenance and horticulture services	880	B	10.45	17.36	33.43	8255
Fishing masters and officers	90	B	11.90	25.21	50.00	8261
Fishermen/women	670	B	17.10	30.00	62.00	8262
Underground mine service and support workers	40	C	17.00	30.02	37.98	8411
Oil and gas well drilling and related workers and services operators	170	C	26.13	33.00	38.50	8412
Chain saw and skidder operators	220	C	22.00	28.01	38.00	8421
Silviculture and forestry workers	370	C	10.45	22.99	39.45	8422
General farm workers	1,200	C	10.45	15.00	27.69	8431
Nursery and greenhouse workers	660	C	10.45	11.50	19.00	8432

OCCUPATIONS	JOB OPENINGS TO 2025	SKILL LEVEL	HOURLY WAGE RATE (\$)			OCCUPATION CODE (NOC)
			LOW	MEDIAN	HIGH	
Fishing vessel deckhands	130	C	15.00	25.00	50.00	8441
Trappers and hunters	-	C	N/A	N/A	N/A	8442
Harvesting labourers	480	D	10.45	11.25	20.82	8611
Landscaping and grounds maintenance labourers	4,140	D	12.00	16.00	28.00	8612
Aquaculture and marine harvest labourers	30	D	12.00	17.00	25.00	8613
Mine labourers	140	D	17.88	24.69	35.82	8614
Oil and gas drilling, servicing and related labourers	80	D	20.00	28.50	32.00	8615
Logging and forestry labourers	420	D	14.73	24.00	35.00	8616
Supervisors, mineral and metal processing	340	B	17.17	38.56	58.88	9211
Supervisors, petroleum, gas and chemical processing and utilities	470	B	19.52	35.70	61.82	9212
Supervisors, food, beverage and associated products processing	670	B	13.51	25.61	40.50	9213
Supervisors, plastic and rubber products manufacturing	90	B	17.88	27.15	44.08	9214
Supervisors, forest products processing	760	B	20.00	32.00	50.00	9215
Supervisors, textile, fabric, fur and leather products processing and manufacturing	50	B	11.01	25.49	52.64	9217
Supervisors, motor vehicle assembling	40	B	N/A	N/A	N/A	9221
Supervisors, electronics manufacturing	50	B	19.19	25.64	41.94	9222
Supervisors, electrical products manufacturing	10	B	N/A	N/A	N/A	9223
Supervisors, furniture and fixtures manufacturing	110	B	14.64	27.10	39.79	9224
Supervisors, other mechanical and metal products manufacturing	50	B	24.00	29.10	43.27	9226
Supervisors, other products manufacturing and assembly	110	B	13.54	22.56	31.62	9227
Central control and process operators, mineral and metal processing	220	B	24.72	38.67	59.92	9231
Petroleum, gas and chemical process operators	930	B	22.00	33.00	40.00	9232
Pulping, papermaking and coating control operators	-	B	N/A	N/A	N/A	9235
Power engineers and power systems operators	1,420	B	18.00	28.50	40.00	9241
Water and waste treatment plant operators	430	B	14.82	29.64	41.97	9243
Machine operators, mineral and metal processing	220	C	19.21	32.13	49.08	9411
Foundry workers	190	C	17.25	28.51	38.40	9412
Glass forming and finishing machine operators and glass cutters	130	C	13.00	16.50	23.00	9413
Concrete, clay and stone forming operators	240	C	15.00	21.59	29.00	9414
Inspectors and testers, mineral and metal processing	80	C	13.50	27.10	41.22	9415
Metalworking and forging machine operators	530	C	14.50	21.00	28.70	9416
Machining tool operators	100	C	14.00	19.95	27.89	9417
Other metal products machine operators	180	C	10.45	19.93	46.33	9418
Chemical plant machine operators	110	C	14.24	25.81	42.54	9421
Plastics processing machine operators	450	C	10.80	20.65	30.01	9422
Rubber processing machine operators and related workers	60	C	12.14	16.98	27.00	9423
Sawmill machine operators	1,150	C	17.00	26.77	30.30	9431
Pulp mill machine operators	260	C	23.22	37.04	45.86	9432
Papermaking and finishing machine operators	60	C	10.45	34.62	44.65	9433
Other wood processing machine operators	530	C	11.99	27.55	38.99	9434
Paper converting machine operators	90	C	18.75	29.46	39.97	9435
Lumber graders and other wood processing inspectors and graders	460	C	15.45	31.92	43.84	9436
Woodworking machine operators	200	C	12.00	18.00	27.43	9437
Textile fibre and yarn, hide and pelt processing machine operators and workers	20	C	11.50	15.00	23.00	9441
Weavers, knitters and other fabric making occupations	60	C	10.45	17.75	41.93	9442
Fabric, fur and leather cutters	50	C	10.45	14.00	21.00	9445
Industrial sewing machine operators	660	C	10.45	11.00	18.00	9446
Inspectors and graders, textile, fabric, fur and leather products manufacturing	80	C	10.45	10.71	14.00	9447

OCCUPATIONS	JOB OPENINGS TO 2025	SKILL LEVEL	HOURLY WAGE RATE (\$)			OCCUPATION CODE (NOC)
			LOW	MEDIAN	HIGH	
Process control and machine operators, food, beverage and associated products processing	1,240	C	11.00	18.00	30.00	9461
Industrial butchers and meat cutters, poultry preparers and related workers	510	C	10.45	18.13	28.96	9462
Fish and seafood plant workers	500	C	10.75	14.00	19.00	9463
Testers and graders, food, beverage and associated products processing	170	C	10.45	21.18	29.69	9465
Plateless printing equipment operators	450	C	10.45	18.26	30.40	9471
Camera, platemaking and other prepress occupations	150	C	15.58	25.23	39.72	9472
Binding and finishing machine operators	210	C	10.45	17.22	28.73	9473
Photographic and film processors	360	C	11.00	14.75	20.40	9474
Aircraft assemblers and aircraft assembly inspectors	80	C	N/A	N/A	N/A	9521
Motor vehicle assemblers, inspectors and testers	360	C	10.45	24.76	32.82	9522
Electronics assemblers, fabricators, inspectors and testers	430	C	10.45	17.56	24.34	9523
Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	260	C	13.48	20.76	35.51	9524
Assemblers, fabricators and inspectors, industrial electrical motors and transformers	40	C	14.98	21.92	32.17	9525
Mechanical assemblers and inspectors	320	C	12.80	20.29	33.57	9526
Machine operators and inspectors, electrical apparatus manufacturing	40	C	10.81	17.20	57.70	9527
Boat assemblers and inspectors	320	C	15.64	19.00	31.00	9531
Furniture and fixture assemblers and inspectors	470	C	11.50	15.00	24.77	9532
Other wood products assemblers and inspectors	330	C	12.00	18.00	26.00	9533
Furniture finishers and refinishers	240	C	13.00	18.75	28.00	9534
Plastic products assemblers, finishers and inspectors	130	C	10.45	19.02	27.93	9535
Industrial painters, coaters and metal finishing process operators	430	C	14.00	23.04	37.90	9536
Other products assemblers, finishers and inspectors	430	C	12.00	14.00	28.85	9537
Labourers in mineral and metal processing	180	D	13.73	20.00	29.85	9611
Labourers in metal fabrication	240	D	10.45	19.23	38.98	9612
Labourers in chemical products processing and utilities	120	D	10.45	21.71	32.62	9613
Labourers in wood, pulp and paper processing	490	D	14.00	24.50	29.11	9614
Labourers in rubber and plastic products manufacturing	60	D	11.50	16.39	22.00	9615
Labourers in textile processing	20	D	N/A	N/A	N/A	9616
Labourers in food, beverage and associated products processing	2,860	D	10.45	14.00	23.00	9617
Labourers in fish and seafood processing	170	D	10.45	13.08	23.85	9618
Other labourers in processing, manufacturing and utilities	1,510	D	10.45	15.00	26.93	9619

***NOTES:** Data source for wage: ESDC Job Bank hourly wage updated in 2015, unless otherwise noted.

For occupations with a “*”, annual wage rates are provided as hourly wage data are not available.

The low wage rate refers to the 10th percentile, which indicates 90% of the workers in this occupation make the low wage or more;

The high wage rate refers to the 90th percentile, which indicates 90% of the workers in the occupation make the high wage or less.

Wage data for Cooks and Chefs are based on Go2HR.

Cook Labour Market Analysis Final Report. B.C. Sector Labour Market Partnerships Program. June 2016.

***SKILLS LEVEL DEFINITIONS**

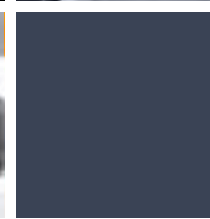
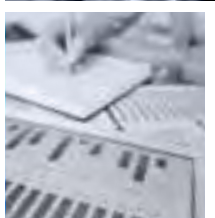
SKILL LEVEL 0: Usually requiring a combination of education and experience

SKILL LEVEL A: Usually requiring a Bachelor's, Graduate or First Professional Degree

SKILL LEVEL B: Usually requiring diploma, certificate or apprenticeship training

SKILL LEVEL C: Usually requiring secondary school and/or occupation-specific training

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



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