



BRITISH
COLUMBIA

BRITISH COLUMBIA

Labour Market Outlook

2023 EDITION



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Land Acknowledgment

The Labour Market Development Division within the Ministry of Post-Secondary Education and Future Skills (the Ministry), whose staff work throughout the province of British Columbia (B.C.), would like to acknowledge, with gratitude and respect, the distinct territories of the First Nations peoples. We specifically acknowledge and express our gratitude to the ləkʷəŋən People of the Songhees and Esquimalt Nations where the Ministry's main office is located.

Minister's Message



British Columbia is a vibrant, diverse and multicultural province. The people of B.C. are at the heart of our economic success—today, tomorrow and in the future. As the Minister of Post-Secondary Education and Future Skills, I am responsible for and committed to supporting all British Columbians in gaining, maintaining and strengthening the skills and knowledge necessary to seize the opportunities B.C.'s economy has to offer, and unlock the full employment potential of the people of the province. I am honoured to serve the people of this province in this way.

The British Columbia Labour Market Outlook: 2023 Edition is an important look into a crucial economic element in our province: jobs. It is a view of the future for British Columbians.

This report provides British Columbians with forward-looking insight and the information necessary to make life-changing decisions about careers, hiring, training and education. British Columbians can use it to find or change their career path, employers can use it to forecast long-term plans, job placement and career coaching organizations can better guide prospective workers to in-demand occupations, and post-secondary institutions can better anticipate the needs of the workforce and can empower learners with the skills and knowledge they need to succeed.

The labour market in the province continues to evolve in response to new and expanding technologies, artificial intelligence (AI), an aging population, immigration, and increased global opportunities and competition. The British Columbia Labour Market Outlook: 2023 Edition shows that about 75 percent of all job openings between 2023 and 2033 will require some level of post-secondary education, training, or management or supervisory experience.

The **StrongerBC: Future Ready Action Plan** provides a roadmap for immediate and long-term focus. With a \$480 million investment in the province, it is a bold, transformative plan that will help thousands of people in the province gain the skills necessary to succeed. Our Government continues to work for the people of B.C. in making post-secondary education and training skills

more accessible, more affordable and—as importantly—more relevant to the demands of the job market.

We continue to work closely with industry to understand what education, skills and knowledge are required so that we can increase training opportunities throughout the province. We know that workforce development—providing opportunities for workers to upgrade their skills and train for new jobs—along with a focus on closing labour and post-secondary gaps benefits everyone.

People immigrating to the province are a vital part of British Columbia. New British Columbians from across Canada and around the world bring innovation and fresh perspectives. They help to make cities, towns and regions vibrant and prosperous. Newcomers have valuable skills, fill essential jobs in our economy, and start new businesses—and all of this contributes to the prosperity and success of communities and the province. This Labour Market Outlook reports a more balanced labour market as a result of higher in-migration into the province. With more people looking for jobs, it is crucial to provide the right training to build the right talent so that workers will have the skills necessary to succeed. For employers, it means finding the talent they need to sustain or grow their operations.

My hope is that students, parents, educators, workers and employers will use the British Columbia Labour Market Outlook: 2023 Edition to map out their future as it provides detailed information and insight about the labour market that will help educational institutions, job seekers, workers and employers in the province. My goal is to help every British Columbian find their path to career success through education, training, and skills development and/or upgrades so they can seize all of the opportunities that exist in British Columbia, and build an economy that is clean, inclusive, responsive, and leaves no British Columbian behind.

A handwritten signature in black ink, appearing to read 'SRobinson'.

Honourable Selina Robinson
*Minister of Post-Secondary
Education and Future Skills*



Other Acknowledgments

We appreciate the valuable information and feedback provided by industry associations, employer associations, unions, training organizations, federal and local governments, labour market consultants, business groups, post-secondary institutions and associations, and colleagues across the provincial government.

About this Report

What is the Labour Market Outlook?

The 2023 edition of the B.C. Labour Market Outlook is a 10-year forecast of the expected flow of supply and demand for labour in the province. This report is revised each year with the most up-to-date information available. Its purpose is to provide British Columbians with the knowledge required to make informed decisions around careers, hiring, training and education.

The 2023 report covers the period from 2023 to 2033 and provides an estimate on future labour supply and demand by industry, occupation, education and training, skill type and geographic region. It also includes an assessment of the potential demand for the skills and competencies that British Columbians will need to succeed over the next 10 years.

This Labour Market Outlook provides the best available information about the kinds of jobs and skills that will be most in demand regionally and provincially during its forecast period.

Who will use the Labour Market Outlook?

The Labour Market Outlook is intended for students, job seekers and those considering a career change. It is also for educators and planners, employers and governments.

- » The Labour Market Outlook can help people who are new to the job market, mid-career workers, and more mature workers to understand what to expect as they plan their careers and consider future education and training.
- » Educators and counsellors can use the Labour Market Outlook to plan appropriate courses and to inform students about career opportunities that will be available across the province.

- » Employers and industry stakeholders can use the information for long-term planning and to identify the necessary skills and relevant training opportunities.
- » Governments at all levels can rely on the Labour Market Outlook's projections of employment and skills needed to inform a wide variety of policies that will strengthen the future of employment in British Columbia.

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

Where do the numbers come from?

The Outlook uses the most reliable, relevant and up-to-date data from sources including BC Stats, B.C. Ministry of Finance, Statistics Canada and other federal departments.

A specialized economic modelling system is used to analyze the data collected, as well as other factors that affect labour market supply and demand.¹ Data is also reviewed based on geographic region, industry, occupation, skills and competencies.

The model looks at projections for economic growth, productivity trends and the need to replace retiring workers. It considers factors related to population growth, the number of people seeking work, and the impact of training and job matching on unemployment.

¹ Appendix 2 outlines the methodology. A full [technical description](#) of the model is posted on the website of the Labour Market Information Council.



Where Can I Find the Data? For access to the full set of forecast data for all 512 occupations, 64 industries and seven regions, go to the [B.C. Data Catalogue](#).

The projections are tested on employers, unions, industry groups and post-secondary institutions. For example, elements of this testing are done through individual meetings with stakeholders, in large group meetings, at conference presentations, and by participation in sector or occupation-specific task forces or committees. In addition, Sector Labour Market Partnership projects undertaken by the Ministry of Post-Secondary Education and Future Skills provide valuable input and opportunities to evaluate Outlook forecasts.

The data and assumptions behind the Outlook are reviewed and updated each year allowing for the consideration of policy changes, unforeseen circumstances and technological innovations.

What are the major technical changes in this edition?

- » A significant change in this report is the integration of the updated National Occupational Classification (NOC) system 2021 (version 1.0). This update includes a major restructuring of NOC 2016 to reflect new occupations and educational programs.
- » NOC 2021 introduced a new system to represent the level of Training, Education, Experience and Responsibilities (TEER) required for entry into an occupation. The new NOC system is a significant improvement over the previous one (2016) and offers an opportunity to present education and experience requirements for jobs in a new way.

- » Another significant change in this report is the incorporation of Statistics Canada data from the 2021 Census. This information provides an updated, industry-specific view on the occupation changes that occurred between 2016 and 2021.
- » In previous Labour Market Outlooks, analysis has focused on the most important skills and competencies required across all occupations. This 2023 report analyzes skills-based clusters of occupations and identifies the most important skills within these groups.
- » This report also offers an updated assessment on the age structure of the population and labour force, occupational unemployment rates, the labour force participation and occupations of recent immigrants, and typical education and training requirements.

Indigenous Labour Market Outlook information

Labour market information related to Indigenous communities—First Nations, Inuit and Métis—in British Columbia is limited. As a result, our data lacks content on Indigenous Peoples’ experience in the labour market and their contributions to it. For example, the Labour Force Survey does not include on-reserve populations. The Canadian census generally provides good basic data, but some Indigenous communities have low census participation rates, and the data is only available every five years, which limits its relevance. It is important to note that this data was not designed, collected or delivered with full participation from Indigenous communities.

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

The Ministry of Post-Secondary Education and Future Skills is building partnerships with Indigenous

communities and organizations to explore Indigenous-led and collaborative approaches to gathering labour market information that meets the needs of Indigenous communities. The intention of these partnerships is to provide a more relevant and inclusive picture of labour market experiences and outcomes.

Through this process, the Province recognizes the need for Indigenous data sovereignty. In alignment with the Truth and Reconciliation Commission Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples, the **Declaration on the Rights of Indigenous Peoples Act** (Declaration Act) was passed in 2019. The **Declaration Act Action Plan** will contribute to Indigenous data sovereignty through the collection and use of disaggregated demographic data, guided by a distinctions-based approach to Indigenous data sovereignty and self-determination, including supporting the establishment of a First Nations-governed and mandated regional data governance centre in alignment with the First Nations Data Governance Strategy. This action will be critical for the partners involved in supporting the development of improved labour market information on Indigenous communities.

The Sector Labour Market Partnerships program (SLMP) is one resource that is helping Indigenous communities to develop better labour market information. This program helps sectors, regions and populations to understand and respond to labour market changes.

The SLMP program has partnered on projects with Indigenous communities and organizations to research labour opportunities and find solutions to barriers.

Recent projects include:

- » First Nations Technology Council Indigenous Leadership in Technology
- » BC First Nations Forestry Council Research Project Labour Market Information
- » Indigenous Tourism Labour Market Study and Workforce Development Strategy, Indigenous Tourism BC

1. Labour Market Outlook

1.1 Ten-year overview

Over the next decade (2023-2033), it is projected that there will be 998,000 job openings in British Columbia. Annual job openings are expected to average 3.4 percent of employment over the 10-year period. This is slightly less than in the 2022 edition because of slower-than-expected economic growth in the first few years of this Outlook.

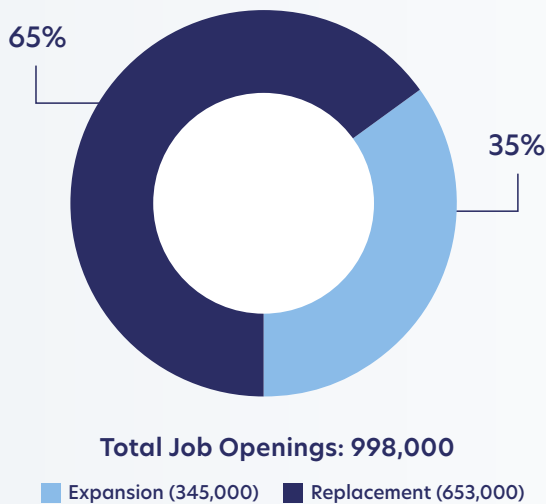
Approximately 65 percent of these future job openings will be to replace workers leaving the labour force. As the population continues to age, 653,000 job openings are anticipated mainly due to retiring workers.

Another 35 percent of the 10-year total job openings—345,000 new jobs—will be created through economic growth. Employment in the province is expected to grow moderately, with an annual average employment growth of 1.2 percent. It is forecast that employment in B.C. will reach 3.1 million by 2033.

Filling these future job openings will involve multiple sources of labour supply. Young people (aged 29 or younger) entering the labour force for the first time are expected to make up 47 percent of new job seekers in the future. New immigrants will make up 46 percent, and workers coming from other parts of Canada will make up seven percent of all new job seekers.



FIGURE 1.1-1 | Job Openings, B.C., 2023-2033



In this Labour Market Outlook, immigration is projected to supply close to half of the new workers over the next 10 years, up from about one-quarter five years ago. This is the result of an increase in federal immigration levels.² This 2023 edition assumes that B.C. will see 470,000 new immigrant workers over the next decade. This includes both permanent and temporary immigrants. As a result, immigrants' share of new labour supply will increase to 46 percent in this edition, compared to 38 percent in the 2022 edition.

Previous Outlooks have often found more job openings than workers available to fill them. As a result of higher expected immigration levels and increases in labour force participation for key age groups, the 2023 edition of the Outlook finds a more balanced future labour market, meaning that the number of job seekers will essentially match the number of job openings.

It's important to note, however, that—despite improved labour market balance—there may still be too few job seekers for certain occupations, and some who are looking for work will not have the skills that employers need.



Spotlight on Immigration

In November of 2022, the Federal government announced new target immigration levels, with Canada aiming to welcome 465,000 new permanent residents in 2023, 485,000 in 2024 and 500,000 in 2025. This year's Labour Market Outlook incorporates these higher levels of immigration, assuming approximately 15 percent of immigrants to Canada settle in British Columbia. Further, the Labour Market Outlook assumes the higher level of immigration forecast for 2025 is maintained for the remaining years of the Outlook. Compared to the 2022 edition, this is an increase of about 14,000 immigrants per year.

FIGURE 1.1-2 | Sources of Labour Supply Change, B.C., 2023-2033



² The 2023 edition of the B.C. Labour Market Outlook was based on the [2022 Federal Immigration Levels Plan](#), which meant an average increase of about 14,000 immigrants per year when compared to the 2022 edition. The Labour Market Outlook uses the latest forecast from BC Stats for total permanent and temporary immigrants to B.C. over the next 10 years. Labour force participation rates from the 2021 Census for recent immigrants are used to project how many of them will join the labour force.

1.2 Year-over-year outlook

The 2023 Labour Market Outlook forecasts B.C. to post an average of nearly 100,000 job openings annually over the next decade. About 65,000 workers will leave B.C.'s labour force permanently every year on average, mainly due to retirement. The population in B.C. will continue to age, while the average age of the labour force is expected to be relatively stable over the Outlook period.

Economic growth determines the number of expansion job openings, which are new jobs that are added to the labour market. After a couple of years of strong economic growth post-pandemic, the B.C. economy is expected to slow down in 2024. However, for the remainder of the forecast period, the economy is expected to return to sustainable long-term growth, with expansion job openings projected to vary between 31,000 and 41,000 from 2025 to 2033.

Figure 1.2-1 illustrates annual job openings in B.C., with a breakdown of replacement and expansion job openings.

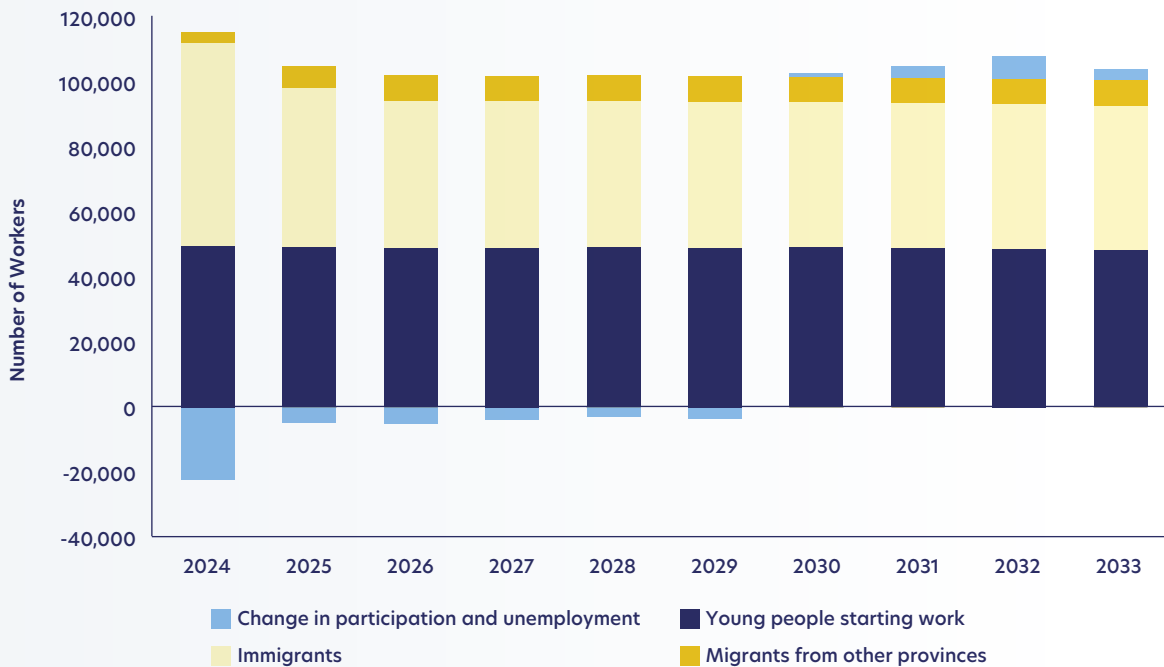


FIGURE 1.2-1 | Replacement and Expansion Job Openings, B.C., 2023-2033, Annual



To fill these job openings each year, B.C. will need various sources of labour, including young people starting work, international immigrants and interprovincial migrants. Figure 1.2-2 breaks down the annual sources of new labour supply.

FIGURE 1.2-2 | Sources of New Labour Supply, B.C., 2023-2033, Annual



Young people entering the workforce will continue to be the largest source of new labour supply, contributing more than 48,000 new job seekers or 47 percent of the new labour supply on average each year over the next decade. However, due to demographic changes, the annual number of young people starting work will decrease over time. New international immigrants will add nearly as many new job seekers (about 46 percent of the total new supply), with the largest number expected in 2024. Over the forecast period, B.C. is expected to observe a positive net growth in interprovincial migrants (i.e., more people will come to B.C. from other parts of Canada than will leave), averaging about 7,200 people per year. Balancing job openings and the supply of workers each year are changes in labour force participation and unemployment (shown in light blue in Figure 1.2-2).



Understanding the Impact of Demographic Change on the B.C. Labour Market

Demographics play a significant role in shaping labour markets, influencing both supply and demand. Demographic factors such as age, gender, education, population growth and migration patterns can have various impacts on labour markets.

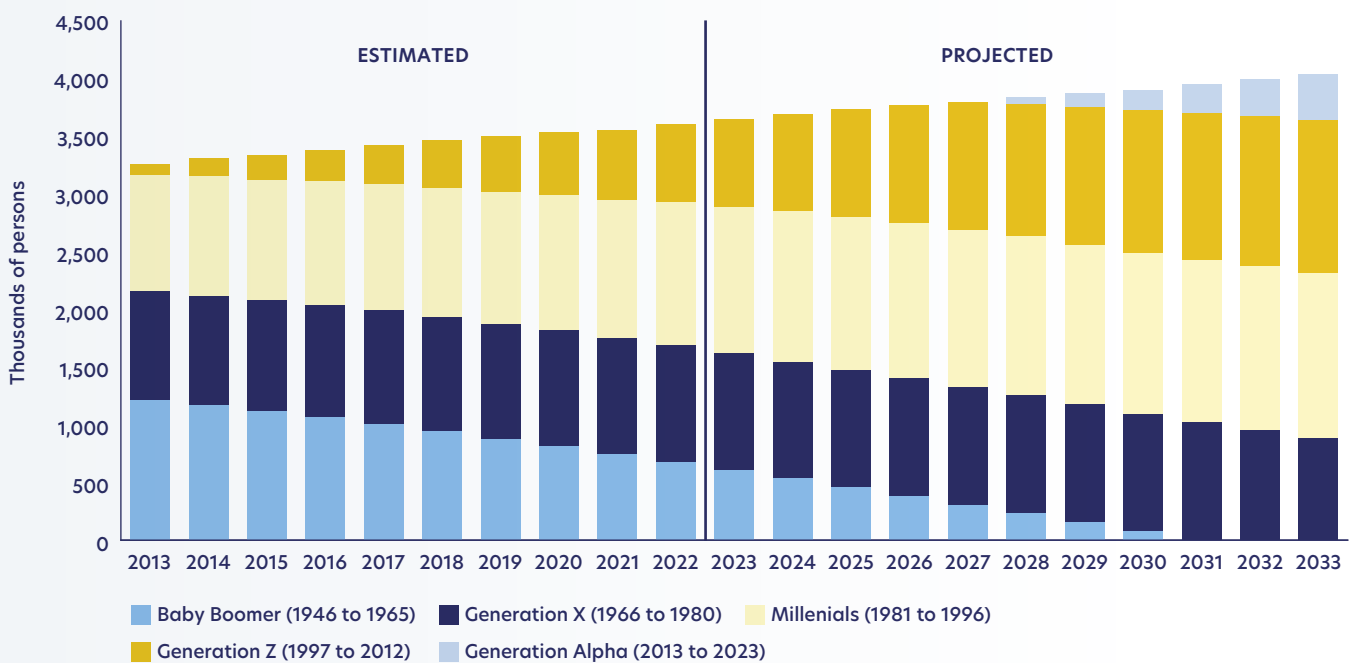
In this year’s Outlook, the overall participation rate declines over the forecast period from 64.3 percent in 2023 to 61.1 percent in 2033 because of the aging of the population. The last of the Baby Boomer generation (those born between 1946 and 1965) turned 55 in 2020 and by 2030, they will all be 65 or older. So, while this demographic will still be part of the population, most may no longer be in the workforce and the participation rate will fall. However, among the working age population (15 to 54 years old), participation rates are higher in this year’s forecast than last year. Recent labour market trends show that women—in particular,

those with young children—are participating in the labour force more than ever.

Overall, the next 10 years show major shifts in the composition of the workforce, with millennials (those born between 1981 and 1996) expected to make up more than one-third of the workforce throughout the forecast period. Generation Z (those born between 1997 and 2012), however, will make their presence known by the end of the forecast. Immigration has an impact on the age distribution as well, given that most immigrants are of working age.

The increasing number of retiring workers means an ongoing need for skills training; however, not all occupations, industries and regions are impacted to the same extent. For example, some industries have older workforces than others and will be more affected by an aging population. These industries will see more workers entering retirement, which creates more job openings and a greater need for skilled workers, even if the sector is not expanding.

FIGURE T-1 | Population of B.C., Aged 15 to 65, by Generations



Source: BC Stats

2. Education and Training

The NOC 2021 introduced a new system to identify the degree of Training, Education, Experience and Responsibilities (TEER) required for an occupation.

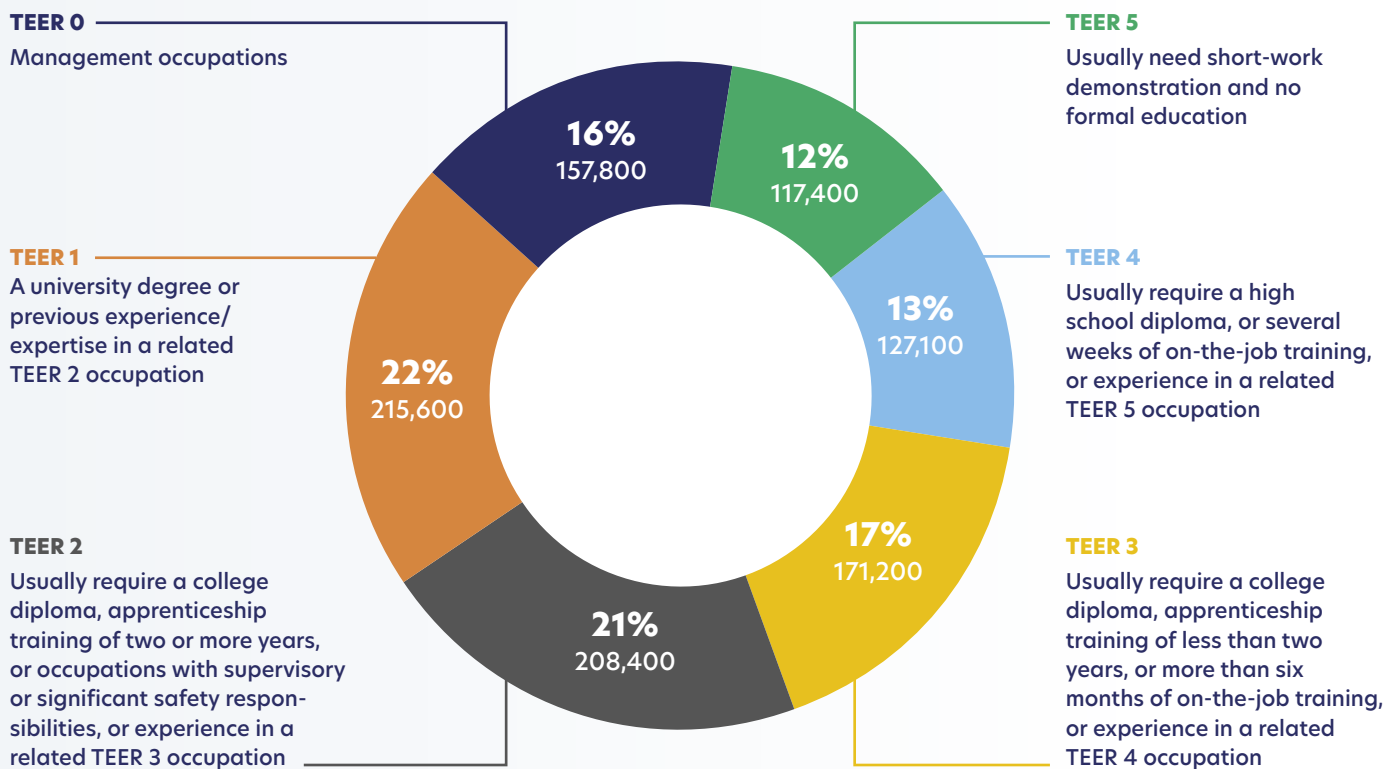
The TEER structure groups all occupations into six categories, each defined by the amount and type of training and education required to enter and perform the duties of the occupation. TEER also considers the experience required and the complexity of the responsibilities involved in the work.

Previous editions of the Labour Market Outlook have used the concept of typical education

background, which was limited to categories of post-secondary education and training. TEER is a much more comprehensive indicator of what is required for entry into an occupation and has now been incorporated into the Labour Market Outlook.

As shown in Figure 2-1, about 75 percent or 752,900 of all job openings between 2023 and 2033 will generally require some level of post-secondary education or training, or management or supervisory experience (TEERs 0, 1, 2 and 3).

FIGURE 2-1 | Job Openings by TEER, B.C., 2023-2033



3. Industry Outlook

Over the next decade, five industries will generate approximately 55 percent of the job openings in British Columbia. They are:

- » **Health care and social assistance**
(166,300 openings; 17 percent of total)
- » **Professional, scientific and technical services**
(142,400 job openings; 14 percent of total)
- » **Retail trade**
(103,700 job openings; 10 percent of total)
- » **Educational services**
(70,500 job openings; 7 percent of total)
- » **Construction**
(66,600 job openings; 7 percent of total)

FIGURE 3-1 | Top 10 Major Industry Groups by Job Openings, B.C., 2023-2033

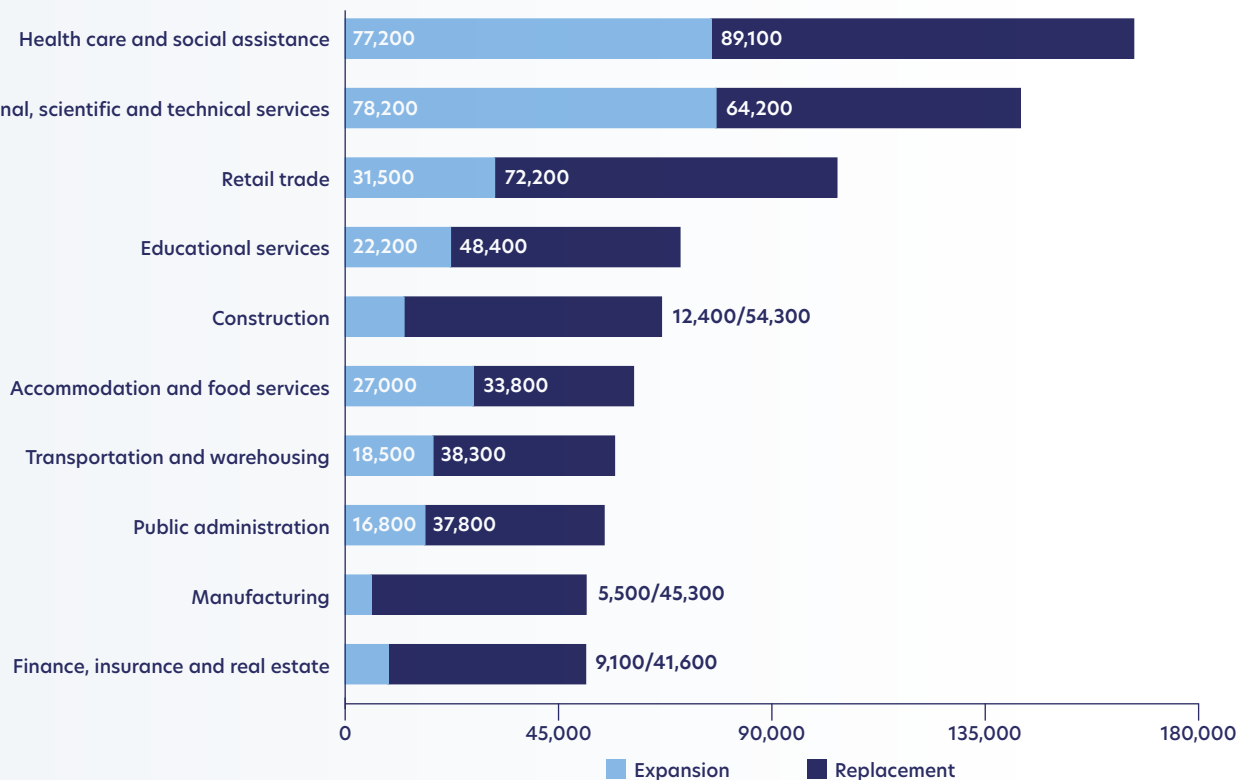


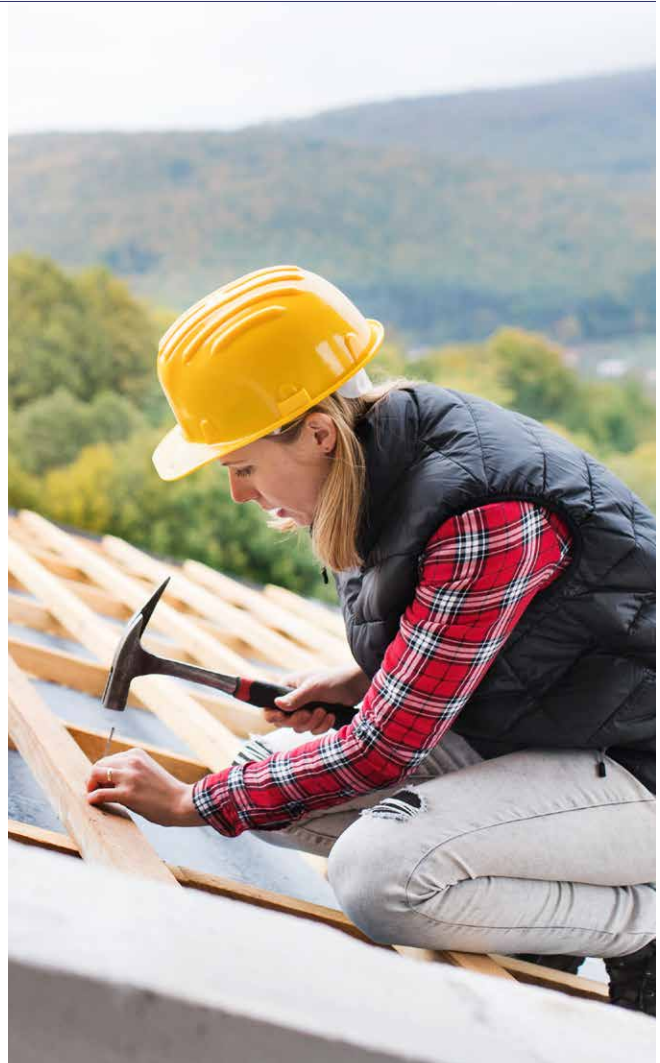
Figure 3-1 shows that, apart from Professional, scientific and technical services, the need to replace retiring workers will create more than half of the job openings for all major industries over the next 10 years.

Notes: Job openings are rounded to the nearest 100. Due to rounding, the components may not add up to the totals.

The Health care and social assistance industry will generate the largest number of job openings (166,300) over the coming decade. Of these openings, 54 percent are generated by workers leaving the industry, but other important factors include the increasing demand from an aging and growing population as well as the call to address evolving health needs.

The Professional, scientific and technical services industry has grown rapidly over the past several years, and this growth is forecast to continue over the next decade. Economic growth will drive 55 percent of expansion job openings in this sector, compared to 35 percent of job openings across all industries. Among the estimated 142,400 job openings, more than half come from Computer systems design and related services.

Over 75 percent of the estimated job openings in the Construction industry will arise from the need to replace retiring workers. Employment in the Construction industry is forecast to grow at a relatively modest 0.5 percent per year over the forecast period, a rate slower than the overall growth rate of 1.2 percent. While all economic modelling contains some uncertainty around future growth, this year's Outlook may be particularly conservative for the Construction sector (see text box).



Construction Employment

This year's Outlook does not include the impact of the Provincial Government's "Homes for People" action plan released in April 2023. As a result, this year's report may understate the number of growth-related job openings expected in the Construction sector.

This Outlook also anticipates some major projects reaching completion by the middle of the forecast period. Should new projects be announced and proceed to construction within the next decade, these may not be fully reflected in this report.

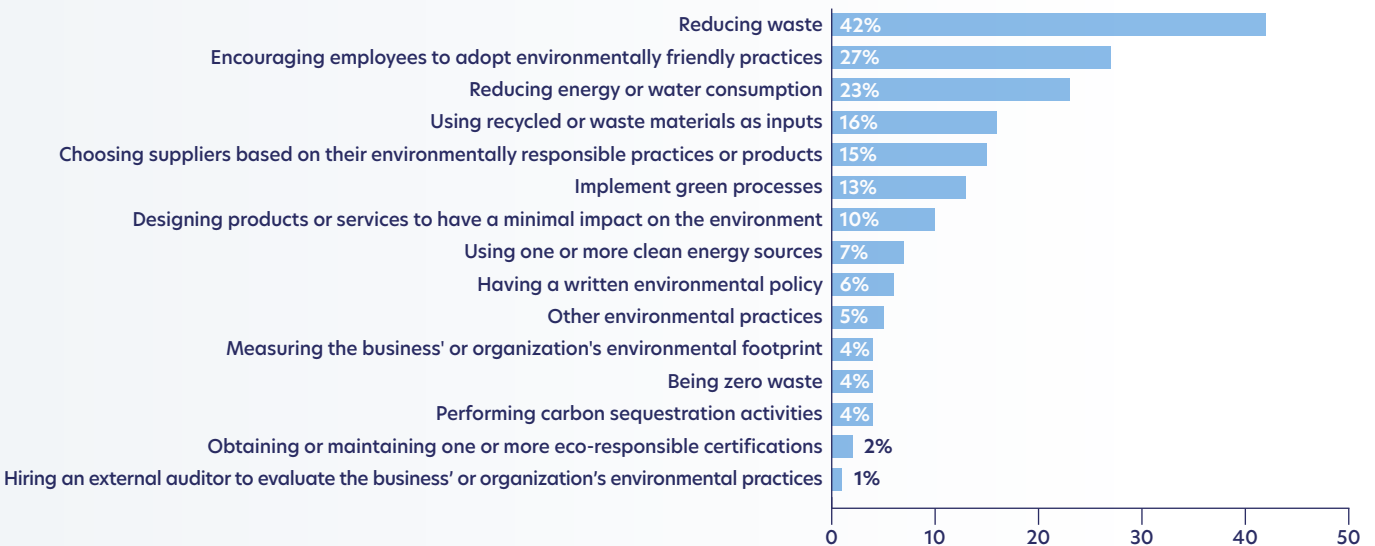
The Clean Economy

As efforts to address climate change and reduce emissions expand, and other environmental challenges arise, it is increasingly clear that the “clean economy” extends across many industrial sectors and occupations. Recent survey data shows that many B.C. businesses are taking action to introduce improved environmental practices (see Figure T-2).

As the clean economy grows, it is important to develop a better understanding of the changing nature of the labour market and the new skills and aptitudes that will be required.



FIGURE T-2: | Percentage of B.C. Businesses That Reported Environmental Practices Currently in Place or to be Implemented Over the Next 12 Months, Q3 2022



Data Source: Statistics Canada. Table 33-10-0547-01

4. Occupational Outlook

4.1 Occupational overview

All occupations can be grouped into one of 10 broad occupational categories, according to the NOC 2021. Occupational groupings differ from industries considered in Section 3, as many occupations can be found across different industries.

Over the next decade, the following five occupational groups will account for more than three-quarters (79 percent) of the job openings forecast in British Columbia.

- » **Sales and service**
(225,300 job openings; 23 percent of total)
- » **Business, finance and administration**
(175,900 job openings; 18 percent of total)
- » **Trades, transport and equipment operators and related**
(156,000 job openings; 16 percent of total)
- » **Education, law and social, community and government services**
(123,300 job openings; 12 percent of total)
- » **Natural and applied sciences and related**
(109,000 job openings; 11 percent of total)



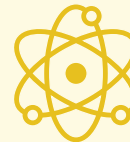
10 BROAD OCCUPATIONAL CATEGORIES



0
LEGISLATIVE AND SENIOR
MANAGEMENT



1
BUSINESS, FINANCE AND
ADMINISTRATION



2
NATURAL AND APPLIED
SCIENCES AND RELATED



3
HEALTH
OCCUPATIONS



4
EDUCATION, LAW AND
SOCIAL, COMMUNITY AND
GOVERNMENT SERVICES



5
ART, CULTURE,
RECREATION
AND SPORT



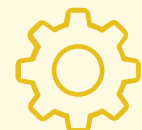
6
SALES
AND
SERVICE



7
TRADES, TRANSPORT
AND EQUIPMENT OPERATORS
AND RELATED



8
NATURAL RESOURCES,
AGRICULTURE AND RELATED
PRODUCTION



9
MANUFACTURING
AND
UTILITIES

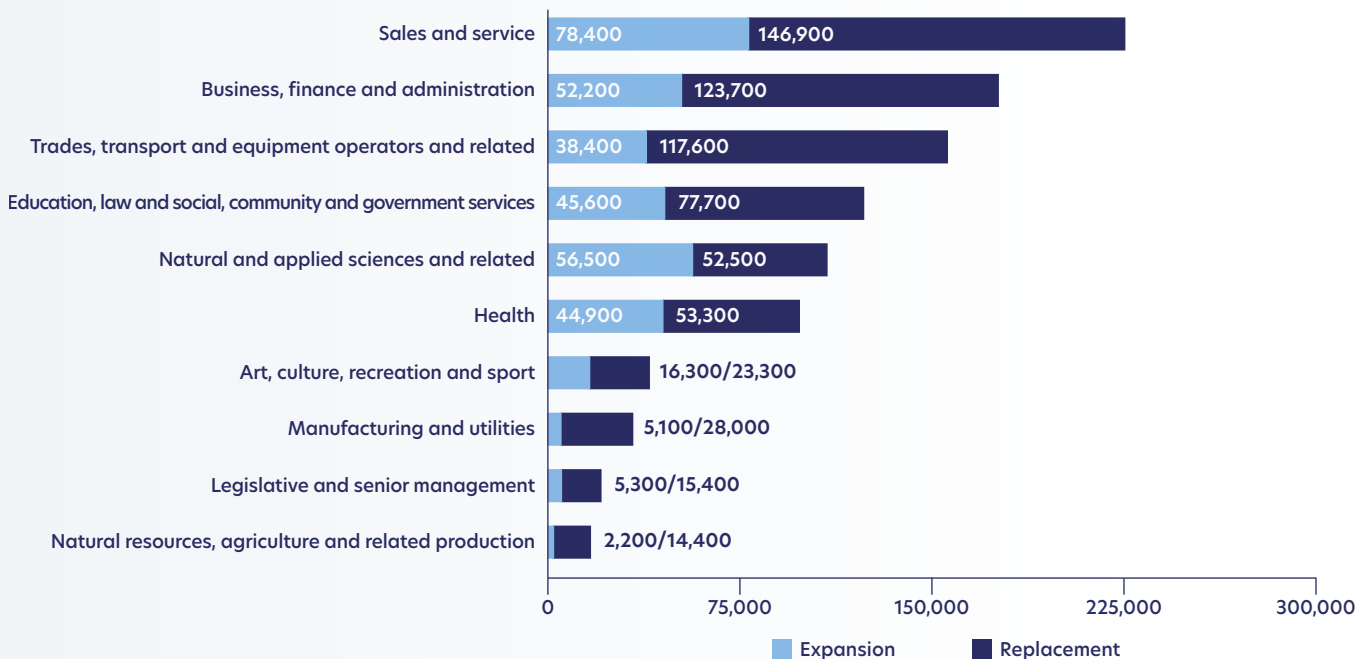
Over the forecast period, replacement openings will outpace expansion openings in nine out of the 10 broad occupational groups, except for Natural and applied sciences and related occupations. See Figure 4.1-1.

Health occupations are also expected to increase faster than the provincial average, at 1.7 percent annually. As the population ages and continues to grow, the need for health care services will also grow. As a result, expansion openings will account for almost half of the total job openings in this occupational group.

Natural and applied sciences and related occupations will expand their workforce faster than other occupational groups. Driven by increasing demand for artificial intelligence (AI), automation and other technologies, employment in this occupational group is expected to rise by 2.1 percent each year on average, compared with the 1.2 percent annual employment growth for all occupations in British Columbia. Appendix 3 presents the projected job openings for all occupations defined by the NOC 2021 system.³



FIGURE 4.1-1 | Job Openings by Main Occupational Group, B.C., 2023-2033



Notes: Job openings are rounded to the nearest 100. Due to rounding, the components may not add up to the totals.

³ There are 516 occupations in total at the five-digit NOC code level under NOC 2021 Version 1.0. Due to unavailability of labour force characteristics for some occupations from the 2021 Census, five senior management occupations (NOCs 00011, 00012, 00013, 00014 and 00015) are combined into a non-standard occupation called "Senior managers — public and private sector" (NOC 00018).

The Impact of Artificial Intelligence on the B.C. Labour Market

Artificial intelligence (AI) and automation will impact many occupations over the next 10 years. Some jobs will be created to support new development and deployment of technologies, while other jobs will have aspects transformed, with AI complementing rather than replacing human workers. Some occupations will be changed to the extent that workers may need retraining. Jobs will also be created as AI technologies boost economic growth and labour productivity. Historical evidence on technological adoption suggests that the overall impact on job openings may be relatively small, with the creation of new jobs counterbalancing the reduction of jobs elsewhere.

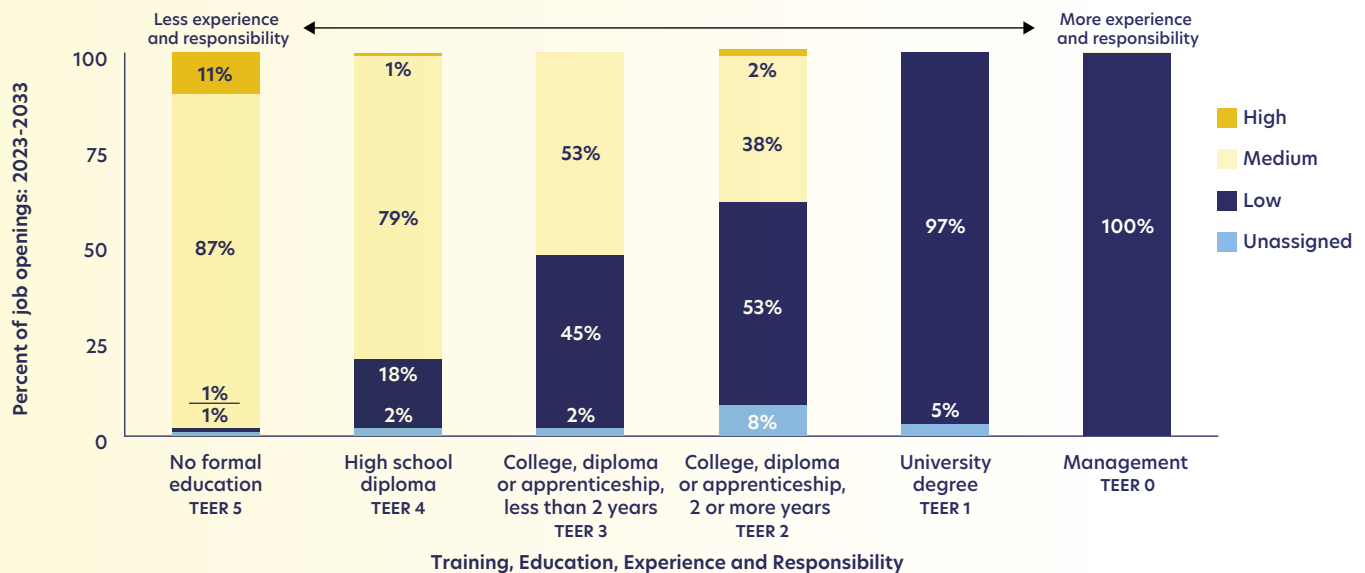


Impact of Automation

In previous editions, the Outlook has analyzed the potential impact of automation by occupation.⁴ The analysis showed that automation would most likely impact jobs associated with lower education and experience levels. This Outlook has repeated the analysis, but with updated methodology. The updated analysis indicates that occupations requiring more education will also be impacted, but not to the extent that jobs will be lost.⁵ Figure T-3 shows the estimated impact on job openings in B.C. and indicates that nearly 40 percent of future job openings in the TEER 2 category have a high-to-medium risk of being affected. This means that many workers will need to adapt to changing technologies and their long-term success will rely on their capacity to develop transferable skills and competencies.



FIGURE T-3 | Estimated Automation Impact on Future Job Openings by Training, Education, Experience and Responsibility (TEER)⁶



⁴B.C. Labour Market Outlook 2018 edition.

⁵This approach shows that only two percent or 18,000 jobs in British Columbia have a high probability (>=70 percent) of automation. The extent to which jobs will be transformed rather than replaced or new jobs created is unclear. Instead, the results highlight that automation will continue to impact the way we work, likely replacing some tasks within occupations and helping to alleviate some of the labour market tightness that B.C. has been observing over the past few years.

⁶These estimates are based on results of a 2019 study by the Office of National Statistics (ONS), which conducted a task-based analysis of automation for England, adopting the methodology from Arntz et al. (2016), and produced publicly available automation risk probabilities for 369 occupations in the UK Standard Classification of Occupations (SOC).

Impact of Large Language Models

This Outlook pays attention to the impact of large language models (LLM), such as ChatGPT. In contrast to other technologies, LLM focuses on human-like conversation and assists with different tasks such as writing, coding and answering questions. These technologies have the potential to transform the labour market in unexpected ways. They will likely impact occupations and their education and training requirements differently than suggested by Figure T-3. The following are some examples of occupations that may be transformed as a result of the adoption of LLM:⁷

- » Writers and authors
- » Accountants and auditors
- » Tax preparers
- » Financial quantitative analysts
- » Mathematicians
- » Web and digital interface designers
- » News analysts, reporters and journalists
- » Legal secretaries and administrative assistants
- » Clinical data managers

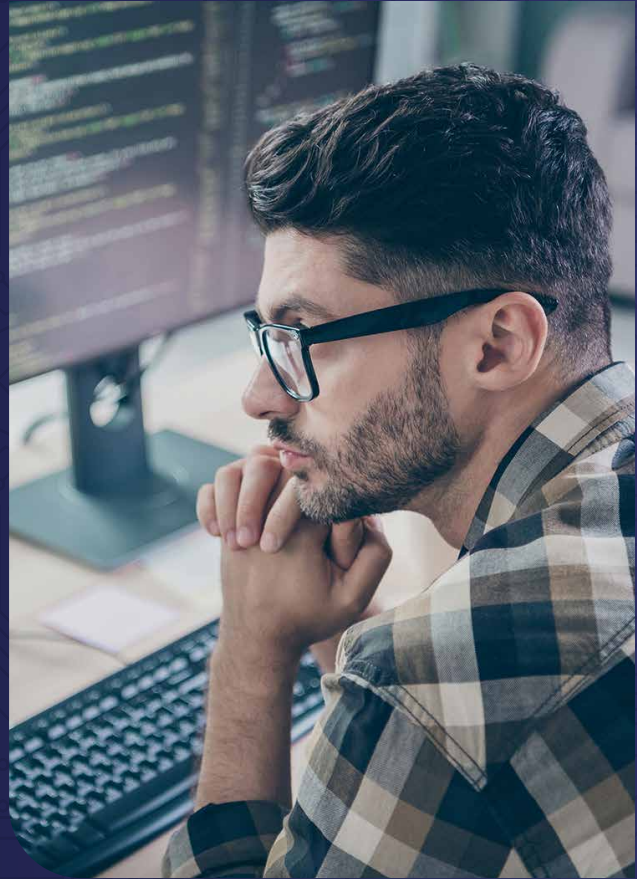
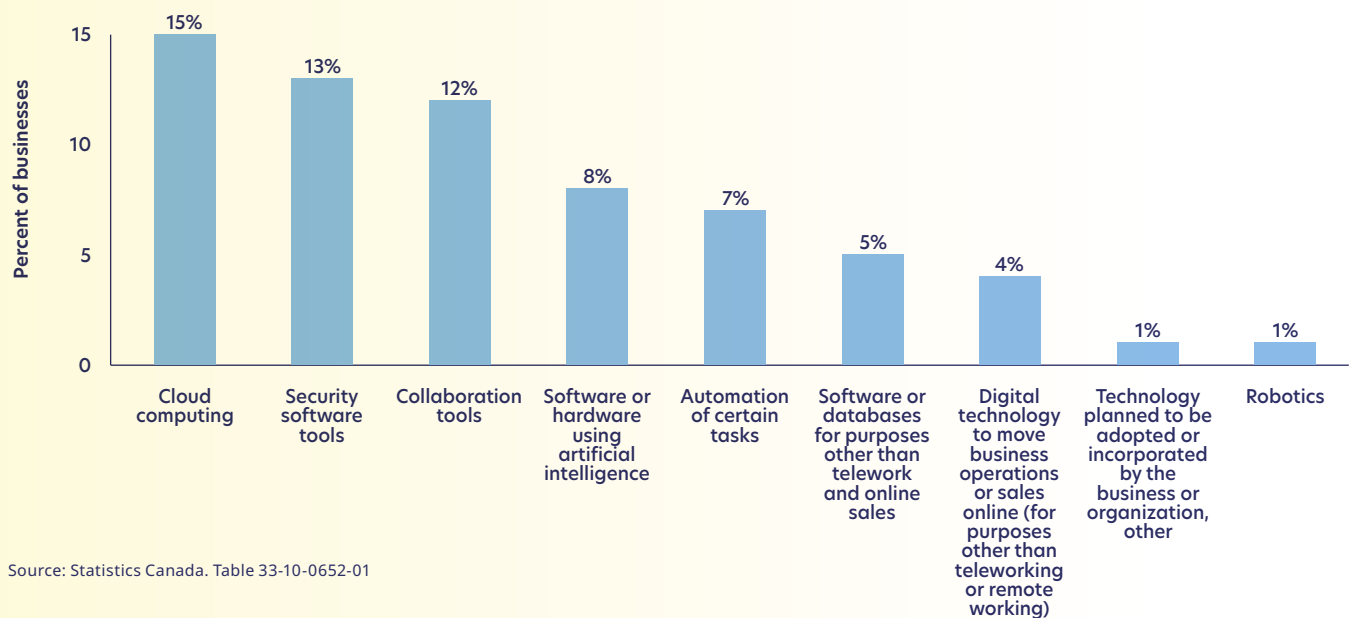


FIGURE T-4 | Technologies B.C. businesses or organizations plan to adopt or incorporate over the next 12 months, as of the first quarter of 2023



Source: Statistics Canada. Table 33-10-0652-01

⁷ How will Language Modelers like ChatGPT Affect Occupations and Industries?, Ed Felten, Manav Raj, Robert Seamans, March 2023. GPTs are GPTs: An Early Look at the Labor Market Impact Potential of Large Language Models, Tyna Eloundou, Sam Manning, Pamela Mishkin and Daniel Rock, August 2023.

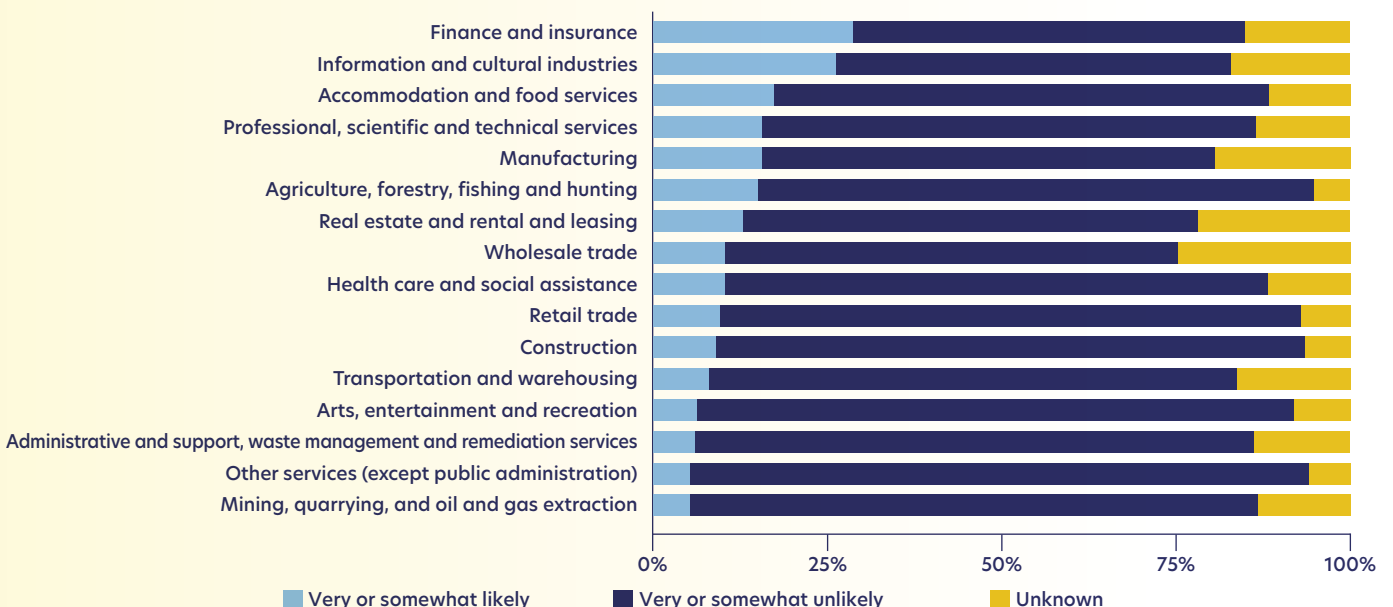
Short-term Outlook for Technology Adoption

In B.C., recent survey data suggests that the technologies most likely to be adopted by B.C. businesses in the next year are not AI or automation, but cloud computing and security software (Figure T-4). In addition, overall digital technologies are expected to have relatively modest impacts on hiring in the near term (Figure T-5), with significant differences between industries.

No one can predict with certainty when such AI technologies will be adopted. In some cases, it is unclear when the technologies will be sufficiently advanced to take on tasks normally done by people. Nor is it fully understood how this will impact economics and regulatory and legal requirements, or how society will accept different AI technologies. Given the current situation, this Outlook indicates that AI won't have any significant impact on job openings in the near future and that jobs will primarily be transformed, rather than created or replaced.



FIGURE T-5 | Likelihood That B.C. Businesses Will Adopt Automation and Digital Technologies That May Reduce Employment Hiring Over the Next 12 Months, Third Quarter of 2022



Source: Statistics Canada. Table 33-10-0554-01

Alternative Occupational Groups

While NOC 2021 provides major occupational groupings based on a standardized classification system, these groups don't always correspond to collections of occupations that would be helpful to users of the Outlook.

For example, users of the Outlook are often interested in sectors that cannot be clearly defined or classified into one standard North American Industry Classification System (NAICS) industry. Some users are interested in key occupations that can be associated with a specific industry, without being interested in the industry itself (for example: construction jobs in the Arts, entertainment and recreation sectors). Because the Outlook provides detailed information for 512 occupations, it can offer information on key occupations and their industry associations.

For this reason, the Outlook provides alternative groupings such as those shown in Table 4.1-1. The full definitions of each grouping can be found in Appendix 4.

The Care Economy

As the population expands, the need for roles within this sector escalates, at a time when many workers in the sector are approaching retirement age.

This Outlook projected a total of 189,900 job openings (19 percent of total job openings) emerging within the care economy between 2023 and 2033. Of these, 61,100 pertain to education, 32,000 to social services, and 96,800 to health care. The projected openings are distributed such that 42 percent (79,900) are attributed to expansion, while the remaining 58 percent (110,000) are to replace retiring workers.

TABLE 4.1-1 | Top Five Occupations by Job Openings for Alternative Occupational Groupings, B.C.

NOC	Description	Employment 2023	Job openings 2023-2033			TEER
			Total	Expansion	Replacement	
Construction Trades Occupations		184,900	48,700	10,600	37,800	
72310	Carpenters	30,700	8,500	2,000	6,400	2
75110	Construction trades helpers and labourers	32,600	8,000	1,900	6,000	5
73400	Heavy equipment operators	13,800	4,300	700	3,600	3
72200	Electricians (except industrial and power system)	15,700	2,900	1,000	1,800	2
72106	Welders and related machine operators	10,200	2,700	600	2,100	2
Skilled Trades Certification Occupations		60,900	15,200	3,200	11,800	
72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	18,500	5,100	1,000	4,100	2
72200	Electricians (except industrial and power system)	15,700	2,900	1,000	1,800	2
72401	Heavy-duty equipment mechanics	8,100	2,300	600	1,800	2
72411	Auto body collision, refinishing and glass technicians and damage repair estimators	4,300	1,200	100	1,100	2
72201	Industrial electricians	3,200	1,000	100	900	2
Science, Technology, Engineering and Mathematics (STEM) Occupations		260,700	116,900	59,600	56,700	
21231	Software engineers and designers	22,900	12,300	8,400	3,900	1
21232	Software developers and programmers	16,700	9,700	7,100	2,600	1
21222	Information systems specialists	16,100	9,400	5,400	4,000	1
20012	Computer and information systems managers	13,000	8,900	4,200	4,700	0
52120	Graphic designers and illustrators	17,200	5,800	3,100	2,600	2
Care Occupations		469,100	189,900	80,000	110,000	
31301	Registered nurses and registered psychiatric nurses	59,800	24,800	11,800	13,000	1
33102	Nurse aides, orderlies and patient service associates	49,300	22,500	9,900	12,600	3
42201	Social and community service workers	36,500	14,900	6,500	8,400	2
41221	Elementary school and kindergarten teachers	34,400	12,600	3,900	8,700	1
42202	Early childhood educators and assistants	21,800	12,300	8,200	4,100	2

4.2 High Opportunity Occupations

The High Opportunity Occupations (HOO) list helps British Columbians make informed career decisions by highlighting occupations that will provide the best opportunities over the coming decade. While all occupations play a vital role in B.C.'s economy, the services offered by high opportunity occupations will be in greater demand, and such jobs will offer better pay relative to other occupations.

The HOO list includes a substantial number of occupations that belong to the care economy and tech sector, reflecting the demand for these occupations in the job market. Overall, 36 percent of occupations on the HOO list belong to the care economy (45 out of 125), including General practitioners and family physicians, Registered nurses and registered psychiatric nurses, and Early childhood educators and assistants. The high ranking of these occupations demonstrates the need for medical professionals and social services professionals in British Columbia. Software engineers and designers, as well as Computer engineers, are examples of tech HOO, with 16 percent of the overall HOO list belonging to the tech sector. As technology and the tech sector continue to grow, so will the demand for occupations in that area.

The occupations included on the HOO list also highlight the need for post-secondary education and training to meet the demands of the labour market over the coming decade. When sorting the HOO list by TEER, almost 90 percent of occupations are TEER 0, 1 or 2, meaning that these jobs usually require two years or more of post-secondary education and/or management experience. Only nine percent of the HOO list are TEER 3 occupations, which usually require less than two years of post-secondary education, and only two percent of occupations are TEER 4, which usually only require the completion of secondary school.

For a full list of High Opportunity Occupations at the provincial level, see Appendix 6.

4.3 Occupational Skills Clustering

Previous Labour Market Outlook reports have identified the top skills for all occupations and noted the importance of skills such as active listening, speaking and critical thinking. These remain important in many occupations (see text box).

Top Skills of the Future

- » **ACTIVE LISTENING** is identified as a very important skill for 73 percent of total projected job openings in British Columbia.
- » **SPEAKING** is very important for 67 percent of job openings.
- » **CRITICAL THINKING** is very important for 63 percent of job openings.
- » **READING COMPREHENSION** is very important for 60 percent of job openings.
- » **JUDGMENT AND DECISION MAKING** is very important for 42 percent of job openings.

This report takes a different approach by looking at how groups of occupations, or clusters, can be defined by the types of skills they require.⁸ This recognizes that particular combinations of skills are useful for specific groups of occupations. For workers considering a career change, this information can be helpful. For example, Oil and gas well drillers, servicers, testers and related are found in the "builders" cluster and have similar skills to the other 47 occupations in this group. Likewise, Logging machine operators found in "practical equipment operators" have similar skills to the other 96 occupations in this cluster. However, while the skills may be similar, there may still be additional training and education requirements to move into another career.

The grouping approach we have used created 11 different occupational clusters. Figure 4.3-1 shows the 11 occupational clusters, the top five skills for each and examples of occupations in each. For all occupations included in each cluster, see the [B.C. Data Catalogue](#).

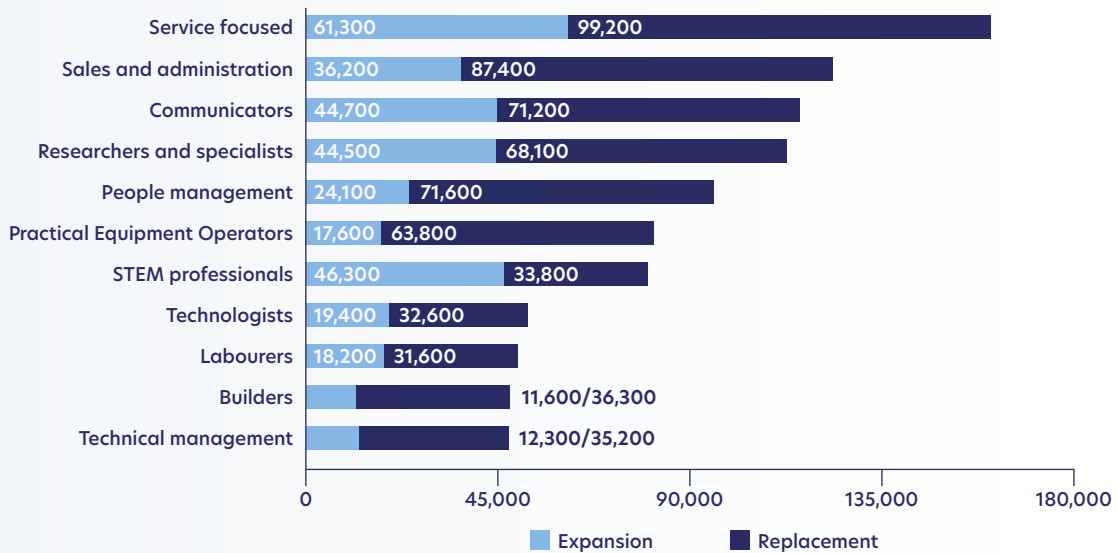
⁸In this report, cluster analysis was used to break the occupations into clusters based on the U.S. O*NET (Occupational Information Network) skills data.

FIGURE 4.3-1 | Skills-based Occupation Clusters, Top 5 Skills, and Occupational Examples

Builders	Top 5 skills
Heating, refrigeration and air conditioning mechanics	<ul style="list-style-type: none"> • Installation • Repairing • Equipment maintenance • Troubleshooting • Equipment selection
Oil and solid fuel heating mechanics	
Telecommunications equipment installation and cable television service technicians	
Labourers	Top 5 skills
Industrial butchers and meat cutters, poultry preparers and related workers	<ul style="list-style-type: none"> • Operation and control • Equipment maintenance • Repairing • Equipment selection • Troubleshooting
Dry cleaning, laundry and related occupations	
Labourers in mineral and metal processing	
Researchers and specialists	Top 5 skills
Specialists in clinical and laboratory medicine	<ul style="list-style-type: none"> • Active learning • Writing • Active listening • Judgment and decision making • Science
Specialists in surgery	
University professors and lecturers	
Practical Equipment Operators	Top 5 skills
Ironworkers	<ul style="list-style-type: none"> • Operation and control • Equipment maintenance • Operations monitoring • Repairing • Equipment selection
Assemblers and inspectors; electrical appliance, apparatus and equipment manufacturing	
Pulp mill, papermaking and finishing machine operators	
STEM professionals	Top 5 skills
Software engineers and designers	<ul style="list-style-type: none"> • Programming • Technology design • Mathematics • Science • Operations analysis
Mechanical engineers	
Cybersecurity specialists	
Technologists	Top 5 skills
Medical laboratory technologists	<ul style="list-style-type: none"> • Science • Quality control analysis • Operations monitoring • Operation and control • Programming
Technical occupations in geomatics and meteorology	
Animal health technologists and veterinary technicians	
Communicators	Top 5 skills
Authors and writers (except technical)	<ul style="list-style-type: none"> • Speaking • Active listening • Writing • Reading comprehension • Service orientation
Journalists	
Employment insurance and revenue officers	
Sales and administration	Top 5 skills
Insurance, real estate and financial brokerage managers	<ul style="list-style-type: none"> • Management of financial resources • Negotiation • Persuasion • Management of material resources • Speaking
Retail and wholesale buyers	
Theatre, fashion, exhibit and other creative designers	
People management	Top 5 skills
Supervisors, general office and administrative support workers	<ul style="list-style-type: none"> • Management of material resources • Management of financial resources • Co-ordination • Negotiation • Management of personnel resources
Supervisors, library, correspondence and related information workers	
Customer and information services supervisors	
Service focused	Top 5 skills
Library assistants and clerks	<ul style="list-style-type: none"> • Service orientation • Social perceptiveness • Active listening • Speaking • Persuasion
Estheticians, electrologists and related occupations	
Health information management occupations	
Technical management	Top 5 skills
Supervisors, printing and related occupations	<ul style="list-style-type: none"> • Management of personnel resources • Time management • Co-ordination • Monitoring • Management of material resources
Supervisors, mineral and metal processing	
Supervisors, plastic and rubber products manufacturing	

Over the next decade, four of the 11 occupational clusters will account for just over half (52 percent) of the job openings forecast in British Columbia. See Figure 4.3-2.

FIGURE 4.3-2 | Projected Job Openings by Skills-based Occupation Cluster, B.C., 2023-2033



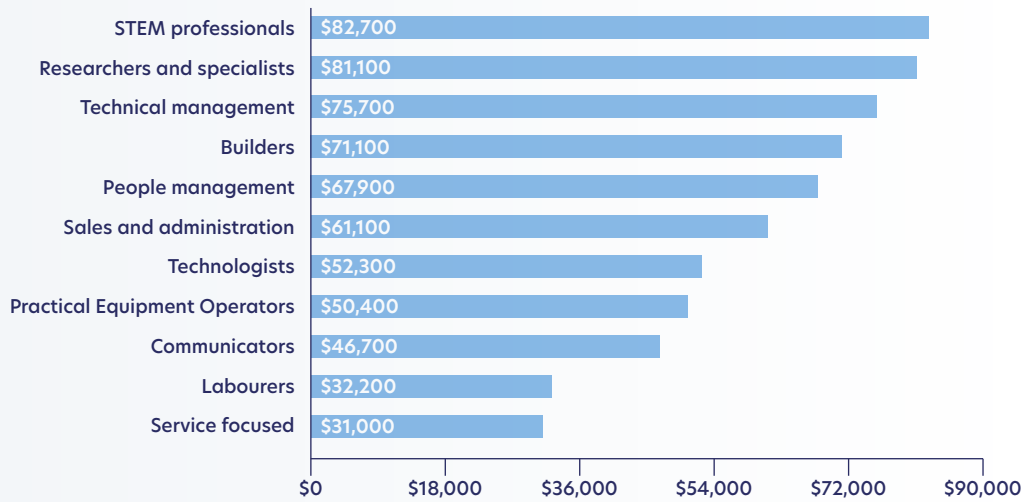
The occupational clusters can also be delineated by the level of education and experience required (as measured by TEER). For example, most of the occupations found in the Researchers and specialists cluster require TEER 1 (a university degree or previous experience/expertise in a related TEER 2 occupation) while those in the Practical equipment operators cluster predominantly require TEER 4 (a high school diploma, or several weeks of on-the-job training or experience in a related TEER 5 occupation). See Table 4.3-3 for more information.

TABLE 4.3-3 | Number of Occupations by Cluster and TEER (Training, Education, Experience and Responsibility)

CLUSTER	TEER 0	TEER 1	TEER 2	TEER 3	TEER 4	TEER 5
People management	27	3	7	1	0	0
STEM professionals	2	29	4	0	0	0
Researchers and specialists	1	42	4	0	1	0
Sales and administration	10	9	13	8	2	0
Technical management	6	2	28	1	0	0
Builders	0	0	35	6	3	0
Technologists	1	0	29	8	4	2
Communicators	0	10	15	6	14	0
Service focused	0	1	8	13	21	9
Practical equipment operators	0	0	17	21	43	16
Labourers	0	0	0	3	6	15

The clusters also differ by income. For example, STEM professionals had the highest annual median employment income at \$82,700 while Service focused occupations had the lowest annual median employment income at \$31,000. See Figure 4.3-4 for more information.

FIGURE 4.3-4 | Average Annual Median Employment Income by Skills-based Occupational Cluster⁹



⁹ Employment income includes all income received as wages, salaries and commissions from paid employment and net self-employment income from farm or non-farm unincorporated business and/or professional practice during the reference period. This data is based on the 2021 Census, the reference period for income data is the calendar year 2020.

5. Regional Outlook

B.C. and its seven economic regions have unique economies and labour market conditions. These regions also differ in demographics. As a result, each offers distinct job opportunities.

This section highlights the opportunities within each economic region. Figure 5-1 identifies the seven regions and Table 5-1 summarizes the projected job openings in each region.

FIGURE 5-1 | Total Job Openings by Economic Region, B.C., 2023-2033

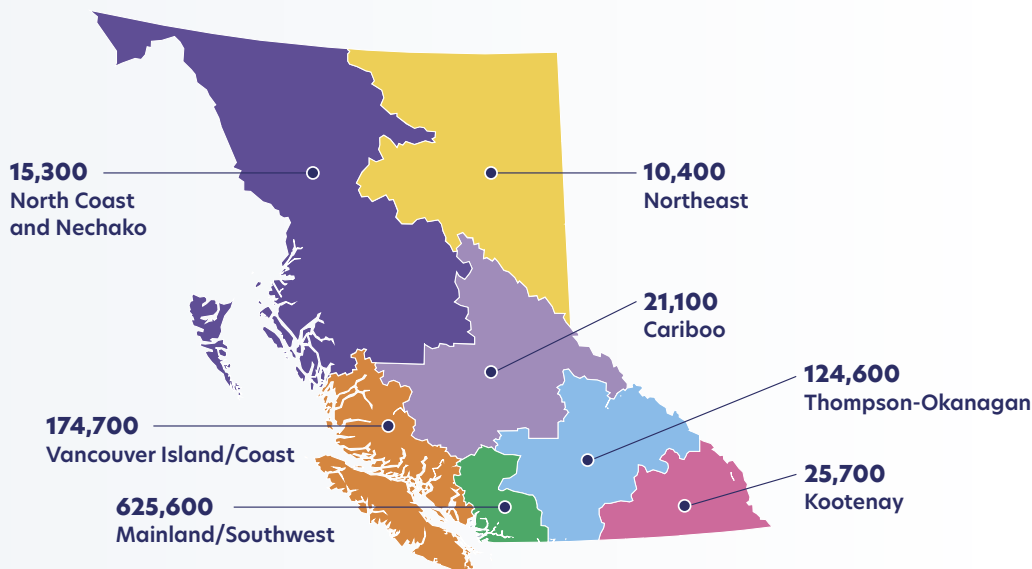


TABLE 5-1 | Employment and Job Openings by Economic Region, 2023-2033

Region	Employment 2023	Annual employment growth rate (%) 2023-2033	Job openings 2023-2033		
			Expansion	Replacement	Total
Vancouver Island/Coast	435,000	1.2	58,500	116,200	174,700
Mainland/Southwest	1,767,700	1.2	234,600	391,000	625,600
Thompson-Okanagan	308,100	1.2	40,700	83,900	124,600
Kootenay	79,600	0.5	4,100	21,600	25,700
Cariboo	88,100	0.1	400	20,700	21,100
North Coast and Nechako	42,000	1.1	4,800	10,500	15,300
Northeast	37,000	0.4	1,600	8,800	10,400
British Columbia	2,757,600	1.2	344,700	652,800	997,500

Note: Total of regions do not sum to the B.C. total due to rounding.

5.1 Vancouver Island/Coast

Vancouver Island/Coast is the second most densely inhabited area in British Columbia. However, most inhabitants are concentrated in the Capital Regional District, as well as in the middle section of the island, from Duncan to Campbell River in the north. This area has historically drawn retiree residents, but more recently, it has attracted a younger demographic.

In the next 10 years, the Vancouver Island/Coast region is expected to see 174,700 job openings. About 33 percent of these jobs will come through economic growth, and the remaining 67 percent will come from replacing existing workers, mainly due to retirement.

Employment demand is expected to grow at an average of 1.2 percent annually during the next 10 years.

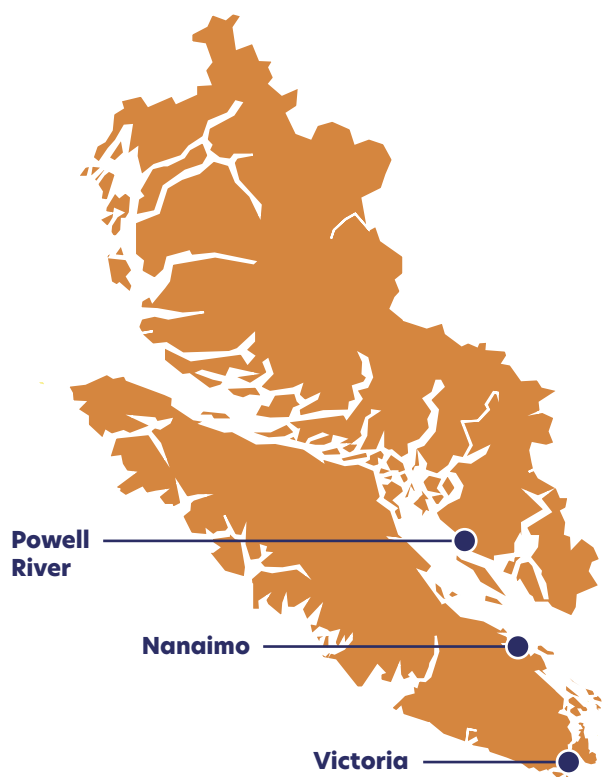


FIGURE 5.1-1 | Top Five Industries by Job Openings, 2023-2033 - Vancouver Island/Coast

Industry	Employment 2023	Annual employment growth rate (%) 2023-2033	Job openings 2023-2033		
			Expansion	Replacement	Total
All industries	435,010	1.2	58,490	116,200	174,690
Other retail trade (excluding cars, online shopping and personal care)	42,650	1.1	5,040	10,100	15,140
Ambulatory health care services	19,720	2.2	4,860	5,270	10,130
Hospitals	26,500	1.1	2,960	6,380	9,350
Computer systems design and related services	9,410	4.4	5,200	2,910	8,110
Provincial and territorial public administration	19,960	0.9	1,800	6,140	7,940

The population of Vancouver Island/Coast is forecast to grow by 1.3 percent per year on average over the forecast period, from 927,500 in 2023 to 1.1 million in 2033. More than half of the increase will be in the population aged 65 years and over; however, those aged 15 to 64 years will also make up a substantial portion of growth (45 percent). Due to the aging of the population and its relatively

strong growth, Other retail trade, Hospitals, and Ambulatory health care services are dominant sectors for employment. The overall participation rate is expected to decline from 58.8 percent in 2023 to 56.9 percent in 2033, tied with the Kootenay for the lowest in the province.

For detailed-level information about this region, visit the [BC Data Catalogue](#).

5.2 Mainland/Southwest

Vancouver serves as the hub of this region, which stretches eastward, encompassing the Fraser Valley to Hope, and extends northward to Lillooet. It shares a border with the United States and holds the distinction of being British Columbia’s most densely populated zone. Additionally, the Mainland/Southwest area includes the major urban centres of Surrey, Burnaby and Richmond.

In the next decade, the region is expected to have 625,600 job openings. Approximately 38 percent of these jobs will come through economic growth, and the remaining 63 percent will come from replacing existing workers, mainly due to retirement.

Employment demand is expected to grow at an average of 1.2 percent annually during the next 10 years.



FIGURE 5.2-1 | Top Five Industries by Job Openings, 2023-2033 - Mainland/Southwest

Industry	Employment 2023	Annual employment growth rate (%) 2023-2033	Job openings 2023-2033		
			Expansion	Replacement	Total
All industries	1,767,720	1.2	234,580	391,020	625,610
Computer systems design and related services	71,860	4.9	45,220	17,200	62,420
Other retail trade (excluding cars, online shopping and personal care)	152,170	0.8	12,650	30,220	42,870
Hospitals	81,250	2.1	19,510	17,500	37,020
Food services and drinking places	108,300	1.4	17,400	17,660	35,060
Ambulatory health care services	63,420	1.9	13,360	13,860	27,220

The population of Mainland/Southwest is forecast to grow by 1.8 percent per year on average over the forecast period, from 3.4 million in 2023 to 4 million in 2033. This region has the strongest population growth among all of the regions, due to it being a popular destination for immigrants.

A little more than half of the increase will be in the population aged 65 years and over, however those aged 15 to 64 years will also make up a substantial portion of growth (45 percent). Like Vancouver

Island/Coast, the older population will place demands on the health care system (for example, Hospitals) while growth in the working age population kindles demand for Other retail trade, Food services and drinking places, and Computer systems design and related services. The overall participation rate is expected to decline from 66.7 percent in 2023 to 62.6 percent in 2033.

For detailed-level information about this region, visit the [BC Data Catalogue](#).

5.3 Thompson-Okanagan

Agriculture, urban development and geographic location make the Thompson-Okanagan area distinctive within the province. Situated in the southern interior of B.C., it features the Okanagan Valley, recognized as the largest hub for wine and fruit production in the province. The area boasts two major urban centres, Kelowna and Kamloops, and shares a border with the United States.

In the next 10 years, the region is expected to have 124,600 job openings. About 33 percent of these jobs will come through economic growth, and the remaining 67 percent will come from replacing workers, most of whom will be retiring.

Employment demand is expected to grow at an average of 1.2 percent annually during the next decade.

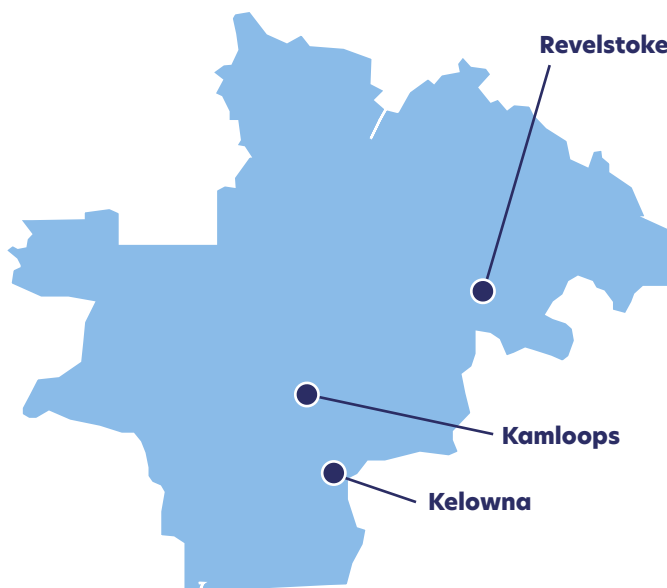


FIGURE 5.3-1 | Top Five Industries by Job Openings, 2023-2033 - Thompson-Okanagan

Industry	Employment 2023	Annual employment growth rate (%) 2023-2033	Job openings 2023-2033		
			Expansion	Replacement	Total
All industries	308,130	1.2	40,730	83,900	124,620
Other retail trade (excluding cars, online shopping and personal care)	30,190	0.5	1,490	6,930	8,430
Hospitals	14,090	1.8	2,860	4,060	6,920
Specialty trade contractors	14,960	1.4	2,360	4,350	6,710
Elementary and secondary schools	11,470	1.8	2,320	3,530	5,860
Ambulatory health care services	12,020	1.4	1,890	3,420	5,300

The population of Thompson-Okanagan is forecast to grow by 1.6 percent per year on average over the forecast period, from 645,000 in 2023 to 755,600 in 2033. This region has the second highest average annual growth among all of the regions. Less than half (44 percent) of the increase will be in the population aged 65 years and over, while those aged 15 to 64 years will make up a little more than 45 percent of the growth. This region is the only one to observe relatively strong growth in the

population aged 0 to 14, at 1.2 percent per year. Consequently, employment demand for elementary and secondary schools is relatively strong but the overall participation rate is still expected to decline from 61.7 percent in 2023 to 58.9 percent in 2033, the second lowest in the province.

For detailed-level information about this region, visit the [BC Data Catalogue](#).

5.4 Kootenay

The Kootenay economic region is in the southeastern part of the province, adjacent to the Rockies and the Canada/U.S. border. The rural areas within this region are known for their substantial natural resource reserves. Historically, the Kootenay region has been pivotal in the forestry and mining industries. Key cities and towns in this region include Cranbrook and Nelson.

In the next decade, the region is expected to have 25,700 job openings. Only about 16 percent of these jobs will come through economic growth, and the remaining 84 percent will come from replacing existing workers, mainly due to retirement.

Employment demand is expected to grow at an average of 0.5 percent annually during the next 10 years.

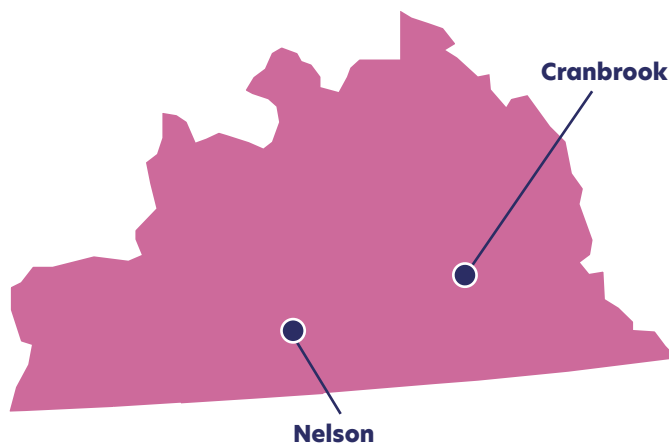


FIGURE 5.4-1 | Top Five Industries by Job Openings, 2023-2033 - Kootenay

Industry	Employment 2023	Annual employment growth rate (%) 2023-2033	Job openings 2023-2033		
			Expansion	Replacement	Total
All industries	79,610	0.5	4,150	21,580	25,720
Other retail trade (excluding cars, online shopping and personal care)	8,690	0.4	300	2,000	2,300
Mining	3,870	0.9	370	1,260	1,630
Ambulatory health care services	3,450	1.4	520	990	1,510
Food services and drinking places	3,600	1.5	600	650	1,250
Elementary and secondary schools	4,230	0.1	50	1,200	1,250

The population of Kootenay is forecast to grow by 0.8 percent per year on average over the forecast period, from 167,800 in 2023 to 181,000 in 2033. A little more than three-quarters (76 percent) of the increase will be in the population aged 65 years and over, and those aged 15 to 64 years will make up the remainder of the growth, with the population 0-14 years remaining relatively unchanged. The slow growth of the working age population will limit labour supply and increase pressures to replace retiring workers in a variety of industries such as

Other retail trade, Mining, and Elementary and secondary schools. The increase in the 65 years and older population will put pressure on Ambulatory health care services. The overall participation rate is expected to decline from 59 percent in 2023 to 56.9 percent in 2033. This region is tied with Vancouver Island/Coast for the lowest participation rate in the province, largely as a result of an aging population.

For detailed-level information about this region, visit the [BC Data Catalogue](#).

5.5 Cariboo

The Cariboo economic region covers much of the northern interior of the province, ranging from the Cariboo plateau in the west to the valleys of the Cariboo and Rocky Mountain ranges. It includes the city of Prince George, which acts as a major service centre for the northern half of the province, and the logging hubs of Williams Lake and Quesnel.

In the next 10 years, the region is expected to have 21,100 job openings. About two percent of these jobs will come through economic growth, and the remaining 98 percent will come from replacing existing workers, mainly due to retirement.

Employment demand is expected to grow at an average of 0.1 percent annually during the next 10 years.

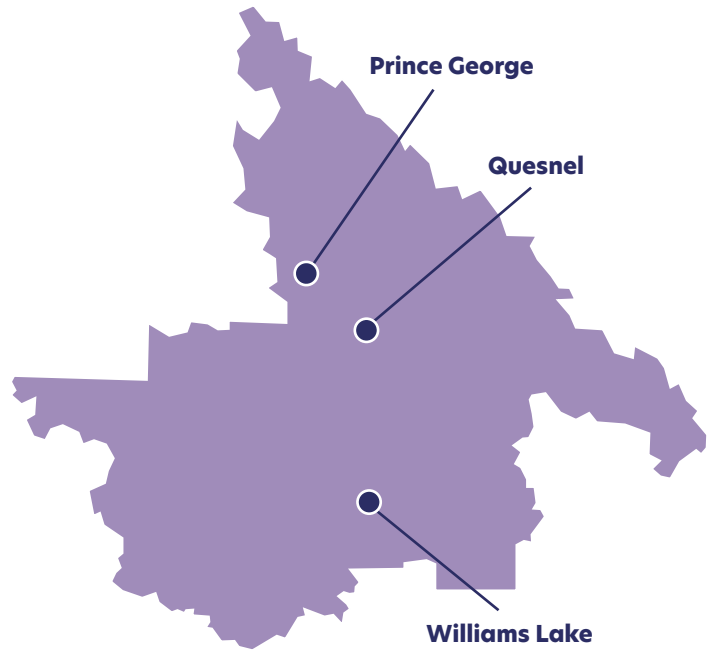


FIGURE 5.5-1 | Top Five Industries by Job Openings, 2023-2033 - Cariboo

Industry	Employment 2023	Annual employment growth rate (%) 2023-2033	Job openings 2023-2033		
			Expansion	Replacement	Total
All industries	88,140	0.1	430	20,720	21,150
Other retail trade (excluding cars, online shopping and personal care)	9,890	0.2	140	2,310	2,450
Hospitals	6,200	0.6	390	1,280	1,670
Wholesale trade	3,450	0.3	100	900	990
Ambulatory health care services	4,270	0.3	110	870	990
Personal, non-automotive repair and non-profit services	2,640	1.2	330	580	910

The population of the Cariboo is forecast to grow by 0.3 percent per year on average over the forecast period, from 169,900 in 2023 to 175,300 in 2033. All of the growth will occur in the population 65 years and older, while the younger age groups are expected to decline slightly. The overall participation rate is expected to decline from 65 percent in 2023

to 62.2 percent in 2033. Given the high number of retirements that are expected, pressure to replace these retiring workers will be felt across a variety of industries but mainly with providers of health, education and retail trade services.

For detailed-level information about this region, visit the [BC Data Catalogue](#).

5.6 North Coast and Nechako

The North Coast and Nechako economic regions collectively span a notable area of British Columbia, covering diverse geographical landscapes from coastal regions to inland areas. These regions have historical ties to industries such as forestry, mining and fisheries. The North Coast includes the key port city of Prince Rupert, while the Nechako region features centres such as Smithers and Vanderhoof.

In the next 10 years, the region is expected to have 15,300 job openings. About 31 percent of these jobs will come through economic growth, and the remaining 69 percent will come from replacing existing workers, mainly due to retirement.

Employment demand is expected to grow at an average of 1.1 percent annually during the next decade.

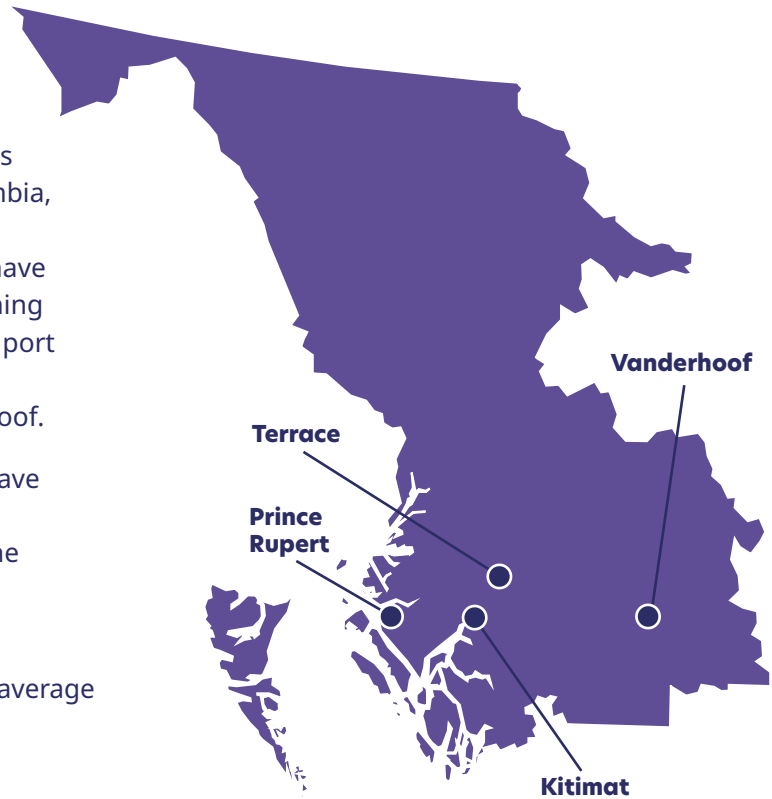


FIGURE 5.6-1 | Top Five Industries by Job Openings, 2023-2033 - North Coast and Nechako

Industry	Employment 2023	Annual employment growth rate (%) 2023-2033	Job openings 2023-2033		
			Expansion	Replacement	Total
All industries	42,030	1.1	4,760	10,540	15,300
Other retail trade (excluding cars, online shopping and personal care)	3,660	1.0	390	910	1,300
Truck transportation and support activities	1,130	4.0	570	380	950
Ports and freight transportation arrangement	1,110	4.1	590	270	870
Personal, non-automotive repair and non-profit services	1,270	2.7	400	310	710
Ambulatory health care services	1,820	1.3	260	390	650

The population of the North Coast and Nechako region is forecast to grow by 0.7 percent per year on average over the forecast period, from 102,300 in 2023 to 109,600 by 2033. Most of the growth will occur in the population 65 years and older, while those aged 15 to 64 will increase slightly, and those

aged 0 to 14 years will see a small decline. The overall participation rate is expected to increase from 63.4 percent in 2023 to 64.1 percent in 2033, the second highest in the province.

For detailed-level information about this region, visit the [BC Data Catalogue](#).

5.7 Northeast

The Northeast economic region of British Columbia covers a large portion of the province's northeastern territory. Its geographical features vary from rugged mountain ranges to extensive forests and rivers. This region has a historical association with resource-driven sectors such as forestry, natural gas and minerals. Major cities in the Northeast region include Fort St. John and Dawson Creek.

In the next 10 years, the region is expected to have 10,400 job openings. About 15 percent of these jobs will come through economic growth, and the remaining 85 percent will come from replacing existing workers, mainly due to retirement.

Employment demand is expected to grow at an average of 0.4 percent annually during the next decade.

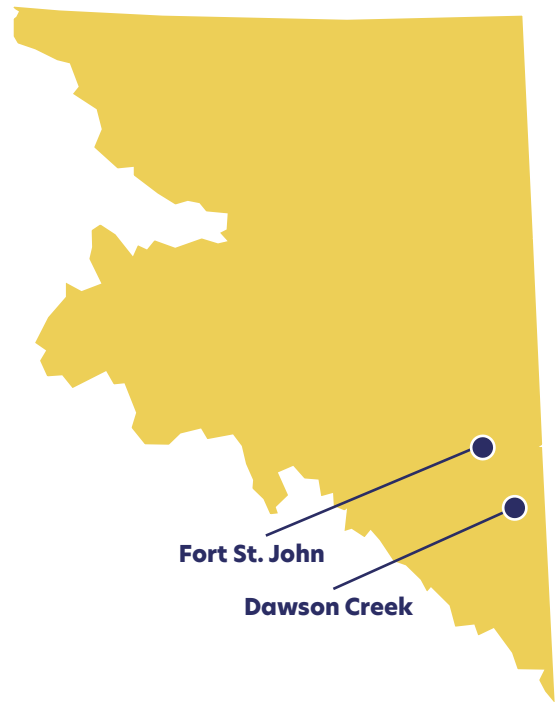


FIGURE 5.7-1 | Top Five Industries by Job Openings, 2023-2033 - Northeast

Industry	Employment 2023	Annual employment growth rate (%) 2023-2033	Job openings 2023-2033		
			Expansion	Replacement	Total
All industries	37,020	0.4	1,570	8,850	10,420
Other retail trade (excluding cars, online shopping and personal care)	3,990	0.1	10	910	910
Support activities for mining and oil and gas extraction	2,140	1.2	290	520	810
Wholesale trade	1,190	1.7	230	360	580
Food services and drinking places	2,180	0.8	190	350	540
Specialty trade contractors	1,560	1.1	190	310	490

The population of the Northeast is forecast to grow by 0.5 percent per year on average over the forecast period, from 72,700 in 2023 to 76,500 in 2033. Like North Coast and Nechako, most of the growth will occur in the population 65 years and over, while those aged 15 to 64 will increase slightly and those

aged 0 to 14 years will see a small decline. As a result, the overall participation rate is expected to decline from 69.4 percent in 2023 to 67.2 percent in 2033, but will remain the highest in the province.

For detailed-level information about this region, visit the [BC Data Catalogue](#).

Appendix 1: Definitions

Labour market definitions

Annual employment growth rate: Calculated as the compound annual growth rate

Change in participation and unemployment: The change in the number of labour force participants (in addition to young people starting work, immigrants, and migrants from other provinces or territories) and the change in the number of unemployed workers

Employment: The number of employed workers

Immigrants: Net immigration of persons moving to British Columbia from outside of Canada

Inter-occupational mobility: The movement of workers to switch occupations

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

Job openings – replacement: Job openings generated by a permanent exit from the labour force during the forecast period, including exits due to retirements, illness, disabilities, deaths and other reasons

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

Labour demand: The number of employed people plus unfilled positions

Labour supply: The labour force, including those already working and those actively looking for work

Migrants from other provinces or territories: Net in-migration from persons moving to British Columbia from other provinces and territories in Canada

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



O*NET skills and competencies definitions

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

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

10 Basic skills (called “skills” in this report):

- » Reading comprehension
- » Active listening
- » Writing
- » Speaking
- » Numeracy
- » Science
- » Critical thinking
- » Active learning
- » Learning strategies
- » Monitoring

25 Cross-functional skills (called “competencies” in this report):

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

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

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

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

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

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

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

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

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

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

Instructing: Teaching others how to do something

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

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

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

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

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

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

Negotiation: Bringing others together and trying to reconcile differences

Numeracy: Using mathematics to solve problems

Operation and control: Controlling operations of equipment or systems

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

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

Persuasion: Convincing others to change their mind or behaviour

Programming: Writing computer programs for various purposes

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

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

Repairing: Repairing machines or systems using the needed tools

Science: Using scientific rules and methods to solve problems

Service orientation: Actively looking for ways to help people

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

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

Speaking: Talking with others to share information effectively



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

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

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

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

Troubleshooting: Determining causes of operating errors and identifying solutions

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

The O*NET dataset is measured in two different scale types: a five-point Importance scale and a seven-point Level scale.

Importance scale indicates the degree of importance a particular skill is to the occupation; the occupational clustering analysis used the importance scale

Level scale indicates the degree to which a particular skill is required or needed to perform the occupation

Appendix 2: Methodology

Labour Market Outlook model methodology

The British Columbia Labour Market Outlook forecasting model is a labour market forecasting system that generates 10-year projections of labour demand and supply, covering 64 industries and 512 occupations for B.C. and its economic development regions. Three simplified steps illustrate how the B.C. labour market forecasting model works:

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

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

Macroeconomic models

- » Each of the seven regional macroeconomic models has two main sections: an economic component and a demographic component.
- » The economic component generates industry employment estimates and forecasts; it links to the labour demand projections in the occupational model.
- » The demographic component links to the labour supply projections in the occupational model.
- » Each regional macroeconomic model splits the entire regional economy into 15 high-level industries based on the 2017 North American Industry Classification System structure.



Industry employment models

- » Each of the seven regional industry employment models converts employment for high-level industries from the macroeconomic model into employment estimates and forecasts for 64 industries.

Occupational models

- » For labour demand, each of the seven regional occupational models produces labour demand projections for 512 occupations based on the provincial-level forecasts.
- » For labour supply, the seven regional models are aggregated into four regions to produce labour supply forecasts for 512 occupations; the aggregated regions are Mainland/Southwest, Vancouver Island/Coast, Southeast (Thompson-Okanagan and Kootenay combined), and North (Cariboo, North Coast and Nechako, and Northeast combined).

High Opportunity Occupations methodology

The High Opportunity Occupations lists are developed by assessing all occupations using seven economic indicators. These indicators can be grouped into four categories, which are based on current and future labour market conditions, as shown in Table A.2-1.



TABLE A.2-1 | Criteria of High Opportunity Occupations List

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

Each occupation is given a score based on its ranking in each of the seven economic indicators, and scores are weighted based on their labour market impact. Table A.2-2 shows the role of the indicators and weights in the overall score. The occupations are then sorted by score, and the 125 occupations with the highest scores become High Opportunity Occupations.

TABLE A.2-2 | Components of the Opportunity Indicator Ranking

INDICATOR AND WEIGHT	RATIONALE
How many job opportunities will be available?	Absolute and relative job opportunities
<ul style="list-style-type: none"> Forecasted number of job openings (20 percent) Ratio of job openings to employment (10 percent) Forecasted employment growth rate (20 percent) 	<ul style="list-style-type: none"> Occupations with a larger number of job openings, both the level and the ratio to employment, offer more opportunities to job seekers and have a bigger impact on the overall economy. Occupations with faster forecasted employment growth offer more new job opportunities to job seekers.
How easy will it be to get a job in the future?	Occupations with more limited future supply relative to demand
<ul style="list-style-type: none"> Forecasted unemployment rate (20 percent) 	<ul style="list-style-type: none"> Occupations with a lower expected unemployment rate will offer more job opportunities to job seekers in the future.
How easy is it to get a job now?	Occupations with more limited current supply relative to demand
<ul style="list-style-type: none"> Recent unemployment rate (10 percent) 2021 Census unemployment rate (10 percent) 	<ul style="list-style-type: none"> Occupations with a lower unemployment rate offer more opportunities to job seekers.
How much is employment income?	Employment income
<ul style="list-style-type: none"> 2021 Census median employment income (10 percent) 	<ul style="list-style-type: none"> Occupations with a higher median employment income represent better opportunities.

The indicators included in the High Opportunity Occupations (HOO) calculations this year differ slightly from recent years due to the transition to NOC 2021. Two indicators that were used in previous editions (ratio of employment insurance beneficiaries to employment, and current wage rate) were not available with the NOC 2021 standard at the time when this report was prepared. They are temporarily replaced by two comparable indicators (unemployment rate and median employment income), both from the 2021 Statistics Canada Census of Canada’s population. This change will only apply to the 2023 Labour Market Outlook due to the temporary unavailability of the typical HOO indicators.

The diversity of B.C.’s economy means that each region will have different occupations that are in demand, which is why there is a separate HOO list for each region. The process for determining the regional lists is similar, though there are additional criteria imposed to reflect the smaller sizes of some regions. One criterion is that the total number of job openings for HOO in a region cannot be more than 50 percent of all job openings for all occupations in the region. For example, if 125 occupations are each identified as a HOO for a region based on

the initial criteria (Table A.2-1) but the total number of job openings across all of the 125 HOO is more than 50 percent of all job openings for the region, the 125 occupations will be reduced until the total number of job openings drops below 50 percent of total job openings for the region.

Occupational Skills Clustering methodology

The Occupational Skills Clustering methodology uses a statistical technique known as agglomerative clustering (AGNES) to identify similar groups (clusters) of data.

AGNES is the most common type of hierarchical clustering used to group objects based on their similarity. This method grouped the occupations using a “bottom-up” strategy. The grouping begins by treating each occupation as a single group or cluster. At each step of the grouping, the two groups (clusters) that are the most similar in terms of skills are combined into a new larger group (cluster). This procedure is iterated until all groups (clusters) are members of just one big group.



Appendix 3: Detailed Industry Outlook, B.C.

Industry	Employment 2023	Annual employment growth rate (%)			Job openings 2023-2033		
		2023-28	2028-33	2023-33	Expansion	Replacement	Total
All industries	2,757,600	1.1	1.2	1.2	344,700	652,800	997,500
Agriculture and fishing	26,800	0.2	0.0	0.1	100	6,500	6,600
Farms and support activities	24,900	0.1	0.1	0.1	-	6,000	6,100
Fishing, hunting and trapping	1,900	1.2	-0.8	0.1	-	500	600
Forestry and logging with support activities	17,400	-2.2	-0.3	-1.3	-2,500	4,600	2,100
Mining and oil and gas extraction	27,500	1.8	0.2	1.0	3,000	8,000	10,900
Oil and gas extraction	4,900	2.6	0.1	1.4	700	1,500	2,300
Mining	14,600	1.7	0.2	1.0	1,500	4,300	5,800
Support activities for mining and oil and gas extraction	7,900	1.4	0.3	0.8	700	2,200	2,900
Utilities	16,300	0.5	0.4	0.5	800	4,300	5,100
Construction	231,900	0.7	0.3	0.5	12,400	54,300	66,600
Residential building construction	65,100	1.1	0.5	0.8	5,500	16,700	22,200
Non-Residential building construction	15,400	-0.7	0.6	0.0	-100	3,600	3,500
Heavy and civil engineering construction	23,300	0.2	0.0	0.1	-	5,900	6,000
Specialty trade contractors	128,100	0.8	0.3	0.5	7,000	28,000	35,000
Manufacturing	179,800	0.1	0.5	0.3	5,500	45,300	50,800
Food, beverage and tobacco manufacturing	40,200	1.8	1.8	1.8	8,100	10,200	18,400

Industry	Employment 2023	Annual employment growth rate (%)			Job openings 2023-2033		
		2023-28	2028-33	2023-33	Expansion	Replacement	Total
Wood product manufacturing	23,600	-2.9	-0.6	-1.8	-4,300	5,900	1,600
Paper manufacturing	10,700	-2.3	-0.6	-1.5	-1,600	2,700	1,100
Primary metal manufacturing	6,100	0.4	0.0	0.2	100	1,700	1,800
Fabricated metal product manufacturing	11,000	-0.7	-0.3	-0.5	-600	2,600	2,000
Machinery manufacturing	11,400	-0.3	2.5	1.1	1,300	2,900	4,300
Ship and boat building	4,100	0.6	0.7	0.6	300	1,100	1,300
Transportation equipment manufacturing (excluding shipbuilding)	8,000	0.5	0.7	0.6	500	2,000	2,500
Other manufacturing ¹	64,600	0.5	0.0	0.3	1,700	16,200	17,900
Wholesale trade	93,700	1.0	1.0	1.0	9,900	23,900	33,800
Retail trade	333,000	0.8	1.0	0.9	31,500	72,200	103,700
Motor vehicle and parts dealers	36,300	1.0	0.8	0.9	3,400	8,800	12,200
Health and personal care stores	30,100	1.4	1.6	1.5	4,800	6,400	11,200
Online shopping	15,400	2.0	1.8	1.9	3,300	3,600	6,900
Other retail trade ² (excluding cars, online shopping and personal care)	251,200	0.6	0.9	0.8	20,000	53,400	73,400
Transportation and warehousing	146,900	1.3	1.0	1.2	18,500	38,300	56,800
Air transportation and support activities	19,900	1.9	1.0	1.4	3,200	5,400	8,600
Rail transportation and support activities	6,500	1.2	-0.2	0.5	300	1,900	2,300
Water transportation	7,200	0.4	1.2	0.8	600	1,700	2,300
Ports and freight transportation arrangement	14,800	2.2	1.2	1.7	2,900	3,800	6,700
Truck transportation and support activities	39,200	0.0	0.6	0.3	1,000	9,900	10,900
Transit, sightseeing, and pipeline transportation	22,800	1.5	1.1	1.3	3,300	6,500	9,800

¹ Other manufacturing includes textile mills, textile product mills, printing and related support activities, manufacturing of clothing, leather and allied products, petroleum and coal product, chemical, plastics and rubber products, non-metallic mineral products, computer and electronic products, electrical equipment, appliance and components, furniture and related products and miscellaneous manufacturing.

² Other retail trade includes furniture and home furnishings stores, electronics and appliance stores, building material and garden equipment and supplies dealers, food and beverage stores, gasoline stations, clothing and clothing accessories stores, sporting goods, hobby, book and music stores, general merchandise stores, miscellaneous store retailers.

Industry	Employment 2023	Annual employment growth rate (%)			Job openings 2023-2033		
		2023-28	2028-33	2023-33	Expansion	Replacement	Total
Postal service, couriers and messengers	26,900	2.2	1.8	2.0	6,100	7,000	13,200
Warehousing and storage	9,700	1.0	0.8	0.9	1,000	2,200	3,100
Finance, insurance and real estate	163,700	0.2	0.9	0.5	9,100	41,600	50,800
Finance	68,800	-0.4	0.6	0.1	600	15,900	16,500
Insurance carriers and related activities	36,400	0.8	1.1	1.0	3,700	9,600	13,200
Real estate rental and leasing	58,600	0.6	1.0	0.8	4,900	16,200	21,000
Professional, scientific and technical services	270,200	2.6	2.4	2.5	78,200	64,200	142,400
Architectural, engineering and related services	50,000	2.1	1.7	1.9	10,600	11,900	22,600
Computer systems design and related services	88,800	4.9	4.6	4.7	54,100	22,200	76,200
Management, scientific and technical consulting services	26,100	2.0	1.3	1.6	4,700	6,700	11,400
Legal, accounting, design, research, and advertising services	105,300	0.8	0.8	0.8	8,700	23,400	32,100
Business, building and other support services	100,400	1.1	0.6	0.8	9,100	25,500	34,600
Travel arrangement services	9,900	2.1	0.6	1.3	1,500	2,800	4,200
Business and building support services (excluding travel)	90,500	0.9	0.6	0.8	7,600	22,800	30,400
Educational services	195,000	1.0	1.1	1.1	22,200	48,400	70,500
Elementary and secondary schools	106,000	1.1	1.1	1.1	12,600	28,100	40,700
Community colleges	14,700	0.6	1.3	1.0	1,500	3,900	5,500
Universities	40,200	1.0	0.8	0.9	3,700	9,100	12,700
Private and trades education	34,000	0.9	1.5	1.2	4,400	7,200	11,600
Health care and social assistance	377,700	1.8	1.9	1.8	77,200	89,100	166,300
Ambulatory health care services	105,800	2.0	1.6	1.8	21,000	25,000	46,000
Hospitals	134,000	1.3	2.2	1.8	26,200	30,600	56,800

Industry	Employment 2023	Annual employment growth rate (%)			Job openings 2023-2033		
		2023-28	2028-33	2023-33	Expansion	Replacement	Total
Nursing and residential care facilities	59,700	2.2	1.9	2.1	14,100	15,000	29,100
Social assistance (excluding child care)	53,200	1.7	1.8	1.7	10,200	13,500	23,700
Child day care services	25,000	2.1	2.0	2.0	5,800	4,900	10,700
Information, culture and recreation	140,300	1.1	0.8	0.9	14,100	30,100	44,200
Publishing industries	13,200	-0.1	-0.4	-0.2	-400	2,700	2,300
Motion picture and sound recording industries	27,200	3.1	1.0	2.0	6,400	6,100	12,500
Telecommunications	17,800	0.1	0.5	0.3	600	3,900	4,400
Broadcasting, data processing and information	8,700	0.1	0.7	0.4	400	2,000	2,400
Performing arts, spectator sports and related industries	21,400	0.9	0.8	0.9	1,900	4,800	6,700
Entertainment and recreation	52,000	0.9	1.0	0.9	5,200	10,700	15,800
Accommodation and food services	188,900	1.3	1.3	1.3	27,000	33,800	60,700
Accommodation services	29,600	1.3	1.4	1.4	4,400	7,700	12,100
Food services and drinking places	159,300	1.3	1.3	1.3	22,600	26,100	48,600
Repair, personal and non-profit services	110,400	1.0	1.0	1.0	12,000	25,000	37,000
Automotive repair and maintenance	21,800	-0.1	0.4	0.1	300	4,800	5,100
Personal, non-automotive repair and non-profit services	88,600	1.2	1.2	1.2	11,700	20,100	31,900
Public administration	137,700	1.0	1.3	1.1	16,800	37,800	54,500
Federal government public administration	48,900	1.1	1.2	1.2	6,100	13,200	19,300
Provincial and territorial public administration	41,400	0.6	0.8	0.7	3,100	11,500	14,600
Local and Indigenous public administration	47,400	1.1	1.8	1.5	7,600	13,000	20,600

Notes: Job openings and employment are rounded to the nearest 100. Due to rounding, the components may not add to the totals.

Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER) for All Occupations, B.C.

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
00010	Legislators	1,180	680	180	500	0
00018 ¹	Senior managers - public and private sector	35,280	20,060	5,120	14,940	0
10010	Financial managers	9,170	3,510	990	2,520	0
10011	Human resources managers	6,860	3,370	920	2,450	0
10012	Purchasing managers	3,410	1,740	340	1,410	0
10019	Other administrative services managers	7,040	3,300	880	2,410	0
10020	Insurance, real estate and financial brokerage managers	7,150	3,190	540	2,650	0
10021	Banking, credit and other investment managers	9,970	3,360	290	3,070	0
10022	Advertising, marketing and public relations managers	15,600	5,590	2,590	3,010	0
10029	Other business services managers	3,320	1,630	380	1,250	0
10030	Telecommunication carriers managers	1,400	510	90	430	0
11100	Financial auditors and accountants	32,030	10,270	3,230	7,040	1
11101	Financial and investment analysts	5,600	1,410	300	1,110	1
11102	Financial advisors	15,170	3,940	510	3,430	1
11103	Securities agents, investment dealers and brokers	2,720	830	50	780	1
11109	Other financial officers	4,940	1,270	120	1,150	1
11200	Human resources professionals	10,230	3,970	1,320	2,650	1
11201	Professional occupations in business management consulting	12,820	5,390	2,200	3,190	1
11202	Professional occupations in advertising, marketing and public relations	23,380	7,430	3,610	3,820	1
12010	Supervisors, general office and administrative support workers	2,520	1,210	320	890	2
12011	Supervisors, finance and insurance office workers	2,040	960	200	760	2
12012	Supervisors, library, correspondence and related information workers	390	260	40	220	2

¹ 00018 (Senior Managers – public and private sector) is not a standard NOC code but an aggregation of the standard NOC codes 00011 to 00015.

APPENDIX 4: JOB OPENINGS, EMPLOYMENT AND TRAINING, EDUCATION, EXPERIENCE AND RESPONSIBILITIES (TEER) FOR ALL OCCUPATIONS, B.C.

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
12013	Supervisors, supply chain, tracking and scheduling coordination occupations	4,010	1,520	430	1,090	2
12100	Executive assistants	6,210	2,720	730	1,990	2
12101	Human resources and recruitment officers	4,120	1,680	580	1,100	2
12102	Procurement and purchasing agents and officers	5,760	2,590	590	2,000	2
12103	Conference and event planners	3,030	1,070	370	700	2
12104	Employment insurance and revenue officers	3,920	1,910	530	1,380	2
12110	Court reporters, medical transcriptionists and related occupations	1,200	550	160	390	2
12111	Health information management occupations	520	290	100	190	2
12112	Records management technicians	190	80	40	40	2
12113	Statistical officers and related research support occupations	500	140	80	60	2
12200	Accounting technicians and bookkeepers	26,370	10,000	2,310	7,690	2
12201	Insurance adjusters and claims examiners	4,260	1,560	440	1,130	2
12202	Insurance underwriters	1,740	580	180	400	2
12203	Assessors, business valuers and appraisers	1,920	640	170	470	2
13100	Administrative officers	39,000	18,530	4,750	13,780	3
13101	Property administrators	9,300	4,500	890	3,610	3
13102	Payroll administrators	6,100	2,460	660	1,800	3
13110	Administrative assistants	31,440	11,940	3,640	8,300	3
13111	Legal administrative assistants	8,240	2,430	740	1,690	3
13112	Medical administrative assistants	4,700	1,950	920	1,030	3
13200	Customs, ship and other brokers	790	290	120	170	3
13201	Production and transportation logistics coordinators	6,240	1,970	630	1,340	3
14100	General office support workers	29,650	10,980	3,780	7,200	4
14101	Receptionists	24,950	8,780	3,890	4,890	4
14102	Personnel clerks	1,620	610	210	400	4
14103	Court clerks and related court services occupations	650	200	60	140	4
14110	Survey interviewers and statistical clerks	1,190	450	140	310	4
14111	Data entry clerks	4,880	1,170	60	1,110	4
14112	Desktop publishing operators and related occupations	40	10	0	10	4
14200	Accounting and related clerks	24,310	8,990	2,390	6,600	4
14201	Banking, insurance and other financial clerks	2,180	760	150	610	4
14202	Collection clerks	1,110	400	110	290	4
14300	Library assistants and clerks	1,170	360	90	270	4
14301	Correspondence, publication and regulatory clerks	2,690	990	310	680	4
14400	Shippers and receivers	14,450	4,490	1,360	3,130	4
14401	Storekeepers and partspersons	5,630	1,890	540	1,350	4
14402	Production logistics workers	960	380	110	260	4
14403	Purchasing and inventory control workers	4,480	1,490	500	1,000	4
14404	Dispatchers	3,480	1,120	390	730	4

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NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
14405	Transportation route and crew schedulers	480	180	60	130	4
20010	Engineering managers	4,750	2,460	850	1,610	0
20011	Architecture and science managers	2,030	1,040	290	750	0
20012	Computer and information systems managers	13,010	8,900	4,160	4,740	0
21100	Physicists and astronomers	480	180	90	100	1
21101	Chemists	1,850	600	250	350	1
21102	Geoscientists and oceanographers	2,580	1,010	390	630	1
21103	Meteorologists and climatologists	100	40	10	30	1
21109	Other professional occupations in physical sciences	40	10	10	10	1
21110	Biologists and related scientists	6,160	1,790	750	1,040	1
21111	Forestry professionals	2,490	770	-60	830	1
21112	Agricultural representatives, consultants and specialists	360	120	30	90	1
21120	Public and environmental health and safety professionals	2,820	1,000	340	660	1
21200	Architects	4,160	1,530	840	690	1
21201	Landscape architects	350	130	70	60	1
21202	Urban and land use planners	3,030	1,140	420	730	1
21203	Land surveyors	1,290	490	210	280	1
21210	Mathematicians, statisticians and actuaries	750	250	110	130	1
21211	Data scientists	2,160	840	610	230	1
21220	Cybersecurity specialists	1,520	730	400	330	1
21221	Business systems specialists	4,440	1,960	1,030	930	1
21222	Information systems specialists	16,100	9,370	5,370	4,000	1
21223	Database analysts and data administrators	2,720	1,360	620	740	1
21230	Computer systems developers and programmers	4,180	2,380	1,430	960	1
21231	Software engineers and designers	22,870	12,330	8,410	3,910	1
21232	Software developers and programmers	16,680	9,730	7,090	2,640	1
21233	Web designers	3,000	1,750	1,330	420	1
21234	Web developers and programmers	9,950	5,230	4,120	1,110	1
21300	Civil engineers	10,860	4,010	1,790	2,220	1
21301	Mechanical engineers	6,910	2,150	1,030	1,120	1
21310	Electrical and electronics engineers	7,400	2,890	1,250	1,640	1
21311	Computer engineers (except software engineers and designers)	3,010	1,630	870	770	1
21320	Chemical engineers	1,180	330	130	200	1
21321	Industrial and manufacturing engineers	1,440	510	200	310	1
21322	Metallurgical and materials engineers	290	100	50	60	1
21330	Mining engineers	750	190	100	100	1
21331	Geological engineers	1,220	420	260	160	1
21332	Petroleum engineers	100	40	20	30	1
21390	Aerospace engineers	280	100	30	70	1

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NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
21399	Other professional engineers	1,770	560	210	350	1
22100	Chemical technologists and technicians	870	360	110	240	2
22101	Geological and mineral technologists and technicians	1,110	490	130	360	2
22110	Biological technologists and technicians	1,440	370	140	230	2
22111	Agricultural and fish products inspectors	500	190	70	120	2
22112	Forestry technologists and technicians	2,490	530	-150	680	2
22113	Conservation and fishery officers	680	270	60	210	2
22114	Landscape and horticulture technicians and specialists	4,630	1,480	510	980	2
22210	Architectural technologists and technicians	2,140	740	420	320	2
22211	Industrial designers	1,510	590	320	280	2
22212	Drafting technologists and technicians	4,500	1,640	680	960	2
22213	Land survey technologists and technicians	440	180	80	100	2
22214	Technical occupations in geomatics and meteorology	1,840	780	210	570	2
22220	Computer network and web technicians	8,480	4,130	2,120	2,020	2
22221	User support technicians	8,210	4,060	2,300	1,760	2
22222	Information systems testing technicians	1,340	800	530	270	2
22230	Non-destructive testers and inspectors	560	210	90	120	2
22231	Engineering inspectors and regulatory officers	550	230	80	150	2
22232	Occupational health and safety specialists	2,590	990	270	720	2
22233	Construction inspectors	2,710	1,180	340	850	2
22300	Civil engineering technologists and technicians	2,790	1,090	450	640	2
22301	Mechanical engineering technologists and technicians	3,240	1,290	410	880	2
22302	Industrial engineering and manufacturing technologists and technicians	1,620	490	110	390	2
22303	Construction estimators	3,730	1,120	270	850	2
22310	Electrical and electronics engineering technologists and technicians	5,220	2,150	660	1,500	2
22311	Electronic service technicians (household and business equipment)	8,100	3,010	1,110	1,900	2
22312	Industrial instrument technicians and mechanics	1,050	240	40	210	2
22313	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	770	280	100	180	2
30010	Managers in health care	6,250	3,660	1,240	2,410	0
31100	Specialists in clinical and laboratory medicine	6,450	2,510	1,330	1,190	1
31101	Specialists in surgery	1,800	760	370	390	1
31102	General practitioners and family physicians	9,150	3,640	1,810	1,840	1
31103	Veterinarians	1,550	570	130	440	1
31110	Dentists	3,650	1,590	720	880	1
31111	Optometrists	820	390	160	230	1
31112	Audiologists and speech-language pathologists	1,590	670	270	400	1

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NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
31120	Pharmacists	6,730	2,390	1,130	1,260	1
31121	Dietitians and nutritionists	1,630	690	310	380	1
31200	Psychologists	2,060	870	390	480	1
31201	Chiropractors	1,330	630	250	380	1
31202	Physiotherapists	4,760	1,950	940	1,010	1
31203	Occupational therapists	3,060	1,210	620	590	1
31204	Kinesiologists and other professional occupations in therapy and assessment	2,030	620	390	230	1
31209	Other professional occupations in health diagnosing and treating	850	370	170	200	1
31300	Nursing coordinators and supervisors	2,090	1,180	440	750	1
31301	Registered nurses and registered psychiatric nurses	59,760	24,770	11,750	13,020	1
31302	Nurse practitioners	790	290	160	130	1
31303	Physician assistants, midwives and allied health professionals	290	120	50	70	1
32100	Opticians	1,380	640	210	420	2
32101	Licensed practical nurses	10,170	4,280	2,070	2,210	2
32102	Paramedical occupations	3,700	1,480	650	830	2
32103	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	1,880	800	380	410	2
32104	Animal health technologists and veterinary technicians	3,230	790	260	530	2
32109	Other technical occupations in therapy and assessment	2,300	890	440	440	2
32110	Denturists	210	80	40	40	2
32111	Dental hygienists and dental therapists	3,540	1,550	670	880	2
32112	Dental technologists and technicians	860	340	100	250	2
32120	Medical laboratory technologists	3,180	1,430	630	810	2
32121	Medical radiation technologists	3,530	1,370	660	710	2
32122	Medical sonographers	1,070	470	210	260	2
32123	Cardiology technologists and electrophysiological diagnostic technologists	750	310	150	160	2
32124	Pharmacy technicians	2,990	1,100	500	600	2
32129	Other medical technologists and technicians	410	150	60	90	2
32200	Traditional Chinese medicine practitioners and acupuncturists	1,440	570	290	290	2
32201	Massage therapists	6,510	2,740	1,210	1,520	2
32209	Other practitioners of natural healing	940	360	180	190	2
33100	Dental assistants and dental laboratory assistants	5,950	2,320	1,100	1,220	3
33101	Medical laboratory assistants and related technical occupations	4,300	1,620	800	820	3
33102	Nurse aides, orderlies and patient service associates	49,340	22,480	9,900	12,580	3
33103	Pharmacy technical assistants and pharmacy assistants	4,160	1,220	630	590	3

APPENDIX 4: JOB OPENINGS, EMPLOYMENT AND TRAINING, EDUCATION, EXPERIENCE AND RESPONSIBILITIES (TEER) FOR ALL OCCUPATIONS, B.C.

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
33109	Other assisting occupations in support of health services	5,660	2,280	1,070	1,220	3
40010	Government managers - health and social policy development and program administration	1,150	590	130	470	0
40011	Government managers - economic analysis, policy development and program administration	1,540	840	170	670	0
40012	Government managers - education policy development and program administration	260	120	30	90	0
40019	Other managers in public administration	550	300	70	230	0
40020	Administrators - post-secondary education and vocational training	3,430	1,640	350	1,280	0
40021	School principals and administrators of elementary and secondary education	4,400	2,570	480	2,090	0
40030	Managers in social, community and correctional services	6,190	2,920	850	2,070	0
40040	Commissioned police officers and related occupations in public protection services	140	120	20	100	0
40041	Fire chiefs and senior firefighting officers	450	380	70	310	0
40042	Commissioned officers of the Canadian Armed Forces	1,520	600	140	460	0
41100	Judges	320	190	30	160	1
41101	Lawyers and Quebec notaries	14,770	4,120	1,330	2,780	1
41200	University professors and lecturers	11,400	4,170	1,140	3,030	1
41201	Post-secondary teaching and research assistants	11,740	2,360	1,150	1,210	1
41210	College and other vocational instructors	13,410	5,520	1,660	3,850	1
41220	Secondary school teachers	18,750	7,010	2,200	4,810	1
41221	Elementary school and kindergarten teachers	34,400	12,610	3,910	8,690	1
41300	Social workers	8,780	3,370	1,390	1,980	1
41301	Therapists in counselling and related specialized therapies	9,100	3,770	1,700	2,070	1
41302	Religious leaders	4,690	1,630	680	950	1
41310	Police investigators and other investigative occupations	490	270	70	200	1
41311	Probation and parole officers	890	290	80	220	1
41320	Educational counsellors	4,700	1,810	520	1,280	1
41321	Career development practitioners and career counsellors (except education)	1,730	740	240	490	1
41400	Natural and applied science policy researchers, consultants and program officers	5,150	1,780	690	1,090	1
41401	Economists and economic policy researchers and analysts	1,970	620	210	410	1
41402	Business development officers and market researchers and analysts	6,060	2,110	990	1,130	1
41403	Social policy researchers, consultants and program officers	5,280	1,860	650	1,200	1
41404	Health policy researchers, consultants and program officers	4,170	1,580	660	920	1

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NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
41405	Education policy researchers, consultants and program officers	3,930	1,410	490	920	1
41406	Recreation, sports and fitness policy researchers, consultants and program officers	1,850	630	230	410	1
41407	Program officers unique to government	940	380	110	270	1
41409	Other professional occupations in social science	1,240	400	150	250	1
42100	Police officers (except commissioned)	10,570	4,360	1,450	2,910	2
42101	Firefighters	4,760	1,960	690	1,270	2
42102	Specialized members of the Canadian Armed Forces	150	60	10	50	2
42200	Paralegals and related occupations	4,840	1,730	540	1,190	2
42201	Social and community service workers	36,530	14,930	6,510	8,420	2
42202	Early childhood educators and assistants	21,800	12,310	8,210	4,110	2
42203	Instructors of persons with disabilities	2,010	630	330	290	2
42204	Religion workers	1,100	370	160	210	2
43100	Elementary and secondary school teacher assistants	19,690	7,110	2,210	4,890	3
43109	Other instructors	8,110	2,620	1,060	1,550	3
43200	Sheriffs and bailiffs	630	200	60	150	3
43201	Correctional service officers	3,390	1,230	380	850	3
43202	By-law enforcement and other regulatory officers	1,600	600	210	400	3
43203	Border services, customs, and immigration officers	1,640	550	220	330	3
43204	Operations members of the Canadian Armed Forces	2,270	870	200	670	3
44100	Home child care providers	7,770	410	-1,120	1,530	4
44101	Home support workers, caregivers and related occupations	8,390	3,830	1,610	2,230	4
44200	Primary combat members of the Canadian Armed Forces	330	70	40	40	4
45100	Student monitors, crossing guards and related occupations	1,830	780	220	570	5
50010	Library, archive, museum and art gallery managers	730	360	60	300	0
50011	Managers - publishing, motion pictures, broadcasting and performing arts	1,670	800	240	550	0
50012	Recreation, sports and fitness program and service directors	2,730	1,130	290	850	0
51100	Librarians	760	250	30	220	1
51101	Conservators and curators	410	120	40	70	1
51102	Archivists	90	30	10	30	1
51110	Editors	1,840	770	190	580	1
51111	Authors and writers (except technical)	4,570	1,680	580	1,100	1
51112	Technical writers	1,140	550	260	290	1
51113	Journalists	1,060	340	60	280	1
51114	Translators, terminologists and interpreters	1,590	550	160	390	1

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NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
51120	Producers, directors, choreographers and related occupations	6,450	2,900	1,180	1,720	1
51121	Conductors, composers and arrangers	610	190	70	110	1
51122	Musicians and singers	6,750	2,110	790	1,320	1
52100	Library and public archive technicians	770	340	70	270	2
52110	Film and video camera operators	1,080	420	210	210	2
52111	Graphic arts technicians	3,290	1,310	830	480	2
52112	Broadcast technicians	90	40	10	30	2
52113	Audio and video recording technicians	2,790	1,060	510	550	2
52114	Announcers and other broadcasters	390	110	20	80	2
52119	Other technical and coordinating occupations in motion pictures, broadcasting and the performing arts	6,370	2,650	1,270	1,380	2
52120	Graphic designers and illustrators	17,240	5,770	3,130	2,640	2
52121	Interior designers and interior decorators	5,050	1,730	500	1,240	2
53100	Registrars, restorers, interpreters and other occupations related to museum and art galleries	800	220	70	150	3
53110	Photographers	3,190	730	290	440	3
53111	Motion pictures, broadcasting, photography and performing arts assistants and operators	4,010	1,720	900	810	3
53120	Dancers	1,610	360	190	170	3
53121	Actors, comedians and circus performers	3,590	1,230	560	670	3
53122	Painters, sculptors and other visual artists	4,280	1,540	410	1,130	3
53123	Theatre, fashion, exhibit and other creative designers	2,540	830	320	510	3
53124	Artisans and craftspersons	3,520	1,260	260	1,000	3
53125	Patternmakers - textile, leather and fur products	110	50	10	40	3
53200	Athletes	790	200	80	120	3
53201	Coaches	3,360	1,050	420	630	3
53202	Sports officials and referees	130	30	10	20	3
54100	Program leaders and instructors in recreation, sport and fitness	18,530	4,870	2,140	2,730	4
55109	Other performers	750	250	80	170	5
60010	Corporate sales managers	11,510	5,180	1,910	3,270	0
60020	Retail and wholesale trade managers	71,500	30,040	6,910	23,130	0
60030	Restaurant and food service managers	25,270	9,900	3,430	6,460	0
60031	Accommodation service managers	7,180	3,410	1,000	2,410	0
60040	Managers in customer and personal services	5,420	2,310	660	1,650	0
62010	Retail sales supervisors	10,070	3,390	950	2,430	2
62020	Food service supervisors	11,560	3,290	1,580	1,710	2
62021	Executive housekeepers	310	160	40	120	2
62022	Accommodation, travel, tourism and related services supervisors	790	300	110	190	2
62023	Customer and information services supervisors	890	320	100	220	2

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NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
62024	Cleaning supervisors	1,700	770	200	570	2
62029	Other services supervisors	1,220	430	110	320	2
62100	Technical sales specialists - wholesale trade	7,820	3,110	670	2,450	2
62101	Retail and wholesale buyers	4,930	1,840	460	1,380	2
62200	Chefs	14,640	5,280	2,190	3,090	2
62201	Funeral directors and embalmers	420	160	60	100	2
62202	Jewellers, jewellery and watch repairers and related occupations	660	240	50	180	2
63100	Insurance agents and brokers	13,070	4,740	1,340	3,390	3
63101	Real estate agents and salespersons	20,850	6,500	1,720	4,780	3
63102	Financial sales representatives	8,470	1,840	170	1,670	3
63200	Cooks	27,200	8,790	3,870	4,920	3
63201	Butchers - retail and wholesale	1,100	300	90	200	3
63202	Bakers	9,350	3,380	1,370	2,010	3
63210	Hairstylists and barbers	13,510	4,490	1,940	2,550	3
63211	Estheticians, electrologists and related occupations	10,160	3,030	1,460	1,570	3
63220	Shoe repairers and shoemakers	150	70	20	60	3
63221	Upholsterers	350	140	40	100	3
64100	Retail salespersons and visual merchandisers	102,540	27,970	9,400	18,580	4
64101	Sales and account representatives - wholesale trade (non-technical)	10,960	3,750	940	2,810	4
64200	Tailors, dressmakers, furriers and milliners	1,870	800	180	620	4
64201	Image, social and other personal consultants	260	110	30	80	4
64300	Maîtres d'hôtel and hosts/hostesses	3,590	650	510	140	4
64301	Bartenders	4,230	970	560	410	4
64310	Travel counsellors	4,880	2,180	730	1,450	4
64311	Pursers and flight attendants	1,500	750	250	500	4
64312	Airline ticket and service agents	2,350	1,110	380	740	4
64313	Ground and water transport ticket agents, cargo service representatives and related clerks	470	170	50	120	4
64314	Hotel front desk clerks	3,630	1,100	580	520	4
64320	Tour and travel guides	480	170	80	90	4
64321	Casino workers	600	190	70	120	4
64322	Outdoor sport and recreational guides	360	120	50	70	4
64400	Customer services representatives - financial institutions	7,130	1,310	110	1,200	4
64401	Postal services representatives	870	410	160	260	4
64409	Other customer and information services representatives	28,560	8,460	3,220	5,240	4
64410	Security guards and related security service occupations	13,080	3,990	1,150	2,840	4
65100	Cashiers	48,160	11,340	4,450	6,890	5
65101	Service station attendants	970	250	80	170	5

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NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
65102	Store shelf stockers, clerks and order fillers	31,470	7,730	2,700	5,030	5
65109	Other sales related occupations	3,380	880	340	540	5
65200	Food and beverage servers	22,160	5,370	3,110	2,270	5
65201	Food counter attendants, kitchen helpers and related support occupations	59,610	15,680	8,610	7,060	5
65202	Meat cutters and fishmongers - retail and wholesale	1,130	380	90	280	5
65210	Support occupations in accommodation, travel and facilities set-up services	640	170	70	100	5
65211	Operators and attendants in amusement, recreation and sport	5,240	1,370	550	830	5
65220	Pet groomers and animal care workers	4,210	1,220	570	650	5
65229	Other support occupations in personal services	610	270	100	170	5
65310	Light duty cleaners	31,270	12,750	3,920	8,840	5
65311	Specialized cleaners	5,420	1,420	390	1,030	5
65312	Janitors, caretakers and heavy-duty cleaners	17,200	6,960	1,760	5,200	5
65320	Dry cleaning, laundry and related occupations	2,380	1,140	370	770	5
65329	Other service support occupations	2,480	700	330	370	5
70010	Construction managers	19,790	7,270	1,270	6,000	0
70011	Home building and renovation managers	11,430	4,670	930	3,740	0
70012	Facility operation and maintenance managers	14,130	6,980	1,380	5,610	0
70020	Managers in transportation	6,720	2,850	670	2,190	0
70021	Postal and courier services managers	710	410	150	260	0
72010	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	1,760	640	60	580	2
72011	Contractors and supervisors, electrical trades and telecommunications occupations	3,960	1,460	220	1,240	2
72012	Contractors and supervisors, pipefitting trades	1,730	350	100	260	2
72013	Contractors and supervisors, carpentry trades	3,360	970	230	740	2
72014	Contractors and supervisors, other construction trades, installers, repairers and servicers	9,820	3,440	590	2,850	2
72020	Contractors and supervisors, mechanic trades	3,140	1,290	240	1,050	2
72021	Contractors and supervisors, heavy equipment operator crews	6,650	2,670	340	2,330	2
72022	Supervisors, printing and related occupations	120	40	10	40	2
72023	Supervisors, railway transport operations	160	100	10	100	2
72024	Supervisors, motor transport and other ground transit operators	1,220	540	110	430	2
72025	Supervisors, mail and message distribution occupations	840	540	160	370	2
72100	Machinists and machining and tooling inspectors	3,280	1,010	100	920	2
72101	Tool and die makers	270	100	0	100	2
72102	Sheet metal workers	2,860	600	130	460	2
72103	Boilermakers	260	60	0	60	2

APPENDIX 4: JOB OPENINGS, EMPLOYMENT AND TRAINING, EDUCATION, EXPERIENCE AND RESPONSIBILITIES (TEER) FOR ALL OCCUPATIONS, B.C.

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
72104	Structural metal and platework fabricators and fitters	1,850	480	20	460	2
72105	Ironworkers	2,010	380	50	320	2
72106	Welders and related machine operators	10,250	2,670	610	2,070	2
72200	Electricians (except industrial and power system)	15,660	2,850	1,040	1,810	2
72201	Industrial electricians	3,220	990	110	880	2
72202	Power system electricians	530	170	10	150	2
72203	Electrical power line and cable workers	1,360	380	40	340	2
72204	Telecommunications line and cable installers and repairers	1,200	310	40	270	2
72205	Telecommunications equipment installation and cable television service technicians	2,470	750	100	650	2
72300	Plumbers	9,590	2,110	570	1,540	2
72301	Steamfitters, pipefitters and sprinkler system installers	2,450	580	90	480	2
72302	Gas fitters	950	290	50	240	2
72310	Carpenters	30,750	8,480	2,040	6,440	2
72311	Cabinetmakers	2,260	680	40	640	2
72320	Bricklayers	1,470	430	90	340	2
72321	Insulators	1,150	290	70	220	2
72400	Construction millwrights and industrial mechanics	8,100	2,570	210	2,360	2
72401	Heavy-duty equipment mechanics	8,060	2,340	560	1,790	2
72402	Heating, refrigeration and air conditioning mechanics	3,370	840	230	610	2
72403	Railway carmen/women	320	100	20	90	2
72404	Aircraft mechanics and aircraft inspectors	4,140	1,660	570	1,090	2
72405	Machine fitters	50	20	0	10	2
72406	Elevator constructors and mechanics	1,140	350	50	300	2
72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	18,530	5,120	1,050	4,070	2
72411	Auto body collision, refinishing and glass technicians and damage repair estimators	4,310	1,170	100	1,070	2
72420	Oil and solid fuel heating mechanics	40	20	0	20	2
72421	Appliance servicers and repairers	810	320	90	230	2
72422	Electrical mechanics	300	120	20	100	2
72423	Motorcycle, all-terrain vehicle and other related mechanics	1,520	490	140	340	2
72429	Other small engine and small equipment repairers	150	60	20	40	2
72500	Crane operators	2,470	770	180	590	2
72501	Water well drillers	20	0	0	0	2
72600	Air pilots, flight engineers and flying instructors	4,210	1,630	600	1,030	2
72601	Air traffic controllers and related occupations	1,080	430	160	270	2
72602	Deck officers, water transport	2,310	760	190	580	2
72603	Engineer officers, water transport	180	80	20	60	2

APPENDIX 4: JOB OPENINGS, EMPLOYMENT AND TRAINING, EDUCATION, EXPERIENCE AND RESPONSIBILITIES (TEER) FOR ALL OCCUPATIONS, B.C.

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
72604	Railway traffic controllers and marine traffic regulators	190	60	10	60	2
72999	Other technical trades and related occupations	1,760	490	30	460	2
73100	Concrete finishers	1,340	340	70	270	3
73101	Tilesetters	1,770	570	100	460	3
73102	Plasterers, drywall installers and finishers and lathers	4,190	1,140	270	870	3
73110	Roofers and shinglers	3,050	850	250	600	3
73111	Glaziers	1,740	360	80	290	3
73112	Painters and decorators (except interior decorators)	7,920	2,230	480	1,750	3
73113	Floor covering installers	1,950	530	120	410	3
73200	Residential and commercial installers and servicers	7,930	1,840	490	1,350	3
73201	General building maintenance workers and building superintendents	12,820	5,560	1,480	4,080	3
73202	Pest controllers and fumigators	510	210	50	160	3
73209	Other repairers and servicers	1,880	520	180	340	3
73300	Transport truck drivers	45,320	14,440	2,390	12,050	3
73301	Bus drivers, subway operators and other transit operators	8,840	4,060	1,130	2,930	3
73310	Railway and yard locomotive engineers	1,660	770	140	640	3
73311	Railway conductors and brakemen/women	1,530	510	120	390	3
73400	Heavy equipment operators	13,770	4,350	720	3,630	3
73401	Printing press operators	1,150	410	20	400	3
73402	Drillers and blasters - surface mining, quarrying and construction	610	180	40	140	3
74100	Mail and parcel sorters and related occupations	3,130	1,570	710	870	4
74101	Letter carriers	4,700	2,430	950	1,480	4
74102	Couriers and messengers	5,200	2,270	1,020	1,250	4
74200	Railway yard and track maintenance workers	1,030	340	80	270	4
74201	Water transport deck and engine room crew	1,260	350	110	240	4
74202	Air transport ramp attendants	1,910	820	340	480	4
74203	Automotive and heavy truck and equipment parts installers and servicers	2,110	370	150	220	4
74204	Utility maintenance workers	560	200	40	160	4
74205	Public works maintenance equipment operators and related workers	1,310	450	130	330	4
75100	Longshore workers	3,870	1,760	850	920	5
75101	Material handlers	32,100	10,650	3,820	6,830	5
75110	Construction trades helpers and labourers	32,550	7,980	1,930	6,050	5
75119	Other trades helpers and labourers	1,220	260	70	190	5
75200	Taxi and limousine drivers and chauffeurs	6,510	2,650	870	1,780	5
75201	Delivery service drivers and door-to-door distributors	17,450	6,000	2,730	3,270	5

APPENDIX 4: JOB OPENINGS, EMPLOYMENT AND TRAINING, EDUCATION, EXPERIENCE AND RESPONSIBILITIES (TEER) FOR ALL OCCUPATIONS, B.C.

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
75210	Boat and cable ferry operators and related occupations	1,410	470	130	340	5
75211	Railway and motor transport labourers	560	170	40	120	5
75212	Public works and maintenance labourers	3,320	1,140	390	750	5
80010	Managers in natural resources production and fishing	1,930	980	60	920	0
80020	Managers in agriculture	9,270	2,720	110	2,610	0
80021	Managers in horticulture	690	280	20	260	0
80022	Managers in aquaculture	360	160	30	130	0
82010	Supervisors, logging and forestry	1,760	450	-110	560	2
82020	Supervisors, mining and quarrying	1,250	570	130	440	2
82021	Contractors and supervisors, oil and gas drilling and services	770	370	70	300	2
82030	Agricultural service contractors and farm supervisors	330	70	0	70	2
82031	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	3,510	1,390	310	1,080	2
83100	Underground production and development miners	1,260	570	240	340	3
83101	Oil and gas well drillers, servicers, testers and related workers	700	240	100	140	3
83110	Logging machinery operators	1,810	370	-250	620	3
83120	Fishing masters and officers	90	40	0	40	3
83121	Fishermen/women	370	100	-10	110	3
84100	Underground mine service and support workers	330	150	50	100	4
84101	Oil and gas well drilling and related workers and services operators	410	80	30	50	4
84110	Chain saw and skidder operators	2,160	210	-310	510	4
84111	Silviculture and forestry workers	1,480	210	-100	310	4
84120	Specialized livestock workers and farm machinery operators	2,620	540	40	510	4
84121	Fishing vessel deckhands	270	60	-10	70	4
85100	Livestock labourers	2,360	390	50	330	5
85101	Harvesting labourers	1,630	330	-20	350	5
85102	Aquaculture and marine harvest labourers	350	100	20	80	5
85103	Nursery and greenhouse labourers	2,880	550	-40	600	5
85104	Trappers and hunters	0	0	0	0	5
85110	Mine labourers	590	170	80	100	5
85111	Oil and gas drilling, servicing and related labourers	590	150	70	80	5
85120	Logging and forestry labourers	1,500	0	-240	240	5
85121	Landscaping and grounds maintenance labourers	18,380	5,340	1,910	3,420	5
90010	Manufacturing managers	11,660	4,450	340	4,110	0
90011	Utilities managers	1,510	800	110	690	0
92010	Supervisors, mineral and metal processing	520	190	20	180	2

APPENDIX 4: JOB OPENINGS, EMPLOYMENT AND TRAINING, EDUCATION, EXPERIENCE AND RESPONSIBILITIES (TEER) FOR ALL OCCUPATIONS, B.C.

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
92011	Supervisors, petroleum, gas and chemical processing and utilities	1,040	490	70	420	2
92012	Supervisors, food and beverage processing	2,190	810	290	520	2
92013	Supervisors, plastic and rubber products manufacturing	210	80	10	70	2
92014	Supervisors, forest products processing	1,420	340	-170	510	2
92015	Supervisors, textile, fabric, fur and leather products processing and manufacturing	100	40	10	40	2
92020	Supervisors, motor vehicle assembling	110	50	10	40	2
92021	Supervisors, electronics and electrical products manufacturing	250	110	10	100	2
92022	Supervisors, furniture and fixtures manufacturing	90	20	0	20	2
92023	Supervisors, other mechanical and metal products manufacturing	160	60	10	50	2
92024	Supervisors, other products manufacturing and assembly	210	50	10	50	2
92100	Power engineers and power systems operators	6,320	2,520	290	2,240	2
92101	Water and waste treatment plant operators	1,680	640	120	530	2
93100	Central control and process operators, mineral and metal processing	680	370	70	300	3
93101	Central control and process operators, petroleum, gas and chemical processing	2,190	930	220	700	3
93102	Pulping, papermaking and coating control operators	190	60	-20	80	3
93200	Aircraft assemblers and aircraft assembly inspectors	60	20	0	20	3
94100	Machine operators, mineral and metal processing	690	220	50	170	4
94101	Foundry workers	120	30	0	30	4
94102	Glass forming and finishing machine operators and glass cutters	270	50	0	50	4
94103	Concrete, clay and stone forming operators	440	90	10	80	4
94104	Inspectors and testers, mineral and metal processing	110	40	0	40	4
94105	Metalworking and forging machine operators	810	220	10	210	4
94106	Machining tool operators	340	80	0	80	4
94107	Machine operators of other metal products	80	20	0	20	4
94110	Chemical plant machine operators	360	110	20	90	4
94111	Plastics processing machine operators	620	220	20	200	4
94112	Rubber processing machine operators and related workers	140	50	10	40	4
94120	Sawmill machine operators	1,990	370	-260	640	4
94121	Pulp mill, papermaking and finishing machine operators	1,220	150	-180	330	4
94122	Paper converting machine operators	210	20	-30	60	4
94123	Lumber graders and other wood processing inspectors and graders	890	130	-140	260	4
94124	Woodworking machine operators	670	150	-40	190	4
94129	Other wood processing machine operators	590	120	-80	200	4

APPENDIX 4: JOB OPENINGS, EMPLOYMENT AND TRAINING, EDUCATION, EXPERIENCE AND RESPONSIBILITIES (TEER) FOR ALL OCCUPATIONS, B.C.

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
94130	Textile fibre and yarn, hide and pelt processing machine operators and workers	170	40	10	30	4
94131	Weavers, knitters and other fabric making occupations	130	40	10	30	4
94132	Industrial sewing machine operators	1,360	600	70	540	4
94133	Inspectors and graders, textile, fabric, fur and leather products manufacturing	170	50	10	40	4
94140	Process control and machine operators, food and beverage processing	7,230	2,210	750	1,450	4
94141	Industrial butchers and meat cutters, poultry preparers and related workers	1,810	730	290	450	4
94142	Fish and seafood plant workers	990	520	180	340	4
94143	Testers and graders, food and beverage processing	910	300	120	180	4
94150	Plateless printing equipment operators	550	200	10	190	4
94151	Camera, platemaking and other prepress occupations	130	40	0	40	4
94152	Binding and finishing machine operators	270	90	10	90	4
94153	Photographic and film processors	320	120	40	80	4
94200	Motor vehicle assemblers, inspectors and testers	1,110	350	30	310	4
94201	Electronics assemblers, fabricators, inspectors and testers	1,310	450	110	340	4
94202	Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	360	140	20	120	4
94203	Assemblers, fabricators and inspectors, industrial electrical motors and transformers	70	20	0	10	4
94204	Mechanical assemblers and inspectors	910	320	70	250	4
94205	Machine operators and inspectors, electrical apparatus manufacturing	110	40	0	40	4
94210	Furniture and fixture assemblers, finishers, refinishers and inspectors	1,630	430	70	360	4
94211	Assemblers and inspectors of other wood products	1,100	140	-120	260	4
94212	Plastic products assemblers, finishers and inspectors	280	90	10	70	4
94213	Industrial painters, coaters and metal finishing process operators	1,580	510	70	440	4
94219	Other products assemblers, finishers and inspectors	2,420	830	180	650	4
95100	Labourers in mineral and metal processing	1,080	280	20	260	5
95101	Labourers in metal fabrication	1,330	290	-20	300	5
95102	Labourers in chemical products processing and utilities	730	260	70	200	5
95103	Labourers in wood, pulp and paper processing	5,320	670	-750	1,430	5
95104	Labourers in rubber and plastic products manufacturing	540	120	20	100	5
95105	Labourers in textile processing and cutting	520	180	40	150	5
95106	Labourers in food and beverage processing	14,370	6,100	2,330	3,770	5
95107	Labourers in fish and seafood processing	750	380	120	260	5
95109	Other labourers in processing, manufacturing and utilities	8,260	2,390	0	1,870	5

Notes: Job openings and employment are rounded to the nearest 10. Due to rounding, the components may not add to the totals.

Appendix 5: Alternative Occupation Groupings, B.C.

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
Construction trades occupations						
72310	Carpenters	30,750	8,480	2,040	6,440	2
75110	Construction trades helpers and labourers	32,550	7,980	1,930	6,050	5
73400	Heavy equipment operators	13,770	4,350	720	3,630	3
72200	Electricians (except industrial and power system)	15,660	2,850	1,040	1,810	2
72106	Welders and related machine operators	10,250	2,670	610	2,070	2
72400	Construction millwrights and industrial mechanics	8,100	2,570	210	2,360	2
72401	Heavy-duty equipment mechanics	8,060	2,340	560	1,790	2
73112	Painters and decorators (except interior decorators)	7,920	2,230	480	1,750	3
72300	Plumbers	9,590	2,110	570	1,540	2
22114	Landscape and horticulture technicians and specialists	4,630	1,480	510	980	2
73102	Plasterers, drywall installers and finishers and lathers	4,190	1,140	270	870	3
72201	Industrial electricians	3,220	990	110	880	2
73110	Roofers and shinglers	3,050	850	250	600	3
72402	Heating, refrigeration and air conditioning mechanics	3,370	840	230	610	2
72500	Crane operators	2,470	770	180	590	2
72311	Cabinetmakers	2,260	680	40	640	2
72102	Sheet metal workers	2,860	600	130	460	2
72301	Steamfitters, pipefitters and sprinkler system installers	2,450	580	90	480	2
73101	Tilesetters	1,770	570	100	460	3
73113	Floor covering installers	1,950	530	120	410	3
72999	Other technical trades and related occupations	1,760	490	30	460	2
72104	Structural metal and platework fabricators and fitters	1,850	480	20	460	2
72320	Bricklayers	1,470	430	90	340	2
72203	Electrical power line and cable workers	1,360	380	40	340	2
72105	Ironworkers	2,010	380	50	320	2
73111	Glaziers	1,740	360	80	290	3
73100	Concrete finishers	1,340	340	70	270	3

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
72302	Gas fitters	950	290	50	240	2
72321	Insulators	1,150	290	70	220	2
22312	Industrial instrument technicians and mechanics	1,050	240	40	210	2
72422	Electrical mechanics	300	120	20	100	2
84101	Oil and gas well drilling and related workers and services operators	410	80	30	50	4
72103	Boilermakers	260	60	0	60	2
72420	Oil and solid fuel heating mechanics	40	20	0	20	2
72501	Water well drillers	20	0	0	0	2
Skilled Trades Certification Occupations						
72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	18,530	5,120	1,050	4,070	2
72200	Electricians (except industrial and power system)	15,660	2,850	1,040	1,810	2
72401	Heavy-duty equipment mechanics	8,060	2,340	560	1,790	2
72411	Auto body collision, refinishing and glass technicians and damage repair estimators	4,310	1,170	100	1,070	2
72201	Industrial electricians	3,220	990	110	880	2
72402	Heating, refrigeration and air conditioning mechanics	3,370	840	230	610	2
72102	Sheet metal workers	2,860	600	130	460	2
72301	Steamfitters, pipefitters and sprinkler system installers	2,450	580	90	480	2
72203	Electrical power line and cable workers	1,360	380	40	340	2
72302	Gas fitters	950	290	50	240	2
Science, Technology, Engineering and Mathematics (STEM) occupations						
21231	Software engineers and designers	22,870	12,330	8,410	3,910	1
21232	Software developers and programmers	16,680	9,730	7,090	2,640	1
21222	Information systems specialists	16,100	9,370	5,370	4,000	1
20012	Computer and information systems managers	13,010	8,900	4,160	4,740	0
52120	Graphic designers and illustrators	17,240	5,770	3,130	2,640	2
21234	Web developers and programmers	9,950	5,230	4,120	1,110	1
22220	Computer network and web technicians	8,480	4,130	2,120	2,020	2
22221	User support technicians	8,210	4,060	2,300	1,760	2
21300	Civil engineers	10,860	4,010	1,790	2,220	1
22311	Electronic service technicians (household and business equipment)	8,100	3,010	1,110	1,900	2
21310	Electrical and electronics engineers	7,400	2,890	1,250	1,640	1
52119	Other technical and coordinating occupations in motion pictures, broadcasting and the performing arts	6,370	2,650	1,270	1,380	2
20010	Engineering managers	4,750	2,460	850	1,610	0

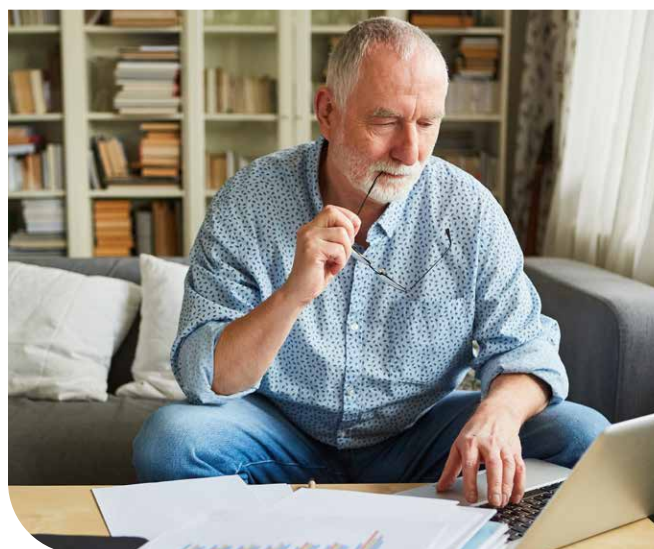
NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
21230	Computer systems developers and programmers	4,180	2,380	1,430	960	1
22310	Electrical and electronics engineering technologists and technicians	5,220	2,150	660	1,500	2
21301	Mechanical engineers	6,910	2,150	1,030	1,120	1
21221	Business systems specialists	4,440	1,960	1,030	930	1
21110	Biologists and related scientists	6,160	1,790	750	1,040	1
21233	Web designers	3,000	1,750	1,330	420	1
21311	Computer engineers (except software engineers and designers)	3,010	1,630	870	770	1
22114	Landscape and horticulture technicians and specialists	4,630	1,480	510	980	2
72011	Contractors and supervisors, electrical trades and telecommunications occupations	3,960	1,460	220	1,240	2
21223	Database analysts and data administrators	2,720	1,360	620	740	1
52111	Graphic arts technicians	3,290	1,310	830	480	2
22301	Mechanical engineering technologists and technicians	3,240	1,290	410	880	2
22233	Construction inspectors	2,710	1,180	340	850	2
22303	Construction estimators	3,730	1,120	270	850	2
22300	Civil engineering technologists and technicians	2,790	1,090	450	640	2
52113	Audio and video recording technicians	2,790	1,060	510	550	2
20011	Architecture and science managers	2,030	1,040	290	750	0
21102	Geoscientists and oceanographers	2,580	1,010	390	630	1
21120	Public and environmental health and safety professionals	2,820	1,000	340	660	1
22232	Occupational health and safety specialists	2,590	990	270	720	2
21211	Data scientists	2,160	840	610	230	1
22222	Information systems testing technicians	1,340	800	530	270	2
50011	Managers - publishing, motion pictures, broadcasting and performing arts	1,670	800	240	550	0
21111	Forestry professionals	2,490	770	-60	830	1
72205	Telecommunications equipment installation and cable television service technicians	2,470	750	100	650	2
21220	Cybersecurity specialists	1,520	730	400	330	1
21101	Chemists	1,850	600	250	350	1
21399	Other professional engineers	1,770	560	210	350	1
22112	Forestry technologists and technicians	2,490	530	-150	680	2
10030	Telecommunication carriers managers	1,400	510	90	430	0
21321	Industrial and manufacturing engineers	1,440	510	200	310	1
22302	Industrial engineering and manufacturing technologists and technicians	1,620	490	110	390	2
22101	Geological and mineral technologists and technicians	1,110	490	130	360	2

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
21331	Geological engineers	1,220	420	260	160	1
52110	Film and video camera operators	1,080	420	210	210	2
22110	Biological technologists and technicians	1,440	370	140	230	2
22100	Chemical technologists and technicians	870	360	110	240	2
21320	Chemical engineers	1,180	330	130	200	1
72204	Telecommunications line and cable installers and repairers	1,200	310	40	270	2
22313	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	770	280	100	180	2
22113	Conservation and fishery officers	680	270	60	210	2
21210	Mathematicians, statisticians and actuaries	750	250	110	130	1
22312	Industrial instrument technicians and mechanics	1,050	240	40	210	2
22231	Engineering inspectors and regulatory officers	550	230	80	150	2
22230	Non-destructive testers and inspectors	560	210	90	120	2
21330	Mining engineers	750	190	100	100	1
22111	Agricultural and fish products inspectors	500	190	70	120	2
21100	Physicists and astronomers	480	180	90	100	1
21112	Agricultural representatives, consultants and specialists	360	120	30	90	1
21390	Aerospace engineers	280	100	30	70	1
21322	Metallurgical and materials engineers	290	100	50	60	1
21332	Petroleum engineers	100	40	20	30	1
21103	Meteorologists and climatologists	100	40	10	30	1
52112	Broadcast technicians	90	40	10	30	2
21109	Other professional occupations in physical sciences	40	10	10	10	1
Care Occupations						
31301	Registered nurses and registered psychiatric nurses	59,760	24,770	11,750	13,020	1
33102	Nurse aides, orderlies and patient service associates	49,340	22,480	9,900	12,580	3
42201	Social and community service workers	36,530	14,930	6,510	8,420	2
41221	Elementary school and kindergarten teachers	34,400	12,610	3,910	8,690	1
42202	Early childhood educators and assistants	21,800	12,310	8,210	4,110	2
43100	Elementary and secondary school teacher assistants	19,690	7,110	2,210	4,890	3
41220	Secondary school teachers	18,750	7,010	2,200	4,810	1
41210	College and other vocational instructors	13,410	5,520	1,660	3,850	1
32101	Licensed practical nurses	10,170	4,280	2,070	2,210	2
41200	University professors and lecturers	11,400	4,170	1,140	3,030	1
44101	Home support workers, caregivers and related occupations	8,390	3,830	1,610	2,230	4

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
41301	Therapists in counselling and related specialized therapies	9,100	3,770	1,700	2,070	1
30010	Managers in health care	6,250	3,660	1,240	2,410	0
31102	General practitioners and family physicians	9,150	3,640	1,810	1,840	1
41300	Social workers	8,780	3,370	1,390	1,980	1
40030	Managers in social, community and correctional services	6,190	2,920	850	2,070	0
32201	Massage therapists	6,510	2,740	1,210	1,520	2
43109	Other instructors	8,110	2,620	1,060	1,550	3
40021	School principals and administrators of elementary and secondary education	4,400	2,570	480	2,090	0
31100	Specialists in clinical and laboratory medicine	6,450	2,510	1,330	1,190	1
31120	Pharmacists	6,730	2,390	1,130	1,260	1
41201	Post-secondary teaching and research assistants	11,740	2,360	1,150	1,210	1
33100	Dental assistants and dental laboratory assistants	5,950	2,320	1,100	1,220	3
33109	Other assisting occupations in support of health services	5,660	2,280	1,070	1,220	3
31202	Physiotherapists	4,760	1,950	940	1,010	1
41320	Educational counsellors	4,700	1,810	520	1,280	1
40020	Administrators - post-secondary education and vocational training	3,430	1,640	350	1,280	0
41302	Religious leaders	4,690	1,630	680	950	1
33101	Medical laboratory assistants and related technical occupations	4,300	1,620	800	820	3
31110	Dentists	3,650	1,590	720	880	1
32111	Dental hygienists and dental therapists	3,540	1,550	670	880	2
32102	Paramedical occupations	3,700	1,480	650	830	2
32120	Medical laboratory technologists	3,180	1,430	630	810	2
32121	Medical radiation technologists	3,530	1,370	660	710	2
33103	Pharmacy technical assistants and pharmacy assistants	4,160	1,220	630	590	3
31203	Occupational therapists	3,060	1,210	620	590	1
31300	Nursing coordinators and supervisors	2,090	1,180	440	750	1
32124	Pharmacy technicians	2,990	1,100	500	600	2
32109	Other technical occupations in therapy and assessment	2,300	890	440	440	2
31200	Psychologists	2,060	870	390	480	1
32103	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	1,880	800	380	410	2
45100	Student monitors, crossing guards and related occupations	1,830	780	220	570	5
31101	Specialists in surgery	1,800	760	370	390	1

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
41321	Career development practitioners and career counsellors (except education)	1,730	740	240	490	1
31121	Dietitians and nutritionists	1,630	690	310	380	1
31112	Audiologists and speech-language pathologists	1,590	670	270	400	1
32100	Opticians	1,380	640	210	420	2
31201	Chiropractors	1,330	630	250	380	1
42203	Instructors of persons with disabilities	2,010	630	330	290	2
31204	Kinesiologists and other professional occupations in therapy and assessment	2,030	620	390	230	1
32200	Traditional Chinese medicine practitioners and acupuncturists	1,440	570	290	290	2
32122	Medical sonographers	1,070	470	210	260	2
44100	Home child care providers	7,770	410	-1,120	1,530	4
31111	Optometrists	820	390	160	230	1
31209	Other professional occupations in health diagnosing and treating	850	370	170	200	1
42204	Religion workers	1,100	370	160	210	2
32209	Other practitioners of natural healing	940	360	180	190	2
32112	Dental technologists and technicians	860	340	100	250	2
32123	Cardiology technologists and electrophysiological diagnostic technologists	750	310	150	160	2
31302	Nurse practitioners	790	290	160	130	1
32129	Other medical technologists and technicians	410	150	60	90	2
31303	Physician assistants, midwives and allied health professionals	290	120	50	70	1
32110	Denturists	210	80	40	40	2

Notes: Job openings and employment are rounded to the nearest 10. Due to rounding, the components may not add to the totals.



Appendix 6: High Opportunity Occupations, B.C.

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
60020	Retail and wholesale trade managers	71,500	30,040	6,910	23,130	0
00018	Senior managers - public and private sector	35,280	20,060	5,120	14,940	0
60030	Restaurant and food service managers	25,270	9,900	3,430	6,460	0
20012	Computer and information systems managers	13,010	8,900	4,160	4,740	0
70010	Construction managers	19,790	7,270	1,270	6,000	0
70012	Facility operation and maintenance managers	14,130	6,980	1,380	5,610	0
10022	Advertising, marketing and public relations managers	15,600	5,590	2,590	3,010	0
60010	Corporate sales managers	11,510	5,180	1,910	3,270	0
90010	Manufacturing managers	11,660	4,450	340	4,110	0
30010	Managers in health care	6,250	3,660	1,240	2,410	0
10010	Financial managers	9,170	3,510	990	2,520	0
60031	Accommodation service managers	7,180	3,410	1,000	2,410	0
10011	Human resources managers	6,860	3,370	920	2,450	0
10021	Banking, credit and other investment managers	9,970	3,360	290	3,070	0
10019	Other administrative services managers	7,040	3,300	880	2,410	0
10020	Insurance, real estate and financial brokerage managers	7,150	3,190	540	2,650	0
40030	Managers in social, community and correctional services	6,190	2,920	850	2,070	0
70020	Managers in transportation	6,720	2,850	670	2,190	0
40021	School principals and administrators of elementary and secondary education	4,400	2,570	480	2,090	0
20010	Engineering managers	4,750	2,460	850	1,610	0
60040	Managers in customer and personal services	5,420	2,310	660	1,650	0
10012	Purchasing managers	3,410	1,740	340	1,410	0
40020	Administrators - post-secondary education and vocational training	3,430	1,640	350	1,280	0
10029	Other business services managers	3,320	1,630	680	950	0
20011	Architecture and science managers	2,030	1,040	290	750	0
40011	Government managers - economic analysis, policy development and program administration	1,540	840	170	670	0
90011	Utilities managers	1,510	800	110	690	0

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
00010	Legislators	1,180	680	180	500	0
40010	Government managers - health and social policy development and program administration	1,150	590	130	470	0
70021	Postal and courier services managers	710	410	150	260	0
40041	Fire chiefs and senior firefighting officers	450	380	70	310	0
40019	Other managers in public administration	550	300	70	230	0
40040	Commissioned police officers and related occupations in public protection services	140	120	50	70	0
40012	Government managers - education policy development and program administration	260	120	20	100	0
31301	Registered nurses and registered psychiatric nurses	59,760	24,770	11,750	13,020	1
41221	Elementary school and kindergarten teachers	34,400	12,610	3,910	8,690	1
21231	Software engineers and designers	22,870	12,330	8,410	3,910	1
11100	Financial auditors and accountants	32,030	10,270	3,230	7,040	1
21232	Software developers and programmers	16,680	9,730	7,090	2,640	1
21222	Information systems specialists	16,100	9,370	5,370	4,000	1
41220	Secondary school teachers	18,750	7,010	2,200	4,810	1
41210	College and other vocational instructors	13,410	5,520	1,660	3,850	1
11201	Professional occupations in business management consulting	12,820	5,390	2,200	3,190	1
21234	Web developers and programmers	9,950	5,230	4,120	1,110	1
41101	Lawyers and Quebec notaries	14,770	4,120	1,330	2,780	1
21300	Civil engineers	10,860	4,010	1,790	2,220	1
11200	Human resources professionals	10,230	3,970	1,320	2,650	1
41301	Therapists in counselling and related specialized therapies	9,100	3,770	1,700	2,070	1
31102	General practitioners and family physicians	9,150	3,640	1,810	1,840	1
41300	Social workers	8,780	3,370	1,390	1,980	1
51120	Producers, directors, choreographers and related occupations	6,450	2,900	1,180	1,720	1
21310	Electrical and electronics engineers	7,400	2,890	1,250	1,640	1
31100	Specialists in clinical and laboratory medicine	6,450	2,510	1,330	1,190	1
31120	Pharmacists	6,730	2,390	1,130	1,260	1
21230	Computer systems developers and programmers	4,180	2,380	1,430	960	1
21221	Business systems specialists	4,440	1,960	690	1,270	1
31202	Physiotherapists	4,760	1,950	940	1,010	1
21233	Web designers	3,000	1,750	1,330	420	1
41302	Religious leaders	4,690	1,630	870	770	1
21311	Computer engineers (except software engineers and designers)	3,010	1,630	380	1,250	1
31110	Dentists	3,650	1,590	720	880	1

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
41404	Health policy researchers, consultants and program officers	4,170	1,580	660	920	1
21200	Architects	4,160	1,530	840	690	1
21223	Database analysts and data administrators	2,720	1,360	620	740	1
31203	Occupational therapists	3,060	1,210	320	890	1
31300	Nursing coordinators and supervisors	2,090	1,180	440	750	1
21202	Urban and land use planners	3,030	1,140	420	730	1
31200	Psychologists	2,060	870	390	480	1
21211	Data scientists	2,160	840	610	230	1
31101	Specialists in surgery	1,800	760	370	390	1
41321	Career development practitioners and career counsellors (except education)	1,730	740	240	490	1
21220	Cybersecurity specialists	1,520	730	400	330	1
31121	Dietitians and nutritionists	1,630	690	310	380	1
31112	Audiologists and speech-language pathologists	1,590	670	270	400	1
31201	Chiropractors	1,330	630	250	380	1
31103	Veterinarians	1,550	570	290	290	1
51112	Technical writers	1,140	550	260	290	1
21321	Industrial and manufacturing engineers	1,440	510	200	310	1
21331	Geological engineers	1,220	420	260	160	1
31111	Optometrists	820	390	160	230	1
31209	Other professional occupations in health diagnosing and treating	850	370	70	300	1
31302	Nurse practitioners	790	290	160	130	1
41310	Police investigators and other investigative occupations	490	270	70	200	1
41100	Judges	320	190	30	160	1
21201	Landscape architects	350	130	70	60	1
31303	Physician assistants, midwives and allied health professionals	290	120	30	90	1
42201	Social and community service workers	36,530	14,930	6,510	8,420	2
42202	Early childhood educators and assistants	21,800	12,310	8,210	4,110	2
42100	Police officers (except commissioned)	10,570	4,360	1,450	2,910	2
32101	Licensed practical nurses	10,170	4,280	2,070	2,210	2
22220	Computer network and web technicians	8,480	4,130	2,120	2,020	2
22221	User support technicians	8,210	4,060	2,300	1,760	2
32201	Massage therapists	6,510	2,740	1,210	1,520	2
42101	Firefighters	4,760	1,960	1,030	930	2
12104	Employment insurance and revenue officers	3,920	1,910	530	1,380	2
12101	Human resources and recruitment officers	4,120	1,680	580	1,100	2
12201	Insurance adjusters and claims examiners	4,260	1,560	440	1,130	2

NOC	Description	Employment 2023	Job openings 2023-33	Expansion 2023-33	Replacement 2023-33	TEER
32111	Dental hygienists and dental therapists	3,540	1,550	670	880	2
32102	Paramedical occupations	3,700	1,480	650	830	2
32120	Medical laboratory technologists	3,180	1,430	630	810	2
32121	Medical radiation technologists	3,530	1,370	660	710	2
72020	Contractors and supervisors, mechanic trades	3,140	1,290	240	1,050	2
12010	Supervisors, general office and administrative support workers	2,520	1,210	620	590	2
32109	Other technical occupations in therapy and assessment	2,300	890	440	440	2
32103	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	1,880	800	380	410	2
32200	Traditional Chinese medicine practitioners and acupuncturists	1,440	570	130	440	2
72025	Supervisors, mail and message distribution occupations	840	540	160	370	2
32122	Medical sonographers	1,070	470	210	260	2
72601	Air traffic controllers and related occupations	1,080	430	160	270	2
32123	Cardiology technologists and electrophysiological diagnostic technologists	750	310	150	160	2
12111	Health information management occupations	520	290	100	190	2
33102	Nurse aides, orderlies and patient service associates	49,340	22,480	9,900	12,580	3
13100	Administrative officers	39,000	18,530	4,750	13,780	3
63100	Insurance agents and brokers	13,070	4,740	1,340	3,390	3
33100	Dental assistants and dental laboratory assistants	5,950	2,320	1,100	1,220	3
33109	Other assisting occupations in support of health services	5,660	2,280	1,070	1,220	3
33101	Medical laboratory assistants and related technical occupations	4,300	1,620	800	820	3
43201	Correctional service officers	3,390	1,230	380	850	3
43204	Operations members of the Canadian Armed Forces	2,270	870	200	670	3
43202	By-law enforcement and other regulatory officers	1,600	600	210	400	3
43203	Border services, customs, and immigration officers	1,640	550	220	330	3
93100	Central control and process operators, mineral and metal processing	680	370	170	200	3
74101	Letter carriers	4,700	2,430	950	1,480	4
74102	Couriers and messengers	5,200	2,270	1,020	1,250	4
74100	Mail and parcel sorters and related occupations	3,130	1,570	710	870	4

Notes: Job openings and employment are rounded to the nearest 10. Due to rounding, the components may not add to the totals.