

# British Columbia Labour Market Outlook: 2019 Edition







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





# About this report

## What is the Labour Market Outlook?

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

The *Outlook* (2019 Edition) covers the period from 2019 through 2029. It estimates future supply and demand by industry, occupation, education, and geographic region. It also provides an assessment of potential demand for the skills and competencies needed to succeed during the next 10 years.

This *Outlook* provides the best available information about the kinds of jobs and skills that will be most in-demand regionally and province-wide over the coming decade.

## Who is the Outlook for?

The *Outlook* helps young people plan their careers and assists more mature workers looking to shift jobs or change careers. It is a useful resource for educators as they develop courses; will help lead to jobs for learners; and supports employers and government in the development of training strategies and investment plans.

Students, families, school counsellors and people looking for work use the projections in this report to make informed decisions about their future— from education to training to charting their career paths.

Employers and investors use the information for long-term planning and industry leaders apply it when identifying skill needs. Employment projections can help to inform a wide variety of government decisions and policies to build the best B.C.

A range of professionals—from entrepreneurs to public and private sector planners—can use the detailed data posted on the B.C. Data Catalogue for analysis and planning in their specific fields. See [catalogue.data.gov.bc.ca/dataset/labour-market-outlook](https://catalogue.data.gov.bc.ca/dataset/labour-market-outlook)

## 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 sophisticated economic modelling system is used to analyze the data collected, as well as other factors affecting labour market supply and demand. 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.

The projections are tested with employers, unions, industry groups and post-secondary institutions. For example, elements of this testing are done through individual meetings with stakeholders,



participation in large group meetings, presenting at conferences, and contributing to sector or occupation-specific task forces or committees. In addition, Sector Labour Market Partnership<sup>1</sup> projects undertaken by the Ministry of Advanced Education, Skills and Training provide valuable input and opportunities to evaluate *Outlook* forecasts.

The evidence-based, industry-tested projections included in the *Outlook* provide individuals, Indigenous communities, businesses and governments with a high degree of confidence in their decision-making ability related to the labour force within their area of focus.

The *Outlook's* data and assumptions are reviewed and updated each year to reflect technical innovations and other factors affecting labour supply and demand.

## What are the major changes in this edition?

This year's forecast continues the tradition of gradual improvements and expansion in coverage. The key highlights this year are:

### ➤ High Opportunity Occupations.

This year's report shifts from a "demand for workers" approach to one that highlights occupations that offer the best opportunities for people to prosper. By adding an assessment of occupational wage information to last year's High Demand Occupations list methodology, a High Opportunity Occupations list is produced. This list gives more emphasis to higher paying occupations. The list also fully incorporates health occupations and makes use of a new approach to occupation-specific education requirements. Information about the top three skills and competencies and about occupational interests are provided for each occupation on the High Opportunity Occupations list.

### ➤ Regional High Opportunity Occupations.

For the first time, the report includes a customized High Opportunity Occupations list for each of B.C.'s seven economic development regions. These are lists that can be used to guide career choices for people who are looking at staying in or moving to a specific region. The broader provincial list is designed for those who would be willing to move around the province in pursuit of opportunities.

### ➤ Typical and Alternative Education Pathways.

This year's report presents a new approach to identifying the level of education required for each occupation, with the introduction of the concepts of "typical education background" and "alternative education background". For many occupations, there is a clear, predominant education pathway and, therefore, a single typical education background. For other occupations, there is more than one pathway, so both a "typical" and an "alternative" education background are identified. This new approach will be the subject of additional consultations with stakeholders.

### ➤ Occupational Interests.

Last year, occupational interests were introduced as an additional means of choosing occupations. This year, forecasts show which occupational interests offer the most opportunities.

### ➤ Skills and Competencies.

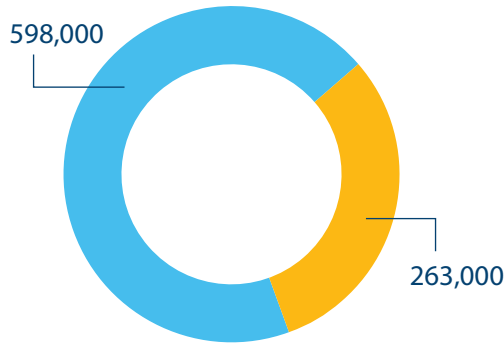
More information is provided about the skills and competencies that are important for each occupation. This information is consistent with new information added to the career profiles on WorkBC.ca (<https://www.workbc.ca/Jobs-Careers/Explore-Careers.aspx>).

<sup>1</sup> Please see: <https://www.workbc.ca/Labour-Market-Industry/Sector-Labour-Market-Partnerships-Program.aspx>



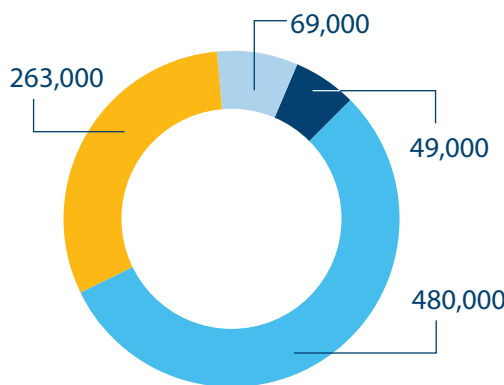
# Labour market outlook

**FIGURE 1-1 | LABOUR MARKET OUTLOOK HIGHLIGHTS**  
B.C. | 2019-2029



## Total Job Openings: 861,000

- Replacement (69%)
- Economic growth (31%)



## Supply Additions: 861,000

- Young people starting work (56%)
- Immigrants (31%)
- Migrants from other provinces (8%)
- Additional supply requirement (6%)

**Note:** values are rounded; percentages are shares of the total job openings and may not add up to 100% due to rounding; additional supply requirement assumed to be met through a mix of higher labour force participation, lower unemployment, and/or higher productivity/automation.

## 1 | 10-year Overview

Over the next decade (2019-2029), it is projected that there will be 861,000 job openings in British Columbia. Annual job openings are expected to average 3.2% of employment over the 10-year period.

Approximately 69 percent of these future job openings will be to replace workers leaving the labour force. As the population and the labour force continue to age, 598,000 job openings are anticipated to happen mainly because retiring workers will need to be replaced.

Another 31 percent of the 10-year total job openings will be new jobs created through economic growth. Employment in B.C. is expected to grow moderately – with an annual average employment growth of 1.0 percent – and reach almost 2.8 million by 2029.

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 fill 56 percent of future job openings. New immigrants will fill 31 percent of the openings and workers coming from other parts of Canada will fill 8 percent of the jobs.

After accounting for new young people, immigrants and in-migrants joining the workforce there is still a need to fill 49,000 job openings over the next 10 years. While this can be considered a supply gap, the forecast is projecting that it will be easily filled by more people joining or returning to the labour force. In addition, there is a possibility that more rapid automation will contribute to closing the gap by reducing the number of job openings. Both factors are discussed later in this report.



## 1.1 | Changes from the 2018 Edition

In this year's forecast there are 42,000 fewer job openings projected over the 2019-2029 period compared to last year's forecast for the 2018-2028 period. This difference is comprised of 24,000 fewer expansion job openings due to slowing demographic growth and increased productivity, and 18,000 fewer replacement job openings as more people choose to delay retirement.

In combination with lower labour demand, there were three main changes to the supply forecast.

- Incorporating 2016 Census data in this year's demographic forecast resulted in an increase in the number of young people starting work from 454,000 to 480,000 – an additional 26,000 new workers over the next 10 years.
- A revised immigration forecast that incorporates higher federal government immigration targets. As a result, this year's forecast for new immigrants entering the labour force over the next 10 years is 20,000 higher than it was last year.
- The forecast for migrants from other provinces was revised down by 7,000 to reflect a trend towards lower interprovincial labour mobility.

The combination of 42,000 fewer job openings and 39,000 more workers means that the additional supply requirement over the next 10 years has decreased to 49,000 from 130,000 in last year's forecast.

Overall B.C.'s labour market is expected to be in balance over the next 10 years.

## Automation Impact

As discussed in last year's B.C. Labour Market Outlook, a more rapid pace of automation could result in artificial intelligence and machine learning technologies taking over many routine tasks. This, in turn, can open doors for people to take on more rewarding duties as part of their job. It could also mean higher wages.

Last year's report estimated that 39% of employees were working in occupations that have a high chance of being impacted by automation, while the same share (39%) were in occupations with a low chance of automation.

This year an estimated 160,000 job openings over the next 10 years will be in occupations that have a high chance of being affected by automation. This is down slightly from last year's estimated 166,000 impacted job openings. It will be key for workers to have opportunities to learn new skills to adapt to changing job requirements. Employers have a critical role to play in providing these opportunities.



## 2 | Year Over Year Outlook

Over the forecast period, the number of annual job openings will increase from 84,000 in 2020 to 87,000 by 2029. On average, 86,000 job openings are anticipated each year until 2029. The peak demand is expected in 2028 with 89,000 job openings.

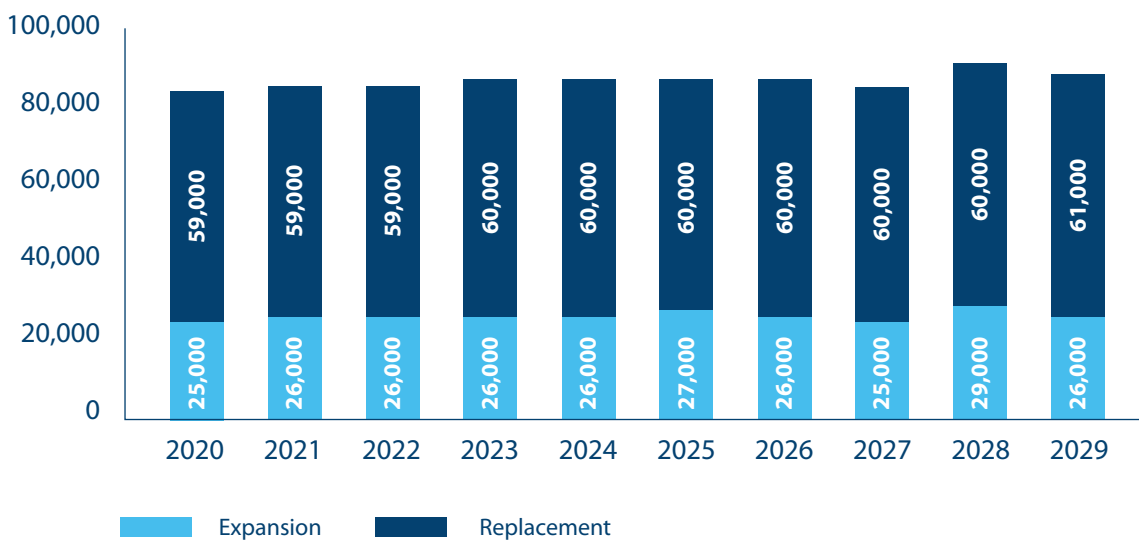
Due to the aging of the workforce, the number of replacement job openings will grow gradually year-over-year, from 59,000 in 2020 to 61,000 in 2029. On average, 60,000 workers are forecast to leave the labour force permanently each year.

Job openings from economic growth will fluctuate over the 10-year period, ranging from 25,000 to 29,000 annually.

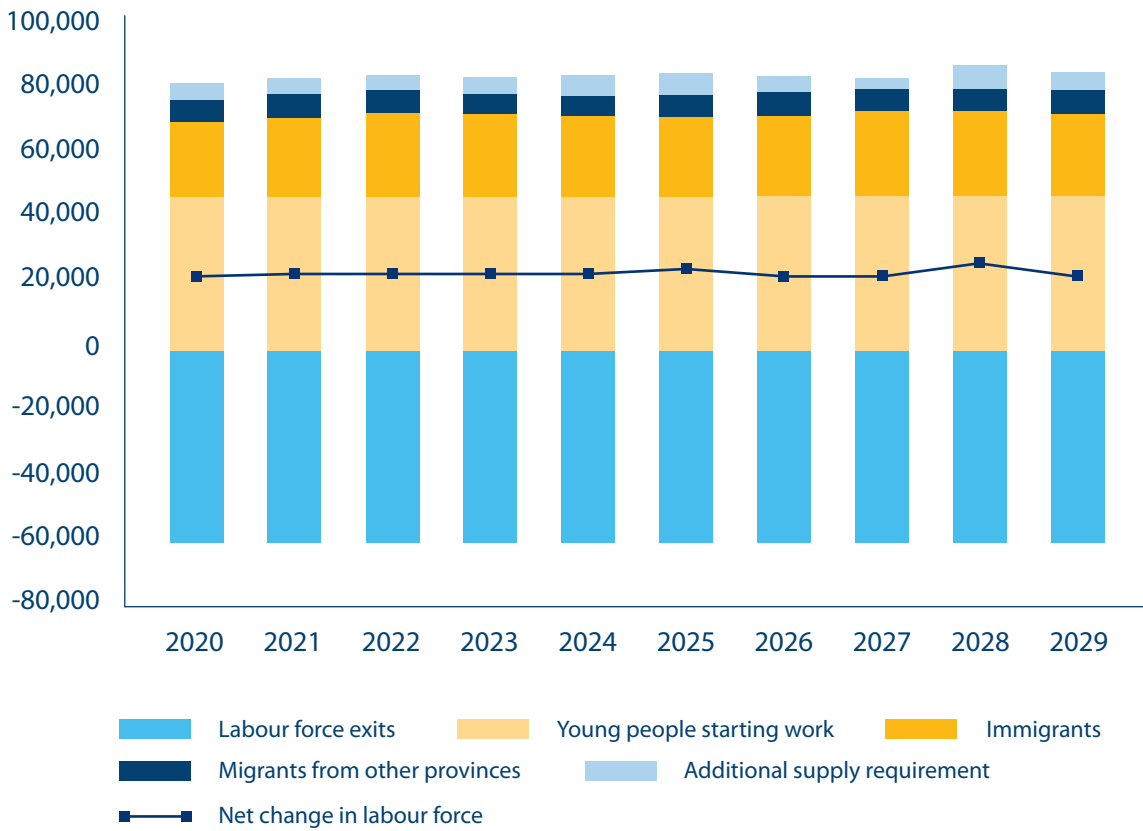
Please see Figure 2-1 for annual details.



FIGURE 2-1 | JOB OPENINGS | B.C. | 2019-2029 | ANNUAL



**FIGURE 2-2 | SOURCES OF NEW WORKERS | B.C. | 2019-2029 | ANNUAL**



As illustrated in Figure 2-2, B.C. anticipates multiple sources of workers to fill the demand for labour each year.

Young people entering the workforce for the first time will be the largest source of new workers, filling about 48,000 job openings per year or 56 percent of the total job openings over the next decade. This is exhibited in Figure 2-3.

New immigrants are also an important source of labour supply. On average, over 26,000 international immigrants are forecast to join B.C.'s labour force each year over the 10-year period.

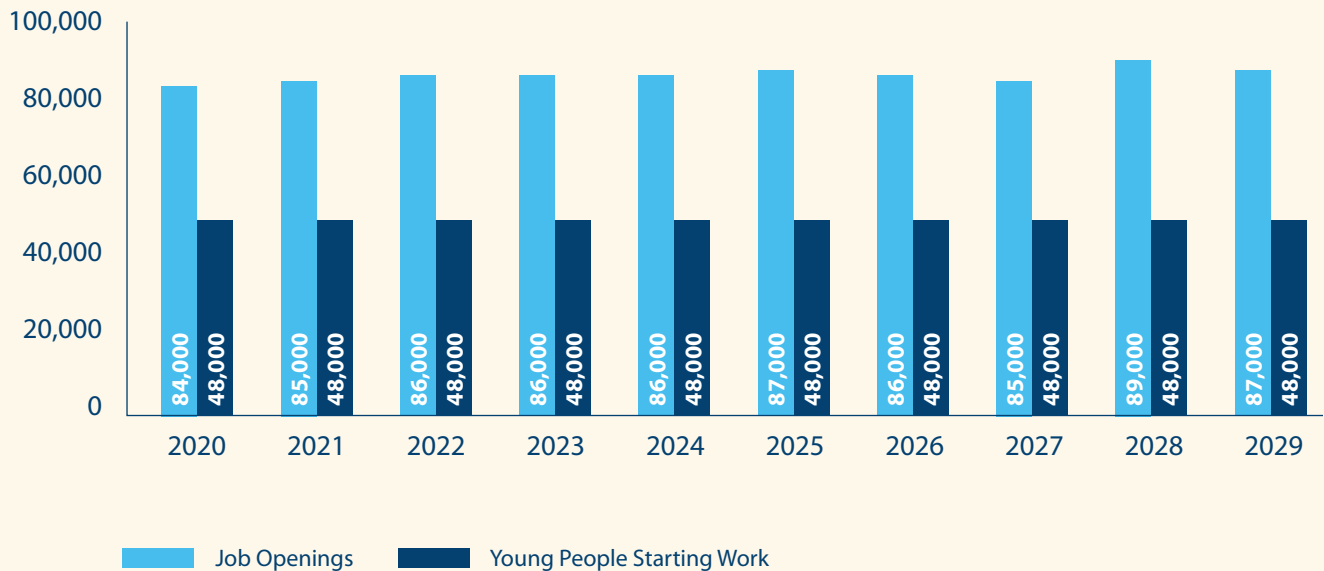
To meet the needs of B.C.'s labour market, on average, 6,900 new workers per year will come from other provinces and territories. Slower population growth and tight labour markets across Canada will limit the potential for migration to B.C. from other provinces.

Younger people tend to be the most mobile workers, so the aging of the workforce across Canada means that there will be a long-term reduction in overall labour mobility.

The exception to this trend will be in the construction workforce, where a temporary surge in jobs over the next few years from major construction projects (e.g. LNG Canada and the Coastal GasLink pipeline) will at least partially be filled by workers from outside of B.C.

However, these sources of labour supply are not enough to meet the anticipated workforce needs going forward. On average, an additional 5,000 people every year will be required to fill all anticipated job openings. These additional workers will join the

FIGURE 2-3 | YOUNG PEOPLE STARTING WORK VS. JOB OPENINGS | B.C. | 2019-2029 | ANNUAL



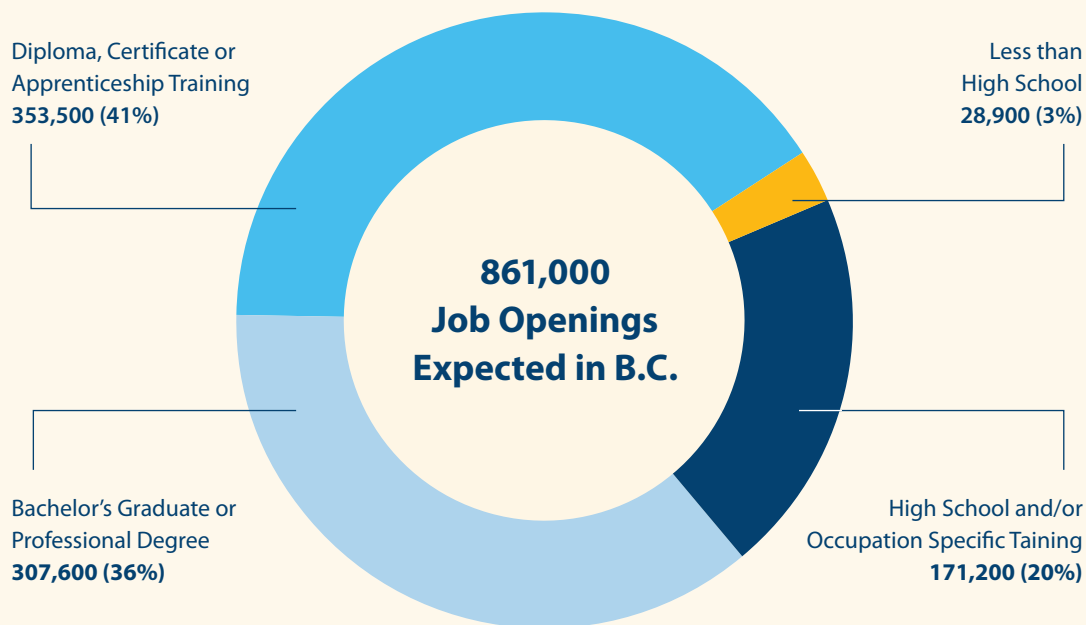
labour force through greater labour force participation or reduced unemployment. Increased use of automation to address labour shortages could also play a role in addressing this supply gap.

### 3 | Education and Training Needs

Most anticipated job openings (661,100 or 77 percent) in B.C. over the next 10 years will typically require some level of post-secondary education or training. 41 percent will be in occupations requiring a diploma, certificate or apprenticeship training and another 36 percent will be in positions requiring a bachelor's, graduate or professional degree. The other 23 percent will be available for those with high school education and less than high school education.



FIGURE 3-1 | JOB OPENINGS BY EDUCATION | B.C. | 2019-2029



## 4 | Industry Outlook

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

- **Health Care and Social Assistance:** 141,700 job openings; 16.5 percent of total job openings
- **Professional, Scientific and Technical Services:** 98,800 job openings; 11.5 percent of total job openings
- **Retail Trade:** 80,900 job openings; 9.4 percent of total job openings
- **Accommodation and Food Services:** 63,200 job openings; 7.3 percent of total job openings
- **Educational Services:** 60,400 job openings; 7.0 percent of total job openings

Health Care and Social Assistance will see the largest increase in job openings in the next 10 years. 58 percent of these will come from the need to replace retiring workers, while the remaining 42 percent will be a result of expansion of the health system in response to the growing medical needs of an aging population.

Professional, Scientific and Technical Services has been a fast-growing industry and this trend will continue into the next decade. It is expected that economic growth will generate 46 percent of the job openings in this industry, compared to 31 percent of openings in all industries combined.

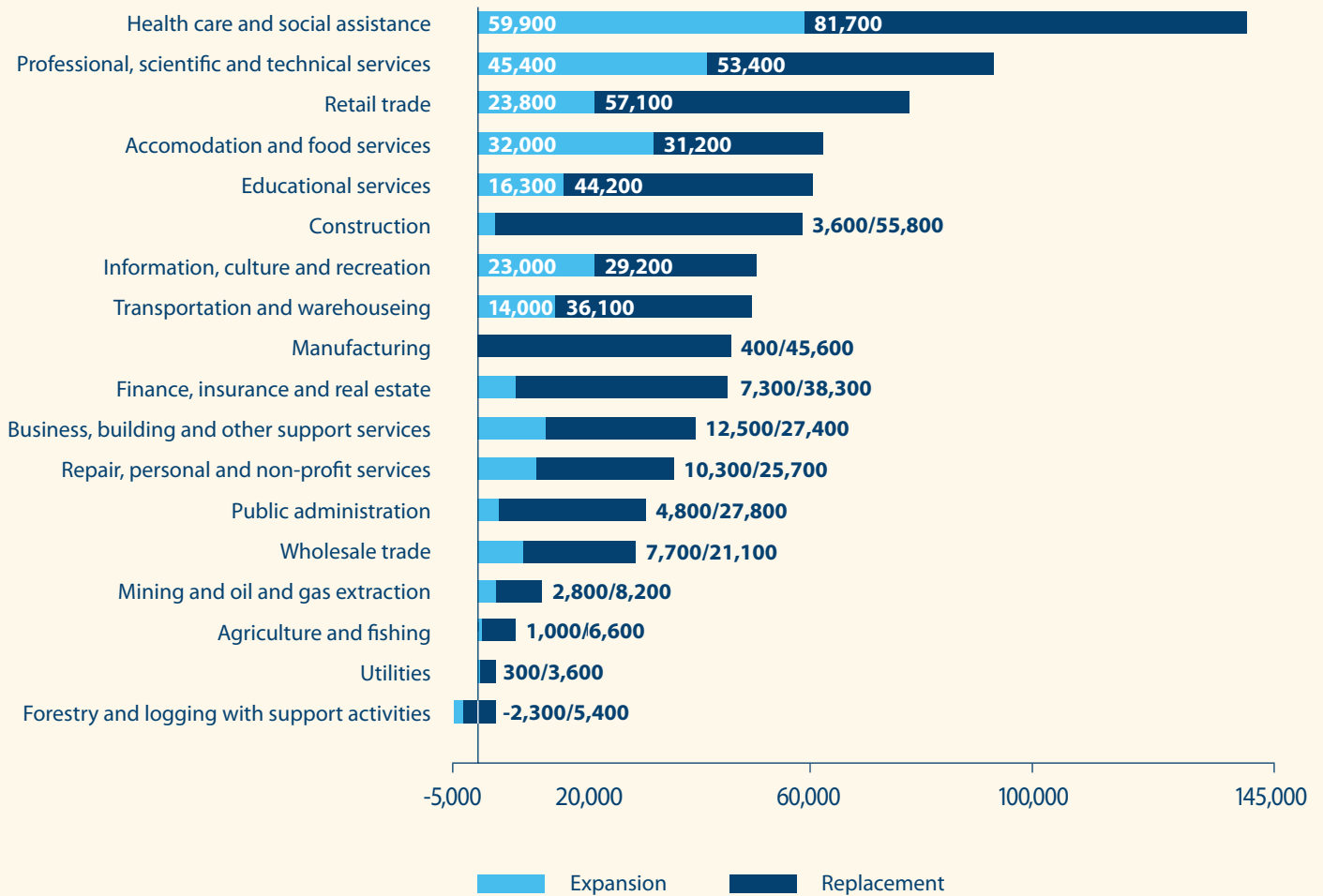
Retail Trade is expected to see below-average employment growth of 0.8 percent over 2019-2029, but because it is a large industry employing 285,000 workers, the number of job openings over the next decade will still be large relative to other, smaller industries. Employment growth is expected to be constrained by continued adoption of automation technologies and increased competition from online retailers from outside of B.C.

The Accommodation and Food Services industry employs 195,000 workers and is expected to see strong annual employment growth of 1.5 percent over the forecast period.

Educational Services employs 175,000 workers. Employment growth at elementary and secondary schools and in private education is expected to be stronger than at colleges and universities over the forecast period.



FIGURE 4-1 | JOB OPENINGS BY MAJOR INDUSTRY GROUP | B.C. | 2019-2029



As shown in Figure 4-1, replacing retiring workers will create over two thirds of the job openings for most of the major industries in B.C. over the next 10 years.

This year’s forecast includes the impact of investments in the emerging liquefied natural gas (LNG) industry. The forecast includes the construction of LNG Canada’s LNG export facility in Kitimat and the associated Coastal GasLink pipeline, as well as expanded exploration and production of natural gas in the Northeast.

B.C. has seen strong growth in Construction industry employment, expanding from about 200,000 in 2015 to the current level of almost 240,000. This large workforce moves from project to project and is facing a steady flow of new projects over the 2019-2029 period. Over the first few years of the forecast, there will be a temporary surge in demand coming from LNG Canada and other major construction projects, but this surge in demand is expected to tail off by the middle of the decade. As a result, by 2029, the workforce is projected to have expanded by a modest

3,600 job openings due to economic growth. At the same time, strong demand for new construction trades workers will be driven by the need to replace retiring workers, with 55,800 replacement job openings being forecast.

B.C.'s forestry sector is in a period of adjustment largely driven by a shift in the annual timber supply down to a more long-term sustainable level. The forestry sector is comprised of four industries: Forestry and Logging; Support Activities for Agriculture and Forestry; Wood Product Manufacturing; and Paper Manufacturing. Together these industries are expected to reduce employment by 1 percent per year over the next 10 years, after which employment is expected to stabilize in line with a lower, but sustainable, annual timber supply.

As with previous forecasts, employment in the Manufacturing sector is projected to be flat. Among the manufacturing sub-industries, Food, Beverage and Tobacco Manufacturing is likely to add most of the jobs, but grow more slowly than the overall employment growth rate. Although GDP from Manufacturing is increasing, level of employment will stay relatively stable because of steady productivity growth due to automation and a shift into higher value market segments. In addition, employment in the forestry-related manufacturing industries will be constraining overall manufacturing growth.





**TABLE 4-1** | DETAILED INDUSTRY OUTLOOK | B.C. | 2019-2029

Industry	Employment	Employment Growth (compound annual growth rate)			Expansion	Replacement	Total Job Openings
		2019	2019 - 2024	2024 - 2029			
<b>All industries</b>	<b>2,521,400</b>	<b>1.0%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>262,900</b>	<b>598,200</b>	<b>861,100</b>
<b>Agriculture and fishing</b>	<b>25,400</b>	<b>0.8%</b>	<b>0.0%</b>	<b>0.4%</b>	<b>1,000</b>	<b>6,600</b>	<b>7,600</b>
Farms	22,700	1.2%	0.1%	0.6%	1,400	6,100	7,500
Fishing, hunting and trapping	2,700	-2.5%	-0.6%	-1.6%	-400	500	100
<b>Forestry and logging with support activities</b>	<b>20,100</b>	<b>-0.6%</b>	<b>-1.3%</b>	<b>-1.0%</b>	<b>-2,300</b>	<b>5,400</b>	<b>3,100</b>
Forestry and logging	11,700	-1.2%	-2.3%	-1.7%	-2,100	3,200	1,100
Support activities for agriculture and forestry	8,400	0.2%	-0.2%	0.0%	-100	2,100	2,000
<b>Mining and oil and gas extraction</b>	<b>28,700</b>	<b>1.5%</b>	<b>0.4%</b>	<b>1.0%</b>	<b>2,800</b>	<b>8,200</b>	<b>11,000</b>
Oil and gas extraction	4,200	3.6%	1.7%	2.6%	1,300	1,300	2,600
Support activities for mining and oil and gas extraction	8,000	3.3%	1.1%	2.2%	2,000	2,300	4,300
Mining	16,500	0.1%	-0.5%	-0.2%	-400	4,600	4,200
<b>Utilities</b>	<b>13,600</b>	<b>0.5%</b>	<b>0.0%</b>	<b>0.3%</b>	<b>300</b>	<b>3,600</b>	<b>3,900</b>
<b>Construction</b>	<b>239,500</b>	<b>0.3%</b>	<b>0.1%</b>	<b>0.2%</b>	<b>3,600</b>	<b>55,800</b>	<b>59,300</b>
<b>Manufacturing</b>	<b>174,900</b>	<b>0.2%</b>	<b>-0.1%</b>	<b>0.1%</b>	<b>400</b>	<b>45,600</b>	<b>46,000</b>
Food, beverage and tobacco manufacturing	36,200	0.5%	0.8%	0.7%	2,400	8,900	11,300
Wood product manufacturing	24,600	-0.5%	-1.2%	-0.8%	-2,300	7,300	5,000
Paper manufacturing	8,900	-1.4%	-2.3%	-1.8%	-1,600	2,500	800
Primary metal manufacturing	4,600	-1.7%	0.2%	-0.7%	-400	1,100	700
Fabricated metal product manufacturing	13,500	0.5%	-0.2%	0.2%	200	3,400	3,600
Machinery manufacturing	8,700	0.4%	-0.1%	0.1%	100	2,200	2,300
Ship and boat building	4,400	1.7%	0.1%	0.9%	400	1,200	1,600
Transportation equipment manufacturing (excluding shipbuilding)	7,100	-0.4%	-0.1%	-0.3%	-200	1,800	1,500
Other manufacturing	66,700	0.6%	0.0%	0.3%	1,900	17,200	19,100
<b>Wholesale trade</b>	<b>83,600</b>	<b>1.1%</b>	<b>0.7%</b>	<b>0.9%</b>	<b>7,700</b>	<b>21,100</b>	<b>28,800</b>
<b>Retail trade</b>	<b>284,900</b>	<b>0.9%</b>	<b>0.7%</b>	<b>0.8%</b>	<b>23,800</b>	<b>57,100</b>	<b>80,900</b>
Motor vehicle and parts dealers	33,700	1.3%	1.2%	1.2%	4,400	7,700	12,100

**TABLE 4-1 | DETAILED INDUSTRY OUTLOOK | B.C. | 2019-2029 (continued...)**

Industry	Employment	Employment Growth (compound annual growth rate)			Expansion	Replacement	Total Job Openings
	2019	2019 - 2024	2024 - 2029	2019 - 2029	2019 - 2029	2019 - 2029	2019 - 2029
Health and personal care stores	24,200	0.4%	0.2%	0.3%	600	4,500	5,200
Other retail trade (excluding cars and personal care)	227,000	0.9%	0.7%	0.8%	18,800	44,900	63,700
<b>Transportation and warehousing</b>	<b>137,200</b>	<b>1.0%</b>	<b>0.9%</b>	<b>1.0%</b>	<b>14,000</b>	<b>36,100</b>	<b>50,100</b>
Air transportation	13,100	1.0%	0.6%	0.8%	1,100	3,600	4,700
Rail transportation	5,800	0.4%	0.8%	0.6%	300	1,600	1,900
Water transportation	6,800	0.2%	0.5%	0.3%	200	1,800	2,000
Truck transportation	38,200	1.2%	0.9%	1.0%	4,200	9,800	14,100
Support activities for transporta- tion	24,300	1.3%	0.9%	1.1%	3,000	6,600	9,600
Postal service, couriers and messengers	15,700	0.0%	0.9%	0.4%	700	3,900	4,600
Transit, sightseeing, and pipeline transportation	23,400	1.7%	1.4%	1.5%	3,900	6,600	10,500
Warehousing and storage	9,900	0.2%	1.0%	0.6%	600	2,200	2,800
<b>Finance, insurance and real estate</b>	<b>151,400</b>	<b>0.5%</b>	<b>0.5%</b>	<b>0.5%</b>	<b>7,300</b>	<b>38,300</b>	<b>45,600</b>
Insurance carriers and related activities	30,800	0.8%	0.5%	0.7%	2,100	7,400	9,500
Finance	64,900	0.6%	0.5%	0.6%	3,700	16,300	20,000
Real estate rental and leasing	55,600	0.1%	0.5%	0.3%	1,500	14,600	16,100
<b>Professional, scientific and technical services</b>	<b>210,700</b>	<b>1.9%</b>	<b>2.0%</b>	<b>1.9%</b>	<b>45,400</b>	<b>53,400</b>	<b>98,800</b>
Architectural, engineering and related services	42,700	1.8%	1.7%	1.7%	8,100	11,000	19,200
Computer systems design and related services	53,700	1.6%	3.7%	2.6%	16,200	13,200	29,400
Management, scientific and technical consulting services	26,000	1.6%	1.6%	1.6%	4,500	6,800	11,300
Legal, accounting, design, research, and advertising services	88,100	2.1%	1.3%	1.7%	16,500	22,400	38,900
<b>Business, building and other support services</b>	<b>108,000</b>	<b>1.2%</b>	<b>1.0%</b>	<b>1.1%</b>	<b>12,500</b>	<b>27,400</b>	<b>39,900</b>
<b>Educational services</b>	<b>174,600</b>	<b>0.8%</b>	<b>0.9%</b>	<b>0.9%</b>	<b>16,300</b>	<b>44,200</b>	<b>60,400</b>
Elementary and secondary schools	92,500	0.6%	1.1%	0.8%	8,100	25,400	33,500
Community colleges	12,100	0.2%	0.1%	0.2%	200	3,000	3,200

**TABLE 4-1** | DETAILED INDUSTRY OUTLOOK | B.C. | 2019-2029 (continued...)

Industry	Employment	Employment Growth (compound annual growth rate)			Expansion	Replacement	Total Job Openings
	2019	2019 - 2024	2024 - 2029	2019 - 2029	2019 - 2029	2019 - 2029	2019 - 2029
Universities	35,900	0.8%	0.2%	0.5%	1,800	8,300	10,100
Private and trades education	34,100	1.8%	1.4%	1.6%	6,100	7,500	13,600
<b>Health care and social assistance</b>	<b>321,900</b>	<b>1.6%</b>	<b>1.8%</b>	<b>1.7%</b>	<b>59,900</b>	<b>81,700</b>	<b>141,700</b>
Ambulatory health care services	95,400	1.7%	1.9%	1.8%	19,000	24,900	43,900
Hospitals	110,300	0.9%	1.2%	1.1%	12,800	27,300	40,100
Nursing and residential care facilities	51,100	3.0%	3.3%	3.2%	19,200	13,900	33,100
Social assistance	65,100	1.3%	1.2%	1.3%	8,900	15,700	24,600
<b>Information, culture and recreation</b>	<b>133,800</b>	<b>1.6%</b>	<b>1.6%</b>	<b>1.6%</b>	<b>23,000</b>	<b>29,200</b>	<b>52,200</b>
Publishing industries	14,100	-0.3%	0.3%	0.0%	0	3,300	3,300
Motion picture and sound recording industries	22,800	3.6%	3.5%	3.6%	9,900	5,200	15,000
Telecommunications	17,000	-0.3%	-0.5%	-0.4%	-700	4,000	3,300
Broadcasting, data processing and information	8,000	1.6%	0.4%	1.0%	800	2,100	2,900
Performing arts, spectator sports and related industries	22,500	0.2%	0.7%	0.5%	1,000	4,700	5,700
Amusement, gambling and recreation industries	45,500	2.4%	2.0%	2.2%	11,500	9,000	20,500
Heritage institutions	3,900	1.1%	1.2%	1.2%	500	1,000	1,400
<b>Accommodation and food services</b>	<b>195,300</b>	<b>1.5%</b>	<b>1.5%</b>	<b>1.5%</b>	<b>32,000</b>	<b>31,200</b>	<b>63,200</b>
Accommodation services	32,000	1.3%	1.3%	1.3%	4,500	7,100	11,700
Food services and drinking places	163,300	1.5%	1.6%	1.5%	27,500	24,000	51,500
<b>Repair, personal and non-profit services</b>	<b>117,200</b>	<b>1.0%</b>	<b>0.7%</b>	<b>0.8%</b>	<b>10,300</b>	<b>25,700</b>	<b>36,000</b>
<b>Public administration</b>	<b>100,700</b>	<b>0.5%</b>	<b>0.4%</b>	<b>0.5%</b>	<b>4,800</b>	<b>27,800</b>	<b>32,600</b>
Federal government public administration	34,000	0.2%	0.0%	0.1%	300	9,000	9,300
Provincial and territorial public administration	30,700	0.3%	0.5%	0.4%	1,200	8,900	10,200
Local and Indigenous public administration	36,000	1.0%	0.8%	0.9%	3,300	9,900	13,100

Note: Components may not add to totals due to rounding

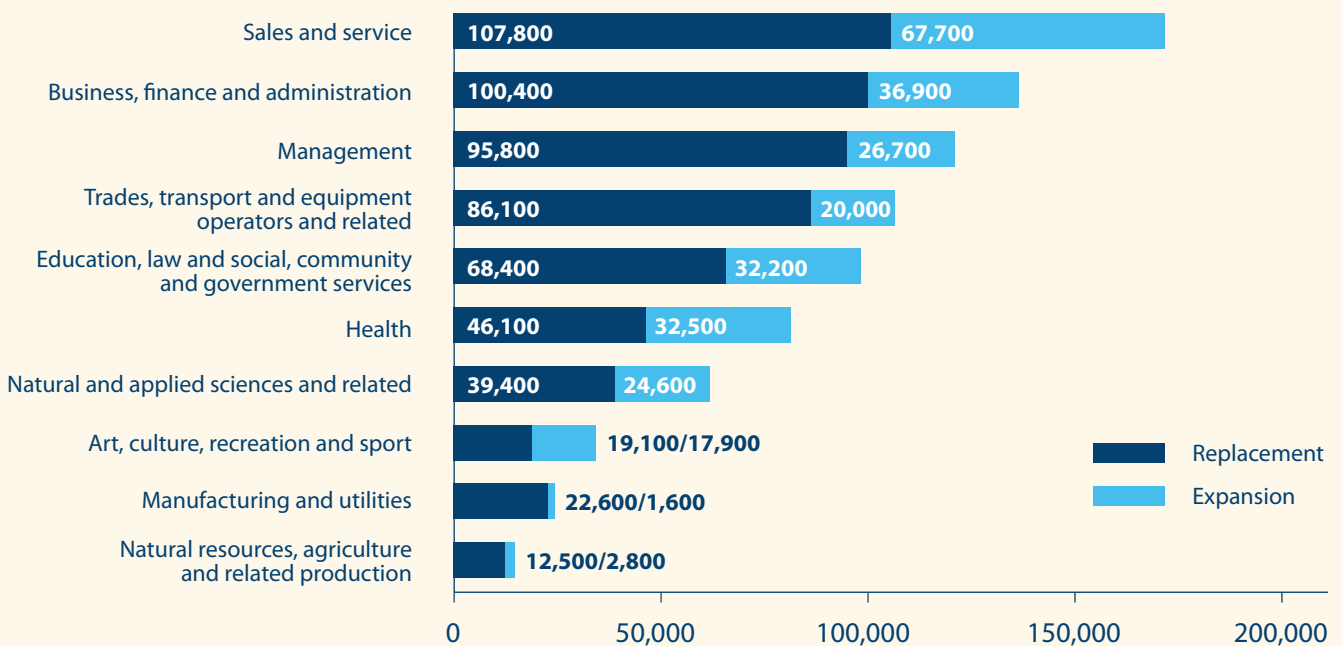
## 5 | Occupational Outlook

### 5.1 | Occupational Outlook Overview

The National Occupational Classification system groups the entire workforce into 10 major occupational categories. In B.C., approximately three quarters (74.6 percent) of the projected job openings over the next decade are expected to be in the top five occupational groups. Slightly over half (50.6 percent) of those expected job openings will be in the top three occupational groups, as listed below and shown in Figure 5.1-1:

- **Sales and Service:** 175,500 job openings; 20.4 percent of total job openings
- **Business, Finance and Administration:** 137,300 job openings; 15.9 percent of total job openings
- **Management:** 122,600 job openings; 14.2 percent of total job openings
- **Trades, Transport and Equipment Operators and Related:** 106,000 job openings; 12.3 percent of total job openings
- **Education, Law and Social, Community and Government Services:** 100,600 job openings; 11.7 percent of total job openings

**FIGURE 5.1-1 | JOB OPENINGS BY MAJOR OCCUPATIONAL GROUP | B.C. | 2019-2029**



### Top In-demand Trades

A variety of industries are expected to have thousands of job openings in the skilled apprenticeable trades over the coming years. These occupations require on-the-job training and in-class training as a prerequisite, and offer excellent earning potential. The top 15 trades in terms of projected job openings over the next 10 years are:

- Cooks
- Auto service technicians
- Carpenters
- Construction trades helpers & labourers
- Hairstylists & barbers
- Heavy equipment operators (except crane)
- Painters & decorators (except interior decorators)
- Construction electricians
- Construction millwrights
- Welders & related machine operators
- Plumbers
- Bakers
- Heavy-duty equipment mechanics
- Motor vehicle body repairers

The replacement of retiring workers is a major source of future job openings. In fact, replacement demand accounts for over half of the total job openings for each of the 10 major occupational groups, varying from 52 percent (in Arts, Culture, Recreation and Sport) to 93 percent (in Manufacturing and Utilities).

Some occupational groups will have stronger growth of their workforce compared to the others. Art, Culture, Recreation and Sport occupations are expected to grow relatively quickly, comprising 48 percent of total job openings; the remaining 52 percent results from replacement. Similarly, 41 percent of total job openings in Health occupations are anticipated to come from workforce expansion due to increased demand for health services.

In contrast, because the Management occupational group has a greater share of older workers among the major occupational categories, the need to replace workers will account for 78 percent of total Management job openings.

## 5.2 | High Opportunity Occupations

The whole workforce is grouped into 500 occupations, based on the National Occupational Classification 2016<sup>2</sup>. While some occupations will have considerably more job openings than others, every occupation plays a role in the economy and is important to the integrity of the labour market and the continued prosperity of B.C. The forecast of job openings for all 500 occupations is provided in Appendix 4.

To help British Columbians make informed career choices and understand which occupations offer the most opportunity, a list of High Opportunity Occupations has been developed.

Compared to other occupations, High Opportunity Occupations are expected to experience higher demand and typically offer higher pay. The High Opportunity Occupations list is developed from a ranking of all occupations. The list is produced by asking four questions as illustrated in Figure 5.2-1.

<sup>2</sup> Please see: <http://noc.esdc.gc.ca/English/noc/welcome.aspx?ver=16>



**FIGURE 5.2-1 | CRITERIA OF HIGH OPPORTUNITY OCCUPATIONS LIST | B.C. | 2019-2029**



**Compared to last year’s High Demand Occupations list, this year’s High Opportunity Occupations list:**

- › Includes the wage rate as a selection criteria to shift the list more towards opportunities for British Columbians to find higher-paying jobs;
- › Groups occupations by typical educational background rather than skill level; and,
- › Incorporates health occupations with all other occupations, rather than using a separate ranking approach.

In addition to the High Opportunity Occupations list for B.C. as a whole, a High Opportunity Occupations list for each of the 7 economic regions has been produced based on region-specific

information. These regional lists are provided in Appendix 6.

### High Opportunity List Methodology

All occupations are assessed with a set of seven labour market indicators, which are grouped into four categories: expected job opportunities, expected labour market tightness, current labour market tightness, and the prevailing wage rate. These indicators provide information on current and future labour market conditions for each of the 500 occupations.

Each indicator is assigned a weight (from 10 to 20 percent) to reflect its relative impact on occupational labour market conditions. An opportunity indicator

ranking score is calculated for each occupation based on these indicators and weights.

The components of the opportunity indicator ranking are shown in Table 5.2-1.

The selection of the High Opportunity Occupations is based on the ranking of all 500 occupations. For B.C., a total of 130 occupations are included as High Opportunity Occupations. At the regional level, the selection threshold is either the top 125 occupations or the top occupations that account for up to 50 percent of the regional job openings.

Note that for the B.C. list, five additional occupations were added to the high school category in order to

**TABLE 5.2-1 | COMPONENTS OF THE OPPORTUNITY INDICATOR RANKING**

Indicator and Weight	Rationale
<p><b>How many job opportunities will be available?</b></p> <ul style="list-style-type: none"> <li>Forecasted number of job openings (20 percent)</li> <li>Ratio of job openings to employment (10 percent)</li> <li>Forecasted employment growth rate (20 percent)</li> </ul>	<p><b>Absolute and relative job opportunities</b></p> <ul style="list-style-type: none"> <li>Occupations with a larger number of job openings, both in terms of the level and the ratio to employment, offer more opportunities to job seekers and have a bigger impact on the overall economy.</li> <li>Occupations with faster forecasted employment growth offer more new job opportunities to job seekers.</li> </ul>
<p><b>How easy will it be to get a job in the future?</b></p> <ul style="list-style-type: none"> <li>Forecasted unemployment rate (20 percent)</li> </ul>	<p><b>Occupations with more limited future supply relative to demand</b></p> <ul style="list-style-type: none"> <li>Occupations with a lower expected unemployment rate implies that it will be easier to find a job in the future.</li> </ul>
<p><b>How easy is it to get a job now?</b></p> <ul style="list-style-type: none"> <li>Recent unemployment rate (10 percent)</li> <li>Ratio of employment insurance beneficiaries to employment (10 percent)</li> </ul>	<p><b>Occupations with more limited current supply relative to demand</b></p> <ul style="list-style-type: none"> <li>Occupations with a lower unemployment rate and a lower ratio of employment insurance beneficiaries to employment offer more opportunities to job seekers.</li> </ul>
<p><b>How much is the wage?</b></p> <ul style="list-style-type: none"> <li>Current wage rate (10 percent)</li> </ul>	<p><b>Wage compensation</b></p> <ul style="list-style-type: none"> <li>Occupations with a higher wage rate represent better opportunities.</li> </ul>

## List of High Opportunity Occupations

TABLE 5.2-2 | HIGH OPPORTUNITY OCCUPATIONS | B.C. | 2019-2029

Occupation Title	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019 - 2029	2018	2018	2018			
<b>A degree is the typical education background</b>							
Registered nurses and registered psychiatric nurses	19,590	\$25.00	\$38.00	\$43.65	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3012
Elementary school and kindergarten teachers	11,470	\$20.79	\$34.87	\$50.00	Social	Instructing, Speaking, Active Listening	4032
Financial auditors and accountants	10,480	\$17.31	\$28.85	\$48.08	Conventional	Active Listening, Reading Comprehension, Critical Thinking	1111
Secondary school teachers	7,650	\$21.54	\$35.71	\$51.92	Social	Instructing, Speaking, Learning Strategies	4031
Information systems analysts and consultants	7,600	\$26.15	\$38.97	\$54.95	Investigative, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2171
Computer programmers and interactive media developers	6,290	\$20.00	\$35.19	\$51.10	Investigative, Conventional	Programming, Reading Comprehension, Critical Thinking	2174
Other financial officers	5,380	\$20.67	\$31.77	\$52.20	Enterprising, Conventional	Critical Thinking, Active Listening, Reading Comprehension	1114
Lawyers and Quebec notaries	5,150	\$37,400*	\$115,621*	\$242,117*	Enterprising	Active Listening, Speaking, Negotiation	4112
Computer and information systems managers	4,720	\$26.44	\$43.27	\$67.69	Enterprising	Critical Thinking, Active Listening, Reading Comprehension	0213
Software engineers and designers	4,480	\$24.36	\$38.46	\$60.00	Investigative	Critical Thinking, Reading Comprehension, Active Listening	2173
College and other vocational instructors	4,380	\$18.00	\$35.00	\$51.10	Social	Instructing, Speaking, Active Listening	4021
Senior managers - financial, communications and other business services	4,350	\$20.00	\$52.45	\$96.15	Enterprising	Speaking, Critical Thinking, Active Listening	0013
Professional occupations in business management consulting	4,260	\$18.00	\$36.06	\$52.88	Conventional, Investigative, Enterprising	Reading Comprehension, Active Listening, Writing	1122
Financial managers	4,200	\$22.00	\$38.46	\$67.31	Enterprising, Conventional	Critical Thinking, Judgement and Decision Making, Reading Comprehension	0111



**TABLE 5.2-2 | HIGH OPPORTUNITY OCCUPATIONS | B.C. | 2019-2029 (continued...)**

Occupation Title	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019 - 2029	2018	2018	2018			
<b>A degree is the typical education background (continued)</b>							
Civil engineers	4,190	\$26.44	\$38.51	\$64.00	Investigative, Realistic	Reading Comprehension, Critical Thinking, Complex Problem Solving	2131
Professional occupations in advertising, marketing and public relations	4,000	\$16.15	\$27.40	\$48.84	Enterprising	Active Listening, Reading Comprehension, Speaking	1123
General practitioners and family physicians	3,430	–	–	–	Investigative	Critical Thinking, Active Listening, Judgement and Decision Making	3112
University professors and lecturers	3,220	\$20.00	\$41.03	\$60.00	Social	Speaking, Reading Comprehension, Instructing	4011
Banking, credit and other investment managers	3,110	\$25.64	\$43.27	\$65.56	Enterprising	Speaking, Critical Thinking, Active Listening	0122
Managers in health care	3,060	\$20.00	\$41.21	\$54.09	Enterprising	Speaking, Critical Thinking, Coordination	0311
Specialist physicians	3,040	–	–	–	Investigative	Critical Thinking, Active Listening, Reading Comprehension	3111
Business development officers and marketing researchers and consultants	2,970	\$20.00	\$32.05	\$48.08	Enterprising	Reading Comprehension, Writing, Active Listening	4163
Advertising, marketing and public relations managers	2,880	\$20.13	\$40.87	\$62.50	Enterprising	Speaking, Active Listening, Social Perceptiveness	0124
Human resources professionals	2,780	\$21.00	\$38.07	\$64.10	Social, Enterprising, Conventional	Active Listening, Speaking, Reading Comprehension	1121
Social workers	2,760	\$19.00	\$34.15	\$42.07	Social	Active Listening, Social Perceptiveness, Speaking	4152
Musicians and singers	2,640	\$12.65	\$27.00	\$34.71	Artistic	Speaking, Active Listening, Social Perceptiveness	5133

TABLE 5.2-2 | HIGH OPPORTUNITY OCCUPATIONS | B.C. | 2019-2029 (continued...)

Occupation Title	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019 - 2029	2018	2018	2018			
<b>A degree is the typical education background (continued)</b>							
Other instructors	2,600	\$12.65	\$20.00	\$34.36	Social	Speaking, Active Listening, Reading Comprehension	4216
Other administrative services managers	2,530	\$23.98	\$32.00	\$64.90	Enterprising	Speaking, Reading Comprehension, Active Listening	0114
Family, marriage and other related counsellors	2,480	\$17.85	\$25.00	\$39.66	Social	Active Listening, Social Perceptiveness, Speaking	4153
Producers, directors, choreographers and related occupations	2,390	\$14.50	\$28.85	\$55.29	Artistic	Active Listening, Reading Comprehension, Speaking	5131
Senior managers - health, education, social and community services and membership organizations	2,380	\$21.76	\$45.96	\$88.00	Enterprising	Speaking, Active Listening, Reading Comprehension	0014
Insurance, real estate and financial brokerage managers	2,370	\$21.54	\$38.46	\$56.59	Enterprising	Speaking, Critical Thinking, Active Listening	0121
Human resources managers	2,360	\$21.79	\$38.46	\$62.50	Enterprising	Speaking, Active Listening, Reading Comprehension	0112
Managers in social, community and correctional services	2,360	\$25.24	\$37.26	\$62.50	Enterprising	Speaking, Active Listening, Critical Thinking	0423
Electrical and electronics engineers	2,020	\$27.50	\$36.92	\$50.00	Investigative, Realistic	Critical Thinking, Reading Comprehension, Active Listening	2133
Web designers and developers	1,960	\$15.00	\$26.32	\$47.69	Artistic, Investigative, Conventional	Critical Thinking, Active Listening, Reading Comprehension	2175
Physiotherapists	1,850	\$20.00	\$38.00	\$47.00	Social	Reading Comprehension, Speaking, Critical Thinking	3142
School principals and administrators of elementary and secondary education	1,850	\$24.48	\$42.31	\$55.29	Enterprising	Speaking, Active Listening, Reading Comprehension	0422

TABLE 5.2-2 | HIGH OPPORTUNITY OCCUPATIONS | B.C. | 2019-2029 (continued...)

Occupation Title	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019 - 2029	2018	2018	2018			
<b>A degree is the typical education background (continued)</b>							
Mechanical engineers	1,850	\$20.51	\$42.31	\$57.69	Investigative, Realistic	Critical Thinking, Reading Comprehension, Active Listening	2132
Nursing co-ordinators and supervisors	1,790	\$22.68	\$41.54	\$48.50	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3011
Dentists	1,620	\$26,641*	\$104,055*	\$214,663*	Investigative, Realistic	Critical Thinking, Speaking, Active Listening	3113
Purchasing managers	1,370	\$22.29	\$41.37	\$70.22	Enterprising	Speaking, Active Listening, Reading Comprehension	0113
Administrators - post-secondary education and vocational training	1,360	\$12.65	\$41.35	\$69.23	Enterprising	Speaking, Active Listening, Reading Comprehension	0421
Architects	1,350	\$23.75	\$30.29	\$41.03	Artistic	Critical Thinking, Speaking, Reading Comprehension	2151
Engineering managers	1,330	\$38.46	\$54.00	\$72.31	Enterprising	Reading Comprehension, Critical Thinking, Active Listening	0211
Natural and applied science policy researchers, consultants and program officers	1,240	\$23.00	\$42.86	\$60.77	Investigative, Enterprising, Realistic	Reading Comprehension, Active Listening, Speaking	4161
Educational counsellors	1,090	\$20.00	\$32.69	\$50.00	Social	Active Listening, Speaking, Reading Comprehension	4033
Senior government managers and officials	1,070	–	–	–	Enterprising	Speaking, Critical Thinking, Active Listening	0012
Computer engineers (except software engineers and designers)	1,020	\$19.00	\$47.69	\$64.78	Realistic, Investigative	Critical Thinking, Reading Comprehension, Active Listening	2147
Psychologists	1,000	\$12.65	\$34.37	\$56.95	Investigative	Active Listening, Reading Comprehension, Social Perceptiveness	4151

TABLE 5.2-2 | HIGH OPPORTUNITY OCCUPATIONS | B.C. | 2019-2029 (continued...)

Occupation Title	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019 - 2029	2018	2018	2018			
<b>A degree is the typical education background (continued)</b>							
Occupational therapists	950	\$24.04	\$39.00	\$49.72	Social, Investigative	Active Listening, Speaking, Reading Comprehension	3143
Managers - publishing, motion pictures, broadcasting and performing arts	870	\$12.65	\$27.04	\$55.96	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0512
Dietitians and nutritionists	820	\$16.15	\$36.87	\$40.20	Investigative, Social	Reading Comprehension, Monitoring, Speaking	3132
Veterinarians	760	\$35,894*	\$85,140*	\$141,503*	Investigative	Science, Reading Comprehension, Critical Thinking	3114
Geoscientists and oceanographers	750	\$21.63	\$38.46	\$65.56	Investigative	Critical Thinking, Reading Comprehension, Science	2113
Allied primary health practitioners	720	\$24.83	\$45.77	\$53.41	Social	Active Listening, Critical Thinking, Speaking	3124
Other professional occupations in therapy and assessment	700	\$18.00	\$24.00	\$43.00	Social, Investigative	Active Listening, Speaking, Reading Comprehension	3144
Architecture and science managers	620	\$21.43	\$43.81	\$86.46	Enterprising	Reading Comprehension, Critical Thinking, Active Listening	0212
Chiropractors	550	\$26,641*	\$53,032*	\$118,501*	Social	Active Listening, Speaking, Monitoring	3122
Audiologists and speech-language pathologists	510	\$21.36	\$37.28	\$47.11	Social, Investigative	Active Listening, Reading Comprehension, Speaking	3141
Geological engineers	400	\$29.23	\$35.00	\$48.08	Realistic, Investigative	Reading Comprehension, Critical Thinking, Complex Problem Solving	2144
Information systems testing technicians	400	\$13.50	\$32.00	\$38.46	Investigative, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2283

**TABLE 5.2-2 | HIGH OPPORTUNITY OCCUPATIONS | B.C. | 2019-2029 (continued...)**

Occupation Title	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019 - 2029	2018	2018	2018			
<b>A degree is the typical education background (continued)</b>							
Medical sonographers	340	\$30.91	\$37.61	\$51.26	Realistic, Social	Active Listening, Reading Comprehension, Speaking	3216
Optometrists	340	\$26,641*	\$73,717*	\$135,876*	Investigative, Social, Realistic	Active Listening, Critical Thinking, Speaking	3121
Other professional occupations in health diagnosing and treating	260	\$26,641*	\$55,235*	\$105,319*	Social, Investigative	Active Listening, Critical Thinking, Speaking	3125
Library, archive, museum and art gallery managers	260	\$14.86	\$31.01	\$59.13	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0511
Mathematicians, statisticians and actuaries	260	\$24.59	\$39.07	\$71.79	Investigative, Conventional	Mathematics, Critical Thinking, Reading Comprehension	2161
Landscape architects	190	\$12.65	\$32.19	\$63.48	Artistic, Investigative	Active Listening, Reading Comprehension, Coordination	2152
Physicists and astronomers	130	\$29.77	\$52.23	\$75.29	Investigative	Science, Critical Thinking, Mathematics	2111
Petroleum engineers	90	–	–	–	Investigative	Reading Comprehension, Critical Thinking, Speaking	2145

TABLE 5.2-2 | HIGH OPPORTUNITY OCCUPATIONS | B.C. | 2019-2029 (continued...)

Occupation Title	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019 - 2029	2018	2018	2018			
<b>A degree is the typical education background but diploma/certificate is a possible alternative</b>							
Corporate sales managers	4,440	\$17.79	\$35.58	\$55.29	Enterprising	Speaking, Active Listening, Persuasion	0601
Technical sales specialists - wholesale trade	4,040	\$13.27	\$23.50	\$42.97	Enterprising	Speaking, Active Listening, Persuasion	6221
Senior managers - construction, transportation, production and utilities	3,770	\$12.65	\$49.32	\$154.74	Enterprising	Speaking, Critical Thinking, Active Listening	0016
Senior managers - trade, broadcasting and other services, n.e.c.	3,360	\$12.65	\$36.15	\$124.19	Enterprising	Speaking, Critical Thinking, Active Listening	0015
Accommodation service managers	2,360	\$15.00	\$25.00	\$37.98	Enterprising	Speaking, Active Listening, Reading Comprehension	0632
Other business services managers	2,130	\$18.46	\$38.46	\$52.75	Enterprising	Speaking, Reading Comprehension, Active Listening	0125
Executive assistants	2,050	\$17.81	\$25.71	\$36.81	Conventional	Active Listening, Reading Comprehension, Writing	1222
Recreation, sports and fitness program and service directors	1,200	\$12.65	\$25.37	\$51.89	Enterprising	Critical Thinking, Speaking, Active Listening	0513
Utilities managers	780	\$22.00	\$56.41	\$67.31	Enterprising	Critical Thinking, Speaking, Reading Comprehension	0912

**TABLE 5.2-2 | HIGH OPPORTUNITY OCCUPATIONS | B.C. | 2019-2029 (continued...)**

Occupation Title	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019 - 2029	2018	2018	2018			
<b>A diploma/certificate is the typical education background</b>							
Nurse aides, orderlies and patient service associates	17,890	\$16.40	\$21.00	\$26.70	Social	Service Orientation, Social Perceptiveness, Active Listening	3413
Home support workers, house-keepers and related occupations	6,610	\$14.00	\$18.00	\$24.05	Enterprising, Realistic, Conventional	Social Perceptiveness, Service Orientation, Active Listening	4412
Automotive service technicians, truck and bus mechanics and mechanical repairers	6,180	\$13.93	\$28.80	\$40.00	Realistic	Repairing, Troubleshooting, Critical Thinking	7321
Licensed practical nurses	4,290	\$22.00	\$27.32	\$29.32	Social	Service Orientation, Social Perceptiveness, Speaking	3233
Managers in agriculture	3,870	\$12.75	\$20.00	\$37.02	Realistic	Active Listening, Critical Thinking, Monitoring	0821
Police officers (except commissioned)	2,950	\$26.45	\$40.00	\$54.00	Enterprising	Active Listening, Critical Thinking, Speaking	4311
Computer network technicians	2,700	\$17.31	\$30.00	\$52.75	Realistic, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2281
Legal administrative assistants	2,310	\$15.38	\$24.29	\$32.00	Conventional	Reading Comprehension, Active Listening, Writing	1242
Massage therapists	2,300	\$12.65	\$22.50	\$47.00	Social	Active Listening, Speaking, Social Perceptiveness	3236
Dental assistants	2,040	\$18.00	\$24.50	\$28.13	Realistic, Conventional, Social	Active Listening, Speaking, Critical Thinking	3411
Other assisting occupations in support of health services	1,990	\$14.00	\$22.00	\$28.42	Realistic, Conventional	Active Listening, Speaking, Social Perceptiveness	3414
Medical administrative assistants	1,900	\$15.38	\$23.00	\$35.00	Conventional	Active Listening, Reading Comprehension, Writing	1243

**TABLE 5.2-2 | HIGH OPPORTUNITY OCCUPATIONS | B.C. | 2019-2029 (continued...)**

Occupation Title	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019 - 2029	2018	2018	2018			
<b>A diploma/certificate is the typical education background (continued)</b>							
Medical laboratory technicians and pathologists' assistants	1,650	\$20.50	\$23.00	\$32.00	Realistic, Conventional	Active Listening, Critical Thinking, Reading Comprehension	3212
Interior designers and interior decorators	1,580	\$15.40	\$22.00	\$37.18	Artistic	Active Listening, Critical Thinking, Reading Comprehension	5242
Firefighters	1,420	\$27.47	\$40.88	\$50.37	Realistic	Critical Thinking, Active Listening, Speaking	4312
Paramedical occupations	1,320	\$19.98	\$27.00	\$37.40	Social	Critical Thinking, Active Listening, Coordination	3234
Paralegal and related occupations	1,320	\$20.88	\$28.85	\$45.67	Conventional, Enterprising	Active Listening, Reading Comprehension, Speaking	4211
Dental hygienists and dental therapists	1,310	\$20.00	\$41.00	\$44.60	Realistic, Social, Conventional	Speaking, Active Listening, Critical Thinking	3222
Medical radiation technologists	1,110	\$29.00	\$35.00	\$40.80	Realistic, Social	Active Listening, Reading Comprehension, Speaking	3215
Animal health technologists and veterinary technicians	600	\$13.00	\$16.00	\$26.27	Realistic	Active Listening, Critical Thinking, Reading Comprehension	3213
Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	570	\$28.85	\$33.00	\$35.41	Social	Active Listening, Speaking, Monitoring	3214
Fire chiefs and senior firefighting officers	300	\$34.50	\$57.87	\$79.55	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0432
Health information management occupations	300	\$21.35	\$32.04	\$44.37	Conventional	Reading Comprehension, Active Listening, Speaking	1252



**TABLE 5.2-2 | HIGH OPPORTUNITY OCCUPATIONS | B.C. | 2019-2029 (continued...)**

Occupation Title	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019 - 2029	2018	2018	2018			
<b>A diploma/certificate is the typical education background but degree is a possible alternative</b>							
Administrative officers	16,320	\$14.50	\$24.00	\$35.10	Conventional	Active Listening, Reading Comprehension, Writing	1221
Social and community service workers	11,020	\$15.85	\$20.00	\$29.00	Social, Conventional	Speaking, Active Listening, Social Perceptiveness	4212
Accounting technicians and bookkeepers	9,440	\$14.00	\$20.07	\$32.50	Conventional	Mathematics, Active Listening, Reading Comprehension	1311
Construction managers	7,300	\$20.00	\$36.25	\$57.69	Enterprising	Active Listening, Critical Thinking, Speaking	0711
Manufacturing managers	3,830	\$19.00	\$38.46	\$61.54	Enterprising, Conventional	Critical Thinking, Reading Comprehension, Speaking	0911
Property administrators	3,800	\$12.65	\$21.20	\$41.83	Enterprising	Speaking, Active Listening, Reading Comprehension	1224
Insurance agents and brokers	2,700	\$14.00	\$21.79	\$36.26	Enterprising, Conventional	Active Listening, Reading Comprehension, Speaking	6231
Retail and wholesale buyers	1,700	\$13.00	\$24.04	\$34.62	Enterprising, Conventional	Speaking, Critical Thinking, Active Listening	6222
Medical laboratory technologists	1,520	\$12.65	\$33.33	\$37.00	Investigative, Realistic	Active Listening, Reading Comprehension, Critical Thinking	3211
Photographers	1,150	–	–	–	Artistic	Active Listening, Speaking, Social Perceptiveness	5221
Practitioners of natural healing	1,140	–	–	–	Social	Active Listening, Speaking, Critical Thinking	3232

**TABLE 5.2-2 | HIGH OPPORTUNITY OCCUPATIONS | B.C. | 2019-2029 (continued...)**

Occupation Title	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019 - 2029	2018	2018	2018			
A diploma/certificate is the typical education background but high school education with experience or on-the-job training is a possible alternative							
Managers in transportation	2,680	–	–	–	Enterprising	Critical Thinking, Speaking, Monitoring	0731
Retail and wholesale trade managers	19,710	\$15.00	\$28.85	\$57.69	Enterprising	Speaking, Active Listening, Monitoring	0621
Bus drivers, subway operators and other transit operators	4,710	\$18.00	\$26.00	\$31.82	Realistic	Active Listening, Operation and Control, Speaking	7512
Facility operation and maintenance managers	4,660	\$19.00	\$35.00	\$51.66	Enterprising	Speaking, Critical Thinking, Active Listening	0714
Home building and renovation managers	3,740	\$12.65	\$19.54	\$44.00	Enterprising	Active Listening, Critical Thinking, Speaking	0712
Supervisors, supply chain, tracking and scheduling co-ordination occupations	2,420	\$15.00	\$24.70	\$36.22	Conventional, Enterprising	Speaking, Active Listening, Reading Comprehension	1215
Managers in customer and personal services, n.e.c.	1,750	\$15.33	\$24.48	\$48.08	Enterprising	Critical Thinking, Speaking, Active Listening	0651

**TABLE 5.2-2 | HIGH OPPORTUNITY OCCUPATIONS | B.C. | 2019-2029 (continued...)**

Occupation Title	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019 - 2029	2018	2018	2018			
<b>High school is the typical education background, but diploma/certificate is a possible alternative</b>							
Janitors, caretakers and building superintendents	12,790	\$12.65	\$17.87	\$27.00	Realistic	Active Listening, Critical Thinking, Coordination	6733
Food and beverage servers	9,820	\$12.65	\$14.00	\$20.00	Social	Active Listening, Service Orientation, Speaking	6513
Restaurant and food service managers	9,520	\$13.19	\$21.63	\$40.00	Enterprising	Service Orientation, Monitoring, Management of Personnel Resource	0631
Retail sales supervisors	3,090	\$12.65	\$19.20	\$33.65	Enterprising	Active Listening, Monitoring, Critical Thinking	6211
Taxi and limousine drivers and chauffeurs	2,860	\$12.65	\$15.38	\$25.00	Realistic	Active Listening, Speaking, Critical Thinking	7513
Food service supervisors	2,010	\$12.65	\$14.25	\$22.97	Realistic, Conventional	Active Listening, Service Orientation, Speaking	6311
Casino occupations	1,660	\$12.65	\$18.00	\$24.00	Conventional, Enterprising	Active Listening, Speaking, Monitoring	6533
Longshore workers	1,580	\$30.00	\$40.00	\$48.00	Realistic	Critical Thinking, Coordination, Speaking	7451
Letter carriers	1,130	\$19.78	\$25.00	\$32.00	Conventional, Realistic	Speaking, Active Listening, Time Management	1512

*Note: The wage rate refers to the Job Bank hourly wage rate (from Employment and Social Development Canada) which was updated in 2018, unless otherwise noted. For occupations with a "\*\*", the annual wage rate is provided as the hourly wage rate is not available. In some cases, no wage data is available; this is denoted by a "-".*

make the list more inclusive.

### 5.3 | Outlook by Occupational Interests

Being able to work in an occupation that fits with an individual's interests, what they are good at, and what they value most in their life contributes to success and happiness. There are many factors that can influence choice of occupation: occupational interest; knowledge; skills<sup>3</sup>; competencies<sup>4</sup>; abilities<sup>5</sup>; work values<sup>6</sup>; personal characteristics; salary; and, occupational outlook.

Key questions to ask include (1) what occupational options align with one's areas of occupational interests? and (2) what skills and competencies are required for the occupations in one's areas of interest?

#### Opportunities by Areas of Occupational Interest

Canada's National Occupational Classification (NOC) system organizes occupations according to the education and skills required as well as the characteristics of occupations (the type of work performed and the industry of employment). This way of grouping does not support job seekers who are searching for occupational opportunities based on their interests.

A new way of grouping occupations that focuses on the interests of job seekers rather than the characteristics of occupations is presented here. It uses the O\*NET's (Occupational Information Network) *occupational interest scores* – how descriptive and characteristic the occupation is for each of the work environments – to group 500 NOC occupations into six areas of occupational interest:

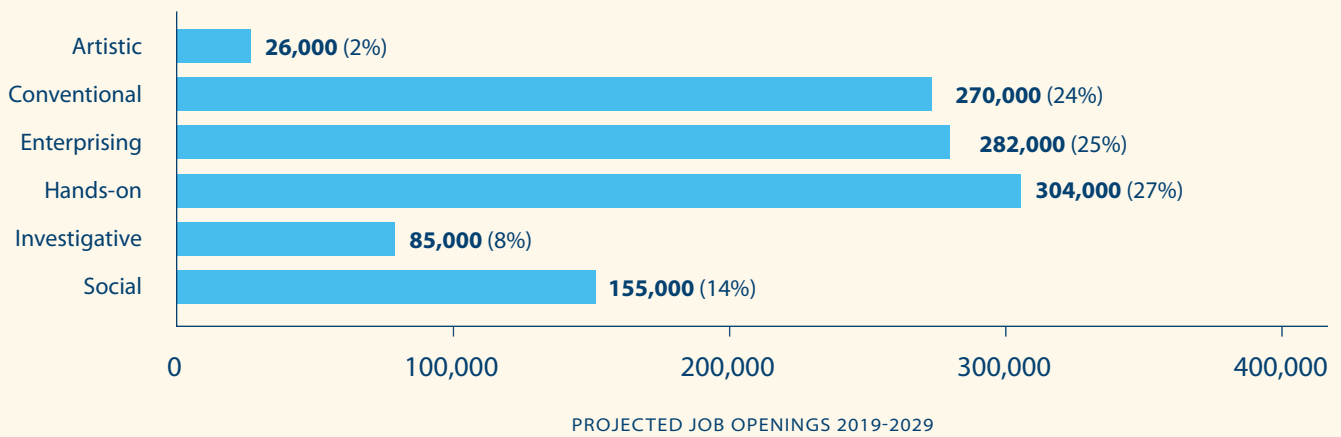
- 1 **Artistic occupations - Creators**  
Interested in design and self-expression
- 2 **Routinized or conventional occupations - Organizers**  
Prefer established rules and procedures
- 3 **Enterprising occupations - Persuaders**  
Interested in business and risk taking, leading people and making decisions
- 4 **Hands-on or realistic occupations - Doers**  
Prefer practical, hands-on problems and solutions
- 5 **Investigative occupations - Thinkers**  
Prefer thinking and working with ideas
- 6 **Social occupations - Helpers**  
Interested in working with and helping people

An occupation can be categorized into multiple areas of occupational interest. For example, registered nurses are both an investigative and social occupation, and civil engineers are both a realistic and an investigative occupation.

Hands-on occupations account for 304,000 job openings over the next 10 years in B.C. (Figure 5.3-1), followed by 282,000 job openings for enterprising occupations and 270,000 job openings for conventional occupations.

<sup>3</sup> "Skills" are the ability to perform tasks due to one's knowledge, learning or practice. <sup>4</sup> "Competencies" are the ability to apply skills and knowledge to perform complex tasks well and to adapt easily to the activities of a variety of jobs. <sup>5</sup> "Abilities" are a person's foundation qualities that influence job performance. <sup>6</sup> "Work values" are the aspects of work that are made up of specific personal, professional, ethical or emotional requirements that are important to a worker to achieve a sense of satisfaction from their job.

**FIGURE 5.3-1 | JOB OPENINGS BY AREAS OF OCCUPATIONAL INTEREST | B.C. | 2019-2029**



*Source:* The analysis was based on the U.S. Department of Labour, Employment and Training Administration's O\*NET database version 23.2, released in February 2019, [https://www.onetcenter.org/db\\_releases.html](https://www.onetcenter.org/db_releases.html) and the British Columbia Labour Market Outlook: 2019 Edition.

*Note:* Occupations may be categorized into multiple areas of interest.



As shown in Figure 5.3-2, most of the job openings in High Opportunity Occupations (HOO)<sup>7</sup> are enterprising (169,000 job openings). This is followed by conventional (119,000 job openings) and social (110,000 job openings).

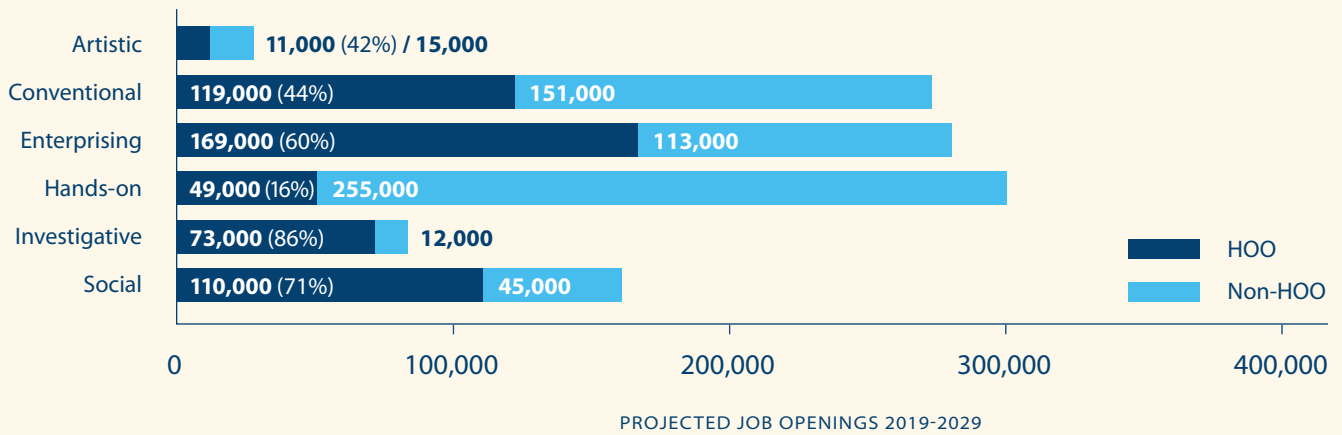
Compared to total job openings in each area of interest, 86% of job openings in investigative occupations (73,000 out of 85,000 job openings) are HOO, followed by 71% for social occupations (110,000 out of 155,000 job openings). Only 16% of job openings in hands-on occupations are HOO (49,000 out of 304,000 job openings).

As shown in Figure 5.3-3, most of the job openings that have high chance of being automated are hands-on occupations (118,500 job openings), followed by conventional occupations (48,900 job openings).

Compared to total job openings in each area of interest, 39% in hands-on occupations have a high chance of automation (118,500 out of 304,000 job openings). About 1 out of 5 job openings (18%) in conventional occupations have a high chance of being automated (48,900 out of 270,000 job openings).

<sup>7</sup> A High Opportunity Occupation refers to an occupation which, compared to other occupations, is expected to experience higher demand and typically offer higher pay.

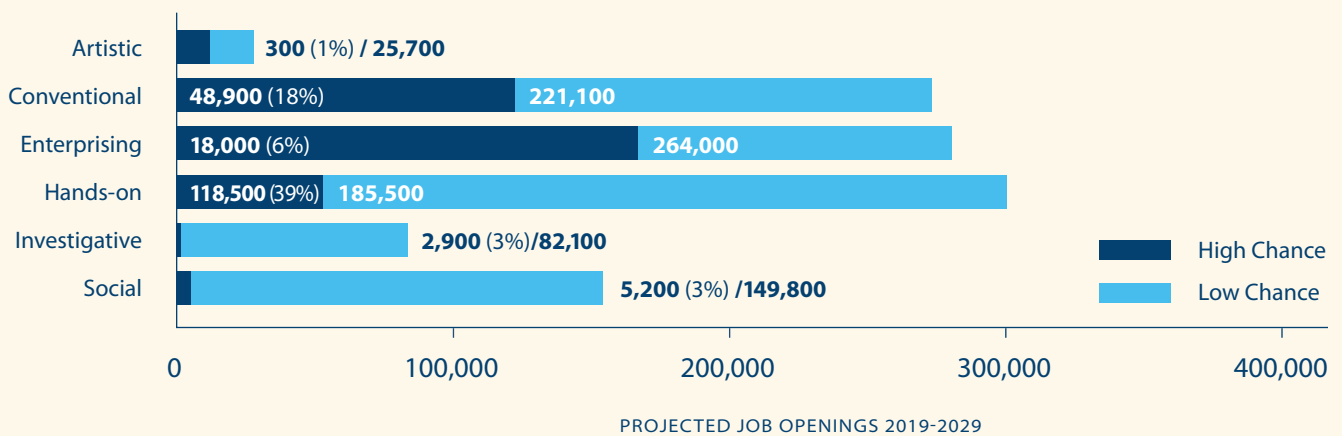
**FIGURE 5.3-2 | HIGH OPPORTUNITY OCCUPATIONS (HOO) BY AREAS OF OCCUPATIONAL INTEREST | B.C. | 2019-2029**



*Source:* The analysis was based on the U.S. Department of Labour, Employment and Training Administration's O\*NET database version 23.2, released in February 2019, [https://www.onetcenter.org/db\\_releases.html](https://www.onetcenter.org/db_releases.html) and the British Columbia Labour Market Outlook: 2019 Edition.

**Note 1:** Occupations may be categorized into multiple areas of interest. **Note 2:** Percentages are the share of High Occupation Opportunity to total job openings in each area of occupational interest.

**FIGURE 5.3-3 | HIGH CHANCE OF AUTOMATION BY AREAS OF OCCUPATIONAL INTEREST | B.C. | 2019-2029**



*Source:* The analysis was based on the U.S. Department of Labour, Employment and Training Administration's O\*NET database version 23.2, released in February 2019, [https://www.onetcenter.org/db\\_releases.html](https://www.onetcenter.org/db_releases.html) and the British Columbia Labour Market Outlook: 2019 Edition.

**Note 1:** Occupations may be categorized into multiple areas of interest. **Note 2:** Percentages are the share of job openings with high chance of automation to total job openings in each area of occupational interest.



## Demand for Skills and Competencies by Areas of Occupational Interest

*What are the required skills and competencies for the occupations in your areas of interest?*

There is a strong demand for **communication skills** – such as active listening, reading comprehension and speaking – as well as **critical thinking** for occupations in all the areas of occupational interest. **Social perceptiveness, complex problem solving, judgement & decision making, coordination, monitoring and time management** are also required to work in the occupations in most of the areas of occupational interest (please see definitions in Appendix 1).

To summarize:

- **Artistic occupations** – about 90% of job openings over the next 10 years require active listening skills, 73% reading comprehension and 68% critical thinking.
- **Conventional occupations** – about 78% of job openings over the next 10 years require active listening skills, 68% reading comprehension, 64% critical thinking and 48% speaking.

- **Enterprising occupations** – about 99% of job openings over the next 10 years require active listening skills, 97% speaking, and 82% critical thinking.
- **Hands-on occupations** – about 34% of job openings over the next 10 years require active listening skills, 31% critical thinking, and 26% speaking.
- **Investigative occupations** – all job openings over the next 10 years require reading comprehension, critical thinking and active listening skills, 92% complex problem solving and 83% judgement & decision making.
- **Social occupations** – about 93% of job openings over the next 10 years require speaking and active listening skills, 84% social perceptiveness, 73% critical thinking and 71% service orientation.

The following pages summarize key information for each occupational interest. More information on top required skills and competencies for each of the 500 occupations is available on the [WorkBC.ca](http://WorkBC.ca) website.

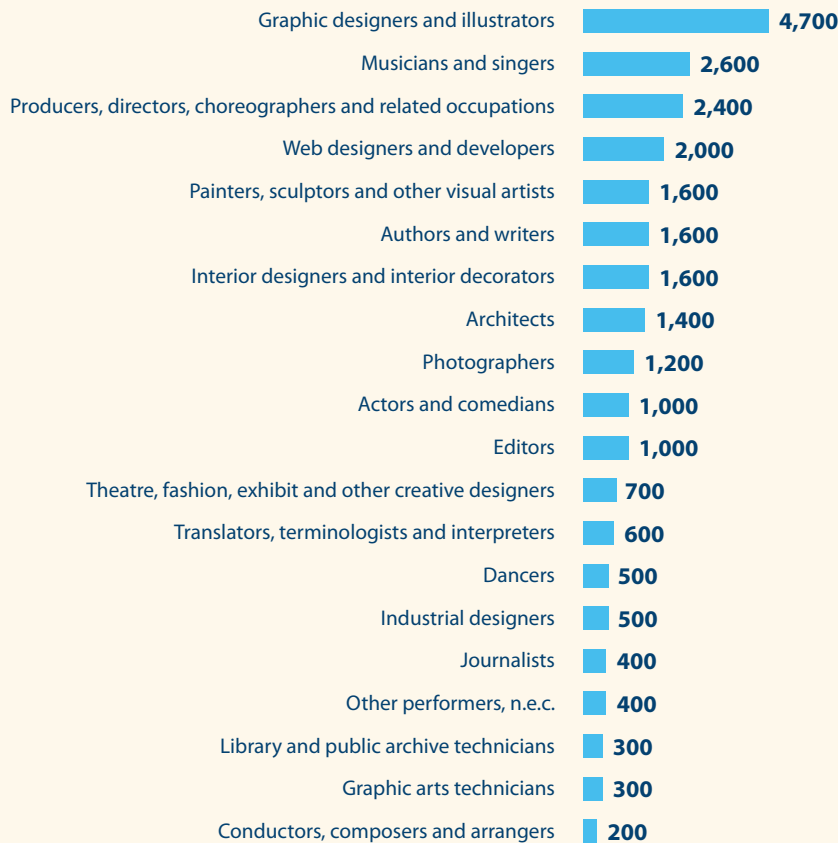
# Creators

## Artistic Occupations

- Work with forms, design and patterns
- Work without following a clear set of rules
- Requires imagination and creativity
- Occupational opportunities: 24 occupations
- Accounts for 2% of projected job openings over the next 10 years

### Top occupational opportunities

Top 20 artistic occupations with the most job openings from 2019 to 2029:



*Source: The analysis was based on the U.S. Department of Labour, Employment and Training Administration's O\*NET database version 23.2, released in February 2019, [https://www.onetcenter.org/db\\_releases.html](https://www.onetcenter.org/db_releases.html) and the British Columbia Labour Market Outlook: 2019 Edition.*

*Note 1: "Top future demand for skills and competencies" indicates the share of projected job openings for each work-related skills and competencies identified as "very important" in descending order. 2. Occupations may be categorized into multiple areas of interest.*

### Top future demand for skills and competencies

Active Listening  
90%

Reading Comprehension  
73%

Critical Thinking  
68%

Speaking  
62%

Writing  
30%

Judgement and Decision Making  
21%

Complex Problem Solving  
21%

Coordination  
19%

Time Management  
15%

Active Learning  
13%



# Organizers

## Routinized or Conventional Occupations

- Work follows set procedures and routines
- Has a clear line of authority to follow
- Occupational opportunities: 135 occupations
- Accounts for 24% of projected job openings over the next 10 years

### Top occupational opportunities

Top 20 routinized or conventional occupations with the most job openings from 2019 to 2029:



**Source:** The analysis was based on the U.S. Department of Labour, Employment and Training Administration's O\*NET database version 23.2, released in February 2019, [https://www.onetcenter.org/db\\_releases.html](https://www.onetcenter.org/db_releases.html) and the British Columbia Labour Market Outlook: 2019 Edition.

**Note 1:** "Top future demand for skills and competencies" indicates the share of projected job openings for each work-related skills and competencies identified as "very important" in descending order. 2. Occupations may be categorized into multiple areas of interest.

### Top future demand for skills and competencies

Active Listening  
78%

Reading Comprehension  
68%

Critical Thinking  
64%

Speaking  
48%

Writing  
36%

Judgement and Decision Making  
22%

Complex Problem Solving  
20%

Coordination  
18%

Time Management  
17%

Active Learning  
17%

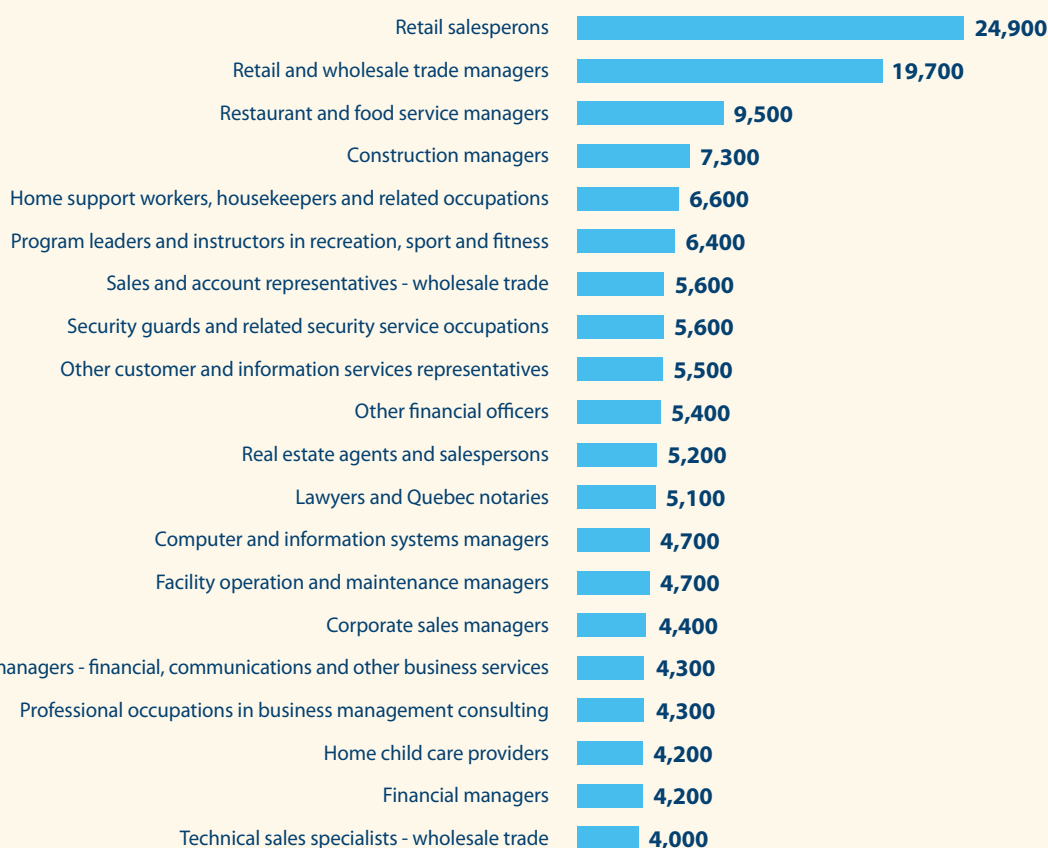
# Persuaders

## Enterprising Occupations

- > Work involves starting up and carrying out projects
- > Leading people and making decisions
- > Requires risk taking and often deals with business
- > Occupational opportunities: 142 occupations
- > Accounts for 25% of projected job openings over the next 10 years

### Top occupational opportunities

Top 20 enterprising occupations with the most job openings from 2019 to 2029:



**Source:** The analysis was based on the U.S. Department of Labour, Employment and Training Administration's O\*NET database version 23.2, released in February 2019, [https://www.onetcenter.org/db\\_releases.html](https://www.onetcenter.org/db_releases.html) and the British Columbia Labour Market Outlook: 2019 Edition.

**Note 1:** The "Top future demand for skills and competencies" chart indicates the share of projected job openings for each work-related skills and competencies identified as "very important" in descending order. **2.** Occupations may be categorized into multiple areas of interest.

### Top future demand for skills and competencies

Active Listening  
99%

Speaking  
97%

Critical Thinking  
82%

Reading Comprehension  
75%

Social Perceptiveness  
73%

Judgement and Decision Making  
68%

Monitoring  
63%

Coordination  
61%

Writing  
56%

Complex Problem Solving  
53%

Time Management  
53%

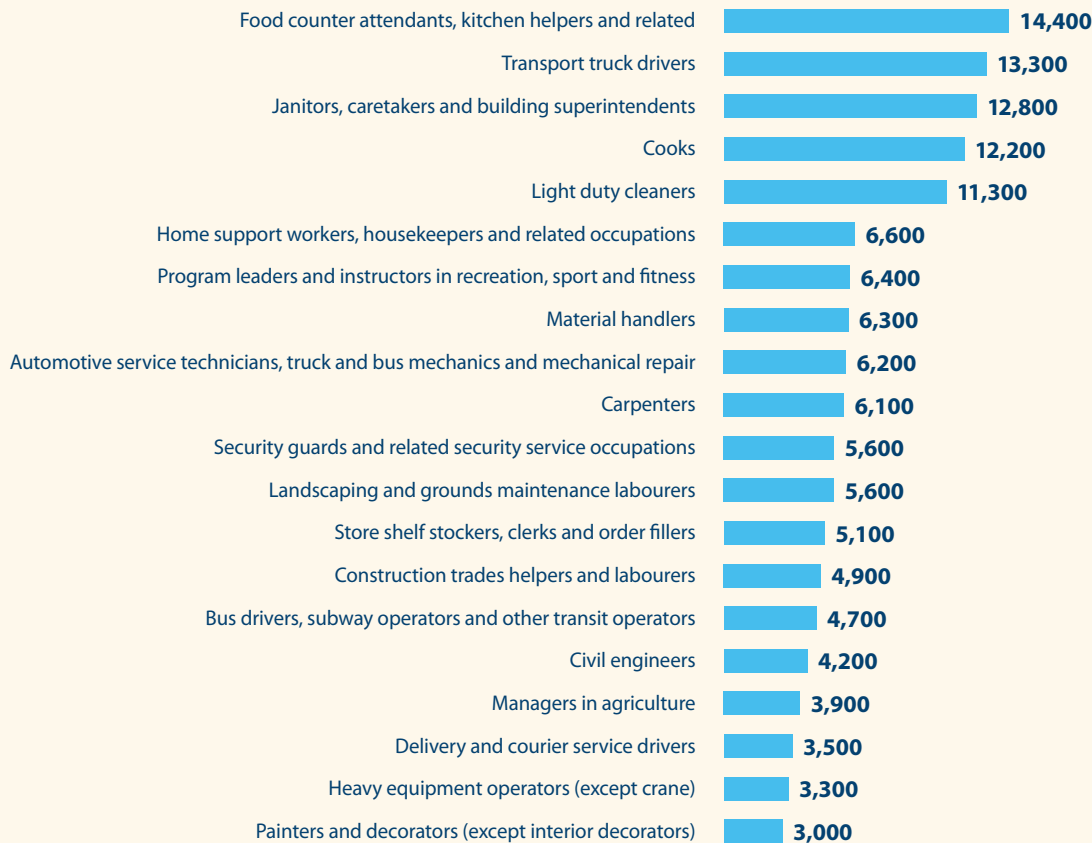
# Doers

## Hands-on or Realistic Occupations

- Work involves practical, hands-on problems and solutions
- Some occupations require working outside
- Requires imagination and creativity
- Occupational opportunities: 267 occupations
- Accounts for 27% of projected job openings over the next 10 years

### Top occupational opportunities

Top 20 hands-on or realistic occupations with the most job openings from 2019 to 2029:



**Source:** The analysis was based on the U.S. Department of Labour, Employment and Training Administration's O\*NET database version 23.2, released in February 2019, [https://www.onetcenter.org/db\\_releases.html](https://www.onetcenter.org/db_releases.html) and the British Columbia Labour Market Outlook: 2019 Edition.

**Note 1:** "Top future demand for skills and competencies" indicates the share of projected job openings for each work-related skills and competencies identified as "very important" in descending order. 2. Occupations may be categorized into multiple areas of interest.

### Top future demand for skills and competencies

Active Listening  
34%

Critical Thinking  
31%

Speaking  
26%

Monitoring  
15%

Reading Comprehension  
14%

Complex Problem Solving  
10%

Coordination  
9%

Time Management  
8%

Judgement and Decision Making  
7%

Operation Monitoring  
7%

Social Perceptiveness  
7%

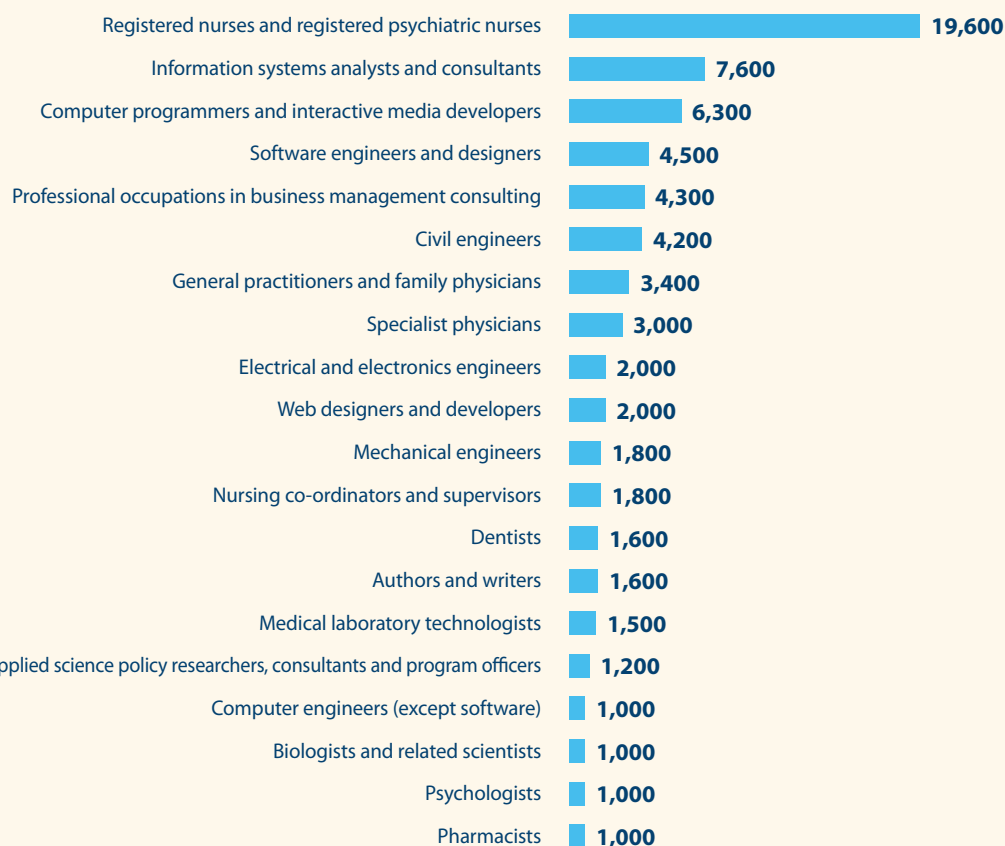
# Thinkers

## Investigative Occupations

- > Work involves ideas and requires an extensive amount of thinking
- > Work includes investigating, analyzing, evaluating and solving problems
- > Occupational opportunities: 58 occupations
- > Accounts for 8% of projected job openings over the next 10 years

### Top occupational opportunities

Top 20 investigative occupations with the most job openings from 2019 to 2029:



**Source:** The analysis was based on the U.S. Department of Labour, Employment and Training Administration's O\*NET database version 23.2, released in February 2019, [https://www.onetcenter.org/db\\_releases.html](https://www.onetcenter.org/db_releases.html) and the British Columbia Labour Market Outlook: 2019 Edition.

**Note 1:** The "Top future demand for skills and competencies" chart indicates the share of projected job openings for each work-related skills and competencies identified as "very important" in descending order. **2.** Occupations may be categorized into multiple areas of interest.

### Top future demand for skills and competencies

Active Listening  
100%

Reading Comprehension  
100%

Critical Thinking  
100%

Complex Problem Solving  
92%

Judgement and Decision Making  
83%

Speaking  
82%

Writing  
78%

Active Learning  
66%

Monitoring  
58%

Science  
45%

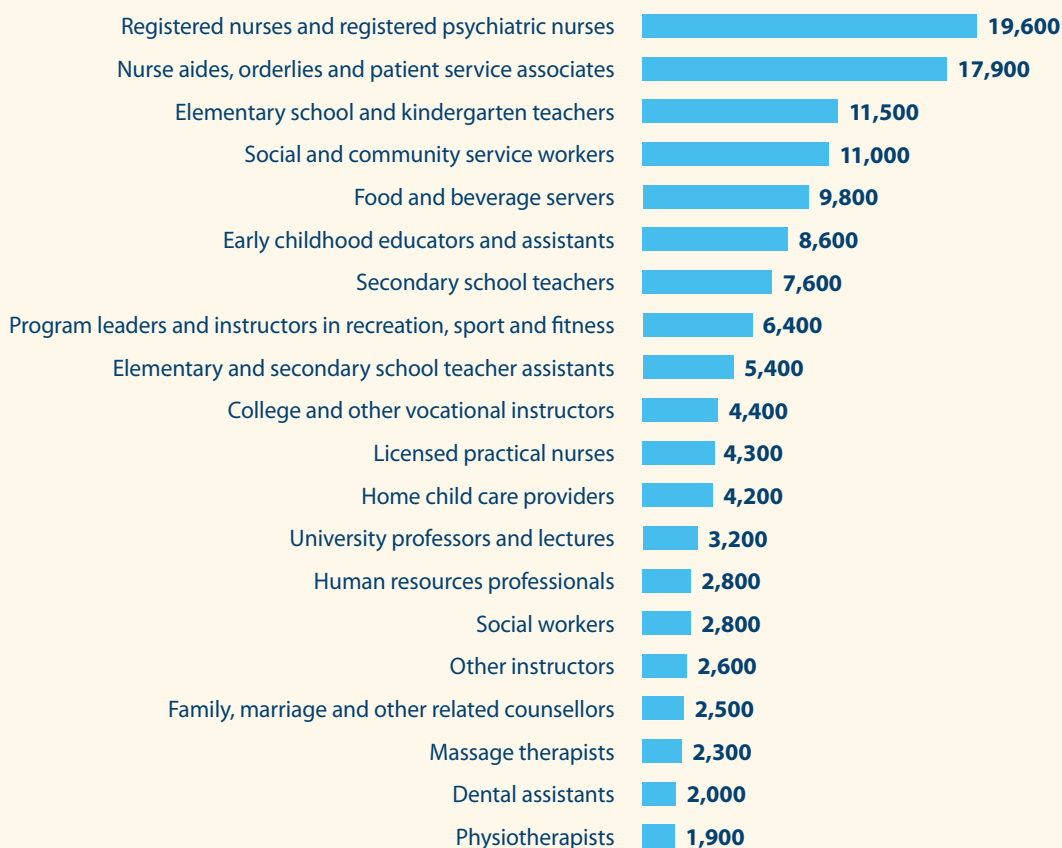
# Helpers

## Social Occupations

- Work emphasizes communication and working with people
- Work involves helping or providing service to others
- Occupational opportunities: 56 occupations
- Accounts for 14% of projected job openings over the next 10 years

### Top occupational opportunities

Top 20 social occupations with the most job openings from 2019 to 2029:



**Source:** The analysis was based on the U.S. Department of Labour, Employment and Training Administration's O\*NET database version 23.2, released in February 2019, [https://www.onetcenter.org/db\\_releases.html](https://www.onetcenter.org/db_releases.html) and the British Columbia Labour Market Outlook: 2019 Edition.

**Note 1:** "Top future demand for skills and competencies" indicates the share of projected job openings for each work-related skills and competencies identified as "very important" in descending order. 2. Occupations may be categorized into multiple areas of interest.

### Top future demand for skills and competencies

Active Listening  
93%

Speaking  
93%

Social Perceptiveness  
84%

Critical Thinking  
73%

Service Orientation  
71%

Monitoring  
70%

Reading Comprehension  
65%

Coordination  
56%

Judgement and Decision Making  
55%

Writing  
52%

## 5.4 | Outlook by Skills and Competencies

Technological advancements such as artificial intelligence, robotics and automation, along with demographic and socio-economic shifts change the way people work and the skills needed for the current and future workforce.

### Future Demand for Skills and Competencies

#### *What skills and competencies will be needed for the future job openings in B.C.?*

Understanding the skills<sup>8</sup> and competencies<sup>9</sup> that are necessary for the future job openings is crucial for job seekers and workers in building up new skills and competencies as well as upgrading the levels of proficiency in their existing ones to maximize their employment opportunities and be successful in the workforce, both now and in the future.

Figure 5.4-1 presents the skills and competencies necessary for the future job openings over the next 10 years from 2019 to 2029 in B.C.<sup>10</sup>

**Communications skills**, such as active listening, speaking, reading comprehension and writing, as well as **critical thinking** are top skills in demand for future job openings in B.C. Active listening is a skill required in about 7 out of 10 job openings, with 65 percent requiring speaking skills, 56 percent requiring reading comprehension skills, 55 percent requiring critical thinking skills, and 37% requiring writing skills.

The top 5 competencies are **social perceptiveness, judgement and decision making, complex problem solving, coordination, and service orientation**.

Almost 4 out of 10 future job openings will require social perceptiveness, 38 percent judgement and decision making, 33 percent complex problem solving, 32 percent coordination and 25 percent service orientation.

### Occupational Opportunities by Skills and Competencies

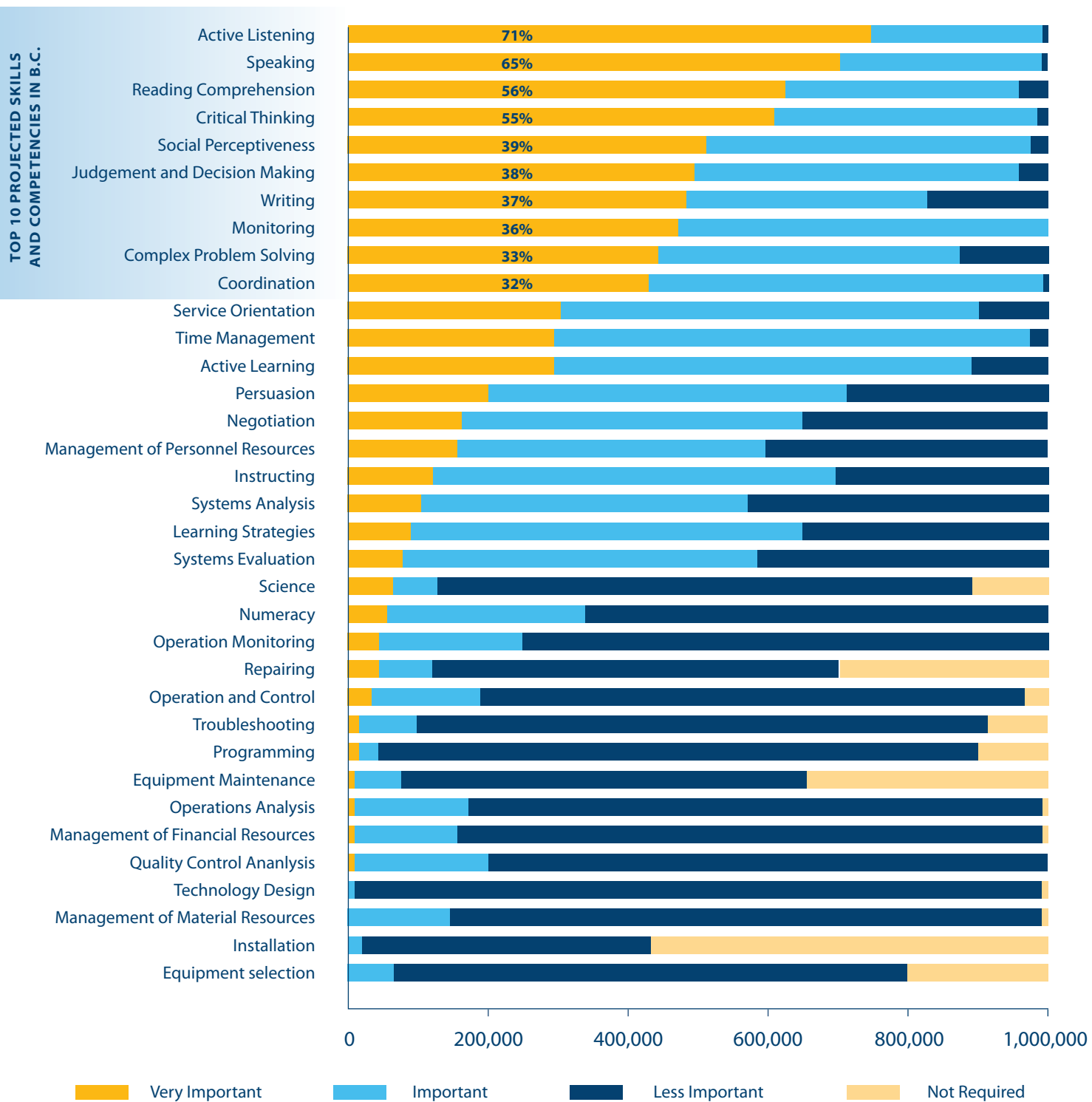
#### *What occupational opportunities align with job seekers' or workers' strengths?*

It is important to be able to work in occupations that fit with one's interests, and that uses one's strengths. This section provides additional information on top occupational opportunities by skills and competencies for job seekers and workers when making career decisions.

The top 3 occupational opportunities for each of the 35 work-related skills and competencies are summarized in Table 5.4-1 (please see Appendix 7 for more detailed occupational opportunities).

<sup>8</sup> "Skills" are the ability to perform tasks due to one's knowledge, learning or practice. <sup>9</sup> "Competencies" are the ability to apply skills and knowledge to perform complex tasks well and to adapt easily to the activities of a variety of jobs. See Appendix 1 for additional definitions. <sup>10</sup> Future demand for skills and competencies is estimated by linking B.C.'s projected job openings to the U.S. Labour Department dataset called O\*NET (Occupational Network Information, version 23.2 released in February 2019).

FIGURE 5.4-1 | PROJECTED DEMAND FOR SKILLS AND COMPETENCIES | B.C. | 2019-2029



Source: The analysis was based on the U.S. Department of labor, Employment and Training Administration's O\*NET database version 23.2, released in February 2019, [https://www.onetcenter.org/db\\_releases.html](https://www.onetcenter.org/db_releases.html)

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

**TABLE 5.4-1 | TOP THREE OCCUPATIONAL OPPORTUNITIES BY SKILLS AND COMPETENCIES**

Skills & Competencies	Top 3 Occupational Opportunities		
Active Learning	Nursing co-ordinators and supervisors	Registered nurses and registered psychiatric nurses	Psychologists
Active Listening	Lawyers and Quebec notaries	Psychologists	Judges
Complex Problem Solving	Legislators	Judges	Psychologists
Coordination	Managers in health care	Supervisors, finance and insurance office workers	Supervisors, mail and message distribution occupations
Critical Thinking	Judges	Specialist physicians	Psychologists
Equipment Maintenance	Heavy-duty equipment mechanics	Machine fitters	Aircraft mechanics and aircraft inspectors
Equipment Selection	Underground mine service and support workers	Mine labourers	Oil and gas drilling, servicing and related labourers
Installation	Electricians (except industrial and power system)	Industrial electricians	Heating, refrigeration and air conditioning mechanics
Instructing	Elementary school and kindergarten teachers	Secondary school teachers	University professors and lecturers
Judgement and Decision Making	Judges	Legislators	General practitioners and family physicians
Learning Strategies	Elementary school and kindergarten teachers	Secondary school teachers	College and other vocational instructors
Management of Financial Resources	Financial managers	Construction managers	Home building and renovation managers
Management of Material Resources	Supervisors, mineral and metal processing	Home building and renovation managers	Senior managers - financial, communications and other business services
Management of Personnel Resources	Supervisors, mineral and metal processing	Supervisors, petroleum, gas and chemical processing and utilities	Supervisors, food and beverage processing
Monitoring	Supervisors, finance and insurance office workers	Supervisors, mail and message distribution occupations	Dietitians and nutritionists
Negotiation	Lawyers and Quebec notaries	Health policy researchers, consultants and program officers	Corporate sales managers
Numeracy	Mathematicians, statisticians and actuaries	Physicists and astronomers	Geological engineers
Operation and Control	Logging machinery operators	Air pilots, flight engineers and flying instructors	Heavy equipment operators (except crane)
Operation Monitoring	Central control and process operators, petroleum, gas and chemical processing	Water transport deck and engine room crew	Boat and cable ferry operators and related occupations
Operation Analysis	Architects	Landscape architects	Geological engineers



**TABLE 5.4-1** | TOP THREE OCCUPATIONAL OPPORTUNITIES BY SKILLS AND COMPETENCIES *Continued*

Skills & Competencies		Top 3 Occupational Opportunities	
Persuasion	Lawyers and Quebec notaries	Corporate sales managers	Technical sales specialists - wholesale trade
Programming	Pulping, papermaking and coating control operators	Computer programmers and interactive media developers	Database analysts and data administrators
Quality Control Analysis	Agricultural and fish products inspectors	Aircraft mechanics and aircraft inspectors	Heating, refrigeration and air conditioning mechanics
Reading Comprehension	Journalists	Editors	Psychologists
Repairing	Heavy-duty equipment mechanics	Machine fitters	Aircraft mechanics and aircraft inspectors
Science	Physicists and astronomers	Veterinarians	Chemists
Service orientation	Licensed practical nurses	Nurse aides, orderlies and patient service associates	Instructors of persons with disabilities
Social Perceptiveness	Psychologists	Social workers	Family, marriage and other related counsellors
Speaking	Announcers and other broadcasters	Lawyers and Quebec notaries	Professional occupations in religion
Systems Analysis	Legislators	Geological engineers	Telecommunication carriers managers
Systems Evaluation	Legislators	Telecommunication carriers managers	Computer and information systems managers
Technology Design	Aerospace engineers	Mechanical engineers	Other professional engineers, n.e.c.
Time Management	Licensed practical nurses	Managers in health care	Supervisors, mineral and metal processing
Troubleshooting	Aircraft mechanics and aircraft inspectors	Machine fitters	Heavy-duty equipment mechanics
Writing	Editors	Authors and writers	Journalists

*Source:* The analysis was based on the U.S. Department of Labour, Employment and Training Administration's O\*NET database version 23.2, released in February 2019, [https://www.onetcenter.org/db\\_releases.html](https://www.onetcenter.org/db_releases.html)

*Note* n.e.c. = not elsewhere classified.

## 6 | Labour Supply Outlook

Every year, additional workers enter the B.C. labour market. The supply composition model helps determine what additional sources of workers will supply the B.C.'s labour market over the 10-year forecast period. Sources of new workers include: young people starting work; net in-migration; and, people re-entering the labour market.

Approximately 55 percent of additional workers will be young people entering the labour market after finishing high school or graduating from post-secondary education. A portion of these young workers will gain certification through public post-secondary institutions, while others will be trained in private institutions or other training organizations.

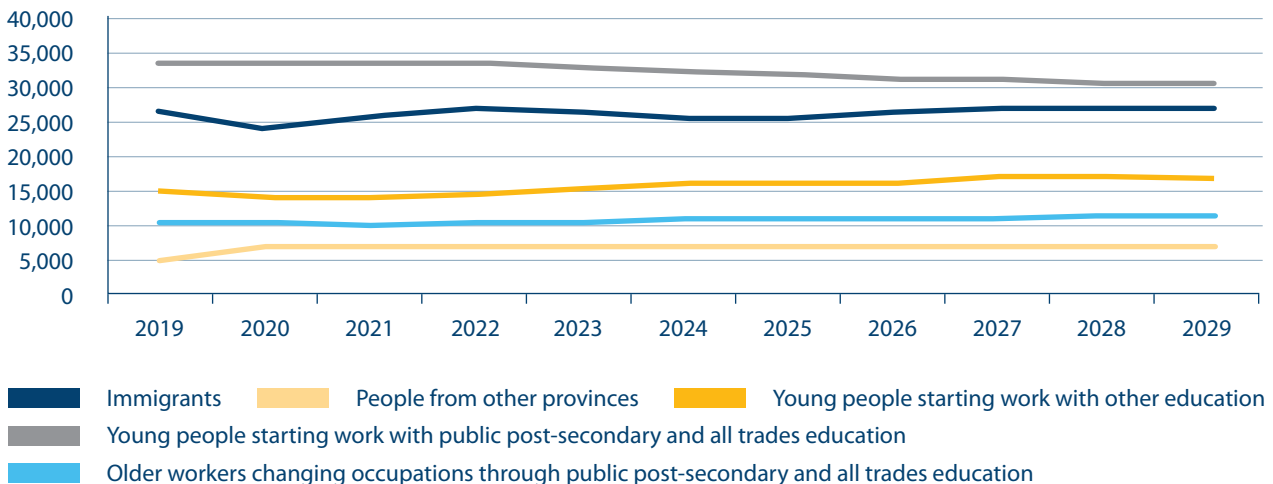
Young workers graduating from public post-secondary education are forecast to decline on average 0.8 percent in each of the next 10 years, due to the decline in B.C.'s younger population. In the first half of the forecast, the effect of the shrinking younger population is absorbed by a higher share of students in post-secondary education institutions. However,

in the second half of the forecast, the effect of the lower youth population accounts for an actual drop in additional young workers graduating from post-secondary education.

With more job openings than local applicants, B.C. employers will need to attract approximately 39 percent of future employees from other provinces and territories and from other countries. In the supply composition model, the fastest growing supply stream are people from other provinces, forecast to grow on average 4.5 percent per year over the next 10 years.

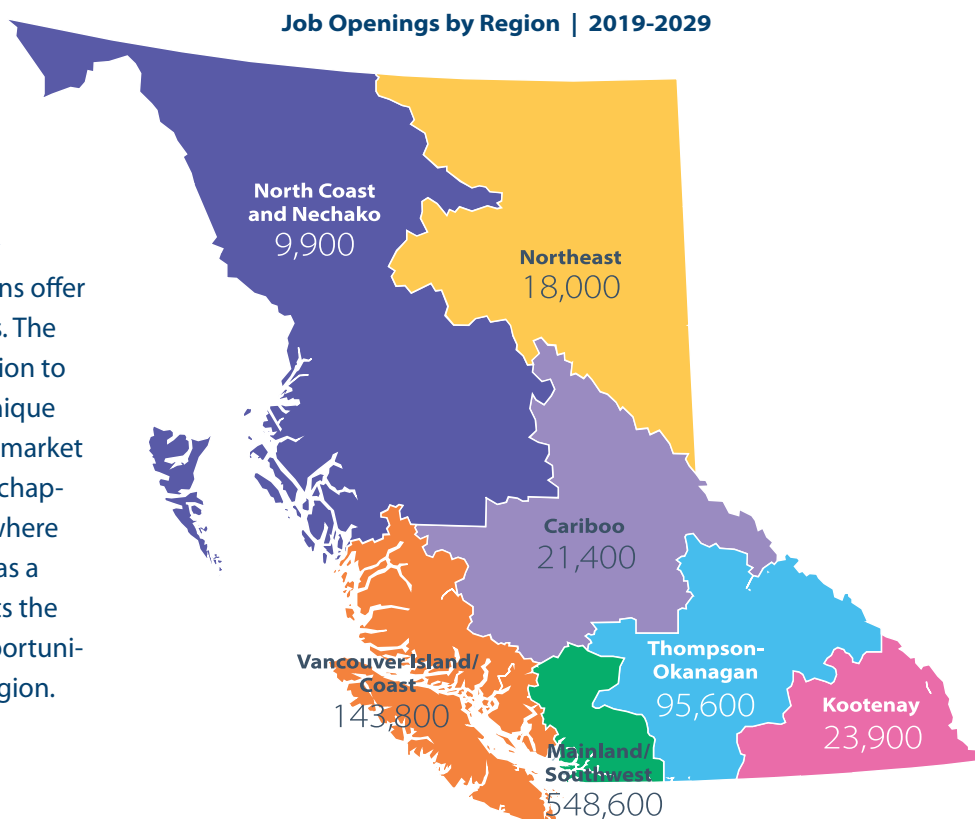
The remaining additional supply will come from people re-entering the labour market, for reasons such as a change in occupation or changes in economic prospects that pull them back into the labour market. This group includes workers who leave their jobs to pursue an education later in life (aged 30+), and those who change occupations based on skills gained through experience, promotion or short-term training.

**FIGURE 6-1** | SOURCES OF LABOUR SUPPLY ADDITIONS | B.C. | 2019-2029 | ANNUAL



## 7 | Regional Outlook

B.C. and its 7 economic regions offer a variety of job opportunities. The opportunities differ from region to region as each area has its unique economy and unique labour market conditions. In the preceding chapters, the report highlighted where the opportunities lie for B.C. as a whole. This chapter highlights the industry and occupation opportunities within each economic region.



**TABLE 7-1 | EMPLOYMENT AND JOB OPENINGS BY DEVELOPMENT REGION**

Region	Employment	10-year Employment Growth Rate	Job Openings 2019-2029		
	2019		2019 - 2029	Expansion	Replacement
Vancouver Island/Coast	402,000	0.9%	37,600	106,200	143,800
Mainland/Southwest	1,623,000	1.0%	177,300	371,300	548,600
Thompson-Okanagan	260,000	1.0%	27,300	68,300	95,600
Kootenay	72,000	0.7%	4,900	19,000	23,900
Cariboo	82,000	0.7%	5,200	16,200	21,400
Northeast	39,000	2.1%	9,500	8,400	18,000
North Coast and Nechako	44,000	0.3%	1,100	8,800	9,900
<b>British Columbia</b>	<b>2,521,000</b>	<b>1.0%</b>	<b>263,000</b>	<b>598,000</b>	<b>861,000</b>

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

## Vancouver Island/Coast

- This coastal region encompasses Vancouver Island and the central B.C. coast from Bella Coola up to Bella Bella. With its scenic location and mild climate, the region is favoured by retirees. In recent years younger people moved into the area, leaving the competitive housing market in Mainland South-west. Consequently, the overall labour force participation rate has increased in the past years (to 61.5 percent in 2018) and is no longer the lowest participation rate in the province.
- About 16 percent of B.C.'s workers are employed in the Vancouver Island/Coast region, with the unemployment rate in 2018 (4.7 percent) being on par with the B.C. average.
- Due to the larger proportion of retirees, the Health Care and Social Assistance, Wholesale Trade and Retail Trade industries are dominant sectors for employment.
- In the 2019-2029 period, the Vancouver Island/Coast economic region is expected to have 143,800 job openings, of which 74 percent will replace retiring workers. Employment demand is projected to increase by an annual average of 0.9 percent, a bit slower than the provincial average.

Employment opportunities in the region are dominated by services-based industries which is reflected in the top 10 industries with forecast job openings through 2029:

Industry	Employment	Employment Growth Rate			Job Openings 2019-2029			Annual Replacement Rate
	2019	2019-2024	2024-2029	2019-2029	Expansion	Replacement	Total	
Other retail trade (excluding cars and personal care)	42,790	0.7%	0.7%	0.7%	3,100	9,150	12,250	2.1%
Repair, personal and non-profit services	18,950	2.5%	1.6%	2.1%	4,400	4,790	9,180	2.2%
Ambulatory health care services	17,910	1.4%	1.7%	1.6%	3,050	5,170	8,220	2.7%
Hospitals	20,540	0.7%	1.2%	0.9%	1,980	5,600	7,580	2.6%
Food services and drinking places	23,160	1.4%	1.7%	1.6%	3,930	3,570	7,500	1.4%
Business, building and other support services	15,960	1.4%	1.6%	1.5%	2,540	4,490	7,030	2.6%
Elementary and secondary schools	14,950	1.0%	1.5%	1.3%	2,010	4,490	6,510	2.8%
Nursing and residential care facilities	11,410	2.3%	2.8%	2.5%	3,310	3,180	6,480	2.4%
Computer systems design and related services	7,620	3.3%	4.4%	3.9%	3,560	2,350	5,920	2.5%
Construction	36,750	-0.7%	-1.0%	-0.8%	-3,410	9,290	5,880	2.6%



## Vancouver Island/Coast

In the 10-year forecast horizon, the region's fastest growing sectors are expected to be: Computer Systems Design and Related Services, Support Activities for Transportation, Motion Pictures and Sound Recording, and Nursing and Residential Care Facilities. This reflects the shift in demographics of younger people moving into an otherwise older population.

The occupations with the largest number of job openings in the region are:

Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Degree	3012	Registered nurses and registered psychiatric nurses	9,810	1,220	2,680	3,900
	4032	Elementary school and kindergarten teachers	5,520	730	1,500	2,230
	2171	Information systems analysts and consultants	3,000	740	910	1,650
	4031	Secondary school teachers	3,210	430	980	1,400
	1111	Financial auditors and accountants	3,210	190	990	1,180
	2174	Computer programmers and interactive media developers	2,160	700	480	1,180
	4011	University professors and lecturers	2,500	180	750	920

Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Diploma/ Certificate	0621	Retail and wholesale trade managers	10,380	880	3,000	3,880
	3413	Nurse aides, orderlies and patient service associates	7,790	1,510	2,030	3,540
	1221	Administrative officers	6,310	550	2,530	3,080
	4212	Social and community service workers	5,770	860	1,580	2,440
	1411	General office support workers	5,800	480	1,710	2,190
	6322	Cooks	6,170	1,020	1,060	2,080
	1311	Accounting technicians and bookkeepers	4,220	260	1,460	1,720
	4412	Home support workers, housekeepers and related occupations	3,620	580	1,080	1,660
	1241	Administrative assistants	4,280	320	1,310	1,640
	1414	Receptionists	4,010	530	960	1,490
High School	6421	Retail salespersons	17,330	1,370	3,260	4,640
	6733	Janitors, caretakers and building superintendents	5,240	620	1,730	2,350
	6711	Food counter attendants, kitchen helpers and related support occupations	9,400	1,550	780	2,330
	6731	Light duty cleaners	5,380	790	1,260	2,060
	6611	Cashiers	7,440	630	1,040	1,670
Less than Highschool	9618	Labourers in fish and seafood processing	240	30	40	70
	8611	Harvesting labourers	60	-	10	10

## Mainland/Southwest

- Vancouver is the centre of this region, that spans to the Fraser Valley, Hope and Lillooet. Although the smallest region in B.C. geographically, it has the highest population and is the most economically significant region in the province.
- The region’s population is the second youngest in B.C., reflected in a participations rate (at 66.3 percent in 2018) above the provincial average.
- The Mainland/Southwest region is home to two-thirds of B.C.’s population and offers employment for about 65 percent of B.C.’s workers. In 2018, the unemployment rate hit 4.3 percent, the lowest of all regions and this region’s lowest rate since 2008.
- The largest industries, by employment size, are: Wholesale and Retail Trade, Health Care and Social

Assistance, and Professional, Scientific and Technical Services.

- Over the decade ending in 2029, a total of 548,600 job openings are anticipated. About two-thirds of these job openings are needed to replace exiting workers, with the remaining one-third due to economic growth.
- Over the next 10 years, employment demand is anticipated to increase 1.0 percent on average every year, which is on par with B.C.’s average annual growth. Mainland/Southwest makes up two-thirds of B.C.’s total forecasted job openings over the next 10 years.

The 10 industries forecast to have the largest number of job openings in the Mainland/Southwest region are:

Industry	Employment	Employment Growth Rate			Job Openings 2019-2029			Annual Replacement Rate
	2019	2019-2024	2024-2029	2019-2029	Expansion	Replacement	Total	
Construction	151,650	0.5%	0.5%	0.5%	7,280	34,350	41,640	2.2%
Other retail trade (excluding cars and personal care)	137,920	0.8%	0.6%	0.7%	10,210	26,040	36,260	1.8%
Food services and drinking places	111,370	1.5%	1.6%	1.5%	18,920	16,600	35,520	1.4%
Legal, accounting, design, research, and advertising services	63,180	2.3%	1.6%	2.0%	13,770	15,340	29,120	2.2%
Ambulatory health care services	58,950	1.9%	1.8%	1.8%	12,050	14,560	26,620	2.2%
Business, building and other support services	75,770	1.0%	0.7%	0.9%	6,900	18,640	25,540	2.3%
Hospitals	65,090	1.2%	1.3%	1.2%	8,720	15,470	24,190	2.2%
Computer systems design and related services	42,410	1.5%	3.5%	2.5%	12,130	9,910	22,040	2.1%
Wholesale trade	61,980	1.2%	0.6%	0.9%	5,850	15,390	21,240	2.3%
Nursing and residential care facilities	27,160	3.8%	3.8%	3.8%	12,650	7,590	20,240	2.3%



## Mainland/Southwest

Due to pipeline projects, Oil and Gas, and Support Activities for Mining and Oil and Gas Extraction are forecast to be the fastest growing industry in this region. In addition, the influence of the young population in the region is reflected in the fact that Computer Systems Design and Related Services (such as Motion Picture and Sound Recording) is anticipated to be one of the quickest growing industries through 2029.

The occupations with the largest number of job openings in the region are:

Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Degree	3012	Registered nurses and registered psychiatric nurses	31,210	5,070	7,060	12,130
	1111	Financial auditors and accountants	21,650	2,880	5,150	8,020
	4032	Elementary school and kindergarten teachers	19,930	1,710	4,900	6,620
	2171	Information systems analysts and consultants	13,670	2,280	3,090	5,370
	2174	Computer programmers and interactive media developers	12,390	2,720	2,030	4,750
	4031	Secondary school teachers	12,700	1,100	3,510	4,620
	4112	Lawyers and Quebec notaries	9,150	1,670	2,250	3,920



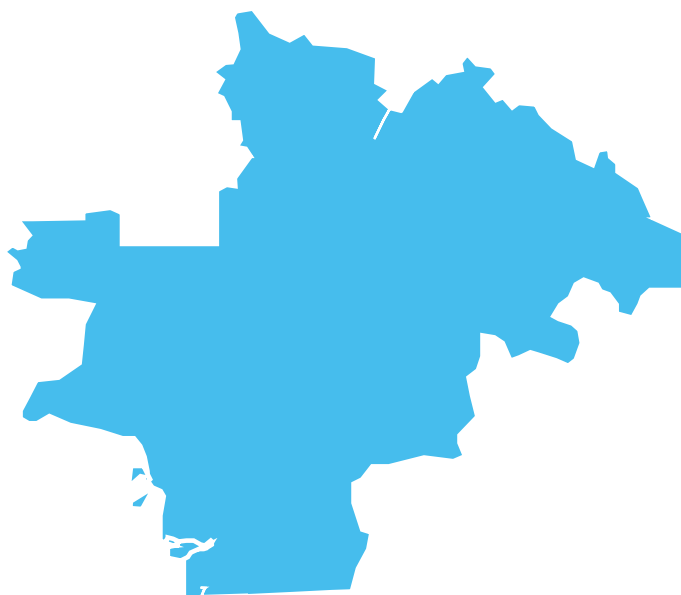
Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Diploma/ Certificate	0621	Retail and wholesale trade managers	35,240	2,760	8,320	11,080
	3413	Nurse aides, orderlies and patient service associates	19,000	5,440	5,280	10,720
	1221	Administrative officers	22,560	2,350	7,420	9,770
	1411	General office support workers	24,460	2,460	5,970	8,430
	6322	Cooks	22,590	3,890	3,940	7,830
	4212	Social and community service workers	13,780	2,660	3,370	6,030
	1241	Administrative assistants	16,690	1,420	4,310	5,730
	4214	Early childhood educators and assistants	12,950	2,820	2,820	5,640
	1414	Receptionists	16,360	2,510	3,000	5,510
	0711	Construction managers	12,420	720	4,430	5,150
High School	6421	Retail salespersons	61,590	4,600	9,810	14,410
	6711	Food counter attendants, kitchen helpers and related support occupations	35,970	6,310	3,370	9,680
	7511	Transport truck drivers	23,350	2,300	5,300	7,610
	6733	Janitors, caretakers and building superintendents	17,290	1,680	5,580	7,270
	6513	Food and beverage servers	24,650	4,240	2,600	6,840
Less than Highschool	8611	Harvesting labourers	1,050	30	330	360
	9618	Labourers in fish and seafood processing	740	50	220	270

## Thompson-Okanagan

- ▶ The Thompson-Okanagan encompasses B.C.'s biggest wine and fruit producing area, the Okanagan Valley, as well as two large urban centres, Kelowna and Kamloops. The region is located in the southern interior of B.C. and shares a border with the U.S.
- ▶ Eleven percent of B.C. residents call the Thompson-Okanagan region home. The population is relatively older compared to the rest of the province, resulting in the lowest labour force participation rate in B.C. (60.8 percent in 2018).
- ▶ Although 10 percent of B.C.'s workers find jobs in this region, the unemployment rate is the highest among all regions (6.1 percent in 2018).
- ▶ As measured by employment level, the Thompson-Okanagan's top industries are Other Retail Trades, Ambulatory Health Care Services, and Construction.
- ▶ Over the 10-year forecast period, employment demand is anticipated to increase by 1.0 percent on average each year. Over the next 10 years, 95,600 job openings are expected, of which 79 percent are needed to replace retirees and 21 percent are due to economic growth.

The 10 industries forecast to have the largest number of job openings in the Thompson-Okanagan region are:

Industry	Employment	Employment Growth Rate			Job Openings 2019-2029			Annual Replacement Rate
	2019	2019-2024	2024-2029	2019-2029	Expansion	Replacement	Total	
Other retail trade (excluding cars and personal care)	25,230	1.3%	1.3%	1.3%	3,530	5,910	9,440	2.2%
Ambulatory health care services	11,020	1.5%	2.2%	1.8%	2,250	3,370	5,620	2.8%
Construction	28,120	0.0%	-1.1%	-0.5%	-1,830	7,160	5,320	2.6%
Food services and drinking places	17,260	1.5%	1.6%	1.5%	2,890	2,390	5,280	1.3%
Hospitals	14,630	0.4%	1.0%	0.7%	1,040	4,100	5,140	2.7%
Elementary and secondary schools	11,450	1.1%	1.3%	1.2%	1,440	3,590	5,030	2.9%
Business, building and other support services	9,100	1.8%	1.8%	1.8%	1,780	2,500	4,280	2.5%
Repair, personal and non-profit services	11,830	1.0%	0.9%	0.9%	1,150	2,850	4,000	2.3%
Legal, accounting, design, research, and advertising services	6,680	3.4%	1.3%	2.4%	1,800	1,980	3,780	2.5%
Social assistance	8,990	1.2%	1.1%	1.2%	1,130	2,450	3,580	2.6%



## Thompson-Okanagan

The fastest growing industries in the 2019-2029 period are anticipated to be Water Transportation, Management, Scientific and Technical Consulting Services, and Primary Metal Manufacturing.

The occupations with the largest number of job openings in the region are:

Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Degree	3012	Registered nurses and registered psychiatric nurses	5,830	550	1,670	2,220
	4032	Elementary school and kindergarten teachers	4,100	510	1,200	1,710
	4031	Secondary school teachers	2,430	300	810	1,110
	1111	Financial auditors and accountants	1,990	340	570	910
	1114	Other financial officers	1,440	220	360	580
	0632	Accommodation service managers	1,030	140	360	510
	4011	University professors and lecturers	1,260	100	390	490

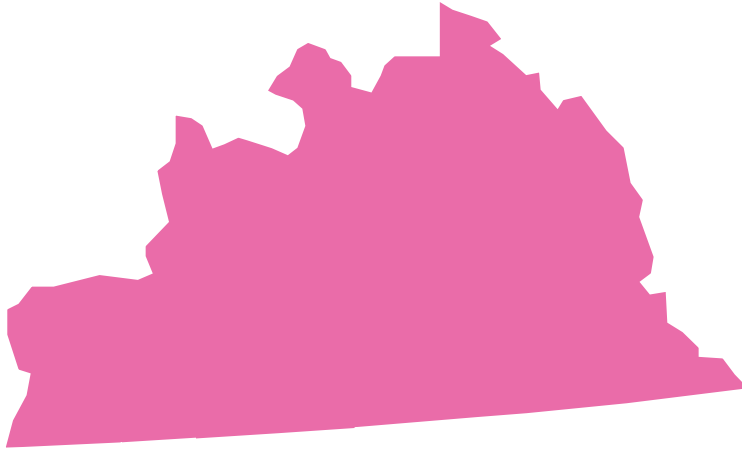
Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Diploma/ Certificate	0621	Retail and wholesale trade managers	6,430	840	1,880	2,720
	3413	Nurse aides, orderlies and patient service associates	5,330	860	1,400	2,260
	1221	Administrative officers	3,860	430	1,680	2,100
	1311	Accounting technicians and bookkeepers	3,050	420	1,050	1,470
	1411	General office support workers	3,490	360	1,000	1,360
	4212	Social and community service workers	3,030	380	900	1,280
	6322	Cooks	3,930	660	580	1,230
	1414	Receptionists	2,850	450	770	1,210
	0821	Managers in agriculture	2,290	270	880	1,150
	1241	Administrative assistants	2,660	240	870	1,110
High School	6421	Retail salespersons	10,720	1,450	2,350	3,800
	7511	Transport truck drivers	4,420	150	1,460	1,610
	6733	Janitors, caretakers and building superintendents	3,420	430	1,140	1,570
	6611	Cashiers	4,930	720	800	1,520
	6711	Food counter attendants, kitchen helpers and related support occupations	6,140	1,000	460	1,460
Less than High School	8611	Harvesting labourers	110	–	10	10

## Kootenay

- ▶ The Kootenay economic region is situated in the southeast of the province, along the Rockies and the Canada/U.S. border. The rural areas of this region are rich in natural resources.
- ▶ The Kootenay region is the province's second smallest region, home to 3 percent of B.C.'s residents and workers. The population is the oldest among all areas in the province and, as a result, the Kootenay region has the lowest participation rate in B.C. (61.0 percent in 2018).
- ▶ In 2018, the unemployment rate hit 5.3 percent, the lowest level since 2009.
- ▶ The largest industries in the Kootenay region are service-based and natural resource focused: Other Retail Trade, Mining, Business, Building and Other Support Activities, and Ambulatory Health Care Services.
- ▶ Over the decade ending in 2029, 23,900 job openings are expected in this region. About 21 percent of these are forecast to be generated through economic growth, and the remainder (79 percent) are the result of retirements.
- ▶ Employment demand is forecast to increase at an average of 0.7 percent each year for the next 10 years, below the provincial rate of 1.0 percent.
- ▶ The Kootenay region's largest industries by employment size are Other Retail Trade, Construction, and Mining.

The 10 industries forecast to have the largest number of job openings in the Kootenay region are:

Industry	Employment	Employment Growth Rate			Job Openings 2019-2029			Annual Replacement Rate
	2019	2019-2024	2024-2029	2019-2029	Expansion	Replacement	Total	
Other retail trade (excluding cars and personal care)	6,900	0.6%	0.7%	0.7%	440	1,550	2,000	2.2%
Mining	5,140	0.5%	-0.6%	-0.1%	-70	1,520	1,440	2.9%
Business, building and other support services	2,430	2.8%	1.6%	2.2%	610	690	1,290	2.4%
Ambulatory health care services	2,670	1.2%	2.0%	1.6%	460	800	1,270	2.8%
Construction	5,500	-1.2%	0.9%	-0.2%	-150	1,410	1,260	2.6%
Other manufacturing	1,310	4.4%	4.8%	4.6%	770	470	1,240	2.7%
Repair, personal and non-profit services	4,680	0.0%	0.2%	0.1%	20	1,090	1,110	2.3%
Hospitals	2,770	0.4%	1.3%	0.8%	240	760	1,010	2.7%
Elementary and secondary schools	2,960	0.3%	0.1%	0.2%	50	890	930	2.9%
Nursing and residential care facilities	1,590	2.1%	3.0%	2.6%	460	440	900	2.4%



## Kootenay

The industries anticipated to have the fastest growth rate in employment over the 10-year forecast period are: Air Transportation, Support Activities for Transportation, and Other Manufacturing.

The occupations with the largest number of job openings in the region are:

Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Degree	3012	Registered nurses and registered psychiatric nurses	1,180	130	340	470
	4032	Elementary school and kindergarten teachers	1,160	20	320	340
	0632	Accommodation service managers	310	60	120	180
	4031	Secondary school teachers	520	10	160	170
	4021	College and other vocational instructors	310	20	120	150
	1111	Financial auditors and accountants	410	10	110	120
	3112	General practitioners and family physicians	210	30	70	100

Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Diploma/ Certificate	0621	Retail and wholesale trade managers	2,140	150	610	760
	3413	Nurse aides, orderlies and patient service associates	1,090	200	290	490
	1221	Administrative officers	940	80	400	480
	7521	Heavy equipment operators (except crane)	1,650	–	430	430
	1311	Accounting technicians and bookkeepers	970	50	320	370
	4212	Social and community service workers	940	90	280	360
	0821	Managers in agriculture	670	60	250	310
	1411	General office support workers	820	60	230	300
	1414	Receptionists	730	80	190	270
	6322	Cooks	830	120	120	240
High School	6421	Retail salespersons	2,620	170	560	730
	7511	Transport truck drivers	1,870	30	620	650
	6733	Janitors, caretakers and building superintendents	1,110	120	370	500
	6731	Light duty cleaners	980	190	230	420
	6611	Cashiers	1,230	90	190	280
Less than High School	8611	Harvesting labourers	10	–	–	–

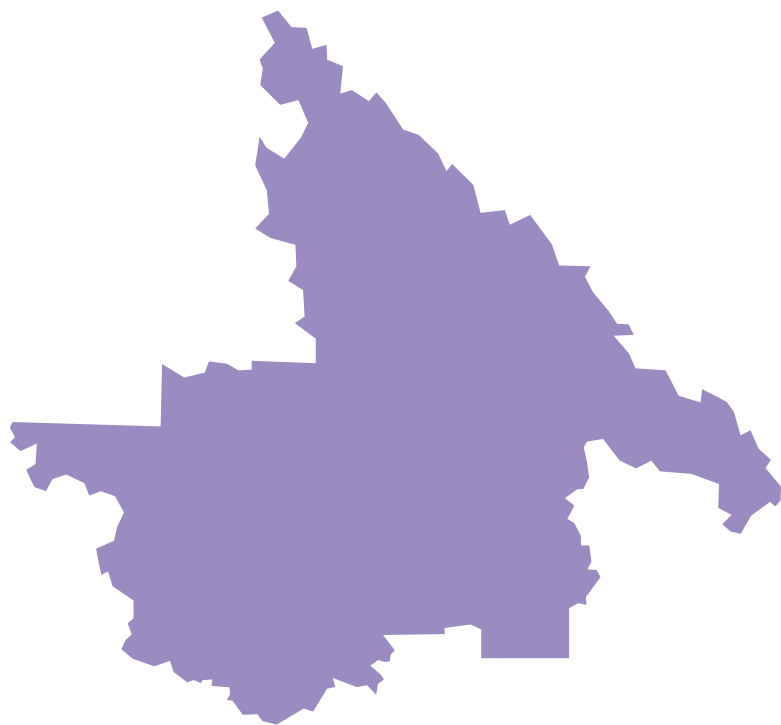
## Cariboo

- ▶ The Cariboo region is in the centre of B.C. with many logging towns in mostly rural areas with large forests. In addition to the urban centre of Prince George, the area is known for the logging hubs of Williams Lake and Quesnel.
- ▶ The region is the third largest in size geographically, but only 3 percent of B.C. residents live and work here. The region has one of the youngest populations in B.C., leading to the third highest participation rate in the province (at 66.7 percent in 2018), 2 percentage points above the provincial average.
- ▶ The unemployment rate in the Cariboo dropped in 2018 to the lowest level in 10 years (5.6 percent).
- ▶ The region's largest industries are Other Retail Trade, Other Manufacturing, and Nursing and Residential Care Facilities.
- ▶ Over the 10-year forecast period, the Cariboo region is expected to have 21,400 job openings. About three-quarters (76 percent) of these jobs are forecast to replace retirees, with the remainder (24 percent) generated through economic growth.
- ▶ Employment demand is expected to grow at an average of 0.7 percent annually during the next 10 years, slower than the provincial average growth. In the Cariboo region, the major sectors by employment size are Construction, Other Retail Trade, and Wood Product Manufacturing.

The 10 industries forecast to have the largest number of job openings in the Cariboo region are:

Industry	Employment	Employment Growth Rate			Job Openings 2019-2029			Annual Replacement Rate
	2019	2019-2024	2024-2029	2019-2029	Expansion	Replacement	Total	
Other retail trade (excluding cars and personal care)	6,880	1.6%	0.5%	1.0%	740	1,100	1,840	1.5%
Other manufacturing	1,370	7.3%	6.2%	6.8%	1,330	410	1,740	1.9%
Nursing and residential care facilities	2,630	2.0%	3.2%	2.6%	800	530	1,320	1.8%
Food services and drinking places	4,490	1.6%	1.5%	1.5%	750	540	1,290	1.1%
Hospitals	4,370	0.3%	1.5%	0.9%	430	820	1,250	1.8%
Repair, personal and non-profit services	3,950	0.9%	0.4%	0.6%	250	700	950	1.7%
Ambulatory health care services	2,470	1.1%	2.3%	1.7%	460	470	930	1.8%
Business, building and other support services	2,400	1.9%	1.1%	1.5%	380	540	920	2.1%
Elementary and secondary schools	3,440	0.7%	-0.1%	0.3%	100	800	890	2.2%
Social assistance	2,540	1.3%	1.4%	1.3%	360	480	840	1.8%





## Cariboo

Over the 10-year forecast period, the following industries are expected to grow the fastest: Other Manufacturing, Computer Systems Design and Related Services, Mining, and Oil and Gas Extraction.

The occupations with the largest number of job openings in the region are:

Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Degree	3012	Registered nurses and registered psychiatric nurses	1,640	200	280	480
	4032	Elementary school and kindergarten teachers	1,120	30	250	280
	4031	Secondary school teachers	730	20	180	200
	1111	Financial auditors and accountants	550	20	120	140
	4152	Social workers	390	40	80	120
	0632	Accommodation service managers	220	40	60	100
	0423	Managers in social, community and correctional services	200	30	50	80

Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Diploma/ Certificate	4212	Social and community service workers	1,680	290	320	620
	0621	Retail and wholesale trade managers	1,860	150	400	550
	3413	Nurse aides, orderlies and patient service associates	1,350	280	250	530
	6322	Cooks	1,300	200	220	430
	1221	Administrative officers	1,080	70	300	370
	1411	General office support workers	1,200	110	250	360
	0821	Managers in agriculture	690	70	260	320
	7521	Heavy equipment operators (except crane)	1,070	50	240	290
	1311	Accounting technicians and bookkeepers	940	60	210	270
	7311	Construction millwrights and industrial mechanics	1,180	-40	280	240
High School	6421	Retail salespersons	2,820	260	380	640
	7511	Transport truck drivers	2,180	120	520	630
	6733	Janitors, caretakers and building superintendents	1,460	150	340	490
	6731	Food counter attendants, kitchen helpers and related support occupations	1,660	270	110	380
	6611	Light duty cleaners	1,280	150	220	370

## North Coast and Nechako

- This coastal region stretches along the northwestern tip of the province and includes Haida Gwaii, the north coast of the province and the inland area of Nechako. This area is the second largest geographically of all 7 economic regions yet has the smallest and youngest population in the province. As the most sparsely populated region, it has only a few urban centres (Prince Rupert, Terrace and Smithers), and is rich in pristine landscapes, and natural resources.
- About 1.6 percent of B.C.'s population, and 1.7 percent of B.C. workers reside in the North Coast and Nechako region. With its young population, the economic region had the second highest participation rate among regions in 2018 at 68.9 percent, 4 percentage points higher than the provincial average. It also has the second

highest unemployment rate in the province (5.9 percent in 2018).

- The region's economy is based on natural resources and large employers are in the Mining, Oil and Gas, Quarrying or Forestry Industry.
- Over the 10-year forecast period, employment demand is expected to increase at an average of 0.3 percent annually. A total of 9,900 job openings are expected in the region, with 11 percent due to economic growth and 89 percent to replace retired workers.

The 10 industries forecast to have the largest number of job openings in the North Coast and Nechako region are:

Industry	Employment	Employment Growth Rate			Job Openings 2019-2029			Annual Replacement Rate
	2019	2019-2024	2024-2029	2019-2029	Expansion	Replacement	Total	
Construction	4,040	-1.5%	2.4%	0.4%	150	840	980	1.8%
Support activities for transportation	1,190	4.9%	0.7%	2.8%	390	300	680	2.0%
Ambulatory health care services	1,280	2.3%	3.2%	2.8%	410	260	670	1.8%
Truck transportation	1,220	3.1%	0.7%	1.9%	250	300	560	2.2%
Hospitals	1,360	0.9%	1.8%	1.3%	200	260	450	1.8%
Repair, personal and non-profit services	2,190	-0.2%	0.8%	0.3%	50	380	430	1.7%
Food services and drinking places	1,940	1.1%	0.6%	0.9%	180	240	420	1.2%
Other retail trade (excluding cars and personal care)	3,900	-1.2%	0.6%	-0.3%	-150	570	420	1.5%
Forestry and logging	1,650	0.4%	-0.8%	-0.2%	-40	440	400	2.6%
Nursing and residential care facilities	530	2.8%	3.8%	3.3%	210	110	320	1.7%



## North Coast and Nechako

Over the 2019-2029 period, the three industries forecast to grow the fastest are Air Transportation, Nursing and Residential Care Facilities, and Support Activities for Transportation.

The occupations with the largest number of job openings in the region are:

Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Degree	3012	Registered nurses and registered psychiatric nurses	450	70	80	150
	4032	Elementary school and kindergarten teachers	930	-100	190	100
	4031	Secondary school teachers	500	-50	120	60
	0632	Accommodation service managers	190	-	50	50
	4152	Social workers	190	10	40	50
	3112	General practitioners and family physicians	110	30	20	50
	4021	College and other vocational instructors	170	-	50	50

Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Diploma/ Certificate	0621	Retail and wholesale trade managers	1,000	-10	200	200
	1411	General office support workers	650	40	140	180
	0821	Managers in agriculture	420	30	150	180
	6322	Cooks	710	50	120	170
	3413	Nurse aides, orderlies and patient service associates	430	90	80	170
	4212	Social and community service workers	610	50	110	160
	1221	Administrative officers	490	20	140	150
	7521	Heavy equipment operators (except crane)	690	-	160	150
	7271	Carpenters	780	20	130	150
	1311	Accounting technicians and bookkeepers	580	10	130	150
High School	7511	Transport truck drivers	1,390	140	340	490
	7451	Longshore workers	390	130	90	220
	6733	Janitors, caretakers and building superintendents	930	10	210	220
	6421	Retail salespersons	1,340	-10	170	160
	6731	Light duty cleaners	620	20	100	120
Less than High School	9618	Labourers in fish and seafood processing	40	-	10	10
	8442	Trappers and hunters	10	-	-	10

## Northeast

- B.C.'s largest region in terms of land size is situated on the northeast top of the province and shares its border to the east with Alberta and to the north with the Northwest and Yukon Territories. This region is sparsely populated, with only 1.4 percent of B.C. residents, and few urban centres (Dawson Creek, Fort St. John and Fort Nelson).
- About 1.6 percent of B.C.'s workers live in this region. Compared to the B.C. average, the population in the Northeast is younger. As a result, the region has the province's highest participation rate, at 74.9 percent. At the same time, the unemployment rate in 2018 (5.7 percent) is slightly above the B.C. rate (4.7 percent).

- Recent investments in large construction projects and oil and gas extraction make the Construction, Oil and Gas, Forestry and Fishing industries the major employers in the Northeast region.
- Employment demand in the region is forecast to increase each year by 2.1 percent on average until 2029, much faster than the provincial growth of 1.0 percent. Over the 10-year forecast period, a total of 18,000 job openings are anticipated, of which the majority (53 percent) are generated by economic growth.

The 10 industries forecast to have the largest number of job openings in the Northeast region are:

Industry	Employment	Employment Growth Rate			Job Openings 2019-2029			Annual Replacement Rate
	2019	2019-2024	2024-2029	2019-2029	Expansion	Replacement	Total	
Construction	6,400	3.3%	2.2%	2.8%	2,090	1,420	3,520	1.9%
Other retail trade (excluding cars and personal care)	3,400	2.5%	2.1%	2.3%	890	580	1,480	1.5%
Repair, personal and non-profit services	2,530	3.0%	2.0%	2.5%	740	490	1,220	1.6%
Support activities for mining and oil and gas extraction	1,430	5.3%	2.4%	3.9%	690	360	1,050	1.9%
Truck transportation	1,830	2.8%	1.5%	2.1%	440	480	920	2.3%
Wholesale trade	1,330	3.1%	2.1%	2.6%	400	300	700	1.9%
Oil and gas extraction	1,210	3.5%	1.7%	2.6%	370	280	650	1.9%
Food services and drinking places	1,940	2.6%	1.0%	1.8%	390	250	640	1.1%
Business, building and other support services	1,170	3.1%	1.9%	2.5%	340	280	620	2.0%
Ambulatory health care services	1,110	1.8%	3.3%	2.6%	330	210	540	1.7%



## Northeast

The three industries anticipated to have the fastest employment growth in the region over the forecast period are Telecommunications, Insurance Carriers and Related Activities, and Rail Transportation.

The occupations with the largest number of job openings in the region are:

Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Degree	3012	Registered nurses and registered psychiatric nurses	710	120	120	240
	4032	Elementary school and kindergarten teachers	770	20	170	190
	2263	Inspectors in public and environmental health and occupational health and safety	270	70	60	140
	0811	Managers in natural resources production and fishing	230	50	80	130
	0016	Senior managers - construction, transportation, production and utilities	130	40	50	90
	1225	Purchasing agents and officers	190	30	60	90
	1111	Financial auditors and accountants	180	40	40	80

Typical Education Background	NOC	Occupation Title	Employment	Expansion	Replacement	Job Openings
			2019	2019-2029	2019-2029	2019-2029
Diploma/ Certificate	0621	Retail and wholesale trade managers	1,040	270	240	510
	1311	Accounting technicians and book-keepers	760	220	190	410
	1221	Administrative officers	620	170	190	360
	7521	Heavy equipment operators (except crane)	680	190	170	360
	7271	Carpenters	670	210	120	320
	7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	700	180	130	310
	1411	General office support workers	680	150	150	310
	1241	Administrative assistants	580	150	140	290
	9232	Central control and process operators, petroleum, gas and chemical processing	520	170	90	260
	7311	Construction millwrights and industrial mechanics	520	120	140	260
High School	7511	Transport truck drivers	1,670	440	430	870
	6421	Retail salespersons	1,400	340	200	540
	6733	Janitors, caretakers and building superintendents	840	180	210	390
	7611	Construction trades helpers and labourers	670	220	110	320
	6731	Light duty cleaners	600	120	110	230



## 8 | Indigenous Labour Market Information

As discussed in last year's report, there is a lack of quality Labour Market Information (LMI) related to Indigenous communities— First Nations, Inuit and Métis. Labour market data collection efforts, such as the national Labour Force Survey, do not collect adequate, quality Indigenous community data. The Labour Force Survey does not cover on-reserve populations. The 2016 Census offers generally good basic data, but for some Indigenous communities there are low Census participation rates. Furthermore, these data collection approaches have not been designed nor delivered with enough input and participation from Indigenous communities. As a result, the data lacks content on Indigenous peoples' and communities' experience of, and contribution to, the labour market.

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

In recognition of the need for LMI that meets the needs of Indigenous communities, the Ministry of Advanced Education, Skills and Training is in the early stages of building partnerships with Indigenous Nations and organizations to explore collaborative and Indigenous-led approaches to LMI. 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 United Nations Declaration on the Rights of Indigenous Peoples. For example, data governance

measures that align with the First Nations Information Governance Centre's OCAP® principles (Ownership, Control, Access and Possession) will be a critical element of focus for the partners involved in supporting the development of improved LMI on Indigenous communities.

The Sector Labour Market Partnerships program<sup>11</sup> (SLMP) is one resource being used to help Indigenous communities develop LMI. This program helps sectors, regions and populations understand and respond to labour market changes, and supports collaborative partnerships for long-term, strategic, and sustainable solutions to workforce challenges at the sector, region, or population level.

Under the SLMP, the Nisga'a Nation, as represented by the Nisga'a Lisims Government, is preparing The Nisga'a Lisims Labour Market Study.

Other earlier stage engagement projects under the SLMP include:

- First Nations Regional Forestry Opportunity Studies – Project Engagement and Structuring Phase 1, B.C. First Nations Forestry Council
- Indigenous Tourism Sector Labour Market Study, Aboriginal Tourism Association of British Columbia
- Northeast Aboriginal Self-Employment Labour Analysis and Strategy, Northeast Aboriginal Business Centre
- First Nations Labour Market Study: Participation and Leadership in the Technology and Innovation Sector, First Nations Technology Council
- Advancing the Aboriginal Non-Profit Workforce Strategy, B.C. Association of Aboriginal Friendship Centres

<sup>11</sup> <https://www.workbc.ca/Labour-Market-Industry/Sector-Labour-Market-Partnerships-Program.aspx>



# Appendix 1:

## Definitions

### Labour Market Definitions

#### Additional Supply Requirements

This concept captures different types of mobility in the labour market, such as people re-entering the labour market after a period of absence or increasing their skills later in life.

#### Immigrants

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

#### Job Openings - Expansion

New job openings that arise due to economic growth during the forecast period.

#### Job Openings - Replacement

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

#### Job Openings - Total

The total of expansion job openings and replacement job openings.

#### Labour Demand

The number of employed people plus unfilled positions.

#### Labour Supply

The labour force, encompassing those who work and those who are actively looking for work.

#### Migrants from Other Provinces

Net in-migration from jurisdictions in Canada outside of the province of British Columbia.

#### Net In-Migration

Net of the inflow and outflow of person from/to B.C. Persons could be moving from/to other provinces or from outside of Canada.

#### Young People Starting Work

Persons, 17-29 years old, starting work for the first time after graduating from/leaving the education system.

### O\*NET Skills and Competencies Definitions<sup>12</sup>

The O\*NET is a comprehensive database that contains information on occupational characteristics as well as worker characteristics and requirements for almost 1000 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, abilities and work values required as well as how the work is performed in terms of tasks, work activities and other work characteristics.

#### The O\*NET dataset identified 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, and Monitoring;* and

##### ➤ 25 cross-functional skills

(called competencies in this report)  
*Social Perceptiveness, Coordination, Persuasion, Negotiation, Instructing, Service Orientation, Complex Problem Solving, Judgement 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, Operation Monitoring, Operation and Control, Equipment Maintenance, Troubleshooting, Repairing, and Quality Control Analysis.*

<sup>12</sup> Source: The definitions related to skills and competencies are adapted from the U.S. Department of Labor, Employment and Training Administration's O\*NET Content Model, <https://www.onetcenter.org/content.html>

### 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

The organization of 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.

### Judgement 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 skill sets for the job.

### Monitoring

Keeping track of and assessing your performance, other individuals, or organizations to make improvements or take corrective action.

### Negotiation

Bringing others together and trying to reconcile differences.

### Numeracy

Using mathematics to solve problems.

### Operation and Control

Controlling operations of equipment or systems.

### Operation Monitoring

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

### Operation Analysis

Analyzing operational and product needs to create a design.

### Persuasion

Convincing others to change their mind or behaviour.

### Programming

Writing computer programs for various purposes.

### Quality Control Analysis

Conducting tests and inspections of products, services or processes to evaluate quality or performance.

### Reading Comprehension

Understanding written sentences and paragraphs in work-related documents.

### Repairing

Repairing machines or systems using the needed tools.

### Science

Using scientific rules and methods to solve problems.

### Service Orientation

Actively looking for ways to help people.

### Skills

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

### Social Perceptiveness

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

### Speaking

Talking to others to share information effectively.

### Systems Analysis

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

### Systems Evaluation

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

### Technology Design

Creating or adapting equipment and technology to serve user needs.

### Time Management

Managing one's own time and the time of others.

### Troubleshooting

Determining causes of operating errors and identifying solutions

### Writing

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

The O\*NET dataset is measured in two different scale types, a five-point importance scale and a seven-point level scale. Importance scale indicates the degree of importance a particular "skills" is to the occupation. Level scale indicates the degree to which a particular "skills" is required or needed to perform the occupation. The importance scale was used in the analysis.

## O\*NET Occupational Interests Definitions

### Artistic

Artistic occupations often require working with forms, designs and patterns. They typically require self-expression and the work can be done without following a clear set of rules.

### Enterprising

Enterprising occupations are often comprised of starting up and carrying out projects. These occupations can involve leading people and making many decisions. Sometimes they require risk taking and they often deal with business.

### Hands-on or Realistic

Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals and real-world materials like wood, tools, and machinery. Many of the occupations require working outside and do not involve a lot of paperwork or working closely with others.

### Investigative

Investigative occupations typically include working with ideas and require an extensive amount of thinking. These occupations can involve searching for facts and figuring out problems mentally.

### Routinized or Conventional

Conventional occupations frequently require following set procedures and routines. These occupations can include working with data and details more than with ideas. Usually there is a clear line of authority to follow.

### Social

Social occupations usually involves working with, communicating with, and teaching people. These occupations often involve helping or providing service to others.



# Appendix 2:

## Model Structure and Methodology

The B.C. Labour Market Outlook forecasting model is a labour market forecasting system to generate 10-year projections of labour demand and supply, covering 500 occupations and 59 industries in B.C. and its 7 economic development regions.

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

### Macroeconomic Models:

- There are seven regional macroeconomic models. Two main sections in each regional macroeconomic model are economic and demographic components.
- The economic component generates industry employment estimates and forecasts and ultimately links to the labour demand projections in the occupational model. The demographic component links to the labour supply projections in the occupational model.
- In each regional macroeconomic model, the entire regional economy is split into 15 high-level industries based on the 2012 North American Industry Classification System (NAICS) structure.

### Industry Employment Models:

- There are seven regional industry employment models. For each region, the industry employment model converts employment for high-level industries from the macroeconomic model into employment estimates and forecast for 59 industries.

### Occupational Models:

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

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

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



## Appendix 3:

### A New Approach to Occupation-Specific Education Requirements

This edition of the Outlook presents a new approach to identifying the level of education required for each occupation, with the introduction of the concepts of “typical education background” and “alternative education background”.

Using data from the 2016 Census, the education level of each individual in a given occupation is identified. Four categories of education level are used:

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

If most of the individuals in a particular occupation have the same education level, that occupation is identified as having a single typical education background. For example, since 100 percent of Mechanical Engineers have a degree, “Degree” is identified as the typical education background for this occupation, and there is no alternative education background identified.

For some occupations, the education level is more varied; there may be an education level that the largest share of individuals in that occupation have, but there may also be a large share of individuals in that occupation who have a different level of education. In these cases, both a typical and an alternative education level is identified. For example, while a majority of Medical Laboratory Technologists have a diploma or certificate, many others in this occupation have a degree; in this case, “Diploma/Certificate” is identified as the typical education background, and “Degree” is identified as a possible alternative.

In this report, all occupational tables presenting education levels use this approach to identifying occupation-specific educational requirements.



# Appendix 4:

## Job Openings for 500 Occupations, B.C., 2019-2029

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
0011	Legislators	800	420	\$26,641*	\$65,769*	\$144,465*	Degree
0012	Senior government managers and officials	1,770	1,070	–	–	–	Degree
0013	Senior managers - financial, communications and other business services	9,020	4,350	\$20.00	\$52.45	\$96.15	Degree
0014	Senior managers - health, education, social and community services and membership organizations	3,760	2,380	\$21.76	\$45.96	\$88.00	Degree
0015	Senior managers - trade, broadcasting and other services, n.e.c.	6,400	3,360	\$12.65	\$36.15	\$124.19	Degree
0016	Senior managers - construction, transportation, production and utilities	8,350	3,770	\$12.65	\$49.32	\$154.74	Degree
0111	Financial managers	9,310	4,200	\$22.00	\$38.46	\$67.31	Degree
0112	Human resources managers	5,670	2,360	\$21.79	\$38.46	\$62.50	Degree
0113	Purchasing managers	2,540	1,370	\$22.29	\$41.37	\$70.22	Degree
0114	Other administrative services managers	4,660	2,530	\$23.98	\$32.00	\$64.90	Degree
0121	Insurance, real estate and financial brokerage managers	6,490	2,370	\$21.54	\$38.46	\$56.59	Degree
0122	Banking, credit and other investment managers	8,370	3,110	\$25.64	\$43.27	\$65.56	Degree
0124	Advertising, marketing and public relations managers	9,870	2,880	\$20.13	\$40.87	\$62.50	Degree
0125	Other business services managers	3,800	2,130	\$18.46	\$38.46	\$52.75	Degree
0131	Telecommunication carriers managers	1,520	530	\$30.77	\$40.00	\$45.67	Degree
0132	Postal and courier services managers	460	100	–	–	–	Diploma/ Certificate
0211	Engineering managers	2,740	1,330	\$38.46	\$54.00	\$72.31	Degree
0212	Architecture and science managers	1,180	620	\$21.43	\$43.81	\$86.46	Degree

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
0213	Computer and information systems managers	8,740	4,720	\$26.44	\$43.27	\$67.69	Degree
0311	Managers in health care	5,330	3,060	\$20.00	\$41.21	\$54.09	Degree
0411	Government managers - health and social policy development and program administration	500	250	\$31.34	\$43.83	\$57.20	Degree
0412	Government managers - economic analysis, policy development and program administration	850	430	\$31.09	\$46.06	\$77.41	Degree
0413	Government managers - education policy development and program administration	130	70	-	-	-	Degree
0414	Other managers in public administration	790	440	\$32.00	\$48.08	\$68.68	Degree
0421	Administrators - post-secondary education and vocational training	3,060	1,360	\$12.65	\$41.35	\$69.23	Degree
0422	School principals and administrators of elementary and secondary education	3,460	1,850	\$24.48	\$42.31	\$55.29	Degree
0423	Managers in social, community and correctional services	4,670	2,360	\$25.24	\$37.26	\$62.50	Degree
0431	Commissioned police officers	140	110	-	-	-	Diploma/Certificate
0432	Fire chiefs and senior firefighting officers	350	300	\$34.50	\$57.87	\$79.55	Diploma/Certificate
0433	Commissioned officers of the Canadian Armed Forces	770	280	\$24.53	\$42.34	\$59.10	Degree
0511	Library, archive, museum and art gallery managers	550	260	\$14.86	\$31.01	\$59.13	Degree
0512	Managers - publishing, motion pictures, broadcasting and performing arts	1,280	870	\$12.65	\$27.04	\$55.96	Degree
0513	Recreation, sports and fitness program and service directors	2,360	1,200	\$12.65	\$25.37	\$51.89	Degree
0601	Corporate sales managers	9,250	4,440	\$17.79	\$35.58	\$55.29	Degree
0621	Retail and wholesale trade managers	58,090	19,710	\$15.00	\$28.85	\$57.69	Diploma/Certificate
0631	Restaurant and food service managers	20,680	9,520	\$13.19	\$21.63	\$40.00	High School
0632	Accommodation service managers	5,200	2,360	\$15.00	\$25.00	\$37.98	Degree
0651	Managers in customer and personal services, n.e.c.	5,050	1,750	\$15.33	\$24.48	\$48.08	Diploma/Certificate



NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
0711	Construction managers	18,130	7,300	\$20.00	\$36.25	\$57.69	Diploma/Certificate
0712	Home building and renovation managers	11,090	3,740	\$12.65	\$19.54	\$44.00	Diploma/Certificate
0714	Facility operation and maintenance managers	9,540	4,660	\$19.00	\$35.00	\$51.66	Diploma/Certificate
0731	Managers in transportation	6,160	2,680	–	–	–	Diploma/Certificate
0811	Managers in natural resources production and fishing	2,130	1,100	\$20.00	\$43.08	\$106.57	Degree
0821	Managers in agriculture	9,460	3,870	\$12.75	\$20.00	\$37.02	Diploma/Certificate
0822	Managers in horticulture	810	270	\$13.00	\$15.06	\$23.92	Diploma/Certificate
0823	Managers in aquaculture	360	90	\$12.65	\$31.58	\$47.13	High School
0911	Manufacturing managers	10,270	3,830	\$19.00	\$38.46	\$61.54	Diploma/Certificate
0912	Utilities managers	1,430	780	\$22.00	\$56.41	\$67.31	Degree
1111	Financial auditors and accountants	28,120	10,480	\$17.31	\$28.85	\$48.08	Degree
1112	Financial and investment analysts	4,210	1,310	\$19.23	\$34.59	\$69.23	Degree
1113	Securities agents, investment dealers and brokers	2,470	970	–	–	–	Degree
1114	Other financial officers	16,600	5,380	\$20.67	\$31.77	\$52.20	Degree
1121	Human resources professionals	8,040	2,780	\$21.00	\$38.07	\$64.10	Degree
1122	Professional occupations in business management consulting	10,550	4,260	\$18.00	\$36.06	\$52.88	Degree
1123	Professional occupations in advertising, marketing and public relations	12,160	4,000	\$16.15	\$27.40	\$48.84	Degree
1211	Supervisors, general office and administrative support workers	1,690	790	\$17.58	\$27.00	\$50.00	Diploma/Certificate
1212	Supervisors, finance and insurance office workers	2,220	1,050	\$17.31	\$28.21	\$39.56	Degree
1213	Supervisors, library, correspondence and related information workers	310	170	–	–	–	Degree
1214	Supervisors, mail and message distribution occupations	700	310	\$18.76	\$30.70	\$42.64	Diploma/Certificate
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	6,230	2,420	\$15.00	\$24.70	\$36.22	Diploma/Certificate

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
1221	Administrative officers	35,860	16,320	\$14.50	\$24.00	\$35.10	Diploma/Certificate
1222	Executive assistants	5,620	2,050	\$17.81	\$25.71	\$36.81	Degree
1223	Human resources and recruitment officers	3,210	1,040	\$13.50	\$26.67	\$39.90	Degree
1224	Property administrators	9,130	3,800	\$12.65	\$21.20	\$41.83	Diploma/Certificate
1225	Purchasing agents and officers	5,220	2,130	\$15.50	\$26.15	\$37.00	Degree
1226	Conference and event planners	3,680	1,060	\$14.00	\$21.15	\$28.15	Degree
1227	Court officers and justices of the peace	310	130	\$24.00	\$28.21	\$39.00	Diploma/Certificate
1228	Employment insurance, immigration, border services and revenue officers	2,880	870	\$23.17	\$28.85	\$39.49	Degree
1241	Administrative assistants	26,210	9,320	\$14.85	\$22.00	\$29.85	Diploma/Certificate
1242	Legal administrative assistants	6,350	2,310	\$15.38	\$24.29	\$32.00	Diploma/Certificate
1243	Medical administrative assistants	4,180	1,900	\$15.38	\$23.00	\$35.00	Diploma/Certificate
1251	Court reporters, medical transcriptionists and related occupations	1,720	760	\$12.65	\$22.75	\$27.93	Diploma/Certificate
1252	Health information management occupations	640	300	\$21.35	\$32.04	\$44.37	Diploma/Certificate
1253	Records management technicians	500	210	\$18.15	\$24.18	\$33.75	Diploma/Certificate
1254	Statistical officers and related research support occupations	440	130	\$16.89	\$27.50	\$42.55	Degree
1311	Accounting technicians and bookkeepers	23,390	9,440	\$14.00	\$20.07	\$32.50	Diploma/Certificate
1312	Insurance adjusters and claims examiners	3,800	1,160	\$17.00	\$27.97	\$43.59	Diploma/Certificate
1313	Insurance underwriters	1,270	360	\$15.00	\$26.15	\$30.77	Degree
1314	Assessors, valuers and appraisers	1,450	500	\$12.65	\$32.45	\$54.65	Degree
1315	Customs, ship and other brokers	630	270	\$13.61	\$24.32	\$48.35	Diploma/Certificate
1411	General office support workers	37,100	13,130	\$13.00	\$21.00	\$30.00	Diploma/Certificate
1414	Receptionists	25,650	9,040	\$12.65	\$18.00	\$25.00	Diploma/Certificate

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
1415	Personnel clerks	1,800	690	\$17.26	\$23.63	\$30.00	Degree
1416	Court clerks	380	110	\$22.52	\$26.17	\$29.92	Diploma/ Certificate
1422	Data entry clerks	4,020	1,210	\$12.65	\$18.00	\$28.85	Diploma/ Certificate
1423	Desktop publishing operators and related occupations	290	100	\$14.42	\$30.00	\$53.00	Diploma/ Certificate
1431	Accounting and related clerks	19,300	7,130	\$15.00	\$21.00	\$30.93	Diploma/ Certificate
1432	Payroll administrators	4,830	1,860	\$18.39	\$25.08	\$31.03	Diploma/ Certificate
1434	Banking, insurance and other financial clerks	2,680	790	\$14.42	\$20.00	\$29.81	Degree
1435	Collectors	1,270	370	\$16.00	\$24.00	\$24.52	Diploma/ Certificate
1451	Library assistants and clerks	1,410	510	\$12.65	\$21.00	\$29.00	Degree
1452	Correspondence, publication and regulatory clerks	3,150	1,120	\$15.00	\$23.80	\$31.50	Degree
1454	Survey interviewers and statistical clerks	1,440	580	\$12.65	\$16.41	\$40.72	Diploma/ Certificate
1511	Mail, postal and related workers	3,180	1,050	\$12.65	\$20.00	\$28.00	High School
1512	Letter carriers	3,520	1,130	\$19.78	\$25.00	\$32.00	High School
1513	Couriers, messengers and door-to-door distributors	4,050	1,180	\$12.65	\$13.75	\$35.00	High School
1521	Shippers and receivers	12,090	3,260	\$12.65	\$18.03	\$30.77	High School
1522	Storekeepers and partspersons	5,020	1,790	\$12.65	\$25.00	\$32.00	Diploma/ Certificate
1523	Production logistics co-ordinators	3,140	1,140	\$16.59	\$22.07	\$36.06	Diploma/ Certificate
1524	Purchasing and inventory control workers	3,530	1,130	\$12.65	\$18.46	\$31.25	Diploma/ Certificate
1525	Dispatchers	4,860	1,810	\$14.90	\$21.98	\$36.85	Diploma/ Certificate
1526	Transportation route and crew schedulers	710	250	–	–	–	Diploma/ Certificate
2111	Physicists and astronomers	380	130	\$29.77	\$52.23	\$75.29	Degree
2112	Chemists	1,220	460	\$14.57	\$30.29	\$66.67	Degree

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
2113	Geoscientists and oceanographers	1,900	750	\$21.63	\$38.46	\$65.56	Degree
2114	Meteorologists and climatologists	140	40	–	–	–	Degree
2115	Other professional occupations in physical sciences	200	60	–	–	–	Degree
2121	Biologists and related scientists	3,730	1,020	\$26.00	\$35.71	\$50.26	Degree
2122	Forestry professionals	1,890	350	\$28.00	\$36.75	\$47.12	Degree
2123	Agricultural representatives, consultants and specialists	380	150	\$12.65	\$30.93	\$53.63	Degree
2131	Civil engineers	9,030	4,190	\$26.44	\$38.51	\$64.00	Degree
2132	Mechanical engineers	6,140	1,850	\$20.51	\$42.31	\$57.69	Degree
2133	Electrical and electronics engineers	6,280	2,020	\$27.50	\$36.92	\$50.00	Degree
2134	Chemical engineers	1,170	410	\$30.77	\$40.87	\$87.18	Degree
2141	Industrial and manufacturing engineers	1,340	470	\$20.21	\$33.61	\$48.23	Degree
2142	Metallurgical and materials engineers	380	120	\$23.16	\$49.65	\$87.66	Degree
2143	Mining engineers	870	210	–	–	–	Degree
2144	Geological engineers	1,110	400	\$29.23	\$35.00	\$48.08	Degree
2145	Petroleum engineers	220	90	–	–	–	Degree
2146	Aerospace engineers	330	100	\$21.44	\$38.34	\$63.19	Degree
2147	Computer engineers (except software engineers and designers)	2,620	1,020	\$19.00	\$47.69	\$64.78	Degree
2148	Other professional engineers, n.e.c.	1,040	340	\$21.63	\$39.00	\$55.63	Degree
2151	Architects	3,740	1,350	\$23.75	\$30.29	\$41.03	Degree
2152	Landscape architects	410	190	\$12.65	\$32.19	\$63.48	Degree
2153	Urban and land use planners	1,730	520	\$23.91	\$39.18	\$57.62	Degree
2154	Land surveyors	1,220	410	\$20.00	\$28.00	\$41.21	Diploma/Certificate
2161	Mathematicians, statisticians and actuaries	840	260	\$24.59	\$39.07	\$71.79	Degree
2171	Information systems analysts and consultants	18,210	7,600	\$26.15	\$38.97	\$54.95	Degree
2172	Database analysts and data administrators	2,480	1,030	\$19.19	\$31.25	\$48.08	Degree
2173	Software engineers and designers	11,060	4,480	\$24.36	\$38.46	\$60.00	Degree

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
2174	Computer programmers and interactive media developers	15,570	6,290	\$20.00	\$35.19	\$51.10	Degree
2175	Web designers and developers	5,330	1,960	\$15.00	\$26.32	\$47.69	Degree
2211	Chemical technologists and technicians	2,430	760	\$15.00	\$23.80	\$36.06	Degree
2212	Geological and mineral technologists and technicians	1,000	340	\$17.00	\$29.13	\$56.09	Diploma/Certificate
2221	Biological technologists and technicians	1,430	390	\$15.00	\$28.72	\$40.00	Degree
2222	Agricultural and fish products inspectors	640	190	\$21.00	\$28.37	\$33.14	Degree
2223	Forestry technologists and technicians	2,680	530	\$18.00	\$30.76	\$37.00	Diploma/Certificate
2224	Conservation and fishery officers	730	230	\$20.00	\$30.00	\$60.44	Diploma/Certificate
2225	Landscape and horticulture technicians and specialists	3,530	950	\$16.00	\$26.00	\$33.00	Diploma/Certificate
2231	Civil engineering technologists and technicians	2,660	980	\$21.00	\$33.15	\$74.36	Diploma/Certificate
2232	Mechanical engineering technologists and technicians	2,060	640	\$23.00	\$33.00	\$52.82	Diploma/Certificate
2233	Industrial engineering and manufacturing technologists and technicians	1,780	490	\$17.88	\$28.00	\$46.85	Diploma/Certificate
2234	Construction estimators	3,390	820	\$24.00	\$38.00	\$50.00	Diploma/Certificate
2241	Electrical and electronics engineering technologists and technicians	5,310	1,780	\$20.84	\$33.65	\$40.00	Diploma/Certificate
2242	Electronic service technicians (household and business equipment)	7,960	2,880	\$13.00	\$25.33	\$38.46	Diploma/Certificate
2243	Industrial instrument technicians and mechanics	1,030	320	–	–	–	Diploma/Certificate
2244	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	710	210	\$25.00	\$37.37	\$55.25	Diploma/Certificate
2251	Architectural technologists and technicians	1,450	620	\$18.87	\$28.26	\$46.53	Diploma/Certificate
2252	Industrial designers	1,290	500	\$12.65	\$30.62	\$59.05	Degree
2253	Drafting technologists and technicians	4,000	1,450	\$15.50	\$27.00	\$35.00	Diploma/Certificate
2254	Land survey technologists and technicians	540	180	\$16.87	\$29.91	\$45.64	Diploma/Certificate
2255	Technical occupations in geomatics and meteorology	1,630	610	\$24.00	\$35.00	\$62.47	Degree

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
2261	Non-destructive testers and inspection technicians	600	260	\$19.26	\$33.65	\$50.00	Diploma/Certificate
2262	Engineering inspectors and regulatory officers	610	260	\$36.00	\$42.00	\$54.87	Diploma/Certificate
2263	Inspectors in public and environmental health and occupational health and safety	4,200	1,590	\$20.00	\$35.90	\$47.18	Degree
2264	Construction inspectors	2,570	1,240	\$19.00	\$28.00	\$43.00	Diploma/Certificate
2271	Air pilots, flight engineers and flying instructors	3,630	1,190	\$15.38	\$32.05	\$54.95	Diploma/Certificate
2272	Air traffic controllers and related occupations	690	290	\$20.74	\$49.88	\$109.04	Diploma/Certificate
2273	Deck officers, water transport	1,610	590	\$23.19	\$36.75	\$47.31	Diploma/Certificate
2274	Engineer officers, water transport	610	230	\$27.33	\$36.06	\$43.27	Diploma/Certificate
2275	Railway traffic controllers and marine traffic regulators	190	60	-	-	-	Diploma/Certificate
2281	Computer network technicians	7,640	2,700	\$17.31	\$30.00	\$52.75	Diploma/Certificate
2282	User support technicians	5,560	2,040	\$18.00	\$29.00	\$50.00	Diploma/Certificate
2283	Information systems testing technicians	1,190	400	\$13.50	\$32.00	\$38.46	Degree
3011	Nursing co-ordinators and supervisors	2,780	1,790	\$22.68	\$41.54	\$48.50	Degree
3012	Registered nurses and registered psychiatric nurses	50,830	19,590	\$25.00	\$38.00	\$43.65	Degree
3111	Specialist physicians	7,020	3,040	-	-	-	Degree
3112	General practitioners and family physicians	8,080	3,430	-	-	-	Degree
3113	Dentists	3,430	1,620	\$26,641*	\$104,055*	\$214,663*	Degree
3114	Veterinarians	1,310	760	\$35,894*	\$85,140*	\$141,503*	Degree
3121	Optometrists	650	340	\$26,641*	\$73,717*	\$135,876*	Degree
3122	Chiropractors	1,140	550	\$26,641*	\$53,032*	\$118,501*	Degree
3124	Allied primary health practitioners	1,030	720	\$24.83	\$45.77	\$53.41	Degree
3125	Other professional occupations in health diagnosing and treating	520	260	\$26,641*	\$55,235*	\$105,319*	Degree

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
3131	Pharmacists	4,490	970	\$68,708*	\$98,725*	\$127,387*	Degree
3132	Dietitians and nutritionists	1,840	820	\$16.15	\$36.87	\$40.20	Degree
3141	Audiologists and speech-language pathologists	1,260	510	\$21.36	\$37.28	\$47.11	Degree
3142	Physiotherapists	3,950	1,850	\$20.00	\$38.00	\$47.00	Degree
3143	Occupational therapists	2,310	950	\$24.04	\$39.00	\$49.72	Degree
3144	Other professional occupations in therapy and assessment	2,120	700	\$18.00	\$24.00	\$43.00	Degree
3211	Medical laboratory technologists	3,350	1,520	\$12.65	\$33.33	\$37.00	Diploma/ Certificate
3212	Medical laboratory technicians and pathologists' assistants	4,180	1,650	\$20.50	\$23.00	\$32.00	Diploma/ Certificate
3213	Animal health technologists and veterinary technicians	2,070	600	\$13.00	\$16.00	\$26.27	Diploma/ Certificate
3214	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	1,460	570	\$28.85	\$33.00	\$35.41	Diploma/ Certificate
3215	Medical radiation technologists	2,860	1,110	\$29.00	\$35.00	\$40.80	Diploma/ Certificate
3216	Medical sonographers	790	340	\$30.91	\$37.61	\$51.26	Degree
3217	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	510	170	\$26.75	\$33.08	\$36.00	Diploma/ Certificate
3219	Other medical technologists and technicians (except dental health)	5,400	1,060	\$12.65	\$18.00	\$26.46	Diploma/ Certificate
3221	Denturists	190	70	–	–	–	Diploma/ Certificate
3222	Dental hygienists and dental therapists	3,160	1,310	\$20.00	\$41.00	\$44.60	Diploma/ Certificate
3223	Dental technologists, technicians and laboratory assistants	1,050	450	\$12.65	\$23.60	\$41.61	Diploma/ Certificate
3231	Opticians	1,050	440	\$12.65	\$21.29	\$32.79	Diploma/ Certificate
3232	Practitioners of natural healing	2,370	1,140	–	–	–	Diploma/ Certificate
3233	Licensed practical nurses	10,050	4,290	\$22.00	\$27.32	\$29.32	Diploma/ Certificate

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
3234	Paramedical occupations	3,360	1,320	\$19.98	\$27.00	\$37.40	Diploma/Certificate
3236	Massage therapists	5,280	2,300	\$12.65	\$22.50	\$47.00	Diploma/Certificate
3237	Other technical occupations in therapy and assessment	990	380	\$21.00	\$23.40	\$43.27	Diploma/Certificate
3411	Dental assistants	5,430	2,040	\$18.00	\$24.50	\$28.13	Diploma/Certificate
3413	Nurse aides, orderlies and patient service associates	35,390	17,890	\$16.40	\$21.00	\$26.70	Diploma/Certificate
3414	Other assisting occupations in support of health services	5,380	1,990	\$14.00	\$22.00	\$28.42	Diploma/Certificate
4011	University professors and lecturers	9,940	3,220	\$20.00	\$41.03	\$60.00	Degree
4012	Post-secondary teaching and research assistants	8,360	1,140	\$12.65	\$20.00	\$37.55	Degree
4021	College and other vocational instructors	12,160	4,380	\$18.00	\$35.00	\$51.10	Degree
4031	Secondary school teachers	20,370	7,650	\$21.54	\$35.71	\$51.92	Degree
4032	Elementary school and kindergarten teachers	33,530	11,470	\$20.79	\$34.87	\$50.00	Degree
4033	Educational counsellors	3,220	1,090	\$20.00	\$32.69	\$50.00	Degree
4111	Judges	300	140	\$107.21	\$112.57	\$133.21	Degree
4112	Lawyers and Quebec notaries	12,160	5,150	\$37,400*	\$115,621*	\$242,117*	Degree
4151	Psychologists	2,600	1,000	\$12.65	\$34.37	\$56.95	Degree
4152	Social workers	7,360	2,760	\$19.00	\$34.15	\$42.07	Degree
4153	Family, marriage and other related counsellors	5,640	2,480	\$17.85	\$25.00	\$39.66	Degree
4154	Professional occupations in religion	5,080	1,490	\$12.65	\$22.65	\$39.62	Degree
4155	Probation and parole officers and related occupations	950	300	\$27.78	\$36.50	\$44.39	Degree
4156	Employment counsellors	2,420	880	\$19.00	\$23.63	\$33.00	Degree
4161	Natural and applied science policy researchers, consultants and program officers	3,460	1,240	\$23.00	\$42.86	\$60.77	Degree
4162	Economists and economic policy researchers and analysts	1,540	490	\$20.14	\$38.78	\$60.56	Degree



NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
4163	Business development officers and marketing researchers and consultants	9,730	2,970	\$20.00	\$32.05	\$48.08	Degree
4164	Social policy researchers, consultants and program officers	3,960	1,530	\$20.00	\$32.82	\$45.67	Degree
4165	Health policy researchers, consultants and program officers	4,240	1,640	\$18.00	\$34.00	\$49.85	Degree
4166	Education policy researchers, consultants and program officers	3,420	1,110	\$21.63	\$29.90	\$46.15	Degree
4167	Recreation, sports and fitness policy researchers, consultants and program officers	1,720	530	\$17.12	\$24.73	\$35.00	Degree
4168	Program officers unique to government	1,140	380	\$24.13	\$35.32	\$59.31	Degree
4169	Other professional occupations in social science, n.e.c.	930	320	\$17.75	\$31.09	\$52.13	Degree
4211	Paralegal and related occupations	3,640	1,320	\$20.88	\$28.85	\$45.67	Diploma/Certificate
4212	Social and community service workers	26,170	11,020	\$15.85	\$20.00	\$29.00	Diploma/Certificate
4214	Early childhood educators and assistants	20,640	8,620	\$13.00	\$17.00	\$25.00	Diploma/Certificate
4215	Instructors of persons with disabilities	1,320	460	–	–	–	Diploma/Certificate
4216	Other instructors	7,110	2,600	\$12.65	\$20.00	\$34.36	Degree
4217	Other religious occupations	1,230	340	–	–	–	Degree
4311	Police officers (except commissioned)	8,960	2,950	\$26.45	\$40.00	\$54.00	Diploma/Certificate
4312	Firefighters	3,640	1,420	\$27.47	\$40.88	\$50.37	Diploma/Certificate
4313	Non-commissioned ranks of the Canadian Armed Forces	3,530	700	\$23.63	\$34.57	\$45.28	High School
4411	Home child care providers	14,850	4,240	\$12.65	\$14.00	\$20.00	Diploma/Certificate
4412	Home support workers, housekeepers and related occupations	14,780	6,610	\$14.00	\$18.00	\$24.05	Diploma/Certificate
4413	Elementary and secondary school teacher assistants	14,530	5,390	\$18.80	\$24.10	\$28.00	Diploma/Certificate
4421	Sheriffs and bailiffs	530	170	\$21.23	\$31.68	\$39.37	Diploma/Certificate

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
4422	Correctional service officers	2,780	930	\$21.00	\$31.93	\$40.38	Diploma/Certificate
4423	By-law enforcement and other regulatory officers, n.e.c.	1,150	480	\$18.09	\$31.02	\$45.05	Diploma/Certificate
5111	Librarians	760	320	\$20.23	\$24.04	\$36.38	Degree
5112	Conservators and curators	270	100	–	–	–	Degree
5113	Archivists	110	50	–	–	–	Degree
5121	Authors and writers	5,030	1,580	\$15.92	\$26.44	\$48.72	Degree
5122	Editors	2,320	980	\$12.65	\$25.39	\$42.06	Degree
5123	Journalists	1,270	430	\$15.63	\$27.88	\$36.06	Degree
5125	Translators, terminologists and interpreters	1,570	640	\$12.65	\$23.08	\$28.00	Degree
5131	Producers, directors, choreographers and related occupations	4,540	2,390	\$14.50	\$28.85	\$55.29	Degree
5132	Conductors, composers and arrangers	650	230	\$26,641*	\$34,695*	\$104,642*	Degree
5133	Musicians and singers	7,390	2,640	\$12.65	\$27.00	\$34.71	Degree
5134	Dancers	2,070	550	–	–	–	Degree
5135	Actors and comedians	3,070	990	–	–	–	Degree
5136	Painters, sculptors and other visual artists	5,270	1,640	–	–	–	Degree
5211	Library and public archive technicians	740	330	\$19.00	\$25.63	\$27.16	Degree
5212	Technical occupations related to museums and art galleries	750	250	\$12.65	\$18.34	\$26.24	Degree
5221	Photographers	2,940	1,150	–	–	–	Diploma/Certificate
5222	Film and video camera operators	950	470	–	–	–	Diploma/Certificate
5223	Graphic arts technicians	1,120	260	\$15.00	\$23.08	\$58.65	Diploma/Certificate
5224	Broadcast technicians	130	40	–	–	–	Diploma/Certificate
5225	Audio and video recording technicians	2,830	1,410	\$14.00	\$28.15	\$48.38	Diploma/Certificate

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
5226	Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	3,760	2,050	\$15.00	\$28.00	\$40.00	Diploma/Certificate
5227	Support occupations in motion pictures, broadcasting, photography and the performing arts	3,360	1,760	\$14.00	\$23.54	\$35.00	Diploma/Certificate
5231	Announcers and other broadcasters	620	200	\$12.65	\$23.27	\$52.77	Diploma/Certificate
5232	Other performers, n.e.c.	1,210	400	-	-	-	Diploma/Certificate
5241	Graphic designers and illustrators	11,210	4,720	\$15.87	\$24.50	\$40.87	Diploma/Certificate
5242	Interior designers and interior decorators	4,260	1,580	\$15.40	\$22.00	\$37.18	Diploma/Certificate
5243	Theatre, fashion, exhibit and other creative designers	2,760	700	\$14.00	\$24.04	\$32.21	Diploma/Certificate
5244	Artisans and craftspersons	3,510	1,410	\$12.65	\$17.00	\$26.50	Diploma/Certificate
5245	Patternmakers - textile, leather and fur products	160	50	-	-	-	Diploma/Certificate
5251	Athletes	690	150	-	-	-	High School
5252	Coaches	2,500	940	\$12.65	\$20.00	\$40.00	Degree
5253	Sports officials and referees	960	180	-	-	-	Degree
5254	Program leaders and instructors in recreation, sport and fitness	20,630	6,430	\$12.65	\$19.00	\$27.00	Diploma/Certificate
6211	Retail sales supervisors	8,990	3,090	\$12.65	\$19.20	\$33.65	High School
6221	Technical sales specialists - wholesale trade	10,540	4,040	\$13.27	\$23.50	\$42.97	Degree
6222	Retail and wholesale buyers	4,630	1,700	\$13.00	\$24.04	\$34.62	Diploma/Certificate
6231	Insurance agents and brokers	9,810	2,700	\$14.00	\$21.79	\$36.26	Diploma/Certificate
6232	Real estate agents and salespersons	20,380	5,230	\$26,641*	\$54,354*	\$139,847*	Diploma/Certificate
6235	Financial sales representatives	8,850	2,350	\$13.80	\$25.64	\$37.50	Degree
6311	Food service supervisors	6,250	2,010	\$12.65	\$14.25	\$22.97	High School

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
6312	Executive housekeepers	810	410	\$14.50	\$15.30	\$23.00	High School
6313	Accommodation, travel, tourism and related services supervisors	1,250	550	\$14.42	\$19.23	\$30.00	High School
6314	Customer and information services supervisors	1,100	380	\$15.00	\$24.01	\$30.77	Diploma/Certificate
6315	Cleaning supervisors	1,330	610	\$12.65	\$20.50	\$34.30	High School
6316	Other services supervisors	2,190	940	\$13.85	\$19.35	\$34.62	Diploma/Certificate
6321	Chefs	10,210	3,270	\$12.65	\$17.00	\$24.04	Diploma/Certificate
6322	Cooks	36,010	12,160	\$12.65	\$14.00	\$19.00	Diploma/Certificate
6331	Butchers, meat cutters and fishmongers - retail and wholesale	2,360	740	\$12.65	\$14.00	\$23.08	Diploma/Certificate
6332	Bakers	7,400	2,130	\$12.65	\$13.50	\$25.50	Diploma/Certificate
6341	Hairstylists and barbers	14,850	3,940	\$12.65	\$14.00	\$24.00	Diploma/Certificate
6342	Tailors, dressmakers, furriers and milliners	2,600	910	\$12.65	\$16.00	\$25.00	Diploma/Certificate
6343	Shoe repairers and shoemakers	230	100	-	-	-	High School
6344	Jewellers, jewellery and watch repairers and related occupations	840	270	-	-	-	Diploma/Certificate
6345	Upholsterers	640	270	\$12.65	\$19.23	\$33.61	High School
6346	Funeral directors and embalmers	530	150	-	-	-	Diploma/Certificate
6411	Sales and account representatives - wholesale trade (non-technical)	17,050	5,620	\$13.00	\$23.08	\$42.74	Diploma/Certificate
6421	Retail salespersons	97,830	24,910	\$12.65	\$13.00	\$23.08	High School
6511	Maitres d'hôtel and hosts/hostesses	5,120	1,040	\$12.65	\$13.00	\$21.00	High School
6512	Bartenders	5,530	1,450	\$12.65	\$14.00	\$20.00	High School
6513	Food and beverage servers	36,380	9,820	\$12.65	\$14.00	\$20.00	High School
6521	Travel counsellors	4,590	1,630	\$12.65	\$17.31	\$25.90	Diploma/Certificate
6522	Pursers and flight attendants	2,940	1,090	\$12.65	\$17.00	\$27.74	Diploma/Certificate

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
6523	Airline ticket and service agents	2,650	1,060	\$12.65	\$17.25	\$31.25	Diploma/Certificate
6524	Ground and water transport ticket agents, cargo service representatives and related clerks	660	200	\$12.65	\$18.13	\$26.86	High School
6525	Hotel front desk clerks	3,920	1,100	\$12.65	\$15.00	\$20.83	Diploma/Certificate
6531	Tour and travel guides	830	370	\$12.65	\$15.00	\$23.35	Degree
6532	Outdoor sport and recreational guides	1,270	470	\$13.50	\$18.00	\$27.00	Diploma/Certificate
6533	Casino occupations	3,500	1,660	\$12.65	\$18.00	\$24.00	High School
6541	Security guards and related security service occupations	15,570	5,610	\$12.65	\$15.00	\$24.04	Diploma/Certificate
6551	Customer services representatives - financial institutions	9,290	2,310	\$13.00	\$17.20	\$24.00	Diploma/Certificate
6552	Other customer and information services representatives	22,660	5,470	\$12.65	\$19.85	\$30.00	Diploma/Certificate
6561	Image, social and other personal consultants	490	200	-	-	-	Diploma/Certificate
6562	Estheticians, electrologists and related occupations	9,350	1,980	\$12.65	\$14.42	\$25.00	Diploma/Certificate
6563	Pet groomers and animal care workers	4,160	1,070	\$12.65	\$13.25	\$17.00	Diploma/Certificate
6564	Other personal service occupations	520	220	-	-	-	High School
6611	Cashiers	41,340	9,450	\$12.65	\$12.65	\$18.00	High School
6621	Service station attendants	1,950	400	\$12.65	\$12.65	\$25.85	High School
6622	Store shelf stockers, clerks and order fillers	22,210	5,140	\$12.65	\$12.70	\$23.08	High School
6623	Other sales related occupations	3,900	1,030	\$12.65	\$13.10	\$17.50	Diploma/Certificate
6711	Food counter attendants, kitchen helpers and related support occupations	55,870	14,420	\$12.65	\$12.65	\$17.00	High School
6721	Support occupations in accommodation, travel and facilities set-up services	1,090	310	\$12.65	\$15.13	\$24.27	Diploma/Certificate
6722	Operators and attendants in amusement, recreation and sport	4,420	1,460	\$12.65	\$12.65	\$26.12	Diploma/Certificate

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
6731	Light duty cleaners	30,600	11,270	\$12.65	\$15.00	\$20.69	High School
6732	Specialized cleaners	6,480	1,880	\$12.65	\$14.00	\$28.00	High School
6733	Janitors, caretakers and building superintendents	30,300	12,790	\$12.65	\$17.87	\$27.00	High School
6741	Dry cleaning, laundry and elated occupations	3,030	1,200	\$12.65	\$15.50	\$20.95	High School
6742	Other service support occupations, n.e.c.	3,490	920	\$12.65	\$13.00	\$18.00	Diploma/ Certificate
7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	2,020	890	\$27.00	\$37.00	\$50.00	Diploma/ Certificate
7202	Contractors and supervisors, electrical trades and telecommunications occupations	3,240	1,140	\$28.00	\$37.20	\$48.56	Diploma/ Certificate
7203	Contractors and supervisors, pipefitting trades	1,330	350	\$27.00	\$41.55	\$55.00	Diploma/ Certificate
7204	Contractors and supervisors, carpentry trades	4,700	1,020	\$18.00	\$30.00	\$43.27	Diploma/ Certificate
7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	8,710	2,830	\$22.00	\$32.00	\$40.06	Diploma/ Certificate
7231	Machinists and machining and tooling inspectors	3,210	920	\$20.00	\$28.00	\$42.85	Diploma/ Certificate
7232	Tool and die makers	350	150	\$16.84	\$28.13	\$40.54	Diploma/ Certificate
7233	Sheet metal workers	3,130	690	\$12.65	\$22.78	\$42.00	Diploma/ Certificate
7234	Boilermakers	1,090	350	\$31.11	\$42.63	\$46.41	Diploma/ Certificate
7235	Structural metal and platework fabricators and fitters	1,580	510	\$12.92	\$28.50	\$42.00	Diploma/ Certificate
7236	Ironworkers	2,090	400	\$20.00	\$26.00	\$40.00	Diploma/ Certificate
7237	Welders and related machine operators	9,480	2,440	\$18.00	\$28.00	\$40.00	Diploma/ Certificate
7241	Electricians (except industrial and power system)	17,070	2,750	\$15.00	\$27.50	\$43.00	Diploma/ Certificate
7242	Industrial electricians	4,740	1,170	\$26.00	\$37.00	\$49.35	Diploma/ Certificate
7243	Power system electricians	780	230	-	-	-	Diploma/ Certificate

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
7244	Electrical power line and cable workers	1,490	330	\$29.00	\$41.30	\$54.00	Diploma/ Certificate
7245	Telecommunications line and cable workers	1,350	300	\$18.00	\$30.00	\$33.65	Diploma/ Certificate
7246	Telecommunications installation and repair workers	2,880	970	\$20.00	\$30.00	\$40.38	Diploma/ Certificate
7247	Cable television service and maintenance technicians	140	30	\$26.00	\$28.00	\$45.00	Diploma/ Certificate
7251	Plumbers	11,170	2,220	\$16.00	\$26.00	\$36.13	Diploma/ Certificate
7252	Steamfitters, pipefitters and sprinkler system installers	3,140	720	\$18.00	\$28.00	\$42.00	Diploma/ Certificate
7253	Gas fitters	1,350	380	\$12.65	\$30.42	\$52.63	Diploma/ Certificate
7271	Carpenters	29,420	6,150	\$16.00	\$25.00	\$36.00	Diploma/ Certificate
7272	Cabinetmakers	2,690	490	\$12.65	\$22.00	\$32.06	Diploma/ Certificate
7281	Bricklayers	2,120	490	\$22.00	\$32.00	\$43.00	Diploma/ Certificate
7282	Concrete finishers	2,170	530	\$14.00	\$25.24	\$37.00	High School
7283	Tilesetters	2,500	550	\$17.50	\$23.50	\$35.00	Diploma/ Certificate
7284	Plasterers, drywall installers and finishers and lathers	5,650	980	\$14.00	\$25.00	\$33.33	Diploma/ Certificate
7291	Roofers and shinglers	3,780	860	\$15.00	\$22.00	\$32.00	High School
7292	Glaziers	2,660	700	\$18.05	\$26.00	\$38.00	Diploma/ Certificate
7293	Insulators	1,420	290	\$16.00	\$28.00	\$37.00	Diploma/ Certificate
7294	Painters and decorators (except interior decorators)	10,950	3,000	\$14.00	\$20.00	\$30.00	High School
7295	Floor covering installers	3,480	760	\$13.50	\$19.00	\$30.00	High School
7301	Contractors and supervisors, mechanic trades	2,910	1,030	\$16.83	\$33.50	\$47.35	Diploma/ Certificate
7302	Contractors and supervisors, heavy equipment operator crews	6,130	2,400	\$21.00	\$33.00	\$50.00	Diploma/ Certificate

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
7303	Supervisors, printing and related occupations	320	90	\$12.65	\$25.93	\$43.76	Diploma/Certificate
7304	Supervisors, railway transport operations	280	200	–	–	–	High School
7305	Supervisors, motor transport and other ground transit operators	1,280	640	\$25.00	\$30.00	\$40.45	Diploma/Certificate
7311	Construction millwrights and industrial mechanics	8,820	2,720	\$20.00	\$35.23	\$43.85	Diploma/Certificate
7312	Heavy-duty equipment mechanics	5,870	1,640	\$18.00	\$31.67	\$45.00	Diploma/Certificate
7313	Heating, refrigeration and air conditioning mechanics	3,250	700	\$20.00	\$35.10	\$52.00	Diploma/Certificate
7314	Railway carmen/women	440	150	\$28.21	\$36.40	\$47.12	Diploma/Certificate
7315	Aircraft mechanics and aircraft inspectors	3,040	1,100	\$20.00	\$30.00	\$43.27	Diploma/Certificate
7316	Machine fitters	160	50	–	–	–	Diploma/Certificate
7318	Elevator constructors and mechanics	1,210	360	\$22.00	\$50.00	\$62.00	Diploma/Certificate
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	19,570	6,180	\$13.93	\$28.80	\$40.00	Diploma/Certificate
7322	Motor vehicle body repairers	4,580	1,280	\$17.00	\$24.04	\$36.81	Diploma/Certificate
7331	Oil and solid fuel heating mechanics	120	30	–	–	–	Diploma/Certificate
7332	Appliance servicers and repairers	1,080	350	\$12.65	\$23.84	\$42.05	Diploma/Certificate
7333	Electrical mechanics	440	170	\$18.24	\$39.66	\$62.18	Diploma/Certificate
7334	Motorcycle, all-terrain vehicle and other related mechanics	1,000	340	\$17.30	\$26.00	\$45.00	Diploma/Certificate
7335	Other small engine and small equipment repairers	410	150	\$14.04	\$24.17	\$34.27	Diploma/Certificate
7361	Railway and yard locomotive engineers	1,040	420	\$25.01	\$37.00	\$43.27	Diploma/Certificate
7362	Railway conductors and brakemen/women	1,260	380	\$25.00	\$35.50	\$43.75	Diploma/Certificate
7371	Crane operators	2,490	840	\$21.78	\$33.00	\$43.00	Diploma/Certificate



NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
7372	Drillers and blasters - surface mining, quarrying and construction	660	150	\$31.00	\$32.60	\$38.92	Diploma/Certificate
7373	Water well drillers	20	10	-	-	-	Diploma/Certificate
7381	Printing press operators	1,670	490	\$12.81	\$25.00	\$31.63	High School
7384	Other trades and related occupations, n.e.c.	2,640	850	\$17.00	\$26.00	\$38.00	Diploma/Certificate
7441	Residential and commercial installers and servicers	9,060	1,770	\$15.00	\$20.50	\$33.10	High School
7442	Waterworks and gas maintenance workers	630	210	\$19.22	\$31.31	\$45.87	Diploma/Certificate
7444	Pest controllers and fumigators	610	220	\$14.00	\$23.70	\$35.48	Diploma/Certificate
7445	Other repairers and servicers	2,550	690	\$12.65	\$18.90	\$35.00	Diploma/Certificate
7451	Longshore workers	3,690	1,580	\$30.00	\$40.00	\$48.00	High School
7452	Material handlers	26,090	6,300	\$12.65	\$17.31	\$31.00	High School
7511	Transport truck drivers	38,700	13,340	\$15.63	\$24.50	\$35.00	High School
7512	Bus drivers, subway operators and other transit operators	9,320	4,710	\$18.00	\$26.00	\$31.82	Diploma/Certificate
7513	Taxi and limousine drivers and chauffeurs	7,620	2,860	\$12.65	\$15.38	\$25.00	High School
7514	Delivery and courier service drivers	11,340	3,480	\$12.65	\$15.00	\$28.66	High School
7521	Heavy equipment operators (except crane)	13,140	3,260	\$21.15	\$28.39	\$36.00	Diploma/Certificate
7522	Public works maintenance equipment operators and related workers	2,480	830	\$20.00	\$25.47	\$33.60	High School
7531	Railway yard and track maintenance workers	1,180	390	\$22.00	\$29.00	\$37.00	High School
7532	Water transport deck and engine room crew	1,390	420	\$19.00	\$29.81	\$33.00	Diploma/Certificate
7533	Boat and cable ferry operators and related occupations	1,060	410	\$14.77	\$23.63	\$28.00	Diploma/Certificate
7534	Air transport ramp attendants	2,000	640	\$14.00	\$18.00	\$27.00	High School
7535	Other automotive mechanical installers and servicers	2,580	590	\$12.65	\$18.75	\$30.00	High School
7611	Construction trades helpers and labourers	26,140	4,930	\$13.00	\$19.00	\$30.00	High School

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
7612	Other trades helpers and labourers	1,260	200	\$13.90	\$20.00	\$32.13	Diploma/Certificate
7621	Public works and maintenance labourers	2,640	760	\$12.65	\$26.00	\$41.00	High School
7622	Railway and motor transport labourers	550	200	\$12.65	\$23.00	\$34.00	High School
8211	Supervisors, logging and forestry	1,420	700	\$20.00	\$32.00	\$42.31	Diploma/Certificate
8221	Supervisors, mining and quarrying	1,180	560	\$24.00	\$40.41	\$49.91	Diploma/Certificate
8222	Contractors and supervisors, oil and gas drilling and services	1,030	540	\$22.50	\$34.86	\$75.00	Diploma/Certificate
8231	Underground production and development miners	1,500	480	\$24.50	\$36.00	\$41.00	Diploma/Certificate
8232	Oil and gas well drillers, servicers, testers and related workers	960	340	\$19.19	\$32.69	\$59.37	High School
8241	Logging machinery operators	2,310	280	\$17.40	\$30.00	\$35.00	High School
8252	Agricultural service contractors, farm supervisors and specialized livestock workers	1,130	440	\$12.65	\$19.00	\$28.00	Diploma/Certificate
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	3,760	1,940	\$15.00	\$23.08	\$32.00	High School
8261	Fishing masters and officers	170	40	-	-	-	Diploma/Certificate
8262	Fishermen/women	1,330	60	\$15.00	\$30.00	\$89.00	High School
8411	Underground mine service and support workers	290	70	\$17.50	\$31.66	\$38.26	Diploma/Certificate
8412	Oil and gas well drilling and related workers and services operators	600	250	\$26.70	\$33.00	\$39.10	Diploma/Certificate
8421	Chain saw and skidder operators	1,800	530	\$20.00	\$30.00	\$40.00	High School
8422	Silviculture and forestry workers	1,350	130	\$15.00	\$21.00	\$33.00	Diploma/Certificate
8431	General farm workers	6,570	1,710	\$12.65	\$15.00	\$24.04	High School
8432	Nursery and greenhouse workers	2,560	650	\$12.65	\$13.00	\$19.90	High School
8441	Fishing vessel deckhands	330	-10	\$15.25	\$30.00	\$50.00	High School

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
8442	Trappers and hunters	10	10	–	–	–	Less than High School
8611	Harvesting labourers	1,230	390	\$12.65	\$12.65	\$20.00	Less than High School
8612	Landscaping and grounds maintenance labourers	18,150	5,570	\$12.65	\$16.00	\$27.00	High School
8613	Aquaculture and marine harvest labourers	350	90	\$12.77	\$16.25	\$23.99	High School
8614	Mine labourers	680	70	\$18.00	\$25.62	\$39.00	High School
8615	Oil and gas drilling, servicing and related labourers	460	150	\$18.00	\$25.00	\$35.19	High School
8616	Logging and forestry labourers	2,200	290	\$15.00	\$25.00	\$35.72	High School
9211	Supervisors, mineral and metal processing	750	260	\$20.91	\$39.04	\$66.29	Diploma/Certificate
9212	Supervisors, petroleum, gas and chemical processing and utilities	1,120	510	\$12.65	\$36.00	\$52.88	Diploma/Certificate
9213	Supervisors, food and beverage processing	1,670	660	\$17.00	\$22.57	\$38.00	Diploma/Certificate
9214	Supervisors, plastic and rubber products manufacturing	280	120	\$15.47	\$24.73	\$41.76	High School
9215	Supervisors, forest products processing	1,650	890	\$21.00	\$34.00	\$48.08	High School
9217	Supervisors, textile, fabric, fur and leather products processing and manufacturing	130	50	–	–	–	High School
9221	Supervisors, motor vehicle assembling	80	30	–	–	–	High School
9222	Supervisors, electronics manufacturing	220	100	–	–	–	Diploma/Certificate
9223	Supervisors, electrical products manufacturing	90	50	–	–	–	Diploma/Certificate
9224	Supervisors, furniture and fixtures manufacturing	230	80	\$18.27	\$25.00	\$33.65	High School
9226	Supervisors, other mechanical and metal products manufacturing	200	110	\$25.00	\$38.00	\$45.67	Diploma/Certificate
9227	Supervisors, other products manufacturing and assembly	360	180	–	–	–	Diploma/Certificate
9231	Central control and process operators, mineral and metal processing	450	180	\$25.25	\$35.00	\$40.00	Diploma/Certificate

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
9232	Central control and process operators, petroleum, gas and chemical processing	1,340	600	\$17.00	\$36.00	\$48.85	Diploma/Certificate
9235	Pulping, papermaking and coating control operators	530	110	\$18.43	\$35.19	\$46.67	Diploma/Certificate
9241	Power engineers and power systems operators	3,830	1,290	\$22.00	\$32.00	\$44.85	Diploma/Certificate
9243	Water and waste treatment plant operators	1,410	460	\$26.11	\$34.59	\$48.00	Diploma/Certificate
9411	Machine operators, mineral and metal processing	910	230	\$20.04	\$37.71	\$50.89	Diploma/Certificate
9412	Foundry workers	210	60	\$20.64	\$26.78	\$30.95	Diploma/Certificate
9413	Glass forming and finishing machine operators and glass cutters	600	120	\$12.65	\$17.30	\$24.95	High School
9414	Concrete, clay and stone forming operators	950	160	\$13.00	\$24.00	\$30.00	High School
9415	Inspectors and testers, mineral and metal processing	110	40	-	-	-	Diploma/Certificate
9416	Metalworking and forging machine operators	1,170	310	\$14.00	\$22.00	\$27.00	High School
9417	Machining tool operators	320	100	\$20.00	\$22.52	\$32.00	Diploma/Certificate
9418	Other metal products machine operators	480	120	\$14.00	\$19.00	\$27.00	High School
9421	Chemical plant machine operators	700	200	\$12.65	\$18.00	\$24.00	High School
9422	Plastics processing machine operators	990	410	\$12.65	\$15.65	\$20.00	High School
9423	Rubber processing machine operators and related workers	520	130	\$15.00	\$20.00	\$31.80	High School
9431	Sawmill machine operators	2,810	1,050	\$15.00	\$29.36	\$32.69	High School
9432	Pulp mill machine operators	640	190	\$31.00	\$36.00	\$39.90	Diploma/Certificate
9433	Papermaking and finishing machine operators	450	160	\$12.65	\$26.05	\$37.00	Diploma/Certificate
9434	Other wood processing machine operators	1,560	510	\$27.00	\$30.00	\$33.00	High School
9435	Paper converting machine operators	260	50	-	-	-	High School

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
9436	Lumber graders and other wood processing inspectors and graders	1,040	340	\$21.00	\$28.50	\$34.00	High School
9437	Woodworking machine operators	910	310	\$14.00	\$21.00	\$35.00	High School
9441	Textile fibre and yarn, hide and pelt processing machine operators and workers	240	50	\$12.65	\$16.59	\$25.00	High School
9442	Weavers, knitters and other fabric making occupations	440	180	\$12.65	\$14.45	\$19.00	High School
9445	Fabric, fur and leather cutters	180	80	\$12.65	\$15.00	\$21.70	High School
9446	Industrial sewing machine operators	1,910	640	\$12.65	\$13.00	\$27.00	High School
9447	Inspectors and graders, textile, fabric, fur and leather products manufacturing	210	80	\$12.65	\$12.65	\$16.04	Diploma/Certificate
9461	Process control and machine operators, food and beverage processing	4,190	1,170	\$12.65	\$16.00	\$32.00	High School
9462	Industrial butchers and meat cutters, poultry preparers and related workers	1,490	540	\$12.65	\$17.00	\$23.85	High School
9463	Fish and seafood plant workers	1,240	500	\$12.65	\$14.75	\$19.21	High School
9465	Testers and graders, food and beverage processing	570	180	-	-	-	Degree
9471	Plateless printing equipment operators	790	200	\$12.65	\$16.50	\$24.00	Diploma/Certificate
9472	Camera, platemaking and other prepress occupations	400	120	\$15.38	\$21.68	\$34.71	Diploma/Certificate
9473	Binding and finishing machine operators	510	150	\$12.65	\$19.42	\$30.84	High School
9474	Photographic and film processors	340	110	\$12.70	\$16.53	\$28.67	Diploma/Certificate
9521	Aircraft assemblers and aircraft assembly inspectors	160	40	-	-	-	Diploma/Certificate
9522	Motor vehicle assemblers, inspectors and testers	770	260	\$12.65	\$20.92	\$32.90	High School
9523	Electronics assemblers, fabricators, inspectors and testers	1,650	450	\$12.65	\$18.56	\$38.90	Diploma/Certificate
9524	Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	660	210	\$12.65	\$20.38	\$41.12	Diploma/Certificate
9525	Assemblers, fabricators and inspectors, industrial electrical motors and transformers	150	50	\$15.00	\$22.19	\$30.50	Diploma/Certificate

NOC	Occupation Title	Employment	Job Openings	Wage Rate Low	Wage Rate Median	Wage Rate High	Typical Education Background
		2019	2019-2029	2018	2018	2018	
9526	Mechanical assemblers and inspectors	650	180	-	-	-	High School
9527	Machine operators and inspectors, electrical apparatus manufacturing	110	30	\$14.50	\$20.18	\$34.00	Diploma/Certificate
9531	Boat assemblers and inspectors	520	170	\$12.65	\$24.18	\$42.87	Diploma/Certificate
9532	Furniture and fixture assemblers and inspectors	1,230	220	\$12.65	\$19.00	\$23.32	High School
9533	Other wood products assemblers and inspectors	1,380	400	\$13.00	\$18.00	\$26.00	High School
9534	Furniture finishers and refinishers	980	280	\$14.00	\$19.38	\$25.00	High School
9535	Plastic products assemblers, finishers and inspectors	820	210	\$12.65	\$19.30	\$30.44	High School
9536	Industrial painters, coaters and metal finishing process operators	1,530	460	\$13.75	\$24.00	\$40.00	High School
9537	Other products assemblers, finishers and inspectors	2,820	520	\$12.65	\$15.03	\$25.38	High School
9611	Labourers in mineral and metal processing	760	220	\$16.00	\$23.00	\$36.85	High School
9612	Labourers in metal fabrication	1,240	210	\$14.00	\$21.93	\$36.00	High School
9613	Labourers in chemical products processing and utilities	870	210	\$14.00	\$21.10	\$30.00	High School
9614	Labourers in wood, pulp and paper processing	5,300	1,130	\$15.00	\$27.54	\$30.76	High School
9615	Labourers in rubber and plastic products manufacturing	500	110	\$12.65	\$18.73	\$33.67	High School
9616	Labourers in textile processing	260	90	-	-	-	High School
9617	Labourers in food and beverage processing	8,590	2,760	\$12.65	\$14.00	\$26.00	High School
9618	Labourers in fish and seafood processing	1,020	360	\$12.65	\$14.00	\$18.00	Less than High School
9619	Other labourers in processing, manufacturing and utilities	6,680	1,520	\$12.65	\$18.00	\$35.00	High School

*Note: The wage rate refers to the Job Bank hourly wage rate (from Employment and Social Development Canada) which was updated in 2018, unless otherwise noted. For occupations with a “-”, the annual wage rate is provided as the hourly wage rate is not available. In some cases, no wage data is available; this is denoted by a “-”.*



# Appendix 5:

## Sources of New Supply for 500 Occupations, B.C., 2019-2029

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
0011	Legislators	0	0	0	20	0	410	420	Degree
0012	Senior government managers and officials	0	0	50	40	0	970	1,070	Degree
0013	Senior managers - financial, communications and other business services	480	0	960	40	340	2,520	4,350	Degree
0014	Senior managers - health, education, social and community services and membership organizations	170	0	180	40	250	1,740	2,380	Degree
0015	Senior managers - trade, broadcasting and other services, n.e.c.	180	0	760	40	130	2,260	3,360	Degree
0016	Senior managers - construction, transportation, production and utilities	90	0	610	50	230	2,790	3,770	Degree
0111	Financial managers	810	0	730	70	460	2,130	4,200	Degree
0112	Human resources managers	740	0	420	30	400	780	2,360	Degree
0113	Purchasing managers	250	0	400	10	70	640	1,370	Degree
0114	Other administrative services managers	290	0	450	40	190	1,560	2,530	Degree
0121	Insurance, real estate and financial brokerage managers	490	0	810	30	160	890	2,370	Degree
0122	Banking, credit and other investment managers	910	0	550	60	160	1,420	3,110	Degree

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
0124	Advertising, marketing and public relations managers	2,200	0	1,340	20	510	-1,200	2,880	Degree
0125	Other business services managers	440	0	290	40	130	1,230	2,130	Degree
0131	Telecommunication carriers managers	30	0	170	10	0	320	530	Degree
0132	Postal and courier services managers	0	0	40	0	0	60	100	Diploma/Certificate
0211	Engineering managers	40	0	280	10	120	890	1,330	Degree
0212	Architecture and science managers	0	0	160	10	0	450	620	Degree
0213	Computer and information systems managers	470	0	1,200	40	190	2,820	4,720	Degree
0311	Managers in health care	230	0	200	50	320	2,270	3,060	Degree
0411	Government managers - health and social policy development and program administration	80	0	20	10	80	60	250	Degree
0412	Government managers - economic analysis, policy development and program administration	100	0	40	10	100	180	430	Degree
0413	Government managers - education policy development and program administration	0	0	0	0	0	60	70	Degree
0414	Other managers in public administration	30	0	20	10	40	330	440	Degree
0421	Administrators - post-secondary education and vocational training	390	0	260	20	250	440	1,360	Degree
0422	School principals and administrators of elementary and secondary education	0	0	170	50	0	1,630	1,850	Degree



NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
0423	Managers in social, community and correctional services	0	0	160	50	0	2,150	2,360	Degree
0431	Commissioned police officers	0	0	0	0	0	110	110	Diploma/Certificate
0432	Fire chiefs and senior firefighting officers	0	0	0	10	0	300	300	Diploma/Certificate
0433	Commissioned officers of the Canadian Forces	130	0	0	20	0	130	280	Degree
0511	Library, archive, museum and art gallery managers	90	0	20	0	50	100	260	Degree
0512	Managers - publishing, motion pictures, broadcasting and performing arts	160	0	170	10	20	510	870	Degree
0513	Recreation, sports and fitness program and service directors	0	0	180	30	0	990	1,200	Degree
0601	Corporate sales managers	640	0	750	50	290	2,720	4,440	Degree
0621	Retail and wholesale trade managers	5,010	0	5,070	490	820	8,320	19,710	Diploma/Certificate
0631	Restaurant and food service managers	2,240	0	3,580	170	310	3,220	9,520	High School
0632	Accommodation service managers	450	0	750	90	130	950	2,360	Degree
0651	Managers in customer and personal services, n.e.c.	210	0	510	40	50	940	1,750	Diploma/Certificate
0711	Construction managers	1,510	0	1,100	100	490	4,110	7,300	Diploma/Certificate
0712	Home building and renovation managers	0	0	590	60	0	3,100	3,740	Diploma/Certificate
0714	Facility operation and maintenance managers	450	0	620	100	180	3,310	4,660	Diploma/Certificate
0731	Managers in transportation	0	0	530	40	0	2,120	2,680	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
0811	Managers in natural resources production and fishing	0	0	150	40	0	910	1,100	Degree
0821	Managers in agriculture	190	0	660	190	100	2,740	3,870	Diploma/Certificate
0822	Managers in horticulture	0	0	120	10	0	140	270	Diploma/Certificate
0823	Managers in aquaculture	0	0	0	0	0	90	90	High School
0911	Manufacturing managers	440	0	900	60	190	2,240	3,830	Diploma/Certificate
0912	Utilities managers	50	0	90	20	80	550	780	Degree
1111	Financial auditors and accountants	7,820	0	3,200	760	1,820	-3,120	10,480	Degree
1112	Financial and investment analysts	1,390	0	500	140	270	-980	1,310	Degree
1113	Securities agents, investment dealers and brokers	280	230	270	60	50	80	970	Degree
1114	Other financial officers	2,550	1,570	1,360	540	400	-1,030	5,380	Degree
1121	Human resources professionals	1,510	780	730	350	560	-1,150	2,780	Degree
1122	Professional occupations in business management consulting	1,380	1,020	1,210	610	500	-470	4,260	Degree
1123	Professional occupations in advertising, marketing and public relations	6,370	0	1,150	310	870	-4,700	4,000	Degree
1211	Supervisors, general office and administrative support workers	200	0	130	20	0	430	790	Diploma/Certificate
1212	Supervisors, finance and insurance office workers	150	0	240	20	110	530	1,050	Degree
1213	Supervisors, library, correspondence and related information workers	10	0	0	0	0	160	170	Degree

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
1214	Supervisors, mail and message distribution occupations	30	0	0	10	20	250	310	Diploma/Certificate
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	410	0	500	20	90	1,400	2,420	Diploma/Certificate
1221	Administrative officers	3,070	0	2,470	370	770	9,650	16,320	Diploma/Certificate
1222	Executive assistants	870	0	320	460	240	160	2,050	Degree
1223	Human resources and recruitment officers	1,440	0	380	250	210	-1,240	1,040	Degree
1224	Property administrators	410	0	880	1,280	160	1,080	3,800	Diploma/Certificate
1225	Purchasing agents and officers	240	0	480	700	0	710	2,130	Degree
1226	Conference and event planners	920	0	370	270	170	-670	1,060	Degree
1227	Court officers and justices of the peace	40	0	0	30	0	60	130	Diploma/Certificate
1228	Employment insurance, immigration, border services and revenue officers	700	0	110	180	150	-270	870	Degree
1241	Administrative assistants	4,610	2,530	2,040	1,250	980	-2,090	9,320	Diploma/Certificate
1242	Legal administrative assistants	2,690	0	400	160	570	-1,510	2,310	Diploma/Certificate
1243	Medical administrative assistants	0	420	180	350	0	950	1,900	Diploma/Certificate
1251	Court reporters, medical transcriptionists and related occupations	100	170	40	200	50	210	760	Diploma/Certificate
1252	Health information management occupations	30	60	20	20	0	160	300	Diploma/Certificate
1253	Records management technicians	0	50	40	30	0	90	210	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
1254	Statistical officers and related research support occupations	190	0	20	10	40	-130	130	Degree
1311	Accounting technicians and bookkeepers	1,430	2,320	1,870	1,830	490	1,500	9,440	Diploma/Certificate
1312	Insurance adjusters and claims examiners	470	360	110	90	0	130	1,160	Diploma/Certificate
1313	Insurance underwriters	210	120	90	10	40	-100	360	Degree
1314	Assessors, valuers and appraisers	380	0	40	110	0	-30	500	Degree
1315	Customs, ship and other brokers	0	60	40	0	0	170	270	Diploma/Certificate
1411	General office support workers	3,230	3,600	2,440	1,540	730	1,580	13,130	Diploma/Certificate
1414	Receptionists	3,220	2,550	1,910	1,340	580	-560	9,040	Diploma/Certificate
1415	Personnel clerks	530	0	90	140	90	-160	690	Degree
1416	Court clerks	80	40	0	10	0	-20	110	Diploma/Certificate
1422	Data entry clerks	400	390	390	110	70	-150	1,210	Diploma/Certificate
1423	Desktop publishing operators and related occupations	0	30	20	10	0	40	100	Diploma/Certificate
1431	Accounting and related clerks	3,120	1,870	1,800	690	930	-1,270	7,130	Diploma/Certificate
1432	Payroll clerks	560	470	200	210	170	250	1,860	Diploma/Certificate
1434	Banking, insurance and other financial clerks	450	250	260	30	0	-210	790	Degree
1435	Collectors	190	120	60	40	40	-80	370	Diploma/Certificate
1451	Library assistants and clerks	330	140	70	50	90	-180	510	Degree
1452	Correspondence, publication and regulatory clerks	0	300	260	110	0	450	1,120	Degree

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
1454	Survey interviewers and statistical clerks	50	140	150	130	40	70	580	Diploma/Certificate
1511	Mail, postal and related workers	140	300	130	230	20	240	1,050	High School
1512	Letter carriers	0	330	100	240	0	460	1,130	High School
1513	Couriers, messengers and door-to-door distributors	90	380	390	210	0	110	1,180	High School
1521	Shippers and receivers	620	1,150	1,060	170	140	110	3,260	High School
1522	Storekeepers and partspersons	450	500	150	300	230	150	1,790	Diploma/Certificate
1523	Production logistics co-ordinators	320	300	340	130	60	0	1,140	Diploma/Certificate
1524	Purchasing and inventory control workers	550	340	540	110	80	-480	1,130	Diploma/Certificate
1525	Dispatchers	520	470	330	150	60	280	1,810	Diploma/Certificate
1526	Transportation route and crew schedulers	110	70	50	20	10	-10	250	Diploma/Certificate
2111	Physicists and astronomers	0	40	60	0	0	30	130	Degree
2112	Chemists	250	120	170	0	80	-160	460	Degree
2113	Geoscientists and oceanographers	570	0	240	70	130	-260	750	Degree
2114	Meteorologists and climatologists	0	10	20	0	0	-10	40	Degree
2115	Other professional occupations in physical sciences	50	0	20	0	0	-20	60	Degree
2121	Biologists and related scientists	740	370	430	50	470	-1,030	1,020	Degree
2122	Forestry professionals	320	190	20	-110	110	-170	350	Degree
2123	Agricultural representatives, consultants and specialists	80	40	20	50	10	-50	150	Degree

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
2131	Civil engineers	1,950	890	1,100	250	410	-420	4,190	Degree
2132	Mechanical engineers	1,810	0	980	-20	280	-1,200	1,850	Degree
2133	Electrical and electronics engineers	1,280	610	1,000	80	240	-1,190	2,020	Degree
2134	Chemical engineers	230	120	210	0	80	-230	410	Degree
2141	Industrial and manufacturing engineers	220	130	270	10	70	-230	470	Degree
2142	Metallurgical and materials engineers	120	0	90	10	10	-100	120	Degree
2143	Mining engineers	190	80	220	-50	0	-230	210	Degree
2144	Geological engineers	460	0	170	20	120	-360	400	Degree
2145	Petroleum engineers	0	20	90	20	0	-40	90	Degree
2146	Aerospace engineers	130	0	0	10	10	-50	100	Degree
2147	Computer engineers (except software engineers and designers)	770	0	530	80	160	-520	1,020	Degree
2148	Other professional engineers, n.e.c.	220	100	230	20	0	-240	340	Degree
2151	Architects	220	370	810	10	110	-170	1,350	Degree
2152	Landscape architects	50	40	60	0	0	40	190	Degree
2153	Urban and land use planners	420	0	170	40	210	-310	520	Degree
2154	Land surveyors	0	120	90	30	0	170	410	Diploma/Certificate
2161	Mathematicians, statisticians and actuaries	180	80	130	20	70	-220	260	Degree
2171	Information systems analysts and consultants	1,070	1,790	2,610	990	520	620	7,600	Degree
2172	Database analysts and data administrators	560	240	430	130	160	-480	1,030	Degree
2173	Software engineers and designers	2,640	0	2,920	290	430	-1,790	4,480	Degree

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
2174	Computer programmers and interactive media developers	4,770	0	2,650	670	750	-2,550	6,290	Degree
2175	Web designers and developers	1,600	0	830	340	310	-1,130	1,960	Degree
2211	Chemical technologists and technicians	830	0	330	10	0	-410	760	Degree
2212	Geological and mineral technologists and technicians	410	0	50	20	70	-210	340	Diploma/Certificate
2221	Biological technologists and technicians	1,280	0	120	20	250	-1,270	390	Degree
2222	Agricultural and fish products inspectors	0	60	50	10	0	60	190	Degree
2223	Forestry technologists and technicians	860	0	50	-130	160	-410	530	Diploma/Certificate
2224	Conservation and fishery officers	370	0	20	50	100	-320	230	Diploma/Certificate
2225	Landscape and horticulture technicians and specialists	860	0	350	90	320	-670	950	Diploma/Certificate
2231	Civil engineering technologists and technicians	790	0	180	130	230	-350	980	Diploma/Certificate
2232	Mechanical engineering technologists and technicians	730	0	160	30	160	-450	640	Diploma/Certificate
2233	Industrial engineering and manufacturing technologists and technicians	210	170	170	30	0	-90	490	Diploma/Certificate
2234	Construction estimators	470	320	270	-50	130	-310	820	Diploma/Certificate
2241	Electrical and electronics engineering technologists and technicians	740	520	420	120	290	-300	1,780	Diploma/Certificate
2242	Electronic service technicians (household and business equipment)	390	780	490	390	0	840	2,880	Diploma/Certificate
2243	Industrial instrument technicians and mechanics	280	0	50	-20	180	-160	320	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
2244	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	80	70	20	20	0	20	210	Diploma/Certificate
2251	Architectural technologists and technicians	680	0	340	60	80	-540	620	Diploma/Certificate
2252	Industrial designers	0	120	220	40	0	110	500	Degree
2253	Drafting technologists and technicians	930	390	490	90	160	-620	1,450	Diploma/Certificate
2254	Land survey technologists and technicians	180	0	40	20	90	-150	180	Diploma/Certificate
2255	Technical occupations in geomatics and meteorology	690	0	70	90	0	-250	610	Degree
2261	Non-destructive testers and inspection technicians	50	60	20	60	0	70	260	Diploma/Certificate
2262	Engineering inspectors and regulatory officers	0	60	40	30	0	130	260	Diploma/Certificate
2263	Inspectors in public and environmental health and occupational health and safety	700	420	170	280	330	-310	1,590	Degree
2264	Construction inspectors	110	250	100	220	0	560	1,240	Diploma/Certificate
2271	Air pilots, flight engineers and flying instructors	250	360	160	210	60	160	1,190	Diploma/Certificate
2272	Air traffic controllers and related occupations	50	70	40	40	10	90	290	Diploma/Certificate
2273	Deck officers, water transport	0	0	50	320	0	220	590	Diploma/Certificate
2274	Engineer officers, water transport	0	60	50	50	0	70	230	Diploma/Certificate
2275	Railway traffic controllers and marine traffic regulators	0	20	0	0	0	50	60	Diploma/Certificate
2281	Computer network technicians	860	750	870	330	330	-430	2,700	Diploma/Certificate



NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
2282	User support technicians	1,650	0	710	230	350	-890	2,040	Diploma/Certificate
2283	Information systems testing technicians	0	120	180	40	0	60	400	Degree
3011	Nursing co-ordinators and supervisors	0	0	50	40	0	1,700	1,790	Degree
3012	Registered nurses and registered psychiatric nurses	12,650	0	2,330	2,830	4,770	-3,000	19,590	Degree
3111	Specialist physicians	250	690	780	480	260	560	3,040	Degree
3112	General practitioners and family physicians	1,330	810	730	630	260	-330	3,430	Degree
3113	Dentists	120	350	240	230	130	550	1,620	Degree
3114	Veterinarians	60	140	110	150	10	290	760	Degree
3121	Optometrists	0	60	60	120	10	90	340	Degree
3122	Chiropractors	0	120	50	140	0	250	550	Degree
3124	Allied primary health practitioners	220	120	50	160	240	-60	720	Degree
3125	Other professional occupations in health diagnosing and treating	0	50	0	60	0	150	260	Degree
3131	Pharmacists	190	430	600	10	70	-330	970	Degree
3132	Dietitians and nutritionists	190	180	110	150	60	120	820	Degree
3141	Audiologists and speech-language pathologists	300	130	70	90	200	-270	510	Degree
3142	Physiotherapists	860	390	430	370	350	-550	1,850	Degree
3143	Occupational therapists	410	230	150	160	230	-220	950	Degree
3144	Other professional occupations in therapy and assessment	1,270	0	70	40	170	-850	700	Degree
3211	Medical laboratory technologists	620	330	100	340	140	-10	1,520	Diploma/Certificate
3212	Medical laboratory technicians and pathologists' assistants	710	410	220	240	280	-210	1,650	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
3213	Animal health technologists and veterinary technicians	730	0	110	10	0	-240	600	Diploma/Certificate
3214	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	490	0	20	90	100	-140	570	Diploma/Certificate
3215	Medical radiation technologists	620	280	90	200	190	-270	1,110	Diploma/Certificate
3216	Medical sonographers	190	0	20	60	40	30	340	Degree
3217	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	230	0	0	20	50	-130	170	Diploma/Certificate
3219	Other medical technologists and technicians (except dental health)	650	520	600	10	0	-720	1,060	Diploma/Certificate
3221	Denturists	0	20	20	20	0	10	70	Diploma/Certificate
3222	Dental hygienists and dental therapists	530	320	60	260	0	140	1,310	Diploma/Certificate
3223	Dental technologists, technicians and laboratory assistants	20	100	310	70	0	-50	450	Diploma/Certificate
3231	Opticians	210	100	20	90	0	20	440	Diploma/Certificate
3232	Practitioners of natural healing	0	240	210	180	0	520	1,140	Diploma/Certificate
3233	Licensed practical nurses	2,160	1,020	450	740	1,290	-1,370	4,290	Diploma/Certificate
3234	Paramedical occupations	1,180	0	90	330	660	-940	1,320	Diploma/Certificate
3236	Massage therapists	100	530	260	490	110	810	2,300	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
3237	Other technical occupations in therapy and assessment	270	0	130	70	60	-160	380	Diploma/Certificate
3411	Dental assistants	1,910	0	340	370	330	-900	2,040	Diploma/Certificate
3413	Nurse aides, orderlies and patient service associates	3,580	3,640	5,580	3,100	2,300	-320	17,890	Diploma/Certificate
3414	Other assisting occupations in support of health services	1,390	0	380	370	660	-810	1,990	Diploma/Certificate
4011	University professors and lecturers	390	940	1,760	490	1,120	-1,480	3,220	Degree
4012	Post-secondary teaching and research assistants	3,090	0	1,890	-80	500	-4,260	1,140	Degree
4021	College and other vocational instructors	1,450	1,170	1,160	450	1,370	-1,210	4,380	Degree
4031	Secondary school teachers	7,010	0	450	1,220	0	-1,030	7,650	Degree
4032	Elementary school and kindergarten teachers	8,840	0	720	1,650	0	250	11,470	Degree
4033	Educational counsellors	0	310	270	140	0	380	1,090	Degree
4111	Judges	0	0	0	0	0	130	140	Degree
4112	Lawyers and Quebec notaries	2,430	1,210	390	380	940	-200	5,150	Degree
4151	Psychologists	0	260	230	140	0	370	1,000	Degree
4152	Social workers	1,460	720	240	540	1,060	-1,260	2,760	Degree
4153	Family, marriage and other related counsellors	800	560	180	450	710	-220	2,480	Degree
4154	Professional occupations in religion	130	500	640	250	100	-130	1,490	Degree
4155	Probation and parole officers and related occupations	320	0	0	30	110	-160	300	Degree
4156	Employment counsellors	380	240	220	150	130	-230	880	Degree

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
4161	Natural and applied science policy researchers, consultants and program officers	900	0	180	220	450	-520	1,240	Degree
4162	Economists and economic policy researchers and analysts	490	0	240	60	120	-420	490	Degree
4163	Business development officers and marketing researchers and consultants	2,690	0	1,470	250	440	-1,870	2,970	Degree
4164	Social policy researchers, consultants and program officers	1,030	0	430	230	400	-560	1,530	Degree
4165	Health policy researchers, consultants and program officers	1,650	0	340	280	380	-1,010	1,640	Degree
4166	Education policy researchers, consultants and program officers	590	330	290	100	290	-500	1,110	Degree
4167	Recreation, sports and fitness policy researchers, consultants and program officers	0	170	60	60	0	240	530	Degree
4168	Program officers unique to government	0	110	50	70	0	150	380	Degree
4169	Other professional occupations in social science, n.e.c.	420	0	60	30	180	-370	320	Degree
4211	Paralegal and related occupations	760	360	180	50	500	-540	1,320	Diploma/Certificate
4212	Social and community service workers	7,250	0	1,600	1,980	2,880	-2,700	11,020	Diploma/Certificate
4214	Early childhood educators and assistants	3,560	2,140	1,990	860	1,260	-1,180	8,620	Diploma/Certificate
4215	Instructors of persons with disabilities	360	0	90	80	150	-200	460	Diploma/Certificate
4216	Other instructors	430	710	860	-10	110	500	2,600	Degree

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
4217	Other religious occupations	80	120	130	20	10	-20	340	Degree
4311	Police officers (except commissioned)	0	850	60	110	0	1,930	2,950	Diploma/Certificate
4312	Firefighters	0	350	0	90	0	980	1,420	Diploma/Certificate
4313	Non-commissioned ranks of the Canadian Forces	250	320	20	10	50	50	700	High School
4411	Home child care providers	330	1,450	4,250	290	90	-2,170	4,240	Diploma/Certificate
4412	Home support workers, housekeepers and related occupations	1,060	1,470	3,270	1,340	610	-1,140	6,610	Diploma/Certificate
4413	Elementary and secondary school teacher assistants	2,440	1,400	650	890	2,370	-2,350	5,390	Diploma/Certificate
4421	Sheriffs and bailiffs	110	50	0	20	30	-30	170	Diploma/Certificate
4422	Correctional service officers	710	0	110	110	70	-70	930	Diploma/Certificate
4423	By-law enforcement and other regulatory officers, n.e.c.	0	110	70	90	0	200	480	Diploma/Certificate
5111	Librarians	470	0	100	30	220	-510	320	Degree
5112	Conservators and curators	80	0	60	20	40	-110	100	Degree
5113	Archivists	80	0	40	10	30	-100	50	Degree
5121	Authors and writers	630	480	400	230	140	-300	1,580	Degree
5122	Editors	380	0	240	20	0	330	980	Degree
5123	Journalists	0	120	110	60	0	140	430	Degree
5125	Translators, terminologists and interpreters	0	150	430	10	0	40	640	Degree
5131	Producers, directors, choreographers and related occupations	850	0	390	0	120	1,030	2,390	Degree

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
5132	Conductors, composers and arrangers	40	60	20	30	20	60	230	Degree
5133	Musicians and singers	1,020	730	530	90	200	80	2,640	Degree
5134	Dancers	280	210	110	-80	20	20	550	Degree
5135	Actors and comedians	350	300	280	-10	30	40	990	Degree
5136	Painters, sculptors and other visual artists	0	500	530	220	0	390	1,640	Degree
5211	Library and public archive technicians	190	0	40	30	140	-70	330	Degree
5212	Technical occupations related to museums and art galleries	260	0	40	40	60	-150	250	Degree
5221	Photographers	270	290	320	70	0	210	1,150	Diploma/Certificate
5222	Film and video camera operators	230	100	90	-10	10	40	470	Diploma/Certificate
5223	Graphic arts technicians	130	110	160	30	20	-190	260	Diploma/Certificate
5224	Broadcast technicians	0	10	0	0	0	30	40	Diploma/Certificate
5225	Audio and video recording technicians	310	300	560	0	0	240	1,410	Diploma/Certificate
5226	Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	570	400	350	-80	70	740	2,050	Diploma/Certificate
5227	Support occupations in motion pictures, broadcasting, photography and the performing arts	600	360	330	-60	0	530	1,760	Diploma/Certificate
5231	Announcers and other broadcasters	120	60	90	20	20	-110	200	Diploma/Certificate
5232	Other performers, n.e.c.	90	120	100	30	0	60	400	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
5241	Graphic designers and illustrators	2,800	0	1,710	240	440	-470	4,720	Diploma/Certificate
5242	Interior designers and interior decorators	690	420	370	60	160	-120	1,580	Diploma/Certificate
5243	Theatre, fashion, exhibit and other creative designers	500	270	290	20	100	-490	700	Diploma/Certificate
5244	Artisans and craftspersons	180	340	200	410	0	290	1,410	Diploma/Certificate
5245	Patternmakers - textile, leather and fur products	60	0	20	0	0	-30	50	Diploma/Certificate
5251	Athletes	0	70	70	0	0	10	150	High School
5252	Coaches	450	250	270	70	40	-140	940	Degree
5253	Sports officials and referees	0	100	20	-20	0	80	180	Degree
5254	Program leaders and instructors in recreation, sport and fitness	2,780	2,090	1,180	60	370	-50	6,430	Diploma/Certificate
6211	Retail sales supervisors	1,590	0	1,030	80	0	390	3,090	High School
6221	Technical sales specialists - wholesale trade	1,920	0	610	40	330	1,130	4,040	Degree
6222	Retail and wholesale buyers	560	0	560	30	80	470	1,700	Diploma/Certificate
6231	Insurance agents and brokers	910	950	760	60	130	-100	2,700	Diploma/Certificate
6232	Real estate agents and salespersons	1,050	1,870	920	640	110	650	5,230	Diploma/Certificate
6235	Financial sales representatives	1,150	840	1,010	160	180	-990	2,350	Degree
6311	Food service supervisors	1,570	0	1,340	40	100	-1,030	2,010	High School
6312	Executive housekeepers	30	0	180	10	0	180	410	High School
6313	Accommodation, travel, tourism and related services supervisors	170	0	110	10	30	230	550	High School

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
6314	Customer and information services supervisors	120	0	60	0	20	180	380	Diploma/Certificate
6315	Cleaning supervisors	0	0	120	10	0	470	610	High School
6316	Other services supervisors	300	0	160	10	0	470	940	Diploma/Certificate
6321	Chefs	1,070	1,010	3,140	140	320	-2,400	3,270	Diploma/Certificate
6322	Cooks	3,680	3,610	6,280	870	800	-3,080	12,160	Diploma/Certificate
6331	Butchers, meat cutters and fishmongers - retail and wholesale	210	230	280	80	0	-60	740	Diploma/Certificate
6332	Bakers	850	710	1,210	100	200	-950	2,130	Diploma/Certificate
6341	Hairstylists and barbers	930	1,440	1,390	470	190	-480	3,940	Diploma/Certificate
6342	Tailors, dressmakers, furriers and milliners	80	250	540	110	0	-60	910	Diploma/Certificate
6343	Shoe repairers and shoemakers	0	20	20	20	0	30	100	High School
6344	Jewellers, jewellery and watch repairers and related occupations	0	80	60	40	0	90	270	Diploma/Certificate
6345	Upholsterers	0	60	20	60	0	120	270	High School
6346	Funeral directors and embalmers	60	50	0	30	90	-80	150	Diploma/Certificate
6411	Sales and account representatives - wholesale trade (non-technical)	1,770	1,630	1,440	500	250	30	5,620	Diploma/Certificate
6421	Retail salespersons	8,890	9,420	11,320	2,320	780	-7,820	24,910	High School
6511	Maitres d'hôtel and hosts/hostesses	370	510	350	-60	0	-130	1,040	High School
6512	Bartenders	750	550	310	80	80	-320	1,450	High School
6513	Food and beverage servers	4,140	3,630	5,770	20	400	-4,140	9,820	High School



NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
6521	Travel counsellors	360	440	640	150	0	50	1,630	Diploma/Certificate
6522	Pursers and flight attendants	150	270	70	30	30	530	1,090	Diploma/Certificate
6523	Airline ticket and service agents	220	260	280	100	30	180	1,060	Diploma/Certificate
6524	Ground and water transport ticket agents, cargo service representatives and related clerks	30	60	40	30	0	50	200	High School
6525	Hotel front desk clerks	910	390	960	60	90	-1,320	1,100	Diploma/Certificate
6531	Tour and travel guides	160	80	160	40	0	-60	370	Degree
6532	Outdoor sport and recreational guides	240	130	50	100	0	-40	470	Diploma/Certificate
6533	Casino occupations	270	360	510	30	10	480	1,660	High School
6541	Security guards and related security service occupations	2,090	1,520	2,630	660	210	-1,500	5,610	Diploma/Certificate
6551	Customer services representatives - financial institutions	1,730	890	950	200	150	-1,610	2,310	Diploma/Certificate
6552	Other customer and information services representatives	2,670	2,170	1,880	250	280	-1,780	5,470	Diploma/Certificate
6561	Image, social and other personal consultants	0	50	40	30	0	80	200	Diploma/Certificate
6562	Estheticians, electrologists and related occupations	440	900	1,840	130	0	-1,350	1,980	Diploma/Certificate
6563	Pet groomers and animal care workers	440	410	340	100	0	-220	1,070	Diploma/Certificate
6564	Other personal service occupations	90	50	170	20	0	-110	220	High School
6611	Cashiers	2,130	4,030	7,110	260	180	-4,250	9,450	High School
6621	Service station attendants	140	190	260	-50	0	-150	400	High School
6622	Store shelf stockers, clerks and order fillers	1,620	2,140	2,820	0	110	-1,560	5,140	High School

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
6623	Other sales related occupations	0	380	500	70	0	70	1,030	Diploma/Certificate
6711	Food counter attendants, kitchen helpers and related support occupations	3,580	5,590	13,030	-240	280	-7,820	14,420	High School
6721	Support occupations in accommodation, travel and facilities set-up services	0	100	120	0	0	80	310	Diploma/Certificate
6722	Operators and attendants in amusement, recreation and sport	0	450	160	100	0	750	1,460	Diploma/Certificate
6731	Light duty cleaners	370	3,030	6,950	1,480	10	-560	11,270	High School
6732	Specialized cleaners	390	640	880	200	60	-300	1,880	High School
6733	Janitors, caretakers and building superintendents	480	2,980	3,310	2,240	180	3,610	12,790	High School
6741	Dry cleaning, laundry and related occupations	0	300	680	220	0	0	1,200	High School
6742	Other service support occupations, n.e.c.	370	340	290	50	30	-160	920	Diploma/Certificate
7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	290	0	100	20	150	330	890	Diploma/Certificate
7202	Contractors and supervisors, electrical trades and telecommunications occupations	850	0	100	30	540	-360	1,140	Diploma/Certificate
7203	Contractors and supervisors, pipefitting trades	250	0	40	10	290	-230	350	Diploma/Certificate
7204	Contractors and supervisors, carpentry trades	770	0	230	20	350	-350	1,020	Diploma/Certificate
7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	440	0	620	50	240	1,490	2,830	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
7231	Machinists and machining and tooling inspectors	570	300	180	0	320	-450	920	Diploma/Certificate
7232	Tool and die makers	0	30	0	20	0	90	150	Diploma/Certificate
7233	Sheet metal workers	990	0	120	-40	380	-750	690	Diploma/Certificate
7234	Boilermakers	0	100	0	30	0	220	350	Diploma/Certificate
7235	Structural metal and platework fabricators and fitters	1,230	0	50	40	320	-1,130	510	Diploma/Certificate
7236	Ironworkers	0	200	290	-50	0	-40	400	Diploma/Certificate
7237	Welders and related machine operators	5,040	0	700	30	1,720	-5,040	2,440	Diploma/Certificate
7241	Electricians (except industrial and power system)	7,800	0	1,220	-890	2,330	-7,710	2,750	Diploma/Certificate
7242	Industrial electricians	1,360	0	170	-110	930	-1,170	1,170	Diploma/Certificate
7243	Power system electricians	0	80	20	30	0	100	230	Diploma/Certificate
7244	Electrical power line and cable workers	280	140	50	-20	270	-400	330	Diploma/Certificate
7245	Telecommunications line and cable workers	0	120	20	0	0	150	300	Diploma/Certificate
7246	Telecommunications installation and repair workers	300	270	170	80	110	40	970	Diploma/Certificate
7247	Cable television service and maintenance technicians	60	0	0	0	0	-30	30	Diploma/Certificate
7251	Plumbers	3,720	0	710	-260	1,450	-3,380	2,220	Diploma/Certificate
7252	Steamfitters, pipefitters and sprinkler system installers	780	0	60	-50	400	-470	720	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
7253	Gas fitters	200	130	70	0	160	-190	380	Diploma/Certificate
7271	Carpenters	5,170	2,760	2,240	-980	1,410	-4,450	6,150	Diploma/Certificate
7272	Cabinetmakers	570	250	290	80	200	-900	490	Diploma/Certificate
7281	Bricklayers	170	200	270	-20	50	-170	490	Diploma/Certificate
7282	Concrete finishers	110	200	340	-10	40	-160	530	High School
7283	Tilesetters	80	230	450	-30	0	-180	550	Diploma/Certificate
7284	Plasterers, drywall installers and finishers and lathers	320	520	770	-250	80	-470	980	Diploma/Certificate
7291	Roofers and shinglers	280	360	290	-80	230	-230	860	High School
7292	Glaziers	250	250	230	40	140	-210	700	Diploma/Certificate
7293	Insulators	130	130	70	-60	70	-60	290	Diploma/Certificate
7294	Painters and decorators (except interior decorators)	320	1,010	1,400	-80	100	250	3,000	High School
7295	Floor covering installers	120	320	240	-10	0	90	760	High School
7301	Contractors and supervisors, mechanic trades	190	0	100	30	130	580	1,030	Diploma/Certificate
7302	Contractors and supervisors, heavy equipment operator crews	240	0	240	50	90	1,780	2,400	Diploma/Certificate
7303	Supervisors, printing and related occupations	0	0	20	0	0	70	90	Diploma/Certificate
7304	Supervisors, railway transport operations	0	0	0	0	0	200	200	High School
7305	Supervisors, motor transport and other ground transit operators	0	0	40	10	0	590	640	Diploma/Certificate
7311	Construction millwrights and industrial mechanics	1,820	870	310	160	1,110	-1,550	2,720	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
7312	Heavy-duty equipment mechanics	2,880	0	170	80	1,020	-2,500	1,640	Diploma/Certificate
7313	Refrigeration and air conditioning mechanics	930	0	90	-50	660	-930	700	Diploma/Certificate
7314	Railway carmen/women	0	40	0	10	0	90	150	Diploma/Certificate
7315	Aircraft mechanics and aircraft inspectors	630	300	110	100	80	-110	1,100	Diploma/Certificate
7316	Machine fitters	0	10	40	10	0	-10	50	Diploma/Certificate
7318	Elevator constructors and mechanics	0	110	70	-10	0	180	360	Diploma/Certificate
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	4,940	0	1,330	750	1,320	-2,170	6,180	Diploma/Certificate
7322	Motor vehicle body repairers	1,050	440	220	180	260	-880	1,280	Diploma/Certificate
7331	Oil and solid fuel heating mechanics	0	10	0	0	0	20	30	Diploma/Certificate
7332	Appliance servicers and repairers	110	100	130	50	80	-130	350	Diploma/Certificate
7333	Electrical mechanics	0	40	0	30	0	100	170	Diploma/Certificate
7334	Motorcycle, all-terrain vehicle and other related mechanics	240	0	20	60	0	10	340	Diploma/Certificate
7335	Other small engine and small equipment repairers	0	40	20	50	0	40	150	Diploma/Certificate
7361	Railway and yard locomotive engineers	0	0	0	340	0	80	420	Diploma/Certificate
7362	Railway conductors and brakemen/women	450	0	20	310	130	-550	380	Diploma/Certificate
7371	Crane operators	130	250	70	90	160	140	840	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
7372	Drillers and blasters - surface mining, quarrying and construction	60	60	50	-10	0	-10	150	Diploma/Certificate
7373	Water well drillers	10	0	0	0	10	-20	10	Diploma/Certificate
7381	Printing press operators	0	150	90	40	0	200	490	High School
7384	Other trades and related occupations, n.e.c.	160	260	100	90	100	140	850	Diploma/Certificate
7441	Residential and commercial installers and servicers	280	850	860	-130	0	-80	1,770	High School
7442	Waterworks and gas maintenance workers	60	60	20	10	0	50	210	Diploma/Certificate
7444	Pest controllers and fumigators	30	60	50	40	0	40	220	Diploma/Certificate
7445	Other repairers and servicers	0	250	260	30	0	160	690	Diploma/Certificate
7451	Longshore workers	120	370	70	130	0	890	1,580	High School
7452	Material handlers	1,090	2,490	3,300	10	170	-740	6,300	High School
7511	Transport truck drivers	320	3,830	3,090	1,730	120	4,240	13,340	High School
7512	Bus drivers, subway operators and other transit operators	0	930	160	590	0	3,040	4,710	Diploma/Certificate
7513	Taxi and limousine drivers and chauffeurs	70	750	730	290	0	1,010	2,860	High School
7514	Delivery and courier service drivers	750	1,090	990	270	90	290	3,480	High School
7521	Heavy equipment operators (except crane)	570	1,290	260	-100	210	1,030	3,260	Diploma/Certificate
7522	Public works maintenance equipment operators and related workers	160	250	100	150	60	110	830	High School
7531	Railway yard and track maintenance workers	0	0	90	280	0	20	390	High School
7532	Water transport deck and engine room crew	90	130	20	120	0	50	420	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
7533	Boat and cable ferry operators and related occupations	0	100	20	120	0	160	410	Diploma/Certificate
7534	Air transport ramp attendants	310	190	210	20	20	-110	640	High School
7535	Other automotive mechanical installers and servicers	750	0	210	-40	0	-340	590	High School
7611	Construction trades helpers and labourers	2,280	2,470	3,810	-1,130	340	-2,840	4,930	High School
7612	Other trades helpers and labourers	660	0	100	-80	80	-560	200	Diploma/Certificate
7621	Public works and maintenance labourers	300	260	150	20	100	-50	760	High School
7622	Railway and motor transport labourers	50	60	40	30	0	30	200	High School
8211	Supervisors, logging and forestry	110	0	20	40	30	500	700	Diploma/Certificate
8221	Supervisors, mining and quarrying	0	0	0	30	0	540	560	Diploma/Certificate
8222	Contractors and supervisors, oil and gas drilling and services	0	0	20	20	0	490	540	Diploma/Certificate
8231	Underground production and development miners	0	150	0	140	0	200	480	Diploma/Certificate
8232	Oil and gas well drillers, servicers, testers and related workers	100	100	40	60	0	40	340	High School
8241	Logging machinery operators	30	210	40	-280	10	280	280	High School
8252	Agricultural service contractors, farm supervisors and specialized livestock workers	90	0	120	10	20	190	440	Diploma/Certificate
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	240	0	320	50	110	1,230	1,940	High School
8261	Fishing masters and officers	0	0	0	0	0	40	40	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
8262	Fishermen/women	60	0	50	170	0	-210	60	High School
8411	Underground mine service and support workers	0	30	20	0	0	20	70	Diploma/Certificate
8412	Oil and gas well drilling and related workers and services operators	100	70	40	70	50	-70	250	Diploma/Certificate
8421	Chain saw and skidder operators	0	160	40	70	0	260	530	High School
8422	Silviculture and forestry workers	470	0	90	-200	30	-250	130	Diploma/Certificate
8431	General farm workers	250	650	2,990	40	0	-2,220	1,710	High School
8432	Nursery and greenhouse workers	130	240	1,270	-20	20	-1,000	650	High School
8441	Fishing vessel deckhands	0	30	0	0	0	-30	-10	High School
8442	Trappers and hunters	0	0	0	0	0	10	10	Less than High School
8611	Harvesting labourers	0	120	2,160	-30	0	-1,860	390	Less than High School
8612	Landscaping and grounds maintenance labourers	1,070	1,790	1,120	710	210	670	5,570	High School
8613	Aquaculture and marine harvest labourers	30	30	0	10	0	20	90	High School
8614	Mine labourers	30	70	0	-120	0	100	70	High School
8615	Oil and gas drilling, servicing and related labourers	180	0	20	20	0	-70	150	High School
8616	Logging and forestry labourers	150	210	70	-270	0	120	290	High School
9211	Supervisors, mineral and metal processing	0	0	20	0	0	230	260	Diploma/Certificate
9212	Supervisors, petroleum, gas and chemical processing and utilities	30	0	60	20	0	400	510	Diploma/Certificate
9213	Supervisors, food, beverage and associated products processing	0	0	90	0	0	570	660	Diploma/Certificate



NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
9214	Supervisors, plastic and rubber products manufacturing	0	0	20	0	0	90	120	High School
9215	Supervisors, forest products processing	0	0	40	30	0	830	890	High School
9217	Supervisors, textile, fabric, fur and leather products processing and manufacturing	0	0	0	0	0	50	50	High School
9221	Supervisors, motor vehicle assembling	0	0	0	0	0	30	30	High School
9222	Supervisors, electronics manufacturing	0	0	20	0	0	80	100	Diploma/Certificate
9223	Supervisors, electrical products manufacturing	0	0	0	0	0	50	50	Diploma/Certificate
9224	Supervisors, furniture and fixtures manufacturing	0	0	20	0	0	50	80	High School
9226	Supervisors, other mechanical and metal products manufacturing	20	0	20	0	0	60	110	Diploma/Certificate
9227	Supervisors, other products manufacturing and assembly	0	0	40	0	0	140	180	Diploma/Certificate
9231	Central control and process operators, mineral and metal processing	0	0	0	180	0	0	180	Diploma/Certificate
9232	Petroleum, gas and chemical process operators	0	80	40	320	0	160	600	Diploma/Certificate
9235	Pulping, papermaking and coating control operators	0	0	0	80	0	30	110	Diploma/Certificate
9241	Power engineers and power systems operators	820	0	150	430	450	-560	1,290	Diploma/Certificate
9243	Water and waste treatment plant operators	230	0	50	220	100	-130	460	Diploma/Certificate

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
9411	Machine operators, mineral and metal processing	60	0	60	170	0	-60	230	Diploma/Certificate
9412	Foundry workers	0	20	0	10	0	30	60	Diploma/Certificate
9413	Glass forming and finishing machine operators and glass cutters	0	30	240	0	0	-150	120	High School
9414	Concrete, clay and stone forming operators	0	40	160	10	0	-50	160	High School
9415	Inspectors and testers, mineral and metal processing	0	0	50	10	0	-30	40	Diploma/Certificate
9416	Metalworking and forging machine operators	0	60	120	40	0	100	310	High School
9417	Machining tool operators	90	0	20	20	10	-40	100	Diploma/Certificate
9418	Other metal products machine operators	0	20	20	10	0	60	120	High School
9421	Chemical plant machine operators	0	30	180	40	0	-60	200	High School
9422	Plastics processing machine operators	30	50	180	30	0	120	410	High School
9423	Rubber processing machine operators and related workers	40	30	50	60	0	-40	130	High School
9431	Sawmill machine operators	60	140	150	390	0	320	1,050	High School
9432	Pulp mill machine operators	40	0	0	160	0	0	190	Diploma/Certificate
9433	Papermaking and finishing machine operators	0	0	20	100	0	40	160	Diploma/Certificate
9434	Other wood processing machine operators	20	70	180	150	0	80	510	High School
9435	Paper converting machine operators	0	10	40	0	0	0	50	High School

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
9436	Lumber graders and other wood processing inspectors and graders	0	100	70	10	0	160	340	High School
9437	Woodworking machine operators	0	90	90	50	0	90	310	High School
9441	Textile fibre and yarn, hide and pelt processing machine operators and workers	0	20	0	10	0	20	50	High School
9442	Weavers, knitters and other fabric making occupations	20	40	20	40	10	50	180	High School
9445	Fabric, fur and leather cutters	0	20	20	10	0	30	80	High School
9446	Industrial sewing machine operators	0	170	180	20	0	260	640	High School
9447	Inspectors and graders, textile, fabric, fur and leather products manufacturing	0	20	40	0	0	30	80	Diploma/Certificate
9461	Process control and machine operators, food, beverage and associated products processing	140	390	700	100	0	-160	1,170	High School
9462	Industrial butchers and meat cutters, poultry preparers and related workers	0	140	400	0	0	0	540	High School
9463	Fish and seafood plant workers	0	120	200	0	0	180	500	High School
9465	Testers and graders, food, beverage and associated products processing	70	50	110	20	0	-70	180	Degree
9471	Plateless printing equipment operators	0	70	120	0	0	10	200	Diploma/Certificate
9472	Camera, platemaking and other prepress occupations	90	0	20	10	0	-10	120	Diploma/Certificate
9473	Binding and finishing machine operators	30	50	0	10	0	60	150	High School

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
9474	Photographic and film processors	0	30	20	10	0	40	110	Diploma/Certificate
9521	Aircraft assemblers and aircraft assembly inspectors	0	10	20	-10	0	10	40	Diploma/Certificate
9522	Motor vehicle assemblers, inspectors and testers	30	70	60	30	0	70	260	High School
9523	Electronics assemblers, fabricators, inspectors and testers	0	150	380	10	0	-90	450	Diploma/Certificate
9524	Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	20	60	130	20	0	-20	210	Diploma/Certificate
9525	Assemblers, fabricators and inspectors, industrial electrical motors and transformers	60	0	0	0	10	-30	50	Diploma/Certificate
9526	Mechanical assemblers and inspectors	0	60	90	10	0	20	180	High School
9527	Machine operators and inspectors, electrical apparatus manufacturing	0	10	20	0	0	0	30	Diploma/Certificate
9531	Boat assemblers and inspectors	0	50	20	40	0	60	170	Diploma/Certificate
9532	Furniture and fixture assemblers and inspectors	0	110	270	20	0	-180	220	High School
9533	Other wood products assemblers and inspectors	0	130	210	0	0	60	400	High School
9534	Furniture finishers and refinishers	0	90	270	50	0	-140	280	High School
9535	Plastic products assemblers, finishers and inspectors	0	80	110	20	0	10	210	High School
9536	Industrial painters, coaters and metal finishing process operators	180	140	160	50	0	-80	460	High School

NOC	Occupation Title	Young People Starting Work (17 to 29 years old)		Net In-Migration (All Ages)		Additional Supply Requirement		Total Additional Supply	Typical Education Background
		Public Post-secondary & All Trades	Other	Immigrants	Migrants from Other Provinces	Public Post-secondary & All Trades (30+ years old)	Other		
9537	Other products assemblers, finishers and inspectors	100	260	640	50	0	-540	520	High School
9611	Labourers in mineral and metal processing	60	70	110	10	0	-30	220	High School
9612	Labourers in metal fabrication	290	0	110	-40	30	-190	210	High School
9613	Labourers in chemical products processing and utilities	0	80	170	10	0	-50	210	High School
9614	Labourers in wood, pulp and paper processing	830	510	400	-450	130	-280	1,130	High School
9615	Labourers in rubber and plastic products manufacturing	0	50	60	20	0	-20	110	High School
9616	Labourers in textile processing	0	20	60	10	0	-10	90	High School
9617	Labourers in food, beverage and associated products processing	180	800	2,860	-20	0	-1,070	2,760	High School
9618	Labourers in fish and seafood processing	0	100	210	0	0	50	360	Less than High School
9619	Other labourers in processing, manufacturing and utilities	260	630	1,440	70	0	-880	1,520	High School



# Appendix 6:

## High Opportunity Occupations by Region

*Throughout this appendix, the number of job openings shown are for the specific region, but the wage rates shown are for the province as a whole, not for the specific region.*

### Vancouver Island/Coast

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background</i>							
Registered nurses and registered psychiatric nurses	3,900	\$25.00	\$38.00	\$43.65	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3012
Elementary school and kindergarten teachers	2,230	\$20.79	\$34.87	\$50.00	Social	Instructing, Speaking, Active Listening	4032
Information systems analysts and consultants	1,650	\$26.15	\$38.97	\$54.95	Investigative, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2171
Secondary school teachers	1,400	\$21.54	\$35.71	\$51.92	Social	Instructing, Speaking, Learning Strategies	4031
Financial auditors and accountants	1,180	\$17.31	\$28.85	\$48.08	Conventional	Active Listening, Reading Comprehension, Critical Thinking	1111
Computer programmers and interactive media developers	1,180	\$20.00	\$35.19	\$51.10	Investigative, Conventional	Programming, Reading Comprehension, Critical Thinking	2174
University professors and lecturers	920	\$20.00	\$41.03	\$60.00	Social	Speaking, Reading Comprehension, Instructing	4011
Professional occupations in business management consulting	840	\$18.00	\$36.06	\$52.88	Conventional, Investigative, Enterprising	Reading Comprehension, Active Listening, Writing	1122
Other financial officers	780	\$20.67	\$31.77	\$52.20	Enterprising, Conventional	Critical Thinking, Active Listening, Reading Comprehension	1114
Computer and information systems managers	760	\$26.44	\$43.27	\$67.69	Enterprising	Critical Thinking, Active Listening, Reading Comprehension	0213

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Lawyers and Quebec notaries	720	\$37,400.00*	\$115,621.00*	\$242,117.00*	Enterprising	Active Listening, Speaking, Negotiation	4112
Financial managers	660	\$22.00	\$38.46	\$67.31	Enterprising, Conventional	Critical Thinking, Judgement and Decision Making, Reading Comprehension	0111
General practitioners and family physicians	640	–	–	–	Investigative	Critical Thinking, Active Listening, Judgement and Decision Making	3112
Professional occupations in advertising, marketing and public relations	630	\$16.15	\$27.40	\$48.84	Enterprising	Active Listening, Reading Comprehension, Speaking	1123
Social workers	620	\$19.00	\$34.15	\$42.07	Social	Active Listening, Social Perceptiveness, Speaking	4152
Senior managers - financial, communications and other business services	620	\$20.00	\$52.45	\$96.15	Enterprising	Speaking, Critical Thinking, Active Listening	0013
Managers in health care	550	\$20.00	\$41.21	\$54.09	Enterprising	Speaking, Critical Thinking, Coordination	0311
Web designers and developers	540	\$15.00	\$26.32	\$47.69	Artistic, Investigative, Conventional	Critical Thinking, Active Listening, Reading Comprehension	2175
Human resources professionals	520	\$21.00	\$38.07	\$64.10	Social, Enterprising, Conventional	Active Listening, Speaking, Reading Comprehension	1121
Senior government managers and officials	520	–	–	–	Enterprising	Speaking, Critical Thinking, Active Listening	0012
Specialist physicians	510	–	–	–	Investigative	Critical Thinking, Active Listening, Reading Comprehension	3111
Software engineers and designers	510	\$24.36	\$38.46	\$60.00	Investigative	Critical Thinking, Reading Comprehension, Active Listening	2173

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Managers in social, community and correctional services	500	\$25.24	\$37.26	\$62.50	Enterprising	Speaking, Active Listening, Critical Thinking	0423
Family, marriage and other related counsellors	490	\$17.85	\$25.00	\$39.66	Social	Active Listening, Social Perceptiveness, Speaking	4153
Senior managers - health, education, social and community services and membership organizations	460	\$21.76	\$45.96	\$88.00	Enterprising	Speaking, Active Listening, Reading Comprehension	0014
Other administrative services managers	460	\$23.98	\$32.00	\$64.90	Enterprising	Speaking, Reading Comprehension, Active Listening	0114
Authors and writers	440	\$15.92	\$26.44	\$48.72	Artistic, Investigative	Reading Comprehension, Writing, Active Listening	5121
Banking, credit and other investment managers	420	\$25.64	\$43.27	\$65.56	Enterprising	Speaking, Critical Thinking, Active Listening	0122
Nursing co-ordinators and supervisors	400	\$22.68	\$41.54	\$48.50	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3011
Civil engineers	400	\$26.44	\$38.51	\$64.00	Investigative, Realistic	Reading Comprehension, Critical Thinking, Complex Problem Solving	2131
Business development officers and marketing researchers and consultants	390	\$20.00	\$32.05	\$48.08	Enterprising	Reading Comprehension, Writing, Active Listening	4163
Human resources managers	390	\$21.79	\$38.46	\$62.50	Enterprising	Speaking, Active Listening, Reading Comprehension	0112
School principals and administrators of elementary and secondary education	380	\$24.48	\$42.31	\$55.29	Enterprising	Speaking, Active Listening, Reading Comprehension	0422
Health policy researchers, consultants and program officers	380	\$18.00	\$34.00	\$49.85	Enterprising	Active Listening, Speaking, Critical Thinking	4165
Professional occupations in religion	350	\$12.65	\$22.65	\$39.62	Social, Enterprising	Speaking, Active Listening, Social Perceptiveness	4154
Natural and applied science policy researchers, consultants and program officers	330	\$23.00	\$42.86	\$60.77	Investigative, Enterprising, Realistic	Reading Comprehension, Active Listening, Speaking	4161



Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Advertising, marketing and public relations managers	320	\$20.13	\$40.87	\$62.50	Enterprising	Speaking, Active Listening, Social Perceptiveness	0124
Administrators - post-secondary education and vocational training	280	\$12.65	\$41.35	\$69.23	Enterprising	Speaking, Active Listening, Reading Comprehension	0421
Financial and investment analysts	280	\$19.23	\$34.59	\$69.23	Conventional, Enterprising	Critical Thinking, Reading Comprehension, Active Listening	1112
Insurance, real estate and financial brokerage managers	280	\$21.54	\$38.46	\$56.59	Enterprising	Speaking, Critical Thinking, Active Listening	0121
Physiotherapists	260	\$20.00	\$38.00	\$47.00	Social	Reading Comprehension, Speaking, Critical Thinking	3142
Educational counsellors	250	\$20.00	\$32.69	\$50.00	Social	Active Listening, Speaking, Reading Comprehension	4033
Database analysts and data administrators	230	\$19.19	\$31.25	\$48.08	Conventional	Critical Thinking, Complex Problem Solving, Reading Comprehension	2172
Psychologists	210	\$12.65	\$34.37	\$56.95	Investigative	Active Listening, Reading Comprehension, Social Perceptiveness	4151
Commissioned officers of the Canadian Armed Forces	200	\$24.53	\$42.34	\$59.10	Conventional	N.A	0433
Dentists	190	\$26,641.00*	\$104,055.00*	\$214,663.00*	Investigative, Realistic	Critical Thinking, Speaking, Active Listening	3113
Pharmacists	180	\$68,708.00*	\$98,725.00*	\$127,387.00*	Investigative	Reading Comprehension, Active Listening, Critical Thinking	3131
Purchasing managers	170	\$22.29	\$41.37	\$70.22	Enterprising	Speaking, Active Listening, Reading Comprehension	0113
Other managers in public administration	170	\$32.00	\$48.08	\$68.68	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0414
Geoscientists and oceanographers	170	\$21.63	\$38.46	\$65.56	Investigative	Critical Thinking, Reading Comprehension, Science	2113

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Allied primary health practitioners	150	\$24.83	\$45.77	\$53.41	Social	Active Listening, Critical Thinking, Speaking	3124
Veterinarians	150	\$35,894.00*	\$85,140.00*	\$141,503.00*	Investigative	Science, Reading Comprehension, Critical Thinking	3114
Occupational therapists	150	\$24.04	\$39.00	\$49.72	Social, Investigative	Active Listening, Speaking, Reading Comprehension	3143
Dietitians and nutritionists	130	\$16.15	\$36.87	\$40.20	Investigative, Social	Reading Comprehension, Monitoring, Speaking	3132
Government managers - economic analysis, policy development and program administration	130	\$31.09	\$46.06	\$77.41	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0412
Computer engineers (except software engineers and designers)	130	\$19.00	\$47.69	\$64.78	Realistic, Investigative	Critical Thinking, Reading Comprehension, Active Listening	2147
Engineering managers	130	\$38.46	\$54.00	\$72.31	Enterprising	Reading Comprehension, Critical Thinking, Active Listening	0211
Managers - publishing, motion pictures, broadcasting and performing arts	110	\$12.65	\$27.04	\$55.96	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0512
Chiropractors	110	\$26,641.00*	\$53,032.00*	\$118,501.00*	Social	Active Listening, Speaking, Monitoring	3122
Assessors, valuers and appraisers	100	\$12.65	\$32.45	\$54.65	Conventional	Reading Comprehension, Active Listening, Speaking	1314
Other professional occupations in therapy and assessment	100	\$18.00	\$24.00	\$43.00	Social, Investigative	Active Listening, Speaking, Reading Comprehension	3144
Information systems testing technicians	90	\$13.50	\$32.00	\$38.46	Investigative, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2283
Architecture and science managers	80	\$21.43	\$43.81	\$86.46	Enterprising	Reading Comprehension, Critical Thinking, Active Listening	0212
Audiologists and speech-language pathologists	80	\$21.36	\$37.28	\$47.11	Social, Investigative	Active Listening, Reading Comprehension, Speaking	3141

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Other professional occupations in health diagnosing and treating	50	\$26,641.00*	\$55,235.00*	\$105,319.00*	Social, Investigative	Active Listening, Critical Thinking, Speaking	3125
Medical sonographers	50	\$30.91	\$37.61	\$51.26	Realistic, Social	Active Listening, Reading Comprehension, Speaking	3216
Optometrists	50	\$26,641.00*	\$73,717.00*	\$135,876.00*	Investigative, Social, Realistic	Active Listening, Critical Thinking, Speaking	3121
Library, archive, museum and art gallery managers	40	\$14.86	\$31.01	\$59.13	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0511
Petroleum engineers	20	–	–	–	Investigative	Reading Comprehension, Critical Thinking, Speaking	2145

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background but diploma/certificate is a possible alternative</i>							
Accommodation service managers	530	\$15.00	\$25.00	\$37.98	Enterprising	Speaking, Active Listening, Reading Comprehension	0632
Corporate sales managers	480	\$17.79	\$35.58	\$55.29	Enterprising	Speaking, Active Listening, Persuasion	0601
Senior managers - construction, transportation, production and utilities	430	\$12.65	\$49.32	\$154.74	Enterprising	Speaking, Critical Thinking, Active Listening	0016
Technical sales specialists - wholesale trade	400	\$13.27	\$23.50	\$42.97	Enterprising	Speaking, Active Listening, Persuasion	6221
Senior managers - trade, broadcasting and other services, n.e.c.	380	\$12.65	\$36.15	\$124.19	Enterprising	Speaking, Critical Thinking, Active Listening	0015
Executive assistants	340	\$17.81	\$25.71	\$36.81	Conventional	Active Listening, Reading Comprehension, Writing	1222
Other business services managers	290	\$18.46	\$38.46	\$52.75	Enterprising	Speaking, Reading Comprehension, Active Listening	0125
Managers in natural resources production and fishing	250	\$20.00	\$43.08	\$106.57	Enterprising	Critical Thinking, Speaking, Monitoring	0811
Recreation, sports and fitness program and service directors	210	\$12.65	\$25.37	\$51.89	Enterprising	Critical Thinking, Speaking, Active Listening	0513
Legislators	140	\$26,641.00*	\$65,769.00*	\$144,465.00*	Enterprising	Complex Problem Solving, Speaking, Critical Thinking	0011
Utilities managers	100	\$22.00	\$56.41	\$67.31	Enterprising	Critical Thinking, Speaking, Reading Comprehension	0912

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background</i>							
Nurse aides, orderlies and patient service associates	3,540	\$16.40	\$21.00	\$26.70	Social	Service Orientation, Social Perceptiveness, Active Listening	3413
Automotive service technicians, truck and bus mechanics and mechanical repairers	1,200	\$13.93	\$28.80	\$40.00	Realistic	Repairing, Troubleshooting, Critical Thinking	7321
Hairstylists and barbers	1,140	\$12.65	\$14.00	\$24.00	Enterprising	Active Listening, Speaking, Service Orientation	6341
Licensed practical nurses	930	\$22.00	\$27.32	\$29.32	Social	Service Orientation, Social Perceptiveness, Speaking	3233
Managers in agriculture	570	\$12.75	\$20.00	\$37.02	Realistic	Active Listening, Critical Thinking, Monitoring	0821
Computer network technicians	560	\$17.31	\$30.00	\$52.75	Realistic, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2281
Electronic service technicians (household and business equipment)	550	\$13.00	\$25.33	\$38.46	Realistic	Critical Thinking, Repairing, Troubleshooting	2242
Massage therapists	450	\$12.65	\$22.50	\$47.00	Social	Active Listening, Speaking, Social Perceptiveness	3236
Other assisting occupations in support of health services	410	\$14.00	\$22.00	\$28.42	Realistic, Conventional	Active Listening, Speaking, Social Perceptiveness	3414
Police officers (except commissioned)	360	\$26.45	\$40.00	\$54.00	Enterprising	Active Listening, Critical Thinking, Speaking	4311
Dental assistants	320	\$18.00	\$24.50	\$28.13	Realistic, Conventional, Social	Active Listening, Speaking, Critical Thinking	3411
Medical administrative assistants	300	\$15.38	\$23.00	\$35.00	Conventional	Active Listening, Reading Comprehension, Writing	1243
Motor vehicle body repairers	300	\$17.00	\$24.04	\$36.81	Realistic	Operation Monitoring, Critical Thinking, Operation and Control	7322
Air pilots, flight engineers and flying instructors	290	\$15.38	\$32.05	\$54.95	Realistic	Critical Thinking, Active Listening, Operation and Control	2271
Medical laboratory technicians and pathologists' assistants	260	\$20.50	\$23.00	\$32.00	Realistic, Conventional	Active Listening, Critical Thinking, Reading Comprehension	3212
Paramedical occupations	250	\$19.98	\$27.00	\$37.40	Social	Critical Thinking, Active Listening, Coordination	3234

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background (continued)</i>							
Medical radiation technologists	240	\$29.00	\$35.00	\$40.80	Realistic, Social	Active Listening, Reading Comprehension, Speaking	3215
Firefighters	210	\$27.47	\$40.88	\$50.37	Realistic	Critical Thinking, Active Listening, Speaking	4312
Dental hygienists and dental therapists	210	\$20.00	\$41.00	\$44.60	Realistic, Social, Conventional	Speaking, Active Listening, Critical Thinking	3222
Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	110	\$28.85	\$33.00	\$35.41	Social	Active Listening, Speaking, Monitoring	3214
Fire chiefs and senior firefighting officers	80	\$34.50	\$57.87	\$79.55	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0432
<i>A diploma/certificate is the typical education background but degree is a possible alternative</i>							
Administrative officers	3,080	\$14.50	\$24.00	\$35.10	Conventional	Active Listening, Reading Comprehension, Writing	1221
Social and community service workers	2,440	\$15.85	\$20.00	\$29.00	Social, Conventional	Speaking, Active Listening, Social Perceptiveness	4212
Accounting technicians and bookkeepers	1,720	\$14.00	\$20.07	\$32.50	Conventional	Mathematics, Active Listening, Reading Comprehension	1311
Real estate agents and salespersons	970	\$26,641.00*	\$54,354.00*	\$139,847.00*	Enterprising	Speaking, Active Listening, Reading Comprehension	6232
Property administrators	740	\$12.65	\$21.20	\$41.83	Enterprising	Speaking, Active Listening, Reading Comprehension	1224
Manufacturing managers	430	\$19.00	\$38.46	\$61.54	Enterprising, Conventional	Critical Thinking, Reading Comprehension, Speaking	0911
User support technicians	360	\$18.00	\$29.00	\$50.00	Realistic, Conventional, Conventional	Active Listening, Reading Comprehension, Speaking	2282
Medical laboratory technologists	300	\$12.65	\$33.33	\$37.00	Investigative, Realistic	Active Listening, Reading Comprehension, Critical Thinking	3211
Retail and wholesale buyers	270	\$13.00	\$24.04	\$34.62	Enterprising, Conventional	Speaking, Critical Thinking, Active Listening	6222
Practitioners of natural healing	190	–	–	–	Social	Active Listening, Speaking, Critical Thinking	3232
Air traffic controllers and related occupations	50	\$20.74	\$49.88	\$109.04	Enterprising, Conventional	Active Listening, Speaking, Critical Thinking	2272

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background but high school education with experience or on-the-job training is a possible alternative</i>							
Managers in transportation	290	–	–	–	Enterprising	Critical Thinking, Speaking, Monitoring	0731
Retail and wholesale trade managers	3,880	\$15.00	\$28.85	\$57.69	Enterprising	Speaking, Active Listening, Monitoring	0621
Facility operation and maintenance managers	820	\$19.00	\$35.00	\$51.66	Enterprising	Speaking, Critical Thinking, Active Listening	0714
Bus drivers, subway operators and other transit operators	770	\$18.00	\$26.00	\$31.82	Realistic	Active Listening, Operation and Control, Speaking	7512
Managers in customer and personal services, n.e.c.	330	\$15.33	\$24.48	\$48.08	Enterprising	Critical Thinking, Speaking, Active Listening	0651
Supervisors, mail and message distribution occupations	100	\$18.76	\$30.70	\$42.64	Enterprising, Conventional	Monitoring, Speaking, Active Listening	1214
Supervisors, motor transport and other ground transit operators	80	\$25.00	\$30.00	\$40.45	Conventional, Realistic	Active Listening, Speaking, Monitoring	7305
<i>High school is the typical education background but diploma/certificate is a possible alternative</i>							
Restaurant and food service managers	1,490	\$13.19	\$21.63	\$40.00	Enterprising	Service Orientation, Monitoring, Management of Personnel Resource	0631
Retail sales supervisors	710	\$12.65	\$19.20	\$33.65	Enterprising	Active Listening, Monitoring, Critical Thinking	6211
Taxi and limousine drivers and chauffeurs	520	\$12.65	\$15.38	\$25.00	Realistic	Active Listening, Speaking, Critical Thinking	7513
Contractors and supervisors, landscaping, grounds maintenance and horticulture services	410	\$15.00	\$23.08	\$32.00	Realistic	Operation and Control, Operation Monitoring, Active Listening	8255
Letter carriers	250	\$19.78	\$25.00	\$32.00	Conventional, Realistic	Speaking, Active Listening, Time Management	1512
Longshore workers	190	\$30.00	\$40.00	\$48.00	Realistic	Critical Thinking, Coordination, Speaking	7451

*Note: The wage rate refers to the Job Bank hourly wage rate for B.C. as a whole (from Employment and Social Development Canada) which was updated in 2018, unless otherwise noted. For occupations with a “\*”, the annual wage rate is provided as the hourly wage rate is not available. In some cases, no wage data is available; this is denoted by a “–”.*

## Mainland/Southwest

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background</i>							
Registered nurses and registered psychiatric nurses	12,130	\$25.00	\$38.00	\$43.65	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3012
Financial auditors and accountants	8,020	\$17.31	\$28.85	\$48.08	Conventional	Active Listening, Reading Comprehension, Critical Thinking	1111
Elementary school and kindergarten teachers	6,620	\$20.79	\$34.87	\$50.00	Social	Instructing, Speaking, Active Listening	4032
Information systems analysts and consultants	5,370	\$26.15	\$38.97	\$54.95	Investigative, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2171
Computer programmers and interactive media developers	4,750	\$20.00	\$35.19	\$51.10	Investigative, Conventional	Programming, Reading Comprehension, Critical Thinking	2174
Secondary school teachers	4,620	\$21.54	\$35.71	\$51.92	Social	Instructing, Speaking, Learning Strategies	4031
Lawyers and Quebec notaries	3,920	\$37,400.00*	\$115,621.00*	\$242,117.00*	Enterprising	Active Listening, Speaking, Negotiation	4112
Other financial officers	3,780	\$20.67	\$31.77	\$52.20	Enterprising, Conventional	Critical Thinking, Active Listening, Reading Comprehension	1114
Software engineers and designers	3,780	\$24.36	\$38.46	\$60.00	Investigative	Critical Thinking, Reading Comprehension, Active Listening	2173
Computer and information systems managers	3,670	\$26.44	\$43.27	\$67.69	Enterprising	Critical Thinking, Active Listening, Reading Comprehension	0213
Senior managers - financial, communications and other business services	3,360	\$20.00	\$52.45	\$96.15	Enterprising	Speaking, Critical Thinking, Active Listening	0013
Civil engineers	3,300	\$26.44	\$38.51	\$64.00	Investigative, Realistic	Reading Comprehension, Critical Thinking, Complex Problem Solving	2131

\*Annual Salary



Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
College and other vocational instructors	3,140	\$18.00	\$35.00	\$51.10	Social	Instructing, Speaking, Active Listening	4021
Professional occupations in advertising, marketing and public relations	3,010	\$16.15	\$27.40	\$48.84	Enterprising	Active Listening, Reading Comprehension, Speaking	1123
Professional occupations in business management consulting	2,960	\$18.00	\$36.06	\$52.88	Conventional, Investigative, Enterprising	Reading Comprehension, Active Listening, Writing	1122
Financial managers	2,870	\$22.00	\$38.46	\$67.31	Enterprising, Conventional	Critical Thinking, Judgement and Decision Making, Reading Comprehension	0111
Advertising, marketing and public relations managers	2,300	\$20.13	\$40.87	\$62.50	Enterprising	Speaking, Active Listening, Social Perceptiveness	0124
Business development officers and marketing researchers and consultants	2,250	\$20.00	\$32.05	\$48.08	Enterprising	Reading Comprehension, Writing, Active Listening	4163
Other instructors	2,180	\$12.65	\$20.00	\$34.36	Social	Speaking, Active Listening, Reading Comprehension	4216
General practitioners and family physicians	2,130	–	–	–	Investigative	Critical Thinking, Active Listening, Judgement and Decision Making	3112
Producers, directors, choreographers and related occupations	2,080	\$14.50	\$28.85	\$55.29	Artistic	Active Listening, Reading Comprehension, Speaking	5131
Banking, credit and other investment managers	2,020	\$25.64	\$43.27	\$65.56	Enterprising	Speaking, Critical Thinking, Active Listening	0122
Specialist physicians	2,020	–	–	–	Investigative	Critical Thinking, Active Listening, Reading Comprehension	3111
Musicians and singers	2,000	\$12.65	\$27.00	\$34.71	Artistic	Speaking, Active Listening, Social Perceptiveness	5133

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Managers in health care	1,990	\$20.00	\$41.21	\$54.09	Enterprising	Speaking, Critical Thinking, Coordination	0311
Human resources professionals	1,850	\$21.00	\$38.07	\$64.10	Social, Enterprising, Conventional	Active Listening, Speaking, Reading Comprehension	1121
University professors and lecturers	1,770	\$20.00	\$41.03	\$60.00	Social	Speaking, Reading Comprehension, Instructing	4011
Insurance, real estate and financial brokerage managers	1,760	\$21.54	\$38.46	\$56.59	Enterprising	Speaking, Critical Thinking, Active Listening	0121
Other administrative services managers	1,700	\$23.98	\$32.00	\$64.90	Enterprising	Speaking, Reading Comprehension, Active Listening	0114
Electrical and electronics engineers	1,680	\$27.50	\$36.92	\$50.00	Investigative, Realistic	Critical Thinking, Reading Comprehension, Active Listening	2133
Human resources managers	1,620	\$21.79	\$38.46	\$62.50	Enterprising	Speaking, Active Listening, Reading Comprehension	0112
Senior managers - health, education, social and community services and membership organizations	1,580	\$21.76	\$45.96	\$88.00	Enterprising	Speaking, Active Listening, Reading Comprehension	0014
Mechanical engineers	1,500	\$20.51	\$42.31	\$57.69	Investigative, Realistic	Critical Thinking, Reading Comprehension, Active Listening	2132
Family, marriage and other related counsellors	1,470	\$17.85	\$25.00	\$39.66	Social	Active Listening, Social Perceptiveness, Speaking	4153
Social workers	1,430	\$19.00	\$34.15	\$42.07	Social	Active Listening, Social Perceptiveness, Speaking	4152
Managers in social, community and correctional services	1,420	\$25.24	\$37.26	\$62.50	Enterprising	Speaking, Active Listening, Critical Thinking	0423

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Web designers and developers	1,240	\$15.00	\$26.32	\$47.69	Artistic, Investigative, Conventional	Critical Thinking, Active Listening, Reading Comprehension	2175
Physiotherapists	1,180	\$20.00	\$38.00	\$47.00	Social	Reading Comprehension, Speaking, Critical Thinking	3142
Architects	1,170	\$23.75	\$30.29	\$41.03	Artistic	Critical Thinking, Speaking, Reading Comprehension	2151
Dentists	1,120	\$26,641.00*	\$104,055.0*	\$214,663.00*	Investigative, Realistic	Critical Thinking, Speaking, Active Listening	3113
School principals and administrators of elementary and secondary education	1,050	\$24.48	\$42.31	\$55.29	Enterprising	Speaking, Active Listening, Reading Comprehension	0422
Nursing co-ordinators and supervisors	1,050	\$22.68	\$41.54	\$48.50	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3011
Purchasing managers	1,040	\$22.29	\$41.37	\$70.22	Enterprising	Speaking, Active Listening, Reading Comprehension	0113
Engineering managers	1,030	\$38.46	\$54.00	\$72.31	Enterprising	Reading Comprehension, Critical Thinking, Active Listening	0211
Health policy researchers, consultants and program officers	1,000	\$18.00	\$34.00	\$49.85	Enterprising	Active Listening, Speaking, Critical Thinking	4165
Administrators - post-secondary education and vocational training	930	\$12.65	\$41.35	\$69.23	Enterprising	Speaking, Active Listening, Reading Comprehension	0421
Computer engineers (except software engineers and designers)	830	\$19.00	\$47.69	\$64.78	Realistic, Investigative	Critical Thinking, Reading Comprehension, Active Listening	2147
Human resources and recruitment officers	760	\$13.50	\$26.67	\$39.90	Enterprising	Speaking, Active Listening, Reading Comprehension	1223
Educational counsellors	660	\$20.00	\$32.69	\$50.00	Social	Active Listening, Speaking, Reading Comprehension	4033
Psychologists	660	\$12.65	\$34.37	\$56.95	Investigative	Active Listening, Reading Comprehension, Social Perceptiveness	4151

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Managers - publishing, motion pictures, broadcasting and performing arts	610	\$12.65	\$27.04	\$55.96	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0512
Occupational therapists	600	\$24.04	\$39.00	\$49.72	Social, Investigative	Active Listening, Speaking, Reading Comprehension	3143
Dietitians and nutritionists	530	\$16.15	\$36.87	\$40.20	Investigative, Social	Reading Comprehension, Monitoring, Speaking	3132
Other professional occupations in therapy and assessment	490	\$18.00	\$24.00	\$43.00	Social, Investigative	Active Listening, Speaking, Reading Comprehension	3144
Allied primary health practitioners	470	\$24.83	\$45.77	\$53.41	Social	Active Listening, Critical Thinking, Speaking	3124
Veterinarians	470	\$35,894.00*	\$85,140.00*	\$141,503.00*	Investigative	Science, Reading Comprehension, Critical Thinking	3114
Architecture and science managers	470	\$21.43	\$43.81	\$86.46	Enterprising	Reading Comprehension, Critical Thinking, Active Listening	0212
Geoscientists and oceanographers	470	\$21.63	\$38.46	\$65.56	Investigative	Critical Thinking, Reading Comprehension, Science	2113
Senior government managers and officials	380	-	-	-	Enterprising	Speaking, Critical Thinking, Active Listening	0012
Chemical engineers	320	\$30.77	\$40.87	\$87.18	Investigative, Realistic	Critical Thinking, Reading Comprehension, Complex Problem Solving	2134
Chiropractors	310	\$26,641.00*	\$53,032.00*	\$118,501.00*	Social	Active Listening, Speaking, Monitoring	3122
Information systems testing technicians	310	\$13.50	\$32.00	\$38.46	Investigative, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2283
Geological engineers	310	\$29.23	\$35.00	\$48.08	Realistic, Investigative	Reading Comprehension, Critical Thinking, Complex Problem Solving	2144
Audiologists and speech-language pathologists	310	\$21.36	\$37.28	\$47.11	Social, Investigative	Active Listening, Reading Comprehension, Speaking	3141

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Medical sonographers	230	\$30.91	\$37.61	\$51.26	Realistic, Social	Active Listening, Reading Comprehension, Speaking	3216
Mathematicians, statisticians and actuaries	200	\$24.59	\$39.07	\$71.79	Investigative, Conventional	Mathematics, Critical Thinking, Reading Comprehension	2161
Other managers in public administration	200	\$32.00	\$48.08	\$68.68	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0414
Optometrists	190	\$26,641.00*	\$73,717.00*	\$135,876.00*	Investigative, Social, Realistic	Active Listening, Critical Thinking, Speaking	3121
Library, archive, museum and art gallery managers	170	\$14.86	\$31.01	\$59.13	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0511
Mining engineers	170	–	–	–	Investigative	Critical Thinking, Reading Comprehension, Active Listening	2143
Landscape architects	160	\$12.65	\$32.19	\$63.48	Artistic, Investigative	Active Listening, Reading Comprehension, Coordination	2152
Other professional occupations in health diagnosing and treating	160	\$26,641.00*	\$55,235.00*	\$105,319.00*	Social, Investigative	Active Listening, Critical Thinking, Speaking	3125
Physicists and astronomers	110	\$29.77	\$52.23	\$75.29	Investigative	Science, Critical Thinking, Mathematics	2111
Petroleum engineers	50	–	–	–	Investigative	Reading Comprehension, Critical Thinking, Speaking	2145
Other professional occupations in physical sciences	30	–	–	–	Investigative, Realistic	Reading Comprehension, Critical Thinking, Speaking	2115

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background but diploma/certificate is a possible alternative</i>							
Corporate sales managers	3,350	\$17.79	\$35.58	\$55.29	Enterprising	Speaking, Active Listening, Persuasion	0601
Technical sales specialists - wholesale trade	3,050	\$13.27	\$23.50	\$42.97	Enterprising	Speaking, Active Listening, Persuasion	6221
Senior managers - construction, transportation, production and utilities	2,720	\$12.65	\$49.32	\$154.74	Enterprising	Speaking, Critical Thinking, Active Listening	0016
Senior managers - trade, broadcasting and other services, n.e.c.	2,550	\$12.65	\$36.15	\$124.19	Enterprising	Speaking, Critical Thinking, Active Listening	0015
Executive assistants	1,480	\$17.81	\$25.71	\$36.81	Conventional	Active Listening, Reading Comprehension, Writing	1222
Other business services managers	1,410	\$18.46	\$38.46	\$52.75	Enterprising	Speaking, Reading Comprehension, Active Listening	0125
Accommodation service managers	940	\$15.00	\$25.00	\$37.98	Enterprising	Speaking, Active Listening, Reading Comprehension	0632
Recreation, sports and fitness program and service directors	750	\$12.65	\$25.37	\$51.89	Enterprising	Critical Thinking, Speaking, Active Listening	0513
Utilities managers	480	\$22.00	\$56.41	\$67.31	Enterprising	Critical Thinking, Speaking, Reading Comprehension	0912

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background</i>							
Nurse aides, orderlies and patient service associates	10,720	\$16.40	\$21.00	\$26.70	Social	Service Orientation, Social Perceptiveness, Active Listening	3413
Home support workers, housekeepers and related occupations	3,670	\$14.00	\$18.00	\$24.05	Enterprising, Realistic, Conventional	Social Perceptiveness, Service Orientation, Active Listening	4412
Automotive service technicians, truck and bus mechanics and mechanical repairers	3,300	\$13.93	\$28.80	\$40.00	Realistic	Repairing, Troubleshooting, Critical Thinking	7321
Licensed practical nurses	2,370	\$22.00	\$27.32	\$29.32	Social	Service Orientation, Social Perceptiveness, Speaking	3233
Police officers (except commissioned)	2,110	\$26.45	\$40.00	\$54.00	Enterprising	Active Listening, Critical Thinking, Speaking	4311
Computer network technicians	1,840	\$17.31	\$30.00	\$52.75	Realistic, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2281
Legal administrative assistants	1,690	\$15.38	\$24.29	\$32.00	Conventional	Reading Comprehension, Active Listening, Writing	1242
Massage therapists	1,320	\$12.65	\$22.50	\$47.00	Social	Active Listening, Speaking, Social Perceptiveness	3236
Interior designers and interior decorators	1,260	\$15.40	\$22.00	\$37.18	Artistic	Active Listening, Critical Thinking, Reading Comprehension	5242
Dental assistants	1,180	\$18.00	\$24.50	\$28.13	Realistic, Conventional, Social	Active Listening, Speaking, Critical Thinking	3411
Medical administrative assistants	1,160	\$15.38	\$23.00	\$35.00	Conventional	Active Listening, Reading Comprehension, Writing	1243
Medical laboratory technicians and pathologists' assistants	1,070	\$20.50	\$23.00	\$32.00	Realistic, Conventional	Active Listening, Critical Thinking, Reading Comprehension	3212

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background (continued)</i>							
Paralegal and related occupations	1,050	\$20.88	\$28.85	\$45.67	Conventional, Enterprising	Active Listening, Reading Comprehension, Speaking	4211
Other assisting occupations in support of health services	1,050	\$14.00	\$22.00	\$28.42	Realistic, Conventional	Active Listening, Speaking, Social Perceptiveness	3414
Firefighters	1,000	\$27.47	\$40.88	\$50.37	Realistic	Critical Thinking, Active Listening, Speaking	4312
Dental hygienists and dental therapists	760	\$20.00	\$41.00	\$44.60	Realistic, Social, Conventional	Speaking, Active Listening, Critical Thinking	3222
Medical radiation technologists	630	\$29.00	\$35.00	\$40.80	Realistic, Social	Active Listening, Reading Comprehension, Speaking	3215
Paramedical occupations	560	\$19.98	\$27.00	\$37.40	Social	Critical Thinking, Active Listening, Coordination	3234
Animal health technologists and veterinary technicians	400	\$13.00	\$16.00	\$26.27	Realistic	Active Listening, Critical Thinking, Reading Comprehension	3213
Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	370	\$28.85	\$33.00	\$35.41	Social	Active Listening, Speaking, Monitoring	3214
Health information management occupations	220	\$21.35	\$32.04	\$44.37	Conventional	Reading Comprehension, Active Listening, Speaking	1252
Fire chiefs and senior firefighting officers	160	\$34.50	\$57.87	\$79.55	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0432



Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background but degree is a possible alternative</i>							
Administrative officers	9,770	\$14.50	\$24.00	\$35.10	Conventional	Active Listening, Reading Comprehension, Writing	1221
Social and community service workers	6,030	\$15.85	\$20.00	\$29.00	Social, Conventional	Speaking, Active Listening, Social Perceptiveness	4212
Construction managers	5,150	\$20.00	\$36.25	\$57.69	Enterprising	Active Listening, Critical Thinking, Speaking	0711
Accounting technicians and bookkeepers	5,060	\$14.00	\$20.07	\$32.50	Conventional	Mathematics, Active Listening, Reading Comprehension	1311
Manufacturing managers	2,610	\$19.00	\$38.46	\$61.54	Enterprising, Conventional	Critical Thinking, Reading Comprehension, Speaking	0911
Other technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	1,900	\$15.00	\$28.00	\$40.00	Conventional	Active Listening, Coordination, Monitoring	5226
Insurance agents and brokers	1,850	\$14.00	\$21.79	\$36.26	Enterprising, Conventional	Active Listening, Reading Comprehension, Speaking	6231
Medical laboratory technologists	870	\$12.65	\$33.33	\$37.00	Investigative, Realistic	Active Listening, Reading Comprehension, Critical Thinking	3211
Photographers	830	–	–	–	Artistic	Active Listening, Speaking, Social Perceptiveness	5221
Practitioners of natural healing	760	–	–	–	Social	Active Listening, Speaking, Critical Thinking	3232

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background but high school education with experience or on-the-job training is a possible alternative</i>							
Managers in transportation	1,870	–	–	–	Enterprising	Critical Thinking, Speaking, Monitoring	0731
Retail and wholesale trade managers	11,080	\$15.00	\$28.85	\$57.69	Enterprising	Speaking, Active Listening, Monitoring	0621
Facility operation and maintenance managers	2,820	\$19.00	\$35.00	\$51.66	Enterprising	Speaking, Critical Thinking, Active Listening	0714
Home building and renovation managers	2,610	\$12.65	\$19.54	\$44.00	Enterprising	Active Listening, Critical Thinking, Speaking	0712
Supervisors, supply chain, tracking and scheduling co-ordination occupations	1,870	\$15.00	\$24.70	\$36.22	Conventional, Enterprising	Speaking, Active Listening, Reading Comprehension	1215
Managers in customer and personal services, n.e.c.	1,100	\$15.33	\$24.48	\$48.08	Enterprising	Critical Thinking, Speaking, Active Listening	0651
<i>High school is the typical education background but diploma/certificate is a possible alternative</i>							
Restaurant and food service managers	6,360	\$13.19	\$21.63	\$40.00	Enterprising	Service Orientation, Monitoring, Management of Personnel Resource	0631
Retail sales supervisors	1,700	\$12.65	\$19.20	\$33.65	Enterprising	Active Listening, Monitoring, Critical Thinking	6211
Casino occupations	1,410	\$12.65	\$18.00	\$24.00	Conventional, Enterprising	Active Listening, Speaking, Monitoring	6533

**Note:** The wage rate refers to the Job Bank hourly wage rate for B.C. as a whole (from Employment and Social Development Canada) which was updated in 2018, unless otherwise noted. For occupations with a “\*”, the annual wage rate is provided as the hourly wage rate is not available. In some cases, no wage data is available; this is denoted by a “-”.

## Thompson-Okanagan

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background</i>							
Registered nurses and registered psychiatric nurses	2,220	\$25.00	\$38.00	\$43.65	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3012
Elementary school and kindergarten teachers	1,710	\$20.79	\$34.87	\$50.00	Social	Instructing, Speaking, Active Listening	4032
Secondary school teachers	1,110	\$21.54	\$35.71	\$51.92	Social	Instructing, Speaking, Learning Strategies	4031
Financial auditors and accountants	910	\$17.31	\$28.85	\$48.08	Conventional	Active Listening, Reading Comprehension, Critical Thinking	1111
Other financial officers	580	\$20.67	\$31.77	\$52.20	Enterprising, Conventional	Critical Thinking, Active Listening, Reading Comprehension	1114
University professors and lecturers	490	\$20.00	\$41.03	\$60.00	Social	Speaking, Reading Comprehension, Instructing	4011
Social workers	450	\$19.00	\$34.15	\$42.07	Social	Active Listening, Social Perceptiveness, Speaking	4152
Banking, credit and other investment managers	420	\$25.64	\$43.27	\$65.56	Enterprising	Speaking, Critical Thinking, Active Listening	0122
General practitioners and family physicians	400	-	-	-	Investigative	Critical Thinking, Active Listening, Judgement and Decision Making	3112
Financial managers	400	\$22.00	\$38.46	\$67.31	Enterprising, Conventional	Critical Thinking, Judgement and Decision Making, Reading Comprehension	0111
Lawyers and Quebec notaries	390	\$37,400.00*	\$115,621.00*	\$242,117.00*	Enterprising	Active Listening, Speaking, Negotiation	4112
College and other vocational instructors	380	\$18.00	\$35.00	\$51.10	Social	Instructing, Speaking, Active Listening	4021

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Information systems analysts and consultants	370	\$26.15	\$38.97	\$54.95	Investigative, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2171
Specialist physicians	350	–	–	–	Investigative	Critical Thinking, Active Listening, Reading Comprehension	3111
Civil engineers	330	\$26.44	\$38.51	\$64.00	Investigative, Realistic	Reading Comprehension, Critical Thinking, Complex Problem Solving	2131
Professional occupations in business management consulting	330	\$18.00	\$36.06	\$52.88	Conventional, Investigative, Enterprising	Reading Comprehension, Active Listening, Writing	1122
Managers in health care	320	\$20.00	\$41.21	\$54.09	Enterprising	Speaking, Critical Thinking, Coordination	0311
Family, marriage and other related counsellors	310	\$17.85	\$25.00	\$39.66	Social	Active Listening, Social Perceptiveness, Speaking	4153
Senior managers - financial, communications and other business services	290	\$20.00	\$52.45	\$96.15	Enterprising	Speaking, Critical Thinking, Active Listening	0013
Physiotherapists	280	\$20.00	\$38.00	\$47.00	Social	Reading Comprehension, Speaking, Critical Thinking	3142
School principals and administrators of elementary and secondary education	260	\$24.48	\$42.31	\$55.29	Enterprising	Speaking, Active Listening, Reading Comprehension	0422
Managers in social, community and correctional services	260	\$25.24	\$37.26	\$62.50	Enterprising	Speaking, Active Listening, Critical Thinking	0423
Computer programmers and interactive media developers	250	\$20.00	\$35.19	\$51.10	Investigative, Conventional	Programming, Reading Comprehension, Critical Thinking	2174
Human resources professionals	240	\$21.00	\$38.07	\$64.10	Social, Enterprising, Conventional	Active Listening, Speaking, Reading Comprehension	1121

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Professional occupations in advertising, marketing and public relations	240	\$16.15	\$27.40	\$48.84	Enterprising	Active Listening, Reading Comprehension, Speaking	1123
Senior managers - health, education, social and community services and membership organizations	230	\$21.76	\$45.96	\$88.00	Enterprising	Speaking, Active Listening, Reading Comprehension	0014
Insurance, real estate and financial brokerage managers	210	\$21.54	\$38.46	\$56.59	Enterprising	Speaking, Critical Thinking, Active Listening	0121
Other administrative services managers	210	\$23.98	\$32.00	\$64.90	Enterprising	Speaking, Reading Comprehension, Active Listening	0114
Human resources managers	200	\$21.79	\$38.46	\$62.50	Enterprising	Speaking, Active Listening, Reading Comprehension	0112
Nursing co-ordinators and supervisors	190	\$22.68	\$41.54	\$48.50	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3011
Advertising, marketing and public relations managers	190	\$20.13	\$40.87	\$62.50	Enterprising	Speaking, Active Listening, Social Perceptiveness	0124
Dentists	190	\$26,641.00*	–	–	Investigative, Realistic	Critical Thinking, Speaking, Active Listening	3113
Health policy researchers, consultants and program officers	180	\$18.00	\$34.00	\$49.85	Enterprising	Active Listening, Speaking, Critical Thinking	4165
Occupational therapists	150	\$24.04	\$39.00	\$49.72	Social, Investigative	Active Listening, Speaking, Reading Comprehension	3143
Computer and information systems managers	150	\$26.44	\$43.27	\$67.69	Enterprising	Critical Thinking, Active Listening, Reading Comprehension	0213
Electrical and electronics engineers	130	\$27.50	\$36.92	\$50.00	Investigative, Realistic	Critical Thinking, Reading Comprehension, Active Listening	2133

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Pharmacists	130	\$68,708.00*	\$98,725.00*	\$127,387.00*	Investigative	Reading Comprehension, Active Listening, Critical Thinking	3131
Natural and applied science policy researchers, consultants and program officers	130	\$23.00	\$42.86	\$60.77	Investigative, Enterprising, Realistic	Reading Comprehension, Active Listening, Speaking	4161
Educational counsellors	120	\$20.00	\$32.69	\$50.00	Social	Active Listening, Speaking, Reading Comprehension	4033
Mechanical engineers	120	\$20.51	\$42.31	\$57.69	Investigative, Realistic	Critical Thinking, Reading Comprehension, Active Listening	2132
Biologists and related scientists	110	\$26.00	\$35.71	\$50.26	Investigative	Reading Comprehension, Critical Thinking, Active Listening	2121
Dietitians and nutritionists	110	\$16.15	\$36.87	\$40.20	Investigative, Social	Reading Comprehension, Monitoring, Speaking	3132
Veterinarians	100	\$35,894.00*	\$85,140.00*	\$141,503.00*	Investigative	Science, Reading Comprehension, Critical Thinking	3114
Administrators - post-secondary education and vocational training	100	\$12.65	\$41.35	\$69.23	Enterprising	Speaking, Active Listening, Reading Comprehension	0421
Senior government managers and officials	90	-	-	-	Enterprising	Speaking, Critical Thinking, Active Listening	0012
Psychologists	90	\$12.65	\$34.37	\$56.95	Investigative	Active Listening, Reading Comprehension, Social Perceptiveness	4151
Audiologists and speech-language pathologists	90	\$21.36	\$37.28	\$47.11	Social, Investigative	Active Listening, Reading Comprehension, Speaking	3141
Managers - publishing, motion pictures, broadcasting and performing arts	80	\$12.65	\$27.04	\$55.96	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0512
Optometrists	80	\$26,641.00*	\$73,717.00*	\$135,876.00*	Investigative, Social, Realistic	Active Listening, Critical Thinking, Speaking	3121

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Engineering managers	80	\$38.46	\$54.00	\$72.31	Enterprising	Reading Comprehension, Critical Thinking, Active Listening	0211
Chiropractors	80	\$26,641.00*	\$53,032.00*	\$118,501.00*	Social	Active Listening, Speaking, Monitoring	3122
Financial and investment analysts	70	\$19.23	\$34.59	\$69.23	Conventional, Enterprising	Critical Thinking, Reading Comprehension, Active Listening	1112
Allied primary health practitioners	70	\$24.83	\$45.77	\$53.41	Social	Active Listening, Critical Thinking, Speaking	3124
Geoscientists and oceanographers	60	\$21.63	\$38.46	\$65.56	Investigative	Critical Thinking, Reading Comprehension, Science	2113
Securities agents, investment dealers and brokers	60	–	–	–	Enterprising	Speaking, Active Listening, Critical Thinking	1113
Other professional occupations in therapy and assessment	60	\$18.00	\$24.00	\$43.00	Social, Investigative	Active Listening, Speaking, Reading Comprehension	3144
Architects	60	\$23.75	\$30.29	\$41.03	Artistic	Critical Thinking, Speaking, Reading Comprehension	2151
Government managers - economic analysis, policy development and program administration	60	\$31.09	\$46.06	\$77.41	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0412
Geological engineers	50	\$29.23	\$35.00	\$48.08	Realistic, Investigative	Reading Comprehension, Critical Thinking, Complex Problem Solving	2144
Other professional occupations in health diagnosing and treating	50	\$26,641.00*	\$55,235.00*	\$105,319.00*	Social, Investigative	Active Listening, Critical Thinking, Speaking	3125
Architecture and science managers	40	\$21.43	\$43.81	\$86.46	Enterprising	Reading Comprehension, Critical Thinking, Active Listening	0212
Other managers in public administration	40	\$32.00	\$48.08	\$68.68	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0414

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Economists and economic policy researchers and analysts	40	\$20.14	\$38.78	\$60.56	Investigative, Enterprising, Conventional	Reading Comprehension, Critical Thinking, Writing	4162
Medical sonographers	40	\$30.91	\$37.61	\$51.26	Realistic, Social	Active Listening, Reading Comprehension, Speaking	3216
Commissioned officers of the Canadian Armed Forces	30	\$24.53	\$42.34	\$59.10	Conventional	N.A.	0433
Library, archive, museum and art gallery managers	30	\$14.86	\$31.01	\$59.13	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0511
Chemical engineers	20	\$30.77	\$40.87	\$87.18	Investigative, Realistic	Critical Thinking, Reading Comprehension, Complex Problem Solving	2134



Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background but diploma/certificate is a possible alternative</i>							
Accommodation service managers	510	\$15.00	\$25.00	\$37.98	Enterprising	Speaking, Active Listening, Reading Comprehension	0632
Corporate sales managers	460	\$17.79	\$35.58	\$55.29	Enterprising	Speaking, Active Listening, Persuasion	0601
Technical sales specialists - wholesale trade	370	\$13.27	\$23.50	\$42.97	Enterprising	Speaking, Active Listening, Persuasion	6221
Senior managers - construction, transportation, production and utilities	350	\$12.65	\$49.32	\$154.74	Enterprising	Speaking, Critical Thinking, Active Listening	0016
Senior managers - trade, broadcasting and other services, n.e.c.	310	\$12.65	\$124.19	\$124.19	Enterprising	Speaking, Critical Thinking, Active Listening	0015
Financial sales representatives	290	\$13.80	\$37.50	\$37.50	Enterprising, Conventional	Speaking, Active Listening, Reading Comprehension	6235
Other business services managers	280	\$18.46	\$52.75	\$52.75	Enterprising	Speaking, Reading Comprehension, Active Listening	0125
Recreation, sports and fitness program and service directors	160	\$12.65	\$51.89	\$51.89	Enterprising	Critical Thinking, Speaking, Active Listening	0513
Utilities managers	80	\$22.00	\$67.31	\$67.31	Enterprising	Critical Thinking, Speaking, Reading Comprehension	0912
Legislators	50	\$26,641.00*	\$65,769.00*	\$144,465.00*	Enterprising	Complex Problem Solving, Speaking, Critical Thinking	0011
Industrial designers	40	\$12.65	\$59.05	\$59.05	Artistic	Active Listening, Critical Thinking, Speaking	2252

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background</i>							
Nurse aides, orderlies and patient service associates	2,260	\$16.40	\$21.00	\$26.70	Social	Service Orientation, Social Perceptiveness, Active Listening	3413
Managers in agriculture	1,150	\$12.75	\$20.00	\$37.02	Realistic	Active Listening, Critical Thinking, Monitoring	0821
Automotive service technicians, truck and bus mechanics and mechanical repairers	780	\$13.93	\$28.80	\$40.00	Realistic	Repairing, Troubleshooting, Critical Thinking	7321
Licensed practical nurses	620	\$22.00	\$27.32	\$29.32	Social	Service Orientation, Social Perceptiveness, Speaking	3233
Other assisting occupations in support of health services	330	\$14.00	\$22.00	\$28.42	Realistic, Conventional	Active Listening, Speaking, Social Perceptiveness	3414
Dental assistants	330	\$18.00	\$24.50	\$28.13	Realistic, Conventional, Social	Active Listening, Speaking, Critical Thinking	3411
Massage therapists	320	\$12.65	\$22.50	\$47.00	Social	Active Listening, Speaking, Social Perceptiveness	3236
Police officers (except commissioned)	300	\$26.45	\$40.00	\$54.00	Enterprising	Active Listening, Critical Thinking, Speaking	4311
Medical administrative assistants	250	\$15.38	\$23.00	\$35.00	Conventional	Active Listening, Reading Comprehension, Writing	1243
Legal administrative assistants	250	\$15.38	\$24.29	\$32.00	Conventional	Reading Comprehension, Active Listening, Writing	1242
Paramedical occupations	240	\$19.98	\$27.00	\$37.40	Social	Critical Thinking, Active Listening, Coordination	3234
Dental hygienists and dental therapists	220	\$20.00	\$41.00	\$44.60	Realistic, Social, Conventional	Speaking, Active Listening, Critical Thinking	3222
Medical laboratory technicians and pathologists' assistants	210	\$20.50	\$23.00	\$32.00	Realistic, Conventional	Active Listening, Critical Thinking, Reading Comprehension	3212
Other medical technologists and technicians (except dental health)	160	\$12.65	\$18.00	\$26.46	Realistic, Conventional	Active Listening, Reading Comprehension, Speaking	3219

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background (continued)</i>							
Medical radiation technologists	150	\$29.00	\$35.00	\$40.80	Realistic, Social	Active Listening, Reading Comprehension, Speaking	3215
Air pilots, flight engineers and flying instructors	130	\$15.38	\$32.05	\$54.95	Realistic	Critical Thinking, Active Listening, Operation and Control	2271
Court reporters, medical transcriptionists and related occupations	130	\$12.65	\$22.75	\$27.93	Conventional	Active Listening, Reading Comprehension, Writing	1251
Aircraft mechanics and aircraft inspectors	120	\$20.00	\$30.00	\$43.27	Realistic, Conventional	Critical Thinking, Quality Control Analysis, Monitoring	7315
Paralegal and related occupations	100	\$20.88	\$28.85	\$45.67	Conventional, Enterprising	Active Listening, Reading Comprehension, Speaking	4211
Animal health technologists and veterinary technicians	90	\$13.00	\$16.00	\$26.27	Realistic	Active Listening, Critical Thinking, Reading Comprehension	3213
Opticians	80	\$12.65	\$21.29	\$32.79	Enterprising, Conventional	Speaking, Active Listening, Reading Comprehension	3231
Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	70	\$28.85	\$33.00	\$35.41	Social	Active Listening, Speaking, Monitoring	3214
Dental technologists, technicians and laboratory assistants	60	\$12.65	\$23.60	\$41.61	Realistic, Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3223
Fire chiefs and senior firefighting officers	20	\$34.50	\$57.87	\$79.55	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0432

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background but degree is a possible alternative</i>							
Administrative officers	2,100	\$14.50	\$24.00	\$35.10	Conventional	Active Listening, Reading Comprehension, Writing	1221
Accounting technicians and bookkeepers	1,470	\$14.00	\$20.07	\$32.50	Conventional	Mathematics, Active Listening, Reading Comprehension	1311
Construction managers	750	\$20.00	\$36.25	\$57.69	Enterprising	Active Listening, Critical Thinking, Speaking	0711
Real estate agents and salespersons	560	\$26,641.00*	\$54,354.00*	\$139,847.00*	Enterprising	Speaking, Active Listening, Reading Comprehension	6232
Manufacturing managers	460	\$19.00	\$38.46	\$61.54	Enterprising, Conventional	Critical Thinking, Reading Comprehension, Speaking	0911
Property administrators	380	\$12.65	\$21.20	\$41.83	Enterprising	Speaking, Active Listening, Reading Comprehension	1224
Insurance agents and brokers	320	\$14.00	\$21.79	\$36.26	Enterprising, Conventional	Active Listening, Reading Comprehension, Speaking	6231
Retail and wholesale buyers	200	\$13.00	\$24.04	\$34.62	Enterprising, Conventional	Speaking, Critical Thinking, Active Listening	6222
Medical laboratory technologists	200	\$12.65	\$33.33	\$37.00	Investigative, Realistic	Active Listening, Reading Comprehension, Critical Thinking	3211
Practitioners of natural healing	110	–	–	–	Social	Active Listening, Speaking, Critical Thinking	3232
Insurance adjusters and claims examiners	110	\$17.00	\$27.97	\$43.59	Conventional	Reading Comprehension, Active Listening, Speaking	1312
Photographers	90	–	–	–	Artistic	Active Listening, Speaking, Social Perceptiveness	5221
Land surveyors	60	\$20.00	\$28.00	\$41.21	Realistic, Conventional, Conventional	Reading Comprehension, Critical Thinking, Active Listening	2154
Air traffic controllers and related occupations	20	\$20.74	\$49.88	\$109.04	Enterprising, Conventional	Active Listening, Speaking, Critical Thinking	2272

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background but high school education with experience or on-the-job training is a possible alternative</i>							
Managers in transportation	280	–	–	–	Enterprising	Critical Thinking, Speaking, Monitoring	0731
Retail and wholesale trade managers	2,720	\$15.00	\$28.85	\$57.69	Enterprising	Speaking, Active Listening, Monitoring	0621
Facility operation and maintenance managers	550	\$19.00	\$35.00	\$51.66	Enterprising	Speaking, Critical Thinking, Active Listening	0714
Bus drivers, subway operators and other transit operators	410	\$18.00	\$26.00	\$31.82	Realistic	Active Listening, Operation and Control, Speaking	7512
Home building and renovation managers	350	\$12.65	\$19.54	\$44.00	Enterprising	Active Listening, Critical Thinking, Speaking	0712
Managers in customer and personal services, n.e.c.	200	\$15.33	\$24.48	\$48.08	Enterprising	Critical Thinking, Speaking, Active Listening	0651
<i>High school is the typical education background but diploma/certificate is a possible alternative</i>							
Restaurant and food service managers	1,020	\$13.19	\$21.63	\$40.00	Enterprising	Service Orientation, Monitoring, Management of Personnel Resource	0631
Retail sales supervisors	400	\$12.65	\$19.20	\$33.65	Enterprising	Active Listening, Monitoring, Critical Thinking	6211
Casino occupations	120	\$12.65	\$18.00	\$24.00	Conventional, Enterprising	Active Listening, Speaking, Monitoring	6533

**Note:** The wage rate refers to the Job Bank hourly wage rate for B.C. as a whole (from Employment and Social Development Canada) which was updated in 2018, unless otherwise noted. For occupations with a “\*”, the annual wage rate is provided as the hourly wage rate is not available. In some cases, no wage data is available; this is denoted by a “-”.

## Kootenay

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background</i>							
Registered nurses and registered psychiatric nurses	470	\$25.00	\$38.00	\$43.65	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3012
Elementary school and kindergarten teachers	340	\$20.79	\$34.87	\$50.00	Social	Instructing, Speaking, Active Listening	4032
Secondary school teachers	170	\$21.54	\$35.71	\$51.92	Social	Instructing, Speaking, Learning Strategies	4031
College and other vocational instructors	150	\$18.00	\$35.00	\$51.10	Social	Instructing, Speaking, Active Listening	4021
Financial auditors and accountants	120	\$17.31	\$28.85	\$48.08	Conventional	Active Listening, Reading Comprehension, Critical Thinking	1111
General practitioners and family physicians	100	–	–	–	Investigative	Critical Thinking, Active Listening, Judgement and Decision Making	3112
Information systems analysts and consultants	100	\$26.15	\$38.97	\$54.95	Investigative, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2171
Banking, credit and other investment managers	100	\$25.64	\$43.27	\$65.56	Enterprising	Speaking, Critical Thinking, Active Listening	0122
Financial managers	100	\$22.00	\$38.46	\$67.31	Enterprising, Conventional	Critical Thinking, Judgement and Decision Making, Reading Comprehension	0111
Other financial officers	80	\$20.67	\$31.77	\$52.20	Enterprising, Conventional	Critical Thinking, Active Listening, Reading Comprehension	1114
Computer programmers and interactive media developers	80	\$20.00	\$35.19	\$51.10	Investigative, Conventional	Programming, Reading Comprehension, Critical Thinking	2174
Family, marriage and other related counsellors	80	\$17.85	\$25.00	\$39.66	Social	Active Listening, Social Perceptiveness, Speaking	4153
Computer and information systems managers	70	\$26.44	\$43.27	\$67.69	Enterprising	Critical Thinking, Active Listening, Reading Comprehension	0213
Social workers	70	\$19.00	\$34.15	\$42.07	Social	Active Listening, Social Perceptiveness, Speaking	4152

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Physiotherapists	70	\$20.00	\$38.00	\$47.00	Social	Reading Comprehension, Speaking, Critical Thinking	3142
Specialist physicians	70	–	–	–	Investigative	Critical Thinking, Active Listening, Reading Comprehension	3111
Managers in health care	70	\$20.00	\$41.21	\$54.09	Enterprising	Speaking, Critical Thinking, Coordination	0311
Insurance, real estate and financial brokerage managers	60	\$21.54	\$38.46	\$56.59	Enterprising	Speaking, Critical Thinking, Active Listening	0121
Software engineers and designers	60	\$24.36	\$38.46	\$60.00	Investigative	Critical Thinking, Reading Comprehension, Active Listening	2173
School principals and administrators of elementary and secondary education	60	\$24.48	\$42.31	\$55.29	Enterprising	Speaking, Active Listening, Reading Comprehension	0422
Senior managers - health, education, social and community services and membership organizations	60	\$21.76	\$45.96	\$88.00	Enterprising	Speaking, Active Listening, Reading Comprehension	0014
Professional occupations in advertising, marketing and public relations	50	\$16.15	\$27.40	\$48.84	Enterprising	Active Listening, Reading Comprehension, Speaking	1123
Professional occupations in business management consulting	50	\$18.00	\$36.06	\$52.88	Conventional, Investigative, Enterprising	Reading Comprehension, Active Listening, Writing	1122
Managers in social, community and correctional services	50	\$25.24	\$37.26	\$62.50	Enterprising	Speaking, Active Listening, Critical Thinking	0423
Dentists	50	\$26,641.00*	\$104,055.00*	\$214,663.00*	Investigative, Realistic	Critical Thinking, Speaking, Active Listening	3113
Other administrative services managers	50	\$23.98	\$32.00	\$64.90	Enterprising	Speaking, Reading Comprehension, Active Listening	0114
Nursing co-ordinators and supervisors	50	\$22.68	\$41.54	\$48.50	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3011
Editors	50	\$12.65	\$25.39	\$42.06	Artistic	Reading Comprehension, Writing, Active Listening	5122

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Natural and applied science policy researchers, consultants and program officers	50	\$23.00	\$42.86	\$60.77	Investigative, Enterprising, Realistic	Reading Comprehension, Active Listening, Speaking	4161
Social policy researchers, consultants and program officers	50	\$20.00	\$32.82	\$45.67	Enterprising, Conventional	Reading Comprehension, Critical Thinking, Active Listening	4164
Web designers and developers	40	\$15.00	\$26.32	\$47.69	Artistic, Investigative, Conventional	Critical Thinking, Active Listening, Reading Comprehension	2175
Biologists and related scientists	40	\$26.00	\$35.71	\$50.26	Investigative	Reading Comprehension, Critical Thinking, Active Listening	2121
Senior managers - financial, communications and other business services	40	\$20.00	\$52.45	\$96.15	Enterprising	Speaking, Critical Thinking, Active Listening	0013
Electrical and electronics engineers	40	\$27.50	\$36.92	\$50.00	Investigative, Realistic	Critical Thinking, Reading Comprehension, Active Listening	2133
Human resources professionals	40	\$21.00	\$38.07	\$64.10	Social, Enterprising, Conventional	Active Listening, Speaking, Reading Comprehension	1121
Advertising, marketing and public relations managers	30	\$20.13	\$40.87	\$62.50	Enterprising	Speaking, Active Listening, Social Perceptiveness	0124
Allied primary health practitioners	30	\$24.83	\$45.77	\$53.41	Social	Active Listening, Critical Thinking, Speaking	3124
Chiropractors	30	\$26,641.00*	\$53,032.00*	\$118,501.00*	Social	Active Listening, Speaking, Monitoring	3122
Dietitians and nutritionists	30	\$16.15	\$36.87	\$40.20	Investigative, Social	Reading Comprehension, Monitoring, Speaking	3132
Computer engineers (except software engineers and designers)	30	\$19.00	\$47.69	\$64.78	Realistic, Investigative	Critical Thinking, Reading Comprehension, Active Listening	2147
Health policy researchers, consultants and program officers	30	\$18.00	\$34.00	\$49.85	Enterprising	Active Listening, Speaking, Critical Thinking	4165
Library assistants and clerks	30	\$12.65	\$21.00	\$29.00	Conventional	Reading Comprehension, Active Listening, Service Orientation	1451

\*Annual Salary



Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Psychologists	30	\$12.65	\$34.37	\$56.95	Investigative	Active Listening, Reading Comprehension, Social Perceptiveness	4151
Senior government managers and officials	30	–	–	–	Enterprising	Speaking, Critical Thinking, Active Listening	0012
Veterinarians	30	\$35,894.00*	\$85,140.00*	\$141,503.00*	Investigative	Science, Reading Comprehension, Critical Thinking	3114
Optometrists	30	\$26,641.00*	\$73,717.00*	\$135,876.00*	Investigative, Social, Realistic	Active Listening, Critical Thinking, Speaking	3121
Managers - publishing, motion pictures, broadcasting and performing arts	20	\$12.65	\$27.04	\$55.96	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0512
Engineering managers	20	\$38.46	\$54.00	\$72.31	Enterprising	Reading Comprehension, Critical Thinking, Active Listening	0211
Educational counsellors	20	\$20.00	\$32.69	\$50.00	Social	Active Listening, Speaking, Reading Comprehension	4033
Other professional occupations in therapy and assessment	20	\$18.00	\$24.00	\$43.00	Social, Investigative	Active Listening, Speaking, Reading Comprehension	3144
Medical sonographers	20	\$30.91	\$37.61	\$51.26	Realistic, Social	Active Listening, Reading Comprehension, Speaking	3216
Database analysts and data administrators	20	\$19.19	\$31.25	\$48.08	Conventional	Critical Thinking, Complex Problem Solving, Reading Comprehension	2172
Pharmacists	20	\$68,708.00*	\$98,725.00*	\$127,387.00*	Investigative	Reading Comprehension, Active Listening, Critical Thinking	3131

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background but diploma/certificate is a possible alternative</i>							
Accommodation service managers	180	\$15.00	\$25.00	\$37.98	Enterprising	Speaking, Active Listening, Reading Comprehension	0632
Managers in natural resources production and fishing	90	\$20.00	\$43.08	\$106.57	Enterprising	Critical Thinking, Speaking, Monitoring	0811
Senior managers - construction, transportation, production and utilities	90	\$12.65	\$49.32	\$154.74	Enterprising	Speaking, Critical Thinking, Active Listening	0016
Other business services managers	60	\$18.46	\$38.46	\$52.75	Enterprising	Speaking, Reading Comprehension, Active Listening	0125
Corporate sales managers	50	\$17.79	\$35.58	\$55.29	Enterprising	Speaking, Active Listening, Persuasion	0601
Utilities managers	50	\$22.00	\$56.41	\$67.31	Enterprising	Critical Thinking, Speaking, Reading Comprehension	0912
Senior managers - trade, broadcasting and other services, n.e.c.	50	\$12.65	\$36.15	\$124.19	Enterprising	Speaking, Critical Thinking, Active Listening	0015
Technical sales specialists - wholesale trade	50	\$13.27	\$23.50	\$42.97	Enterprising	Speaking, Active Listening, Persuasion	6221
Recreation, sports and fitness program and service directors	30	\$12.65	\$25.37	\$51.89	Enterprising	Critical Thinking, Speaking, Active Listening	0513

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background</i>							
Nurse aides, orderlies and patient service associates	490	\$16.40	\$21.00	\$26.70	Social	Service Orientation, Social Perceptiveness, Active Listening	3413
Managers in agriculture	310	\$12.75	\$20.00	\$37.02	Realistic	Active Listening, Critical Thinking, Monitoring	0821
Automotive service technicians, truck and bus mechanics and mechanical repairers	230	\$13.93	\$28.80	\$40.00	Realistic	Repairing, Troubleshooting, Critical Thinking	7321
Heavy-duty equipment mechanics	170	\$18.00	\$31.67	\$45.00	Realistic	Repairing, Equipment Maintenance, Troubleshooting	7312
Licensed practical nurses	130	\$22.00	\$27.32	\$29.32	Social	Service Orientation, Social Perceptiveness, Speaking	3233
Massage therapists	130	\$12.65	\$22.50	\$47.00	Social	Active Listening, Speaking, Social Perceptiveness	3236
Paramedical occupations	90	\$19.98	\$27.00	\$37.40	Social	Critical Thinking, Active Listening, Coordination	3234
Dental assistants	80	\$18.00	\$24.50	\$28.13	Realistic, Conventional, Social	Active Listening, Speaking, Critical Thinking	3411
Electronic service technicians (household and business equipment)	80	\$13.00	\$25.33	\$38.46	Realistic	Critical Thinking, Repairing, Troubleshooting	2242
Other assisting occupations in support of health services	70	\$14.00	\$22.00	\$28.42	Realistic, Conventional	Active Listening, Speaking, Social Perceptiveness	3414
Medical administrative assistants	70	\$15.38	\$23.00	\$35.00	Conventional	Active Listening, Reading Comprehension, Writing	1243
Court reporters, medical transcriptionists and related occupations	50	\$12.65	\$22.75	\$27.93	Conventional	Active Listening, Reading Comprehension, Writing	1251
Computer network technicians	40	\$17.31	\$30.00	\$52.75	Realistic, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2281
Firefighters	30	\$27.47	\$40.88	\$50.37	Realistic	Critical Thinking, Active Listening, Speaking	4312

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background (continued)</i>							
Medical laboratory technicians and pathologists' assistants	30	\$20.50	\$23.00	\$32.00	Realistic, Conventional	Active Listening, Critical Thinking, Reading Comprehension	3212
Aircraft mechanics and aircraft inspectors	30	\$20.00	\$30.00	\$43.27	Realistic, Conventional	Critical Thinking, Quality Control Analysis, Monitoring	7315
Air pilots, flight engineers and flying instructors	30	\$15.38	\$32.05	\$54.95	Realistic	Critical Thinking, Active Listening, Operation and Control	2271
Police officers (except commissioned)	30	\$26.45	\$40.00	\$54.00	Enterprising	Active Listening, Critical Thinking, Speaking	4311
Dental hygienists and dental therapists	20	\$20.00	\$41.00	\$44.60	Realistic, Social, Conventional	Speaking, Active Listening, Critical Thinking	3222
Medical radiation technologists	20	\$29.00	\$35.00	\$40.80	Realistic, Social	Active Listening, Reading Comprehension, Speaking	3215
Mechanical engineering technologists and technicians	20	\$23.00	\$33.00	\$52.82	Realistic	Critical Thinking, Active Listening, Reading Comprehension	2232
Fire chiefs and senior firefighting officers	20	\$34.50	\$57.87	\$79.55	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0432

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background but degree is a possible alternative</i>							
Administrative officers	480	\$14.50	\$24.00	\$35.10	Conventional	Active Listening, Reading Comprehension, Writing	1221
Accounting technicians and bookkeepers	370	\$14.00	\$20.07	\$32.50	Conventional	Mathematics, Active Listening, Reading Comprehension	1311
Social and community service workers	360	\$15.85	\$20.00	\$29.00	Social, Conventional	Speaking, Active Listening, Social Perceptiveness	4212
Construction managers	180	\$20.00	\$36.25	\$57.69	Enterprising	Active Listening, Critical Thinking, Speaking	0711
Manufacturing managers	130	\$19.00	\$38.46	\$61.54	Enterprising, Conventional	Critical Thinking, Reading Comprehension, Speaking	0911
Real estate agents and salespersons	130	\$26,641.00*	\$54,354.00*	\$139,847.00*	Enterprising	Speaking, Active Listening, Reading Comprehension	6232
Insurance agents and brokers	110	\$14.00	\$21.79	\$36.26	Enterprising, Conventional	Active Listening, Reading Comprehension, Speaking	6231
Property administrators	100	\$12.65	\$21.20	\$41.83	Enterprising	Speaking, Active Listening, Reading Comprehension	1224
Sales and account representatives - wholesale trade (non-technical)	90	\$13.00	\$23.08	\$42.74	Enterprising	Speaking, Active Listening, Reading Comprehension	6411
Payroll administrators	50	\$18.39	\$25.08	\$31.03	Conventional	Reading Comprehension, Active Listening, Speaking	1432
Medical laboratory technologists	50	\$12.65	\$33.33	\$37.00	Investigative, Realistic	Active Listening, Reading Comprehension, Critical Thinking	3211
Practitioners of natural healing	40	-	-	-	Social	Active Listening, Speaking, Critical Thinking	3232
User support technicians	30	\$18.00	\$29.00	\$50.00	Realistic, Conventional, Conventional	Active Listening, Reading Comprehension, Speaking	2282
Insurance adjusters and claims examiners	30	\$17.00	\$27.97	\$43.59	Conventional	Reading Comprehension, Active Listening, Speaking	1312

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background but high school education with experience or on-the-job training is a possible alternative</i>							
Managers in transportation	50	–	–	–	Enterprising	Critical Thinking, Speaking, Monitoring	0731
Retail and wholesale trade managers	760	\$15.00	\$28.85	\$57.69	Enterprising	Speaking, Active Listening, Monitoring	0621
Receptionists	270	\$12.65	\$18.00	\$25.00	Conventional	Speaking, Active Listening, Service Orientation	1414
Facility operation and maintenance managers	170	\$19.00	\$35.00	\$51.66	Enterprising	Speaking, Critical Thinking, Active Listening	0714
Artisans and craftspersons	130	\$12.65	\$17.00	\$26.50	Realistic	Active Listening, Critical Thinking, Speaking	5244
Home building and renovation managers	90	\$12.65	\$19.54	\$44.00	Enterprising	Active Listening, Critical Thinking, Speaking	0712
Railway conductors and brakemen/women	50	\$25.00	\$35.50	\$43.75	Enterprising, Realistic, Conventional	Active Listening, Speaking, Monitoring	7362
Railway and yard locomotive engineers	40	\$25.01	\$37.00	\$43.27	Realistic	Active Listening, Monitoring, Speaking	7361
Supervisors, supply chain, tracking and scheduling co-ordination occupations	40	\$15.00	\$24.70	\$36.22	Conventional, Enterprising	Speaking, Active Listening, Reading Comprehension	1215
<i>High school is the typical education background but diploma/certificate is a possible alternative</i>							
Retail salespersons	730	\$12.65	\$13.00	\$23.08	Enterprising	Speaking, Active Listening, Service Orientation	6421
Janitors, caretakers and building superintendents	500	\$12.65	\$17.87	\$27.00	Realistic	Active Listening, Critical Thinking, Coordination	6733
Light duty cleaners	420	\$12.65	\$15.00	\$20.69	Realistic	Service Orientation, Coordination, Active Listening	6731
Restaurant and food service managers	240	\$13.19	\$21.63	\$40.00	Enterprising	Service Orientation, Monitoring, Management of Personnel Resource	0631
Contractors and supervisors, landscaping, grounds maintenance and horticulture services	110	\$15.00	\$23.08	\$32.00	Realistic	Operation and Control, Operation Monitoring, Active Listening	8255

*Note: The wage rate refers to the Job Bank hourly wage rate for B.C. as a whole (from Employment and Social Development Canada) which was updated in 2018, unless otherwise noted. For occupations with a “\*”, the annual wage rate is provided as the hourly wage rate is not available. In some cases, no wage data is available; this is denoted by a “–”.*

## Cariboo

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background</i>							
Registered nurses and registered psychiatric nurses	480	\$25.00	\$38.00	\$43.65	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3012
Elementary school and kindergarten teachers	280	\$20.79	\$34.87	\$50.00	Social	Instructing, Speaking, Active Listening	4032
Secondary school teachers	200	\$21.54	\$35.71	\$51.92	Social	Instructing, Speaking, Learning Strategies	4031
Financial auditors and accountants	140	\$17.31	\$28.85	\$48.08	Conventional	Active Listening, Reading Comprehension, Critical Thinking	1111
Social workers	120	\$19.00	\$34.15	\$42.07	Social	Active Listening, Social Perceptiveness, Speaking	4152
Managers in social, community and correctional services	80	\$25.24	\$37.26	\$62.50	Enterprising	Speaking, Active Listening, Critical Thinking	0423
Managers in health care	80	\$20.00	\$41.21	\$54.09	Enterprising	Speaking, Critical Thinking, Coordination	0311
Other financial officers	80	\$20.67	\$31.77	\$52.20	Enterprising, Conventional	Critical Thinking, Active Listening, Reading Comprehension	1114
General practitioners and family physicians	80	-	-	-	Investigative	Critical Thinking, Active Listening, Judgement and Decision Making	3112
Financial managers	70	\$22.00	\$38.46	\$67.31	Enterprising, Conventional	Critical Thinking, Judgement and Decision Making, Reading Comprehension	0111
Family, marriage and other related counsellors	70	\$17.85	\$25.00	\$39.66	Social	Active Listening, Social Perceptiveness, Speaking	4153
Human resources professionals	70	\$21.00	\$38.07	\$64.10	Social, Enterprising, Conventional	Active Listening, Speaking, Reading Comprehension	1121
Other administrative services managers	70	\$23.98	\$32.00	\$64.90	Enterprising	Speaking, Reading Comprehension, Active Listening	0114
Nursing co-ordinators and supervisors	70	\$22.68	\$41.54	\$48.50	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3011

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Information systems analysts and consultants	60	\$26.15	\$38.97	\$54.95	Investigative, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2171
Social policy researchers, consultants and program officers	60	\$20.00	\$32.82	\$45.67	Enterprising, Conventional	Reading Comprehension, Critical Thinking, Active Listening	4164
Specialist physicians	60	-	-	-	Investigative	Critical Thinking, Active Listening, Reading Comprehension	3111
Professional occupations in business management consulting	60	\$18.00	\$36.06	\$52.88	Conventional, Investigative, Enterprising	Reading Comprehension, Active Listening, Writing	1122
Natural and applied science policy researchers, consultants and program officers	60	\$23.00	\$42.86	\$60.77	Investigative, Enterprising, Realistic	Reading Comprehension, Active Listening, Speaking	4161
Banking, credit and other investment managers	50	\$25.64	\$43.27	\$65.56	Enterprising	Speaking, Critical Thinking, Active Listening	0122
Lawyers and Quebec notaries	50	\$37,400.00*	\$115,621.00*	\$242,117.00*	Enterprising	Active Listening, Speaking, Negotiation	4112
Technical occupations in geomatics and meteorology	40	\$24.00	\$35.00	\$62.47	Realistic, Investigative, Conventional	Reading Comprehension, Critical Thinking, Active Listening	2255
Employment counsellors	40	\$19.00	\$23.63	\$33.00	Enterprising, Conventional	Active Listening, Speaking, Reading Comprehension	4156
Civil engineers	40	\$26.44	\$38.51	\$64.00	Investigative, Realistic	Reading Comprehension, Critical Thinking, Complex Problem Solving	2131
School principals and administrators of elementary and secondary education	40	\$24.48	\$42.31	\$55.29	Enterprising	Speaking, Active Listening, Reading Comprehension	0422
Professional occupations in advertising, marketing and public relations	40	\$16.15	\$27.40	\$48.84	Enterprising	Active Listening, Reading Comprehension, Speaking	1123
Chemical technologists and technicians	30	\$15.00	\$23.80	\$36.06	Realistic, Investigative	Critical Thinking, Reading Comprehension, Active Listening	2211
Purchasing managers	30	\$22.29	\$41.37	\$70.22	Enterprising	Speaking, Active Listening, Reading Comprehension	0113

\*Annual Salary



Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Physiotherapists	30	\$20.00	\$38.00	\$47.00	Social	Reading Comprehension, Speaking, Critical Thinking	3142
Health policy researchers, consultants and program officers	30	\$18.00	\$34.00	\$49.85	Enterprising	Active Listening, Speaking, Critical Thinking	4165
Computer programmers and interactive media developers	30	\$20.00	\$35.19	\$51.10	Investigative, Conventional	Programming, Reading Comprehension, Critical Thinking	2174
Senior managers - health, education, social and community services and membership organizations	30	\$21.76	\$45.96	\$88.00	Enterprising	Speaking, Active Listening, Reading Comprehension	0014
Library assistants and clerks	30	\$12.65	\$21.00	\$29.00	Conventional	Reading Comprehension, Active Listening, Service Orientation	1451
Engineering managers	30	\$38.46	\$54.00	\$72.31	Enterprising	Reading Comprehension, Critical Thinking, Active Listening	0211
Occupational therapists	30	\$24.04	\$39.00	\$49.72	Social, Investigative	Active Listening, Speaking, Reading Comprehension	3143
Pharmacists	30	\$68,708.00*	\$98,725.00*	\$127,387.00*	Investigative	Reading Comprehension, Active Listening, Critical Thinking	3131
Dentists	30	\$26,641.00*	\$104,055.00*	\$214,663.00*	Investigative, Realistic	Critical Thinking, Speaking, Active Listening	3113
Insurance, real estate and financial brokerage managers	30	\$21.54	\$38.46	\$56.59	Enterprising	Speaking, Critical Thinking, Active Listening	0121
Journalists	20	\$15.63	\$27.88	\$36.06	Artistic	Reading Comprehension, Writing, Active Listening	5123
Managers - publishing, motion pictures, broadcasting and performing arts	20	\$12.65	\$27.04	\$55.96	Enterprising	Critical Thinking, Reading Comprehension, Speaking	0512
Allied primary health practitioners	20	\$24.83	\$45.77	\$53.41	Social	Active Listening, Critical Thinking, Speaking	3124
Senior government managers and officials	20	-	-	-	Enterprising	Speaking, Critical Thinking, Active Listening	0012

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Probation and parole officers and related occupations	20	\$27.78	\$36.50	\$44.39	Social	Active Listening, Social Perceptiveness, Speaking	4155
Senior managers - financial, communications and other business services	20	\$20.00	\$52.45	\$96.15	Enterprising	Speaking, Critical Thinking, Active Listening	0013
Web designers and developers	20	\$15.00	\$26.32	\$47.69	Artistic, Investigative, Conventional	Critical Thinking, Active Listening, Reading Comprehension	2175
Dietitians and nutritionists	20	\$16.15	\$36.87	\$40.20	Investigative, Social	Reading Comprehension, Monitoring, Speaking	3132
<i>A degree is the typical education background but diploma/certificate is a possible alternative</i>							
Accommodation service managers	100	\$15.00	\$25.00	\$37.98	Enterprising	Speaking, Active Listening, Reading Comprehension	0632
Technical sales specialists - wholesale trade	80	\$13.27	\$23.50	\$42.97	Enterprising	Speaking, Active Listening, Persuasion	6221
Financial sales representatives	60	\$13.80	\$25.64	\$37.50	Enterprising, Conventional	Speaking, Active Listening, Reading Comprehension	6235
Senior managers - construction, transportation, production and utilities	60	\$12.65	\$49.32	\$154.74	Enterprising	Speaking, Critical Thinking, Active Listening	0016
Corporate sales managers	50	\$17.79	\$35.58	\$55.29	Enterprising	Speaking, Active Listening, Persuasion	0601
Utilities managers	50	\$22.00	\$56.41	\$67.31	Enterprising	Critical Thinking, Speaking, Reading Comprehension	0912
Personnel clerks	50	\$17.26	\$23.63	\$30.00	Conventional	Active Listening, Reading Comprehension, Speaking	1415
Senior managers - trade, broadcasting and other services, n.e.c.	30	\$12.65	\$36.15	\$124.19	Enterprising	Speaking, Critical Thinking, Active Listening	0015
Legislators	30	\$26,641.00*	\$65,769.00*	\$144,465.00*	Enterprising	Complex Problem Solving, Speaking, Critical Thinking	0011
Other business services managers	30	\$18.46	\$38.46	\$52.75	Enterprising	Speaking, Reading Comprehension, Active Listening	0125

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background</i>							
Nurse aides, orderlies and patient service associates	530	\$16.40	\$21.00	\$26.70	Social	Service Orientation, Social Perceptiveness, Active Listening	3413
Managers in agriculture	320	\$12.75	\$20.00	\$37.02	Realistic	Active Listening, Critical Thinking, Monitoring	0821
Automotive service technicians, truck and bus mechanics and mechanical repairers	210	\$13.93	\$28.80	\$40.00	Realistic	Repairing, Troubleshooting, Critical Thinking	7321
Early childhood educators and assistants	200	\$13.00	\$17.00	\$25.00	Social	Speaking, Social Perceptiveness, Active Listening	4214
Home support workers, housekeepers and related occupations	190	\$14.00	\$18.00	\$24.05	Enterprising, Realistic, Conventional	Social Perceptiveness, Service Orientation, Active Listening	4412
Licensed practical nurses	140	\$22.00	\$27.32	\$29.32	Social	Service Orientation, Social Perceptiveness, Speaking	3233
Supervisors, mining and quarrying	100	\$24.00	\$40.41	\$49.91	Enterprising	Coordination, Active Listening, Critical Thinking	8221
Police officers (except commissioned)	100	\$26.45	\$40.00	\$54.00	Enterprising	Active Listening, Critical Thinking, Speaking	4311
Underground production and development miners	80	\$24.50	\$36.00	\$41.00	Realistic	Operation Monitoring, Operation and Control, Critical Thinking	8231
Electronic service technicians (household and business equipment)	80	\$13.00	\$25.33	\$38.46	Realistic	Critical Thinking, Repairing, Troubleshooting	2242
Dental assistants	60	\$18.00	\$24.50	\$28.13	Realistic, Conventional, Social	Active Listening, Speaking, Critical Thinking	3411
Correctional service officers	50	\$21.00	\$31.93	\$40.38	Enterprising, Realistic	Social Perceptiveness, Monitoring, Speaking	4422
Paramedical occupations	50	\$19.98	\$27.00	\$37.40	Social	Critical Thinking, Active Listening, Coordination	3234
Medical administrative assistants	40	\$15.38	\$23.00	\$35.00	Conventional	Active Listening, Reading Comprehension, Writing	1243

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background (continued)</i>							
Other assisting occupations in support of health services	40	\$14.00	\$22.00	\$28.42	Realistic, Conventional	Active Listening, Speaking, Social Perceptiveness	3414
Dental hygienists and dental therapists	40	\$20.00	\$41.00	\$44.60	Realistic, Social, Conventional	Speaking, Active Listening, Critical Thinking	3222
Medical laboratory technicians and pathologists' assistants	40	\$20.50	\$23.00	\$32.00	Realistic, Conventional	Active Listening, Critical Thinking, Reading Comprehension	3212
Firefighters	40	\$27.47	\$40.88	\$50.37	Realistic	Critical Thinking, Active Listening, Speaking	4312
Central control and process operators, petroleum, gas and chemical processing	40	\$17.00	\$36.00	\$48.85	Realistic	Operation Monitoring, Operation and Control, Monitoring	9232
Graphic designers and illustrators	40	\$15.87	\$24.50	\$40.87	Artistic	Active Listening, Reading Comprehension, Critical Thinking	5241
Massage therapists	30	\$12.65	\$22.50	\$47.00	Social	Active Listening, Speaking, Social Perceptiveness	3236
Civil engineering technologists and technicians	30	\$21.00	\$33.15	\$74.36	Realistic, Conventional	Critical Thinking, Active Listening, Reading Comprehension	2231
Medical radiation technologists	30	\$29.00	\$35.00	\$40.80	Realistic, Social	Active Listening, Reading Comprehension, Speaking	3215
Drafting technologists and technicians	30	\$15.50	\$27.00	\$35.00	Realistic	Active Listening, Reading Comprehension, Critical Thinking	2253
Dental technologists, technicians and laboratory assistants	20	\$12.65	\$23.60	\$41.61	Realistic, Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3223
Interior designers and interior decorators	20	\$15.40	\$22.00	\$37.18	Artistic	Active Listening, Critical Thinking, Reading Comprehension	5242
Mechanical engineering technologists and technicians	20	\$23.00	\$33.00	\$52.82	Realistic	Critical Thinking, Active Listening, Reading Comprehension	2232
Railway carmen/women	20	\$28.21	\$36.40	\$47.12	Realistic	Repairing, Troubleshooting, Critical Thinking	7314

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background but degree is a possible alternative</i>							
Social and community service workers	620	\$15.85	\$20.00	\$29.00	Social, Conventional	Speaking, Active Listening, Social Perceptiveness	4212
Administrative officers	370	\$14.50	\$24.00	\$35.10	Conventional	Active Listening, Reading Comprehension, Writing	1221
Accounting technicians and bookkeepers	270	\$14.00	\$20.07	\$32.50	Conventional	Mathematics, Active Listening, Reading Comprehension	1311
Manufacturing managers	140	\$19.00	\$38.46	\$61.54	Enterprising, Conventional	Critical Thinking, Reading Comprehension, Speaking	0911
Insurance agents and brokers	120	\$14.00	\$21.79	\$36.26	Enterprising, Conventional	Active Listening, Reading Comprehension, Speaking	6231
Construction managers	120	\$20.00	\$36.25	\$57.69	Enterprising	Active Listening, Critical Thinking, Speaking	0711
Retail and wholesale buyers	70	\$13.00	\$24.04	\$34.62	Enterprising, Conventional	Speaking, Critical Thinking, Active Listening	6222
User support technicians	40	\$18.00	\$29.00	\$50.00	Realistic, Conventional, Conventional	Active Listening, Reading Comprehension, Speaking	2282
Insurance adjusters and claims examiners	40	\$17.00	\$27.97	\$43.59	Conventional	Reading Comprehension, Active Listening, Speaking	1312
Survey interviewers and statistical clerks	30	\$12.65	\$16.41	\$40.72	Conventional	Reading Comprehension, Speaking, Active Listening	1454
Medical laboratory technologists	30	\$12.65	\$33.33	\$37.00	Investigative, Realistic	Active Listening, Reading Comprehension, Critical Thinking	3211
Practitioners of natural healing	30	–	–	–	Social	Active Listening, Speaking, Critical Thinking	3232

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background but high school education with experience or on-the-job training is a possible alternative</i>							
Managers in transportation	60	–	–	–	Enterprising	Critical Thinking, Speaking, Monitoring	0731
Retail and wholesale trade managers	550	\$15.00	\$28.85	\$57.69	Enterprising	Speaking, Active Listening, Monitoring	0621
Cooks	430	\$12.65	\$14.00	\$19.00	Realistic	Active Listening, Monitoring, Speaking	6322
Receptionists	230	\$12.65	\$18.00	\$25.00	Conventional	Speaking, Active Listening, Service Orientation	1414
Facility operation and maintenance managers	110	\$19.00	\$35.00	\$51.66	Enterprising	Speaking, Critical Thinking, Active Listening	0714
Supervisors, supply chain, tracking and scheduling co-ordination occupations	40	\$15.00	\$24.70	\$36.22	Conventional, Enterprising	Speaking, Active Listening, Reading Comprehension	1215
Machine operators, mineral and metal processing	40	\$20.04	\$37.71	\$50.89	Realistic	Operation Monitoring, Operation and Control, Monitoring	9411
Artisans and craftspersons	30	\$12.65	\$17.00	\$26.50	Realistic	Active Listening, Critical Thinking, Speaking	5244
Central control and process operators, mineral and metal processing	30	\$25.25	\$35.00	\$40.00	Realistic, Investigative, Conventional	Operation Monitoring, Monitoring, Operation and Control	9231
Railway conductors and brakemen/women	30	\$25.00	\$35.50	\$43.75	Enterprising, Realistic, Conventional	Active Listening, Speaking, Monitoring	7362
Railway and yard locomotive engineers	30	\$25.01	\$37.00	\$43.27	Realistic	Active Listening, Monitoring, Speaking	7361
Supervisors, mineral and metal processing	20	\$20.91	\$39.04	\$66.29	Enterprising	Speaking, Active Listening, Coordination	9211

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>High school is the typical education background but diploma/certificate is a possible alternative</i>							
Retail salespersons	640	\$12.65	\$13.00	\$23.08	Enterprising	Speaking, Active Listening, Service Orientation	6421
Food counter attendants, kitchen helpers and related support occupations	380	\$12.65	\$12.65	\$17.00	Realistic	Active Listening, Service Orientation, Speaking	6711
Restaurant and food service managers	200	\$13.19	\$21.63	\$40.00	Enterprising	Service Orientation, Monitoring, Management of Personnel Resource	0631
Retail sales supervisors	100	\$12.65	\$19.20	\$33.65	Enterprising	Active Listening, Monitoring, Critical Thinking	6211
Printing press operators	40	\$12.81	\$25.00	\$31.63	Realistic	Quality Control Analysis, Operation Monitoring, Monitoring	7381

**Note:** The wage rate refers to the Job Bank hourly wage rate for B.C. as a whole (from Employment and Social Development Canada) which was updated in 2018, unless otherwise noted. For occupations with a “\*\*”, the annual wage rate is provided as the hourly wage rate is not available. In some cases, no wage data is available; this is denoted by a “-”.

## North Coast and Nechako

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background</i>							
Registered nurses and registered psychiatric nurses	150	\$25.00	\$38.00	\$43.65	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3012
Elementary school and kindergarten teachers	100	\$20.79	\$34.87	\$50.00	Social	Instructing, Speaking, Active Listening	4032
Secondary school teachers	60	\$21.54	\$35.71	\$51.92	Social	Instructing, Speaking, Learning Strategies	4031
Social workers	50	\$19.00	\$34.15	\$42.07	Social	Active Listening, Social Perceptiveness, Speaking	4152
General practitioners and family physicians	50	–	–	–	Investigative	Critical Thinking, Active Listening, Judgement and Decision Making	3112
College and other vocational instructors	50	\$18.00	\$35.00	\$51.10	Social	Instructing, Speaking, Active Listening	4021
Managers in social, community and correctional services	40	\$25.24	\$37.26	\$62.50	Enterprising	Speaking, Active Listening, Critical Thinking	0423
Banking, credit and other investment managers	40	\$25.64	\$43.27	\$65.56	Enterprising	Speaking, Critical Thinking, Active Listening	0122
Musicians and singers	40	\$12.65	\$27.00	\$34.71	Artistic	Speaking, Active Listening, Social Perceptiveness	5133
Financial managers	30	\$22.00	\$38.46	\$67.31	Enterprising, Conventional	Critical Thinking, Judgement and Decision Making, Reading Comprehension	0111
Computer and information systems managers	30	\$26.44	\$43.27	\$67.69	Enterprising	Critical Thinking, Active Listening, Reading Comprehension	0213
Producers, directors, choreographers and related occupations	30	\$14.50	\$28.85	\$55.29	Artistic	Active Listening, Reading Comprehension, Speaking	5131



Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Civil engineers	30	\$26.44	\$38.51	\$64.00	Investigative, Realistic	Reading Comprehension, Critical Thinking, Complex Problem Solving	2131
Other financial officers	30	\$20.67	\$31.77	\$52.20	Enterprising, Conventional	Critical Thinking, Active Listening, Reading Comprehension	1114
Other administrative services managers	30	\$23.98	\$32.00	\$64.90	Enterprising	Speaking, Reading Comprehension, Active Listening	0114
Financial auditors and accountants	30	\$17.31	\$28.85	\$48.08	Conventional	Active Listening, Reading Comprehension, Critical Thinking	1111
Specialist physicians	30	-	-	-	Investigative	Critical Thinking, Active Listening, Reading Comprehension	3111
Family, marriage and other related counsellors	30	\$17.85	\$25.00	\$39.66	Social	Active Listening, Social Perceptiveness, Speaking	4153
Senior managers - health, education, social and community services and membership organizations	30	\$21.76	\$45.96	\$88.00	Enterprising	Speaking, Active Listening, Reading Comprehension	0014
Professional occupations in religion	20	\$12.65	\$22.65	\$39.62	Social, Enterprising	Speaking, Active Listening, Social Perceptiveness	4154
School principals and administrators of elementary and secondary education	20	\$24.48	\$42.31	\$55.29	Enterprising	Speaking, Active Listening, Reading Comprehension	0422
Health policy researchers, consultants and program officers	20	\$18.00	\$34.00	\$49.85	Enterprising	Active Listening, Speaking, Critical Thinking	4165
Lawyers and Quebec notaries	20	\$37,400.00*	\$115,621.00*	\$242,117.00*	Enterprising	Active Listening, Speaking, Negotiation	4112

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background but diploma/certificate is a possible alternative</i>							
Accommodation service managers	50	\$15.00	\$25.00	\$37.98	Enterprising	Speaking, Active Listening, Reading Comprehension	0632
Senior managers - construction, transportation, production and utilities	40	\$12.65	\$49.32	\$154.74	Enterprising	Speaking, Critical Thinking, Active Listening	0016
Inspectors in public and environmental health and occupational health and safety	40	\$20.00	\$35.90	\$47.18	Realistic, Conventional	Active Listening, Speaking, Reading Comprehension	2263
Financial sales representatives	30	\$13.80	\$25.64	\$37.50	Enterprising, Conventional	Speaking, Active Listening, Reading Comprehension	6235
Other business services managers	20	\$18.46	\$38.46	\$52.75	Enterprising	Speaking, Reading Comprehension, Active Listening	0125
<i>A diploma/certificate is the typical education background</i>							
Managers in agriculture	180	\$12.75	\$20.00	\$37.02	Realistic	Active Listening, Critical Thinking, Monitoring	0821
Nurse aides, orderlies and patient service associates	170	\$16.40	\$21.00	\$26.70	Social	Service Orientation, Social Perceptiveness, Active Listening	3413
Automotive service technicians, truck and bus mechanics and mechanical repairers	140	\$13.93	\$28.80	\$40.00	Realistic	Repairing, Troubleshooting, Critical Thinking	7321
Construction millwrights and industrial mechanics	100	\$20.00	\$35.23	\$43.85	Realistic	Operation Monitoring, Operation and Control, Critical Thinking	7311
Air pilots, flight engineers and flying instructors	90	\$15.38	\$32.05	\$54.95	Realistic	Critical Thinking, Active Listening, Operation and Control	2271
Home support workers, housekeepers and related occupations	70	\$14.00	\$18.00	\$24.05	Enterprising, Realistic, Conventional	Social Perceptiveness, Service Orientation, Active Listening	4412

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background (continued)</i>							
Paramedical occupations	60	\$19.98	\$27.00	\$37.40	Social	Critical Thinking, Active Listening, Coordination	3234
Heavy-duty equipment mechanics	50	\$18.00	\$31.67	\$45.00	Realistic	Repairing, Equipment Maintenance, Troubleshooting	7312
Aircraft mechanics and aircraft inspectors	50	\$20.00	\$30.00	\$43.27	Realistic, Conventional	Critical Thinking, Quality Control Analysis, Monitoring	7315
Medical administrative assistants	50	\$15.38	\$23.00	\$35.00	Conventional	Active Listening, Reading Comprehension, Writing	1243
Electrical and electronics engineering technologists and technicians	40	\$20.84	\$33.65	\$40.00	Realistic	Reading Comprehension, Critical Thinking, Complex Problem Solving	2241
Water transport deck and engine room crew	40	\$19.00	\$29.81	\$33.00	Realistic	Operation Monitoring, Operation and Control, Critical Thinking	7532
Hairstylists and barbers	40	\$12.65	\$14.00	\$24.00	Enterprising	Active Listening, Speaking, Service Orientation	6341
Police officers (except commissioned)	30	\$26.45	\$40.00	\$54.00	Enterprising	Active Listening, Critical Thinking, Speaking	4311
Licensed practical nurses	30	\$22.00	\$27.32	\$29.32	Social	Service Orientation, Social Perceptiveness, Speaking	3233
Other assisting occupations in support of health services	30	\$14.00	\$22.00	\$28.42	Realistic, Conventional	Active Listening, Speaking, Social Perceptiveness	3414
Deck officers, water transport	30	\$23.19	\$36.75	\$47.31	Enterprising, Realistic	Active Listening, Critical Thinking, Speaking	2273
Dental assistants	30	\$18.00	\$24.50	\$28.13	Realistic, Conventional, Social	Active Listening, Speaking, Critical Thinking	3411

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background (continued)</i>							
Dental hygienists and dental therapists	30	\$20.00	\$41.00	\$44.60	Realistic, Social, Conventional	Speaking, Active Listening, Critical Thinking	3222
Telecommunications installation and repair workers	20	\$20.00	\$30.00	\$40.38	Realistic	Critical Thinking, Active Listening, Repairing	7246
Civil engineering technologists and technicians	20	\$21.00	\$33.15	\$74.36	Realistic, Conventional	Critical Thinking, Active Listening, Reading Comprehension	2231
Computer network technicians	20	\$17.31	\$30.00	\$52.75	Realistic, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2281
Massage therapists	20	\$12.65	\$22.50	\$47.00	Social	Active Listening, Speaking, Social Perceptiveness	3236
<i>A diploma/certificate is the typical education background but degree is a possible alternative</i>							
Social and community service workers	160	\$15.85	\$20.00	\$29.00	Social, Conventional	Speaking, Active Listening, Social Perceptiveness	4212
Administrative officers	150	\$14.50	\$24.00	\$35.10	Conventional	Active Listening, Reading Comprehension, Writing	1221
Accounting technicians and bookkeepers	150	\$14.00	\$20.07	\$32.50	Conventional	Mathematics, Active Listening, Reading Comprehension	1311
Construction managers	70	\$20.00	\$36.25	\$57.69	Enterprising	Active Listening, Critical Thinking, Speaking	0711
Property administrators	40	\$12.65	\$21.20	\$41.83	Enterprising	Speaking, Active Listening, Reading Comprehension	1224
Medical laboratory technologists	30	\$12.65	\$33.33	\$37.00	Investigative, Realistic	Active Listening, Reading Comprehension, Critical Thinking	3211
Production logistics co-ordinators	20	\$16.59	\$22.07	\$36.06	Conventional	Reading Comprehension, Active Listening, Speaking	1523
Real estate agents and salespersons	20	\$26,641.00*	\$54,354.00*	\$139,847.00*	Enterprising	Speaking, Active Listening, Reading Comprehension	6232

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background but high school education with experience or on-the-job training is a possible alternative</i>							
Managers in transportation	60	–	–	–	Enterprising	Critical Thinking, Speaking, Monitoring	0731
Retail and wholesale trade managers	200	\$15.00	\$28.85	\$57.69	Enterprising	Speaking, Active Listening, Monitoring	0621
General office support workers	180	\$13.00	\$21.00	\$30.00	Conventional	Reading Comprehension, Active Listening, Speaking	1411
Receptionists	140	\$12.65	\$18.00	\$25.00	Conventional	Speaking, Active Listening, Service Orientation	1414
Contractors and supervisors, heavy equipment operator crews	110	\$21.00	\$33.00	\$50.00	Realistic	Monitoring, Critical Thinking, Active Listening	7302
Airline ticket and service agents	70	\$12.65	\$17.25	\$31.25	Enterprising, Conventional	Active Listening, Speaking, Service Orientation	6523
Facility operation and maintenance managers	70	\$19.00	\$35.00	\$51.66	Enterprising	Speaking, Critical Thinking, Active Listening	0714
Railway and yard locomotive engineers	60	\$25.01	\$37.00	\$43.27	Realistic	Active Listening, Monitoring, Speaking	7361
Storekeepers and partspersons	50	\$12.65	\$25.00	\$32.00	Conventional	Speaking, Critical Thinking, Active Listening	1522
Supervisors, supply chain, tracking and scheduling co-ordination occupations	40	\$15.00	\$24.70	\$36.22	Conventional, Enterprising	Speaking, Active Listening, Reading Comprehension	1215
Railway conductors and brakemen/women	40	\$25.00	\$35.50	\$43.75	Enterprising, Realistic, Conventional	Active Listening, Speaking, Monitoring	7362
Bus drivers, subway operators and other transit operators	30	\$18.00	\$26.00	\$31.82	Realistic	Active Listening, Operation and Control, Speaking	7512
Home building and renovation managers	30	\$12.65	\$19.54	\$44.00	Enterprising	Active Listening, Critical Thinking, Speaking	0712
Supervisors, mail and message distribution occupations	20	\$18.76	\$30.70	\$42.64	Enterprising, Conventional	Monitoring, Speaking, Active Listening	1214

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>High school is the typical education background</i>							
Railway yard and track maintenance workers	50	\$22.00	\$29.00	\$37.00	Realistic	Critical Thinking, Active Listening, Monitoring	7531
<i>High school is the typical education background but diploma/certificate is a possible alternative</i>							
Transport truck drivers	490	\$15.63	\$24.50	\$35.00	Realistic, Conventional	Time Management, Speaking, Active Listening	7511
Longshore workers	220	\$30.00	\$40.00	\$48.00	Realistic	Critical Thinking, Coordination, Speaking	7451
Restaurant and food service managers	70	\$13.19	\$21.63	\$40.00	Enterprising	Service Orientation, Monitoring, Management of Personnel Resource	0631
Couriers, messengers and door-to-door distributors	30	\$12.65	\$13.75	\$35.00	Realistic	Active Listening, Speaking, Service Orientation	1513
Mail, postal and related workers	30	\$12.65	\$20.00	\$28.00	Conventional	Active Listening, Speaking, Reading Comprehension	1511
Taxi and limousine drivers and chauffeurs	20	\$12.65	\$15.38	\$25.00	Realistic	Active Listening, Speaking, Critical Thinking	7513
Letter carriers	20	\$19.78	\$25.00	\$32.00	Conventional, Realistic	Speaking, Active Listening, Time Management	1512

*Note: The wage rate refers to the Job Bank hourly wage rate for B.C. as a whole (from Employment and Social Development Canada) which was updated in 2018, unless otherwise noted. For occupations with a “\*”, the annual wage rate is provided as the hourly wage rate is not available. In some cases, no wage data is available; this is denoted by a “-”.*

## Northeast

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background</i>							
Registered nurses and registered psychiatric nurses	240	\$25.00	\$38.00	\$43.65	Investigative, Social	Active Listening, Reading Comprehension, Critical Thinking	3012
Financial auditors and accountants	80	\$17.31	\$28.85	\$48.08	Conventional	Active Listening, Reading Comprehension, Critical Thinking	1111
Financial managers	70	\$22.00	\$38.46	\$67.31	Enterprising, Conventional	Critical Thinking, Judgement and Decision Making, Reading Comprehension	0111
Human resources managers	60	\$21.79	\$38.46	\$62.50	Enterprising	Speaking, Active Listening, Reading Comprehension	0112
Other financial officers	60	\$20.67	\$31.77	\$52.20	Enterprising, Conventional	Critical Thinking, Active Listening, Reading Comprehension	1114
Banking, credit and other investment managers	60	\$25.64	\$43.27	\$65.56	Enterprising	Speaking, Critical Thinking, Active Listening	0122
Professional occupations in religion	50	\$12.65	\$22.65	\$39.62	Social, Enterprising	Speaking, Active Listening, Social Perceptiveness	4154
Managers in health care	40	\$20.00	\$41.21	\$54.09	Enterprising	Speaking, Critical Thinking, Coordination	0311
Civil engineers	40	\$26.44	\$38.51	\$64.00	Investigative, Realistic	Reading Comprehension, Critical Thinking, Complex Problem Solving	2131
Natural and applied science policy researchers, consultants and program officers	40	\$23.00	\$42.86	\$60.77	Investigative, Enterprising, Realistic	Reading Comprehension, Active Listening, Speaking	4161
College and other vocational instructors	40	\$18.00	\$35.00	\$51.10	Social	Instructing, Speaking, Active Listening	4021
Dentists	40	\$26,641.00*	\$104,055.00*	\$214,663.00*	Investigative, Realistic	Critical Thinking, Speaking, Active Listening	3113

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background (continued)</i>							
Human resources professionals	40	\$21.00	\$38.07	\$64.10	Social, Enterprising, Conventional	Active Listening, Speaking, Reading Comprehension	1121
Engineering managers	40	\$38.46	\$54.00	\$72.31	Enterprising	Reading Comprehension, Critical Thinking, Active Listening	0211
School principals and administrators of elementary and secondary education	30	\$24.48	\$42.31	\$55.29	Enterprising	Speaking, Active Listening, Reading Comprehension	0422
Information systems analysts and consultants	30	\$26.15	\$38.97	\$54.95	Investigative, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2171
Technical occupations in geomatics and meteorology	30	\$24.00	\$35.00	\$62.47	Realistic, Investigative, Conventional	Reading Comprehension, Critical Thinking, Active Listening	2255
Pharmacists	30	\$68,708.00*	\$98,725.00*	\$127,387.00*	Investigative	Reading Comprehension, Active Listening, Critical Thinking	3131
General practitioners and family physicians	30	–	–	–	Investigative	Critical Thinking, Active Listening, Judgement and Decision Making	3112
Human resources and recruitment officers	30	\$13.50	\$26.67	\$39.90	Enterprising	Speaking, Active Listening, Reading Comprehension	1223
Social workers	20	\$19.00	\$34.15	\$42.07	Social	Active Listening, Social Perceptiveness, Speaking	4152

\*Annual Salary



Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A degree is the typical education background but diploma/certificate is a possible alternative</i>							
Inspectors in public and environmental health and occupational health and safety	140	\$20.00	\$35.90	\$47.18	Realistic, Conventional	Active Listening, Speaking, Reading Comprehension	2263
Managers in natural resources production and fishing	130	\$20.00	\$43.08	\$106.57	Enterprising	Critical Thinking, Speaking, Monitoring	0811
Senior managers - construction, transportation, production and utilities	90	\$12.65	\$49.32	\$154.74	Enterprising	Speaking, Critical Thinking, Active Listening	0016
Purchasing agents and officers	90	\$15.50	\$26.15	\$37.00	Enterprising, Conventional	Speaking, Critical Thinking, Active Listening	1225
Technical sales specialists - wholesale trade	80	\$13.27	\$23.50	\$42.97	Enterprising	Speaking, Active Listening, Persuasion	6221
Accommodation service managers	60	\$15.00	\$25.00	\$37.98	Enterprising	Speaking, Active Listening, Reading Comprehension	0632
Corporate sales managers	30	\$17.79	\$35.58	\$55.29	Enterprising	Speaking, Active Listening, Persuasion	0601
Financial sales representatives	30	\$13.80	\$25.64	\$37.50	Enterprising, Conventional	Speaking, Active Listening, Reading Comprehension	6235
Other business services managers	30	\$18.46	\$38.46	\$52.75	Enterprising	Speaking, Reading Comprehension, Active Listening	0125
Utilities managers	30	\$22.00	\$56.41	\$67.31	Enterprising	Critical Thinking, Speaking, Reading Comprehension	0912
Executive assistants	20	\$17.81	\$25.71	\$36.81	Conventional	Active Listening, Reading Comprehension, Writing	1222

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background</i>							
Automotive service technicians, truck and bus mechanics and mechanical repairers	310	\$13.93	\$28.80	\$40.00	Realistic	Repairing, Troubleshooting, Critical Thinking	7321
Central control and process operators, petroleum, gas and chemical processing	260	\$17.00	\$36.00	\$48.85	Realistic	Operation Monitoring, Operation and Control, Monitoring	9232
Construction millwrights and industrial mechanics	260	\$20.00	\$35.23	\$43.85	Realistic	Operation Monitoring, Operation and Control, Critical Thinking	7311
Managers in agriculture	230	\$12.75	\$20.00	\$37.02	Realistic	Active Listening, Critical Thinking, Monitoring	0821
Nurse aides, orderlies and patient service associates	180	\$16.40	\$21.00	\$26.70	Social	Service Orientation, Social Perceptiveness, Active Listening	3413
Heavy-duty equipment mechanics	160	\$18.00	\$31.67	\$45.00	Realistic	Repairing, Equipment Maintenance, Troubleshooting	7312
Power engineers and power systems operators	160	\$22.00	\$32.00	\$44.85	Realistic	Operation Monitoring, Critical Thinking, Active Listening	9241
Hairstylists and barbers	110	\$12.65	\$14.00	\$24.00	Enterprising	Active Listening, Speaking, Service Orientation	6341
Crane operators	100	\$21.78	\$33.00	\$43.00	Realistic	Critical Thinking, Active Listening, Monitoring	7371
Paramedical occupations	70	\$19.98	\$27.00	\$37.40	Social	Critical Thinking, Active Listening, Coordination	3234
Licensed practical nurses	60	\$22.00	\$27.32	\$29.32	Social	Service Orientation, Social Perceptiveness, Speaking	3233
Contractors and supervisors, mechanic trades	60	\$16.83	\$33.50	\$47.35	Realistic	Critical Thinking, Operation Monitoring, Repairing	7301
Other assisting occupations in support of health services	50	\$14.00	\$22.00	\$28.42	Realistic, Conventional	Active Listening, Speaking, Social Perceptiveness	3414
Other medical technologists and technicians (except dental health)	50	\$12.65	\$18.00	\$26.46	Realistic, Conventional	Active Listening, Reading Comprehension, Speaking	3219

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background (continued)</i>							
Dental assistants	40	\$18.00	\$24.50	\$28.13	Realistic, Conventional, Social	Active Listening, Speaking, Critical Thinking	3411
Dental hygienists and dental therapists	30	\$20.00	\$41.00	\$44.60	Realistic, Social, Conventional	Speaking, Active Listening, Critical Thinking	3222
Massage therapists	30	\$12.65	\$22.50	\$47.00	Social	Active Listening, Speaking, Social Perceptiveness	3236
Construction estimators	30	\$24.00	\$38.00	\$50.00	Realistic, Conventional	Critical Thinking, Active Listening, Reading Comprehension	2234
Heating, refrigeration and air conditioning mechanics	20	\$20.00	\$35.10	\$52.00	Realistic, Enterprising	Critical Thinking, Quality Control Analysis, Monitoring	7313
Computer network technicians	20	\$17.31	\$30.00	\$52.75	Realistic, Conventional	Critical Thinking, Reading Comprehension, Active Listening	2281

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background but degree is a possible alternative</i>							
Accounting technicians and bookkeepers	410	\$14.00	\$20.07	\$32.50	Conventional	Mathematics, Active Listening, Reading Comprehension	1311
Administrative officers	360	\$14.50	\$24.00	\$35.10	Conventional	Active Listening, Reading Comprehension, Writing	1221
Administrative assistants	290	\$14.85	\$22.00	\$29.85	Conventional	Active Listening, Writing, Reading Comprehension	1241
Construction managers	220	\$20.00	\$36.25	\$57.69	Enterprising	Active Listening, Critical Thinking, Speaking	0711
Insurance agents and brokers	80	\$14.00	\$21.79	\$36.26	Enterprising, Conventional	Active Listening, Reading Comprehension, Speaking	6231
Supervisors, petroleum, gas and chemical processing and utilities	60	\$12.65	\$36.00	\$52.88	Enterprising	Speaking, Active Listening, Coordination	9212
Manufacturing managers	50	\$19.00	\$38.46	\$61.54	Enterprising, Conventional	Critical Thinking, Reading Comprehension, Speaking	0911
Real estate agents and salespersons	50	\$26,641.00*	\$54,354.00*	\$139,847.00*	Enterprising	Speaking, Active Listening, Reading Comprehension	6232
Land surveyors	40	\$20.00	\$28.00	\$41.21	Realistic, Conventional, Conventional	Reading Comprehension, Critical Thinking, Active Listening	2154
Medical laboratory technologists	30	\$12.65	\$33.33	\$37.00	Investigative, Realistic	Active Listening, Reading Comprehension, Critical Thinking	3211
Engineering inspectors and regulatory officers	30	\$36.00	\$42.00	\$54.87	Realistic	Active Listening, Critical Thinking, Reading Comprehension	2262

\*Annual Salary

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>A diploma/certificate is the typical education background but high school education with experience or on-the-job training is a possible alternative</i>							
Managers in transportation	90	–	–	–	Enterprising	Critical Thinking, Speaking, Monitoring	0731
Retail and wholesale trade managers	510	\$15.00	\$28.85	\$57.69	Enterprising	Speaking, Active Listening, Monitoring	0621
General office support workers	310	\$13.00	\$21.00	\$30.00	Conventional	Reading Comprehension, Active Listening, Speaking	1411
Receptionists	190	\$12.65	\$18.00	\$25.00	Conventional	Speaking, Active Listening, Service Orientation	1414
Contractors and supervisors, heavy equipment operator crews	170	\$21.00	\$33.00	\$50.00	Realistic	Monitoring, Critical Thinking, Active Listening	7302
Facility operation and maintenance managers	120	\$19.00	\$35.00	\$51.66	Enterprising	Speaking, Critical Thinking, Active Listening	0714
Home building and renovation managers	70	\$12.65	\$19.54	\$44.00	Enterprising	Active Listening, Critical Thinking, Speaking	0712
Supervisors, motor transport and other ground transit operators	60	\$25.00	\$30.00	\$40.45	Conventional, Realistic	Active Listening, Speaking, Monitoring	7305
Supervisors, supply chain, tracking and scheduling co-ordination occupations	50	\$15.00	\$24.70	\$36.22	Conventional, Enterprising	Speaking, Active Listening, Reading Comprehension	1215
Managers in customer and personal services, n.e.c.	40	\$15.33	\$24.48	\$48.08	Enterprising	Critical Thinking, Speaking, Active Listening	0651
Railway conductors and brakemen/women	30	\$25.00	\$35.50	\$43.75	Enterprising, Realistic, Conventional	Active Listening, Speaking, Monitoring	7362

Occupation Title	Regional Job Openings	Provincial Wage Rate Low	Provincial Wage Rate Median	Provincial Wage Rate High	Occupational Interest	Skills and Competencies (Top 3)	NOC
	2019-2029	2018	2018	2018			
<i>High school is the typical education background but diploma/certificate is a possible alternative</i>							
Transport truck drivers	870	\$15.63	\$24.50	\$35.00	Realistic, Conventional	Time Management, Speaking, Active Listening	7511
Retail salespersons	540	\$12.65	\$13.00	\$23.08	Enterprising	Speaking, Active Listening, Service Orientation	6421
Restaurant and food service managers	140	\$13.19	\$21.63	\$40.00	Enterprising	Service Orientation, Monitoring, Management of Personnel Resource	0631
Retail sales supervisors	90	\$12.65	\$19.20	\$33.65	Enterprising	Active Listening, Monitoring, Critical Thinking	6211
Supervisors, railway transport operations	30	-	-	-	Enterprising, Conventional, Realistic	Monitoring, Speaking, Active Listening	7304

*Note: The wage rate refers to the Job Bank hourly wage rate for B.C. as a whole (from Employment and Social Development Canada) which was updated in 2018, unless otherwise noted. For occupations with a “\*”, the annual wage rate is provided as the hourly wage rate is not available. In some cases, no wage data is available; this is denoted by a “-”.*



# Appendix 7:

## Top Occupations by Skills and Competencies

*Occupational ranking by how important a particular skill and/or competency is to work performance.*

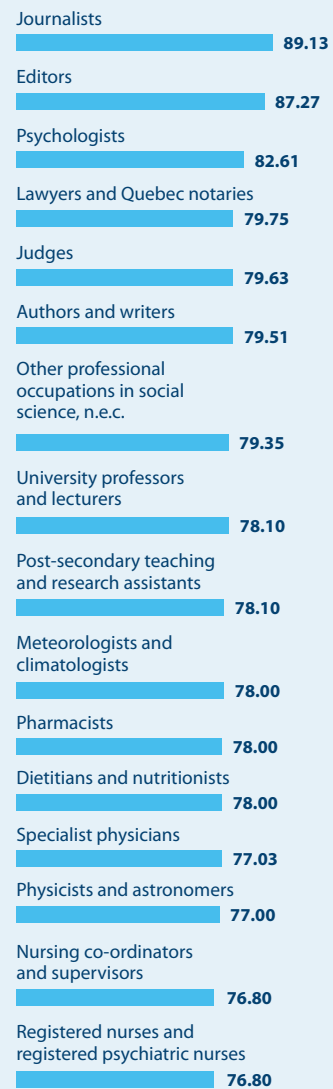
### Active Listening



### Speaking



### Reading Comprehension



*Note: Importance scores range from 0 to 100: 0 = not required, greater than 0 to less than 40 = less important, 40 to less than 60 = important, 60 to less than 80 = very important and 80 or higher = extremely important.*

## Writing

Editors	84.10
Authors and writers	80.07
Journalists	79.63
Psychologists	77.42
Judges	76.50
Lawyers and Quebec notaries	75.00
University professors and lecturers	74.64
Post-secondary teaching and research assistants	74.64
Other professional occupations in social science, n.e.c.	74.47
General practitioners and family physicians	74.42
Administrators - post-secondary education and vocational training	73.92
School principals and administrators of elementary and secondary education	73.92
Business development officers and marketing researchers and consultants	73.71
Legislators	73.50
Specialist physicians	73.23

## Critical Thinking

Judges	89.13
Specialist physicians	81.97
Psychologists	80.83
General practitioners and family physicians	80.59
Legislators	79.75
Lawyers and Quebec notaries	79.63
Physicists and astronomers	78.08
Telecommunication carriers managers	78.00
Computer and information systems managers	78.00
Administrators - post-secondary education and vocational training	77.08
School principals and administrators of elementary and secondary education	77.08
Financial and investment analysts	77.00
Nursing co-ordinators and supervisors	76.80
Registered nurses and registered psychiatric nurses	76.80
Financial managers	76.50
Managers in health care	76.50
Geoscientists and oceanographers	76.50

## Monitoring

Supervisors, finance and insurance office workers	75.00
Supervisors, mail and message distribution occupations	75.00
Dietitians and nutritionists	75.00
Licensed practical nurses	75.00
Customer and information services supervisors	75.00
Senior government managers and officials	73.92
Specialist physicians	73.53
Correctional service officers	73.50
Senior managers - financial, communications and other business services	73.38
Senior managers - trade, broadcasting and other services, n.e.c.	73.38
Senior managers - construction, transportation, production and utilities	73.38
Nursing co-ordinators and supervisors	72.97
Registered nurses and registered psychiatric nurses	72.97
Air pilots, flight engineers and flying instructors	72.92
Retail and wholesale trade managers	72.92

*Note: Importance scores range from 0 to 100: 0 = not required, greater than 0 to less than 40 = less important, 40 to less than 60 = important, 60 to less than 80 = very important and 80 or higher = extremely important.*



## Active Learning

Nursing co-ordinators and supervisors	74.15
Registered nurses and registered psychiatric nurses	74.15
Psychologists	72.50
Meteorologists and climatologists	72.00
Specialist physicians	71.45
Allied primary health practitioners	71.05
General practitioners and family physicians	70.63
Corporate sales managers	70.38
Lawyers and Quebec notaries	70.38
University professors and lecturers	70.11
Post-secondary teaching and research assistants	70.11
Human resources managers	69.83
Managers in health care	69.63
Administrators - post-secondary education and vocational training	68.83
School principals and administrators of elementary and secondary education	68.83

## Learning Strategies

Elementary school and kindergarten teachers	74.94
Secondary school teachers	74.13
College and other vocational instructors	73.96
University professors and lecturers	73.50
Post-secondary teaching and research assistants	73.50
Educational counsellors	73.38
Instructors of persons with disabilities	73.38
Dietitians and nutritionists	72.00
Administrators - post-secondary education and vocational training	71.38
School principals and administrators of elementary and secondary education	71.38
Human resources professionals	67.97
Professional occupations in religion	65.63
Supervisors, finance and insurance office workers	65.50
Supervisors, mail and message distribution occupations	65.50
Customer and information services supervisors	65.50

## Numeracy

Mathematicians, statisticians and actuaries	82.12
Physicists and astronomers	77.17
Geological engineers	72.00
Statistical officers and related research support occupations	71.17
Civil engineers	70.38
Aerospace engineers	68.85
Chemical engineers	67.99
Mechanical engineers	66.03
Other professional engineers, n.e.c.	66.03
Chemists	65.75
Financial and investment analysts	65.67
Financial managers	64.13
Financial auditors and accountants	63.00
Other professional occupations in physical sciences	62.70
Geoscientists and oceanographers	62.50

**Note:** Importance scores range from 0 to 100: 0 = not required, greater than 0 to less than 40 = less important, 40 to less than 60 = important, 60 to less than 80 = very important and 80 or higher = extremely important.

## Science

Physicists and astronomers	81.25
Veterinarians	81.25
Chemists	79.63
Meteorologists and climatologists	78.00
General practitioners and family physicians	75.04
Geoscientists and oceanographers	75.00
Specialist physicians	71.28
Chemical engineers	70.50
Optometrists	68.75
Pharmacists	68.75
Other professional occupations in physical sciences	67.96
Biologists and related scientists	67.90
Metallurgical and materials engineers	67.06
Mining engineers	67.06
Petroleum engineers	66.38

## Social Perceptiveness

Psychologists	80.94
Social workers	80.03
Family, marriage and other related counsellors	80.03
Probation and parole officers and related occupations	80.03
Professional occupations in religion	78.13
Nursing co-ordinators and supervisors	75.62
Registered nurses and registered psychiatric nurses	75.62
Legislators	75.00
Senior managers - financial, communications and other business services	75.00
Senior managers - trade, broadcasting and other services, n.e.c.	75.00
Senior managers - construction, transportation, production and utilities	75.00
Supervisors, finance and insurance office workers	75.00
Supervisors, mail and message distribution occupations	75.00
Licensed practical nurses	75.00
Correctional service officers	75.00
Customer and information services supervisors	75.00

## Service Orientation

Licensed practical nurses	78.00
Nurse aides, orderlies and patient service associates	73.50
Instructors of persons with disabilities	73.44
Nursing co-ordinators and supervisors	73.00
Registered nurses and registered psychiatric nurses	73.00
Restaurant and food service managers	72.00
Conference and event planners	72.00
Pharmacists	72.00
Professional occupations in religion	71.88
Hotel front desk clerks	71.75
Travel counsellors	70.83
Airline ticket and service agents	70.83
Ground and water transport ticket agents, cargo service representatives and related clerks	70.83
Social workers	70.69
Family, marriage and other related counsellors	70.69
Probation and parole officers and related occupations	70.69

Note: Importance scores range from 0 to 100: 0 = not required, greater than 0 to less than 40 = less important, 40 to less than 60 = important, 60 to less than 80 = very important and 80 or higher = extremely important.

## Coordination

Managers in health care	75.00	Railway traffic controllers and marine traffic regulators	72.00
Supervisors, finance and insurance office workers	75.00	Dietitians and nutritionists	72.00
Supervisors, mail and message distribution occupations	75.00	Paramedical occupations	72.00
Licensed practical nurses	75.00	Supervisors, mineral and metal processing	72.00
Customer and information services supervisors	75.00	Supervisors, petroleum, gas and chemical processing and utilities	72.00
Senior government managers and officials	74.46	Supervisors, food and beverage processing	72.00
Senior managers - financial, communications and other business services	74.19	Supervisors, plastic and rubber products manufacturing	72.00
Senior managers - trade, broadcasting and other services, n.e.c.	74.19	Supervisors, forest products processing	72.00
Senior managers - construction, transportation, production and utilities	74.19	Supervisors, textile, fabric, fur and leather products processing and manufacturing	72.00
Air traffic controllers and related occupations	73.50	Supervisors, motor vehicle assembling	72.00
Legislators	73.38	Supervisors, electronics manufacturing	72.00
Retail and wholesale trade managers	72.11	Supervisors, electrical products manufacturing	72.00
Managers in social, community and correctional services	72.08	Supervisors, furniture and fixtures manufacturing	72.00
Conference and event planners	72.00	Supervisors, other mechanical and metal products manufacturing	72.00
Dispatchers	72.00	Supervisors, other products manufacturing and assembly	72.00
Transportation route and crew schedulers	72.00		
Landscape architects	72.00		

## Instructing

Elementary school and kindergarten teachers	78.44
Secondary school teachers	77.78
University professors and lecturers	77.71
Post-secondary teaching and research assistants	77.71
College and other vocational instructors	77.53
Instructors of persons with disabilities	77.25
Educational counsellors	76.63
Pharmacists	72.00
Dietitians and nutritionists	72.00
Professional occupations in religion	70.25
Administrators - post-secondary education and vocational training	69.83
School principals and administrators of elementary and secondary education	69.83
Supervisors, finance and insurance office workers	68.75
Supervisors, mail and message distribution occupations	68.75
Customer and information services supervisors	68.75

*Note: Importance scores range from 0 to 100: 0 = not required, greater than 0 to less than 40 = less important, 40 to less than 60 = important, 60 to less than 80 = very important and 80 or higher = extremely important.*

## Persuasion



## Negotiation

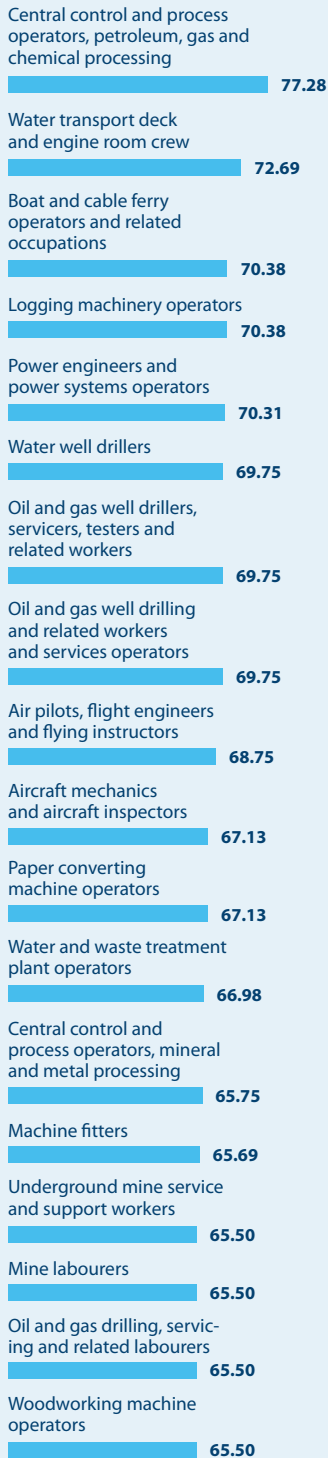


## Operations Analysis

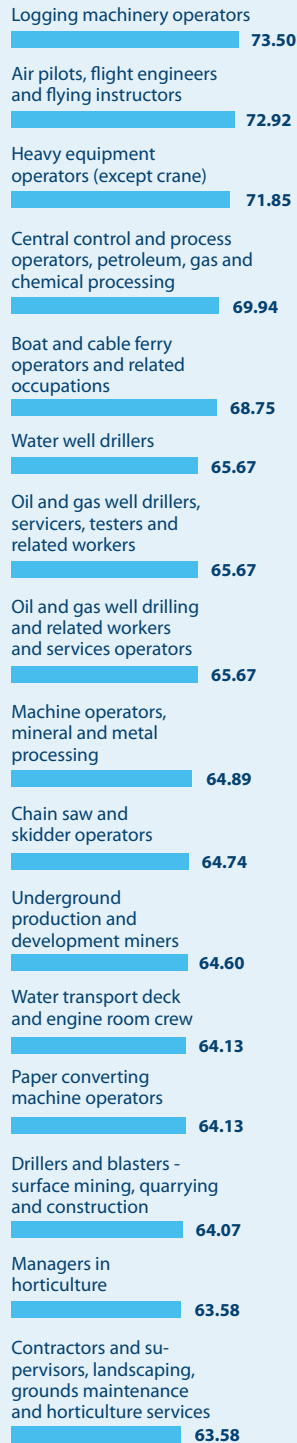


*Note: Importance scores range from 0 to 100: 0 = not required, greater than 0 to less than 40 = less important, 40 to less than 60 = important, 60 to less than 80 = very important and 80 or higher = extremely important.*

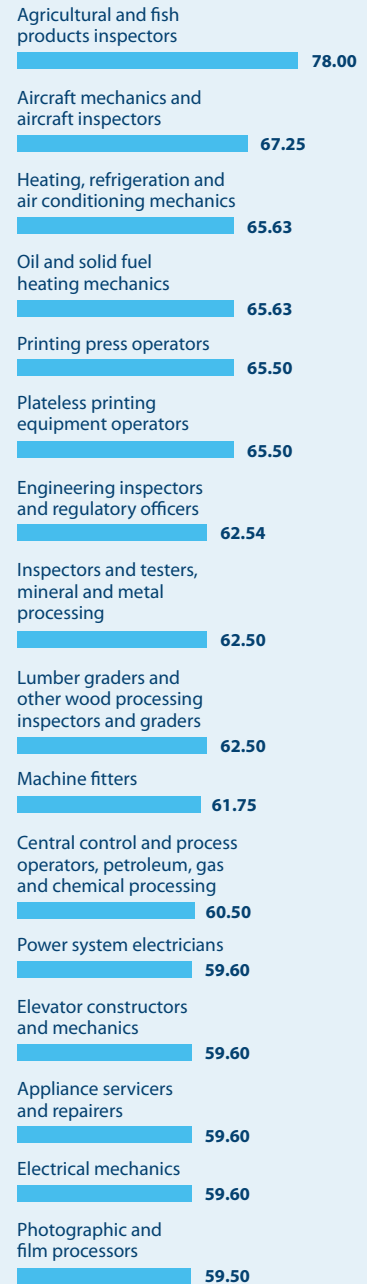
## Operation Monitoring



## Operation and Control



## Quality Control Analysis



Note: Importance scores range from 0 to 100: 0 = not required, greater than 0 to less than 40 = less important, 40 to less than 60 = important, 60 to less than 80 = very important and 80 or higher = extremely important.

## Repairing

Heavy-duty equipment mechanics	66.94
Machine fitters	66.28
Aircraft mechanics and aircraft inspectors	65.63
Other automotive mechanical installers and servicers	64.60
Power system electricians	64.17
Elevator constructors and mechanics	64.17
Appliance servicers and repairers	64.17
Electrical mechanics	64.17
Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	63.77
Railway carmen/women	62.25
Automotive service technicians, truck and bus mechanics and mechanical repairers	62.25
Motorcycle, all-terrain vehicle and other related mechanics	62.25
Other small engine and small equipment repairers	62.25
Electronic service technicians (household and business equipment)	61.80
Heating, refrigeration and air conditioning mechanics	61.69
Oil and solid fuel heating mechanics	61.69

## Troubleshooting

Aircraft mechanics and aircraft inspectors	65.50
Machine fitters	65.38
Heavy-duty equipment mechanics	65.25
Heating, refrigeration and air conditioning mechanics	63.25
Oil and solid fuel heating mechanics	63.25
Power system electricians	62.25
Elevator constructors and mechanics	62.25
Appliance servicers and repairers	62.25
Electrical mechanics	62.25
Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	61.93
Other automotive mechanical installers and servicers	61.61
Electronic service technicians (household and business equipment)	60.04
Contractors and supervisors, mechanic trades	59.66
Underground mine service and support workers	59.50
Mine labourers	59.50
Oil and gas drilling, servicing and related labourers	59.50

## Equipment Selection

Underground mine service and support workers	53.00
Mine labourers	53.00
Oil and gas drilling, servicing and related labourers	53.00
Power system electricians	50.96
Elevator constructors and mechanics	50.96
Appliance servicers and repairers	50.96
Electrical mechanics	50.96
Heating, refrigeration and air conditioning mechanics	49.88
Oil and solid fuel heating mechanics	49.88
Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	49.36
Heavy-duty equipment mechanics	48.61
Machine fitters	48.49
Aircraft mechanics and aircraft inspectors	48.38
Other automotive mechanical installers and servicers	48.26
Contractors and supervisors, mechanic trades	48.25

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## Equipment Maintenance

Heavy-duty equipment mechanics	65.94
Machine fitters	65.78
Aircraft mechanics and aircraft inspectors	65.63
Underground mine service and support workers	62.50
Mine labourers	62.50
Oil and gas drilling, servicing and related labourers	62.50
Heating, refrigeration and air conditioning mechanics	61.75
Oil and solid fuel heating mechanics	61.75
Power system electricians	60.08
Elevator constructors and mechanics	60.08
Appliance servicers and repairers	60.08
Electrical mechanics	60.08
Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	59.50
Other automotive mechanical installers and servicers	58.92
Contractors and supervisors, mechanic trades	58.01

## Installation

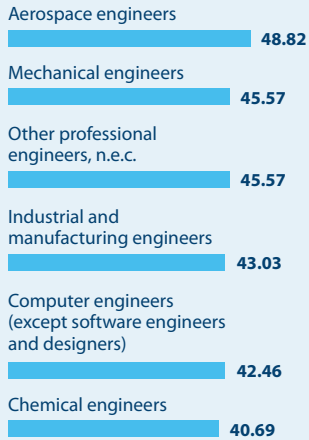
Electricians (except industrial and power system)	57.88
Industrial electricians	57.88
Heating, refrigeration and air conditioning mechanics	47.00
Oil and solid fuel heating mechanics	47.00
Contractors and supervisors, electrical trades and telecommunications occupations	42.99
Power system electricians	42.33
Elevator constructors and mechanics	42.33
Appliance servicers and repairers	42.33
Electrical mechanics	42.33
Telecommunications line and cable workers	42.00
Telecommunications installation and repair workers	42.00
Cable television service and maintenance technicians	42.00

## Programming

Pulping, papermaking and coating control operators	78.00
Computer programmers and interactive media developers	75.50
Database analysts and data administrators	59.50
Web designers and developers	57.17
Software engineers and designers	54.75
Computer network technicians	53.88
Information systems testing technicians	50.77
Information systems analysts and consultants	50.34
Statistical officers and related research support occupations	45.08
Telecommunication carriers managers	43.75
Computer and information systems managers	43.75
Computer engineers (except software engineers and designers)	42.92
Mathematicians, statisticians and actuaries	40.87
Physicists and astronomers	40.67

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## Technology Design



## Time Management



## Management of Financial Resources



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## Management of Material Resources

Construction managers	56.25
Home building and renovation managers	56.25
Senior managers - financial, communications and other business services	54.75
Senior managers - trade, broadcasting and other services, n.e.c.	54.75
Senior managers - construction, transportation, production and utilities	54.75
Managers in health care	53.81
Legislators	53.25
Geological engineers	51.50
Retail and wholesale trade managers	51.28
Senior government managers and officials	51.08
Senior managers - health, education, social and community services and membership organizations	50.39
Restaurant and food service managers	50.00
Architects	50.00
Chefs	50.00
Manufacturing managers	49.96

## Management of Personnel Resources

Supervisors, mineral and metal processing	72.00
Supervisors, petroleum, gas and chemical processing and utilities	72.00
Supervisors, food and beverage processing	72.00
Supervisors, plastic and rubber products manufacturing	72.00
Supervisors, forest products processing	72.00
Supervisors, textile, fabric, fur and leather products processing and manufacturing	72.00
Supervisors, motor vehicle assembling	72.00
Supervisors, electronics manufacturing	72.00
Supervisors, electrical products manufacturing	72.00
Supervisors, furniture and fixtures manufacturing	72.00
Supervisors, other mechanical and metal products manufacturing	72.00
Supervisors, other products manufacturing and assembly	72.00
Legislators	70.38
Human resources managers	69.67
Restaurant and food service managers	68.75
Construction managers	68.75
Home building and renovation managers	68.75

Supervisors, finance and insurance office workers	68.75
Supervisors, mail and message distribution occupations	68.75
Customer and information services supervisors	68.75

## Complex Problem Solving

Legislators	79.75
Judges	78.00
Psychologists	76.31
Senior government managers and officials	74.50
Specialist physicians	74.22
Chemical engineers	74.05
Civil engineers	73.50
Geological engineers	73.50
Dentists	73.44
Lawyers and Quebec notaries	73.38
General practitioners and family physicians	73.21
Mathematicians, statisticians and actuaries	72.23
Meteorologists and climatologists	72.00
Architects	72.00
Veterinarians	72.00

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## Judgement and Decision Making

Judges	81.25
Legislators	78.13
General practitioners and family physicians	77.68
Lawyers and Quebec notaries	76.50
Specialist physicians	76.49
Financial managers	75.00
Psychologists	74.97
Human resources managers	73.00
Senior government managers and officials	72.88
Telecommunication carriers managers	72.00
Computer and information systems managers	72.00
Meteorologists and climatologists	72.00
Forestry professionals	72.00
Agricultural representatives, consultants and specialists	72.00
Architects	72.00
Urban and land use planners	72.00

## Systems Analysis

Legislators	71.75
Geological engineers	68.75
Telecommunication carriers managers	65.50
Computer and information systems managers	65.50
Urban and land use planners	65.50
Chemical engineers	65.04
Civil engineers	64.00
Mechanical engineers	63.63
Other professional engineers, n.e.c.	63.63
Senior government managers and officials	63.50
Forestry professionals	63.50
Agricultural representatives, consultants and specialists	63.50
Aerospace engineers	63.38
Architects	62.50
Information systems analysts and consultants	62.39

## Systems Evaluation

Legislators	71.75
Telecommunication carriers managers	65.50
Computer and information systems managers	65.50
Managers in health care	64.06
Corporate sales managers	64.00
Forestry professionals	63.50
Agricultural representatives, consultants and specialists	63.50
Chemical engineers	63.29
Aerospace engineers	62.25
Mechanical engineers	62.00
Other professional engineers, n.e.c.	62.00
Mathematicians, statisticians and actuaries	61.60
Human resources managers	61.50
Psychologists	61.47
Administrators - post-secondary education and vocational training	61.00
School principals and administrators of elementary and secondary education	61.00
Geological engineers	61.00

Source: The analysis was based on the U.S. Department of Labor, Employment and Training Administration's O\*NET database version 23.2 released in February 2019, [https://www.onetcenter.org/db\\_releases.html](https://www.onetcenter.org/db_releases.html)

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