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Newfoundland and Labrador Labour Market

OUTLOOK 2020

Newfoundland Labrador

Department of Human Resources, Labour and Employment

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OUTLOOK 2020

Newfoundland Labrador

Department of Human Resources, Labour and Employment

Message from the Minister

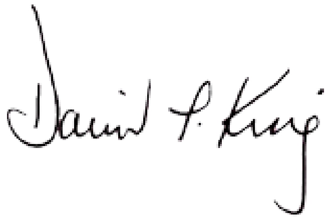
It is a great pleasure as Minister of Human Resources, Labour and Employment, to publish Newfoundland and Labrador Labour Market: Outlook 2020.

Newfoundland and Labrador's historical challenge of too many people and not enough work is now giving way to the new reality of increased jobs and opportunities.

With such vast opportunity abounding the province, we see this as an era of great prosperity for our people, and one that everyone must make an effort to seize.

This document provides a forecast of the province's labour market demands for the next decade and outlines the opportunities that will exist in numerous business sectors.

The Provincial Government is committed to working with all stakeholders, including business, labour, and job seekers, so as to ensure everyone can take full advantage of the opportunities and possibilities that exist in this province between now and 2020.



Darin King, Ph.D.
Minister of Human Resources, Labour & Employment

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Highlights

Employment Outlook: 2011 to 2020

Employment Growth

It is anticipated that total employment will grow by 2.8% from 2011 to 2020, representing approximately 7,700 new jobs in the economy. There will be two distinct periods of growth and decline over this horizon period. Employment is expected to grow by 8.2% to reach a peak in 2015 as planned major project developments come on stream. This will be followed by a decline of approximately -5.1% between 2016 and 2020 as the construction phase of the projects ramp down.

The services-producing sector will continue to dominate employment and employment growth in the years ahead. The goods-producing sector will grow by 10.7% between 2011 and 2015 followed by a period of decline (2016 to 2020) as construction work on major project developments winds down.

Sectors that will grow faster than average over the entire forecast period and account for the most new job growth include utilities; health; and trade. Growth is anticipated in the construction; oil and gas (and services to mining, oil and gas); and professional, scientific and technical services industries during the construction phase of major project developments, followed by a period of employment decline between 2016 and 2020. Employment in the public administration; educational services; forestry and logging; and other primary industries is also expected to decline over the horizon period.

Job Openings

Job openings that arise due to retirements and deaths will account for a significant number of job openings over the next ten years. Over 70,000 job openings are anticipated to arise between 2011 and 2020, with attrition accounting for up to 89% of these openings. Attrition will account for approximately 57% of all job openings in the 2011 to 2015 period, and all net job openings in the latter part of the forecast period.

Skills Demands

Skill demands will continue to increase. It is anticipated that approximately 66.7% of all job openings in the 2011 to 2020 period will be in management occupations or will require some form of post-secondary education.

Job Prospects

Between 2011 and 2020, sales and service occupations and health occupations will account for 91.1% of all new job growth. Occupations that will grow the fastest in this period include:

- health occupations;
- occupations unique to processing, manufacturing, and utilities;
- sales and service occupations; and
- management occupations.

Over 75% of anticipated job openings will be among:

- sales and service occupations;
- business, finance, and administrative occupations;
- trades, transportation, and equipment operators;
- management occupations;
- occupations in social science, education, government service, and religion; and
- health occupations.

The strongest recruitment pressures (job openings relative to total employment) will be among:

- occupations unique to processing, manufacturing, and utilities;
- health occupations;
- management occupations;
- business, finance, and administrative occupations; and
- sales and service occupations.

Occupations with strong and above average job prospects include:

- business, finance, and administrative occupations;
- sales and service occupations;
- trades, transportation, and equipment operators;
- health occupations;
- management occupations;
- occupations in social science, education, government service, and religion;
- occupations unique to primary industry; and
- natural and applied sciences and related occupations.

Current Trends

Employment and the Labour Force

Employment has grown to record level highs in Newfoundland and Labrador and the number of people in the labour force each year, either working or looking for work, is higher than ever.

Employment growth has outpaced labour force growth. New job creation has grown faster than the number of new job seekers entering the workforce - a signal that labour market conditions are beginning to “tighten” and that unemployment levels are declining.

Women have been the driving force behind new employment and labour force growth.

Working-Age Population

Population aging and population decline will have a significant impact on the future labour supply in Newfoundland and Labrador, and elsewhere throughout the world.

While the total provincial population has declined over the past couple of decades, this has been primarily associated with population losses among those under 65 years old. The population 65 years and older has been growing rapidly. Between 2011 and 2020 it is expected that this older population will grow by 44.7% to represent 26% of all working-age people (those 15 years and older). In comparison, 15 to 24 year-olds will represent just 11% of the working-age population in 2020.

Age of the Workforce

Over 41% of workers in Newfoundland and Labrador were 45 years old or older in 2005. Only 15.5% were among the 15 to 24 years old age group.

The utilities (57%); management of companies (52%); manufacturing (51%); and agriculture (49%) industries had the oldest workforces in 2005. Industries with the highest proportion of young workers (15 to 24 years old) included the retail trade; accommodations and food services; arts and recreation; and administrative and support services sectors.

Occupations with the largest share of older workers (with 45% or more of workers over 45 years old) were in the occupations unique to primary industry (45%); occupations in manufacturing and processing (49%); trades (46%); and management occupations (53%). Occupations with the highest proportion of young workers (15 to 24 years old) included sales and services (27%) and occupations in art, culture, recreation, and sport occupations (39%).

Retirements

An increasing number of retirements among the baby-boom generation are anticipated over the next decade. Over 25% of working-age people not in the labour force today are retirees.

The largest share of workers planning to retire in the next five years work in:
- utilities; education; information and culture; health care; retail trade; and public administration industries;
- health; clerical; professional occupations in social science; and middle management positions; and
- the North East Avalon Region.

Seasonality and the Duration of Work

Newfoundland and Labrador has the largest share of workers employed in full-time jobs in the country. On average, workers in this province also tend to work more hours per week than workers elsewhere in Canada.

The highly seasonal nature of the provincial economy has a significant influence on the duration of employment in Newfoundland and Labrador. This province has the highest share of part-year workers in the country, largely due to the impacts of seasonal work in the primary and construction industries as well as service industries, such as the accommodation and food services and arts and recreation industries.

The average number of weeks worked per year in Newfoundland and Labrador has been increasing however. The average length of time people remain unemployed during the year has been decreasing and is now lower than the Canadian average.

Industries and Occupations

Like the rest of Canada and most developed economies, the services sector represents the largest share of employment in Newfoundland and Labrador.

In 2010, the largest industries in the province included health care and social assistance; retail trade; educational services; public administration; and construction.

Over the past ten years, the healthcare and construction industries stand out with respect to their larger size and consistent, above average growth relative to other industries in the province. The mining, oil and gas industry has also experienced significant growth however, relative to the industries noted above, it represents a smaller share of employment in the province (4.4%). The fishing, hunting, and trapping; manufacturing and business; building; and support services industries have experienced net employment losses over the past ten years.

The three largest occupational groups in the province and Canada are sales and service occupations; trades, transport, and equipment operators; and business, finance, and administrative occupations. These three groups represented 57.4% of employment in the province in 2005.

For the most part, the distribution of employment is relatively consistent across occupations. Newfoundland and Labrador has a higher share of workers in the trades, transport, and equipment occupations and the primary industry occupations. Canada has a relatively higher share of workers in business; finance and administrative occupations; and management occupations.

Occupations in natural and applied sciences; health; and business, finance, and administrative occupations experienced the fastest rate of growth between 2000 and 2005. The largest job gains were seen in business, finance, and administrative occupations; sales and service occupations; and trades, transportation, and equipment operator occupations. Job opportunities in occupations unique to processing, manufacturing and utilities; primary industries; and management occupations decreased between 2000 and 2005.

Wages

Wages and annual employment incomes have been steadily rising in all regions of the province.

In 2010, workers in the goods-producing sector had higher weekly wages on average than workers in the overall economy.

The highest paying occupations in 2010 were among senior and other managers; workers in natural and applied sciences; contractors and supervisors for trades, transport, and equipment operators; professional occupations in health; occupations unique to primary industry; teachers and professors; and professionals in business and finance.

Education, Training and Literacy

The number of post-secondary graduates from colleges and university have been on the rise in Newfoundland and Labrador. There were over 8,000 graduates in 2009.

College graduates represent about 59% of all post-secondary graduates in the province. Over 64% of all college graduates are in the industrial trades.

Over the past ten years, the greatest gains in education have been among those with a post-secondary certificate or diploma or a bachelor’s degree. There has also been a significant decline in percentage of the working-age population with less than high school education.

The increasing number of young graduates that have been entering into the labour market has helped raise the overall share of workers with higher levels of formal education in the labour force.

Skills Levels

The demand for skilled workers has been increasing. In 2005, about 63% of workers in Newfoundland and Labrador were in management or occupations that required a university degree or college diploma. Approximately 95% of all net job growth was among these occupations between 2000 and 2005.

There was a smaller share of people with less than high school education employed in 2010 compared to 2000. In contrast, employment among those with a post-secondary education increased.

Skilled Trades Occupations

Electricians; automotive service technicians; welders; carpenters; industrial mechanics; heavy duty equipment technicians; steamfitters; and heavy equipment operators represent the largest occupational groups in the construction trades.

The total number of registered apprentices grew by 68% between 2007 and 2009. The largest share of new apprentices were electricians; steamfitters; welders; and carpenters with electricians representing over one-third of all new apprentices. Electricians; welders; mechanics; and carpenters represented the majority of new journey person certifications.

Businesses and Job Vacancies

Almost 90% of businesses in Newfoundland and Labrador employ less than 20 workers; over 50% employ less than 5 workers.

In 2009 there were over 23,900 job advertisements posted for Newfoundland and Labrador. The largest share of job vacancies by industry were in the retail trade; health; education; accommodation and food services; and public administration industries.

The largest share of vacancies by occupation were among sales and services occupations; professional occupations in social science, education, and government; clerical occupations; trades and skilled transport and equipment operators; and management positions.

Migration

A longstanding history of net out-migration has had a significant influence on the population in Newfoundland and Labrador. The 1990's marked one of the most significant periods of out-migration from the province. Net in-migration started to occur in the past two years.

The share of people moving from the province to Alberta has increased significantly over the past 30 years. They now comprise almost one-half of all out-migrants. Ontario and Nova Scotia represent the next most popular destinations for people who leave the province to live elsewhere in Canada.

Young people 15 to 29 years old represent the largest share of in and out-migrants.

People are not only moving outside the province, they are also moving around the province. In the past 10 years, the Avalon Peninsula, the Humber District, and Central Region gained population as people moved into these regions from other areas of the province.

Immigration

Immigration will play a significant role in helping grow the labour force and meet job demands throughout most jurisdictions, particularly in highly skilled and hard to fill positions.

After a period of decline in the early 2000's, immigration to Newfoundland and Labrador has been on the rise, growing by almost 68% since 2003.

Immigrants that move to Newfoundland and Labrador tend to work in more highly-skilled occupations such as those in social science, education, government service, and religion; and natural and applied sciences.

Mobile Workforce

Approximately 6% to 7% of the Newfoundland and Labrador labour force were, or had been, mobile workers between January 2008 and March 2009.

About 25% of mobile workers are employed in the following five occupations: construction trades labourers; carpenters; electricians; truck drivers; and heavy equipment operators.

Under-represented Groups

Under-represented groups and those not in the workforce today will play an increasingly important role in helping to meet future labour demands. Many of these groups continue to face employment challenges and barriers, including women; persons with disabilities; Aboriginal groups; youth; and mature workers.

Among working-age people not in the labour force today, about 26% are retirees, 19% have a permanent disability that prohibits them from working, and 17% are in school.

Considerations for the Future

The job outlook for Newfoundland and Labrador is very strong. However, labour markets are expected to continue to tighten in the next ten years and beyond due to aging populations and a shrinking global labour supply. This will present challenges for many jurisdictions; challenges that could dampen economic growth if skilled workers are not readily available to meet emerging labour demands. Newfoundland and Labrador is not exempt from these global challenges.

The provincial outlook for economic growth and job opportunities demonstrates that Newfoundland and Labrador has the necessary foundation to address these challenges and help attract skilled workers. A number of proactive measures have already been undertaken to help position the province and its workforce to capitalize on the emerging opportunities such as:

- Releasing "*Opportunity and Growth: An Immigration Strategy for Newfoundland and Labrador*";
- Releasing "*All the Skills to Succeed"* to support the growth and retention of skilled trades workers to meet the demands of major projects;
- Opening a network of 14 Career Work Centres across the province that provide job seekers; students; workers; employers; and community members with free access to employment information and resources;
- Devolving the Canada/Newfoundland and Labrador (CA/NL) Labour Market Development Agreement;
- Releasing "*Creating a Province of Choice: A Youth Retention and Attraction Strategy for Newfoundland and Labrador*";
- Launching resources for employers and workers such as www.JOBSinNL.ca and www.NLHRmanager.ca;
- Introducing a new Apprenticeship Wage Subsidy program to support skilled trades workers in gaining the work experience they need to complete their training and achieve journeyperson certification; and
- Supporting and maintaining strong partnerships including the Labour Market Committee of the Strategic Partnership Initiative (LMC).

These types of proactive measures must continue to be deployed to help ensure the province, the workforce, and employers are successfully prepared for emerging employment demands. Looking ahead, there are significant opportunities to build upon current initiatives to achieve this goal, particularly with respect to measures that can help increase labour force participation among underrepresented workers. Strong labour market partnerships and a collaborative and coordinated approach will also be critical to help ensure quality jobs for people, safe and productive workplaces, and access to a skilled and innovative workforce to help employers compete in the global economy.

1.0 Introduction

1.1 About the Report

Newfoundland and Labrador Labour Market: Outlook 2020 provides an in-depth look at the province's job market, how it is changing, and key trends and opportunities for the workforce and economy. The report draws upon the latest and most up-to-date labour market information available to examine employment conditions in the province over the past ten years and factors that will influence the job market in the decade ahead. This includes, for the first time in this province, an outlook for job prospects in 120 occupational groups in Newfoundland and Labrador for the 2011 to 2020 period.

Unprecedented economic growth in recent years has helped create new jobs and given rise to a new era of opportunity and optimism in Newfoundland and Labrador. At the same time, skill demands have been increasing and the population has been decreasing and growing older. These trends are already creating pressures on the labour supply. Local employers, long accustomed to an oversupply of workers, are now recognizing the increasing need to focus their resources towards attracting and retaining skilled workers.

Over the past two decades, "finding jobs for people" in response to high unemployment has been a top priority. Looking ahead, a new labour market priority for Newfoundland and Labrador will be "finding people for jobs".

Looking ahead, opportunities will continue to grow as a result of planned major project developments, including the Hebron and Lower Churchill projects, expansion of the mining sector, and continued growth of the service economy. In order to take full advantage of these opportunities, sustain economic growth, and improve employment outcomes, the Provincial Government will continue the work it is doing to develop, attract, and retain a skilled workforce.

Understanding current labour market trends and future labour demands and opportunities has never been more of a priority than right now. *Newfoundland and Labrador Labour Market: Outlook 2020* will help address this need. The report provides a detailed account of the historical and current labour market landscape in the province, including information about the local workforce, labour demands, and employment outcomes as well as information about future job trends and prospects for 120 occupational groups. This solid foundation of labour market information will help support the continued development of quality jobs for people throughout Newfoundland and Labrador, safe and productive workplaces and a skilled and innovative workforce to help employers compete in the global economy.

1.2 Who Can Use the Information?

The Department of Human Resources, Labour and Employment is responsible for providing labour market information (LMI) for individuals, employers, and organizations throughout Newfoundland and Labrador. Like the previous LMI publications, this report provides a valuable resource that can be used by everyone, including job seekers, service providers, employers, educators, researchers and policy makers, and others with an interest in the provincial labour market. The information inside the report helps answer questions such as:

- What types of jobs are available?
- Where will job opportunities be available in the future?
- What education and training is required to get a job?
- What industries are growing?
- How many workers are in the province and what skills do they have?
- Where do people work?

This information can support:
- Students in identifying potential career paths and pursuing appropriate training;
- Service providers, such as career counsellors and human resource managers, in maximizing their success with those they serve;
- Employers in accessing the latest data on the labour market and available workforce, locally and beyond;
- Communities in identifying local needs, opportunities and planning for growth;
- Researchers and policy makers in better understanding labour market conditions and making sound policy decisions for investments in employment and training programs and services; and
- All people interested in learning about the Newfoundland and Labrador labour market.

Visit www.gov.nl.ca/hrle/publications for other relevant LMI reports and resources that have been developed and released by the Department of Human Resources, Labour and Employment.

1.3 Disclaimers, Cautionary Notes, and Considerations for Readers

The information presented in this report is intended to help people gain a better understanding of the provincial job market. Readers are strongly encouraged to read the following disclaimers, cautionary notes, and considerations to assist in the interpretation and use of the data and information presented:

- Every effort has been undertaken to help ensure the information presented is as current as possible and that all available sources have been exhausted in the development of this report. However, the data presented represents a snapshot in time and are subject to periodic revisions. Readers are strongly advised to consult referenced data sources or the Department of Human Resources, Labour and Employment to confirm potential revisions. Annex A provides an overview of the main data sources used in this report.
- Information about future trends and job prospects is based on information presented throughout the report and is subject to a specific set of assumptions. This forecast presents only one possible scenario and may become out of date, especially in context of changing economic conditions. Readers are strongly advised to consult referenced data sources or the Department of Human Resources, Labour and Employment to confirm potential revisions.
- Information in this report is mainly presented at the provincial level or at the Census Metropolitan Agglomeration (CMA), Census Agglomeration (CA), or non-CMA/CA levels. Comparative information for regions within the province as well as the rest of Canada have also been included where relevant to help demonstrate common opportunities and challenges among jurisdictions. However, regional data may be available for indicators described throughout the report. Readers should contact the Department of Human Resources, Labour and Employment to determine data availability by region.
- The tables and charts published in this report are subject to different publication and reproduction criteria. The majority of tables may be published without further licenses, provided that it does not purport to be published by the Government of Newfoundland and Labrador and that acknowledgement is made of this source.
- Survey and Census data presented in the report have been subjected to a confidentiality procedure known as random rounding to prevent the possibility of associating statistical data with any identifiable individual. Under this method, all figures, including totals and details, are randomly rounded either up or down to a multiple of “5”, and in some cases “10”. For example, random rounding of 12 to a multiple of 5 would yield either 10 or 15. Table cells which contain data ranging between 0 and 9, are subjected to random rounding between 0 and 10. Therefore, a cell showing “0” could actually have a value between 0 and 9. The random rounding technique provides strong protection against direct, residual or negative disclosure, without adding significant error to the Census data.
- Distributions and individual numbers may not sum to the total in some of the tables and figures presented in the report. This may be caused by several factors including random rounding and suppression. Smaller level geography and/or detailed occupational data for example would have been subject to suppression because of low counts.
- Every effort has been undertaken to ensure all care and diligence has been used in processing, analyzing, and extracting the information used in the preparation of this document. However, the information is provided without warranty of any kind, either expressed or implied. The Government of Newfoundland and Labrador, and its employees will not be liable for any damages, direct or indirect, arising from use of the information provided in this report.

1.4 Structure of the Report

The remainder of this report includes four sections as follows:

Section 2 of the report provides an overview of the provincial labour market and a summary of key labour market indicators. It helps set a context for how the provincial job market has been doing over the past decade. Some of the indicators examined in this section include: employment and employment growth; labour force participation; unemployment; duration of work; and wages.

Section 3 provides a more detailed picture of indicators and trends for changing labour demands in the province. Some of the topics examined in this section include: industry and occupational employment; education and skills requirements; firm size and location; and job vacancy trends.

Section 4 focuses on indicators and trends for the labour supply (or those people who are, or who could potentially be, available for work). Some of the topics examined in this section include: labour force growth; labour force location; workforce demographic trends, including population change, migration and immigration; the mobile workforce; workforce skills and education; retirements; and labour market characteristics of under-represented groups.

Section 5 of the report describes the provincial labour market outlook for the next ten years. This section highlights future expectations for the provincial, Canadian and global economic environment; anticipated employment growth and job openings; future skills demands; and job prospects for 120 occupational categories.

2.0 Labour Market Conditions in Newfoundland and Labrador

2.1 Employment and the Labour Force

- *Employment has grown to record level highs in Newfoundland and Labrador.*
- *The number of people in the labour force each year, either working or looking for work, is higher than ever.*
- *Women have been the driving force behind new employment and labour force growth.*
- *Employment growth has outpaced labour force growth. The number of new jobs created has grown faster than the number of new job seekers entering the workforce - a signal that labour market conditions are beginning to "tighten".*

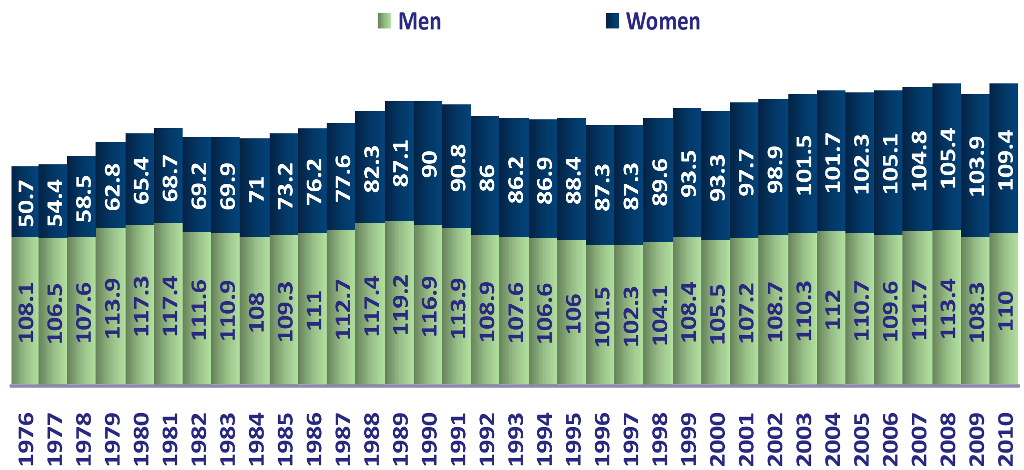
Newfoundland and Labrador led the country in terms of employment growth in 2010. Employment grew by 3.3%, or by 7,100 people on an average monthly basis, to stand at 219,300 in 2010 - the highest level recorded in the past 35 years. Comparatively, employment grew by 1.4% in Canada between 2009 and 2010.

The provincial labour force grew by 2,000 on an average monthly basis to reach 256,300 in 2010, a 2.0% increase over 2009 levels.

Over the last decade (2000 and 2010) employment grew by 10.4% in Newfoundland and Labrador and the provincial labour force grew by 7.6%. Women have been a major force in the labour market, with employment and labour force growth significantly outpacing that of men. Women have accounted for 71.7% of all labour force growth and 78.2% of all employment in the last 10 years. These trends are not surprising considering women were not traditionally part of the paid workforce and have been entering the workforce at a dramatic pace over the past 35 years.
The number of women in the workforce has more than doubled since 1976, growing by 110.8% compared to 6.6% growth among men in the workforce.

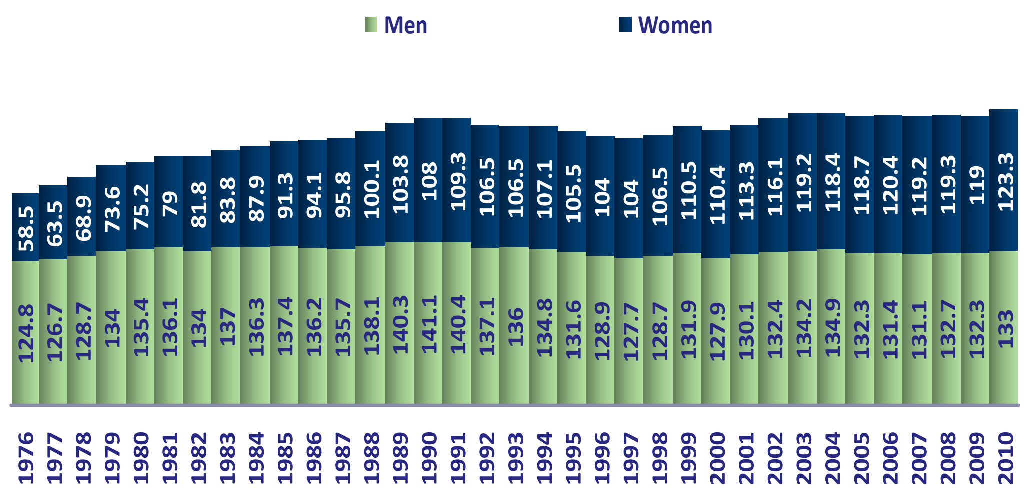
The rate of labour force growth has slowed for both women and men over the past five years. Between 2005 and 2010, the number of women in the labour force grew by 3.9% compared to 7.5% over the 2000 to 2005 period. Similarly, labour force growth rates among men dropped to 0.5% in the 2005 to 2010 period compared to a growth rate of 3.4% in the preceeding five years.

Figure 1: Average Annual Employment by Gender, NL, Pop. 15+, 1976 to 2010 (Thousands)



Data Source(s): Labour Force Survey, Statistics Canada

Figure 2: Average Annual Labour Force by Gender, NL, 1976 to 2010 (Thousands)



Data Source(s): Labour Force Survey, Statistics Canada

2.2 Participation Rates

The participation rate is the proportion of working-age people (15 years old and older) who are working or actively looking for work. It is a key indicator to help anticipate the number of workers that are available in the labour market.

In 2010, the participation rate in Newfoundland and Labrador was 59.9%, representing a 4.4 percentage point increase compared to the rate in 2000 (55.5%). The province has traditionally held the lowest participation rate in Canada, however, the gap is closing. Between 2000 and 2010, the participation rate in Canada rose from 65.8% to reach 67.0%, an increase of 1.2 pecentage points.

The participation rate for the entire working-age population does not fully reflect the dynamics of the labour force. For example, participation rates vary significantly among different groups of workers, including women; men; age groups; and regions. These differences must be taken into account to help determine a more accurate picture of how many potential workers may actually be available for work.

Age Groups

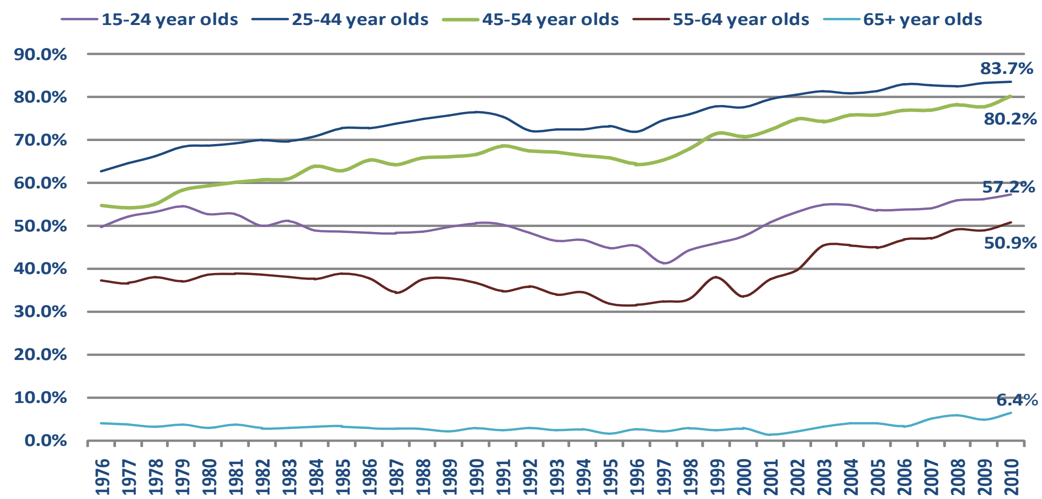
- *Participation rates among different age groups reflect generational and life cycle differences.*

As seen in Figure 3, in 2010, the participation rate among 25 to 44 year-olds was 83.7%, 23.8 percentage points higher than the overall participation rate for the entire working-age group 15 years and older. This group would be considered a core working-age group as they are more likely than their older and younger counterparts to be establishing and growing their careers and families during this stage of their life.

The participation rate among young people (15 to 24 years old) is lower than average. This is to be expected as most 15 to 17 year olds are in high school and after that, there is an increased expectation and trend for many high school graduates to attend post-secondary institutions - a critical step for success in light of increasing skills demands in the economy.

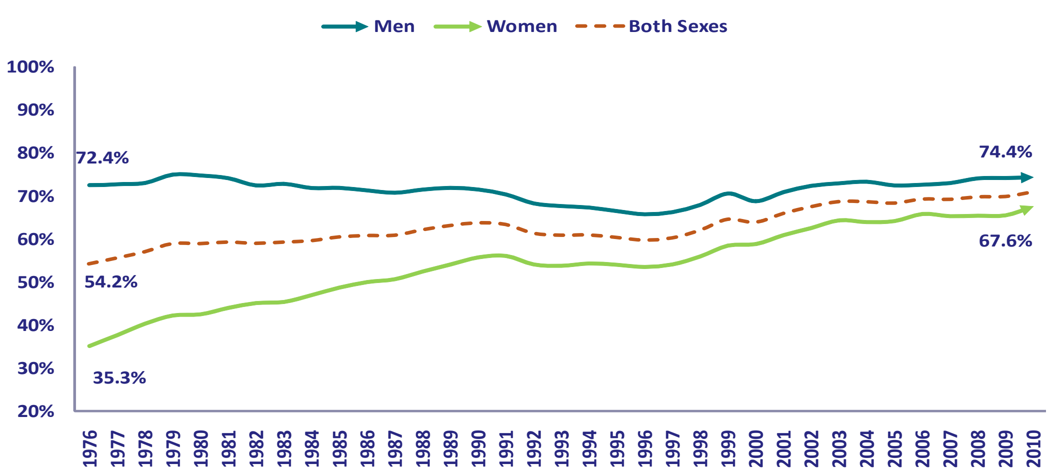
Participation rates start to decrease among workers 55 years and older as they start to enter retirement age. Relatively few workers stay in the labour force beyond 65 years of age. In 2010, participation rates among people 65 years and older was just 6.4% (or 6 out of every 100 people in that age group). Participation rates among mature workers have been increasing, however. Between 2000 and 2010, the participation rate among 55 to 64 year olds increased by 17.4 percentage points, from 33.5% in 2000 to 50.9% in 2010.

Figure 3: Participation Rates by Age, NL, 1976 to 2010



Data Source(s): Labour Force Survey, Statistics Canada

Figure 4: Participation Rates by Gender, NL, Population 15 to 64 years old, 1976 to 2010



Data Source(s): Labour Force Survey, Statistics Canada

Women

- *Participation rates among women have traditionally been lower than participation rates among men. However, the gap is closing.*

Since 2000, the participation rate among women (15 to 64 years old) rose by 8.7 percentage points to stand at 67.6% in 2010. In this same period, the participation rate for men rose by 5.6 percentage points to stand at 74.4% in 2010.

Differences between participation rates among women and men can be explained in part by women's traditional roles as primary caregivers in their families. For example, they are more likely to leave the labour force for extended periods of time due to family responsibilities (e.g. maternity leave, child care and elder care).

Participation rates among women rose rapidly over the 1976 to 1990 period. However, the rate of increase has been slowing over the past 2 decades. The number of women in the labour force is likely close to maximum levels, particularly among women 25 and 44 years old who are the most likely to be balancing work and family responsibilities. This group represented 54.6% of all women in the provincial labour force in 2010. Their participation rate was 80.4% last year, very close to the participation rate for women in this age group in Canada overall (82.3% in 2010).

Regional Participation Rates

Participation rates also vary across regions of the province. This is largely due to differences in industry and age structure. The St. John's Census Metropolitan Agglomeration (CMA) tends to have a much stronger dependency on service sector industries whereas areas outside the CMA have a stronger dependency on primary industries which tend to be highly seasonal. Workers in more rural areas of the province also tend to be older than the provincial average.

2.3 Seasonal Employment

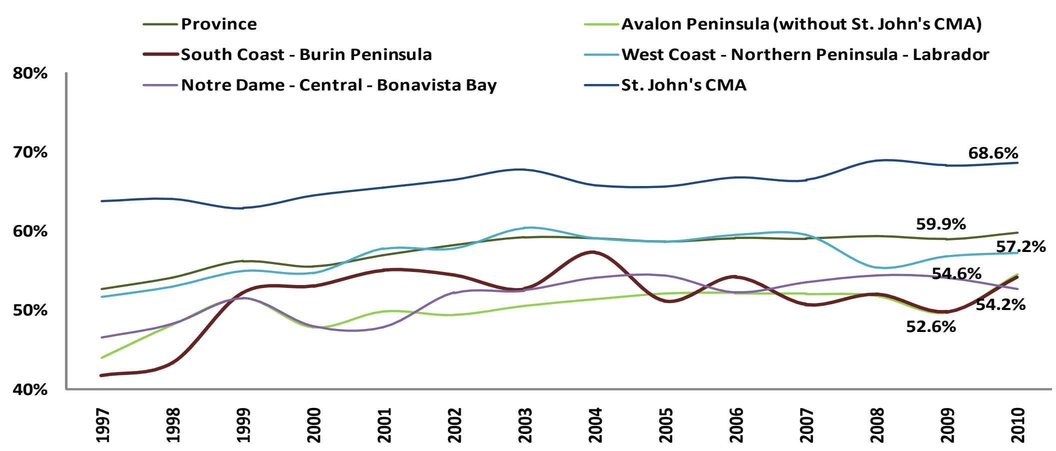
- *Newfoundland and Labrador has one of the most seasonal economies in the country.*

The province reported an employment rate of 51.2% in 2010, an increase of 1.4 percentage points over 2009 when the employment rate was reported at 49.8%.

While Newfoundland and Labrador has the lowest reported employment rate in the country, the gap has been closing. Between 2000 and 2010, the provincial employment rate increased by 4.9 percentage points, the largest employment rate increase across the country. In this period, the Canadian employment rate increased by 0.3 percentage points, from 61.3% to overall 61.6%.

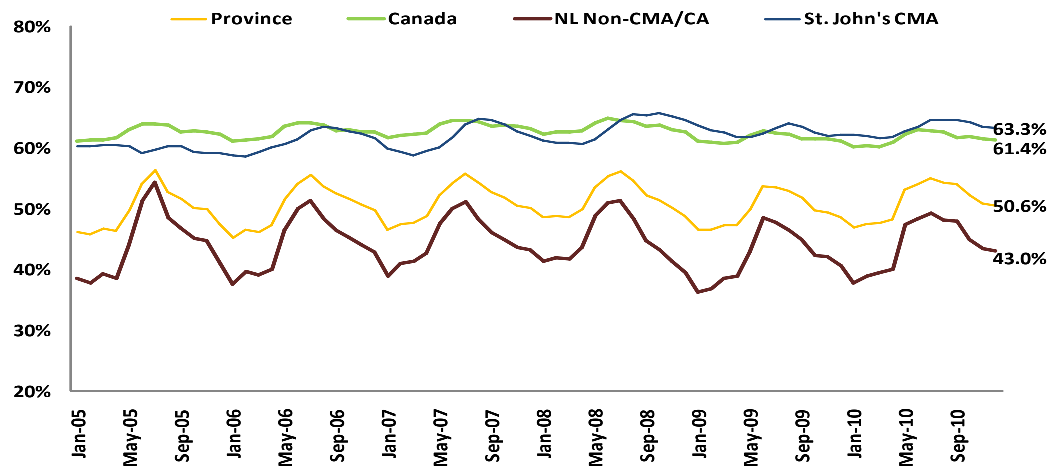
Like participation rates, employment rates can vary between men and women, among various age groups and between regions. Significant differences are also observed throughout the various months (seasons) of any given year.

Figure 5: Participation Rates, NL Regions, Population 15+, 1997 to 2010



Data Source(s): Labour Force Survey, Statistics Canada

Figure 6: Monthly Employment Rates (Unadjusted), NL, St. John's CMA, Non-CMA and Canada



Data Source(s): Labour Force Survey, Statistics Canada

As seen in Figure 6, the employment rate for the St. John's CMA tends to be fairly stable over the course of a year and, in fact, has surpassed the Canadian average in the past several years. There are slight ups and downs observed during a year that are associated with normal business cycles. In contrast, there are significant peaks and troughs in employment rates throughout the year for other areas in the province. For example, in 2010 there was an 11.4 percentage point difference between the employment rate during high season (peak July - 49.3%) and low season (January - 37.9%) in non-CMA areas of the province. These seasonal trends also hold true for unemployment rates, again, largely reflecting differences in industry employment. Industry trends are discussed in more detail in Section 3.1 of this report.

Differences in seasonal patterns significantly influence annual employment statistics as can be seen in Statistics Canada's Labour Force Survey data. Table 1 shows the reported employment and unemployment levels and the unemployment rate for each month in 2010 as well as the reported annual 2010 figures (in the last column). The reported annual numbers are actually an average of the 12 months in the year. As shown in the table, monthly employment in 2010 varied from a high of 235,300 in July to a low of 200,600 in March 2010. The reported average annual employment for 2010 was actually 7.3% lower (or -15,925 workers) than July 2010 and 8.6% higher (or +18,775) than January 2010.

Table 1: Monthly and Average Annual Employment, Unemployment, and Unemployment Rate, NL, 2010

Indicator	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10	Nov-10	Dec-10	Average for 2010
Employment	200,600	203,200	204,400	206,500	227,200	231,300	235,300	232,300	232,400	223,700	218,500	217,100	219,375
Unemployed	42,300	40,300	44,700	45,400	37,200	32,900	35,800	35,800	29,300	29,900	34,500	34,900	36,917
Unemployment Rate	17.4%	16.6%	17.9%	18.0%	14.1%	12.5%	13.2%	13.4%	11.2%	11.8%	13.6%	13.8%	14.4%

Data Source(s): Labour Force Survey, Statistics Canada

In Newfoundland and Labrador, seasonal labour market variations are a critical consideration when trying to determine labour availability to meet future demands given the strong potential for the annual average data to underestimate the number of workers that may be employed during peak months. A reliable source to help identify the total number of people who actually work during the year in Newfoundland and Labrador is data from tax files. As shown in Figure 7, there were actually 286,640 people who claimed employment income on their tax files for 2008 in Newfoundland and Labrador. This is significantly higher than the average annual employment level of 218,700 as reported in the Labour Force Survey for that same year.

The seasonal variations also pose implications for monitoring labour market conditions throughout the year. Generally, people use the monthly Labour Force Survey data to monitor how employment has changed from one month to the next. In this province, it is more relevant to compare monthly results to the same month in previous years to observe the changes that are occurring.

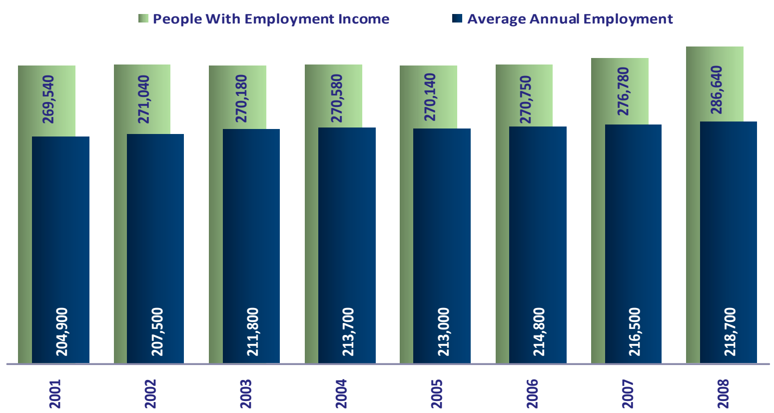
Seasonal Workers

In March of 2009 and 2010, the Department of Human Resources, Labour and Employment (HRLE) conducted a provincial Work Activity Survey (WAS) to gain a better understanding of the dynamics and characteristics of the provincial workforce, especially with respect to unemployed workers and the impacts of seasonal employment.

Approximately 7.6% of the total working-age population (18 to 64 years) were seasonal workers on lay-off status at the time the survey was conducted in March 2010 and 92.4% of these workers lived outside the Northeast Avalon.

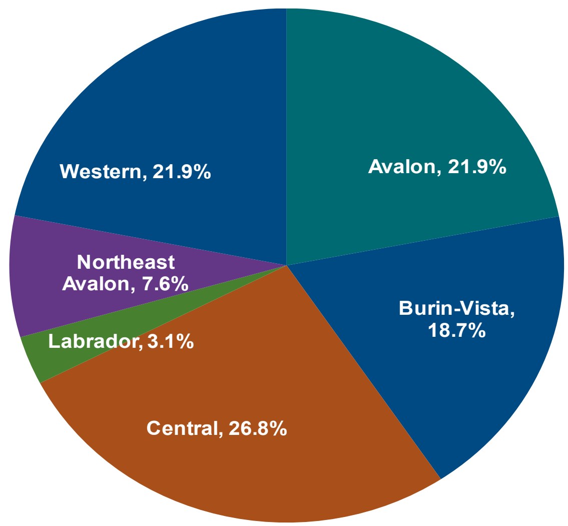
Normally, unemployed workers are defined as those that were (1) available for work and (2) had searched for work in the last four week period. About 92.4% of the seasonal workers on lay-off status

Figure 7: Number of People (Taxfilers) with Employment Income and Annual Average Employment (15+ Years), NL, 2001 to 2008



Data Source(s): Labour Force Survey, Statistics Canada; Canada Revenue Agency Summary Information and Small Area and Administrative Data Division, Statistics Canada; Newfoundland and Labrador Statistics Agency, Department of Finance.

Figure 8: Seasonal Workers on Lay-Off Status by Region, 2010



Data Source(s): Department of Human Resources, Labour and Employment, Work Activity Survey 2010

in the WAS 2010 expected to be recalled to work within 6 months and 17.7% had confirmed start dates to return to work within 4 weeks from the time of the survey. Less than one-half (48.4%) of these workers indicated that they had searched for work in the past four weeks. Many of these workers would be classified as unemployed as they would still be deemed “available for work”.

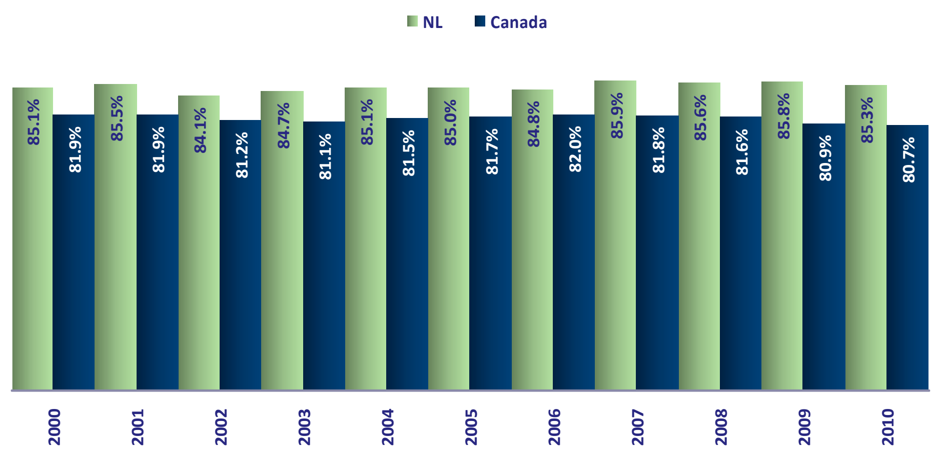
Many seasonal workers in the province have a long-standing attachment to their seasonal jobs and return to the same job and employer year after year. These workers are often classified as unemployed during their off-seasons which significantly impacts the reported annual unemployment rate.

2.4 Duration of Work

- *A larger share of workers are employed in full-time jobs in Newfoundland and Labrador than the rest of the country.*
- *Between 2000 and 2010, approximately 87.1% of all job growth in the province has been in full-time jobs, compared to 73.1% for Canada.*
- *Workers in Newfoundland and Labrador tend to work more hours per week than workers anywhere else in Canada.*

Changes in the number of hours people work during the week is another key indicator of labour market conditions. In 2010, 85.3% of workers in Newfoundland and Labrador were employed in full-time jobs compared to 80.7% for Canada overall.

Figure 9: Full-Time Workers, NL and Canada, 2000 to 2010



Data Source(s): Labour Force Survey, Statistics Canada

Workers in this province also work more hours per week on average (38.2 hours/week in 2010).

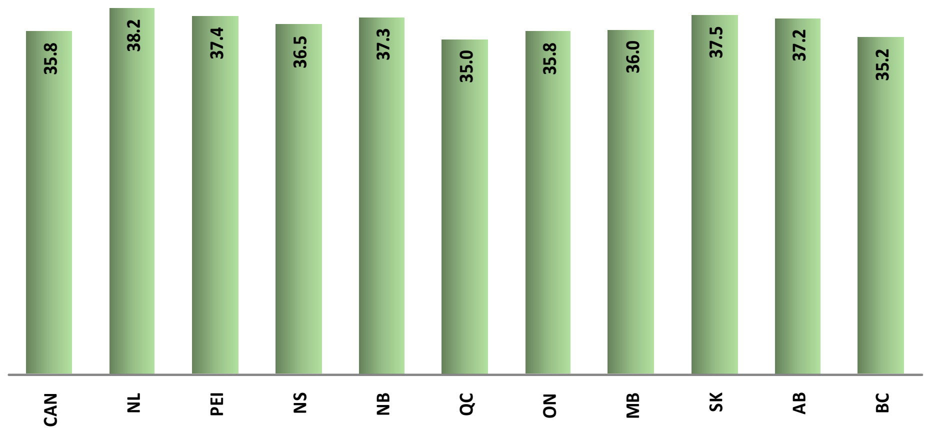
At first glance, these trends may not seem consistent with the province's reported high unemployment rate. It is consistent, however, when the impacts of seasonal employment are considered. Workers in Newfoundland and Labrador may be more likely to work in full-time jobs and work more hours per week than elsewhere in Canada, however, they are also more likely to work for only part of the year.

As seen in Figure 11, a larger share of workers are employed in part-year jobs in Newfoundland and Labrador compared to Canada, especially in more rural areas of the province.

In 2005, 42.4% of workers in Newfoundland and Labrador were employed for 39 weeks or less compared to 23.8% of workers in Canada. The influence of seasonal work is more pronounced in more rural areas (non-CMA) of the province where 54.9% of workers were employed for 39 weeks or less in 2005.

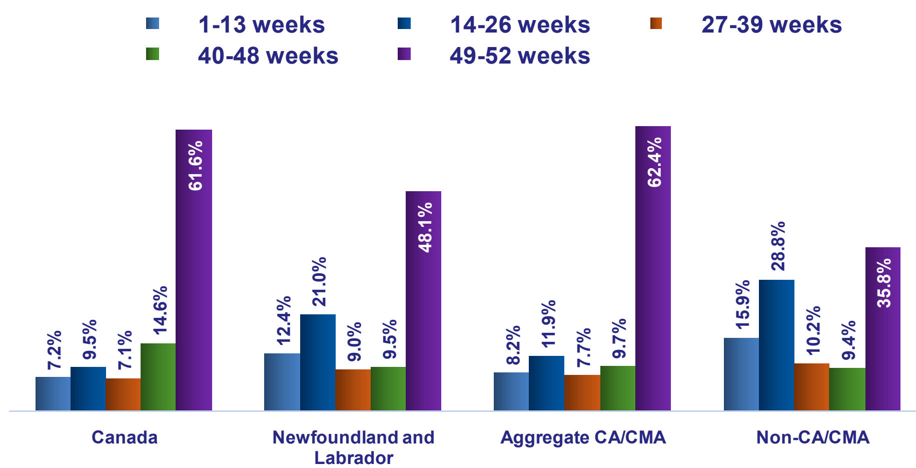
- *Like other employment indicators, the average number of weeks worked per year in Newfoundland and Labrador has been increasing and growth has been at a faster pace than Canada overall.*

Figure 10: Average Weekly Hours Worked, Canada and Provinces, 2010



Data Source(s): Labour Force Survey, Statistics Canada

Figure 11: Part-Year versus Full-Year Workers, NL (CA/CMA, Non-CA/CMA) and Canada, 2005, Census



Data Source(s): Census 2006, Statistics Canada

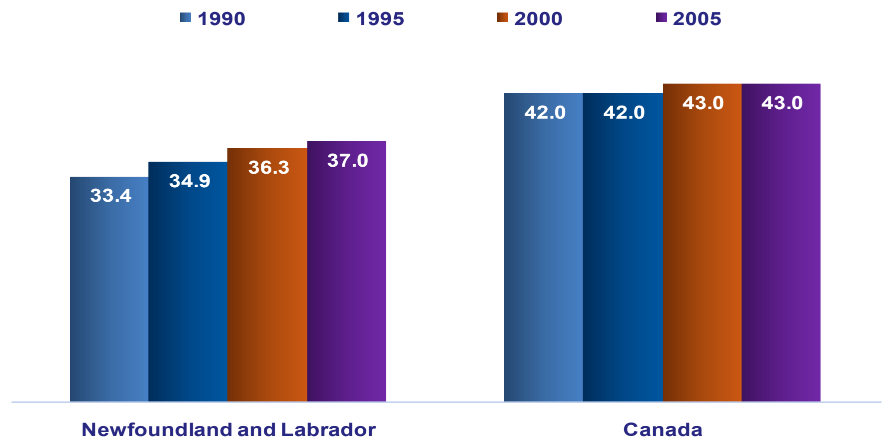
The average number of weeks worked per year in Newfoundland and Labrador increased from 33.4 weeks in 1990 to 37 weeks in 2005. In this same period, the average number of weeks worked in Canada overall increased only by one week. Although the Canadian average is higher, the gap is closing.

- *The average length of time people remain unemployed during the year is also decreasing and is now lower than in Canada overall.*

Between 2001 and 2010, the average number of weeks unemployed workers were out of work in Newfoundland and Labrador dropped from 19 to 15.6, a difference of 4.6 weeks.

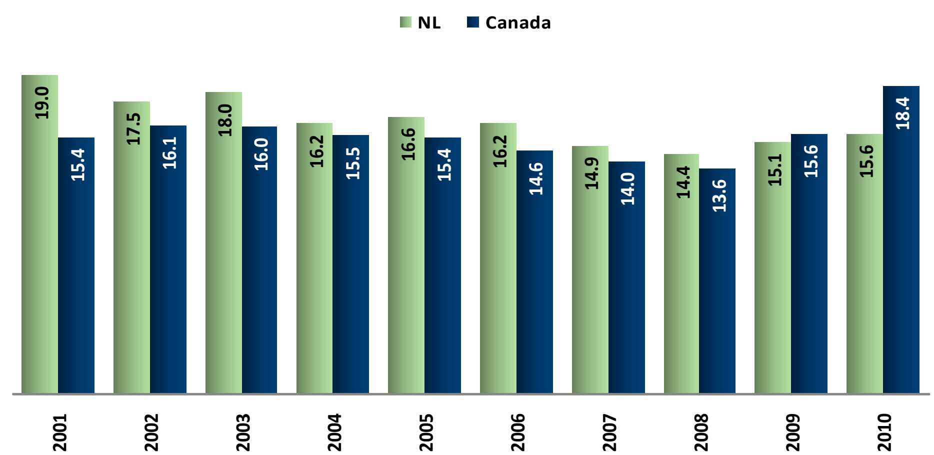
In Canada, the average number of weeks people remained unemployed actually rose from 15.4 in 2001 to 18.4 in 2010. This was largely due to the impacts of the recession in Fall 2008. The province also saw a slight increase over the past two years as a result of the recession.

Figure 12: Average Weeks Worked, NL and Canada, 1990 to 2005, Census



Data Source(s): Census 1991, 1996, 2001 and 2006, Statistics Canada

Figure 13: Average Weeks Unemployed, NL and Canada, 2001 to 2010



Data Source(s): Labour Force Survey, Statistics Canada

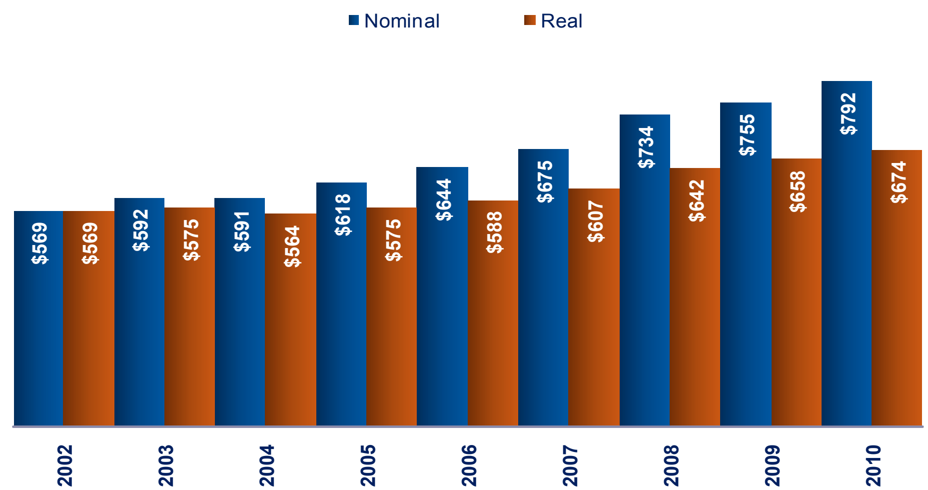
2.5 Wages and Income

- *Wages and annual employment incomes have been steadily rising in Newfoundland and Labrador, and throughout all regions of the province.*

As shown in Figure 14, average weekly wages have been increasing in the province. Between 2002 and 2010, the average weekly wage rate for Newfoundland and Labrador increased by 39.1%. Real wages have also increased by 18.5% which means people have more income to spend. Real wages reflect adjustments that take inflation and increases in the cost of living into account.

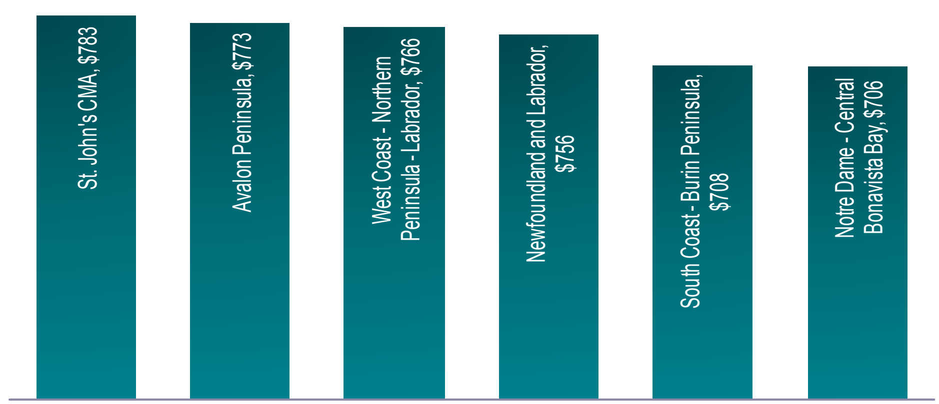
Average weekly wages throughout the province varied slightly from $783 per week in the St. John's CMA to $706 per week in the Notre Dame-Central-Bonavista Bay region.

Figure 14: Average Weekly Wages (Real versus Nominal), NL, 2002 to 2010



Data Source(s): Labour Force Survey, Statistics Canada; Notes: (1) Wage data is for employees 15 years of age and over only.

Figure 15: Average Weekly Wages, NL and Economic Regions, 2010



Data Source(s): Labour Force Survey, Statistics Canada

Table 2 shows that annual employment incomes have been increasing as well, a reflection of increasing wages and the increasing number of weeks worked during the year. Between 2002 and 2006, annual employment incomes for workers in Newfoundland and Labrador increased by 31.1%. The largest gains were reported in the Labrador region (39.1%) and Burin region (37.9%).

Table 2: Average Annual Real Employment Income (Taxfiler), NL and Regions, 2002 to 2006

Year	2002	2003	2004	2005	2006
Newfoundland and Labrador	$24,400	$26,445	$27,772	$29,590	$31,997
Labrador	$29,400	$32,722	$33,536	$37,445	$40,885
St. Anthony - Port au Choix	$16,600	$18,419	$18,864	$19,798	$21,776
Corner Brook - Rocky Harbour	$22,700	$24,490	$25,781	$27,546	$29,553
Stephenville - Port aux Basques	$19,800	$20,889	$21,903	$23,457	$24,664
Grand Falls-Windsor - Baie Verte - Harbour Breton	$19,800	$21,300	$22,322	$23,780	$25,997
Gander - New-Wes-Valley	$19,700	$20,992	$22,322	$23,349	$25,664
Clarenville - Bonavista	$20,600	$21,918	$23,370	$24,748	$27,331
Burin Peninsula	$19,100	$21,609	$24,418	$24,640	$26,331
Avalon Peninsula	$28,100	$30,253	$31,650	$33,464	$36,219

Data Source(s): Canada Revenue Agency Summary Information and Small Area and Administrative Data Division, Statistics Canada; Consumer Price Index, Statistics Canada; Newfoundland and Labrador Statistics Agency, Department of Finance. Notes: (1) Figures include those having reported employment for the year. (2) Figures have been adjusted for inflation using the provincial Consumer Price Index (2002=100).

3.0 Labour Demand

This section of the report focuses mainly on industry and occupational employment trends.

The term "industry" is used to reflect the type of goods and services that are produced by businesses. An industry is generally categorized as a goods-producing industry or service-providing industry.

The main industries in the goods-producing sector include:
- agriculture;
- fishing, hunting, and trapping;
- mining, oil and gas extraction;
- construction;
- utilities; and
- manufacturing.

The main industries in the service-providing sector include:
- trade (wholesale and retail);
- transportation and warehousing;
- finance, insurance, real estate, and leasing;
- professional, scientific, and technical services;
- business, building, and other support services;
- educational services;
- health care and social assistance;
- information, culture, and recreation;
- accommodation and food services; and
- public administration.

The term "occupation" refers to the type of work that is carried out in a particular job.

The main occupational groups include:
- management occupations;
- business, finance, and administrative occupations;
- natural and applied sciences and related occupations;
- health occupations;
- occupations in art, culture, and recreation;
- occupations in social science, education, government service, and religion;
- trades, transport, and equipment operators and related occupations;
- occupations unique to processing, manufacturing, and utilities; and
- occupations unique to primary industry.

Each of these main industry and occupational groups can be further categorized according to greater levels of detail. For example, manufacturing includes the seafood processing industry. Health occupations include physicians, nurses and nurse supervisors, and technical assistants in health care.

In this report, there are a total of 40 industry groups considered based on the North American Industry Classification system (NAICS).

There are 120 occupational categories examined based on the National Occupational Classification for Statistics (NOC-S).

Appendix C provides further details about the NAICS and NOC-S, including a listing of the industries and occupations included in this report.

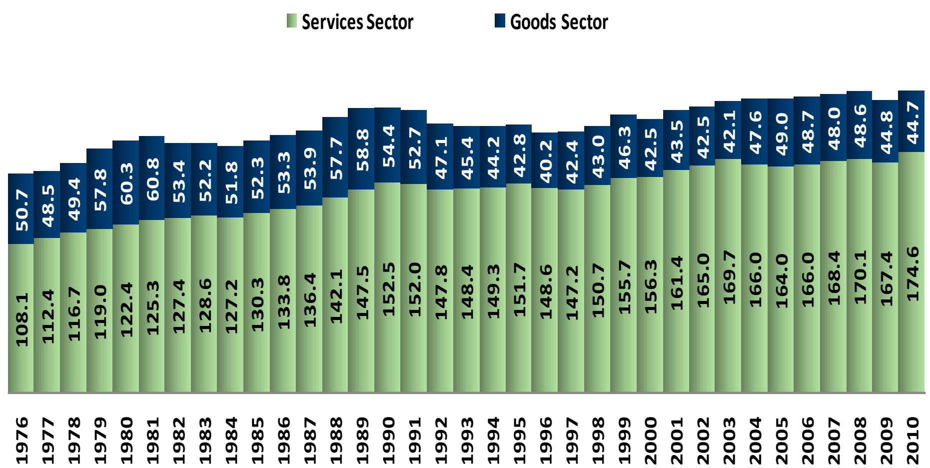
3.1 Industries

Like the rest of Canada and most developed economies, the services sector represented the largest share of employment (79.6%) in Newfoundland and Labrador in 2010. The services sector has been steadily gaining a larger share of employment since the mid-1970's and is strengthening its hold as the mainstay of the economy, having accounted for 88.8% of all employment growth in the province between 2000 and 2010.

Employment Distribution and Growth

As shown in Figure 17 on the next page, relative to the rest of Canada, Newfoundland and Labrador has a higher proportion of workers in the goods-producing sector (26.7% versus 23.4% in 2005). This is largely due to a strong dependency on industries in this sector in more rural areas of the province. In 2005, the goods-producing sector represented 36.7% of employment in non-CMA areas of the province.

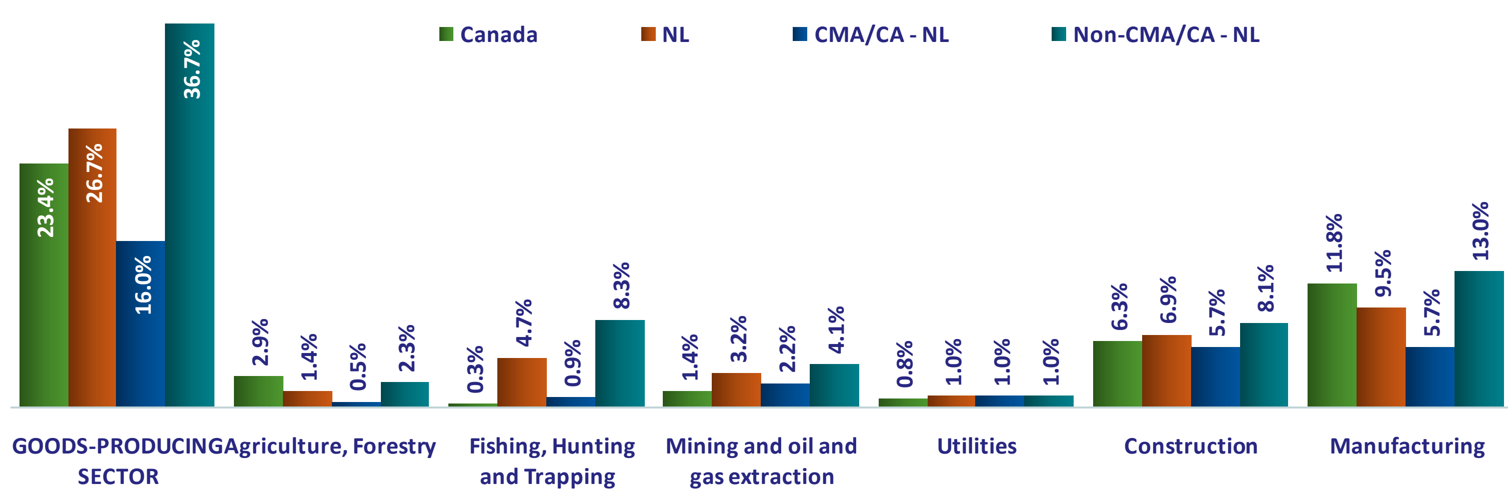
Figure 16: Distribution of Employment by Sector, NL, LFS, 1976 to 2010



Data Source(s): Labour Force Survey, Statistics Canada

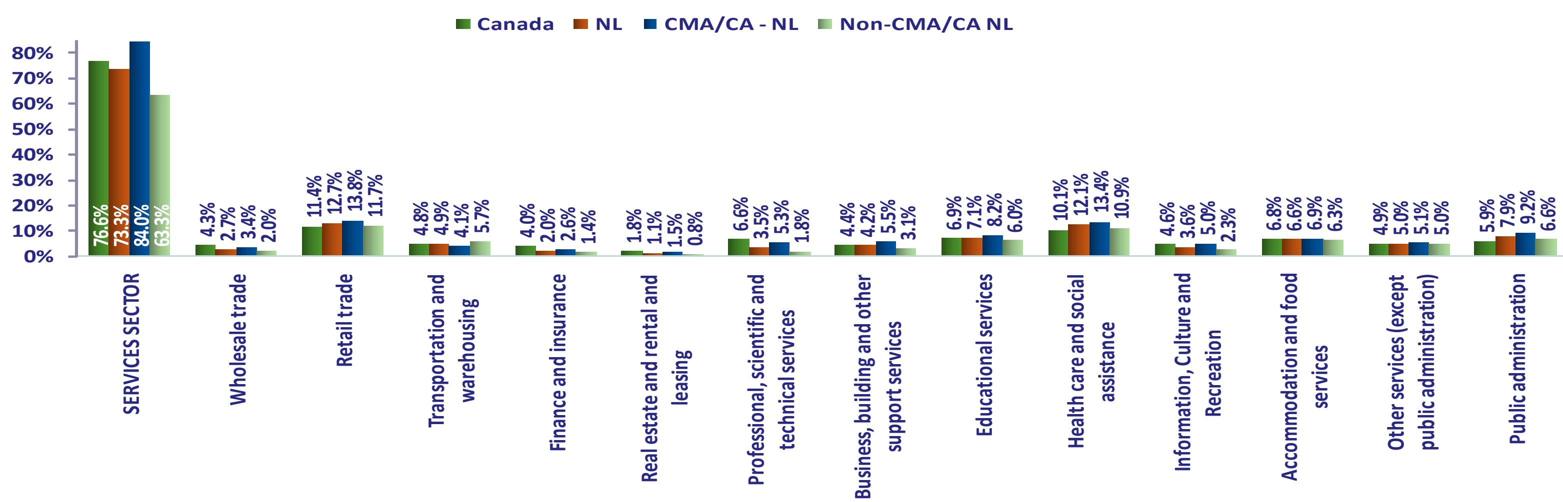
Newfoundland and Labrador has a higher proportion of workers in the fishing, mining, and manufacturing industries. Over 80% of employment in the manufacturing sector in this province is concentrated in the fish processing sector. For the most part, the distribution of employment across the service sector industries in the province is relatively consistent with Canada. Newfoundland and Labrador has a higher share of employment in public administration and health services. Canada had a greater share of workers in the finance and insurance and the professional, scientific, and technical services industries.

Figure 17: Distribution of Workers in the Goods-producing Sector, Canada, NL, CMA/CA and Non-CMA/CA, 2005, Census



Data Source(s): Census 2006, Statistics Canada, Persons Who Worked in the Reference Year

Figure 18: Distribution of Workers in the Services Sector, Canada, NL, CMA/CA and Non-CMA/CA, 2005, Census



Data Source(s): Census 2006, Statistics Canada, Persons Who Worked in the Reference Year

As shown in Table 3, the largest industries in the province in 2010 included health care and social assistance (16.7%); retail trade (14.5%); educational services (7.8%); public administration (8.5%); and construction (7.0%).

Over the past ten years, the health sector and the construction sector stand out given the size of these industries and their consistent, above average growth. The mining and oil and gas sector has grown significantly, however, this sector represents only 4.4% of overall employment.

The primary industries, including fishing; agriculture and forestry; and associated industries; the manufacturing sector; and the business sector have experienced employment losses over the past five years.

Table 3: Industry Growth/Decline, NL, 2000 to 2010, LFS

INDUSTRY	GROWTH/DECLINE			Share of Employment in 2010
	2000 to 2005	2006 to 2010	2000 to 2010	
Total, all industries	**7.1%**	**3.0%**	**10.3%**	
Goods-producing sector	15.3%	-8.8%	5.2%	20.4%
Agriculture, Forestry	60.9%	-29.7%	13.0%	1.2%
Fishing, hunting and trapping	8.5%	-40.4%	-35.4%	2.4%
Mining and oil and gas extraction	4.2%	94.0%	102.1%	4.4%
Utilities	56.3%	-24.0%	18.8%	0.9%
Construction	17.0%	24.2%	45.3%	7.0%
Manufacturing	10.7%	-41.0%	-34.7%	4.5%
Services-producing sector	4.9%	6.5%	11.7%	79.6%
Trade	6.4%	-1.6%	4.8%	17.1%
Wholesale trade	-9.7%	-1.8%	-11.3%	2.5%
Retail trade	9.5%	-1.5%	7.8%	14.5%
Transportation and warehousing	1.9%	7.3%	9.3%	5.4%
Finance, insurance, real estate and leasing	2.7%	1.3%	4.1%	3.5%
Finance and insurance	4.2%	2.0%	6.3%	2.3%
Real estate and leasing	0.0%	0.0%	0.0%	1.1%
Professional, scientific and technical services	4.3%	-2.7%	1.4%	3.2%
Business, building and other support services	54.2%	-24.3%	16.7%	2.6%
Educational services	5.0%	1.8%	6.9%	7.8%
Health care and social assistance	5.0%	23.6%	29.8%	16.7%
Information, culture and recreation	2.9%	8.3%	11.4%	3.6%
Accommodation and food services	6.4%	4.5%	11.2%	6.3%
Other services	1.8%	0.0%	1.8%	5.1%
Public administration	-8.7%	26.5%	15.5%	8.5%

Data Source(s): Labour Force Survey, Statistics Canada

Table 4: Average Weeks Worked By Industry, NL, 2005

Industry	NL	Non-CMA/CA	CMA/CA
Total - Industry (1997 NAICS)	37.0	32.5	41.9
Finance and insurance	46.8	45.5	47.5
Utilities	44.5	42.6	46.6
Information and cultural industries	44.1	38.8	45.7
Health care and social assistance	43.6	41.0	45.9
Wholesale trade	42.3	38.1	45.0
Real estate and rental and leasing	42.1	37.1	44.8
Educational services	41.6	39.7	43.1
Management of companies and enterprises	41.1	26.1	46.5
Public administration	40.8	35.5	44.8
Professional, scientific and technical services	40.7	34.6	42.9
Retail trade	39.9	37.9	43.1
Mining and oil and gas extraction	38.7	37.7	40.7
Transportation and warehousing	38.7	35.9	41.7
Other services (except public administration)	37.1	34.5	39.9
Accommodation and food services	33.2	29.8	36.5
Construction	30.8	27.4	36
Manufacturing	29.1	24.4	40.5
Arts, entertainment and recreation	28.1	22.5	32.3
Forestry and logging	24.2	24.5	19.4
Agriculture, forestry, fishing and hunting	21.0	20.3	26.5
Fishing, hunting and trapping	19.5	19.2	22.8

Data Source(s): 2006 Census, Statistics Canada

Employment Duration

The seasonal nature of the primary and construction industries as well as some service industries, such as the accommodation and food services and arts and recreation industries, has a significant influence on the duration of employment in Newfoundland and Labrador. As shown in Table 4, workers in these industries, on average, work fewer weeks overall during the year.

Workers who work in more rural areas of the province (non-CMA) tend to work fewer weeks per year regardless of the industries they work in.

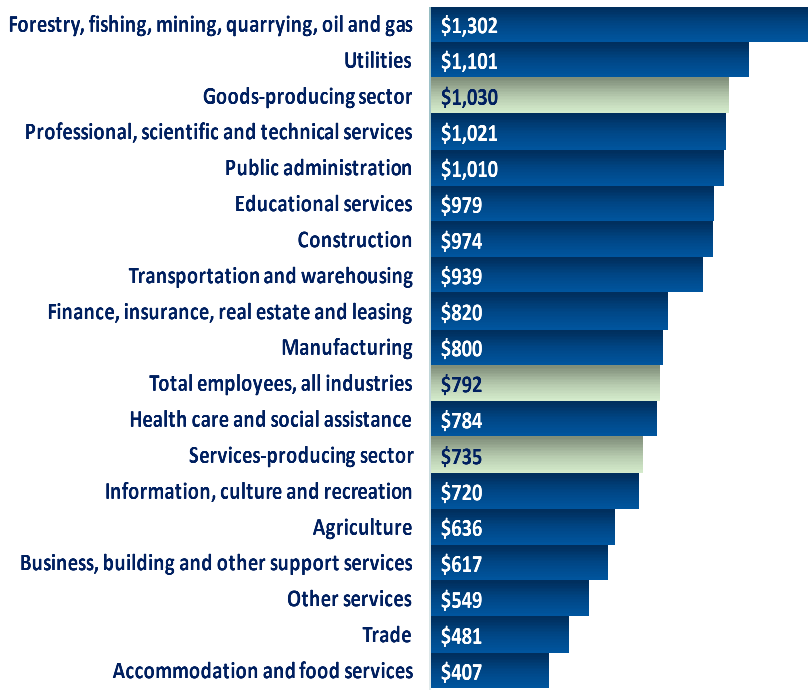
Wages

- *In 2010, workers in the goods-producing sector had higher weekly wages on average than workers in the overall economy.*

Between 2000 and 2010, above average wage growth was reported for public administration; professional, scientific, and technical services; and construction. These three industries also have among the highest wage rates in the province.

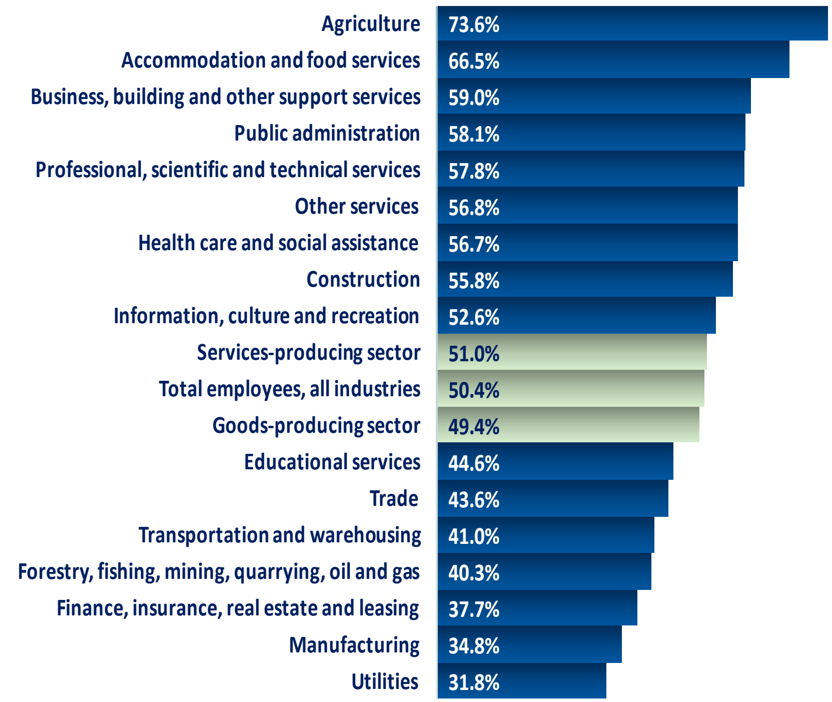
Above average growth was also seen in business; agriculture; and accommodation and food services. However, average weekly wages in these sectors remain below average for the province.

Figure 19: Average Weekly Wages by Industry, 2010



Data Source(s): Labour Force Survey, Statistics Canada

Figure 20: Average Weekly Wage Growth by Industry, 2000 to 2010



Data Source(s): Labour Force Survey, Statistics Canada

Age of Workforce

As seen in Table 5 on page 23, 41.2% of workers in Newfoundland and Labrador were over the age of 45 years old in 2005. Only 15.5% were among the 15 to 24 year-old age group.

The utilities (57.4%); management of companies (52.1%); manufacturing (50.9%); and agriculture (49.4%) industries had the oldest workforces in 2005. Industries with the highest proportion of young workers (15 to 24 years old) included the retail trade; accommodations and food services; arts and recreation; and administrative and support services sectors.

Industries in more rural areas of the province tend to have older workforces (44.9% of workers 45 years and older). However, an exception would be workers in public administration where the share of young workers was higher in the non-CMA areas than in the province overall. Workers in this industry also tended to be relatively older in the urban areas.

3.2 Occupations

Table 5: Share of Workers By Age and Industry, NL, 2005

Total - Industry (1997 NAICS)	Newfoundland & Labrador					Aggregated CMA/CA					Aggregated non-CMA/CA				
	15 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 years and over	15 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 years and over	15 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 years and over
	15.5%	**18.5%**	**24.8%**	**25.8%**	**15.4%**	**17.2%**	**21.2%**	**24.4%**	**23.7%**	**13.5%**	**14.0%**	**16.0%**	**25.1%**	**27.7%**	**17.2%**
Utilities	6.2%	11.3%	25.1%	41.4%	16.0%	7.3%	11.4%	25.2%	43.1%	13.0%	5.6%	11.2%	25.0%	39.9%	18.3%
Management of companies and enterprises	0.0%	27.1%	20.8%	25.0%	27.1%	0.0%	22.2%	25.0%	27.8%	19.4%	0.0%	38.5%	0.0%	15.4%	46.2%
Manufacturing	11.5%	14.9%	23.7%	31.5%	18.4%	13.1%	20.0%	21.7%	29.1%	16.2%	10.8%	12.8%	24.5%	32.5%	19.3%
Agriculture, forestry, fishing and hunting	10.0%	15.6%	24.9%	29.8%	19.6%	16.2%	18.8%	26.1%	21.0%	18.2%	9.3%	15.3%	24.8%	30.8%	19.7%
Transportation and warehousing	8.0%	17.9%	27.0%	28.2%	19.0%	7.7%	19.0%	28.2%	28.6%	16.4%	8.1%	17.1%	26.1%	27.9%	20.7%
Public administration	12.4%	13.7%	26.8%	31.0%	16.0%	10.2%	13.8%	27.7%	32.9%	15.4%	15.3%	13.6%	25.7%	28.5%	16.9%
Health care and social assistance	6.8%	19.1%	28.9%	29.8%	15.5%	5.9%	19.9%	29.7%	30.3%	14.2%	7.7%	18.3%	27.9%	29.1%	16.9%
Construction	11.0%	17.7%	26.3%	26.5%	18.5%	12.4%	20.5%	23.4%	26.1%	17.6%	10.1%	15.8%	28.2%	26.8%	19.0%
Educational services	10.6%	17.5%	27.0%	30.8%	14.2%	11.8%	19.5%	25.9%	28.4%	14.4%	9.0%	15.0%	28.4%	33.8%	13.8%
Finance and insurance	4.8%	22.9%	28.0%	29.2%	15.3%	4.1%	25.6%	27.1%	28.1%	14.8%	6.0%	17.9%	29.3%	31.1%	15.5%
Real estate and rental and leasing	13.4%	17.7%	25.3%	22.4%	21.2%	14.1%	19.1%	27.9%	18.8%	20.1%	12.1%	14.9%	20.5%	28.4%	23.7%
Wholesale trade	10.8%	20.8%	27.4%	23.5%	17.4%	9.4%	22.5%	28.7%	23.4%	16.1%	13.0%	18.1%	25.5%	23.8%	19.6%
Other services (except public administration)	18.7%	18.5%	24.2%	21.9%	16.7%	19.1%	21.3%	23.3%	21.3%	14.9%	18.3%	15.8%	25.0%	22.5%	18.3%
Mining and oil and gas extraction	10.7%	23.0%	27.9%	25.1%	13.2%	9.5%	29.9%	32.2%	19.3%	9.0%	11.2%	19.5%	25.8%	28.2%	15.4%
Professional, scientific and technical services	11.4%	29.7%	23.3%	20.3%	15.4%	9.7%	32.3%	22.2%	20.8%	14.8%	15.9%	22.6%	26.3%	18.5%	16.9%
Information and cultural industries	16.7%	23.2%	26.3%	24.7%	9.2%	15.5%	25.5%	27.9%	23.5%	7.6%	20.4%	15.8%	21.3%	28.3%	14.2%
Retail trade	26.7%	19.1%	22.6%	19.4%	12.2%	31.1%	20.0%	21.5%	16.2%	11.2%	21.9%	18.1%	23.9%	22.9%	13.3%
Administrative and support, waste management and remediation services	25.2%	24.0%	20.0%	18.3%	12.5%	25.1%	29.0%	20.3%	15.3%	10.1%	25.3%	15.5%	19.4%	23.3%	16.4%
Arts, entertainment and recreation	40.1%	16.2%	13.4%	17.6%	12.7%	44.4%	18.1%	11.7%	15.0%	10.6%	34.4%	13.7%	15.3%	21.1%	15.3%
Accommodation and food services	36.5%	19.0%	17.8%	16.6%	10.0%	44.5%	22.3%	15.8%	11.1%	6.4%	28.5%	15.7%	19.9%	22.2%	13.7%

Data Source(s): Census 2006, Statistics Canada

Employment Distribution and Growth

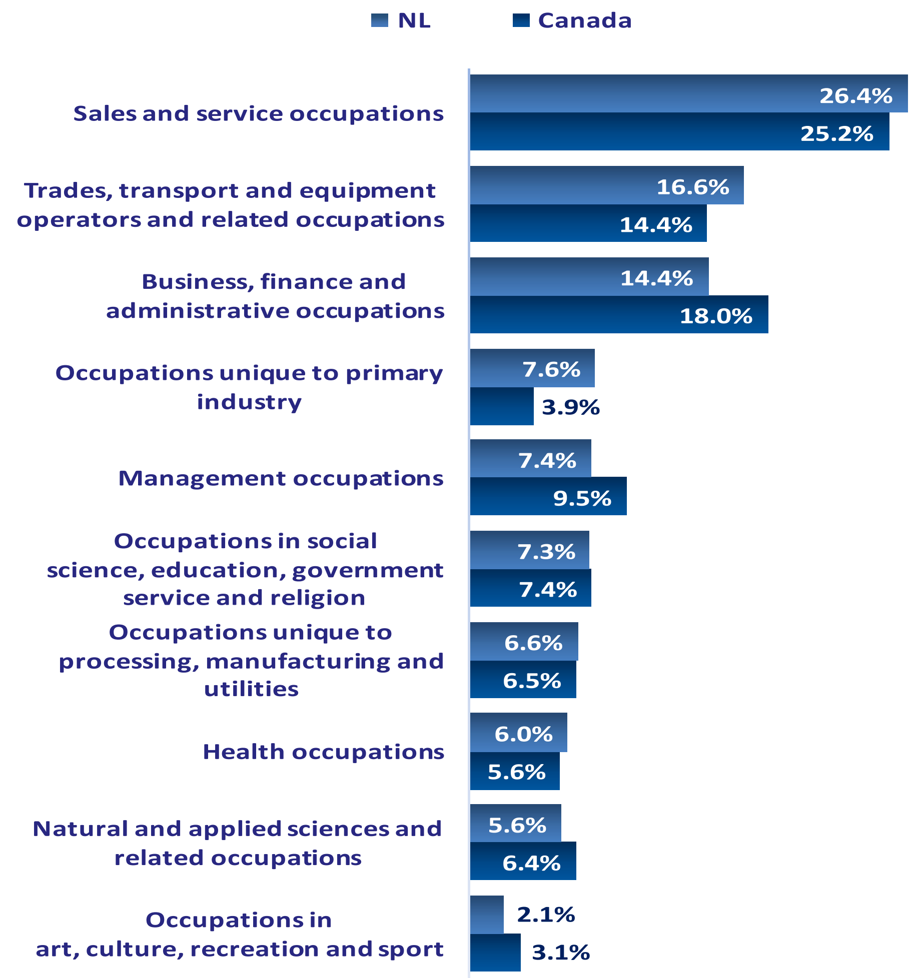
Figure 21 shows the distribution of employment by occupation for Canada and Newfoundland and Labrador.

The three largest occupational groups in the province and Canada are sales and service occupations; trades, transport, and equipment operators; and business, finance, and administrative occupations. In 2005, these three groups represented 57.4% of employment in the province and 57.6% of employment in Canada.

For the most part, the distribution of employment is relatively consistent across occupations. Newfoundland and Labrador has a higher share of workers in the trades, transport, and equipment occupations (16.6%:NL versus 14.4%:CA) and the primary industry occupations (7.6%:NL versus 3.9%:CA). Canada has a relatively higher share of workers in business, finance, and administrative occupations (18.0%:CA versus 14.4%: NL) and management occupations (9.5%:CA versus 7.4%:NL).

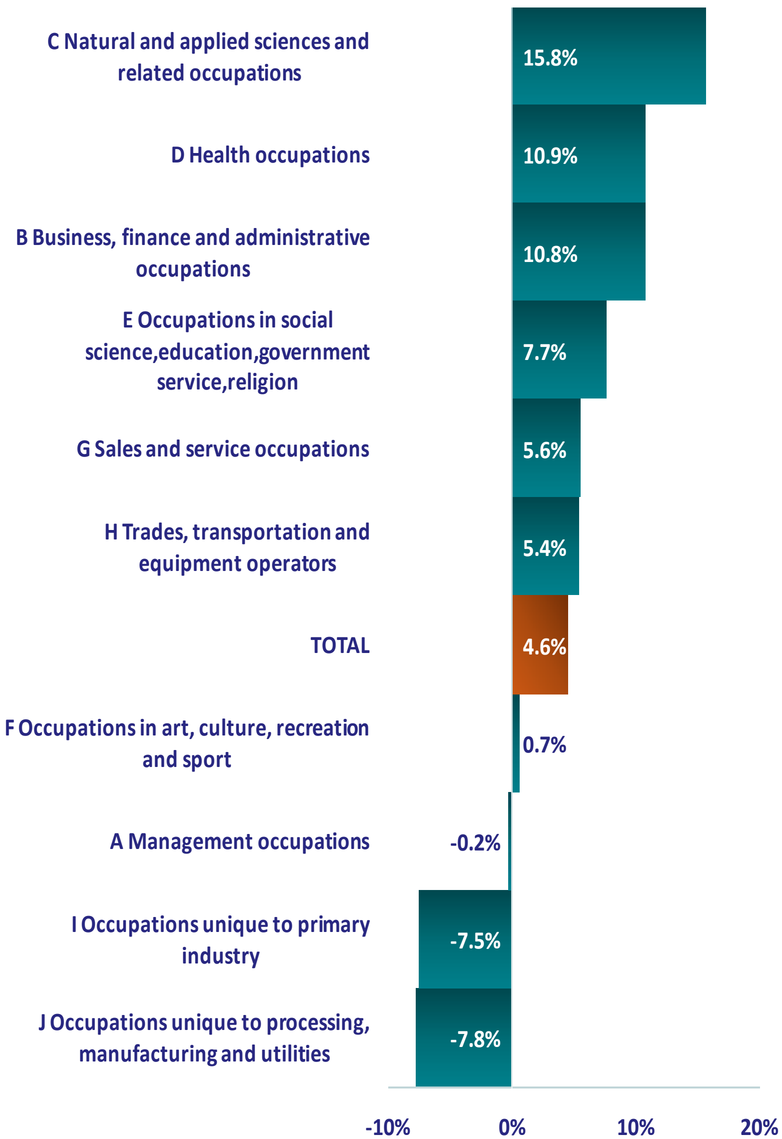
The natural and applied sciences and related occupations; health occupations; and business, finance, and administrative occupations experienced the fastest rate of growth between 2000 and 2005. The largest job gains were seen in business, finance, and administrative occupations; sales and service occupations; and the trades, transportion, and equipment operator occupations.

Figure 21: Occupational Distribution, NL and Canada, 2005, Census



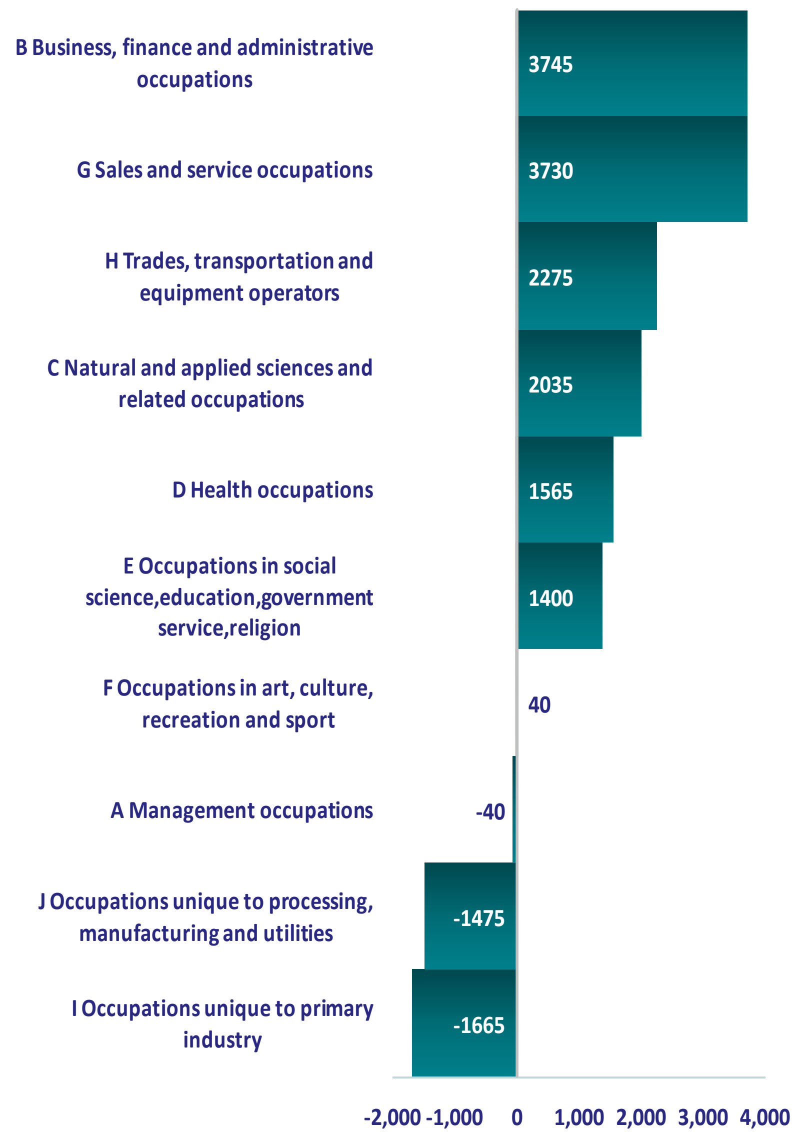
Data Source(s): Census 2006, Statistics Canada

Figure 22: Occupational Growth (Rate), NL, 2000 to 2005, Census



Data Source(s): Census 2006, Statistics Canada

Figure 23: Occupational Growth, NL, 2000 to 2005, Census



Data Source(s): Census 2006, Statistics Canada

Job opportunities in the occupations unique to processing; manufacturing and utilities; occupations unique to primary industry; and management occupations decreased between 2000 and 2005.

While wage growth was above average for technical, assisting, and related occupations in health; retail salespersons; childcare; and home support workers, average weekly wages in these occupations remained below average in 2010.

Visit www.statcan.gc.ca/subjects-sujets/standard-norme/soc-cnp/2006/noc2006-cnp2006-eng.htm to learn more about the NOC-S.

Wages

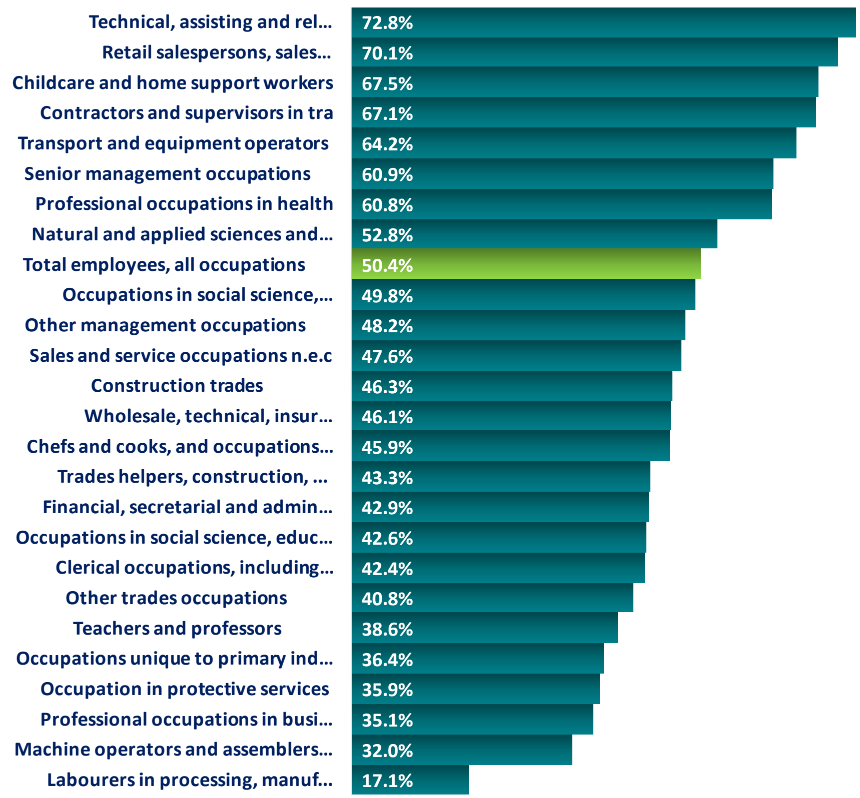
The highest paying occupations in 2010 were among senior management, natural and applied sciences, contractors and supervisors in trades, transport and equipment operators, professional occupations in health, other management occupations, occupations unique to primary industry, teachers and professors, and professional occupations in business and finance.

Between 2000 and 2010 above average wage growth was reported among senior management, natural and applied sciences occupations, contractors and supervisors in trades, transport and equipment operators, and professional occupations in health.

Figure 24: Average Weekly Wages by Occupation, NL, 2010

Data Source(s): Labour Force Survey, Statistics Canada

Figure 25: Average Weekly Wages Growth by Occupation, NL, 2000 to 2010



Data Source(s): Labour Force Survey, Statistics Canada

Age of Workforce

As seen in Table 6, occupations with the largest share of older workers (with 45% or more of workers over 45 years old) were in the occupations unique to primary industry (44.8%); occupations in manufacturing and processing (48.9%); trades (46%); and management occupations (52.8%). Occupations with the highest proportion of young workers (15 to 24 years old) included sales and services (27.4%) and occupations in art, culture, recreation, and sport occupations (38.6%).

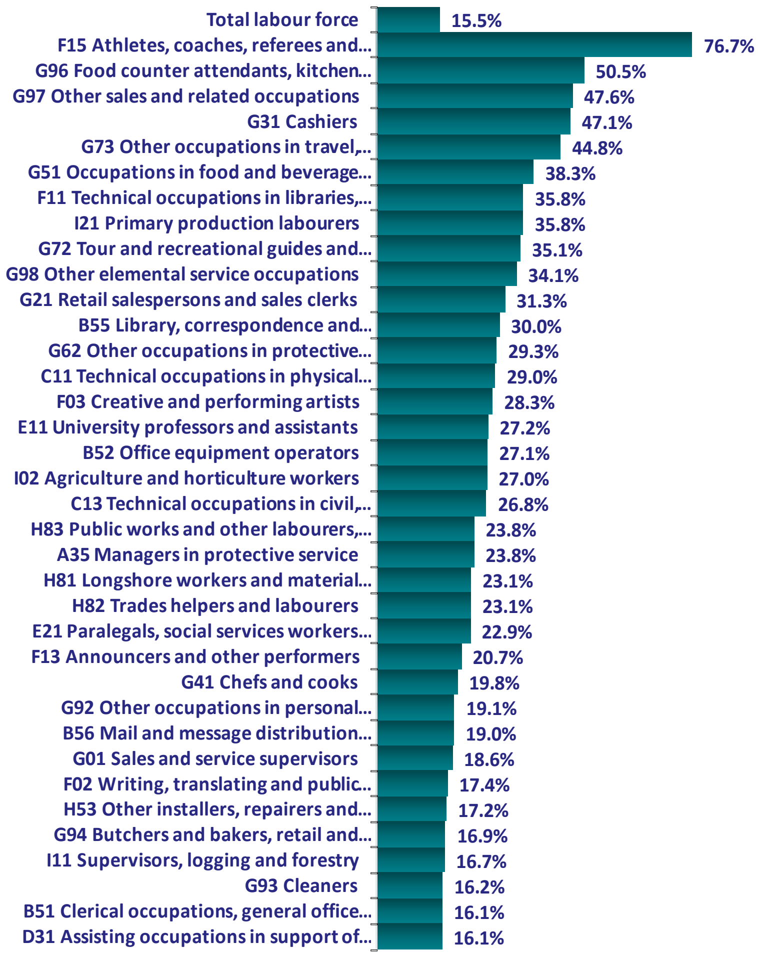
Figures 26 and 27 on the next page show the distribution of the oldest and youngest occupational groups at the more detailed 3-digit NOC-S level.

Table 6: Share of Workers By Age and Occupation, NL, 2005

Occupational Category	15 to 24 years	25 to 44 years	45 to 54 years	55 years and over
Total Persons Who Worked (2005)	15.5%	43.3%	25.8%	15.4%
A Management occupations	3.2%	44.0%	32.1%	20.7%
B Business, finance and administrative occupations	12.4%	45.1%	28.8%	13.8%
C Natural and applied sciences and related occupations	11.2%	56.4%	21.4%	11.0%
D Health occupations	5.0%	52.9%	28.3%	13.7%
E Occupations in social science, education, government service and religion	9.4%	50.2%	27.2%	13.3%
F Occupations in art, culture, recreation and sport	38.6%	35.4%	14.6%	11.3%
G Sales and service occupations	27.4%	38.3%	20.3%	14.0%
H Trades, transport and equipment operators and related occupations	11.5%	42.5%	27.7%	18.3%
I Occupations unique to primary industry	14.0%	41.2%	27.4%	17.4%
J Occupations unique to processing, manufacturing and utilities	13.1%	37.9%	31.6%	17.3%

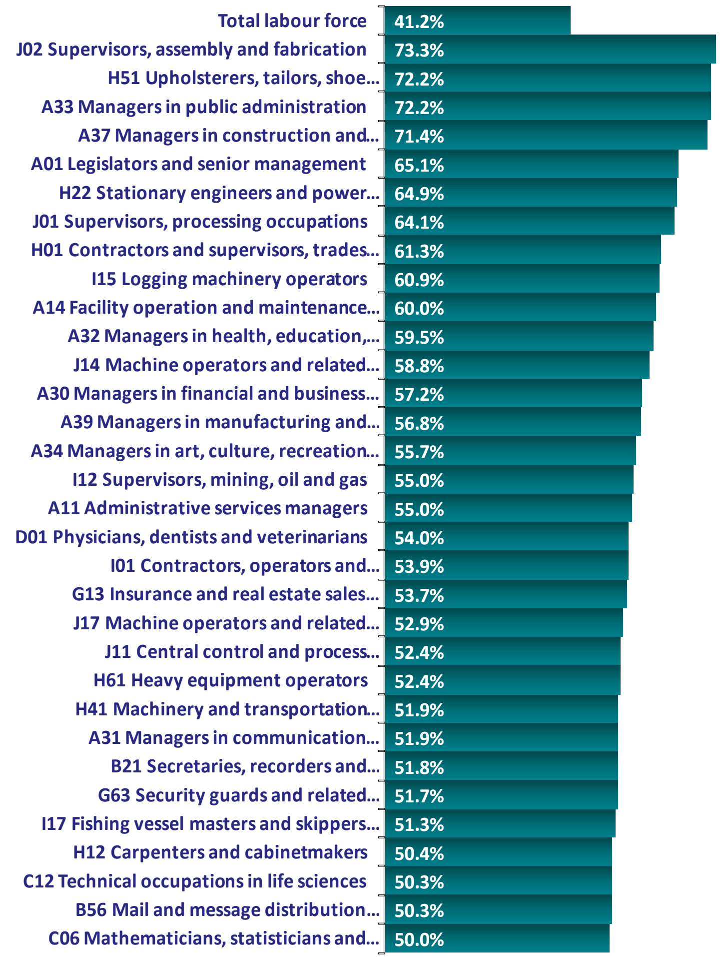
Data Source(s): Census 2006, Statistics Canada

Figure 26: Share of Workers 15 to 24 Years of Age by Occupation, NL, 2005



Data Source(s): Census 2006, Statistics Canada

Figure 27: Share of Workers 45 Years of Age and Older by Occupation, NL, 2005



Data Source(s): Census 2006, Statistics Canada

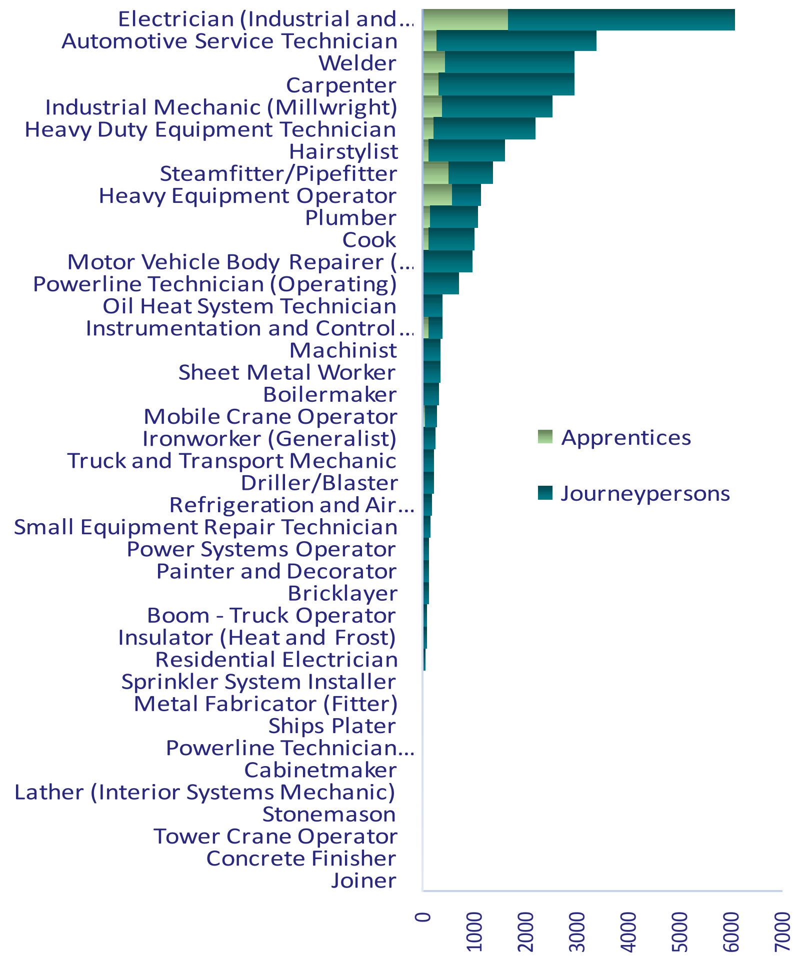
3.3 Skilled Trades Occupations

Skilled trades workers in construction are of particular interest for Newfoundland and Labrador in light of current and planned major project developments. According to Census data, there were 44,260 people that worked in the trades, transport, and equipment operators occupations in 2005.

The largest groups of construction trades workers are electricians; automotive service technicians; welders; carpenters; industrial mechanics; heavy duty equipment technicians; steamfitters; and heavy equipment operators.

The total number of registered apprentices grew by 68% between 2007 and 2009 (from 3,238 to 5,423). In this period, there were over 3,400 newly registered apprentices in the province associated with construction trades and the number of newly certified journeypersons increased by 89% (261 to 494). The largest share of new apprentices were electricians; steamfitters; welders; and carpenters, with electricians representing over one-third of all new apprentices. Electricians; welders; mechanics; and carpenters represented the majority of new certifications.

Figure 28: Total Number of Registered Apprentices and Journeypersons, NL, 2010



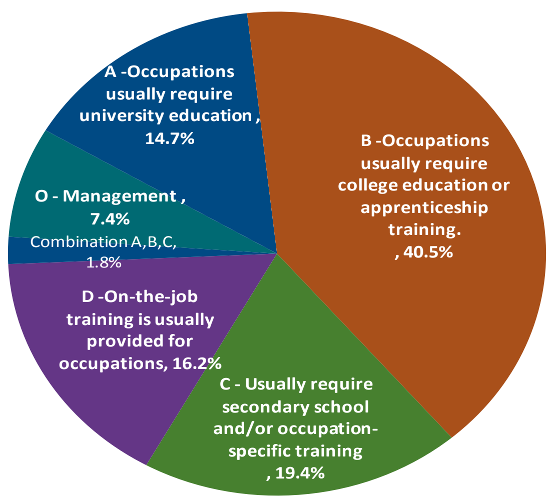
Data Source(s): Department of Education

3.4 Skills Levels

The demand for skilled workers has been increasing.

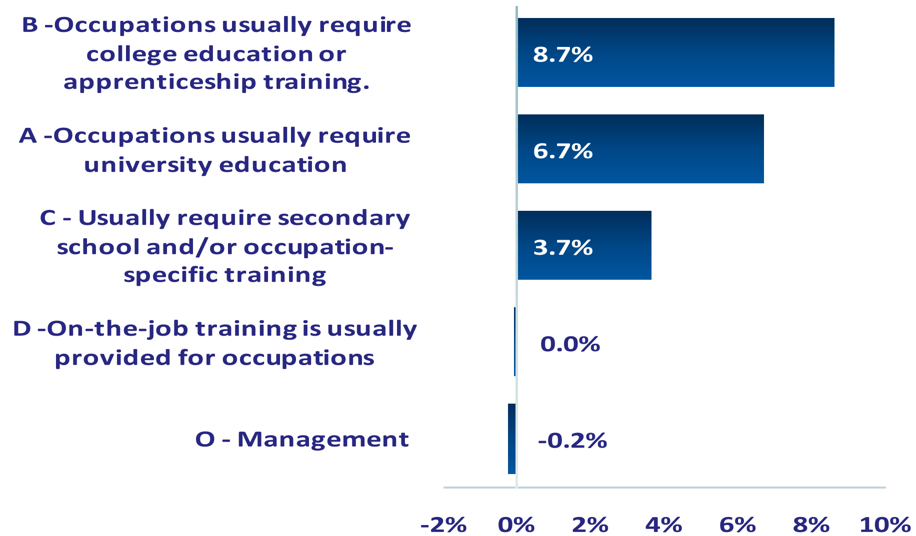
About 62.6% of all jobs in 2005 in Newfoundland and Labrador were management level or required a university degree or college diploma. About 95% of all net job growth was among these skill groups between 2000 and 2005.

Figure 29: Distribution of Employment by Skill Level, NL, 2005



Data Source(s): Statistics Canada, Census 2006

Figure 30: Change in Employment by Skill Level, NL, 2000 to 2005



Data Source(s): Statistics Canada, Census 2001 and 2006

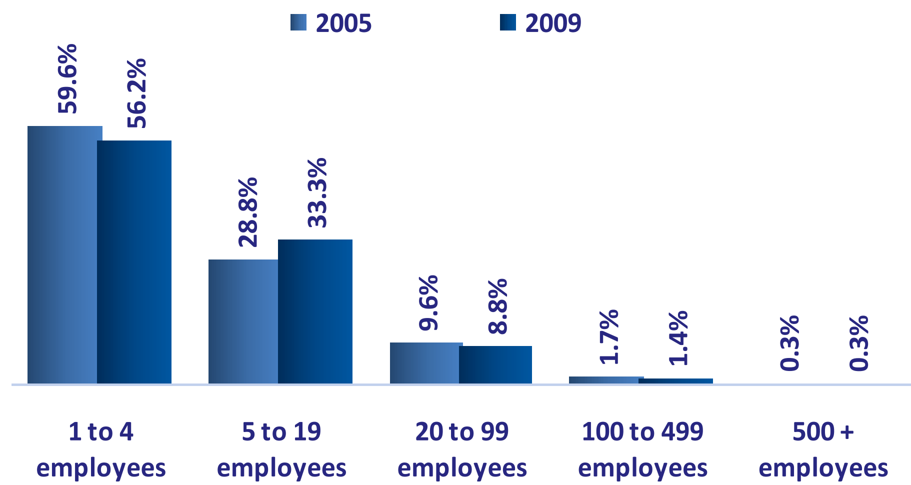
3.5 Businesses

- *Almost 90% of businesses in Newfoundland and Labrador employ less than 20 workers; over 50% employ less than 5 workers.*

In 2009, there were over 17,000 businesses in Newfoundland and Labrador registered with Statistics Canada's Business Registry. Between 2005 and 2009, the only growth was reported among businesses with 5 to 19 employees.

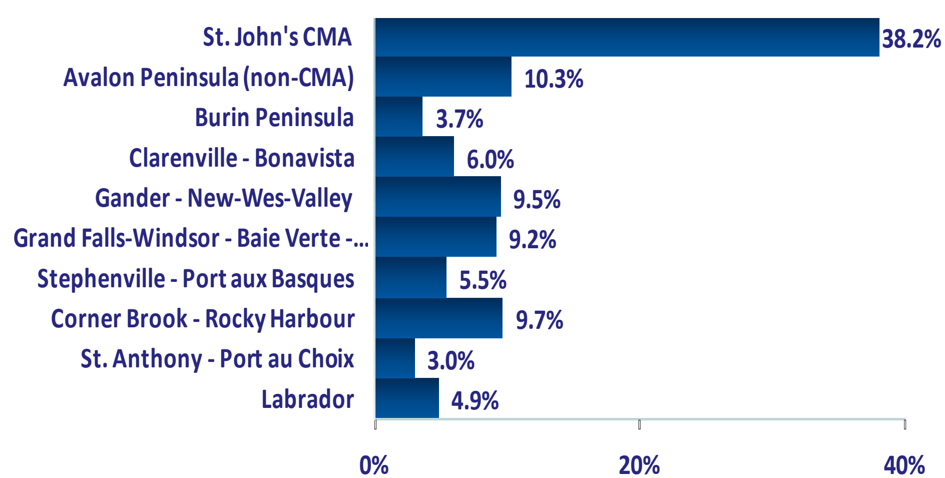
Businesses are distributed across the province similar to the population with the majority of businesses located on the Avalon peninsula.

Figure 31: Distribution of Businesses by Size, NL, 2005 and 2009



Data Source(s): Business Register, Statistics Canada; Newfoundland and Labrador Statistics Agency, Department of Finance.

Figure 32: Distribution of Businesses by Region, NL, 2009



Data Source(s): Business Register, Statistics Canada; Newfoundland and Labrador Statistics Agency, Department of Finance.

3.6 Job Vacancies

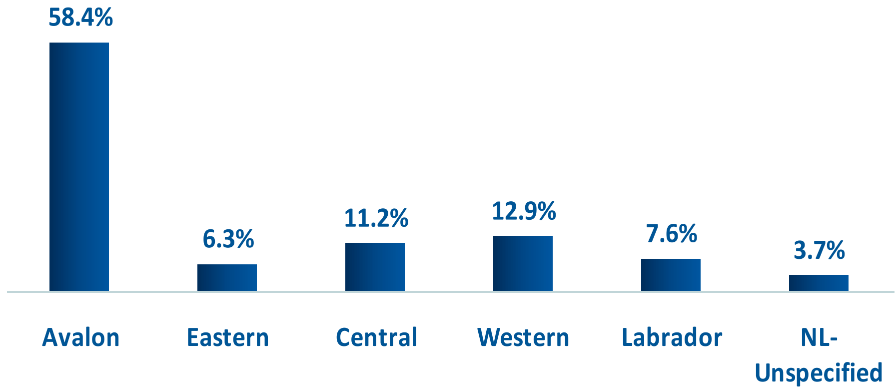
The Department of Human Resources, Labour and Employment has been monitoring and collecting data on publicly advertised job postings for Newfoundland and Labrador since late 2008. In carrying out this work, public posting sites, including all provincial newspapers and the most common online job ad sites, are included for review.

In 2009 there were over 23,900 job advertisements posted for Newfoundland and Labrador. As seen in Figure 33, job vacancies were posted for positions across all regions of the province.

The largest share of job vacancies were in the retail trade; health; education; accommodation and food services; and public administration industries.

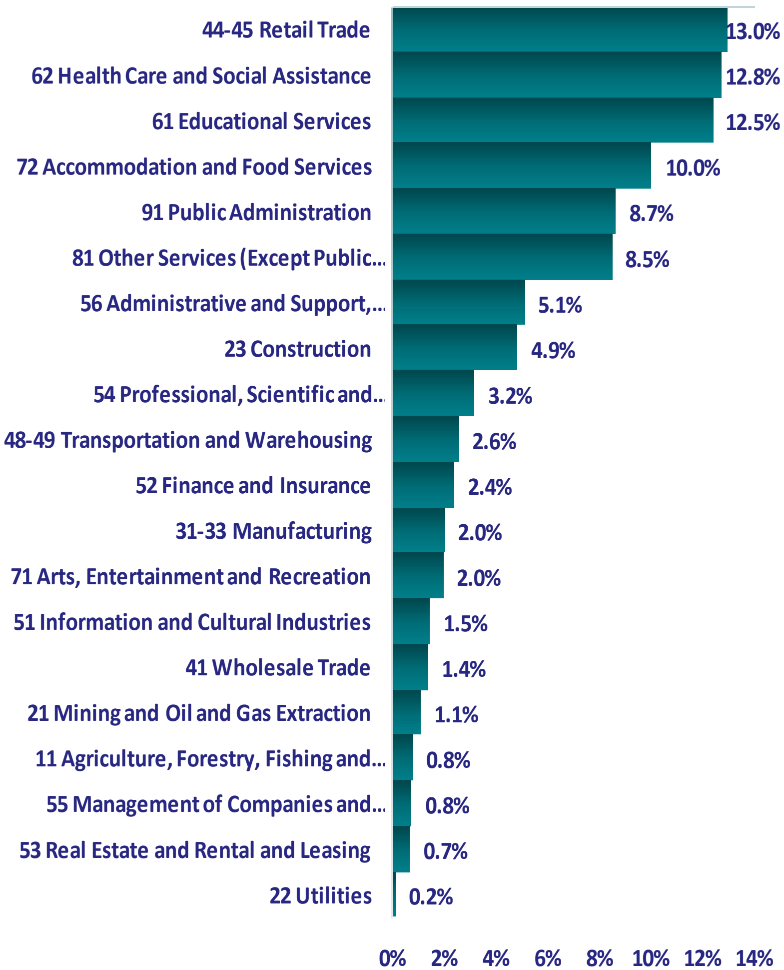
The largest share of vacancies by occupation were in sales and services; professional occupations in social science, education, and government; clerical occupations; trades and skilled transport and equipment occupations; and management positions.

Figure 33: Distribution of Job Vacancies by Region, NL, 2009



Data Source(s): Job Vacancy Monitor, Department of Human Resources, Labour and Employment

Figure 34: Distribution of Job Vacancies by Industry, NL, 2009



Data Source(s): Job Vacancy Monitor, Department of Human Resources, Labour and Employment

Figure 35: Distribution of Job Vacancies by Occupation, NL, 2009

Data Source(s): Job Vacancy Monitor, Department of Human Resources, Labour and Employment

4.0 Labour Supply

The labour supply includes the number of workers and job seekers, as well as potential new entrants to the labour market such as immigrants; new graduates; and inter-provincial migrants. The total number of workers and potential workers, as well as their characteristics (e.g. education levels) help determine whether there will be labour shortages and skill mismatches in the economy.

This section of the report examines population change; migration and mobility; education; and employment status for various groups of workers to create a picture of the current labour supply in Newfoundland and Labrador.

4.1 Working-Age Population

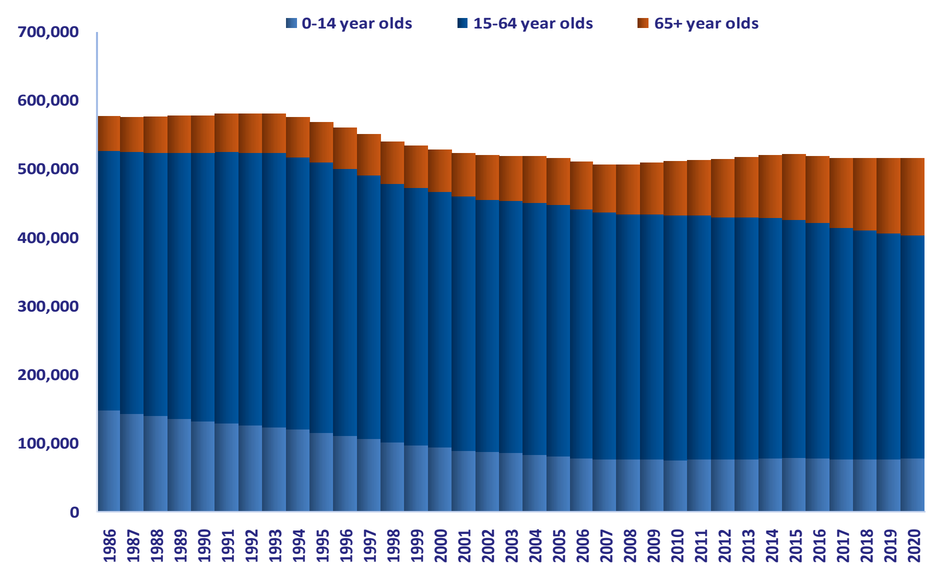
Population aging and population decline are perhaps the most significant forces that will shape the future labour supply in Newfoundland and Labrador, and elsewhere throughout the world.

Unlike many jurisdictions who are only now facing slowing population growth, the population of Newfoundland and Labrador actually declined between the early 1990's up to 2008.

Between 2000 and 2010, the working-age population (15+ years old) declined by -0.2% (-741 people). This population is expected to increase slightly by 0.7% (or about 2,856 people) over the next decade. However, all growth will be among those 65 years and older.

Between 2000 and 2010, the working-age population 15 to 24 years old declined by -19.2% (-14,813 people). Over the next ten years, it will decline by another -19.4% (-12,114). The population 25 to 64 years old declined by -0.3% in the past 10 years. The rate of decline will escalate in the decade ahead to -6.7% (-19,745 people).

Figure 36: Change in Population by Age, NL, 1986 to 2020



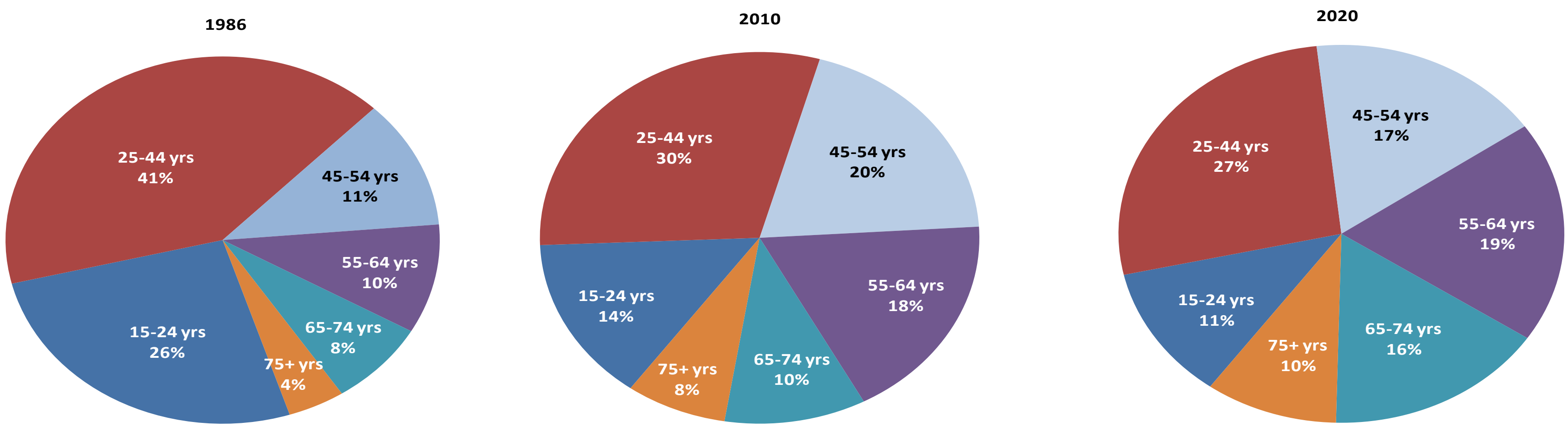
Data Source(s): Population Projections (Medum Scenario), Department of Finance

The fastest rate of growth has been among people 65 years and older. This group has grown by 23.8% since 2000 (14,923 people). By 2020, it is expected that the population 65 years and older will grow by 44.7% (34,715 people).

The changing age structure of the population is shown in Figure 37. Youth (15 to 24 years old) represented 26% of the working-age population in 1986; they will represent just 11% of the working-age population in 2020. In contrast, older workers 65 years and older represented 12% of the working-age population in 1986; by 2020, this group will comprise 26% of the working-age population.

The labour force is drawn from the working-age population. Similar trends in terms of the changing age structure of the labour froce population are expected over the next decade.

Figure 37: Distribution of Population by Age, 1986, 2010, and 2020



Data Source(s): Population Projections (Medum Scenario), Department of Finance

Visit www.fin.gov.nl.ca/fin/economy/populationprojections.html to view the latest population projections for Newfoundland and Labrador.

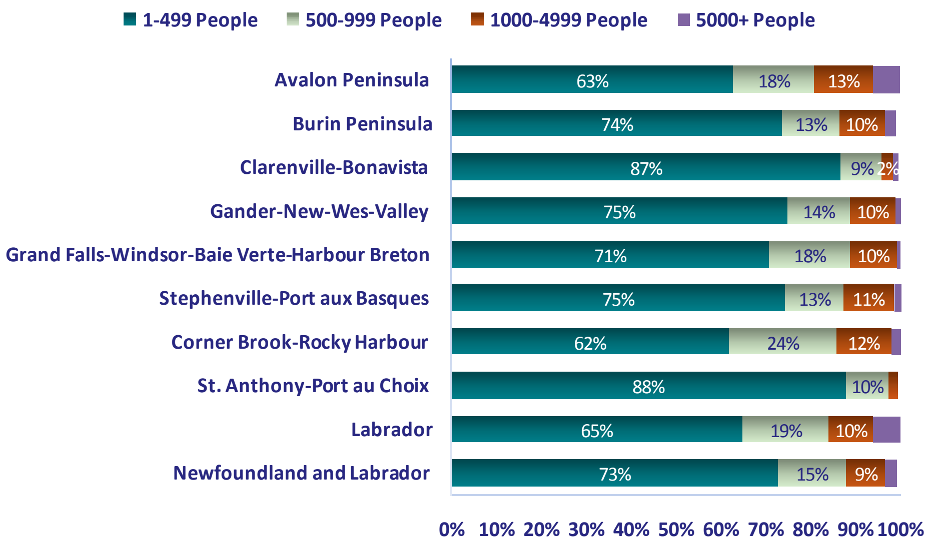
4.2 Where People Live and Work

Newfoundland and Labrador has a very diverse geography with over 563 communities, spread throughout a land mass of 405,000 square kilometers.

Over 73% of all communities in the province have less than 500 people. Only 3% have more than 5,000+ people. Despite the large number of communities, over 70% of people live in communities with more than 1,000 people (27% of communities); 50% of the province's residents live in communities with more than 5,000 people (3% of communities).

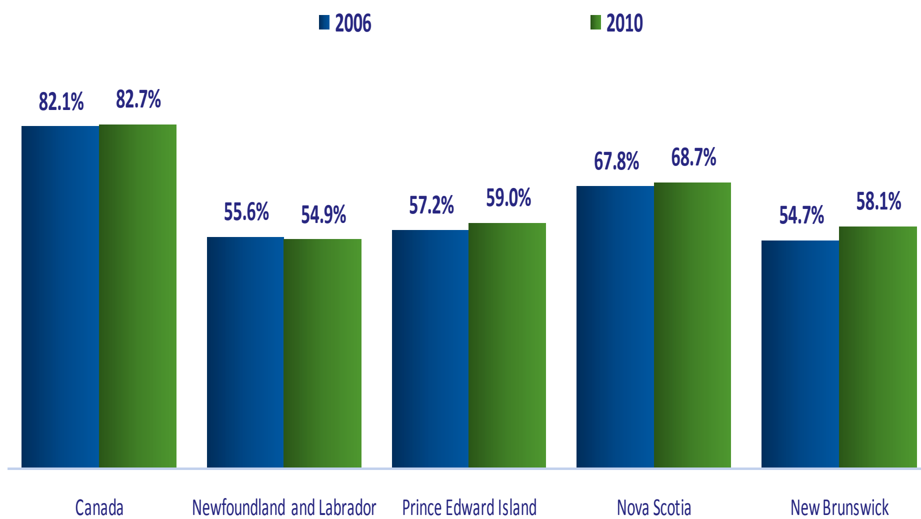
- *Newfoundland and Labrador has the largest rural workforce in Canada. In 2010, just 54.9% of the labour force lived in a Census CMA area (greater than 100,000 people) compared to 82.7% in Canada.*

Figure 38: Distribution of Communities by Size and Region, NL, 2006



Data Source(s): Demography Division, Statistics Canada; Newfoundland and Labrador Statistics Agency, Department of Finance. Notes: 2006 is the latest year that population estimates for all the communities is available.

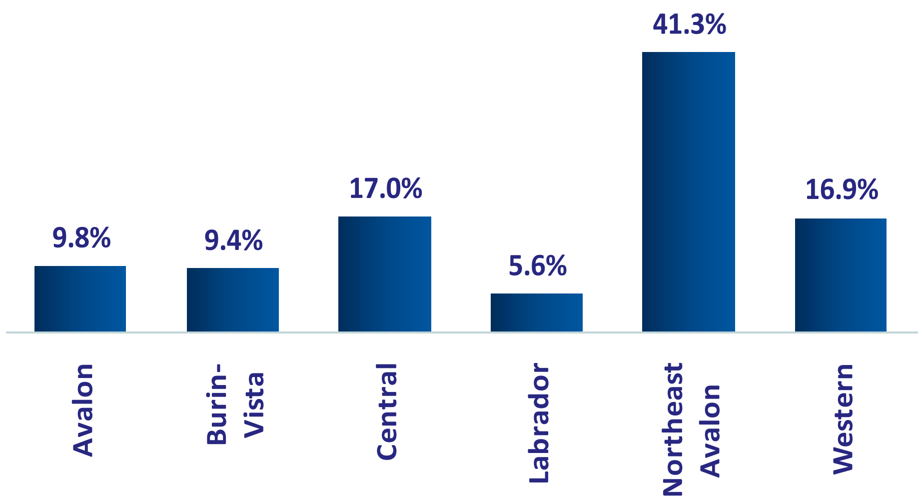
Figure 39: Share of Labour Force in CMA's, Canada and Atlantic Provinces, 2006 and 2010



Data Source(s): Labour Force Survey, Statistics Canada

The labour force is located throughout all regions of the province, with the largest share of workers located in the Northeast Avalon and Central regions.

Figure 40: Labour Force Location by Region, NL, 2010

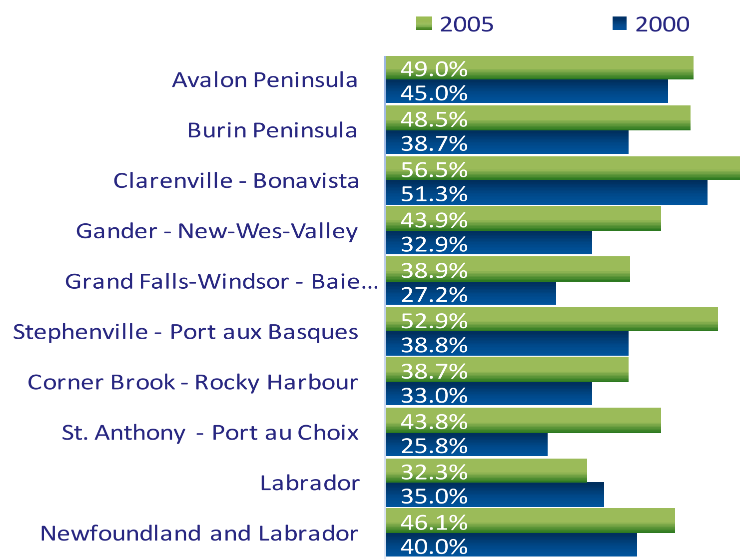


Data Source(s): Work Activity Survey 2010, Department of Human Resources, Labour and Employment

Labour force location does not necessarily mean that people work in their home communities. In fact, Census 2006 shows that an increasing number of people, throughout all regions of the province, live in one community and work in another community.

- *In 2005, 46.1% of workers in Newfoundland and Labrador lived in one community and worked in another.*

Figure 41: Proportion of People that Worked and Lived in Different Communities, NL, 2000 and 2005



Data Source(s): Census 2001 and 2006, Statistics Canada

4.3 Natural Population Changes

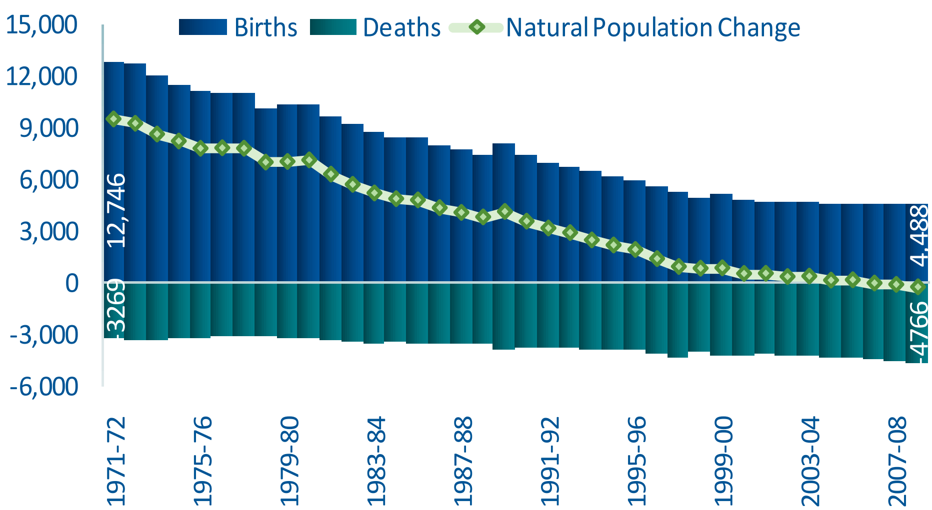
- *Natural population decline is occurring in Newfoundland and Labrador - deaths now exceed births in the province.*

As shown in Figure 42, the number of births in the province has been declining over the past several decades. This is due in part to a declining fertility rate among women, a trend that is common throughout most developed economies. The fertility rate (number of children an average woman will have in her lifetime) in the province is estimated at 1.46 for 2010. A fertility rate of 2.1 is needed to maintain natural population growth.

4.4 Migration

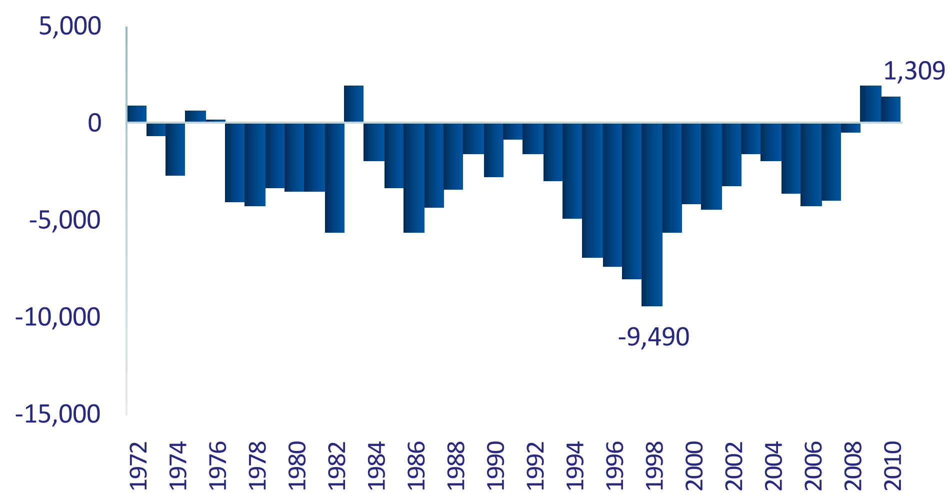
A longstanding history of net out-migration has had a significant influence on the population in Newfoundland and Labrador. As seen in Figure 43, the 1990s marked one of the most significant periods of out-migration from the province. Net in-migration only started to occur in the past two years.

Figure 42: Natural Population Change, NL, 1971/72 to 2008/09



Data Source(s): Demographics Division, Statistics Canada; Department of Finance

Figure 43: Net Inter-provincial Migrants, NL, 1971/72 to 2008/09



Data Source(s): Demographics Division, Statistics Canada; Department of Finance

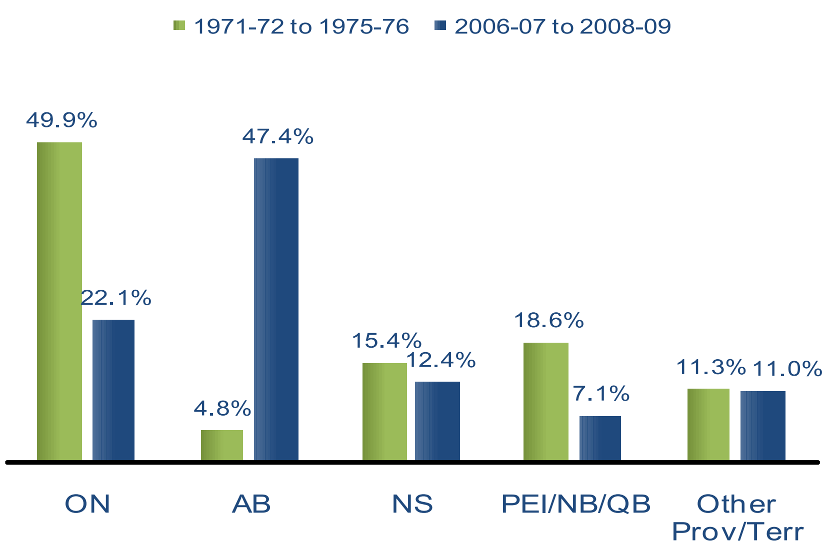
Interprovincial Migration

Interprovincial migration refers to the people moving from one province to another to live within Canada.

- *The share of people moving from Newfoundland and Labrador to Alberta has increased significantly over the past 30 years. They now comprise almost one-half of all out-migrants. Ontario and Nova Scotia represent the next most popular destinations for people who leave the province to live elsewhere in Canada.*

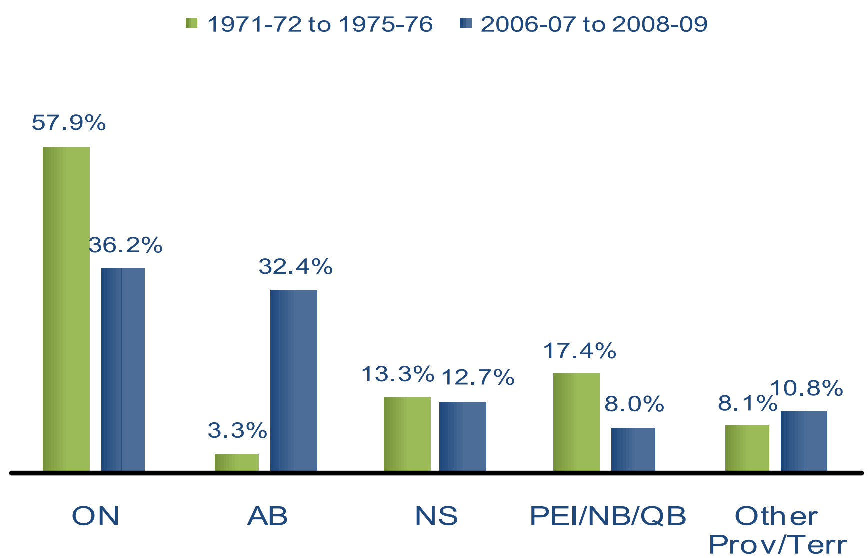
The largest share of in-migrants to Newfoundland and Labrador come from Ontario, Alberta, and Nova Scotia. There has been an increasing share of in-migrants coming from Alberta to live in Newfoundland and Labrador over the past 30 years.

Figure 44: Out-migrants by Province of Destination, NL, 1971-72 to 2008-09



Data Source(s): Demographics Division, Statistics Canada; Department of Finance

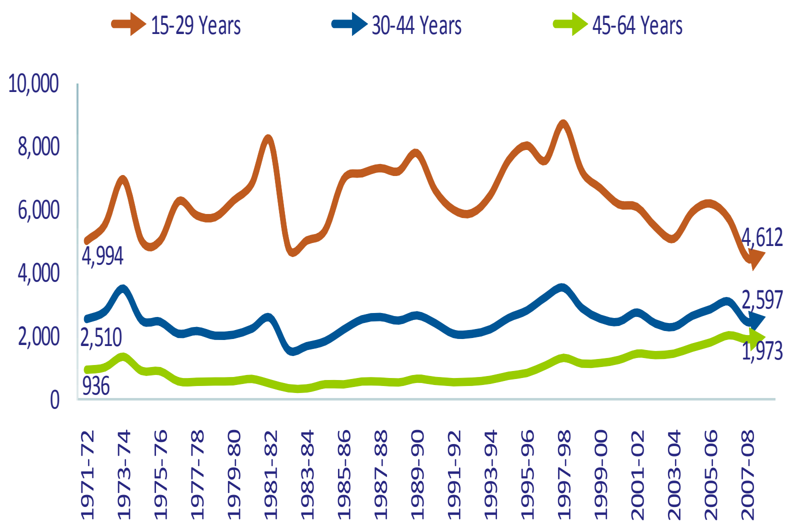
Figure 45: In-migrants by Province of Origin, NL, 1971-72 to 2008-09



Data Source(s): Demographics Division, Statistics Canada; Department of Finance

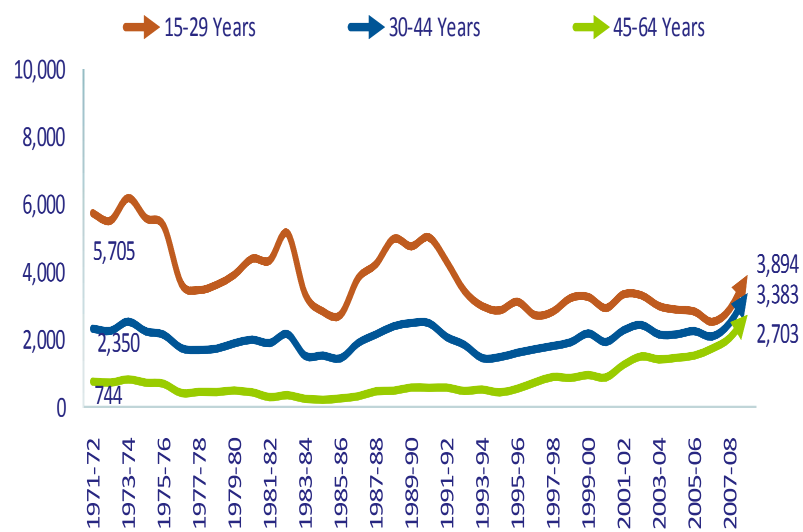
- *Young people 15 to 29 years old represent the largest share of in and out-migrants.*
- *In the past two years, there have been more people moving to the province than those who have left. This is primarily due to net in-migration among people 30 years and older. Net out-migration among youth, while slowing, is still an ongoing concern.*

Figure 46: Out-migrants by Age, NL, 1971-72 to 2008-09



Data Source(s): Demographics Division, Statistics Canada; Department of Finance

Figure 47: In-Migrants by Age, NL, 1971-72 to 2008-09

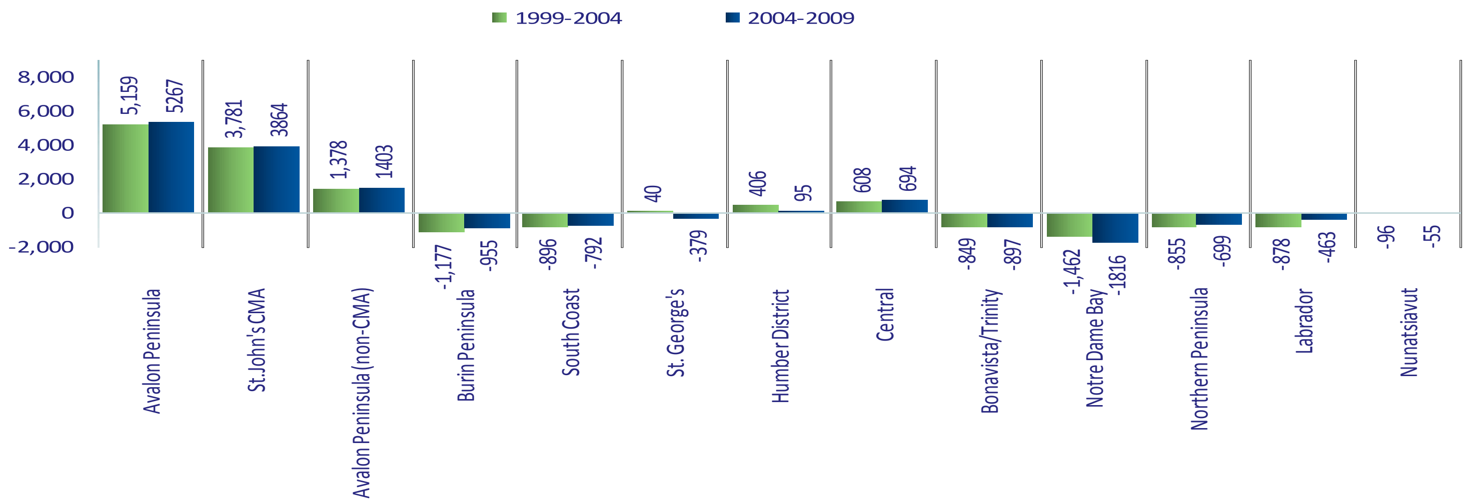


Data Source(s): Demographics Division, Statistics Canada; Department of Finance

Intra-provincial Migration

People are not only moving outside the province, they are also moving around the province. In the past 10 years, the Avalon Peninsula, the Humber District, and Central Region gained population as people moved into these regions from other areas of the province.

Figure 48: Net Intra-provincial Migration by Census Division and St. John's CMA, NL, 1999 to 2009



Data Source(s): Demographics Division, Statistics Canada; Department of Finance

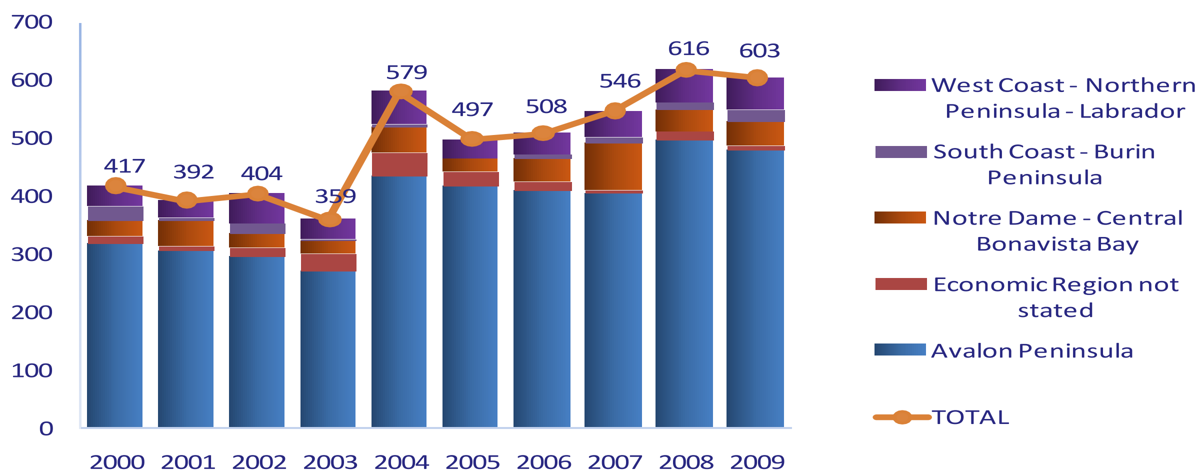
Note: Data is in Census Year (e.g., July 1, 2003 to June 30, 2004)

Immigration

Immigration will play a significant role in helping grow the labour force and meet job demands throughout most jurisdictions, particularly in highly skilled and hard-to-fill positions.

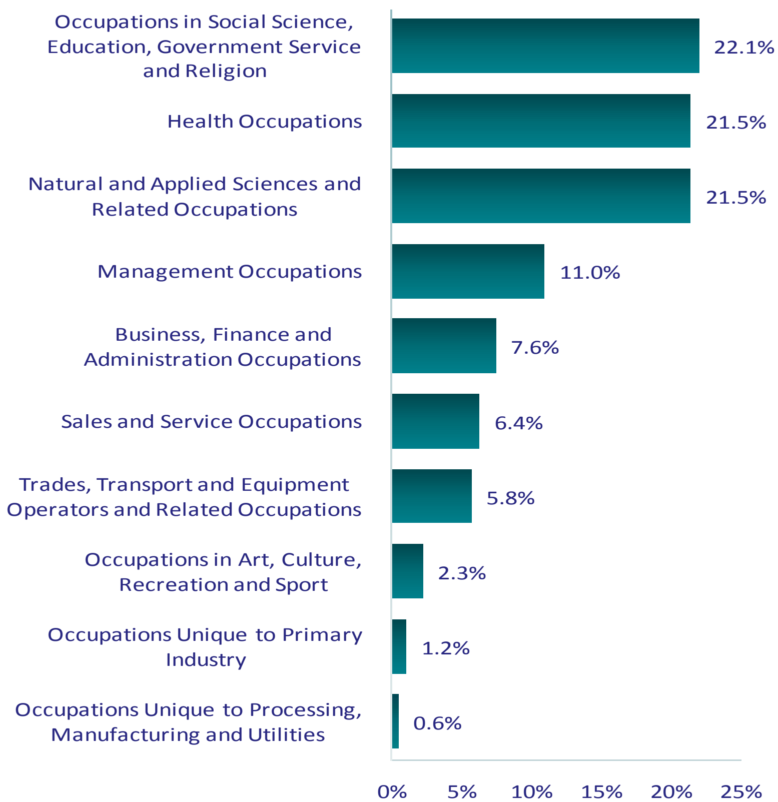
- *After a period of decline in the early 2000's, immigration to Newfoundland and Labrador has been on the rise, growing by almost 68% since 2003.*

Figure 49: Immigrants to NL by Region, 2000 to 2009



Data Source(s): Facts and Figures 2009, Citizenship and Immigration Canada

Figure 50: Immigrants by Occupation, NL, 2009

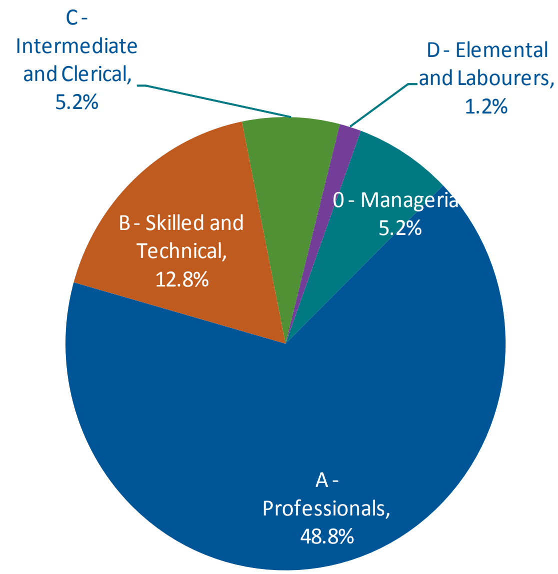


Data Source(s): Facts and Figures 2009, Citizenship and Immigration Canada

Immigrants that have moved to Newfoundland and Labrador tend to work in more highly skilled occupations such as those in social science, education, government service, and religion; and natural and applied sciences.

In 2009, 48% of the immigrant population in this province worked in jobs that required a university education.

Figure 51: Immigrants by Skill Level, NL, 2009



Data Source(s): Facts and Figures 2009, Citizenship and Immigration Canada

Mobile Workforce

Newfoundland and Labrador has always had a mobile workforce that periodically left the province for work during the year and maintained their permanent residences here in the province. Although it is commonly known, very little data on this workforce exists.

In 2009 and 2010, the Department of Human Resources, Labour and Employment included a special section in its provincial Work Activity Survey to learn more about mobile workers in Newfoundland and Labrador.[1]

The results showed that between 13,127 and 16,240 persons, or approximately 6% to 7% of the Newfoundland and Labrador labour force were, or had been, mobile workers between January 2008 and March 2009.

The number of mobile workers increased to between 19,454 and 23,507 (7% to 8% of workforce) in the January 2009 to March 2010 period.

Only 10% of mobile workers were women.

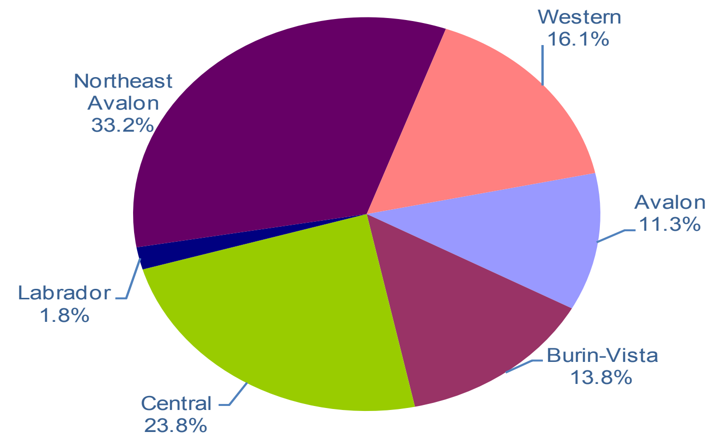
Of the total mobile workforce, between 7,034 and 9,385 worked or had worked in Alberta during the 2008 - 2009 time period.

This had increased to between 7,890 and 10,600 in the 2009-2010 period.

Figure 52 shows that mobile workers live in all areas of the province - the greatest share live in the Central and Northeast Avalon regions.

1 The design and analysis of the mobile worker component of the Work Activity Survey was carried out in partnership with Dr. Keith Storey and the Harris Center, Memorial University.

Figure 52: Mobile Workers by Region of Residence, NL, 2010



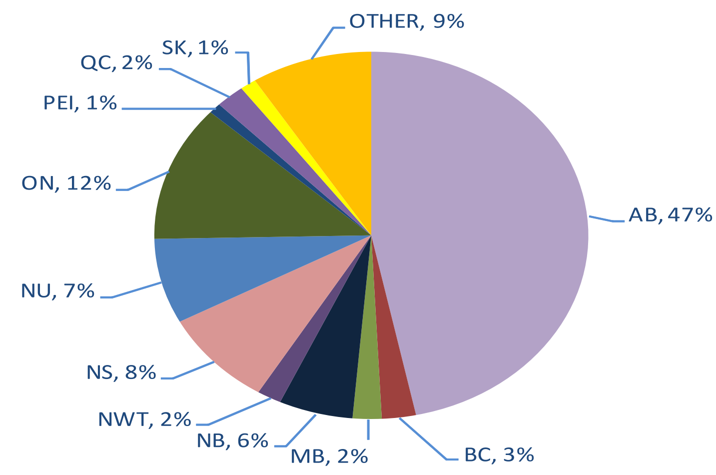
Data Source(s): Work Activity Survey 2009 and 2010, Department of Human Resources, Labour and Employment

Approximately 76% of mobile workers in 2010 left the province to work in other areas of Canada, primarily Alberta (Figure 53). Seventeen percent (17%) of the survey respondents reported travelling to other areas of the province for work while 7% left the country.

Just over 50% of the mobile workers surveyed in 2010 were unemployed or not in the labour force at the time of the survey. Seventy-five percent (75%) had been seasonally or temporarily laid off. However, the majority of these workers (85%) were expecting to be recalled to work.

Survey respondents reported working in 62 occupations. However, 25% of the mobile workers in the survey reported that they worked in the following five occupations: construction trades labourers; carpenters; electricians; truck drivers; or heavy equipment operators.

Figure 53: Mobile Workers by Province of Work, NL, 2010



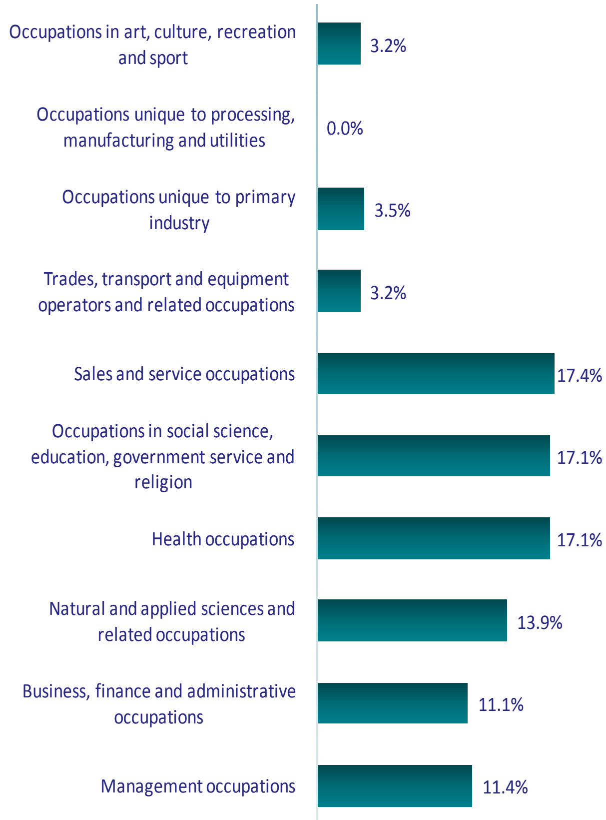
Data Source(s): Work Activity Survey 2010, Department of Human Resources, Labour and Employment

Migrants by Occupation

As shown in Figure 54, people who leave the province to live in other countries (external migrants) are more likely to work in the more highly skilled occupational groups such as occupations in health; social science, education, government service, and religion; natural and applied sciences; as well as sales and services. Those who leave to live elsewhere in Canada (Figure 55: interprovincial migrants) are most likely to work in the sales and services and skilled trades categories.

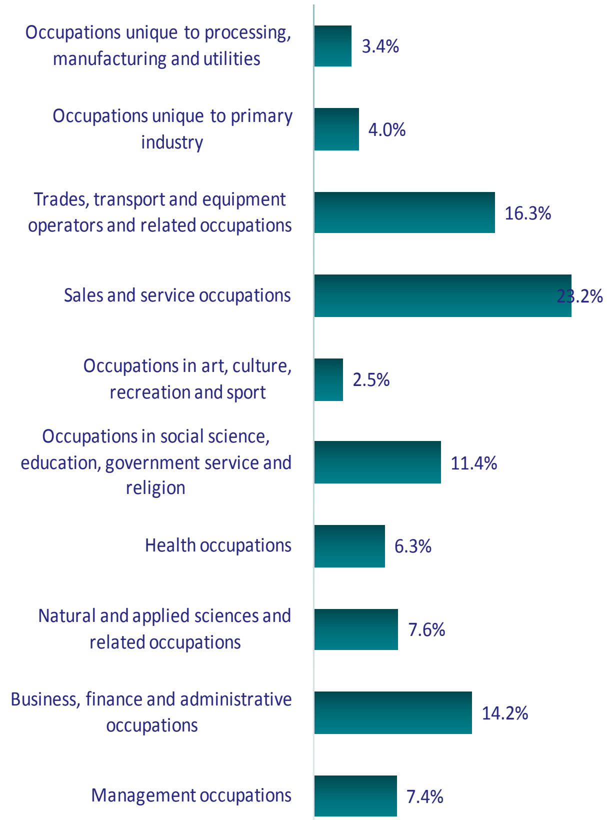
Those moving within the province (Figure 56: internal migrants), reflect more diverse occupational backgrounds. The largest share of movers are in sales and service occupations, with the next largest groups representing occupations in social science, education, government service and religion; business, finance and administrative occupations; and the trades, transportation and equipment operator occupations. Consistently, across all migrants, workers in primary processing industries are the least likely to move.

Figure 54: External Migrants by Occupation, NL, 2005



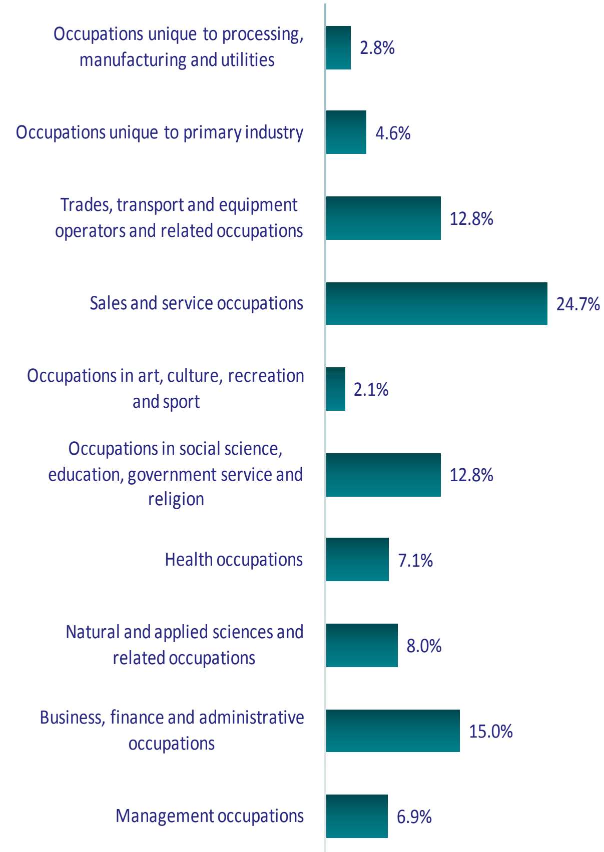
Data Source(s): Census 2006, Statistics Canada

Figure 55: Interprovincial Migrants by Occupation, NL, 2005



Data Source(s): Census 2006, Statistics Canada

Figure 56: Internal Migrants by Occupation, NL, 2005



Data Source(s): Census 2006, Statistics Canada

4.5 Education, Training and Literacy

Post-secondary Graduates

- *The number of post-secondary graduates from colleges and university have been on the rise in Newfoundland and Labrador. There were over 8,000 graduates in 2009.*

Post-secondary graduates are a key source of future workers, especially in light of increasing skill demands in the economy. The number of graduates is expected to decline slightly over the next few years, largely in response to a declining population of youth.

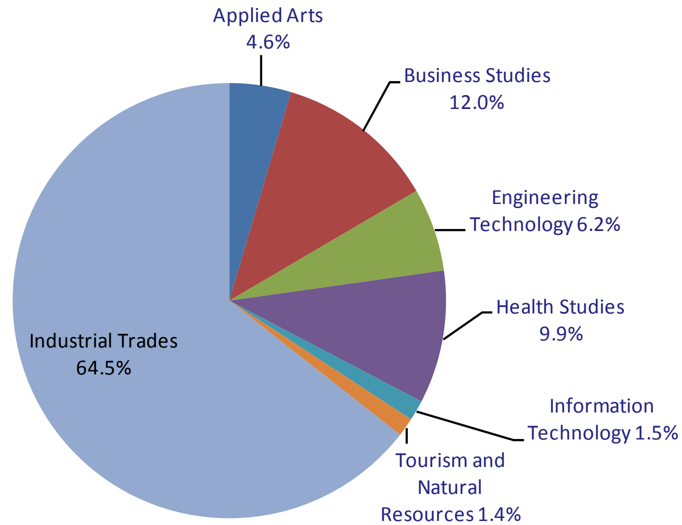
- *College graduates represent about 59% of all post-secondary graduates in the province.*

- *Over 64% of all graduates from the College of the North Atlantic and private colleges in the province are in the industrial trades.*

Formal Education Among the Working-age Population

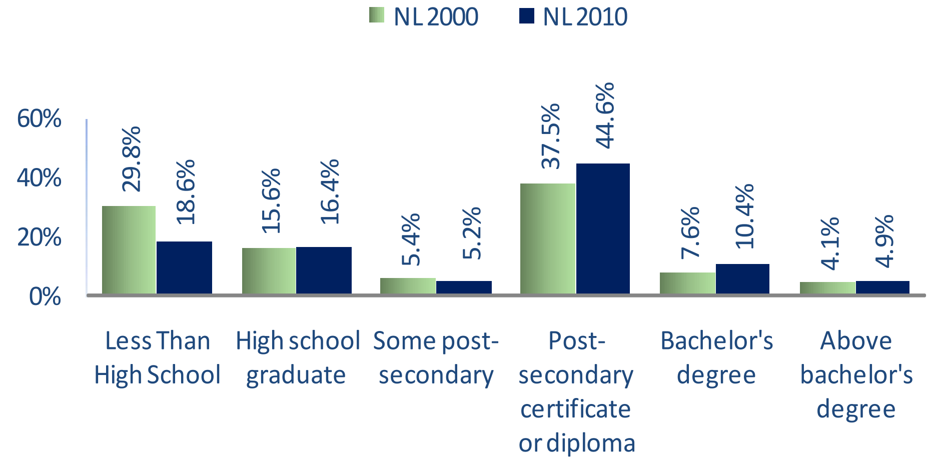
Levels of educational attainment among the working-age population remain lower than the rest of Canada. In 2010, the province had a higher share of people who did not have a high school education (18.5%:NL versus 11.6%: CA), a higher proportion of people with a post-secondary certificate or diploma (44.6%:NL versus 36.1%:CA) and a lower proportion of people with a university level education (15.1%:NL versus 26.4%: CA).

Figure 57: College Graduates by Program Area, NL, 2009



Data Source(s): Department of Education

Figure 58: Working-age Population by Education, NL , 2000 and 2010

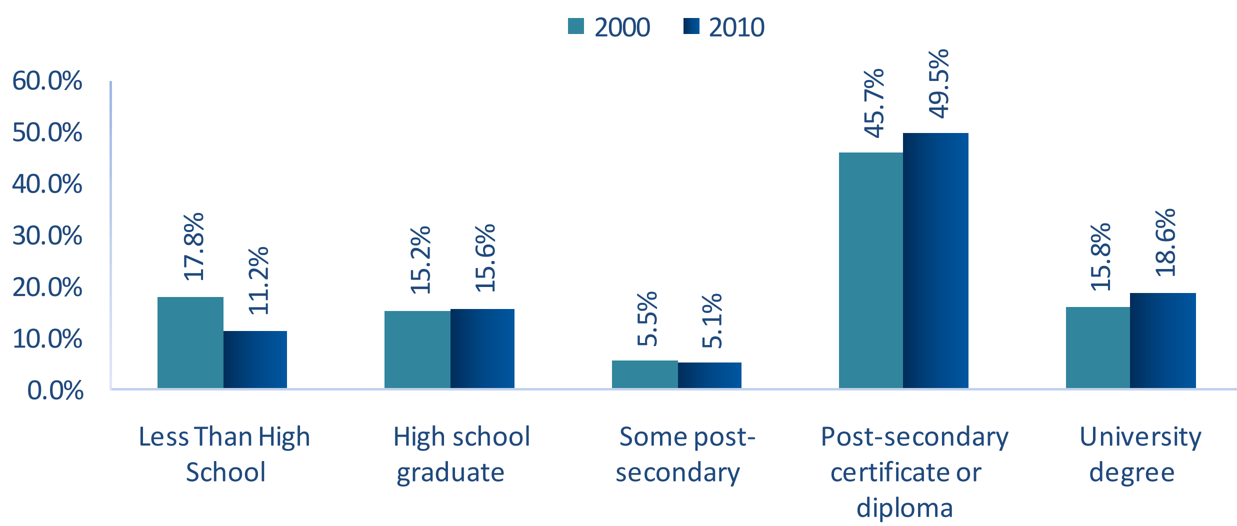


Data Source(s): Population Projections (Medum Scenario), Department of Finance

Education levels are on the rise, however. As seen in Figure 58, over the past ten years, the greatest gains in education have been among those with a post-secondary certificate or diploma or a bachelor's degree. There has also been a significant decline in percentage of the working-age population with less than high school education.

Changing labour force status and employment outcomes demonstrate the growing demand for more skilled workers. As shown in Figure 59, there was a smaller share of people with less than high school education who were employed in 2010 compared to 2000. In contrast, employment among those with a post-secondary education increased. Between 2000 and 2010, the share of people with less than high school who were employed decreased by -5.3 percentage points; the share of employed among those with a post-secondary certificate or diploma increased by 3.1 percentage points; and employment among those with a univeristy degree increased by 2.9 percentage points.

Figure 59: Employment by Education Level, NL, 2000 and 2010



Data Source(s): Labour Force Survey, Statistics Canada

Literacy

The share of working-age people with higher levels of formal education has been increasing. This is largely due to the increasing number of young workers who have completed high school and attained a post-secondary diploma or degree. Low literacy levels and low rates of workplace skills development, especially among older workers who are already in the labour market, is a significant concern.

- *The 2003 International Adult Literacy Skills Survey (IALSS) deemed Level 3 as the level needed to function well in today's society and economy.*
- *According to IALSS, more than 48,000 workers in NL were below Level 3. This factor indicates that a priority needs to be placed on helping the unemployed become more employable, and to develop the skills of those individuals already in the workplace.*

The Atlantic Provinces Economic Council's (APEC) March 2006 Report Card stated that without a strong commitment to address poor literacy performance, the Atlantic Region as a whole risks further marginalization in an economic environment that places an increasing premium on knowledge, skills, and adaptability. Low skill levels impede the ability of workplaces to adopt advanced technologies to strengthen competitiveness.

Workplace Training

- *Compared to 1998 rates, the 2003 Adult Education and Training Survey (AETS) reported an increase for the province in formal job-related training and employer-supported formal training; however, the rates (29.5% and 19.9%, respectively) were still the lowest in the country.*

One-third of employed Newfoundlanders and Labradorians (or 61,000) have a job in a firm with fewer than 50 employees. Small and medium sized firms (SMEs) face particular challenges for training employees, with limited resources to support employee development and especially because of the impact of lost production time during training. While SMEs typically cannot spare their workers when they are busy, the workers cannot afford training during slow periods.

4.6 Under-represented Groups

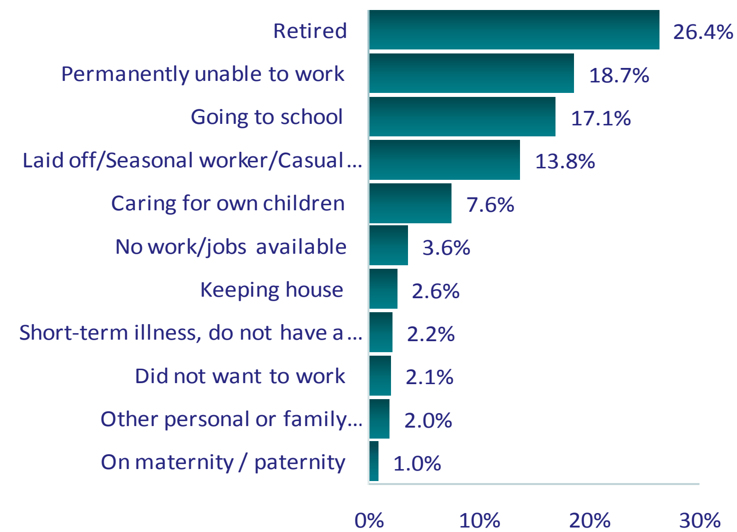
Working-age people who are not in the labour force today will play an increasingly important role in helping to meet future labour demands. There are also a number of groups already in the labour market that are underrepresented and continue to face employment challenges and barriers that limit their full participation, including women; persons with disabilities; Aboriginal groups; youth; and mature workers.

In the 2010 Work Activity Survey, the Department of Human Resources, Labour and Employment asked survey respondents (18 to 64 years old) who were not in the labour force about their main reasons for not working. This population represented about 84,000 people, or 25% of the 18 to 64 year-old age group.

- *The largest share of those not in the labour force, about one-quarter (or 25.9%) were retirees, another 18.4% had a permanent disability that prohibited them from working, and 16.7% were in school.*

13.5% of those not working were laid off either temporarily; seasonally; or permanently and only 4% indicated they were not working because there were no available jobs. This represents about 14,900 people who have, or want to have, a labour force attachment. However, many of the laid off workers are likely attached to seasonal jobs.

Figure 60: Main Reasons People Did Not Work, NL, 2010



Data Source(s): Work Actitivy Survey 2010, Department of Human Resources, Labour and Employment

Table 7: Selected Labour Market Indicators, NL, 2005

Labour Market Indicator - 2006 Census Data	TOTAL	MEN	WOMEN	OLDER WORKERS (45+ years old)	YOUTH (18 to 29 years old)	PERSONS WITH DISABILITIES	ABORIGINAL POPULATIONS
Labour Force Status (15+ Years)							
Employed	202,525	102,700	99,825	84,035	39,995	19,690	7,670
Participation rate (%)	58.9%	63.5%	54.6%	46.2%	73.6%	34.4%	60.8%
Employment rate (%)	47.9%	50.4%	45.7%	38.1%	56.0%	23.8%	42.5%
Unemployment rate (%)	18.9%	20.7%	16.3%	17.6%	24.0%	20.0%	30.1%
Average employment income $ (2005)	27,637	34,067	21,513	29,605	15,982	25,646	22,595
Total Labour Force (15+ Years) by Occupation (2005)	**248,660**	**129,465**	**119,195**	**101,930**	**52,640**	**24,610**	**10,975**
Management occupations	7.5%	8.4%	6.4%	9.4%	2.9%	7.5%	5.8%
Business, finance & administration occupations	14.4%	7.0%	22.4%	14.9%	13.2%	14.2%	11.5%
Natural & applied sciences & related occupations	5.6%	8.9%	2.0%	4.4%	6.5%	4.7%	4.6%
Health occupations	6.1%	2.3%	10.1%	6.0%	4.5%	5.6%	4.1%
Social science, education, government service & religion	8.0%	5.4%	10.7%	7.4%	7.3%	7.1%	8.2%
Occupations in art, culture, recreation & sport	1.8%	1.4%	2.3%	1.3%	3.4%	2.0%	1.7%
Sales & service occupations	24.6%	16.2%	33.7%	20.6%	35.3%	25.5%	27.6%
Trades, transport & equipment operators & related	16.9%	30.9%	1.7%	19.0%	13.4%	17.2%	18.8%
Occupations unique to primary industry	7.0%	11.0%	2.6%	8.0%	5.8%	6.4%	8.6%
Occupations unique to processing, manufacturing & utilities	5.5%	5.9%	5.1%	6.9%	4.1%	4.9%	5.5%
Occupation - Not applicable	2.7%	2.4%	3.0%	2.1%	3.6%	4.8%	3.6%
Total - Highest Level of Schooling (15+ Years)	**422,385**	**203,929**	**218,460**	**220,705**	**71,470**	**83,865**	**18,050**
Less Than High School	33.5%	33.6%	33.4%	39.6%	18.4%	43.2%	42.0%
High School Diploma	22.1%	20.9%	23.3%	19.1%	40.5%	16.4%	18.9%
Post-Secondary Certificate or Diploma	29.7%	31.7%	27.9%	32.2%	27.2%	31.8%	32.8%
University Degree	14.7%	13.8%	15.5%	9.1%	13.9%	8.6%	6.3%

Data Source(s): Census 2006

Table 7 shows selected labour force indicators for women; older workers; persons with disabilities; youth; and Aboriginal populations.

As referenced earlier in this report (page 8), women tend to have lower participation rates than men. However, unemployment rates among women are also lower than men which suggest women are more likely to find work when they enter the labour force. Relative to men, women are more likely to work in the health and social service occupations; sales and service occupations; and business and administration occupations.

- Women are significantly under-represented in the skilled trades occupations. The 2010 Work Activity Survey results indicate that conditions have been improving, with about 5% of women working in the skilled industrial trades.
- Women are more likely to work in part-time work. In 2010, the Labour Force Survey reported that 14.8% of workers were employed in part-time jobs; women represented 70.4% of these part-time workers.
- Lower average annual income among women reflects the impact of part-time work and employment in occupations that tend to have lower average weekly wages.
- Women are more likely to have a university education than men.

Table 7 shows that youth are more likely to participate in the workforce than the overall working-age population. However, a high unemployment rate indicates they face challenges to finding employment.

- Youth are more likely to work in sales and service occupations and they are more likely to work in part-time jobs. Just over 40% of youth 15 to 24 years old worked in part-time jobs in 2010 compared to 14.% for the total workforce.
- A lower average employment income among youth reflects the impact of part-time work, the high proportion of employment in the sales and service occupations and entry level wage.

Older workers are less likely to participate in the workforce as shown in Table 7. A slightly lower unemployment rate suggests those that are in the labour force are more likely to be employed.

- A high average annual employment income among older workers likely reflects relatively higher wages due to experience in the workforce.
- Older workers tend to have lower levels of formal education. In 2006, 39.6% of older workers had less than high school education.

Table 7 shows that Aboriginal populations are more likely to participate in the workforce than the other groups presented in Table 7. However, a high unemployment and relatively lower employment rate indicates they face challenges to finding employment.

- Aboriginal workers tend to have lower levels of formal education. In 2006, 42% of the Aboriginal population in the province had less than high school education; 6.3% had a university degree.

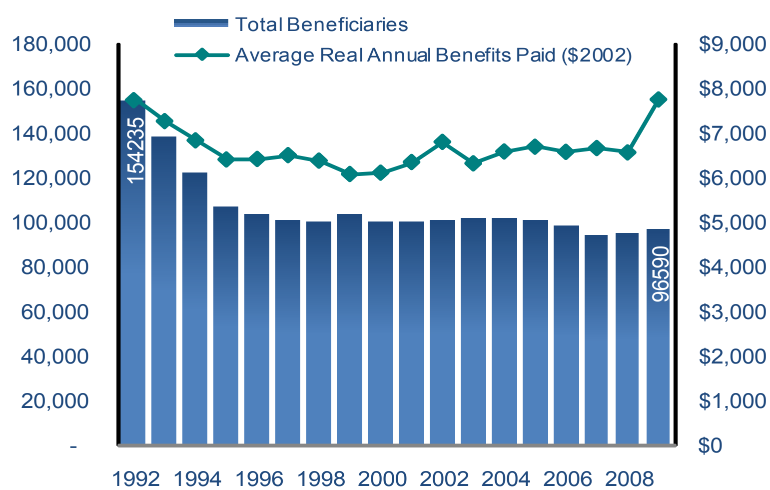
A much lower proportion of persons with disabilities participates in the labour market. Employment rates are significantly lower for this population and unemployment rates tend to be higher than the general population. These indicators point to significant employment barriers for persons with disabilities who enter the labour market.

Employment Insurance Recipients

After a period of significant decline in the late 1990s, the number of Employment Insurance recipients in the province has been fairly stable. This group represented 22.5% of Newfoundland and Labrador's working-age population in 2009. This is, in part, correlated with the highly seasonal nature of employment in the province.

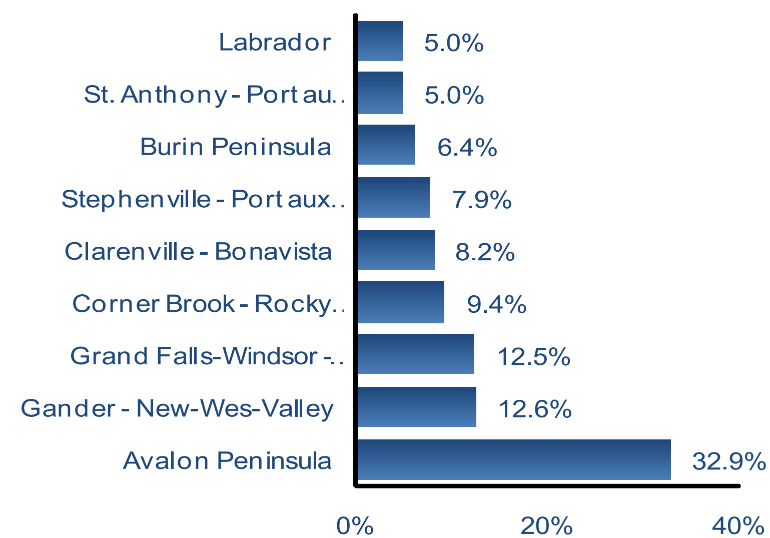
Employment Insurance recipients live throughout all regions of Newfoundland and Labrador with the highest share on the Avalon Penninsula.

Figure 61: Employment Insurance Recipients and Average Annual Benefits, NL, 1992 to 2009



Data Source(s): Human Resources and Skills Development Canada; Newfoundland and Labrador Statistics Agency, Department of Finance; Consumer Price Index, Statistics Canada.

Figure 62: Share of EI Beneficiaries by Region, NL, 2009



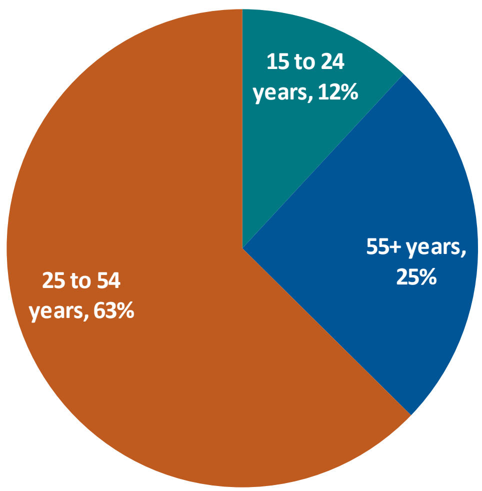
Data Source(s): Human Resources and Skills Development Canada; Newfoundland and Labrador Statistics Agency, Department of Finance

Income Support Recipients

Persons receiving Income Support represent another large share of the working-age population (8.4%) that are generally under-represented in the labour force. Income Support recipients are slightly younger than the general workforce, with a lower share of people aged 55+ and a higher proportion of 25 to 54 year-olds.

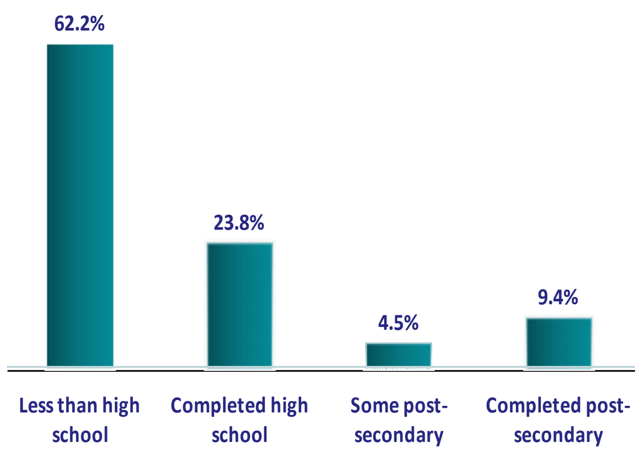
In 2009, over 60% of Income Support recipients indicated they were working or wanted to work. Education will increasingly pose a barrier for this group of workers. As shown in Figure 64, over 62% of current Income Support recipients do not have a high school diploma.

Figure 63: Distribution of Income Support Recipients by Age, NL, 2009



Data Source(s): Department of Human Resources, Labour and Employment; Department of Finance

Figure 64: Distribution of Income Support Recipients by Education, NL, 2009



Data Source(s): Department of Human Resources, Labour and Employment; Department of Finance

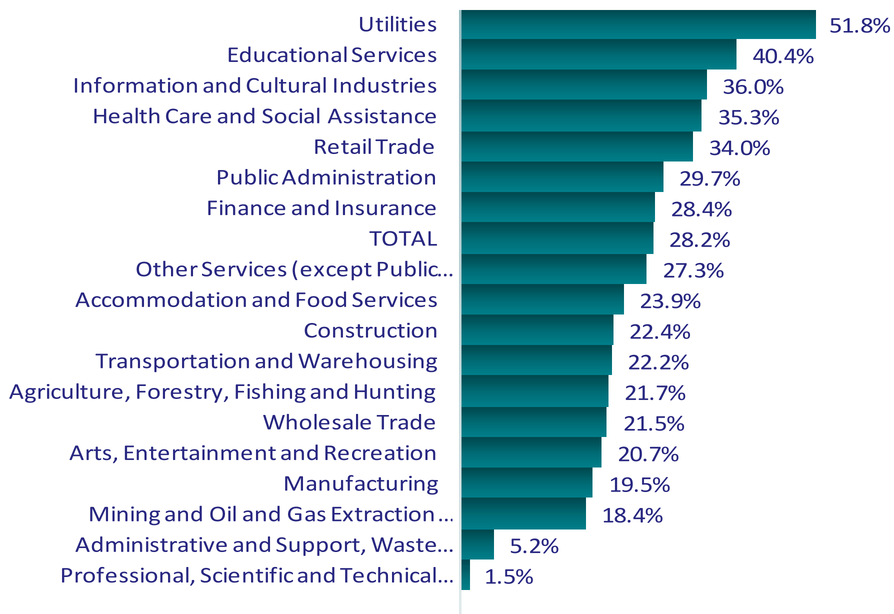
4.7 Retirements

An increasing number of retirements among the baby-boom generation are anticipated over the next decade. As indicated earlier in this report, there are already over 25% of working-age people not in the labour market today who are retirees.

- *Based on the provincial Work Activity Survey, in March 2010, 28% of those aged 45 to 65 years old have plans to retire in the next five years - this represents about 32,000 people in the workforce today.*

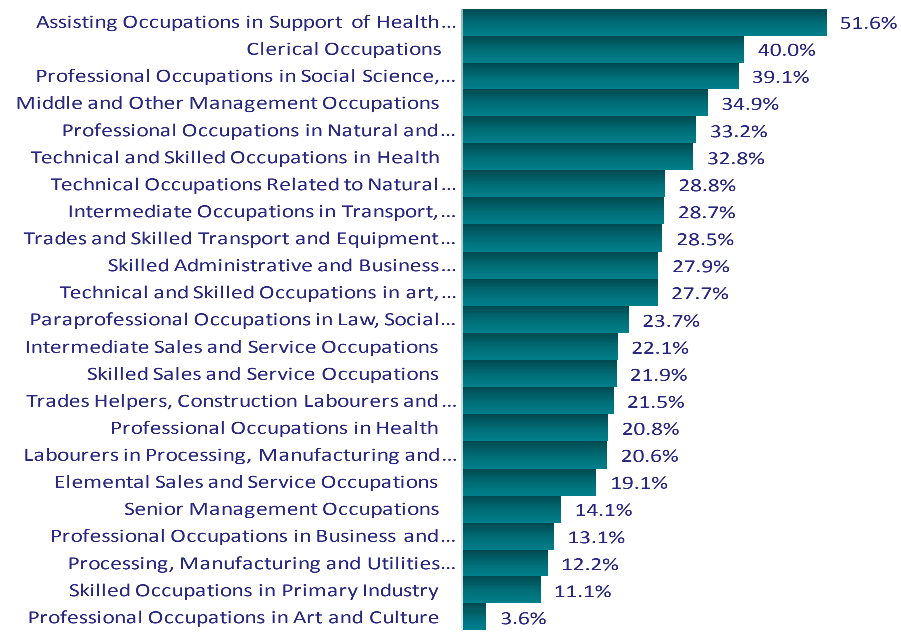
The utilities; education; information and culture; health care sector; retail trade; and public administration industries have a higher than average share of workers who plan to retire in the next five years. Within occupations, a higher share of workers in health; clerical; professional occupations in social science; and middle management positions plan on retiring in the next five years.

Figure 65: Share of Workers Planning to Retire Within 5 Years by Industry, NL, 2010



Data Source(s): Work Activity Survey 2010, Department of Human Resources, Labour and Employment

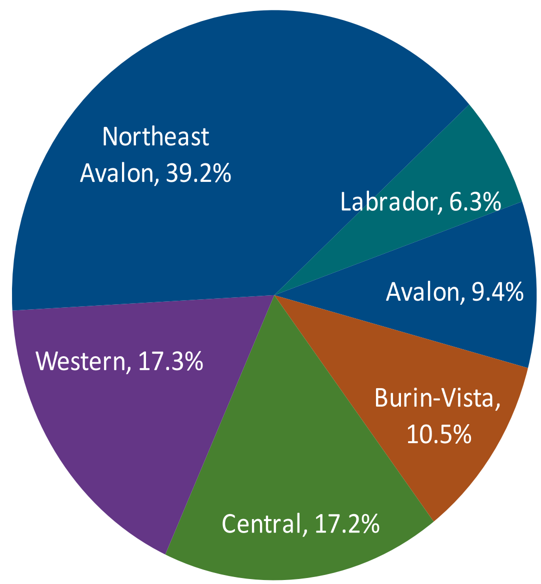
Figure 66: Share of Workers Planning to Retire Within 5 Years by Occupation, NL, 2010



Data Source(s): Work Activity Survey 2010, Department of Human Resources, Labour and Employment

The largest share of workers who plan on retiring in the next five years live in the Northeast Avalon Region.

Figure 67: Share of Workers Planning to Retire Within 5 Years by Region, NL, 2010



Data Source(s): Work Activity Survey 2010, Department of Human Resources, Labour and Employment

5.0 Labour Market Outlook 2020

5.1 Introduction and Background

This section of the report provides an overview and summary of findings from work carried out by the Department of Human Resources, Labour and Employment to help identify anticipated employment trends and job prospects for 120 occupational groups in Newfoundland and Labrador over the 2011 to 2020 period. This includes information on anticipated employment growth; skill demands; and job openings.

It is important to note that the future outlook presented is based upon a particular set of assumptions at one point in time. As such, the forecast presented is subject to change and should be used as a guideline for anticipating future trends. Readers are strongly encouraged to contact the Department of Human Resources, Labour and Employment for the latest available information and to consult the most recently available information resources when assessing future labour market conditions such as information:

- on recent employment and labour force trends;
- from industry and occupational groups (such as employer surveys);
- about local economic conditions;
- about wages and salaries; and
- about employment outcomes of recent graduates.

The key sources used to help generate this outlook include:

Economic Inputs

- The Department of Finance's economic and industry forecast. An industry forecast is produced for 40 custom industry groups outlined in Appendix C. The industry forecast includes assumptions for offshore oil production; provincial government spending; and investment spending for Long Harbour nickel processing facility; Hibernia South and White Rose expansions; Hebron; Iron Ore Company of Canada Expansions; and Lower Churchill.

Demographic Inputs

- The Department of Finance's Population Projection System (POPPS) – Medium Scenario. This projection includes assumptions for natural population change and migration.

Occupational Demand and Supply Distribution Sources

- Centre for Spatial Economics (External Consultant). The Centre for Spatial Economics was commissioned by the Department of Human Resources, Labour and Employment to generate occupational expansion and replacement demand forecasts.
- Statistics Canada: Census data and Labour Force Survey data were used to identify historical trends.

- Canadian Occupational Projection System (COPS) retirement rates and death rates by occupation were used to help determine occupation specific replacement demands.

Graduate Data

- The Department of Education provided information on graduates from the post-secondary education system to help determine the number of new entrants.

Immigration Data

- Citizenship and Immigration Canada data on immigrants were used to help determine the number of new entrants.

Other Sources

- Partner Input: Feedback concerning labour market trends and assumptions for the future outlook was sought from inter-departmental partners within Government as well as external partners through the Labour Market Committee of the Strategic Partnership Initiative.

5.2 Economic Highlights

Information about economic conditions and trends inside the province, Canada, and the world is critical to fully understand the forces impacting Newfoundland and Labrador's job market, now and in the future. Labour markets are very sensitive to changing economic conditions and business cycles and given the province's small, open economy, this means local labour markets are now subject to the impacts of changing conditions throughout the global environment. The following paragraphs provide a brief overview of current economic conditions and anticipated economic outlook for the province as well as other jurisdictions across Canada and the world over the next 10 years.[1] The information presented, especially related to future expectations, underlies the key assumptions used in developing the job outlook for Newfoundland and Labrador.

The information in this section is drawn mainly from:

- the *Economic Review 2010* (Department of Finance);[2]
- the Conference Board of Canada;[3] and
- assumptions developed by the Centre for Spatial Economics in preparing the expansion demand forecast for Newfoundland and Labrador.[4]

1 For the purposes of this report, short-term outlooks refer to the 2011 to 2012 period, the medium-term refers to the 2011 to 2015 period and the long-term outlook extends out to the year 2020.

2 The Economic Research and Analysis Branch, Department of Finance, is responsible for monitoring and forecasting economic conditions in Newfoundland and Labrador. They release the *Economic Review* annually (http://www.economics.gov.nl.ca/ER2010/TheEconomicReview2010.pdf)

3 Conference Board of Canada, Provincial Outlook: Winter 2011; World Outlook: Winter 2011

4 The Department of Human Resources, Labour and Employment commissioned the Centre for Spatial Economics to prepare expansion demand forecasts to support the 2011 to 2020 occupational outlook (www.c4se.com)

Newfoundland and Labrador's Economy

Newfoundland and Labrador's economy has recovered from the impacts of the 2009 recession with growth projected to be the highest in the country in 2011. According to the Department of Finance's forecast, the economy is expected to expand by 5.4% this year, primarily due to higher investment spending related to major project development and increased mineral and oil production.

Increased spending on major projects has been the primary driver of investment growth, along with government's infrastructure strategy and a robust housing sector. Investments are expected to increase by 25% to reach an unprecedented level of $7.8 billion in 2011. This growth will be fuelled largely by major project developments such as construction on Vale's nickel processing plant; the Hibernia South Extension; the White Rose expansion fields; Hebron; IOC expansion; and the Lower Churchill project.

High levels of consumer confidence combined with employment and income growth have also contributed to increases in consumer spending in the province to help drive economic growth. Retail sales increased by 4.0% in the first nine months of 2010 compared to the same period of 2009.

A growing economy and continued optimism have contributed to net in-migration in the province over the past two years, following decades of net out-migration. As of July 1, 2010, Newfoundland and Labrador's population stood at 509,739, an increase of 0.3% compared to July 1, 2009. The population is expected to continue to trend upwards over the medium-term in light of anticipated employment trends.

Beyond 2011, the economic outlook remains positive. While GDP growth will vary depending on major project timelines and oil production, other economic indicators such as employment and income are expected to continue to increase. In addition, the unemployment rate is expected to continue to trend downward and high levels of consumer confidence will continue to support consumer spending. Continued economic growth and optimism about the development of major projects is expected to lead to further net in-migration to the province and an increase in the population.

Global Outlook

Despite the uncertainty in many advanced economies, global economic growth continues. The world economy is expected to expand by 3.4% this year. Following one of the worst recessions in decades, the global economy rebounded in 2010 with most major economies showing positive growth. The recovery initially started with growth in most economies accelerating in the last half of 2009 and early 2010.

The recovery of the global economy has led to a strengthening in commodity prices, due in large part to the relatively strong recovery in emerging Asia, as well as the start of the recovery in other emerging and developing economies. The outlook for commodity prices shows continued increases supported by increases in world demand, but the increases are expected to be much less than those observed over the past 10 years. World oil prices are expected to continue to increase faster than overall inflation over the long-term as the emerging and developing economies increase their demand for oil. Metals and mineral prices are also assumed to rise somewhat faster than general inflation over the long-term for this same reason.

United States, Europe and Japan

Growth in the United States economy, the world's largest economy, slowed from 3.7% in the first quarter of 2010 to 1.7% and 2.5% in the second and third quarters respectively. The unemployment rate stood at 9.6% in October 2010. The Federal Reserve Board of Philadelphia predicts an overall growth of 2.5% in 2011.

The long-term growth outlook assumed for the United States is in the 1.5% to 2.5% range and weakening over time as the population ages, potentially leading to slower labour force and economic growth. Japan and the European economies are expected to record GDP growth in the range of 1% to 2% over the medium to long-term, strongly associated with increases in productivity. These economies are aging rapidly and population growth is heading to zero over the long-term.

China and India

China and India are leading the global recovery, while recovery in advanced economies is expected to be weak by historical standards. Despite a brief economic slowdown associated with the recession, growth in China and India remained positive over the last two years. Higher interest rates may result in a slight slowdown in China's growth to 9.1% this year, down from 10.1% in 2010.

Over the long-term, emerging and developing economies such as China and India are expected to post the strongest growth (5% to 10% range). Advanced economies such as the United States, Europe, and Canada, which are major trading partners for Newfoundland and Labrador, are expected to register relatively slow growth (1% to 3% range).

Canadian Outlook

Canada's economy grew by 5.6% in the first quarter of 2010 and 2.3% in the second quarter before slowing to 1.0% in the third quarter. The economy has been bolstered by increased global demand for commodities, strong growth in residential construction, and a rebound in key manufacturing industries.

Canada's economic recovery is expected to be relatively weak in comparison to the past, with economic growth averaging near 3% over the next few years. While the federal government stimulus package was an important driver of the economy in the short-term, stronger export growth is expected to drive the economy over the medium-term. The long-term outlook shows economic growth on a downward trend, averaging in the 1.5% to 2.5% range. In the next ten years, this downward trend will be driven by slower labour force growth resulting from population aging and by the impacts of fiscal tightening required to reduce the large federal and provincial government deficits.

Canada's labour market is expected to tighten over the next 10 years in line with the recovery from the recession as well as the impact of population aging on labour force growth. As a result, Canada's unemployment rate is predicted to fall from its current level of over 8% to 6% by the end of the decade. Higher levels of immigration will be required to meet increasing employment demand in the future.

Labour markets in both Ontario and Quebec are expected to see declining unemployment rates over the next 10 years as employment growth strengthens and labour force growth slows. Unemployment rates in Ontario are expected to fall below 5% in some years, and average about 5% overall.

Over the next few years, Alberta's economic growth is expected to average 3.5% annually. Over the long-term, economic growth is expected to slow – averaging just below 2% annually – as conventional oil and natural gas production continues to fall and the growth in oil sands production slows. The aging of Alberta's population will also put downward pressure on growth in the long-term as labour force growth slows, contributing to increasing labour and production costs.

The British Columbia economy is expected to average over 3% growth in the medium-term, but slow in the long-term to average near 2% annually, in line with slower labour force growth and the need to replace a declining contribution of the forest products sector.

Saskatchewan and Manitoba are expected to experience GDP growth rates just below 2.5% per year in the medium-term as they recover from the recession and continue to see a number of major projects constructed. Over the long-term, growth may slow to about 2% as major project investment slows, the population ages, and fiscal policy tightens up to help reduce budget deficits.

Labour markets in western Canada have been tightening since the early 2000s, with unemployment rates below 5% in almost all provinces after 2005 and leading up to the recession in 2008. Over the next 10 years, unemployment rates are expected to return to levels below 5% as the provinces' economic growth strengthens and labour force growth slows.

The economies of the other Atlantic provinces (New Brunswick, Prince Edward Island, and Nova Scotia) experienced relatively mild recessions in 2009. Over the medium-term, as a whole, they are expected to register modest economic growth in response to stronger export growth, averaging near 1.5% per year in New Brunswick and Nova Scotia and 2% in Prince Edward Island. Over the long-term, economic growth in these provinces is expected to continue to be relatively weak in comparison with others, averaging 1.5% as they experience the impacts of a slower growing and more rapidly aging population, fewer announced major project developments and tighter fiscal policy that will be needed to reduce large budget deficits.

Similar to the rest of Canada, Atlantic Canada is expected to experience tightening labour markets in the future. As a result, unemployment rates are expected to fall below 6% in New Brunswick and Nova Scotia over the next 10 years, down a couple of percentage points from their average in the early 2000s. In Prince Edward Island the unemployment rate is predicted to fall to near 8% in the future, after averaging over 10% in recent years. The reduction in labour force growth is particularly evident in Atlantic Canada with the natural rate of population growth (births minus deaths), turning negative in the future. Increases in immigration will be required for these provinces to see positive population growth.

"Newfoundland and Labrador remains a promising location for workers of all types. Employment is expected to rise 1.4% in 2011 and 3.3% in 2012. Perhaps most impressively, the unemployment rate is forecast to drop to a 40-year low of 11% next year."

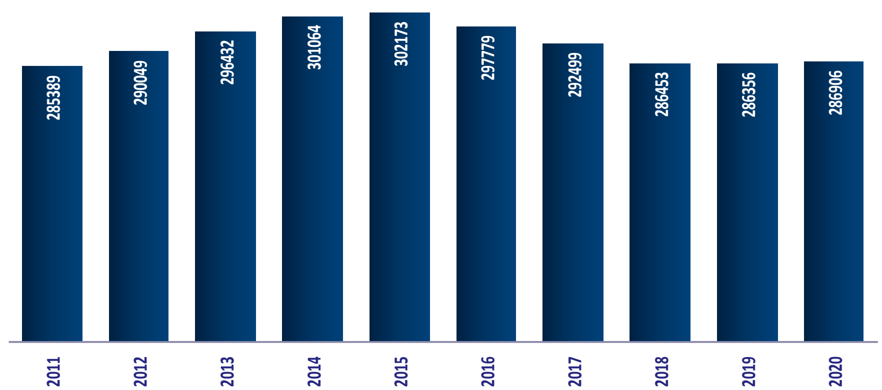
Conference Board of Canada, Provincial Outlook: Winter 2011

5.3 Employment Outlook

It is anticipated that total employment, in terms of the actual number of workers needed at some point during the year, will grow by 2.8% over 2010 levels during the horizon period of 2011 to 2020. This represents about 7,700 new jobs in the economy. However, there will be two distinct periods of growth and decline:

- Employment is expected to grow by 8.2% (22,950 workers) to reach a peak in 2015, followed by a decline in employment of approximately -5.1% (-15,300) by 2020.
- The majority of new jobs in the first half of the projection period will be created as planned major project developments come on stream. Subsequent employment losses will result as the projects ramp down after construction.
- Significant job openings are anticipated over the next decade due to an increasing number of retiring baby boomers. These job openings will more than offset the job losses in the latter part of the the horizon period decade.

Figure 68: Employment Forecast, NL, 2011 to 2020



Data Source(s): HRLE Occupational Demand Forecast (March 2011)

Job Openings

- *Significant job openings will arise due to attrition (retirements and deaths). These trends will potentially account for 89% of all job openings in the forecast period.*

Over 70,000 job openings are anticipated between 2011 and 2020 as a result of both new job growth and attrition. Approximately 56.7% of job openings in the 2011 to 2015 period will be due to attrition (approximately 30,000 job openings will be due to attrition and 23,000 due to new job growth). Despite anticipated employment losses between 2016 and 2020, there will still be over 17,100 net job openings due to attrition (approximately 32,400 job openings due to attrition will offset anticipated job losses of about -15,300).

A certain level of attrition is always occurring in the economy. It is anticipated that the rate of retirement is going to increase from an estimated 1.6% in 2010 to 2.0% of total employment during the forecast period due to population aging.

Sector Outlook

- *The services-producing sector will continue to dominate employment and employment growth in the years ahead, accounting for 100% of net job growth in the 2011 to 2020 period.*

Anticipated growth in the services-producing sector will offset losses in the goods-producing sector over the 2011 to 2020 period, giving rise to the net employment growth of 2.8%. Employment in the services-producing sector is projected to grow by 4.5% in this period as the goods-producing sector experiences a net employment loss of -2.4%. The goods-producing sector will actually grow rapidly in the first part of the projection period (10.7% between 2011 and 2015) followed by a decline as the major project construction winds down.

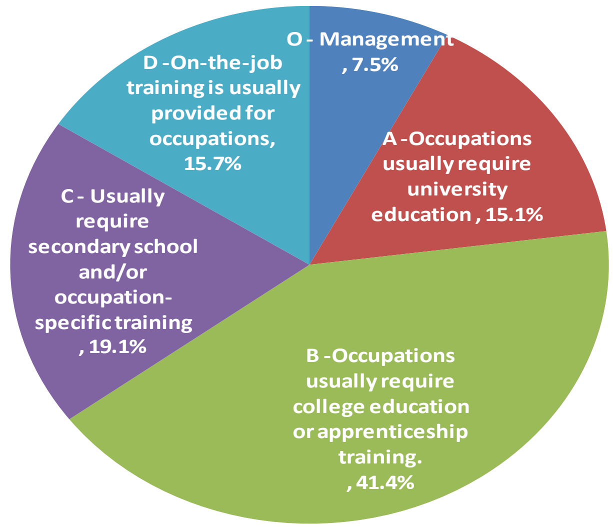
Throughout the forecast period, the sectors that will grow faster than average and account for the most new job growth include:
- utilities;
- healthcare; and
- trade.

In the first part of the forecast period, 2011 to 2015, significant growth is anticipated in construction, oil and gas (and services to mining, oil and gas); and the professional, scientific, and technical services. However, these industries will see a decline in the latter part of the forecast period as the major project developments wind down. Declines are also anticipated in:
- public administration;
- educational services; and
- forestry and logging with support activities and other primary industries.

Skills Demands

- *Skill demands will continue to increase. It is anticipated that approximately 66.7% of all job openings in the 2011 to 2020 period will be in Management occupations or will require some form of post-secondary education.*

Figure 69: Distribution of Employment by Skill Level, NL, 2020 Forecast



Data Source(s): HRLE Occupational Demand Forecast (March 2011)

5.4 Occupational Job Outlook

Appendix D provides a summary of employment, new job growth, and total job openings for 120, three-digit occupational categories over the 2011 to 2020 period.

Between 2011 and 2020, sales and service occupations and health occupations will account for 91.1% of all net job growth.

Occupations that will grow the fastest in this period include:

- health occupations;
- occupations unique to processing, manufacturing, and utilities;
- sales and service occupations; and
- management occupations.

Approximately 75% of all job openings (new job growth plus attrition) will be among:

- sales and service occupations;
- business, finance, and administrative occupations;
- trades, transportation, and equipment operators;
- management occupations; and
- health occupations.

Approximately 75% of job openings due to retirements alone will be among:

- sales and service occupations;
- business, finance, and administrative occupations;
- trades, transportation, and equipment operators;
- management occupations; and
- occupations in social science, education, government service, and religion.

The strongest recruitment pressures (job openings relative to total employment) will be among:

- occupations unique to processing, manufacturing, and utilities;
- health occupations;
- management occupations;
- business, finance, and administrative occupations; and
- sales and service occupations.

Changing labour demands do not provide a complete picture of occupational job prospects for the future. Consideration must also be given to the available labour force. For example, employment may grow by 2.0% in a particular occupation but at the same time, the labour force in that occupation may grow by 3.0%. This would potentially give rise to an excess supply of workers and increasing unemployment. Alternatively, an occupation may represent a small proportion of total employment and be growing at an above average rate. In this case, there may be relatively few new job openings, despite the fast rate of growth.

The Department of Human Resources, Labour and Employment carried out an analysis of 120 occupational categories, taking both supply and demand considerations into account to identify occupations with the strongest job prospects over the 2011 to 2020 period. Occupations received an overall rating based upon the following indicators:

- share of employment (historical and projected);
- number of job openings;
- recruitment pressures;
- employment growth rates (historical and projected);
- retirements;
- labour force growth relative to employment growth (historical and projected);
- anticipated gaps;
- wages; and
- age of the workforce.

Appendix E provides a summary table of the 120 occupations and their ratings. As seen in Appendix E, job prospects for various occupations differ between 2011 to 2015 and 2016 to 2020, mainly due to the impacts of major project developments.

2011 to 2020

Over the entire forecast period, occupations with strong job prospects include:

- business, finance and, administrative occupations;
- health occupations;
- natural and applied sciences;
- occupations in social science, education, government service, and religion; and
- occupations unique to primary industry (primarily related to mining).

In these occupations, job openings are expected to outpace labour force growth as a result of new jobs and retirements. Employers will need to use active recruitment and retention strategies to attract the workers they will need. A stronger focus on measures to increase participation, especially among under-represented workers in these occupations, will also be required. Wages and compensation are likely to increase.

Occupations with above average job prospects include those in:

- management occupations; and
- trades, transportation, and equipment operators.

In these occupations, labour pressures are expected to tighten. On average, anticipated labour imbalances will be on par with the overall average for all occupations. Employers will need to actively compete to attract and retain the workers they need, with strategies that extend beyond traditional methods. Wages and compensation are likely to increase.

At a more detailed level, the 50 occupational groups that will experience the strongest recruitment pressures over the 2011 to 2020 period include:

- I13 Underground miners, oil and gas drillers;
- I12 Supervisors, mining, oil and gas;
- C04 Other engineers;
- A38 Managers in primary production (except agriculture);
- J12 Machine operators in metal and mineral products processing;
- C01 Physical science professionals;
- I14 Mine service workers and operators in oil and gas drilling;
- G81 Childcare and home support workers;
- H71 Motor vehicle and transit drivers;
- E13 Secondary, elementary school teachers, educational counsellors;
- H41 Machinery, transportation equipment mechanics (except motor vehicle);
- E02 Psychologists, social workers, counsellors, clergy, probation officers;
- B55 Library, correspondence, and related information clerks;
- E11 and E12 University professors and assistants, College and Vocational Instructors;
- C17 Transportation officers and controllers;
- I21 Primary production labourers;
- H61 Heavy equipment operators;
- H42 Automotive service technicians;
- B41 Clerical supervisors;
- H32 Metal forming, shaping, and erecting trades;
- H73 Other transport equipment operators and related workers;
- G63 Security guards and related occupations;
- G91 Technical occupations in personal service;
- C11 Technical occupations in physical sciences;
- Cxx Other Natural, applied sciences, related occupations(C02,C05,C06E);

- H11 Plumbers, pipefitters, and gas fitters;
- H62 Crane operators, drillers, and blasters;
- G92 Other occupations in personal service;
- E01 Judges, lawyers, and Quebec notaries;
- D11 Nurse supervisors and registered nurses;
- G93 Cleaners;
- B51 Clerical occupations, general office skills;
- A21 Managers in retail trade;
- B21 Secretaries, recorders, and transcriptionists;
- B31 Administrative and regulatory occupations;
- D23 Other technical occupations in health care (except dental);
- E21 Paralegals, social services, occupations in education, religion;
- D31 Assisting occupations in support of health services;
- A01 Legislators and senior management;
- G97 Other sales and related occupations;
- H81 Longshore workers and material handlers;
- H21 Electrical trades and telecommunications occupations;
- B57 Recording, scheduling, and distributing occupations;
- B56 Mail and message distribution occupations;
- B01 Auditors, accountants, and investment professionals;
- D01 Physicians, dentists, and veterinarians;
- A32 Managers in health, education, social and community services;
- B11 Finance and insurance administrative occupations;
- A11 Administrative services managers;
- E03 Policy and program officers, researchers, and consultants; and
- D21 Medical technologists and technicians (except dental health).

A significant number of these occupational groups require post-secondary education.

2011 to 2015

As noted previously, there are two distinct periods of growth over the next ten years. During the 2011 to 2015 period, occupations that will experience notably stronger recruitment pressures include:

- A38 Managers in primary production (except agriculture);
- C01 Physical science professionals;
- C04 Other engineers;
- H32 Metal forming, shaping, and erecting trades;
- H41 Machinery, transportation equipment mechanics (except motor vehicle);
- H42 Automotive service technicians;
- H61 Heavy equipment operators;
- H71 Motor vehicle and transit drivers;
- I12 Supervisors, mining, oil and gas;
- I13 Underground miners, oil and gas drillers;
- I14 Mineservice workers and operators in oil and gas drilling; and
- I21 Primary production labourers.

5.5 Key Considerations

The job outlook for Newfoundland and Labrador is very strong. However, labour markets are expected to continue to tighten in the next ten years and beyond due to aging populations and a shrinking global labour supply. This will present unprecedented challenges for many jurisdictions and challenges that could dampen economic growth if skilled workers are not readily available to meet emerging labour demands.

These trends will be the main driving force shaping labour market conditions well into the future, posing significant implications for the entire economy and society. A key implication relates to potential labour shortages and skills imbalances that may emerge as the global labour supply begins to shrink and competition for skilled workers heats up among jurisdictions. Newfoundland and Labrador is not exempt from these global challenges, especially considering the province's population decline over the past two decades that has been primarily associated with natural population decline (deaths now exceed births) and a long-standing history of net out-migration.

The provincial outlook for economic growth and job opportunities demonstrates that Newfoundland and Labrador has the necessary foundation to address these challenges and help attract skilled workers. Over the past two years, for example, net in-migration has started to occur, largely due to growing job opportunities here in the province.

Securing a labour force to meet the demands of the future, the continued development of quality jobs and safe and productive workplaces however, cannot be left to chance. The Provincial Government has recognized this need and has been proactive in implementing measures to help position the province and its workforce to capitalize on the emerging opportunities. Some examples of actions that have already been undertaken:

- Releasing "*Opportunity and Growth: An Immigration Strategy for Newfoundland and Labrador*" (2007). The Strategy is helping to attract and retain highly skilled international workers to the province. Since 2007, over 685 individuals and 655 of their family members have immigrated to Newfoundland and Labrador under the Provincial Nominee Program. To date, just over 80% of these immigrants are still living and working here in the Province. For more information about this strategy and immigration in Newfoundland and Labrador please visit:
    - www.hrle.gov.nl.ca/hrle/department/branches/labourmarket/immigration
    - www.nlimmigration.ca
- Releasing "*All the Skills to Succeed*" (2008) that outlines 50 recommendations from the Skills Task Force to support the growth and retention of skilled trades workers to meet the demands of major projects. For more information about the recommendations and the Skills Task Force please visit:
    - www.ed.gov.nl.ca/edu/postsecondary/skillstaskforce
- Opening a network of 14 Career Work Centres across the province that provide job seekers; students; workers; employers; and community members with free access to employment information and resources. For more information about these centres please visit:
    - www.hrle.gov.nl.ca/hrle/career/cwc

- Devolving the CA/NL Labour Market Development Agreement (LMDA, 2009). Together with other provincial programs, devolving the LMDA means the Province is now responsible for the design and delivery of employment and training programs representing an investment of almost $250 million annually.
- Releasing "*Creating a Province of Choice: A Youth Retention and Attraction Strategy for Newfoundland and Labrador*" (2009). The Strategy will help position the province as a province of choice for young people to live and work with measures to retain local youth and attract those from other provinces and countries. Representing an investment of $15 million over a 3-year period, the Strategy has already benefited over 15,000 youth through initiatives such as the Graduate Employment Program; Government Apprenticeship Hiring Program; grants to support international graduates who stay to live and work in the province; and promotional activities to raise awareness among high school students about current and emerging job opportunities right here at home. For more information about this strategy please visit:
    - www.youth.gov.nl.ca
- Launching www.JOBSinNL.ca (2009), the Province's first online job posting site that helps match local employers with job seekers here in the province, across Canada and the rest of the world. With an average of 630 new job postings a week, there are over 33,500 job seekers and 5,100 employers registered on the JOBSinNL website.
- Launching www.NLHRmanager.ca (2010) to provide small and medium-sized employers with the human resource information and supports to assist them with their recruitment and retention needs.
- Introducing a new Apprenticeship Wage Subsidy program to support skilled trades workers in gaining the work experience they need to complete their training and achieve journeyperson certification and to meet the demands of major project developments. For more information about this program please visit:
    - www.hrle.gov.nl.ca/hrle/lmda/apprenticeship
- Developing a provincial awareness campaign to raise awareness about current and emerging job opportunities in the province and the benefits of living here. The campaign will help retain the existing workforce and attract workers from across Canada and internationally.
- Developing and maintaining strong partnerships through measures such as the Labour Market Committee of the Strategic Partnership Initiative (LMC). The LMC is a tri-partite committee comprised of three representatives from each of the business, labour, and government sectors with a mandate to identify and respond to emerging human resource challenges and opportunities in the province.
- Other Provincial initiatives currently in progress include:
    - exploring family friendly public policy options that may help to attract and retain young workers and their families;
    - developing strategies to promote greater inclusion and access to employment opportunities among persons with disabilities; and
    - identifying opportunities to expand supports to employers to encourage them to hire young apprentices.

These types of proactive measures must continue to be deployed, to help ensure the province, the workforce, and employers are successfully prepared for emerging employment demands. Looking ahead, there are significant opportunities to build upon current initiatives to achieve this goal, particularly with respect to measures that can help increase labour force participation among under-represented workers. Examples include measures to:

- increase participation among women, especially in non-traditional occupations. Women are a critical labour supply for the future and will contine to represent an increasing share of the labour force;
- increase participation among groups who encounter employment barriers, such as youth; persons with disabilities; and persons receiving Income Support;
- attract and retain mobile workers. Currently, between 5% and 7% of the workforce travels outside the province for work. Growing job opportunities and measures such as alternate work schedules and more flexible workplace policies will help attract these workers back to jobs here in the province;
- provide incentives for older workers to stay in the workforce for longer periods, including opportunities to work in a second career after retirement; and
- support skilled foreign workers who come to the province to help meet emerging demands, many of whom may also represent future residents. Action will be required to ensure access to quality work environments and opportunities as the number of these workers in the province increases.

Strong labour market partnerships will also be critical for future success. The Labour Market Committee represents a unique partnership between business, labour, and government that will provide the primary mechanism to further develop and strengthen labour market partnerships throughout the province and ensure a collaborative and coordinated approach among stakeholders. This will be necessary to ensure quality jobs for people, safe and productive workplaces, and access to a skilled and innovative workforce to help employers compete in the global economy.

Attrition: Attrition occurs when job opportunities arise as a result of workers permanently leaving the labour market (e.g. when workers resign or retire).

Baby Boomers: Baby Boomers are people born between 1946 and 1966. This was a 20-year period of higher than normal fertility and birth rates throughout the industrialized world. There are currently more people who are between 40 and 60 years of age than any other age group in the population.

Basic Skills: The abilities to read, write, speak in English and to use mathematics at a level necessary to function at work and in society in general are considered basic skills. Basic skills, therefore, are minimum standards of literacy and numeracy.

Birth Rate: The birth rate is the number of babies born who live for every 1,000 people in the population.

Census: The Census is a count of everyone living in Canada including all Canadians and landed immigrants, as well as non-permanent residents such as those who hold Ministerial permits, student authorizations or employment authorizations or who claim refugee status. The Census is conducted by Statistics Canada once every five years. It gathers comprehensive information on the socio-economic characteristics of the population at the community level. There are many uses for the Census results such as preparation of population estimates, planning for services and infrastructure, and determining the economic and social status of the population. Canadian citizens who are temporarily working outside the Country, such as those living on a military base, attached to a diplomatic mission or aboard a merchant vessel of Canadian registry, at the time of the Census are also counted.

Census Agglomeration (CA): A census agglomeration (CA) is a small urban area with a population between 10,000 and 100,000 together with nearby urban and rural areas. The largest urban areas of a CA are also called “urban cores” while the nearby urban and rural areas are known as “urban and rural fringes”.

Census Metropolitan Area (CMA): A census metropolitan area (CMA) is a large urban area with a population of at least 100,000 people together with nearby urban and rural areas that have a high degree of social and economic dependence on this large urban centre. A city or town within a CMA or a CA is called an urban area. According to the Census, in Newfoundland and Labrador, urban areas include 1 CMA (St. John’s), and 3 CAs (Bay Roberts, Grand Falls-Windsor, and Corner Brook).

Compensation: Compensation is the term used to encompass the entire range of wages and benefits that employees receive in return for their work. These benefits could be both current (e.g. health benefits) and deferred (e.g., pensions).

Demographics: Demographics are the characteristics of the population, such as population size, age distribution, births and deaths, geographic location and mobility (i.e., migration).

Earnings: Earnings are the income that workers receive in the form of wages, salaries and self-employment. Earnings exclude other forms of compensation such as retirement benefits, stock options or expense accounts.

Economic Growth: Economic growth is an increase in the total output of an economy over a period of time. When new resources are available to produce goods and services or when more goods and service are produced with existing resources, economic growth takes place. New resources could be a larger working-age population, larger investments in infrastructure, the discovery of a natural resource or machines used to help increase current worker productivity.

Economic Self-Reliance Ratio: The economic self-reliance ratio is the percentage of total income that comes from market sources (employment income, investment income, private pensions). When the self-reliance ratio is low, the dependence on transfer income (social assistance, employment insurance, old age security) is high.

Economy: Activities related to the production and distribution of goods and services in a particular geographic region is an economy.

Educational Attainment: Educational attainment is the highest level of formal schooling an individual has achieved, such as a diploma or degree, level of work towards a diploma or degree, graduation from high school or completion of a particular grade in school.

Emerging Occupations: Emerging occupations are new jobs that require knowledge, skills and abilities which are not defined by current occupational coding structures such as the National Occupational Classification System.

Employed: When people are employed, they either hold a paying job or work in their own business. An employer is the person or organization, such as a business, government or non-profit group that employs individuals to undertake the work of the organization in exchange for wages or a salary.

Employment: Employment is a measure of the quantity of hired labour working in the labour market. It can be measured in terms of the amount of work (e.g., person-years) or the number of workers.

Employment Insurance (EI): Employment Insurance (EI) is a federally managed program funded by employers and employees. It provides temporary financial assistance to unemployed Canadians while they look for work or upgrade their skills. Canadians who are sick, pregnant or caring for a newborn or adopted child, as well as those who must care for a family member who is seriously ill with a significant risk of death, may also be assisted by Employment Insurance. Persons must contribute to the plan and qualify under the rules. The EI program was previously named Unemployment Insurance (UI) program.

Employment Rate: The employment rate, sometimes referred to as the employment/population ratio, is a measure of the number of employed persons stated as a percentage of the population 15 years of age or older.

Employment Trends: Employment trends are observations about the characteristics of people who are working or looking for work over time.

Expatriates: Expatriates are individuals who have moved away from their native home. It is often used throughout this document to refer to Expatriate Newfoundlanders and Labradorians who consider the province to be their home but have moved to other provinces throughout Canada or to other destinations throughout the world.

Fertility Rate: The fertility rate is the average number of children that would be born to each woman if all women lived to the end of their childbearing age of 15-49 years. Within this age group, there are different fertility rates for different age groups, with the rate for women in the younger ages higher than the rate for the older women.

Forecast: A forecast is a labour market or economic prediction of what is likely to occur in the future. A forecast is specific and has a short timeframe. It is based on an analysis of available information to predict current trends and extends these into the future. Forecasts are based on a particular set of underlying assumptions and are therefore only as reliable as these assumptions. Short-term economic forecasts are predictions of macroeconomic indicators for the next 1-2 years.

Globalization: In economic terms, globalization is the process of greater market integration between nations and regional trading blocs. Globalization results in capital, labour and goods and services being traded freely across national boundaries. Currently, labour mobility is limited since many legal and language barriers remain in place to slow this process.

Goods-Producing Sector: The goods-producing sector of the economy includes industries involved in the processing (transformation) of material or physical objects. These industries are often referred to as goods industries. This sector includes agriculture; fishing; forestry; mining; oil and gas extraction; utilities; construction; and manufacturing.

Hard-To-Fill Vacancies: Hard-to-fill vacancies are job vacancies that are particularly problematic for employers to fill, or that have been unfilled for a longer amount of time than expected. A vacancy can be hard-to-fill because there may not be enough applicants; applicants might not have the skills that employers seek; the job may offer unattractive wages, conditions and hours; or the employer may be in a remote rural area.

Highest Level of Education: Highest level of education refers to the highest grade or year of elementary or secondary (high) school attended, or the highest year of university or college education completed. University education is considered to be a higher level of schooling than college education.

Highly Skilled Occupations: Highly skilled occupations are those requiring a university degree as a qualification of employment.

Human Resource Management: Human resource management is the management policies and practices related to job training, recruitment and retention, benefits and working conditions of employees in an establishment.

Immigrant: An immigrant is a person who was born in another country and who has been granted the right to live in Canada permanently by Canadian immigration authorities (landed immigrant).

Income Support: Income support refers to financial benefits individuals may receive to assist in meeting the daily living expenses. Income support programs are delivered by government, such as the Income Support program of the Department of Human Resources, Labour and Employment (HRLE), Government of Newfoundland and Labrador.

Industry: An industry is the group of establishments that produce a common set of goods or services. For example, the retail trade industry includes all establishments that buy goods and resell them to the general public.

Knowledge-Based Economy: A knowledge-based economy is based on the development of information. It is dominated by specialized, sophisticated industries, such as computers, pharmaceuticals and consulting services.

Labour Demand: Labour demand is the quantity and quality of labour that employers require at given rates of compensation as part of the production of their goods and services.

Labour Force: Labour force is the number of people aged 15 years and older in the population who are either employed or unemployed. It does not include those who were unwilling or unable to work (e.g., persons in institutions, retirees, students).

Labour Force Survey: The Labour Force Survey (LFS) is a household survey carried out by Statistics Canada on a monthly basis. It provides information on major labour market trends such as shifts in employment across industrial sectors, hours worked, labour force participation and unemployment rates. The LFS is the only source of monthly estimates of employment including full-time and part-time employment, self-employment and unemployment.

Labour Market: Labour markets are where employees exchange their labour services with employers, who, in turn, pay for the services with wages or other forms of compensation. It is where employees earn a living and employers find the workers they need to help them produce their goods and services to compete in the economy.

Labour Market Information: Labour market information (LMI) is any information that can assist individuals and organizations with labour market decisions such as those related to careers, training, education, human resource planning, investments, and policy and program development. LMI can include data on employment, wages, standards, qualifications, job openings, working conditions and other factors related to the labour market.

Labour Supply: The labour supply is a measure of those who are working, or are available and willing to work, as well as the amount of work that workers are willing to provide at the wage level offered by employers.

Marginal Labour Force Attachment: Marginalized workers generally include people who are not in the labour force but who may want to work, or those who currently work less than the general population and who want to work more.

Migration: Migration refers to the flow of people moving to and from a region. From a provincial perspective, there are three types of migration – international, interprovincial and intraprovincial migration. International migration refers to individuals moving between countries. Interprovincial migration refers to individuals moving between provinces. Intraprovincial migration refers to individuals moving to and from regions within a province.

National Occupational Classification (NOC): The National Occupational Classification system classifies occupations in the Canadian labour market. It is used to standardize occupational information in Canada. The NOC lists 520 occupational groups that are identified by a unique four-digit number. Over 25,000 occupational titles are included in these groups, from very general categories to more specific. All types of jobs are divided into nine different skill types with a separate grouping for management occupations. The NOC system also classifies jobs by four skill levels that correspond to the level of education required to perform the job. The classification was last revised in 2006.

Natural Population Growth: Natural population growth is the change in population. It is based on the net growth, which is the number of births minus the number of deaths. It does not include the impact of migration on population change.

New Entrants: New entrants are persons who are entering the labour force in search of their first job. This includes recent graduates from the formal post-secondary school system, recent immigrants, and people re-entering the labour force after a temporary withdrawal (e.g., child bearing or rearing, educational leave, discouragement).

Non-Wage Benefits: Non-wage benefits are an employer's labour costs and compensation to workers that do not take the form of wages paid for time worked. Health care benefits, dental benefits, retirement pensions, and life insurance benefits are non-wage benefits.

North American Industry Classification System (NAICS): The North American Industry Classification System (NAICS) provides common definitions of industrial structure. NAICS ensures that industrial data is suitable for the analysis of production related issues such as industrial performance. NAICS replaced the 1980 Standard Industrial Classification (SIC). The classification, last revised in 2007, is revised on a 5-year revision cycle to ensure that the classification continues to reflect the rapidly changing structure of the economy.

Not in the Labour Force: Persons not in the labour force are those who are unwilling or unable to offer their labour services under the conditions that exist in their labour markets. They are neither employed nor unemployed.

Occupation: An occupation is a collection of jobs or types of work which share similar skills and responsibilities. Employees that perform essentially the same tasks are in the same occupation, whether or not they work in the same industry.

Participation Rate: The participation rate is the number of people working or looking for work as a percent of the civilian non-institutional adult population (usually 15 years of age and over).

Post-Secondary Education: Post-secondary education is education beyond the secondary or high school level. It can be attained at universities, public colleges and private training institutions.

Primary Industries: Primary industries are associated with resource extraction (obtaining or using raw materials) including agriculture, fishing, forestry, oil and gas, and mining.

Prime Working Age: Prime working age persons are those in the population aged 25 to 54 years old.

Private Sector Employment: Private sector employment includes all for-profit businesses and their employees as well as self-employed individuals.

Public Sector Employment: Public sector employment includes employees in public administration at the federal, provincial and municipal levels, as well as Crown corporations, liquor control boards and other government institutions such as schools and universities, hospitals, and public libraries.

Qualifications: Qualifications are measures of an individual's competence and proficiency in a specified area of activity. Qualifications are often used as conditions of entry to particular jobs, and sometimes as a proxy for measuring the broader concept of skills.

Real Income: Real income is income a person receives after it has been adjusted for inflation.

Replacement Demand: Replacement demand is the need of employers to hire new employees, usually to replace employees that permanently leave their jobs because they retire. Replacement demand may also arise due to employee resignations, migration between regions or occupations and death.

Retirement: Retirement occurs when an individual permanently leaves his or her job or the labour market, usually by the age of 65 in Newfoundland and Labrador.

Rural: Rural areas are defined by Census as those areas outside the commuting zone of a Census Agglomeration (CA) or Census Metropolitan Area (CMA). They include communities lying outside small towns, villages, and other populated places with a population of less than 1,000 people. They also include small towns with a population of 1,000 to 9,999 and with a population density of 400 inhabitants per square kilometre.

Rural Secretariat Region: A Rural Secretariat Region is an administrative area of Newfoundland and Labrador established by the provincial government. There are nine Rural Secretariat regions in the province.

Seasonal Employment: Seasonal employment occurs when people are employed for only particular seasons due to the nature of the work in a particular industry. Many resource-based industries such as the fishery and forestry are seasonal, largely due to climate.

Secondary Sector: The secondary sector is comprised of the industries that transform raw materials into goods. For example, manufacturing, construction, and utilities are secondary industries.

Sector: The term sector is often used to describe a grouping of industries or a grouping of occupations.

Self-Employed: Self-employed workers do not work for an employer, they usually work for themselves in their own businesses or in professional practices.

Services-Producing Sector (Service Industries): The services-producing sector includes trades, transportation, communications, other public utilities, finance, insurance and real estate, community organizations, health care, education, police services, personal business services, and public administration.

Shortage of Workers: A shortage occurs in a market economy when the demand for workers for a particular occupation is greater than the supply of workers who are qualified, available, and willing to do that job.

Skill: A skill is the ability to perform tasks with a specified degree of proficiency. Skills requirements are the specific abilities, aptitudes and knowledge that are prerequisites needed to obtain employment in an occupational group.

Skill Gaps: A skill gap exists when workers are judged by their employer to not be fully proficient or when an employee feels that they require more skills to perform their jobs.

Skill Shortages: Skill shortages occur when there is a higher demand for workers with a specific skill type than what exists in the labour market.

Soft Skills: Soft skills are skills that employers look for in an employee in addition to technical skills and experience, which enhance the employee's ability to undertake the work required. They are typically skills such as teamwork, communication, problem-solving ability, leadership, and customer service. They can also include personal characteristics such as motivation, self-confidence, punctuality and career aspiration. Many occupations require soft skills, thus numerous training courses have units that include soft skills development and standards.

Standard Industrial Classification for Companies and Enterprises, 1980 (SIC-C): The Standard Industrial Classification for Companies and Enterprises is a system for classifying companies and enterprises by their activities. The SIC-C has been replaced by the North American Industry Classification System (NAICS).

Tertiary Industries: Tertiary industries are service industries such as retail, health, and finance.

Tight Labour Market: A tight labour market is one where the demand for labour (jobs and vacancies) is near or exceeds the supply of labour (employed plus unemployed seeking work).

Under-Represented Groups: Under-represented people are population groups with long-standing patterns of high unemployment, lower than average pay rates, and a higher than average concentration in low status jobs. They include groups such as women, aboriginal peoples, persons with disabilities, visible minorities, older workers, youth and newcomers.

Unemployed: Unemployed is the state of being jobless and actively searching for work.

Unemployment Level: Unemployment level is a measure of those persons who are not currently employed, but who are actively seeking and willing to work at prevailing wages and working conditions in the labour market.

Unemployment Rate: The unemployment rate is a ratio of the number of people looking for work to the total number of people in the labour force (or those working and looking for work).

Unions: Workers are often members of unions. Unions protect and promote the interests and improve the well-being of their members on work-related issues; with particular emphasis on wages, working conditions and employment benefits.

Urban: A city or town within a census metropolitan area (CMA) or a census agglomeration (CA). According to the Census, in Newfoundland and Labrador, urban areas include St. John's, Grand Falls-Windsor, Corner Brook, and Bay Roberts.

Wage: A wage is usually defined as the amount of money a worker earns on an hourly basis. It is the market price paid for a unit of labour.

Working-Age: Working age persons are considered to be all people 15 years of age and older in the population.

Workplace Training: Workplace training is training undertaken by employees to assist them in acquiring specific skills they need to carry out their job duties. The training can be firm-specific (skills required only by a particular employer) or generic (applicable across most occupations or jobs). Workplace training can be provided by the employer, paid for by the individual or some combination of both. Workplace training can also be described as formal (when training occurs in a classroom-based setting or other structured format) or informal (when training occurs on the job).

Appendix A: An Overview of Current Labour Market Information Sources

In order to ensure that only the most current, reliable and relevant information was included in this report it was necessary to draw upon a wide variety of existing and new sources. While there are many existing sources that provide labour market information for the province, there is no single source that collects and reports data for the range of indicators presented and very few that collects and report data on regional labour markets. Furthermore, there are limitations associated with each information source, such as the timeliness of the information available from the Census and the reliability of the regional information available from the Labour Force Survey.

All available sources were exhausted in the preparation of this report to help ensure the most recent and reliable information has been included. Due to the variety of sources used to help achieve this objective, there are differences in the time periods, regional boundaries and definitions described throughout the report.

The main information sources used in the report include:

Labour Force Survey

The Labour Force Survey (LFS) is a monthly survey conducted by Statistics Canada. The LFS provides monthly estimates of employment and unemployment which are among the most timely and important indicators used to measure the performance of the Canadian economy for the purposes of managing growth, counter-cyclical, and anti-inflationary policies.

The LFS estimates are the first of the major monthly economic data series to be released. It is for this reason that it has become one of the most commonly used sources of labour market information. Estimates are produced for Canada, the provinces and sub-provincial regions, using a sample of the population. In Newfoundland and Labrador, only 2,000 households are surveyed each month for the LFS. Due to this small sample size, data for sub-provincial labour markets or for more detailed analyses is not available or is not reliable.

Canadian Census of the Population

Statistics Canada conducts a census of the population every five years to provide a historical perspective on how communities change and how the country evolves over time. The most recent Census was conducted in May 2006.

The Census is designed to provide information about the demographic, social and economic characteristics of the Canadian population. The Census also provides this information for small geographic areas and for small population groups to support the activities of governments at all levels, as well as the activities of data users in the private sector.

The Census is one of the most reliable sources of labour market information in the country. The Census collects information about all residents in this province; however, a longer survey is administered to a sample of 20 per cent of the population to collect more detailed information about labour market activities and other selected topics. Relative to other surveys, the Census provides much more detailed regional, occupational, and industrial information and a broader scope of labour market indicators in general.

However, the Census is limited as a primary source for monitoring labour market activity because it is conducted only once every five years. There is also a considerable lag between when Census labour market data is collected and when it is available for analysis.

Small Area Estimation: Newfoundland and Labrador Statistics Agency, Department of Finance
Using custom Census data for 87 CCSs and approximately 100 CSDs, estimates of labour market indicators have been produced for approximately 600 communities throughout the province, spanning 6 Censuses (1981, 1986, 1991, 1996, 2001, and 2006) and 25 years of economic activity.

Statistics Canada Business Register
The Business Register is a repository of information reflecting the Canadian business population and exists primarily for the purpose of supplying frames for all economic surveys in Statistics Canada. It also serves as a data source for the compilation of business demographic information (e.g., number of businesses, employment size). The major sources of information for the Business Register are updates from the Statistics Canada survey program and from Canada Revenue Agency's (CRA) Business Number account files. Included in the Business Register are all Canadian businesses which have one or more establishments and meet at least one of the three following criteria: (1) have an employee workforce for which they submit payroll remittances to CRA; or (2) have a minimum of $30,000 in annual sales revenue; or (3) are incorporated under a federal or provincial act and have filed a federal corporate income tax form within the past three years. Data is current up to 2009.

Taxfiler Data
From the income tax forms submitted each year by Canadians, the Small Area and Administrative Data Division of Statistics Canada produces a wealth of economic and demographic information for use by both the private and public sectors. The Division examines and processes over 22 million tax and other administrative records in an effort to offer clients the most reliable information possible. The data is highly accurate as it is a direct count from the tax file – not a sample. The file contains 100% of all taxfilers and the data covers approximately 96% of all Canadians. Data is currently available from 1990 to 2008.

Newfoundland and Labrador Population Projections
The Economics and Statistics Branch in the Department of Finance prepares 15-year population projections for Newfoundland and Labrador on an annual basis. The current projections extend to 2025 and are available by 5-year age groups for the province and various sub-provincial regions.

The latest projections were prepared in April 2010 using data from the Demography Division of Statistics Canada and the Population Projection System known as POPPS, and are based on three economic/demographic scenarios with high, medium and low probabilities – the medium scenario has been used throughout this profile. The demographic assumptions for the medium scenario around fertility, mortality and migration are available on the following web site: www.economics.gov.nl.ca

Job Vacancy Monitor

In late 2007, the Job Vacancy Monitor project was initiated through the Labour Market Development Division, Department of Human Resources, Labour and Employment. Its primary purpose is to track and report on job vacancies that are being posted by employers in the province of Newfoundland and Labrador and where these jobs are situated. Longitudinal results, through the ongoing efforts of this monitor, will better identify hard-to-fill positions in Newfoundland and Labrador.

Information on job vacancies is collected from publicly posted job advertisements from provincial and regional newspapers and online job sources including JOBSinNL.ca.

Work Activity Survey

The Work Activity Survey was conducted by the Department of Human Resources, Labour and Employment for the first time in March 2009 and again in March 2010. The survey was implemented to collect detailed information from individual respondents (18+ years old; one per household) about their employment/work characteristics (e.g. labour force status, job characteristics, education levels) as well as employment information about other working-age members of their households. About 3,600 and 3,200 people responded to the survey in 2009 and 2010 respectively.

Income Support Databases

Information on recipients of income support is captured in administrative databases. These sources can provide detailed information on recipients at low levels of provincial geography. This can be instrumental for policy impact analysis or determining the effects of major economic shocks to specific industries or regions within the province. These databases also contain the added feature of being able to track users over time (longitudinal), a valuable source of information for socio-economic research purposes.

EI Databases

Information on recipients of EI is captured in administrative databases. These sources can provide detailed information on recipients at low levels of provincial geography. This can be instrumental for policy impact analysis or determining the effects of major economic shocks to specific industries or regions within the province. These databases also contain the added feature of being able to track users over time (longitudinal), a valuable source of information for socio-economic research purposes.

Appendix B: Provincial Geographies

Throughout this report demographic and labour market information is reported for various geographic areas. The main geographic regions used to prepare the reports were the nine Rural Secretariat Regions throughout the province and standard Census geographies such as Census geographies. In some circumstances, information for the Rural Secretariat regions was not available. In these cases data for Labour Force Survey economic regions has been reported where possible.

Rural Secretariat Regions

The Rural Secretariat Regions were established in 2005. These regions divide the province into nine areas based on patterns of activity already existing in the province. Each region has two or three larger communities and a network of smaller communities. The nine regions are (See Map page 111):

- Labrador
- St. Anthony - Port au Choix
- Corner Brook - Rocky Harbour
- Stephenville - Port aux Basques
- Grand Falls-Windsor - Baie Verte - Harbour Breton
- Gander - New-Wes-Valley
- Clarenville - Bonavista
- Burin Peninsula
- Avalon Peninsula

Statistics Canada Census Geographies

Census data are distributed for a number of standard geographic areas. These areas are administrative or statistical. While census data is produced by many different geographies, the definitions below deal with the main ones used in this report or for general reporting.

Census Subdivisions (CSDs)

This is a general term applied to municipalities or areas treated as municipal equivalents for statistical purposes (e.g. Indian reserves and unorganized areas). In Newfoundland and Labrador, there are approximately 381 CSDs, including 3 cities (C) - St. John's, Mount Pearl and Corner Brook; 286 towns (T); 1 Indian Reserve (R) – Samiajij Miawpukek (Conne River); 1 Region (RG) – Fogo Island Region; and 90 CSDs which fall into the "Unorganized" (SUN) category.

Census Consolidated Subdivisions (CCSs)

The Census Consolidated Subdivision is a grouping of adjacent CSDs. There are 87 CCSs in Newfoundland and Labrador. CCSs are used throughout this report to show sub-regional breakdowns of labour market data within the Rural Secretariat regions. See also *Local Areas* in this section.

Census Divisions (CDs)

This term is generally applied to a group of neighbouring municipalities joined together for the purposes of regional planning and managing common services. For example, a census division may correspond to a county or regional district. There are 11 CDs in Newfoundland and Labrador.

Census Metropolitan Areas (CMAs) and Census Agglomerations (CAs)

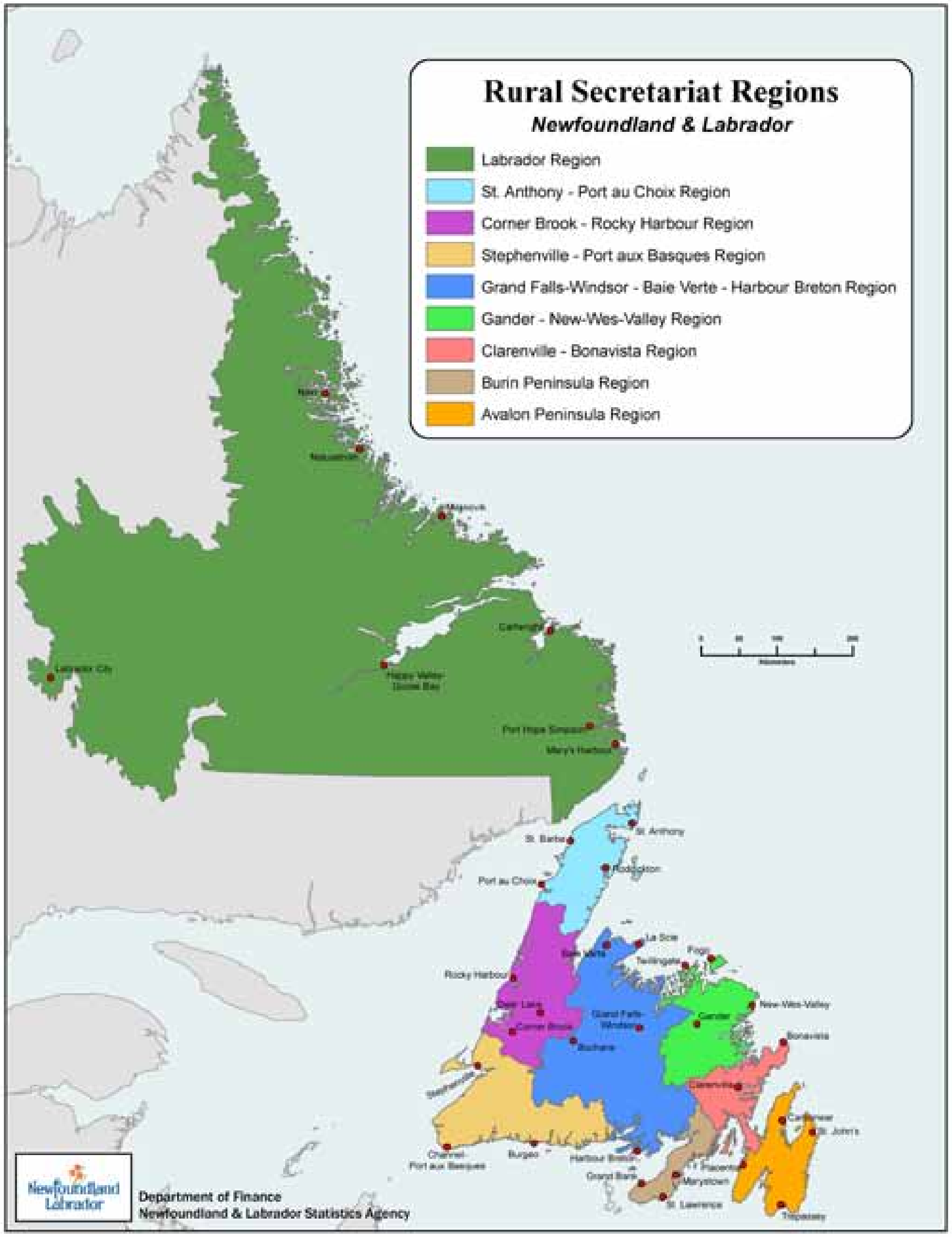
A census metropolitan area (CMA) or a census agglomeration (CA) is formed by one or more adjacent municipalities centred on a large urban area. The census population count of the urban area must be at least 10,000 to form a CA and at least 100,000 to form a CMA. To be included in the CMA or CA, other adjacent municipalities must have a high degree of integration with the urban core, as measured by commuting flows derived from census place of work data. CMAs and CAs are generally considered to be urban areas, while non CMA/CA areas are considered to be rural areas. There are 3 CAs (Grand Falls-Windsor, Corner Brook and Bay Roberts) and 1 CMA (St. John's CMA) in Newfoundland and Labrador.

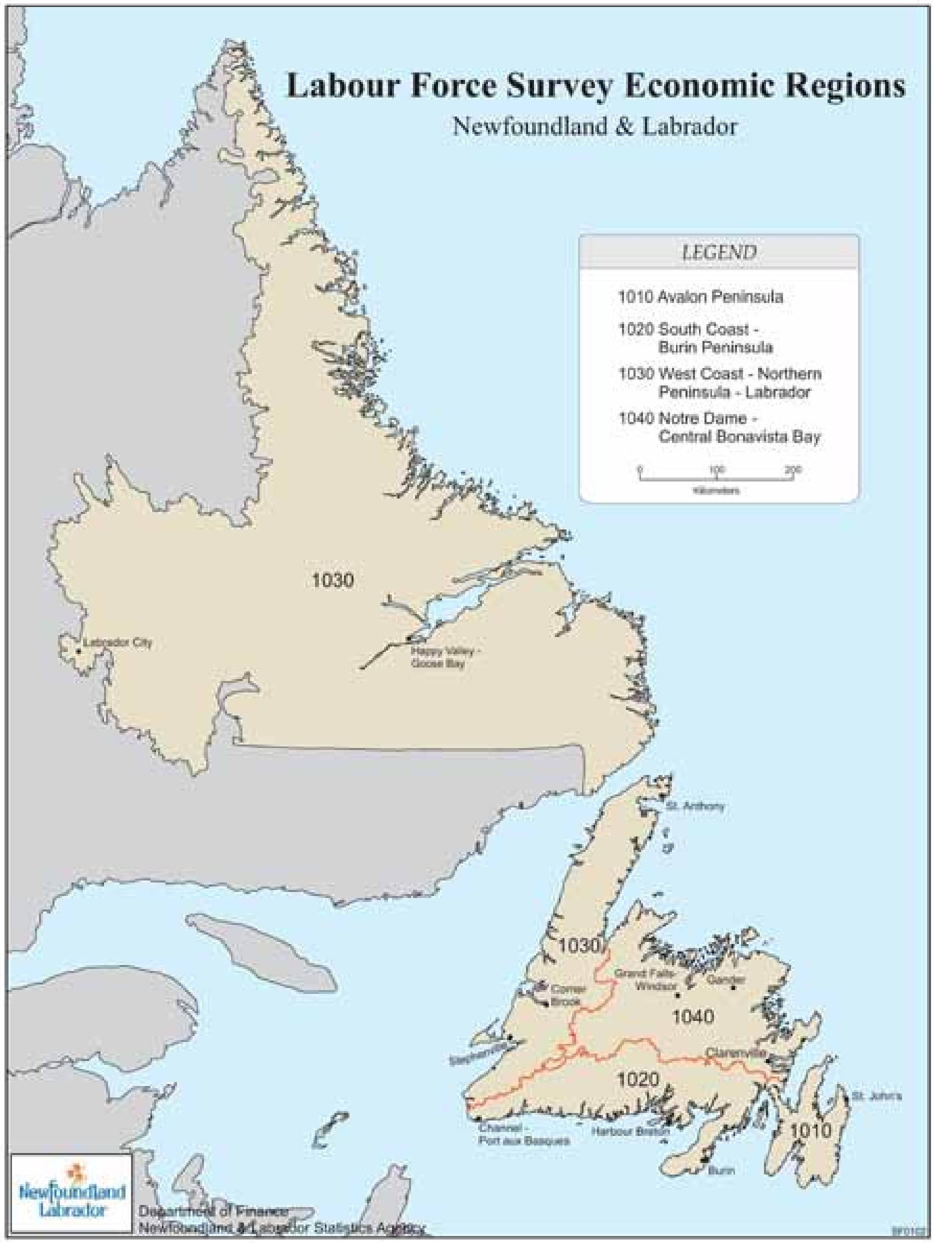
Labour Force Survey Economic Regions

Data from Statistics Canada's Labour Force Survey is available for four economic regions in the province (See Map on page 112).

Community

Generally, the definition of community used throughout this report is a city, town, village, Indian reserve or in some cases a cluster of five or more dwellings (i.e., a settlement) which is locally known by a specific name, but lacking legal limits or local government. In order to be defined a community, village, Indian reserve, or settlement, it must be inhabited at least six months of the year and have an estimated 2001 and 2006 Census population of at least ten residents. Where possible, a settlement not meeting these criteria can be included under a neighbouring community.


Rural Secretariat Regions
Newfoundland & Labrador
Labrador Region
St. Anthony - Port au Choix Region
Corner Brook - Rocky Harbour Region
Stephenville - Port aux Basques Region
Grand Falls-Windsor - Baie Verte - Harbour Breton Region
Gander - New-Wes-Valley Region
Clarenville - Bonavista Region
Burin Peninsula Region
Avalon Peninsula Region
Department of Finance
Newfoundland & Labrador Statistics Agency


Labour Force Survey Economic Regions
Newfoundland & Labrador
LEGEND
1010 Avalon Peninsula
1020 South Coast - Burin Peninsula
1030 West Coast - Northern Peninsula - Labrador
1040 Notre Dame - Central Bonavista Bay
1030
Labrador City
Happy Valley - Goose Bay
St. Anthony
1030
Grand Falls-Windsor
Gander
Corner Brook
1040
Stephenville
Clarenville
1020
St. John's
Channel - Port aux Basques
Harbour Breton
1010
Burin
Newfoundland Labrador
Department of Finance
Newfoundland & Labrador Statistics Agency

Appendix C: NAICS and NOC-S

National Occupational Classification for Statistics (NOC-S)

The National Occupational Classification for Statistics (NOC-S) is based on the National Occupational Classification (NOC) which was developed and is maintained by Human Resources and Social Development Canada (HRSDC). NOC is the nationally accepted reference on occupations in Canada. It organizes over 30,000 job titles into 520 occupational group descriptions.

The NOC categorizes a number of occupations on the basis of the type of work that is carried out or performed. Occupations are, therefore, identified and grouped primarily in terms of the work usually performed, this being determined by the tasks, duties and responsibilities of the occupation. Factors such as the materials processed or used, the industrial processes used, the equipment used, the degree of responsibility and complexity of work, the products made and services provided have been taken as indicators of the work performed when combining jobs into occupations and occupations into groups.

An occupation is defined as a collection of jobs, sufficiently similar in work performed to be grouped under a common title for classification purposes. A job, in turn, encompasses all the tasks carried out by a particular worker to complete her/his duties.

Further information about NOC-S can be found at http://www.statcan.gc.ca/subjects-sujets/standard-norme/soc-cnp/2006/noc2006-cnp2006-menu-eng.htm.

There are ten major categories within the NOC-S. All other occupations are categorized within these groupings.

- A: Management Occupations: Occupations in this broad occupational category are primarily concerned with carrying out the functions of management by planning, organizing, co-ordinating, directing, controlling, staffing and formulating, implementing or enforcing policy, either directly or through other levels of management. Supervising is not considered to be a management function.
- B: Business, Finance and Administrative Occupations: Occupations in this broad occupational category are primarily concerned with providing financial and business services, administrative and regulatory services and clerical support services.
- C: Natural and Applied Sciences and Related Occupations: Occupations in this broad occupational category are primarily concerned with conducting theoretical and applied research and providing technical support in natural and applied sciences.
- D: Health Occupations: Occupations in this broad occupational category are primarily concerned with providing health care services directly to patients and providing support to health care delivery.
- E: Occupations in Social Science, Education, Government Service and Religion: Occupations in this broad occupational category are primarily concerned with law, teaching, counselling, conducting social science research, providing religious services and developing and administering government policies and programs.

- F: Occupations in Art, Culture, Recreation and Sport: Occupations in this broad occupational category are primarily concerned with providing artistic and cultural services and providing direct support to the service providers.
- G: Sales and Service Occupations: Occupations in this broad occupational category are primarily concerned with selling goods and services and providing personal, protective, household, tourism and hospitality services.
- H: Trades, Transport and Equipment Operators and Related Occupations: Occupations in this broad occupational category are primarily concerned with contracting, supervising and doing trades work and supervising and operating transportation equipment and heavy equipment.
- I: Occupations Unique to Primary Industry: Occupations in this broad occupational category are primarily concerned with operating farms and supervising or doing farm work, operating fishing vessels and doing specialized fishing work and in doing supervision and production work in oil and gas production and forestry and logging.
- J: Occupations Unique to Processing, Manufacturing and Utilities: Occupations in this broad occupational category are primarily concerned with supervisory and production work in manufacturing, processing and utilities.

The occupational categories included in this report are listed in the following pages.

A Management occupations
A01 Legislators and senior management
A012 Senior government managers and officials
A016 Sr. managers - Goods, utilities, transportation and construction
A010 Other legislators and senior management
A11 Administrative services managers
A112 Human resources managers
A110 Other administrative services managers
A12 Managers in engineering, architecture, science, information systems
A13 Sales, marketing and advertising managers
A14 Facility operation and maintenance managers
A21 Managers in retail trade
A22 Managers in food service and accommodation
A30 Managers in financial and business services
A32 Managers in health, education, social and community services
A37 Managers in construction and transportation
A38 Managers in primary production (except agriculture)
A39 Managers in manufacturing and utilities
A0 Other management occupations (A31, A33, A34, A35, A36E)

B Business, finance and administrative occupations
B01 Auditors, accountants and investment professionals
B02 Human resources and business service professionals
B11 Finance and insurance administrative occupations
B111 Bookkeepers
B110 Other finance and insurance administrative occupations
B21 Secretaries, recorders and transcriptionists
B211 Secretaries (except legal and medical)
B210 Other secretaries, recorders and transcriptionists
B31 Administrative and regulatory occupations
B41 Clerical supervisors
B51 Clerical occupations, general office skills
B511 General office clerks
B510 Other clerical occupations, general office skills
B52 Office equipment operators
B53 Finance and insurance clerks
B533 Customer service representatives - financial services
B530 Other finance and insurance clerks
B54 Administrative support clerks
B55 Library, correspondence and related information clerks
B553 Customer service, information and related clerks

B550 Other library, correspondence and related information clerks
B56 Mailand message distribution occupations
B57 Recording, scheduling and distributing occupations
B571 Shippers and receivers
B575 Dispatchers and radio operators
B570 Other recording, scheduling and distributing occupations

C Natural and applied sciences and related occupations
C01 Physical science professionals
C012 Chemists
C013 Geologists, geochemists and geophysicists
C010 Other physical science professionals
C03 Civil, mechanical, electrical and chemical engineers
C031 Civil engineers
C032 Mechanical engineers
C033 Electrical and electronics engineers
C034 Chemical engineers
C04 Other engineers
C045 Petroleum engineers
C040 Other engineers
C07 Computer and information systems professionals
C11 Technical occupations in physical sciences
C112 Geological and mineral technologists and technicians
C110 Other technical occupations in physical sciences
C12 Technical occupations in life sciences
C124 Conservation and fishery officers
C120 Other technical occupations in life sciences
C13 Technical occupations in civil, mechanical, industrial engineering

C131 Civil engineering technologists and technicians
C132 Mechanical engineering technologists and technicians
C133 Industrial engineering and manufacturing technologists and technicians
C134 Construction estimators
C14 Technical occupations in electronics and electrical engineering
C141 Electrical, electronics engineering technologists, technicians
C140 Other technical occupations in electronics and electrical engineering
C15 Technical occupations in architecture, drafting, surveying, mapping
C16 Other technical inspectors and regulatory officers
C17 Transportation officers and controllers
C173 Deck officers, water transport
C174 Engineer officers, water transport
C170 Other transportation officers and controllers
C18 Technical occupations in computer and information systems
Cxx Other natural, applied sciences, related occupations (C02,C05,C06E)

D Health occupations
D01 Physicians, dentists and veterinarians
D011 Specialist physicians
D012 General practitioners and family physicians
D010 Other physicians, dentists and veterinarians
D03 Pharmacists, dietitians and nutritionists
D04 Therapy and assessment professionals
D11 Nurse supervisors and registered nurses
D111 Head Nurses and Supervisors
D112 Registered nurses
D21 Medical technologists and technicians (except dental health)
D23 Other technical occupations in health care (except dental)
D233 Licensed practical nurses
D234 Ambulance attendants and other paramedical occupations
D230 Other technical occupations in health care (except dental)
D31 Assisting occupations in support of health services
Dxx Other health occupations (D02, D22E)

E Occupations in social science,education,government service,religion
E01 Judges, lawyers and Quebec notaries
E02 Psychologists, social workers, counsellors, clergy, probation officers
E021 Psychologists
E022 Social workers
E020 Other psychologists, social workers, counsellors, clergy, probation officers
E03 Policy and program officers, researchers and consultants
E11 University professors and assistants
E111 University professors
E112 Post-secondary teaching and research assistants
E12 College and other vocational instructors
E13 Secondary, elementary school teachers, educational counsellors
E21 Paralegals, social services, occupations in education, religion
E212 Community and social service workers
E217 Early childhood educators and assistants
E210 Other paralegals, social services, occupations in education, religion

F Occupations in art, culture, recreation and sport
F02 Writing, translating and public relations professionals
F03 Creative and performing artists
F11 Technical occupations in libraries, archives, museums, art galleries
F12 Photography, graphics, technical occupations movies, broadcasting, performing
F14 Creative designers and craftspersons
F15 Athletes, coaches, referees and related occupations
Fxx Other occupations in art, culture, recreation, sport (F01, F13E)

G Sales and service occupations
G01 Sales and service supervisors
G011 Retail trade supervisors
G012 Food service supervisors
G010 Other sales and service supervisors
G11 Sales representatives, wholesale trade
G12 Technical sales specialists, wholesale trade
G13 Insurance and real estate sales occupations and buyers
G21 Retail salespersons and sales clerks
G31 Cashiers
G41 Chefs and cooks
G411 Chefs
G412 Cooks
G51 Occupations in food and beverage service
G513 Food and beverage servers
G510 Other occupations in food and beverage service
G61 Police officers and fire-fighters
G62 Other occupations in protective service
G63 Security guards and related occupations
G71 Occupations in travel and accommodation
G72 Tour and recreational guides and casino occupations
G73 Other occupations in travel, accommodation, amusement, recreation
G81 Childcare and home support workers
G811 Visiting homemakers, housekeepers
G812 Elementary and secondary school teacher assistants
G814 Babysitters, nannies and parents' helpers
G91 Technical occupations in personal service
G911 Hairstylists and barbers
G912 Funeral directors and embalmers
G92 Other occupations in personal service
G93 Cleaners
G94 Butchers and bakers, retail and wholesale
G96 Foodcounter attendants, kitchen helpers
G97 Other sales and related occupations
G971 Service station attendants
G972 Grocery clerks and store shelf stockers
G973 Other elemental sales occupations
G980 Other elemental service occupations

H Trades, transportation and equipment operators
H01 Contractors and supervisors, trades and related workers
H017 Contractors and supervisors, heavy construction equipment crews
H010 Other contractors and supervisors, trades and related workers
H11 Plumbers, pipefitters and gas fitters
H111 Plumbers
H112 Steamfitters, pipefitters and sprinkler system installers
H113 Gas fitters
H12 Carpenters and cabinetmakers
H13 Masonry and plastering trades
H14 Other construction trades
H21 Electrical trades and telecommunications occupations
H211 Electricians (except industrial and power system)
H212 Industrial electricians
H214 Electrical power line and cable workers
H215 Telecommunications line and cable workers
H210 Other electrical trades and telecommunications occupations
H22 Stationary engineers and power station and system operators
H31 Machinists and related occupations
H32 Metal forming, shaping and erecting trades
H322 Boilermakers

H323 Structural metal and platework fabricators and fitters
H326 Welders and related machine operators
H320 Other metal forming, shaping and erecting trades
H41 Machinery,transportation equipment mechanics (except motor vehicle)
H411 Construction millwrights,industrial mechanics (except textile)
H412 Heavy-duty equipment mechanics
H410 Other machinery, transportation equipment mechanics (except motor vehicle)
H42 Automotive service technicians
H43 Other mechanics
H435 Other small engine and equipment mechanics
H430 Other mechanics
H53 Other installers, repairers and servicers
H61 Heavy equipment operators
H611 Heavy equipment operators (except crane)
H612 Public works maintenance equipment operators
H62 Crane operators, drillers and blasters
H621 Crane operators
H622 Drillers and blasters - Surface mining, quarrying and construction
H623 Water well drillers
H71 Motor vehicle and transit drivers
H711 Truck drivers

H710 Other motor vehicle and transit drivers
H73 Other transport equipment operators and related workers
H733 Deck crew, water transport
H734 Engine room crew, water transport
H735 Lock and cable ferry operators and related occupations
H736 Boat operators
H730 Other transport equipment operators and related workers
H81 Longshore workers and material handlers
H811 Longshore workers
H812 Material handlers
H82 Trades helpers and labourers
H821 Construction trades helpers and labourers
H820 Other trades helpers and labourers
H83 Public works and other labourers, n.e.c.
H0 Other trades, transportation, equipment operators (H02,H51,H52,H72E)

I Occupations unique to primary industry
I01 Contractors, operation supervisors in agriculture, horticulture, aquaculture
I02 Agriculture and horticulture workers
I12 Supervisors, mining, oil and gas
I13 Underground miners, oil and gas drillers
I131 Underground production and development miners
I132 Oil, gas well drillers, servicers, testers
I14 Mine service workers and operators in oil and gas drilling
I17 Fishing vessel masters and skippers and fishermen
I171 Fishing masters and officers
I172 Fishing vessel skippers and fishermen
I18 Other fishing and trapping occupations
I181 Fishing vessel deckhands
I182 Trappers and hunters
I21 Primary production labourers
I214 Mine labourers
I215 Oil and gas drilling, servicing and related labourers
I216 Logging and forestry labourers
I210 Other primary production labourers
I0 Other occupations unique to primary industry (I11, I15, I16E)

J Occupations unique to processing, manufacturing and utilities
J01 Supervisors, processing occupations
J11 Central control, process operators in manufacturing, processing
J112 Petroleum, gas and chemical process operators
J110 Other central control, process operators in manufacturing, processing
J12 Machine operators in metal and mineral products processing
J13 Machine operators in chemical, plastic and rubber processing
J17 Machine operators in food, beverage and tobacco processing
J173 Fish plant workers
J170 Other machine operators in food, beverage, tobacco processing
J19 Machining, metalworking, woodworking, related machine operators
J31 Labourers in processing, manufacturing and utilities
J318 Labourers in fish processing
J310 Other labourers in processing, manufacturing and utilities
J0 Others unique to processing, MA, UT.(J02,J14,J15,J16,J18,J21,J22E)

North American Industry Classification System (NAICS)

The North American Industry Classification System (NAICS) is an industry classification system developed by the statistical agencies of Canada, Mexico and the United States. Created against the background of the North American Free Trade Agreement, it is designed to provide common definitions of the industrial structure of the three countries and a common statistical framework to facilitate the analysis of the three economies. NAICS is based on supply-side or production-oriented principles, to ensure that industrial data, classified to NAICS, are suitable for the analysis of production-related issues such as industrial performance.

NAICS is a comprehensive system encompassing all economic activities. It has a hierarchical structure. At the highest level, it divides the economy into 20 sectors. At lower levels, it further distinguishes the different economic activities in which businesses are engaged.

NAICS is based on a production-oriented or supply-based conceptual framework in that establishments are grouped into industries according to similarity in the production processes used to produce goods and services. A production-oriented industry classification system ensures that statistical agencies in the three countries can produce information on inputs and outputs, industrial performance, productivity, unit labour costs, employment and other statistics that reflect structural changes occurring in the three economies.

The activity of an establishment can be described in terms of what is produced, namely, the type of goods and services produced or how they are produced; the raw material and service inputs used; and the process of production or skills and technology used.

Further information about NAICS can be found at: http://www.statcan.gc.ca/subjects-sujets/standard-norme/naics-scian/2007/introduction-eng.htm.

The industries included in this report are listed as follows:

Fishing Hunting and Trapping [114]
Forestry and Logging with Support Activities [113, 1153] and Other Primary
Mining, Oil and Gas [21]
Mining (except Oil and Gas)
Oil & Gas and Services to Mining and Oil & Gas
Construction [23];
Prime Building Construction
Engineering Construction and Other Prime Contracting
Building Trade Contracting
Other Specialty Trade Contractors
Manufacturing [31-33];
Seafood Prod. Preparation & Packaging
Paper Manufacturing
Petroleum and Coal Manufacturing
Ship and Boat Building
Other Manufacturing
Trade [41, 44-45];
Wholesale Trade
Motor Vehicle and Parts Dealers
Other Retail Trade

Transportation and Warehousing [48-49];	
	Air Transportation
	Water Transportation
	Truck Transportation
	Support Activities for Transportation and Other Transportation and Warehousing
Information, Culture and Recreation [51, 71];	
	Telecommunications
	Other Information and Cultural Industries
	Arts, Entertainment and Recreation
Finance, Insurance, Real Estate and Leasing [52, 53];	
	Finance and Insurance
	Real Estate Rental and Leasing
Professional, Scientific and Technical Services [54];	
	Legal, Accounting, Tax Prep, Bookkeeping & Payroll Service
	Architectural, Engineering & Related Service
	Other Professional, Scientific & Technical Services
Management of Companies and Enterprises and Administration and Support Services	
Educational Services [61];	
	Elementary & Secondary Schools and Other Education
	Universities, Community Colleges & C.E.G.E.P.s

Health Care and Social Assistance [62];	
	Ambulatory Health Care Services
	Hospitals
	Nursing & Residential Care Facilities
	Social Assistance
Accommodation and Food Services [72];	
Other Services [81];	
	Repair and Maintenance
	Other Services (Except Public Admin.)
Public Administration [91];	
	Federal Government
	Provincial Administration
	Municipal and Other Administration

Appendix D: HRLE Expansion and Replacement Demand Forecast

Occupations	Reference Year			Expansion Demands			Attrition			Job Openings		
	2010	2015	2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020
TOTAL	279223	302173	286906	22950	-15267	7683	30076	32393	62469	53026	17126	70152
A Management occupations	20760	22652	21604	1892	-1049	843	3014	3261	6275	4906	2212	7119
A01 Legislators and senior management	2399	2529	2397	130	-132	-1	481	491	972	611	360	970
A11 Administrative services managers	1794	1925	1848	131	-77	53	220	248	468	351	170	521
A12 Managers in engineering, architecture, science, information systems	625	666	631	41	-35	6	58	68	126	99	33	132
A13 Sales, marketing and advertising managers	1428	1574	1490	146	-84	62	157	182	339	303	98	401
A14 Facility operation and maintenance managers	651	718	694	67	-24	43	86	103	188	153	78	231
A21 Managers in retail trade	5179	5841	5715	663	-127	536	760	844	1604	1423	717	2140
A22 Managers in food service and accommodation	2023	2238	2161	215	-76	138	256	277	533	471	201	671
A30 Managers in financial and business services	1086	1174	1101	88	-73	15	110	131	241	198	58	256
A32 Managers in health, education, social and community services	1433	1481	1475	48	-6	41	290	285	575	337	279	616
A37 Managers in construction and transportation	1310	1503	1155	194	-348	-154	192	173	366	386	-175	211
A38 Managers in primary production (except agriculture)	434	458	450	24	-8	16	54	64	118	78	56	134
A39 Managers in manufacturing and utilities	551	643	629	93	-15	78	80	93	172	172	78	250
A0 Other management occupations (A31, A33, A34, A35, A36E)	1847	1901	1858	53	-43	10	270	303	573	323	260	583

Occupations	Reference Year			Expansion Demands			Attrition			Job Openings		
	2010	2015	2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020
B Business, finance and administrative occupations	41241	44168	42146	2927	-2021	906	5334	5730	11064	8261	3708	11969
B01 Auditors, accountants and investment professionals	2817	3051	2772	234	-279	-45	339	344	683	572	65	638
B02 Human resources and business service professionals	1038	1100	1023	62	-77	-15	140	129	269	202	53	254
B11 Finance and insurance administrative occupations	2062	2240	2059	178	-181	-3	293	297	590	470	116	587
B21 Secretaries, recorders and transcriptionists	4655	4953	4693	297	-260	38	913	997	1910	1211	737	1947
B31 Administrative and regulatory occupations	4866	5151	4914	285	-237	48	652	668	1320	937	431	1368
B41 Clerical supervisors	1659	1793	1724	134	-69	65	234	256	490	369	187	555
B51 Clerical occupations, general office skills	8206	8805	8503	599	-302	298	999	1107	2105	1598	805	2403
B52 Office equipment operators	827	867	836	41	-31	10	93	100	193	134	69	203
B53 Finance and insurance clerks	4474	4800	4566	327	-234	93	606	651	1257	933	417	1350
B54 Administrative support clerks	1621	1710	1657	89	-53	37	201	216	417	290	164	454
B55 Library, correspondence and related information clerks	4202	4438	4240	235	-198	37	362	387	749	597	189	786
B56 Mail and message distribution occupations	1851	2026	1975	176	-52	124	267	286	553	443	235	678
B57 Recording, scheduling and distributing occupations	2963	3233	3183	270	-50	220	235	291	527	505	241	747

Occupations	Reference Year			Expansion Demands			Attrition			Job Openings		
	2010	2015	2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020
C Natural and applied sciences and related occupations	17038	18366	16988	1328	-1378	-50	1574	1688	3262	2901	310	3212
C01 Physical science professionals	605	639	609	34	-30	4	53	63	115	87	33	119
C03 Civil, mechanical, electrical and chemical engineers	1793	1999	1777	206	-222	-16	184	176	359	390	-46	344
C04 Other engineers	1210	1290	1242	80	-48	32	110	121	232	190	73	263
C07 Computer and information systems professionals	2190	2390	2107	200	-283	-83	130	144	274	330	-139	191
C11 Technical occupations in physical sciences	976	1046	974	70	-72	-1	83	81	165	154	10	164
C12 Technical occupations in life sciences	1536	1536	1492	1	-44	-43	141	157	297	142	113	254
C13 Technical occupations in civil, mechanical, industrial engineering	689	772	665	83	-107	-24	77	75	152	160	-32	128
C14 Technical occupations in electronics and electrical engineering	1718	1904	1817	186	-87	99	153	172	324	339	84	423
C15 Technical occupations in architecture, drafting, surveying, mapping	728	795	696	68	-99	-32	59	60	119	126	-39	87
C16 Other technical inspectors and regulatory officers	1018	1087	995	69	-92	-23	132	127	258	201	35	235
C17 Transportation officers and controllers	2379	2577	2484	197	-93	105	286	330	616	484	237	721
C18 Technical occupations in computer and information systems	1319	1409	1316	90	-93	-3	77	91	167	166	-2	164
Cxx Other natural, applied sciences, related occupations(C02,C05,C06E)	877	921	813	43	-108	-64	90	92	183	134	-15	118

Occupations	Reference Year			Expansion Demands			Attrition			Job Openings		
	2010	2015	2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020
D Health occupations	19448	20783	21382	1335	599	1934	2356	2496	4852	3691	3095	6786
D01 Physicians, dentists and veterinarians	1932	2057	2118	125	60	185	219	228	447	344	288	632
D03 Pharmacists, dietitians and nutritionists	730	813	811	82	-1	81	79	92	171	161	90	252
D04 Therapy and assessment professionals	712	755	780	44	25	68	55	61	116	98	86	184
D11 Nurse supervisors and registered nurses	7221	7691	7942	469	252	721	1028	1051	2080	1498	1303	2801
D21 Medical technologists and technicians (except dental health)	1528	1629	1661	101	31	132	161	177	339	262	208	471
D23 Other technical occupations in health care (except dental)	3874	4132	4262	258	130	388	452	491	943	710	621	1331
D31 Assisting occupations in support of health services	3183	3420	3513	237	94	330	335	366	701	572	460	1032
Dxx Other health occupations (D02, D22E)	267	286	294	19	8	27	27	30	57	46	38	84
E Occupations in social science, education, government service, religion	23102	23771	22925	669	-846	-176	2646	2700	5347	3316	1854	5170
E01 Judges, lawyers and Quebec notaries	898	986	772	88	-214	-126	111	96	208	200	-118	82
E02 Psychologists, social workers, counsellors, clergy, probation officers	2812	2975	2959	163	-16	146	366	378	744	529	361	890
E03 Policy and program officers, researchers and consultants	2522	2626	2475	103	-151	-47	261	262	522	364	111	475
E11 University professors and assistants	2335	2340	2240	5	-100	-95	220	214	434	225	114	339
E12 College and other vocational instructors	1625	1645	1579	20	-66	-46	246	246	492	266	180	446
E13 Secondary, elementary school teachers, educational counsellors	7638	7641	7347	3	-294	-291	1033	1035	2067	1036	741	1777
E21 Paralegals, social services, occupations in education, religion	5271	5559	5553	288	-5	282	409	471	880	697	465	1162

Occupations	Reference Year			Expansion Demands			Attrition			Job Openings		
	2010	2015	2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020
F Occupations in art, culture, recreation and sport	6130	6457	6254	327	-203	124	516	541	1057	843	338	1181
F02 Writing, translating and public relations professionals	983	1038	994	55	-44	11	111	115	226	166	71	237
F03 Creative and performing artists	949	986	968	37	-18	19	110	114	223	147	95	242
F11 Technical occupations in libraries, archives, museums, art galleries	679	712	707	33	-5	28	87	89	176	120	85	205
F12 Photography, graphics, technical occupations movies, broadcasting, performing	418	454	403	36	-52	-15	26	28	54	62	-24	39
F14 Creative designers and craftspersons	573	620	571	47	-49	-2	41	43	84	87	-6	81
F15 Athletes, coaches, referees and related occupations	2103	2201	2168	99	-33	66	85	92	177	183	59	243
Fxx Other occupations in art, culture, recreation, sport (F01, F13E)	425	445	443	21	-3	18	57	60	117	78	58	135
G Sales and service occupations	71097	77833	76160	6736	-1673	5063	6174	6780	12955	12911	5107	18017
G01 Sales and service supervisors	2567	2855	2783	289	-72	217	187	222	409	476	150	626
G11 Sales representatives, wholesale trade	1428	1600	1560	173	-41	132	136	157	292	309	116	424
G12 Technical sales specialists, wholesale trade	317	357	347	40	-10	30	31	35	66	71	25	96
G13 Insurance and real estate sales occupations and buyers	1277	1394	1332	118	-63	55	181	189	370	298	126	425
G21 Retail salespersons and sales clerks	10455	11795	11539	1340	-256	1084	803	862	1665	2142	607	2749
G31 Cashiers	7567	8540	8384	974	-157	817	340	397	737	1314	240	1554
G41 Chefs and cooks	4345	4788	4662	444	-126	317	285	318	603	729	191	920
G51 Occupations in food and beverage service	4060	4510	4361	450	-149	301	196	216	412	645	68	713
G61 Police officers and fire-fighters	1481	1493	1464	12	-29	-17	164	196	360	175	167	343

Occupations	Reference Year			Expansion Demands			Attrition			Job Openings		
	2010	2015	2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020
G62 Other occupations in protective service	1920	1927	1889	6	-38	-32	182	196	377	188	158	346
G63 Security guards and related occupations	1343	1421	1369	78	-51	27	132	136	268	210	85	295
G71 Occupations in travel and accommodation	1290	1420	1366	129	-54	76	132	150	282	262	96	357
G72 Tour and recreational guides and casino occupations	471	507	495	36	-13	23	39	44	83	75	31	106
G73 Other occupations in travel, accommodation, amusement, recreation	719	768	753	49	-15	34	51	48	98	100	32	133
G81 Childcare and home support workers	9946	10529	10590	583	61	644	1415	1500	2915	1998	1561	3559
G91 Technical occupations in personal service	1566	1677	1574	111	-103	8	140	142	281	251	38	289
G92 Other occupations in personal service	572	619	586	47	-32	14	39	41	80	86	9	95
G93 Cleaners	8520	9118	8871	598	-247	351	1043	1178	2221	1641	931	2572
G94 Butchers and bakers, retail and wholesale	1133	1280	1256	147	-24	123	75	92	167	222	68	291
G96 Foodcounter attendants, kitchen helpers	5104	5632	5496	528	-136	392	238	278	516	766	142	908
G97 Other sales and related occupations	4106	4622	4519	516	-103	413	255	272	526	771	169	940
G980 Other elemental service occupations	910	980	964	70	-17	53	112	114	226	182	97	279
H Trades, transportation and equipment operators	52589	58844	50691	6255	-8153	-1898	5419	5637	11056	11674	-2516	9158
H01 Contractors and supervisors, trades and related workers	1957	2201	1780	244	-421	-177	290	274	564	534	-146	388
H11 Plumbers, pipefitters and gas fitters	1434	1632	1297	199	-336	-137	126	122	248	325	-214	111
H12 Carpenters and cabinetmakers	5956	6846	5089	890	-1757	-867	466	461	927	1356	-1296	60
H13 Masonry and plastering trades	984	1145	807	161	-338	-177	77	69	146	238	-270	-32
H14 Other construction trades	1832	2109	1555	277	-554	-278	157	146	303	433	-408	25

Occupations	Reference Year			Expansion Demands			Attrition			Job Openings		
	2010	2015	2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020
H21 Electrical trades and telecommunications occupations	3686	4207	3539	521	-668	-148	571	508	1079	1091	-160	931
H22 Stationary engineers and power station and system operators	482	584	583	103	-1	102	94	108	202	196	107	304
H31 Machinists and related occupations	141	156	152	16	-4	12	12	14	26	28	10	37
H32 Metal forming, shaping and erecting trades	3608	4004	3517	396	-487	-91	309	320	629	706	-167	539
H41 Machinery, transportation equipment mechanics (except motor vehicle)	3368	3690	3434	322	-255	66	453	488	941	775	232	1007
H42 Automotive service technicians	2488	2726	2607	238	-119	119	218	256	474	457	136	593
H43 Other mechanics	555	618	546	63	-72	-10	56	57	113	119	-15	104
H53 Other installers, repairers and servicers	1051	1182	1030	132	-153	-21	91	93	184	222	-60	163
H61 Heavy equipment operators	4142	4566	3915	424	-651	-227	420	435	855	845	-216	629
H62 Crane operators, drillers and blasters	451	502	430	52	-72	-21	62	60	122	114	-12	102
H71 Motor vehicle and transit drivers	7729	8519	8076	790	-443	347	876	995	1871	1666	551	2218
H73 Other transport equipment operators and related workers	1755	1907	1836	152	-71	81	173	235	408	325	164	489
H81 Longshore workers and material handlers	3436	3804	3689	368	-115	253	324	359	683	692	244	937
H82 Trades helpers and labourers	5489	6289	4737	800	-1552	-752	387	351	738	1187	-1201	-14
H83 Public works and other labourers, n.e.c.	1449	1510	1451	61	-59	1	136	158	294	196	99	295
H0 Other trades, transportation, equipment operators (H02, H51, H52, H72E)	597	645	623	48	-22	26	120	128	249	169	106	275
I Occupations unique to primary industry	17126	17398	17136	272	-262	10	1671	1975	3646	1943	1713	3656
I01 Contractors, operators, supervisors in agriculture, horticulture, aquaculture	584	506	486	-79	-20	-98	67	71	138	-12	52	40
I02 Agriculture and horticulture workers	881	674	658	-206	-16	-222	28	35	62	-179	19	-160

Occupations	Reference Year			Expansion Demands			Attrition			Job Openings		
	2010	2015	2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020	2011 to 2015	2016 to 2020	2011 to 2020
I12 Supervisors, mining, oil and gas	905	955	948	51	-8	43	112	132	245	163	125	288
I13 Underground miners, oil and gas drillers	1656	1747	1737	91	-9	82	191	219	410	282	210	492
I14 Mineservice workers and operators in oil and gas drilling	628	663	662	35	-1	34	30	33	63	66	31	97
I17 Fishing vessel masters and skippers and fishermen	6190	6569	6557	379	-11	367	715	890	1605	1094	878	1972
I18 Other fishing and trapping occupations	877	929	926	52	-2	50	39	58	97	91	56	147
I21 Primary production labourers	4225	4338	4195	113	-143	-30	329	352	681	442	209	651
I0 Other occupations unique to primary industry (I11, I15, I16E)	1181	1017	966	-163	-51	-215	160	184	344	-4	133	129
J Occupations unique to processing, manufacturing and utilities	10692	11901	11620	1208	-281	928	1371	1585	2956	2579	1304	3883
J01 Supervisors, processing occupations	508	589	579	81	-10	71	94	100	195	176	91	266
J11 Central control, process operators in manufacturing, processing	652	704	696	52	-8	44	104	119	223	157	111	267
J12 Machine operators in metal and mineral products processing	384	409	405	25	-4	21	46	55	101	71	51	122
J13 Machine operators in chemical, plastic and rubber processing	158	192	189	34	-3	31	20	25	46	54	23	77
J17 Machine operators in food, beverage and tobacco processing	3400	3796	3707	397	-89	307	446	511	957	842	422	1264
J19 Machining, metalworking, woodworking, related machine operators	189	204	193	15	-11	4	23	26	49	38	16	53
J31 Labourers in processing, manufacturing and utilities	3839	4290	4184	451	-106	345	414	490	904	865	384	1249
J0 Others unique to processing, MA, UT.(J02, J14, J15, J16, J18, J21, J22E)	1563	1716	1666	153	-50	103	224	257	481	377	207	584

Appendix E: Occupational Job Prospects

The occupations in HRLE's outlook have been rated according to a scale that takes into account various labour market indicators including:

- Growth (2000 to 2020f);
- Age;
- Retirements;
- Wages;
- Gender Distribution;
- Full-time/Part-time; and
- Recruitment Pressures.
- Ratio of Demand to Labour Force; and
- Size of Total Job Openings

The following key is provided to assist in the interpretation of job prospects for various occupations over the 2011 to 2020 period in Newfoundland and Labrador.

Occupations Rated as 1:
It is anticipated that there will be an available workforce in the local labour market to fill job openings in these occupations over the next ten years, at the current offered rate of compensation and other current working conditions. While job growth may occur, current trends indicate that the existing labour force will grow to meets demands.

Occupations Rated as 2:
It is anticipated that there will be enough workers available in the local labour market to meet anticipated demands over the next decade, at the current offered rate of compensation and other current working conditions. Labour gaps may arise for several years during the projection period as a result of increased demands during peak construction for various major projects, however, these opportunities will not be sustained over the long-term. Employers will need to actively compete to attract workers during peak periods.

Occupations Rated as 3:
Labour pressures are expected to tighten in these occupations. On average, anticipated labour imbalances will be on par with the overall average for all occupations. Increased participation among non-traditional workers in these occupations will be essential. Employers will need to actively compete to attract and retain the workers they need, with strategies that extend beyond traditional methods. Wages and compensation are likely to increase.

Occupations Rated as 4:
Excess labour demands are anticipated and recruitment pressure in these occupations are anticipated to be strong as a result of new jobs and job openings from retirements, high skill requirements and strong competition from other jurisdictions. Increased participation among non-traditional workers in these occupations will be essential, including immigration and repatriation. Employers will need to use proactive recruitment strategies. Wages and compensation are likely to increase.

Occupations	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2011-2015	2016-2020	2011-2020
A Management occupations	3	3	3	3	3	2	2	2	2	2	3	2	3
A01 Legislators and senior management	3	3	3	3	3	2	2	2	2	2	3	2	3
A11 Administrative services managers	3	3	3	3	3	2	2	2	2	3	3	2	3
A12 Managers in engineering, architecture, science, information systems	3	3	3	3	3	2	2	2	2	3	3	2	3
A13 Sales, marketing and advertising managers	2	3	3	3	3	2	2	2	2	2	3	2	2
A14 Facility operation and maintenance managers	3	3	3	3	3	3	2	2	2	3	3	2	3
A21 Managers in retail trade	2	3	3	3	3	2	2	2	2	2	3	2	2
A22 Managers in food service and accommodation	2	2	2	3	2	3	2	2	2	2	2	2	2
A30 Managers in financial and business services	2	2	2	2	2	2	2	1	1	2	2	2	2
A32 Managers in health, education, social and community services	3	2	3	3	3	3	3	2	2	3	3	3	3
A37 Managers in construction and transportation	3	3	3	3	3	3	2	2	2	2	3	2	3
A38 Managers in primary production (except agriculture)	3	4	4	4	3	3	4	3	3	3	4	3	3
A39 Managers in manufacturing and utilities	2	2	2	2	2	2	2	1	1	1	2	1	2
AO Other Management occupations (A31, A33, A34, A35, A36E)	2	2	3	3	3	2	2	2	2	2	3	2	2
B Business, finance and administrative occupations	3	3	3	3	3	3	3	2	2	3	3	3	3
B01 Auditors, accountants and investment professionals	3	3	3	3	3	3	3	2	2	3	3	3	3
B02 Human resources and business service professionals	3	3	3	3	3	3	3	3	3	3	3	3	3
B11 Finance and insurance administrative occupations	2	3	3	3	3	2	2	2	2	2	3	2	2
B21 Secretaries, recorders and transcriptionists	3	3	3	3	3	3	3	3	3	3	3	3	3
B31 Administrative and regulatory occupations	3	3	3	3	3	3	3	2	2	2	3	2	3
B41 Clerical supervisors	3	3	3	3	3	3	3	2	2	3	3	3	3
B51 Clerical occupations, general office skills	3	3	3	3	4	3	3	2	3	3	3	3	3
B52 Office equipment operators	3	3	3	3	3	2	2	2	2	2	3	2	3
B53 Finance and insurance clerks	2	3	3	3	3	2	2	2	2	2	3	2	2
B54 Administrative support clerks	3	3	3	3	3	2	2	2	2	3	3	2	3
B55 Library, correspondence and related information clerks	3	3	3	3	4	3	3	3	3	3	3	3	3
B56 Mail and message distribution occupations	3	3	3	3	3	3	3	2	2	3	3	3	3
B57 Recording, scheduling and distributing occupations	3	3	3	4	4	3	3	2	3	3	3	3	3

Occupations	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2011-2015	2016-2020	2011-2020
C Natural and applied sciences and related occupations	3	3	3	3	3	3	3	3	3	3	3	3	3
C01 Physical science professionals	4	3	4	4	3	3	4	3	3	3	4	3	3
C03 Civil, mechanical, electrical and chemical engineers	4	3	3	3	3	3	3	3	3	3	3	3	3
C04 Other engineers	4	4	4	4	3	3	4	3	3	4	4	3	4
C07 Computer and information systems professionals	4	3	3	3	3	3	3	3	3	3	3	3	3
C11 Technical occupations in physical sciences	4	3	3	3	3	3	3	3	3	3	3	3	3
C12 Technical occupations in life sciences	2	2	2	2	2	2	2	2	2	2	2	2	2
C13 Technical occupations in civil, mechanical, industrial engineering	4	3	3	3	3	3	3	2	2	3	3	3	3
C14 Technical occupations in electronics and electrical engineering	3	3	3	3	3	3	3	2	2	3	3	3	3
C15 Technical occupations in architecture, drafting, surveying, mapping	3	3	3	3	3	3	3	2	2	3	3	3	3
C16 Other technical inspectors and regulatory officers	3	3	3	3	3	3	3	3	3	3	3	3	3
C17 Transportation officers and controllers	3	3	4	3	4	3	3	3	3	3	3	3	3
C18 Technical occupations in computer and information systems	3	2	3	3	3	3	2	2	2	3	3	2	3
Cxx Other Natural, applied sciences, related occupations (C02, C05, C06E)	3	3	3	3	3	3	3	2	2	3	3	3	3
D Health occupations	3	3	3	3	3	3	3	3	3	3	3	3	3
D01 Physicians, dentists and veterinarians	3	3	3	3	3	3	3	3	3	3	3	3	3
D03 Pharmacists, dietitians and nutritionists	3	3	3	3	3	2	2	2	2	2	3	2	3
D04 Therapy and assessment professionals	3	3	3	3	3	3	3	3	3	3	3	3	3
D11 Nurse supervisors and registered nurses	3	3	3	4	4	4	4	3	3	3	3	3	3
D21 Medical technologists and technicians (except dental health)	3	3	3	3	3	3	3	2	3	3	3	3	3
D23 Other technical occupations in health care (except dental)	3	3	3	4	4	4	3	3	3	3	3	3	3
D31 Assisting occupations in support of health services	3	3	3	3	3	3	3	3	3	3	3	3	3
Dxx Other health occupations (D02, D22E)	3	3	3	3	3	3	3	3	3	3	3	3	3

Occupations	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2011-2015	2016-2020	2011-2020
E Occupations in social science, education, government service, religion	3	3	3	3	4	3	3	3	3	3	3	3	3
E01 Judges, lawyers and Quebec notaries	4	3	3	3	3	3	3	3	3	3	3	3	3
E02 Psychologists, social workers, counsellors, clergy, probation officers	3	3	3	4	4	3	3	3	3	3	3	3	3
E03 Policy and program officers, researchers and consultants	3	3	3	3	3	2	2	2	2	2	3	2	3
E11 and E12 University professors and assistants, College and Vocational Instructor	3	3	3	3	3	3	3	3	3	3	3	3	3
E13 Secondary, elementary school teachers, educational counsellors	3	3	4	4	4	3	3	3	3	3	4	3	3
E21 Paralegals, social services, occupations in education, religion	3	3	3	3	4	3	3	3	3	3	3	3	3
F Occupations in art, culture, recreation and sport	2	2	3	3	3	2	2	2	2	2	3	2	2
F02 Writing, translating and public relations professionals	3	3	3	3	3	2	2	2	2	3	3	2	3
F03 Creative and performing artists	2	2	3	3	3	2	2	2	2	2	3	2	2
F11 Technical occ. in libraries,archives,museums,art galleries	2	2	2	2	2	2	2	2	2	2	2	2	2
F12 Photography, graphics, technical occupations, movies, broadcasting, performing	3	2	3	3	2	2	2	2	2	3	3	2	2
F14 Creative designers and craftspersons	2	2	3	3	3	2	2	2	2	2	3	2	2
F15 Athletes, coaches, referees and related occupations	2	2	2	3	3	2	2	2	2	2	2	2	2
Fxx Other occupations in art, culture, recreation, sport (F01, F13E)	2	2	2	2	2	2	2	2	2	2	2	2	2
G Sales and service occupations	2	2	3	3	3	3	2	2	2	2	3	2	3
G01 Sales and service supervisors	2	2	3	3	3	2	2	2	2	2	3	2	2
G11 Sales representatives, wholesale trade	2	2	3	3	3	2	2	2	2	2	3	2	2
G12 Technical sales specialists, wholesale trade	2	2	3	3	3	2	2	2	2	2	3	2	2
G13 Insurance and real estate sales occupations and buyers	2	2	2	2	2	2	2	1	2	2	2	2	2
G21 Retail salespersons and sales clerks	2	2	3	3	3	3	2	2	2	2	3	2	2
G31 Cashiers	2	2	3	3	3	2	2	2	2	2	3	2	2
G41 Chefs and cooks	2	2	2	3	2	3	2	2	2	2	2	2	2
G51 Occupations in food and beverage service	2	2	2	3	2	2	2	2	2	2	2	2	2
G61 Police officers and fire-fighters	2	2	2	3	3	2	2	2	2	2	2	2	2
G62 Other occupations in protective service	2	2	2	3	3	2	2	2	2	2	2	2	2
G63 Security guards and related occupations	3	3	3	3	4	3	3	3	3	3	3	3	3

Occupations	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2011-2015	2016-2020	2011-2020
G71 Occupations in travel and accommodation	3	3	3	3	3	3	3	2	3	3	3	3	3
G72 Tour and recreational guides and casino occupations	2	2	3	3	3	3	2	2	2	2	3	2	2
G73 Other occupations in travel, accommodation, amusement, recreation	2	2	2	2	3	2	2	2	2	2	2	2	2
G81 Childcare and home support workers	3	4	4	4	4	4	3	3	4	4	4	4	4
G91 Technical occupations in personal service	4	3	3	4	4	3	3	3	3	3	4	3	3
G92 Other occupations in personal service	3	3	3	3	3	3	3	2	2	3	3	3	3
G93 Cleaners	3	3	4	4	4	3	3	3	3	3	4	3	3
G94 Butchers and bakers, retail and wholesale	2	2	2	2	3	2	2	2	2	2	2	2	2
G96 Foodcounter attendants, kitchen helpers	2	2	2	3	2	3	2	2	2	2	2	2	2
G97 Other sales and related occupations	3	3	3	3	3	3	2	2	3	3	3	3	3
G98 Other elemental service occupations	3	3	3	3	3	2	2	2	3	3	3	2	3
H Trades, transportation and equipment operators	3	3	3	3	3	3	3	2	2	3	3	2	3
H01 Contractors and supervisors, trades and related workers	3	3	4	4	3	3	2	2	2	2	3	2	3
H11 Plumbers, pipefitters and gas fitters	4	4	3	3	3	3	3	3	3	3	3	3	3
H12 Carpenters and cabinetmakers	3	3	3	3	3	3	3	2	2	2	3	2	3
H13 Masonry and plastering trades	3	3	3	3	2	2	2	2	2	2	3	2	2
H14 Other construction trades	3	3	3	3	2	2	2	2	2	2	3	2	2
H21 Electrical trades and telecommunications occupations	3	3	3	4	3	3	3	2	2	2	3	2	3
H22 Stationary engineers and power station and system operators	3	2	2	2	2	2	3	2	2	2	2	2	2
H31 Machinists and related occupations	3	2	2	3	3	2	2	2	2	2	3	2	2
H32 Metal forming, shaping and erecting trades	4	4	4	4	3	3	3	3	3	3	4	3	3
H41 Machinery, transportation equipment mechanics (except motor vehicle)	4	4	4	4	4	3	3	3	3	3	4	3	4
H42 Automotive service technicians	3	4	3	4	4	3	3	3	3	3	4	3	3
H43 Other mechanics	3	3	3	3	2	2	2	2	2	3	3	2	3
H53 Other installers, repairers and servicers	3	3	3	3	3	2	2	2	2	3	3	2	3
H61 Heavy equipment operators	4	4	4	4	3	3	3	3	3	3	4	3	3
H62 Crane operators, drillers and blasters	3	3	3	3	3	3	3	2	2	3	3	3	3

Occupations	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2011-2015	2016-2020	2011-2020
H71 Motor vehicle and transit drivers	4	4	4	4	4	3	3	3	3	4	4	3	4
H73 Other transport equipment operators and related workers	3	3	3	3	3	3	3	3	3	3	3	3	3
H81 Longshore workers and material handlers	3	3	3	3	3	3	2	2	3	3	3	3	3
H82 Trades helpers and labourers	3	4	3	4	3	3	3	3	3	3	3	3	3
H83 Public works and other labourers, n.e.c.	3	3	3	3	3	2	2	2	2	2	3	2	3
H0 Other Trades, transportation, equipment operators(H02, H51, H52, H72E)	3	3	3	3	3	2	2	2	2	3	3	2	3
I Occupations unique to primary industry	3	3	3	3	3	3	3	2	2	3	3	3	3
I01 Contractors, operators, supervisors in agriculture, horticulture, aquaculture	2	2	2	2	2	2	3	2	2	2	2	2	2
I02 Agriculture and horticulture workers	2	2	2	2	2	2	3	1	1	2	2	2	2
I12 Supervisors, mining, oil and gas	4	4	4	4	3	3	4	3	3	4	4	4	4
I13 Underground miners, oil and gas drillers	4	4	4	4	4	4	4	4	4	4	4	4	4
I14 Mineservice workers and operators in oil and gas drilling	4	4	4	4	4	3	4	3	3	4	4	3	4
I17 Fishing vessel masters and skippers and fishermen	2	3	3	3	3	3	2	2	2	2	3	2	3
I18 Other fishing and trapping occupations	2	3	3	3	3	2	2	2	2	2	3	2	2
I21 Primary production labourers	3	4	4	4	4	3	4	3	3	3	4	3	4
IO Other occupations unique to primary industry (I11, I15, I16E)	2	2	2	2	2	2	3	2	2	2	2	2	2
J Occupations unique to processing, manufacturing, and utilities	3	2	3	2	2	2	2	2	2	2	2	2	2
J01 Supervisors, processing occupations	3	2	2	2	2	2	3	1	1	1	2	2	2
J11 Central control, process operators in manufacturing processing	3	3	3	3	3	3	3	2	2	2	3	2	3
J12 Machine operators in metal and mineral products processing	3	3	4	3	3	3	4	3	3	3	3	3	3
J13 Machine operators in chemical, plastic and rubber processing	3	2	2	2	2	2	3	2	2	2	2	2	2
J17 Machine operators in food, beverage and tobacco processing	2	2	2	1	1	1	1	1	1	1	2	1	1
J19 Machining, metalworking, woodworking, related machine operators	2	2	3	3	3	2	2	2	2	2	3	2	2
J31 Labourers in processing, manufacturing and utilities	2	2	2	2	2	1	1	1	1	1	2	1	2
JO Others unique to processing, MA., UT. (J02, J14, J15, J16, J18, J21, J22E)	2	2	2	2	2	1	1	1	1	1	2	1	2

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