

NL Quarterly Job Vacancy Report

**2nd Quarter 2022
(April – June)**

Important Notes

- This report covers new monthly job postings that were captured by [Lightcast](#) between April and June 2022, reflecting the totals of these unique monthly postings for this period.
- All chart and table data in this report, including overall totals and percentage shares, are based only on postings that were able to be classified for the relevant indicator (e.g., occupation, industry, location, etc.); thus, totals vary across indicators. As an example, of the 9,254 postings recorded in Q2 for Newfoundland and Labrador, 8,920 were able to be classified at one of the five regional levels (meaning, 334 were unable to be classified beyond the provincial one). For this reason, the summed totals for postings in the five regions do not equal those presented for the province overall.
- Job posting data are presented for Newfoundland and Labrador overall, as well as for each of the following regions: Labrador, Western, Central, Eastern, and Avalon. A map showing the approximate areas of geographic coverage for each of these regions is included in the charts for occupation.
- **Occupational data** has been classified (where possible) using the 2016 National Occupational Classification ([NOC](#)) system.
- **Industry data** has been classified (where possible) using the 2017 North American Industry Classification System ([NAICS](#)).
- **Education and experience levels** (i.e., management, university, college, high school/occupation-specific training, and on-the-job training) are determined based on each job posting's associated NOC code (where available). Details on this categorization can be found [here](#).
- **Sought Skills/Qualifications** cover a wide range of skills mentioned as requirements in individual job postings. Note that more than one skill or qualification can be advertised as a requirement for any individual job posting.
- The current report provides commentary on notable findings in the second quarter of 2022 as well as some comparison of trends with the first quarter of the year.

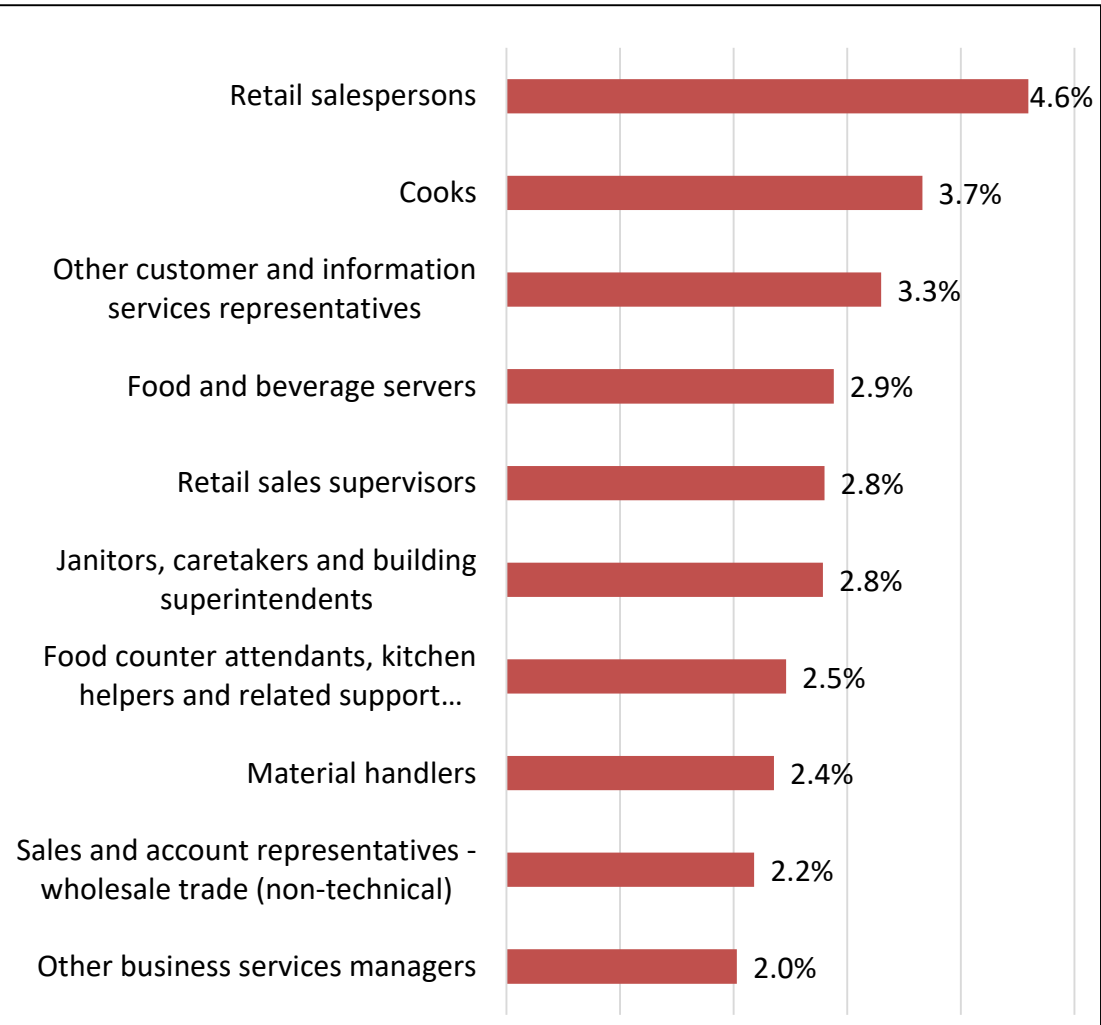
Occupational Comparisons

Top 10 Occupations Sought in 2nd Quarter Job Postings (4-Digit NOC), Newfoundland and Labrador



Classified Job Postings for NL (April – June 2022): 8,575

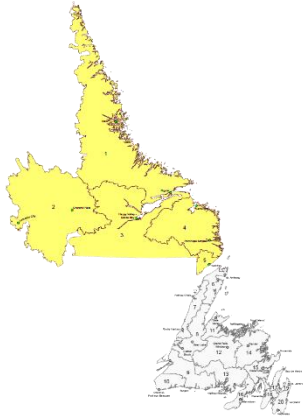
- Occupations most represented in the province's job postings included those related to sales (retail salespersons, retail sales supervisors, sales and account representatives - wholesale); and food services (cooks, food and beverage servers, food counter attendants).
- Other areas represented in the top 10 included business (other business services managers); supply chain (material handlers); information services (other customer and information services representatives); and cleaning services (janitors, caretakers and building superintendents).
- Provincially, the occupation with the highest percentage of job postings was Retail Salespersons (4.6 per cent), followed by Cooks (3.7 per cent).



Note: Does not include percentage share associated with unclassified occupations.

Source: Lightcast Data (April – June 2022)

Top 10 Occupations Sought in 2nd Quarter Job Postings (4-Digit NOC), **Labrador Region**



Classified Job Postings for Labrador (April – June 2022): 580

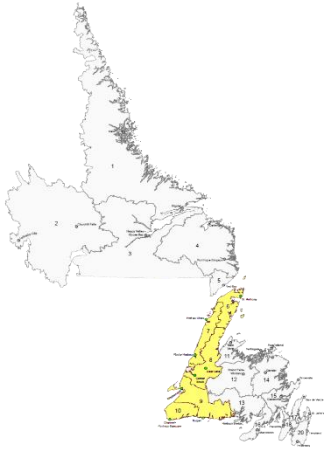
- Occupations most represented in Labrador’s job postings included those related to sales (retail sales supervisors, retail salespersons) and food service (cooks, food and beverage servers, food counter attendants).
- Other areas represented in the top 10 included health (nurses); business (other business services managers); supply chain (material handlers); information services (other customer and information services representatives); and cleaning services (janitors, caretakers and building superintendents).
- For the Labrador region, the occupation with the highest percentage of job postings was Other Customer and Information Services Representatives (5.9 per cent); followed by Registered Nurses and Registered Psychiatric Nurses (3.4 per cent).



Note: Does not include percentage share associated with unclassified occupations.

Source: Lightcast Data (April – June 2022)

Top 10 Occupations Sought in 2nd Quarter Job Postings (4-Digit NOC), **Western Region**



Classified Job Postings for Western (April – June 2022):
954

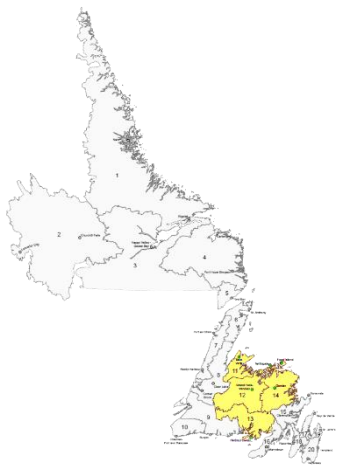
- Occupations most represented in Western’s job postings included those related to sales (retail salespersons, sales and account representatives); health (registered nurses, home support workers); and food services (cooks, food and beverage servers; food counter attendants).
- Other areas represented in the top 10 included supply chain (material handlers); trades (automotive service technicians), as well as information services (other customer and information services representatives).
- For the Western region, the occupation with the highest percentage of job postings was Retail Salespersons (6.8 per cent) followed by Other Customer and Information Services Representatives (4.5 per cent).



Note: Does not include percentage share associated with unclassified occupations.

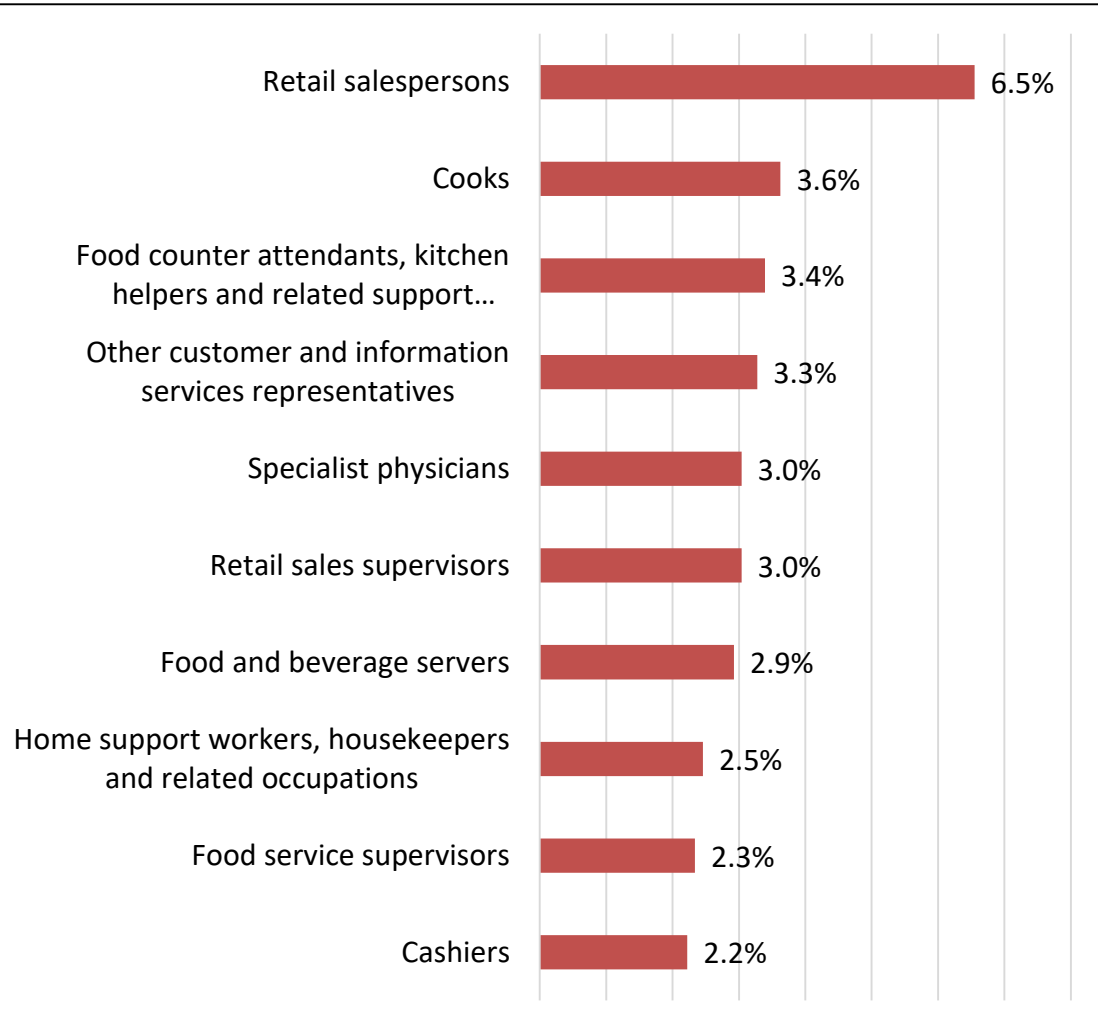
Source: Lightcast Data (April – June 2022)

Top 10 Occupations Sought in 2nd Quarter Job Postings (4-Digit NOC), **Central Region**



Classified Job Postings for Central (April – June 2022):
855

- Occupations most represented in the Central region's job postings included those related to sales (retail salespersons, cashiers and retail sales supervisors); health (specialist physicians, home support workers) and food services (cooks, food and beverage servers, food counter attendants, food service supervisors).
- Other areas represented in the top 10 were related to information services (other customer and information services representatives).
- For the Central region, the occupation with the highest percentage of job postings was Retail Salespersons (6.5 per cent), followed by Cooks (3.6 per cent).



Note: Does not include percentage share associated with unclassified occupations.

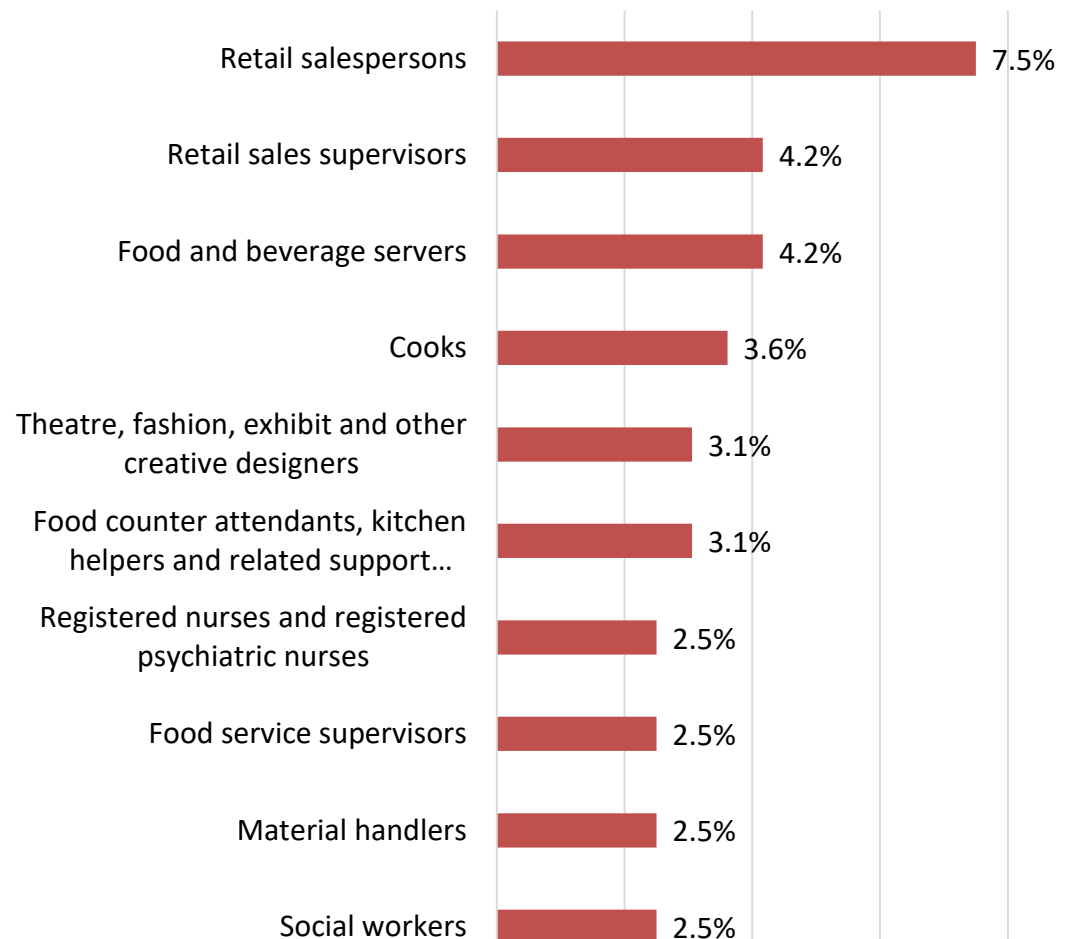
Source: Lightcast Data (April – June 2022)

Top 10 Occupations Sought in 2nd Quarter Job Postings (4-Digit NOC), Eastern Region

Classified Job Postings for Eastern (April – June 2022):
360



- Occupations most represented in the Eastern region's job postings included those related to sales (retail salespersons and retail sales supervisors); food services (cooks and food counter attendants, as well as food service supervisors and food and beverage servers); and health (registered nurses, social workers).
- Other areas represented in the top 10 were related to merchandising (theatre, fashion, exhibit and other creative designers); and supply chain (material handlers).
- For the Eastern region, the occupation with the highest percentage of job postings was Retail Salespersons (7.5 per cent), followed by Retail Sales Supervisors (4.2 per cent).



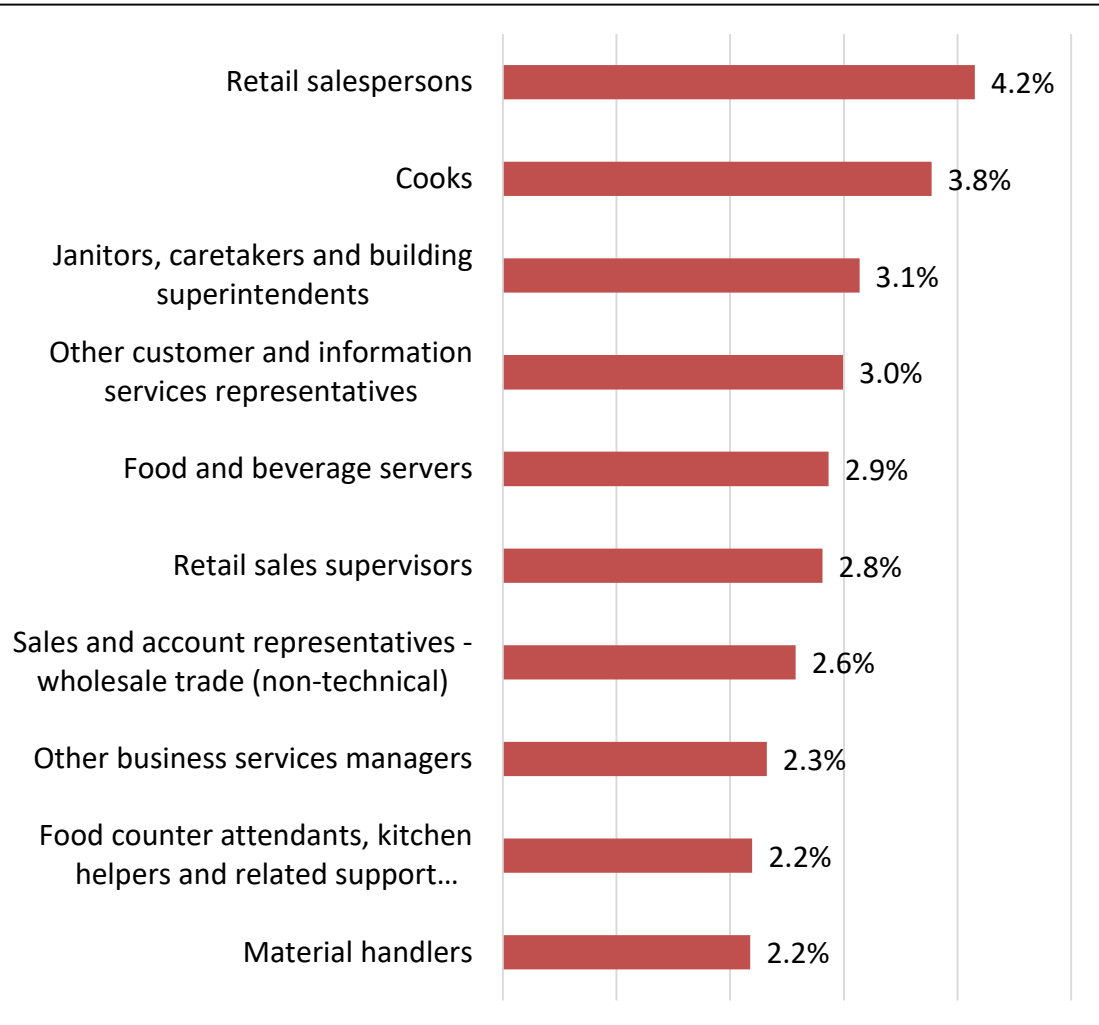
Note: Does not include percentage share associated with unclassified occupations. Examining the NOC *Theatre, fashion, exhibit and other creative designers* in NL job posting cases, it is determined that this mostly includes those working in promotional merchandising activities and setting up similar retail related displays.
Source: Lightcast Data (April – June 2022)

Top 10 Occupations Sought in 2nd Quarter Job Postings (4-Digit NOC), Avalon Region



Classified Job Postings for Avalon (April – June 2022):
5,514

- Occupations most represented in the Avalon region’s job postings included those related to sales (retail salespersons, retail sales supervisors, sales and account representatives); and food services (cooks, food and beverage servers, food counter attendants).
- Other areas in the top 10 were related to business (other business service managers); information services (other customer and information services representatives); supply chain (material handlers); and cleaning services (janitors, caretakers and building superintendents).
- For the Avalon region, the occupation with the highest percentage of job postings was Retail Salespersons (4.2 per cent), followed by Cooks (3.8 per cent).



Note: Does not include percentage share associated with unclassified occupations.

Source: Lightcast Data (April – June 2022)

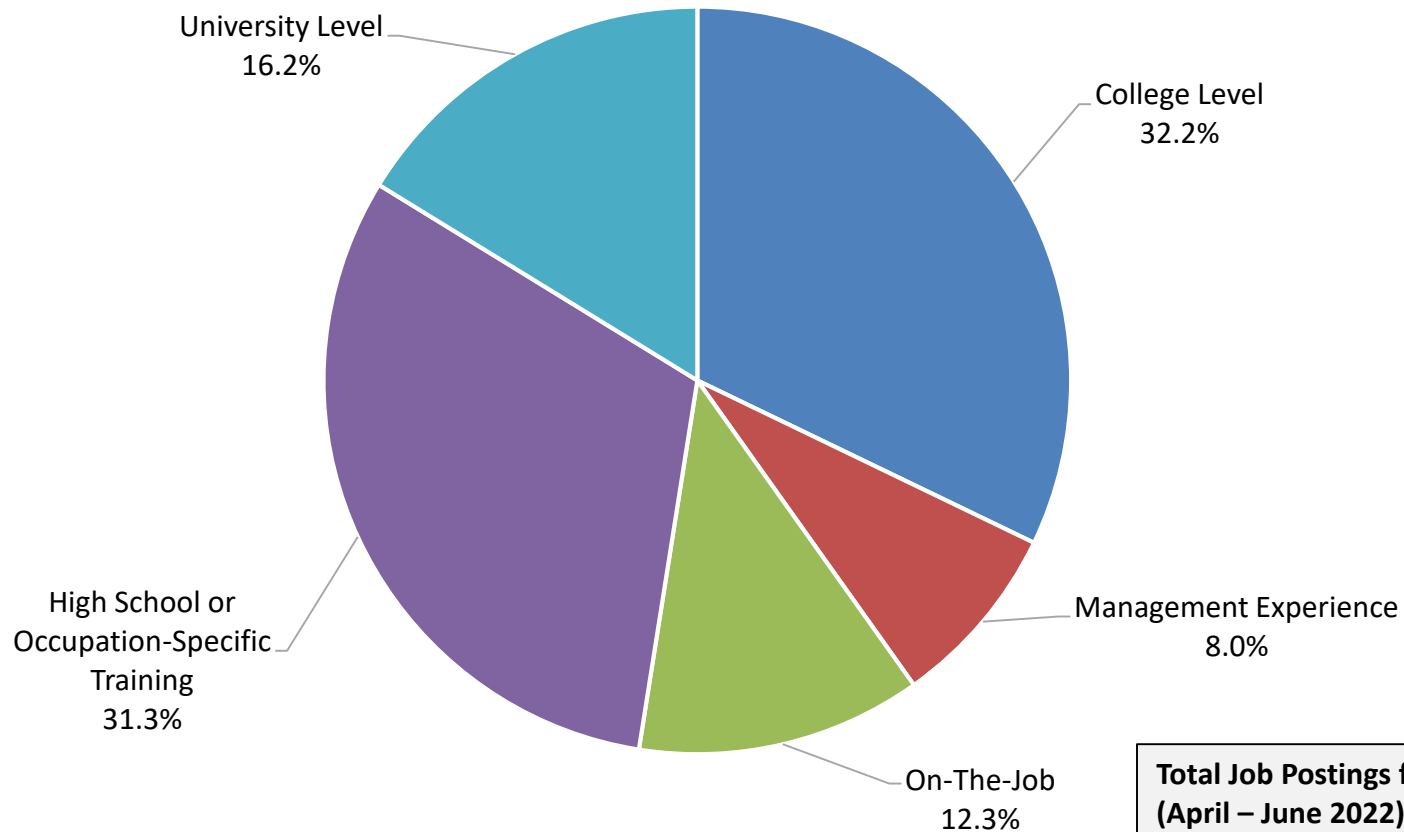
Occupation Highlights

- The total number of job postings in the province that were able to be classified by occupation was 8,575 (compared to 6,017 for the first quarter of 2022). The Avalon region had the highest number of such postings (5,514) while the Eastern region had the lowest (360). All regions saw an increase in total postings compared to those in the first quarter.
- The occupation with the greatest number of job postings in the province was Retail Salespersons and this was also true for the majority of individual regions. The occupation with the second highest number of postings varied widely from one region to another. While Cook was the most common in several, others such as Nurses and Other Customer and Information Services Representatives also appeared. This is somewhat similar to the first quarter of 2022 where the most common job postings across regions were Retail Salespersons and Other Customer and Information Services Representatives.
- The most common occupational areas represented in job postings were sales and food services. Other occupational areas such as health were prevalent in certain regions of the province, however (such as in the Western, Central, and Eastern regions). Postings for food service occupations seem to be more prevalent in the second quarter compared to the first, possibly a reflection of greater demand for such services in preparation for the summer season.
- Management positions were most prominent in the area of business (e.g., other business service managers). Supervisor positions were also common in areas such as retail and food service. These trends were similar to those for the first quarter, although management postings for business were more common than those for food service in the second quarter.
- Similar to the first quarter of 2022, a wide range of training and skill levels were represented in second quarter 2022 postings. This included those with lower levels of skill requirement (salespersons, material handlers) as well as more specialized skill requirements (specialist physicians, social workers, nurses).

Education and Experience Levels

Distribution of Education and Experience Levels Sought in 2nd Quarter Job Postings, Newfoundland and Labrador

Percentage of 2nd Quarter Postings by Education and Experience Level
(Newfoundland and Labrador)



Note: Does not include percentage share associated with unclassified occupations.

Source: Lightcast Data (April – June 2022)

Distribution of Education and Experience Levels Advertised in 2nd Quarter Job Postings, Regional Data

	Labrador	Western	Central	Eastern	Avalon
Management Experience	8.3%	6.1%	6.2%	4.2%	8.9%
University Level	17.4%	12.9%	18.0%	16.1%	16.1%
College Level	32.6%	32.5%	31.9%	34.2%	32.0%
High School or Occupation-Specific Training	28.8%	36.9%	32.0%	33.3%	30.4%
On-the-Job Training	12.9%	11.6%	11.8%	12.2%	12.6%
Total Postings	580	954	855	360	5,514

Note: Does not include percentage share associated with unclassified occupations.

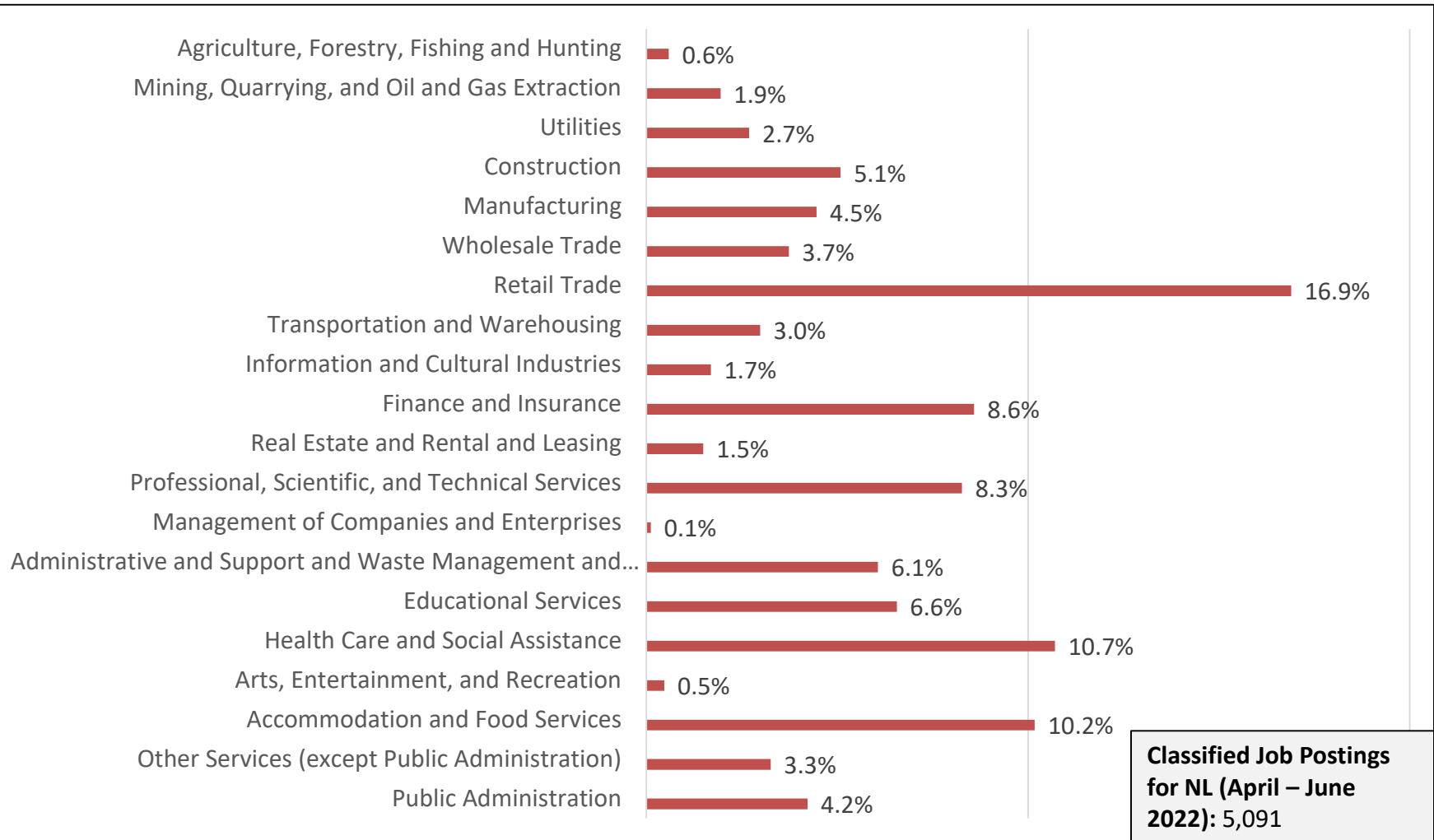
Source: Lightcast Data (April – June 2022)

Education and Experience Highlights

- In terms of education and experience levels, college education and high school or occupation-specific training were the most heavily represented in the job postings for the second quarter of 2022 (32.2 per cent and 31.3 per cent, respectively). These percentages were similar to those for the first quarter of 2022.
- The lowest percentage shares were for job postings requiring on-the-job training (12.3 per cent) and Management Experience (8.0 per cent). Job postings requiring university level education were higher than for these two categories (16.2 per cent) but lower than those for college education and high school or occupation-specific training. Again, these trends were similar to those observed in the first quarter of 2022.
- All regions of the province had a high percentage of job postings requiring college level education (over 30 per cent in each case). This contrasts with the first quarter where the Labrador and Eastern regions had a much higher percentage of job postings requiring college level education than did the other regions of the province.
- The regions with the highest percentage of job postings requiring either management experience or some form of post-secondary education were Labrador (58.3 per cent) and Avalon (57.1 per cent). All other regions had approximately 52 to 56 per cent of their job postings requiring either management experience or some form of post-secondary education. This differs from the first quarter where some regions had over 60 per cent of their postings requiring management experience or post-secondary (which, again, may be due to a larger number of lower-skilled jobs arising in areas such as food service during the second quarter, as the summer season drew near).

Industry Profile

Distribution of Industry Sectors for 2nd Quarter 2022 Job Postings (2-Digit NAICS), Newfoundland and Labrador



Note: Does not include percentage share associated with unclassified industries.

Source: Lightcast Data (April – June 2022)

Distribution of Industry Sectors Advertised in 2nd Quarter 2022 Job Postings, Regional Data (1/2)

	Labrador (n=359)	Western (n=532)	Central (n=518)	Eastern (n=246)	Avalon (n=3,244)
Agriculture, Forestry, Fishing and Hunting	0.6%	0.6%	0.2%	0.8%	0.7%
Mining, Quarrying, and Oil and Gas Extraction	0.3%	1.5%	0.2%	0.0%	2.7%
Utilities	3.1%	0.0%	1.7%	0.0%	2.2%
Construction	1.4%	4.1%	4.6%	0.8%	6.3%
Manufacturing	0.8%	5.1%	5.8%	4.9%	4.7%
Wholesale Trade	4.5%	3.6%	2.3%	1.2%	4.2%
Retail Trade	8.6%	18.2%	16.6%	27.6%	17.7%
Transportation and Warehousing	7.2%	4.3%	1.9%	1.6%	2.7%
Information and Cultural Industries	0.0%	1.1%	0.8%	0.8%	2.3%
Finance and Insurance	6.7%	19.5%	7.1%	7.7%	7.0%

Note: Does not include percentage share associated with unclassified industries.

Source: Lightcast Data (April – June 2022)

Distribution of Industry Sectors Advertised in 2nd Quarter 2022 Job Postings, Regional Data (2/2)

	Labrador (n=359)	Western (n=532)	Central (n=518)	Eastern (n=246)	Avalon (n=3,244)
Real Estate and Rental and Leasing	1.7%	2.8%	1.2%	1.2%	1.4%
Professional, Scientific, and Technical Services	30.4%	4.7%	2.9%	1.2%	8.1%
Management of Companies and Enterprises	0.0%	0.0%	0.0%	0.0%	0.2%
Administrative & Support/Waste Management/Remediation Services	4.5%	3.0%	3.5%	4.1%	7.2%
Educational Services	2.2%	6.4%	9.8%	7.3%	6.4%
Health Care and Social Assistance	18.1%	2.1%	23.6%	23.2%	7.5%
Arts, Entertainment, and Recreation	0.0%	0.2%	0.0%	0.0%	0.7%
Accommodation and Food Services	3.3%	14.5%	9.5%	6.9%	11.0%
Other Services (except Public Administration)	2.2%	3.6%	4.6%	4.9%	3.0%
Public Administration	4.5%	4.7%	3.7%	5.7%	4.1%

Note: Does not include percentage share associated with unclassified industries.

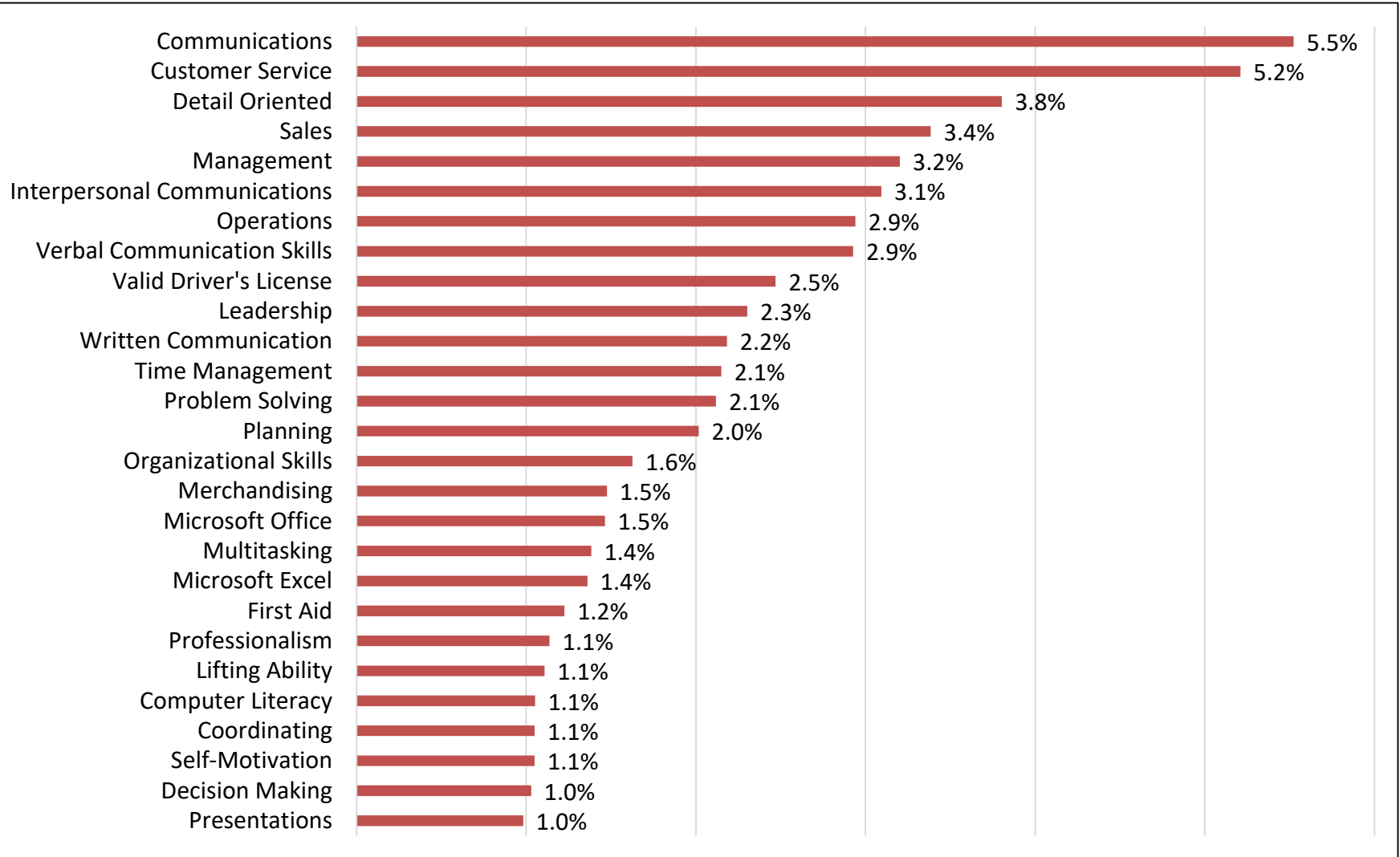
Source: Lightcast Data (April – June 2022)

Industry Highlights

- The total number of provincial job postings that were able to be classified by industry during the second quarter of 2022 was 5,091 (compared to 3,866 in the first quarter). Within Newfoundland and Labrador, the Avalon region had the highest number of such postings (3,244) while the Eastern region had the lowest (246). This trend is the same as that in the first quarter.
- The industries with the highest percentage share of job postings during this time period were Retail Trade (16.9 per cent); Health Care and Social Assistance (10.7 per cent); and Accommodation and Food Services (10.2 per cent). This is similar to the case for the first quarter (except Professional, Scientific and Technical Services also was on the top list of occupations in that quarter, whereas the percentage share for that sector has dropped slightly in the second quarter and is actually lower than that for Finance and Insurance).
- The Eastern region had a much higher share of postings in Retail Trade than did the other regions (27.6 per cent). This was different from the case for the first quarter (where the Central, Eastern and Avalon regions had high percentage shares in this industry).
- The Labrador, Eastern and Central regions all had a higher percentage of job postings in Health Care and Social Assistance than did the remaining regions (approximately 18 per cent or more in each case). This was somewhat different from the trend in the first quarter (which had high percentages in this sector within the Labrador and Eastern regions, but not Central).
- Lastly, the Western region had the highest percentage share of job postings in Accommodation and Food Services (14.5 per cent).

Employer Sought Skills/Qualifications

Most Popular Skills/Qualifications Sought in 2nd Quarter Job Postings, Newfoundland and Labrador



Note: Does not include percentage share associated with unclassified cases.

Source: Lightcast Data (April – June 2022), represents those with one per cent or greater mention (436 and greater mentions during this quarter)

Skill/Qualification Highlights

- The top skills and qualifications sought in Newfoundland and Labrador job postings during the second quarter of 2022 were: Communications; Customer Service; Detail Oriented; Sales; and Management. These were nearly the same as the top skills and qualifications in the first quarter of 2022 (except Management was replaced by Interpersonal Communications).
- Both technical skills and transferable skills were well represented on the list of top skills and qualifications provincially. For instance, technical skills on the list included: valid driver's license and software skills (Microsoft Office, Microsoft Excel); and first aid. For more transferable skills, notable entries included: professionalism, time management skills, problem solving, leadership, multi-tasking and decision making.
- Many of the top skills sought in the regions were similar to those at the provincial level (including heavy focus on different forms of communication skills):
 - The top skills and qualifications sought in the **Labrador region** were: Customer Service; Operations; Communications; Verbal Communication Skills; and Detail Oriented.
 - The top skills and qualifications sought in the **Western region** were: Customer Service; Communications; Sales; Interpersonal Communications; and Detail Oriented.
 - The top skills and qualifications sought in the **Central region** were: Communications; Customer Service; Detail Oriented; Interpersonal Communications; and Verbal Communication Skills.
 - The top skills and qualifications sought in the **Eastern region** were: Customer Service; Detail Oriented; Sales; Verbal Communication Skills; and Communications.
 - The top skills and qualifications sought in the **Avalon region** were: Communications; Customer Service; Detail Oriented; Management; and Sales.