

NL Quarterly Job Vacancy Report

**2nd Quarter 2023
(April – June)**

Important Notes

- This report covers new monthly job postings that were captured by [Lightcast](#) between April and June 2023, 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 9,405 postings recorded in Q2 for Newfoundland and Labrador, 9,137 were able to be classified at one of the five regional levels (meaning, 268 were unable to be classified beyond the provincial level). 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 recently released, and current standard, 2021 National Occupational Classification ([NOC](#)) system. Past quarterly reports for job postings were based on the previous iteration NOC-2016. This change in NOC makes detailed comparisons to previous periods unattainable. As a result, comparisons of second quarter postings for 2023 to the first quarter (or other past periods) are kept at a general level only.
- **Industry data** is classified (where possible) using the 2017 North American Industry Classification System ([NAICS](#)).
- **TEER levels** refer to the type and/or amount of training, education, experience and responsibility associated with an occupation and is determined based on the second digit of each job posting's 5-digit NOC code . In previous reports, this indicator was referred to as education and experience levels and was based on a smaller (as well as simpler) set of categories. Details on the new TEER 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.

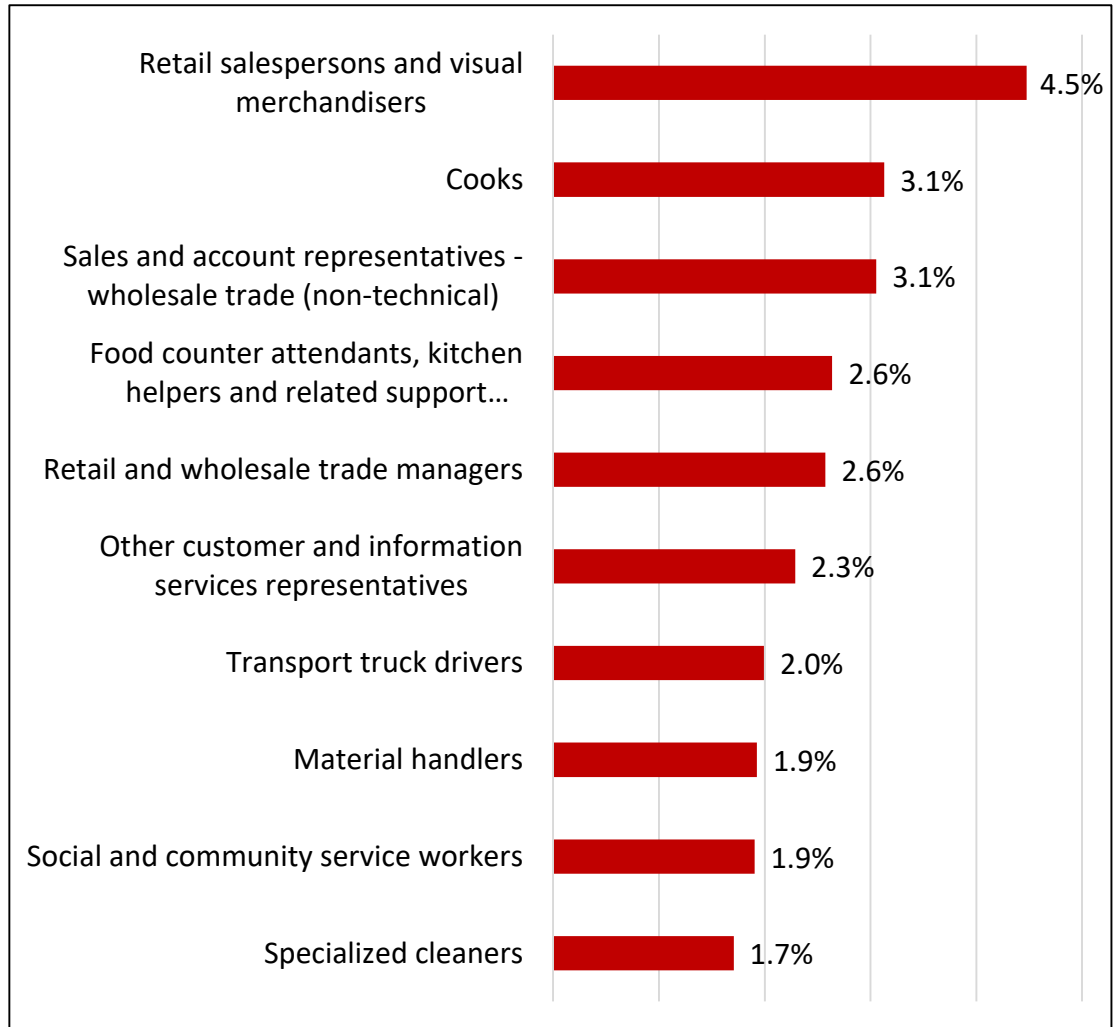
Occupational Comparisons

Top 10 Occupations Sought in 2nd Quarter Job Postings (5-Digit NOC), Newfoundland and Labrador



Classified Job Postings for NL (April – June 2023): 9,137

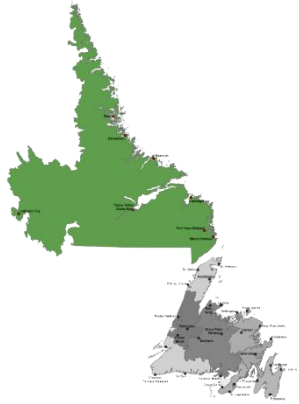
- Occupations most represented in the province's job postings included those related to sales (retail salespersons, retail and wholesale trades managers, sales and account representatives - wholesale); and food services (cooks, food counter attendants).
- Other areas represented in the top 10 included supply chain (material handlers); transportation (transport truck drivers); information services (other customer and information services representatives); social services (social and community workers); and cleaning services (specialized cleaners).
- Provincially, the occupation with the highest percentage of job postings was Retail Salespersons (4.5 per cent), followed by Cooks (3.1 per cent).



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

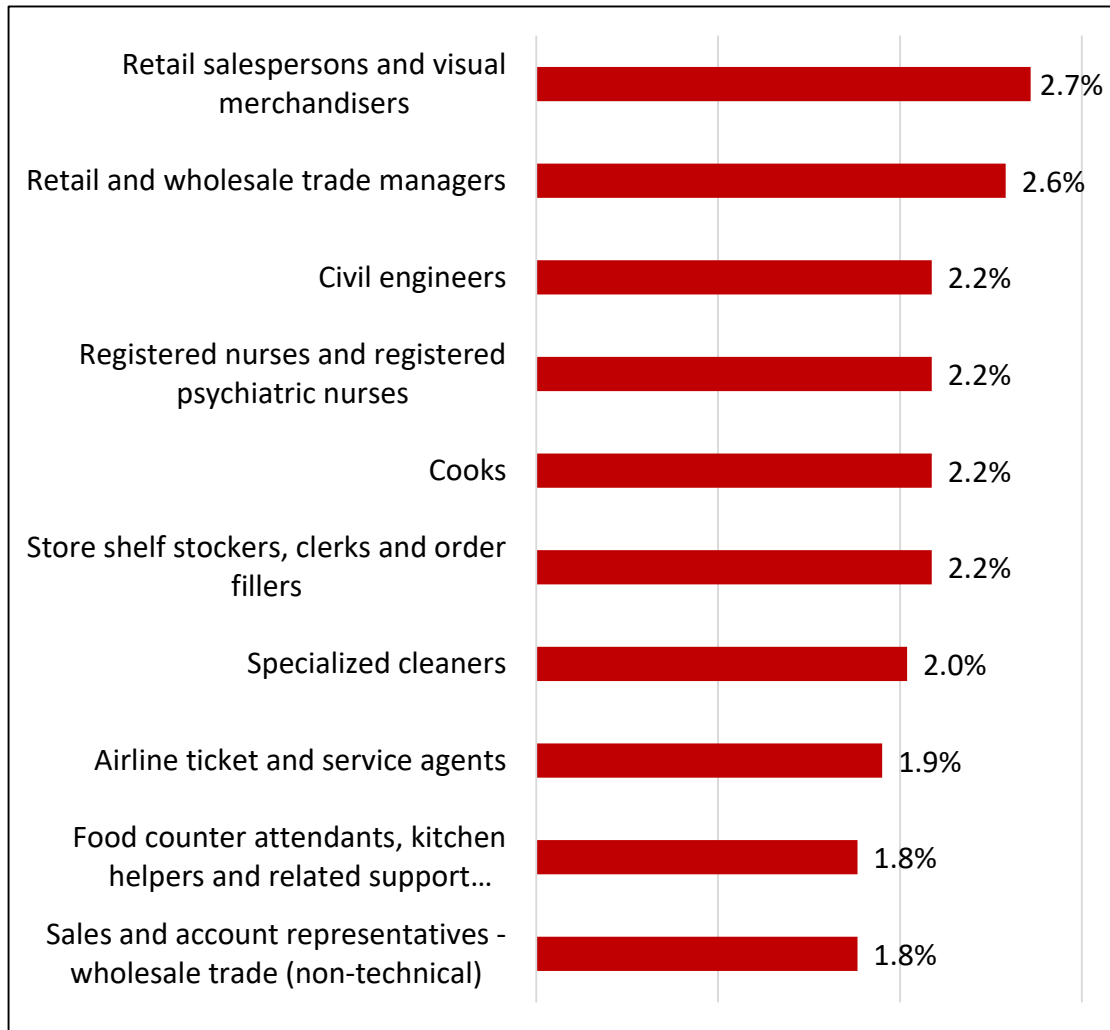
Source: Lightcast Data (April – June 2023)

Top 10 Occupations Sought in 2nd Quarter Job Postings (5-Digit NOC), Labrador Region



Classified Job Postings for Labrador (April – June 2023): 736

- Occupations most represented in Labrador's job postings included those related to sales (retail salespersons, retail and wholesale trades managers, sales and account representatives, store clerks, airline ticket agents) and food service (cooks, food counter attendants).
- Other areas represented in the top 10 included health (nurses); professional services (civil engineers); and cleaning services (specialized cleaners).
- For the Labrador region, the occupation with the highest percentage of job postings was Retail Salespersons and Visual Merchandisers (2.7 per cent); followed by Retail and Wholesale Trade Managers (2.6 per cent).



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

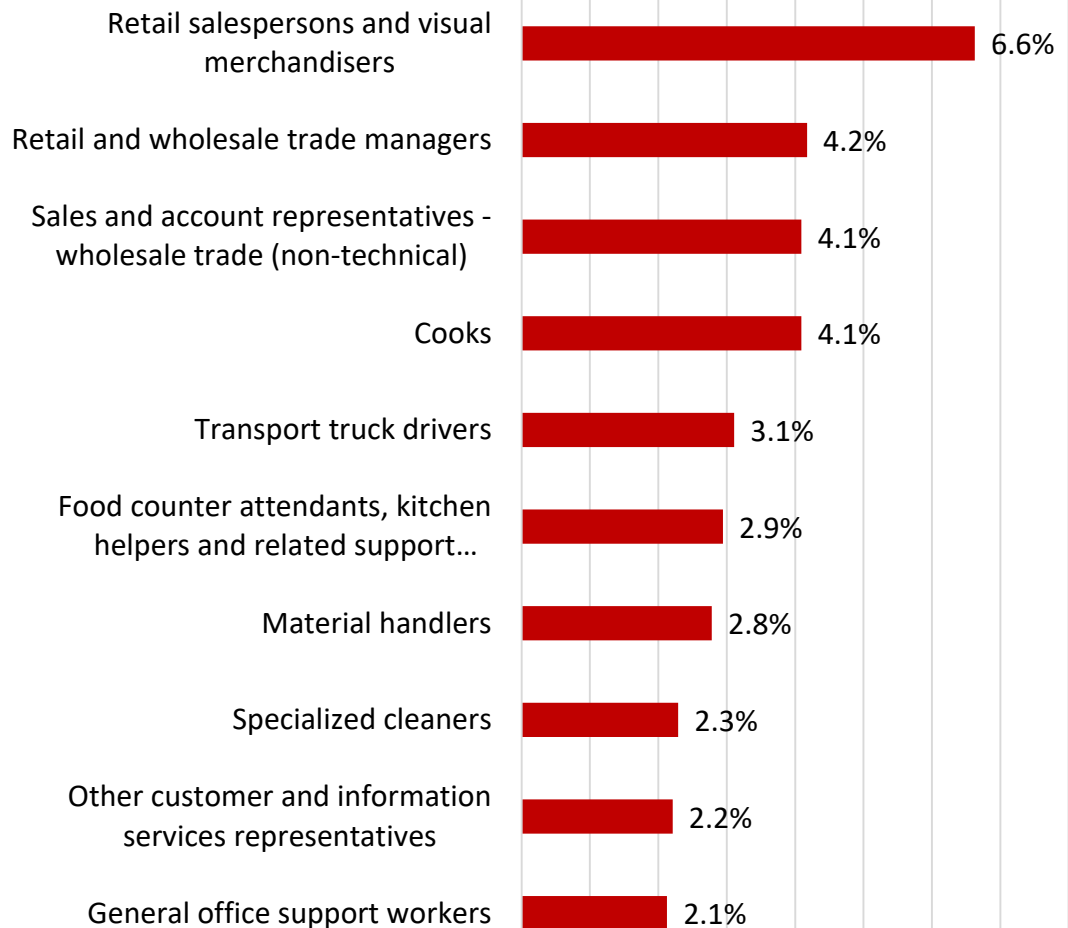
Source: Lightcast Data (April – June 2023)

Top 10 Occupations Sought in 2nd Quarter Job Postings (5-Digit NOC), Western Region



Classified Job Postings for Western (April – June 2023):
1,222

- Occupations most represented in Western’s job postings included those related to sales (retail salespersons, retail and wholesale trade managers, sales and account representatives); and food services (cooks, food counter attendants).
- Other areas represented in the top 10 included business (general office support workers); supply chain (material handlers); transportation (transport truck drivers), as well as information services (other customer and information services representatives) and cleaning services (specialized cleaners).
- For the Western region, the occupation with the highest percentage of job postings was Retail Salespersons (6.6 per cent) followed by Retail and Wholesale Trade Managers (4.2 per cent).



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

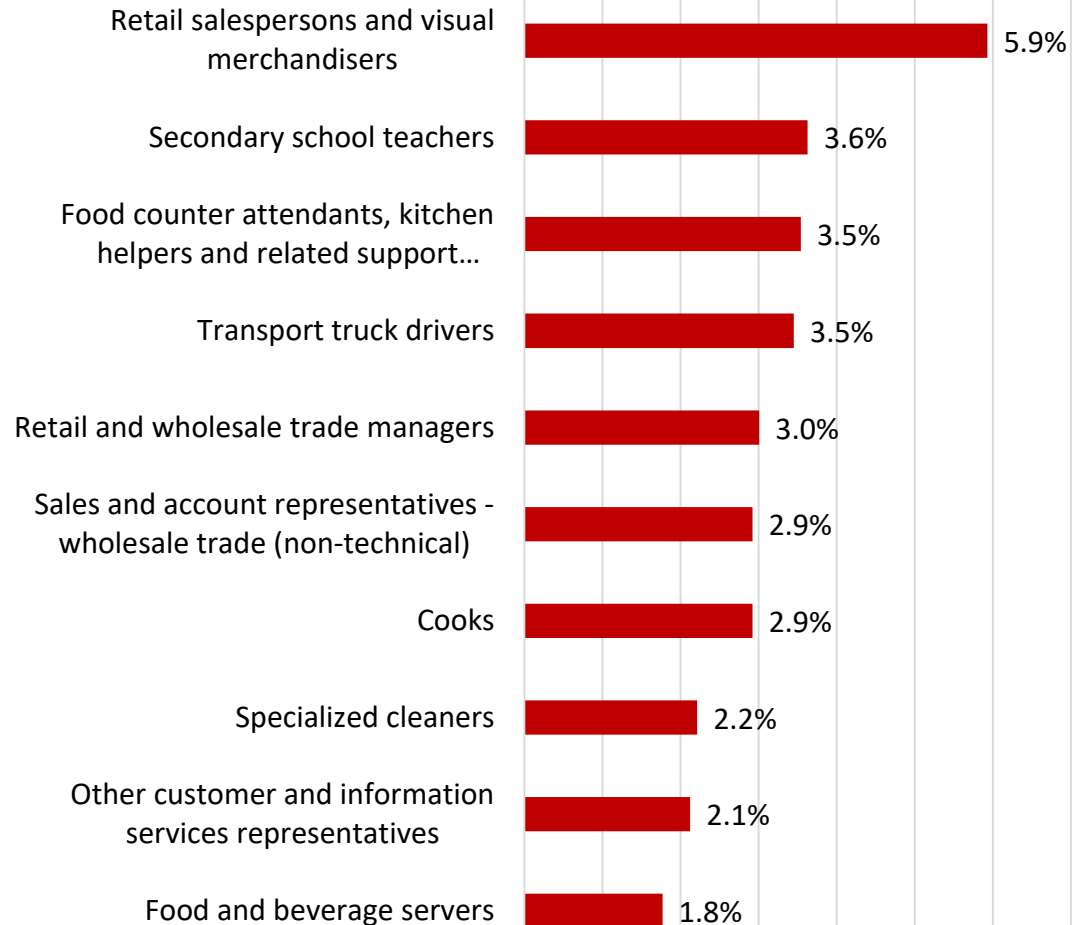
Source: Lightcast Data (April – June 2023)

Top 10 Occupations Sought in 2nd Quarter Job Postings (5-Digit NOC), Central Region



Classified Job Postings for Central (April – June 2023):
1,130

- Occupations most represented in the Central region’s job postings included those related to sales (retail salespersons, retail and wholesale trade managers, sales and account representatives); and food services (cooks, food counter attendants; food and beverage servers).
- Other areas represented in the top 10 were related to education (secondary school teachers); transportation (transport truck drivers); information services (other customer and information services representatives); and cleaning services (specialized cleaners).
- For the Central region, the occupation with the highest percentage of job postings was Retail Salespersons (5.9 per cent), followed by Secondary School Teachers (3.6 per cent).



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

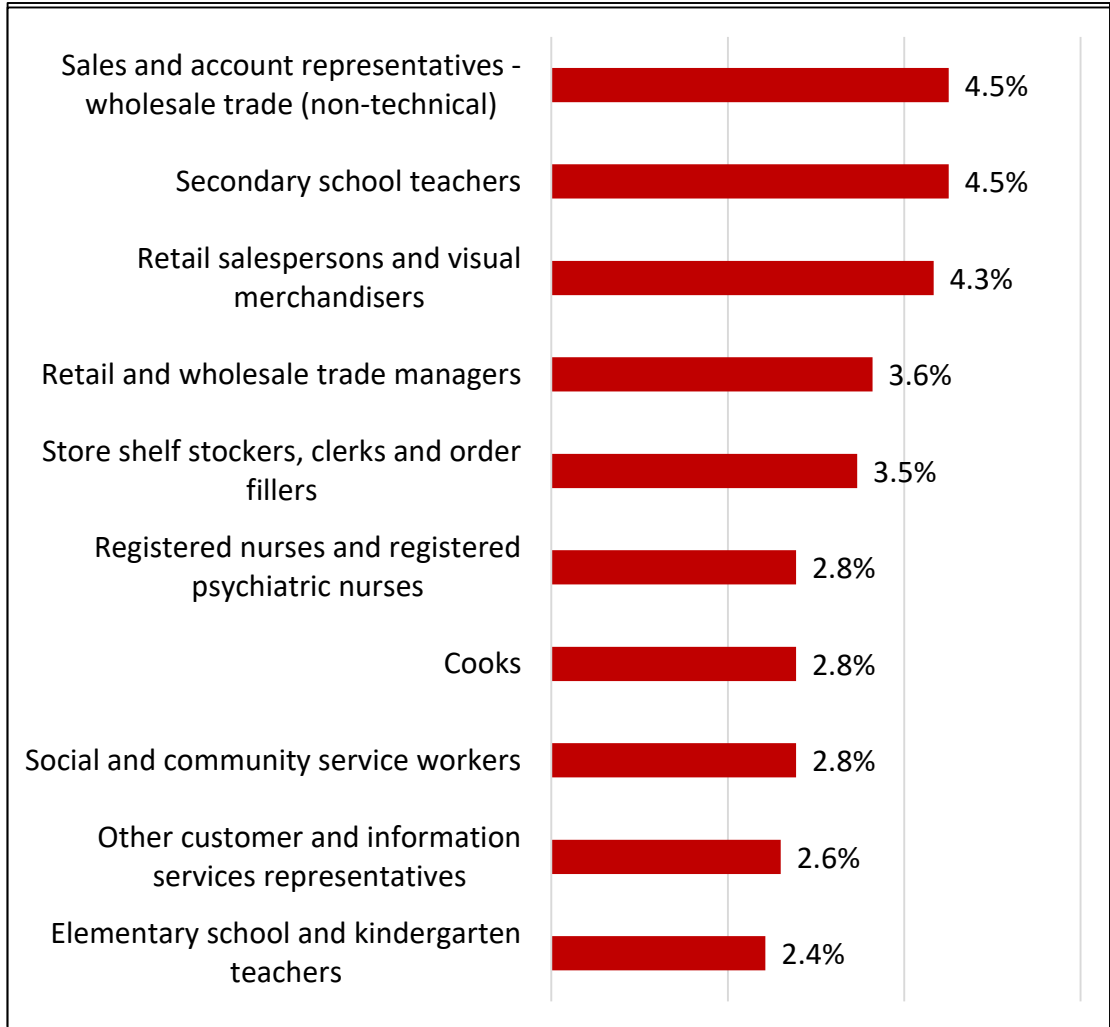
Source: Lightcast Data (April – June 2023)

Top 10 Occupations Sought in 2nd Quarter Job Postings (5-Digit NOC), Eastern Region



Classified Job Postings for Eastern (April – June 2023):
577

- Occupations most represented in the Eastern region’s job postings included those related to sales (sales and account representatives, retail salespersons, retail and wholesale trade managers; store clerks).
- Other areas represented in the top 10 were related to food service (cooks); education (teachers); health (nurses); social services (social and community service workers); and information services (other customer and information services representatives).
- For the Eastern region, the occupation with the highest percentage of job postings was Sales and Account Representatives – Wholesale Trade (Non-Technical) (4.5 per cent), followed by Secondary School Teachers (4.5 per cent).



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

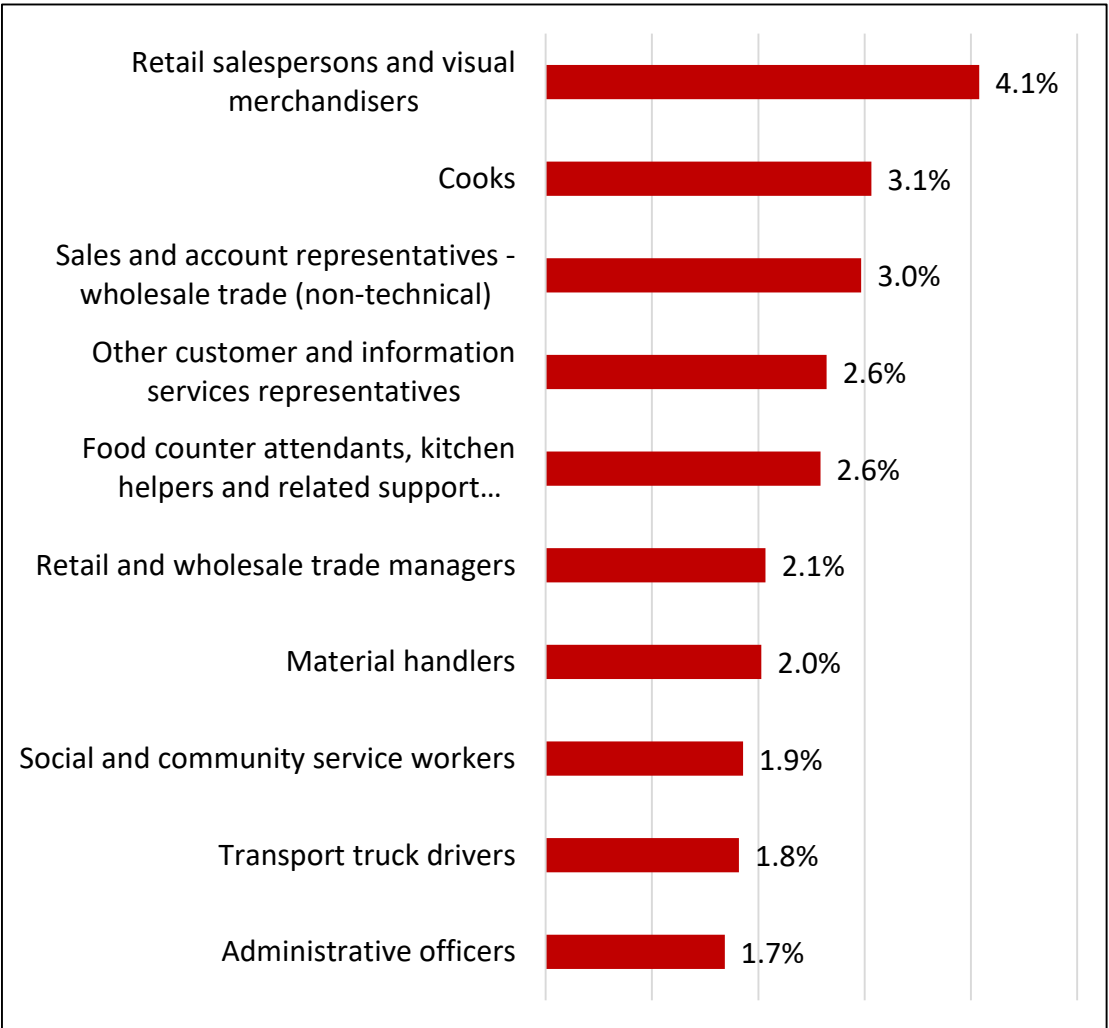
Source: Lightcast Data (April – June 2023)

Top 10 Occupations Sought in 2nd Quarter Job Postings (5-Digit NOC), Avalon Region



Classified Job Postings for Avalon (April – June 2022):
5,224

- Occupations most represented in the Avalon region’s job postings included those related to sales (retail salespersons, sales and account representatives, retail and wholesale trade managers); and food services (cooks, food counter attendants).
- Other areas in the top 10 were related to business (administrative officers); information services (other customer and information services representatives); supply chain (material handlers); social services (social and community service workers); and transportation (transport truck drivers).
- For the Avalon region, the occupation with the highest percentage of job postings was Retail Salespersons (4.1 per cent), followed by Cooks (3.1 per cent).



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

Source: Lightcast Data (April – June 2023)

Occupation Highlights

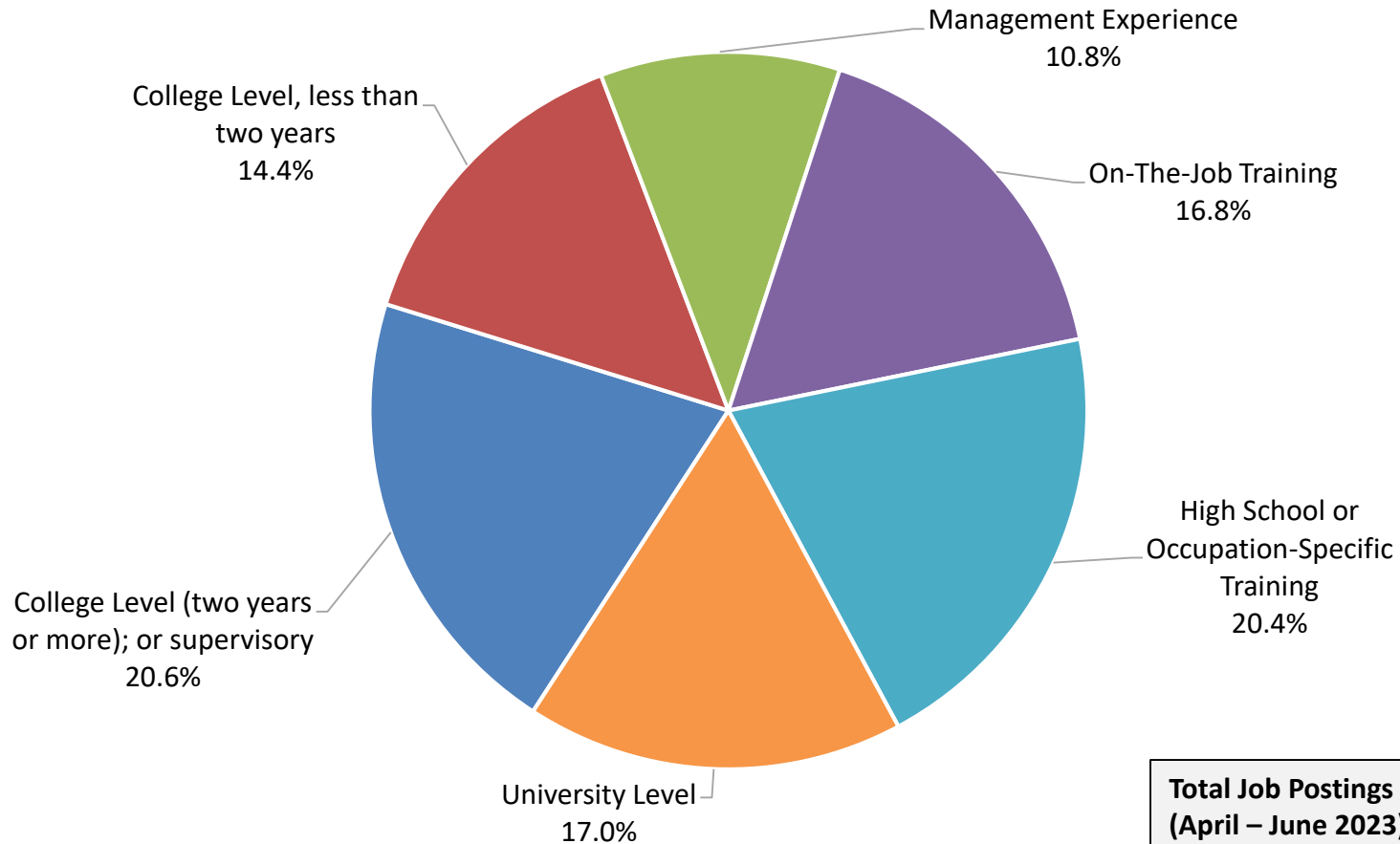
- The total number of job postings in the province that were able to be classified by occupation was 9,137 (compared to 7,505 for the first quarter of 2023). The Avalon region had the highest number of such postings (5,224) while the Eastern region had the lowest (577). All regions saw an increase in 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 all individual regions except Eastern. The occupation with the second highest number of postings varied widely from one region to another. While Cook was the second most common in the Avalon, others such as Secondary School Teachers and Retail and Wholesale Managers showed up in others as second. This is somewhat similar to the first quarter of 2023 where one of the most common job postings across regions was Retail Salespersons.
- The most common occupational areas represented in job postings were sales and food services. Other occupational areas such as health, supply chain, information services, and cleaning services were prevalent in various regions of the province, however.
- Management positions were only prominent in the area of sales (i.e., retail and wholesale trade managers).
- Similar to the first quarter of 2023, a wide range of training and skill levels were represented in second quarter 2023 postings. This included those with lower levels of skill requirement (salespersons, material handlers) as well as more specialized skill requirements (civil engineers, nurses). In addition, there were a number of vacancies in new areas seldom seen in previous quarters, such as transport truck drivers and social and community service workers.

TEER Levels

(Training, Education, Experience and Responsibility)

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

Percentage of 2nd Quarter Postings by TEER Type
(Newfoundland and Labrador)



Note: “TEER” refers to categories for “Training, Education, Experience and Responsibilities.” Percentages in this chart do not include the percentage share associated with unclassified occupations.

Source: Lightcast Data (April – June 2023)

Distribution of TEER Levels Advertised in 2nd Quarter Job Postings, Regional Data

	Labrador	Western	Central	Eastern	Avalon
Management Experience	10.9%	11.0%	10.2%	10.6%	10.8%
University Level	19.6%	12.8%	16.9%	23.6%	16.7%
College Level (two years or more, or supervisory)	24.9%	17.6%	18.1%	19.1%	21.3%
College level (less than two years)	11.7%	15.4%	16.4%	9.7%	14.7%
High School or Occupation-Specific Training	18.1%	22.7%	20.1%	22.2%	20.2%
On-the-Job Training	14.9%	20.5%	18.3%	14.9%	16.2%
Total Postings	736	1,222	1,130	577	5,224

Note : “TEER” refers to categories for “Training, Education, Experience and Responsibilities.” Percentages in this chart do not include the percentage share associated with unclassified occupations.

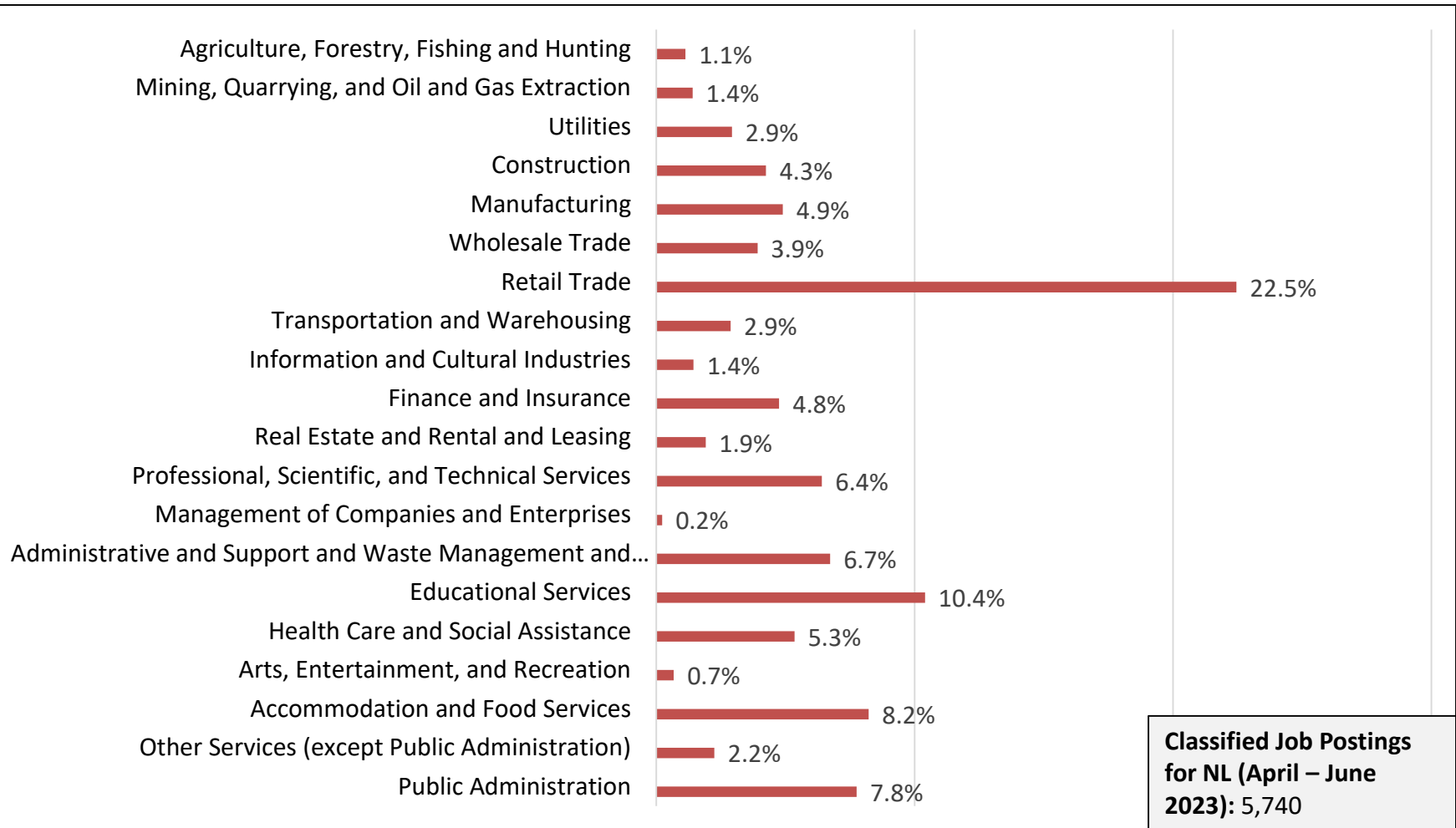
Source: Lightcast Data (April – June 2023)

TEER Highlights

- In terms of TEER levels, college education (two years or more, or supervisory) and high school or occupation-specific training were the most heavily represented in the job postings for the second quarter of 2023 (20.6 per cent and 20.4 per cent, respectively). College level (less than two years) added an additional 14.4 per cent.
- The lowest percentage share was for job postings requiring Management Experience (10.8 per cent). On-the-job training was higher than this, at 16.8 per cent, and close to the percentage for university level (17.0 per cent). Both of these were lower than the total percentage for college, however.
- All regions of the province had a high percentage of job postings requiring college level education (approximately 29 per cent or more in each case), with the Labrador region having the highest percentage (36.6 per cent) and Eastern the lowest (28.8 per cent).
- The regions with the highest percentage of job postings requiring either management experience or some form of post-secondary education were Labrador (67.0 per cent) and Avalon (63.6 per cent), with Central and Eastern following up behind (61.6 per cent and 62.9 per cent, respectively). The Western region had the lowest such percentage, at 56.7 per cent.

Industry Profile

Distribution of Industry Sectors for 2nd Quarter 2023 Job Postings (2-Digit NAICS), Newfoundland and Labrador



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

Source: Lightcast Data (April – June 2023)

Distribution of Industry Sectors Advertised in 2nd Quarter 2023 Job Postings, Regional Data (1/2)

	Labrador (n=482)	Western (n=701)	Central (n=765)	Eastern (n=379)	Avalon (n=3,212)
Agriculture, Forestry, Fishing and Hunting	0.2%	3.1%	0.4%	1.3%	0.8%
Mining, Quarrying, and Oil and Gas Extraction	0.0%	0.0%	0.1%	0.5%	2.4%
Utilities	3.1%	0.6%	3.5%	0.0%	2.2%
Construction	0.8%	5.1%	4.1%	0.8%	5.2%
Manufacturing	14.9%	4.1%	4.8%	5.0%	3.7%
Wholesale Trade	2.7%	6.0%	3.8%	0.0%	4.3%
Retail Trade	11.2%	22.8%	25.0%	34.8%	23.1%
Transportation and Warehousing	6.6%	2.3%	1.2%	0.8%	3.2%
Information and Cultural Industries	0.2%	1.0%	1.2%	0.0%	2.1%
Finance and Insurance	1.2%	11.4%	3.0%	3.4%	4.4%

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

Source: Lightcast Data (April – June 2023)

Distribution of Industry Sectors Advertised in 2nd Quarter 2023 Job Postings, Regional Data (2/2)

	Labrador (n=482)	Western (n=701)	Central (n=765)	Eastern (n=379)	Avalon (n=3,212)
Real Estate and Rental and Leasing	2.7%	3.1%	2.1%	1.6%	1.5%
Professional, Scientific, and Technical Services	13.1%	2.9%	4.4%	4.7%	7.1%
Management of Companies and Enterprises	0.0%	0.6%	0.0%	0.3%	0.0%
Administrative & Support/Waste Management/Remediation Services	3.7%	4.6%	4.7%	6.6%	8.1%
Educational Services	10.6%	9.3%	18.6%	16.9%	6.9%
Health Care and Social Assistance	18.3%	3.3%	9.3%	3.2%	3.3%
Arts, Entertainment, and Recreation	0.2%	0.1%	0.0%	0.0%	1.2%
Accommodation and Food Services	2.9%	11.3%	7.5%	2.1%	9.7%
Other Services (except Public Administration)	2.5%	2.1%	2.6%	2.9%	2.0%
Public Administration	5.0%	6.3%	3.8%	15.0%	8.8%

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

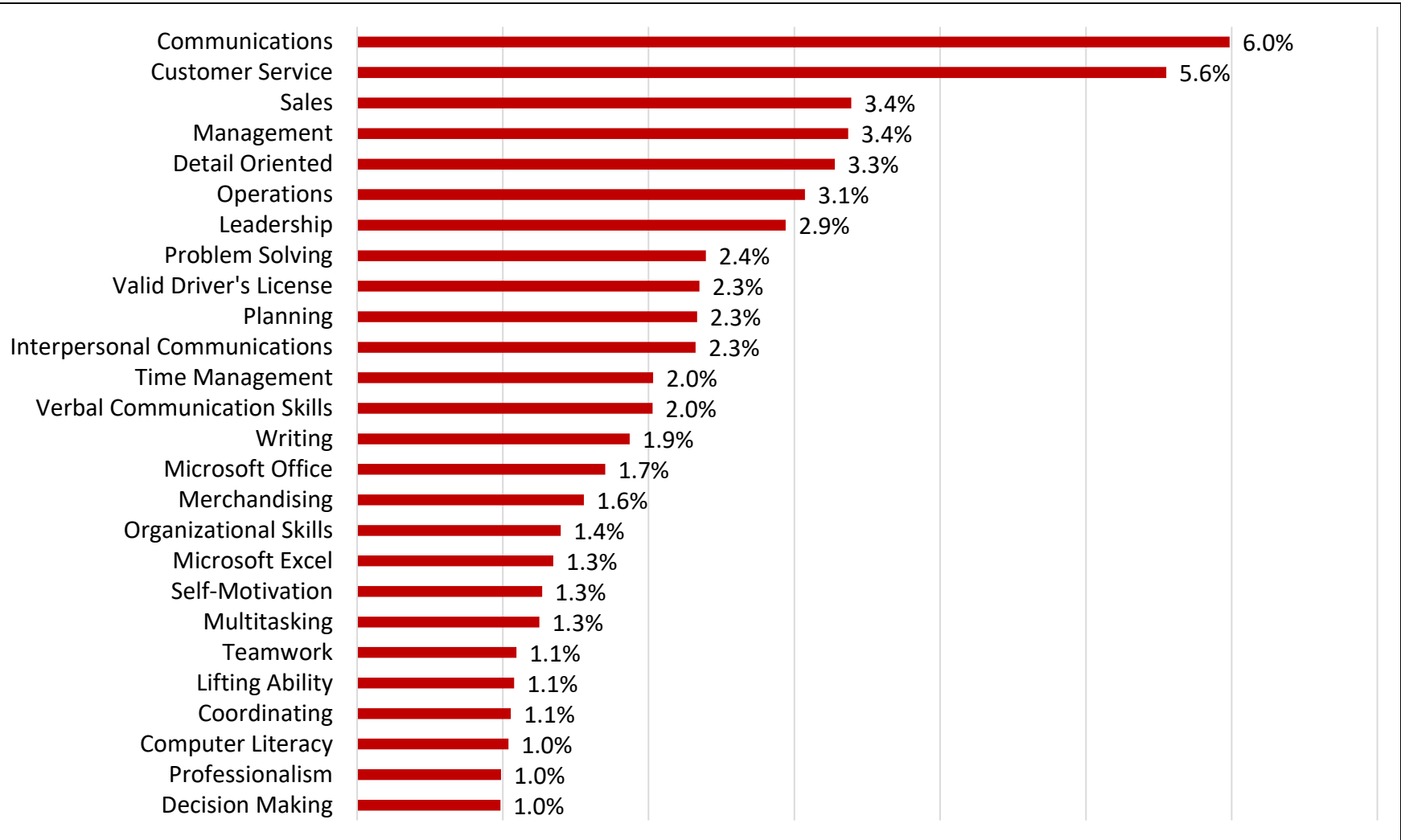
Source: Lightcast Data (April – June 2023)

Industry Highlights

- The total number of provincial job postings that were able to be classified by industry during the second quarter of 2023 was 5,740 (compared to 4,657 in the first quarter). Within Newfoundland and Labrador, the Avalon region had the highest number of such postings (3,212) while the Eastern region had the lowest (379). 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 (22.5 per cent); Educational Services (10.4 per cent), Accommodation and Food Services (8.2 per cent), and Public Administration (7.8 per cent). This is different from the first quarter of 2023 where Educational Services, Public Administration, and Accommodation and Food Services were not in the top four (although Retail Trade was).
- The Eastern region had a much higher share of postings in Retail Trade than did the other regions (34.8 per cent), followed by the Central and Avalon regions (25.0 per cent and 23.1 per cent, respectively).
- The Central and Eastern regions had a higher percentage of job postings in Educational Services than did the remaining regions (18.6 per cent and 16.9 per cent, respectively). All other regions had between 7 and 11 per cent of their postings in this sector.
- Lastly, the Western region had the highest percentage share of job postings in Accommodation and Food Services (11.3 per cent), followed by the Avalon region (9.7 per cent) and Central (7.5 per cent). Labrador and Eastern each had less than three per cent in this sector.

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 2023), represents those with one per cent or greater mention (436 and greater mentions during this quarter, total mentions for Q2 was 41,000+)

Skill/Qualification Highlights

- The top skills and qualifications sought in Newfoundland and Labrador job postings during the second quarter of 2023 were: Communications; Customer Service; Sales; Management, and Detail Oriented. These were mostly the same as the top skills and qualifications in the first quarter of 2023 (with the exception of Sales replacing Operations from the previous quarter).
- 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, Excel). For more transferable skills, notable entries included: various forms of communication, time management skills, organizational skills, problem solving, leadership, teamwork, 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: Communications; Operations; Customer Service; Management; and Problem Solving
 - The top skills and qualifications sought in the **Western region** were: Customer Service; Communications; Sales; Management; and Detail Oriented.
 - The top skills and qualifications sought in the **Central region** were: Customer Service; Communications; Sales; Detail Oriented; and Leadership.
 - The top skills and qualifications sought in the **Eastern region** were: Communications; Customer Service; Leadership; Planning; and Sales.
 - The top skills and qualifications sought in the **Avalon region** were: Communications; Customer Service; Management; Detail Oriented; and Sales.