

NL Quarterly Job Vacancy Report

**3rd Quarter 2022
(July – September)**

Important Notes

- This report covers new monthly job postings that were captured by [Lightcast](#) between July and September 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 8,950 postings recorded in Q3 for Newfoundland and Labrador, 8,598 were able to be classified at one of the five regional levels (meaning, 352 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 third quarter of 2022 as well as some comparison of trends with the previous quarters of the year.

Occupational Comparisons

Top 10 Occupations Sought in 3rd Quarter Job Postings (4-Digit NOC), **Newfoundland and Labrador**



Classified Job Postings for NL (July – September 2022): 8,311

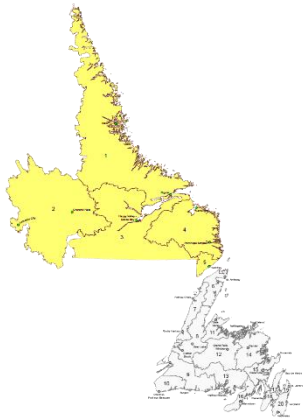
- Occupations most represented in the province’s job postings included those related to sales (retail salespersons, retail sales supervisors, cashiers); and food services (cooks, food and beverage servers, food counter attendants).
- Other areas represented in the top 10 included health (home support workers); 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 (5.1 per cent), followed by Cooks (3.5 per cent).



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

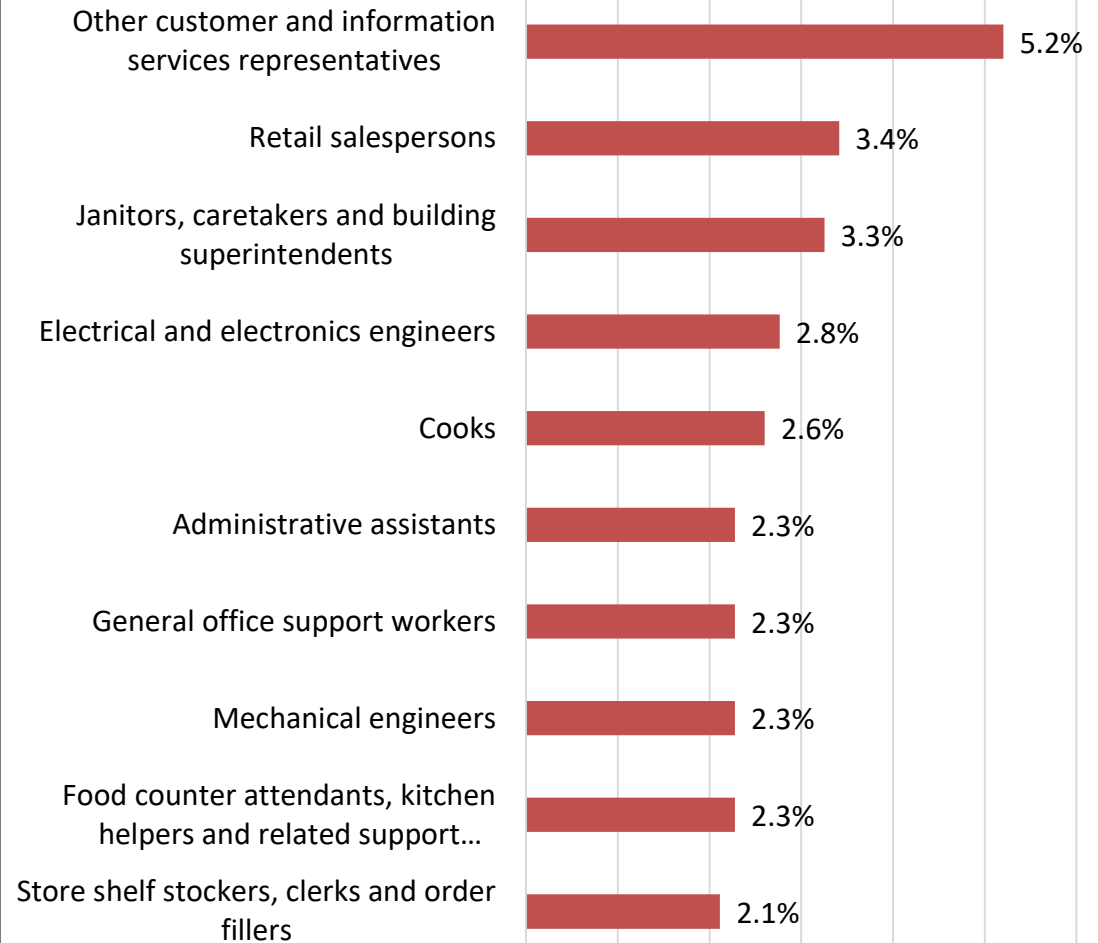
Source: Lightcast Data (July – September 2022)

Top 10 Occupations Sought in 3rd Quarter Job Postings (4-Digit NOC), **Labrador Region**



Classified Job Postings for Labrador (July – September 2022): 615

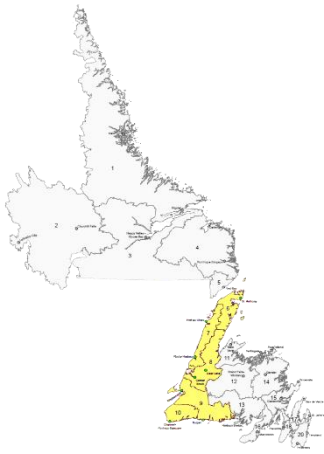
- Occupations most represented in Labrador’s job postings included those related to sales (retail salespersons, store shelf stockers); food service (cooks, food counter attendants); and business (administrative assistants, general office support workers).
- Other areas represented in the top 10 included technical sciences (mechanical engineers, electrical and electronics engineers); 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 (5.2 per cent); followed by Retail Salespersons (3.4 per cent).



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

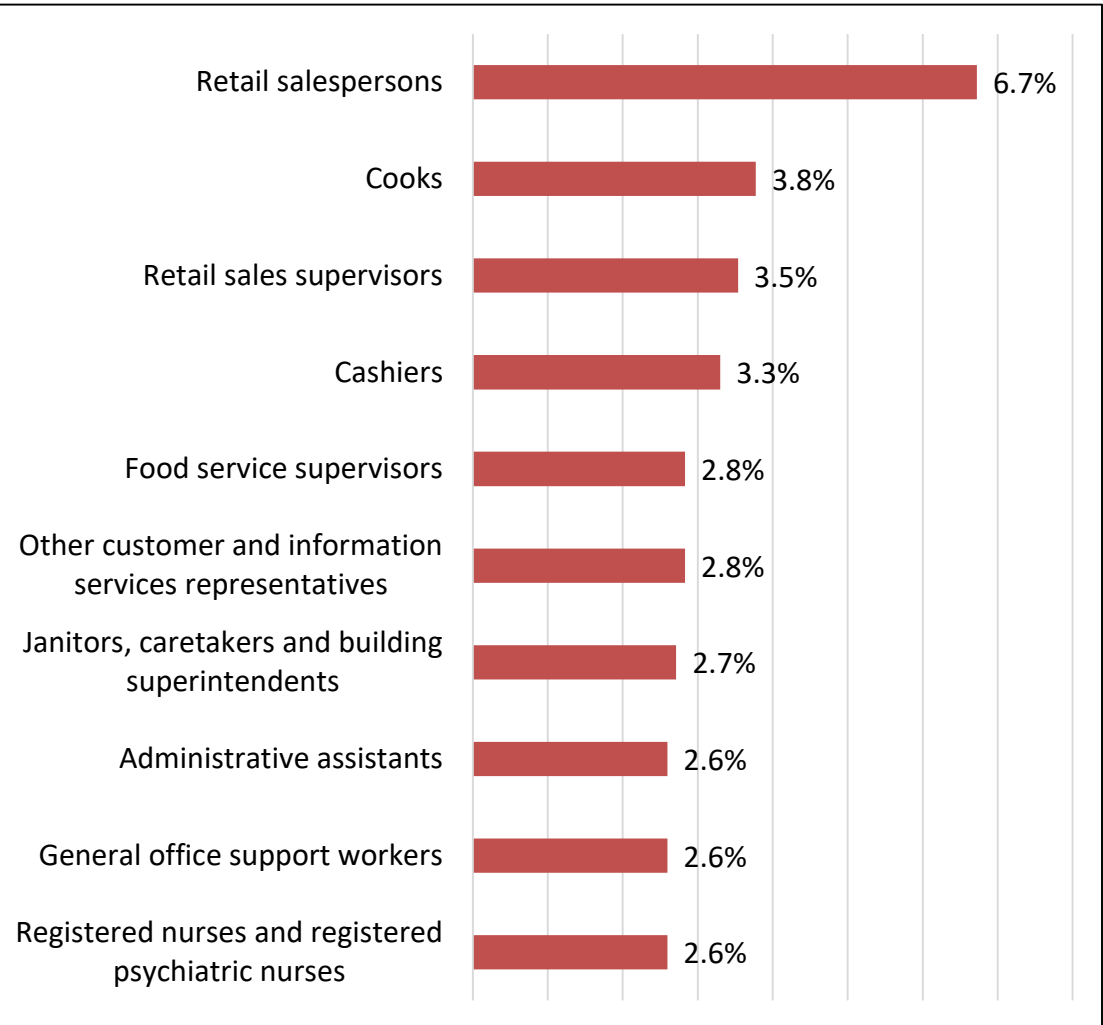
Source: Lightcast Data (July – September 2022)

Top 10 Occupations Sought in 3rd Quarter Job Postings (4-Digit NOC), **Western Region**



Classified Job Postings for Western (July – September 2022):
848

- Occupations most represented in Western’s job postings included those related to sales (retail salespersons, retail sales supervisors, cashiers); food services (cooks, food service supervisors); and business (administrative assistants, general office support workers).
- Other areas represented in the top 10 included health (registered nurses); cleaning services (janitors, caretakers and building superintendents), 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 (6.7 per cent) followed by Cooks (3.8 per cent).



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

Source: Lightcast Data (July – September 2022)

Top 10 Occupations Sought in 3rd Quarter Job Postings (4-Digit NOC), **Central Region**



Classified Job Postings for Central (July – September 2022):
716

- Occupations most represented in the Central region’s job postings included those related to sales (retail salespersons, store shelf stockers, cashiers); and food services (cooks, food and beverage servers).
- Other areas represented in the top 10 were related to health (home support workers); information services (other customer and information services representatives); supply chain (material handlers); business (accounting technicians and bookkeepers); and cleaning services (janitors, caretakers and superintendents).
- For the Central region, the occupation with the highest percentage of job postings was Retail Salespersons (7.3 per cent), followed by Janitors, Caretakers and Building Superintendents (3.6 per cent).



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

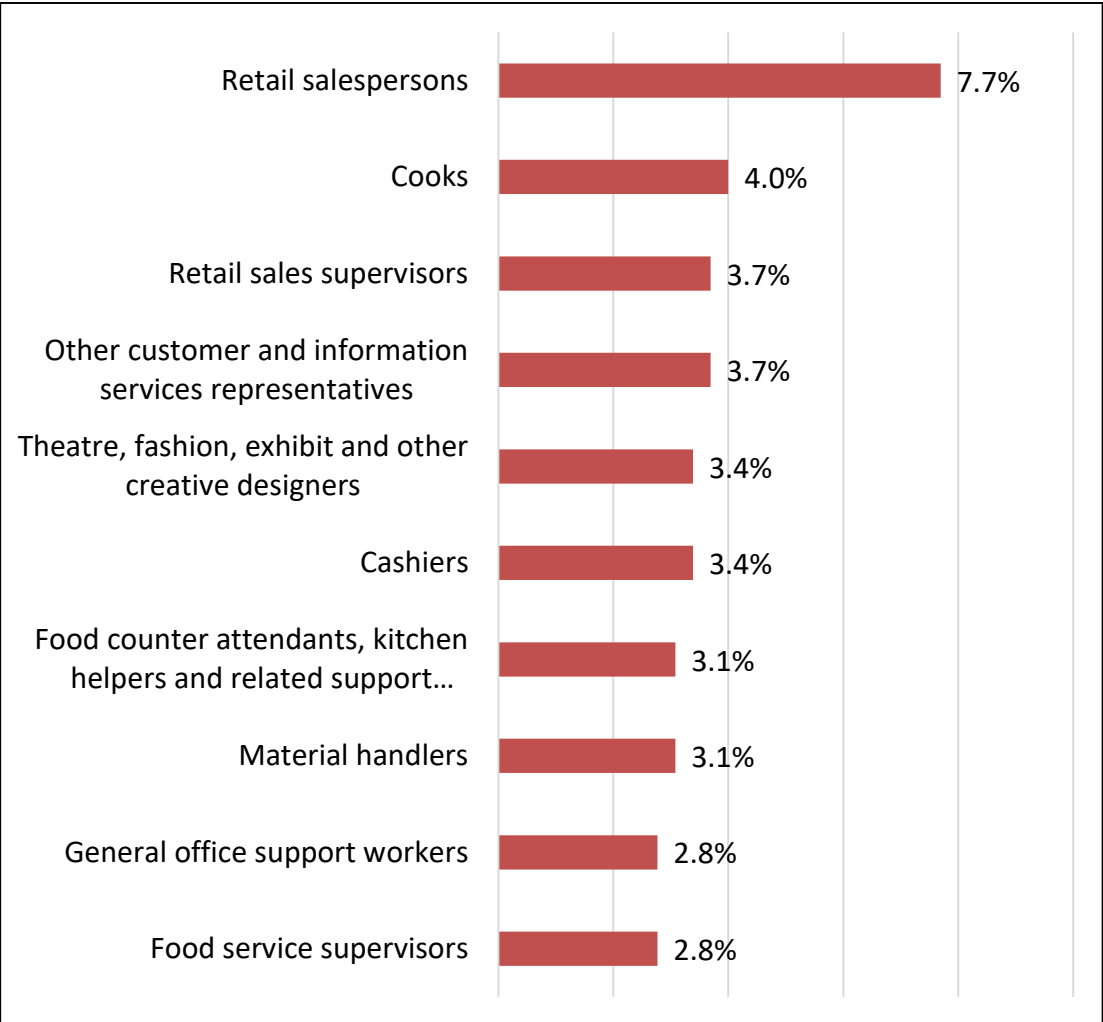
Source: Lightcast Data (July – September 2022)



Top 10 Occupations Sought in 3rd Quarter Job Postings (4-Digit NOC), **Eastern Region**

Classified Job Postings for Eastern (July – September 2022):
325

- Occupations most represented in the Eastern region’s job postings included those related to sales (retail salespersons, retail sales supervisors, cashiers); and food services (cooks, food counter attendants, as well as food service supervisors)
- Other areas represented in the top 10 were related to merchandising (theatre, fashion, exhibit and other creative designers); information services (other customer and information services representatives); supply chain (material handlers); and business (general office support workers).
- For the Eastern region, the occupation with the highest percentage of job postings was Retail Salespersons (7.7 per cent), followed by Cooks (4.0 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 (July – September 2022)

Top 10 Occupations Sought in 3rd Quarter Job Postings (4-Digit NOC), Avalon Region



Classified Job Postings for Avalon (July – September 2022):
5,496

- Occupations most represented in the Avalon region’s job postings included those related to sales (retail salespersons, retail sales supervisors, sales and account representatives, cashiers); and food services (cooks, food and beverage servers).
- Other areas in the top 10 were related to health (home support workers); 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 (4.7 per cent), followed by Cooks (3.5 per cent).



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

Source: Lightcast Data (July – September 2022)

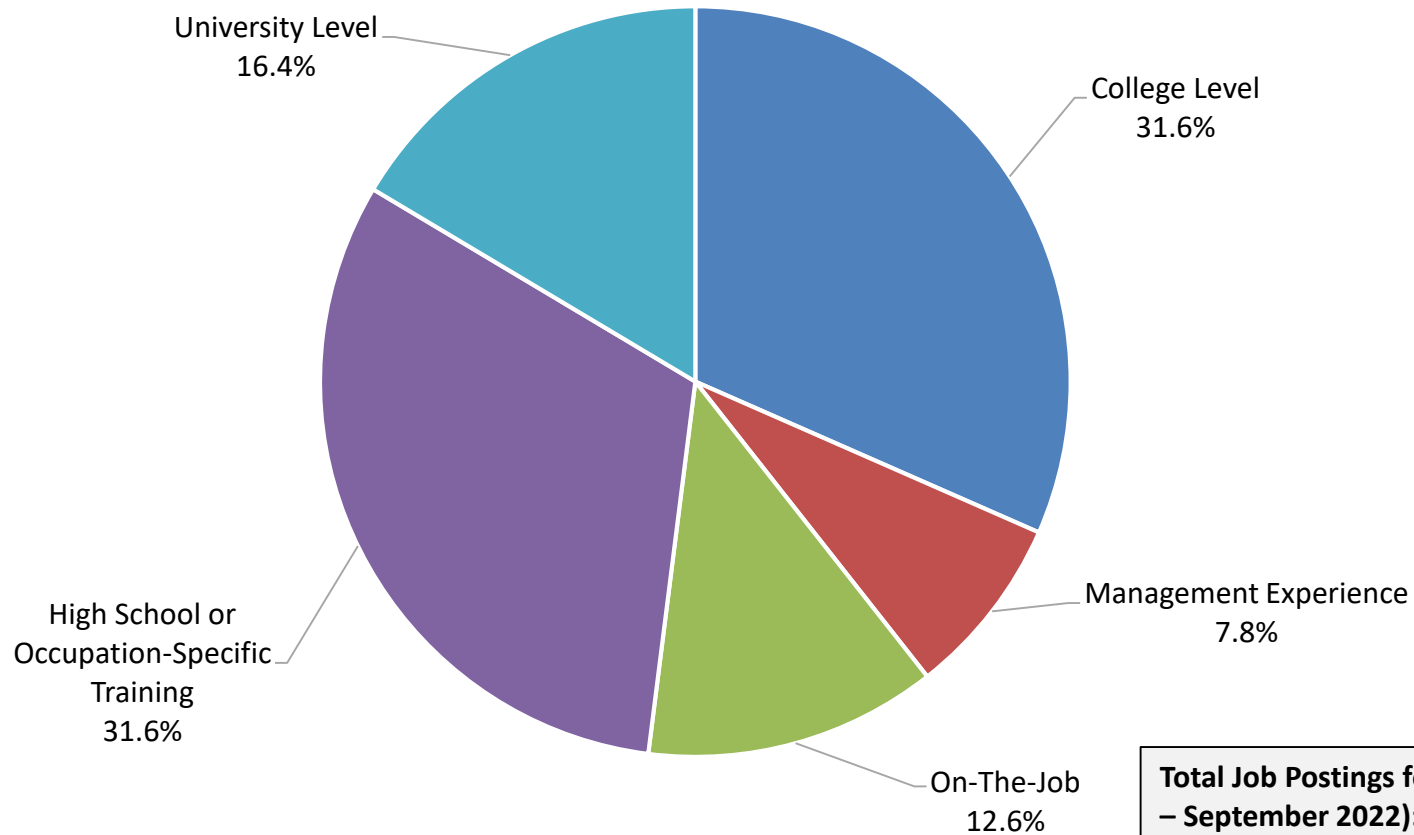
Occupation Highlights

- The total number of job postings in the province that were able to be classified by occupation was 8,311 (compared to 6,017 for the first quarter of 2022 and 8,575 for the second). The Avalon region had the highest number of such postings (5,496) while the Eastern region had the lowest (325). In general, most regions had more postings in the third quarter than in the first but less than that for the second quarter.
- The occupation with the greatest number of job postings in the province was Retail Salespersons and this was also true for all regions except for Labrador (where it was second). The occupation with the second highest number of postings was most frequently Cooks. These trends were similar to those in the second quarter and, to a certain extent, 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 business were prevalent in certain regions of the province (such as in the Labrador and Western regions). Interestingly, postings for health occupations were less prevalent in the third quarter compared to the previous two, possibly a reflection of greater demand arising in other areas of the economy or health vacancies from the previous two quarters being filled.
- 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 and second quarter.
- Similar to the first two quarters 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 (business managers, engineers, accounting technicians).

Education and Experience Levels

Distribution of Education and Experience Levels Sought in 3rd Quarter Job Postings, Newfoundland and Labrador

Percentage of 3rd Quarter Postings by Education and Experience Level
(Newfoundland and Labrador)



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

Source: Lightcast Data (July – September 2022)

Distribution of Education and Experience Levels Advertised in 3rd Quarter Job Postings, Regional Data

	Labrador	Western	Central	Eastern	Avalon
Management Experience	7.8%	5.5%	4.9%	8.0%	8.6%
University Level	20.8%	13.0%	15.9%	18.5%	16.2%
College Level	32.5%	36.3%	30.2%	30.2%	31.2%
High School or Occupation-Specific Training	28.3%	31.6%	34.6%	32.3%	31.6%
On-the-Job Training	10.6%	13.6%	14.4%	11.1%	12.5%
Total Postings	615	848	716	325	5,496

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

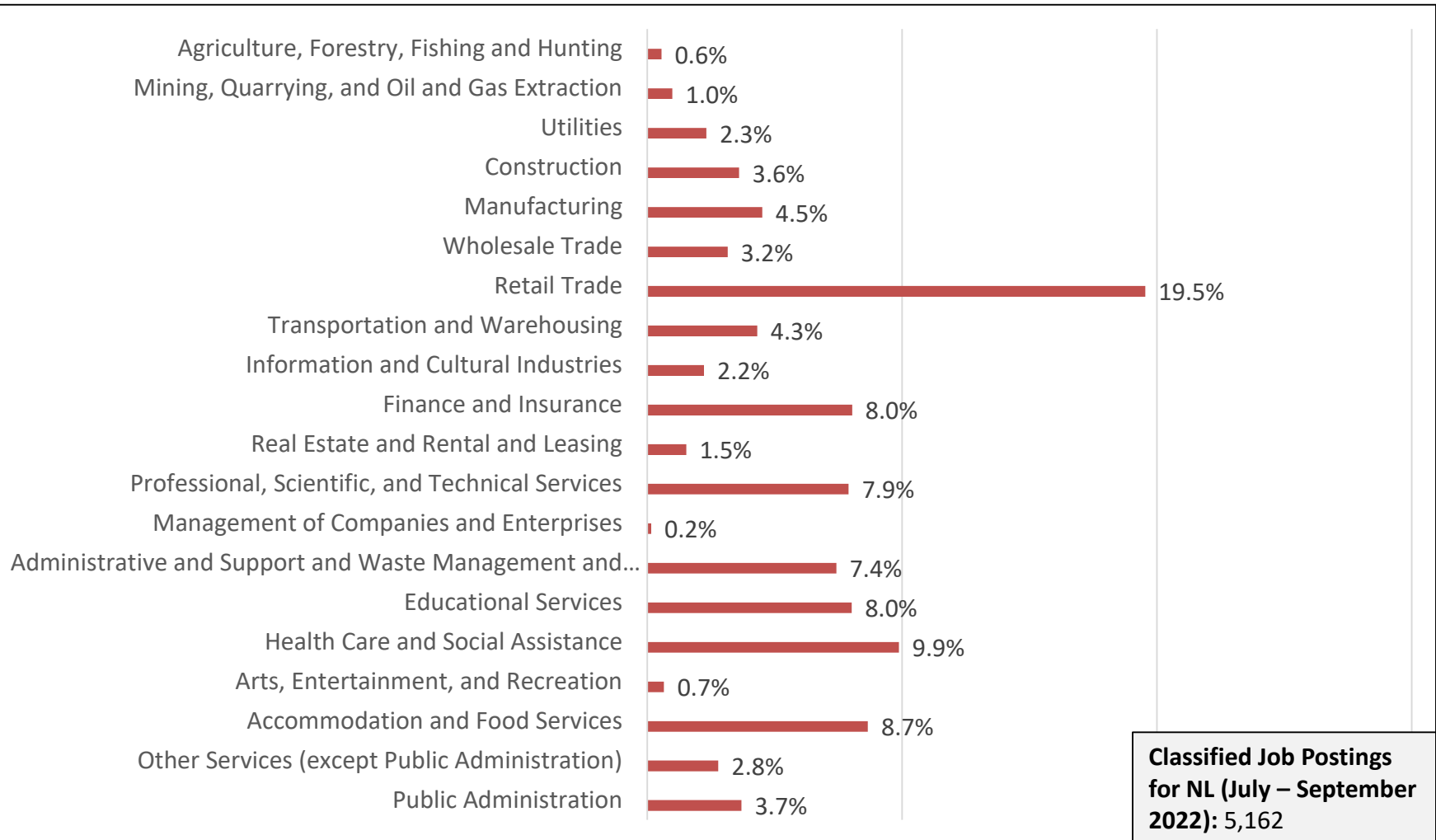
Source: Lightcast Data (July – September 2022)

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 third quarter of 2022 (31.6 per cent in both cases). These percentages were similar to those for the first two quarters of 2022.
- The lowest percentage shares were for job postings requiring on-the-job training (12.6 per cent) and Management Experience (7.8 per cent). Job postings requiring university level education were higher than for these two categories (16.4 per cent) but lower than those for college education and high school or occupation-specific training. Again, these trends and general percentage shares were similar to those observed in the earlier quarters 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 is consistent with the second quarter of 2022 (whereas the Labrador and Eastern regions had a much higher percentage of job postings requiring college level education than the others in the first quarter).
- The regions with the highest percentage of job postings requiring either management experience or some form of post-secondary education were Labrador (61.1 per cent) and Eastern (56.6 per cent). Central had only 51 per cent of postings in this category while all other regions had approximately 55 to 56 per cent of their job postings requiring either management experience or some form of post-secondary education. This differs from the first two quarters where some regions had over 60 per cent of their postings requiring management experience or post-secondary and none were below 52 per cent.

Industry Profile

Distribution of Industry Sectors for 3rd Quarter 2022 Job Postings (2-Digit NAICS), Newfoundland and Labrador



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

Source: Lightcast Data (July – September 2022)

Distribution of Industry Sectors Advertised in 3rd Quarter 2022 Job Postings, Regional Data (1/2)

	Labrador (n=362)	Western (n=524)	Central (n=485)	Eastern (n=204)	Avalon (n=3,372)
Agriculture, Forestry, Fishing and Hunting	0.3%	1.0%	0.2%	1.5%	0.5%
Mining, Quarrying, and Oil and Gas Extraction	0.0%	0.6%	0.2%	0.0%	1.4%
Utilities	3.6%	0.2%	0.2%	0.0%	1.3%
Construction	0.8%	1.9%	2.9%	2.5%	4.5%
Manufacturing	3.9%	3.6%	2.5%	4.9%	5.3%
Wholesale Trade	4.1%	4.6%	1.2%	0.0%	3.5%
Retail Trade	7.7%	24.2%	30.5%	22.5%	19.4%
Transportation and Warehousing	11.6%	5.3%	1.6%	1.5%	4.0%
Information and Cultural Industries	1.1%	1.7%	1.9%	1.0%	2.6%
Finance and Insurance	10.8%	14.5%	6.0%	7.8%	6.5%

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

Source: Lightcast Data (July – September 2022)

Distribution of Industry Sectors Advertised in 3rd Quarter 2022 Job Postings, Regional Data (2/2)

	Labrador (n=362)	Western (n=524)	Central (n=485)	Eastern (n=204)	Avalon (n=3,372)
Real Estate and Rental and Leasing	1.4%	2.1%	0.6%	0.0%	1.7%
Professional, Scientific, and Technical Services	21.0%	4.4%	3.3%	2.5%	8.4%
Management of Companies and Enterprises	0.0%	0.0%	0.0%	1.0%	0.2%
Administrative & Support/Waste Management/Remediation Services	4.1%	5.2%	4.3%	9.8%	8.3%
Educational Services	4.7%	8.8%	8.9%	8.3%	8.0%
Health Care and Social Assistance	16.9%	3.2%	20.4%	26.0%	7.4%
Arts, Entertainment, and Recreation	0.3%	0.2%	0.0%	0.0%	0.9%
Accommodation and Food Services	1.9%	8.8%	7.4%	2.9%	10.3%
Other Services (except Public Administration)	2.2%	4.6%	3.1%	2.5%	2.6%
Public Administration	3.6%	5.2%	4.7%	5.4%	3.1%

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

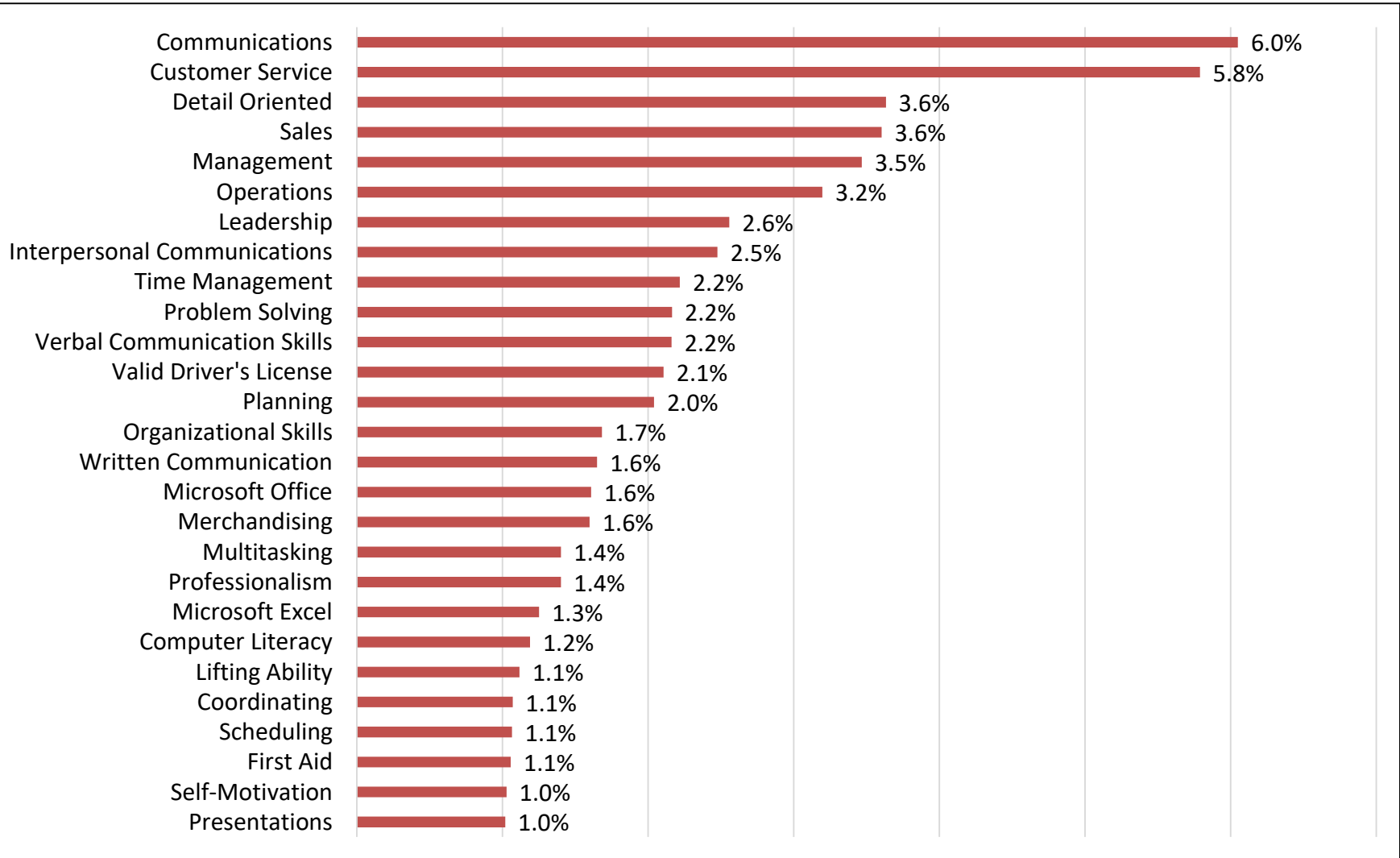
Source: Lightcast Data (July – September 2022)

Industry Highlights

- The total number of provincial job postings that were able to be classified by industry during the third quarter of 2022 was 5,162 (compared to 3,866 in the first quarter and 5,091 in the second). Within Newfoundland and Labrador, the Avalon region had the highest number of such postings (3,372) while the Eastern region had the lowest (204). This trend is the same as that in the first two quarters.
- The industries with the highest percentage share of job postings during this time period were Retail Trade (19.5 per cent); Health Care and Social Assistance (9.9 per cent); and Accommodation and Food Services (8.7 per cent). While this ranking of industries is similar to the first two quarters, it is worth noting that the percentage share for Retail Trade has increased in the third quarter, leading to a subsequent decrease in the percentage share for the other two sectors when compared to that in the second quarter.
- The Central region had the highest share of postings in Retail Trade (30.5 per cent) while the Western and Eastern regions had slightly less (24.2 and 22.5 per cent). In contrast to other quarters, all regions except Labrador had approximately 20 per cent or more of their vacancies in this sector, suggesting possible greater demand for it during this period.
- 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 (over 15 per cent in each case). This was similar to the trend in previous quarters although the percentage share has decreased somewhat for some regions relative to that in other quarters.
- Lastly, all regions had 10 percent or less of their postings in Accommodation and Food Services and were generally lower than the percentage seen in previous quarters.

Employer Sought Skills/Qualifications

Most Popular Skills/Qualifications Sought in 3rd Quarter Job Postings, Newfoundland and Labrador



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

Source: Lightcast Data (July – September 2022), Represents those with one per cent or greater mention (456 and greater mentions during this quarter)

Skill/Qualification Highlights

- The top skills and qualifications sought in Newfoundland and Labrador job postings during the third quarter of 2022 were: Communications; Customer Service; Detail Oriented; Sales; and Management. These were the same as the top skills and qualifications in the second quarter (and all but Management being in the top for the first quarter as well).
- 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 organizational skills.
- 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; Verbal Communication Skills; and Leadership.
 - The top skills and qualifications sought in the **Western region** were: Customer Service; Communications; Detail Oriented; Sales; and Management.
 - The top skills and qualifications sought in the **Central region** were: Customer Service; Communications; Sales; Detail Oriented; and Operations.
 - The top skills and qualifications sought in the **Eastern region** were: Customer Service; Communications; Detail Oriented; Sales; and Operations.
 - The top skills and qualifications sought in the **Avalon region** were: Communications; Customer Service; Management; Detail Oriented; and Sales.