

NL Quarterly Job Vacancy Report

**4th Quarter 2022
(October – December)**

Important Notes

- This report covers new monthly job postings that were captured by [Lightcast](#) between October and December 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 7,015 postings recorded and coded with an occupational category in Q4 for Newfoundland and Labrador, 6,883 were able to be classified with an occupational code (meaning, 132 were unable to be classified with an occupational code). For this reason, the summed totals for postings do not equal provincial totals across the various indicators.
- 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 fourth quarter of 2022 as well as some comparison of trends with the previous quarters of the year.

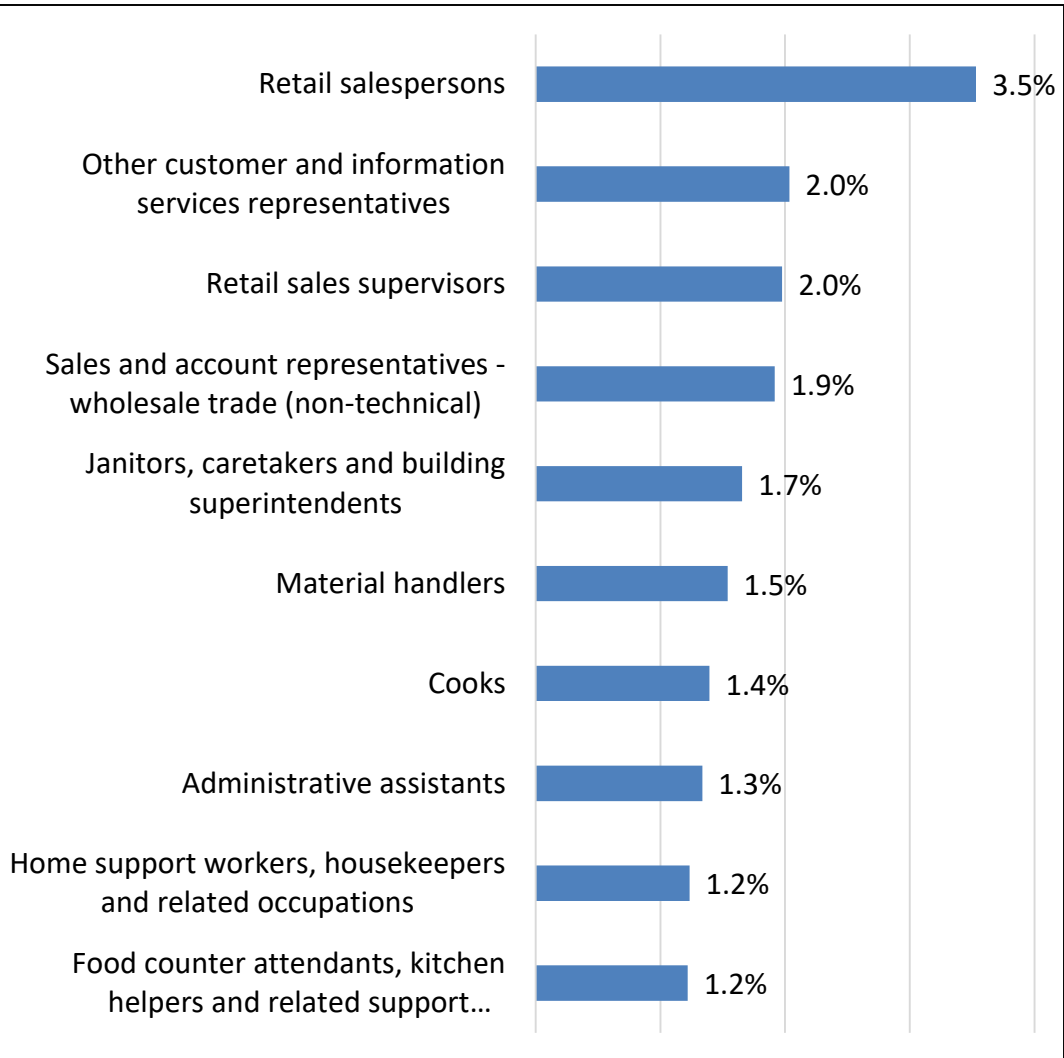
Occupational Comparisons

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



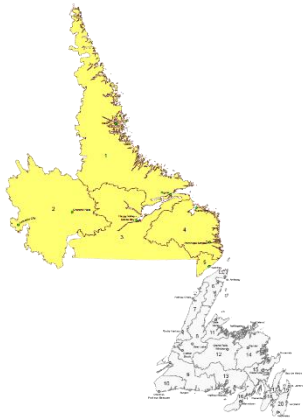
Classified Job Postings for NL (October – December 2022):
6,883

- Occupations most represented in the province's job postings included those related to sales (retail salespersons, retail sales supervisors, sales and account representatives); and food services (cooks, 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 (3.5 per cent), followed by Other Customer and Information Services Representatives, and Retail Sales Supervisors (both at 2.0 per cent).



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

Source: Lightcast Data (October – December 2022)



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

Classified Job Postings for Labrador (October – December 2022): 532

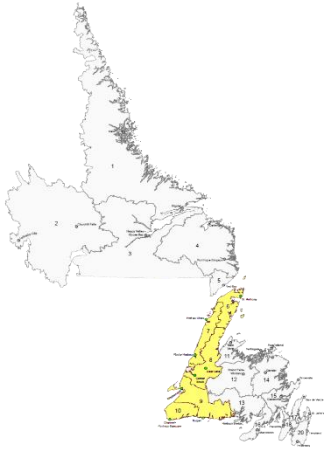
- Occupations most represented in Labrador’s job postings included those related to sales (retail salespersons, sales supervisors); food service (cooks, food counter attendants); and technical sciences (industrial engineering and manufacturing technologists, electrical and electronics engineers).
- Other areas represented in the top 10 included health (registered nurses); information services (other customer and information services representatives); business (other business service managers). and cleaning services (janitors, caretakers and building superintendents).
- For the Labrador region, the occupation with the highest percentage of job postings was Janitors, Caretakers and Building Superintendents (4.1 per cent); followed by Other Business Services Managers (3.2 per cent).



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

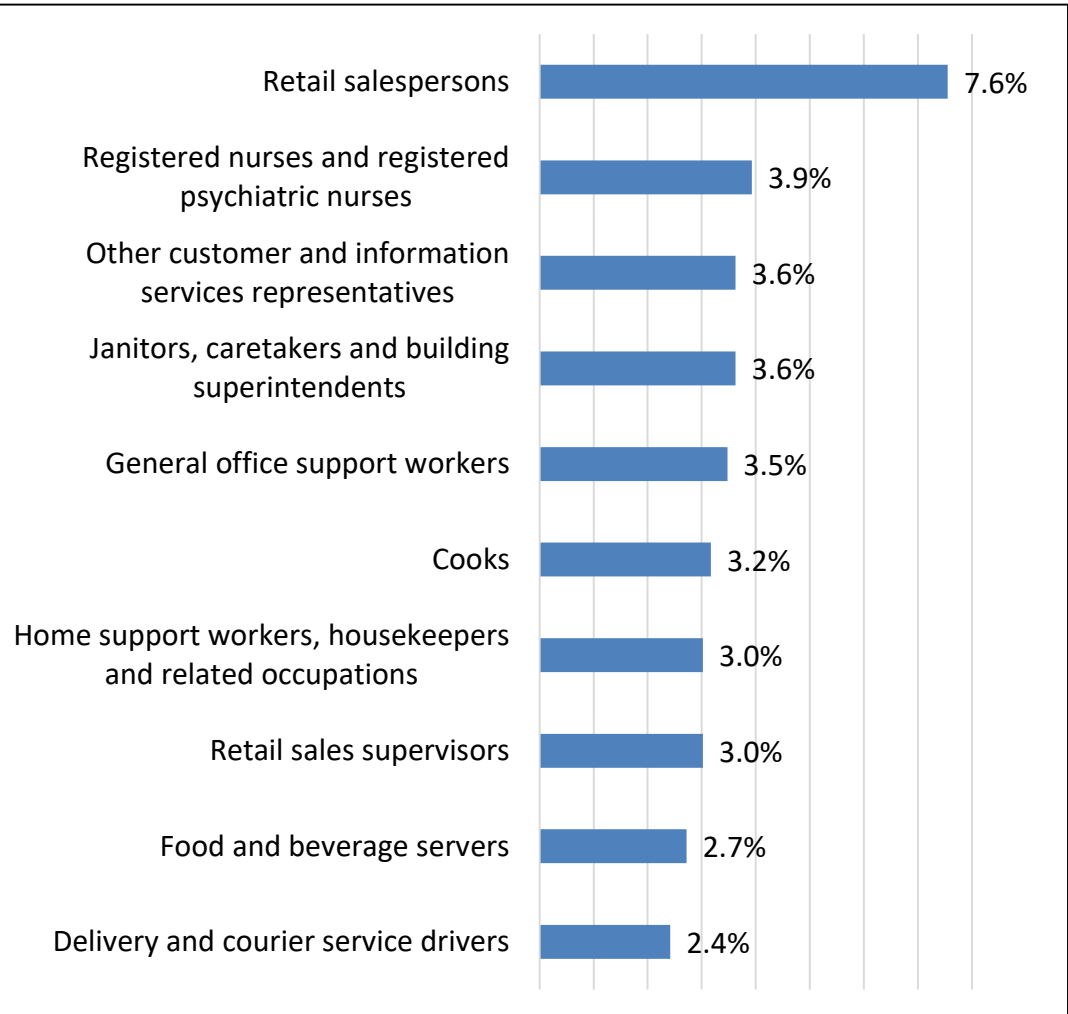
Source: Lightcast Data (October – December 2022)

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



Classified Job Postings for Western (October – December 2022): 662

- Occupations most represented in Western’s job postings included those related to sales (retail salespersons, retail sales supervisors); food services (cooks, food and beverage servers); and health (registered nurses, home support workers).
- Other areas represented in the top 10 included business (general office support, delivery drivers); 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 (7.6 per cent), followed by Registered Nurses (3.9 per cent).



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

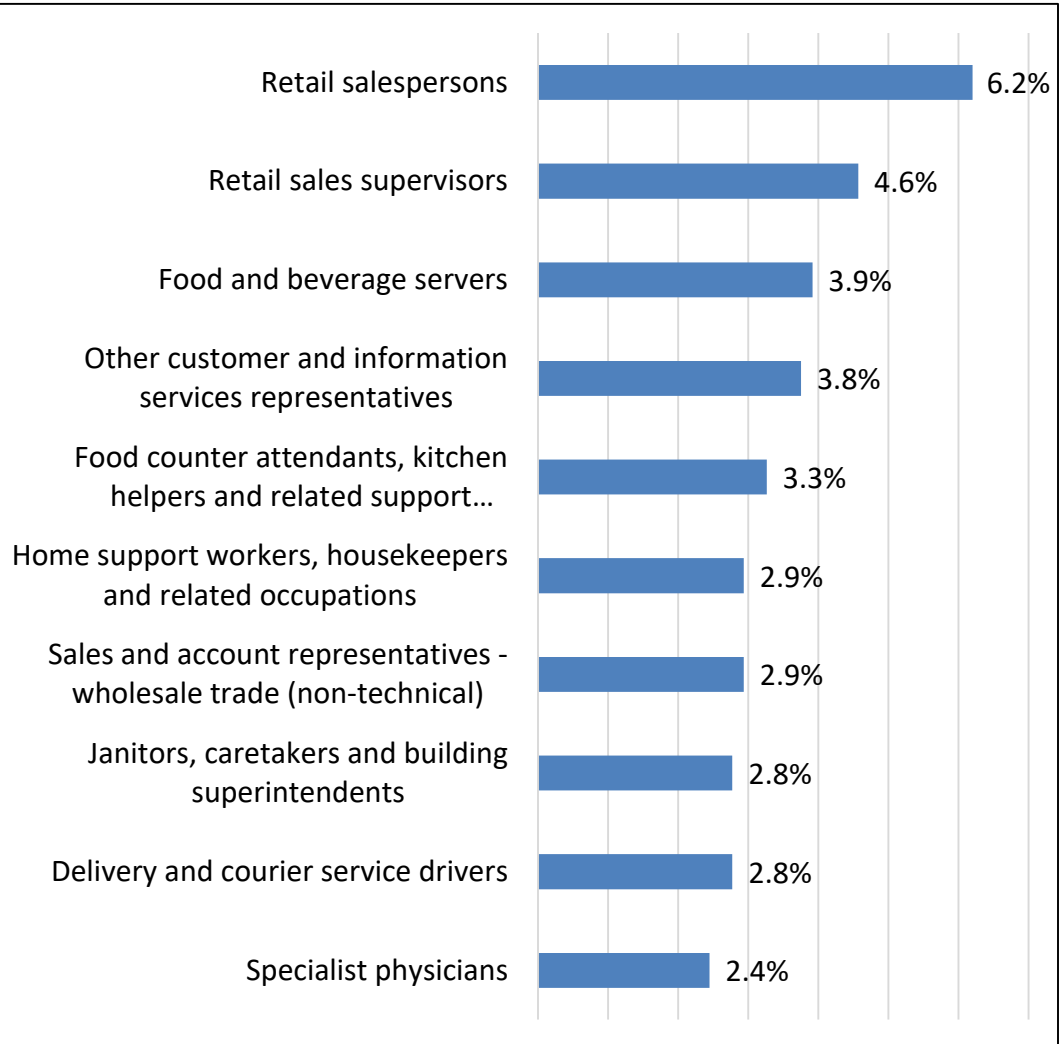
Source: Lightcast Data (October – December 2022)

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



Classified Job Postings for Central (October – December 2022): 613

- Occupations most represented in the Central region's job postings included those related to sales (retail salespersons, retail sales supervisors, sales and account representatives); health (home support workers, specialist physicians); and food services (food counter attendants, food and beverage servers).
- Other areas represented in the top 10 were related to information services (other customer and information services representatives); and cleaning services (janitors, caretakers and superintendents).
- For the Central region, the occupation with the highest percentage of job postings was Retail Salespersons (6.2 per cent), followed by Retail Sales Supervisors (4.6 per cent).



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

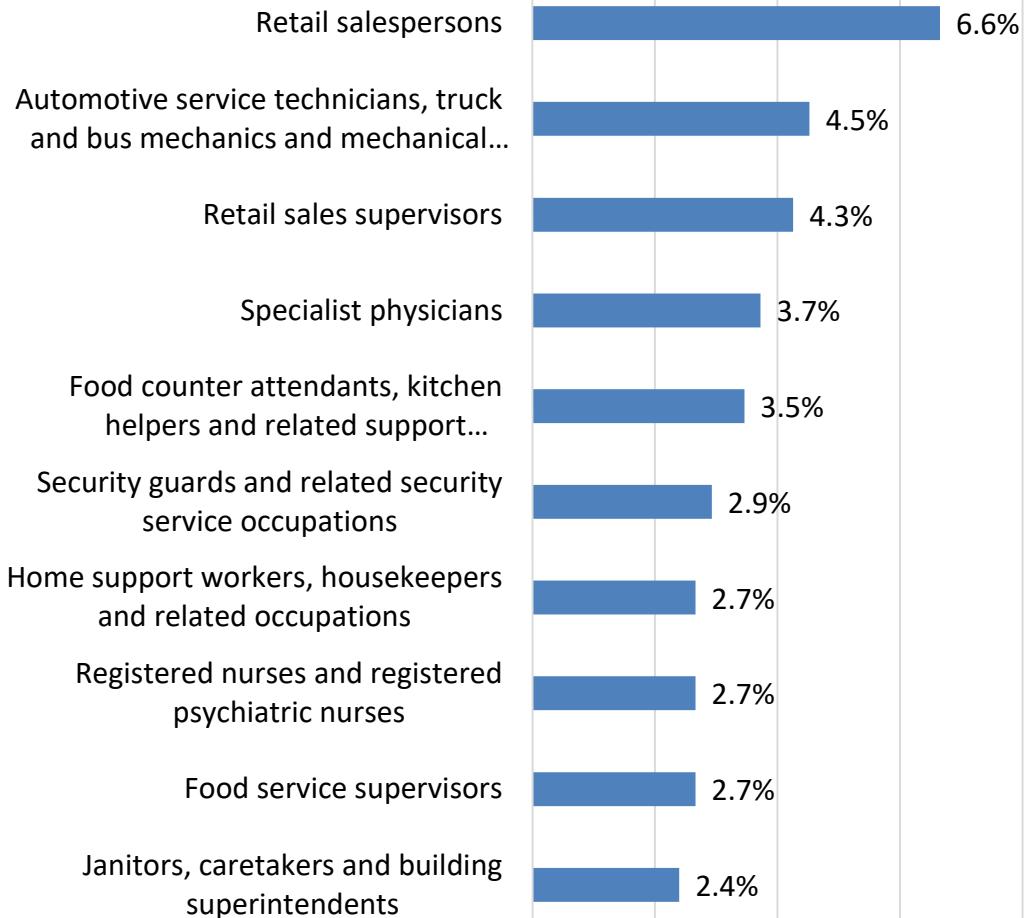
Source: Lightcast Data (October – December 2022)

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



Classified Job Postings for Eastern (October – December 2022): 376

- Occupations most represented in the Eastern region’s job postings included those related to sales (retail salespersons, retail sales supervisors); health (specialist physicians, registered nurses, home support workers); and food services (food counter attendants, food service supervisors)
- Other areas represented in the top 10 were related to trades (automotive service techs); security (security guards and related services); and cleaning services (janitors and caretakers).
- For the Eastern region, the occupation with the highest percentage of job postings was Retail Salespersons (6.6 per cent), followed by Automotive Service Technicians (4.5 per cent).



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

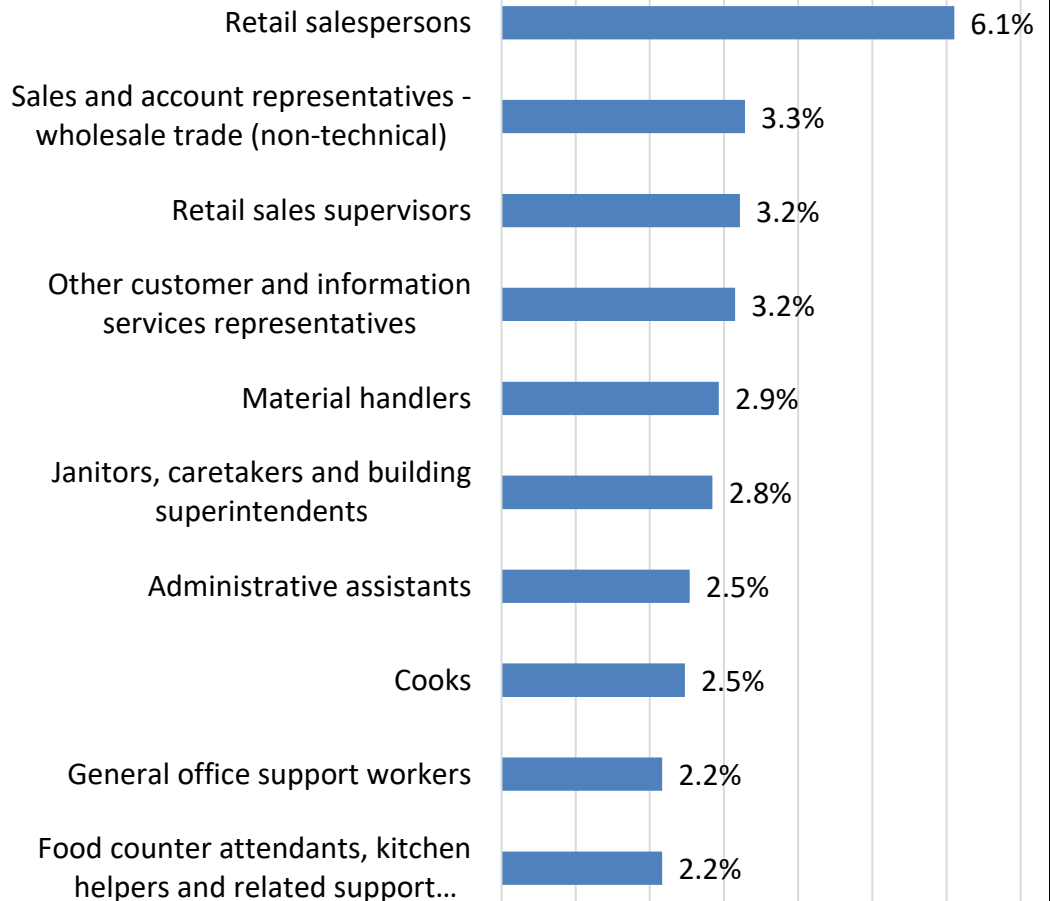
Source: Lightcast Data (October – December 2022)

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



Classified Job Postings for Avalon (October – December 2022):
4,570

- Occupations most represented in the Avalon region's job postings included those related to sales (retail salespersons, retail sales supervisors, sales and account representatives,); business (administrative assistants, general office support); and food services (cooks, food counter attendants).
- Other areas in the top 10 were related to 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 (6.1 per cent), followed by Sales and Account Representatives in Wholesale Trade (3.3 per cent).



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

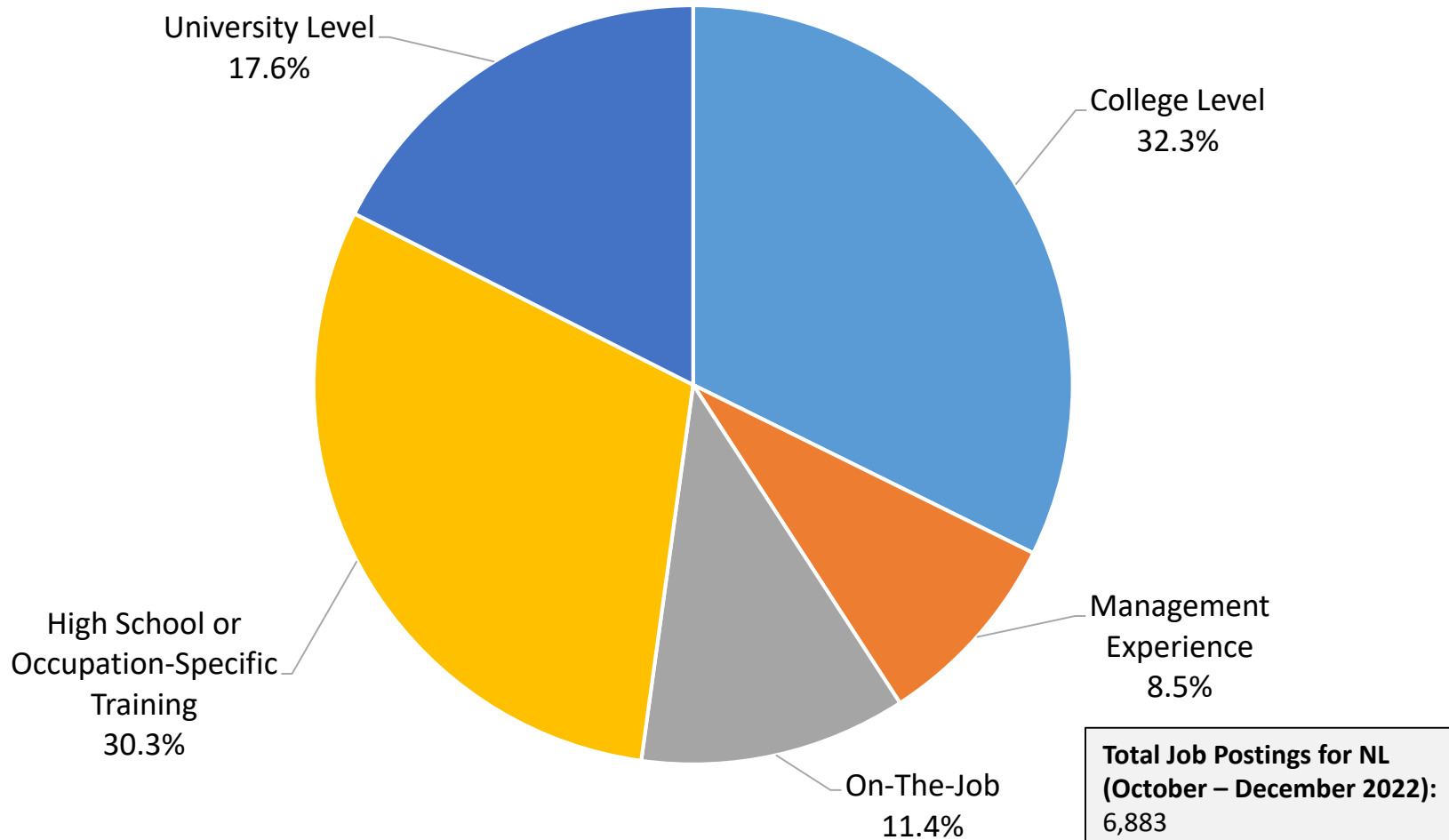
Source: Lightcast Data (October – December 2022)

Occupation Highlights

- During the fourth quarter of 2022, the total number of job postings in the province that were able to be classified by occupation was 6,883, which was higher than Q1 but less than Q2 and Q3. The Avalon region had the highest number at 4,570 while the Eastern region had the lowest (376).
- Across all regions, occupations in the retail sector were frequently observed in postings (including retail occupations such as Retail Sales Supervisors and Retail Salespersons). In fact, the occupation with the greatest number of job postings in the province was Retail Salespersons, and this was also true for all regions except Labrador (where it was the fourth highest).
- The most common occupational areas represented in job postings were sales and food services. Other occupational areas such as technical sciences were prevalent in specific regions of the province (such as in the Labrador region). Lastly, postings for health occupations remained prevalent during the fourth quarter in some regions (Western, Central, and Eastern), suggesting continued demand for these services in such locations.
- 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. Overall, supervisor positions were more prevalent than manager ones in the top ten for the fourth quarter.
- Similar to the first three quarters of 2022, a wide range of training and skill levels were represented in fourth quarter 2022 postings. This included those with lower levels of skill requirement (salespersons, material handlers) as well as more specialized skill requirements (business managers, nurses, engineers, and technicians).

Education and Experience Levels

Distribution of Education and Experience Levels Sought in 4th Quarter Job Postings, Newfoundland and Labrador



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

Source: Lightcast Data (October – December 2022)

Distribution of Education and Experience Levels Advertised in 4th Quarter Job Postings, Regional Data

	Labrador	Western	Central	Eastern	Avalon
Management Experience	9.6%	7.3%	8.0%	5.3%	9.0%
University Level	18.6%	14.0%	14.4%	20.7%	18.0%
College Level	38.7%	30.7%	26.1%	33.5%	32.5%
High School or Occupation-Specific Training	22.6%	35.5%	36.4%	29.0%	29.9%
On-the-Job Training	10.5%	12.5%	15.2%	11.4%	10.6%
Total Postings	532	662	613	376	4,570

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

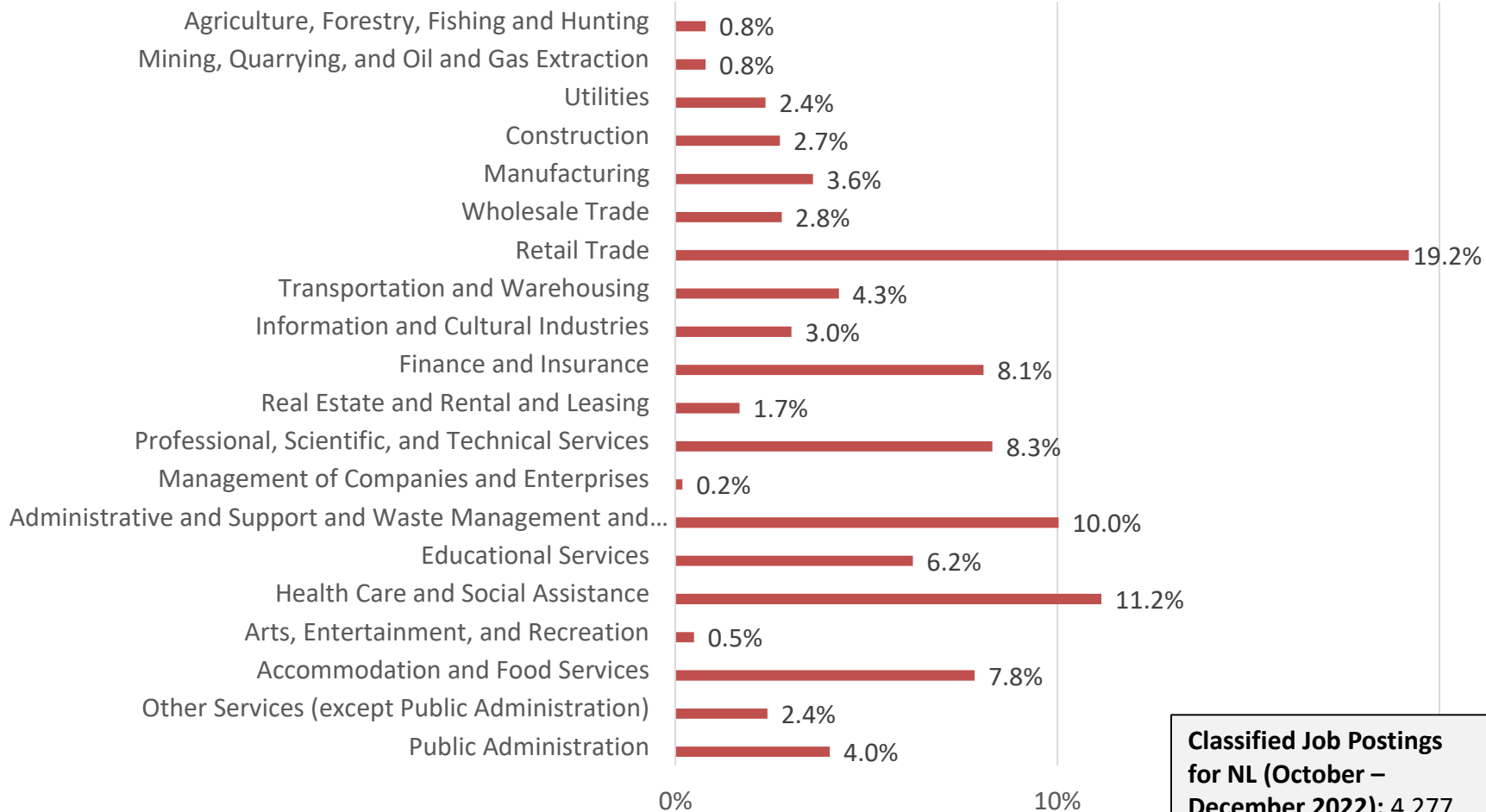
Source: Lightcast Data (October – December 2022)

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 fourth quarter of 2022, (32.3 and 30.3, percent respectively). These percentages were similar to those observed throughout 2022.
- The lowest percentage shares were for job postings requiring on-the-job training (11.4 per cent) and Management Experience (8.5 per cent). Job postings requiring university level education were higher than for these two categories (17.6 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 for all regions except Central, where it was 26.1 per cent). This trend of high percentages in college level education postings was consistent across all quarters in 2022.
- During 2022, the regions with the highest percentage of job postings requiring either management experience or some form of post-secondary education were Labrador (66.9 per cent), as well as the Eastern and Avalon regions (both at approximately 60 per cent). Central region had the lowest percentage at 48.5 per cent of postings.

Industry Profile

Distribution of Industry Sectors for 4th Quarter 2022 Job Postings (2-Digit NAICS), Newfoundland and Labrador



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

Source: Lightcast Data (October – December 2022)

Distribution of Industry Sectors Advertised in 4th Quarter 2022 Job Postings, Regional Data (1/2)

	Labrador (n=330)	Western (n=384)	Central (n=421)	Eastern (n=245)	Avalon (n=2,786)
Agriculture, Forestry, Fishing and Hunting	0.3%	0.5%	0.7%	0.8%	0.5%
Mining, Quarrying, and Oil and Gas Extraction	0.0%	0.3%	0.0%	0.0%	1.2%
Utilities	1.5%	1.6%	3.8%	0.0%	1.7%
Construction	2.1%	1.8%	1.7%	1.2%	3.3%
Manufacturing	1.2%	2.3%	3.1%	4.5%	4.2%
Wholesale Trade	2.4%	3.4%	3.3%	0.4%	2.9%
Retail Trade	6.4%	19.5%	23.8%	18.0%	20.8%
Transportation and Warehousing	6.1%	5.7%	3.3%	2.0%	4.3%
Information and Cultural Industries	0.6%	2.1%	1.2%	2.9%	3.9%
Finance and Insurance	14.5%	20.3%	6.4%	13.9%	5.6%

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

Source: Lightcast Data (October – December 2022)

Distribution of Industry Sectors Advertised in 4th Quarter 2022 Job Postings, Regional Data (2/2)

	Labrador (n=330)	Western (n=384)	Central (n=421)	Eastern (n=245)	Avalon (n=2,786)
Real Estate and Rental and Leasing	1.5%	1.8%	1.2%	0.4%	1.9%
Professional, Scientific, and Technical Services	24.2%	4.2%	3.8%	2.0%	8.4%
Management of Companies and Enterprises	0.0%	0.0%	0.0%	1.2%	0.2%
Administrative & Support/Waste Management/Remediation Services	7.0%	7.3%	10.0%	10.2%	10.3%
Educational Services	5.5%	7.6%	2.9%	1.2%	7.0%
Health Care and Social Assistance	20.3%	2.6%	15.7%	31.0%	8.8%
Arts, Entertainment, and Recreation	0.0%	0.3%	0.0%	0.0%	0.7%
Accommodation and Food Services	2.1%	11.5%	10.9%	2.9%	8.3%
Other Services (except Public Administration)	1.5%	1.6%	4.0%	3.7%	2.2%
Public Administration	2.7%	5.7%	4.3%	3.7%	4.0%

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

Source: Lightcast Data (October – December 2022)

Industry Highlights

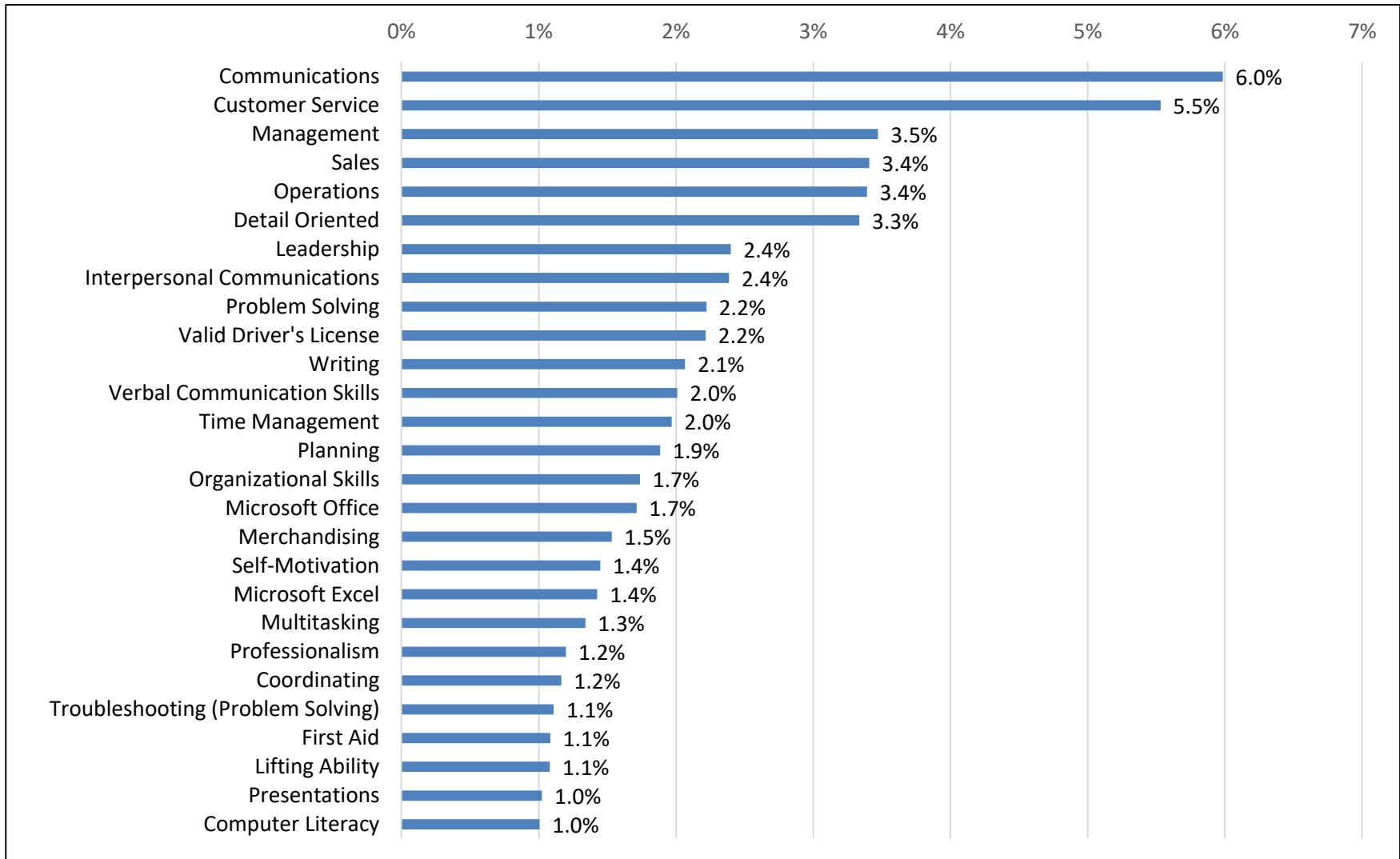
- The total number of provincial job postings that were able to be classified by industry during the fourth quarter of 2022 was 4,277 (compared to 3,866 in the first quarter, 5,091 in the second, and 5,162 in the third). Within Newfoundland and Labrador, the Avalon region had the highest number of such postings while the Eastern region had the lowest. This trend is the same as in previous quarters.
- The industries with the highest percentage share of job postings during this time period were Retail Trade (19.2 per cent), Health Care and Social Assistance (11.2 per cent), and Administrative and Support and Waste Management and Remediation (10.0 per cent). While these sectors are popular across all quarters, it should be noted that Accommodations and Food Services also represent a fair portion of postings in each quarter (7.8 per cent of all postings in the case of the fourth quarter).
- The Central region had the highest share of postings in Retail Trade (23.8 per cent) while the Avalon and Western had slightly less (20.8 and 19.5 per cent). In contrast to other quarters, all regions except Labrador had approximately 20 per cent 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 (ranging from 15 to over 30 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.
- Labrador saw almost 25 per cent of its postings coming from the Professional, Scientific, and Technical Services sector; the largest share by far of any region.

Employer Sought Skills/Qualifications

Skill/Qualification Highlights

- The top skills and qualifications sought in Newfoundland and Labrador job postings during the fourth quarter of 2022 were: Communications, Customer Service, Management, Sales, and Operations. These were also some of the top skills and qualifications observed during the other three quarters of 2022.
- 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), computer literacy, and first aid. For more transferable skills, notable entries included: professionalism, communications, time management skills, problem solving, leadership, multitasking 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, Valid Driver's License, and Management.
 - The top skills and qualifications sought in the **Western region** were: Customer Service, Communications, Sales, Detail Oriented and Interpersonal Communications.
 - The top skills and qualifications sought in the **Central region** were: Customer Service, Communications, Detail Oriented, Sales, and Operations.
 - The top skills and qualifications sought in the **Eastern region** were: Communications, Customer Service, Operations, Detail Oriented, and Sales.
 - The top skills and qualifications sought in the **Avalon region** were: Communications, Customer Service, Management, Sales, and Detail Oriented.

Most Popular Skills/Qualifications Sought in 4th Quarter Job Postings, Newfoundland and Labrador



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

Source: Lightcast Data (October – December 2022), Represents those with one per cent or greater mention (362 and greater mentions during this quarter)