



Occupational Outlook

Newfoundland and Labrador



2022-2024

About this Report:

Each year, Service Canada develops 3-year occupational employment prospects at the provincial and sub-provincial level. This analysis is based on a forecast model that captures macroeconomic, demographic and industry employment conditions, in addition to occupation-specific factors that influence job opportunities.

This report provides a summary of Newfoundland and Labrador’s results from the latest occupational scenario (2022-2024). It addresses the sources of labour demand, job growth and attrition, as well as highlights those occupations identified as having *Good or Limited* employment prospects. More information on the methodology and results can be made available on request or by visiting www.jobbank.gc.ca.

EMPLOYMENT OUTLOOK

Over the three-year period of 2022-2024, the labour market in Newfoundland and Labrador is expected to have 25,510 employment positions available to job seekers, with nearly 70% of these opportunities being vacancies resulting from attrition (through deaths and retirements).

The 7,965 opportunities from job growth reflect a multi-year recovery following the sharp downturn caused by the COVID-19 pandemic. Employment in the province is projected to be similar to pre-pandemic levels in 2023, and surpass them in 2024.

Approximately 17,500 job openings are expected through attrition, with 9,465 of those within the Avalon Peninsula. The remaining opportunities from attrition will be spread across the rest of the province.

Table 1: Projected Job Opportunities, 2022-24 Number (top) and Average Annual Rate (bottom)

Source of Job Opportunities	Newfoundland and Labrador	Avalon Peninsula	NL except Avalon
Job Growth	7,965 (1.2%)	4,740 (1.2%)	3,225 (1.1%)
Attrition	17,545 (2.6%)	9,465 (2.4%)	8,080 (2.9%)
Total Opportunities	25,510 (3.8%)	14,205 (3.6%)	11,305 (4.0%)

Opportunities on the Avalon Peninsula from job growth over the 2022 – 2024 period are expected to be at a similar rate as the province.

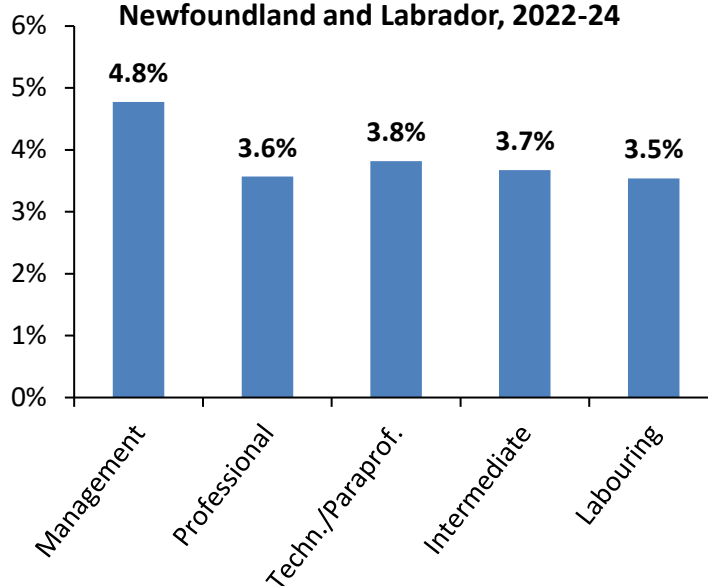
Opportunities through attrition are forecast to be higher for areas outside the Avalon Peninsula, mainly due to a relatively older labour force.

Chart 1 illustrates that management occupations will have the largest job opportunity rates. This group accounts for 2,040 job opportunities.

While the rate of job opportunities for technical/paraprofessional occupations will not be as high as for management, the number of projected job openings in this group is expected to be the largest, at 9,160. Intermediate occupations will be slightly less, with 6,240 openings.

Job opportunities are expected to arise among labouring occupations at a rate of 3.5% per year, creating 3,215 openings. Job opportunities in professional occupations are also expected to rise, at an average annual rate of 3.6% over the three-year forecast period, with 4,855 job openings. Attrition is expected to be the main source for opportunities at all skill levels.

Chart 1: Projected Average Annual Rate of Total Job Opportunities*, NOC Skill Levels, Newfoundland and Labrador, 2022-24



* Equivalent to the sum of the average annual rate of employment growth and the average annual rate of attrition.




Table 2: Projected Job Opportunities, Newfoundland and Labrador, 2022-24

Occupation Skill-level Category	Job Growth	Attrition	Total Job Opportunities	Attrition as a % of Total Job Opportunities*
Management	530	1,510	2,040	74.0%
Professional	1,610	3,245	4,855	66.8%
Technical/paraprofessional	2,875	6,285	9,160	68.6%
Intermediate	1,775	4,465	6,240	71.5%
Labouring	1,180	2,040	3,215	63.4%
Total, All Skill Levels	7,965	17,545	25,510	68.8%

Job growth in each of the five occupational skill levels in Table 2 is expected to rise at a similar rate through the forecast period. This would result in larger groups representing the greatest number of opportunities from growth. However, attrition will not be quite as prominent in labouring occupations compared to others, as a higher share of its workforce are in younger age groups.

Table 3: Largest Number of Job Opportunities, N.L., 2022-24

Occupation Groups, 4-Digit NOC	Number	Average Annual Rate
3012 Registered nurses and registered psychiatric nurses	835	4.0%
6421 Retail salespersons	680	2.8%
4412 Home support workers, housekeepers and related occupations	665	4.4%
3413 Nurse aides, orderlies and patient service associates	630	3.9%
6611 Cashiers	630	3.0%
6211 Retail sales supervisors	600	4.3%
6731 Light duty cleaners	525	4.2%
6711 Food counter attendants, kitchen helpers and related support occupations	500	4.0%
0621 Retail and wholesale trade managers	450	4.8%
6733 Janitors, caretakers and building superintendents	420	4.8%

-  As Table 3 shows, the largest number of job openings over the forecast period is expected to be for registered nurses and registered psychiatric nurses. Opportunities created through growth are expected to be slightly outweighed by the number of vacancies created through attrition.
-  Six of the ten occupations with the largest number of job opportunities are expected to be from the sales and services occupations group. A key driver behind these openings is projected employment growth in retail and wholesale enterprises, following the downturn that occurred during the COVID-19 pandemic. Another factor behind these six occupations being included in the top ten is their relatively large size. For example, while retail salespersons has a lower average annual rate than others, the large size of the occupation results in the second-highest number of opportunities.
-  Registered nurses and nurse aides are the two health related occupations in the top ten displayed in the table above. While opportunities from growth are expected for both, they should be outweighed by vacancies created by attrition. The share of workers aged 55 and older in these occupations is higher than average. Besides the age factor, many of these workers would be contributors to public sector pension plans. As such, some may retire earlier than the traditional age of 65 due to the existence of this financial security following their career.

EMPLOYMENT PROSPECT ANALYSIS

🍁 In the 2022-2024 forecast scenario, employment prospect calls (EPC) were produced for 225 4-digit NOC occupations for Newfoundland and Labrador. Combined, these occupations accounted for 92% of overall employment.

🍁 A total of 77 occupations were assigned a *Good or Very Good* call, indicating that a job seeker has a relatively high likelihood of finding work. As shown in Chart 2, these occupations accounted for 26% of total employment in the province.

🍁 Another 134 occupations received a *Moderate* assessment, indicating an average level of labour demand. These occupations account for 61% of total employment in the province.

🍁 A *Limited or Very Limited* call was assigned to 14 occupations.

🍁 An *Undetermined* rating was assigned to 275 occupations, representing 8% of employment. Insufficient data, most often due to low employment, is the primary reason prohibiting an assessment for these occupations.

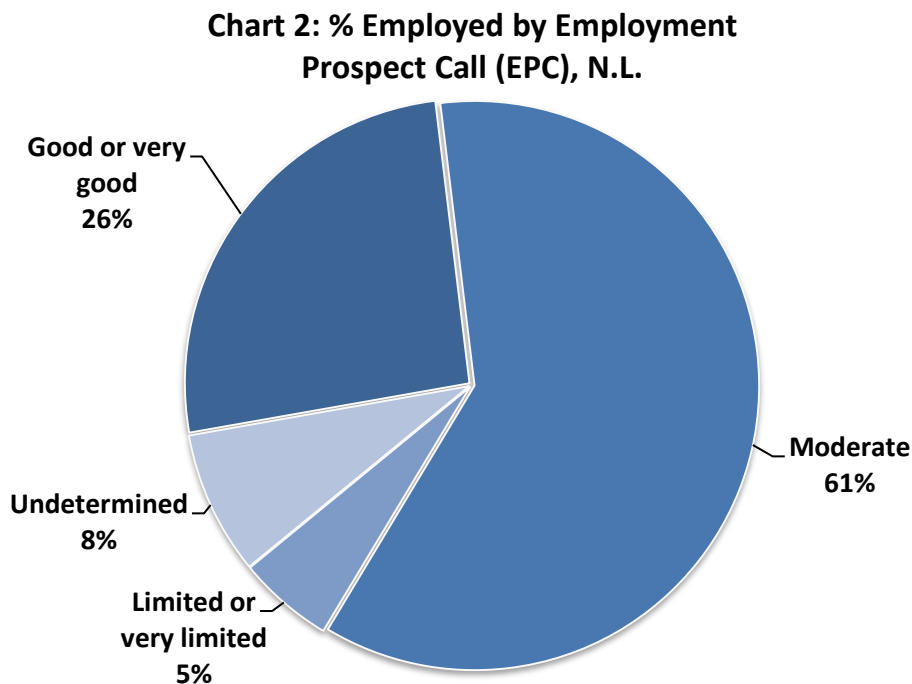
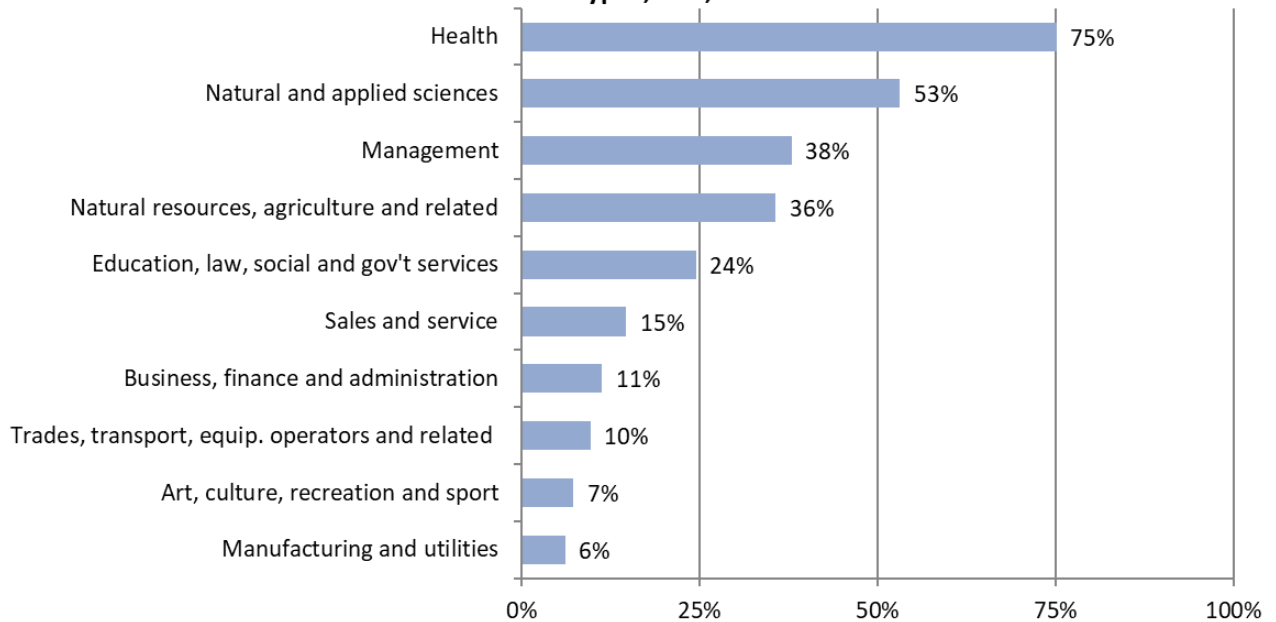


Chart 3: % Employed in Good or Very Good Employment Prospect Call Occupations, NOC Skill Types, N.L., 2022-24

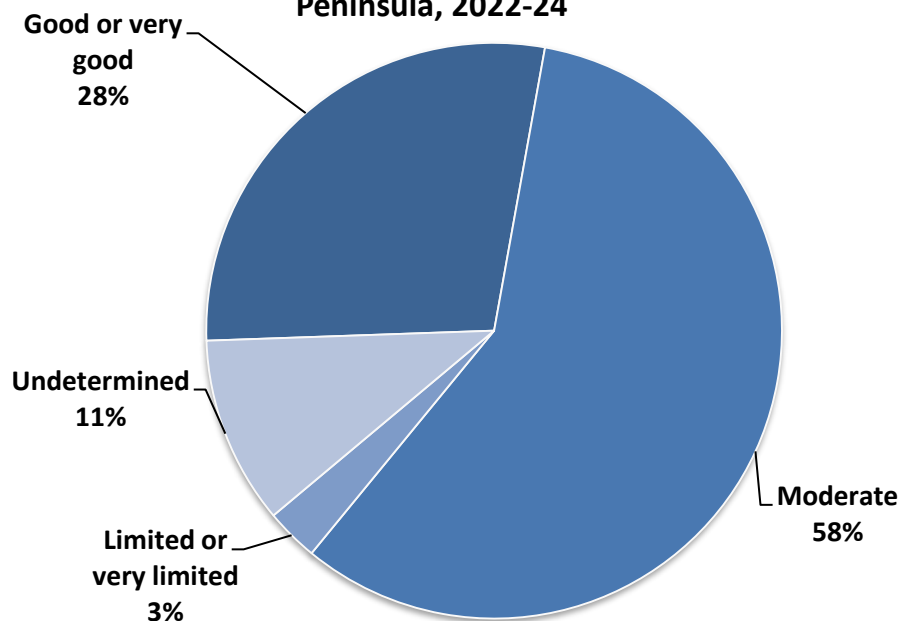


For the Avalon Peninsula, 72 occupations were assigned a *Good or Very Good* rating, comprising 28% of total employment in this area.

Examples of occupations with a *Good or Very Good* call on the Avalon Peninsula include information systems analysts and consultants, air pilots, flight engineers and flying instructors, and licensed practical nurses.

Examples of occupations with a *Limited or Very Limited* call on the Avalon Peninsula include steamfitters, pipefitters and sprinkler system installers, public works and maintenance labourers, and landscaping and grounds maintenance labourers.

Chart 4: % Employed Across EPC Ratings, Avalon Peninsula, 2022-24

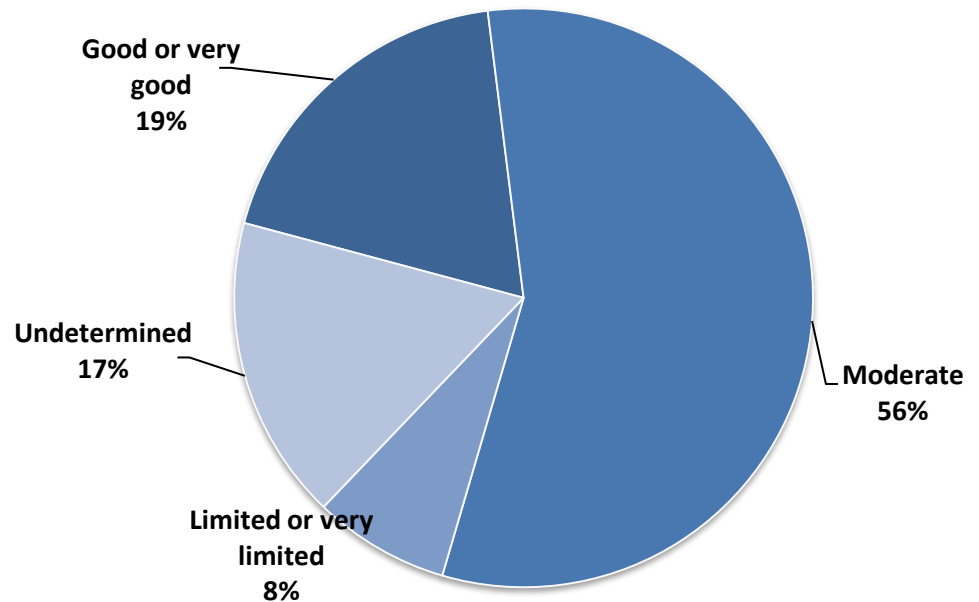


🍁 In the region outside the Avalon Peninsula, 34 occupations were assigned a *Good or Very Good* rating, representing 19% of total employment in this area.

🍁 Occupations with a *Good or Very Good* call outside the Avalon Peninsula include paramedical occupations, construction millwrights and industrial mechanics, and aquaculture and marine harvest labourers

🍁 Examples of occupations with a *Limited or Very Limited* call outside the Avalon Peninsula include receptionists, bakers, service station attendants, and electrical power line and cable workers.

Chart 5: % Employed Across EPC Ratings, Rest of Newfoundland and Labrador, 2022-24



OCCUPATIONAL TRENDS

Management Occupations



- ✦ Retail/wholesale trade as well as accommodation and food services are among the leading employers for this occupational group. With employment in these industries expected to rebound from the effects of the COVID-19 pandemic over the forecast period, job opportunities from growth are expected to be created for management occupations.
- ✦ Job opportunities through attrition are expected to increase at the highest rate of any occupational group, as the age profile of workers in this group is older than average.

- ✦ Examples of occupations with a *Good or Very Good* call in this category include restaurant and food service managers, accommodation service managers, and computer and information systems managers.

Business, Finance & Administration Occupations

- ✦ Most employment in these occupations is in the service sector, in industries such as public administration, health care, retail/wholesale trade, and professional, technical, and scientific services. Key occupations include financial auditors and accountants, administrative officers and assistants, general office support workers, and human resources professionals.
- ✦ Nearly all of the job opportunities for this group are expected to come from attrition. Minimal growth is anticipated through 2024. An increase in most key service industries is forecasted to be mostly offset by a decline in public administration, as governments deal with financial challenges.
- ✦ Examples of occupations with a *Good or Very Good* call in this category include property administrators, medical administrative assistants, personnel clerks, and letter carriers.



Natural and Applied Sciences and Related Occupations



- ✦ Employment in these occupations is spread throughout various industries. The highest levels are in public administration, professional, scientific and technical services, oil and gas extraction, construction, and transportation. A considerable share of employment in this group comes from occupations in engineering as well as information technology.
- ✦ This group is expected to have the highest projected average annual rate for job opportunities. This is mainly due to having the highest growth rate through 2024. The information technology industry has grown considerably in recent years, with continued increases expected over the forecast period.

Opportunities through attrition should be slightly lower than average, as a lower share of its workers are in older age groups.

- Examples of occupations with a *Good or Very Good* call in this category include information systems analysts and consultants, software engineers and designers, petroleum engineers, air pilots, flight engineers and flying instructors, and electrical and electronics engineers.

Health Occupations



- Health care and social assistance represents the vast majority of employment for these occupations, with hospitals being the largest group within that industry.
- Demand for health care is expected to intensify in the province as the population ages. The health care system has been under substantial pressure, as a shortage of staff in numerous occupations has led to temporary closures of emergency departments, particularly in rural areas of the province. In addition, a considerable portion of the province's population do not have consistent access to a family physician. The provincial government is working to address these issues, but a short term solution is not readily available as shortages have been reported throughout the country.

- Examples of occupations with a *Good or Very Good* call in this category include registered nurses and registered psychiatric nurses, general practitioners and family physicians, licensed practical nurses, and paramedical occupations.

Occupations in education, law and social, community and government services

- The key industries that employ these occupations include educational services and social assistance. Virtually all employment is in the service sector. Educational positions throughout all levels of education are prominent, from early childhood educators to university professors. Home support workers, housekeepers and related occupations employ more than any other occupation in this group.
- As a group, the rate of opportunities through growth is lower than average. However, a relatively strong growth rate is projected for early childhood educators, as initiatives are underway to increase the number of regulated child care spaces. In addition, the need for home support care is rising, which should raise employment levels for workers in this field.
- Examples of occupations with a *Good or Very Good* call in this category include educational counsellors, psychologists, early childhood educators and assistants, and social workers.



Occupations in art, culture, recreation and sport



- ✦ This occupational group employs fewer people than any other major group. Virtually all employment is in the service sector. Approximately half of employment in this group is in information, cultural, arts, entertainment and recreation services.
- ✦ This group is projected to have the second-highest average annual rate of growth through 2024. As the COVID-19 pandemic hit the economy, key industries for this group experienced very steep employment declines. The high growth rate through 2024 reflects a recovery from this low employment level.
- ✦ Examples of occupations with a *Good or Very Good* call in this category include producers, directors, choreographers and related occupations.

Sales and Service Occupations



- ✦ This group employs more than any other major occupational group. As with the two groups above, nearly all of its employment is in the service sector. Key occupations include cashier, retail salespersons and supervisors, cooks, and food service positions.
- ✦ Opportunities through growth are projected to increase at a higher rate than for all groups, as overall employment increases through 2024 and key industries recover from the effects of the COVID-19 pandemic. Opportunities resulting from attrition are expected to be relatively lower than other groups since most occupations in this group are younger than average. Opportunities will also exist through turnover.
- ✦ Examples of occupations with a *Good or Very Good* call in this category include retail sales supervisors, maîtres d'hôtel and hosts/hostesses, and insurance agents and brokers.

Trades, transport and equipment operators and related occupations

- ✦ Construction is the largest employer for this occupational group. Other key industries include transportation and warehousing, wholesale/retail trade, mining and oil and gas, and repair and maintenance. Key occupations include transport truck drivers, carpenters, heavy equipment operators (except crane), and welders.
- ✦ Opportunities through growth are expected to increase at a similar rate to all groups combined. While higher than average growth is forecasted for mining and oil and gas, and repair and maintenance, construction is expected to show little change from 2021 levels.



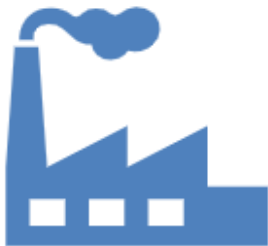
- Examples of occupations with a *Good or Very Good* call in this category include construction millwrights and industrial mechanics, aircraft mechanics and aircraft inspectors, taxi and limousine drivers and chauffeurs, and contractors and supervisors, mechanic trades.

Natural resources, agriculture and related production occupations



- Employment for this group is mainly in the goods-producing sector. Fishing, mining, and oil and gas extraction represent over half of this group's employment. Forestry and agriculture are also key industries.
 - Opportunities through growth are projected to increase at a higher rate than for all groups, led by anticipated gains in mining and oil and gas. Opportunities through attrition will be higher than average as well, with more workers aged 55 years or older.
- Examples of occupations with a *Good or Very Good* call in this category include underground production and development miners, oil and gas well drillers, servicers, testers and related workers, and aquaculture and marine harvest labourers.

Occupations in manufacturing and utilities



- Employment for this group is mainly in the goods-producing sector, with food and beverage manufacturing leading the way. Much of this relates to fish processing. Key occupations include labourers in fish and seafood processing, fish and seafood plant workers, and power engineers and power systems operators.
 - As a group, the rate of opportunities through growth is lower than average. All of the key occupations noted above are expected to show relatively little growth over the forecast period, mainly due to forecasted stability in fish processing and paper manufacturing. In contrast, opportunities through attrition are projected to be higher than average in most occupations in the group. As a result, over three quarters of the total job opportunities are expected to be due to attrition. Occupations relating to utilities, mining, or oil and gas are expected to have relatively better prospects.
- Examples of occupations with a *Good or Very Good* call in this category include supervisors, petroleum, gas and chemical processing and utilities.

Definitions

Opportunities Due to Job Growth is the amount of employment created (or eliminated) due to economic and industry growth (or decline) over the forecast period. It also attempts to capture any impact on occupational opportunities due to factors such as technological adoption and changing work environments.

Opportunities Due to Attrition represents the amount of employment that will need to be replaced due to retirements and deaths over the forecast period. **Total Employment Opportunities** is the sum of the two former components, growth and attrition.

Within ESDC/Service Canada's 3-year Employment Outlook model, each occupation is assigned a rating of either **Very Limited, Limited, Moderate, Good** or **Very Good**. These ratings indicate the likelihood of a jobseeker finding employment in the occupation over the 3-year outlook period. An **Undetermined** rating is assigned primarily when the number of people working in the occupation is too low, or there are no data available. More details on the methodology can be found on Job Bank: <https://www.jobbank.gc.ca/trend-analysis/search-job-outlooks/outlooks-methodology>

Information on the 2016 National Occupational Classification (NOC) can be found at: <https://noc.esdc.gc.ca/Structure/Hierarchy>

Note: Numbers in the tables or charts may not add up to totals due to rounding.

*The occupational analysis presented within this report was finalized in **December 2022**.*

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APPENDIX

Table 4: Employment Outlook, 2-Digit NOC Occupations, N.L., 2022-24

2 Digit NOC Occupation Groups	Historical LFS Employ. 2021	Projected Total Openings, 2022-24	AAR* Employ. Growth, 2022-24	AAR* Attrition, 2022-24
00 Senior management occupations	<500	80	0.4%	5.0%
01-05 Specialized middle management occupations	5,400	720	0.7%	3.6%
06 Middle management occupations in retail and wholesale trade	5,100	865	1.9%	3.5%
07-09 Middle management in trades, transportation, production and utilities	2,800	375	1.1%	3.2%
11 Professional occupations in business and finance	5,700	545	0.8%	2.4%
12 Administrative and financial supervisors and administrative occupations	13,100	1,325	0.0%	3.3%
13 Finance, insurance and related business administrative occupations	1,400	170	0.6%	3.4%
14 Office support occupations	9,200	910	0.2%	3.1%
15 Distribution, tracking and scheduling co-ordination occupations	2,300	280	0.7%	3.2%
21 Professional occupations in natural and applied sciences	9,200	1,325	2.3%	2.3%
22 Technical occupations related to natural and applied sciences	7,800	1,085	1.7%	2.7%
30 Professional occupations in nursing	7,100	885	1.6%	2.4%
31 Professional occupations in health (except nursing)	4,900	530	1.3%	2.2%
32 Technical occupations in health	6,300	575	0.9%	2.1%
34 Assisting occupations in support of health services	6,000	705	1.4%	2.4%
40 Professional occupations in education services	9,900	845	0.3%	2.5%
41 Professional occupations in law and social, community and gov't services	5,900	520	0.5%	2.5%
42 Paraprofessional occupations in legal, social, community and education	4,600	440	1.0%	2.2%
43 Occupations in front-line public protection services	1,100	95	0.2%	2.8%
44 Care providers and educational, legal and public protection occupations	6,700	845	1.2%	3.0%
51 Professional occupations in art and culture	1,500	200	1.8%	2.6%
52 Technical occupations in art, culture, recreation and sport	2,700	305	2.0%	1.6%
62 Retail sales supervisors and specialized sales occupations	7,200	935	1.8%	2.4%
63 Service supervisors and specialized service occupations	7,100	990	2.4%	2.0%
64 Sales representatives and salespersons - wholesale and retail trade	9,000	870	1.0%	2.1%
65 Service representatives and other customer and personal services	8,300	935	1.6%	2.1%
66 Sales support occupations	10,900	990	1.2%	1.8%
67 Service support and other service occupations, n.e.c.	12,400	1,645	1.6%	2.6%
72 Industrial, electrical and construction trades	10,600	1,040	0.9%	2.2%
73 Maintenance and equipment operation trades	7,900	1,015	1.3%	2.9%
74 Other installers, repairers and servicers and material handlers	2,300	280	1.5%	2.5%
75 Transport and heavy equipment operation and related maintenance	7,800	945	1.1%	2.8%
76 Trades helpers, construction labourers and related occupations	2,200	155	0.2%	2.1%
82 Supervisors and technical occ. in natural resources, agric. and related	5,200	845	1.7%	3.5%
84 Workers in natural resources, agriculture and related production	1,600	185	1.3%	2.3%
86 Harvesting, landscaping and natural resources labourers	1,400	175	2.0%	1.9%
92 Processing, manuf. and utilities supervisors and central control operators	2,600	335	1.0%	3.2%
94 Processing and manuf. machine operators and related production workers	1,500	195	0.8%	3.5%
95 Assemblers in manufacturing	700	95	1.2%	3.3%
96 Labourers in processing, manufacturing and utilities	2,400	250	0.8%	2.7%
Total, All Occupations	220,100	25,510	1.2%	2.6%

* AAR - Average Annual Rate