



Employment Prospect Series

Q1-Q3 2019 Analysis

905.641.0801

niagaraworkforce.ca





Executive Summary

This report outlines job posting information for B-, C- and D-skill level occupations in Niagara. B-level occupations are those jobs that usually require a college diploma or apprenticeship training. C-skill level occupations are those jobs that require secondary school and/or occupation-specific training. D-skill level occupations are those jobs that require either no formal education or on-the-job training. Note that these classifications are defined by Statistics Canada.

This report provides a trend overview spanning the first three quarters of 2019; specifically, data are available from January 1, 2019 – September 31, 2019. Q1 data refer to jobs posted between January 1 and March 31, 2019. Q2 data refer to jobs posted between April 1 and June 30, 2019, and Q3 data refer to jobs posted between July 1 and September 31, 2019.

In general, job demand for positions requiring on-the-job training *and* jobs requiring college diplomas had an overall increase throughout these three quarters, with a peak of job posts being seen in Q2. Posts for jobs requiring a high school diploma saw a steady increase throughout these three quarters, with a peak of job posts seen in Q3.

Across all three quarters, the top two occupations requiring a college diploma or apprenticeship certificate were **retail sales supervisors** and **cooks**. In terms of hourly income, **social and community service workers** had the highest hourly income.

Across all three quarters, the top two occupations requiring secondary school were **retail salespersons** and **other customer and information services representatives**. In terms of hourly income, occupations in **sales and account representatives – wholesale trade (non-technical)** had the highest median hourly income.

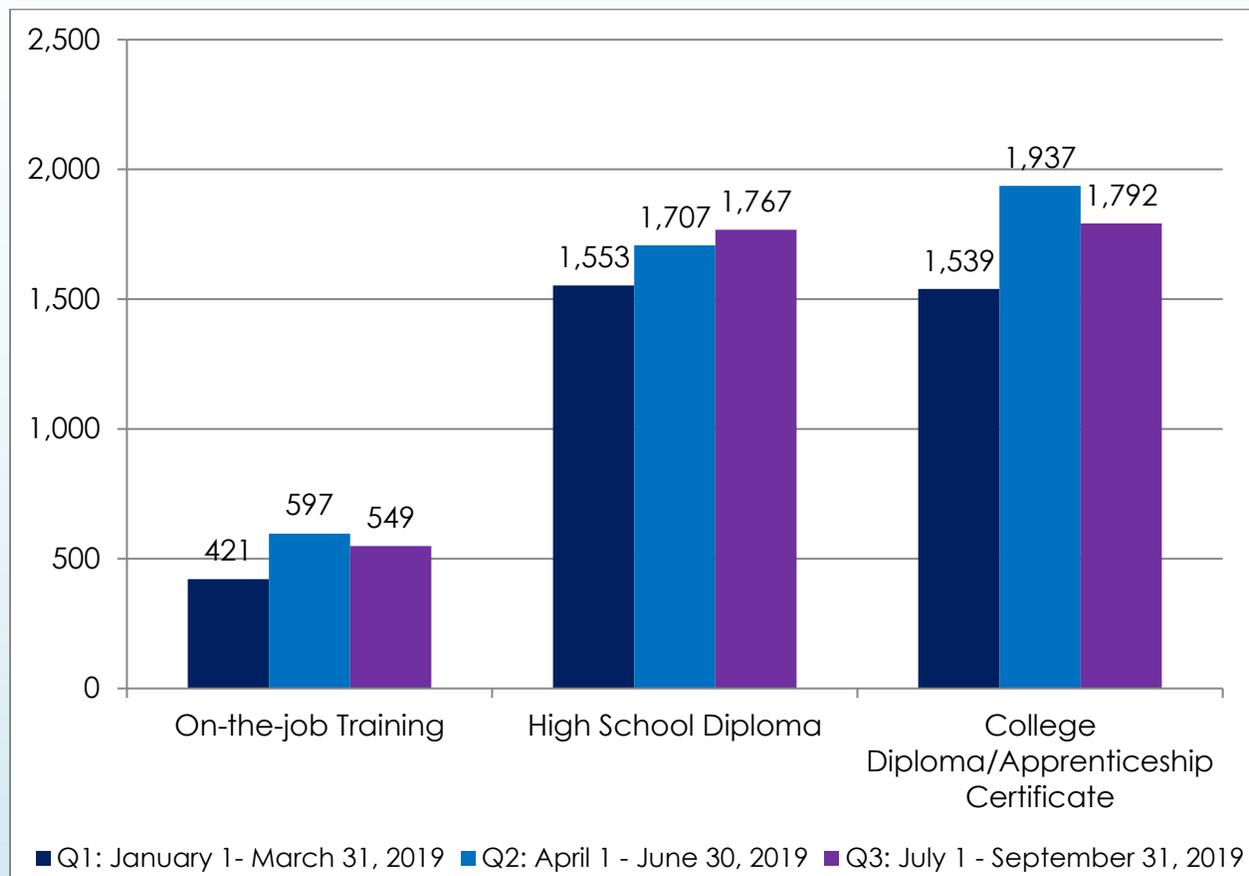
The top two occupations requiring on-the-job training were **food counter attendants, kitchen helpers, and related support workers** and **light duty cleaners. Janitors, caretakers and building superintendents** had the highest median hourly income.

Please contact Vivian Kinnaird (vivian@niagaraworkforceboard.ca) if you have any questions or concerns about this report.

Number of Job Postings

Throughout the first three quarters of 2019 the number of available job postings in Niagara that required either on-the-job training, a high school diploma, or a college diploma/apprenticeship certificate all increased between Q1 and Q3. Jobs requiring on-the-job training or college diplomas saw peaks of available job posts during Q2.

Figure 1. Number of job postings by skill level, Q1-Q3 2019

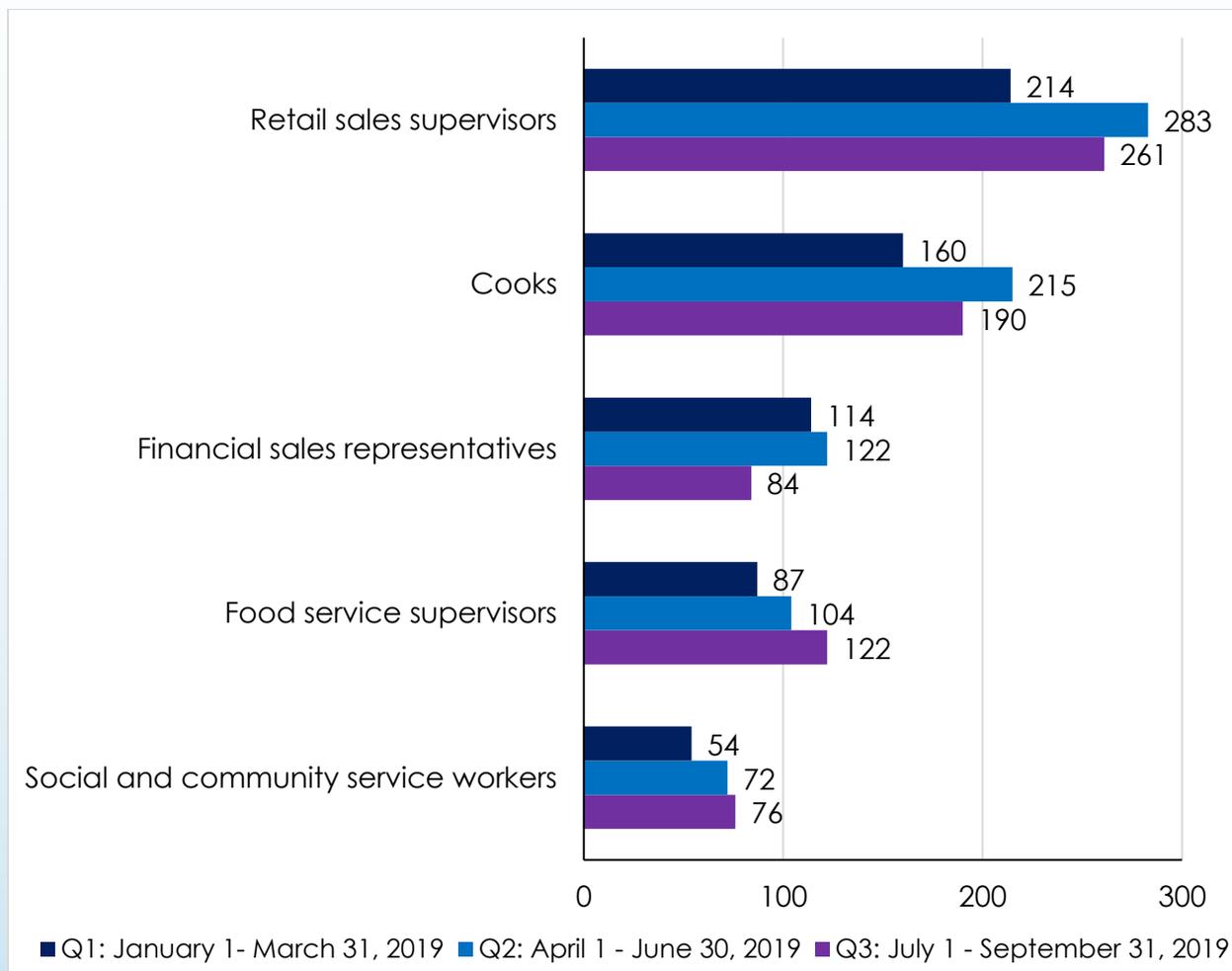


Source: TalentNeuron, available job posts, Niagara region, excluding Kijiji

College or Apprenticeship Completion

This section outlines the occupations requiring either a college diploma or apprenticeship training. Across all three quarters, the jobs in most demand were *retail sales supervisors* and *cooks*.

Figure 2. Top Occupations for Jobs Requiring a College Diploma or Apprenticeship Certificate, Q1-Q3 2019



Source: TalentNeuron, available job posts, Niagara region, excluding Kijiji

Table 1 outlines hourly income levels for the top job postings requiring either a college diploma or apprenticeship training across Q1, Q2 and Q3. These data refer to income data from 2018, and provide an outline of the typical hourly income seen for each occupation.

Social and community service workers had the highest median hourly income, whereas *cooks* had the lowest median hourly income. Occupations with hourly wages lower than minimum wage (i.e., \$14/hour) typically reflect those jobs that are more concentrated towards part-time employment¹.

Table 1. 2018 Hourly Wage Breakdowns for the Top Occupations Requiring a College Diploma or Apprenticeship Certificate

Occupation	Low	Medium	High
Social and community service workers	\$19.11	\$23.56	\$29.70
Financial sales representatives	\$17.33	\$20.88	\$27.07
Retail sales supervisors	\$15.28	\$18.45	\$24.84
Food service supervisors	\$12.10	\$13.73	\$15.83
Cooks	\$11.60	\$13.53	\$15.47

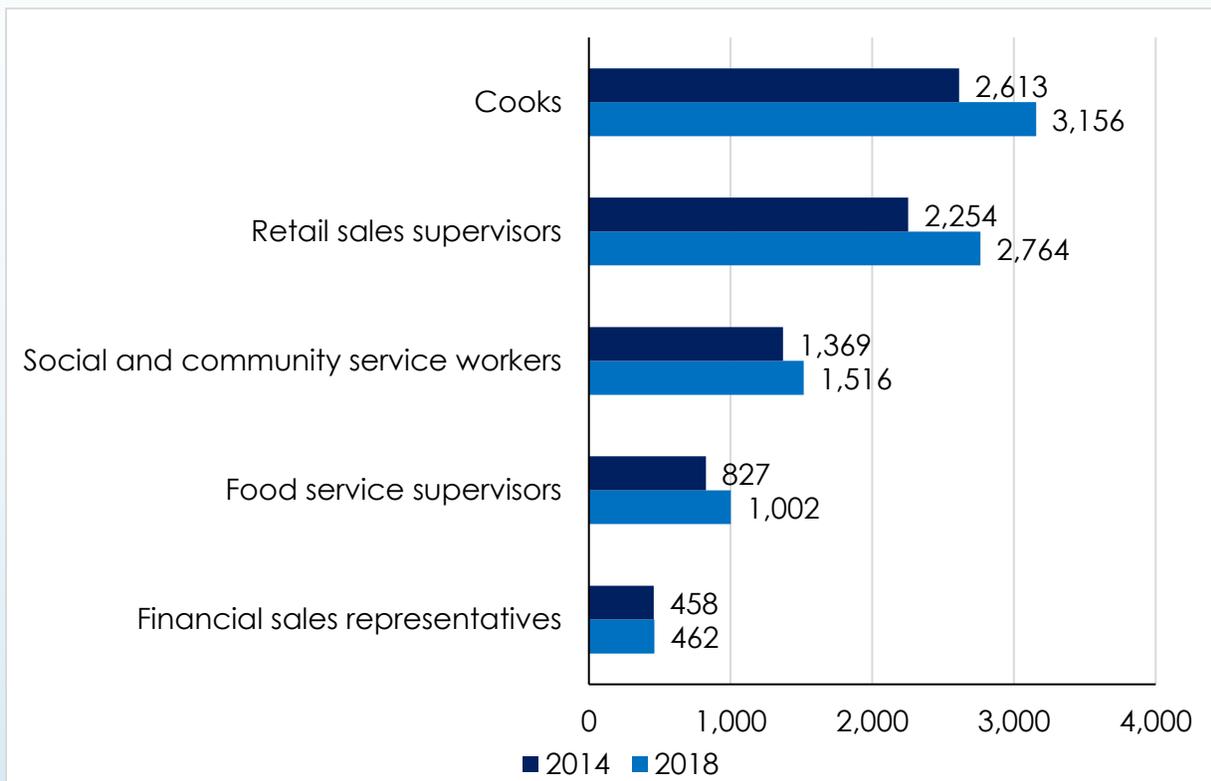
Source: EMSI Analyst, 2019.1 run, with employees

¹. Note: These data are provided to NWPB based on an economic model that uses Statistics Canada's Survey of Employment, Payrolls, and Hours. While these data are highly reliable, they do not generally differentiate between full-time and part-time employment. Therefore, where wage data are reported below Ontario's minimum wage, they are, mostly likely, indicative of a part-time job being measured through the lens of a full-time equivalent position. This measurement leads to lower reported hourly compensation, despite the fact that these jobs cannot pay below Ontario's minimum wage requirements.

Figure 3 outlines the amount of job change for each top occupation. These data represent the number of jobs in Niagara for 2014 and 2018.

Here we see that all occupations saw job growth between 2014 and 2018. *Retail sales supervisors* saw the most raw job growth with an increase of 543 jobs (a 20.8% increase). *Retail sales supervisor* jobs saw the highest percentage growth with an increase of 22.6% (an increase of 510 jobs).

Figure 3. 2018 Job Change for Occupations Requiring a College Diploma, 2014-2018

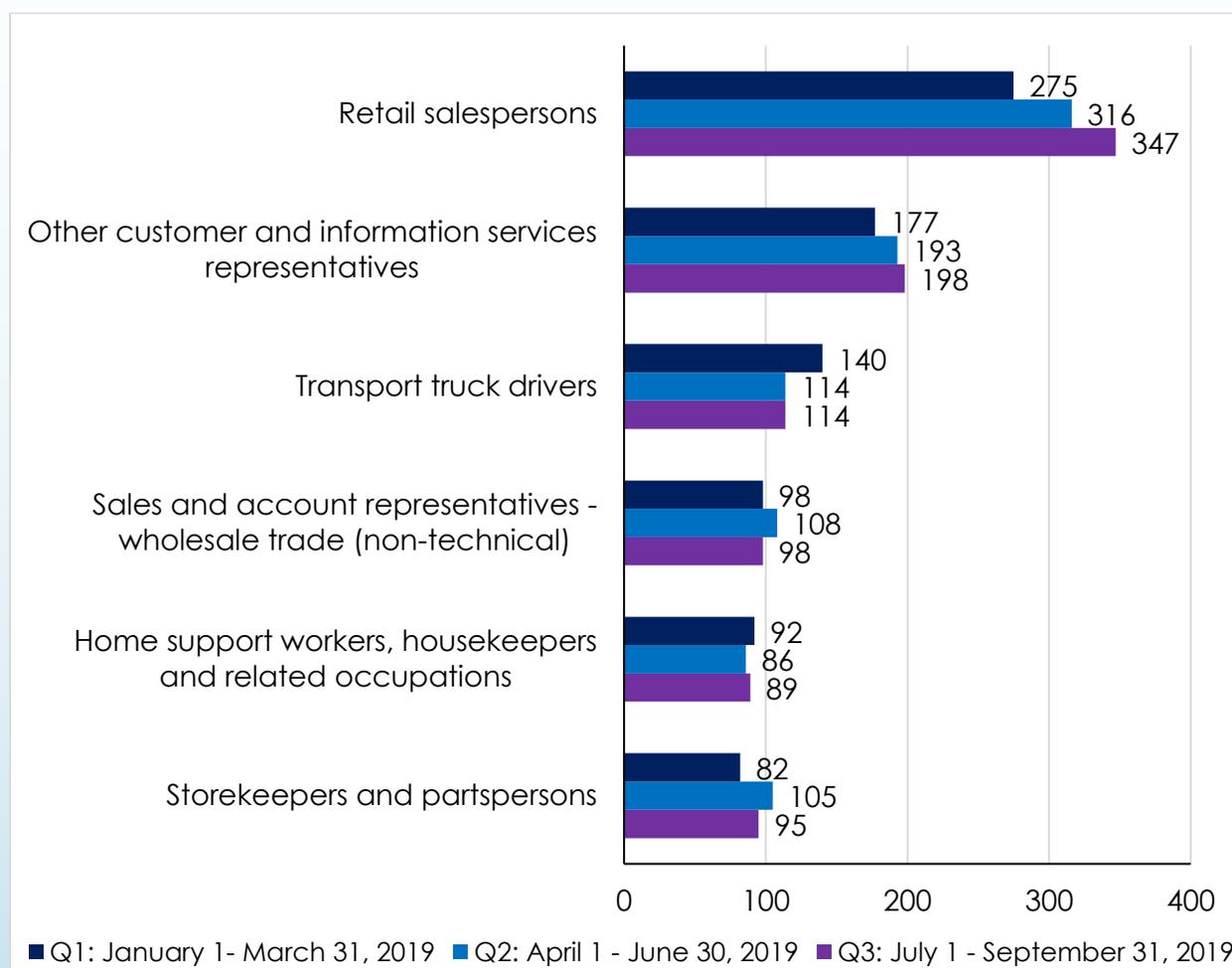


Source: EMSI Analyst, 2019.1 run, with employees

Secondary School Completion

This section outlines the occupations requiring either a secondary school diploma and/or occupation specific training. Across all three quarters, the jobs in highest demand were *retail salespersons* and *other customer and information services representatives*.

Figure 4. Top Occupations for Jobs Requiring a High School Diploma, Q1-Q3 2019



Source: TalentNeuron, available job posts, Niagara region, excluding Kijiji

Table 2 outlines hourly income levels for the top job postings requiring a high school diploma. These data refer to income data from 2018 and provide an outline of the typical hourly income seen for each occupation.

Sales and account representatives –wholesale trade have the highest median hourly income, whereas occupations in *retail sales* have the lowest median hourly income. Occupations with hourly wages lower than minimum wage (i.e., \$14/hour) typically reflect those jobs that are more concentrated towards part-time employment.

Table 2. 2018 Hourly Wage Breakdowns for the Top Occupations Requiring a High School Diploma

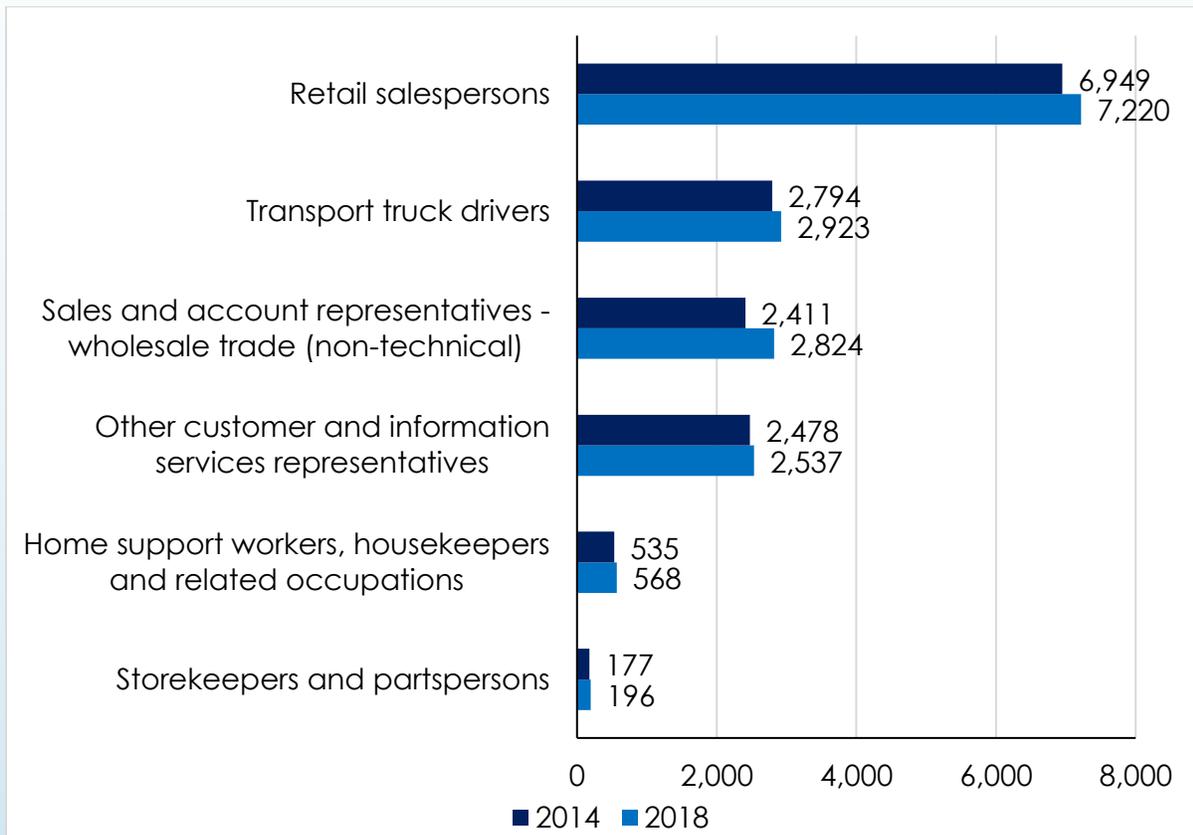
Occupation	Low	Medium	High
Sales and account representatives - wholesale trade (non-technical)	\$17.04	\$22.89	\$31.57
Storekeepers and partspersons	\$15.83	\$21.90	\$30.63
Transport truck drivers	\$18.23	\$21.27	\$25.33
Home support workers, housekeepers and related occupations	\$14.99	\$17.67	\$21.41
Other customer and information services representatives	\$14.20	\$17.04	\$22.32
Retail salespersons	\$12.14	\$14.16	\$16.19

Source: EMSI Analyst, 2019.1 run, with employees

Figure 5 outlines the amount of job change for each top occupation. These data represent the number of jobs in Niagara for 2014 and 2018.

Here we see that all occupations saw job growth between 2014 and 2018. *Sales and account representatives – wholesale trade* saw the largest raw and percentage job growth out of these six occupations. Specifically, this occupation had an increase of 414 jobs which represents a 17.2% increase in jobs.

Figure 5. 2018 Job Change for Occupations Requiring a High School Diploma, 2014-2018

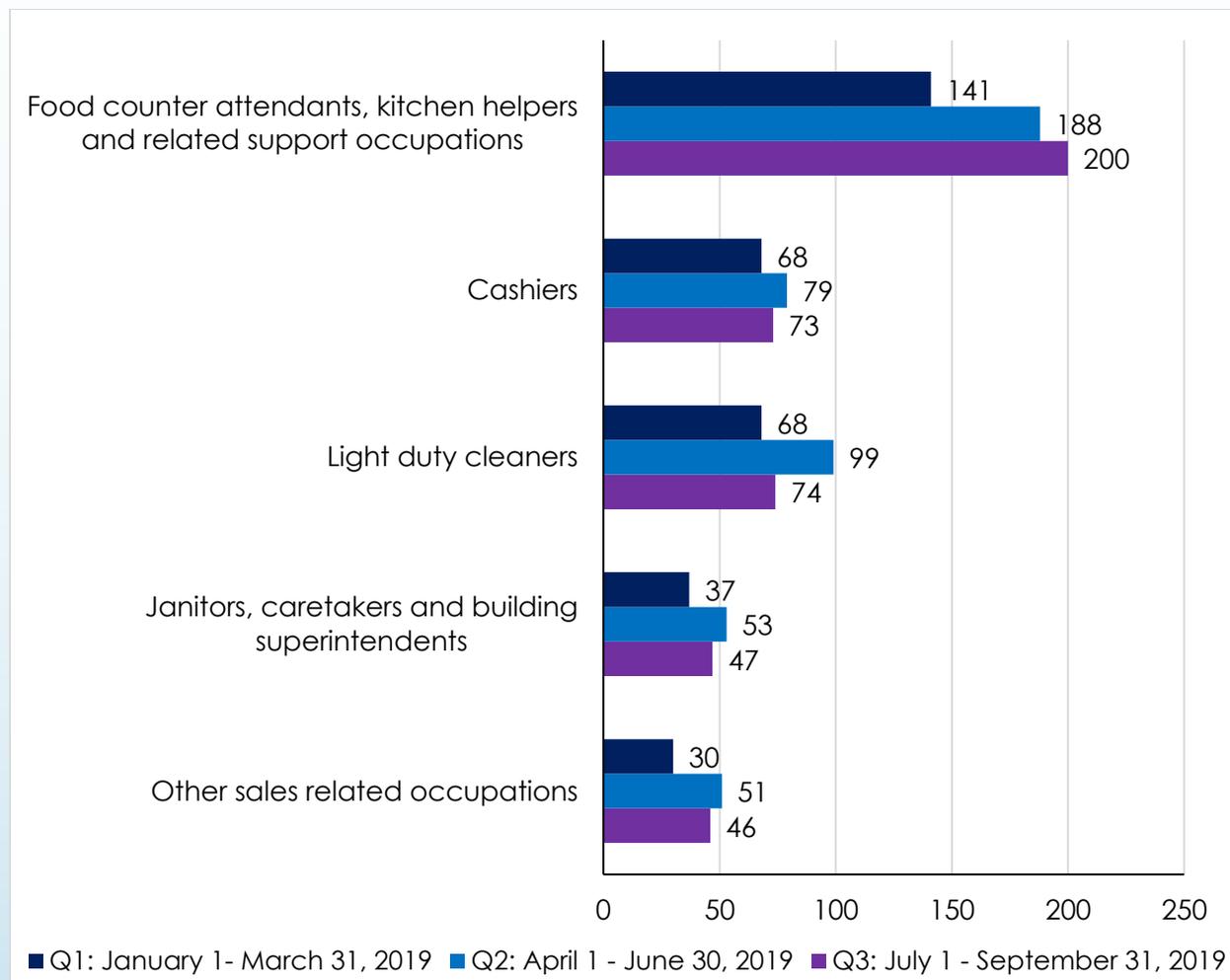


Source: EMSI Analyst, 2019.1 run, with employees

On-The-Job Training

This section outlines the occupations requiring either on-the-job training or no formal education. Across all three quarters, the top occupations with regard to the number of job postings were *food counter attendants, kitchen helpers, and related support workers* and *cashiers and light duty cleaners*.

Figure 6. Top Occupations for Jobs Requiring On-The-Job Training, Q1-Q3 2019



Source: TalentNeuron, available job posts, Niagara region, excluding Kijiji

Table 3 outlines hourly income levels for each of the top job postings for occupations requiring on-the-job training across Q1, Q2, and Q3. These data refer to income data from 2018 and provide an outline of the typical hourly income seen for each occupation.

Janitors, caretakers, and building superintendents had the highest median hourly income, whereas *cashiers* had the lowest median hourly income. Occupations with hourly wages lower than minimum wage (i.e., \$14/hour) typically reflect those jobs that are more concentrated towards part-time employment.

Table 3. 2018 Hourly Wage Breakdowns for the Top Occupations Requiring On-The-Job Training

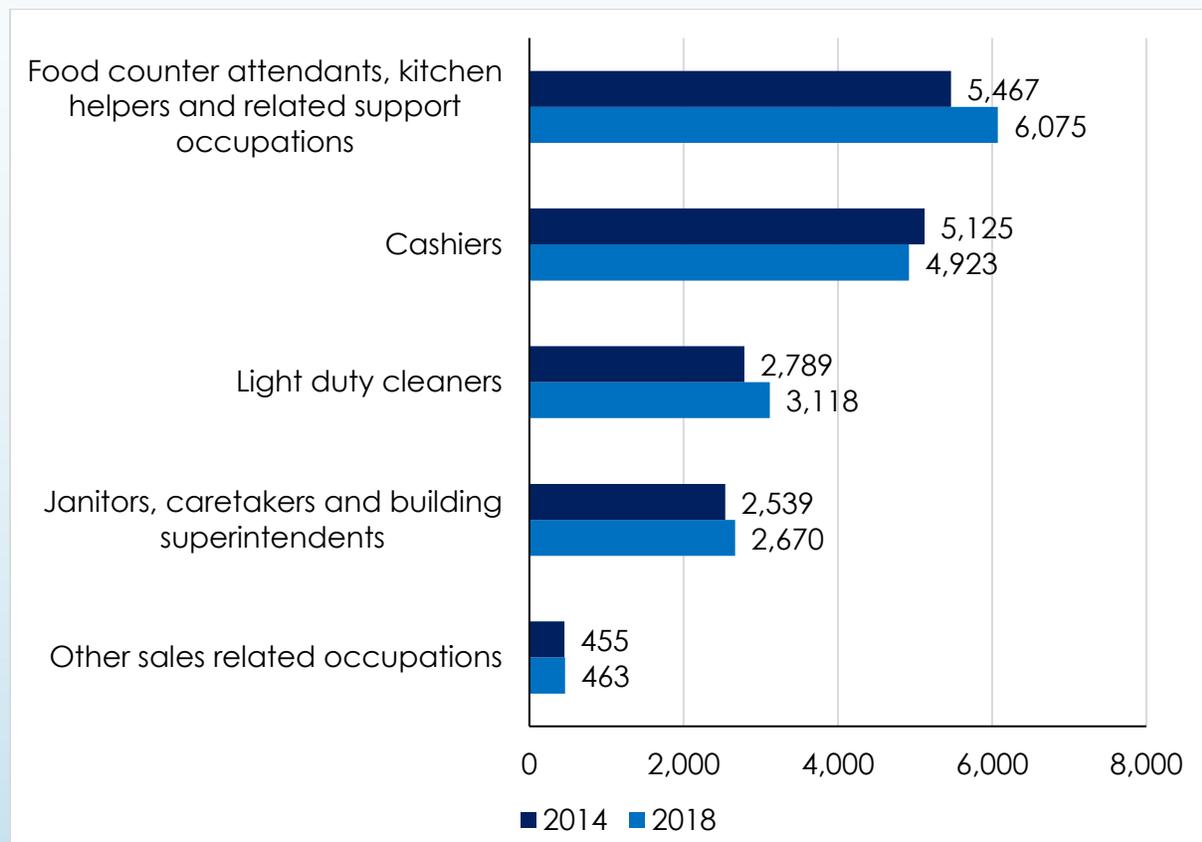
Occupation	Low	Medium	High
Janitors, caretakers and building superintendents	\$13.60	\$18.18	\$22.34
Other sales related occupations	\$13.08	\$14.18	\$15.70
Light duty cleaners	\$12.17	\$14.04	\$17.40
Food counter attendants, kitchen helpers and related support occupations	\$11.49	\$13.14	\$13.99
Cashiers	\$11.40	\$13.00	\$14.00

Source: EMSI Analyst, 2019.1 run, with employees

Figure 7 outlines the amount of job change for each top occupation. These data represent the number of jobs in Niagara for 2014 and 2018.

Here we see that most occupations saw job growth between 2014 and 2018 with the exception of *cashiers*. *Cashiers* saw a decrease of 202 jobs during this time period. *Food counter attendants, kitchen helpers, and related support occupations* saw the most raw job growth with an increase of 608 jobs (an 11.1% increase). *Light duty cleaner* jobs saw the highest percentage growth with an increase of 11.8% (an increase of 329 jobs).

Figure 7. 2018 Job Change for Occupations Requiring On-the-Job Training, 2014-2018



Source: EMSI Analyst, 2019.1 run, with employees



In Conclusion

Across the first three quarters of 2019, there was a fairly high number of available job postings that required either no formal training/on-the-job training, a high school diploma/occupation-specific training, or a college diploma/apprenticeship certificate. Generally, the in-demand occupations remained fairly stable across each quarter with the highest number of available job posts requiring either a high school diploma or college diploma/apprenticeship certificate.

Wage breakdowns for these occupations tend to indicate that these jobs are likely predominantly part-time positions, as hourly wages are reported as being below minimum wage. Note: we do not believe these jobs to be paying less than minimum wage. Rather the methods through which these data are likely presuming full-time employment and prorating hourly rates

In terms of the number of jobs for each occupation, all occupations saw job growth between 2014 and 2018 with the exception of cashiers.

NWPB also produces monthly reports alongside our quarterly reports. These monthly updates include all the information previously provided in our quarterly reports. It is our hope that these reports will support Niagara's residents who are looking to enter the workforce or grow their career. If there is a specific occupation of interest to you, or if you have a question beyond the data represented in this report, please contact:

Vivian Kinnaird
(vivian@niagaraworkforceboard.ca),
or visit our website: www.niagaraworkforce.ca