



**NIAGARA
WORKFORCE
PLANNING BOARD**

**Q1: January – March
2019**

EMPLOYMENT PROSPECTS SERIES

Quarterly Report - Q1, 2019

EXECUTIVE SUMMARY

This report provides an overview of job opportunities in the Niagara region that require either no formal education/on-the-job training, a high school diploma, or a college diploma or apprenticeship certificate from **January 1 to March 31, 2019**. The educational requirements for each occupation are based on [Statistics Canada's National Occupational Classification matrix, 2016](#). Of the **3,513** reported job postings falling within these three educational requirements, **421** postings required either **no formal training or on-the-job training**. An additional **1,553** jobs required a **high school diploma/occupation-specific training** whereas **1,539** posts required a **college diploma or apprenticeship certificate**.

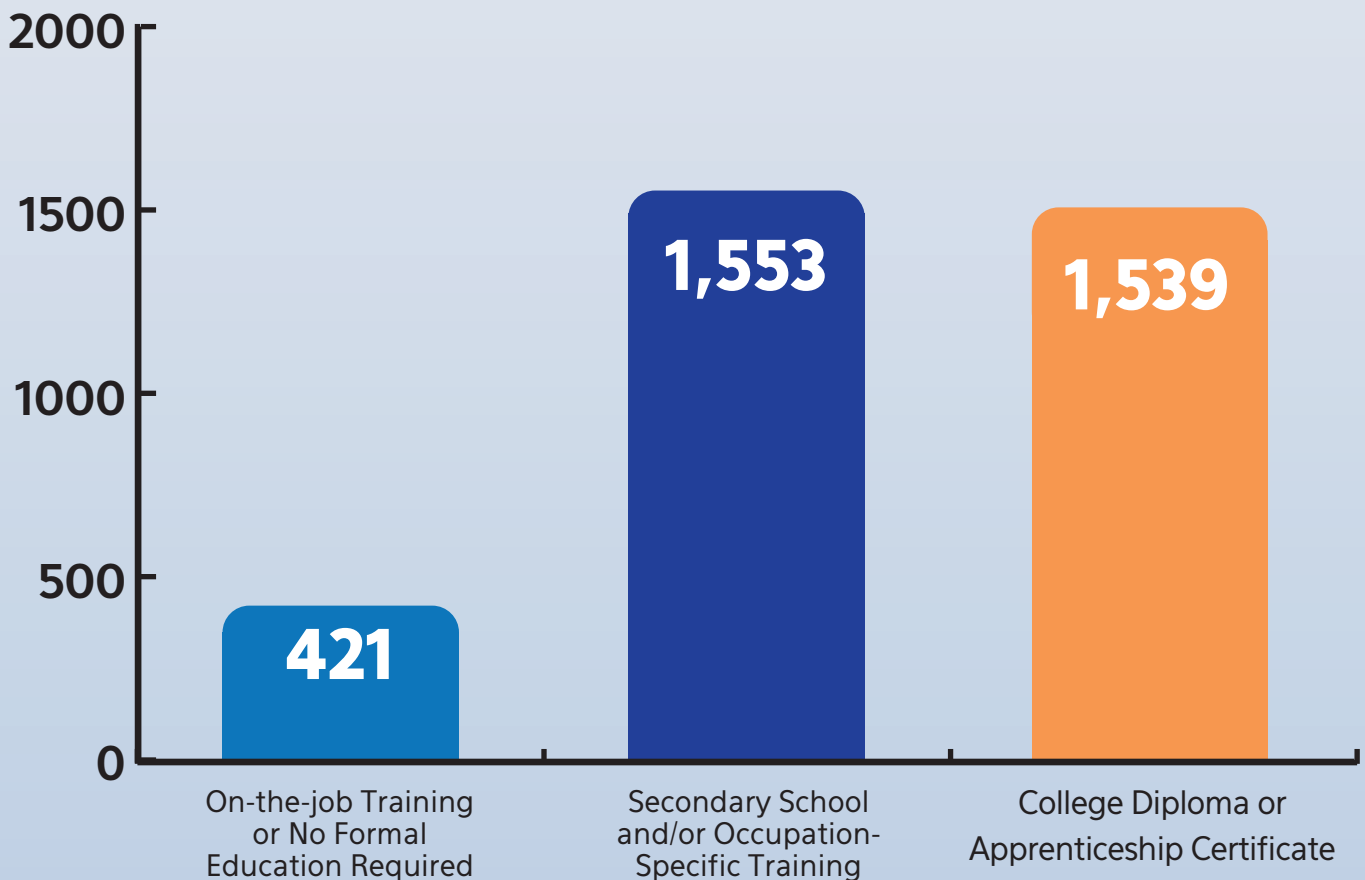
Among jobs requiring a college diploma or apprenticeship training, **retail sales supervisors** was the **most in-demand occupation, with 13.9% of job postings**. For jobs requiring a high school diploma, **retail salespersons** made up approximately **17.7% of demand**. For jobs requiring on-the-job training, **food counter attendants, kitchen helpers, and related support occupations** represented approximately **a third of job postings, with 33.5% of demand** within this category.

This report also provides insight into how the number of jobs for each top occupation has changed between 2013 and 2017. Across all of the top occupations, the occupation with the largest percentage change was **other sales related occupations** which saw **an increase in jobs of 58.7%** (or 175 jobs). The largest raw growth was for **light duty cleaners** which **increased by 632 jobs** (a 22.5% increase). **Retail salespersons** saw the largest decrease in terms of raw number of jobs (**549 fewer jobs** over time) while **financial sales representatives** had the largest percentage decrease (**31.6%**).

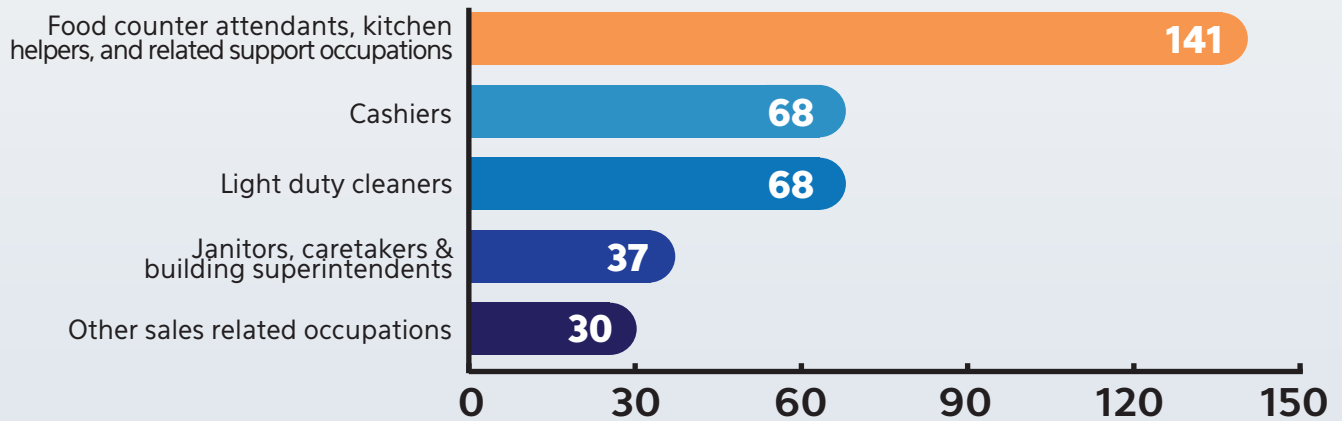
For those with a college diploma or apprenticeship training, **financial sales representatives** had the highest median hourly income among the top jobs at **\$23.28/hr**. **Sales and account representatives – wholesale trade** saw the highest median hourly income among the top jobs requiring a high school diploma at **\$22.86/hr**. For jobs requiring on-the-job training, the highest median hourly income was for **janitors, caretakers, and building superintendents** at **\$17.20/hr**. It is important to note here that **these data do not reflect the recent increases to minimum wage** in Ontario.

EDUCATIONAL REQUIREMENTS

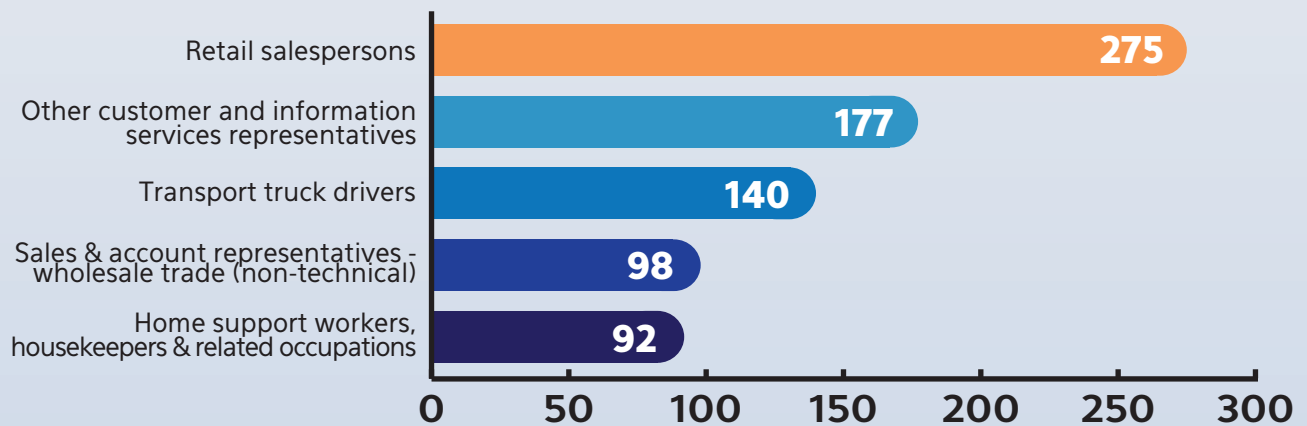
Of measured job opportunities advertised from January to March, 2019, **421** listings specified that **on-the-job training/no formal education was required**. Within the same period, **1,553** required that applicants have **high school and/or occupation-specific training**. There were **1,539** listings that indicated a college diploma or apprenticeship certificate was required.



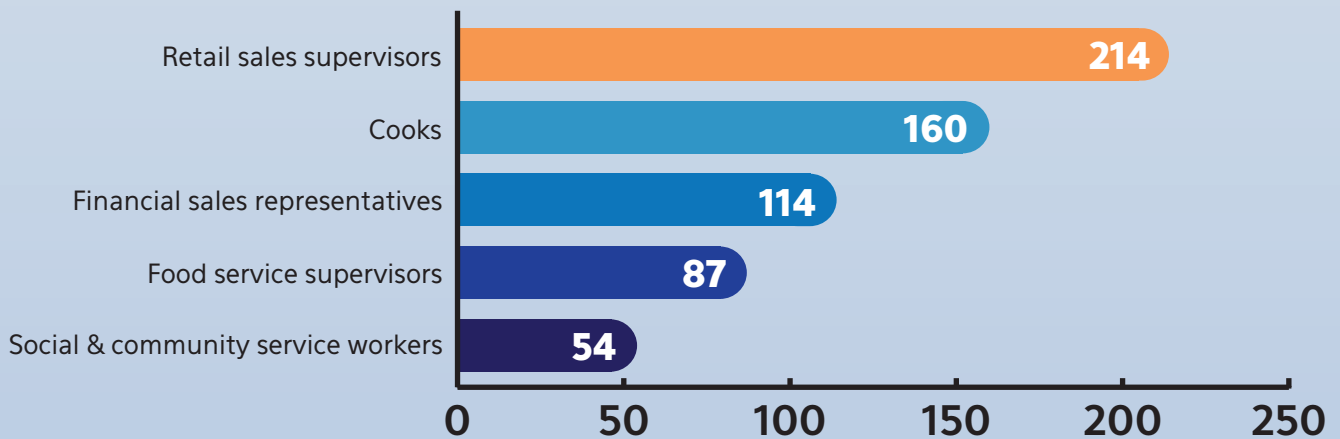
TOP JOBS REQUIRING ON-THE-JOB TRAINING



TOP JOBS REQUIRING A HIGH SCHOOL DIPLOMA



TOP JOBS REQUIRING A COLLEGE DIPLOMA OR APPRENTICESHIP CERTIFICATE

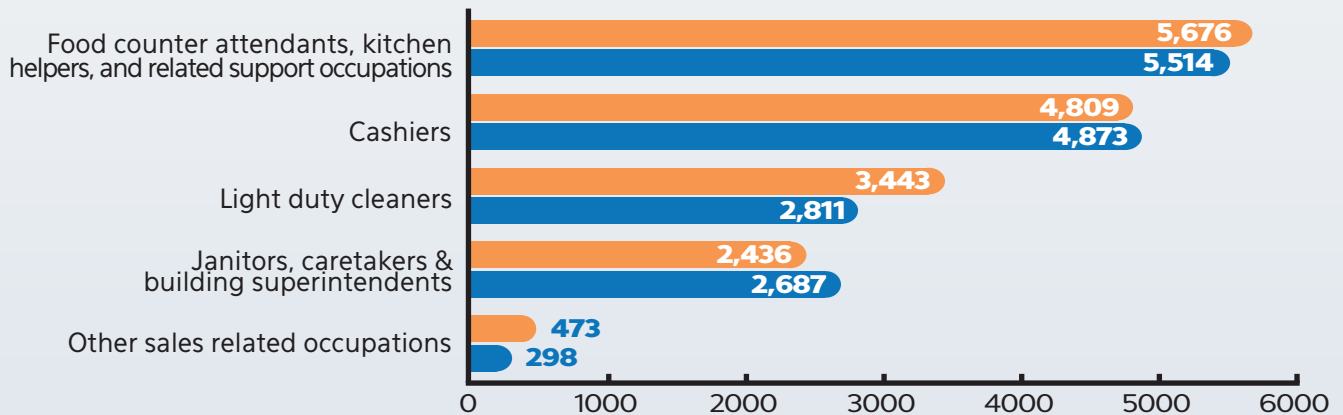


TOP IN-DEMAND SKILLS AND CERTIFICATIONS

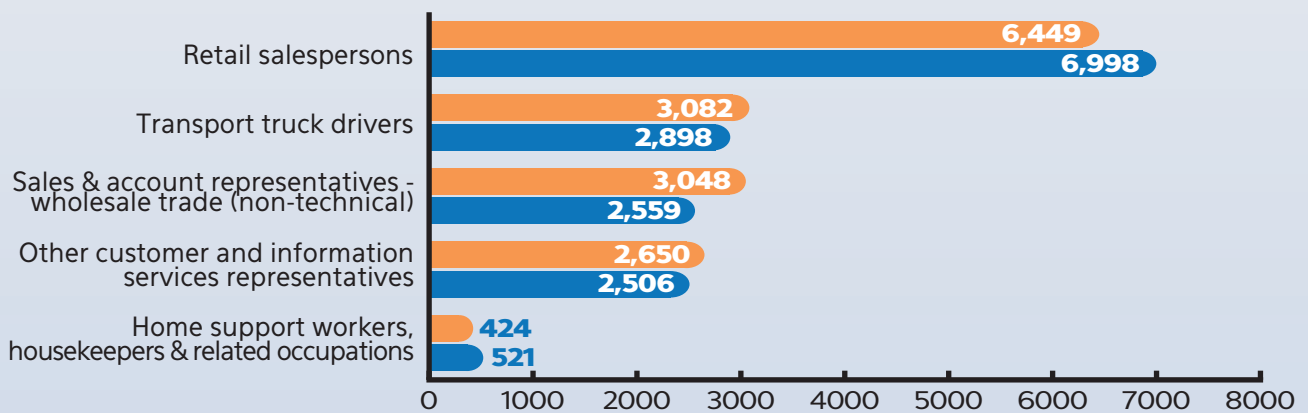
This table outlines the top in-demand **hard skills, soft skills, and certifications** that were listed in employers' online job postings. Note that a posting can indicate more than one skill or certification.

SKILL TYPE	TOP SKILLS AND CERTIFICATES, Q1 2019					
	ON-THE-JOB TRAINING		HIGH SCHOOL DIPLOMA		COLLEGE DIPLOMA	
	Skill	Count	Skill	Count	Skill	Count
Hard Skills	Food preparation	26	Microsoft Office	39	Microsoft Office	177
	Vacuum cleaners	13	Bilingual	33	Food preparation	78
	Rakes	13	Forklifts	32	Microsoft PowerPoint	52
Soft Skills	Team player	69	Oral & written communication	196	Oral & written communication	305
	Detail oriented	65	Detail oriented	155	Detail oriented	303
	Oral & written communication	56	Team player	144	Team player	223
Certificates	Driver's license	39	Driver's license	127	Driver's license	199
	Food safety programs	14	First aid certification	37	First aid certification	62
	First aid certification	12	Certification in Cardiopulmonary Resuscitation (CPR)	16	Food safety programs	38

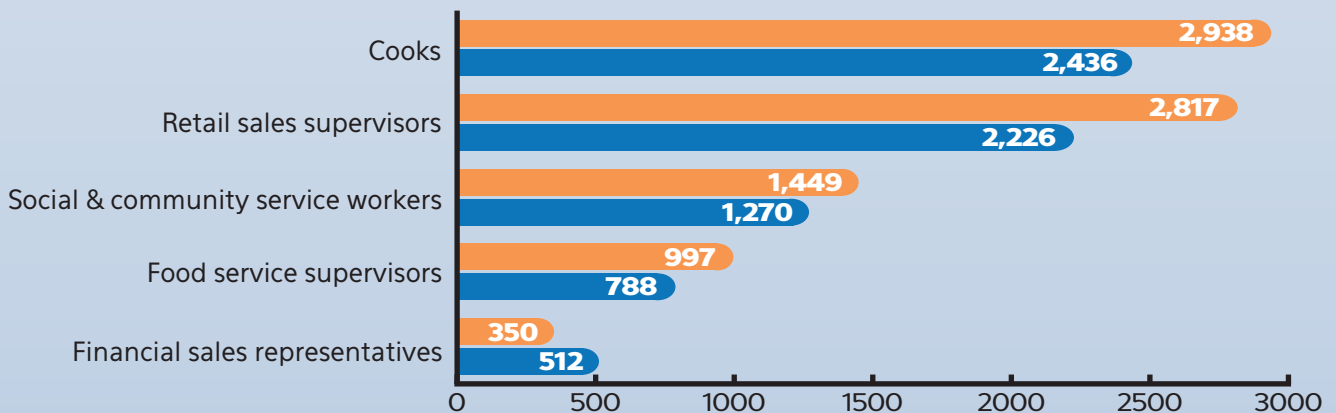
JOB CHANGE IN NIAGARA FOR JOBS REQUIRING ON-THE-JOB TRAINING



JOB CHANGE IN NIAGARA FOR JOBS REQUIRING A HIGH SCHOOL DIPLOMA



JOB CHANGE IN NIAGARA FOR JOBS REQUIRING A COLLEGE DIPLOMA OR APPRENTICESHIP CERTIFICATE



● 2013 Jobs

● 2017 Jobs

2017 INCOME: TOP JOBS REQUIRING ON-THE-JOB TRAINING

OCCUPATION	HOURLY INCOME - LOW	HOURLY INCOME - MEDIUM	HOURLY INCOME - HIGH
Janitors, caretakers & building superintendents	\$12.82	\$17.20	\$21.82
Light duty cleaners	\$11.58	\$13.51	\$18.34
Other sales related occupations	\$11.95	\$13.22	\$16.27
Cashiers	\$11.25	\$11.40	\$12.00
Food counter attendants, kitchen helpers & related support occupations	\$10.90	\$11.34	\$12.18

2017 INCOME: TOP JOBS REQUIRING A HIGH SCHOOL DIPLOMA

OCCUPATION	HOURLY INCOME - LOW	HOURLY INCOME - MEDIUM	HOURLY INCOME - HIGH
Sales & account representatives - wholesale trade (non-technical)	\$16.00	\$22.86	\$31.75
Transport truck drivers	\$17.67	\$20.78	\$25.59
Home support workers, housekeepers & related occupations	\$14.99	\$17.67	\$21.41
Other customer & information services representatives	\$12.99	\$16.54	\$22.17
Retail salespersons	\$11.77	\$12.65	\$15.49

2017 INCOME: TOP JOBS REQUIRING A COLLEGE DIPLOMA

OCCUPATION	HOURLY INCOME - LOW	HOURLY INCOME - MEDIUM	HOURLY INCOME - HIGH
Financial sales representatives	\$18.93	\$23.28	\$30.02
Social & community service workers	\$18.45	\$22.55	\$28.16
Retail sales supervisors	\$13.55	\$17.38	\$22.81
Food service supervisors	\$11.19	\$12.37	\$14.92
Cooks	\$11.22	\$12.30	\$14.76

IN CONCLUSION

Throughout Q1 of 2019, there were a combined **3,513** posts that required either no formal training/on-the-job training, a high school diploma/occupation-specific training, or a college diploma/apprenticeship certificate. The most sought after **soft skills** across all three occupation groups were **being a team player, detail oriented**, and having **strong oral and written communication**.

NWPB's Employment Prospect Series will be continuing throughout the 2019-2020 fiscal year. Based on consultation and feedback from local partners, these reports have been expanded to better suit community needs. To continue supporting career development and training plans, NWPB will produce monthly reports alongside our quarterly reports. These monthly updates include all the information previously provided in our quarterly reports, with the addition of data on job demand for individuals who have completed college or apprenticeship training.

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 **Mario De Divitiis** (mario@niagaraworkforceboard.ca), or visit our website: www.niagaraworkforce.ca.