

Q4: October – December **2019**

**EMPLOYMENT
PROSPECTS SERIES**

Quarterly Report



EXECUTIVE SUMMARY

This report provides an overview of job opportunities in the Niagara region. Our focus is on jobs that require:

- ✓ **No formal education/on-the-job training**
- ✓ **A minimum of secondary school completion**
- ✓ **Apprenticeship training or completion of a college diploma**

For this report, we are focusing on the time period from **October 1 to December 31, 2019.**¹

Of the **3,361** job postings identified within these three educational requirements, **372** postings required either **no formal training** or **on-the-job training**. An additional **1,498** jobs required a **high school diploma / occupation-specific training**, and **1,491** posts required a **college diploma or apprenticeship certificate.**²

Among jobs requiring a college diploma or apprenticeship training:

- **Retail sales supervisors** was the most in-demand occupation, with **12.0%** of job postings in this category.
- **Social and community service workers** had the highest median hourly income at **\$23.56/hr** and accounted for **3.6%** of job demand at this level.

For jobs requiring a high school diploma:

- **Retail salespersons** made up approximately **19.6%** of demand.
- **Sales and account representatives – wholesale trade** saw the highest median hourly income, at **\$22.89/hr** and accounted for **7.3%** of job demand at this level.

For jobs requiring on-the-job training:

- **Food counter attendants, kitchen helpers, and related support occupations** represented approximately **40.6%** of demand within this category.
- The highest median hourly income was for **janitors, caretakers, and building superintendents** at **\$18.18/hr**, which accounted for **9.7%** of job demand at this level.

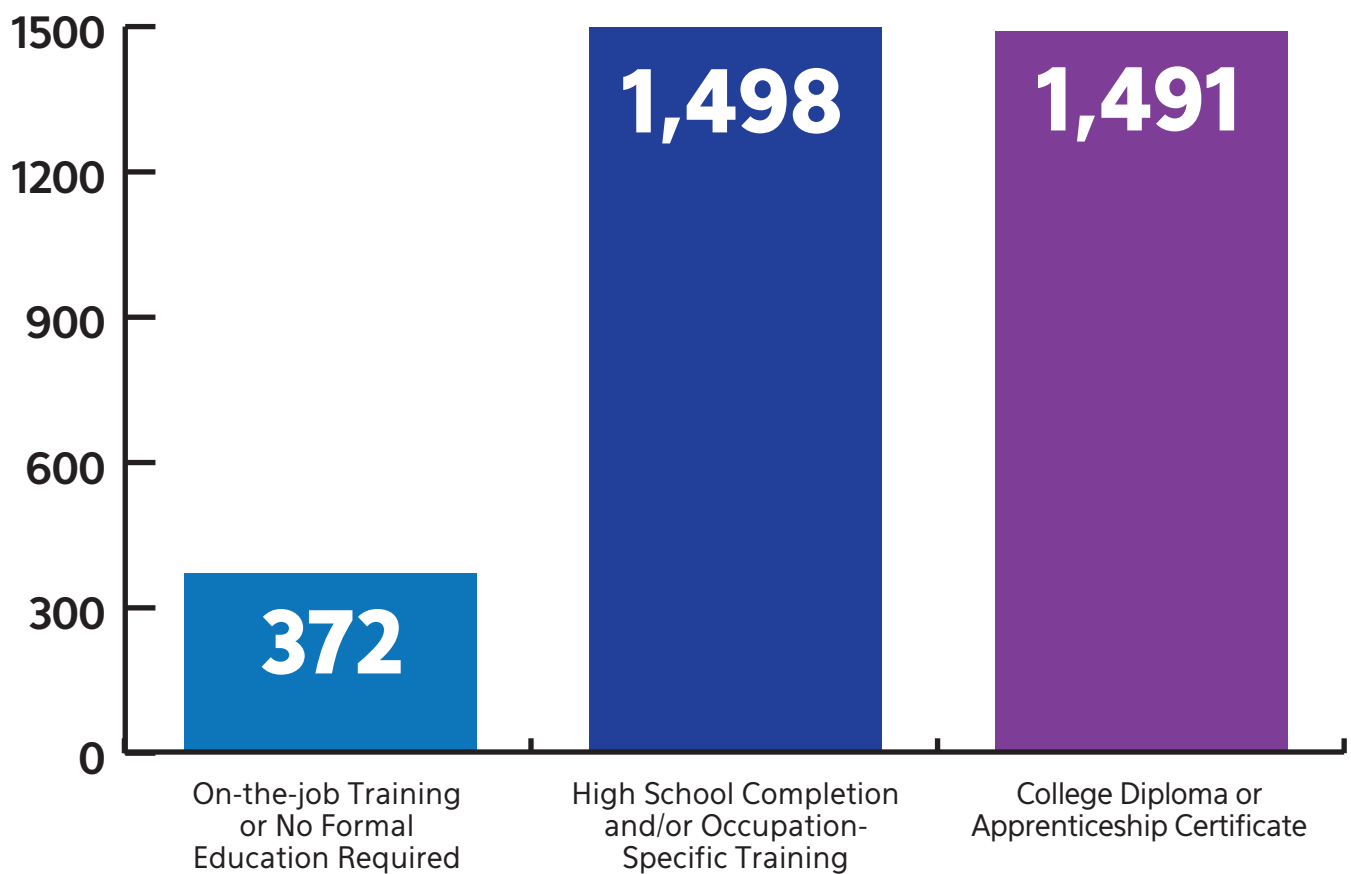
¹ The educational requirements for each occupation are based on Statistics Canada's National Occupational Classification matrix, 2016, Retrieved from:

<http://cnp.edsc.gc.ca/English/NOC/Matrix2016.aspx?ver=06%u2282%3D0>

² It is important to note that the data in this report do not fully reflect the recent increases to minimum wage in Ontario.

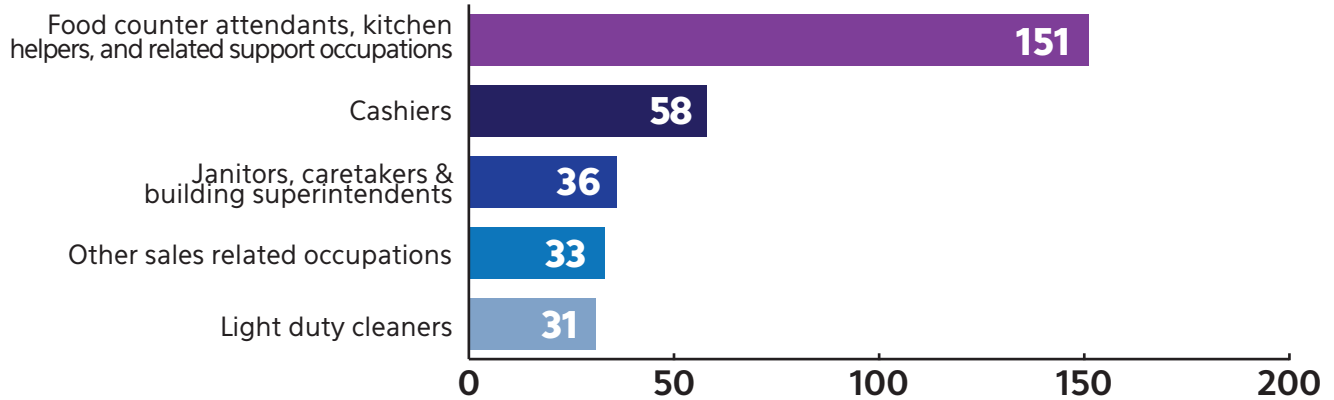
EDUCATIONAL REQUIREMENTS

Among measured job opportunities for Q4 2019, **372** posts were for positions that required either **on-the-job training or no formal education**. Within the same time period, **1,498** posts required that applicants have either **high school completion and/or occupation-specific training**. There were **1,491** posts that indicated a **college diploma or apprenticeship certificate** was required.

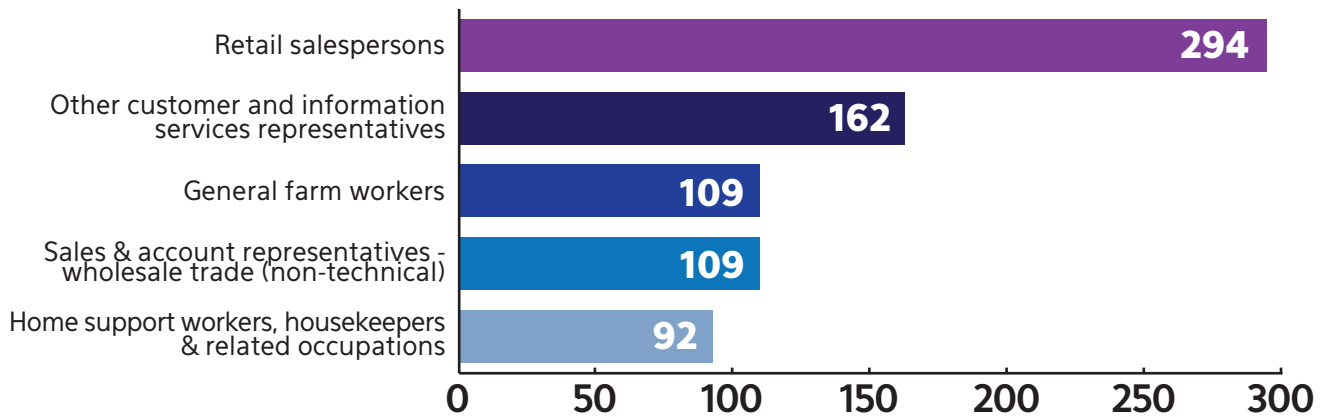


The following figures outline the number of job posts for the **TOP FIVE** in-demand occupations for each level of education.

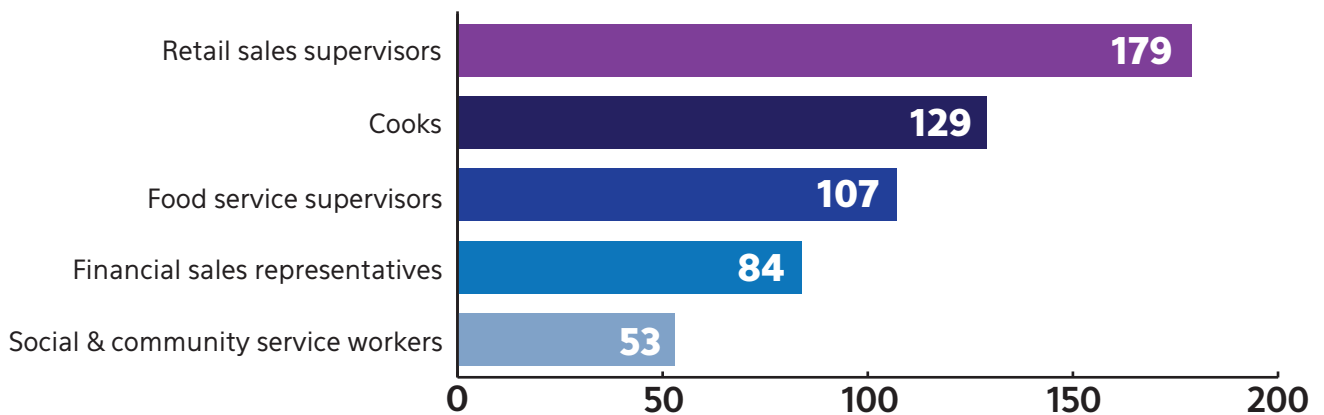
TOP JOBS REQUIRING ON-THE-JOB TRAINING



TOP JOBS REQUIRING A HIGH SCHOOL DIPLOMA



TOP JOBS REQUIRING A COLLEGE DIPLOMA OR APPRENTICESHIP CERTIFICATE



TOP IN-DEMAND SKILLS & CERTIFICATIONS

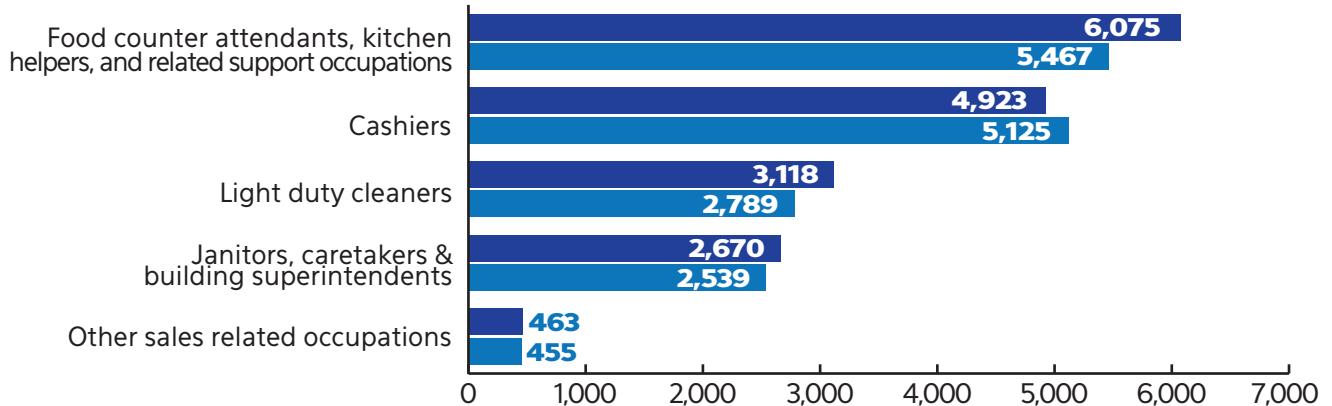
This table outlines the top in-demand **hard skills, soft skills, and certifications** that were listed in employers' online job postings. Note that a posting can indicate more than one skill or certification.

SKILL TYPE	TOP SKILLS AND CERTIFICATES, Q4 2019					
	ON-THE-JOB TRAINING		HIGH SCHOOL DIPLOMA		COLLEGE DIPLOMA	
	Skill	Count	Skill	Count	Skill	Count
Hard Skills	Cashiers	33	Microsoft Office	71	Microsoft Office	164
	Sanitation systems	26	Standard operating procedures	48	Cooking	84
	Cooking	22	Customer experience	44	Occupational health	68
Soft Skills	Team-oriented, teamwork	84	Team-oriented, teamwork	371	Oral & written communication	328
	Detail oriented	64	Detail oriented	309	Team-oriented, teamwork	310
	Customer service oriented	52	Oral & written communication	290	Detail oriented	302
Certificates	Driver's license	36	Driver's license	242	Driver's license	177
	Food safety programs	9	Certification in Cardiopulmonary Resuscitation (CPR)	68	First aid certification	49
	First aid certification	8	First aid certification	49	Registered practical nurse	40

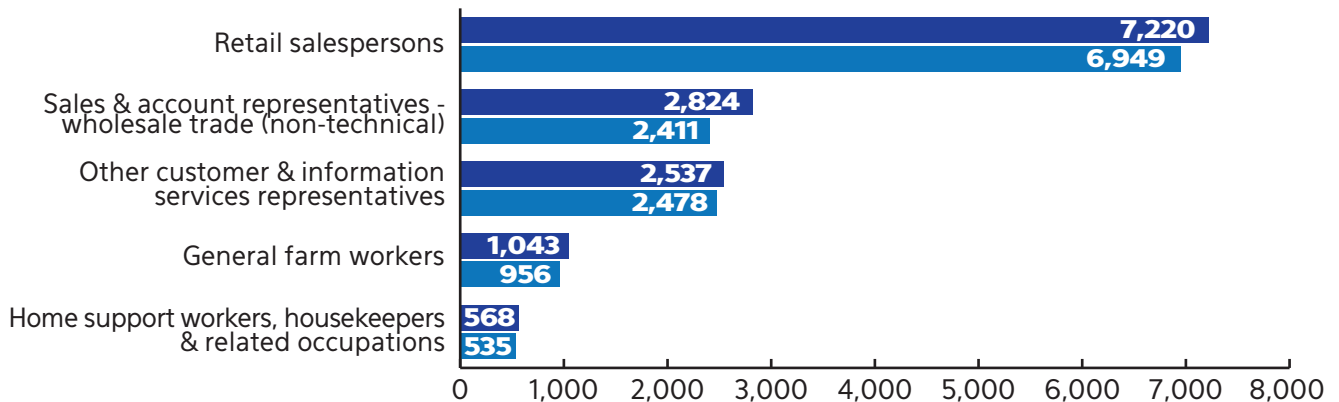
JOB CHANGE IN NIAGARA:

The following figures outline the number of jobs in Niagara for each in-demand occupation for 2014 and 2018. All occupations saw job growth throughout this time period except for cashiers.

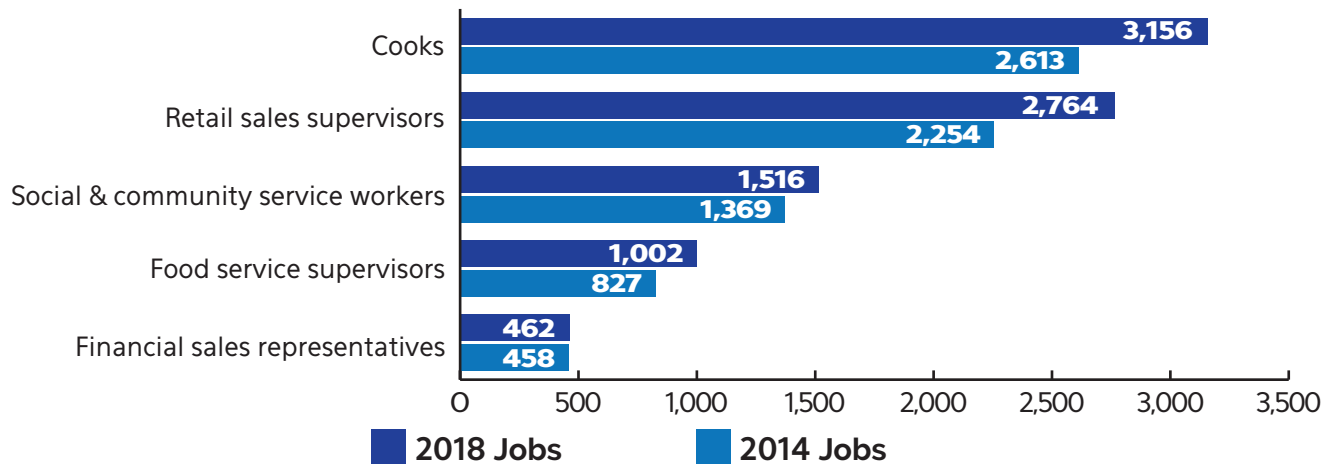
FOR JOBS REQUIRING ON-THE-JOB TRAINING



FOR JOBS REQUIRING HIGH SCHOOL COMPLETION



FOR JOBS REQUIRING A COLLEGE DIPLOMA OR APPRENTICESHIP CERTIFICATE



INCOME FOR TOP JOBS REQUIRING³...

NO FORMAL TRAINING:

OCCUPATION	HOURLY INCOME - LOW	HOURLY INCOME - MEDIUM	HOURLY INCOME - HIGH
Janitors, caretakers & 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 & related support occupations	\$11.49	\$13.14	\$13.99
Cashiers	\$11.40	\$13.00	\$14.00

A HIGH SCHOOL DIPLOMA:

OCCUPATION	HOURLY INCOME - LOW	HOURLY INCOME - MEDIUM	HOURLY INCOME - HIGH
Sales & account representatives - wholesale trade (non-technical)	\$17.04	\$22.89	\$31.57
Home support workers, housekeepers & related occupations	\$17.62	\$21.14	\$23.49
Other customer & information services representatives	\$14.20	\$17.04	\$22.32
General farm workers	\$13.17	\$14.58	\$18.81
Retail salespersons	\$12.14	\$14.16	\$16.19

A COLLEGE DIPLOMA:

OCCUPATION	HOURLY INCOME - LOW	HOURLY INCOME - MEDIUM	HOURLY INCOME - HIGH
Social & 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

³ A number of the lower hourly income ranges are below minimum wage. This is due largely to part-time work, student wages, and positions such as servers who are paid below minimum wage but rely on supplemental tips.

IN CONCLUSION

In Q4 of 2019, there were a combined **3,361** 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.

The most sought after soft skills across all three occupation groups were having **strong teamwork/being team-oriented**, and **being detail oriented**. The two consistent certifications included having a **driver's license** and having a **first aid certification**.

In terms of change in the total number of jobs in Niagara for these occupations, we see that between 2014 and 2018, **all of the top in-demand occupations saw growth in the number of jobs, except for 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:

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or visit our website:
niagaraworkforce.ca/site/employment-prospects-series/