

Q3: July – September **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 **July 1 to September 30, 2019.**<sup>1</sup>

Of the **4,108** reported job postings falling within these three educational requirements, **549** postings required either **no formal training** or **on-the-job training**. An additional **1,767** jobs required a **high school diploma/occupation-specific training**, and **1,792** posts required a **college diploma or apprenticeship certificate.**<sup>2</sup>

## Among jobs requiring a college diploma or apprenticeship training:

- **Retail sales supervisors** was the most in-demand occupation, with **14.6%** of job postings in this category.
- **Social and community service workers** had the highest median hourly income at **\$23.56/hr** and accounted for **4.2%** 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 **5.5%** of job demand at this level.

## For jobs requiring on-the-job training:

- **Food counter attendants, kitchen helpers, and related support occupations** represented slightly more than a third of job postings, with **36.4%** of demand within this category
- The highest median hourly income was for **janitors, caretakers, and building superintendents** at **\$18.18/hr**, which accounted for **8.6%** of job demand at this level.

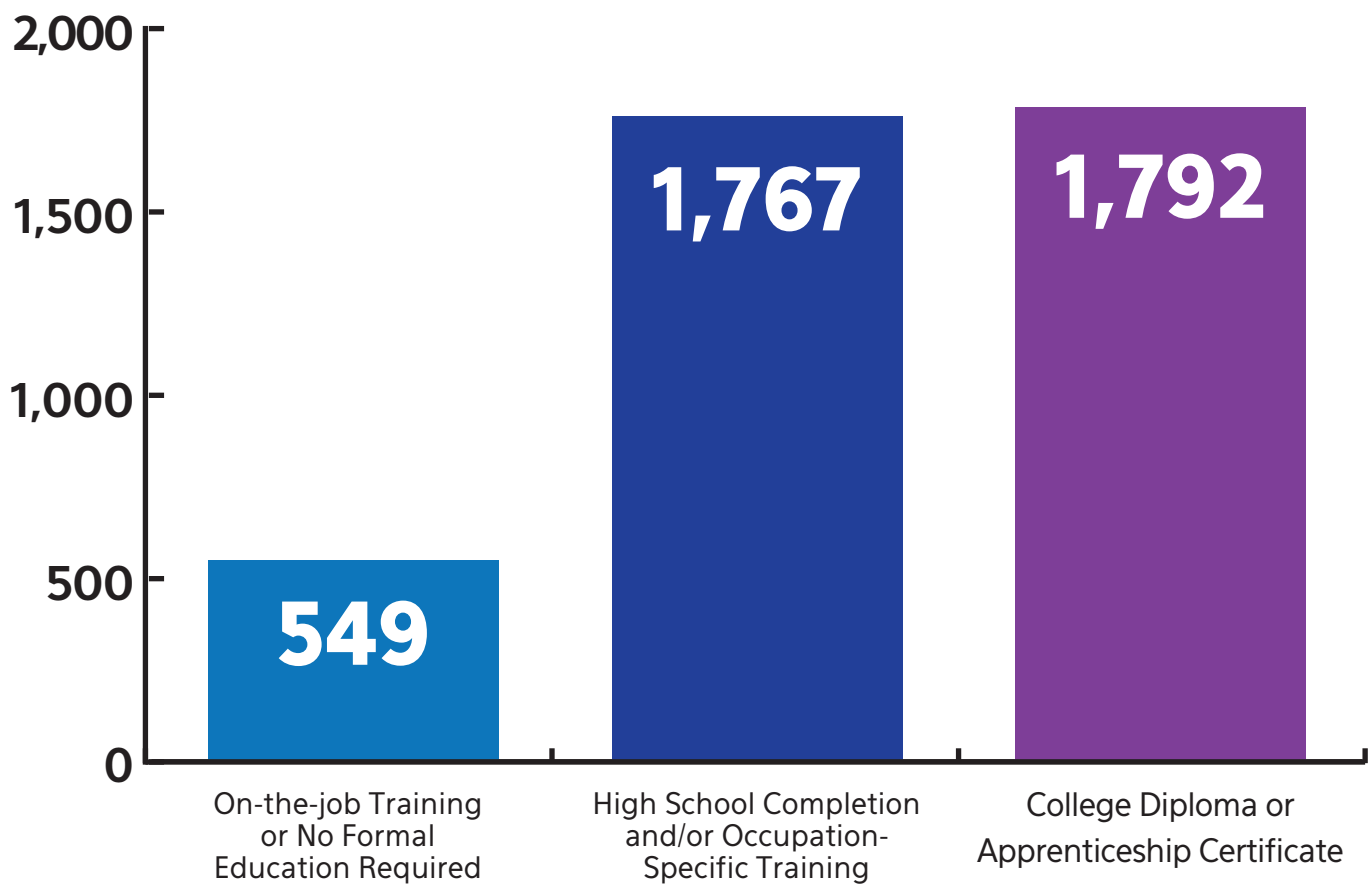
<sup>1</sup> The educational requirements for each occupation are based on Statistics Canada's National Occupational Classification matrix, 2016, Retrieved from:

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

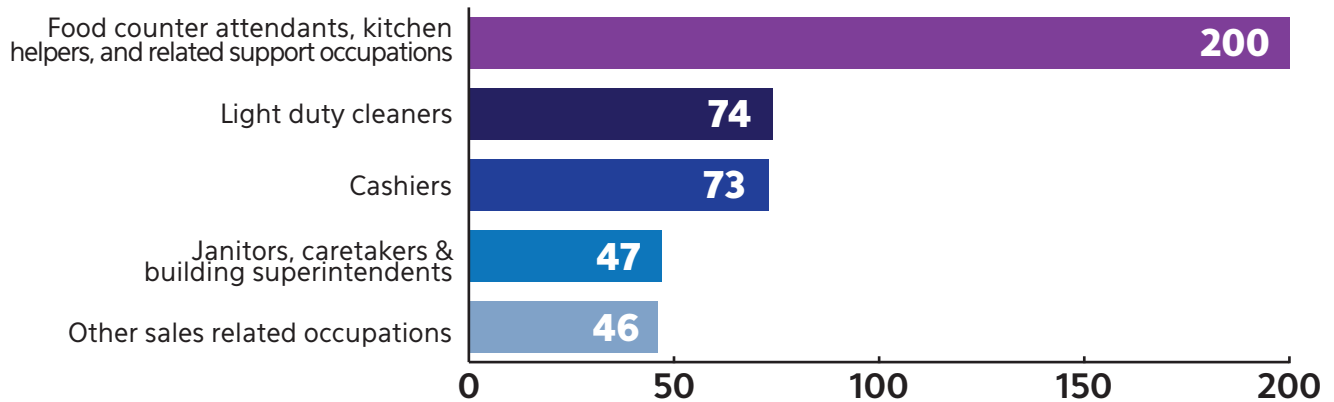
<sup>2</sup> It is important to note that the data in this report do not fully reflect the recent increases to minimum wage in Ontario.

# EDUCATIONAL REQUIREMENTS

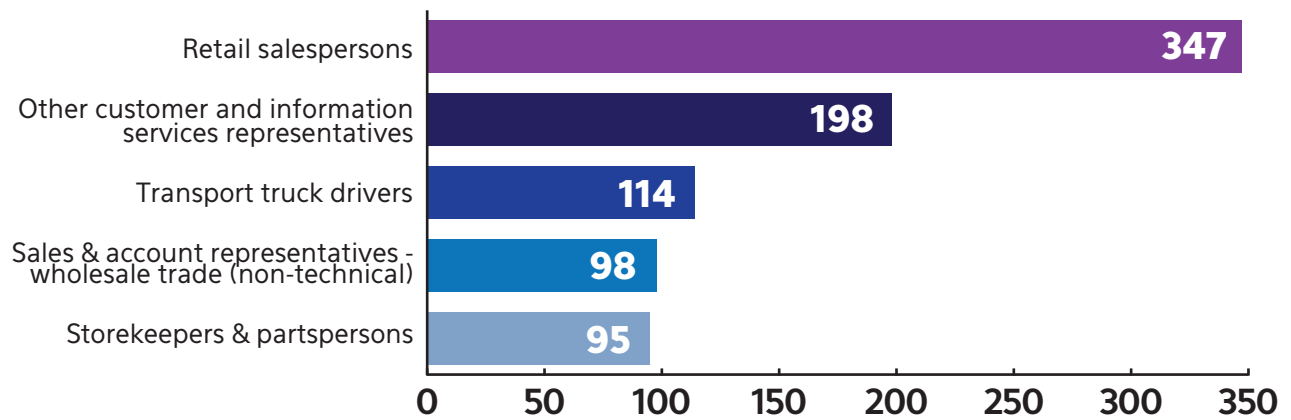
Among measured job opportunities for Q3 2019, **549** posts were for positions that required either **on-the-job training or no formal education**. Within the same time period, **1,767** posts required that applicants have either **high school and/or occupation-specific training**. There were **1,792** listings that indicated a **college diploma or apprenticeship certificate** was required.



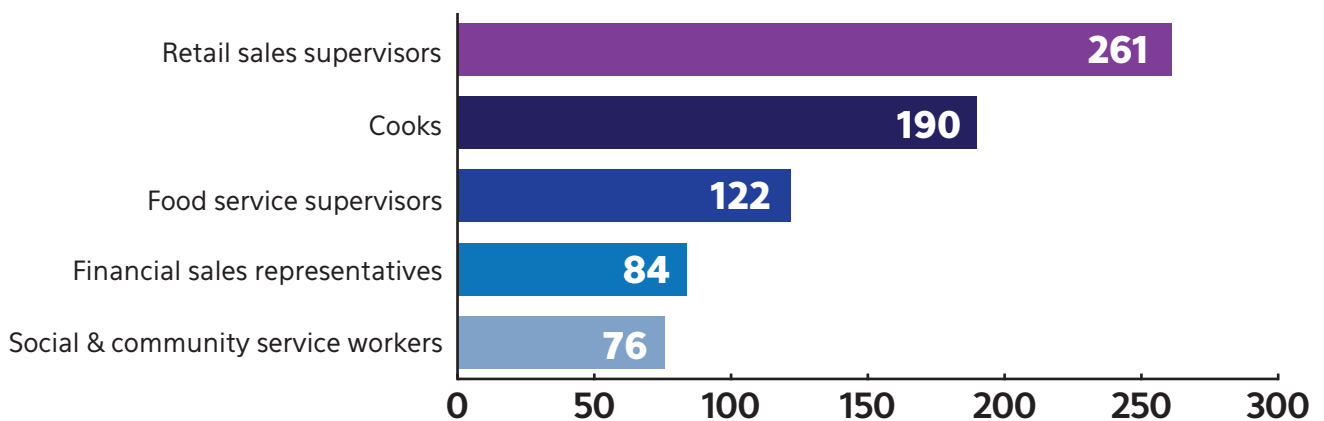
## TOP JOBS REQUIRING ON-THE-JOB TRAINING



## TOP JOBS REQUIRING A HIGH SCHOOL DIPLOMA



## TOP JOBS REQUIRING A COLLEGE DIPLOMA OR APPRENTICESHIP CERTIFICATE

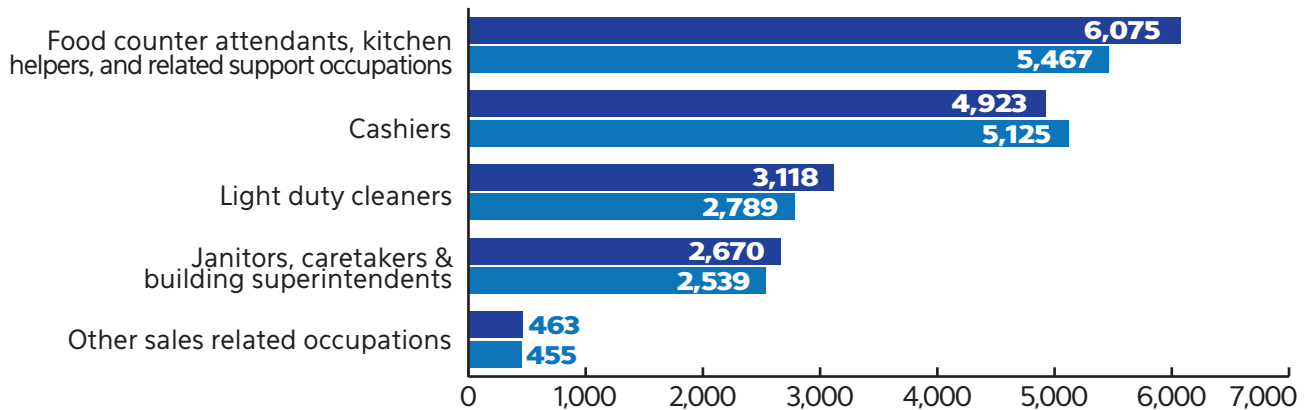


# TOP IN-DEMAND SKILLS & CERTIFICATIONS

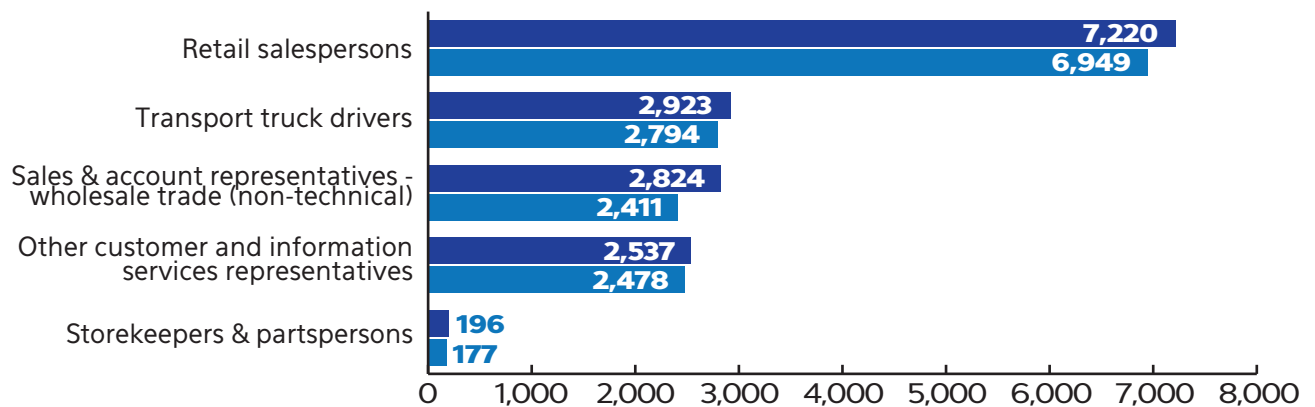
This table outlines the top in-demand **hard skills, soft skills, and certifications** that were listed in employers' online job postings. Note that a posting can indicate more than one skill or certification.

SKILL TYPE	TOP SKILLS AND CERTIFICATES, Q3 2019					
	ON-THE-JOB TRAINING		HIGH SCHOOL DIPLOMA		COLLEGE DIPLOMA	
	Skill	Count	Skill	Count	Skill	Count
Hard Skills	Food preparation	36	Microsoft Office	90	Microsoft Office	172
	Event marketing	11	Bilingual	50	Food preparation	100
	Consumer Packaged Goods	10	Forklifts	45	Quality control	64
Soft Skills	Team-oriented, teamwork	117	Team-oriented, teamwork	388	Oral & written communication	381
	Oral & written communication	91	Oral & written communication	386	Team-oriented, teamwork	362
	Detail oriented	86	Detail oriented	310	Detail oriented	338
Certificates	Driver's license	47	Driver's license	262	Driver's license	249
	Food safety programs	28	First aid certification	117	First aid certification	122
	First aid certification	24	Certification in Cardiopulmonary Resuscitation (CPR)	75	Certification in Cardiopulmonary Resuscitation (CPR)	71

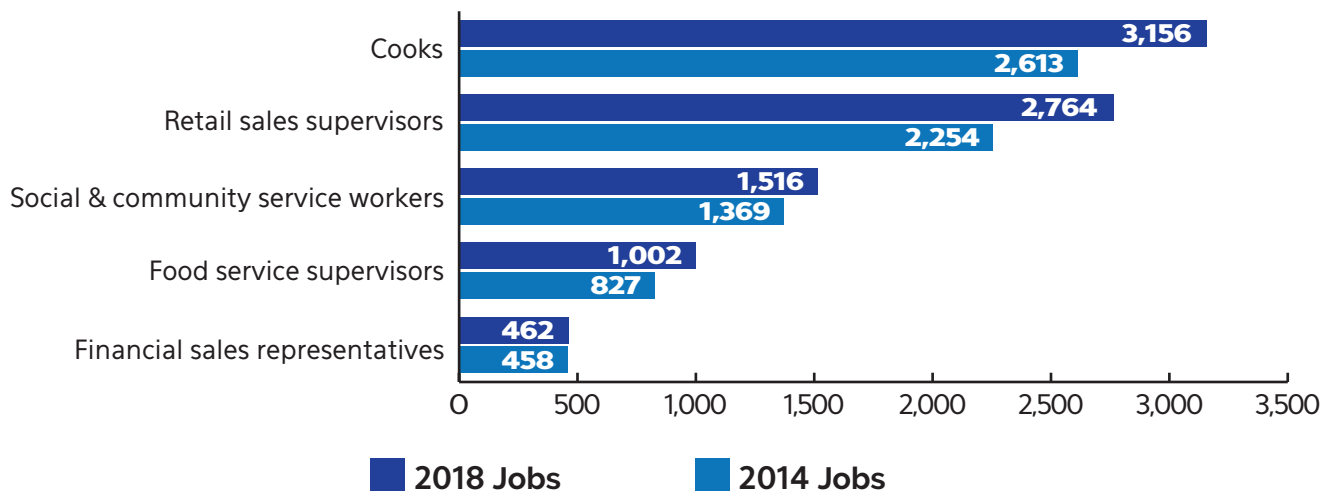
# JOB CHANGE IN NIAGARA: FOR JOBS REQUIRING ON-THE-JOB TRAINING



# FOR JOBS REQUIRING A HIGH SCHOOL DIPLOMA



# FOR JOBS REQUIRING A COLLEGE DIPLOMA OR APPRENTICESHIP CERTIFICATE



# INCOME FOR TOP JOBS REQUIRING<sup>3</sup>...

## 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
Storekeepers and partspersons	\$15.83	\$21.90	\$30.63
Transport truck drivers	\$18.23	\$21.27	\$25.33
Other customer & information services representatives	\$14.20	\$17.04	\$22.32
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

<sup>3</sup> 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 Q3 of 2019, there were a combined **4,108** 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 oral and written communication, being detail oriented, and being a team player.**

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/](https://niagaraworkforce.ca/site/employment-prospects-series/)