

# Workforce Outlooks

Canada Outlook 2015-2024



# Average Annual Growth Rates, Key Economic and Demographic Indicators 2005-14, 2015-24 (%)



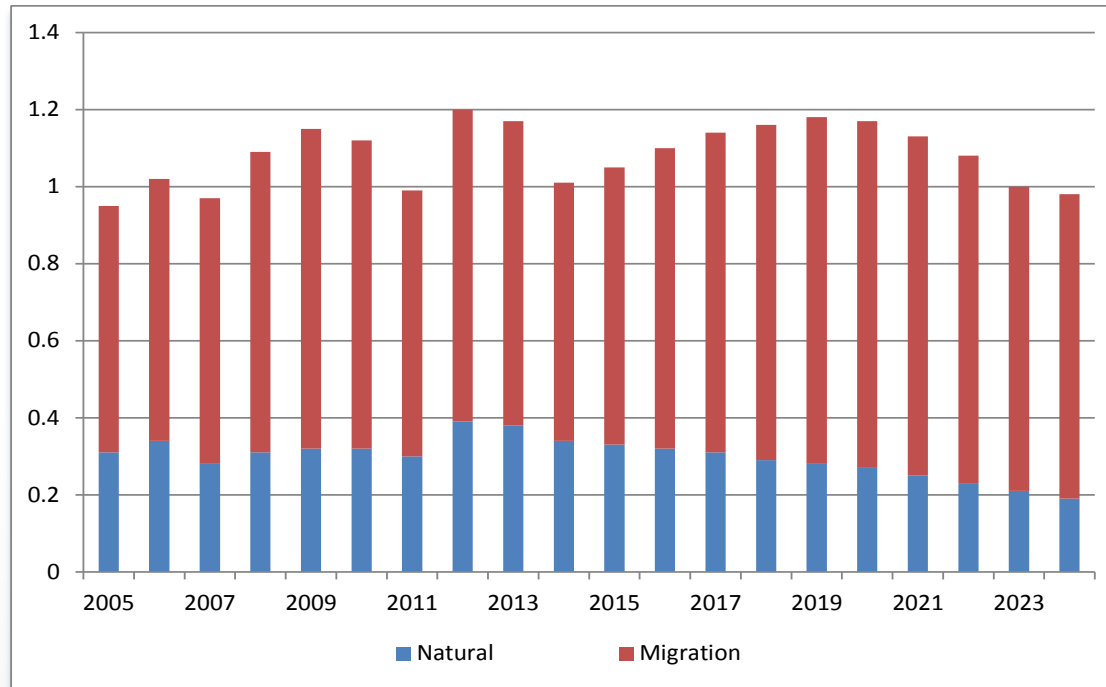
Variable/Period	2005-14	2015-24	2015-19	2020-24
<b>Real GDP</b>	1.8	2.0	2.3	1.7
Consumption	2.7	2.1	2.1	2.1
Residential Investment	1.4	0.9	1.9	-0.2
Plant and Equipment Investment	6.5	1.1	2.6	-0.4
Government Investment	3.8	1.1	-0.1	2.3
Government Current Expenditures	2.1	1.4	1.1	1.7
Exports	0.5	2.5	3.1	1.9
Imports	3.1	0.8	0.4	1.1
<b>Employment</b>	1.2	0.9	1.1	0.8
Labour Productivity	0.6	1.1	1.1	1.0
<b>Labour Force</b>	1.2	0.8	0.9	0.7
Participation Rate (%)	67.0	65.6	66.2	65.1
<b>Unemployment Rate (%)</b>	7.0	6.2	6.3	6.1
<b>Population Growth</b>	1.07	1.1	1.1	1.1
Natural Growth Component	0.33	0.3	0.3	0.2
Migration Component	0.74	0.8	0.8	0.8
<b>Net In-Migration</b>	2.3	2.9	7.3	-1.6
Immigration	0.7	3.5	8.4	-1.4
Emigration	-2.6	1.1	1.2	1.1
*Numbers may not add due to rounding errors				

# Average Annual Growth Rates, Industry Employment 2005-14, 2015-24 (%)

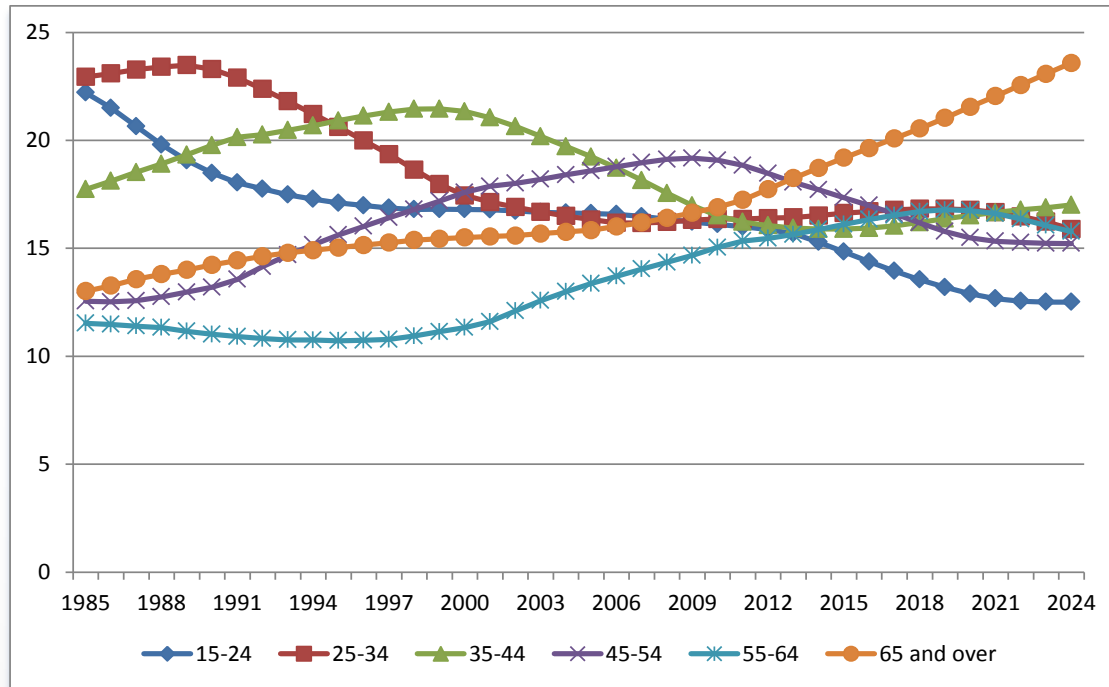


Variable/Period	2005-14	2015-24	2015-19	2020-24
<b>Total</b>	1.2	0.9	1.1	0.8
Agriculture	-0.5	-0.3	0.0	-0.5
Other Primary	2.8	0.7	1.5	0.0
Manufacturing	-2.7	0.2	0.8	-0.5
Utilities	1.2	1.0	1.3	0.7
Construction	3.5	0.4	1.1	-0.3
Transportation & Warehousing	0.8	1.2	1.5	0.9
Trade	0.9	0.9	1.0	0.7
FIRE	1.7	1.0	1.2	0.8
Professional, Scientific, Managerial	2.5	1.0	1.4	0.6
Accomodation & Food Services	1.4	1.1	1.4	0.9
Education Services	2.2	0.3	-0.3	0.9
Health & Welfare Services	2.6	2.1	2.0	2.3
Other Services	0.9	1.1	1.4	0.8
Government Services	1.4	0.9	0.7	1.2
*Numbers may not add due to rounding errors				

# Components of Population Growth 2005-2024 (%)

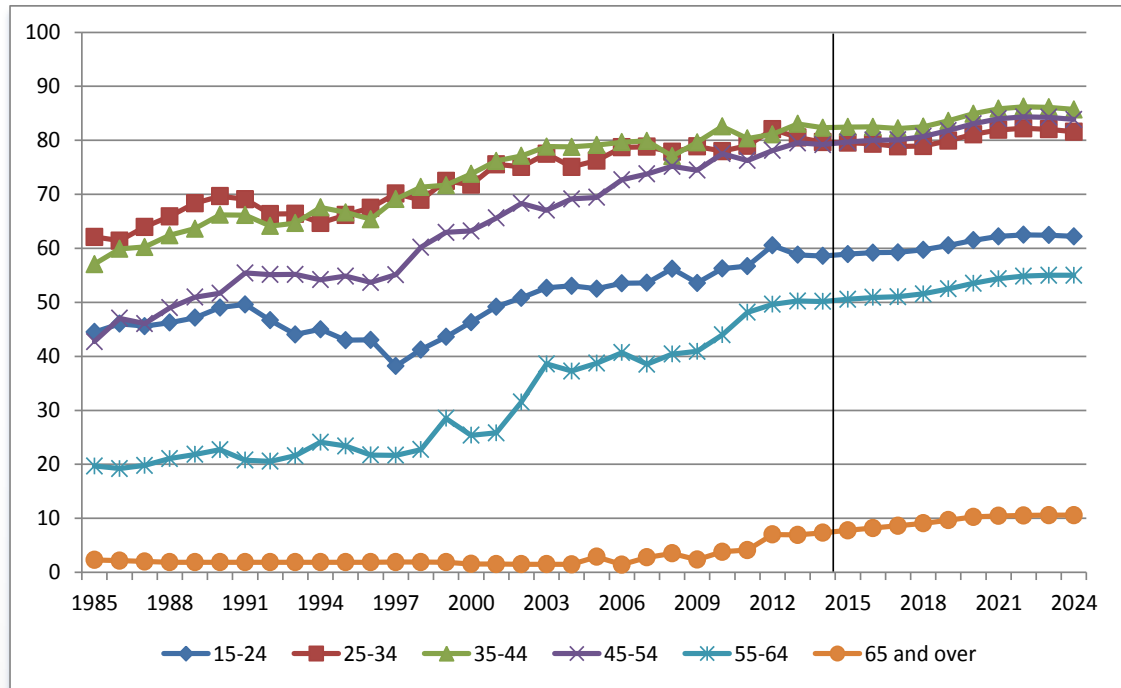


# Age Group Population Shares of Labour Force Age 1985-2024 (%)



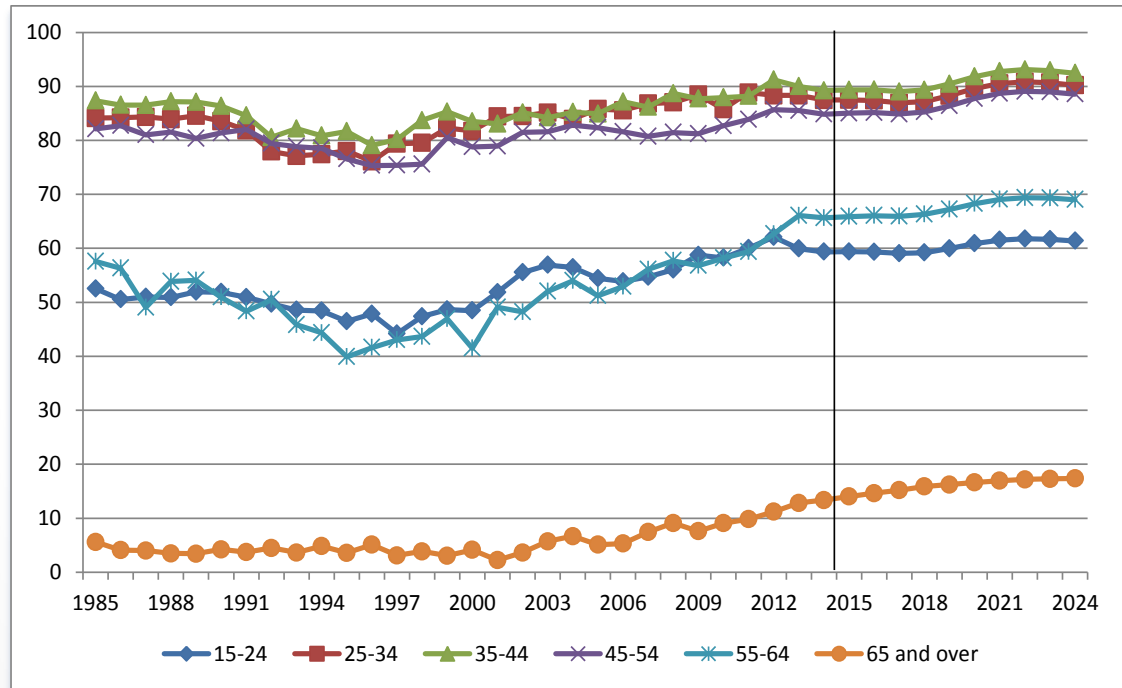


# Female Participation Rates 1985-2024 (%)

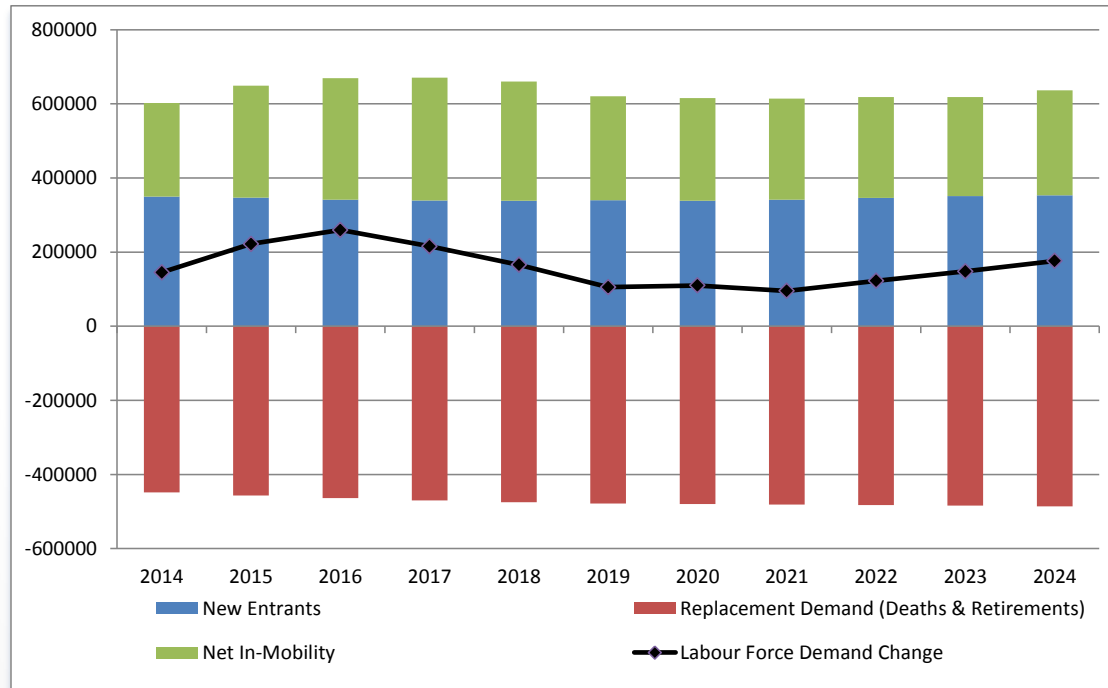




# Male Participation Rates 1985-2024 (%)

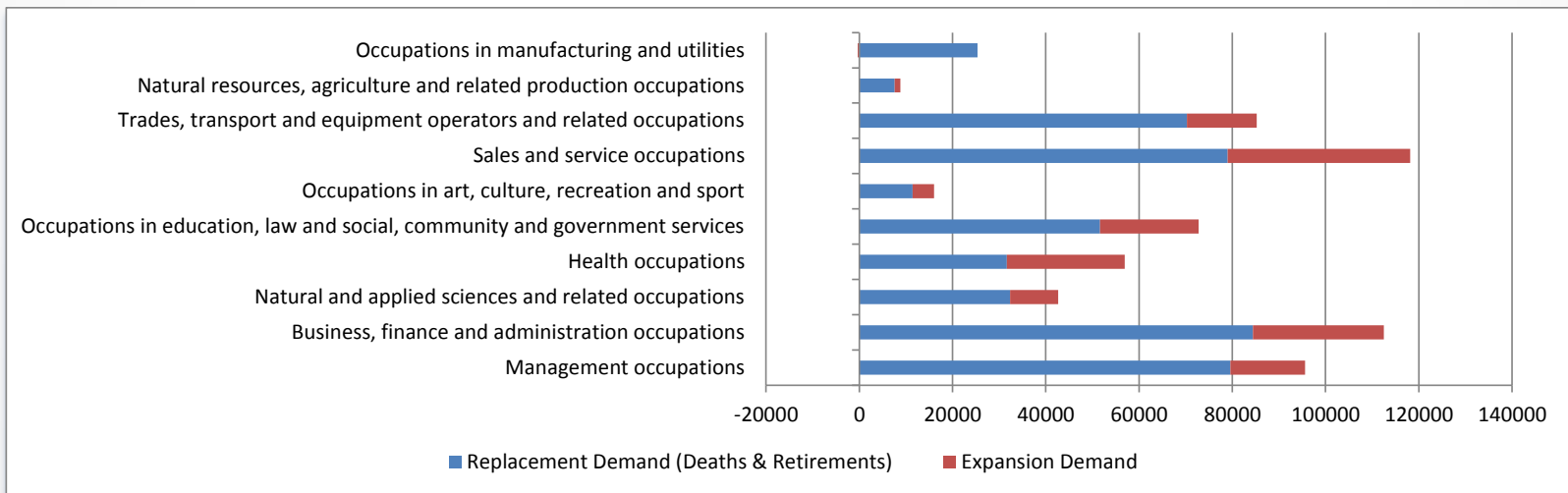


# Labour Force Change and its Components 2014-2024





# Sources of Job Openings by Major Occupation Group 2015-2024 Average

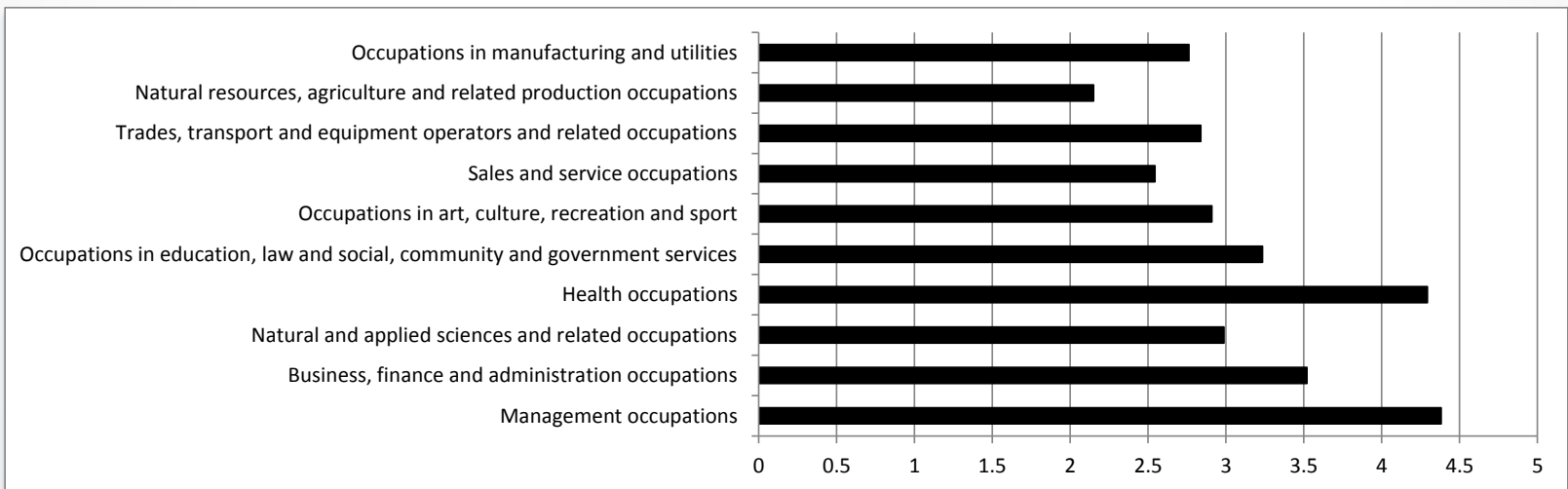


# Job Openings and Sources 2015-2024



	2015-2024			2015-2019			2020-2024		
	Total	Replacement	Expansion	Total	Replacement	Expansion	Total	Replacement	Expansion
<b>Management occupations</b>	968146	806406	161740	483165	379885	103280	484981	426521	58460
<b>Business, finance and administration occupations</b>	1122114	845489	276625	587953	424454	163499	534161	421035	113126
<b>Natural and applied sciences and related occupations</b>	431785	327431	104354	232191	157383	74808	199594	170048	29546
<b>Health occupations</b>	582471	318024	264447	272381	157879	114502	310090	160145	149945
<b>Occupations in education, law and social, community and government services</b>	740209	517529	222680	335289	257032	78257	404920	260497	144423
<b>Occupations in art, culture, recreation and sport</b>	159595	114030	45565	84844	57214	27630	74751	56816	17935
<b>Sales and service occupations</b>	1178221	791789	386432	621374	394145	227229	556847	397644	159203
<b>Trades, transport and equipment operators and related occupations</b>	852954	706011	146943	494446	350747	143699	358508	355264	3244
<b>Natural resources, agriculture and related production occupations</b>	88056	76238	11818	52622	38088	14534	35434	38150	-2716
<b>Occupations in manufacturing and utilities</b>	254532	255485	-953	147802	127185	20617	106730	128300	-21570
<b>Total</b>	6378083	4758436	1619647	3312065	2344013	968052	3066018	2414423	651595

# Job Openings by Major Occupation Group (% of Labour Force) 2015-2024 Average



# Top 25 4-Digit NOC Occupations Largest Job Openings 2015-2024



NOC	Occupation Title	Total Job Openings	Cumulative % of Job Openings
#0621	Retail and wholesale trade managers	201799	2.9
#3012	Registered nurses and registered psychiatric nurses	197177	5.7
#6421	Retail salespersons	195706	8.5
#1241	Administrative assistants	153965	10.7
#1221	Administrative officers	145251	12.8
#7511	Transport truck drivers	123610	14.6
#3413	Nurse aides, orderlies and patient service associates	121225	16.3
#4032	Elementary school and kindergarten teachers	116943	18.0
#4214	Early childhood educators and assistants	116308	19.7
#6731	Light duty cleaners	109445	21.2
#1411	General office support workers	95736	22.6
#6733	Janitors, caretakers and building superintendents	91730	23.9
#1111	Financial auditors and accountants	87498	25.2
#0821	Managers in agriculture	78575	26.3
#6711	Food counter attendants, kitchen helpers and related support occupations	78315	27.4
#6611	Cashiers	75931	28.5
#6322	Cooks	73218	29.6
#2171	Information systems analysts and consultants	66328	30.5
#1311	Accounting technicians and bookkeepers	66250	31.5
#4212	Social and community service workers	65252	32.4
#1414	Receptionists	65162	33.4
#1431	Accounting and related clerks	63163	34.3
#6552	Other customer and information services representatives	62090	35.2
#7452	Material handlers	57451	36.0
#4412	Home support workers, housekeepers and related occupations	56032	36.8

# Top 25 4-Digit NOC Occupations Greatest Demand Pressure (% of Labour Force) 2015-2024



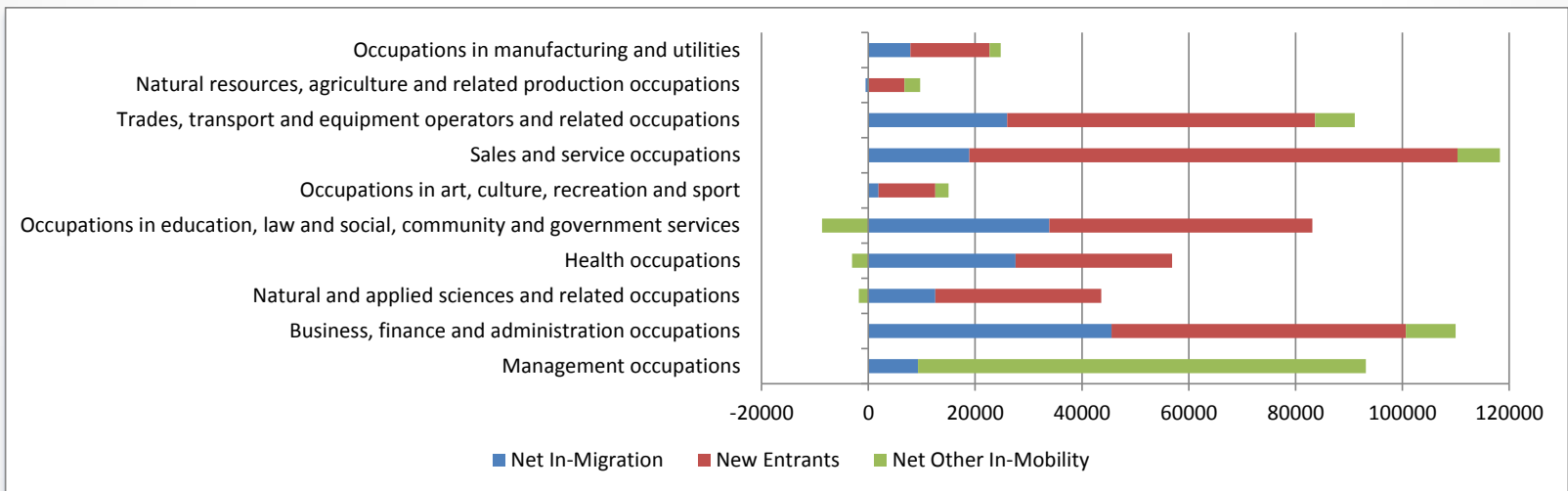
NOC	Occupation Title	Average
#0311	Managers in health care	6.4
#0011	Legislators	6.1
#0432	Fire chiefs and senior firefighting officers	5.8
#3011	Nursing co-ordinators and supervisors	5.8
#0423	Managers in social, community and correctional services	5.6
#0422	School principals and administrators of elementary and secondary education	5.6
#0014	Senior managers - health, education, social and community services and membership organizations	5.6
#9222	Supervisors, electronics manufacturing	5.6
#0413	Government managers - education policy development and program administration	5.4
#1214	Supervisors, mail and message distribution occupations	5.2
#0012	Senior government managers and officials	5.2
#3232	Practitioners of natural healing	5.2
#0511	Library, archive, museum and art gallery managers	5.2
#8221	Supervisors, mining and quarrying	5.1
#0013	Senior managers - financial, communications and other business services	5.1
#1213	Supervisors, library, correspondence and related information workers	5.1
#0015	Senior managers - trade, broadcasting and other services, n.e.c.	5.1
#0431	Commissioned police officers	5.0
#0512	Managers - publishing, motion pictures, broadcasting and performing arts	5.0
#0414	Other managers in public administration	5.0
#3121	Optometrists	5.0
#0912	Utilities managers	5.0
#3122	Chiropractors	5.0
#3211	Medical laboratory technologists	5.0
#7304	Supervisors, railway transport operations	4.9

# Job Openings by Major Occupation Group (% of Labour Force) 2015-2024 Average

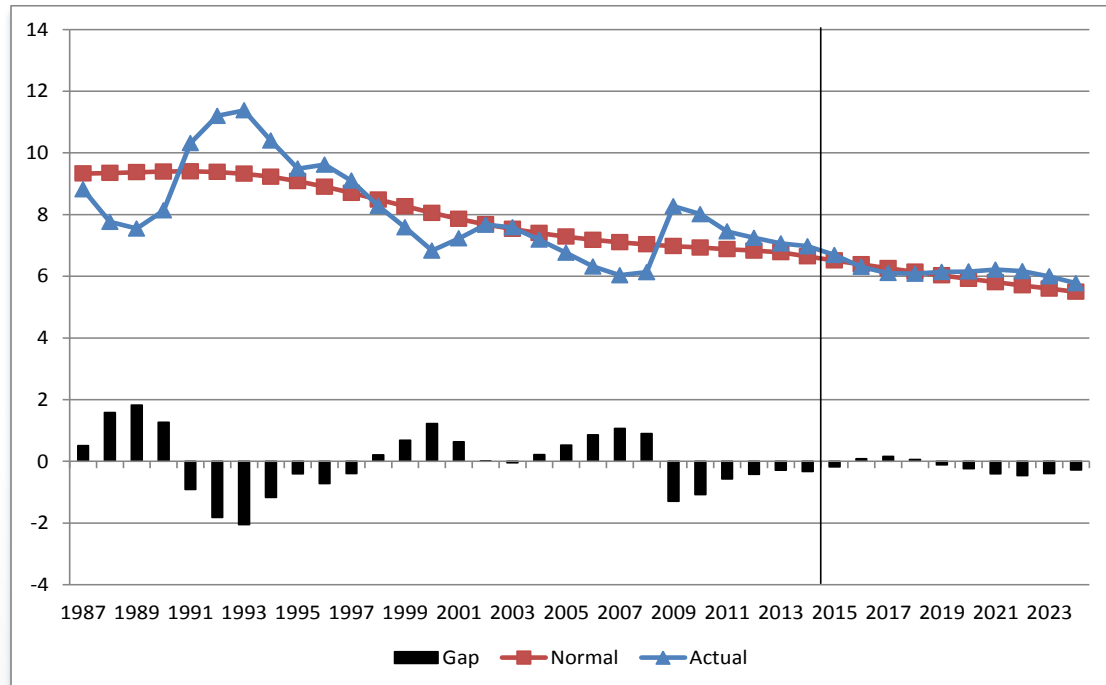


	2015-2024				2015-2019				2020-2024			
	Total	Net In-Migration	New Entrants	Other	Total	Net In-Migration	New Entrants	Other	Total	Net In-Migration	New Entrants	Other
Management occupations	968091	96810	0	871281	478863	47887	0	430976	489228	48923	0	440305
Business, finance and administration occupations	1122341	476595	547999	97747	582611	225377	271993	85241	539730	251218	276006	12506
Natural and applied sciences and related occupations	431619	136921	308005	-13307	229498	72095	153722	3681	202121	64826	154283	-16988
Health occupations	579865	336858	294376	-51369	267339	118108	141695	7536	312526	218750	152681	-58905
Occupations in education, law and social, community and government services	735851	327357	487468	-78974	327864	96841	240194	-9171	407987	230516	247274	-69803
Occupations in art, culture, recreation and sport	159457	42311	105576	11570	83920	22899	52503	8518	75537	19412	53073	3052
Sales and service occupations	1177472	193924	908198	75350	612946	117487	450989	44470	564526	76437	457209	30880
Trades, transport and equipment operators and related occupations	856008	214108	572098	69802	489904	154561	286377	48966	366104	59547	285721	20836
Natural resources, agriculture and related production occupations	88267	-1484	66895	22856	51739	5999	33657	12083	36528	-7483	33238	10773
Occupations in manufacturing and utilities	253522	79694	145337	28491	145660	50599	73881	21180	107862	29095	71456	7311
<b>Total</b>	<b>6372480</b>	<b>1903088</b>	<b>3435947</b>	<b>1033445</b>	<b>3270335</b>	<b>911850</b>	<b>1705009</b>	<b>653476</b>	<b>3102145</b>	<b>991238</b>	<b>1730938</b>	<b>379969</b>

# Sources of Supply Change by Major Occupation Group 2015-2024 Average



# Actual and Normal Unemployment Rate and Gap (%) 1987-2024





# Top 25 4-Digit NOC Occupations Lowest Average Unemployment Rate Gaps 2015-2024



NOC	Description	Average		
		2015-24	2015-19	2020-24
#8222	Contractors and supervisors, oil and gas drilling and services	0.09	-0.21	0.39
#8615	Oil and gas drilling, servicing and related labourers	0.11	-0.22	0.43
#8412	Oil and gas well drilling and related workers and services operators	0.14	-0.18	0.45
#1252	Health information management occupations	0.15	0.06	0.24
#2145	Petroleum engineers	0.15	-0.15	0.44
#3214	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	0.15	0.05	0.25
#8232	Oil and gas well drillers, servicers, testers and related workers	0.16	-0.14	0.46
#3233	Licensed practical nurses	0.16	0.09	0.23
#2275	Railway traffic controllers and marine traffic regulators	0.16	-0.14	0.46
#3143	Occupational therapists	0.17	0.06	0.28
#3413	Nurse aides, orderlies and patient service associates	0.17	0.06	0.28
#7362	Railway conductors and brakemen/women	0.17	-0.11	0.46
#3012	Registered nurses and registered psychiatric nurses	0.18	0.09	0.27
#3142	Physiotherapists	0.18	0.07	0.30
#3121	Optometrists	0.19	0.06	0.31
#3237	Other technical occupations in therapy and assessment	0.19	0.06	0.31
#3411	Dental assistants	0.19	0.06	0.32
#3234	Paramedical occupations	0.19	0.09	0.29
#3215	Medical radiation technologists	0.19	0.09	0.30
#8614	Mine labourers	0.19	-0.08	0.47
#3212	Medical laboratory technicians and pathologists' assistants	0.20	0.08	0.31
#2143	Mining engineers	0.20	-0.11	0.51
#3122	Chiropractors	0.20	0.06	0.34
#3011	Nursing co-ordinators and supervisors	0.20	0.08	0.32
#3217	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	0.20	0.10	0.30

# Top 25 4-Digit NOC Occupations Highest Net In-Migration 2015-2024



NOC	Occupation Title	Total
#3012	Registered nurses and registered psychiatric nurses	11537
#1241	Administrative assistants	6925
#3413	Nurse aides, orderlies and patient service associates	6848
#4214	Early childhood educators and assistants	6007
#4032	Elementary school and kindergarten teachers	5336
#6731	Light duty cleaners	4461
#7511	Transport truck drivers	4344
#6733	Janitors, caretakers and building superintendents	3796
#1411	General office support workers	3672
#1111	Financial auditors and accountants	3140
#4212	Social and community service workers	2979
#1224	Property administrators	2962
#4412	Home support workers, housekeepers and related occupations	2862
#4031	Secondary school teachers	2850
#1311	Accounting technicians and bookkeepers	2736
#2171	Information systems analysts and consultants	2552
#7512	Bus drivers, subway operators and other transit operators	2469
#1431	Accounting and related clerks	2451
#1414	Receptionists	2287
#1225	Purchasing agents and officers	2151
#3233	Licensed practical nurses	2144
#4413	Elementary and secondary school teacher assistants	2093
#1222	Executive assistants	2072
#0621	Retail and wholesale trade managers	1863
#6411	Sales and account representatives - wholesale trade (non-technical)	1759

# Top 25 4-Digit NOC Occupations Highest Net In-Migration (% of Labour Force) 2015-2024



NOC	Occupation Title	Average
#1227	Court officers and justices of the peace	5.1
#7361	Railway and yard locomotive engineers	5.0
#1224	Property administrators	5.0
#1222	Executive assistants	4.5
#9231	Central control and process operators, mineral and metal processing	4.5
#1228	Employment insurance, immigration, border services and revenue officers	4.4
#7531	Railway yard and track maintenance workers	4.0
#1225	Purchasing agents and officers	3.9
#9415	Inspectors and testers, mineral and metal processing	3.9
#1223	Human resources and recruitment officers	3.7
#7362	Railway conductors and brakemen/women	3.7
#9235	Pulping, papermaking and coating control operators	3.6
#1226	Conference and event planners	3.5
#9417	Machining tool operators	3.5
#3232	Practitioners of natural healing	3.4
#9411	Machine operators, mineral and metal processing	3.4
#1243	Medical administrative assistants	3.3
#3211	Medical laboratory technologists	3.3
#9433	Papermaking and finishing machine operators	3.2
#3121	Optometrists	3.2
#9432	Pulp mill machine operators	3.2
#3122	Chiropractors	3.2
#3216	Medical sonographers	3.1
#3217	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	3.0
#3125	Other professional occupations in health diagnosing and treating	3.0

# Canada Workforce Outlook 2015-2024



- This workforce outlook was derived using the results of the July 2014 C4SE economic forecast.
- The major factors driving the economic outlook for Canada are the outlook for Canada's trading partners, commodity prices, government policy and major resource projects scheduled for development over the forecast period.\*
- We can provide medium to long term workforce outlooks and analyses of the demand for and supply of workers for 500 occupations (NOC 2011) and 70 industries for Canada, the provinces and sub-provincial geographic areas.
- If there are questions to do with the forecast or the tools used to produce this outlook please get in touch with a member of our team at 905-878-8292 or email us with your questions at [info@c4se.com](mailto:info@c4se.com)