



**NIAGARA**  
**WORKFORCE**  
**PLANNING BOARD**

**Ontario**



## **Community Employment Prospect Series**

Q1-Q3 2020 Analysis

## Executive Summary

This report outlines job posting information for A-, B-, C- and D-skill level occupations in Niagara (levels are defined by Statistics Canada).

- **A-skill level:** usually require a university degree or are management positions
- **B-skill level:** usually require a college diploma or apprenticeship training
- **C-skill level:** usually require secondary school and/or occupation-specific training
- **D-skill level:** usually require no formal education or on-the-job training

This report provides a trend overview spanning the first three quarters of 2020; specifically, data are available from January 1 – September 31, 2020. These data also take into account changes in job demand that are associated with policies implemented to combat the COVID-19 pandemic. In general, job demand decreased in the early weeks of Q2 with a slow but steady increase in job demand throughout Q2 and Q3.

Across all three quarters, the top in-demand occupations that were either a management position or required a university degree were **registered nurses and registered psychiatric nurses**, and **other administrative services managers**.

The top in-demand occupations requiring a college diploma or apprenticeship certificate were **administrative assistants, administrative officers**, and **cooks**.

The top in-demand occupations requiring secondary school were **retail salespersons, other customer and information services representatives**, and **home support workers, housekeepers, and related occupations**.

The top in-demand occupations requiring on-the-job training were **other labourers in processing, manufacturing, and utilities; cashiers**; and **food counter attendants, kitchen helpers, and related support workers**.

Please contact Vivian Kinnaird ([vivian@nwpcb.ca](mailto:vivian@nwpcb.ca)) if you have any questions or concerns about this report.

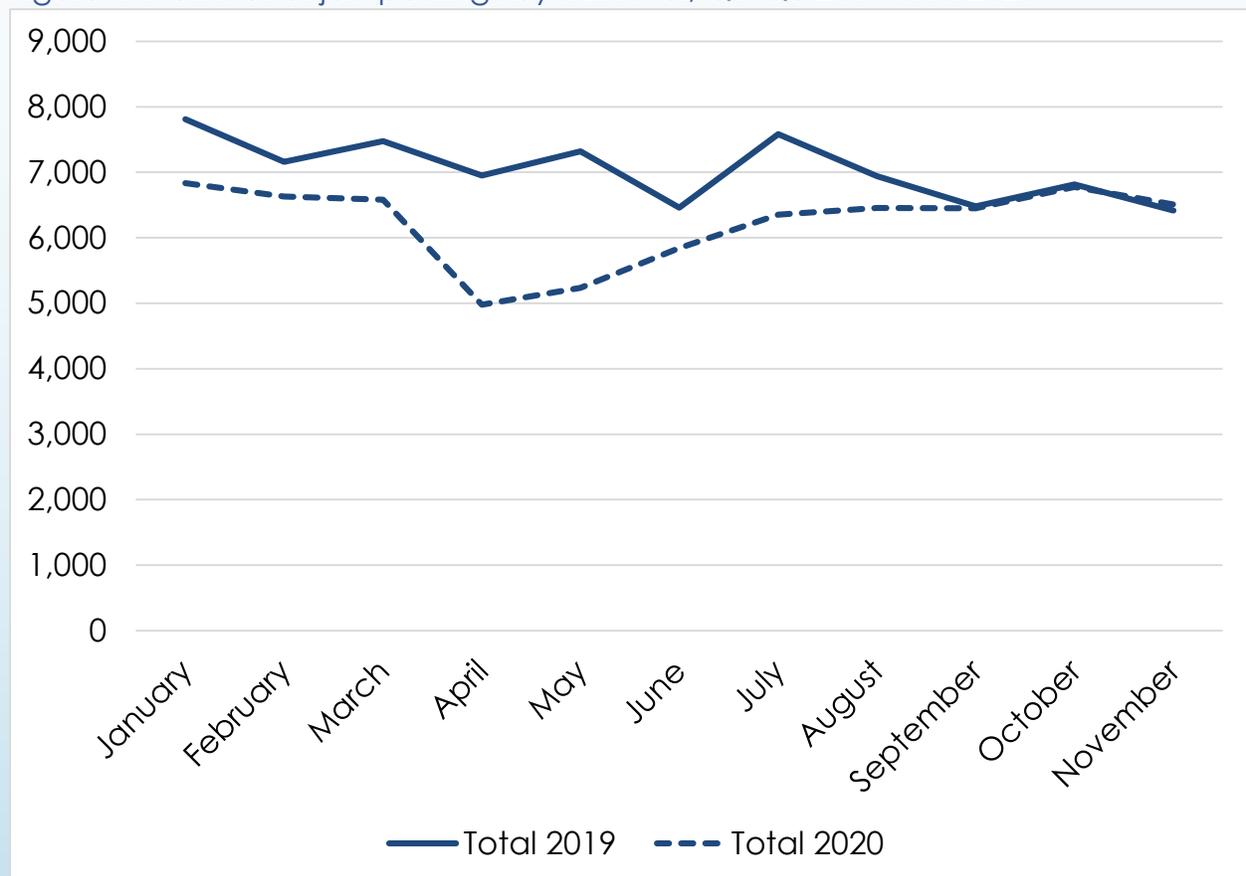
\*Note: This report uses EMSI analyst as a job aggregation tool which differs from the current quarterly and monthly reports and biweekly job demand updates. As NWPB changed data sources in June to its own aggregation tool, EMSI Analyst is the available resource with historical 2019 and 2020 data and, thus, is used in this report.

## Number of Job Postings

Figure 1 provides total job demand throughout the first three quarters of 2019 and 2020. Compared to 2019, the second quarter of 2020 saw a marked drop in job demand. This drop correlates to policies implemented to slow the spread of COVID-19 (i.e., mandatory closure of non-essential businesses).

Though job demand had seen a fairly large drop at the beginning of Q2, 2020, it began to increase as re-openings in Niagara and Ontario occurred. It is important to note that, although job demand decreased, there were still jobs posted online. The following tables outline the jobs that were in demand throughout each quarter of 2020.

Figure 1. Number of job postings by skill level, Q1-Q3 2019 and 2020

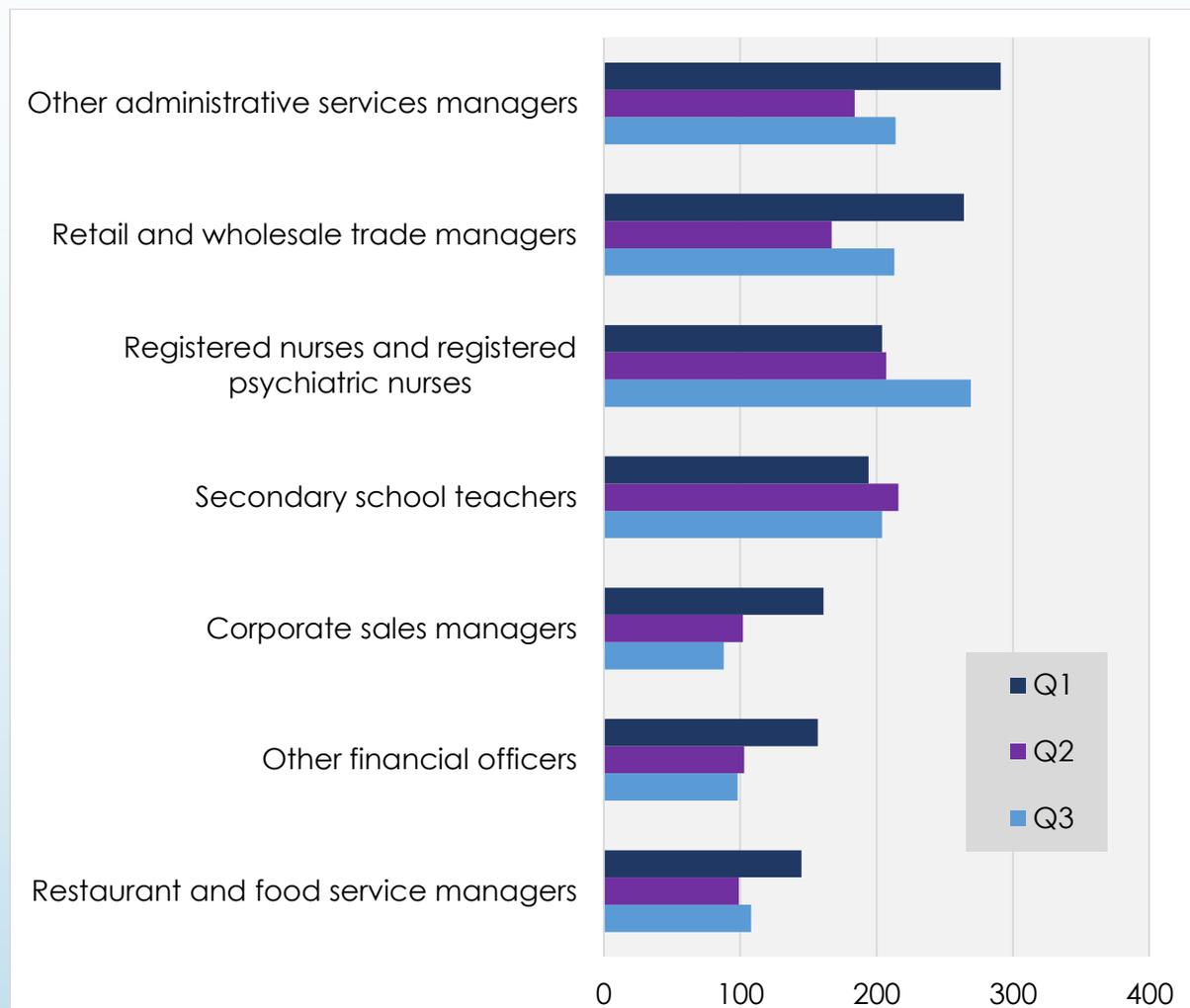


Source: EMSI Analyst, 2020.3 job demand, unique postings by month, Niagara region

## University Degree or Management Positions

This section outlines the occupations that are typically management positions or require a university degree. Across all three quarters, the jobs in most demand were **registered nurses and registered psychiatric nurses**, and **other administrative services managers**.

Figure 2. Top Occupations for Jobs Requiring a University Degree/Management Position, Q1-Q3 2020



Source: EMSI Analyst, 2020.3 job demand, unique postings by month, Niagara region

Table 1 outlines hourly income levels for the top job postings that require a university degree or are a management position across Q1, Q2 and Q3. These data refer to income data from 2019, and provide an outline of the typical hourly income seen for each occupation. Occupations with hourly wages lower than minimum typically reflect those jobs that are more concentrated towards part-time employment<sup>1</sup>.

Table 1. 2019 Hourly Wage Breakdowns for the Top Occupations Requiring a University Degree/Management Position

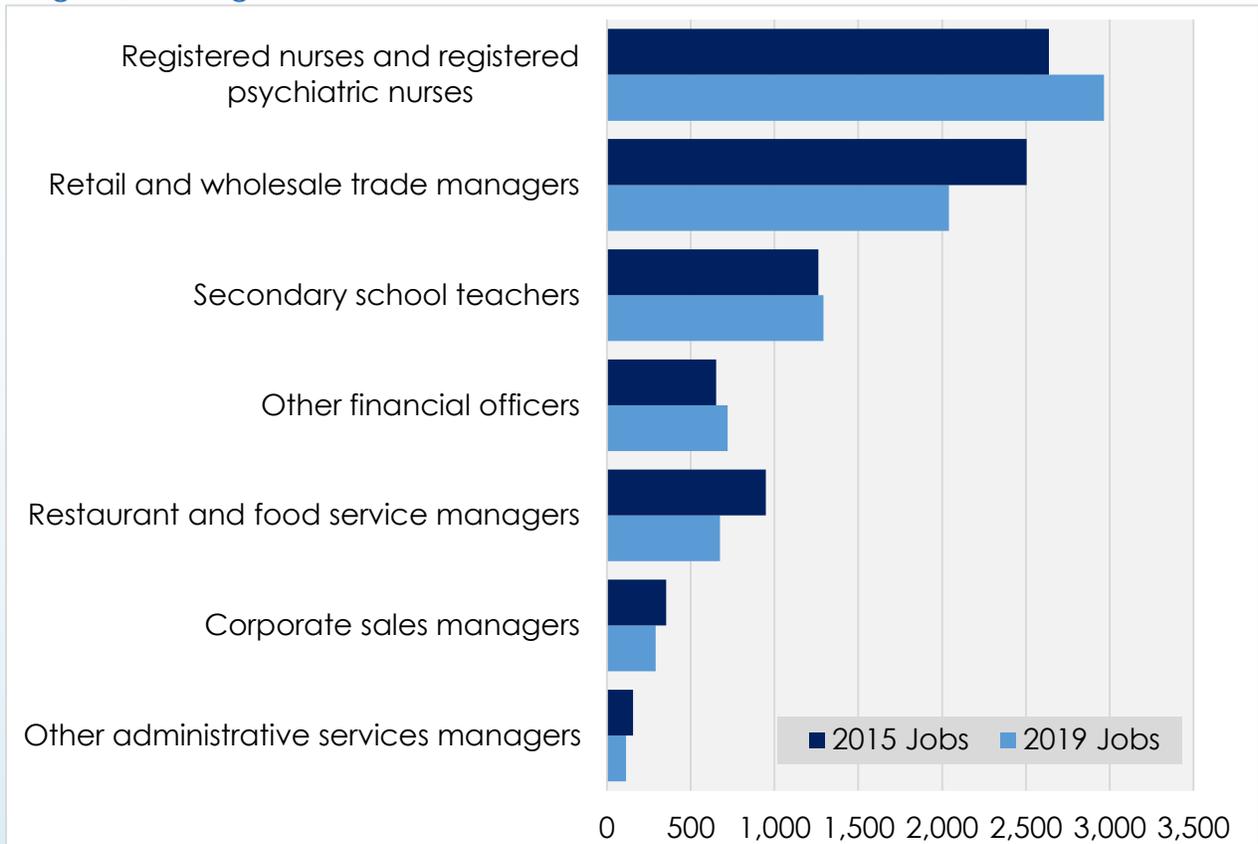
<b>Occupation</b>	<b>Low</b>	<b>Medium</b>	<b>High</b>
Restaurant & food service managers	\$15.06	\$20.76	\$48.29
Other financial officers	\$19.55	\$29.80	\$53.64
Corporate sales managers	\$24.60	\$47.56	\$73.79
Secondary school teachers	\$25.23	\$45.61	\$57.08
Registered nurses & registered psychiatric nurses	\$24.10	\$37.08	\$48.20
Retail & wholesale trade managers	\$18.82	\$40.33	\$75.28
Other administrative services managers	\$21.66	\$33.14	\$62.79

Source: EMSI Analyst, 2020.3 run, with employees

<sup>1</sup>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. Low = 10<sup>th</sup> percentile, Medium = median or 50<sup>th</sup> percentile, High = 90<sup>th</sup> percentile.

Figure 3 outlines the amount of job change for each top occupation. These data represent the number of jobs in Niagara for 2015 and 2019. *Registered nurses and registered psychiatric nurses* saw the most raw and percentage job growth with an increase of 329 jobs (a 12.5% increase).

Figure 3. Job Change for Occupations Requiring a University Degree/Management Position, 2015-2019

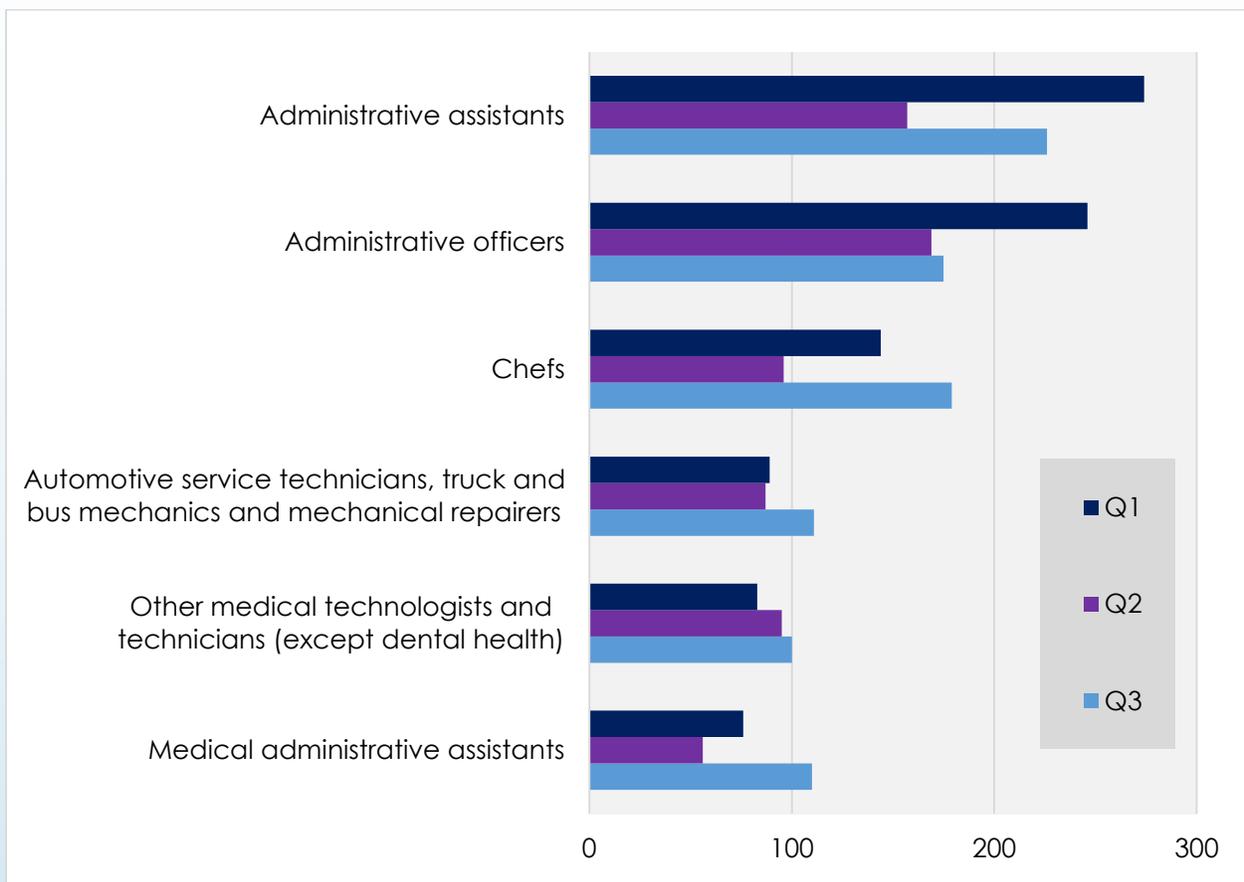


Source: EMSI Analyst, 2020.3 run, with employees

## 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 **administrative assistants**, **administrative officers**, and **cooks**.

Figure 3. Top Occupations for Jobs Requiring a College Diploma or Apprenticeship Certificate, Q1-Q3 2020



Source: EMSI Analyst, 2020.3 job demand, unique postings by month, Niagara region

Table 2 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 2019, and provide an outline of the typical hourly income seen for each occupation.

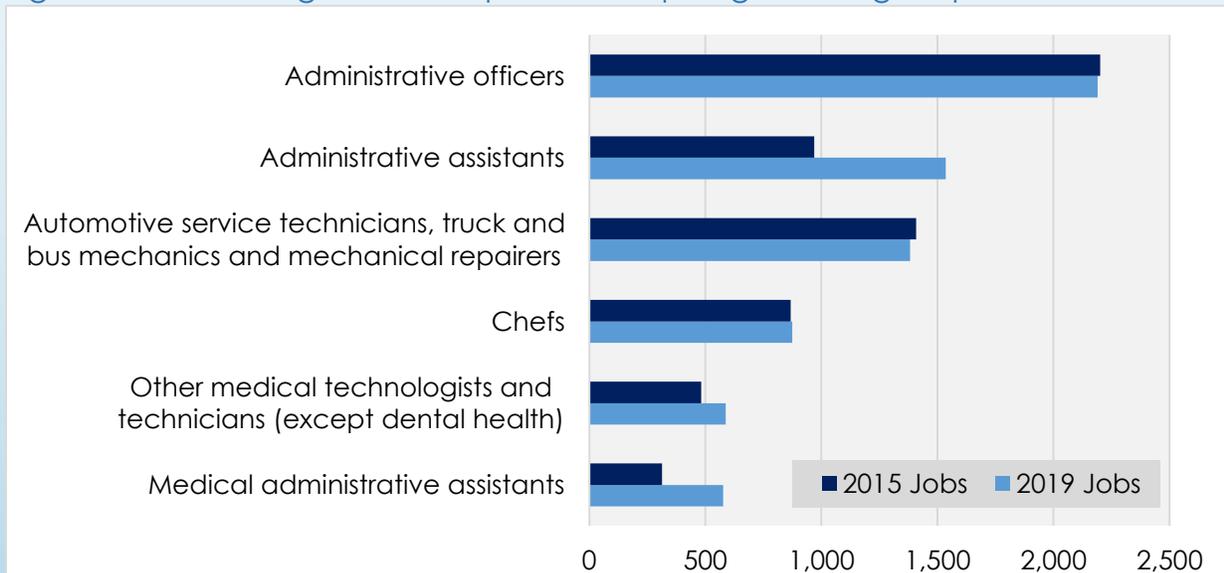
Table 2. 2019 Hourly Wage Breakdowns for the Top Occupations Requiring a College Diploma or Apprenticeship Certificate

Occupation	Low	Medium	High
Medical administrative assistants	\$16.27	\$23.28	\$33.86
Other medical technologists & technicians (except dental health)	\$14.96	\$20.94	\$32.90
Automotive service technicians, truck & bus mechanics & mechanical repairers	\$14.32	\$22.95	\$35.33
Chefs	\$14.19	\$17.74	\$25.34
Administrative officers	\$16.43	\$25.67	\$40.47
Administrative assistants	\$14.72	\$22.64	\$33.16

Source: EMSI Analyst, 2020.3 run, with employees

Figure 4 outlines the amount of job change for each top occupation. These data represent the number of jobs in Niagara for 2015 and 2019. *Administrative assistants* saw the most raw job growth with an increase of 567 jobs (a 58.5% increase). *Medical administrative assistant* jobs saw the highest percentage growth with an increase of 83.8% (an increase of 263 jobs).

Figure 4. Job Change for Occupations Requiring a College Diploma, 2015-2019

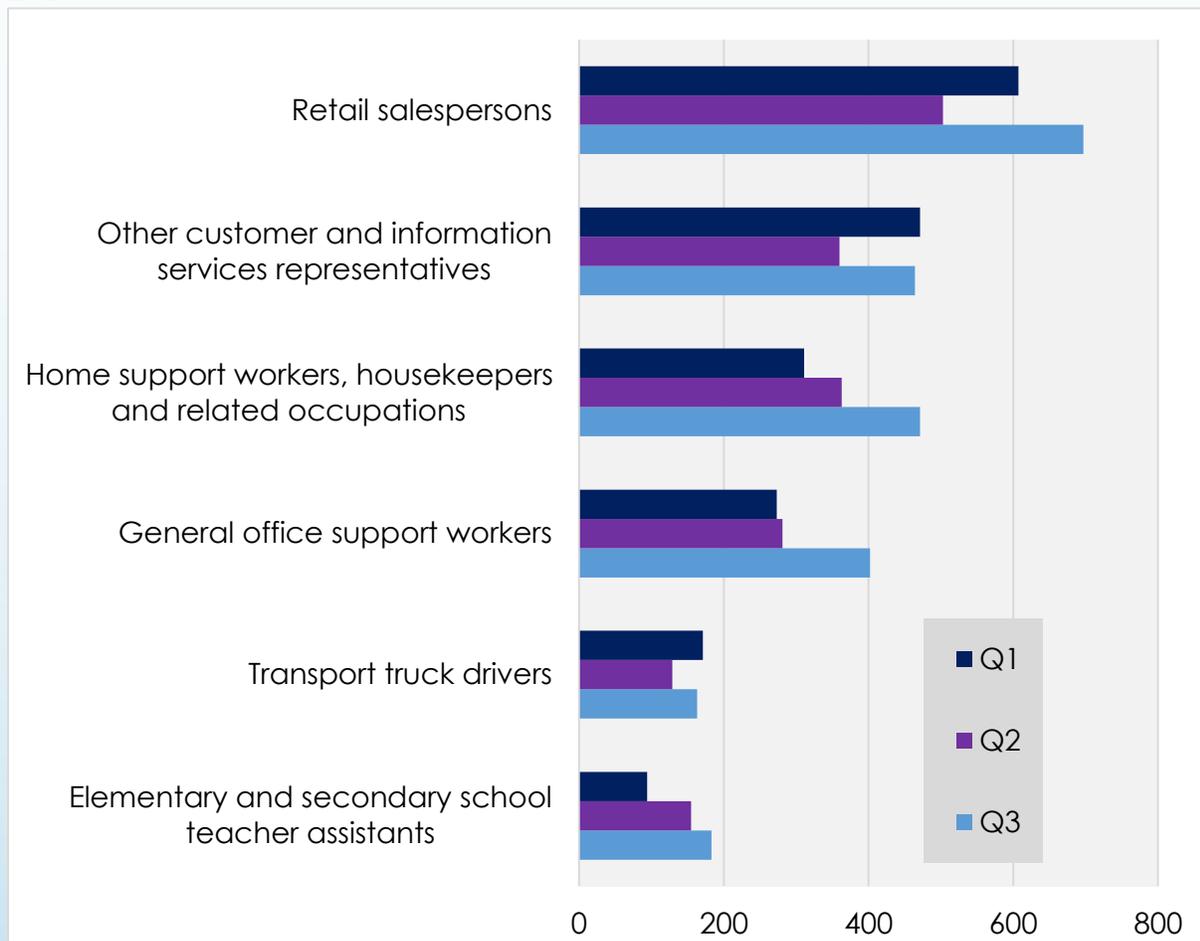


Source: EMSI Analyst, 2020.3 run, with employees

## 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, other customer and information services representatives, and home support workers, housekeepers, and related occupations.**

Figure 5. Top Occupations for Jobs Requiring a High School Diploma, Q1-Q3 2020



Source: EMSI Analyst, 2020.3 job demand, unique postings by month, Niagara region

Table 3 outlines hourly income levels for the top job postings requiring a high school diploma. These data refer to income data from 2019 and provide an outline of the typical hourly income seen for each occupation.

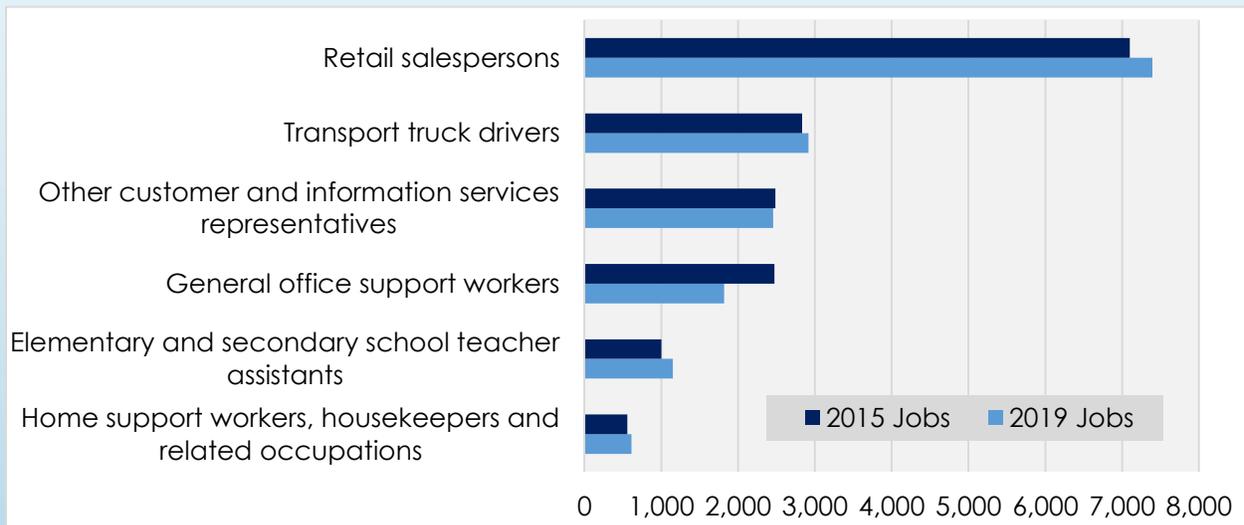
Table 3. 2019 Hourly Wage Breakdowns for the Top Occupations Requiring a High School Diploma

Occupation	Low	Medium	High
Elementary & secondary school teacher assistants	\$14.29	\$23.47	\$30.62
Transport truck drivers	\$15.30	\$21.38	\$29.92
General office support workers	\$13.41	\$19.16	\$28.74
Home support workers, housekeepers & related occupations	\$14.83	\$19.07	\$26.48
Other customer & information services representatives	\$13.58	\$17.27	\$27.98
Retail salespersons	\$14.07	\$14.57	\$23.68

Source: EMSI Analyst, 2020.3 run, with employees

Figure 6 outlines the amount of job change for each top occupation. These data represent the number of jobs in Niagara for 2015 and 2019. *Retail salespersons* saw the largest raw job growth with an increase of 292 jobs (an increase of 5.7%). *Elementary and secondary school teacher assistants* saw the highest percentage growth with an increase of 15.0% (or 150 jobs).

Figure 6. Job Change for Occupations Requiring a High School Diploma, 2015-2019

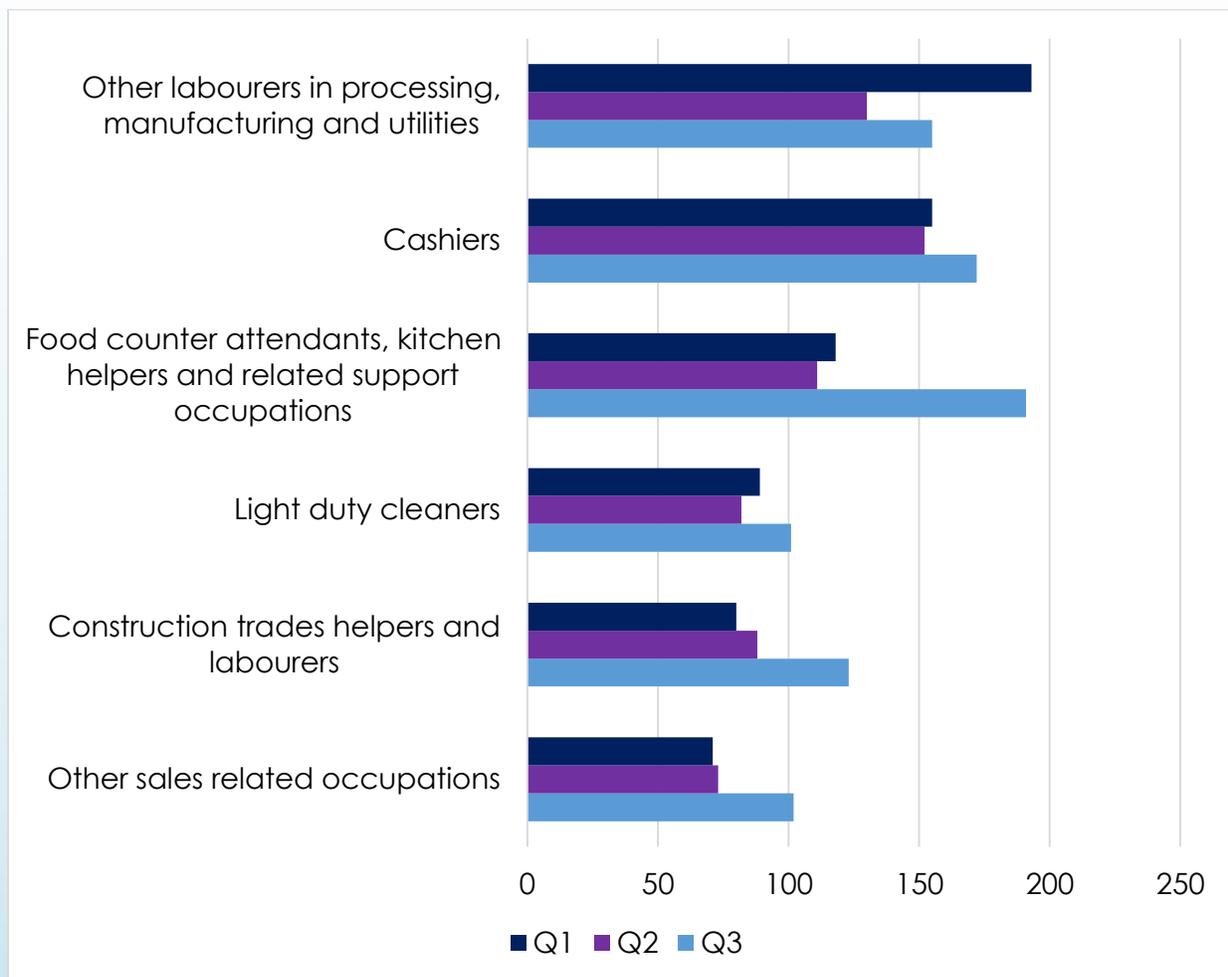


Source: EMSI Analyst, 2020.3 run, with employees

## 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 **other labourers in processing, manufacturing, and utilities; cashiers; and food counter attendants, kitchen helpers, and related support workers.**

Figure 7. Top Occupations for Jobs Requiring On-The-Job Training, Q1-Q3 2020



Source: EMSI Analyst, 2020.3 job demand, unique postings by month, Niagara region

Table 4 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 2019 and provide an outline of the typical hourly income seen for each occupation.

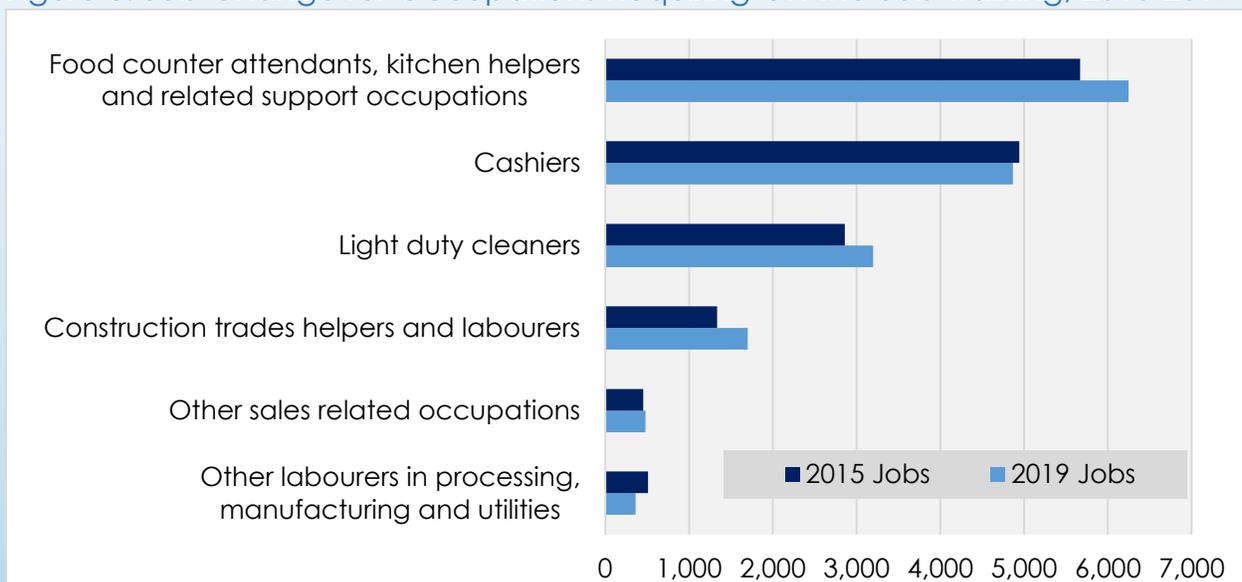
Table 4. 2019 Hourly Wage Breakdowns for the Top Occupations Requiring On-The-Job Training

Occupation	Low	Medium	High
Other sales related occupations	\$14.16	\$15.17	\$22.24
Construction trades helpers & labourers	\$13.20	\$19.12	\$32.77
Light duty cleaners	\$12.97	\$14.08	\$20.84
Food counter attendants, kitchen helpers & related support occupations	\$12.89	\$13.88	\$17.85
Cashiers	\$13.17	\$14.02	\$15.90
Other labourers in processing, manufacturing & utilities	\$14.87	\$15.93	\$24.14

Source: EMSI Analyst, 2020.3 run, with employees

Figure 8 outlines the amount of job change for each top occupation. These data represent the number of jobs in Niagara for 2015 and 2019. *Food counter attendants, kitchen helpers, and related support occupations* saw the most raw job growth with an increase of 578 jobs (a 10.2% increase). *Construction trades helpers and labourers* saw the highest percentage growth with an increase of 27.5% (or 368 jobs).

Figure 8. Job Change for Occupations Requiring On-the-Job Training, 2015-2019



Source: EMSI Analyst, 2020.3 run, with employees

## Skills in Demand

Table 5 outlines the top skills in demand that were listed in job postings across the first three quarters of 2020.

Table 5. Top employer-identified skills in job postings, Q1-Q3 2020

	Q1		Q2		Q3	
<b>University Degree/ Management</b>	Communications	1,651	Communications	1,078	Communications	1,292
	Sales	1,074	Management	742	Management	841
	Management	1,072	Sales	672	Sales	773
<b>College Diploma/ Apprenticeship Certificate</b>	Communications	967	Communications	737	Communications	920
	Customer Service	646	Customer Service	550	Customer Service	701
	Detail Oriented	580	Detail Oriented	412	Detail Oriented	566
<b>High School Diploma</b>	Customer Service	1,289	Customer Service	1,000	Customer Service	1,356
	Communications	1,104	Communications	863	Communications	1,120
	Sales	962	Sales	701	Sales	909
<b>On the Job Training</b>	Communications	263	Communications	249	Customer Service	298
	Customer Service	255	Customer Service	236	Communications	287
	Detail Oriented	207	Detail Oriented	164	Detail Oriented	195

Source: EMSI Analyst, 2020.3 job demand, unique postings by month, Niagara region

NWPB also produces biweekly job demand updates, monthly reports, and 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@nwpb.ca](mailto:vivian@nwpb.ca)), or visit our website: [www.nwpb.ca](http://www.nwpb.ca)