



**NIAGARA
WORKFORCE
PLANNING BOARD**

Ontario 

Q2: April – June

2019

EMPLOYMENT PROSPECTS SERIES

Quarterly Report - Q2, 2019

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 **April 1 to June 30, 2019**.¹

Of the **4,241** reported job postings falling within these three educational requirements, **597** postings required either **no formal training** or **on-the-job training**. An additional **1,707** jobs required a **high school diploma/occupation-specific training**, and **1,937** 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 **14.6%** of job postings in this category.
- **Social and community service workers** had the highest median hourly income, at **\$23.56/hr**

For jobs requiring a high school diploma:

- **Retail salespersons** made up approximately **18.5%** of demand.
- **Sales and account representatives – wholesale trade** saw the highest median hourly income, at **\$22.89/hr**

For jobs requiring on-the-job training:

- **Food counter attendants, kitchen helpers, and related support occupations** represented nearly a third of job postings, with **31.5%** of demand within this category
- The highest median hourly income was for **janitors, caretakers, and building superintendents** at **\$18.18/hr**.

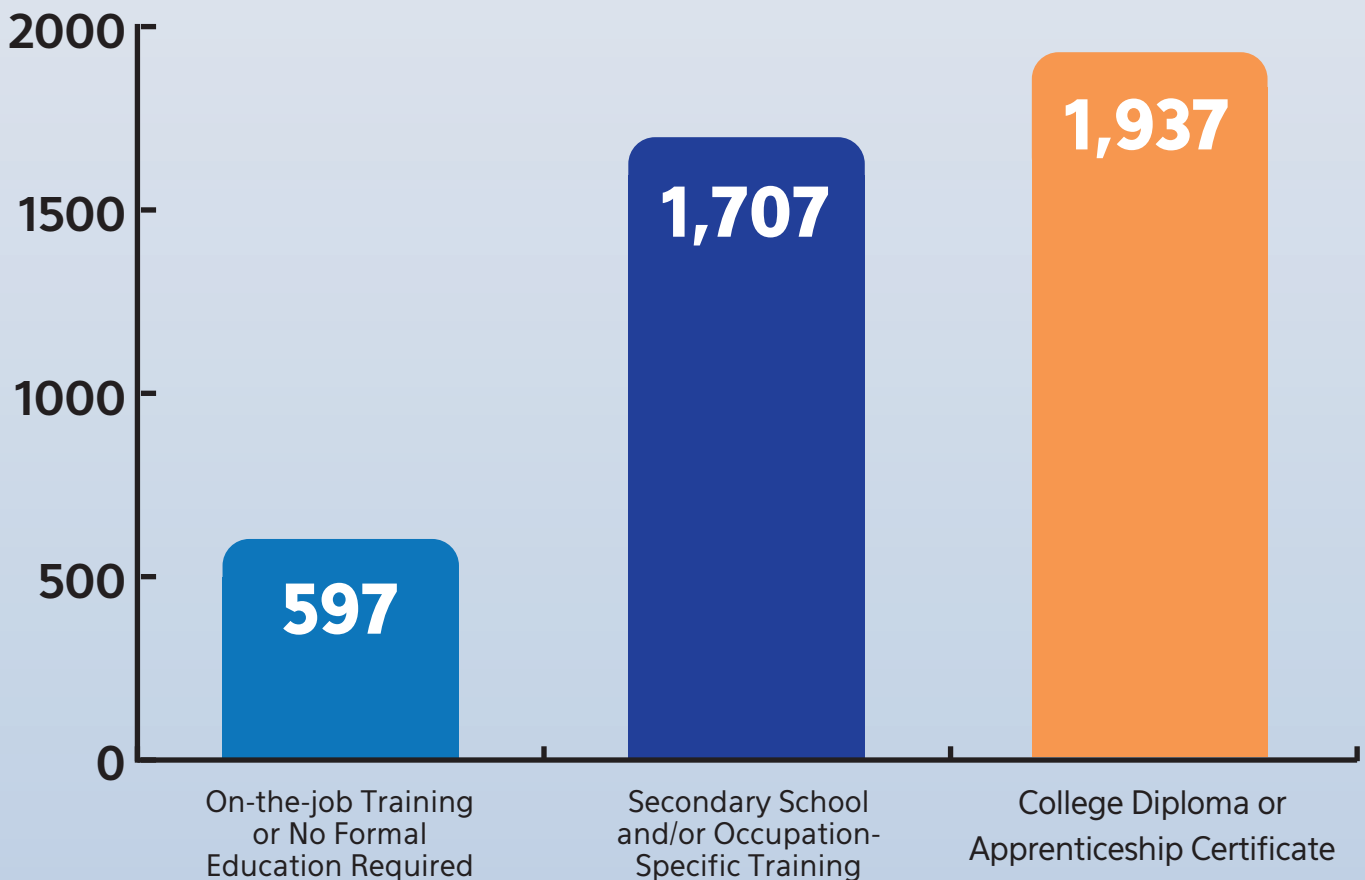
¹ The educational requirements for each occupation are based on Statistics Canada's National Occupational Classification matrix, 2016, Retrieved from:

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

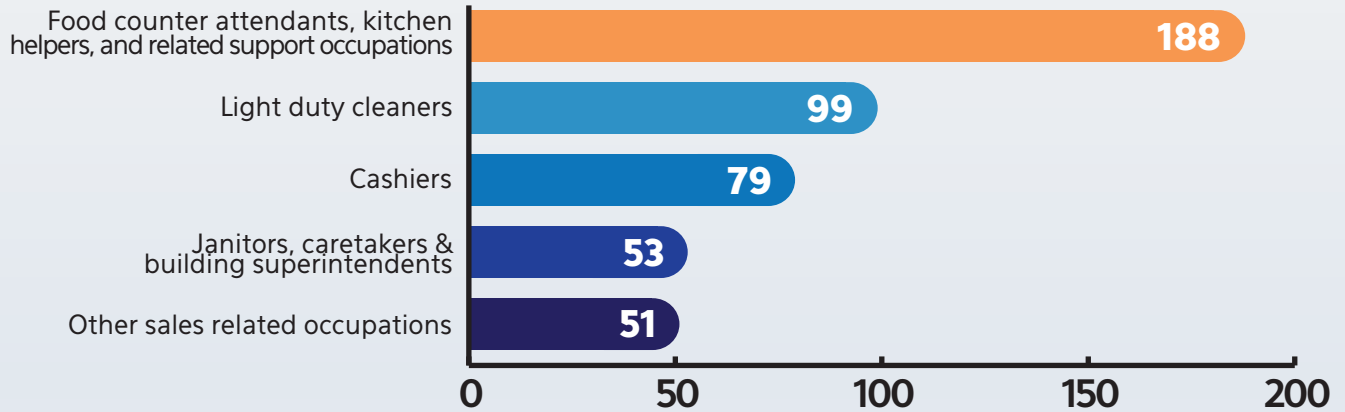
² It is important to note that the data in this report do not fully reflect the recent increases to minimum wage in Ontario.

EDUCATIONAL REQUIREMENTS

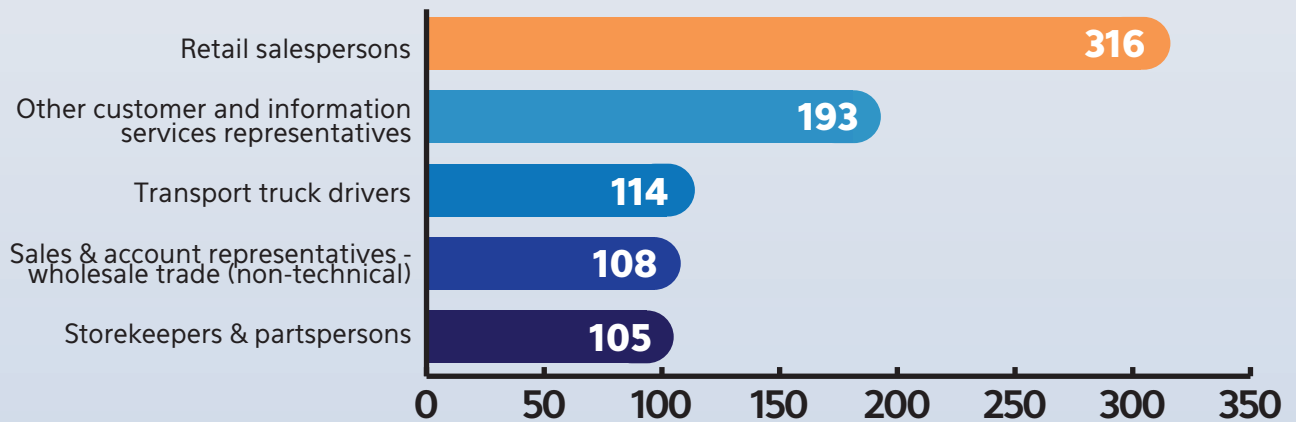
Of measured job opportunities advertised from April to June, 2019, **597** listings specified the requirement of **on-the-job training/ no formal education**. Within the same time period, **1,707** required that applicants have **high school and/or occupation-specific training**. There were **1,937** listings that indicated a **college diploma or apprenticeship certificate** was required.



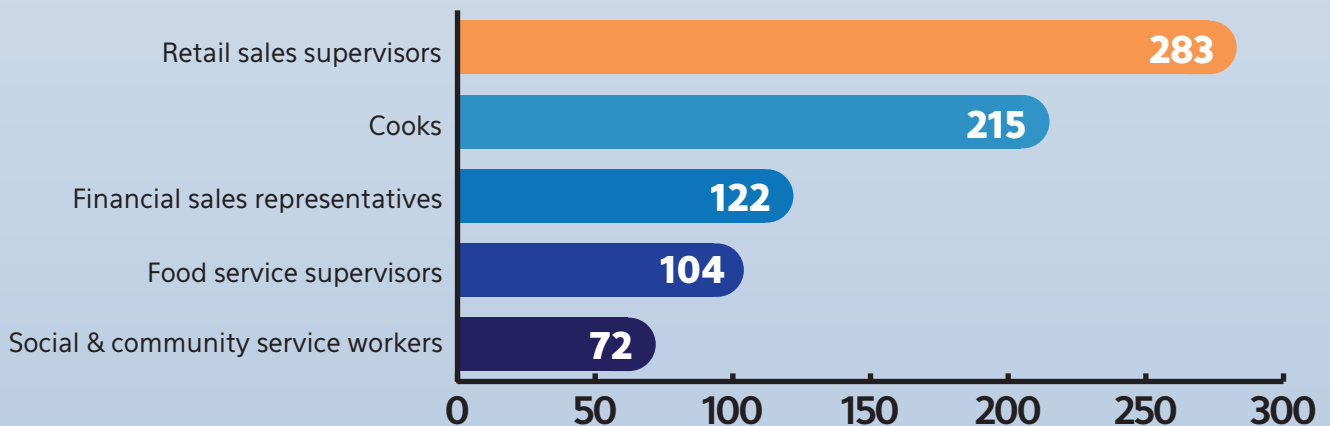
TOP JOBS REQUIRING ON-THE-JOB TRAINING



TOP JOBS REQUIRING A HIGH SCHOOL DIPLOMA



TOP JOBS REQUIRING A COLLEGE DIPLOMA OR APPRENTICESHIP CERTIFICATE

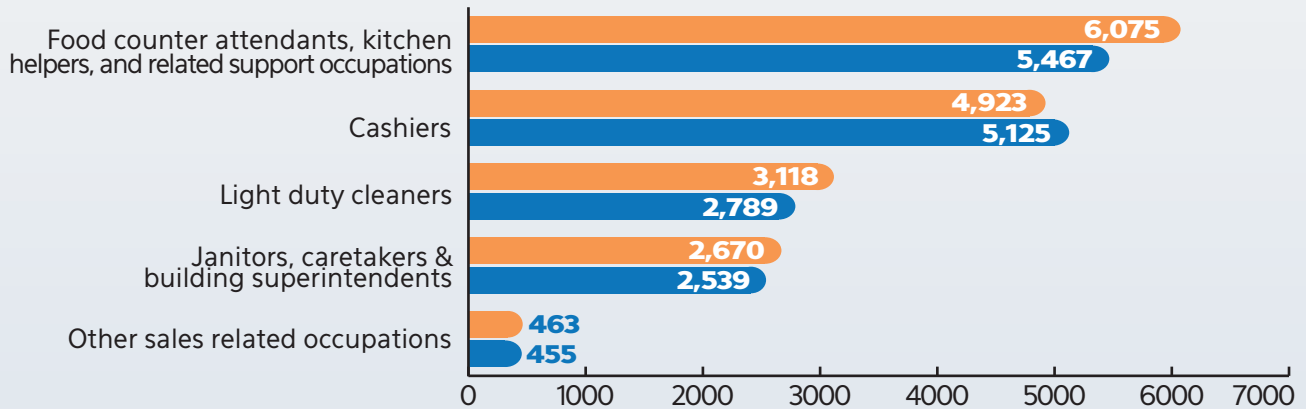


TOP IN-DEMAND SKILLS AND CERTIFICATIONS

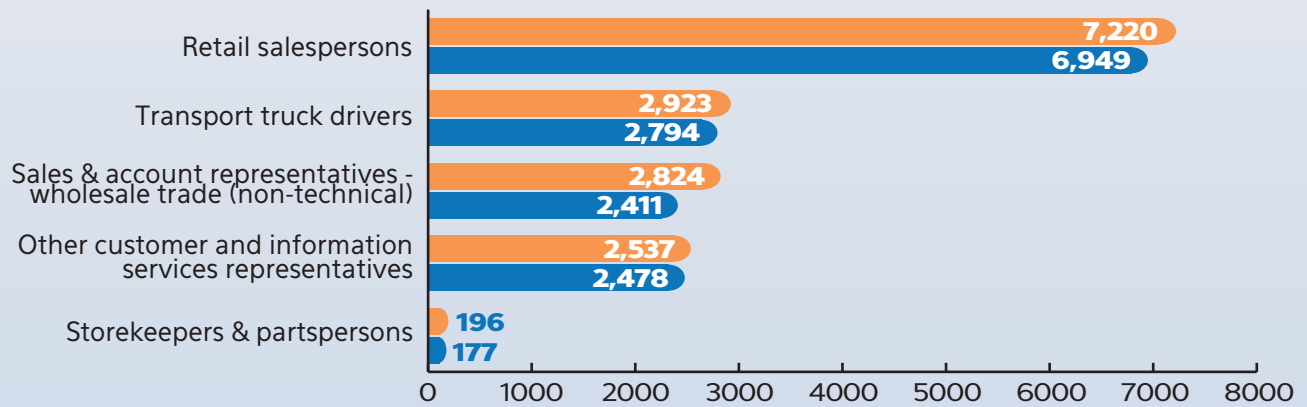
This table outlines the top in-demand **hard skills, soft skills, and certifications** that were listed in employers' online job postings. Note that a posting can indicate more than one skill or certification.

| SKILL TYPE | TOP SKILLS AND CERTIFICATES, Q2 2019 | | | | | |
|--------------|--------------------------------------|-------|--|-------|------------------------------|-------|
| | ON-THE-JOB TRAINING | | HIGH SCHOOL DIPLOMA | | COLLEGE DIPLOMA | |
| | Skill | Count | Skill | Count | Skill | Count |
| Hard Skills | Food preparation | 34 | Microsoft Office | 86 | Microsoft Office | 181 |
| | Rakes | 15 | Bilingual | 53 | Food preparation | 92 |
| | Event Marketing | 14 | Forklifts | 45 | Blueprints | 62 |
| Soft Skills | Detail oriented | 108 | Oral & written communication | 366 | Oral & written communication | 401 |
| | Team player | 100 | Detail oriented | 295 | Detail oriented | 376 |
| | Oral & written communication | 94 | Team player | 273 | Team player | 284 |
| Certificates | Driver's license | 71 | Driver's license | 249 | Driver's license | 263 |
| | Food safety programs | 21 | First aid certification | 74 | First aid certification | 99 |
| | First aid certification | 14 | Certification in Cardiopulmonary Resuscitation (CPR) | 43 | Food safety programs | 48 |

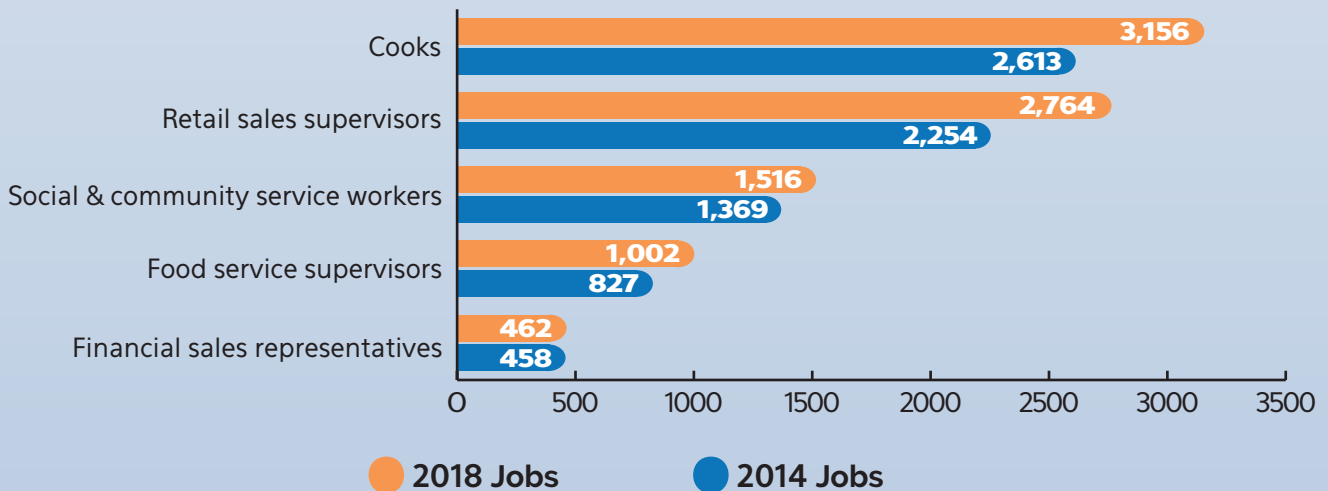
JOB CHANGE IN NIAGARA FOR JOBS REQUIRING ON-THE-JOB TRAINING



JOB CHANGE IN NIAGARA FOR JOBS REQUIRING A HIGH SCHOOL DIPLOMA



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



INCOME FOR TOP JOBS REQUIRING 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 |

INCOME FOR TOP JOBS REQUIRING 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 |

INCOME FOR TOP JOBS REQUIRING 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 Q2 of 2019, there were a combined **4,241** 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 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:

Adam Durrant (adam@niagaraworkforceboard.ca),

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