

Nova Scotia

Careers in Demand

2019-2021



explorecareers.novascotia.ca

Acknowledgements

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As labour market and employment requirements are subject to change, it is recommended that the reader verify the information in this guide before making any career decisions.

Please visit **explorecareers.novascotia.ca** for the most current and detailed information.

For questions or concerns about this publication contact **AskLMI@novascotia.ca**.

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2019-2021

Nova Scotia Careers in Demand

This guide profiles 62 careers that are in demand in Nova Scotia. In demand careers are occupations with an above average chance of a qualified person finding work. Each profile includes description of the work and information on work prospects, total employment, and wage information.

Who determines which occupations are in demand careers in Nova Scotia?

A team of economists and labour market analysts at Service Canada and the Department of Labour and Advanced Education determined high demand occupations through analysis of a variety of data.

The 2019-2021 outlook was released before the onset of the COVID-19 pandemic. The occupations included in this edition were identified using the 2019-2021 outlook while also drawing on further analysis since the onset of the pandemic. Some occupations from industries that were hit hard have been removed as they no longer have “above average” employment opportunities. In addition, some have been added because either activity in the industries that employ the occupation has increased, or the nature of the job makes it challenging for employers to find workers. A list of changes is found in Appendix A.

Where can I get more career information?

This guide is intended for use with the Explore Careers website, **explorecareers.novascotia.ca**. The website has more details on the occupations included here, plus many more. At **explorecareers.novascotia.ca** you can find:

- Detailed profiles of 500 occupations
- Compare occupations tool
- Education and training information
- Nova Scotia job market statistics

To speak to a career practitioner please visit one of our Nova Scotia Works Centres. A complete list can be found at **www.novascotiaworks.ca**.

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Career Exploration and Planning

Job, occupation, or career

In today's work world the words "job", "occupation", and "career" mean very different things.

A **job** is a work role with a specific organization. It can be paid or unpaid. However, for the purpose of this guide, we will use the term job to refer to paid work.

An **occupation** is a wide category of jobs with similar characteristics. For example, nursing is an occupation. Within this occupation there are many different jobs.

A **career** is a lifetime journey. It is the total of all your work, learning, and life roles.

What is career development?

Career development is an ongoing, lifelong process of knowing yourself and taking steps to achieve your goals. Career development is not a one-time decision, it is more of a journey. People are always moving through the phases of knowing themselves, exploring options, choosing a direction, and making it happen. At various points in your career, you will want to reflect on the work that you are doing, think about whether or not it is still a good match for you, and decide if you need to make any changes to your career path.

Career development includes the following phases:

- Dream
- See
- Do



Phase 1: **Dream**

The **Dream** phase of the career planning process is all about imagining yourself in the future in a positive way.

You need to ask yourself

- Where do I see myself living?
- Who do I see with me in the future?
- What kind of work will I be doing?

Then you need to ask yourself

- What is important to me?
- What are my interests?
- What do I do well?
- What do I like or dislike about past work and volunteer experiences?

Does your imagined future complement your interests, values, skills, aptitudes, and learning style?

You will use the answers to these questions to create a vision of your preferred future. Your preferred future is the goal that you will be working towards when you get to the other phases of the career planning process.



Phase 2: See

The **See** phase involves looking around you to identify current and future opportunities that will help you move toward your preferred future. Now that you have completed the self-exploration part of the career planning process, and have a better understanding of who you are, it is time to research jobs that will be a good fit for you.

Occupational research and labour market information– why is it important?

Once you have a list of occupations that interest you, ask yourself the following questions:

Occupation information	Questions to ask yourself
The nature of work (duties and responsibilities)	<ul style="list-style-type: none">• Would I like doing this?• How does it fit with my interests, values, and abilities?
Skills and experience	<ul style="list-style-type: none">• Do I have the skills or experience needed to do this job?• How can I develop these skills or get experience?
Employment Requirements	<ul style="list-style-type: none">• Is education or training available in Nova Scotia?• Am I willing and able to get the education or training I need?
Other Considerations	<ul style="list-style-type: none">• How do the working conditions fit with my personal needs and values?• Are there opportunities for advancement?
Employment Outlooks	<ul style="list-style-type: none">• What is the employment outlook (good, average, limited)?• What are the factors affecting the employment outlook?• What are the employment opportunities?• Does the employment outlook fit with my personal needs and values?
Work Environment	<ul style="list-style-type: none">• Am I likely to find a job in the area I want to live?
Wages	<ul style="list-style-type: none">• Does the wage meet my personal and family needs?

Do these jobs line up with your interests, values, aptitudes, skills, and learning style? If so, you now need to decide whether you need to make changes to your career path. For example, is further education or skills development required?



Phase 3: Do

The **Do** phase involves creating a plan of action – a roadmap to get you where you want to go. You will use the information gathered during the earlier phases of the career planning process to set goals and identify the specific steps that you need to take to start moving toward your preferred future.

Action Planning

- What do I need to do realize my career path?
- What action steps do I need to take?

Goal Setting

Your employment goal is the preferred future that you identified during the Dream phase of the career planning process. The specific steps that you identify in your plan are called action steps. Action steps are a series of small goals that allow you to reach your overall employment goal. The trick to setting goals is to make them SMART – specific, measurable, attainable, realistic, and timely.

- A **specific** goal has a much greater chance of being accomplished than a general goal.
- A **measurable** goal has concrete criteria for measuring progress.
- An **attainable** or achievable goal is one that is challenging, but still within reach.
- A **relevant** goal represents an objective that you are both willing and able to work toward.
- A goal is **timely** when it is tied to a specific timeframe.



Labour Market Information

How does it fit into career planning?

- Understand the big picture – what the job-related trends are and where jobs are likely to be found.
- Learn more about specific occupations (for example, how much do nurses make, and how many are expected to be hired in the next few years?).
- Identify the skills and training you need to get hired.
- Help you plan for success.

Where are the opportunities?

Myths	Facts
You cannot get a good job without a university degree.	College Diploma programs and Apprenticeship are other choices that can lead to satisfying and well-paid employment.
You will have to leave Nova Scotia to get a well-paid job.	Before COVID-19, Nova Scotia was predicting that roughly 30,390 jobs will be added over the next three years due to industry growth and openings due to retirement and deaths. This means about 30,390 people will be needed to meet the demand of employers over the next three years in Nova Scotia.*
The only real opportunities are for those with technology training or professional degrees.	Truck drivers, light duty cleaners, early childhood educators, and health-care workers are examples of jobs expected to be in high demand in the next few years.*

*Source: *Occupational Employment Outlook, NS; Service Canada, January 2020*

Are you trying to make a career choice?

Consider two important things: what do you need from a job and what do employers need in an employee? This can be a challenge!

You must know what skills an employer needs, and you need to figure out how to develop those skills. The challenge is that Nova Scotia's labour market continues to change. Some jobs are in decline, while others are changing drastically, and some are expected to be in high demand over the next few years. That is why many people find themselves struggling to find success in today's labour market.

In 2019, 20% of surveyed adults in Nova Scotia started a new career, changed careers, or thought about making a career change. A large portion (65%) that changed or started a new career used at least one resource to support their planning and decision-making. Over one quarter used multiple sources. Family and friends were the most used resource, followed by tools on the Internet and help from someone at work or school. (Source: *Nova Scotia Department of Labour and Advanced Education, Labour Market Activity and Intentions Survey, March 2019*).

Who is working?

As you might expect, a good education is a real advantage in the job market. In 2020, 92.2% of those with a college or university degree in Nova Scotia were employed, compared to 89.8% of those with less than a college degree (**Less than High School**, some **High School**, and **High School**). Three-quarters of those in the workforce have some form of post-secondary training (some post-secondary, post-secondary certificate, and university degree).

The more education you have, the more likely you are to have a job.

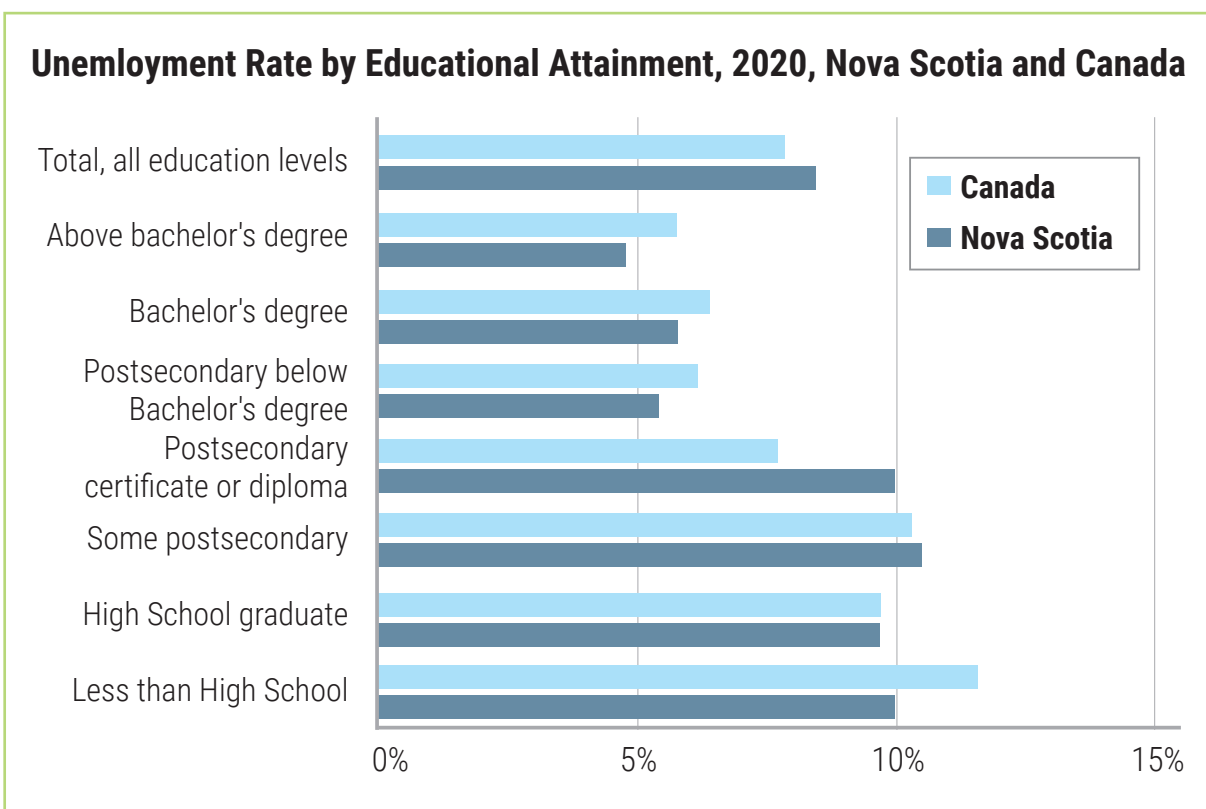
Employment rates vary across Nova Scotia

Half of the jobs in Nova Scotia are based in the Halifax region. Other parts of Nova Scotia, like Cape Breton and rural areas, may experience higher unemployment rates for certain positions. As you research careers on the Careers Nova Scotia website, consult the “Where will I likely work” section under Labour Market Information. Some jobs may be more concentrated in one area of the province and you may wish to consider starting your job search there first.

Who is hiring?

Today, 80.7% of all jobs are in the service sector. The service sector provides services to people or other businesses. Stores, restaurants, hotels, hospitals, gyms, and trucking companies are all examples of employers who are in the business of providing services. Other examples are schools, banks, information technology firms, insurance companies, and government offices.

The remaining 19.3% of employed Nova Scotians work in goods-producing industries. This includes manufacturing, pulp and paper, and construction. It also includes the primary industries of farming, fishing, logging, and mining. Most job openings in the coming years will arise through retirements.



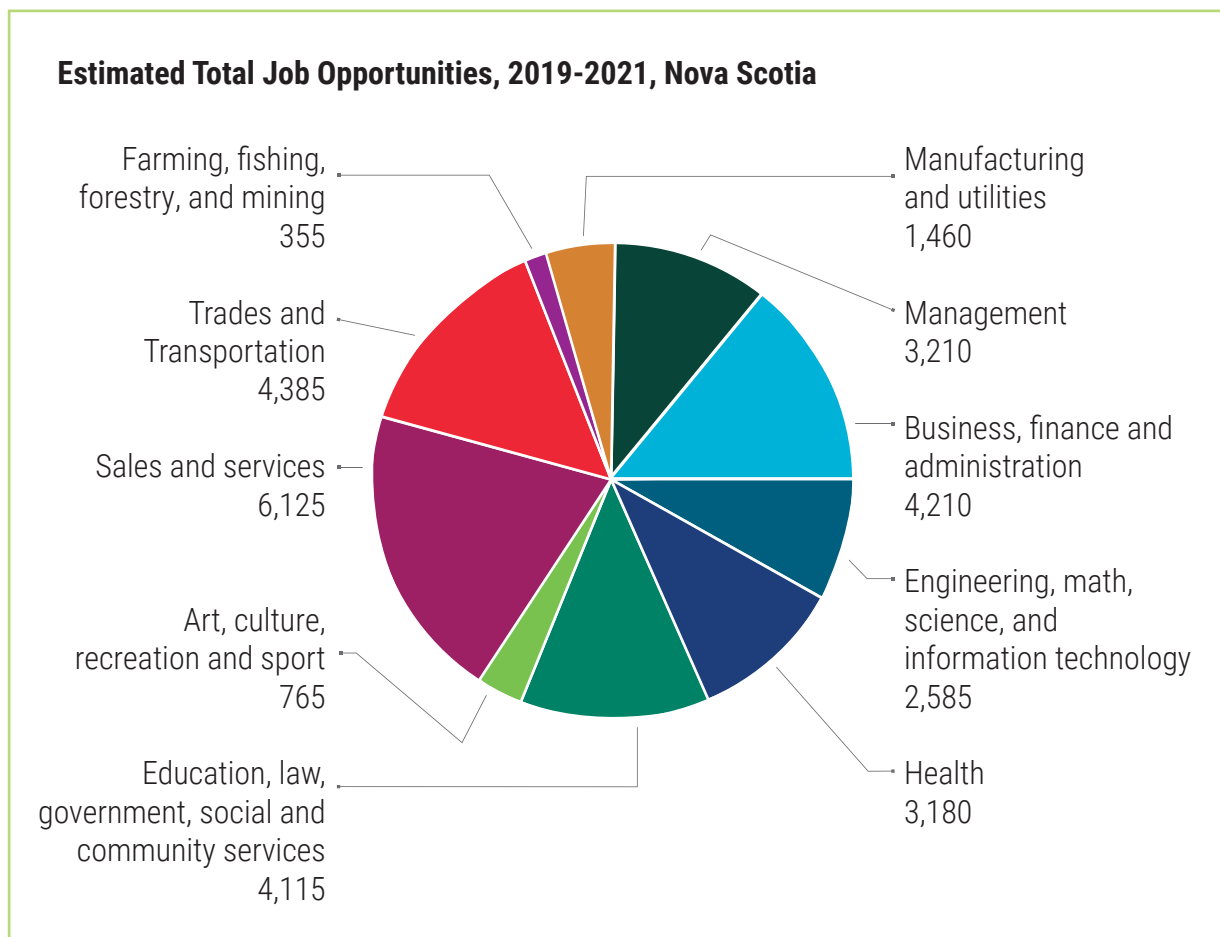
Source: Statistics Canada. Table 14-10-0020-01

What do these trends mean for you?

There are plenty of opportunities for anyone who understands these basic needs and plans accordingly:

- **Lifelong learning** is a term used by people who describe themselves as always curious and always trying to improve their skills and abilities. This mindset will continue to grow in importance in the new world of work.
- Creativity, curiosity, critical thinking, communication, and collaboration are all skills that are expected to be in demand. These skills can be learned through education, life, and work experience.
- Change is coming and being able to adapt to change is another vital skill.

What kind of work are people getting hired to do?



Source: Service Canada, January 2020

Understanding the Occupational Profile

The occupational profile can help you learn about what a group of jobs is all about. Each section provides information that can help you decide if it might be a good fit for your preferred future. This guide presents profile summaries, but the complete profiles can be found at explorecareers.novascotia.ca.

Occupation identification

Each profile includes the name of the job group, the category to which the group belongs, and the related National Occupational Classification (NOC) system codes. The NOC System organizes thousands of jobs by skill type and level and groups similar jobs together. Knowing your NOC code is useful for efficient job searches, for comparing jobs across Canada, and finding out more information about a specific occupation such as related job titles, main duties, employment requirements and other helpful information.

Job outlook

Each occupation receives an outlook forecast of either “Good”, “Average”, or “Limited”.

An **Average** outlook reflects mostly balanced conditions in the labour market. Most occupations are given an Average outlook.

Good outlooks offer better job prospects than Average occupations. However, you should not be discouraged from pursuing Average outlook occupations.

A **Limited** outlook is the result of either too many workers relative to demand, or due to low number of job openings within the province. You should be cautious about pursuing a career in a Limited outlook occupation, as while openings will still likely be present, they may be infrequent and competitive. Qualified workers with extensive experience and good references are most likely to be successful in a Limited outlook occupation.

An **Undetermined** outlook means that an outlook was not identified for this occupation. In some cases, an outlook may not have been determined where there was not enough data or too few workers. They are not identified where employment opportunities are often dependent on other factors like appointment, election, talent, or entrepreneurship or when the jobs included in the occupational group vary greatly from each other.

More detailed information on the outlook methodology can be found at explorecareers.novascotia.ca/outlooks-methodology

Additional Outlook Indicators

- **Estimated Change in Employment** – indicates whether the occupation is growing, in decline, or will have little change over the next few years.
- **Estimated Openings** – forecasts the number of job openings that are predicted over the next few years.
- **Estimated rate of unemployment** – is the unemployment rate average, above average, or below average compared to all occupations in Nova Scotia.

Wages

For most occupations on Explore Careers, minimum, median, and maximum wages are provided. Both hourly rates and annual incomes are estimated. While these figures can give you a sense of the wages in an occupation, the median wage should not be taken as the “going” wage, or current offered wage. The median reflects the wages of all workers, from new entrants to experienced employees. Wages being offered in current job postings will vary depending on the level of experience and skill employers are seeking.

Hourly earnings data is from the Labour Force Survey by Statistics Canada. Data is not available for all occupations. Hourly earnings are calculated based on usual hours worked per week. This is how an annual salary, for instance, gets converted to an hourly rate. The data includes full and part-time workers along with new and experienced workers. Self-employed workers are excluded.

Annual employment income data reported are from the 2016 Census by Statistics Canada. Much of the data (around 70%) came directly from tax records. The data relates to the year 2015 and includes total wages and salaries and net-income from self-employment.

For more details on the wage methodology visit explorecareers.novascotia.ca/wage-methodology.

About the job

Nature of work, job duties, and sample job titles

These sections provide information on what the occupation does and where workers are typically employed. This can help you answer whether this is something you would like to do.

Skills

The skills section provides information on the typical skills that you need to do this work. Do you have the skills required? Can you learn them?

Job requirements

This section outlines the education or credentials you need to work in the job. Do you have the right education or credentials? Is training available in your area? Is the education, training, or certification something you are willing or able to work toward?

Other considerations

This section provides any additional relevant information, such as notes on labour mobility or career progression.

By the numbers

Quick Look

There are several statistics included in the profile that can give you a sense of how big an occupation is in Nova Scotia, the projected growth, chance of finding work, and see how it compares to other Nova Scotia occupations.

- **Estimated Employment** – indicates the size of the occupation.
- **Percent employed full-time** – shows whether you are likely to obtain full-time work.
- **Percent self-employed** – shows whether you will likely be self-employed.
- **Gender** – provides an indicator of the gender balance in the occupation.
- **Median Age** – provides an indicator of the overall age of those who work in the occupation.

Where will I likely work?

This section can give you a sense of where the jobs are located in Nova Scotia. Some are spread across the province, while others might be mainly found in one region.

Top Industries of Employment

The industries of employment can offer some direction to find possible employers.

What is the age of Employment?

This section provides a sense of the age demographics in an occupation.

Education and training

Training & Education provides a list of programs that meet the minimum requirement to work in the job and lists the Nova Scotia schools that offer each program.

Employment requirements and contacts

Regulations

This section states the specific regulations that need to be followed to work in Nova Scotia. It also lists the body that regulates the occupation.

Useful Contacts

Useful contacts are organizations with a connection to the occupation. They could provide more labour market information or offer insight on how to gain employment in an occupation.

Additional resources

This section provides links to any resources that could give additional information about an occupation.

Related jobs

This section provides a list of related occupational profiles that can expand on your areas of interest.

Art, Culture, Recreation, and Sport

Occupations in art, culture, recreation, and sport was the smallest occupational category in 2019, with 10,900 workers.

Many occupations in this group have been severely affected by COVID-19. For creative and performing artists, physical distancing requirements and limits on gathering sizes prevent audience sizes large enough to generate enough revenue. These rules have also created challenges for some occupations related to athletic programs and events.

For many workers in this category, tourists—and the province's many summer festivals that cater to them—are a key source of income. The major decline in the number of visitors from outside the province this year prompted the cancellation of many big events.

Travel restrictions also caused a slowdown in the film and television sector, as many workers come from out of province, however, this trend was reversed later in the summer. The recovery of this occupational category will depend largely on the removal of gathering size limits and the state of the tourism season in 2021.

Business, Finance, and Administration

Business, finance, and administration occupations was the second-largest occupational category in Nova Scotia in 2019, with 67,500 workers.

Many jobs in this category can be done remotely, which has allowed workers to continue in their roles while following public health directions. However, this occupational category has not been entirely unaffected by the pandemic. Some office workers in administrative and support type roles are employed by businesses that were forced to close temporarily, like retail stores, dental offices, and spas. Some professional services companies like accounting firms anticipated a loss of revenue and engaged in cost-cutting measures. In some cases, those measures resulted in layoffs and lower earnings. In the longer run, technological developments may reduce the need for lower skill-level roles or increase the skill-level required for such occupations.

Accountants and Financial Auditors (NOC 1111)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		6,055	Undergraduate Degree
Minimum:	\$21.37		
Median:	\$35.06		
Maximum:	\$53.85		
<i>Median Annual:</i>			
	\$40,057		

Nature of Work:

Accountants plan, organize and administer accounting systems for individuals and organizations. Articling students in accounting firms are included in this group. Financial auditors examine and analyze the accounting and financial records of individuals and organizations to make sure they are accurate and comply with established accounting standards and procedures. Accountants and financial auditors work for auditing and accounting firms throughout the private and public sectors, or they may be self-employed.

Sample Job Titles:

- accountant
- auditor
- bankruptcy trustee
- financial auditor
- financial control officer
- chartered professional accountant (CPA)
- income tax specialist
- internal auditor
- public accountant
- tax advisor

Work Prospect:

Overall, this occupation did not experience a large employment decline because of COVID-19. Many workers were able to work from home, allowing them to continue working under physical distancing requirements. In anticipation of declining revenue during the pandemic, some major employers of this occupation sought ways to reduce costs. In some cases, these measures included laying off a small percentage of staff.

Employment for this occupation has been stable in recent years, and opportunities occur regularly given the large employer base. Those with a CPA designation may find jobs more easily than those without and are more likely to advance their career into management roles. Upheaval among clients of financial services firms due to the pandemic may result in a greater demand for the services of this occupation and increase the number of opportunities. Though most employment in this occupation is in Halifax, jobseekers may benefit from being willing to move to other areas of the province should an opportunity open in a rural area.

Regulation Requirements:

Chartered Professional Accountant

Right to Title: This job is regulated in Nova Scotia. The job title is protected, and you may not use it without a professional designation. Professional designation shows that the holder has met provincial standards for the job. Employers may require professional designation, but professional designation is not necessary to do this work.

Public Accountant

Right to Title and Practice: This job is regulated. This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/31 to view the complete profile.

Advertising, Marketing, and Public Relations Professionals (NOC 1123)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 1,785	<i>Typical education requirement:</i> College Diploma
<i>Hourly Wage:</i>			
Minimum:	\$16.00		
Median:	\$27.18		
Maximum:	\$46.70		
<i>Median Annual:</i>	\$36,755		

Nature of Work:

This group includes specialists in advertising, marketing and public relations who develop and implement communication and promotion strategies and information programs, analyze advertising needs and develop appropriate advertising and marketing plans, advertise activities and events, and maintain media relations on behalf of businesses, governments and other organizations, and for performers, athletes, writers and other talented individuals. They work for consulting firms, advertising agencies, corporations, associations, government, social agencies, museums, galleries, public interest groups, and cultural and other organizations, or they may be self-employed.

Agents like entertainment, literary and sports agents are included in this group. Literary agents specialize in representing specific types of authors and writers. Performance agents specialize in representing singers, musicians, actors, or other performers. Sports agents specialize in representing specific athletes or sports teams.

Sample Job Titles:

- advertising account executive
- assistant brand manager
- communications specialist
- event marketing specialist
- fundraiser
- information officer
- marketing coordinator
- public relations consultant
- publicist
- talent agent

Work Prospect:

This is a large occupation in Nova Scotia, so job opportunities occur fairly regularly. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a small percent of workers being 55 years of age and older, retirements are not expected to be a major contributor to employment opportunities over the coming years. Advertising, Marketing, and Public Relations Professionals most commonly work full-time hours.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/37 to view the complete profile.

Business Management Consulting Professionals (NOC 1122)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$21.79

Median: \$34.62

Maximum: \$53.85

Median Annual: **\$53,699**

*Estimated employment
in 2016:*

1,260

*Typical education
requirement:*

College Diploma

Nature of Work:

This group includes those who provide services to management like analyzing the structure, operations, managerial methods, or functions of an organization to propose, plan and implement improvements. They work for management consulting firms and throughout the public and private sectors or are self-employed.

Sample Job Titles:

- business consultant
- corporate planner
- organizational analyst specialist
- standards specialist
- management consultant
- records management
- transition management consultant

Work Prospect:

This is a large occupation in Nova Scotia, so job opportunities occur fairly regularly. The number employed in this occupation is expected to decline slightly over the next few years, which may affect the number of new opportunities available (yet overall job prospects are still considered good due to other factors). With a large percent of workers being 55 years of age and older, retirements are expected to be a key contributor to employment opportunities over the coming years. Business Management Consulting Professionals most commonly work full-time hours. Also, a fair portion of the workforce is self-employed, so having the option to "work for yourself" may appeal to some individuals' interests/motivations.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/36 to view the complete profile.

Correspondence, Publication and Regulatory Clerks (NOC 1452)

LABOUR MARKET

Income: <i>Hourly Wage:</i> Minimum: \$12.95 Median: \$20.63 Maximum: \$26.52 <i>Median Annual: \$40,377</i>	<i>Estimated employment in 2016:</i> 635	<i>Typical education requirement:</i> High School
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Nature of Work:

Clerks in this group write correspondence, proofread material for accuracy, compile material for publication, verify, record and process forms and documents like applications, licences, permits, contracts, registrations and requisitions, and do other related clerical duties within established procedures, guidelines and schedules. They work for newspapers, periodicals, publishing firms and throughout the private and public sectors.

Sample Job Titles:

- advertising clerk
- compiler
- customs and excise clerk
- passport clerk
- proofreader
- archives clerk
- correspondence clerk
- editorial assistant
- permit clerk
- registry clerk

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to remain largely the same over the next few years. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Correspondence, Publication, and Regulatory Clerks most commonly work full-time hours.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/67 to view the complete profile.

Human Resource Professionals (NOC 1121)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$19.23

Median: \$33.05

Maximum: \$44.10

Median Annual: \$58,089

Estimated employment
in 2016:

1,610

Typical education
requirement:

**College Diploma or
Undergraduate Degree**

Nature of Work:

Human resources professionals develop, implement, and evaluate human resources and labour relations policies, programs and procedures and advise employers and employees on human resources matters. Human resources professionals work throughout the private and public sectors, or they may be self-employed.

Sample Job Titles:

- compensation officer
- disability case manager – human resources
- employment equity officer
- human resources specialist
- industrial relations officer
- labour relations specialist
- mediator – labour relations
- staff relations officer
- staff training and development officer
- union representative

Work Prospect:

This is a large occupation in Nova Scotia, so job opportunities occur fairly regularly. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Human Resources Professionals most commonly work full-time hours.

Regulation Requirements:

Chartered Professional in Human Resources

Professional Designation (Voluntary): Professional designation exists and shows that the holder has met the standards for the job. Employers may require professional designation, but professional designation is not necessary to do this work.

Visit explorecareers.novascotia.ca/occupation/35 to view the complete profile.

Other Financial Officers (NOC 1114)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 2,450	<i>Typical education requirement:</i> Undergraduate Degree
<i>Hourly Wage:</i>			
Minimum:	\$20.00		
Median:	\$26.44		
Maximum:	\$48.08		
<i>Median Annual:</i>	\$54,205		

Nature of Work:

This group includes professional jobs in finance like as financial planners, financial examiners and inspectors, financial investigators, financial underwriters, mortgage brokers and trust officers. They work for banks, trust companies, investment firms and governments, or they may be self-employed.

Sample Job Titles:

- account manager
- estate executor
- financial investigator
- financial planner
- financial services consultant
- financial underwriter
- mortgage broker
- personal financial planner
- securities analyst
- trust officer

Work Prospect:

This is a large occupation in Nova Scotia, so job opportunities occur fairly regularly. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Other Financial Officers most commonly work full-time hours. Also, a fair portion of the workforce is self-employed, so having the option to "work for yourself" may appeal to some individuals' interests/motivations.

Regulation Requirements:

Mortgage Broker

Right to Practice: This job is regulated in Nova Scotia. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/34 to view the complete profile.

Supply Chain, Tracking and Scheduling Coordination Supervisors (NOC 1215)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$15.00

Median: \$23.00

Maximum: \$41.35

Median Annual: **\$49,182**

*Estimated employment
in 2016:*
955

*Typical education
requirement:*
High School

Nature of Work:

Supply chain, tracking and scheduling coordination workers supervisors coordinate and supervise the activities of Supply chain logistics, tracking and scheduling coordination workers. They work throughout the public and private sectors.

Sample Job Titles:

- dispatch logistician
- flight crew scheduling supervisor
- freight forwarding logistician
- head dispatcher
- inventory control supervisor
- logistics supervisor
- parts service supervisor
- production clerks supervisor
- ramp services supervisor
- receiving supervisor
- supply control coordinator

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Supply Chain Tracking and Scheduling Coordination Supervisors most commonly work full-time hours.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/422 to view the complete profile.

Education, Law, Government, Social and Community Services

Occupations in education, law, and social community and government services employed 53,800 workers in Nova Scotia in 2019, comprising 11.5% of the workforce.

Though layoffs were less widespread in this occupational category than in some others, many workers have experienced major disruptions in their roles and responsibilities due to the pandemic. Daycares were temporarily closed during the first wave of cases, and had fewer attendees return after reopening.

Elementary and secondary school teachers transitioned to a limited online teaching format when public schools closed in the spring, leaving many classroom support staff unable to complete their regular duties. Universities laid off part-time teaching staff and research assistants in anticipation of a decrease in tuition revenue.

The justice system was not prepared to switch to virtual proceedings, leading to a backlog of court cases and changes to long-established processes to meet physical distancing requirements.

Job availability in many occupations in this group is subject to government spending – likely to see some restraint in coming years as governments aim to balance budgets following the pandemic.

Early Childhood Educators and Assistants (NOC 4214)

LABOUR MARKET

Income:		Estimated employment in 2016:	Typical education requirement:
<i>Hourly Wage:</i>		3,800	College Diploma
Minimum:	\$12.95		
Median:	\$17.00		
Maximum:	\$23.08		
<i>Median Annual:</i>			
	\$20,817		

Nature of Work:

Early childhood educators plan, organize and implement programs for children between the ages of infancy and 12 years. Early childhood educator assistants provide care for infants and preschool- to school-age children under the guidance of early childhood educators. They work for regulated child-care centres, family home day care agencies, pre-primary programs, early intervention programs, family resource centres, and other settings where early childhood education services are provided. Supervisors of early childhood educators and assistants are included in this group.

Sample Job Titles:

- childcare staff
- daycare director
- daycare teacher
- daycare worker
- early childhood assistant
- nursery school teacher
- pre-primary teacher
- preschool helper
- early childhood educator (E.C.E.)
- early childhood educator assistant

Work Prospect:

In March, daycares were closed by the provincial government to limit the spread of COVID-19. Many early childhood educators (ECEs) were laid off and training programs were suspended to avoid adding unnecessarily to the number of unemployed jobseekers. Daycares were later permitted to reopen, but enrolment was slow to rebound for a variety of reasons, creating revenue challenges for some operators. Some have chosen to shut down altogether, laying off staff permanently. In some areas of the province, daycares that have remained in operation have encountered a shortage of certified ECEs to fill job vacancies. There is a larger than usual need for substitutes, as regular staff must stay home if experiencing symptoms of COVID-19. In some cases, this shortage is improved by hiring.

The multi-year rollout of the provincial government's pre-primary program wrapped up in the fall of 2020. The program employs 850 ECEs, increasing overall demand. The program's creation resulted in openings in the private sector as well, as some daycare employees moved to the public pre-primary program. There are typically many job vacancies in this occupation, with openings occurring all over the province. This is due in part to a high rate of turnover among ECEs.

Regulation Requirements:

Early Childhood Educator

Special Requirements: The Day Care Regulations identify training qualifications for this job in Nova Scotia. A license to practice (classification) is a requirement to work in a licensed childcare centre, family home day care agency or pre-primary program.

Visit explorecareers.novascotia.ca/occupation/200 to view the complete profile.

Health Policy Researchers, Consultants and Program Officers (NOC 4165)

LABOUR MARKET

Income: <i>Hourly Wage:</i> Minimum: \$26.67 Median: \$33.94 Maximum: \$47.80 <i>Median Annual: \$54,616</i>	<i>Estimated employment in 2016:</i> 985	<i>Typical education requirement:</i> Undergraduate Degree
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Nature of Work:

Health policy researchers, consultants, and program officers conduct research, produce reports, and administer health care policies and programs. These jobs often involve communicating with the media and the public, as well as providing information and advice to healthcare professionals, politicians, and government officials. They work for government departments and agencies, consulting firms, universities, research institutes, hospitals, community agencies, professional associations, non-governmental organizations, and international organizations. Health policy researchers, consultants and program officers may specialize in an area of health policy development, research, or program administration like addiction research.

Sample Job Titles:

- clinical research program manager
- coroner
- health and social services liaison officer
- health care planning consultant
- health policy research analyst
- health promotion program officer
- home-care programs consultant
- long-term care program consultant
- mental health programs consultant
- occupational health and safety consultant

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Health Policy Researchers, Consultants, and Program Officers most commonly work full-time hours.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/193 to view the complete profile.

Home Support Workers, Housekeepers and Related Occupations (NOC 4412)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 3,380	<i>Typical education requirement:</i> Less than High School
<i>Hourly Wage:</i>			
Minimum:	\$12.95		
Median:	\$17.93		
Maximum:	\$21.00		
<i>Median Annual:</i>	\$21,303		

Nature of Work:

Home support workers provide personal care and companionship for seniors, persons with disabilities, and convalescent clients. Care is provided within the client's residence, in which the home support worker may also live. They work for home care and support agencies, private households, or they may be self-employed. Housekeepers perform housekeeping and other home management duties in private households and other non-institutional, residential settings.

Sample Job Titles:

- doula
- home health care worker
- home support worker
- home-care worker
- housekeeper
- personal care aide – home care
- personal care attendant – home care
- respite worker – home support
- visiting homemaker
- live-in caregiver – persons with disabilities

Work Prospect:

Many home support workers were laid off or unemployed during the first wave of COVID-19 cases. Some of those providing nonessential services to clients opted to reduce or suspend visits to limit the spread of the virus to vulnerable individuals. Some home support workers contracted COVID-19 in the performance of their duties, leading to a shortage of workers to serve the needs of clientele. The requirements of heightened sanitization and physical distancing have altered the tasks performed by home support workers somewhat.

Prospects for home support workers are good. There are generally many job openings relative to the number employed in this occupation. The aging population and the growing preference for home delivery of health services has increased demand for home support workers overall.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/205 to view the complete profile.

Psychologists (NOC 4151)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 620	<i>Typical education requirement:</i> Graduate Degree
<i>Hourly Wage:</i>			
Minimum:	\$17.00		
Median:	\$41.35		
Maximum:	\$56.41		
<i>Median Annual:</i>			
	\$63,850		

Nature of Work:

Psychologists assess, diagnose, and treat behavioural, emotional, and cognitive disorders. They research, develop, and apply theories about relational behaviour and mental processes. Psychologists also teach and consult. They work in private practice, clinics, prisons, hospitals, mental health facilities, rehabilitation centres, community service organizations, businesses, schools, universities, and in government and private research agencies.

Psychologists may specialize in applied psychology or experimental research. Sub-specialties include behavioural psychology, child psychology, cognitive psychology, developmental psychology, educational psychology, industrial psychology, neuropsychology, social psychology, or sports psychology.

Clinical psychologists interview patients, give diagnostic tests, provide individual, family and group psychotherapy, and design and implement programs to modify behaviour. Counselling psychologists provide treatment to improve physical and mental health. School psychologists work with students, teachers, parents, and administrators to resolve students' learning and behaviour problems. Experimental psychologists investigate aspects of human and animal activity to understand and explain behaviour. Industrial/organizational psychologists focus on personnel selection, job satisfaction, and workplace performance.

Sample Job Titles:

- behavioural therapist
- child psychologist
- clinical psychologist
- counselling psychologist
- developmental psychologist
- human development psychologist
- psychologist
- psychotherapist
- school psychologist

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a large percent of workers being 55 years of age and older, retirements are expected to be a key contributor to employment opportunities over the coming years. Psychologists most commonly work full-time hours. Also, a fair portion of the workforce is self-employed, so having the option to "work for yourself" may appeal to some individuals' interests/ motivations.

Regulation Requirements:

Psychologist

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/183 to view the complete profile.

Social Workers (NOC 4152)

LABOUR MARKET

Income: <i>Hourly Wage:</i> Minimum: \$22.15 Median: \$32.97 Maximum: \$44.50 <i>Median Annual: \$64,444</i>	<i>Estimated employment in 2016:</i> 1,650	<i>Typical education requirement:</i> Undergraduate Degree
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Nature of Work:

Social workers help individuals, couples, families, groups, communities, and organizations develop the skills and resources they need to enhance social functioning and social environments. They provide counselling, therapy, and referral to other supportive social services. Social workers also respond to other social needs and issues like unemployment, racism, and poverty. They work for hospitals, school regions, social service agencies, child welfare organizations, prisons, community agencies, employee assistance programs, and Aboriginal band councils, or they may work in private practice. Social workers may specialize in fields of practice like child welfare, family services, corrections, gerontology, or addictions.

Sample Job Titles:

- addiction social worker
- case management social worker
- caseworker – social work
- child welfare social worker
- coordinator of social work
- family social worker
- psychiatric social worker
- school social worker
- schools plus facilitator
- social casework consultant
- social worker

Work Prospect:

Few social workers were laid off because of COVID-19. Demand for many of the services provided by this occupational group have remained stable or increased because of the pandemic. Social workers serving clients in an office setting or visiting homes have been encouraged to transition to virtual or telephone-based meetings whenever possible.

Demand for social workers is strong in general. The number of roles for this occupational group has been increasing due to factors like enhanced services for veterans, the growing needs of an aging population, and an increased emphasis on mental health and the psychological needs of youth. Many vacancies arise from turnover, due to high caseloads, a stressful work environment, and staff burnout. Many new entrants to this occupation work in child welfare type roles before transitioning to other fields.

Regulation Requirements:

Social Worker

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/184 to view the complete profile.

Engineering, Math, Science, and Information Technology

Natural and applied sciences and related occupations, which employed 29,650 workers in 2019, have fared relatively well throughout the pandemic. Most employees in this category were able to continue working under the Health Protection Act Order, and very few were affected by the targeted closures of certain types of business between March and June.

Employment prospects have generally been good for professionals in various fields of engineering, and the number of workers in computer and information systems occupations has been steadily growing in Nova Scotia in recent years. With a few exceptions, broadly favourable conditions are expected to continue in this occupational category. The increase in remote work may provide jobseekers in Nova Scotia with a greater range of opportunities and, in some fields, exert upward pressure on local wages.

Aerospace Engineers (NOC 2146)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 120	<i>Typical education requirement:</i> Undergraduate Degree
<i>Hourly Wage:</i>			
Minimum:	\$21.00		
Median:	\$42.35		
Maximum:	\$53.85		
<i>Median Annual:</i>			
	\$78,051		

Nature of Work:

Aerospace engineers research, design and develop aerospace vehicles, aerospace systems and their components. They complete tasks related to vehicle and systems testing, evaluation, installation, operation, and maintenance. Aerospace engineers work for aircraft and spacecraft manufacturers, air transport carriers, and in government and educational and research institutions.

Sample Job Titles:

- aerodynamics engineer
- aeronautical engineer
- aerospace engineer
- aerospace structural engineer
- aerospace systems engineer
- aerospace test engineer
- aircraft design engineer
- stress engineer – aerospace

Work Prospect:

This is not a large occupation in Nova Scotia so job opportunities may not be that frequent. However, competition for positions may be low due to few qualified jobseekers. The number employed in this occupation is expected to grow slightly over the next few years, which should provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Aerospace Engineers most commonly work full-time hours.

Regulation Requirements:

Professional Engineer

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/95 to view the complete profile.

Computer Engineers (Except Software Engineers and Designers) (NOC 2147)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 380	<i>Typical education requirement:</i> Undergraduate Degree
<i>Hourly Wage:</i>			
Minimum:	\$19.00		
Median:	\$31.25		
Maximum:	\$53.30		
<i>Median Annual:</i>			
	\$59,960		

Nature of Work:

Computer engineers design, implement, evaluate, modify, maintain, and test computer systems and related equipment. They work for computer and telecommunication hardware manufacturers, engineering, manufacturing and telecommunications firms, information technology consulting firms, governmental, educational and research institutions, and in information technology units throughout the private and public sectors. Computer engineers may specialize in several areas including analog and digital signal processing, fibre optics, integrated circuits, lasers, microprocessors, microwaves, and radio astronomy.

Sample Job Titles:

- computer engineer
- computer hardware engineer
- computer systems engineer
- data communications specialist
- network specialist
– computer systems
- network systems engineer
- systems designer – hardware
- telecommunications engineer
- wireless communications network engineer
- fibre-optic network designer

Work Prospect:

This is not a large occupation in Nova Scotia so job opportunities may not be that frequent. With a small percent of workers being 55 years of age and older, retirements are not expected to be a major contributor to employment opportunities over the coming years. Geological Engineers most commonly work full-time hours.

Regulation Requirements:

Professional Engineer

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/96 to view the complete profile.

Computer Network Technicians (NOC 2281)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 1,615	<i>Typical education requirement:</i> College Diploma
<i>Hourly Wage:</i>			
Minimum:	\$17.00		
Median:	\$30.77		
Maximum:	\$42.56		
<i>Median Annual:</i>	\$54,197		

Nature of Work:

Computer network technicians establish, operate, maintain, and coordinate the use of local and wide area networks (LANs and WANs), mainframe networks, hardware, software, and related computer equipment. They work for information technology units throughout the private and public sectors. Supervisors of computer network technicians are included in this group.

Sample Job Titles:

- computer network technician
- data centre operator
- local area network (LAN) administrator
- local area network (LAN) technician
- network administrator
- network support analyst
- system administrator
- Web site administrator
- Web technician
- wide area network (WAN) technician

Work Prospect:

This is a large occupation in Nova Scotia, so job opportunities occur fairly regularly. The number employed in this occupation is expected to remain largely the same over the next few years. With a small percent of workers being 55 years of age and older, retirements are not expected to be a major contributor to employment opportunities over the coming years. Computer Network Technicians most commonly work full-time hours.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/137 to view the complete profile.

Computer Programmers and Interactive Media Developers (NOC 2174)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$20.25

Median: \$33.65

Maximum: \$49.74

Median Annual: \$56,326

Estimated employment
in 2016:
1,830

Typical education
requirement:
**College Diploma or
Undergraduate
Degree**

Nature of Work:

Computer programmers write, modify, integrate, and test computer code for software applications, data processing applications, operating systems-level software, and communications software. Interactive media developers write, modify, integrate, and test computer code for Internet and mobile applications, computer-based training software, computer games, film, video, and other interactive media. They work for computer software development firms, information technology consulting firms, and in information technology units throughout the private and public sectors.

Sample Job Titles:

- animation programmer
- cloud developer
- computer game developer
- computer programmer
- electronic commerce (e-commerce) software developer
- graphical user interface (GUI) developer
- interactive media developer
- software developer
- special effects programmer
- web programmer

Work Prospect:

Relatively few workers in this occupation were laid off because of COVID-19. Many employees were able to work from home or in office spaces adapted to meet social distancing requirements. The widespread adoption of remote work has increased the number of opportunities for jobseekers in Nova Scotia to apply for jobs with employers in other provinces (and vice versa). This trend may exert upward pressure on wages in areas of the province where local businesses are now competing with employers in other cities for talent.

Employment in the information technology field has increased greatly in Nova Scotia in recent years. As such, many vacancies in this occupation result from employment growth, and there are regular reports of hiring difficulties from employers. Most positions are in the Halifax region. Employment prospects have been good in recent years and there is good indication this trend will continue. Jobseekers with more experience and a high level of specific or leading-edge skills will have a better chance of finding work. Among recent graduates, having completed a co-op program is also an asset.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/106 to view the complete profile.

Construction Estimators (NOC 2234)

LABOUR MARKET

Income: <i>Hourly Wage:</i> Minimum: \$21.00 Median: \$30.05 Maximum: \$51.92 <i>Median Annual:</i> \$56,995	<i>Estimated employment in 2016:</i> 595	<i>Typical education requirement:</i> Apprenticeship or College Diploma
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Nature of Work:

Construction estimators analyze costs of and prepare estimates on civil engineering, architectural, structural, electrical, and mechanical construction projects. They work for residential, commercial, and industrial construction companies and major electrical, mechanical and trade contractors, or they may be self-employed. Estimators may specialize in estimating costs for structural, electrical, or mechanical construction projects.

Sample Job Titles:

- construction cost consultant
- construction cost estimator
- construction estimator
- contractor estimator
- junior estimator – construction
- professional estimator – construction
- quantity surveyor – estimator
- senior estimator – construction

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to remain largely the same over the next few years. With a large percent of workers being 55 years of age and older, retirements are expected to be a key contributor to employment opportunities over the coming years. Construction Estimators most commonly work full-time hours.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/118 to view the complete profile.

Engineer Officers, Water Transport (NOC 2274)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$13.15

Median: \$30.00

Maximum: \$56.41

Median Annual: **\$80,919**

Estimated employment
in 2016:
340

Typical education
requirement:

**High School +
On-the-job training**

Nature of Work:

Engineer officers, water transport, operate and maintain main engines, machinery and supporting equipment aboard ships and other vessels, and supervise and coordinate the activities of engine room crews. They work for marine transportation companies and federal government departments.

Sample Job Titles:

- chief engineer – water transport
- engineer officer – water transport
- fishing vessel engineer officer
- offshore drilling rig marine engineer officer
- second engineer – water transport
- ship engineer officer
- third engineer – water transport
- watchkeeping engineer

Work Prospect:

This is not a large occupation in Nova Scotia so job opportunities may not be that frequent. However, competition for positions may be low due to few qualified jobseekers. The number employed in this occupation is expected to remain largely the same over the next few years. With a large percent of workers being 55 years of age and older, retirements are expected to be a key contributor to employment opportunities over the coming years. Engineer Officers, Water Transport most commonly work full-time hours.

Regulation Requirements:

Engineer - Motor, Ship, or Steamship

Not Provincially Regulated: This job may be regulated by a federal regulatory body.

Visit explorecareers.novascotia.ca/occupation/135 to view the complete profile.

Industrial and Manufacturing Engineers (NOC 2141)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 355	<i>Typical education requirement:</i> Undergraduate Degree
<i>Hourly Wage:</i>			
Minimum:	\$26.92		
Median:	\$32.00		
Maximum:	\$69.23		
<i>Median Annual:</i>	\$76,938		

Nature of Work:

Industrial and manufacturing engineers carry out studies and develop and supervise programs to enhance efficiency and productivity through the best use of equipment, human resources, technology, materials, and procedures. Industrial and manufacturing engineers work for consulting firms, manufacturing and processing companies, government, financial, health care and other institutions, or they may be self-employed.

Sample Job Titles:

- computer integrated manufacturing (CIM) engineer
- cost engineer
- efficiency engineer
- industrial engineer
- manufacturing engineer
- plant engineer
- production engineer
- quality assurance (QA) engineer
- safety engineer

Work Prospect:

This is not a large occupation in Nova Scotia so job opportunities may not be that frequent. However, competition for positions may be low due to few qualified jobseekers. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Industrial and Manufacturing Engineers most commonly work full-time hours.

Regulation Requirements:

Professional Engineer

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/90 to view the complete profile.

Information Systems Analysts and Consultants (NOC 2171)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$23.00

Median: \$35.00

Maximum: \$48.08

Median Annual: **\$65,611**

Estimated employment
in 2016:
3,175

Typical education
requirement:

**College Diploma
or Undergraduate Degree**

Nature of Work:

Information systems analysts and consultants study, design, and develop information systems as business solutions. They provide advice on a wide range of information systems issues. Information systems analysts and consultants work for information technology consulting firms and in information technology units throughout the private and public sectors, or they may be self-employed.

Sample Job Titles:

- business systems analyst
- computer consultant
- computer systems analyst
- data processing consultant
- information systems professional
- information technology (IT) analyst
- information technology certified professional
- management information systems (MIS) analyst
- quality assurance (QA) analyst
- systems security analyst

Work Prospect:

Relatively few workers in this occupation were laid off because of COVID-19. Many employees were able to work from home or in office spaces adapted to meet physical-distancing requirements. The widespread adoption of remote work has increased the number of opportunities for jobseekers in Nova Scotia to apply for jobs with employers in other provinces (and vice versa). This trend may apply upward pressure on wages in areas of the province where local businesses are now competing with employers in other cities for talent.

Employment in the information technology field has increased greatly in Nova Scotia in recent years. As such, many vacancies in this occupation result from employment growth. Most positions are in the Halifax region. Prospects in this occupation are typically good. Industry growth has tended to absorb the supply of qualified university graduates, keeping the number of jobseekers per vacancy reasonably low. While employers prefer workers with more experience and leading-edge skills, recent graduates should be able to find work with relative ease, particularly those coming out of co-op programs.

Regulation Requirements:

Information Systems Professional

Right to Title: This job is regulated in Nova Scotia. The job title is protected, and you may not use it without a professional designation. Professional designation shows that the holder has met provincial standards for the job. Employers may require professional designation, but professional designation is not necessary to do this work.

Information Technology Certified Professional

Special Requirements: Standards exist for this job in Nova Scotia. Certification or membership in a professional body may be required by employers, but a certificate is not needed to do this work.

Visit explorecareers.novascotia.ca/occupation/103 to view the complete profile.

Information Systems Testing Technicians (NOC 2283)

LABOUR MARKET

Income:

Hourly Wage:

N/A

Median Annual:

\$58,774

*Estimated employment
in 2016:*

185

*Typical education
requirement:*

College Diploma

Nature of Work:

Information systems testing technicians carry out test plans to evaluate the performance of software applications and information and telecommunications systems. They work for information technology units throughout the private and public sectors.

Sample Job Titles:

- application testing technician
- software test coordinator
- software testing technician
- systems tester
- systems testing technician
- test coordination analyst
- user acceptance tester

Work Prospect:

This is not a large occupation in Nova Scotia so job opportunities may not be that frequent. However, competition for positions may be low due to few qualified jobseekers. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Information Systems Testing Technicians most commonly work full-time hours.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/139 to view the complete profile.

Mechanical Engineering Technologists and Technicians (NOC 2232)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 605	<i>Typical education requirement:</i> College Diploma
<i>Hourly Wage:</i>			
Minimum:	\$19.42		
Median:	\$31.25		
Maximum:	\$41.03		
<i>Median Annual:</i>			
	\$72,584		

Nature of Work:

Mechanical engineering technologists and technicians provide technical support and services or may work independently in mechanical engineering fields. They work for consulting engineering, manufacturing, and processing companies, institutions, and government departments.

Sample Job Titles:

- aerospace engineering technician
- automation technologist
- heating, ventilation, and air conditioning (HVAC) technologist
- home automation technician
- marine engineering technologist
- mechanical engineering technician
- mechanical engineering technologist
- mechanical technologist
- robotics technician
- tool and die designer
- building systems technician

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Mechanical Engineering Technologists and Technicians most commonly work full-time hours.

Regulation Requirements:

Engineering Technicians and Technologists

Right to Title: This job is regulated in Nova Scotia. The job title is protected, and you may not use it without a professional designation. Professional designation shows that the holder has met provincial standards for the job. Employers may require professional designation, but professional designation is not necessary to do this work.

Visit explorecareers.novascotia.ca/occupation/116 to view the complete profile.

Other Professional Engineers (NOC 2148)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		385	Undergraduate Degree
Minimum:	\$20.00		
Median:	\$38.50		
Maximum:	\$62.50		
<i>Median Annual:</i>	\$81,255		

Nature of Work:

This group includes agricultural and bio-resource engineers, biomedical engineers, engineering physicists and engineering scientists, marine and naval engineers, textile engineers and other specialized engineering jobs that are not classified elsewhere. In general, these jobs are involved with the design and coordination of projects related to practical applications of engineering.

Sample Job Titles:

- agricultural engineer
- biomechanical engineer
- biomedical engineer
- engineer in agronomy
- engineering physicist
- engineering scientist
- food technology engineer
- marine engineer
- naval architect
- shipbuilding engineer

Work Prospect:

This is not a large occupation in Nova Scotia so job opportunities may not be that frequent. However, competition for positions may be low due to few qualified jobseekers. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Other Professional Engineers most commonly work full-time hours.

Regulation Requirements:

Professional Engineer

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/97 to view the complete profile.

Software Engineers and Designers (NOC 2173)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		875	Undergraduate Degree
Minimum:	\$27.88		
Median:	\$37.08		
Maximum:	\$51.28		
<i>Median Annual:</i>			
	\$71,270		

Nature of Work:

Software engineers and designers research, design, evaluate, integrate, and maintain software applications, technical environments, operating systems, embedded software, information warehouses and telecommunications software. They work for information technology consulting firms, information technology research and development firms, and information technology units throughout the private and public sectors, or they may be self-employed.

Sample Job Titles:

- artificial intelligence (AI) designer
- application architect
- cloud administrator
- cloud architect
- software designer
- software engineer
- software technical architect
- systems applications engineer
- systems architect

Work Prospect:

Relatively few workers in this occupation were laid off because of COVID-19. Many employees were able to work from home or in office spaces adapted to meet physical-distancing requirements. The widespread adoption of remote work has increased the number of opportunities for jobseekers in Nova Scotia to apply for jobs with employers in other provinces (and vice versa). This trend may apply upward pressure on wages in areas of the province where local businesses are now competing with employers in other cities for talent.

Employment in the information technology field has increased greatly in Nova Scotia in recent years. As such, many vacancies in this occupation result from employment growth. Most positions are in the Halifax region. Prospects for employment in this occupation should continue to be good. In some areas of Nova Scotia where the supply of qualified applicants is scarce, employers are recruiting from other provinces. Recent graduates of computer science programs should be able to find work easily, even without much experience. Having a master's degree is an asset.

Regulation Requirements:

Professional Engineer

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/105 to view the complete profile.

Web Designers and Developers (NOC 2175)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$17.36

Median: \$24.00

Maximum: \$36.06

Median Annual: **\$36,192**

Estimated employment
in 2016:

605

Typical education
requirement:

**Undergraduate Degree
or College Diploma**

Nature of Work:

Web designers and developers research, design, develop and produce Internet and Intranet sites. They work for computer software development firms, information technology consulting firms, information technology units throughout the private and public sectors, advertising agencies or they may be self-employed.

Sample Job Titles:

- e-business (electronic business)
- Web site developer
- e-commerce (electronic commerce)
- Web site developer
- Internet site designer
- Intranet site developer
- Web developer
- Web manager
- Web site designer
- Webmaster

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a small percent of workers being 55 years of age and older, retirements are not expected to be a major contributor to employment opportunities over the coming years. Web Designers and Developers most commonly work full-time hours. Also, a fair portion of the workforce is self-employed, so having the option to "work for yourself" may appeal to some individuals' interests/motivations.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/107 to view the complete profile.

Farming, Fishing, Forestry, and Mining

In 2019, there were 14,250 workers in farming, fishing, forestry, and mining, making up 3.1% of the province's total workforce. Some occupations in this category were impacted by the pandemic through disruptions to market conditions.

For those employed in the fishing industry, a severe decline in the demand and price of lobster represented an abrupt change from relatively lucrative seasons in recent years. While this would not affect the number of license-holders on the water, some may hire fewer deckhands in anticipation of reduced income this year.

Conditions for workers in agriculture were little changed due to COVID-19, though restrictions on international travellers resulted in temporary foreign workers arriving a bit later and in slightly fewer numbers than usual.

A variety of occupations in the forestry industry experienced upheaval because of the closure of the Northern Pulp mill. There are shortage conditions in some occupations in this category unrelated to the pandemic, particularly in rural communities where the number of youth, who traditionally performed seasonal, physically demanding work, has been in decline.

General Farm Workers (NOC 8431)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$12.95

Median: \$15.00

Maximum: \$19.00

Median Annual: \$12,859

Estimated employment
in 2016:

3,030

Typical education
requirement:

Less than High School

Nature of Work:

General farm workers plant, cultivate, and harvest crops, raise livestock and poultry, and maintain and repair farm equipment and buildings. This group includes operators of farm machinery. General farm workers work for crop, livestock, fruit and vegetable, and specialty farms. General farm workers can become specialized in a crop or livestock production through experience.

Sample Job Titles:

- beekeeping technician
- egg grader
- farm equipment operator
- farm labourer
- farm worker
- field and vegetable crop labourer
- hatchery worker
- livestock labourer
- vineyard worker

Work Prospect:

Overall, this occupation has not been severely impacted by the pandemic, where the food supply is considered an essential service. Due to a chronic shortage of local workers in this occupation, many employers hire Temporary Foreign Workers (TFWs). At the outset of the pandemic, the closure of the Canadian border created uncertainty for employers and resulted in some delays and complications in international hiring. TFWs were eventually allowed to enter the country, though some employers may have ended up with a smaller complement of staff than usual. Living quarters provided to general farm workers are also subject to physical distancing and heightened sanitization requirements.

Many employers experience consistent difficulty in finding enough general farm workers to hire. Jobseekers interested in this occupation should be able to find employment with ease. Positions are mainly found in the Annapolis Valley region. The shortage of workers may become more severe in future years, as seniors currently make up much of the local labour supply for some employers. As these workers retire, a larger share of employment will likely need to be sourced from the TFW program. Physically demanding conditions, low wages and the seasonal nature of this occupation contribute to the lack of supply of labour. Consolidation of farms and the automation of tasks over time can gradually reduce the demand for labourers. However, two major crops in the Annapolis Valley—apples and the rapidly expanding vineyard sector—remain labour intensive.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/360 to view the complete profile.

Harvesting Labourers (NOC 8611)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		360	Less than High School
Minimum:	\$12.95		
Median:	\$14.00		
Maximum:	\$15.50		
<i>Median Annual:</i>	\$7,744		

Nature of Work:

Harvesting labourers assist other farm workers to harvest, sort and pack crops.

Sample Job Titles:

- apple picker
- berry picker
- fruit harvesting labourer
- fruit or vegetable picker
- fruit packer – farm
- harvesting hand
- harvesting labourer
- vegetable packer – farm

Work Prospect:

Overall, this occupation has not been severely impacted by the pandemic, where the food supply is considered an essential service. Due to a chronic shortage of local workers in this occupation, many employers hire Temporary Foreign Workers (TFWs). At the outset of the pandemic, the closure of the Canadian border created uncertainty for employers and resulted in some delays and complications in international hiring. TFWs were eventually allowed to enter the country, though some employers may have ended up with a smaller complement of staff than usual. Living quarters provided to harvesting labourers are subject to physical distancing and heightened sanitization requirements.

Many employers experience consistent difficulty in finding enough harvesting labourers for peak season. Jobseekers interested in this occupation should be able to find employment with ease. Positions are mainly found in the Annapolis Valley region. The shortage of workers may become more severe in future years, as seniors currently make up much of the local labour supply for some employers. As these workers retire, a larger share of employment will likely need to be sourced from the TFW program. Physically demanding conditions, low wages and the seasonal nature of this occupation contribute to the lack of supply of labour. Consolidation of farms and the automation of tasks over time can gradually reduce the demand for labourers. However, two major crops in the Annapolis Valley—apples and the rapidly expanding vineyard sector—remain labour intensive.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/364 to view the complete profile.

Landscaping and Grounds Maintenance Labourers (NOC 8612)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 3,850	<i>Typical education requirement:</i> Less than High School
<i>Hourly Wage:</i>			
Minimum:	\$12.95		
Median:	\$16.00		
Maximum:	\$21.43		
<i>Median Annual:</i>	\$12,638		

Nature of Work:

Landscaping and grounds maintenance labourers help construct landscapes and related structures, and to maintain lawns, gardens, athletic fields, golf courses, cemeteries, parks, landscaped interiors, and other landscaped areas. They work for landscaping and lawn care companies, golf courses, cemeteries, and landscaping operations of public works departments and private companies.

Sample Job Titles:

- golf course labourer
- grounds maintenance worker
- groundskeeper
- landscape worker
- lawn care worker
- lawn mower
- park maintenance labourer
- snow shoveler - grounds maintenance
- tree pruner - landscaping

Work Prospect:

The employment level of landscaping and grounds maintenance labourers was reduced somewhat by the pandemic. Some employers like resorts, golf courses, and municipalities hired a smaller complement of seasonal staff as a cost-saving measure. Tasks changed for some workers in this occupation as streamlined landscaping and grounds teams needed to prioritize essential maintenance over nonessential projects.

Employment in this occupation is expected to increase as urban areas continue to expand, particularly in the Halifax region. Employers sometimes have trouble filling positions and there is a high rate of turnover among workers. The seasonality and physically demanding nature of the job may be a deterrent to some jobseekers. However, if an individual is willing to cope with the working conditions, they should be able to find employment during the spring with relative ease.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/365 to view the complete profile.

Health

There were 45,850 workers in health occupations in Nova Scotia in 2019, representing nearly one-tenth of the provincial workforce. Strong demand for many of the occupations in this category existed prior to COVID-19, and the pandemic has only reinforced this trend.

Employment in certain occupations increased this year as the provincial government set up networks for testing and tracing the virus. Some private long-term care facilities also hired additional staff to cover the increased number of absences expected when workers with symptoms self-isolate.

Employment in this occupational category has an inherently higher personal health risk. During the first wave, several dozen workers contracted the virus after being exposed at work. Others experienced burnout from covering absent coworkers as well as the extra workload associated with enhanced sanitization requirements.

Beyond the pandemic, major trends shaping this occupational category are the needs of the aging population, the transition to collaborative primary care, and the increasing popularity of homecare.

Continuing Care Assistants, Nurses Aides, Orderlies and Patient Service Associates (NOC 3413)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		8,130	College Diploma
Minimum:	\$15.54		
Median:	\$17.97		
Maximum:	\$21.60		
<i>Median Annual:</i>	\$32,014		

Nature of Work:

Continuing care assistants (CCA), nurse aides, orderlies and patient service associates help nurses, hospital staff, and physicians in the basic care of patients. They work in hospitals, nursing homes, assisted care facilities for the elderly, and other health care organizations.

Sample Job Titles:

- continuing care assistant
- emergency medical care attendant (EMCA)
- health care aide
- hospice worker
- hospital attendant
- nurse aide
- nursing home attendant
- orderly
- personal care provider – medical
- psychiatric aide

Work Prospect:

The demand for this occupation has increased because of the pandemic. Amid outbreaks in long-term care homes, shortage conditions emerged as some continuing care assistants (CCAs) were forced to self-isolate. Burnout increased, as remaining staff were required to cover coworkers' shifts as well as manage the additional tasks and stress associated with treating COVID-19 patients. Some CCAs are employed at multiple long-term care facilities and hospitals. During outbreaks, the intention is to limit this practice as much as possible to avoid spreading COVID-19 between facilities. Having CCAs work exclusively at one facility increases the number of workers needed, worsening the existing shortage. In addition to an increased workload and change in tasks, some CCAs experienced impacts on their personal life because of the pandemic. Many chose to isolate from their household to avoid passing the virus from their workplace to family members. It has been reported that some CCAs contracted COVID-19 because of workplace exposure.

Prior to the pandemic, demand for CCAs was already strong. Jobseekers in this occupation should have little difficulty finding employment, as there are usually many vacancies. Some vacancies arise due to turnover due to the physically challenging nature of this occupation combined with relatively low wage rates. The majority of CCAs work in long-term care facilities. The growing popularity of homecare has also increased the demand for this occupation substantially.

Regulation Requirements:

Continuing Care Assistant

Special Requirements: Standards exist for this job in Nova Scotia. Certification or membership in a professional body may be required by employers, but a certificate is not needed to do this work.

Visit explorecareers.novascotia.ca/occupation/174 to view the complete profile.

Dental Assistants (NOC 3411)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		835	College Diploma
Minimum:	\$19.05		
Median:	\$21.75		
Maximum:	\$25.96		
<i>Median Annual:</i>	\$32,788		

Nature of Work:

Dental assistants help dentists, dental hygienists, and dental therapists during patient exams and treatment and complete clerical functions. They work in dentists' offices, community health centres, clinics, and in educational institutions.

Sample Job Titles:

- dental aide
- dental assistant
- dental clinical assistant
- licensed dental assistant

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Dental Assistants most commonly work full-time hours.

Regulation Requirements:

Dental Assistant

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/173 to view the complete profile.

Dental Hygienists and Dental Therapists (NOC 3222)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$30.00

Median: \$33.50

Maximum: \$38.00

Median Annual: \$53,822

Estimated employment
in 2016:

695

Typical education
requirement:

College Diploma

Nature of Work:

Dental hygienists provide dental hygiene treatment and information related to the prevention of diseases and disorders of the teeth and mouth. They work in dentists' offices, hospitals, clinics, educational institutions, government agencies and private industry. Dental therapists carry out limited dental services related to the prevention and treatment of diseases and disorders of the teeth and mouth. They work for federal government and the provincial governments to provide services in rural and remote communities.

Sample Job Titles:

- dental hygiene technician
- dental hygienist
- dental nurse
- dental therapist
- orthodontic hygienist
- registered dental hygienist
- registered dental therapist

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a small percent of workers being 55 years of age and older, retirements are not expected to be a major contributor to employment opportunities over the coming years. Dental Hygienists and Dental Therapists most commonly work full-time hours.

Regulation Requirements:

Dental Hygienist

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/165 to view the complete profile.

Family Physicians and General Practitioners (NOC 3112)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 1,640	<i>Typical education requirement:</i> Medical School + Family Medicine Residency Training
<i>Hourly Wage:</i>	N/A		
<i>Median Annual:</i>	\$183,096		

Nature of Work:

Family physicians and general Practitioners (GPs) diagnose and treat the diseases, physiological disorders, and injuries of patients. They provide primary contact and continuing and comprehensive care to patients of all ages. They usually work in private practice, including group or team practices, hospitals, and clinics. Residents in training to be general practitioners and family physicians are included in this group.

Sample Job Titles:

- Doctor of Medicine (MD)
- family doctor
- family physician
- general practitioner (GP)
- intern
- medical doctor
- medical officer of health (MOH)
- primary care physician
- public health physician
- resident physician

Work Prospect:

This is a large occupation in Nova Scotia, with employment around 1,650. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a large percent of workers being 55 years of age and older, retirements are expected to be a key contributor to employment opportunities over the coming years. Family Physicians and General Practitioners most commonly work full-time hours. Also, a large percentage of the workforce is self-employed, which should be an important consideration for those thinking about employment in the occupation.

Regulation Requirements:

Physician

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/143 to view the complete profile.

Licensed Practical Nurses (NOC 3233)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$21.75

Median: \$25.13

Maximum: \$26.89

Median Annual: \$48,961

Estimated employment
in 2016:

2,900

Typical education
requirement:

College Diploma

Nature of Work:

Licensed practical nurses provide nursing care usually under the direction of medical practitioners, registered nurses, or other health team members. Operating room technicians prepare patients and help medical practitioners prior to and during surgery. They work for hospitals, nursing homes, extended care facilities, rehabilitation centres, doctors' offices, clinics, companies, private homes, and community health centres. Operating room technicians work in hospitals.

Sample Job Titles:

- certified nursing assistant (CAN)
- graduate nursing assistant
- licensed nursing assistant
- licensed practical nurse (L.P.N.)
- operating room technician
- registered nursing assistant (R.N.A.)
- registered practical nurse (R.P.N.)
- surgical assistant – nursing
- surgical technician – nursing

Work Prospect:

The demand for licenced practical nurses (LPNs), which was already strong, has increased because of the pandemic. Amid outbreaks in long-term care homes, shortage conditions emerged as some LPNs were compelled to self-isolate. There have been reports of burnout as remaining staff were required to cover absent coworkers' shifts and manage additional tasks and stress associated with treating COVID-19 patients.

Some LPNs are employed at multiple long-term care facilities and hospitals. During outbreaks, the intention is to limit this practice as much as possible to avoid spreading COVID-19 between facilities. Having LPNs employed exclusively at one facility increases the number of workers needed, worsening the existing shortage.

In addition to an increased workload and change in tasks, some LPNs experienced impacts on their personal life because of the pandemic. Many chose to isolate from their household to avoid passing the virus from their workplace to family members. Some LPNs contracted COVID-19 because of workplace exposure. Some private online contact centres (unrelated to the provincial public health system) have been hiring LPNs remotely to staff telehealth services.

Prior to the pandemic, demand for LPNs was already strong. Jobseekers in this occupation should have little difficulty finding employment. The range of duties of LPNs has expanded amid constraints on healthcare and long-term care budgets as well as shortages of other types of health practitioners. Many unionized LPNs were awarded a 12% retroactive wage increase because of having performed tasks above their pay grade for several years. While most LPNs are employed in hospitals, collaborative care clinics and long-term care tend to account for a large portion of job opportunities.

Regulation Requirements:*Licensed Practical Nurse*

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/169 to view the complete profile.

Massage Therapists (NOC 3236)

LABOUR MARKET

Income:

Hourly Wage:	N/A
Median Annual:	\$24,391

Estimated employment
in 2016:
1,000

Typical education
requirement:
College Diploma

Nature of Work:

Massage therapists assess soft tissues and joints of the body for treatment and prevention of dysfunction, injury, pain, and physical disorders. They work in private practice, including group or team practices, hospitals, clinics, extended care facilities, rehabilitation centres and educational institutions. Massage therapists may be trained in various specialized massage techniques.

Sample Job Titles:

- massage therapist (MT)
- massotherapist
- myotherapist
- orthotherapist
- registered massage practitioner
- registered massage therapist (RMT)
- Thai massage therapist

Work Prospect:

From March until June, many massage therapists were obligated to stop practicing under the Health Protection Act Order. Since reopening, massage therapists must meet enhanced sanitization practices and other protocols to reduce the likelihood of spreading of COVID-19. Massage therapists are reporting increased demand for services during the pandemic. This may be due in part to the ergonomic challenges encountered by those who have begun working from home. Increased demand and growing wait times may result in massage therapists working additional hours, potentially leading to burnout.

Prospects in this occupation are good. The aging population and expanding private medical coverage may contribute to the growth in demand for massage services. The shortage of massage therapists noted in rural areas indicates that jobseekers can improve their prospects by being willing to relocate for a position. Turnover accounts for many vacancies. Many massage therapists experience ergonomic problems caused by the physically demanding nature of the job within the first 10 years of practice and change careers. Massage therapists benefit from acquiring new knowledge and complementary techniques to broaden their scope of services.

Regulation Requirements:

Massage Therapist/Registered Massage Therapist

Right to Title: This job is regulated in Nova Scotia. The job title is protected, and you may not use it without a professional designation. Professional designation shows that the holder has met provincial standards for the job. Employers may require professional designation, but professional designation is not necessary to do this work.

Visit explorecareers.novascotia.ca/occupation/171 to view the complete profile.

Medical Laboratory Technologists (NOC 3211)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 670	<i>Typical education requirement:</i> College Diploma
<i>Hourly Wage:</i>			
Minimum:	\$24.00		
Median:	\$33.00		
Maximum:	\$38.50		
<i>Median Annual:</i>	\$64,210		

Nature of Work:

Medical laboratory technologists conduct medical laboratory tests, experiments, and analyses to help diagnose, treat, and prevent disease. It has been estimated that 85 percent of medical diagnostic decisions are made based on laboratory results. They work in medical laboratories in hospitals, blood banks, community and private clinics, research facilities and post-secondary educational institutions. Medical laboratory technologists who are supervisors are included in this group. Medical laboratory technologists may specialize in areas like clinical chemistry, clinical microbiology, hematology, histotechnology, immunohematology, cytotechnology and cytogenetics.

Sample Job Titles:

- autopsy technologist – medical laboratory
- clinical laboratory technologist
- combined laboratory and x-ray technologist
- immunology technologist – medical laboratory
- medical laboratory supervisor
- medical laboratory technologist
- microbiology technologist – medical laboratory
- registered medical technologist
- tissue technologist – medical laboratory

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to grow slightly over the next few years, which should provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Medical Laboratory Technologists most commonly work full-time hours.

Regulation Requirements:

Medical Laboratory Technologist

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/156 to view the complete profile.

Nursing Coordinators and Supervisors (NOC 3011)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$23.00

Median: \$39.50

Maximum: \$47.49

Median Annual: **\$68,657**

Estimated employment
in 2016:

765

Typical education
requirement:

University Degree

Nature of Work:

Nursing coordinators and supervisors coordinate and supervise the activities of registered nurses, registered psychiatric nurses, licensed practical nurses, and other nursing personnel. They work for health care institutions like hospitals, clinics, and nursing homes, and in nursing agencies.

Sample Job Titles:

- acute care coordinator – nursing
- assistant head nurse
- coordinator of nursing services
- head nurse
- nursing coordinator
- nursing supervisor
- nursing unit supervisor
- nursing ward supervisor
- patient care coordinator

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a large percent of workers being 55 years of age and older, retirements are expected to be a key contributor to employment opportunities over the coming years. Nursing Coordinators and Supervisors most commonly work full-time hours.

Regulation Requirements:

Registered Nurse

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/140 to view the complete profile.

Opticians (NOC 3231)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 270	<i>Typical education requirement:</i> College Diploma
<i>Hourly Wage:</i>			
Minimum:	\$16.00		
Median:	\$25.00		
Maximum:	\$28.00		
<i>Median Annual:</i>	\$38,489		

Nature of Work:

Opticians fit clients with prescription eyeglasses or contact lenses, help clients select eyeglass frames, arrange eyeglasses production, or contact lenses, and mount lenses in eyeglass frames. They work for optical retail outlets or other businesses with optical dispensing departments, or they may be self-employed. Student opticians and opticians who are managers of optical retail outlets are included in this group.

Sample Job Titles:

- apprentice optician
- contact lens dispenser
- contact lens technician
- dispensing optician
- eyeglass frame fitter
- licensed contact lens practitioner
- licensed dispensing optician
- licensed optician
- managing optician
- optician

Work Prospect:

This is not a large occupation in Nova Scotia so job opportunities may not be that frequent. However, competition for positions may be low due to few qualified jobseekers. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a large percent of workers being 55 years of age and older, retirements are expected to be a key contributor to employment opportunities over the coming years. Opticians most commonly work full-time hours.

Regulation Requirements:

Optician

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/167 to view the complete profile.

Other Medical Technologists and Technicians (except Dental Health) (NOC 3219)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$12.95

Median: \$16.25

Maximum: \$25.00

Median Annual: \$26,503

Estimated employment
in 2016:

1,415

Typical education
requirement:

College Diploma

Nature of Work:

This group includes medical technologists and technicians like dietary technicians, pharmacy technicians, ophthalmologists, prosthetists, orthotists, prosthetic technicians, and orthotic technicians. Dietary technicians work for health care and commercial food service organizations like hospitals, extended care facilities, nursing homes, schools, cafeterias, and fast-food outlets. Pharmacy technicians work for retail and hospital pharmacies, long-term care facilities, and pharmaceutical manufacturers. Ophthalmologists work in custom ocular prosthetic laboratories, or they may be self-employed. Prosthetists, orthotists, and prosthetic and orthotic technicians work in hospitals, clinics, prosthetics and orthotics laboratories, and prosthetic device manufacturing companies and may also be self-employed.

Sample Job Titles:

- certified prosthetist-orthotist (CPO)
- dietary technician
- kidney dialysis technician
- ophthalmologist
- orthotic technician
- pharmacy technician
- prosthetic aide
- registered orthotic technician (R.T.O.)
- registered prosthetic technician (R.T.P.)
- surgical fitter

Work Prospect:

This is a large occupation in Nova Scotia, so job opportunities occur fairly regularly. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a small percent of workers being 55 years of age and older, retirements are not expected to be a major contributor to employment opportunities over the coming years. Other Medical Technologists and Technicians (Except Dental Health) most commonly work full-time hours.

Regulation Requirements:

Pharmacy Technician

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/163 to view the complete profile.

Registered Nurses and Registered Psychiatric Nurses (NOC 3012)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		10,245	University Degree
Minimum:	\$24.00		
Median:	\$37.75		
Maximum:	\$41.67		
<i>Median Annual:</i>			
	\$64,375		

Nature of Work:

This group includes registered nurses, registered psychiatric nurses, and graduates of a nursing program who are awaiting registration (graduate nurses). They provide direct nursing care to patients, deliver health education programs, and provide consultative services regarding issues relevant to the practice of nursing. They work in a variety of settings including hospitals, nursing homes, extended care facilities, rehabilitation centres, doctors' offices, clinics, community agencies, companies, private homes, and public and private organizations, or they may be self-employed. Registered nurses may specialize in areas like surgery, obstetrics care, psychiatric care, critical care, pediatrics, geriatrics, community health, occupational health, emergency care, rehabilitation, or oncology.

Sample Job Titles:

- critical care nurse
- occupational health nurse
- operating room (OR) nurse
- pediatric nurse
- primary care nurse
- public and community health nurse
- registered nurse (R.N.)
- registered psychiatric nurse (R.P.N.)
- staff nurse
- Victorian Order of Nurses (VON) nurse

Work Prospect:

The demand for nurses has increased because of the pandemic. Many of the additional positions are the result of COVID-19 testing and tracing. In March, dozens of nurses were hired to staff the 811-health information phone line, some of whom came out of retirement. In September, the provincial health authority created 100 more positions to support contact tracing.

Many nurses' tasks have changed because of the pandemic. Those employed in hospitals experienced varying workloads as non-urgent procedures were cancelled in the spring to prepare for an influx of COVID-19 patients. Though there were several hospitalized individuals during the first wave of cases, the number of COVID-19 patients did not strain nursing staff and resources in hospitals as expected.

Some nurses contracted COVID-19 due to workplace exposure, particularly in long-term care settings. Others voluntarily self-isolated from family members to reduce the risk of accidentally passing on the virus. Some private online contact centres (unrelated to the provincial public health system) have been hiring nurses remotely to staff telehealth services.

In general, demand for registered nurses in Nova Scotia is strong, due in part to the needs of an aging population. At the same time, the growth of total employment in hospitals and long-term care homes is sometimes limited by budget constraints. Many unemployed nurses find employment easily, including recent graduates. However, those with less experience may fill casual positions at first and may not immediately find an opportunity to work in their preferred branch of medicine. '

In recent years, some rural areas have experienced a shortage of nurses severe enough to impact service provision and prompt recruitment outside of the province. A willingness to relocate may improve a jobseeker's prospects. Collaborative care clinics employ an increasing number of registered nurses. In these clinics, nurses work alongside different health professionals and practitioners to provide primary care.

Regulation Requirements:

Registered Nurse

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/141 to view the complete profile.

Specialist Physicians (NOC 3111)

LABOUR MARKET

Income:

Hourly Wage:

N/A

Median Annual:

\$228,636

Estimated employment
in 2016:

1,335

Typical education
requirement:

**Medical School + Extended
Medical Residency**

Nature of Work:

Specialists Physicians have an in-depth knowledge and highly specialized skills in a specific medical field. There are many specialties, which can be broadly grouped into clinical medicine, laboratory medicine, and surgery. This group includes residents training to become specialist physicians. Specialists in clinical medicine diagnose and treat diseases and physiological or psychiatric disorders and act as consultants to other physicians. Specialists in laboratory medicine study the nature, cause, and development of diseases in humans. Specialists in surgery perform and supervise surgical procedures. Specialists in clinical medicine usually work in private practice or in a hospital while those in laboratory medicine and in surgery usually work in hospitals.

Sample Job Titles:

- anesthesiologist
- cardiologist
- dermatologist
- emergency physician
- medical examiner
- obstetrician-gynecologist
- ophthalmologist
- pediatrician
- plastic surgeon
- psychiatrist
- radiologist
- specialist physician
- surgeon
- urologist

Work Prospect:

This is a large occupation in Nova Scotia, with employment around 1,350. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a large percent of workers being 55 years of age and older, retirements are expected to be a key contributor to employment opportunities over the coming years. Specialist Physicians most commonly work full-time hours. Also, a large percentage of the workforce is self-employed, which should be an important consideration for those thinking about employment in the occupation.

Regulation Requirements:

Physician

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/142 to view the complete profile.

Management

Management occupations accounted for about 33,000, or 7.3%, of Nova Scotia's total employment in 2019. Managers work in all sectors of the economy, so the amount they have been affected by COVID-19 depends mainly on the industry they work in. For example, managers in retail, food service, and accommodations—sectors that have been hit hard by closures and physical distancing requirements—are more likely to have been laid off at some point in 2020 than managers in health care and public administration.

Looking forward, the same relationship applies: the number of managers in growing sectors like information technology is expected to increase, while in industries that are struggling to adapt to the pandemic further layoffs at the management level are possible. This occupational category has the highest rate of retirements, which will continue to be a source of opportunities.

Computer and Information Systems Managers (NOC 0213)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		1,040	Undergraduate Degree
Minimum:	\$33.65		
Median:	\$41.54		
Maximum:	\$72.12		
<i>Median Annual:</i>			
	\$82,142		

Nature of Work:

Computer and information systems managers oversee the activities of companies that analyze, design, develop, implement, operate and administer computer and telecommunications software, networks and information systems. They work throughout the public and private sectors.

Sample Job Titles:

- communication systems design manager
- computer facility manager
- computer networks manager
- computer systems integration manager
- data centre manager
- electronic data processing (EDP) manager
- help desk manager – information technology (IT)
- information systems manager
- integration manager – computer systems
- software development manager

Work Prospect:

This occupation has not experienced wide-ranging layoffs because of COVID-19. The office-based nature of this work has allowed workers to meet physical distancing requirements by working from home or in an adapted office configuration. Some of these workers may be engaged in tasks or projects related to the increased popularity of virtual platforms for commerce and administration during COVID-19.

In recent years, there has been strong employment growth in most occupations related to computer and information systems, reflecting the growing presence of the industry in Halifax. Prospects in this occupation are good. Job applicants with more experience are preferred by employers, particularly at the management level. Some employers have reported difficulty finding suitable candidates within their geographic area and have expanded their search to include remote workers in other provinces. This trend may allow Nova Scotia jobseekers to work remotely for an out-of-province company.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/7 to view the complete profile.

Construction Managers (NOC 0711)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$20.00

Median: \$34.19

Maximum: \$55.29

Median Annual: \$57,844

Estimated employment
in 2016:

1,740

Typical education
requirement:

**College Diploma or
University Degree**

Nature of Work:

Construction managers plan, organize, direct, control and evaluate the activities of a construction company or a construction department within a company, under the direction of a general manager or other senior manager. A general contractor manages construction projects from start to finish according to schedule, specifications, and budget. They work for residential, commercial, and industrial construction companies and by construction departments of companies outside the construction industry.

Sample Job Titles:

- construction assistant manager
- construction expediter
- construction general contractor
- construction manager
- construction project coordinator
- construction project manager
- construction site manager
- construction superintendent

Work Prospect:

This is a large occupation in Nova Scotia, so job opportunities occur fairly regularly. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a large percent of workers being 55 years of age and older, retirements are expected to be a key contributor to employment opportunities over the coming years. Construction Managers most commonly work full-time hours. Also, a fair portion of the workforce is self-employed, so having the option to "work for yourself" may appeal to some individuals' interests/motivations.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/22 to view the complete profile.

Engineering Managers (NOC 0211)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 445	<i>Typical education requirement:</i> Undergraduate Degree
<i>Hourly Wage:</i>			
Minimum:	\$23.00		
Median:	\$48.08		
Maximum:	\$82.05		
<i>Median Annual:</i>	\$94,286		

Nature of Work:

Engineering managers oversee activities of an engineering department, service, or firm. They work for a wide range of private sector and government organizations and by consulting engineering and scientific research companies.

Sample Job Titles:

- engineering department manager
- engineering manager
- engineering research and development director
- engineering service project manager
- engineering service quality assurance manager
- engineering service quality control department director
- production engineering manager

Work Prospect:

This is not a large occupation in Nova Scotia so job opportunities may not be that frequent. However, competition for positions may be low due to few qualified jobseekers. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Engineering Managers most commonly work full-time hours.

Regulation Requirements:

Professional Engineer

Right to Title and Practice: This job is regulated. The job title is protected, and you may not use it without a professional licence. A licence shows that the holder has met provincial requirements and is required to legally do this work.

Visit explorecareers.novascotia.ca/occupation/5 to view the complete profile.

Home Building and Renovation Managers (NOC 0712)

LABOUR MARKET

Income:

Hourly Wage:

N/A

Median Annual:

\$22,584

Estimated employment
in 2016:

745

Typical education
requirement:

Industry Experience

Nature of Work:

Home building and renovation managers own, operate, and manage companies that build new residential homes or renovate existing residential homes. They may prepare bids for home construction or renovation projects; consult with customers, architects, and engineers; employ and supervise subcontractors; and perform carpentry or other trade work.

Sample Job Titles:

- home building contractor
- home renovation contractor
- home renovator
- residential home builder
- residential homes contractor
- residential renovation contractor

Work Prospect:

This is a moderate sized occupation in Nova Scotia. The number employed in this occupation is expected to decline slightly over the next few years, which may affect the number of new opportunities available (yet overall job prospects are still considered good due to other factors). With a large percent of workers being 55 years of age and older, retirements are expected to be a key contributor to employment opportunities over the coming years. Home Building and Renovation Managers most commonly work full-time hours. Also, a large percentage of the workforce is self-employed, which should be an important consideration for those thinking about employment in the occupation.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/23 to view the complete profile.

Managers in Health Care (NOC 0311)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 1,005	<i>Typical education requirement:</i> Education and training in relevant discipline
<i>Hourly Wage:</i>			
Minimum:	\$25.00		
Median:	\$43.27		
Maximum:	\$56.41		
<i>Median Annual:</i>	\$83,901		

Nature of Work:

Managers in health care oversee the delivery of health care services like diagnosis and treatment, nursing, and therapy within institutions, and in other settings, that provide health care services. Healthcare managers are responsible for creating and maintaining healthcare standards; monitoring healthcare quality; and planning and controlling budgets. They work for hospitals, medical clinics, nursing homes and other health care organizations. Managers in health care specialize in administering specific health care services like dietetics, clinical medicine, laboratory medicine, nursing, physiotherapy, or surgery.

Sample Job Titles:

- chief of emergency medicine
- chief of medicine
- chief of pediatrics
- chief of staff – hospital
- chief of surgery
- clinical services manager
- dental health services administrator
- director of audiology and speech language pathology
- director of clinical medicine
- director of laboratory medicine
- director of psychology
- mental health residential care program manager
- nursing unit administrator
- pharmacy director

Work Prospect:

This is a large occupation in Nova Scotia, so job opportunities occur fairly regularly. The number employed in this occupation is expected to remain largely the same over the next few years. With a large percent of workers being 55 years of age and older, retirements are expected to be a key contributor to employment opportunities over the coming years. Managers in Health Care most commonly work full-time hours.

Regulation Requirements:

This job is not regulated. Registration may be required with relevant discipline's regulatory body.

Visit explorecareers.novascotia.ca/occupation/8 to view the complete profile.

Social, Community, and Correctional Services Managers (NOC 0423)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$17.94

Median: \$26.00

Maximum: \$50.00

Median Annual: \$45,468

Estimated employment
in 2016:

755

Typical education
requirement:

Graduate Degree

Nature of Work:

This group includes managers who oversee the programs and activities of social service and community agencies, correctional institutions, counselling departments, labour organizations, professional associations, political parties, and non-governmental organizations.

Sample Job Titles:

- association director
- community services director
- correctional services director
- group home manager
- non-governmental organization (NGO) manager
- prison warden
- trade association manager
- women's centre manager
- young offender services director

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to remain largely the same over the next few years. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Social, Community, and Correctional Services Managers most commonly work full-time hours.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/12 to view the complete profile.

Manufacturing and Utilities

Occupations in this category, which employed 15,950 in 2019, span a variety of types of manufacturing.

Overall, the manufacturing industry has not been heavily impacted by physical-distancing requirements, though some employers have had to contend with supply chain disruptions or temporarily send home a portion of their workforce.

One of the province's major manufacturing subsets—fish and seafood processing—has faced weak demand for lobster products because of the pandemic, resulting in fewer shifts for employees at some plants. Some larger employers in rural or isolated communities have had increasing difficulty finding enough labourers, particularly when there is a seasonal component to production.

One bright spot in this category is the opportunities created by the growing number of beverage producers in all parts of the province.

Sawmills have experienced multiple changes in conditions over the past year. Many sawmills lost their main purchaser of wood chips when Northern Pulp closed, making production uneconomical for some. However, the large increase in lumber prices granted mills a reprieve and resulted in a 25% increase in the value of exported sawmill products.

Boat Assemblers and Inspectors (NOC 9531)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		325	Less than High School
Minimum:	\$12.95		
Median:	\$21.71		
Maximum:	\$38.28		
<i>Median Annual:</i>	\$32,456		

Nature of Work:

Boat assemblers assemble wooden, fibreglass and metal boats like sailboats, motorboats, canoes, and cabin cruisers. Boat inspectors check assembled boats to make sure they meet product quality. They work for boat and marine craft manufacturing companies.

Sample Job Titles:

- boat assembler
- boat assembly inspector
- boat assembly repairer
- boat inspector
- boat motor installer
- outboard motor installer – fitter

Work Prospect:

This is not a large occupation in Nova Scotia so job opportunities may not be that frequent. However, competition for positions may be low due to few qualified jobseekers. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Boat Assemblers and Inspectors most commonly work full-time hours.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/389 to view the complete profile.

Fish and Seafood Plant Workers (NOC 9463)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		1,335	Less than High School
Minimum:	\$12.95		
Median:	\$13.50		
Maximum:	\$17.00		
<i>Median Annual:</i>	\$12,539		

Nature of Work:

This group includes fish and seafood plant machine operators who set up and use machinery to process and package fish and seafood products, and fish and seafood plant cutters and cleaners who cut, trim and clean fish or seafood by hand. Fish and seafood plant workers work in fish and seafood processing plants.

Sample Job Titles:

- fish cleaner and cutter - fish processing
- fish cutting machine operator - fish processing
- fish plant worker
- fish processor
- lobster processor - fish processing
- seafood preparer - fish and seafood processing

Work Prospect:

This occupation was impacted by a serious decline in the demand for lobster at the beginning of the pandemic. The reversal of these conditions will depend on how global demand for seafood recovers when the pandemic ends. The effects that poor seafood market conditions have had on employment vary. Some employers have found that the pandemic has compounded a longstanding shortage of labour, while some regular seasonal fish and seafood plant workers have noted a reduction in their work hours. Finding housing for workers near seafood processing facilities can be a challenge. This has been made worse by COVID-19, as some property owners may be uneasy about the possibility of a tenant being exposed to the virus. Seafood processing facilities were exempted from group size restrictions in the Health Protection Act Order, reducing the effect on working conditions.

Jobseekers may improve their prospects by having personal transportation, as many seafood processors are in rural or isolated areas. The seasonal and physical aspects of this job may also act as a deterrent for potential applicants. Labour supply for this occupation is scarce in many communities. This is expected to worsen as a large proportion of fish and seafood plant workers are close to the age of retirement. Given these conditions, those seeking work in this occupation should find employment with relative ease.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/385 to view the complete profile.

Fish and Seafood Processing Labourers (NOC 9618)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		2,335	Less than High School
Minimum:	\$12.95		
Median:	\$14.86		
Maximum:	\$18.00		
<i>Median Annual:</i>	\$13,622		

Nature of Work:

Labourers in this group do clean-up, packaging, material handling and other activities related to fish and seafood processing. They work in fish and seafood processing and packaging plants.

Sample Job Titles:

- cannery labourer - fish processing
- fish packer - fish processing
- fish plant labourer
- fish processing labourer
- shellfish labourer
- shellfish packer - fish processing
- shellfish processing labourer

Work Prospect:

This occupation was impacted by a serious decline in the demand for lobster at the beginning of the pandemic. The reversal of these conditions will depend on how global demand for seafood recovers when the pandemic ends. The effects that poor seafood market conditions have had on employment vary. Some employers have found that the pandemic has compounded a longstanding shortage of labour, while some regular seasonal fish and seafood plant workers have noted a reduction in their work hours. Finding housing for workers near seafood processing facilities can be a challenge. This has been made worse by COVID-19, as some property owners may be uneasy about the possibility of a tenant being exposed to the virus. Seafood processing facilities were exempted from group size restrictions in the Health Protection Act Order, reducing the effect on working conditions.

Jobseekers may improve their prospects by having personal transportation, as many seafood processors are in rural or isolated areas. The seasonal and physical aspects of this job may also act as a deterrent for potential applicants. Labour supply for this occupation is scarce in many communities. This is expected to worsen as a large proportion of fish and seafood processing labourers are close to the age of retirement. Given these conditions, those seeking work in this occupation should find employment with relative ease.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/397 to view the complete profile.

Food and Beverage Processing Labourers (NOC 9617)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		1,335	Less than High School
Minimum:	\$12.95		
Median:	\$16.29		
Maximum:	\$21.00		
<i>Median Annual:</i>	\$20,483		

Nature of Work:

Labourers in this group do material handling, clean-up, packaging, and other activities related to food and beverage processing. They work in fruit and vegetable processing plants, dairies, flour mills, bakeries, sugar refineries, meat plants, breweries and other food and beverage processing and packaging plants.

Sample Job Titles:

- bakery labourer
- brewery labourer
- dairy helper - food and beverage processing
- industrial butcher helper
- labourer - food and beverage processing
- meat packer - food and beverage processing
- production helper - food and beverage processing

Work Prospect:

There was an increase in unemployment in this occupation during the first wave of the pandemic, indicating that layoffs occurred among food processing labourers. The closure of dining rooms in March and directions for individuals to stay home as much as possible resulted in a surge of liquor sales. Much of the additional sales volume was in beverages produced at craft distilleries and breweries within the province. However, these quantities were offset somewhat by the loss of sales through bars and dining rooms.

Many craft breweries, cideries, and distilleries have opened in recent years, creating additional employment opportunities for this occupation. Alcohol sales among craft producers have taken market share from imported beverages. This trend is expected to continue for the near future. Frozen food manufacturers also employ many workers in this occupation. In some rural areas, the supply of labour is sometimes insufficient. As with other plant workers, there is concern that the scarcity of workers will worsen as large portions of the existing workforce reach retirement age.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/396 to view the complete profile.

Sales and Service

Sales and service occupations is the largest occupational category in Nova Scotia by a wide margin. There were more than 130,250 workers in this category in 2019, accounting for more than one-quarter of provincial employment.

During the first wave of the pandemic, tens of thousands of employees in this group were laid off as restaurant dining rooms and most nonessential retail stores closed. The rebound in employment after reopening has been slow. Many restaurants that are dependent on seasonal tourism revenue struggled to recover financially from the two-and-a-half-month closure in the spring.

Amid uncertainty about business conditions in the months to come, some employers have declined to rehire all their pre-pandemic staff. Others have indicated that lower staffing levels are beyond their control, as COVID-19 appears to have reduced the supply of workers in certain occupations.

For many employees in this category, conditions still are not back to normal. Weeks and months after reopening, several retail stores and restaurants announced that they are closing permanently.

Food Counter Attendants, Kitchen Helpers, and Related Workers (NOC 6711)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		12,915	Less than High School
Minimum:	\$12.95		
Median:	\$12.95		
Maximum:	\$16.00		
<i>Median Annual:</i>			
	\$10,593		

Nature of Work:

Food counter attendants and food preparers prepare, heat and finish cooking simple food items and serve customers at food counters. Kitchen helpers, food service helpers, and dishwashers' clear tables, clean kitchen areas, wash dishes, and perform various other activities to help workers who prepare or serve food and beverages. They work for restaurants, cafés, hotels, fast food outlets, cafeterias, hospitals, and other businesses.

Sample Job Titles:

- barista
- bartender helper
- bus boy/girl
- cafeteria worker
- dining room attendant
- dishwasher
- fast-food preparer
- food counter attendant
- food service worker
- kitchen helper

Work Prospect:

From March until June, dining rooms, bars, and other drinking establishments were ordered to close. Restaurants could continue to sell delivery or take-out meals. Many food counter attendants were laid off as a result. As of November 2020, dining rooms in the Halifax region were forced to close for a second time due to community spread of the virus. This is expected to result in a temporary increase in the number of unemployed food counter attendants.

Food counter attendants are common in take-out and drive-thru type businesses, which were better suited to adapt to the closure of dining rooms than table service restaurants. As a result, the percentage of workers laid off in this occupation was somewhat lower than other food service occupations (like servers), with several thousand remaining employed throughout the pandemic. Many food counter attendants who had been laid off were rehired when bars and dining rooms could reopen in early June. However, occupancy and physical distancing restrictions often reduce the amount of revenue a business can generate, which may negatively affect staffing levels.

Prior to COVID-19, this occupation was characterized by many vacancies, strong employment growth, and occasional difficulty in filling positions. High turnover is a major contributor of job opportunities in this occupation. This occupation is also common in long-term care facilities, schools, and universities, which provides a degree of employment stability relative to occupations exclusive to table service restaurants. Going forward, employment in this occupation will be linked to the health of the food services industry overall. Many restaurants have indicated an inability to recover financially from the closure in the spring. Those normally reliant on seasonal summer revenue were particularly hard-hit by the decline in tourism, and the risk remains high that travel restrictions persisting into 2021 will slow or prevent a full recovery.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/276 to view the complete profile.

Food Service Supervisors (NOC 6311)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 1,325	<i>Typical education requirement:</i> High School + On-the-job training
<i>Hourly Wage:</i>			
Minimum:	\$12.95		
Median:	\$13.18		
Maximum:	\$17.79		
<i>Median Annual:</i>	\$20,562		

Nature of Work:

Food service supervisors, supervise, direct, and coordinate the activities of workers who prepare, portion, and serve food. They work for hospitals and other health care institutions and by cafeterias, catering companies and other food service organizations.

Sample Job Titles:

- cafeteria supervisor
- catering supervisor
- food service supervisor
- hospital food service supervisor
- shift manager, fast food restaurant
- unit supervisor – food services

Work Prospect:

This is a large occupation in Nova Scotia, so job opportunities occur fairly regularly. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a small percent of workers being 55 years of age and older, retirements are not expected to be a major contributor to employment opportunities over the coming years. Food Service Supervisors most commonly work full-time hours.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/244 to view the complete profile.

Light Duty Cleaners (NOC 6731)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		8,480	Less than High School
Minimum:	\$11.55		
Median:	\$13.45		
Maximum:	\$17.39		
<i>Median Annual:</i>			
	\$15,619		

Nature of Work:

Light duty cleaners clean lobbies, hallways, offices and rooms of hotels, motels, resorts, hospitals, schools, office buildings and private residences. They work for hotels, motels, resorts, recreational facilities, hospitals, and other institutions, building management companies, cleaning service companies and private individuals.

Sample Job Titles:

- cleaner
- hospital cleaner
- hotel cleaner
- house cleaner
- housekeeping aide
- housekeeping room attendant
- light duty cleaner
- office cleaner
- sweeper

Work Prospect:

Despite reduced foot traffic or even outright closures of some public buildings and workspaces, the heightened need for sanitization during the pandemic appears to have resulted in a net increase in demand for cleaners throughout the province. A shortage of cleaners has emerged as a surge of hiring used up the available labour supply. Demand for this occupation in hotels and offices has gone down due to reduced tourist occupancy and the increased number of people working from home, respectively. However, employment has been stable for those working in hospitals and other public buildings with a continued (or even increased) need for sanitization.

There are usually several vacancies for this occupation in Nova Scotia due to a high rate of turnover. Employers have occasionally noted difficulty in filling positions. The increasing popularity of sharing economy services such as Airbnb may represent an emerging opportunity for self-employed light duty cleaners. The eventual end of the pandemic will likely reduce the need for such frequent and widespread sanitization in public spaces. This may result in layoffs for light duty cleaners. However, hiring may take place as other public spaces reopen and accommodations become busier.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/278 to view the complete profile.

Retail Sales Supervisors (NOC 6211)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i> 2,020	<i>Typical education requirement:</i> High School
<i>Hourly Wage:</i>			
Minimum:	\$12.95		
Median:	\$15.75		
Maximum:	\$26.92		
<i>Median Annual:</i>	\$24,509		

Nature of Work:

Retail sales supervisors supervise and coordinate the activities of retail salespersons, cashiers, store shelf stockers, clerks, and order fillers, and other sales related workers. They work for stores and other retail businesses, wholesale businesses that sell on a retail basis to the public, rental service shops and businesses involved in door-to-door soliciting and telemarketing.

Sample Job Titles:

- bakery supervisor – supermarket
- customer service supervisor – retail
- delivery person supervisor
- door-to-door sales supervisor
- grocery clerk supervisor
- head cashier
- retail store supervisor
- route supervisor, retail sales
- sales clerk supervisor
- telemarketer supervisor

Work Prospect:

This is a large occupation in Nova Scotia, so job opportunities occur regularly. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Retail Sales Supervisors most commonly work full-time hours.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/238 to view the complete profile.

Store Shelf Stockers, Clerks, and Order Fillers (NOC 6622)

LABOUR MARKET

Income:	<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>	4,890	Less than High School
Minimum: \$12.95		
Median: \$12.95		
Maximum: \$17.19		
<i>Median Annual:</i> \$14,740		

Nature of Work:

Store shelf stockers, clerks, and other fillers pack customers' purchases, price items, stock shelves with merchandise, and fill mail and telephone orders. They work for in retail shops like grocery, hardware, and department stores, and in warehouses.

Sample Job Titles:

- bag clerk
- bakery assistant – food store
- grocery clerk
- grocery packer
- produce clerk
- retail shelf stocker
- shelf stocker – supermarket
- stock clerk – retail
- supermarket clerk

Work Prospect:

This is a large occupation in Nova Scotia, so job opportunities occur regularly. The number employed in this occupation is expected to remain largely the same over the next few years. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Store Shelf Stockers, Clerks, and Other Order Fillers may either be working full-time or part-time hours.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/274 to view the complete profile.

Trades and Transportation

Trades, transport and equipment operators and related occupations employed 64,000 in 2019, which is just under 14% of the workforce.

For many construction occupations in this category, the pandemic has not been the deciding factor of labour market outcomes this year. Some effects of the Health Protection Act Order were felt in the spring when physical distancing and personal protective equipment (PPE) were introduced on private construction sites. However, a surge of construction activity in both the residential and non-residential sectors quickly cancelled out the pandemic's impact on demand.

For less specialized construction occupations, like carpenters, labourers, and helpers, conditions are strong throughout the province and are expected to improve even further in 2021. Options for specialized tradespersons and heavy equipment operators are more dependent on where they live and what projects are underway in their area, though a higher-than-usual number of healthcare, highway, and private sector projects will put them in high demand too.

For transportation workers, the pandemic has had a somewhat larger effect. A pre-existing shortage of long-haul truck drivers has become more severe due to the greater risk of being exposed to the virus in another province or in the U.S.

Carpenters (NOC 7271)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$14.00

Median: \$20.67

Maximum: \$33.63

Median Annual: **\$26,101**

*Estimated employment
in 2016:*
6,770

*Typical education
requirement:*
Apprenticeship

Nature of Work:

Carpenters build, install, maintain, and repair structures and components of structures made of wood, wood substitutes, lightweight steel, and other materials. They work for construction companies, carpentry contractors, and maintenance departments of factories, plants, and other businesses, or they may be self-employed.

Sample Job Titles:

- apprentice carpenter
- boatbuilder
- carpenter
- construction carpenter
- framing carpenter
- journeyman/woman carpenter
- prefabricated house carpenter
- renovation carpenter
- rough carpenter

Work Prospect:

At the outset of the pandemic in March, carpenters were moderately impacted. Private worksites were impacted by physical distancing requirements, leading to the suspension of work on some projects and general uncertainty about the state of the construction industry going into the busy season. Disrupted supply chains caused a large increase in material prices, rendering some planned projects uneconomical. These events resulted in temporary layoffs, which affected a large percentage of this occupational group. An influx of people moving to the province, a surge of interest in home renovations, and an exceptionally tight housing market provided a major boost to residential construction activity. This trend appears to have overwhelmed the negative effects experienced earlier in the pandemic. In some areas of the province, COVID-19 has made a pre-existing shortage of carpenters worse, as some decided to stop working or retire early to avoid exposure.

Employment prospects for carpenters are good, thanks to the current surge in demand. In addition to strong residential activity, several non-residential projects have absorbed nearly all the available supply of carpenters in that sector. These favourable conditions are expected to persist for the next couple of years. The limited supply of available carpenters may apply upward pressure on wages as contractors and employers compete for a dwindling supply of workers. Some employers have relaxed requirements in response to the shortage. Jobseekers with less experience may benefit from this hiring environment.

Regulation Requirements:*Boat Builder*

Certificate of Qualification (Voluntary): This job is a designated trade in Nova Scotia. Employers may require certification, but a certificate is not needed to legally do this work.

Carpenter

Certificate of Qualification (Voluntary): This job is a designated trade in Nova Scotia. Employers may require certification, but a certificate is not needed to legally do this work.

Visit explorecareers.novascotia.ca/occupation/297 to view the complete profile.

Construction Trades Helpers and Labourers (NOC 7611)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$12.95

Median: \$17.00

Maximum: \$29.28

Median Annual: **\$23,821**

Estimated employment
in 2016:
6,365

Typical education
requirement:
**Less than High School/
Apprenticeship**

Nature of Work:

Construction trades helpers and labourers help skilled tradespersons and do labouring activities at construction sites, in quarries and in surface mines. They work for construction companies, trade and labour contractors, and surface mine and quarry operators.

Sample Job Titles:

- asphalt spreader
- bricklayer helper
- carpenter helper
- concrete mixer helper
- concrete paving labourer
- construction craft worker
- construction helper
- construction labourer
- demolition worker
- driller helper - surface mining
- drywall sander
- excavation labourer
- flagman/woman
- glazier helper
- pipeline mandrel operator
- plumber helper
- roofer helper
- stabber - pipeline construction

Work Prospect:

At the outset of the pandemic in March, a large portion of workers in this occupation was laid off. Private worksites had to adjust to physical distancing restrictions, leading to the suspension of work on some projects and general uncertainty about the state of the construction industry. Disrupted supply chains caused a large increase in material prices, rendering some planned projects uneconomical. An influx of people moving to the province, a surge of interest in home renovations, and an exceptionally tight housing market provided a major boost to residential construction activity. This trend appears to have overwhelmed the negative effects experienced earlier in the pandemic. In some areas of the province, COVID-19 has made a pre-existing shortage of construction trades helpers and labourers worse. As the Public Health Protection Act Order remains in effect, some labourers are working with personal protective equipment (PPE).

Like other construction occupations, there has been an increase in demand for helpers and labourers which is expected to rise even further in 2021. However, there is a relatively large supply of unemployed jobseekers in this occupation, creating the potential to meet this demand. Employers have indicated difficulty in attracting and retaining labourers. This occupation is physically demanding and often involves long hours, leading to high rates of turnover and absenteeism. An individual able to cope with these conditions and show up reliably should find employment with relative ease.

Regulation Requirements:*Construction Craft Worker*

Certificate of Qualification (Voluntary): This job is a designated trade in Nova Scotia. Employers may require certification, but a certificate is not needed to legally do this work.

Visit explorecareers.novascotia.ca/occupation/346 to view the complete profile.

Delivery and Courier Service Drivers (NOC 7514)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$12.95

Median: \$14.00

Maximum: \$26.00

Median Annual: \$26,500

Estimated employment
in 2016:
2,165

Typical education
requirement:
High School

Nature of Work:

Delivery and courier service drivers drive cars, vans, and light trucks to pick up and deliver various products. Courier service drivers pick up envelopes and/or packages for quick delivery to a specific address. They work for dairies, drug stores, newspaper distributors, take-out food companies, dry cleaners, mobile caterers, courier and messenger service companies and many other businesses, or they may be self-employed.

Sample Job Titles:

- courier driver
- delivery driver
- delivery salesperson
- delivery truck driver
- fast food delivery driver
- newspaper delivery driver
- route driver

Work Prospect:

Some workers in this occupation were laid off because of the pandemic. About 30% of delivery drivers work for retail stores, many of which closed during the months of March, April, and May, laying off employees. Other jobs in this occupational group experienced growth because of COVID-19. Dining rooms and bars were forced to close under the Health Protection Act Order, causing the popularity of meal delivery to rise. Some businesses were created or expanded to fill this need, while some people sought part-time gig employment with companies like Uber Eats. Similarly, the restriction on in-store shopping drove consumers to buy from online retailers. Some shipping companies and couriers were temporarily overwhelmed by the surge in packages.

The increasing popularity of online shopping and meal delivery was happening prior to the pandemic, creating some new delivery positions. Prospects are good for jobseekers considering this occupation. Employers in some areas have reported difficulty in filling positions, a trend common with other lower wage, physically demanding jobs.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/338 to view the complete profile.

Heavy Equipment Operators (Except Crane) (NOC 7521)

LABOUR MARKET		Estimated employment in 2016:	Typical education requirement:
Income:		3,205	Apprenticeship
<i>Hourly Wage:</i>			
Minimum:	\$17.00		
Median:	\$21.67		
Maximum:	\$32.00		
<i>Median Annual:</i>			
	\$44,588		

Nature of Work:

Heavy equipment operators use heavy equipment to construct and maintain roads, bridges, airports, gas and oil pipelines, tunnels, buildings, and other structures, in surface mining and quarrying activities, and in material handling work. They work for construction companies, heavy equipment contractors, public works departments and pipeline, logging, cargo-handling and other companies.

Sample Job Titles:

- asphalt-paving machine operator
- backhoe operator
- construction equipment operator
- dozer operator
- excavator operator
- heavy equipment operator
- heavy-duty equipment operator
- road grader operator

Work Prospect:

Many heavy equipment operators were unemployed in April, indicating that widespread temporary layoffs occurred in the wake of the Health Protection Act Order. By June, however, many of these workers were back on the job.

Several major construction projects have increased the demand for heavy equipment operators. These include four 100-series highway expansion projects (twinning and new construction) and the redevelopment of health-care facilities in Halifax and Cape Breton. Additionally, there are several smaller hospital and school construction projects underway throughout the province as well as multi-unit residential and non-residential private structures in Halifax. Employment prospects in this occupation—which are already good—are expected to improve even further as demand continues to increase in 2021. Jobseekers with less experience stand to benefit as employers may need to compete for labour amid shortage conditions.

Regulation Requirements:

Heavy Equipment Operator

Certificate of Qualification (Voluntary): This job is a designated trade in Nova Scotia. Employers may require certification, but a certificate is not needed to legally do this work.

Visit explorecareers.novascotia.ca/occupation/339 to view the complete profile.

Heavy-duty Equipment Technicians (NOC 7312)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$16.00

Median: \$26.00

Maximum: \$39.00

Median Annual: \$58,259

Estimated employment
in 2016:

885

Typical education
requirement:

Apprenticeship

Nature of Work:

Heavy-duty equipment technicians repair, troubleshoot, adjust, overhaul, and maintain mobile heavy-duty equipment used in construction, transportation, forestry, mining, oil and gas, material handling, landscaping, land clearing, farming, and similar activities. Agricultural equipment technicians repair and service machines typically used in the farming industry. Heavy duty equipment technicians repair and maintain heavy-duty equipment like bulldozers, cranes, and graders. They work for companies that own and operate heavy equipment, and by heavy equipment dealers, rental and service companies, and railway transport companies and urban transit systems. Heavy-duty mechanics may specialize in machinery like combines or tracked vehicles, or in engine overhaul, power shift transmissions, fuel injection, hydraulics, or electronics.

Sample Job Titles:

- agricultural equipment technician
- construction equipment mechanic
- crane service technician
- farm equipment mechanic
- farm machinery mechanic
- heavy diesel engine mechanic
- heavy equipment inspector-repairer
- heavy-duty equipment mechanic
- heavy-duty equipment technician

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Heavy-Duty Equipment Technicians most commonly work full-time hours.

Regulation Requirements:

Agricultural Equipment Technician

Certificate of Qualification (Voluntary): This job is a designated trade in Nova Scotia. Employers may require certification, but a certificate is not needed to legally do this work.

Heavy Duty Equipment Technician

Certificate of Qualification (Voluntary): This job is a designated trade in Nova Scotia. Employers may require certification, but a certificate is not needed to legally do this work.

Visit explorecareers.novascotia.ca/occupation/310 to view the complete profile.

Industrial Electricians (NOC 7242)

LABOUR MARKET

Income:		<i>Estimated employment in 2016:</i>	<i>Typical education requirement:</i>
<i>Hourly Wage:</i>		990	Apprenticeship
Minimum:	\$22.50		
Median:	\$30.96		
Maximum:	\$36.43		
<i>Median Annual:</i>			
	\$69,719		

Nature of Work:

Industrial electricians install, maintain, test, troubleshoot and repair industrial electrical equipment and associated electrical and electronic controls. They work for electrical contractors and maintenance departments of factories, plants, mines, shipyards, and other industrial businesses.

Sample Job Titles:

- industrial electrician
- maintenance electrician – industrial
- marine electrician
- mine electrician
- plant electrician
- plant maintenance electrician
- rig electrician
- ship's electrician

Work Prospect:

This is a moderate sized occupation in Nova Scotia so some job opportunities may occur through turnover. The number employed in this occupation is expected to grow moderately over the next few years, which will likely provide some additional opportunities for employment. With a moderate percent of workers being 55 years of age and older, retirements are expected to contribute somewhat to employment opportunities over the coming years. Industrial Electricians most commonly work full-time hours.

Regulation Requirements:

Industrial Electrician

Certificate of Qualification (Voluntary): This job is a designated trade in Nova Scotia. Employers may require certification, but a certificate is not needed to legally do this work.

Visit explorecareers.novascotia.ca/occupation/289 to view the complete profile.

Transport Truck Drivers (NOC 7511)

LABOUR MARKET

Income:

Hourly Wage:

Minimum: \$13.75

Median: \$20.00

Maximum: \$27.24

Median Annual: \$42,140

Estimated employment
in 2016:

7,960

Typical education
requirement:

High School

Nature of Work:

Transport truck drivers operate heavy trucks to transport goods and materials over urban, interurban, provincial, and international routes. They work for transportation, manufacturing, distribution and moving companies, and trucking employment service agencies, or they may be self-employed. This group also includes drivers of special purpose trucks and shunters who move trailers to and from loading docks within trucking yards or lots.

Sample Job Titles:

- fuel oil truck driver
- long haul truck driver
- moving van driver
- oil transport driver
- short haul truck driver
- tow truck driver
- tractor-trailer truck driver
- transport driver
- truck driver
- truck owner operator

Work Prospect:

At the beginning of the pandemic, some of truck drivers were laid off. However, many were rehired as the economy reopened. Overall, COVID-19 has worsened a pre-existing shortage of truck drivers. Long haul routes have become less desirable as they involve driving to other provinces or the U.S., where concerns of catching the virus are greater. Long lineups at border checkpoints have also created logistics problems for some truck drivers. These factors prompted some drivers to try to switch to regional routes or change careers altogether.

Demand for truck drivers has been very strong in recent years. In addition to employment growth, many workers in this occupation are reaching retirement age, causing a surge of vacancies to replace them. Many employers have reported difficulty in filling positions with qualified drivers. Those with a class 1 license, the ability to travel to the U.S., and no barriers to getting insurance will have the best employment prospects.

Prior to concerns associated with the risk of getting COVID-19, there was already an acute shortage of drivers in long haul trucking. The lifestyle associated with this sector has been a deterrent to jobseekers. Some advances in logistics have reduced the distance individual drivers must travel. The shortage of truck drivers has prompted employers to recruit among underrepresented groups and outside of the province, raise wages, and offer incentives like subsidized tuition.

Regulation Requirements:

This job is not regulated.

Visit explorecareers.novascotia.ca/occupation/335 to view the complete profile.

Appendix:
Changes from
the 2019-2021
Outlook

Appendix

The 2019-2021 outlook was released before the onset of the COVID-19 pandemic. The occupations included in this edition were identified using the 2019-2021 outlook while also drawing on further analysis since the onset of the pandemic. Some occupations from industries that were hit hard have been removed as they no longer have “above average” employment opportunities. In addition, some have been added because either activity in the industries that employ the occupation has increased, or the nature of the job makes it challenging for employers to find workers. The table below indicates which occupations were removed and which were added.

Occupation (NOC)	2019-2021 Outlook	Change
Carpenters (7271)	Average	Added
Cashiers (6611)	Good	Removed
Construction Trades Helpers and Labourers (7611)	Average	Added
Cooks (6322)	Good	Removed
Delivery and Courier Service Drivers (7514)	Average	Added
Fish and Seafood Plant Workers (9463)	Average	Added
Fish and Seafood Processing Labourers (9618)	Average	Added
Food and Beverage Servers (6513)	Good	Removed
General Farm Workers (8431)	Average	Added
Heavy Equipment Operators (Except Crane) (7521)	Average	Added
Labourers in Food and Beverage Processing (9617)	Average	Added
Landscape and Grounds Maintenance Labourers (8612)	Average	Added
Retail Salespersons (6421)	Good	Removed



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