



Find the Right Fit:

CAREER PROFILES IN NOVA SCOTIA

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 novascotiaworks.ca for the most current and detailed occupational profiles.

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

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INTRODUCTION

Occupational profiles provide information about various jobs like the skills needed, the daily tasks, and how much someone in an occupation might earn. They also offer insights into job trends and growth opportunities.

In today's job market, understanding occupational profiles is important for making informed career decisions, supporting the job search, designing educational programs, aligning workforce development with industry needs, and managing labour market expectations.

Occupational profiles can help several groups of people:

Job Seekers: can use these profiles to understand the skills and qualifications that are needed for different jobs and what kind of work they might enjoy.

Students: can learn about different career options and what education or training they might need to pursue those careers.

Career Practitioners: They use these profiles to guide individuals in their career planning and job search by providing information on job requirements, salary expectations, and career growth.

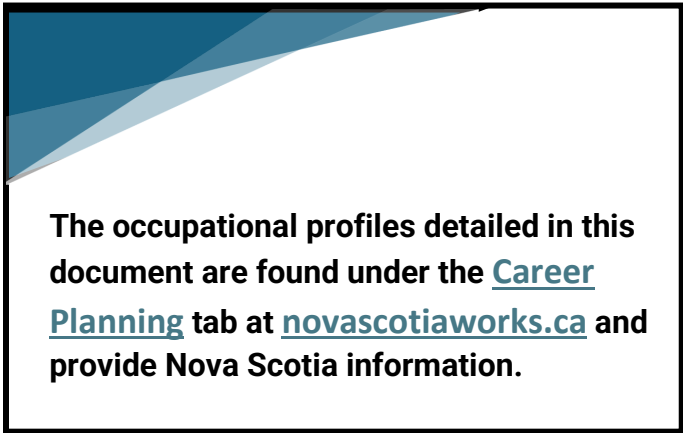
Employers: They benefit from understanding the qualifications and skills required for various roles, helping them create accurate job descriptions and hire the right candidates.

Educators and Training Providers: They use the profiles to design programs and courses that match the skills needed in the job market, ensuring their training aligns with current employment demands.

Policy Makers: They can use this information to make decisions about education, training programs, and workforce development to better meet the needs of the job market.

For data across Canada, [Job Bank](#) provides profiles for each province containing many of the content areas described in this document. [novascotiaworks.ca](#) provides [resources](#) that can help you understand

the career development and job search processes and when to use labour market information.



The occupational profiles detailed in this document are found under the [Career Planning](#) tab at [novascotiaworks.ca](#) and provide Nova Scotia information.

This document will help you understand what occupational profiles are and how to use them. Whether you are looking for a job, deciding on a career path, hiring new employees, or planning job training programs – understanding how to use these profiles will help you make better choices and stay updated on the job market. By

the end you will have a good grasp of how to read and use these profiles to help with your career and job-related decisions.

The carpenter profile is used as an example throughout this document. To follow along with the full profile, [you can find it here](#).

PROFILE HEADER/IDENTIFICATION

Each profile includes the name of the occupational group, a description of the group, and the related [National Occupational Classification System \(NOC\)](#) code. 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.

Carpenters

NOC: 72310

Carpenters build, install, renovate, maintain, and repair structures and components of structures made of wood, wood substitutes, lightweight steel, concrete, 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. Boat builders build, assemble and repair small commercial vessels used to navigate in, on through or above water using any method of propulsion. They work for boat building companies and repair shops.

Major NOC structural updates occur every 10 years in line with the Census. The most recent major update is based on the 2021 census. Minor updates are rolled out annually.

The description provides an overview of the occupational group. If you are an employer or job seeker it can indicate whether you are looking at the right occupation. If you are a career explorer, it can help answer questions like “would I like doing this?”

TAB 1: ABOUT THIS CAREER

Summary

The summary is meant to provide a quick look at the occupation. Each area is addressed in more detail throughout the profile.

Summary	Mid Wage: \$23.50/hour	Mid Salary: \$28,000.00	Min. Education: Apprenticeship
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Skills & Knowledge

Each profile includes a highlight of the key skills and knowledge required for the occupation in Nova Scotia. This information has been compiled from a variety of sources including the [Occupational and Skills Information System \(OaSIS\) database](#), Red Seal National Occupational Analysis (NOS) and Occupational Standards (RSOS), Nova Scotia Apprenticeship Agency, and regulator websites. *Descriptions of these organizations can be found in the Appendix.*

Skills & Knowledge

- Manual dexterity
- Hand-eye coordination
- Spatial perception and materials handling ability
- An aptitude for math
- Balance for working on scaffolding
- Ability to follow and communicate written instructions
- Ability to work as a team
- Artistic ability is an asset
- Enjoy creating things with their hands, working with wood, and mastering their craft

The skills and knowledge section can guide users in the following ways:

1. **Job seekers** – can understand the specific skills required for different occupations helps job seekers make informed decisions about their career paths. By knowing which skills are in demand for specific occupations, workers can upskill or reskill to meet these requirements, improving their chances of securing employment.
2. **New graduates with little work experience** can use this information to help link their area of study to the skills employers need.
3. **Currently employed individuals** can plan for upgrading and retraining to manoeuvre into different work or career advancements.

4. **Individuals planning for a new career or a career change** consider the essential skills for someone in the desired field. Knowing the skills needed for roles allows job seekers to identify positions that align with their capabilities. This enhances the likelihood of finding a job that suits their experience and qualifications.
5. **Employers** can identify the skills required for various occupations and tailor their recruitment efforts accordingly. This ensures they hire workers who have the competencies needed for specific roles. They can use knowledge of occupational skills to develop or provide targeted training programs for their employees. This helps workers stay current with the skills necessary for their roles, ensuring better performance and productivity.

Working Conditions

Information on working conditions has been compiled from a variety of sources including the [OaSIS database](#), Red Seal National Occupational Analysis (NOS) and Occupational Standards (RSOS), Nova Scotia Apprenticeship Agency, and regulator websites.

Working Conditions

Work takes place both indoors or outdoors, at heights, from ladders, staging, rooftops, in confined spaces, and in hazardous settings. Working conditions vary. Carpenters may work alone or in teams. A 40-hour workweek is common with routine overtime in peak periods. Risks include slips, falls, falling objects, and injuries from sharp hand and power tools. Carpenters must stand, crouch, and kneel for long periods. Often need to handle items weighing up to 25kg.

The working conditions section can guide users in the following ways:

1. Workplace safety and health:

- **Physical and mental health risks:** Users can gain insights into the physical demands of certain jobs, such as exposure to hazardous materials, heavy lifting, or repetitive tasks. Mental health factors, such as stress levels, burnout, or emotional strain, can also be assessed.
- **Workplace hazards:** Information on common workplace hazards—machinery, chemicals, noise, or environmental conditions—helps workers and employers identify potential risks and take preventive actions to ensure safety

2. Work life balance:

- **Work hours and flexibility:** Insights into standard working hours, overtime requirements, and availability of flexible working arrangements (e.g., remote work, flexible scheduling) help users evaluate the balance between work and personal life in different occupations.

- **Shift work and irregular hours:** For jobs involving shift work or irregular hours, insights into schedules, weekend work, and night shifts help users understand the potential impact on personal time, health, and social life.

Understanding working conditions, like as safety standards, job demands, work hours, and organizational culture, enables job seekers to find workplaces that align with their expectations for comfort, safety, and job satisfaction. This can also help workers make decisions about staying in or leaving a job based on their personal preferences or working conditions.

Day-to-day Tasks

The day-to-day tasks section comes directly from the National Occupational Classification system with select custom edits based on industry feedback.

Day-to-Day Tasks	This group performs some or all of the following duties: • Read and interpret blueprints, drawings, and sketches to determine specifications and calculate requirements. • Prepare layouts that meet building codes using measuring tools. • Measure, cut, shape, assemble and join materials made of wood, wood substitutes, lightweight steel, and other materials. • Constructs formwork (concrete), framing, including floor systems, decks and wall systems, exterior and interior finishes and performs renovation specific activities. • Build foundations, install floor beams, lay subflooring and build walls and roof systems. • Fit and install trim items like doors, stairs, moulding, and hardware. • Maintain, repair, and renovate residences and wooden structures in mills, mines, hospitals, industrial plants and other businesses. • Supervise apprentices and other construction workers. • May prepare cost estimates for clients. • Use wood, fibre or glass-reinforced plastic, steel and other metals to build the hull of a vessel. • Use and maintain hand and power tools, dismantle, inspect, replace and assemble boat equipment and parts, install internal and external boat hardware fittings, build boat frameworks, build interior support structures for boats and install insulation. • Assembling sections of the boat like the rigging and mast if it is a sailing vessel or installing the engine.
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Understanding the day-to-day tasks of an occupation can provide insights for both job seekers and employers.

1. **Workers and Job seekers:** Understanding the day-to-day tasks of an occupation can provide workers and job seekers with a range of valuable insights that help them make informed career decisions, improve job performance, and manage expectations.

- **Clarity on Daily Duties:** By understanding the specific tasks involved, users can gain a clearer picture of what a typical day in a particular job looks like. This helps set realistic expectations about the role and whether it aligns with their interests and skills.
 - **Workload and Task Variety:** Insights into the variety and scope of tasks can help individuals determine whether a role is monotonous or offers enough variety to keep them engaged and motivated.
 - **Skill Development:** Understanding the day-to-day tasks of a job allows users to see how they can develop or refine specific skills, helping them plan their career development or upskilling efforts.
 - **Engagement and Enjoyment:** Understanding the day-to-day tasks can help users assess whether they would enjoy the work. For instance, those who enjoy hands-on activities may prefer jobs that involve a high degree of manual work, while others may prefer roles involving analysis or creativity.
 - **Matching Skills and Interests:** A clear understanding of daily tasks allows users to reflect on whether those tasks align with their personal interests and strengths. For example, someone who enjoys problem-solving may prefer a role with frequent troubleshooting, while someone who prefers creative work may be drawn to design-oriented tasks.
2. **Employers:** Employers can gain several valuable insights from understanding the day-to-day tasks of an occupation. These insights help make better decisions regarding recruitment, workforce management, training, employee well-being, and overall organizational efficiency.
- **Clear Role Definition:** Knowing the specific tasks involved allows employers to create well-defined job descriptions, reducing confusion for employees regarding their responsibilities. This clarity helps in setting expectations and performance metrics.
 - **Training and Development Needs:** Insight into daily tasks performed by employees helps employers assess whether employees require additional training or skill development. It also highlights areas where new skills may be necessary to improve performance, stay competitive, or adapt to industry changes.
 - **Task Prioritization and Time Management:** Understanding day-to-day tasks helps employers determine which activities should be prioritized, ensuring time and resources are used most effectively. Employers can implement tools, processes, or technology to streamline routine tasks and minimize inefficiencies.

Nova Scotia Insights

The Nova Scotia insights section is compiled from a variety of sources including the [OaSIS database](#), Red Seal National Occupational Analysis (NOS) and Occupational Standards (RSOS), Nova Scotia Apprenticeship Agency, and regulator websites.

This section includes information like:

- Job definitions where several jobs fall under the same occupation
- Career advancement information
- Notes on trends or changes impacting the occupation or sector

Nova Scotia Insights

Carpenters can focus on specific areas like shaping, framing, finishing, interior systems, or remodeling. Jobs in construction are influenced by seasonal changes and the state of the economy, which means that work can be project-based, leading to periods of unemployment.

Experienced carpenters have opportunities to become forepersons or superintendents or even become self-employed. They can also transition into related roles like construction managers, project managers, supervisors, inspectors, home building managers, renovation managers, or contractors. Carpenters' comprehensive knowledge of different aspects of building construction can give them an advantage when applying for supervisory positions.

The apprenticeship system is open to everyone. Anyone who develops the necessary skills and abilities should be able to succeed in the trades and trade qualification system. Work environments in the province support women and equity-seeking communities. The Red Seal endorsement lets you work in different provinces.

This section can provide users with additional clarity about:

- **Advancement:** Insights into whether workers can advance their careers through experience or whether additional training is needed.
- **Clarity of roles:** In occupations including different types of jobs this section provides additional definitions to help users understand what a specific job does.
- **Trends:** Information on how trends are impacting an occupation can provide insights about the need for skills updating or whether a worker should be prepared for periods of unemployment.

TAB 2: EDUCATION & TRAINING

Training & Experience

The training & experience section comes directly from the National Occupational Classification with custom edits based on industry feedback.

Training & Experience

This is what you typically need for the job.

Carpenters:

- High school or equivalent (usually).
- Training through a 7,200-hour apprenticeship program with four apprenticeship levels: to become an apprentice you first need to have a job - enter an apprenticeship agreement either directly through an employer or after graduating from a college-level pre-apprenticeship program; learn on the job, mentored by a certified journeyperson who signs off on skills in a logbook.
- Trade Qualifier option, 10,800 hours and other criteria.
- Certification for Carpenters is voluntary in Nova Scotia.
- Write and score a minimum of 70% on the Red Seal exam for Carpenters.
- Red Seal Endorsement (RSE) allows for interprovincial mobility.

This section can help users in several ways:

1. **Career Explorers:** can learn about the educational requirements needed for specific jobs and assess whether they are willing or able to pursue the education they need to work in that field. This can be helpful during transitions like youth heading into postsecondary education or current workers considering a career advancement or a career change.
2. **Job Seekers:** can assess their qualifications, identify gaps, and plan career paths. This information can help job seekers develop a realistic return to work plan.
3. **Employers:** can assess whether their job requirements align with national guidelines and make informed workforce planning decisions.

In short, understanding occupational training and experience requirements helps these groups make more informed decisions, optimize training, and address the evolving needs of the labor market.

Regulatory Requirements

The regulatory requirements section has been compiled internally at Labour, Skills and Immigration.

Regulatory Requirements

Boat Builder

Type: Certificate of Qualification (Voluntary)

Description: This is a designated trade in Nova Scotia. Employers may require certification, but a certificate is not needed to legally work in this trade.

Regulating Body: Nova Scotia Apprenticeship Agency

Website: <https://www.nsapprenticeship.ca/>

Email: apprenticeship@novascotia.ca

Carpenter

Understanding the regulatory requirements for occupations provides the following insights:

- **Profession-Specific Regulations:** Occupational regulation details the licensing, certification, or qualifications required to practice in a specific profession. Users can identify the credentials necessary for employment in regulated occupations (e.g., healthcare, law, accounting).
- **Educational Pathways:** Information about required education, training, and certifications helps individuals understand the investment in time and resources needed to enter a specific field. Users can also find information about which schools, universities, or training programs meet the standards set by regulatory bodies.
- **Moving for Work:** If your job requires a license or certification, it's helpful to know whether your credentials are accepted in other provinces or territories. This information makes it easier to know where you can work without needing to requalify.
- **Mandatory Training and Continuing Education:** Some regulated professions require ongoing education or certification to maintain licensure. This helps individuals understand the skills they need to upgrade throughout their careers.

For more details on a regulated occupation visit the regulator website provided in the occupational profile.

Explore Programs in Nova Scotia

The explore programs in Nova Scotia section has been compiled internally at Labour, Skills and Immigration.

Explore Programs in Nova Scotia	Community Colleges ^		
	Carpenter Millwright College (CMC) Inc. 	Carpentry Development Program (pre-apprenticeship) Certificate	Lower Sackville
	Nova Scotia Community College 	Carpentry (pre-apprenticeship) Certificate	Bridgewater, Dartmouth, Wagmatcook
	Nova Scotia Community College 	Carpentry (pre-apprenticeship) Diploma	Dartmouth, Kentville, Port Hawkesbury, Springhill, Stellarton, Sydney
	High Schools v		

This section can help users with the following insights:

Career Explorers/ Job Seekers: can identify if training is available in the province and in their region. If training is available, it identifies where they can study.

Employers: can identify programs that graduate for a given occupation, which could inform their recruitment strategies.

Nova Scotia Insights

The Nova Scotia insights section is compiled from a variety of sources including the [OaSIS database](#), Red Seal National Occupational Analysis (NOS) and Occupational Standards (RSOS), Nova Scotia Apprenticeship Agency, and regulator websites.

Nova Scotia Insights

A Journeyperson is a skilled trades professional who has successfully achieved a Certificate of Qualification in their trade.

Apprenticeship is a training program leading to certification in the skilled trades. It involves two main parts: supervised on-the-job training and classroom technical training.

There are four pathways to certification: direct entry, youth apprenticeship, pre-apprenticeship training, and trade qualifier.

- Direct entry is taking a direct route to becoming an apprentice in a specific trade. You don't need a college certificate or diploma in the trade before starting. Instead, you find a job with an employer who's willing to train you as an apprentice, and then you register as an apprentice right away. It's a quicker way to begin your apprenticeship in a trade.
- Youth Apprenticeship allows young people ages 16 to 19 to register as apprentices and earn hours even if they are still attending high school.
- Pre-apprenticeship training programs are trade programs that can be counted as credit when you begin an apprenticeship. You can do a pre-apprenticeship program without an employer but need an employer to become an apprentice.
- A Trade Qualifier is someone with substantial hands-on experience in a trade. They record their experience and get two reference letters from experienced tradespeople. They can take the certification exam without going through an apprenticeship. This is especially important for trades without formal apprenticeship programs, as it's the only way to become certified.

This section provides users with additional information on educational pathways for an occupation. It indicates if relevant education is unavailable in the province and includes definitions for the pathways available for trade certification.

TAB 3: OUTLOOK

Career Outlook

Employment outlooks, also known as job prospects, refer to the likelihood of future growth for a given occupation. Employment and Social Development Canada (ESDC) estimates 3-year outlooks for the 516 occupations of the National Occupational Classification System. In Nova Scotia, outlooks are available for the province as a whole, the Halifax region, and regions outside of Halifax. This section of the profile is updated annually.



Very Good

There is demand for workers in this field. Interested job seekers should be able to find work.

Outlooks are rated on a 5-star scale of Very Good, Good, Moderate, Limited, and Very Limited with some occupations being rated Undetermined. The definitions are:

- **Very Good** – There is a much better than average chance of finding work in this field for someone who is qualified. This is the most favorable situation for job seekers. Contributing factors may include a significant increase in job opportunities, low unemployment rates, high retirement rates, high turnover, a shortage of skilled workers, challenging job requirements that are hard to meet, or low interest in the occupation.
- **Good** – The odds of finding work in this field are better than average for qualified individuals. This is a favorable situation for job seekers. This might be and may be due to similar factors as those listed under “Very Good”.
- **Moderate** – Job prospects are considered average for qualified job seekers. This typically occurs when the number of available jobs is roughly equal to the number of job seekers.
- **Limited** – It may be difficult to find work in this field. This challenging situation often arises when job growth is slow or negative, unemployment is high, and few workers are retiring.
- **Very Limited** – It may be difficult to find work in this field. This challenging situation often arises when job growth is slow or negative, unemployment is high, and few workers are retiring.
- **Undetermined** – An employment outlooks could not be determined for a given occupation, due to a lack of data or too few workers in the occupation.

Occupations with good outlooks are generally easier for job seekers to enter, offer stronger potential for professional development, and are expected to still be in demand for several years. On the other hand, these occupations may be harder for employers to fill due to increased competition for qualified candidates.

Understanding 3-year occupational outlooks can benefit user groups—such as job seekers, career counselors, educators, employers, and policymakers—in several important ways:

1. **Job Seekers:** By knowing which occupations are projected to grow or decline over the next three years, job seekers can make informed career path decisions. They can focus on gaining skills and qualifications for high-demand fields, increasing their chances of employment.
2. **Career Practitioners:** can use occupational outlooks to guide individuals toward career paths that align with labour market trends. Counselors can offer evidence-based advice about where jobs are likely to exist, where there may be shortages, and which roles may offer fewer opportunities.
3. **Educators and Training Providers:** Educational institutions and training centers can align their curricula with projected demand for specific skills and occupations. This ensures that students are prepared for the most in-demand jobs, making education programs more relevant and valuable.
4. **Employers:** Businesses can use occupational outlooks to anticipate talent shortages or surpluses and plan their recruitment strategies accordingly. They can also identify future skill needs, allowing them to focus on upskilling and reskilling their current workforce to stay competitive.
5. **Policy and Programs:** Policymakers can use these outlooks to shape economic policies, workforce development programs, and initiatives that address workforce gaps or skill shortages. By understanding where demand is growing, governments can make investments that help match workers with the jobs of the future.

Job Market Insights

The insights in the Job Market Insights section are based on the Statistics Canada, 2021 Census custom tables for Nova Scotia.

Job Market Insights	Size
	This is a very large occupation in Nova Scotia.
	Location
	Regional insights are unavailable or inconclusive for this occupation.
	Industries
	Most people in this occupation work in construction.
	Employment Type
	Most are employed part-time.

Understanding an occupation's demographic information – including size, regional breakdown of employment, industry of employment, and employment type – provides a deeper, more nuanced understanding of the occupation's landscape, and helps users make more informed decisions. Here's how it benefits different user groups:

1. Job Seekers:

- **Career Planning:** Understanding the size of an occupation helps job seekers gauge how competitive the field may be. Larger occupations might offer more job opportunities but could be more competitive, while smaller occupations might be more specialized with fewer openings. Understanding the industries in which an occupation is found can help people explore career paths beyond a specific occupation.
- **Job Search:** The regional breakdown of employment can indicate whether an occupation is concentrated in one region or spread more evenly across the province. Understanding which industries hire for an occupation can help job seekers identify potential employers.
- **Managing Expectations:** Knowing whether an occupation is typically full-time, part-time, temporary, or contract-based helps job seekers set realistic expectations. For example, if a role is mostly part-time or seasonal, they can decide whether it aligns with their work-life balance or long-term career goals.

2. Employers:

- **Workforce Strategy:** Understanding the size and regional breakdown of employment helps employers identify where they may face challenges in hiring qualified candidates. If an occupation is in high demand in a specific region, employers may need to adjust compensation packages, benefits, or recruitment tactics to attract and retain talent.
- **Staffing Flexibility:** Knowledge of employment type trends (like whether the occupation is usually part-time or contract-based) can help employers structure positions to align with workforce availability or to meet specific business needs (e.g., hiring temporary workers during peak seasons).

Nova Scotia Insights

Nova Scotia Insights

Carpenters are in high demand in many areas of mainland Nova Scotia, due in part to the high level of housing construction and renovation activity currently taking place. Opportunities for carpenters are not always advertised through traditional channels. Possession of a vehicle is often a job requirement, which may be a barrier to some candidates. The limited supply of carpenters has prompted some employers or contractors to offer improved compensation, drawing workers from up to an hour away. It has also served to improve hiring prospects for recent graduates from carpentry programs, as well as jobseekers with experience but no formal training. Some employers may hire an applicant with little carpentry experience as a helper or labourer, but provide informal on-the-job carpentry training. Those pursuing a formal apprenticeship in carpentry may be challenged by a lack of existing Red Seal journeypersons who are able to supervise them.

This section of the outlook provides additional insights from Employment and Social Development Canada (ESDC) to help identify the factors contributing to an occupation's three-year outlook.

TAB 4: TIPS FOR JOB SEEKERS

Where You Could Work

This section of the occupational profile is sourced from the [OaSIS database](#).

Where You Could Work

Possible workplaces you could get a job at.

- Carpentry contractors
- Construction companies
- Maintenance departments of factories, plants and other establishments
- Self-employment

A list of potential workplaces can provide valuable insights to different user groups in unique ways, depending on their specific interests and needs. Here's how different user groups might interpret and use this information:

1. Job Seekers

For job seekers, a list of potential workplaces can reveal:

- **Opportunities Available:** It shows where they can apply for positions related to the occupation, giving a practical sense of job availability.
- **Other Workplaces:** It can show them other workplaces or industries they might not have considered. This is especially useful if they are seeking a change of environment, role, or employer.
- **Workplace Culture:** Knowing the types of companies and industries that hire for a specific role can help job seekers identify workplaces with cultures that align with their values (e.g., a startup vs. a corporate setting).
- **Salary and Benefits:** By seeing the kinds of companies that typically hire for a given role, job seekers can gauge whether those employers typically offer competitive salaries and benefits.

2. Students and Recent Graduates

Students and recent graduates can gain valuable insights from:

- **Industries to Explore:** A list of workplaces shows which sectors or industries hire individuals with their qualifications. It helps them discover the diverse opportunities beyond their field of study (e.g., someone with a communications degree might work in media, marketing, or public relations).

3. Employers / Hiring Managers

Employers and hiring managers can use a list of potential workplaces for:

- **Market Understanding:** It helps them understand where competitors are hiring and what types of companies are employing people with similar skill sets, offering insight into the competitive landscape.
- **Benchmarking:** Employers can see the types of workplaces that are considered desirable and use that information to improve their own workplace offerings, like perks, benefits, and workplace culture, to remain competitive in the job market.

By reviewing a list of potential workplaces, individuals can better understand the nature of an occupation, where it's most prevalent, the opportunities it offers, and the types of working environment they might encounter.

Alternative Job Titles

This section of the occupational profile is sourced from the NOC.

Alternative Job Titles

Search these keywords to find similar opportunities.

- Apprentice Carpenter
- Boatbuilder
- Carpenter
- Construction Carpenter
- Framing Carpenter
- Journeyperson Carpenter
- Prefabricated House Carpenter
- Renovation Carpenter
- Rough Carpenter

Here's how different user groups can benefit from knowing about alternative job titles:

1. Job Seekers

For job seekers, knowing alternative job titles can provide several advantages:

- **Broader Job Search:** Many companies use different job titles for the same role. By recognizing alternative titles, job seekers can expand their search and discover more listings that match their skills and interests.
- **Search Optimization:** They can refine their search strategies, using a variety of job titles to find the best opportunities (e.g., a "Data Scientist" could also be called a "Data Analyst" or "Quantitative Analyst").
- **Accessing Hidden Opportunities:** Some roles may not be clearly advertised under one specific title. Being aware of alternative titles can help uncover opportunities that might otherwise go unnoticed.

2. Students and Recent Graduates

For students or recent graduates, alternative job titles provide:

- **Exploring Career Paths:** A student with a degree in marketing might find several alternative job titles like "Brand Strategist," "Content Manager," or "SEO Specialist." This helps them understand the wide range of potential career paths available.
- **Clarifying Career Direction:** Alternative titles can help students and graduates narrow down their interests based on the specific role they're most excited about, even if the job titles differ slightly.

3. Employers / Hiring Managers

Employers and hiring managers can use alternative job titles to:

- **Broadening Talent Pool:** When searching for candidates, hiring managers can broaden their search to include candidates with different titles but similar skills and qualifications.
- **Industry Comparisons:** By understanding how different industries or companies use various titles for the same role, hiring managers can benchmark their own job titles against competitors to ensure they're using clear and recognizable terms.
- **Attracting the Right Candidates:** Being aware of alternative titles used in the industry helps employers write job descriptions that attract a wider pool of candidates, ensuring they use terms that resonate with potential applicants.

Related Careers

This section of the occupational profile is sourced from the NOC.

Related Careers



Contractors and supervisors, carpentry trades

Mid Wage: \$27.00/hour Min. Education: College

[Add to Compare](#) [Save](#)



Cabinetmakers

Mid Wage: \$23.22/hour Min. Education: Apprenticeship

[Add to Compare](#) [Save](#)

Understanding an occupation's related careers can benefit different user groups in a variety of ways. Here's how it can help specific groups:

1. Job Seekers:

- **Broader Opportunities:** Job seekers can explore related career paths, helping them discover roles that may better match their skills or interests, even if they don't meet the exact qualifications or experience for the primary occupation.
- **Career Mobility:** Exploring related careers can help job seekers move up, switch fields, or find roles that match their existing skills.
- **Education & Training Requirements:** Knowing which related occupations exist helps career changers determine any additional training or qualifications they may need to pursue new opportunities.

2. Students:

- **Informed Career Choices:** Students can explore different career possibilities within a specific field to find one that aligns with their interests, skills, and long-term goals.
- **Educational Planning:** By identifying which occupations they're most interested in, students can choose educational pathways or areas of focus that ensure they acquire the necessary skills and credentials.

3. Employers and HR Professionals:

- **Talent Sourcing:** By understanding related occupations, employers can broaden their recruitment pool, targeting candidates from similar roles who may bring fresh perspectives and adaptable skills.
- **Employee Development:** Employers can also provide career development pathways for their employees, helping them progress within the organization or pivot to other roles that align with their interests and strengths.

Overall, understanding related careers enhances decision-making, supports professional growth, and provides a wider lens for planning and strategy for both individuals and organizations.

Industry Related Links

Industry Related Links	Resource	Service Provided
	Apprenticeship Pathways	Pathway
	Atlantic Canada Regional Council of Carpenters, Millwrights and Allied Workers	Training, Industry Information
	Atlantic Home Building and Renovation Sector Council	Industry Information

Understanding an occupation's related industry contacts and organizations can offer significant benefits to different user groups. Here's how:

1. Job Seekers:

- **Networking Opportunities:** Connecting with industry contacts and organizations opens doors to valuable professional networks, which can lead to job opportunities, referrals, and mentorship.
- **Insider Knowledge:** These contacts can provide insider information about job openings, company cultures, hiring trends, and in-demand skills, helping job seekers stay ahead of the competition.
- **Professional Development:** Engaging with industry organizations allows job seekers to attend workshops, conferences, and events that enhance their skills, knowledge, and understanding of the field.

- **Transition Support:** Industry contacts can help career changers by offering advice, identifying transferable skills, and pointing them toward relevant resources or training programs.

2. Students:

- **Industry Exposure:** By connecting with industry professionals, students can gain first-hand insights into their field of interest, stay informed about industry trends, and understand which skills are most valued in the job market.
- **Career Advice and Guidance:** Students can benefit from guidance on how to prepare for their careers, including which courses to take and how to approach job searches from industry experts.

3. Employers and HR Professionals:

- **Talent Pool Expansion:** Employers can tap into industry organizations to identify potential candidates, participate in job fairs, or source talent through networking opportunities and professional communities.
- **Workforce Development:** Many industry organizations provide workforce development and training opportunities that employers can use to upskill or reskill their employees.
- **Benchmarking Industry Trends:** Industry contacts and organizations provide valuable insights into hiring practices, salary standards, and workforce trends, helping employers remain competitive in attracting and retaining talent.

Understanding an occupation's related industry contacts and organizations plays a vital role for different user groups. It enhances networking, provides professional development opportunities, aids in career transitions, and helps employers find the right talent.

TAB 5: WAGES

Hourly earnings are updated annually from Service Canada’s wage file. Annual pay figures are updated every five years from Census data.

Hourly Wage	Starting \$17.00	Median \$23.50	Maximum \$34.99
Annual Pay	Starting \$4,560.00	Median \$28,000.00	Maximum \$61,200.00

Wages can be affected by the worker's background, the company's size and benefits, the demand and supply of workers, the region and specific work setting. In some cases, median figures may appear lower than expected if self-employed workers are reporting losses. This can even result in negative wage figures.

For most occupations listed on Nova Scotia Works, minimum, median, and maximum wages are provided. Both hourly rates and annual incomes are estimated.

- The **low** wage, in most cases, relates to the 10th percentile – for example, if the low wage is \$20/hour, this means that 10% of the workers in the occupation earn \$20/hour or less.
- The **median** wage is the middle point of the wage distribution when wages are ranked in numerical order.
- The **maximum** wage, in most cases, relates to the 90th percentile – for example, if the maximum wage is \$40/hour, this means that 90% of the workers in the occupation earn \$40/hour or less.

While these figures can offer a sense of the wages within an occupation, the median wage should not be taken as the “going” rate, or the wage being currently offered. The median reflects the wages of all workers in the occupation, from new entrants to experienced employees. Actual wages being offered in current job postings will vary depending on the level of experience and skill employers are seeking.

The Nova Scotia Insights section of the wage tab is compiled from various sources including the [OaSIS database](#), Red Seal, Nova Scotia Apprenticeship Agency, Trade RSOS and NOA, regulator websites. Where available, the section provides additional context to help explain an occupation's wage structure.

Understanding an occupation's **minimum, median, and maximum wage and income** can benefit different user groups in various ways. Here's how it helps each group:

1. Job Seekers:

- **Informed Decision-Making:** Knowing the wage range (minimum, median, and maximum) helps job seekers assess whether a job's compensation aligns with their expectations and financial goals, avoiding the acceptance of a role that doesn't meet their needs.
- **Salary Negotiation:** Understanding the typical wage range empowers job seekers during salary negotiations, giving them a stronger position to request fair or higher compensation based on industry standards.
- **Career Path Planning:** Knowing the potential for wage growth (from minimum to maximum) helps job seekers understand the long-term earning potential in within a specific occupation, supporting informed career planning and goal setting.
- **Evaluating the Financial Impact of Switching Careers:** Career changers can use wage data to assess whether a new field offers the financial stability they need and if they can maintain or improve their current income level.

2. Students:

- **Guiding Career Choices:** Students can use wage data to make more informed decisions when choosing a field of study, considering not only their interests but also the potential financial rewards of different careers.
- **Balancing Education Costs and Income Potential:** Understanding wage ranges helps students weigh the potential return on investment for specific careers, allowing them to align their educational choices with their long-term earning expectations.
- **Setting Salary Expectations for Internships or Entry-Level Roles:** Wage data can help students better understand what to expect from entry-level positions or internships, enabling better financial planning during the early stages of their careers.

3. Employers and HR Professionals:

- **Competitive Salary Structuring:** Employers can use wage data to benchmark their compensation packages, ensuring they offer competitive salaries that attract top talent and retain existing employees. This also helps prevent overpaying or underpaying staff.
- **Attracting Talent:** Knowing the minimum, median, and maximum wages allows employers align their salary offerings with industry standards, making job listings more attractive to prospective candidates.
- **Internal Equity and Fairness:** Wage data helps employers assess whether compensation within their organization is fair and consistent, ensuring pay is aligned with employees' skills, experience, and performance.

Understanding an occupation's wage data—minimum, median, and maximum—is valuable for a wide range of user groups. It allows job seekers, career changers, students, employers, and policymakers to make more informed decisions, negotiate salaries effectively, plan career paths, and design competitive compensation structures.

Conclusion

Understanding an occupation's profile is important for both individuals and organizations when making decisions about careers and job opportunities. By examining key factors like pay, related careers, industry connections, and required skills, job seekers, career changers, students, employers, and policymakers can navigate the job market more effectively. This knowledge supports individuals to reach their career goals and helps employers attract and retain skilled talent. Ultimately, a clear understanding of occupational profiles contributes to smarter decision-making, personal success and a stronger, more resilient economy.

Appendix A: Glossary of Terms

National Occupational Classification (NOC): The nationally accepted reference on occupations in Canada. It organizes over 30,000 job titles into 520 occupational group descriptions.

Nova Scotia Apprenticeship Agency: operates and stewards a responsive and accessible trades training system for the province of Nova Scotia.

Occupational and Skills Information System (OaSIS) Database: provides a comprehensive framework of the skills, abilities, personal attributes, knowledge, and interests that are usually required to work in over 900 different Canadian occupations. It also provides context for the work environment in which these occupations are performed.

Red Seal: A Red Seal endorsement is a seal on your provincial or territorial trade certificate. It shows that you have the knowledge and skills necessary to practice your trade across Canada. To get the Red Seal endorsement, you need to pass the Red Seal exam.

Red Seal Occupational Standards (RSOS) – previously known as the National Occupational Analysis (NOS) – the Red Seal occupational standards that support greater consistency in learning resources (both in-class and on-the-job training); provide tools and supports for assessment; and allow for increased industry involvement in standards development. The new model places increased emphasis on apprenticeship training and skills assessment with industry-defined learning objectives, outcomes and performance criteria.

Professional Regulators: some professions in Nova Scotia are self-regulated – a privilege granted to professions in the public interest. Professional regulators have the authority to register and licence members and therefore, set standards for those wishing to enter the profession.