

Hot Jobs - Northwest Territories

2018



Overview

Hot Jobs is a list of occupations currently in high demand in the Northwest Territories (NWT). An occupation where the demand for workers exceeds the supply is considered to be in high demand. The Hot Jobs model uses different sources of data to determine occupations with a higher need for workers.

The Hot Jobs methodology was designed based on approaches used by other jurisdictions in Canada and modified for the NWT. The model uses a suite of quantitative and qualitative indicators (Appendix B) to measure labour demand in the NWT.

Results

Hot Jobs

The assessment of occupations using the Hot Jobs methodology yielded seven groups of occupations at the three digit National Occupational Classification level (NOC-3) that met the threshold for NWT Hot Jobs (Table 1). Information in Table 1 is further expanded to the more detailed four digit level in Appendix A.

Table 1: Hot Jobs List by NOC-3, Northwest Territories, 2018

NOC	Occupation
217	Computer and information systems professionals
301	Professional occupations in nursing
321	Medical technologists and technicians (except dental health)
415	Social and community service professionals
632	Chefs and cooks
655	Customer and information services representatives
731	Machinery and transportation equipment mechanics (except motor vehicle)

Note: All listed occupations had a NWT Hot Job Model score of 4 or higher

The seven occupations in Table 1 accounted for a considerable proportion of job openings in the NWT between 2015 and 2017. For instance, while the seven occupations accounted for only 8% of all employed persons in 2016, they represented 14% or 896 of the 6,594 job openings in the three years to 2017. The majority, 68%, of job openings falling under occupations on the Hot Jobs list were in Yellowknife, with the remaining 32% coming from the rest of the territory.

In terms of skill levels, six out of the seven occupations on the Hot Job list require some post-secondary education, with three requiring a university degree, and the other three requiring college education. The

seventh occupation requires on-the-job training. This means that of the 896 job openings in the occupations where the demand for workers exceeds the supply, 91% require post-secondary education.

Table 2 provides additional information on the 2018 NWT Hot Jobs. Specifically, it provides the educational requirements, number of persons employed in 2016, the number of job openings, and median income for each of the occupations.

Table 2: Profile of NWT Hot Jobs, 2018

Level of Education	Occupation	# Persons employed (2016)	# Job openings (2015-2017)	Median employment income in 2015 (\$)
University	• Computer and information systems professionals	170	86	102,906
	• Professional occupations in nursing	360	290	117,798
	• Social and community service professionals	310	94	103,342
College	• Medical technologists and technicians (except dental health)	80	47	86,759
	• Chefs and cooks	290	186	49,386
	• Machinery and transportation equipment mechanics (except motor vehicle)	280	112	99,118
**	• Customer and information services representatives	165	81	67,774

**On-the-job training

Results of the model were tested by comparing the unemployment rate for each occupation from the 2016 census, as well as a comparison to the Canada Extreme Demand list. Two of the seven Hot Job occupations; computer and information systems professionals and medical technologists and technicians; had unemployment rates of zero percent. Of the remaining, only two occupations had unemployment rates higher than the 2016 overall NWT unemployment rate of 7.7%. All NWT Hot Job occupations appear on the Canada’s Extreme Demand list except for two occupations; computer and information systems professionals, and customer and information services representatives.

Conclusions

The Hot Jobs Model uses information from different sources to identify occupations where the demand for workers is higher than the available labour force in the NWT. Students may find the information useful when deciding on career paths. The information is pertinent to both the public sector and the private sector as the list of occupations falling under the Hot Jobs include positions required by governments and by businesses. The overrepresentation of occupations that requires post-secondary education on the Hot Jobs list points to a need for long-term strategies to ensure adequate supply for skilled labour in the NWT.

Information presented in this report can be a useful tool for policy makers and employers in making labour market decisions to mitigate potential impacts of labour shortages. However, as labour market conditions change, occupations in demand may change as well.

Appendix A: Northwest Territories Hot Jobs List (NOC-4)

NOC	Occupation Title
217	Computer and information systems professionals
2171	Information systems analysts and consultants
2172	Database analysts and data administrators
2173	Software engineers and designers
2174	Computer programmers and interactive media developers
2175	Web designers and developers
301	Professional occupations in nursing
3011	Nursing coordinators and supervisors
3012	Registered nurses and registered psychiatric nurses
321	Medical technologists and technicians (except dental health)
3211	Medical laboratory technologists
3212	Medical laboratory technicians and pathologists' assistants
3213	Animal health technologists and veterinary technicians
3214	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists
3215	Medical radiation technologists
3216	Medical sonographers
3217	Cardiology technologists and electrophysiological diagnostic technologists
3219	Other medical technologists and technicians (except dental health)
415	Social and community service professionals
4151	Psychologists
4152	Social workers
4153	Family, marriage and other related counsellors
4154	Professional occupations in religion
4155	Probation and parole officers and related occupations
4156	Employment counsellors
632	Chefs and cooks
6321	Chefs
6322	Cooks
655	Customer and information services representatives
6551	Customer services representatives - financial institutions
6552	Other customer and information services representatives
731	Machinery and transportation equipment mechanics (except motor vehicle)
7311	Construction millwrights and industrial mechanics
7312	Heavy-duty equipment mechanics
7313	Refrigeration and air conditioning mechanics
7314	Railway carmen/women
7315	Aircraft mechanics and aircraft inspectors
7316	Machine fitters
7318	Elevator constructors and mechanics

Appendix B: Methodology

The Hot Jobs model analyzes 140 occupations at the 3-digit National Occupational Classification system (NOC) level. Each occupation for which adequate data was obtained is assessed against each of nine indicators listed below and receives a score if it meets a set threshold. The sum of all indicators gives the final score for each occupation. Scores range from '0' to '9', indicating occupations that did not meet any of the thresholds (0) to those that met thresholds for all 9 indicators (9).

The small size of the NWT labour force poses challenges for granular analysis of occupations because traditional labour demand indicators such as the unemployment rate or employment insurance claimants do not suffice due to limited number of jobs in most NWT occupations. However, the challenge of the small NWT labour force offers opportunities for the use of indicators which would be too onerous in larger jurisdictions. For example, the Hot Jobs model utilizes extensive job vacancy data from all major sources of NWT job advertisements.

Model Indicators

Job Postings – NWT Bureau of Statistics

Job vacancies are a direct indicator of demand for employees. Given that occupations with higher levels of employment are more likely to have more job openings, the ratio of job openings to employment for each occupation was used as the indicator. Threshold: Occupations where the ratio of vacancies to employment was in the 75th percentile or higher.

Job Vacancy and Wage Survey (JVWS) - Statistics Canada

The JVWS collects data from employers on the number of job vacancies by occupation and economic region on a quarterly basis. Employers provide detailed information about each vacancy. This information helps identify potential labour market shortages at the occupation level. Threshold: Occupations with job vacancies for 4 or more quarters of 2016 and 2017.

NWT Employment Demand Outlook - NWT Bureau of Statistics

The NWT Occupational Demand Model forecasts demand for occupations into the future by estimating the potential employment impacts of economic growth due to new resource development or new capital projects. The model also uses population projections to estimate employment shifts not associated with large capital projects. Job prospects are ranked as high, medium, low, or undetermined to indicate how future demand compares to current levels. Threshold: All occupations whose employment prospects were ranked as high.

Employment Outlooks - Employment and Social Development Canada (ESDC)

ESDC publishes employment outlooks at the provincial/territorial and economic regional level. Employment outlooks for each occupation are ranked as good, fair, limited, or undetermined. Threshold: Occupations whose outlooks were ranked as good.

Employment Growth – NWT Bureau of Statistics

Changes in employment levels were measured using data from the 2011 and 2016 Statistics Canada census. Employment growth in a particular occupation may result in the tightening of labour market and an increase in demand for workers. Threshold: Occupations with growth rates in the 65th percentile and above.

Nominee Program Applications – Government of the Northwest Territories

The NWT Nominee Program (NTNP) is designed to assist employers identify and nominate qualified immigrants to positions that cannot be filled by the territorial or national labour market. Strong supporting documentation is required to show that skilled labour force in that occupation is not available. Threshold: Occupations with 4 or more successful applications in 2016 and 2017.

Labour Market Impact Assessment (LMIA) - Employment & Social Development Canada (ESDC)

A Labour Market Impact Assessment is a document issued to employers by ESDC for approval to hire temporary foreign workers. This is a strong indicator of labour shortages because strong supporting documentation is required to justify hiring foreign workers. Threshold: Occupations for which at least two LMIAs were issued to NWT employers in 2016 and 2017.

Canada's Extreme Demand List - Immigration Canada Services

Immigration Canada Services maintains a list of occupations in extreme demand. If an applicant for permanent residency has experience in an occupation on the Extreme Demand list, they do not need to provide evidence of pre-arranged employment for the purposes of their application. Threshold: All occupations on the Canada's Extreme Demand list.

Alberta's Short-Term Employment Forecast - Alberta Government

Labour market conditions prevailing in Alberta impact the movement of workers between that province and the NWT. The Government of Alberta produces the Short Term Employment Forecast to provide an overview of occupations expected to be in-demand in the near future. Threshold: Occupations in high demand.

For additional labour market information for the Northwest Territories, visit the NWT Bureau of Statistics website at <http://www.statsnwt.ca/> or call (867) 767-9169 Ext. 15037