

Hot Jobs - 2021

Hot Jobs is a list of occupations currently on high demand in the Northwest Territories. The list of jobs is based on an assessment of 140 occupations using a suite of quantitative and qualitative indicators of current labour market conditions in the territory. The design of this methodology was informed by approaches used by other jurisdictions in Canada. Table 1 provides 12 occupations at the three-digit National Occupational Classification level (NOC-3) that met the threshold for inclusion to the NWT Hot Jobs.

Table 1: Northwest Territories Hot Jobs, by Skill Level and Occupation, 2021

Skill Level & Occupation	No. Persons Employed (2019)	Median employment income (\$)
Skill Level A: Managers		
011 Administrative services managers	360	114,235
031 Managers in health care	55	122,534
Skill Level A: Requiring university education		
111 Auditors, accountants, and investment professionals	280	105,516
415 Social and community service professionals	315	100,412
Skill Level B: Requiring college education or apprenticeship training		
223 Technical occupations in civil, mechanical, and industrial engineering	45	120,928
632 Chefs and cooks	345	48,085
731 Machinery and transportation equipment mechanics (except motor vehicles)	295	98,943
Skill Level C: Requiring secondary school and/or occupation specific training		
143 Financial, insurance and related administrative support workers	320	76,212
151 Mail and message distribution occupations	65	47,521
Skill Level D: On-the-job training is usually provided for occupations		
671 Food counter attendants, kitchen helpers and related support occupations	320	38,062
673 Cleaners	945	54,635
762 Public works and other labourers	135	75,722
Total Occupations		86,780

The 12 occupations on the Hot Jobs list account for 20.5% of the 2,465 projected job openings from 2021-2023. About 73% of these job openings will be in the Yellowknife region, with the remaining 27% distributed among the other five regions. In terms of skill levels, seven out of the twelve occupational groups require some post-secondary education or are managerial.



The overrepresentation of occupations that require 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. Students may find the information useful when deciding on career paths. Similarly, the information can aid 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.

Background & Methodology

The small size of the NWT labour force poses challenges for granular analysis of occupations. Traditional labour demand indicators such as the unemployment rate or employment insurance claimants do not suffice due to low employment levels in most of the occupations. For instance, only 60 out of 500 occupations (NOC-4) had employment levels of 100 or more persons during the 2016 Census. Such challenges offer opportunities for the use of indicators that would be onerous in larger jurisdictions.

The NWT Hot Jobs model analyzes 140 occupations at the 3-digit NOC-3. Each occupation for which adequate data was obtained is assessed against each of seven indicators and receives a score for a total score ranging from '0' to '21', with higher scores indicating higher demand.

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.

Job Vacancy and Wage Survey (*Statistics Canada*) - The survey collects data from employers on the number of job vacancies by occupation and economic region on a quarterly basis. This information helps identify potential labour market shortages at the occupation level.

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 as well as population changes. Job prospects by occupation are ranked to indicate how future demand compares to current employment levels.

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.

Employment Growth (*NWT Community Survey & Statistics Canada, Census*) - Employment growth in a particular occupation may result in the tightening of labour market and an increase in demand for workers.

Labour Market Impact Assessment (*Employment & Social Development Canada*) - 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.

Employment Insurance Beneficiaries (*Statistics Canada*) - Occupations with high numbers of employment insurance beneficiaries are less likely to be on 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.