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Broad Based Occupational Growth Expected in Nova Scotia

Recent projections from the Canadian Occupational Projection System (COPS) suggest that Nova Scotia's labour market will require an additional 74,700 workers over the next five years (2011 to 2016). New employment growth is expected to increase the number of jobs by 18,700 (or 4.1%). This growth is expected to be in a wide variety of occupational areas and across a range of skills – from entry level skills in the service sector to highly advanced skills in specialized manufacturing areas. A further 56,000 jobs are expected to be generated through replacement demand due to retirements.

Similar to last year's forecast, the largest number of jobs are expected to be created in sales and service occupations. An aging population is expected to increase the demand for health services and healthcare workers. However, employment growth in health, and other services heavily dependent on government funding, will be tempered by tight public budgets. Increasing information technology requirements and growth in energy-related activities in the province are expected to lead to an expansion in employment in natural and applied sciences (i.e. engineering).

Probably the most dramatic shift in the occupational outlook this year has been the improvement in the outlook for trades in the province. Past outlooks for trades employment have been limited due to weak levels of construction activity, and a longer-term decline in manufacturing. With the announcement of the large shipyard contract, the outlook for trades employment has become more positive.

NS Occupational Outlook By Broad Skill Type 2011- 2016	Emp. Change	Percent Change
Management Occupations	1,089	2.7%
Business, Finance & Admin.	2,077	2.7%
Natural & Applied Science	2,187	8.1%
Health Occupations	3,460	8.6%
Social Sci., Education & Gov't.	760	1.9%
Arts, Culture & Recreation	350	2.8%
Sales & Service	4,771	4.1%
Trades, Trans. & Equip. Operators	2,380	3.7%
Unique to Primary Industries	834	5.1%
Unique to Processing & Mfg.	792	5.0%
All Occupations	18,700	4.1%

While shipyard production is not expected to peak until beyond the forecast period, it is anticipated that a number of tradespeople, including welders, fitters, etc. will be required over the next five years. The shipyard contract and associated activity is also expected to create employment in a wide variety of occupational areas outside of the trades – ranging from service jobs to highly skilled engineering and IT positions. The shipyard contract will be a critical factor in supporting employment growth in the province in the years ahead, given the otherwise lack of upcoming major projects and anticipated weak levels of construction activity over the forecast period.

Now Available

The detailed information from the current COPS scenario for Nova Scotia is now available. We invite those from within the province and across the country to contact us regarding access to the information and to discuss possible uses of the data. Contact information is available on Page 4.

Occupational Outlook

The Canadian Occupational Projection System (COPS) is a national federal/provincial forecasting system.

The scenario's employment forecast is consistent with the provincial Dept. of Finance's Dec. 2011 fiscal budget update.

Health-related occupations are expected to have the fastest rate of employment growth over the forecast period. The general aging of the population is expected to significantly increase the demand for health workers in the province, and in particular for nursing occupations which represent a large share of health employment in the province. Increased employment is also anticipated in the large employment group of health assisting occupations (i.e., nursing aides and CCA's), whom work both in institutional and non-institutional settings. Although demand for health services is expected to increase dramatically over time, the limited availability of public funding for service provision will be a constraint.

Sales and service occupations currently account for more than one-quarter of employment in Nova Scotia. A strengthening of retail trade is expected to lead to increased employment for retail sales occupations, particularly sales & service clerks. Employment in sales and service occupations is expected to continue to grow as economic conditions improve in the province, and will account for a large share of new jobs over the forecast period.

A general improvement in the economy is also expected to increase job growth for motor vehicle and transit drivers, and in particular for truck drivers and material handlers. These occupations are found working in most industries and are a key component in supporting economic activity.

NS Occupational Outlook 3 Digit NOC Occupational Group	
Largest Increases 2011 - 2016	Emp. Gain
Nurse Supervisors & RN's (315)	1,128
Retail Sales & Service Clerks (642)	1,055
Assisting Occ's in Health Service (341)	879
Computer & Info Sys Professionals (217)	740
Motor Vehicle & Transit Drivers (741)	655

NS Occupational Outlook 4 Digit NOCs in <u>Natural & Applied Science</u>	
Largest Increases 2011 - 2016	Emp. Gain
Information Systems Analysts (2171)	312
Comp Prog /Interactive Media (2174)	263
Elect Engineering Techs (2241)	135
Electronic Service Techs (2242)	131
Comp/Network & Web Tech (2281)	120

Information technology occupations in the province are projected to show growth over the forecast period. The increasing importance of computer and information technology in the economy is expected to result in employment growth for computer & information system professionals, including information systems analysts and computer programmers & interactive media developers.

Demand is projected to grow as well for professional and technical occupations that are not directly involved with the information technology industry.

With new developments anticipated in energy and manufacturing in the province, jobs are expected to continue to increase for engineering occupations, as well as technicians and technologists in a variety of economic sectors (e.g., shipbuilding, oil & gas, aerospace).

Unlike previous forecasts, trades occupations are expected to grow over the forecast period, particularly for those related to manufacturing and processing (e.g., welders, machinists). This reflects a more positive outlook for industrial production in the province, supported by activities such as the shipbuilding contract. However, the outlook for trades that are primarily concentrated in construction (e.g., carpenters) are less favorable due to a constrained outlook for construction activity.

NS Occupational Outlook 4 Digit NOCs in <u>Trades – Major Group 72</u>	
Largest Increases 2011 - 2016	Emp. Gain
Welders (7265)	309
Machinists (7231)	109
Industrial Electricians (7242)	107
Steamfitters/Pipefitters (7252)	88
Sheet Metal Workers (7261)	54

Declines:

A number of occupational groups are expected to experience declines in employment over the next five years. Employment in occupations associated with the primary and secondary school system are expected to weaken as enrollment continues to decline and budgets tighten. The increased use of technology is also expected to continue to displace certain jobs, including many in clerical and secretarial work (e.g., telephone operators and data entry clerks).

Skill Levels and Education:

The Nova Scotia COPS Occupational Outlook breaks out employment growth by occupational skill level. The occupations within a skill level typically require the same level of education or training. These break-outs are based on the National Occupational Classification System (NOC).

The latest forecast highlights the growing importance of higher skills and education in the provincial labour market. Occupations typically requiring a post-secondary education will account for roughly 60% of the job openings over the next five years, which is slightly more than its share of the workforce (57%).

Professional occupations are expected to grow the fastest, at an average annual rate of 1.0% over 2011 to 2016; growth in professional healthcare, engineering and IT occupations are the main contributors. The pace of growth in management occupations, however, will be slow (0.5%), due to restrained public sector spending and slow growth in consumer services. The biggest change from last year's scenario occurred in occupations typically requiring college/apprenticeship training, where average annual growth is estimated at 0.8% (versus 0.2% last year). This primarily reflects the stronger outlook for the goods-producing sector.

NS Occupational Outlook 2011-2016 By Skill Level and Typical Educational Requirements

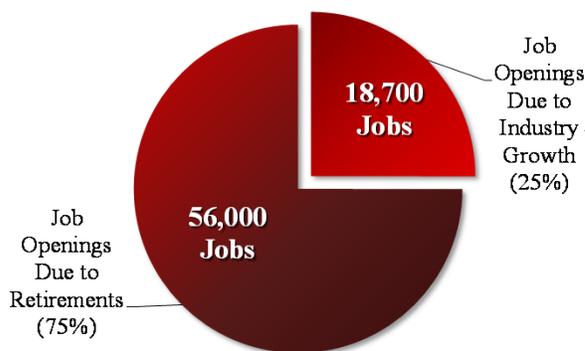
Skill Levels	Educational Requirements	Emp. 2011	Emp. Growth	Avg. Ann. Rate
Management Occupations	Post-secondary Education	40,100	1,089	0.5%
Professional Occupations	University Degree	77,289	3,967	1.0%
Technical, Paraprofessional & Skilled Occ.	College / Apprenticeship	140,857	5,811	0.8%
Intermediate Occupations	High School Diploma	135,178	6,009	0.9%
Labouring and Elemental Occupations	No Credential / Job Training	57,576	1,824	0.6%

Retirements:

The latest 2011 Census confirms that Nova Scotia's population is aging; its median age in 2011 was 43.7 years compared to 38.8 years in 2001. According to the Nova Scotia Department of Finance, this trend is expected to continue and the province's population aged 18 to 64 is forecast to decline by 50,000 persons (or -8.1%) over the next 10 years. These demographic trends will impact the labour market through growing retirements and the need among employers to replace experienced workers.

The latest COPS scenario indicates roughly 56,000 workers will need to be replaced in Nova Scotia's workforce from 2011 to 2016 as a result of retirements. Retirements are becoming an increasingly important driver of overall labour demand, and are expected to account for three-quarters of the job openings over the next five years. The remaining one-quarter will arise as a result of industrial expansion – the creation of 18,700 jobs.

Share of Job Openings, NS, 2011-16



Management occupations have a large percentage of older workers, leading to a high projected annual retirement rate of 3.2% (compared to 2.4% overall). Other occupational groups with an above average retirement rate include skilled administrative & clerical workers, processing & assembly supervisors and machine operators, and skilled occupations in primary industries. Occupations with younger workers tend to be found in sales & service, natural & applied sciences and low-skilled jobs in goods-producing industries.

Occupational Outlook by Major NOC Group

The Nova Scotia occupational outlook for all 520 occupations covered by the National Occupational Classification (NOC) system is now available. The table below reports the results at the 2 digit NOC level.

Please contact the authors below for more information.

Nova Scotia Occupational Outlook (2011-2016)

2 Digit NOC Occupational Group	Emp. in 2011	5-yr Emp. Growth	Avg. Ann. Emp. Growth Rate	5-yr Attrition	Avg. Ann. Attrition Rate
00 Senior Management Occupations	2,587	94	0.7%	635	4.8%
01-09 Middle and Other Management Occupations	37,513	996	0.5%	5,940	3.1%
11 Professional Occ's in Business & Finance	9,518	574	1.2%	1,397	2.8%
12 Skilled Administrative & Business Occ's	23,183	283	0.2%	4,148	3.6%
14 Clerical Occupations	43,899	1,220	0.5%	5,551	2.5%
21 Professional Occ's in Natural / Applied Sciences	12,492	1,178	1.8%	1,164	1.8%
22 Technical Occ's Related to Natural / Applied Sciences	14,608	1,009	1.3%	1,774	2.3%
31 Professional Occupations in Health	18,900	1,772	1.8%	2,667	2.7%
32 Technical / Skilled Occupations in Health	10,180	810	1.5%	1,299	2.4%
34 Assisting Occ's in Support of Health Services	11,321	879	1.5%	1,364	2.3%
41 Professionals in Social Science / Education / Gov't Services	30,782	305	0.2%	3,818	2.5%
42 Paraprofessional Occ's in Law / Social Services / Education	9,818	455	0.9%	943	1.9%
51 Professional Occupations in Art & Culture	5,597	139	0.5%	836	2.9%
52 Technical / Skilled Occ's in Art / Culture / Recreation	6,903	212	0.6%	604	1.7%
62 Skilled Sales & Service Occupations	26,989	1,294	0.9%	2,956	2.1%
64 Intermediate Sales & Service Occupations	43,304	1,988	0.9%	4,237	1.9%
66 Elemental Sales & Service Occupations	46,807	1,489	0.6%	4,455	1.9%
72-73 Trades & Skilled Transport & Equipment Operators	37,652	1,157	0.6%	4,480	2.3%
74 Intermediate Occ's in Transport / Equipment Operators	22,188	1,236	1.1%	2,859	2.5%
76 Trades Helpers, Construction Labourers & Related Occ's	4,561	(13)	-0.1%	346	1.5%
82 Skilled Occ's in Primary Industry	9,357	446	0.9%	1,505	3.1%
84 Intermediate Occ's in Primary Industry	4,337	138	0.6%	466	2.1%
86 Primary Industry Labourers	2,707	250	1.8%	238	1.7%
92 Processing/Manufact./Utilities Supervisors & Skilled Operators	2,168	146	1.3%	381	3.4%
94-95 Processing/Manufact. Machine Operators & Assemblers	10,130	548	1.0%	1,565	3.0%
96 Labourers in Processing, Manufacturing & Utilities	3,502	97	0.5%	407	2.3%
Total, All Occupations	451,000	18,700	0.8%	56,036	2.4%

careers.novascotia.ca



For More Detailed Information

Readers interested in an employment and/or attrition outlook for specific occupations should contact the authors.

Information is also available on our websites:

www.workingincanada.gc.ca
<http://careers.novascotia.ca>

The Canadian Occupational Projection System (COPS) is a national federal/provincial forecasting system. The lead federal and provincial departments for Nova Scotia are as follows:



For More Information Please Contact.....

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