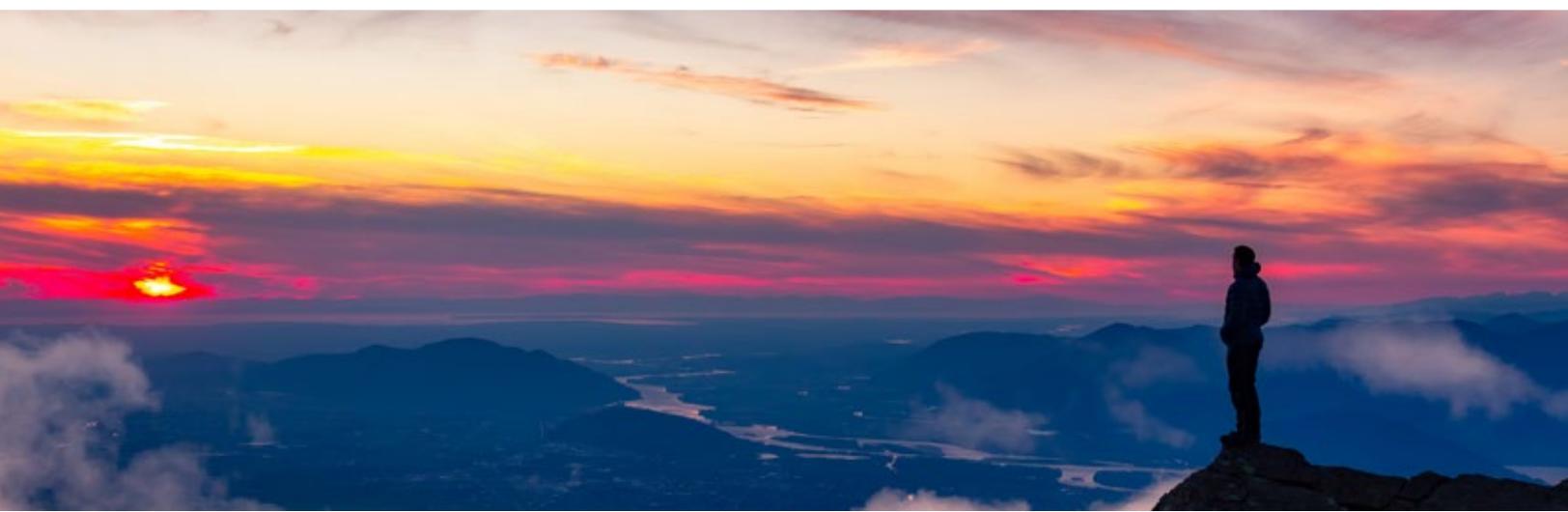




BRITISH COLUMBIA

Labour Market Outlook | 2024 Edition





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» Land Acknowledgement

The Labour Market Development Division within the Ministry of Post-Secondary Education and Future Skills (the ministry), whose staff work throughout the province of British Columbia, would like to acknowledge, with gratitude and respect, the distinct territories of the First Nations peoples. We specifically acknowledge and express our gratitude to the lək̓ʷəŋən People of the Songhees and Esquimalt Nations where the ministry's main office is located.

» Message from the Minister

The Ministry of Post-Secondary Education and Future Skills is responsible for ensuring that the people of British Columbia have access to the skills and training they need to succeed in the labour market, both today and in the years to come. Anticipating labour market needs requires forecasts like the British Columbia Labour Market Outlook, which synthesizes a wide range of population, employment and industry data to predict trends and help us plan for the future.

This report identifies the areas of growth and opportunity in specific occupations, industries and regions over the next 10 years.

The 2024 edition of the Labour Market Outlook predicts that there will be just over 1.1 million job openings in the 10-year period from 2024 to 2034. This is 122,000 more jobs than we forecast in the 2023 edition of the Outlook, and over 100,000 of these new job openings will be created by a growing economy. We're estimating that 3.3 million people will be working in B.C. in 2034, up from 2.8 million today.

The more than one million job openings we're anticipating over the next 10 years are the result of two factors: job vacancies as workers retire and entirely new positions created by economic growth.

These two factors highlight why it's so crucial to invest in skills training. For many years we've seen the importance of post-secondary education for ensuring that individuals have the skills employers need. At least three-quarters of today's jobs – and those of the next 10 years – will require higher levels of education beyond high school, be that an apprenticeship, a college diploma or a university degree.



Our post-secondary institutions are well positioned to help individuals gain the skills and credentials they'll need to thrive, whether they are young people just beginning their career journey, workers wanting to make a shift into a new industry or newcomers to the province. These credentials include trade certificates, diplomas and degrees in high-demand fields, as well as micro-credentials that enable individuals to gain new knowledge they can immediately apply to their workplace or use to move into emerging sectors, like the clean economy.

British Columbia is a province of opportunity, with rich natural resources and an educated and innovative workforce that's dedicated to being part of an increasingly vibrant and diverse economy. The next decade will be an exciting time for our province.

A handwritten signature in black ink that reads "Anne Kang".

Honourable Anne Kang
*Minister of Post-Secondary
Education and Future Skills*

» Other Acknowledgements

We appreciate the valuable information and feedback provided by industry associations, employer associations, unions, training organizations, federal and local governments, labour market consultants, business groups, post-secondary institutions and associations, and colleagues across the provincial government.

What is the Labour Market Outlook?

The 2024 edition of the B.C. Labour Market Outlook is a 10-year forecast of the expected flow of supply and demand for labour in the province. This report is revised each year with the most up-to-date information available. Its purpose is to provide British Columbians with the knowledge required to make informed decisions around careers, hiring, training and education.

Covering the period from 2024 to 2034, this report offers an estimate of future labour supply for B.C. by occupation, as well as labour demand by industry, occupation, education and training, and development region. It also identifies which occupations will offer the most opportunity, as well as the level of education and training that each occupation typically requires. It is intended for students, job seekers and those considering a career change, and it will also be of value for educators and planners, employers and governments.

The Labour Market Outlook also plays a role in making the B.C. labour market more inclusive by providing Indigenous communities with access to information about labour demand, both across the province and within the regions where they live. It can help those who are underrepresented in the labour market – including people of colour, immigrants, women and individuals living with disabilities – learn about the opportunities available to them.



» Where can I find the data?

For access to the full set of forecast data for all 512 occupations, 64 industries and seven development regions, go to the [BC Data Catalogue](#).

Where do the numbers come from?

The Labour Market Outlook uses the most reliable, relevant and up-to-date data from sources that include BC Stats, the B.C. Ministry of Finance, Statistics Canada and other federal departments.

The Outlook uses a specialized economic modelling system to analyze the data and takes into account other factors that affect labour market supply and demand. Data is also reviewed based on geographic region, industry, occupation, skills and competencies.

The model looks at projections for economic growth, productivity trends and the need to replace retiring workers. It considers factors related to population growth, the number of people seeking work, and the impact of training and job matching on unemployment.

Employers, unions, industry groups and post-secondary institutions were consulted to test the validity of these projections. Elements

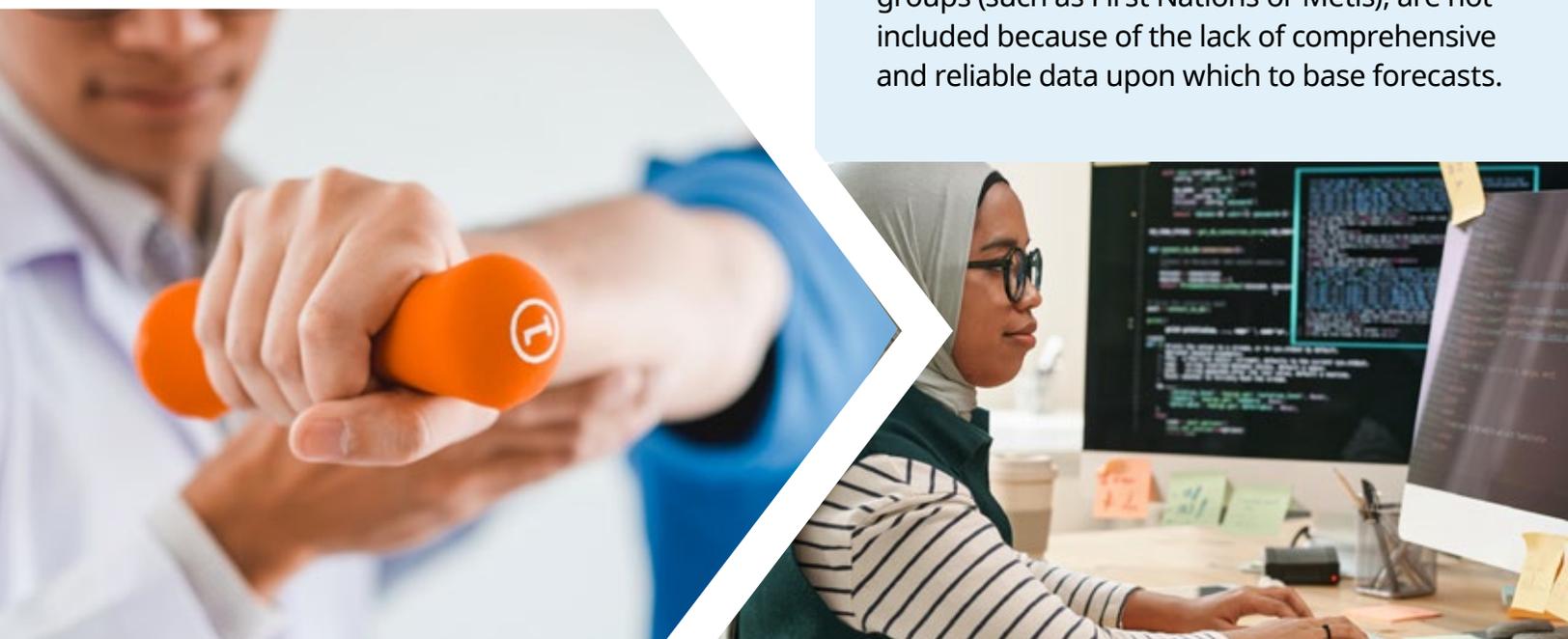
of this testing were done through individual meetings with stakeholders, in large group meetings, at conference presentations, and by participating in sector- or occupation-specific task forces or committees.

The data and assumptions behind the Outlook are reviewed and updated each year to incorporate policy changes, technological innovations and evolving circumstances.



Why doesn't the Outlook include projections for distinct populations?

The Labour Market Outlook includes projections for over 500 occupations and 64 industries and sub-industries across each of B.C.'s seven development regions. Forecasts for smaller regions, or for distinct population groups (such as First Nations or Métis), are not included because of the lack of comprehensive and reliable data upon which to base forecasts.



How reliable is the Labour Market Outlook?

The Labour Market Outlook is a forecast and is not intended to be interpreted as a definitive prediction about what will happen in the future. The Outlook, like other labour market projections, should instead be understood as a tool for investigating what the labour market might look like in the years ahead according to various assumptions about possible future change.

The accuracy of the projections depends on several factors. Some events – like economic crises, pandemics and natural catastrophes – are difficult to anticipate and can affect the growth and composition of the labour market. For this reason, the ministry revises the labour market forecasts on a regular basis to take into account changing circumstances.



Impact of the population forecast

A key factor in the Labour Market Outlook is the underlying population forecast, which makes assumptions about the number of births and deaths, as well as the number of people moving into and out of the province. While developing assumptions about the future number of births and deaths is relatively straightforward, it is more complicated to make accurate assumptions about the number of people moving into and out of B.C.

Migration to and from B.C. can be influenced by many factors from both inside and outside of the province. For example, a war outside of Canada could temporarily increase the number of refugee claimants, and a change to immigration policy by the federal government will change the number of people arriving in Canada.

This Outlook is based on the target immigration levels announced by the federal government

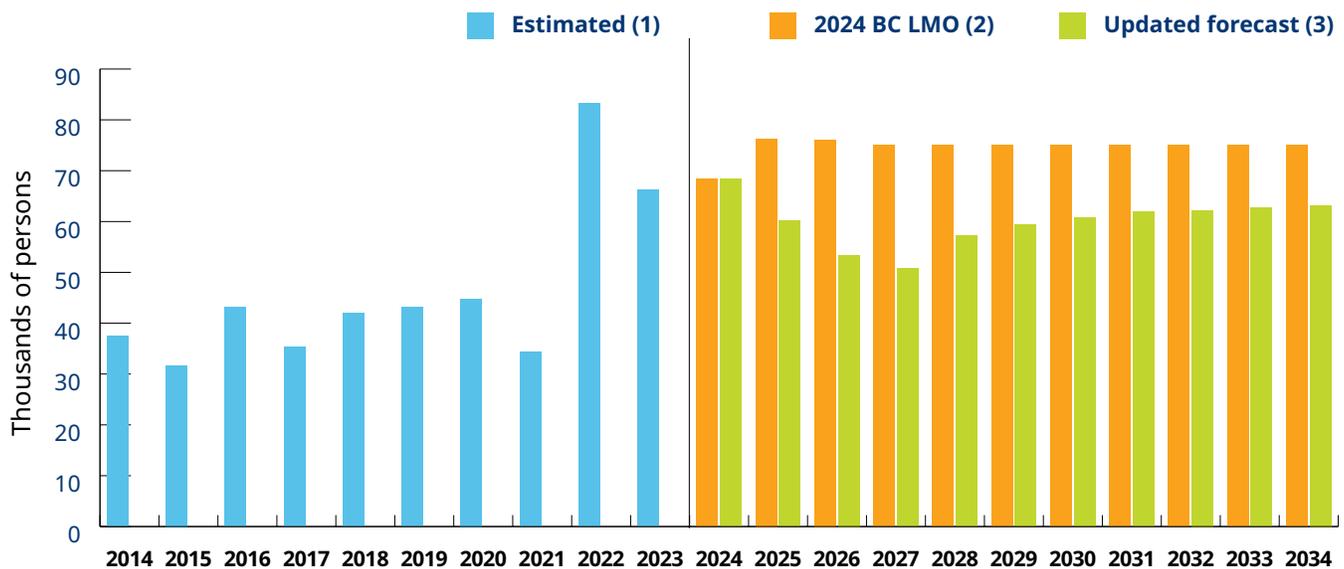
in November 2023, when Canada was aiming to welcome record numbers of permanent residents. It also assumed an annual average net gain of just over 30,000 non-permanent residents (students, temporary workers and refugee claimants), which is considerably less than the actual net gain in 2024 of over 100,000.

In October 2024, the federal government announced new and much lower target immigration levels, on top of previous policy changes aimed to rapidly reduce

the number of non-permanent residents in Canada.

Figure A-1 shows the historical annual number of immigrants arriving in B.C. and the 2024 Labour Market Outlook forecast of immigrant arrivals. It also shows an updated forecast of the potential number of immigrants that might arrive in B.C. based on the federal government’s announcements in the fall of 2024 and assuming that 15 percent of all immigrants arriving in Canada will make their home in British Columbia.

Figure A-1: Estimated (2014-2023) and projected number of immigrants (2024–2034) moving to B.C.

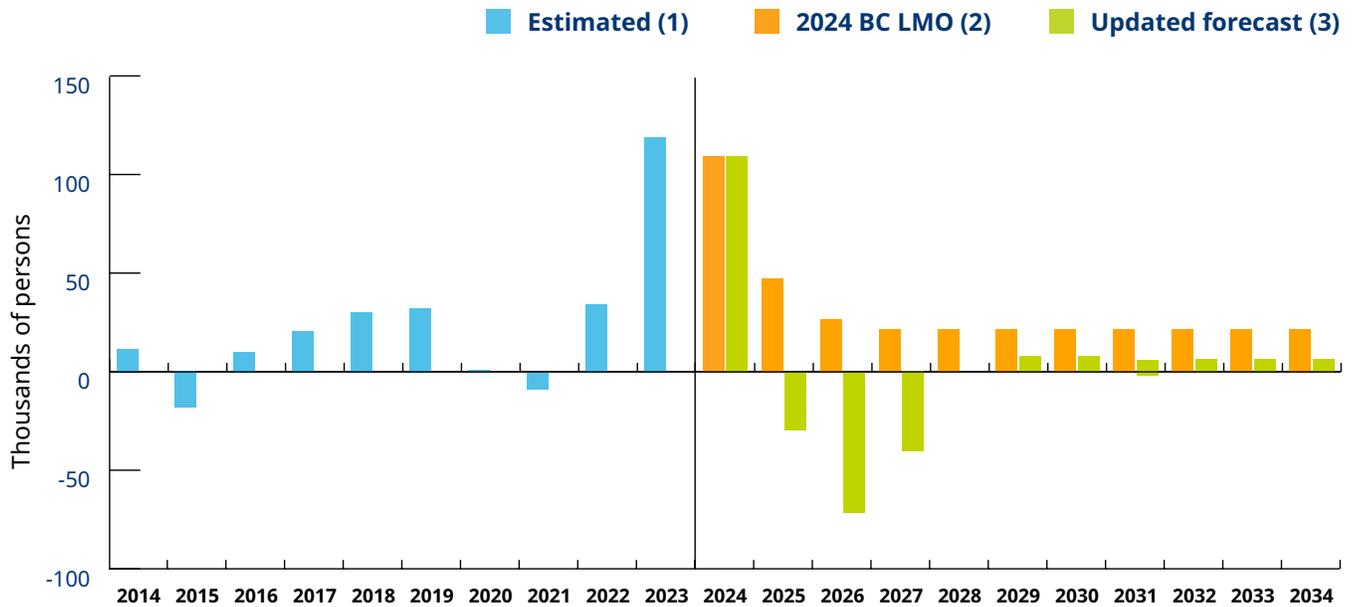


- (1) Statistics Canada. Table 17-10-0040-01 *Estimates of the components of international migration, quarterly*.
- (2) 2024 B.C. Labour Market Outlook forecast of immigrants.
- (3) Updated forecast of immigrants. Note that the federal immigration targets are given until 2027, after which immigration is assumed to increase slowly over the remainder of the forecast period.

Figure A-2 shows the historical net change in temporary workers, along with the 2024 Labour Market Outlook forecast of the net

change, and the updated forecast based on recent announcements.

Figure A-2: Estimated (2014-2023) and projected (2024-2034) net change in the number of temporary residents in B.C.



- (1) Statistics Canada. Table 17-10-0040-01 *Estimates of the components of international migration, quarterly*.
- (2) 2024 B.C. Labour Market Outlook forecast of net change in temporary residents.
- (3) Updated forecast of net change in temporary residents. Following the decline in the temporary resident population, the forecast assumes this population will slightly increase as the overall population grows.

The anticipated lower levels of permanent and non-permanent residents are not reflected in this year’s Outlook, because the new numbers from the federal government were announced after the forecast was developed. Next year’s Outlook will reflect the most recent information.

What this means is that the forecasts included within the 2024 Labour Market Outlook likely overstate the number of people moving to B.C., the size of the labour force and the number of new households that will be formed. Predicting the impact of slower population growth is complex since it reduces both the labour supply

(the number of people available to work) as well as the need for labour as fewer goods and services are consumed within the province. Slower population growth will affect employment growth in the forecast across many sectors, most notably in residential construction, health care and education services. Notwithstanding the changes in expected population growth resulting from the federal immigration policy changes announced in the fall of 2024, the 2024 Outlook still represents an improvement over the forecasts made in 2023 in identifying the occupations, skills and education that will be important over the next 10 years.

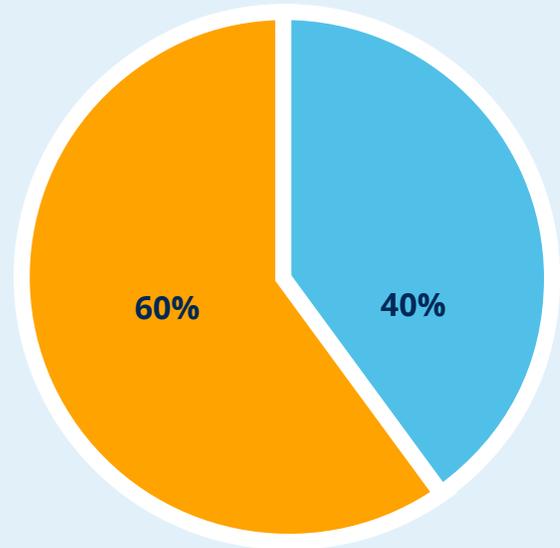
» 1. Labour Market Outlook Overview

Over the next decade (2024-2034), it is projected that there will be 1,120,000 job openings in British Columbia. This is 122,000 more job openings than projected in the 2023 edition of the Outlook, with 104,000 of these additional positions expected to be expansion jobs – job openings created through economic growth – that will need to be filled in the early years of our forecast period.

Approximately 60 percent of the future job openings will be to replace workers leaving the labour force. As B.C.'s population ages over the next decade, we anticipate there will be 671,000 job openings to replace retiring workers.

The remaining 40 percent of the 10-year total job openings — 449,000 new jobs — will be created through economic growth. Employment in the province is expected to grow at an annual average of 1.4 percent, with 3.3 million people being employed in B.C. by 2034.

Figure 1-1 Job openings, B.C., 2024-2034



Total Job Openings (1,120,000)

- Expansion (449,000)
- Replacement (671,000)



Filling these future job openings will involve multiple sources of labour supply. Young people (aged 29 or younger) entering the labour force for the first time are expected to make up 47 percent of new job seekers. New immigrants will make up 46 percent and workers coming from other parts of Canada will account for five percent. The remaining job openings will be filled by unemployed workers finding jobs or people re-entering the labour market after a hiatus from the workforce.

The number of young people entering the labour force for the first time is forecast to be 524,000 over the next 10 years, up by 41,000 from the 2023 Outlook. This increase is

caused by two factors: when the underlying population forecast was updated in 2023¹ it showed a larger number of young people in B.C. than previously estimated, and labour market participation rates for young women were higher than previously estimated.

Immigration is projected to supply close to half of B.C.'s new workers over the next 10 years. This Outlook assumes that B.C. will see 518,000 new immigrant workers over the next decade, up by about 48,000 compared to the numbers projected in the 2023 edition. This includes both permanent and temporary

immigrants. However, immigrants' share of new labour supply will remain at 46 percent as the Outlook also forecasts an increase in the number of young people seeking work.

The 2024 edition of the Outlook finds a balanced future labour market, meaning that the number of job seekers will essentially match the number of job openings. It's important to note, however, that despite an improved labour market balance, there may still be too few job seekers for certain occupations, and some people who are looking for work will not have the skills that employers need.

Figure 1-2 Sources of labour supply change, B.C., 2024-2034



1. In September 2023, Statistics Canada released population and demographic estimates based on 2021 census population counts, adjusted for census net undercoverage and incompletely enumerated reserves and settlements. The population projections in the 2024 Outlook use these adjusted estimates.

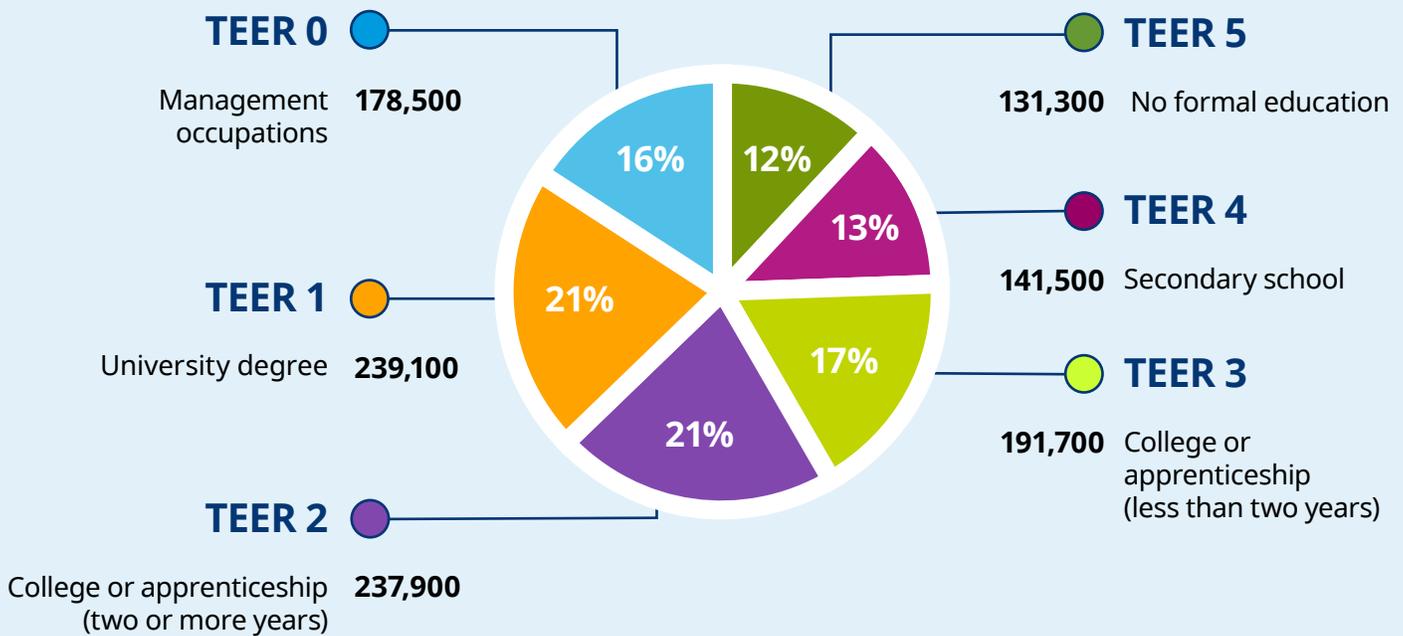
» 2. Education and Training

Canada's National Occupational Classification (NOC) system uses a framework known as TEER (Training, Education, Experience and Responsibilities) to identify the level of education and training required for an occupation.² The TEER framework groups all occupations into six categories, each defined by the amount and type of training and education an individual requires to enter and perform the duties

of the occupation. TEER also considers the experience required and the complexity of the responsibilities involved in the work.

Over the next decade, 847,200 job openings, or 76 percent of the total job openings, will generally require some level of post-secondary education or training, or management or supervisory experience (TEERs 0, 1, 2 and 3). Figure 2-1 shows the breakdown by TEER category.

Figure 2-1: Job openings by TEER, B.C., 2024-2034



2. National Occupational Classification System, version 1.0, 2021.



Labour Productivity

Labour productivity is often expressed as the output per hour worked. Increased labour productivity means that workers are producing more output in the same amount of time. Some of the factors that can increase labour productivity include:

1. **Technology:** Advances in technology allow workers to produce more with the same amount of effort.
2. **Human capital (skills and training):** Higher levels of education, skills and training improve workers' ability to perform tasks efficiently.
3. **Capital (business) investment:** Access to better tools, machinery and infrastructure increases productivity.
4. **Management practices:** Effective organization, leadership and work processes can enhance the efficiency of labour use.



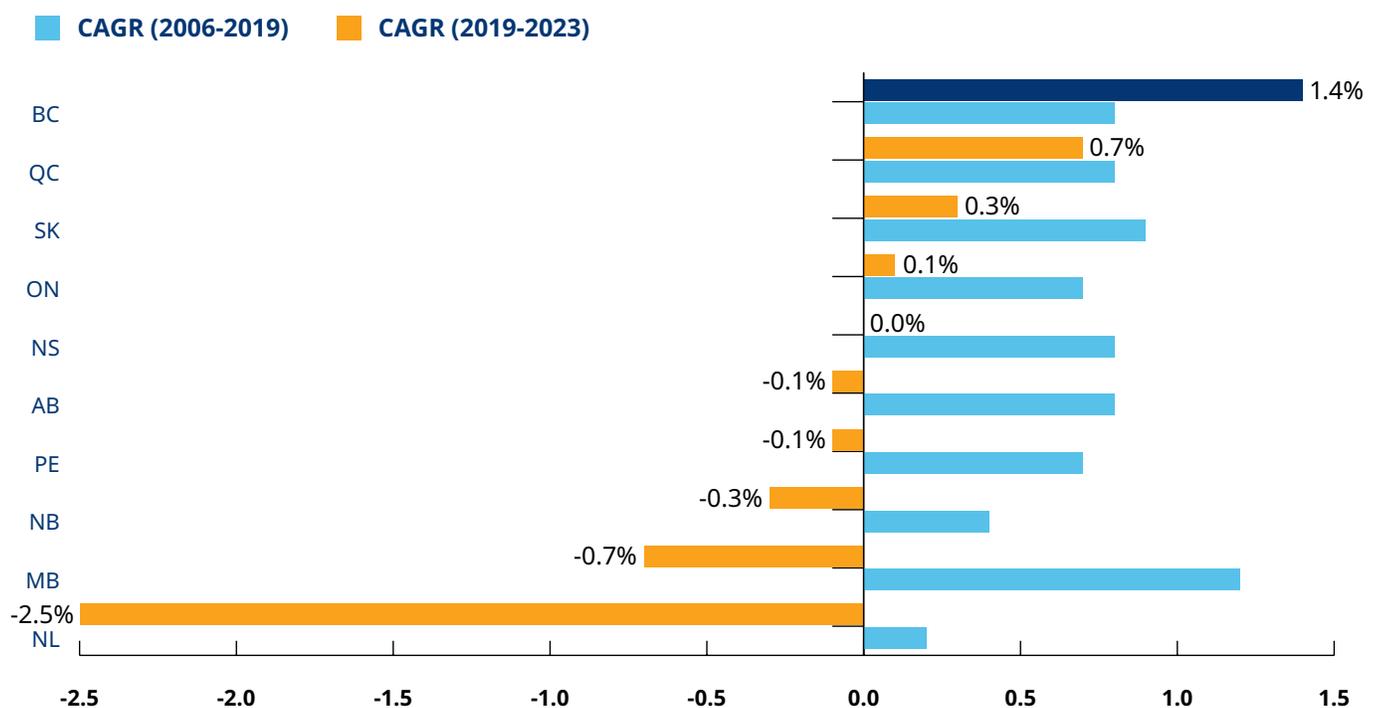


Growth in Canadian labour productivity has been slowing since the turn of the millennium, and even more so since the COVID-19 pandemic. Much of the slowdown over the last 25 years has been attributed to a general lack of innovation and technical change, and weak investment across the Canadian economy.

However, British Columbia stood out among the provinces by recording the

highest compound annual growth in labour productivity between 2019 and 2023 (1.4 percent annually). The increase in labour productivity within professional, scientific and technical services, retail trade, and accommodation and food services has more than compensated for the declines seen in the construction and transportation and warehousing industries.

Figure A-3: Labour productivity, Compound Annual Growth Rate (CAGR) by province



Source: Statistics Canada. Table 36-10-0480-01 *Labour productivity and related measures by business sector industry and by non-commercial activity consistent with the industry accounts.*

Although there is little consensus on the reasons for Canada’s low productivity growth, one way to increase our productivity is by ensuring that existing workers have access to training and reskilling programs and that new Canadians are able to work in jobs that

take advantage of their existing skills. In the context of the Labour Market Outlook, the education and training forecast can be used to identify strategies for making sure workers have the skills and training to be efficient in the jobs of tomorrow.



2.1 Return on investment in education and training

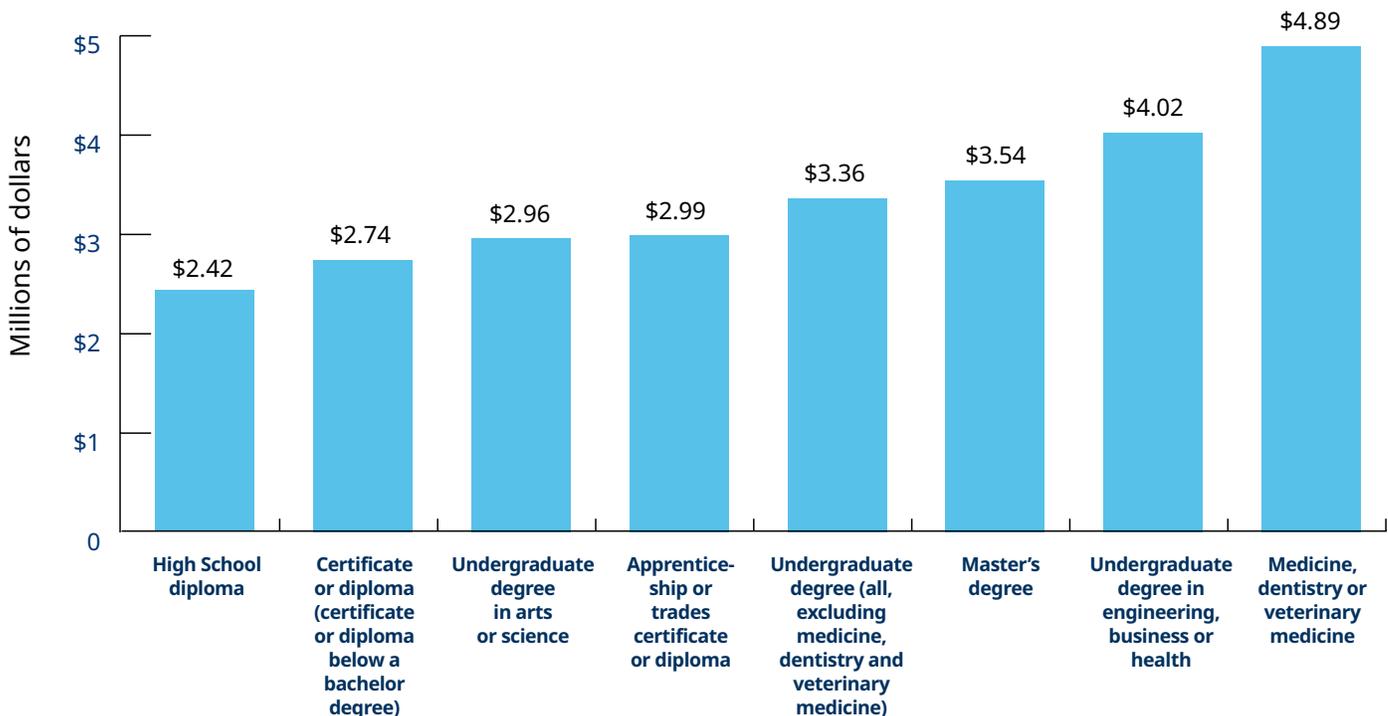
Education and training can be a large investment with an uncertain payoff. In general it is clear that higher education levels are associated with higher lifetime earnings.

Estimates of lifetime earnings by educational attainment³ indicate that the typical Canadian high school graduate will earn \$2.42 million in today's dollars over their lifetime. Additional

education and training will increase lifetime earnings over and above this amount.

Research based on the latest Canadian census indicates that an individual's lifetime earnings could increase by an additional \$172,300 to \$902,800 with an undergraduate degree in arts or science and by an additional \$2.46 million with a degree in medicine, dentistry or veterinary medicine.

Figure A-4: Estimated average lifetime earnings by educational attainment (in millions of dollars)



Source: Statistics Canada Census 2021 and Ministry of Post-Secondary Education and Future Skills.

3. Summary of Lifetime Earnings

An important use of the Outlook is to help parents and prospective students choose a field of study that aligns with their interests and provides a path to positive employment opportunities. While educational pathways often lead to specific occupations, sometimes a particular field of study can lead to many possible careers.

To capture the idea of a positive employment opportunity it is possible to look at the likelihood of a specific field of

study leading to a high-skill, high salary (HSHS) occupation.⁴

For example, in Figure A-5, a variety of fields of study for bachelor’s degrees are shown. The analysis suggests some have a greater likelihood of being associated with a HSHS occupation, including registered nursing and many engineering fields. Similar data for different levels of educational attainment (e.g. master’s degrees or college diplomas) is available in the [BC Data Catalogue](#).

Figure A-5: Selected bachelor’s degree programs and their comparative likelihood of leading to an HSHS occupation

Less likely to work in a HSHS occupation

No more or less likely to work in a HSHS occupations

More likely to work in a HSHS occupations

52.08 Finance and financial management services

31.05 Sports, kinesiology, and physical education/physical fitness

51.33 Alternative and complementary medicine and medical systems

04.06 Landscape architecture (BS, BSc, BSLA, BLA, MSLA, MLA, PhD)

30.11 Gerontology

43.04 Security science and technology

52.05 Business/corporate communications

01.10 Food science and technology

51.00 General health services/allied health/health sciences

04.02 Architecture

14.18 Materials engineering

14.07 Chemical engineering

14.08 Civil engineering

51.38 Registered nursing, nursing administration, nursing research and clinical nursing

Note: The four-digit code and the field of study description are from the Classification of Instructional Programs (CIP) Canada 2021 Version 1.0.

Source: Statistics Canada 2021 Census and Ministry of Post-Secondary Education and Future Skills.

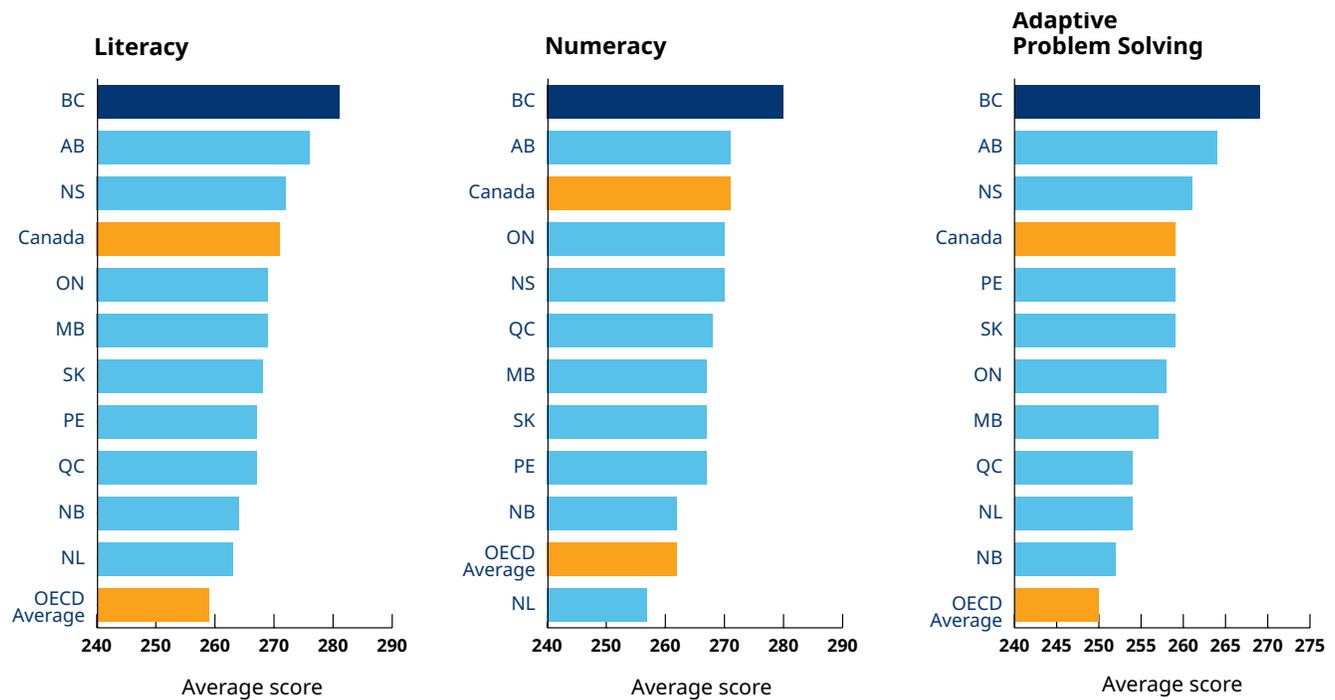
4. High skill, high salary (HSHS) occupations refer to occupations that require higher skills (a top 20% skill level score according to the U.S. O*NET skills data) and have higher pay (a top 20% median annual salary, calculated based on Employment and Social Development Canada’s median wage rates). The skill level scores indicate the degree of complexity at which the skill must be executed in an occupation.

B.C. ranks in top 10 for international skills survey

The Organisation for Economic Co-operation and Development (OECD) conducted its second survey of adult skills⁵ in 2022 and 2023. The survey compared relevant key essential skills (literacy, numeracy and problem-solving)

of adults aged 16 to 65 in over 30 countries and regions. According to the 2022 survey, B.C. ranked first among the provinces and above both the national and OECD averages across all three skills categories.

Figure A-6: Average scores by key essential skill, Canada, provinces and OECD



Source: Programme for the International Assessment of Adult Competencies 2022 and Survey of Adult Skills 2023.

Among the participating OECD countries, B.C. ranked fourth in literacy (behind Finland, Japan and Sweden), seventh in numeracy (behind Finland, Japan, Sweden, Norway, Netherlands and Estonia) and fifth in adaptive problem solving (behind Finland, Japan, Sweden and Norway).

In comparison to the last survey conducted in 2012, B.C. scored higher in literacy and numeracy. Adaptive problem-solving skills

were not previously surveyed so it is not possible to compare changes over time.

The survey also analyzed proficiency in the three domains by looking at the highest level of educational attainment reached by the respondents. As might be expected, adults with higher levels of education demonstrated higher levels of proficiency in all three domains in the participating countries, including Canada.

5. Programme for the International Assessment of Adult Competencies 2022 and Survey of Adult Skills 2023. See www.oecd.org/en/about/programmes/piaac.html

» 3. Industry Outlook

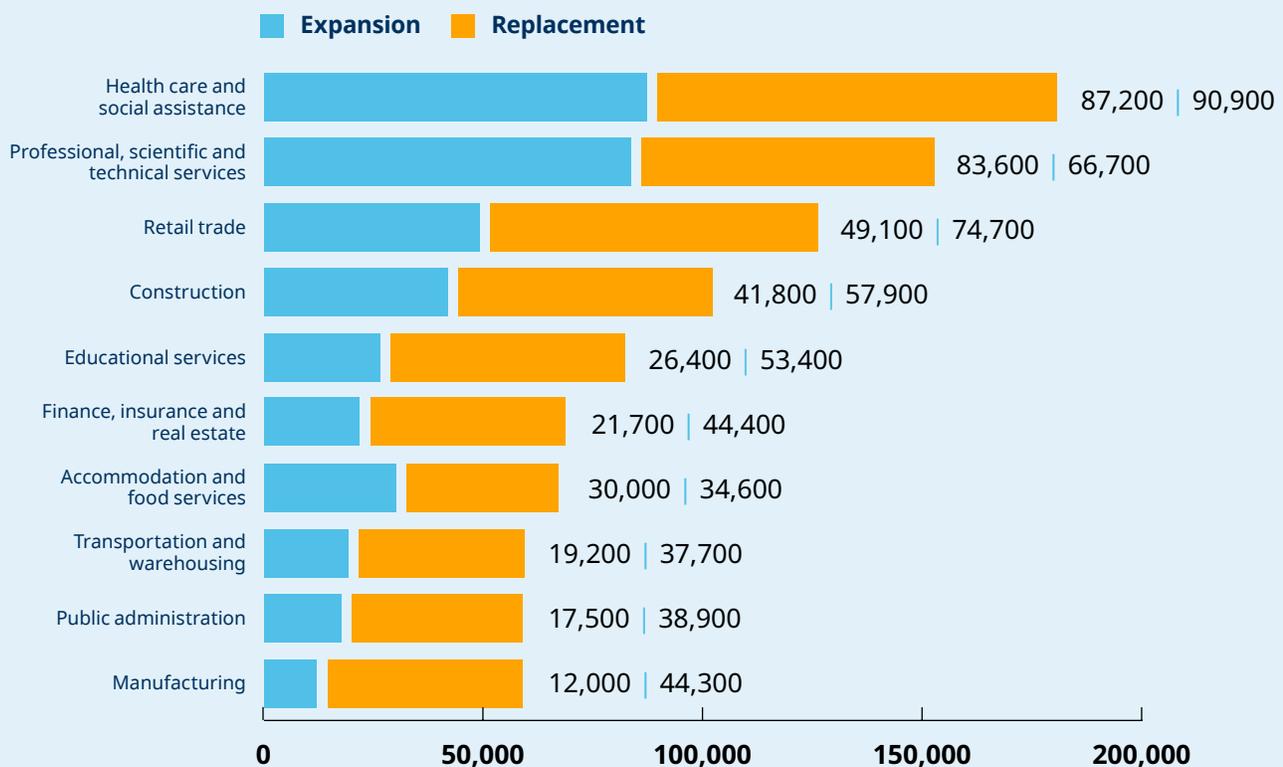
Over the next decade, five industries will generate more than half (56 percent) of the job openings in British Columbia:

- » **Health care and social assistance** (178,100 job openings; 16 percent of the total)
- » **Professional, scientific and technical services** (150,300 job openings; 13 percent of the total)
- » **Retail trade** (123,700 job openings; 11 percent of the total)
- » **Construction** (99,600 job openings; 9 percent of the total)
- » **Educational services** (79,800 job openings; 7 percent of the total)



Figure 3-1 shows that the need to replace retiring workers will result in more than half of the job openings in all major industries over the next 10 years. The exception is the professional, scientific and technical services industry, where expansion plays a larger role.

Figure 3-1: Top 10 major industry groups by job openings, B.C., 2024-2034



The health care and social assistance industry continues to have the most job openings of any industry over the next decade due to an aging population. The rapid advancement of technology, especially in fields like computer systems design, engineering and consulting services, is driving demand for professional, scientific and technical services.

The construction industry continues to benefit from significant investments in infrastructure projects, housing developments and commercial real estate, particularly in urban areas like Metro Vancouver. The provincial government's focus on affordable housing, transportation infrastructure and green building initiatives will continue to fuel demand in this sector.

Growth in the construction industry

The 2024 Labour Market Outlook is predicting stronger growth for the construction industry than was forecast in the 2023 edition. There are over 30,000 more job openings predicted in this forecast compared to last year, and employment growth has increased from 0.5% annually to 1.6%. As well, job openings have shifted from being strongly driven by replacement demand to almost half being attributable to economic growth. This year's stronger growth forecast is driven by higher predicted residential investment and housing starts.



Job openings in the finance, insurance and real estate industry are forecast to be quite strong in response to the increased demand in construction, particularly residential construction. Compared to the previous forecast, the number of job openings due to expansion has more than doubled due to higher demand for occupations such as financial managers, loans officers, real estate agents and property managers.

The manufacturing industry had the smallest number of job openings among the top 10 industries, due to the relatively small number of expansion openings that are expected. This industry has an aging workforce and growth is expected to be flat, primarily because of slowdowns in wood product manufacturing.



Accuracy of the Labour Market Outlook

The Labour Market Outlook has been published nearly every year since 2011, and while the forecast isn't a prediction per se, gauging the accuracy of past forecasts can provide valuable insights for developing future forecasts. To do this, previous industry employment forecasts are compared with what really happened in the job market based on the monthly Labour Force Survey from Statistics Canada.

The 2017 to 2023 editions of the Labour Market Outlook were compared to the latest employment estimates from the Labour Force Survey. On average, the forecasted employment was 2.4 percent lower than the actual historical employment data, indicating that prior editions of the Outlook slightly underestimated the number of jobs created. This could be because the Labour Market Outlook's initial five-year

employment forecast tends to be conservative as it considers competing future scenarios.

Past Labour Market Outlooks have provided notably accurate forecasts in some industries, including wholesale trade, transportation and warehousing, manufacturing, and construction.

Although past Outlooks correctly flagged the tech sector as a key growth area, they underestimated the growth of the professional, scientific and technical services industry, leading to upwardly revised projections in subsequent forecasts.

For other industries, like forestry, logging and support activities, past Outlooks have based employment forecasts on industry drivers that proved to be overly optimistic, resulting in the need to downwardly revise forecasts.

Appendix 3 shows forecasts for 18 industries at an aggregate level and provides a more detailed breakdown for 64 specific industries.

» 4. Occupational Outlook

4.1 Occupational overview

Occupations are organized into 10 broad categories, according to the NOC 2021 system. Between 2024 and 2034, the following five occupational groups are expected to account for nearly 80 percent of the projected job openings in B.C.:

- » **Sales and service** (252,100 job openings; 23 percent of the total)
- » **Business, finance and administration** (202,700 job openings; 18 percent of the total)
- » **Trades, transport and equipment operators and related** (186,500 job openings; 17 percent of the total)
- » **Education, law and social, community and government services** (135,000 job openings; 12 percent of the total)
- » **Natural and applied sciences and related** (112,100 job openings; 10 percent of the total)

As shown in Figure 4-1, over the forecast period, replacement job openings will outpace expansion job openings in nine of the 10 broad occupational groups, except for natural and applied sciences and related occupations.

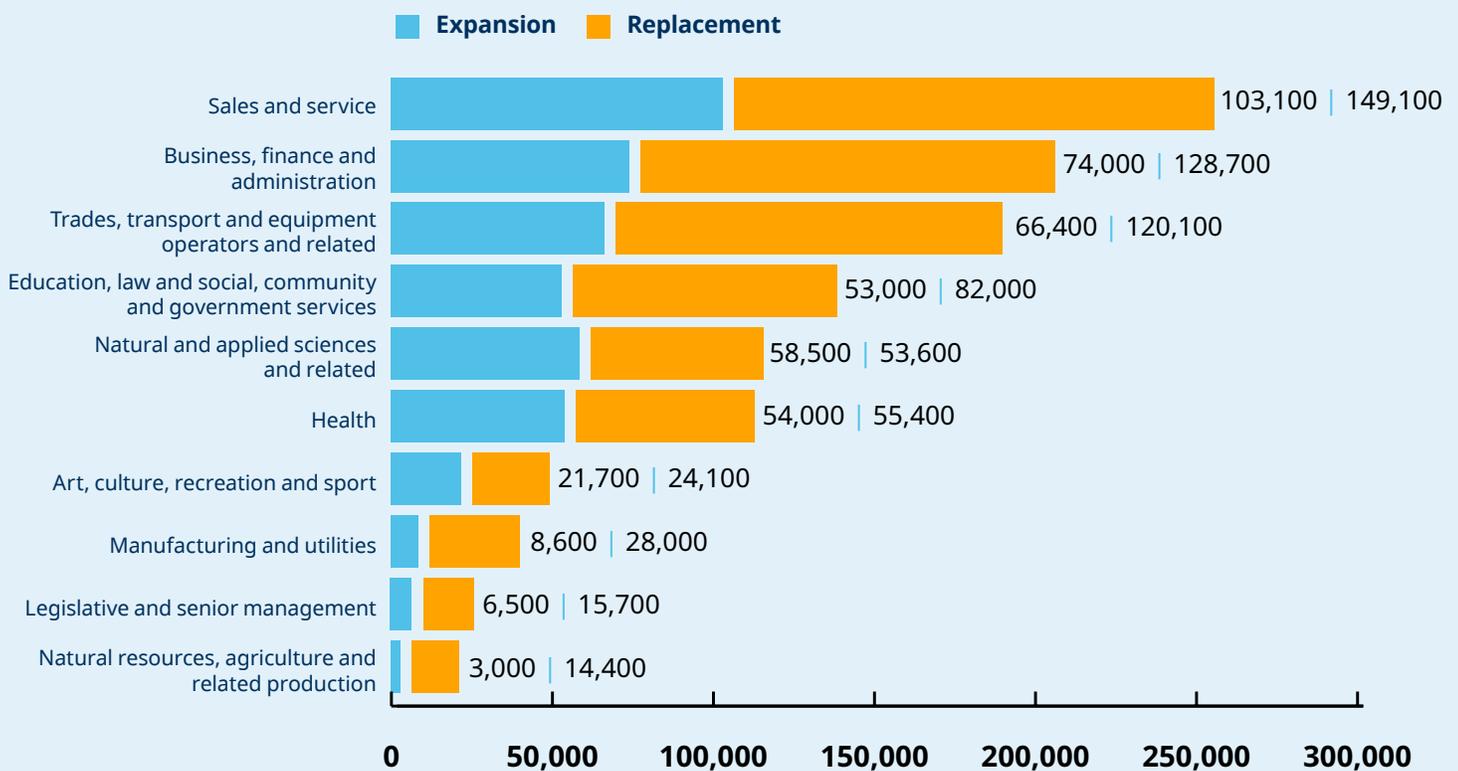
The natural and applied sciences and related occupations category is forecast to expand its workforce faster than other occupational groups. The growth in natural and applied sciences occupations reflects the increasing integration of technology into various sectors. As artificial intelligence (AI), automation and other technologies become more embedded in daily operations and decision-making processes, there is an increasing demand for skilled professionals in these fields. In British Columbia, the forecasted 2.1 percent annual growth rate for these occupations is significantly higher than the overall employment growth rate of 1.4 percent. As a result, this group's expansion job openings (58,500) will surpass its replacement job openings (53,600).



Another fast-growing occupational category is health care. The projected 2.0 percent annual employment growth in health care occupations underscores the expanding need for health care services driven by demographic changes. As the population grows and ages, the demand for medical professionals and related roles naturally rises. Expansion job openings will account for almost half of the total job openings in this occupational group.

Trades, transport and equipment operators and related occupations are crucial to the economy, facilitating the infrastructure and logistical needs of various industries. With an annual employment growth rate aligning with overall employment growth in the province, this sector demonstrates stable and steady demand. Over one-third of the total job openings in this group will arise from expansion.

Figure 4-1 Job openings by main occupational group, B.C., 2024-2034



In the NOC 2021⁶ system, these 10 broad occupational categories are further divided into over 500 specific occupations. Appendix 4 lists the projected job openings for all occupations.

6. Under the NOC 2021 system, there are 516 distinct occupations at the five-digit level. Due to limitations in available labour force characteristics from the 2021 census, five senior management occupations (NOCs 00011, 00012, 00013, 00014 and 00015) are grouped into a non-standard occupation called “Senior managers – public and private sector” (NOC 00018).

Generative AI

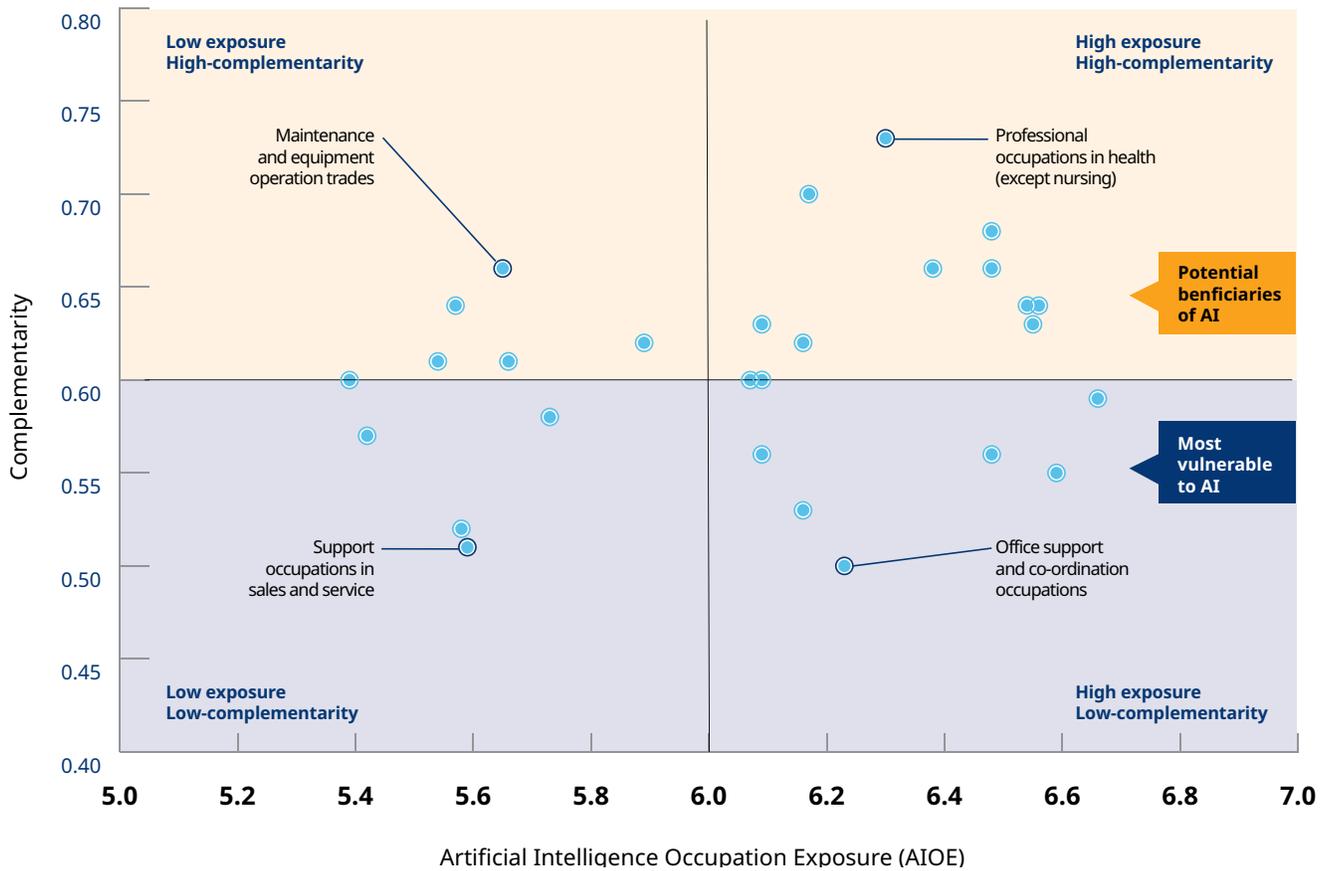
Recent advancements in AI have sparked both excitement and concern regarding the future role of human workers. Unlike previous technological shifts, such as automation, which primarily impacted less educated workers in routine and manual jobs, the current wave of AI innovation could affect a wider range of the workforce. This is because advanced algorithms capable of modelling language and other AI applications are increasingly proficient at performing non-routine and cognitive tasks, often undertaken by highly educated workers.

A study by Statistics Canada, titled “Experimental Estimates of Potential Artificial Intelligence Occupational Exposure in Canada,” explores this issue. It offers experimental estimates of the potential AI exposure faced by various groups of Canadian workers, based on the tasks they perform.

The study found that, in May 2021, 29 percent of Canadian workers held jobs highly exposed to and highly complementary with AI. Meanwhile, 31 percent were in high exposure and low complementarity jobs. The remaining 40 percent were in jobs not highly exposed to AI. See Figure A-7 below.



Figure A-7: Potential artificial intelligence occupational exposure (AIOE) and complementarity in Canada



Note: The artificial intelligence occupational exposure (AIOE) index and potential complementarity are based on Felten, Raj and Seamans (2021) and Pizzinelli et al. (2023). An occupation is considered high exposure if its AIOE index exceeds the median AIOE across all occupations (6.0), and is considered low exposure otherwise. Similarly, an occupation is considered high complementarity if its complementarity parameter exceeds the median complementarity across all occupations (0.6), and is considered low complementarity otherwise. Occupational groups in this chart are based on the four-digit National Occupational Classification (NOC) 2016 version 1.3.

Source: Statistics Canada Economic and Social Reports, Exposure to artificial intelligence in Canadian jobs: Experimental estimates. <https://www150.statcan.gc.ca/n1/pub/36-28-0001/2024009/article/00004-eng.htm>

Some argue that companies have been slow to integrate generative AI models, such as ChatGPT, since their rollout in 2022, and that these AI models have not yet had a significant economic impact. For instance, only six percent of Canadian companies have integrated AI into their operations. While it takes time for new technologies to take hold, it may not be easy to quantify AI’s impacts given the rapid pace of change and advancement.

Such unpredictable scenarios could potentially lead to significant labour market disruptions, including the complete replacement of certain jobs. These possibilities underscore the need for continuous monitoring of the impact of AI on the labour market and its inclusion in the Labour Market Outlook report.

Alternative occupational groups

People frequently seek labour market information that extends beyond conventional industry or occupation classifications. Some users may be interested in a cluster of occupations that share similar traits but are distributed across different industries. Others might focus on specific key occupations within certain sectors, even if they are not concerned with the overall industry.

To address these needs, the 2024 Outlook has developed the following three alternative groupings:

- » **Construction trades occupations**
- » **Science, technology, engineering and mathematics (STEM) occupations**
- » **Care occupations**

For the construction trades and care groupings, the top 10 occupations are listed in Table 4.1-1. Please see Appendix 5 for a comprehensive definition of each group and its forecasted employment.



Top in-demand trades by number of job openings

Skilled trades occupations involve hands-on work and specialized skills. These occupations are essential to industries that include construction, automotive, manufacturing, utilities and more. Over the next decade, 105,300 job openings are expected in the skilled trades. The trades occupations with the highest projected job openings are:

 Construction trades helpers and labourers	 Bakers
 Carpenters	 Electronic service technicians (household and business equipment)
 Cooks	 Plumbers
 General building maintenance workers and building superintendents	 Welders and related machine operators
 Hairstylists and barbers	 Painters and decorators (except interior decorators)
 Automotive service technicians, truck and bus mechanics and mechanical repairers	 Construction millwrights and industrial mechanics
 Heavy equipment operators	 Heavy-duty equipment mechanics
 Electricians (except industrial and power system)	

Table 4-1 Top 10 occupations by job openings for construction trades and care occupational groupings, B.C., 2024-2034

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
Construction trades occupations						
#75110	Construction trades helpers and labourers	33,540	12,300	6,010	6,290	5
#72310	Carpenters	32,050	11,880	5,130	6,750	2
#73400	Heavy equipment operators	13,930	5,140	1,420	3,720	3
#72200	Electricians (except industrial and power system)	15,630	4,280	2,370	1,910	2
#72300	Plumbers	9,530	3,230	1,570	1,660	2
#72106	Welders and related machine operators	10,410	3,130	1,050	2,080	2
#73112	Painters and decorators (except interior decorators)	7,920	3,100	1,280	1,820	3
#72400	Construction millwrights and industrial mechanics	8,130	2,810	480	2,330	2
#72401	Heavy-duty equipment mechanics	8,130	2,440	680	1,760	2
#73102	Plasterers, drywall installers and finishers and lathers	4,270	1,630	710	930	3
Care occupations						
#31301	Registered nurses and registered psychiatric nurses	63,910	30,190	16,110	14,090	1
#33102	Nurse aides, orderlies and patient service associates	47,630	22,810	10,730	12,080	3
#42201	Social and community service workers	36,460	14,970	6,430	8,540	2
#41221	Elementary school and kindergarten teachers	37,000	14,090	4,660	9,420	1
#42202	Early childhood educators and assistants	22,610	13,820	9,300	4,510	2
#43100	Elementary and secondary school teacher assistants	21,170	7,880	2,610	5,270	3
#41220	Secondary school teachers	20,170	7,820	2,650	5,160	1
#41210	College and other vocational instructors	14,610	6,160	2,030	4,120	1
#32101	Licensed practical nurses	10,270	4,780	2,540	2,240	2
#41200	University professors and lecturers	14,170	4,420	1,230	3,200	1

Note: Job openings and employment are rounded to the nearest 10.

4.2 High Opportunity Occupations

All occupations play an important role in British Columbia’s economy, but some jobs provide more opportunities than others. High Opportunity Occupations (HOOs) are occupations that are forecasted to have higher demand, higher wages and more opportunities over the coming decade. Each edition of the Labour Market Outlook includes newly identified HOOs that capture the current and anticipated state of the labour market to help individuals make informed career decisions.

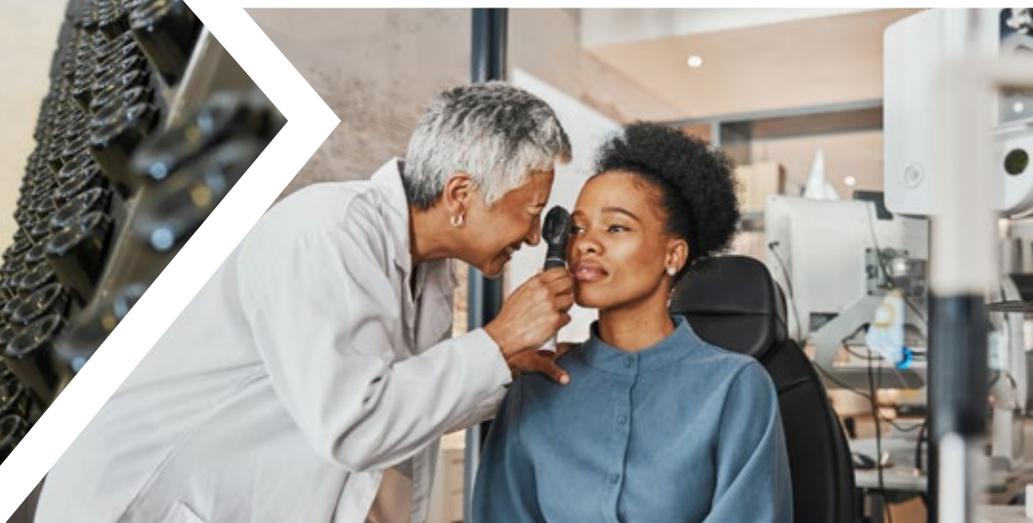
This year’s HOO list includes a considerable number of occupations that are related to the care economy and the tech sector. Occupations related to the health care sector remain in demand due to the growing need in British Columbia for health care, driven by a growing and aging population. Some of the top occupations on the HOO list are registered

nurses and registered psychiatric nurses, general practitioners and family physicians, and occupational therapists.

There are similarly many opportunities for occupations related to technology. As the tech sector continues to grow and develop, with areas such as automation and artificial intelligence continuing to evolve, occupations such as software developers and programmers, software engineers and designers, and computer systems developers and programmers are in high demand.

The occupations classified as HOOs overwhelmingly require some form of post-secondary education, indicating the importance of education and training over the coming decade. Over 90 percent of occupations on the HOO list belong to TEER 0, 1 or 2, meaning that they require management training or at least two years of post-secondary education. Only seven percent of HOOs belong to TEERs 3 and 4, which require less than two years of post-secondary education or a high-school diploma with on-the-job training.

Appendix 6 presents the complete list of HOOs for British Columbia.



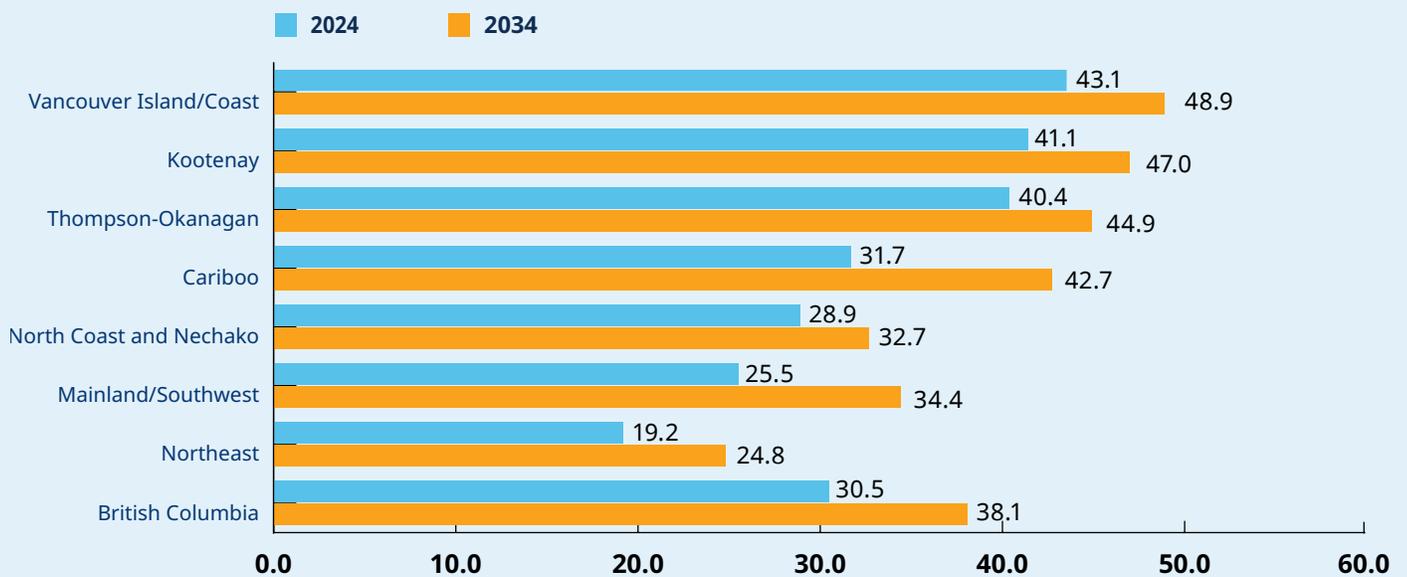
» 5. Regional Outlook

The seven development regions in B.C. all have unique economies, labour market conditions and demographics. As a result, each region offers distinct job opportunities.

On a demographic basis, the impact of an aging population varies across regions. As populations age, health care needs will grow and there will be comparatively fewer workers. In B.C., the share of people aged 65

and up (compared to those aged 15 to 64) will climb from 31 percent in 2024 to 38 percent in 2034, but this varies across the province with some regions aging more rapidly than others. By 2034, the Vancouver Island/Coast, Kootenay, Thompson-Okanagan and Cariboo regions are all forecast to have at least two people over 65 for every five people of working age.

Figure A-8: Elderly dependency ratio (65+/(15-64)) by development region, 2024 and 2034



All regions are forecast to see job openings over the next 10 years, ranging from 11,200 new jobs in the Northeast to just over 754,700 in the Mainland/Southwest. Compared to last year's forecast, most regions will see an increase in job openings, with the exceptions of Vancouver Island/Coast and Thompson-Okanagan. These two regions show small declines in job openings compared to the last edition due to slightly slower population growth than previously

forecast. Conversely, stronger population growth due to higher levels of immigration is forecast for the Mainland/Southwest region. As a result, nearly 130,000 more job openings are forecast for this region than were forecast in the previous Outlook.

This section highlights the opportunities within each development region. Figure 5-1 identifies the seven regions and Table 5-1 summarizes the projected job openings in each region.

Figure 5-1: Total job openings by development region, B.C., 2024 to 2034

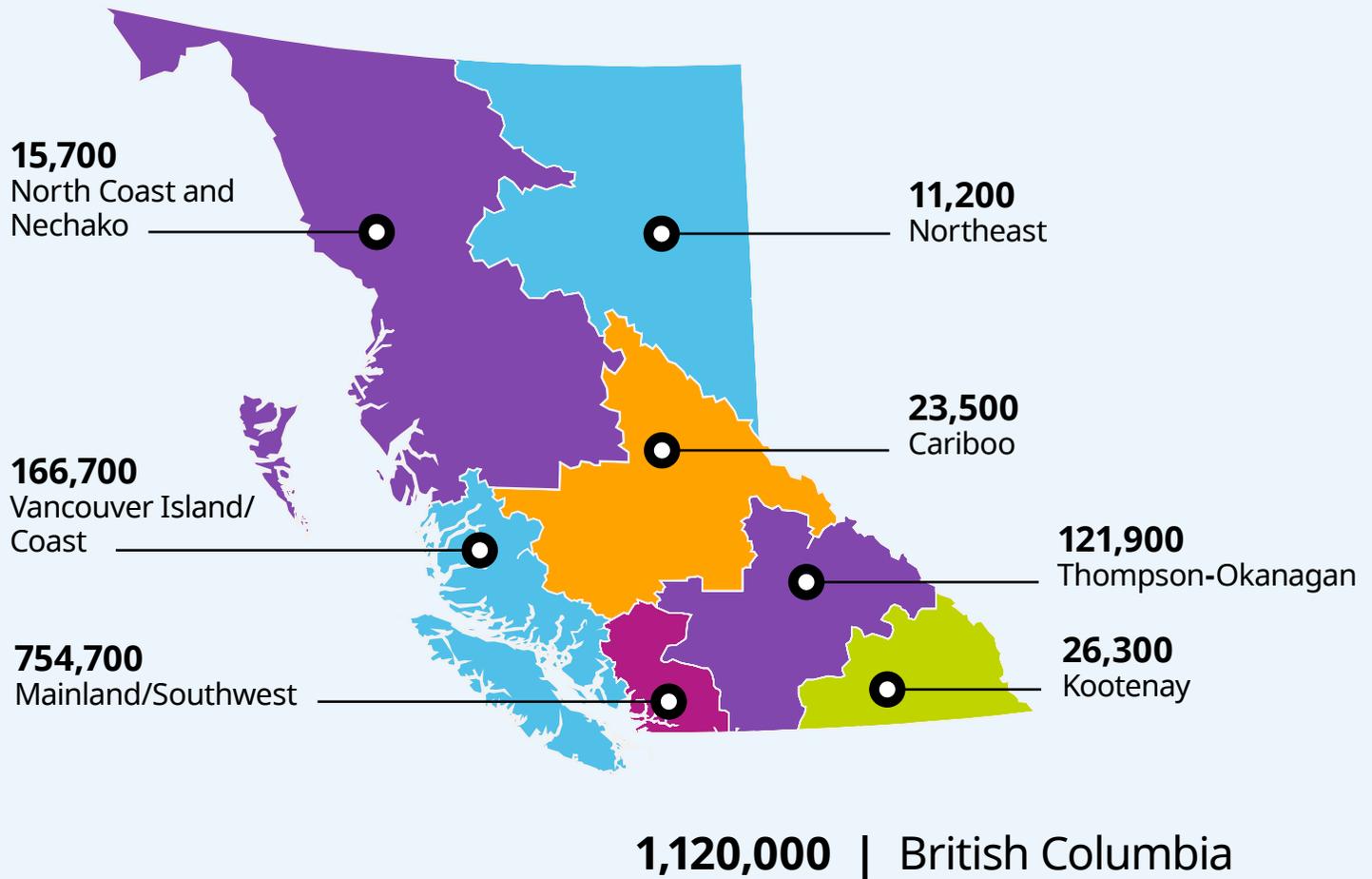


Table 5-1 Employment and job openings by development region, 2024 to 2034

REGION	EMPLOYMENT 2024	ANNUAL EMPLOYMENT GROWTH RATE (%) 2024-2034	JOB OPENINGS 2024-2034		
			EXPANSION	REPLACEMENT	TOTAL
Vancouver Island/Coast	445,800	1.1	49,600	117,100	166,700
Mainland/Southwest	1,819,100	1.7	347,200	407,500	754,700
Thompson-Okanagan	305,600	1.2	37,700	84,200	121,900
Kootenay	79,800	0.5	4,300	22,000	26,300
Cariboo	86,500	0.4	2,800	20,600	23,500
North Coast and Nechako	44,200	1.0	4,800	10,900	15,700
Northeast	36,300	0.6	2,400	8,800	11,200
British Columbia	2,817,300	1.4	449,000	671,000	1,120,000

Note: Total of regions may not sum to the B.C. total due to rounding

5.1 Vancouver Island/Coast

The Vancouver Island/Coast region is expected to see 166,700 job openings over the next 10 years. Driven largely by an aging population, most of these opportunities (70 percent) will result from replacing workers, mainly due to retirement, while the remaining 30 percent will stem from new jobs created by economic growth. Employment demand across all industries is expected to grow at an annual rate of 1.1 percent, mirroring the region’s population growth rate during the same period.

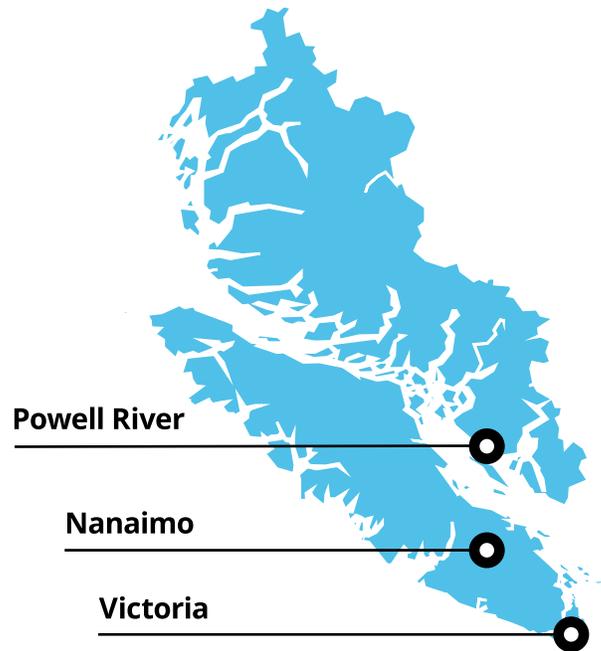


Table 5.1-1 Top five industries by total job openings, 2024-2034 – Vancouver Island/Coast

INDUSTRY	EMPLOYMENT 2024	ANNUAL EMPLOYMENT GROWTH RATE % 2024-2034	JOB OPENINGS 2024-2034		
			EXPANSION	REPLACEMENT	TOTAL
All industries	445,800	1.1	49,600	117,100	166,700
Hospitals	30,800	2.3	8,000	7,800	15,800
Other retail trade (excluding cars, online shopping and personal care)	43,300	0.2	600	9,700	10,300
Ambulatory health care services	15,300	2.7	4,700	4,300	9,000
Elementary and secondary schools	20,600	0.9	2,000	6,000	8,000
Food services and drinking places	26,100	1.1	3,100	4,500	7,600

See the [BC Data Catalogue](#) for more detailed information about this region.



5.2 Mainland/Southwest

Job openings in the Mainland/Southwest region are expected to total 754,700 over the coming decade. Opportunities arising from replacing workers, mainly due to retirement, will be slightly higher (54 percent) than those created by economic growth (46 percent). Employment demand across all industries is forecast to grow at an annual rate of 1.7 percent over the next 10 years, aligning with the region’s population growth rate during the same period.

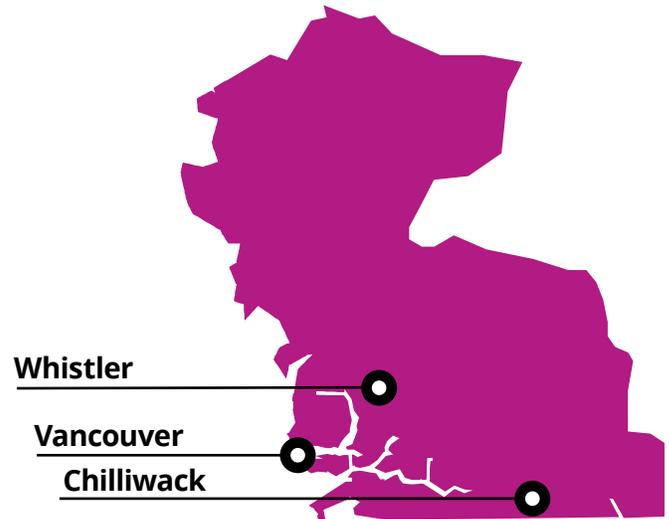


Table 5.2-1 Top five industries by total job openings, 2024-2034 – Mainland/Southwest

INDUSTRY	EMPLOYMENT 2024	ANNUAL EMPLOYMENT GROWTH RATE % 2024-2034	JOB OPENINGS 2024-2034		
			EXPANSION	REPLACEMENT	TOTAL
All industries	1,819,100	1.7	347,200	407,500	754,700
Other retail trade (excluding cars, online shopping and personal care)	160,600	1.7	31,100	32,800	64,000
Computer systems design and related services	70,400	4.3	38,300	16,200	54,500
Hospitals	92,200	2.5	26,900	20,800	47,800
Legal, accounting, design, research and advertising services	92,100	1.9	19,600	19,400	39,000
Food services and drinking places	103,700	1.5	18,000	17,000	35,000

See the [BC Data Catalogue](#) for more detailed information about this region.



5.3 Thompson-Okanagan

In the next 10 years, the Thompson-Okanagan region is expected to have 121,900 job openings. About 31 percent of these jobs will result from economic growth and the remaining 69 percent will come from replacing workers, mainly due to retirement. Employment demand is expected to grow at an average annual rate of 1.2 percent over the next decade, comparable to the projected 1.4 percent annual population growth rate during the same period.

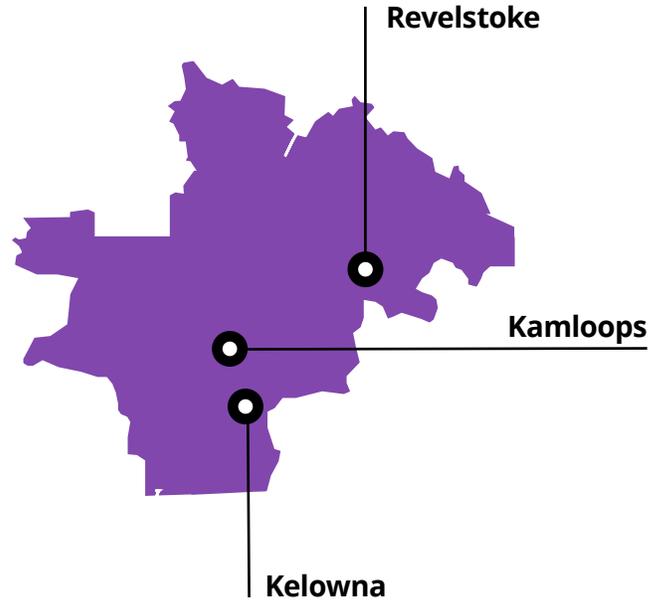


Table 5.3-1 Top five industries by total job openings, 2024-2034 – Thompson-Okanagan

INDUSTRY	EMPLOYMENT 2024	ANNUAL EMPLOYMENT GROWTH RATE % 2024-2034	JOB OPENINGS 2024-2034		
			EXPANSION	REPLACEMENT	TOTAL
All industries	305,600	1.2	37,700	84,200	121,900
Other retail trade (excluding cars, online shopping and personal care)	30,000	0.5	1,500	7,000	8,500
Hospitals	13,800	2.3	3,600	4,000	7,600
Specialty trade contractors	17,100	1.3	2,400	5,000	7,500
Food services and drinking places	18,700	1.1	2,300	3,300	5,500
Residential building construction	10,700	1.4	1,600	3,400	5,000

See the [BC Data Catalogue](#) for more detailed information about this region.



5.4 Kootenay

Over the next decade, the Kootenay region is projected to see 26,300 job openings. Only about 16 percent of these will result from economic growth, while the remaining 84 percent will stem from replacing workers, mainly due to retirement. Employment demand is expected to grow at an average annual rate of 0.5 percent, closely aligned with the projected population growth rate of 0.5 percent over the same period.

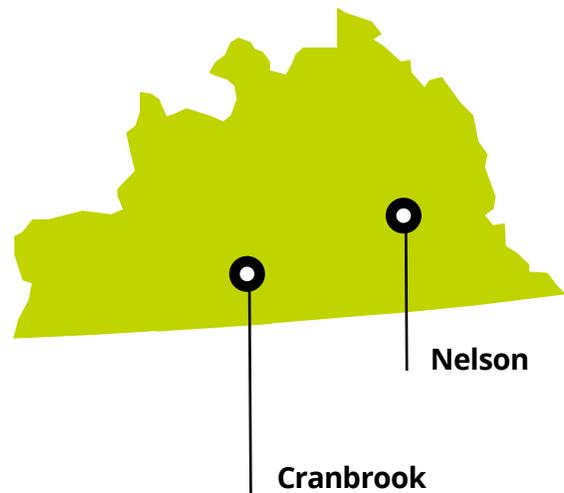


Table 5.4-1 Top five industries by total job openings, 2024-2034 – Kootenay

INDUSTRY	EMPLOYMENT 2024	ANNUAL EMPLOYMENT GROWTH RATE % 2024-2034	JOB OPENINGS 2024-2034		
			EXPANSION	REPLACEMENT	TOTAL
All industries	79,800	0.5	4,300	22,000	26,300
Other retail trade (excluding cars, online shopping and personal care)	6,700	1.0	700	1,700	2,400
Mining	5,800	0.5	300	1,800	2,100
Ambulatory health care services	3,300	1.2	400	1,000	1,400
Elementary and secondary schools	4,100	0.2	100	1,200	1,300
Food services and drinking places	4,000	1.0	500	700	1,200

See the [BC Data Catalogue](#) for more detailed information about this region.



5.5 Cariboo

In the next 10 years, the Cariboo region is expected to generate 23,500 job openings. About 12 percent of these will be driven by economic growth, while the remaining 88 percent will result from the need to replace workers, mainly due to retirement. Employment demand is projected to grow at an average annual rate of 0.4 percent over the next decade, closely mirroring the region’s expected annual population growth of 0.4 percent.

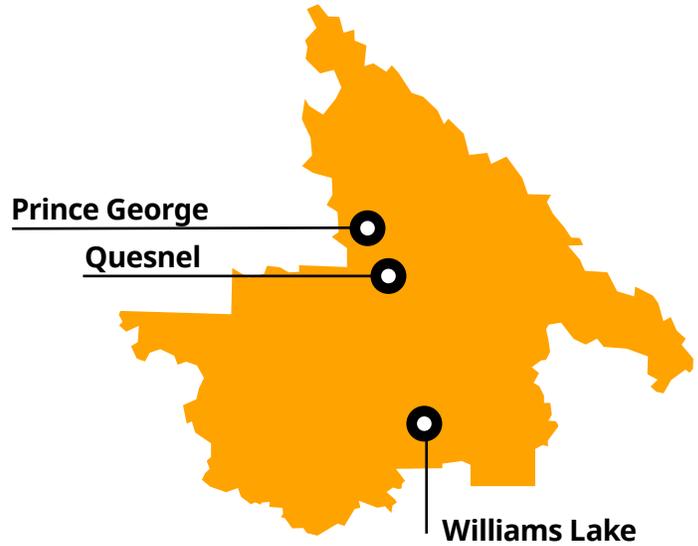


Table 5.5-1 Top five industries by total job openings, 2024-2034 – Cariboo

INDUSTRY	EMPLOYMENT 2024	ANNUAL EMPLOYMENT GROWTH RATE % 2024-2034	JOB OPENINGS 2024-2034		
			EXPANSION	REPLACEMENT	TOTAL
All industries	86,500	0.4	2,800	20,600	23,500
Hospitals	6,300	1.6	1,100	1,500	2,700
Other retail trade (excluding cars, online shopping and personal care)	7,900	0.2	100	1,600	1,700
Specialty trade contractors	4,000	1.5	700	1,000	1,700
Paper manufacturing	2,100	1.6	400	700	1,100
Nursing and residential care facilities	1,700	2.3	500	500	900

See the [BC Data Catalogue](#) for more detailed information about this region.



5.6 North Coast and Nechako

Over the next 10 years, the North Coast and Nechako region is expected to generate 15,700 job openings. Approximately 30 percent of these will be driven by economic growth, while the remaining 70 percent will result from replacing workers, mostly due to retirement. Employment demand is projected to grow at an average annual rate of 1.0 percent, outpacing the region’s projected annual population growth of only 0.1 percent.

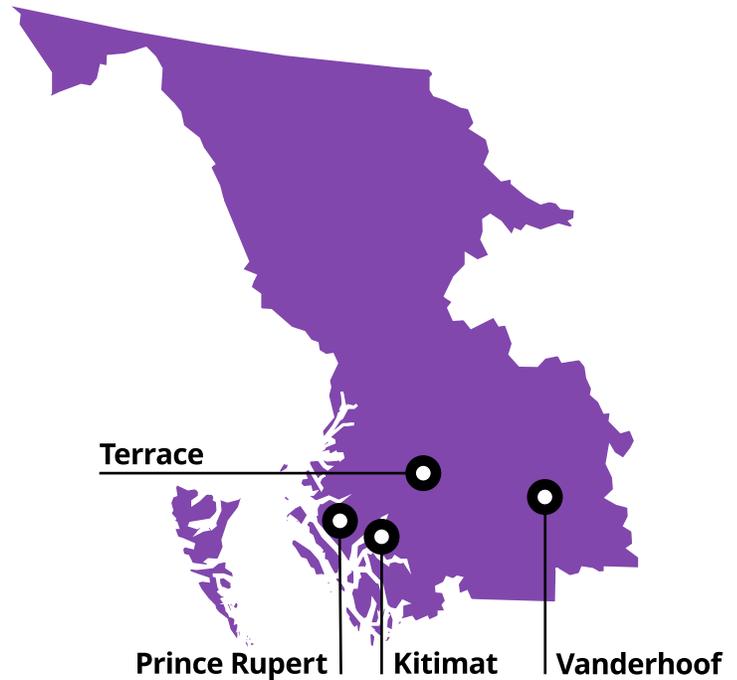
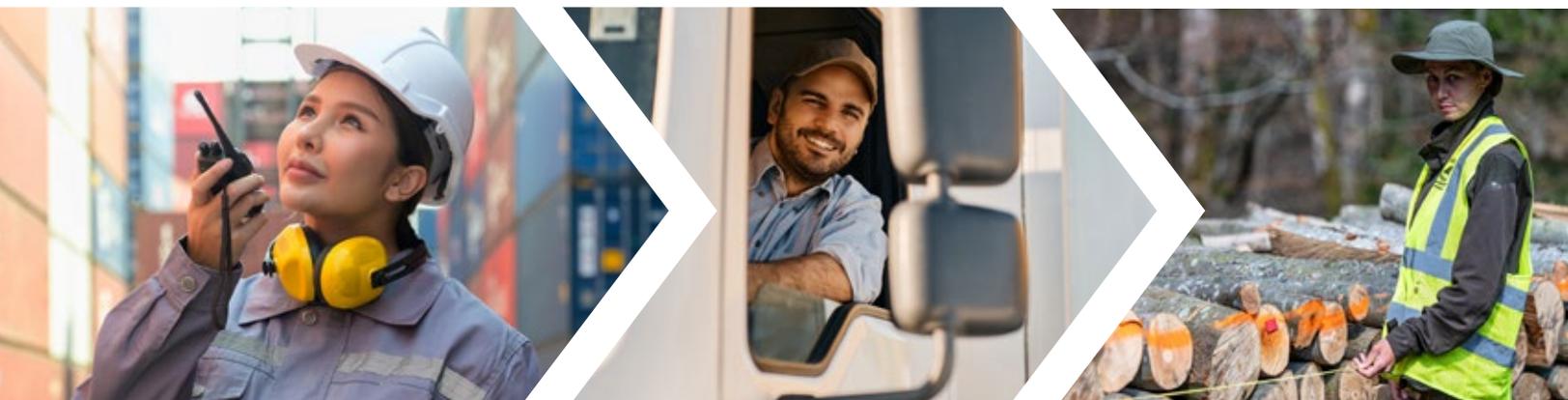


Table 5.6-1 Top five industries by total job openings, 2024-2034 – North Coast and Nechako

INDUSTRY	EMPLOYMENT 2024	ANNUAL EMPLOYMENT GROWTH RATE % 2024-2034	JOB OPENINGS 2024-2034		
			EXPANSION	REPLACEMENT	TOTAL
All industries	44,200	1.0	4,800	10,900	15,700
Other retail trade (excluding cars, online shopping and personal care)	3,600	1.8	700	900	1,600
Ports and freight transportation arrangement	1,400	4.2	800	400	1,200
Truck transportation and support activities	1,500	3.2	600	500	1,000
Forestry, logging and support activities	2,000	1.5	300	500	900
Elementary and secondary schools	3,100	-0.1	-100	800	800

See the [BC Data Catalogue](#) for more detailed information about this region.



5.7 Northeast

Over the next 10 years, the Northeast region is expected to generate 11,200 job openings. Of these, 21 percent will be new jobs created by economic growth, while the remaining 79 percent will result from replacing workers, mainly due to retirement. Employment demand is projected to grow at an average annual rate of 0.6 percent, slightly higher than the region’s projected population growth rate of 0.4 percent annually.

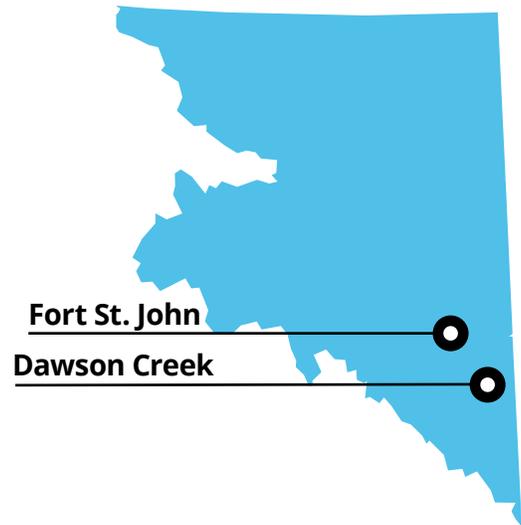


Table 5.7-1 Top five industries by total job openings, 2024-2034 – Northeast

INDUSTRY	EMPLOYMENT 2024	ANNUAL EMPLOYMENT GROWTH RATE % 2024-2034	JOB OPENINGS 2024-2034		
			EXPANSION	REPLACEMENT	TOTAL
All industries	36,300	0.6	2,400	8,800	11,200
Other retail trade (excluding cars, online shopping and personal care)	4,100	0.7	300	900	1,100
Truck transportation and support activities	1,600	2.5	500	500	1,000
Residential building construction	1,400	2.3	400	400	800
Wholesale trade	1,300	1.7	300	400	600
Personal, non-automotive repair and non-profit services	1,700	1.3	200	400	600

See the [BC Data Catalogue](#) for more detailed information about this region.



Appendix 1: Definitions

Labour market definitions

Annual employment growth rate: Calculated as the compound annual growth rate.

Changes in participation and unemployment: In addition to young people starting work, immigrants and migrants from other provinces, other changes in the number of labour force participants and the change in the number of unemployed workers.

Employment: The number of employed workers.

Immigrants: Net immigration of people moving to British Columbia from outside of Canada.

Inter-occupational mobility: The movement of workers to switch occupations.

Job openings – expansion: New job openings that arise due to economic growth.

Job openings – replacement: Job openings generated by a permanent exit from the labour force, including exits due to retirement, illness, disability, death and other reasons.

Job openings – total: The total number of expansion job openings and replacement job openings.

Labour demand: The number of employed people plus unfilled positions.

Labour supply: The labour force, including those already working and those actively looking for work.

Migrants from other provinces: Net in-migration from people moving to British Columbia from other provinces and territories in Canada.

Young people starting work: People between the ages of 17 and 29 who are entering the labour force for the first time after graduating from or leaving the education system.



Appendix 2: Methodology

Labour Market Outlook forecasting model methodology

The British Columbia Labour Market Outlook forecasting model is a labour market forecasting system that generates 10-year projections of labour demand and supply, covering 64 industries and 512 occupations for B.C. and its seven development regions. Three simplified steps illustrate how the B.C. labour market forecasting model works:

- » Expected economic growth, industry performance and labour productivity determine labour demand.
- » Demographic shifts and labour force participation drive labour supply and its components of change.
- » Demand for and supply of labour in each occupation determines labour market conditions for the occupation.

Specifically, the forecasting system is composed of three sets of regional models: macroeconomic models, industry employment models and occupational models. The combined results of the regional models generate provincial forecasts.

Macroeconomic models

- » Each of the seven regional macroeconomic models has two main sections: an economic component and a demographic component.
- » The economic component generates industry employment estimates and forecasts; it links to the labour demand projections in the occupational model.
- » The demographic component links to the labour supply projections in the occupational model.
- » Each regional macroeconomic model splits the entire regional economy into 15 high-level industries based on the 2017 NAICS (North American Industry Classification System) structure.

Industry employment models

- » Each of the seven regional industry employment models converts employment for high-level industries from the macroeconomic model into employment estimates and forecasts for 64 industries.



Occupational models

- » For labour demand, each of the seven regional occupational models produces labour demand projections for 512 occupations.
- » For labour supply, the seven regional models are aggregated into four regions to produce labour supply forecasts for 512 occupations; the aggregated regions are the Mainland/Southwest, Vancouver Island/Coast, Southeast (Thompson-Okanagan and Kootenay combined) and North (Cariboo, North Coast and Nechako, and Northeast combined).

A full description of the [methodology](#) is available on the website of the Labour Market Information Council.

High opportunity occupation methodology

The High Opportunity Occupations lists are developed by assessing all occupations using seven economic indicators. These indicators can be grouped into four categories, which are based on current and future labour market conditions, as shown in Table A.9-1.

Each occupation is given a score based on its ranking in each of the seven economic indicators, and scores are weighted based on their labour market impact. Table A.9-2 shows the role of the indicators and weights in the overall score. The occupations are then sorted by score, and the 125 occupations with the highest scores become High Opportunity Occupations.

To capture the diversity of British Columbia's economy, there are separate HOO lists for each of B.C.'s seven development regions. The process for determining the regional lists is similar to the B.C.-level methodology, although additional criteria are used to reflect the smaller sizes of some regions. One criterion is that the total number of job openings for HOOs in a region cannot be more than 50 percent of all job openings for all occupations in the region. For example, if 125 occupations are identified as HOOs for a region based on the initial criteria (Table A.9-1) but the total number of job openings across all 125 HOOs is more than 50 percent of all job openings for the region, the number of occupations from the HOO list will be reduced from 125 until the total number of job openings drops below 50 percent of total job openings for the region.



Table A.9-1: Criteria of High Opportunity Occupations List

1	<p>How many job opportunities will be available? The number of job openings and the strength in employment growth</p>
2	<p>How easy will it be to get a job in the future? Forecasted labour market tightness</p>
3	<p>How easy is it to get a job now? Most recent unemployment and employment insurance rates</p>
4	<p>How much is the wage? Current wage rate</p>



Table A.9-2: Components of the Opportunity Indicator Ranking

INDICATOR AND WEIGHT	RATIONALE
<p>How many job opportunities will be available?</p> <ul style="list-style-type: none"> ▶ Forecasted number of job openings (20 per cent) ▶ Ratio of job openings to employment (10 per cent) ▶ Forecasted employment growth rate (20 per cent) 	<p>Absolute and relative job opportunities</p> <ul style="list-style-type: none"> ▶ Occupations with a larger number of job openings, both the level and the ratio to employment, offer more opportunities to job seekers and have a bigger impact on the overall economy. ▶ Occupations with faster forecasted employment growth offer more new job opportunities to job seekers.
<p>How easy will it be to get a job in the future?</p> <ul style="list-style-type: none"> ▶ Forecasted unemployment rate (20 per cent) 	<p>Occupations with more limited future supply relative to demand</p> <ul style="list-style-type: none"> ▶ Occupations with a lower expected unemployment rate will offer more job opportunities to job seekers in the future.
<p>How easy is it to get a job now?</p> <ul style="list-style-type: none"> ▶ Recent unemployment rate (10 per cent) ▶ Ratio of employment insurance beneficiaries to employment (10 per cent) 	<p>Occupations with more limited current supply relative to demand</p> <ul style="list-style-type: none"> ▶ Occupations with a lower unemployment rate and a lower ratio of employment insurance beneficiaries to employment offer more opportunities to job seekers.
<p>How much is the wage?</p> <ul style="list-style-type: none"> ▶ Current wage rate (10 per cent) 	<p>Wage rate</p> <ul style="list-style-type: none"> ▶ Occupations with a higher wage rate represent better opportunities.

Appendix 3: Detailed Industry Outlook, B.C., 2024-2034

INDUSTRY	EMPLOYMENT 2024	ANNUAL EMPLOYMENT GROWTH RATE (%)			JOB OPENINGS 2024-2034		
		2024-29	2029-34	2024-34	EXPANSION	REPLACEMENT	TOTAL
All industries	2,817,300	1.5	1.4	1.4	448,700	671,300	1,120,000
Agriculture and fishing	28,600	0.4	0.1	0.3	700	7,000	7,800
Farms and support activities	27,000	0.2	0.2	0.2	300	6,500	6,800
Fishing, hunting and trapping	1,600	4.4	0.0	2.2	400	500	900
Forestry, logging and support activities	16,400	-0.3	-0.9	-0.6	-1,200	4,200	3,100
Mining and oil and gas extraction	30,800	1.0	-0.1	0.4	1,300	8,900	10,200
Oil and gas extraction	5,700	1.8	-0.5	0.6	400	1,700	2,100
Mining	17,700	0.9	-0.1	0.4	700	5,100	5,800
Support activities for mining and oil and gas extraction	7,400	0.5	0.1	0.3	200	2,000	2,300
Utilities	16,500	1.2	1.2	1.2	2,100	4,600	6,700
Construction	236,700	1.4	1.7	1.6	41,800	57,900	99,600
Heavy and civil engineering construction	19,900	0.5	2.3	1.4	3,000	5,400	8,400
Specialty trade contractors	125,800	1.4	1.4	1.4	19,700	28,600	48,400
Residential building construction	76,300	1.9	2.2	2.1	18,500	20,300	38,700
Non-Residential building construction	14,600	0.3	0.5	0.4	500	3,600	4,100
Manufacturing	174,700	0.6	0.7	0.7	12,000	44,300	56,200
Food, beverage and tobacco manufacturing	40,800	1.7	1.4	1.6	7,200	10,400	17,500
Wood product manufacturing	22,400	-0.9	-0.7	-0.8	-2,000	5,800	3,800
Paper manufacturing	9,400	-0.5	-0.5	-0.5	-500	2,600	2,100
Primary metal manufacturing	5,800	1.7	0.0	0.8	500	1,700	2,200
Fabricated metal product manufacturing	11,900	-0.3	0.2	-0.1	-200	2,800	2,600
Machinery manufacturing	11,600	1.9	2.3	2.1	2,800	3,100	5,900
Ship and boat building	4,900	1.0	0.6	0.8	400	1,200	1,700
Transportation equipment manufacturing (excluding shipbuilding)	7,400	1.7	1.2	1.4	1,200	2,000	3,100
Other manufacturing ¹	60,500	0.2	0.6	0.4	2,600	14,700	17,400
Wholesale trade	93,000	1.4	0.9	1.2	11,600	24,000	35,600
Retail trade	344,400	1.3	1.3	1.3	49,100	74,700	123,700
Motor vehicle and parts dealers	39,200	1.1	1.0	1.0	4,300	9,300	13,600
Health and personal care stores	37,000	1.9	1.4	1.7	6,900	7,900	14,800
Online shopping	12,000	2.6	1.7	2.1	2,900	2,900	5,800
Other retail trade (excluding cars, online shopping and personal care) ²	256,100	1.2	1.3	1.3	35,000	54,600	89,600

INDUSTRY	EMPLOYMENT 2024	ANNUAL EMPLOYMENT GROWTH RATE (%)			JOB OPENINGS 2024-2034		
		2024-29	2029-34	2024-34	EXPANSION	REPLACEMENT	TOTAL
Transportation and warehousing	144,400	1.4	1.1	1.2	19,200	37,700	56,900
Air transportation and support activities	22,600	1.2	1.1	1.1	2,800	6,200	9,000
Rail transportation and support activities	5,600	-0.3	1.0	0.3	200	1,600	1,800
Water transportation	6,700	1.7	1.2	1.5	1,100	1,600	2,700
Ports and freight transportation arrangement	13,200	3.0	1.4	2.2	3,400	3,600	7,000
Truck transportation and support activities	36,200	0.3	0.6	0.4	1,600	9,300	10,800
Transit, sightseeing and pipeline transportation	26,500	1.9	1.5	1.7	5,000	7,200	12,300
Postal service, couriers and messengers	24,300	2.0	0.9	1.5	3,900	6,100	10,000
Warehousing and storage	9,400	1.3	1.1	1.2	1,200	2,100	3,300
Finance, insurance and real estate	173,400	1.2	1.1	1.2	21,700	44,400	66,100
Finance	75,800	1.1	0.8	1.0	7,900	18,200	26,100
Insurance carriers and related activities	36,200	1.3	1.7	1.5	6,000	9,300	15,300
Real estate and rental and leasing	61,400	1.2	1.2	1.2	7,800	16,900	24,700
Professional, scientific and technical services	283,600	2.7	2.4	2.5	83,600	66,700	150,300
Architectural, engineering and related services	50,700	2.7	1.6	2.2	12,400	12,300	24,700
Computer systems design and related services	88,600	4.0	4.2	4.1	45,300	21,500	66,800
Management, scientific and technical consulting services	23,100	1.6	0.7	1.2	2,900	5,800	8,700
Legal, accounting, design, research and advertising services	121,200	1.8	1.6	1.7	23,000	27,100	50,000
Business, building and other support services	90,000	0.9	0.7	0.8	7,500	23,100	30,600
Travel arrangement services	7,000	2.1	1.5	1.8	1,500	2,300	3,700
Business and building support services (excluding travel)	83,000	0.8	0.6	0.7	6,100	20,800	26,900
Educational services	217,600	1.4	0.9	1.1	26,400	53,400	79,800
Elementary and secondary schools	114,100	1.5	0.9	1.2	14,900	30,500	45,300
Community colleges	16,700	1.4	0.9	1.1	2,100	4,500	6,600
Universities	51,100	0.5	1.0	0.7	3,900	10,500	14,400
Private and trades education	35,700	2.1	0.7	1.4	5,500	7,900	13,500
Health care and social assistance	380,300	2.1	1.9	2.0	87,200	90,900	178,100
Ambulatory health care services	99,100	1.5	1.8	1.7	18,300	23,400	41,700
Hospitals	149,700	2.6	2.1	2.3	39,900	35,700	75,600
Nursing and residential care facilities	51,100	2.4	1.9	2.2	12,500	12,800	25,300
Social assistance excluding child care	55,100	1.6	1.5	1.5	9,400	13,800	23,200
Child day care services	25,300	2.6	2.3	2.4	7,100	5,200	12,300

INDUSTRY	EMPLOYMENT 2024	ANNUAL EMPLOYMENT GROWTH RATE (%)			JOB OPENINGS 2024-2034		
		2024-29	2029-34	2024-34	EXPANSION	REPLACEMENT	TOTAL
Information, culture and recreation	141,400	1.6	1.1	1.3	20,800	30,400	51,300
Publishing industries	12,500	0.6	0.3	0.4	600	2,600	3,200
Motion picture and sound recording industries	29,500	2.0	1.2	1.6	5,300	6,100	11,500
Telecommunications	15,200	0.4	0.5	0.5	700	3,300	4,000
Broadcasting, data processing and information	10,000	1.6	1.2	1.4	1,500	2,400	3,900
Performing arts, spectator sports and related industries	23,700	1.8	1.1	1.4	3,800	5,300	9,100
Entertainment and recreation	50,600	1.8	1.3	1.6	8,900	10,700	19,600
Accommodation and food services	192,000	1.4	1.5	1.4	30,000	34,600	64,600
Accommodation services	32,100	1.6	1.6	1.6	5,700	8,300	14,000
Food services and drinking places	159,900	1.3	1.4	1.4	24,300	26,300	50,600
Repair, personal and non-profit services	111,100	1.3	1.6	1.4	17,400	25,600	43,000
Automotive repair and maintenance	20,200	0.3	0.1	0.2	400	4,500	4,800
Personal, non-automotive repair and non-profit services	90,800	1.4	1.9	1.7	17,000	21,200	38,200
Public administration	142,400	0.9	1.4	1.1	17,500	38,900	56,500
Federal government public administration	45,500	1.0	1.9	1.5	7,400	12,500	19,800
Provincial and territorial public administration	45,700	0.0	0.5	0.3	1,100	12,200	13,400
Local and Indigenous public administration	51,200	1.4	1.7	1.6	9,000	14,200	23,300

1. Other manufacturing includes textile mills, textile product mills, printing and related support activities, manufacturing of clothing, leather and allied products, petroleum and coal products, chemical, plastics and rubber products, non-metallic mineral products, computer and electronic products, electrical equipment, appliance and components, furniture and related products; and miscellaneous manufacturing.
2. Other retail trade includes furniture and home furnishings stores, electronics and appliance stores, building material and garden equipment and supplies dealers, food and beverage stores, gasoline stations, clothing and clothing accessories stores, sporting goods, hobby, book and music stores, general merchandise stores; and miscellaneous store retailers.

Notes: Job openings and employment are rounded to the nearest 100. Due to rounding, the components may not add to the totals.



Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER) for All Occupations, B.C., 2024-2034

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#00010	Legislators	1,250	680	180	490	0
#00018	Senior managers – public and private sector	35,750	21,510	6,280	15,230	0
#10010	Financial managers	9,550	4,250	1,480	2,770	0
#10011	Human resources managers	7,000	3,690	1,090	2,600	0
#10012	Purchasing managers	3,450	1,950	480	1,470	0
#10019	Other administrative services managers	7,190	3,530	1,020	2,520	0
#10020	Insurance, real estate and financial brokerage managers	7,390	3,850	1,080	2,770	0
#10021	Banking, credit and other investment managers	10,780	4,750	1,180	3,560	0
#10022	Advertising, marketing and public relations managers	15,840	6,430	3,150	3,280	0
#10029	Other business services managers	3,280	1,720	470	1,260	0
#10030	Telecommunication carriers managers	1,230	500	110	390	0
#11100	Financial auditors and accountants	34,260	13,170	5,790	7,370	1
#11101	Financial and investment analysts	6,080	1,980	760	1,220	1
#11102	Financial advisors	16,190	5,400	1,770	3,640	1
#11103	Securities agents, investment dealers and brokers	3,020	1,220	370	850	1
#11109	Other financial officers	5,410	1,860	600	1,260	1
#11200	Human resources professionals	10,390	4,350	1,630	2,720	1
#11201	Professional occupations in business management consulting	12,470	5,200	2,050	3,150	1
#11202	Professional occupations in advertising, marketing and public relations	24,460	8,640	4,610	4,020	1
#12010	Supervisors, general office and administrative support workers	2,620	1,350	400	950	2
#12011	Supervisors, finance and insurance office workers	2,100	1,120	320	800	2
#12012	Supervisors, library, correspondence and related information workers	360	260	60	210	2
#12013	Supervisors, supply chain, tracking and scheduling coordination occupations	3,970	1,660	530	1,130	2
#12100	Executive assistants	6,460	3,090	960	2,130	2
#12101	Human resources and recruitment officers	4,090	1,850	680	1,170	2
#12102	Procurement and purchasing agents and officers	5,860	2,950	850	2,100	2
#12103	Conference and event planners	3,180	1,320	520	790	2
#12104	Employment insurance and revenue officers	3,740	1,990	640	1,350	2
#12110	Court reporters, medical transcriptionists and related occupations	1,200	550	170	380	2



Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER) for All Occupations, B.C., 2024-2034

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#12111	Health information management occupations	570	340	130	210	2
#12112	Records management technicians	190	80	40	50	2
#12113	Statistical officers and related research support occupations	540	180	110	70	2
#12200	Accounting technicians and bookkeepers	27,250	11,770	3,960	7,810	2
#12201	Insurance adjusters and claims examiners	4,220	1,770	700	1,060	2
#12202	Insurance underwriters	1,740	680	300	380	2
#12203	Assessors, business valuers and appraisers	2,070	730	220	510	2
#13100	Administrative officers	40,010	20,300	5,930	14,380	3
#13101	Property administrators	9,640	5,000	1,320	3,680	3
#13102	Payroll administrators	6,260	2,780	940	1,840	3
#13110	Administrative assistants	32,620	13,410	4,850	8,560	3
#13111	Legal administrative assistants	9,270	3,500	1,650	1,850	3
#13112	Medical administrative assistants	4,690	2,010	950	1,050	3
#13200	Customs, ship and other brokers	690	300	150	150	3
#13201	Production and transportation logistics coordinators	6,170	2,160	830	1,330	3
#14100	General office support workers	30,710	12,690	5,220	7,470	4
#14101	Receptionists	25,020	9,500	4,510	4,990	4
#14102	Personnel clerks	1,670	720	280	440	4
#14103	Court clerks and related court services occupations	700	190	40	150	4
#14110	Survey interviewers and statistical clerks	1,100	400	110	290	4
#14111	Data entry clerks	5,050	1,270	130	1,140	4
#14112	Desktop publishing operators and related occupations	40	20	10	10	4
#14200	Accounting and related clerks	25,170	10,570	3,780	6,800	4
#14201	Banking, insurance and other financial clerks	2,280	930	320	610	4
#14202	Collection clerks	1,130	460	160	300	4
#14300	Library assistants and clerks	1,280	520	220	300	4
#14301	Correspondence, publication and regulatory clerks	2,740	1,070	380	690	4
#14400	Shippers and receivers	14,370	5,050	1,950	3,100	4
#14401	Storekeepers and partspersons	5,930	2,060	630	1,420	4
#14402	Production logistics workers	970	410	150	260	4
#14403	Purchasing and inventory control workers	4,500	1,700	700	1,010	4
#14404	Dispatchers	3,520	1,240	470	760	4
#14405	Transportation route and crew schedulers	490	220	80	130	4
#20010	Engineering managers	4,770	2,680	990	1,690	0
#20011	Architecture and science managers	2,140	1,200	380	820	0
#20012	Computer and information systems managers	13,140	8,850	3,930	4,920	0



**Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER)
for All Occupations, B.C., 2024-2034**

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#21100	Physicists and astronomers	520	220	120	100	1
#21101	Chemists	1,900	710	350	360	1
#21102	Geoscientists and oceanographers	2,690	1,010	370	640	1
#21103	Meteorologists and climatologists	100	50	20	30	1
#21109	Other professional occupations in physical sciences	40	10	10	10	1
#21110	Biologists and related scientists	6,440	2,040	940	1,100	1
#21111	Forestry professionals	2,510	790	20	760	1
#21112	Agricultural representatives, consultants and specialists	350	120	30	90	1
#21120	Public and environmental health and safety professionals	2,810	1,090	420	670	1
#21200	Architects	4,190	1,720	1,000	710	1
#21201	Landscape architects	350	140	80	60	1
#21202	Urban and land use planners	3,210	1,290	510	770	1
#21203	Land surveyors	1,300	570	300	270	1
#21210	Mathematicians, statisticians and actuaries	780	270	130	140	1
#21211	Data scientists	2,190	840	600	240	1
#21220	Cybersecurity specialists	1,530	730	390	340	1
#21221	Business systems specialists	4,550	1,980	1,030	950	1
#21222	Information systems specialists	16,390	9,140	5,060	4,080	1
#21223	Database analysts and data administrators	2,780	1,380	640	750	1
#21230	Computer systems developers and programmers	4,260	2,280	1,320	970	1
#21231	Software engineers and designers	22,660	11,670	7,790	3,880	1
#21232	Software developers and programmers	16,710	8,940	6,280	2,650	1
#21233	Web designers	3,040	1,620	1,190	430	1
#21234	Web developers and programmers	10,000	4,810	3,690	1,120	1
#21300	Civil engineers	10,950	4,610	2,320	2,290	1
#21301	Mechanical engineers	7,040	2,520	1,350	1,180	1
#21310	Electrical and electronics engineers	7,450	3,200	1,520	1,680	1
#21311	Computer engineers (except software engineers and designers)	2,960	1,600	840	760	1
#21320	Chemical engineers	1,140	380	180	200	1
#21321	Industrial and manufacturing engineers	1,430	570	270	310	1
#21322	Metallurgical and materials engineers	310	110	60	60	1
#21330	Mining engineers	830	210	100	110	1
#21331	Geological engineers	1,260	460	290	170	1
#21332	Petroleum engineers	130	50	10	30	1
#21390	Aerospace engineers	300	110	30	70	1
#21399	Other professional engineers	1,770	660	310	350	1
#22100	Chemical technologists and technicians	860	400	150	240	2



**Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER)
for All Occupations, B.C., 2024-2034**

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#22101	Geological and mineral technologists and technicians	1,140	470	120	360	2
#22110	Biological technologists and technicians	1,460	390	160	230	2
#22111	Agricultural and fish products inspectors	480	210	90	120	2
#22112	Forestry technologists and technicians	2,420	520	-30	560	2
#22113	Conservation and fishery officers	680	250	50	210	2
#22114	Landscape and horticulture technicians and specialists	4,560	1,550	540	1,010	2
#22210	Architectural technologists and technicians	2,180	870	520	350	2
#22211	Industrial designers	1,550	660	380	280	2
#22212	Drafting technologists and technicians	4,650	1,910	910	990	2
#22213	Land survey technologists and technicians	450	210	110	100	2
#22214	Technical occupations in geomatics and meteorology	1,890	830	250	580	2
#22220	Computer network and web technicians	8,740	4,300	2,200	2,090	2
#22221	User support technicians	8,260	4,040	2,230	1,810	2
#22222	Information systems testing technicians	1,360	770	500	270	2
#22230	Non-destructive testers and inspectors	580	230	110	120	2
#22231	Engineering inspectors and regulatory officers	560	240	100	150	2
#22232	Occupational health and safety specialists	2,650	1,130	370	760	2
#22233	Construction inspectors	2,830	1,430	520	900	2
#22300	Civil engineering technologists and technicians	2,920	1,240	560	680	2
#22301	Mechanical engineering technologists and technicians	3,260	1,470	590	880	2
#22302	Industrial engineering and manufacturing technologists and technicians	1,600	600	220	390	2
#22303	Construction estimators	3,750	1,490	630	860	2
#22310	Electrical and electronics engineering technologists and technicians	5,280	2,440	910	1,530	2
#22311	Electronic service technicians (household and business equipment)	8,080	3,260	1,320	1,930	2
#22312	Industrial instrument technicians and mechanics	1,030	290	50	240	2
#22313	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	830	300	100	200	2
#30010	Managers in health care	6,390	4,020	1,470	2,540	0
#31100	Specialists in clinical and laboratory medicine	6,770	2,900	1,640	1,250	1
#31101	Specialists in surgery	1,840	830	420	410	1
#31102	General practitioners and family physicians	9,180	3,810	1,940	1,860	1
#31103	Veterinarians	1,700	760	300	460	1
#31110	Dentists	3,500	1,490	620	870	1
#31111	Optometrists	780	390	140	240	1
#31112	Audiologists and speech-language pathologists	1,620	720	310	410	1
#31120	Pharmacists	7,980	3,080	1,560	1,520	1



Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER) for All Occupations, B.C., 2024-2034

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#31121	Dietitians and nutritionists	1,670	790	390	400	1
#31200	Psychologists	2,100	890	410	480	1
#31201	Chiropractors	1,240	600	220	380	1
#31202	Physiotherapists	4,770	2,080	1,010	1,070	1
#31203	Occupational therapists	3,160	1,360	720	640	1
#31204	Kinesiologists and other professional occupations in therapy and assessment	1,980	630	400	230	1
#31209	Other professional occupations in health diagnosing and treating	810	350	140	210	1
#31300	Nursing coordinators and supervisors	2,180	1,360	550	810	1
#31301	Registered nurses and registered psychiatric nurses	63,910	30,190	16,110	14,090	1
#31302	Nurse practitioners	840	360	200	150	1
#31303	Physician assistants, midwives and allied health professionals	310	140	70	70	1
#32100	Opticians	1,530	740	280	460	2
#32101	Licensed practical nurses	10,270	4,780	2,540	2,240	2
#32102	Paramedical occupations	3,420	1,460	630	840	2
#32103	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	2,070	1,020	550	470	2
#32104	Animal health technologists and veterinary technicians	3,600	1,210	630	590	2
#32109	Other technical occupations in therapy and assessment	2,350	970	520	460	2
#32110	Denturists	200	70	40	40	2
#32111	Dental hygienists and dental therapists	3,290	1,470	590	880	2
#32112	Dental technologists and technicians	830	340	100	240	2
#32120	Medical laboratory technologists	3,380	1,670	810	860	2
#32121	Medical radiation technologists	3,860	1,760	970	790	2
#32122	Medical sonographers	1,150	560	280	270	2
#32123	Cardiology technologists and electrophysiological diagnostic technologists	820	390	220	170	2
#32124	Pharmacy technicians	3,500	1,410	690	720	2
#32129	Other medical technologists and technicians	400	160	70	90	2
#32200	Traditional Chinese medicine practitioners and acupuncturists	1,380	540	250	280	2
#32201	Massage therapists	6,220	2,710	1,140	1,560	2
#32209	Other practitioners of natural healing	890	360	170	190	2
#33100	Dental assistants and dental laboratory assistants	5,620	2,180	980	1,200	3
#33101	Medical laboratory assistants and related technical occupations	4,500	1,890	1,000	890	3
#33102	Nurse aides, orderlies and patient service associates	47,630	22,810	10,730	12,080	3



Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER) for All Occupations, B.C., 2024-2034

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#33103	Pharmacy technical assistants and pharmacy assistants	4,980	1,600	870	730	3
#33109	Other assisting occupations in support of health services	5,720	2,510	1,270	1,240	3
#40010	Government managers – health and social policy development and program administration	1,200	610	110	500	0
#40011	Government managers – economic analysis, policy development and program administration	1,520	850	170	680	0
#40012	Government managers – education policy development and program administration	270	120	30	90	0
#40019	Other managers in public administration	570	290	50	240	0
#40020	Administrators – post-secondary education and vocational training	4,040	1,920	430	1,490	0
#40021	School principals and administrators of elementary and secondary education	4,740	2,850	580	2,270	0
#40030	Managers in social, community and correctional services	6,240	3,080	950	2,130	0
#40040	Commissioned police officers and related occupations in public protection services	150	130	30	110	0
#40041	Fire chiefs and senior firefighting officers	490	390	70	320	0
#40042	Commissioned officers of the Canadian Armed Forces	1,460	610	180	430	0
#41100	Judges	350	190	40	150	1
#41101	Lawyers and Quebec notaries	16,820	6,010	3,030	2,980	1
#41200	University professors and lecturers	14,170	4,420	1,230	3,200	1
#41201	Post-secondary teaching and research assistants	14,810	2,750	1,300	1,460	1
#41210	College and other vocational instructors	14,610	6,160	2,030	4,120	1
#41220	Secondary school teachers	20,170	7,820	2,650	5,160	1
#41221	Elementary school and kindergarten teachers	37,000	14,090	4,660	9,420	1
#41300	Social workers	9,130	3,510	1,450	2,060	1
#41301	Therapists in counselling and related specialized therapies	9,150	3,750	1,660	2,090	1
#41302	Religious leaders	4,840	1,920	930	990	1
#41310	Police investigators and other investigative occupations	480	280	80	200	1
#41311	Probation and parole officers	930	280	60	220	1
#41320	Educational counsellors	5,240	2,010	620	1,390	1
#41321	Career development practitioners and career counsellors (except education)	1,760	760	260	500	1
#41400	Natural and applied science policy researchers, consultants and program officers	5,210	1,820	690	1,130	1
#41401	Economists and economic policy researchers and analysts	2,040	690	270	420	1
#41402	Business development officers and market researchers and analysts	6,140	2,360	1,190	1,170	1



Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER) for All Occupations, B.C., 2024-2034

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#41403	Social policy researchers, consultants and program officers	5,590	2,100	840	1,260	1
#41404	Health policy researchers, consultants and program officers	4,400	1,780	800	980	1
#41405	Education policy researchers, consultants and program officers	4,270	1,570	590	980	1
#41406	Recreation, sports and fitness policy researchers, consultants and program officers	1,810	720	320	400	1
#41407	Program officers unique to government	960	380	110	270	1
#41409	Other professional occupations in social science	1,290	440	180	250	1
#42100	Police officers (except commissioned)	10,540	4,660	1,660	3,000	2
#42101	Firefighters	5,060	2,250	840	1,410	2
#42102	Specialized members of the Canadian Armed Forces	150	60	10	50	2
#42200	Paralegals and related occupations	5,180	1,950	680	1,270	2
#42201	Social and community service workers	36,460	14,970	6,430	8,540	2
#42202	Early childhood educators and assistants	22,610	13,820	9,300	4,510	2
#42203	Instructors of persons with disabilities	2,080	660	350	310	2
#42204	Religion workers	1,150	460	240	220	2
#43100	Elementary and secondary school teacher assistants	21,170	7,880	2,610	5,270	3
#43109	Other instructors	8,350	2,950	1,290	1,660	3
#43200	Sheriffs and bailiffs	730	210	50	160	3
#43201	Correctional service officers	3,410	1,240	380	860	3
#43202	By-law enforcement and other regulatory officers	1,700	660	240	420	3
#43203	Border services, customs, and immigration officers	1,400	550	270	280	3
#43204	Operations members of the Canadian Armed Forces	2,130	880	230	650	3
#44100	Home child care providers	7,690	450	-1,050	1,500	4
#44101	Home support workers, caregivers and related occupations	8,190	3,760	1,570	2,190	4
#44200	Primary combat members of the Canadian Armed Forces	320	80	50	30	4
#45100	Student monitors, crossing guards and related occupations	1,950	860	270	590	5
#50010	Library, archive, museum and art gallery managers	720	450	130	320	0
#50011	Managers – publishing, motion pictures, broadcasting and performing arts	1,750	880	290	590	0
#50012	Recreation, sports and fitness program and service directors	2,710	1,350	450	890	0
#51100	Librarians	860	360	130	230	1
#51101	Conservators and curators	430	140	70	70	1
#51102	Archivists	90	40	10	30	1



**Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER)
for All Occupations, B.C., 2024-2034**

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#51110	Editors	1,900	850	250	600	1
#51111	Authors and writers (except technical)	4,830	1,930	840	1,090	1
#51112	Technical writers	1,190	580	280	300	1
#51113	Journalists	1,120	420	140	280	1
#51114	Translators, terminologists and interpreters	1,840	780	360	410	1
#51120	Producers, directors, choreographers and related occupations	6,810	3,040	1,220	1,820	1
#51121	Conductors, composers and arrangers	670	230	110	120	1
#51122	Musicians and singers	7,130	2,490	1,110	1,380	1
#52100	Library and public archive technicians	870	420	130	290	2
#52110	Film and video camera operators	1,120	410	200	210	2
#52111	Graphic arts technicians	3,470	1,280	790	490	2
#52112	Broadcast technicians	110	50	10	30	2
#52113	Audio and video recording technicians	2,960	1,120	550	560	2
#52114	Announcers and other broadcasters	400	160	70	90	2
#52119	Other technical and coordinating occupations in motion pictures, broadcasting and the performing arts	6,730	2,660	1,250	1,400	2
#52120	Graphic designers and illustrators	18,310	6,600	3,850	2,750	2
#52121	Interior designers and interior decorators	5,620	2,460	1,120	1,340	2
#53100	Registrars, restorers, interpreters and other occupations related to museum and art galleries	790	270	130	140	3
#53110	Photographers	3,570	1,160	670	480	3
#53111	Motion pictures, broadcasting, photography and performing arts assistants and operators	4,380	1,630	820	810	3
#53120	Dancers	1,740	460	270	200	3
#53121	Actors, comedians and circus performers	3,960	1,410	700	710	3
#53122	Painters, sculptors and other visual artists	4,650	1,840	700	1,150	3
#53123	Theatre, fashion, exhibit and other creative designers	2,720	1,030	490	540	3
#53124	Artisans and craftspersons	3,610	1,410	390	1,020	3
#53125	Patternmakers – textile, leather and fur products	110	50	10	40	3
#53200	Athletes	820	270	140	140	3
#53201	Coaches	3,500	1,250	580	670	3
#53202	Sports officials and referees	140	50	30	20	3
#54100	Program leaders and instructors in recreation, sport and fitness	18,480	5,940	3,210	2,730	4
#55109	Other performers	810	330	140	190	5
#60010	Corporate sales managers	11,470	5,540	2,120	3,410	0
#60020	Retail and wholesale trade managers	73,050	33,970	9,810	24,170	0
#60030	Restaurant and food service managers	25,330	10,580	3,790	6,790	0
#60031	Accommodation service managers	7,680	3,840	1,320	2,530	0



**Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER)
for All Occupations, B.C., 2024-2034**

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#60040	Managers in customer and personal services	5,280	2,500	830	1,670	0
#62010	Retail sales supervisors	10,430	4,120	1,460	2,660	2
#62020	Food service supervisors	11,590	3,640	1,780	1,860	2
#62021	Executive housekeepers	330	190	60	130	2
#62022	Accommodation, travel, tourism and related services supervisors	830	360	150	210	2
#62023	Customer and information services supervisors	890	380	150	240	2
#62024	Cleaning supervisors	1,690	820	240	580	2
#62029	Other services supervisors	1,150	450	140	310	2
#62100	Technical sales specialists - wholesale trade	7,780	3,450	940	2,510	2
#62101	Retail and wholesale buyers	5,070	2,170	710	1,460	2
#62200	Chefs	14,640	5,550	2,390	3,160	2
#62201	Funeral directors and embalmers	420	170	70	100	2
#62202	Jewellers, jewellery and watch repairers and related occupations	670	280	100	180	2
#63100	Insurance agents and brokers	12,900	5,250	2,090	3,160	3
#63101	Real estate agents and salespersons	21,870	7,730	2,800	4,930	3
#63102	Financial sales representatives	9,260	2,840	990	1,850	3
#63200	Cooks	27,350	9,160	4,220	4,940	3
#63201	Butchers - retail and wholesale	1,110	360	160	200	3
#63202	Bakers	9,440	3,440	1,400	2,040	3
#63210	Hairstylists and barbers	13,760	5,560	2,760	2,800	3
#63211	Estheticians, electrologists and related occupations	10,460	3,940	2,110	1,830	3
#63220	Shoe repairers and shoemakers	150	70	20	60	3
#63221	Upholsterers	350	150	50	100	3
#64100	Retail salespersons and visual merchandisers	105,020	32,830	14,390	18,440	4
#64101	Sales and account representatives - wholesale trade (non-technical)	10,930	4,080	1,260	2,820	4
#64200	Tailors, dressmakers, furriers and milliners	1,890	900	290	610	4
#64201	Image, social and other personal consultants	260	120	50	80	4
#64300	Maîtres d'hôtel and hosts/hostesses	3,590	690	570	120	4
#64301	Bartenders	4,260	1,080	660	420	4
#64310	Travel counsellors	3,530	2,070	740	1,330	4
#64311	Pursers and flight attendants	1,710	800	220	580	4
#64312	Airline ticket and service agents	2,670	1,180	340	840	4
#64313	Ground and water transport ticket agents, cargo service representatives and related clerks	440	180	70	120	4
#64314	Hotel front desk clerks	3,910	1,300	730	560	4
#64320	Tour and travel guides	400	170	80	80	4
#64321	Casino workers	600	240	110	130	4



**Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER)
for All Occupations, B.C., 2024-2034**

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#64322	Outdoor sport and recreational guides	370	140	60	70	4
#64400	Customer services representatives – financial institutions	7,730	2,090	760	1,330	4
#64401	Postal services representatives	800	350	130	230	4
#64409	Other customer and information services representatives	28,100	9,190	4,080	5,120	4
#64410	Security guards and related security service occupations	12,390	3,880	1,200	2,670	4
#65100	Cashiers	49,320	13,580	6,820	6,760	5
#65101	Service station attendants	970	270	110	160	5
#65102	Store shelf stockers, clerks and order fillers	32,020	9,260	4,320	4,940	5
#65109	Other sales related occupations	3,400	1,050	530	520	5
#65200	Food and beverage servers	22,400	5,780	3,480	2,300	5
#65201	Food counter attendants, kitchen helpers and related support occupations	59,840	16,360	9,530	6,830	5
#65202	Meat cutters and fishmongers – retail and wholesale	1,150	420	150	280	5
#65210	Support occupations in accommodation, travel and facilities set-up services	710	250	140	110	5
#65211	Operators and attendants in amusement, recreation and sport	5,130	1,670	910	760	5
#65220	Pet groomers and animal care workers	4,280	1,480	760	720	5
#65229	Other support occupations in personal services	630	310	130	180	5
#65310	Light duty cleaners	30,870	13,270	4,520	8,750	5
#65311	Specialized cleaners	5,360	1,450	450	990	5
#65312	Janitors, caretakers and heavy-duty cleaners	17,370	7,130	1,910	5,220	5
#65320	Dry cleaning, laundry and related occupations	2,400	1,250	480	770	5
#65329	Other service support occupations	2,580	800	430	370	5
#70010	Construction managers	20,640	10,220	3,600	6,620	0
#70011	Home building and renovation managers	13,350	7,590	3,130	4,470	0
#70012	Facility operation and maintenance managers	14,410	7,730	1,960	5,770	0
#70020	Managers in transportation	6,400	2,970	810	2,160	0
#70021	Postal and courier services managers	640	340	100	230	0
#72010	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	1,800	810	200	610	2
#72011	Contractors and supervisors, electrical trades and telecommunications occupations	3,910	1,850	560	1,290	2
#72012	Contractors and supervisors, pipefitting trades	1,720	530	260	280	2
#72013	Contractors and supervisors, carpentry trades	3,600	1,450	600	850	2
#72014	Contractors and supervisors, other construction trades, installers, repairers and servicers	9,770	4,430	1,460	2,970	2
#72020	Contractors and supervisors, mechanic trades	3,140	1,430	350	1,070	2



Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER) for All Occupations, B.C., 2024-2034

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#72021	Contractors and supervisors, heavy equipment operator crews	6,470	3,260	880	2,380	2
#72022	Supervisors, printing and related occupations	120	50	10	40	2
#72023	Supervisors, railway transport operations	130	80	0	80	2
#72024	Supervisors, motor transport and other ground transit operators	1,250	610	170	440	2
#72025	Supervisors, mail and message distribution occupations	780	450	110	340	2
#72100	Machinists and machining and tooling inspectors	3,320	1,230	340	890	2
#72101	Tool and die makers	280	130	40	100	2
#72102	Sheet metal workers	2,920	870	370	500	2
#72103	Boilermakers	270	70	10	60	2
#72104	Structural metal and platework fabricators and fitters	1,980	630	160	470	2
#72105	Ironworkers	2,060	630	280	350	2
#72106	Welders and related machine operators	10,410	3,130	1,050	2,080	2
#72200	Electricians (except industrial and power system)	15,630	4,280	2,370	1,910	2
#72201	Industrial electricians	3,250	1,040	170	880	2
#72202	Power system electricians	530	200	50	150	2
#72203	Electrical power line and cable workers	1,410	490	130	360	2
#72204	Telecommunications line and cable installers and repairers	1,090	350	100	250	2
#72205	Telecommunications equipment installation and cable television service technicians	2,180	820	220	600	2
#72300	Plumbers	9,530	3,230	1,570	1,660	2
#72301	Steamfitters, pipefitters and sprinkler system installers	2,410	920	410	520	2
#72302	Gas fitters	950	380	130	240	2
#72310	Carpenters	32,050	11,880	5,130	6,750	2
#72311	Cabinetmakers	2,160	770	150	620	2
#72320	Bricklayers	1,450	580	240	340	2
#72321	Insulators	1,150	410	170	240	2
#72400	Construction millwrights and industrial mechanics	8,130	2,810	480	2,330	2
#72401	Heavy-duty equipment mechanics	8,130	2,440	680	1,760	2
#72402	Heating, refrigeration and air conditioning mechanics	3,410	1,460	800	650	2
#72403	Railway carmen/women	260	80	10	70	2
#72404	Aircraft mechanics and aircraft inspectors	4,480	1,740	540	1,190	2
#72405	Machine fitters	60	20	10	20	2
#72406	Elevator constructors and mechanics	1,090	500	200	300	2
#72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	18,250	5,310	1,320	3,990	2



**Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER)
for All Occupations, B.C., 2024-2034**

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#72411	Auto body collision, refinishing and glass technicians and damage repair estimators	4,110	1,150	130	1,020	2
#72420	Oil and solid fuel heating mechanics	40	20	0	20	2
#72421	Appliance servicers and repairers	820	390	160	230	2
#72422	Electrical mechanics	300	140	40	100	2
#72423	Motorcycle, all-terrain vehicle and other related mechanics	1,500	530	190	340	2
#72429	Other small engine and small equipment repairers	150	60	20	40	2
#72500	Crane operators	2,440	1,010	380	630	2
#72501	Water well drillers	20	0	0	0	2
#72600	Air pilots, flight engineers and flying instructors	4,700	1,800	560	1,240	2
#72601	Air traffic controllers and related occupations	1,190	450	140	310	2
#72602	Deck officers, water transport	2,100	880	360	520	2
#72603	Engineer officers, water transport	170	80	30	50	2
#72604	Railway traffic controllers and marine traffic regulators	170	70	10	50	2
#72999	Other technical trades and related occupations	1,750	570	110	450	2
#73100	Concrete finishers	1,350	530	250	280	3
#73101	Tilesetters	1,780	810	330	480	3
#73102	Plasterers, drywall installers and finishers and lathers	4,270	1,630	710	930	3
#73110	Roofers and shinglers	3,030	1,030	410	620	3
#73111	Glaziers	1,700	530	240	290	3
#73112	Painters and decorators (except interior decorators)	7,920	3,100	1,280	1,820	3
#73113	Floor covering installers	1,960	720	290	430	3
#73200	Residential and commercial installers and servicers	8,020	2,550	1,130	1,410	3
#73201	General building maintenance workers and building superintendents	13,140	6,070	1,950	4,120	3
#73202	Pest controllers and fumigators	470	190	30	160	3
#73209	Other repairers and servicers	1,920	590	260	330	3
#73300	Transport truck drivers	43,170	15,160	3,260	11,900	3
#73301	Bus drivers, subway operators and other transit operators	10,030	5,020	1,800	3,220	3
#73310	Railway and yard locomotive engineers	1,580	700	100	600	3
#73311	Railway conductors and brakemen/women	1,400	420	80	340	3
#73400	Heavy equipment operators	13,930	5,140	1,420	3,720	3
#73401	Printing press operators	1,100	450	80	380	3
#73402	Drillers and blasters – surface mining, quarrying and construction	630	170	40	140	3
#74100	Mail and parcel sorters and related occupations	2,870	1,230	460	770	4



Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER) for All Occupations, B.C., 2024-2034

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#74101	Letter carriers	4,250	1,960	660	1,300	4
#74102	Couriers and messengers	4,720	1,820	730	1,090	4
#74200	Railway yard and track maintenance workers	880	250	40	210	4
#74201	Water transport deck and engine room crew	1,200	410	180	230	4
#74202	Air transport ramp attendants	2,150	850	290	550	4
#74203	Automotive and heavy truck and equipment parts installers and servicers	2,080	360	170	190	4
#74204	Utility maintenance workers	560	240	70	170	4
#74205	Public works maintenance equipment operators and related workers	1,290	470	130	340	4
#75100	Longshore workers	3,520	1,950	1,020	940	5
#75101	Material handlers	31,400	11,230	4,620	6,610	5
#75110	Construction trades helpers and labourers	33,540	12,300	6,010	6,290	5
#75119	Other trades helpers and labourers	1,220	350	160	180	5
#75200	Taxi and limousine drivers and chauffeurs	7,440	3,500	1,530	1,980	5
#75201	Delivery service drivers and door-to-door distributors	16,890	5,420	2,400	3,010	5
#75210	Boat and cable ferry operators and related occupations	1,300	540	230	310	5
#75211	Railway and motor transport labourers	530	170	60	120	5
#75212	Public works and maintenance labourers	3,340	1,250	470	780	5
#80010	Managers in natural resources production and fishing	1,990	1,020	60	960	0
#80020	Managers in agriculture	10,140	3,010	250	2,760	0
#80021	Managers in horticulture	730	280	20	270	0
#80022	Managers in aquaculture	330	130	10	120	0
#82010	Supervisors, logging and forestry	1,710	570	0	570	2
#82020	Supervisors, mining and quarrying	1,430	600	80	510	2
#82021	Contractors and supervisors, oil and gas drilling and services	770	330	30	300	2
#82030	Agricultural service contractors and farm supervisors	350	90	10	80	2
#82031	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	3,340	1,350	280	1,060	2
#83100	Underground production and development miners	1,500	480	60	410	3
#83101	Oil and gas well drillers, servicers, testers and related workers	720	210	60	150	3
#83110	Logging machinery operators	1,700	420	-90	510	3
#83120	Fishing masters and officers	80	60	20	40	3
#83121	Fishermen/women	300	170	60	110	3
#84100	Underground mine service and support workers	390	120	0	120	4



Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER) for All Occupations, B.C., 2024-2034

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#84101	Oil and gas well drilling and related workers and services operators	380	90	10	80	4
#84110	Chain saw and skidder operators	2,050	320	-150	470	4
#84111	Silviculture and forestry workers	1,420	170	-50	220	4
#84120	Specialized livestock workers and farm machinery operators	2,790	670	100	570	4
#84121	Fishing vessel deckhands	220	130	60	70	4
#85100	Livestock labourers	2,580	490	100	390	5
#85101	Harvesting labourers	1,730	410	10	400	5
#85102	Aquaculture and marine harvest labourers	320	90	10	70	5
#85103	Nursery and greenhouse labourers	3,020	690	50	640	5
#85104	Trappers and hunters	0	0	0	0	5
#85110	Mine labourers	600	150	30	120	5
#85111	Oil and gas drilling, servicing and related labourers	550	120	10	110	5
#85120	Logging and forestry labourers	1,430	40	-130	170	5
#85121	Landscaping and grounds maintenance labourers	17,790	5,490	2,090	3,400	5
#90010	Manufacturing managers	11,370	4,770	680	4,090	0
#90011	Utilities managers	1,530	890	160	730	0
#92010	Supervisors, mineral and metal processing	480	210	40	170	2
#92011	Supervisors, petroleum, gas and chemical processing and utilities	1,070	570	120	450	2
#92012	Supervisors, food and beverage processing	2,120	860	320	530	2
#92013	Supervisors, plastic and rubber products manufacturing	190	80	20	70	2
#92014	Supervisors, forest products processing	1,320	460	-50	510	2
#92015	Supervisors, textile, fabric, fur and leather products processing and manufacturing	100	50	10	40	2
#92020	Supervisors, motor vehicle assembling	100	60	20	40	2
#92021	Supervisors, electronics and electrical products manufacturing	250	130	30	100	2
#92022	Supervisors, furniture and fixtures manufacturing	80	30	10	20	2
#92023	Supervisors, other mechanical and metal products manufacturing	160	70	20	50	2
#92024	Supervisors, other products manufacturing and assembly	220	70	20	50	2
#92100	Power engineers and power systems operators	6,300	2,760	500	2,260	2
#92101	Water and waste treatment plant operators	1,810	770	180	590	2
#93100	Central control and process operators, mineral and metal processing	630	330	50	280	3
#93101	Central control and process operators, petroleum, gas and chemical processing	2,290	930	200	730	3
#93102	Pulping, papermaking and coating control operators	180	70	-10	80	3



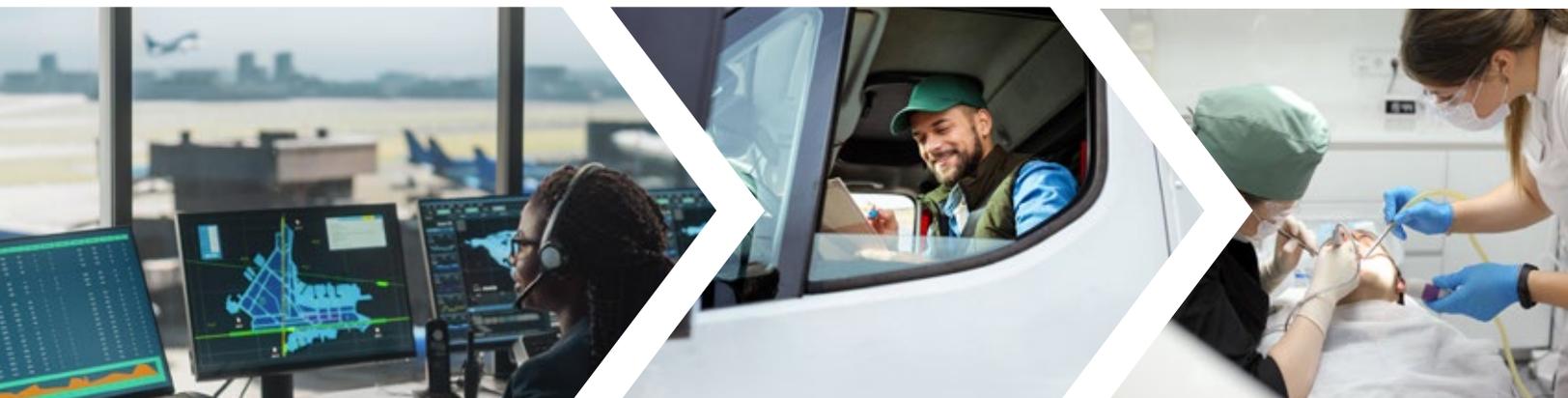
**Appendix 4: Job Openings, Employment, and Training, Education, Experience and Responsibilities (TEER)
for All Occupations, B.C., 2024-2034**

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#93200	Aircraft assemblers and aircraft assembly inspectors	60	20	0	20	3
#94100	Machine operators, mineral and metal processing	670	290	70	230	4
#94101	Foundry workers	100	40	20	30	4
#94102	Glass forming and finishing machine operators and glass cutters	260	70	20	50	4
#94103	Concrete, clay and stone forming operators	420	120	40	80	4
#94104	Inspectors and testers, mineral and metal processing	100	50	10	40	4
#94105	Metalworking and forging machine operators	800	290	80	210	4
#94106	Machining tool operators	340	120	40	80	4
#94107	Machine operators of other metal products	80	30	10	30	4
#94110	Chemical plant machine operators	360	130	40	100	4
#94111	Plastics processing machine operators	600	250	50	200	4
#94112	Rubber processing machine operators and related workers	130	50	10	40	4
#94120	Sawmill machine operators	1,890	500	-110	610	4
#94121	Pulp mill, papermaking and finishing machine operators	1,120	340	-60	400	4
#94122	Paper converting machine operators	180	40	-20	60	4
#94123	Lumber graders and other wood processing inspectors and graders	820	210	-40	250	4
#94124	Woodworking machine operators	660	190	10	180	4
#94129	Other wood processing machine operators	590	150	-50	200	4
#94130	Textile fibre and yarn, hide and pelt processing machine operators and workers	170	50	20	30	4
#94131	Weavers, knitters and other fabric making occupations	130	40	10	30	4
#94132	Industrial sewing machine operators	1,340	680	160	520	4
#94133	Inspectors and graders, textile, fabric, fur and leather products manufacturing	170	60	20	40	4
#94140	Process control and machine operators, food and beverage processing	7,070	2,190	710	1,480	4
#94141	Industrial butchers and meat cutters, poultry preparers and related workers	1,830	760	300	460	4
#94142	Fish and seafood plant workers	970	510	170	340	4
#94143	Testers and graders, food and beverage processing	910	290	100	200	4
#94150	Plateless printing equipment operators	540	210	30	180	4
#94151	Camera, platemaking and other prepress occupations	130	50	10	40	4
#94152	Binding and finishing machine operators	260	100	20	80	4
#94153	Photographic and film processors	370	150	70	80	4
#94200	Motor vehicle assemblers, inspectors and testers	1,010	430	150	280	4



NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#94201	Electronics assemblers, fabricators, inspectors and testers	1,280	500	170	330	4
#94202	Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	360	170	60	120	4
#94203	Assemblers, fabricators and inspectors, industrial electrical motors and transformers	70	20	10	10	4
#94204	Mechanical assemblers and inspectors	900	400	160	240	4
#94205	Machine operators and inspectors, electrical apparatus manufacturing	110	50	10	40	4
#94210	Furniture and fixture assemblers, finishers, refinishers and inspectors	1,590	480	120	360	4
#94211	Assemblers and inspectors of other wood products	1,050	240	-10	250	4
#94212	Plastic products assemblers, finishers and inspectors	270	90	20	70	4
#94213	Industrial painters, coaters and metal finishing process operators	1,610	610	160	440	4
#94219	Other products assemblers, finishers and inspectors	2,430	870	240	630	4
#95100	Labourers in mineral and metal processing	1,090	330	70	250	5
#95101	Labourers in metal fabrication	1,450	360	40	320	5
#95102	Labourers in chemical products processing and utilities	730	290	90	190	5
#95103	Labourers in wood, pulp and paper processing	5,100	920	-310	1,230	5
#95104	Labourers in rubber and plastic products manufacturing	510	150	60	90	5
#95105	Labourers in textile processing and cutting	520	230	80	150	5
#95106	Labourers in food and beverage processing	14,220	6,230	2,370	3,860	5
#95107	Labourers in fish and seafood processing	720	370	120	250	5
#95109	Other labourers in processing, manufacturing and utilities	8,120	2,680	870	1,810	5

Notes: Job openings and employment are rounded to the nearest 10. Due to rounding, the components may not add to the totals.





Appendix 5: Alternative Occupation Groupings, B.C., 2024-2034

Construction trades occupations

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#75110	Construction trades helpers and labourers	33,540	12,300	6,010	6,290	5
#72310	Carpenters	32,050	11,880	5,130	6,750	2
#73400	Heavy equipment operators	13,930	5,140	1,420	3,720	3
#72200	Electricians (except industrial and power system)	15,630	4,280	2,370	1,910	2
#72300	Plumbers	9,530	3,230	1,570	1,660	2
#72106	Welders and related machine operators	10,410	3,130	1,050	2,080	2
#73112	Painters and decorators (except interior decorators)	7,920	3,100	1,280	1,820	3
#72400	Construction millwrights and industrial mechanics	8,130	2,810	480	2,330	2
#72401	Heavy-duty equipment mechanics	8,130	2,440	680	1,760	2
#73102	Plasterers, drywall installers and finishers and lathers	4,270	1,630	710	930	3
#22114	Landscape and horticulture technicians and specialists	4,560	1,550	540	1,010	2
#72402	Heating, refrigeration and air conditioning mechanics	3,410	1,460	800	650	2
#72201	Industrial electricians	3,250	1,040	170	880	2
#73110	Roofers and shinglers	3,030	1,030	410	620	3
#72500	Crane operators	2,440	1,010	380	630	2
#72301	Steamfitters, pipefitters and sprinkler system installers	2,410	920	410	520	2
#72102	Sheet metal workers	2,920	870	370	500	2
#73101	Tilesetters	1,780	810	330	480	3
#72311	Cabinetmakers	2,160	770	150	620	2
#73113	Floor covering installers	1,960	720	290	430	3
#72104	Structural metal and platework fabricators and fitters	1,980	630	160	470	2
#72105	Ironworkers	2,060	630	280	350	2
#72320	Bricklayers	1,450	580	240	340	2
#72999	Other technical trades and related occupations	1,750	570	110	450	2
#73111	Glaziers	1,700	530	240	290	3
#73100	Concrete finishers	1,350	530	250	280	3
#72203	Electrical power line and cable workers	1,410	490	130	360	2
#72321	Insulators	1,150	410	170	240	2

**Construction trades occupations – Continued**

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#72302	Gas fitters	950	380	130	240	2
#22312	Industrial instrument technicians and mechanics	1,030	290	50	240	2
#72422	Electrical mechanics	300	140	40	100	2
#84101	Oil and gas well drilling and related workers and services operators	380	90	10	80	4
#72103	Boilermakers	270	70	10	60	2
#72420	Oil and solid fuel heating mechanics	40	20	0	20	2
#72501	Water well drillers	20	0	0	0	2

Science, Technology, Engineering and Mathematics (STEM) occupations

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#21231	Software engineers and designers	22,660	11,670	7,790	3,880	1
#21222	Information systems specialists	16,390	9,140	5,060	4,080	1
#21232	Software developers and programmers	16,710	8,940	6,280	2,650	1
#20012	Computer and information systems managers	13,140	8,850	3,930	4,920	0
#52120	Graphic designers and illustrators	18,310	6,600	3,850	2,750	2
#21234	Web developers and programmers	10,000	4,810	3,690	1,120	1
#21300	Civil engineers	10,950	4,610	2,320	2,290	1
#22220	Computer network and web technicians	8,740	4,300	2,200	2,090	2
#22221	User support technicians	8,260	4,040	2,230	1,810	2
#22311	Electronic service technicians (household and business equipment)	8,080	3,260	1,320	1,930	2
#21310	Electrical and electronics engineers	7,450	3,200	1,520	1,680	1
#20010	Engineering managers	4,770	2,680	990	1,690	0
#52119	Other technical and coordinating occupations in motion pictures, broadcasting and the performing arts	6,730	2,660	1,250	1,400	2
#21301	Mechanical engineers	7,040	2,520	1,350	1,180	1
#22310	Electrical and electronics engineering technologists and technicians	5,280	2,440	910	1,530	2
#21230	Computer systems developers and programmers	4,260	2,280	1,320	970	1
#21110	Biologists and related scientists	6,440	2,040	940	1,100	1
#21221	Business systems specialists	4,550	1,980	1,030	950	1
#72011	Contractors and supervisors, electrical trades and telecommunications occupations	3,910	1,850	560	1,290	2
#21233	Web designers	3,040	1,620	1,190	430	1



Science, Technology, Engineering and Mathematics (STEM) occupations – Continued

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#21311	Computer engineers (except software engineers and designers)	2,960	1,600	840	760	1
#22114	Landscape and horticulture technicians and specialists	4,560	1,550	540	1,010	2
#22303	Construction estimators	3,750	1,490	630	860	2
#22301	Mechanical engineering technologists and technicians	3,260	1,470	590	880	2
#22233	Construction inspectors	2,830	1,430	520	900	2
#21223	Database analysts and data administrators	2,780	1,380	640	750	1
#52111	Graphic arts technicians	3,470	1,280	790	490	2
#22300	Civil engineering technologists and technicians	2,920	1,240	560	680	2
#20011	Architecture and science managers	2,140	1,200	380	820	0
#22232	Occupational health and safety specialists	2,650	1,130	370	760	2
#52113	Audio and video recording technicians	2,960	1,120	550	560	2
#21120	Public and environmental health and safety professionals	2,810	1,090	420	670	1
#21102	Geoscientists and oceanographers	2,690	1,010	370	640	1
#50011	Managers - publishing, motion pictures, broadcasting and performing arts	1,750	880	290	590	0
#21211	Data scientists	2,190	840	600	240	1
#72205	Telecommunications equipment installation and cable television service technicians	2,180	820	220	600	2
#21111	Forestry professionals	2,510	790	20	760	1
#22222	Information systems testing technicians	1,360	770	500	270	2
#21220	Cybersecurity specialists	1,530	730	390	340	1
#21101	Chemists	1,900	710	350	360	1
#21399	Other professional engineers	1,770	660	310	350	1
#22302	Industrial engineering and manufacturing technologists and technicians	1,600	600	220	390	2
#21321	Industrial and manufacturing engineers	1,430	570	270	310	1
#22112	Forestry technologists and technicians	2,420	520	-30	560	2
#10030	Telecommunication carriers managers	1,230	500	110	390	0
#22101	Geological and mineral technologists and technicians	1,140	470	120	360	2
#21331	Geological engineers	1,260	460	290	170	1
#52110	Film and video camera operators	1,120	410	200	210	2
#22100	Chemical technologists and technicians	860	400	150	240	2
#22110	Biological technologists and technicians	1,460	390	160	230	2
#21320	Chemical engineers	1,140	380	180	200	1
#72204	Telecommunications line and cable installers and repairers	1,090	350	100	250	2

Science, Technology, Engineering and Mathematics (STEM) occupations – *Continued*

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#22313	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	830	300	100	200	2
#22312	Industrial instrument technicians and mechanics	1,030	290	50	240	2
#21210	Mathematicians, statisticians and actuaries	780	270	130	140	1
#22113	Conservation and fishery officers	680	250	50	210	2
#22231	Engineering inspectors and regulatory officers	560	240	100	150	2
#22230	Non-destructive testers and inspectors	580	230	110	120	2
#21100	Physicists and astronomers	520	220	120	100	1
#22111	Agricultural and fish products inspectors	480	210	90	120	2
#21330	Mining engineers	830	210	100	110	1
#21112	Agricultural representatives, consultants and specialists	350	120	30	90	1
#21322	Metallurgical and materials engineers	310	110	60	60	1
#21390	Aerospace engineers	300	110	30	70	1
#21332	Petroleum engineers	130	50	10	30	1
#52112	Broadcast technicians	110	50	10	30	2
#21103	Meteorologists and climatologists	100	50	20	30	1
#21109	Other professional occupations in physical sciences	40	10	10	10	1





Care occupations

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#31301	Registered nurses and registered psychiatric nurses	63,910	30,190	16,110	14,090	1
#33102	Nurse aides, orderlies and patient service associates	47,630	22,810	10,730	12,080	3
#42201	Social and community service workers	36,460	14,970	6,430	8,540	2
#41221	Elementary school and kindergarten teachers	37,000	14,090	4,660	9,420	1
#42202	Early childhood educators and assistants	22,610	13,820	9,300	4,510	2
#43100	Elementary and secondary school teacher assistants	21,170	7,880	2,610	5,270	3
#41220	Secondary school teachers	20,170	7,820	2,650	5,160	1
#41210	College and other vocational instructors	14,610	6,160	2,030	4,120	1
#32101	Licensed practical nurses	10,270	4,780	2,540	2,240	2
#41200	University professors and lecturers	14,170	4,420	1,230	3,200	1
#30010	Managers in health care	6,390	4,020	1,470	2,540	0
#31102	General practitioners and family physicians	9,180	3,810	1,940	1,860	1
#44101	Home support workers, caregivers and related occupations	8,190	3,760	1,570	2,190	4
#41301	Therapists in counselling and related specialized therapies	9,150	3,750	1,660	2,090	1
#41300	Social workers	9,130	3,510	1,450	2,060	1
#31120	Pharmacists	7,980	3,080	1,560	1,520	1
#40030	Managers in social, community and correctional services	6,240	3,080	950	2,130	0
#43109	Other instructors	8,350	2,950	1,290	1,660	3
#31100	Specialists in clinical and laboratory medicine	6,770	2,900	1,640	1,250	1
#40021	School principals and administrators of elementary and secondary education	4,740	2,850	580	2,270	0
#41201	Post-secondary teaching and research assistants	14,810	2,750	1,300	1,460	1
#32201	Massage therapists	6,220	2,710	1,140	1,560	2
#33109	Other assisting occupations in support of health services	5,720	2,510	1,270	1,240	3
#33100	Dental assistants and dental laboratory assistants	5,620	2,180	980	1,200	3
#31202	Physiotherapists	4,770	2,080	1,010	1,070	1
#41320	Educational counsellors	5,240	2,010	620	1,390	1
#41302	Religious leaders	4,840	1,920	930	990	1
#40020	Administrators - post-secondary education and vocational training	4,040	1,920	430	1,490	0
#33101	Medical laboratory assistants and related technical occupations	4,500	1,890	1,000	890	3
#32121	Medical radiation technologists	3,860	1,760	970	790	2
#32120	Medical laboratory technologists	3,380	1,670	810	860	2
#33103	Pharmacy technical assistants and pharmacy assistants	4,980	1,600	870	730	3



Care occupations – Continued

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#31110	Dentists	3,500	1,490	620	870	1
#32111	Dental hygienists and dental therapists	3,290	1,470	590	880	2
#32102	Paramedical occupations	3,420	1,460	630	840	2
#32124	Pharmacy technicians	3,500	1,410	690	720	2
#31203	Occupational therapists	3,160	1,360	720	640	1
#31300	Nursing coordinators and supervisors	2,180	1,360	550	810	1
#32103	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	2,070	1,020	550	470	2
#32109	Other technical occupations in therapy and assessment	2,350	970	520	460	2
#31200	Psychologists	2,100	890	410	480	1
#45100	Student monitors, crossing guards and related occupations	1,950	860	270	590	5
#31101	Specialists in surgery	1,840	830	420	410	1
#31121	Dietitians and nutritionists	1,670	790	390	400	1
#41321	Career development practitioners and career counsellors (except education)	1,760	760	260	500	1
#32100	Opticians	1,530	740	280	460	2
#31112	Audiologists and speech-language pathologists	1,620	720	310	410	1
#42203	Instructors of persons with disabilities	2,080	660	350	310	2
#31204	Kinesiologists and other professional occupations in therapy and assessment	1,980	630	400	230	1
#31201	Chiropractors	1,240	600	220	380	1
#32122	Medical sonographers	1,150	560	280	270	2
#32200	Traditional Chinese medicine practitioners and acupuncturists	1,380	540	250	280	2
#42204	Religion workers	1,150	460	240	220	2
#44100	Home child care providers	7,690	450	-1,050	1,500	4
#32123	Cardiology technologists and electrophysiological diagnostic technologists	820	390	220	170	2
#31111	Optometrists	780	390	140	240	1
#32209	Other practitioners of natural healing	890	360	170	190	2
#31302	Nurse practitioners	840	360	200	150	1
#31209	Other professional occupations in health diagnosing and treating	810	350	140	210	1
#32112	Dental technologists and technicians	830	340	100	240	2
#32129	Other medical technologists and technicians	400	160	70	90	2
#31303	Physician assistants, midwives and allied health professionals	310	140	70	70	1
#32110	Denturists	200	70	40	40	2

Notes: Job openings and employment are rounded to the nearest 10. Due to rounding, the components may not add to the totals.



Appendix 6: High Opportunity Occupations, B.C., 2024-2034

NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#60020	Retail and wholesale trade managers	73,050	33,970	9,810	24,170	0
#31301	Registered nurses and registered psychiatric nurses	63,910	30,190	16,110	14,090	1
#33102	Nurse aides, orderlies and patient service associates	47,630	22,810	10,730	12,080	3
#00018	Senior managers – public and private sector	35,750	21,510	6,280	15,230	0
#42202	Early childhood educators and assistants	22,610	13,820	9,300	4,510	2
#11100	Financial auditors and accountants	34,260	13,170	5,790	7,370	1
#12200	Accounting technicians and bookkeepers	27,250	11,770	3,960	7,810	2
#21231	Software engineers and designers	22,660	11,670	7,790	3,880	1
#60030	Restaurant and food service managers	25,330	10,580	3,790	6,790	0
#70010	Construction managers	20,640	10,220	3,600	6,620	0
#21222	Information systems specialists	16,390	9,140	5,060	4,080	1
#21232	Software developers and programmers	16,710	8,940	6,280	2,650	1
#20012	Computer and information systems managers	13,140	8,850	3,930	4,920	0
#11202	Professional occupations in advertising, marketing and public relations	24,460	8,640	4,610	4,020	1
#70012	Facility operation and maintenance managers	14,410	7,730	1,960	5,770	0
#63101	Real estate agents and salespersons	21,870	7,730	2,800	4,930	3
#70011	Home building and renovation managers	13,350	7,590	3,130	4,470	0
#10022	Advertising, marketing and public relations managers	15,840	6,430	3,150	3,280	0
#41101	Lawyers and Quebec notaries	16,820	6,010	3,030	2,980	1
#60010	Corporate sales managers	11,470	5,540	2,120	3,410	0
#11102	Financial advisors	16,190	5,400	1,770	3,640	1
#63100	Insurance agents and brokers	12,900	5,250	2,090	3,160	3
#11201	Professional occupations in business management consulting	12,470	5,200	2,050	3,150	1
#21234	Web developers and programmers	10,000	4,810	3,690	1,120	1
#32101	Licensed practical nurses	10,270	4,780	2,540	2,240	2
#90010	Manufacturing managers	11,370	4,770	680	4,090	0
#10021	Banking, credit and other investment managers	10,780	4,750	1,180	3,560	0
#42100	Police officers (except commissioned)	10,540	4,660	1,660	3,000	2
#21300	Civil engineers	10,950	4,610	2,320	2,290	1
#72014	Contractors and supervisors, other construction trades, installers, repairers and servicers	9,770	4,430	1,460	2,970	2
#11200	Human resources professionals	10,390	4,350	1,630	2,720	1
#22220	Computer network and web technicians	8,740	4,300	2,200	2,090	2



NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#10010	Financial managers	9,550	4,250	1,480	2,770	0
#22221	User support technicians	8,260	4,040	2,230	1,810	2
#30010	Managers in health care	6,390	4,020	1,470	2,540	0
#10020	Insurance, real estate and financial brokerage managers	7,390	3,850	1,080	2,770	0
#60031	Accommodation service managers	7,680	3,840	1,320	2,530	0
#31102	General practitioners and family physicians	9,180	3,810	1,940	1,860	1
#41301	Therapists in counselling and related specialized therapies	9,150	3,750	1,660	2,090	1
#10011	Human resources managers	7,000	3,690	1,090	2,600	0
#41300	Social workers	9,130	3,510	1,450	2,060	1
#72021	Contractors and supervisors, heavy equipment operator crews	6,470	3,260	880	2,380	2
#21310	Electrical and electronics engineers	7,450	3,200	1,520	1,680	1
#31120	Pharmacists	7,980	3,080	1,560	1,520	1
#40030	Managers in social, community and correctional services	6,240	3,080	950	2,130	0
#51120	Producers, directors, choreographers and related occupations	6,810	3,040	1,220	1,820	1
#70020	Managers in transportation	6,400	2,970	810	2,160	0
#31100	Specialists in clinical and laboratory medicine	6,770	2,900	1,640	1,250	1
#40021	School principals and administrators of elementary and secondary education	4,740	2,850	580	2,270	0
#32201	Massage therapists	6,220	2,710	1,140	1,560	2
#20010	Engineering managers	4,770	2,680	990	1,690	0
#21301	Mechanical engineers	7,040	2,520	1,350	1,180	1
#33109	Other assisting occupations in support of health services	5,720	2,510	1,270	1,240	3
#60040	Managers in customer and personal services	5,280	2,500	830	1,670	0
#21230	Computer systems developers and programmers	4,260	2,280	1,320	970	1
#42101	Firefighters	5,060	2,250	840	1,410	2
#33100	Dental assistants and dental laboratory assistants	5,620	2,180	980	1,200	3
#31202	Physiotherapists	4,770	2,080	1,010	1,070	1
#12104	Employment insurance and revenue officers	3,740	1,990	640	1,350	2
#21221	Business systems specialists	4,550	1,980	1,030	950	1
#74101	Letter carriers	4,250	1,960	660	1,300	4
#10012	Purchasing managers	3,450	1,950	480	1,470	0
#51111	Authors and writers (except technical)	4,830	1,930	840	1,090	1
#41302	Religious leaders	4,840	1,920	930	990	1
#40020	Administrators – post-secondary education and vocational training	4,040	1,920	430	1,490	0



NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#22212	Drafting technologists and technicians	4,650	1,910	910	990	2
#33101	Medical laboratory assistants and related technical occupations	4,500	1,890	1,000	890	3
#72011	Contractors and supervisors, electrical trades and telecommunications occupations	3,910	1,850	560	1,290	2
#41404	Health policy researchers, consultants and program officers	4,400	1,780	800	980	1
#12201	Insurance adjusters and claims examiners	4,220	1,770	700	1,060	2
#32121	Medical radiation technologists	3,860	1,760	970	790	2
#10029	Other business services managers	3,280	1,720	470	1,260	0
#21200	Architects	4,190	1,720	1,000	710	1
#32120	Medical laboratory technologists	3,380	1,670	810	860	2
#21233	Web designers	3,040	1,620	1,190	430	1
#21311	Computer engineers (except software engineers and designers)	2,960	1,600	840	760	1
#33103	Pharmacy technical assistants and pharmacy assistants	4,980	1,600	870	730	3
#31110	Dentists	3,500	1,490	620	870	1
#32111	Dental hygienists and dental therapists	3,290	1,470	590	880	2
#32102	Paramedical occupations	3,420	1,460	630	840	2
#72402	Heating, refrigeration and air conditioning mechanics	3,410	1,460	800	650	2
#72013	Contractors and supervisors, carpentry trades	3,600	1,450	600	850	2
#32124	Pharmacy technicians	3,500	1,410	690	720	2
#21223	Database analysts and data administrators	2,780	1,380	640	750	1
#31203	Occupational therapists	3,160	1,360	720	640	1
#31300	Nursing coordinators and supervisors	2,180	1,360	550	810	1
#50012	Recreation, sports and fitness program and service directors	2,710	1,350	450	890	0
#21202	Urban and land use planners	3,210	1,290	510	770	1
#11103	Securities agents, investment dealers and brokers	3,020	1,220	370	850	1
#20011	Architecture and science managers	2,140	1,200	380	820	0
#32103	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	2,070	1,020	550	470	2
#32109	Other technical occupations in therapy and assessment	2,350	970	520	460	2
#31200	Psychologists	2,100	890	410	480	1
#72602	Deck officers, water transport	2,100	880	360	520	2
#40011	Government managers – economic analysis, policy development and program administration	1,520	850	170	680	0
#21211	Data scientists	2,190	840	600	240	1
#31101	Specialists in surgery	1,840	830	420	410	1
#31121	Dietitians and nutritionists	1,670	790	390	400	1



NOC	DESCRIPTION	EMPLOYMENT 2024	JOB OPENINGS 2024-2034	EXPANSION 2024-2034	REPLACEMENT 2024-2034	TEER
#31103	Veterinarians	1,700	760	300	460	1
#32100	Opticians	1,530	740	280	460	2
#21220	Cybersecurity specialists	1,530	730	390	340	1
#31112	Audiologists and speech-language pathologists	1,620	720	310	410	1
#12202	Insurance underwriters	1,740	680	300	380	2
#00010	Legislators	1,250	680	180	490	0
#21399	Other professional engineers	1,770	660	310	350	1
#40010	Government managers – health and social policy development and program administration	1,200	610	110	500	0
#31201	Chiropractors	1,240	600	220	380	1
#51112	Technical writers	1,190	580	280	300	1
#21321	Industrial and manufacturing engineers	1,430	570	270	310	1
#21203	Land surveyors	1,300	570	300	270	1
#32122	Medical sonographers	1,150	560	280	270	2
#43203	Border services, customs, and immigration officers	1,400	550	270	280	3
#32200	Traditional Chinese medicine practitioners and acupuncturists	1,380	540	250	280	2
#21331	Geological engineers	1,260	460	290	170	1
#40041	Fire chiefs and senior firefighting officers	490	390	70	320	0
#32123	Cardiology technologists and electrophysiological diagnostic technologists	820	390	220	170	2
#31111	Optometrists	780	390	140	240	1
#31302	Nurse practitioners	840	360	200	150	1
#31209	Other professional occupations in health diagnosing and treating	810	350	140	210	1
#70021	Postal and courier services managers	640	340	100	230	0
#12111	Health information management occupations	570	340	130	210	2
#41310	Police investigators and other investigative occupations	480	280	80	200	1
#31303	Physician assistants, midwives and allied health professionals	310	140	70	70	1
#40040	Commissioned police officers and related occupations in public protection services	150	130	30	110	0
#72603	Engineer officers, water transport	170	80	30	50	2

Notes: Job openings and employment are rounded to the nearest 10.
Due to rounding, the components may not add to the totals.



