

BRITISH COLUMBIA

LABOUR MARKET OUTLOOK

2025 - 2035 FORECAST





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Land Acknowledgement

The Labour Market Development and Immigration 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 2025 edition of the BC Labour Market Outlook offers a glimpse into the evolving future of work in British Columbia. It paints a picture of B.C.'s employment future, and it highlights key trends in labour supply and demand, helping both those looking for work and those hiring.

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. The BC Labour Market Outlook helps by pulling together data on people, jobs, and industries to show what kinds of work will be in demand—to plan ahead and make smart decisions about training, education, and careers.

The Labour Market Outlook predicts that there will be about one million job openings in the 10-year period from 2025 to 2035. It estimates that 3.3 million people will be working in B.C. in 2035, up from 2.9 million today. These one million job openings are the result of two factors: job vacancies as workers retire and new positions created by economic growth.

The 2025 Labour Market Outlook confirms many of the trends seen in previous Outlooks with strong growth in the tech and healthcare sectors. This latest Outlook reflects the federal changes to immigration levels, which are expected to result in slower population growth and supply fewer workers than previously expected. Of note, the Labour Market Outlook does not fully reflect the recent fast-tracking of major projects, and this is expected to lead to higher employment than projected in this Outlook.

This year's Outlook assumes slightly slower economic growth than in the previous year, in part reflecting the uncertainty caused by tariffs. Some other uncertainties, like the speed with which Artificial Intelligence (AI) will impact the labour market, remain. Due to this, the B.C. Labour Market Outlook is revised annually to reflect changing circumstances.

One of the clear and consistent conclusions of the Labour Market Outlook is the value of post-secondary education and ensuring employers have the skills they need. This is why it's so crucial to invest in post-secondary education and skills training. Over 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 will need to thrive. We continue to work together with our post-secondary institutions, ensuring that people have access to education and skills training that is accessible, affordable, and relevant to the needs of our changing economy.

Honourable Jessie K. Sunner

*Ministry of Post-Secondary Education and
Future Skills*

Other Acknowledgements

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

Where can I find the data?

For access to the full set of forecast data for all 512 occupations, 63 industries and seven development regions, go to the [BC Data Catalogue](#).

About this Report

What is the Labour Market Outlook?

The 2025 edition of the BC Labour Market Outlook (LMO) 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 2025 to 2035, 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

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 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.

Economic Uncertainty

The BC Labour Market Outlook is based on a macroeconomic forecast aligned with the provincial budget. This Outlook is updated annually to reflect the most current information. Each year, there are various uncertainties that may shape the future of B.C.'s labour market. Key this year are:

- — Changing immigration patterns
- — The extent and duration of tariffs
- — Timing of major projects in British Columbia
- — Adoption of artificial intelligence (AI)

Adaptability will be essential for B.C.'s labour market to manage disruptions and sustain long-term employment and economic stability.

What are the major changes in this edition?

The most significant change in this year's forecast stems from an updated immigration outlook, based on the Federal Immigration Levels Plan released in November 2024. This plan reduced Canada's target for permanent residents from 500,000 to 395,000 for 2025, with further declines anticipated in 2026 and 2027. In addition, temporary residents were capped at 5 percent of the total population, suggesting a substantial outflow in the coming years. Total refugee and protected admissions targets were also lowered, adding to the reduction. This change weakens population growth to 0.9 percent per year from 1.6 percent in the previous Outlook.

The Outlook incorporates slower expected growth than the previous forecast – reflecting in part the economic uncertainty posed by tariffs. Nearly 14 percent of all businesses in British Columbia, whether they are engaged in trade or not, anticipate that the imposition of tariffs by the United States on imports from Canada would have a high level of impact on their business¹. It is also assumed that the softwood lumber, steel and aluminum sectors could face additional risks should the tariffs remain in place. However, the production ramp-up at LNG Canada and increased efforts to diversify trade will to some extent offset slower trade activity in other areas.

Weaker population growth, because of slowing immigration, will reduce household formation and in turn investment in new homes.

Housing starts are expected to average 49,000 per year over the forecast period, down slightly from the previous forecast, which will somewhat temper growth in the construction industry.

The Outlook also incorporates minor methodological changes:

- **High Opportunity Occupations:** This year's report marks a change to the methodology for identifying High Opportunity Occupations by placing more weight upon forecast replacement rates (retirements). See Appendix 2 for more information.
- **Updated industry classification system:** The 2025 edition incorporates the North American Industry Classification System (NAICS) 2022 Version 1.0. The overarching theme to the update is the digital economy. The updated NAICS classifies platform-based activities and those delivered over the Internet the same as their non-digital counterparts. For instance, "online shopping" is no longer considered a separate industry in the Outlook but classified based on the product or service it sells.
- **Update to the methodology to estimate average annual earnings by occupation.**

¹ Canadian Survey on Business Conditions, second quarter 2025



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Labour Market Outlook Overview

Over the next decade (2025-2035), it is projected that there will be 1,052,000 job openings in British Columbia.

2. Education and Training

3. Industry Outlook

4. Occupational Outlook

5. Regional Outlook



Labour Market Outlook Overview

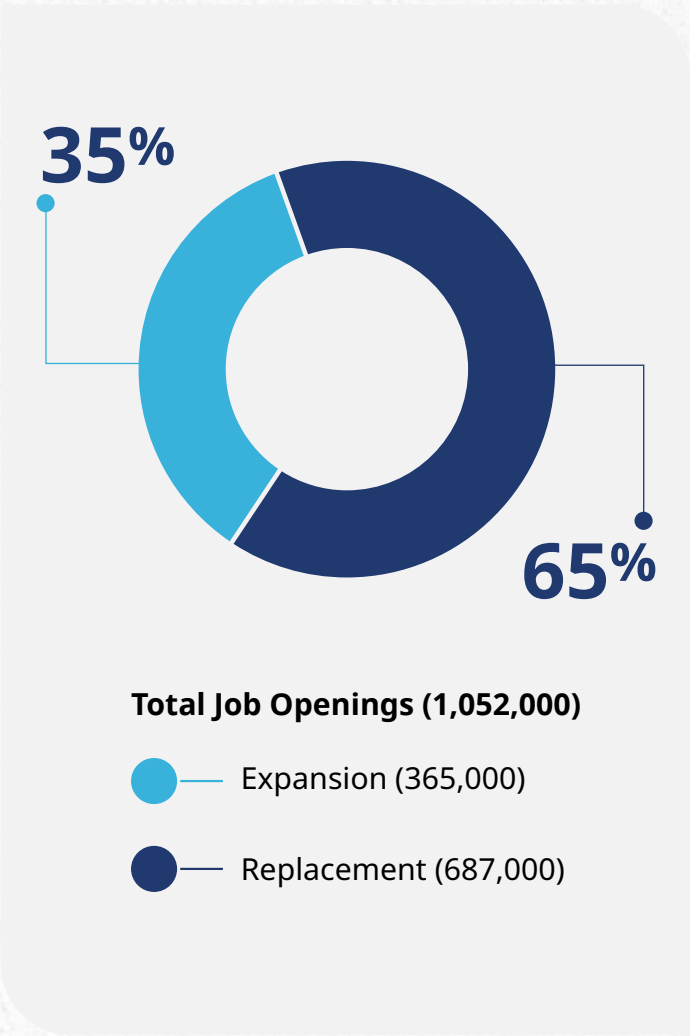
Over the next decade (2025-2035), it is projected that there will be 1,052,000 job openings in British Columbia. This is about 70,000 fewer job openings than projected in the 2024 edition of the Outlook, mainly due to a slower population forecast in this year’s report. Employment is expected to reach 3.3 million by 2035 (an annual average growth rate of 1.2%).

FIGURE 1-1: EMPLOYMENT GROWTH, 2025-2035, B.C.



As B.C.’s population ages over the next decade, we anticipate there will be 687,000 job openings to replace retiring workers (65 percent of the total). The remaining 35 percent of the 10-year total job openings — 365,000 new jobs — will be created through economic growth.

FIGURE 1-2: LABOUR DEMAND, 2025-2035, B.C.

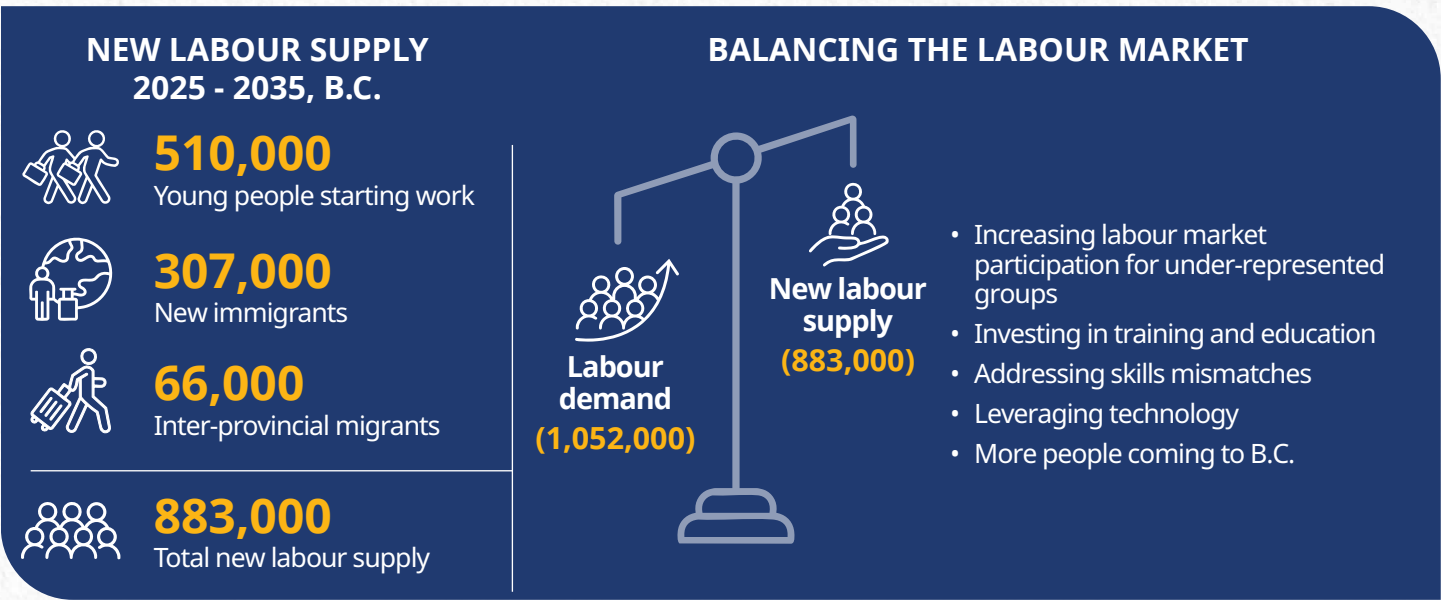


Filling these future job openings will involve multiple sources of labour supply:

- Immigration is expected to supply less than a third of the new workers B.C. is expected to need over the next 10 years. This is a large decline from the 2024 Outlook when it was assumed that immigration would supply almost half of all new workers over the 10-year forecast period.
- Over the next decade, approximately 510,000 young people are expected to enter the labour force for the first time—14,000 fewer than projected in the 2024 Outlook. This decline is primarily driven by reduced immigration to B.C., as newcomers tend to be younger and often arrive with families whose children eventually join the labour market.
- Workers from other parts of Canada are expected to account for 6 percent.

The 2025 edition of the Outlook forecasts that over the next 10 years labour demand will outpace labour supply. This difference can be resolved though supply-side measures like increasing labour market participation, attracting more people to B.C., or future increases in immigration levels. It could also be resolved through demand-side measures like greater reliance on AI and automation. Most importantly, if workers don't have the education, skills and training to meet the labour market demands of tomorrow, future employment growth will be slower than anticipated. Therefore, ensuring that workers have the skills that match the opportunities in an evolving labour market is key to ensuring high employment.

FIGURE 1-3: SOURCES OF LABOUR SUPPLY, 2025-2035, B.C.



Role of Temporary Foreign Workers in the Labour Market

Federal immigration targets are expected to lead to a reduction in the number of temporary foreign workers in British Columbia. Work permits generally fall under two main programs: the Temporary Foreign Worker Program (TFWP) and the International Mobility Program (IMP). Work permits may also be issued to asylum claimants, students in mandatory work placements, or individuals awaiting permanent residency. In addition, study permit holders can work in Canada under certain conditions — such as limited hours per week during classes and unlimited hours during scheduled breaks.



Labour market data on temporary workers is limited but workers admitted under the TFWP are asked about their intended occupation. Table 1-1 shows the ten largest intended occupations in 2024. As the number of temporary foreign workers in B.C. declines, some sectors may face challenges finding new workers.

TABLE 1-1: TFWP WORK PERMIT HOLDERS, TOP 10 INTENDED OCCUPATIONS IN 2024, B.C.

OCCUPATION ²
Harvesting labourers
Cooks
Food service supervisors
Transport truck drivers
Nursery and greenhouse workers
Food counter attendants, kitchen helpers and related support occupations
Construction trades helpers and labourers
Agricultural service contractors, farm supervisors and specialized livestock workers
Carpenters
Light duty cleaners

² These occupations are based on the National Occupation Classification System 2011

Source: [Immigration, Refugees and Citizenship Canada](#), [Open Government Canada](#)



2

Education and Training

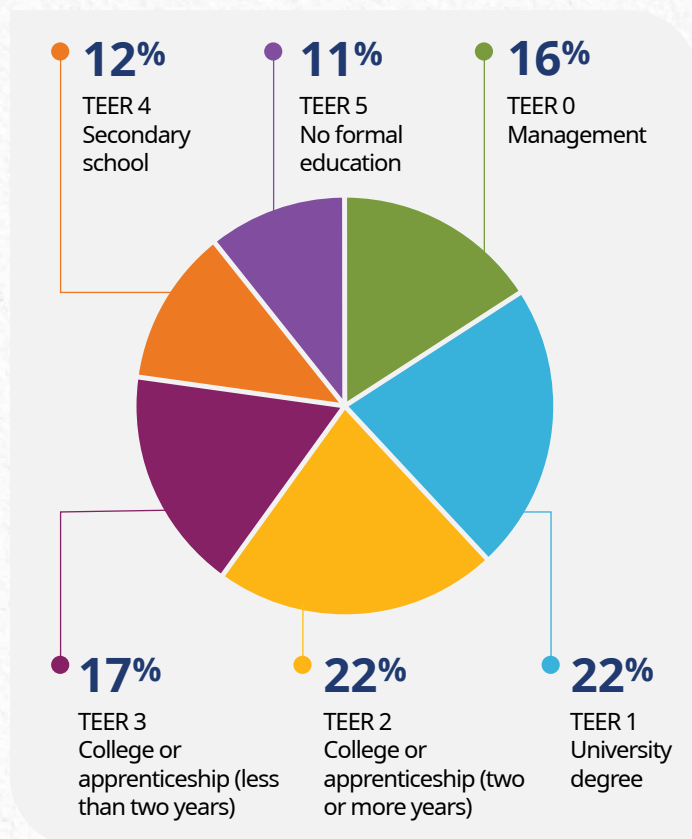
Canada's National Occupational Classification (NOC) system uses the TEER framework— Training, Education, Experience and Responsibilities — to better reflect the qualifications required across today's workforce.

Education and Training



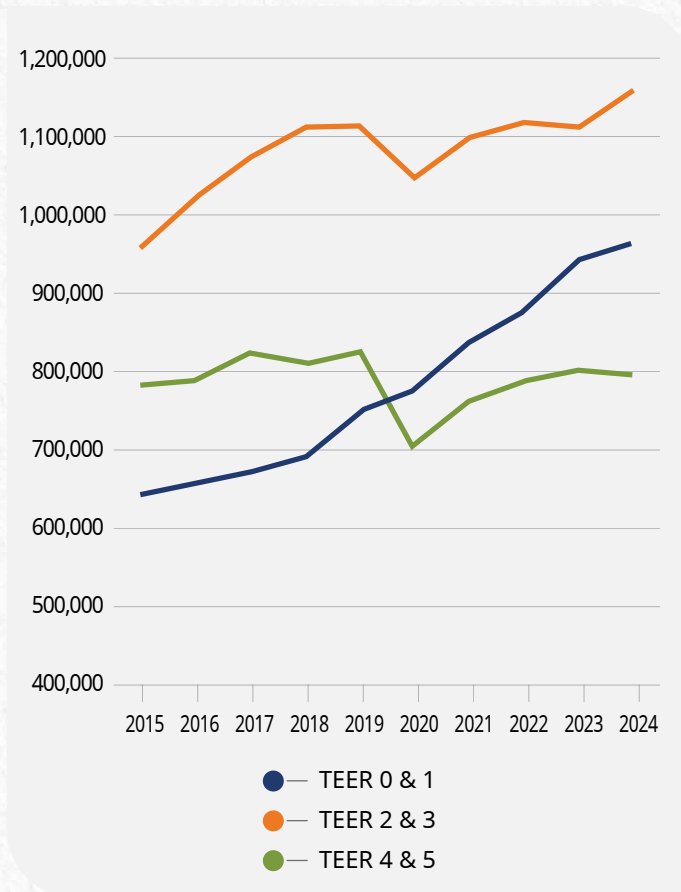
Canada's National Occupational Classification (NOC) system uses the TEER framework—Training, Education, Experience and Responsibilities—to better reflect the qualifications required across today's workforce. The system organizes jobs into six levels, from TEER 0 (management and leadership roles) to TEER 5 (positions requiring no formal education), offering a practical lens through which to forecast the country's labour needs. Figure 2-1 shows the breakdown of projected job openings by TEER category.

FIGURE 2-1: JOB OPENINGS BY TEER, 2025-2035, B.C.



B.C. anticipates 1,052,000 job openings over the next decade, with 77 percent (811,400 positions) falling within TEERs 0 to 3. These roles typically demand post-secondary education, specialized training or demonstrated leadership experience. That's up one percentage point from the previous forecast (76 percent), underscoring a continued shift toward careers requiring advanced credentials and transferable skills (see Figure 2-2).

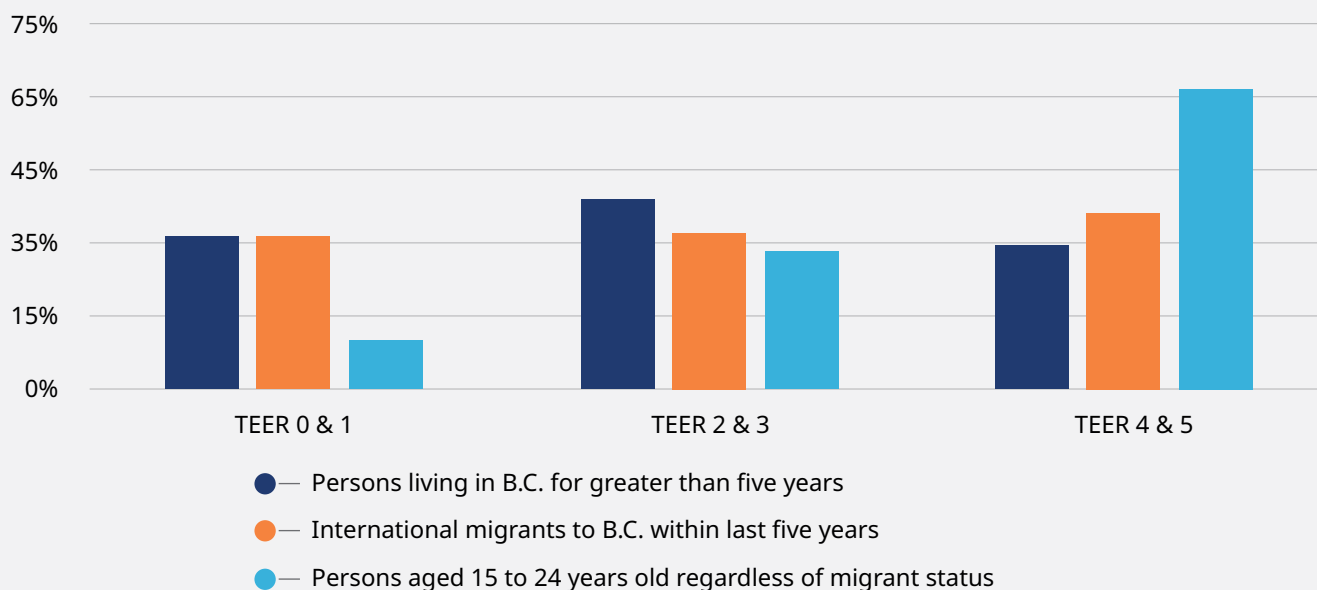
FIGURE 2-2: EMPLOYMENT BY TEER CATEGORIES, 2014-2024, B.C.



Source: Statistics Canada Labour Force Survey

TEERs 4 and 5 represent 23 percent of projected openings (240,600) and serve as critical entry points—especially for newcomers, youth and career shifters entering foundational support positions (see Figure 2-3).

FIGURE 2-3: EMPLOYMENT SHARE BY TEER CATEGORIES AND SELECTED POPULATION GROUPS, 2021, B.C.



Source: Statistics Canada 2021 Census

To keep pace, educators, policymakers and employers will need to align programs and hiring practices with evolving market needs, while students and job seekers should focus on career paths that emphasize transferable skills and long-term growth.

Skill Grouping

In British Columbia, work is evolving under the influence of technological and demographic shifts. Automation and artificial intelligence are reshaping how tasks are performed, while an aging population and growing emphasis on diversity and inclusion are transforming the workforce. Identifying the skills needed for future jobs is critical to helping job seekers and employers adapt to changing economic and labour market conditions. This insight also supports educators and policymakers in creating programs that prepare the workforce for success over the next decade. Previous labour market reports explored demand for specific skills (2022 LMO) and occupational clusters based on skill profiles (2023 LMO).

In this edition of the Outlook, 35 different skills were analysed and bundled into five skills groups based on occupation and level of competency required. By linking these groups to future job openings, a more interpretable and actionable framework for understanding future skills demand is offered. For a description of the methodology, please see Appendix 2.

FIGURE 2-4: SKILL GROUPS

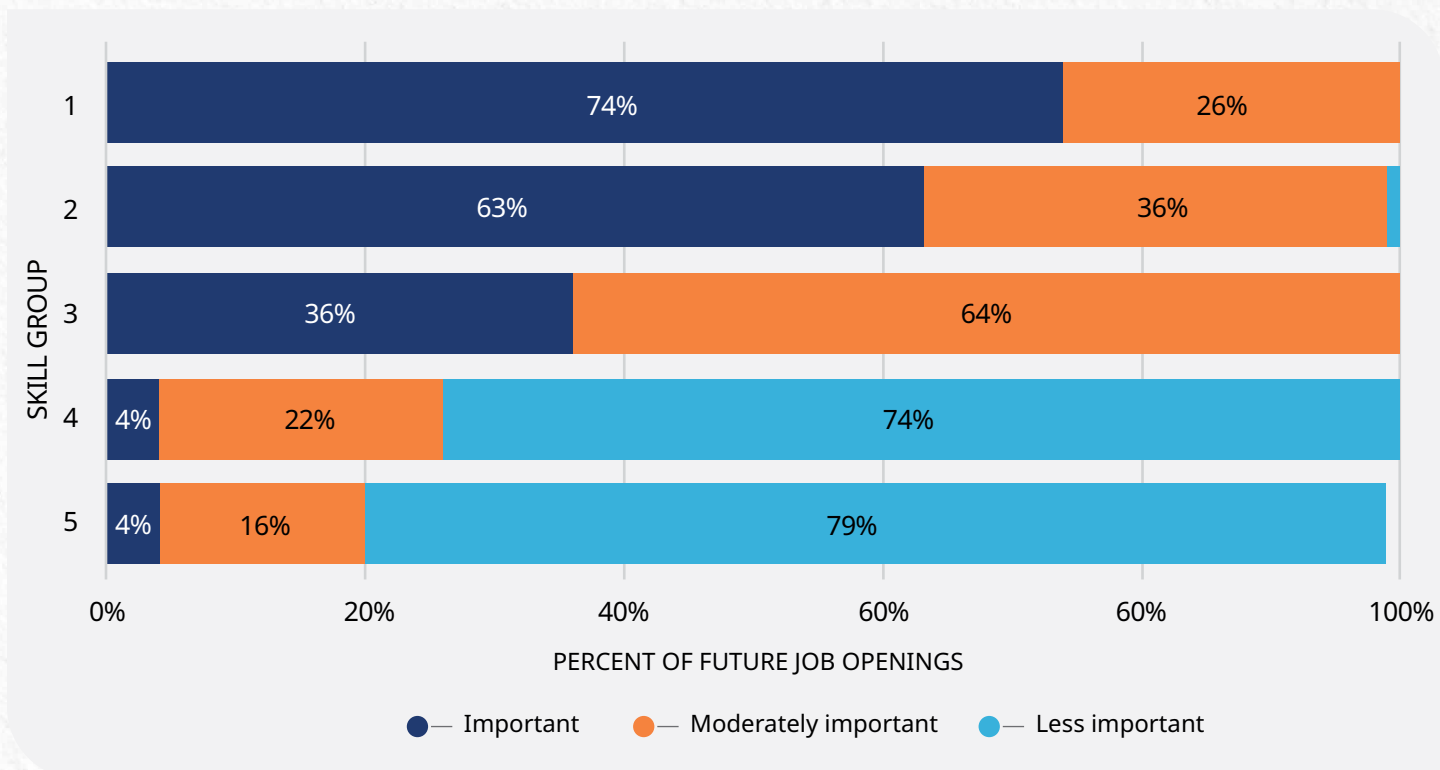
1 FOUNDATIONAL 	Active learning, active listening, complex problem solving, critical thinking, instructing, judgement and decision making, learning strategies, reading comprehension, speaking, systems analysis, systems evaluation, writing
2 SOCIAL 	Negotiation, persuasion, service orientation, social perceptiveness
3 MANAGEMENT 	Coordination, management of financial resources, management of material resources, management of personnel resources, monitoring, time management
4 SCIENCE & ENG 	Mathematics, operations analysis, programming, science, technology design
5 TECHNICAL 	Equipment maintenance, equipment selection, installation, operation and control, operations monitoring, quality control analysis, repairing, troubleshooting

Future Skills Demand

The skills in group one were found to be either important or moderately important across all future job openings (Figure 2-5). This skill group includes foundational abilities such as active listening, reading comprehension and writing, which tend to be highly rated across many occupations. It also encompasses cognitive skills like critical thinking, complex problem solving, and judgment and decision making, which are similarly valued across diverse roles.



FIGURE 2-5: SHARE OF FUTURE JOB OPENINGS BY SKILL GROUP AND LEVEL OF IMPORTANCE



Some level of competency in social (group two) and management (group three) skills is also required across nearly all occupations. Social skills are rated as either important or moderately important in 63 percent and 36 percent of projected job openings, respectively, while management skills are important in 36 percent of future job openings and moderately important in 64 percent.

In contrast, skills in science and engineering (group four and technical fields (group five are considered important in less than five percent of projected job openings, and moderately important in 22 percent and 16 percent, respectively. While these skills are relevant to fewer occupations, they are often tied to highly specialized roles—such as software engineers and designers, chemical engineers and aerospace engineers. These roles tend to be well-compensated and in high demand, with many classified as High Opportunity Occupations. However, these areas require higher levels of technical training and skills development.





3

Industry Outlook

Over the next decade, five key industries in British Columbia will generate 58% of job openings: Health care and social assistance, Professional, scientific and technical services, Retail trade, Construction and Finance, insurance and real estate.

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Industry Outlook

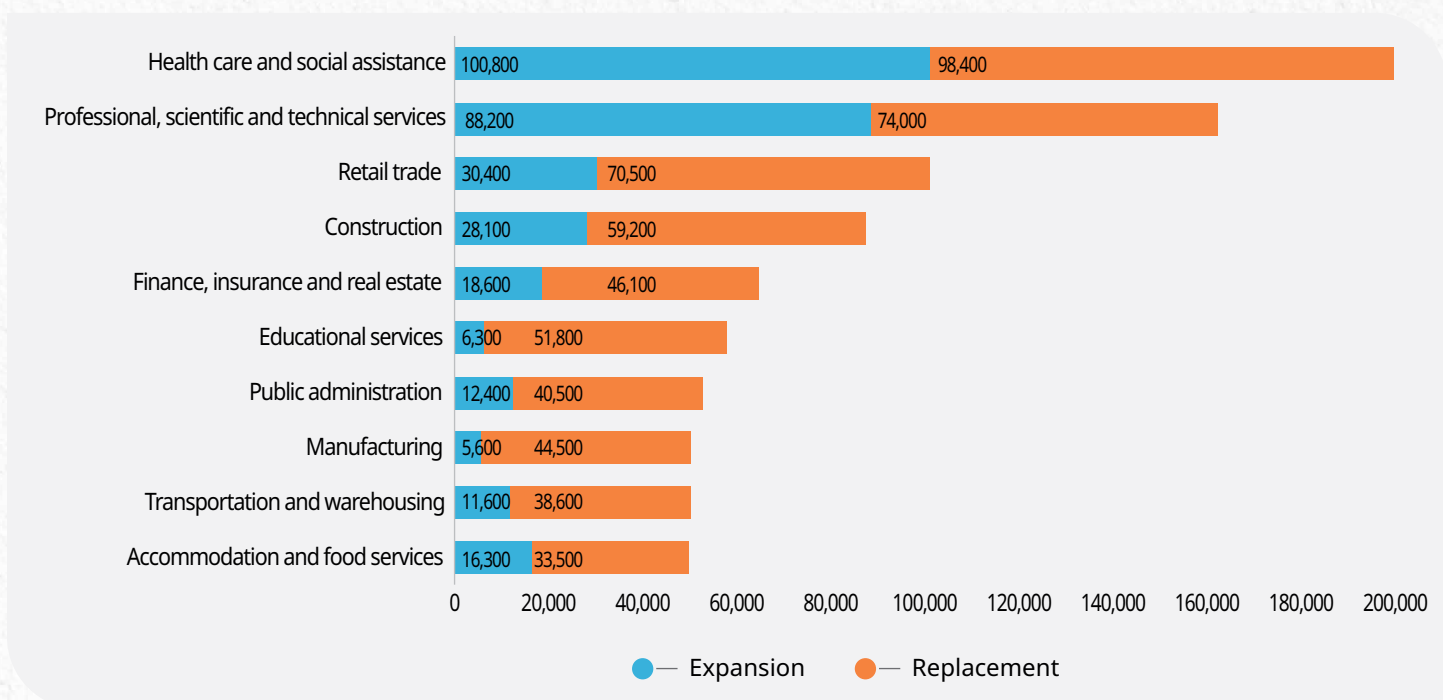


Over the next decade, five major industries will generate more than half (58 percent) of the job openings in British Columbia (see Appendix 3 for details on all 63 industries):

- **Health care and social assistance**
(199,200 job openings; 19 percent of total)
- **Professional, scientific and technical services**
(162,200 job openings; 15 percent of total)
- **Retail trade**
(100,900 job openings; 10 percent of total)
- **Construction**
(87,300 job openings; 8 percent of total)
- **Finance, insurance and real estate**
(64,700 job openings; 6 percent of total)

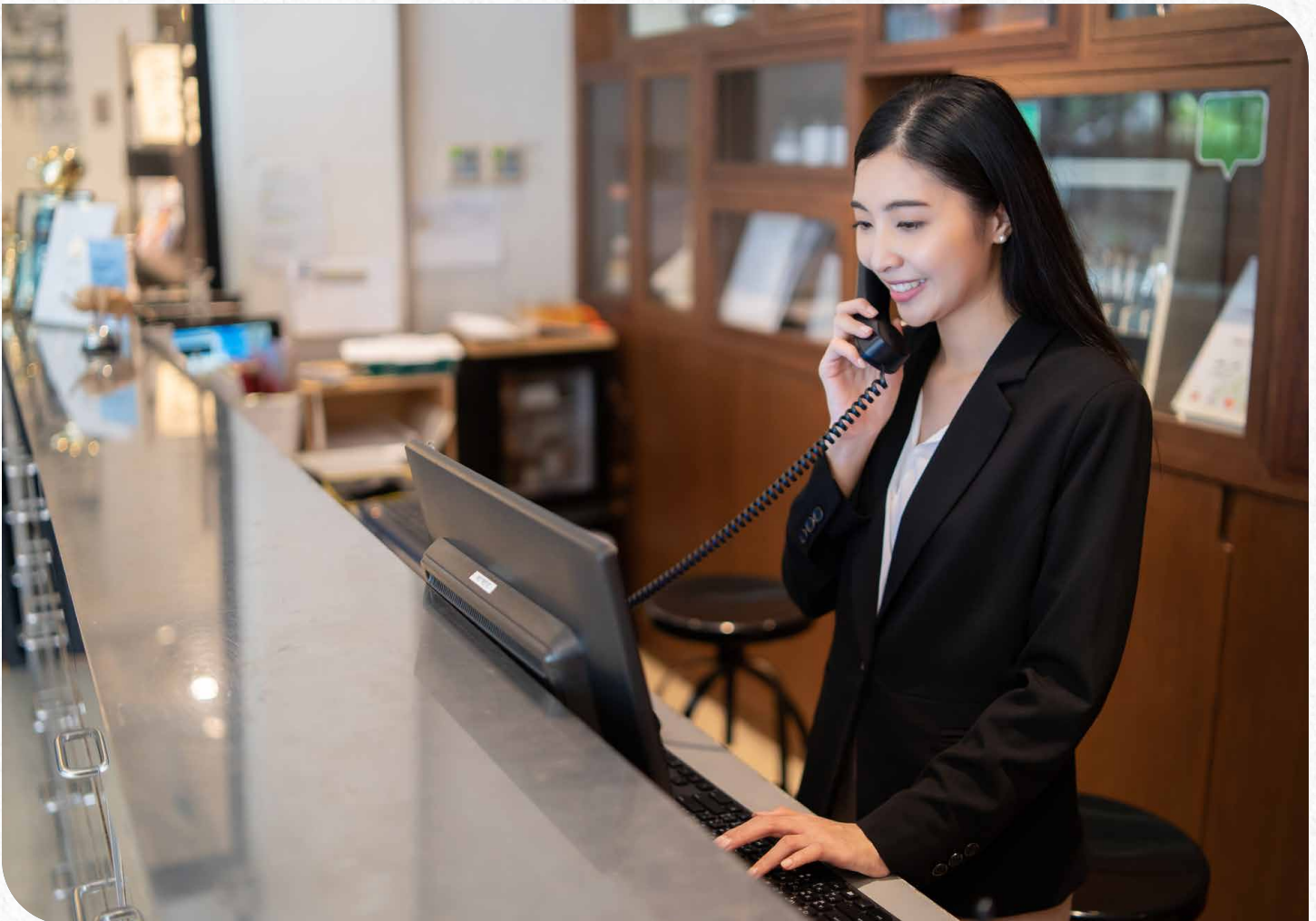
Figure 3-1 shows that, apart from Health care and social assistance and Professional, scientific and technical services, the need to replace retiring workers will account for more than half of the job openings in all major industries over the next 10 years.

FIGURE 3-1: TOP 10 MAJOR INDUSTRY GROUPS BY JOB OPENINGS, B.C., 2025-2035



Over the next decade, the Health care and social assistance industry is projected to generate the highest number of job openings in British Columbia, with an estimated 199,200 positions. These openings will be driven almost equally by expansion (51 percent and replacement (49 percent. As the province's population continues to age, demand for health care services—particularly in Ambulatory health care services and Hospitals—is expected to rise. Ambulatory health care services specifically, which includes outpatient medical services, is forecast to grow at an annual rate of 2.3 percent, outpacing overall growth within the broader Health care and social assistance sector.

The Professional, scientific and technical services industry is expected to generate 162,200 job openings over the next decade, primarily driven by expansion, which accounts for 54 percent of the total. Rapid technological advancement is fueling demand in this sector, particularly within the Computer systems design and related services sub-industry. This sector is projected to grow at an annual rate of 4.2 percent—significantly faster than the overall industry growth rate of 2.4 percent.



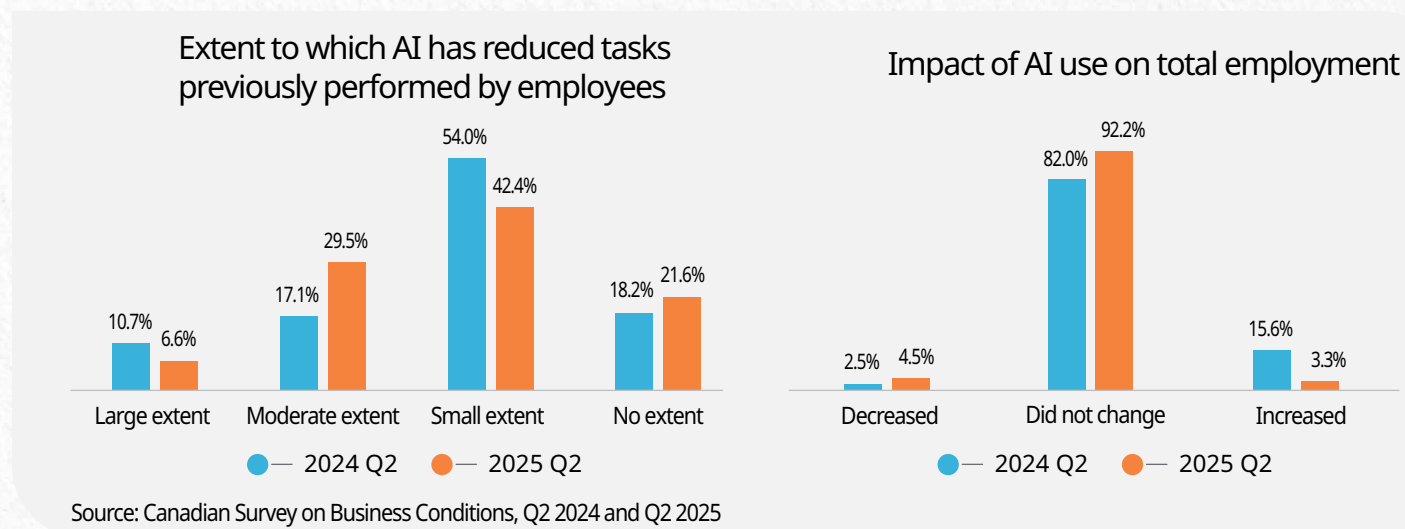
Artificial Intelligence and Impact on Employment

In previous Outlooks, we have included information on which occupations may be most exposed to the impacts of AI and automation. The potential impacts on labour demand are both positive (creation of new opportunities) and negative (reduction in demand for some occupations or skills).

The Canadian Survey of Business Conditions reports that most businesses do not report dramatic changes in the tasks performed by employees and more than nine in 10 report no impacts on employment. Of those reporting employment impacts there is a mix of those seeing employment rise and those seeing employment fall.



FIGURE 3-2: BUSINESS' OR ORGANIZATION'S EXPECTATION OF THE IMPACT OF AI USE ON TOTAL EMPLOYMENT, Q2 2024 VS Q2 2025, B.C.



Although the overall impact appears restrained, certain sub-sectors or industries may be undergoing more pronounced changes that aren't reflected in aggregate data. The Canadian Survey on Business Conditions reveals significantly higher rates of AI software adoption in sectors such as Information, culture and recreation and Professional, scientific and technical services. In contrast, adoption remains low in industries like Agriculture, Accommodation and food services and Transportation.

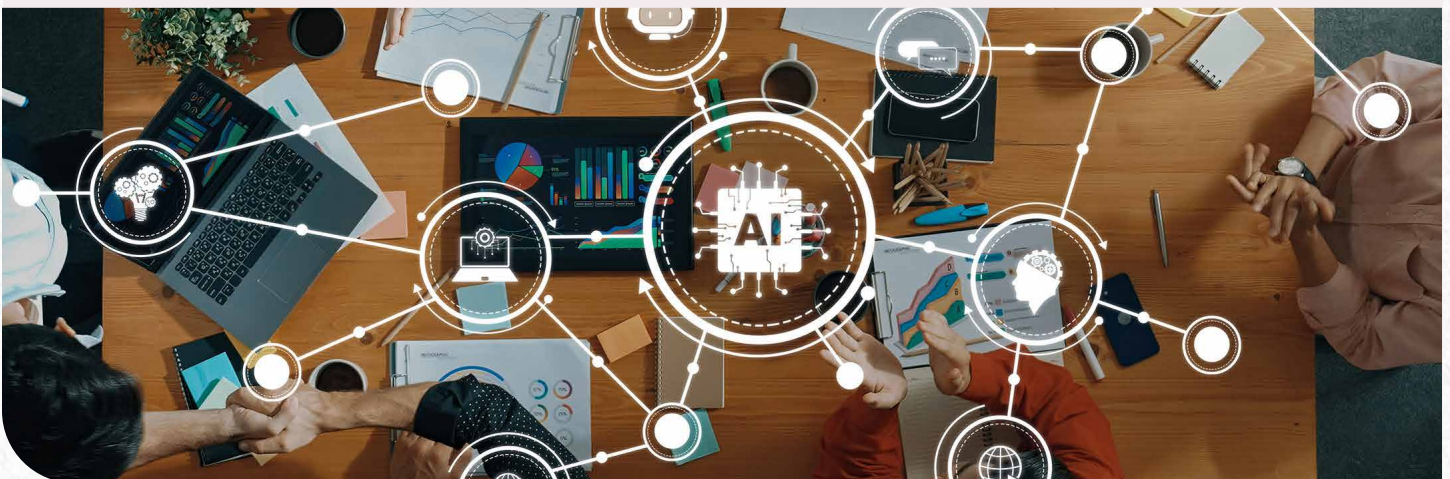
Some media reports continue to focus on the impacts of AI on the outlook for jobs in the tech sector. Labour market data suggests that employment in areas like Computer systems design and related services continues to

have a strong outlook. Current labour market dynamics suggest some firms may be adjusting workforces in a period of slower economic growth following unprecedented increases in employment during the early part of the pandemic. More broadly, slower economic growth has reduced vacancies across many sectors resulting in increased challenges for job seekers, particularly younger ones.

Although the overall impact of AI on employment levels has been relatively limited to date, the pace and breadth of ongoing technological change - affecting both job numbers and skill requirements - remains a key uncertainty throughout the Labour Market Outlook time period.

Will AI make it easier to find jobs in the future?

A recent study showed that AI could facilitate job-matching methods for retirees who want to return to work, new immigrants and displaced workers. It could also enhance labour force participation of persons with disabilities through a variety of means such as facilitating workplace accommodations by matching employees with assistive technologies. AI could also reduce labour and skills shortages by improving labour market information and systems that match the skills needed by employers with those possessed by workers.



Retail trade is expected to produce 100,900 job openings over the next decade, with 70 percent of these driven by the need to replace retiring workers while expansion will account for the remaining 30 percent. Replacement remains the larger factor due to an aging workforce within the industry. Retail is a vital component of British Columbia's economy, particularly in urban centers like Vancouver and Victoria. The growing importance of e-commerce and digital retail strategies will also drive demand for workers skilled in logistics, digital marketing and customer service as traditional retail models continue to evolve.

The Construction industry is projected to create 87,300 job openings over the next decade, with 68 percent driven by the need to replace retiring workers and 32 percent coming from expansion. British Columbia continues to see 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. While the construction industry is sensitive to economic fluctuations, the ongoing need for infrastructure renewal and new housing ensures a steady demand for skilled tradespeople, engineers and project managers.

The Finance, insurance and real estate industry is projected to create 64,700 job openings, with 71 percent of these driven by the need to replace workers while expansion will account for the remaining 29 percent.

Technological innovation, regulatory changes and evolving consumer expectations are reshaping roles across banking, insurance and property services. This creates sustained demand for financial advisors, underwriters, real estate professionals and compliance specialists. The sector is undergoing rapid digitalization, increasing the need for workers skilled in data analysis, cybersecurity and digital client services.





Changes in Agriculture and the Food Economy

Formed in early 2025, the Premier's Task Force on Agriculture and Food Economy is dedicated to tackling key sector challenges and delivering prioritized, actionable recommendations to government. Its goal is to provide a clear roadmap for addressing current issues while shaping a measurable, long-term vision for growth and competitiveness.

The 2025 Labour Market Outlook forecasts a decline in new job creation within the Agriculture and Fishing industry, marking a shift from the modest growth forecasted in 2024. However, job openings due to replacements are expected to rise over the next decade, driven by an aging workforce. The analysis is further complicated by the sector's heavy reliance on temporary foreign workers—who may not be fully captured in the statistical data used to develop the Outlook. As a result, job openings in the sector may be underestimated.

Agriculture in B.C., particularly in fruit picking and greenhouse operations, relies heavily on migrant labour for seasonal work. As immigration levels and policies change, the industry may face growing challenges in an increasingly tight labour market. Automation (e.g., robotic harvesters, drones) could reduce labour demands, especially in harvesting. However, technology for optimizing water, fertilizers and crop management may create new opportunities for skilled workers in tech and agri-tech fields.

The Outlook is forecasting an expansion in the Food, beverage and tobacco manufacturing industry with 3,700 new jobs expected over the next 10 years. It is one of the fastest growing segments of the manufacturing sector, and reflects the wide range of value-added food and beverage products made in British Columbia.



4

Occupational Outlook

Occupations such as Registered nurses and registered psychiatric nurses, Licensed practical nurses and General practitioners and family physicians are central to meeting the province's evolving health care needs.

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Occupational Outlook



4.1 Occupational overview

Within the NOC 2021 system, occupations are divided into 10 broad occupational categories. Some of these occupational categories are forecasted to have stronger growth than others, with the top five occupational categories forecasted to have nearly 80 percent of all job openings in B.C. from 2025-2035:

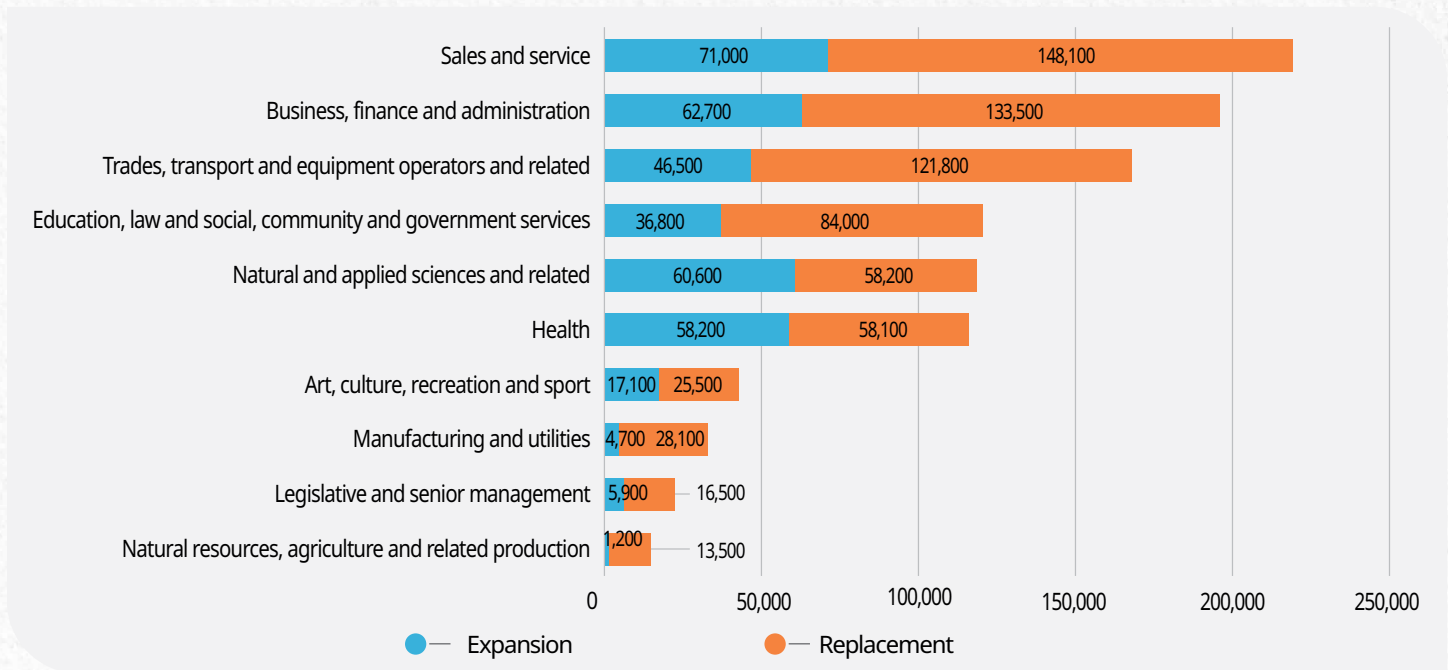
- **Sales and service occupations**
(219,200 job openings; 21 percent of the total)
- **Business, finance and administration occupations**
(196,200 job openings; 19 percent of the total)
- **Trades, transport and equipment operators and related occupations**
(168,300 job openings, 16 percent of the total)
- **Occupations in education, law and social, community and government services**
(120,800 job openings, 11 percent of the total)
- **Natural and applied sciences and related occupations**
(118,900 job openings, 11 percent of the total)



Over the forecast period, replacement job openings will outpace expansion job openings in all broad occupational categories except Natural and applied sciences and related occupations and Health occupations (see Figure 4-1).

These 10 broad occupational categories can be further broken down into 512 specific occupations (see Appendix 4).

FIGURE 4-1: JOB OPENINGS BY MAIN OCCUPATIONAL GROUP, 2025-2035, B.C.



Of the 118,900 job openings forecasted for Natural and applied sciences and related occupations, 51 percent are forecasted to be due to economic growth. This occupational group is also forecasted to have the fastest growth, with employment expected to grow by 2.1 percent a year over the forecast period. Compared to the provincial average growth rate of 1.2 percent, the strong growth in Natural and applied sciences and related occupations demonstrates the high opportunities in the technology sector due to increasing development and prevalence of automation, artificial intelligence and other technologies.

Health occupations are forecasted to have an almost even split between expansion and replacement job openings, demonstrating an increased proportion of job openings due to economic growth compared to the previous forecast. The strong employment growth in Health occupations highlights the impact of an aging population, as the number of people aged 80 years and older is forecast to nearly double in size over the next 10 years while the working age population will grow at a considerably slower pace.

Trades, transport and equipment operators and related occupations are an important component of B.C.'s economy and are integral to many vital industries such as construction and transportation. Almost 30 percent of the 168,300 job openings in this occupational group are due to economic growth.



4.2 High Opportunity Occupations

High Opportunity Occupations (HOO) are roles forecasted to offer greater career prospects over the next decade. These occupations are expected to face tighter labour market conditions, experience higher demand relative to supply, provide competitive wages and present strong long-term opportunities. Each edition of the Labour Market Outlook updates the list of HOOs to reflect current trends and future projections, helping individuals make informed career decisions based on the latest information.

This edition of the Outlook includes an update to the HOO methodology to ensure its relevance and credibility. The update addresses occupations with a higher share of older workers nearing retirement and adjusts the weights of other indicators. Enhancements to the methodology are considered every few years, with previous revisions in 2018 and 2021. Full details of the revisions are provided in Appendix 2.

This edition of the Labour Market Outlook highlights 125 HOOs (out of the 512 total occupations) in the province that collectively account for 40 percent of projected job openings over the next 10 years.

A consistent theme across the HOO list is the critical role of education and training. Every occupation identified in this year's list falls under TEER categories 0, 1, 2, or 3, indicating that they require either management-level experience or some form of post-secondary education and training. Occupations tied to the care economy, par-

ticularly health-related roles, feature strongly on HOO lists consistently year after year. The demand for health professionals in British Columbia continues to rise, fueled by an aging and expanding population. Occupations such as Registered nurses and registered psychiatric nurses, Licensed practical nurses and General practitioners and family physicians are central to meeting the province's evolving health care needs and therefore feature on the list.

Beyond health care, the HOO list also highlights substantial opportunities in technology, business and finance. The tech sector is undergoing rapid transformation, propelled by advancements in artificial intelligence and digital innovation. This evolution is fueling strong demand for Software engineers and designers, Information systems specialists and Computer systems developers and programmers—roles that are increasingly essential to British Columbia's economic resilience and future competitiveness.

Compared to the previous year's HOO list, the 2025 edition introduces 22 new occupations while removing another 22.

Appendix 5 of the Labour Market Outlook provides the complete list of HOOs in British Columbia, offering a comprehensive view of the province's most promising careers for the decade ahead.

Understanding Wage Data: Why It Matters and How It's Calculated

Wages provide valuable insight into the health of the job market and can aid students and job seekers in making decisions about future careers (see [Career Profiles](#) on WorkBC.ca). However, to develop a clear understanding of how different occupations compare, both hourly wage and annual salary information are needed.

For many occupations, hourly wage data comes from sources such as the Labour Force Survey, the 2021 Census and Employment Insurance records. However, for certain roles—such as lawyers or specific healthcare professions—hourly data is either unavailable or impractical due to irregular work hours. In these cases, annual salary data is used instead. To facilitate comparisons, hourly wages are often converted into annual salaries. A common approach is to multiply the hourly wage by 40 hours per week and then by 52.14 weeks per year. For example, if a receptionist earns \$22 per hour, the estimated annual salary would be \$45,883.

Not all workers, however, put in exactly 40 hours each week. Some occupations are more likely than others to see a prevalence of part-time work and some are more likely to regularly feature overtime. To improve accuracy, salary estimates in this edition of the Labour Market Outlook in-

corporate data on the average number of usual hours worked per week for each occupation. This can significantly alter results. For example, boilermakers and truck drivers often work more than 40 hours, increasing their estimated annual salaries while architects and journalists usually work fewer hours, reducing their estimated annual salaries.

Incorporating additional information on hours worked is not without its challenges. Where information availability is limited, Census data is used that may not perfectly align with newer labour market information. The incorporation of average usual hours worked provides a general insight into salaries across occupations, but such a measure does not fully capture the range of work opportunities (whether full-time or part-time available in occupations).

Data provided in the BC Data Catalogue provides salary data based on both a 40-hour work week and the average usual number of hours worked for each occupation. In summary, while every effort is made to provide accurate and useful wage information, it is important to recognize the limitations and variations in how this data is collected and calculated.





5

Regional Outlook

Job openings are projected across all regions of British Columbia, ranging from nearly 11,000 in the Northeast to 680,000 in the Lower Mainland/Southwest.

1. Labour Market
Outlook Overview

2. Education
and Training

3. Industry
Outlook

4. Occupational
Outlook

Regional Outlook



The demographics and economies of B.C.'s seven development regions reflect both shared characteristics and distinct differences. While natural resource industries play a central role in northern regions, service-based industries tend to dominate the more densely populated southern regions. As a result, each region is expected to offer diverse employment opportunities across a range of industries.

Job openings are projected across all regions of British Columbia, ranging from 11,000 in the Northeast to 680,000 in the Lower Mainland/Southwest.

Compared to the 2024 edition, projected job openings over the next decade are slightly lower across most regions, with the exception of Vancouver Island/Coast and Kootenay. This adjustment reflects updated immigration assumptions and slower anticipated economic growth in the province.

The increase in job openings for Vancouver Island/Coast, and to a lesser extent, Kootenay, is primarily due to Statistics Canada's revision of historical employment estimates in early 2025.

FIGURE 5-1: TOTAL JOB OPENINGS BY DEVELOPMENT REGION, 2025-2035, B.C.

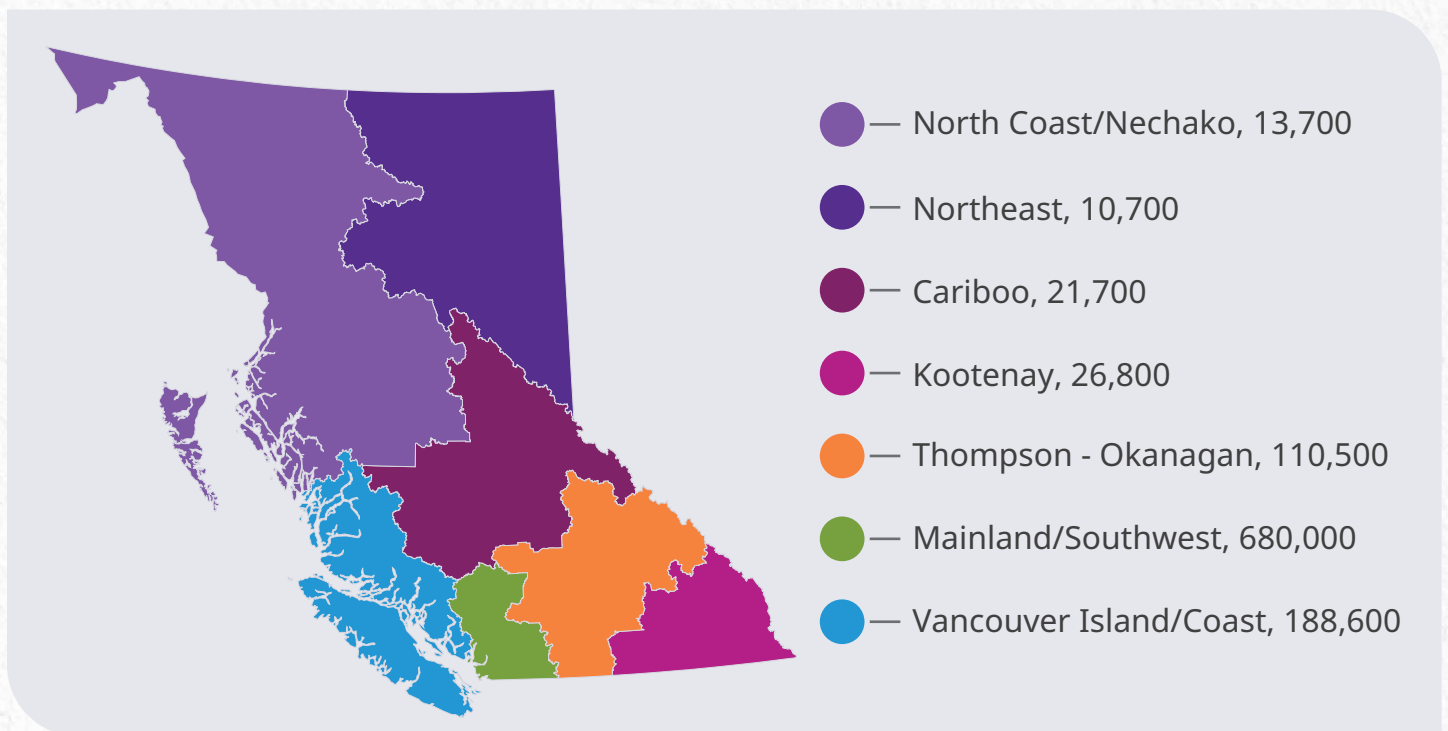


TABLE 5-1: EMPLOYMENT AND JOB OPENINGS BY DEVELOPMENT REGION, 2025-2035

Region	Employment	Annual employment growth rate (%)	Job openings 2025-2035		
	2025	2025-2035	Expansion	Replacement	Total
Vancouver Island/Coast	471,500	1.3	64,800	123,800	188,600
Mainland/Southwest	1,906,100	1.3	260,900	419,100	680,000
Thompson-Okanagan	308,500	0.9	28,400	82,100	110,500
Kootenay	85,700	0.5	4,100	22,700	26,800
Cariboo	82,600	0.3	2,200	19,500	21,700
Northeast	36,800	0.5	1,900	8,800	10,700
North Coast/Nechako	46,200	0.5	2,500	11,200	13,700
British Columbia	2,937,000	1.2	365,000	687,000	1,052,000

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

Demographically, most regions in B.C., except Mainland/Southwest, are expected to experience similar turnover rates from replacement demand, largely due to aging populations. Approximately 1 in 4 workers (compared to 1 in 5 for Mainland/Southwest) in 2025 are expected to be replaced by 2035. The implications of this turnover will vary by region: areas like Cariboo, Northeast and North Coast/Nechako may require targeted workforce strategies, such as enhanced training, attraction, or retention efforts, due to slow or declining projected growth in their working-age populations. That said, some regions, such as the Northeast, may benefit from interregional or interprovincial inflows of workers, partially offsetting local demographic pressures.

Major Projects in the Labour Market Outlook

The Labour Market Outlook takes into account construction projects outlined in the [B.C. Major Projects Inventory](#) that are considered to have a high probability of proceeding and align with the B.C. Ministry of Finance's economic forecast. As such, each regional outlook is based on recent historical trends in employment and major projects that have either started construction or are very close to starting.

This Outlook incorporates only one (Cedar LNG) of the 18 resource projects that have been fast-tracked as of February 2025. Since many of these projects were still in the proposal stage during the development of the 2025 Outlook, they were not advanced far enough to be included in the final forecast. These major projects will continue to be monitored and, as they move forward, will be integrated into future editions of the Labour Market Outlook.

In the regional sections below, we note some key projects that if they proceed may have significant labour market impacts not explicitly included in this year's Outlook.



5.1 Vancouver Island/Coast

A total of 188,600 job openings are projected for the Vancouver Island/Coast region over the next decade. Most of these openings (66 percent) will come from replacement demand, primarily due to retirements, while the remaining 34 percent will result from economic growth. Employment across all industries in the region is expected to grow at an annual rate of 1.3 percent, slightly outperforming employment growth at the provincial level.

The top five industries by job openings in Vancouver Island/Coast (see Table 5.1-1) also rank among the region's 10 largest employers. While industries such as Elementary and secondary schools and Food services and drinking places remain major employers, their employment demand is not expected to grow significantly. In education, this reflects slower school enrolment due to reduced population growth. In food services, it reflects a decrease in consumer spending due to economic un-



certainly, coupled with productivity gains as the industry continues to implement labour-saving technological solutions.

Key Project to watch > Brewster Wind Project in Campbell River, a \$600+ million investment that will employ up to 275 workers during peak construction.

TABLE 5.1-1: TOP FIVE INDUSTRIES BY TOTAL JOB OPENINGS, 2025-2035 - VANCOUVER ISLAND/COAST

Industry	Employment	Annual employment growth rate %	Job openings 2025-2035		
	2025	2025-2034	Expansion	Replacement	Total
All industries	471,500	1.3	64,800	123,800	188,600
Other retail trade (excluding cars and personal care)	43,700	1.3	6,400	10,100	16,500
Hospitals	29,400	2.1	6,800	7,400	14,200
Ambulatory health care services	21,000	2.4	5,800	5,700	11,500
Legal, accounting, design, research and advertising services	18,600	2.5	5,300	5,100	10,400
Nursing and residential care facilities	15,800	2.7	5,100	4,100	9,200

5.2 Mainland/Southwest

Over the next decade, about 680,000 job openings are projected across all industries in the Mainland/Southwest region. About 62 percent of these opportunities will come from replacing workers who are mostly retiring, with the other 38 percent representing new jobs generated by economic growth, a relatively higher share compared to other regions. Employment demand in the Mainland/ Southwest is projected to grow at an average annual rate of 1.3 percent between 2025 and 2035, aligning with the region's anticipated population growth over the same period.

The top five industries by job openings in the Mainland/Southwest (see Table 5.2-1) are also among the region's largest employers. The Construction industry is projected to grow at an average annual rate of 1.5 percent over the next decade, exceeding the provincial average of 1.0 percent, largely due to population growth and ongoing infrastructure development.



Key Project to watch > The Roberts Bank Terminal 2 Expansion, a major infrastructure project with an estimated capital cost of \$3.5 billion. Job estimates for the project have been updated recently, and this forecast is likely to underestimate its full impact.

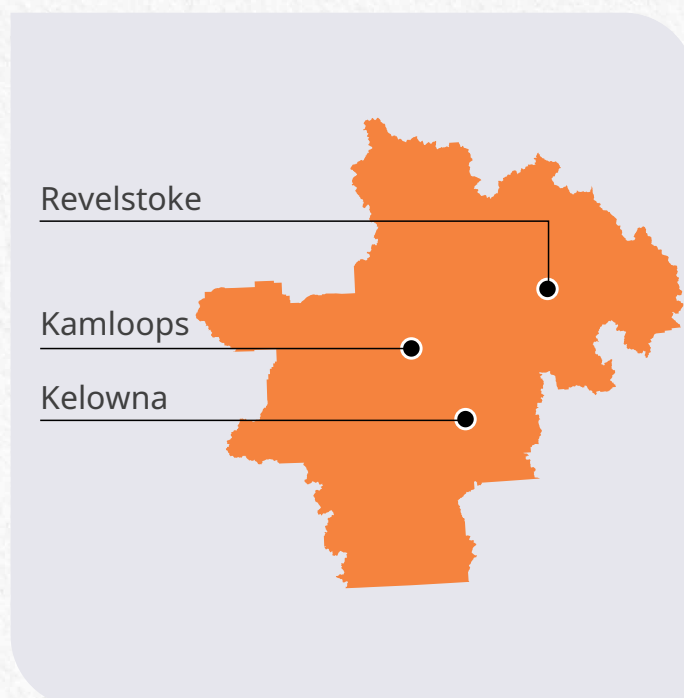
TABLE 5.2-1 TOP FIVE INDUSTRIES BY TOTAL JOB OPENINGS, 2025-2035 - MAINLAND/SOUTHWEST

Industry	Employment	Annual employment growth rate %	Job openings 2025-2035		
	2025	2025-2035	Expansion	Replacement	Total
All industries	1,906,100	1.3	260,900	419,100	680,000
Computer systems design and related services	94,900	4.4	52,400	22,700	75,100
Other retail trade (excluding cars and personal care)	160,800	1.0	17,400	32,600	50,000
Hospitals	95,800	2.2	23,600	20,800	44,500
Ambulatory health care services	80,500	2.3	21,300	17,500	38,800
Specialty trade contractors	81,800	1.4	12,600	16,800	29,400

5.3 Thompson-Okanagan

Job openings in the Thompson-Okanagan region are projected to total 110,500 over the next 10 years. Roughly 74 percent will result from replacing primarily retiring employees, while 26 percent will be brand new roles driven by economic expansion. Employment demand is expected to grow at an average annual rate of 0.9 percent, slightly outpacing the region's projected population growth of 0.5 percent per year during the same period.

While the top five industries by job openings (see Table 5.3-1) also rank among the region's largest employers, industries such as Elementary and secondary schools and Food services and drinking places, though significant employers, are expected to see slower employment growth. This reflects similar trends observed in Vancouver Island/Coast, including lower school enrolments and more cautious consumer spending.



Key Project to watch > Highland Valley Mine Life Extension, a proposed copper and molybdenum mine life extension with an estimated capital cost of \$2.4 billion.

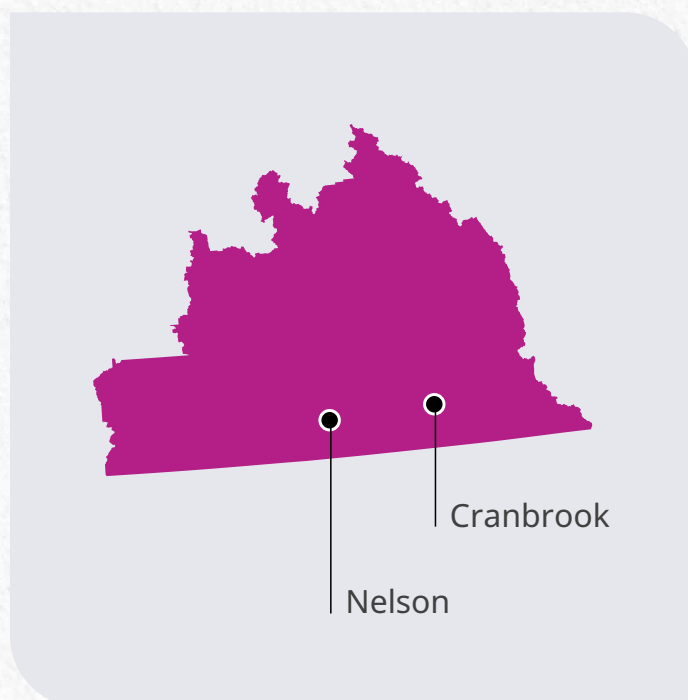
TABLE 5.3-1 TOP FIVE INDUSTRIES BY TOTAL JOB OPENINGS, 2025-2035 - THOMPSON-OKANAGAN

Industry	Employment	Annual employment growth rate %	Job openings 2025-2035		
	2025	2025-2035	Expansion	Replacement	Total
All industries	308,500	0.9	28,400	82,100	110,500
Other retail trade (excluding cars and personal care)	29,100	0.6	1,700	6,800	8,500
Hospitals	14,900	2.2	3,700	4,000	7,700
Specialty trade contractors	19,400	0.7	1,400	5,500	6,900
Ambulatory health care services	12,600	2.1	3,000	3,500	6,500
Legal, accounting, design, research and advertising services	10,600	2.5	3,100	2,800	5,900

5.4 Kootenay

A total of 26,800 job openings are forecast for the Kootenay region over the next 10 years. Approximately 85 percent of these openings will result from replacement demand, reflecting the region's aging population (28 percent of the population will be 65 years or older by 2035) while the remaining 15 percent will be driven by economic growth.

Employment demand is projected to grow at an average annual rate of 0.5 percent, closely aligning with the region's anticipated population growth of 0.4 percent between 2025 and 2035. While employment growth is expected to be modest across most sectors, total job openings will remain elevated in key areas such as retail trade, healthcare and education, largely due to replacement needs. The mining sector, though not projected to see significant employment growth, continues to play a central role in the region's labour market, with 2,200 job openings forecast



over the next decade, reflecting its size and an aging workforce.

Key Project to watch > Fording River Extension (Castle), a proposed project to extend the lifespan of the Fording River Operations with an estimated capital cost of \$4.45 billion.

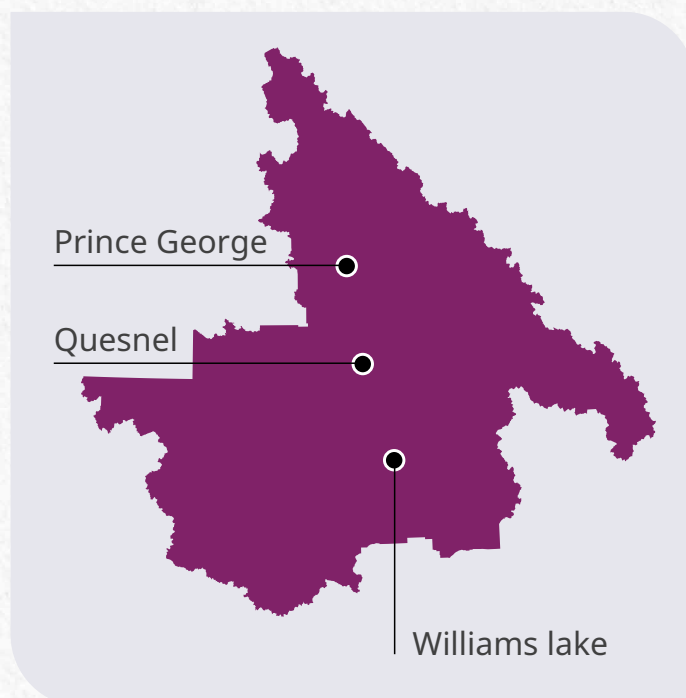
TABLE 5.4-1 TOP FIVE INDUSTRIES BY TOTAL JOB OPENINGS, 2025-2035 - KOOTENAY

Industry	Employment	Annual employment growth rate %	Job openings 2025-2035		
	2025	2025-2035	Expansion	Replacement	Total
All industries	85,700	0.5	4,100	22,700	26,800
Other retail trade (excluding cars and personal care)	8,100	0.6	500	1,900	2,400
Ambulatory health care services	4,200	2.2	1,000	1,200	2,200
Mining	6,600	0.5	300	1,800	2,200
Hospitals	4,000	2.2	1,000	1,000	2,000
Elementary and secondary schools	4,300	0.4	200	1,300	1,400

5.5 Cariboo

A total of 21,700 job openings are projected for the Cariboo region over the next decade. A strong majority—around 90 percent—will stem from the replacement of mostly retiring workers; the rest, 10 percent, will be newly created jobs due to growth in the economy. Employment demand across all industries is expected to grow modestly at an average annual rate of 0.3 percent between 2025 and 2035, slightly outpacing the region's projected population decline of 0.1 percent over the same period.

Although employment growth is generally modest, several industries are expected to see notable job openings due to a combination of expansion and replacement needs. These include sectors such as Hospitals, Retail trade, Construction, Health care and social assistance and Repair and non-profit services. In many cases, job openings are more closely tied to the



size and age profile of the existing workforce rather than strong employment growth.

Key Project to watch > Cariboo Gold Project, a proposed underground gold mining operation with an estimated capital cost of \$918 million.

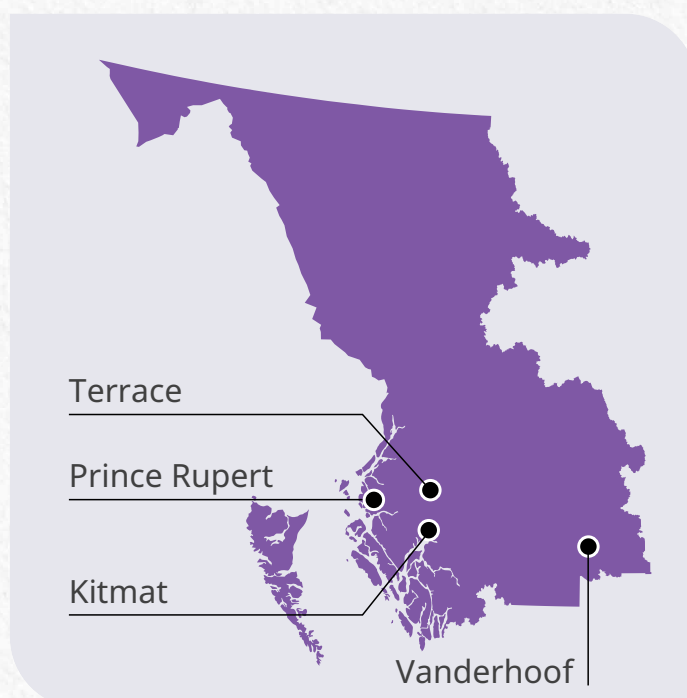
TABLE 5.5-1 TOP FIVE INDUSTRIES BY TOTAL JOB OPENINGS, 2025-2035 - CARIBOO

Industry	Employment	Annual employment growth rate %	Job openings 2025-2035		
	2025	2025-2035	Expansion	Replacement	Total
All industries	82,600	0.3	2,200	19,500	21,700
Hospitals	6,400	1.6	1,100	1,500	2,600
Other retail trade (excluding cars and personal care)	8,000	0.4	300	1,700	2,000
Specialty trade contractors	4,200	0.6	300	1,000	1,300
Ambulatory health care services	2,400	2.2	600	600	1,200
Personal, non-automotive repair and non-profit services	2,700	1.3	400	600	1,000

5.6 North Coast/ Nechako

The North Coast/Nechako region is projected to see 13,700 job openings over the next 10 years. Of the total, close to 82 percent will be replacement positions for workers, largely retirees, and the remaining 18 percent will be new roles arising from economic development. Employment demand is expected to grow modestly at an average annual rate of 0.5 percent, while the region's population is projected to decline by 0.5 percent over the same period.

Although overall population growth is expected to decline, labour supply may be supported by the movement of workers within the region. As major construction projects such as the Liquefied Natural Gas (LNG) Canada facility near completion, workers may shift toward projects like the Kerr-Sulphurets-Mitchell (KSM) mine.



Key Projects to watch > Red Chris Mine expansion with an estimated capital cost of \$2.6 billion and the Baptiste Nickel project with an estimated capital cost of \$2.8 billion.

TABLE 5.6-1 TOP FIVE INDUSTRIES BY TOTAL JOB OPENINGS, 2025-2035 - NORTH COAST/NECHAKO

Industry	Employment	Annual employment growth rate %	Job openings 2025-2035		
	2025	2025-2035	Expansion	Replacement	Total
All industries	46,200	0.5	2,500	11,200	13,700
Other retail trade (excluding cars and personal care)	3,600	0.9	300	800	1,100
Ambulatory health care services	1,600	2.5	500	400	900
Ports and freight transportation arrangement	1,500	2.4	400	400	800
Forestry, logging and support activities	1,500	1.3	200	400	600
Rail transportation and support activities	500	5.5	400	200	600

5.7 Northeast

The Northeast region is projected to generate 10,700 job openings over the next decade. Approximately 82 percent will arise from filling vacancies left by primarily retiring workers, with the balance—18 percent—accounting for new positions created by growth in the economy. Employment demand is expected to grow at an average annual rate of 0.5 percent, compared to a projected population decline of 0.1 percent. Ongoing interregional and interprovincial worker mobility may help support labour supply amid demographic change.

Key Projects to watch > Aspen Point Program, a \$1.2 billion natural gas pipeline to increase the capacity of the Westcoast natural gas pipeline system.



TABLE 5.7-1 TOP FIVE INDUSTRIES BY TOTAL JOB OPENINGS, 2025-2035 - NORTHEAST

Industry	Employment	Annual employment growth rate %	Job openings 2025-2035		
	2025	2025-2035	Expansion	Replacement	Total
All industries	36,800	0.5	1,900	8,800	10,700
Other retail trade (excluding cars and personal care)	3,100	1.4	500	700	1,200
Mining	1,400	2.2	400	400	800
Oil and gas extraction	2,100	0.6	100	600	700
Elementary and secondary schools	1,700	0.2	0	500	500
Support activities for mining and oil and gas extraction	1,500	0.7	100	400	500

Appendices

Appendix 1: Definitions

Labour market definitions

Annual employment growth rate:

Calculated as the compound annual growth rate.

Changes in participation and unemployment:

The change in the number of labour force participants (in addition to young people starting work, immigrants, and migrants from other provinces or territories) and the change in the number of unemployed worker

Employment:

The number of employed workers.

Immigrants:

Net immigration of persons moving to British Columbia from outside of Canada.

Inter-occupational mobility:

The movement of workers to switch occupations.

Job openings – expansion:

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 persons moving to British Columbia from other provinces and territories in Canada.

Young people starting work:

Persons 17 to 29 years old, 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 63 industries and 512 occupations for B.C. and its seven economic 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 together determine 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 NAICS 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 63 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 Mainland/Southwest, Vancouver Island/Coast, Southeast (Thompson-Okanagan and Kootenay combined) and North (Cariboo, North Coast/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

British Columbia's High Opportunity Occupations (HOO) lists are developed to highlight jobs with strong employment prospects. Each occupation is assessed using seven labour market indicators, three that measure current conditions and four that forecast future opportunities. These indicators are weighted by their relevance: current conditions contribute 30 percent to the total score, while future projections account for 70 percent. Some indicators reflect both demand and supply dynamics, while others focus exclusively on demand.

Each occupation is scored according to its ranking across seven labour market indicators, with individual scores weighted to reflect their relative impact on labour market outcomes. Table A.2-1 outlines the specific roles and weightings of these indicators in the overall scoring methodology. Once all scores are calculated, occupations are ranked, and the top 125 are identified as High Opportunity Occupations.

To ensure regional representation, separate HOO lists are created for each of British Columbia's seven economic development regions. While the regional methodology aligns with the provincial approach, additional criteria are applied to reflect the smaller labour markets. One key constraint is that the total number of job openings for HOO occupations must not exceed 50 percent of all job openings in the region. If the initial list exceeds this threshold, the number of occupations is reduced until the cumulative job openings fall below the 50 percent cap.

TABLE A.2-1: HIGH OPPORTUNITY OCCUPATIONS RANKING INDICATORS AND WEIGHTS

Indicator and Weight	Rationale
Indicators on current labour market conditions: weight of 30%	
Current wage rate (10 per cent)	Indicator of compensation
Recent unemployment rate (10 per cent)	Result of both demand and supply, indicating the current labour market condition/tightness
Ratio of employment insurance beneficiaries to employment (10 per cent)	Result of both demand and supply, indicating the current labour market condition/tightness
Indicators on future labour market conditions and opportunities: weight of 70%	
Forecasted employment growth rate (20 per cent)	Relative expansion demand
Forecasted replacement rate (15 per cent)	Relative replacement demand
Forecasted number of job openings (10 per cent)	Total demand
Forecasted unemployment rate (25 per cent)	Result of both demand and supply, indicating the future labour market condition/tightness

High Opportunity Occupations Methodology Revision

The Labour Market Outlook has a longstanding tradition of identifying High Opportunity Occupations, referred to in some earlier editions as High Demand Occupations. Every few years, the LMO team conducts a review of the HOO methodology to identify potential enhancements while maintaining a consistent and credible approach. The methodology was revised in 2018, and wage indicators were included in 2021.

The 2025 edition introduces a key update by replacing the ratio of total job openings to employment with the ratio of replacement job openings to employment. The inclusion of this measure places more weight on occupations where older workers are more prevalent therefore at higher risk of retiring. The forecasted replacement rate is weighted at 15 percent, reflecting its impor-

tance in capturing retiree-driven labour needs. Additionally, several other indicator weights have been revised. The weight for forecasted number of job openings has been reduced from 20 percent to 10 percent. The impact of this change is to reduce the weight assigned to occupations with many job openings, as this is sometimes simply a result of having a large number of people in the occupation. Meanwhile, the weight of the forecasted unemployment rate has been increased from 20 percent to 25 percent, highlighting labour market tightness as a critical factor in evaluating opportunity.

TABLE A.2-2: COMPARISON OF HIGH OPPORTUNITY OCCUPATION INDICATORS - 2024 EDITION VERSUS 2025 EDITION

2024 Edition Indicators	2025 Edition Indicators
Indicators on current labour market conditions: weight of 30%	
Current wage rate (10 per cent)	Current wage rate (10 per cent)
Recent unemployment rate (10 per cent)	Recent unemployment rate (10 per cent)
Ratio of employment insurance beneficiaries to employment (10 per cent)	Ratio of employment insurance beneficiaries to employment (10 per cent)
Indicators on future labour market conditions and opportunities: weight of 70%	
Forecasted employment growth rate (20 per cent)	Forecasted employment growth rate (20 per cent)
Ratio of job openings to employment (10 per cent)	Forecasted replacement rate (15 per cent)
Forecasted number of job openings (20 per cent)	Forecasted number of job openings (10 per cent)
Forecasted unemployment rate (20 per cent)	Forecasted unemployment rate (25 per cent)

Occupational Skills Clustering methodology

In this report, rather than report on each skill individually a different perspective is presented by clustering the skill variables. This approach was motivated by the high correlations observed among skills in previous analyses, which indicate that many skills tend to co-occur across occupations. By applying statistical clustering techniques, the analysis identifies groups of skills with similar usage patterns and attributes. The average importance score of the skills within each of the five clusters serves as a representative summary of that group's overall characteristics. This method simplifies the data structure and enhances interpretability, enabling a more meaningful analysis of skill demands across the labor market.

Appendix 3: Detailed Industry Outlook, B.C., 2025-2035

Industry	Employment	Annual employment growth rate (%)			Job openings 2025-2035		
	2025	2025-30	2030-35	2025-35	Expansion	Replacement	Total
All industries	2,937,400	1.0	1.3	1.2	364,700	687,300	1,052,000
Agriculture and fishing	21,300	-1.6	-1.2	-1.4	-3,200	5,000	1,900
Farms and support activities	19,700	-1.8	-1.5	-1.6	-3,300	4,600	1,200
Fishing, hunting and trapping	1,600	0.4	1.5	1.0	200	500	600
Forestry, logging and support activities	13,500	0.0	0.7	0.3	400	3,700	4,000
Mining and oil and gas extraction	36,900	0.7	0.7	0.7	2,600	10,200	12,800
Oil and gas extraction	7,500	1.2	-0.2	0.5	400	2,100	2,500
Mining	21,400	0.9	1.0	1.0	2,200	6,000	8,100
Support activities for mining and oil and gas extraction	8,100	-0.5	0.7	0.1	100	2,100	2,100
Utilities	18,500	0.4	0.8	0.6	1,100	4,900	6,000
Construction	251,000	0.9	1.2	1.0	28,100	59,200	87,300
Heavy and civil engineering construction	20,900	0.4	0.3	0.3	600	5,400	5,900
Specialty trade contractors	136,700	1.0	1.1	1.0	15,200	30,600	45,800
Residential building construction	78,600	1.0	1.6	1.3	11,200	19,700	30,900
Non-Residential building construction	14,700	-0.4	1.8	0.7	1,100	3,500	4,600
Manufacturing	178,500	0.1	0.6	0.3	5,600	44,500	50,200
Food, beverage and tobacco manufacturing	39,700	1.2	0.6	0.9	3,700	10,000	13,700
Wood product manufacturing	20,600	-0.1	-0.7	-0.4	-1,000	5,500	4,500
Paper manufacturing	6,200	0.2	-0.4	-0.1	-100	1,800	1,700
Primary metal manufacturing	6,900	0.9	1.0	0.9	700	1,900	2,600
Fabricated metal product manufacturing	13,900	0.5	0.7	0.6	800	3,300	4,100
Machinery manufacturing	12,100	0.9	2.1	1.5	2,000	3,100	5,200
Ship and boat building	5,900	0.0	0.7	0.3	200	1,400	1,500
Transportation equipment manufacturing (excluding shipbuilding)	6,300	0.6	0.7	0.7	400	1,600	2,000
Other manufacturing (1)	67,100	-0.8	0.6	-0.1	-1,100	15,900	14,800
Wholesale trade	102,900	0.4	1.0	0.7	7,400	25,500	32,900
Retail trade	330,400	0.7	1.0	0.9	30,400	70,500	100,900
Motor vehicle and parts dealers	40,700	-0.6	0.9	0.2	700	8,900	9,500
Health and personal care stores	33,300	0.5	1.0	0.8	2,700	7,000	9,700

Industry	Employment	Annual employment growth rate (%)				Job openings 2025-2035		
		2025	2025-30	2030-35	2025-35	Expansion	Replacement	Total
Other retail trade (excluding cars and personal care) (2)	256,400	1.0	1.0	1.0	27,100	54,600	81,700	
Transportation and warehousing	154,700	0.6	0.9	0.7	11,600	38,600	50,200	
Air transportation and support activities	25,900	-0.1	0.9	0.4	900	6,200	7,200	
Rail transportation and support activities	6,800	-0.2	0.7	0.3	200	1,900	2,100	
Water transportation	7,800	1.2	1.0	1.1	900	1,800	2,700	
Ports and freight transportation arrangement	14,100	1.5	1.0	1.2	1,900	3,600	5,600	
Truck transportation and support activities	41,200	0.6	0.5	0.5	2,300	10,400	12,700	
Transit, sightseeing and pipeline transportation	25,300	0.7	1.7	1.2	3,300	6,700	10,000	
Postal service, couriers and messengers	25,500	0.7	0.9	0.8	2,100	6,200	8,300	
Warehousing and storage	8,100	0.0	-0.1	-0.1	-100	1,700	1,600	
Finance, insurance and real estate	187,800	0.7	1.2	0.9	18,600	46,100	64,700	
Finance	75,600	0.9	1.2	1.0	8,400	18,500	26,900	
Insurance carriers and related activities	41,500	0.6	1.2	0.9	3,900	10,000	13,900	
Real estate and rental and leasing	70,700	0.6	1.1	0.9	6,400	17,700	24,000	
Professional, scientific and technical services	313,100	2.4	2.4	2.4	88,200	74,000	162,200	
Architectural, engineering and related services	51,700	1.2	1.8	1.5	8,600	12,000	20,600	
Computer systems design and related services	113,100	4.2	4.2	4.2	59,700	28,200	87,900	
Management, scientific and technical consulting services	24,700	1.4	1.1	1.3	3,400	6,300	9,700	
Legal, accounting, design, research and advertising services	123,600	1.4	1.0	1.2	16,500	27,500	44,000	
Business, building and other support services	94,600	1.0	0.6	0.8	8,200	23,900	32,100	
Travel arrangement services	7,000	-0.7	-1.3	-1.0	-800	2,100	1,400	
Business and building support services (excluding travel)	87,600	1.1	0.8	1.0	8,900	21,700	30,700	

Industry	Employment	Annual employment growth rate (%)			Job openings 2025-2035		
	2025	2025-30	2030-35	2025-35	Expansion	Replacement	Total
Educational services	219,400	0.0	0.6	0.3	6,300	51,800	58,100
Elementary and secondary schools	118,400	0.3	-0.2	0.1	700	30,100	30,700
Community colleges	14,500	-1.1	1.0	0.0	-100	3,600	3,500
Universities	46,000	-0.7	2.2	0.7	3,600	9,800	13,400
Private and trades education	40,600	0.2	0.8	0.5	2,100	8,300	10,400
Health care and social assistance	419,300	2.0	2.2	2.1	100,800	98,400	199,200
Ambulatory health care services	123,400	2.2	2.4	2.3	32,400	29,200	61,600
Hospitals	153,600	1.9	2.3	2.1	36,600	35,400	72,000
Nursing and residential care facilities	52,800	2.2	2.1	2.1	12,800	12,900	25,700
Social assistance excluding child care	61,900	1.7	2.0	1.9	12,800	15,300	28,100
Child day care services	27,700	2.0	2.0	2.0	6,200	5,500	11,700
Information, culture and recreation	139,400	0.7	1.2	1.0	14,500	29,900	44,300
Publishing industries	11,700	0.4	1.3	0.8	1,000	2,600	3,600
Motion picture and sound recording industries	29,000	1.6	1.4	1.5	4,700	6,300	11,000
Telecommunications	9,900	-2.0	-1.7	-1.8	-1,800	2,000	200
Broadcasting, data processing and information	10,700	0.1	1.2	0.7	800	2,400	3,100
Performing arts, spectator sports and related industries	21,800	0.9	1.3	1.1	2,600	4,900	7,500
Entertainment and recreation	56,300	0.8	1.5	1.2	7,100	11,700	18,800
Accommodation and food services	184,900	0.8	0.9	0.8	16,300	33,500	49,800
Accommodation services	28,600	1.0	0.9	0.9	2,800	7,300	10,100
Food services and drinking places	156,300	0.8	0.9	0.8	13,500	26,300	39,700
Repair, personal and non-profit services	121,600	1.1	1.3	1.2	15,400	27,200	42,600
Automotive repair and maintenance	23,600	0.1	0.7	0.4	900	4,900	5,800

Industry	Employment	Annual employment growth rate (%)				Job openings 2025-2035		
	2025	2025-30	2030-35	2025-35	Expansion	Replacement	Total	
Personal, non-automotive repair and non-profit services	98,000	1.3	1.4	1.3	14,400	22,300	36,700	
Public administration	149,700	0.8	0.8	0.8	12,400	40,500	52,900	
Federal government public administration	53,700	1.0	1.3	1.2	6,700	14,400	21,100	
Provincial and territorial public administration	44,800	0.1	-0.2	0.0	-400	11,900	11,500	
Local and Indigenous public administration	51,200	1.2	1.0	1.1	6,000	14,200	20,200	

(1) Other manufacturing includes Textile mills, Textile product mills, Printing and related support activities, manufacturing of Clothing, Leather and allied products, Petroleum and coal product, 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, 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., 2025-2035

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#00010	Legislators	1,350	670	160	510	0
#00018	Seniors managers - public and private sector	38,440	21,680	5,720	15,970	0
#10010	Financial managers	10,070	4,000	1,210	2,790	0
#10011	Human resources managers	7,420	3,540	910	2,630	0
#10012	Purchasing managers	3,640	1,890	350	1,540	0
#10019	Other administrative services managers	7,630	3,370	700	2,660	0
#10020	Insurance, real estate and financial brokerage managers	8,350	3,710	810	2,900	0
#10021	Banking, credit and other investment managers	10,890	4,790	1,120	3,670	0
#10022	Advertising, marketing and public relations managers	16,500	6,650	2,610	4,050	0
#10029	Other business services managers	3,480	1,770	430	1,330	0
#10030	Telecommunication carriers managers	910	260	-40	300	0
#11100	Financial auditors and accountants	35,820	11,630	4,290	7,350	1
#11101	Financial and investment analysts	6,170	2,000	700	1,300	1
#11102	Financial advisors	16,490	5,420	1,840	3,580	1
#11103	Securities agents, investment dealers and brokers	3,030	1,170	350	830	1
#11109	Other financial officers	5,430	2,090	620	1,470	1
#11200	Human resources professionals	11,010	4,320	1,410	2,910	1
#11201	Professional occupations in business management consulting	13,280	5,360	2,010	3,340	1
#11202	Professional occupations in advertising, marketing and public relations	25,600	8,270	3,950	4,320	1
#12010	Supervisors, general office and administrative support workers	2,780	1,340	330	1,000	2

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#12011	Supervisors, finance and insurance office workers	2,190	1,010	220	790	2
#12012	Supervisors, library, correspondence and related information workers	400	250	40	200	2
#12013	Supervisors, supply chain, tracking and scheduling coordination occupations	4,130	1,470	330	1,140	2
#12100	Executive assistants	6,840	3,080	810	2,280	2
#12101	Human resources and recruitment officers	4,400	1,820	680	1,150	2
#12102	Procurement and purchasing agents and officers	6,180	2,760	620	2,140	2
#12103	Conference and event planners	3,240	1,290	390	890	2
#12104	Employment insurance and revenue officers	4,360	1,990	570	1,430	2
#12110	Court reporters, medical transcriptionists and related occupations	1,270	580	180	390	2
#12111	Health information management occupations	610	350	140	210	2
#12112	Records management technicians	220	100	40	50	2
#12113	Statistical officers and related research support occupations	570	190	110	80	2
#12200	Accounting technicians and bookkeepers	28,670	10,850	3,420	7,430	2
#12201	Insurance adjusters and claims examiners	4,860	1,560	460	1,100	2
#12202	Insurance underwriters	2,020	620	190	430	2
#12203	Assessors, business valuers and appraisers	2,160	650	150	500	2
#13100	Administrative officers	42,600	20,560	5,320	15,240	3
#13101	Property administrators	10,800	4,950	1,080	3,870	3
#13102	Payroll administrators	6,520	2,600	760	1,840	3
#13110	Administrative assistants	34,420	12,880	3,960	8,930	3
#13111	Legal administrative assistants	9,620	3,010	1,220	1,790	3
#13112	Medical administrative assistants	5,540	2,610	1,370	1,240	3
#13200	Customs, ship and other brokers	740	260	90	170	3
#13201	Production and transportation logistics coordinators	6,420	2,070	630	1,440	3
#14100	General office support workers	32,640	12,020	4,330	7,690	4
#14101	Receptionists	28,200	10,960	5,470	5,490	4
#14102	Personnel clerks	1,760	730	250	480	4
#14103	Court clerks and related court services occupations	700	180	10	170	4
#14110	Survey interviewers and statistical clerks	1,150	370	90	280	4
#14111	Data entry clerks	5,370	1,150	10	1,140	4
#14112	Desktop publishing operators and related occupations	40	10	0	10	4
#14200	Accounting and related clerks	26,390	9,600	2,820	6,780	4
#14201	Banking, insurance and other financial clerks	2,460	840	250	600	4
#14202	Collection clerks	1,170	440	130	310	4

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#14300	Library assistants and clerks	1,450	370	60	300	4
#14301	Correspondence, publication and regulatory clerks	2,890	1,030	300	730	4
#14400	Shippers and receivers	14,610	4,350	1,150	3,190	4
#14401	Storekeepers and partspersons	6,170	1,710	330	1,380	4
#14402	Production logistics workers	1,040	390	140	260	4
#14403	Purchasing and inventory control workers	4,580	1,510	470	1,040	4
#14404	Dispatchers	3,650	1,250	410	840	4
#14405	Transportation route and crew schedulers	500	200	60	140	4
#20010	Engineering managers	5,070	2,580	850	1,730	0
#20011	Architecture and science managers	2,220	1,050	300	750	0
#20012	Computer and information systems managers	14,870	10,270	4,560	5,710	0
#21100	Physicists and astronomers	560	220	110	110	1
#21101	Chemists	1,990	640	250	390	1
#21102	Geoscientists and oceanographers	3,030	980	280	700	1
#21103	Meteorologists and climatologists	120	50	20	30	1
#21109	Other professional occupations in physical sciences	40	20	10	10	1
#21110	Biologists and related scientists	6,690	1,940	740	1,210	1
#21111	Forestry professionals	2,240	810	100	710	1
#21112	Agricultural representatives, consultants and specialists	330	90	10	80	1
#21120	Public and environmental health and safety professionals	3,040	1,120	370	760	1
#21200	Architects	4,220	1,590	750	830	1
#21201	Landscape architects	350	140	60	80	1
#21202	Urban and land use planners	3,270	1,210	360	850	1
#21203	Land surveyors	1,380	470	190	280	1
#21210	Mathematicians, statisticians and actuaries	840	280	130	160	1
#21211	Data scientists	2,460	1,150	700	450	1
#21220	Cybersecurity specialists	1,720	820	450	370	1
#21221	Business systems specialists	4,890	2,340	1,110	1,230	1
#21222	Information systems specialists	18,620	10,510	5,880	4,630	1
#21223	Database analysts and data administrators	3,020	1,440	670	770	1
#21230	Computer systems developers and programmers	4,830	2,550	1,540	1,010	1
#21231	Software engineers and designers	26,280	13,760	9,430	4,340	1
#21232	Software developers and programmers	19,750	11,150	7,860	3,280	1
#21233	Web designers	3,580	1,960	1,440	520	1
#21234	Web developers and programmers	11,670	6,160	4,500	1,670	1
#21300	Civil engineers	11,320	3,920	1,600	2,320	1

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#21301	Mechanical engineers	7,380	2,280	1,030	1,250	1
#21310	Electrical and electronics engineers	7,910	2,930	1,260	1,670	1
#21311	Computer engineers (except software engineers and designers)	3,240	1,700	900	800	1
#21320	Chemical engineers	1,170	340	130	210	1
#21321	Industrial and manufacturing engineers	1,530	550	220	330	1
#21322	Metallurgical and materials engineers	310	90	40	40	1
#21330	Mining engineers	930	230	110	120	1
#21331	Geological engineers	1,290	400	210	190	1
#21332	Petroleum engineers	150	60	20	30	1
#21390	Aerospace engineers	310	90	20	80	1
#21399	Other professional engineers	1,950	630	270	360	1
#22100	Chemical technologists and technicians	890	330	90	240	2
#22101	Geological and mineral technologists and technicians	1,270	450	100	350	2
#22110	Biological technologists and technicians	1,460	340	100	240	2
#22111	Agricultural and fish products inspectors	530	180	50	120	2
#22112	Forestry technologists and technicians	2,110	620	80	550	2
#22113	Conservation and fishery officers	700	240	30	200	2
#22114	Landscape and horticulture technicians and specialists	4,670	1,420	500	920	2
#22210	Architectural technologists and technicians	2,210	740	360	380	2
#22211	Industrial designers	1,690	600	380	230	2
#22212	Drafting technologists and technicians	4,850	1,650	710	940	2
#22213	Land survey technologists and technicians	470	180	80	100	2
#22214	Technical occupations in geomatics and meteorology	1,950	760	230	530	2
#22220	Computer network and web technicians	9,320	4,520	2,220	2,310	2
#22221	User support technicians	8,970	4,340	2,410	1,930	2
#22222	Information systems testing technicians	1,580	920	610	310	2
#22230	Non-destructive testers and inspectors	600	200	60	140	2
#22231	Engineering inspectors and regulatory officers	590	220	70	150	2
#22232	Occupational health and safety specialists	2,750	1,120	290	830	2
#22233	Construction inspectors	2,970	1,260	380	880	2
#22300	Civil engineering technologists and technicians	3,000	1,030	360	670	2
#22301	Mechanical engineering technologists and technicians	3,490	1,340	430	910	2
#22302	Industrial engineering and manufacturing technologists and technicians	1,650	550	150	390	2
#22303	Construction estimators	3,950	1,400	450	950	2

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#22310	Electrical and electronics engineering technologists and technicians	5,640	2,280	760	1,520	2
#22311	Electronic service technicians (household and business equipment)	8,410	3,130	1,160	1,970	2
#22312	Industrial instrument technicians and mechanics	1,030	310	60	250	2
#22313	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	950	230	40	190	2
#30010	Managers in health care	7,170	4,590	1,740	2,850	0
#31100	Specialists in clinical and laboratory medicine	7,690	3,490	1,910	1,580	1
#31101	Specialists in surgery	2,140	1,010	540	470	1
#31102	General practitioners and family physicians	10,810	4,740	2,700	2,050	1
#31103	Veterinarians	1,800	790	290	500	1
#31110	Dentists	4,370	2,070	1,130	940	1
#31111	Optometrists	970	530	250	290	1
#31112	Audiologists and speech-language pathologists	1,820	760	340	430	1
#31120	Pharmacists	7,590	2,530	940	1,590	1
#31121	Dietitians and nutritionists	1,840	870	410	470	1
#31200	Psychologists	2,440	1,100	490	610	1
#31201	Chiropractors	1,530	800	400	400	1
#31202	Physiotherapists	5,620	2,720	1,400	1,320	1
#31203	Occupational therapists	3,630	1,610	870	740	1
#31204	Kinesiologists and other professional occupations in therapy and assessment	2,290	820	510	310	1
#31209	Other professional occupations in health diagnosing and treating	1,010	490	260	220	1
#31300	Nursing coordinators and supervisors	2,410	1,480	590	890	1
#31301	Registered nurses and registered psychiatric nurses	63,710	28,440	15,040	13,400	1
#31302	Nurse practitioners	950	420	230	190	1
#31303	Physician assistants, midwives and allied health professionals	340	160	80	80	1
#32100	Opticians	1,520	660	200	460	2
#32101	Licensed practical nurses	11,090	5,010	2,650	2,360	2
#32102	Paramedical occupations	4,130	1,910	1,000	910	2
#32103	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	2,240	1,000	540	470	2
#32104	Animal health technologists and veterinary technicians	3,770	1,160	590	580	2
#32109	Other technical occupations in therapy and assessment	2,610	1,100	590	510	2
#32110	Denturists	250	100	60	40	2

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#32111	Dental hygienists and dental therapists	4,100	2,080	1,050	1,030	2
#32112	Dental technologists and technicians	970	360	120	240	2
#32120	Medical laboratory technologists	3,780	1,840	920	920	2
#32121	Medical radiation technologists	4,170	1,870	980	890	2
#32122	Medical sonographers	1,290	610	320	290	2
#32123	Cardiology technologists and electrophysiological diagnostic technologists	890	390	220	170	2
#32124	Pharmacy technicians	3,370	1,230	500	730	2
#32129	Other medical technologists and technicians	460	180	70	100	2
#32200	Traditional Chinese medicine practitioners and acupuncturists	1,730	770	440	330	2
#32201	Massage therapists	7,570	3,700	1,830	1,870	2
#32209	Other practitioners of natural healing	1,060	540	240	300	2
#33100	Dental assistants and dental laboratory assistants	6,940	3,130	1,730	1,400	3
#33101	Medical laboratory assistants and related technical occupations	5,090	2,210	1,210	1,000	3
#33102	Nurse aides, orderlies and patient service associates	48,630	22,990	10,930	12,060	3
#33103	Pharmacy technical assistants and pharmacy assistants	4,560	1,170	420	760	3
#33109	Other assisting occupations in support of health services	6,400	2,850	1,490	1,360	3
#40010	Government managers - health and social policy development and program administration	1,270	580	70	500	0
#40011	Government managers - economic analysis, policy development and program administration	1,630	850	130	720	0
#40012	Government managers - education policy development and program administration	290	120	20	100	0
#40019	Other managers in public administration	590	280	40	240	0
#40020	Administrators - post-secondary education and vocational training	3,770	1,510	200	1,310	0
#40021	School principals and administrators of elementary and secondary education	4,910	2,290	20	2,270	0
#40030	Managers in social, community and correctional services	6,800	3,360	1,020	2,340	0
#40040	Commissioned police officers and related occupations in public protection services	150	120	20	110	0
#40041	Fire chiefs and senior firefighting officers	520	390	60	320	0
#40042	Commissioned officers of the Canadian Armed Forces	1,690	730	180	550	0
#41100	Judges	370	150	20	130	1
#41101	Lawyers and Quebec notaries	17,220	5,220	2,080	3,130	1
#41200	University professors and lecturers	12,740	4,210	1,080	3,140	1

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#41201	Post-secondary teaching and research assistants	13,500	2,520	1,010	1,510	1
#41210	College and other vocational instructors	14,180	4,620	740	3,880	1
#41220	Secondary school teachers	20,980	5,210	90	5,120	1
#41221	Elementary school and kindergarten teachers	38,420	9,550	180	9,370	1
#41300	Social workers	9,920	3,860	1,600	2,260	1
#41301	Therapists in counselling and related specialized therapies	10,540	4,510	2,250	2,260	1
#41302	Religious leaders	5,200	1,820	810	1,010	1
#41310	Police investigators and other investigative occupations	530	230	60	170	1
#41311	Probation and parole officers	950	230	30	200	1
#41320	Educational counsellors	5,180	1,560	190	1,370	1
#41321	Career development practitioners and career counsellors (except education)	1,900	790	280	510	1
#41400	Natural and applied science policy researchers, consultants and program officers	5,590	1,840	560	1,270	1
#41401	Economists and economic policy researchers and analysts	2,180	720	240	470	1
#41402	Business development officers and market researchers and analysts	6,540	2,290	1,000	1,280	1
#41403	Social policy researchers, consultants and program officers	5,960	2,000	640	1,360	1
#41404	Health policy researchers, consultants and program officers	4,770	1,840	830	1,010	1
#41405	Education policy researchers, consultants and program officers	4,450	1,260	330	940	1
#41406	Recreation, sports and fitness policy researchers, consultants and program officers	1,980	700	280	420	1
#41407	Program officers unique to government	1,050	360	80	270	1
#41409	Other professional occupations in social science	1,390	460	190	280	1
#42100	Police officers (except commissioned)	11,270	4,460	1,260	3,200	2
#42101	Firefighters	4,980	1,940	510	1,440	2
#42102	Specialized members of the Canadian Armed Forces	160	70	10	60	2
#42200	Paralegals and related occupations	5,380	1,670	420	1,250	2
#42201	Social and community service workers	39,270	16,250	7,310	8,940	2
#42202	Early childhood educators and assistants	25,080	13,010	8,170	4,840	2
#42203	Instructors of persons with disabilities	2,320	670	330	340	2
#42204	Religion workers	1,270	410	190	230	2
#43100	Elementary and secondary school teacher assistants	21,950	5,420	20	5,400	3
#43109	Other instructors	9,300	2,140	520	1,630	3

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#43200	Sheriffs and bailiffs	710	200	20	170	3
#43201	Correctional service officers	3,640	1,120	280	840	3
#43202	By-law enforcement and other regulatory officers	1,710	600	160	450	3
#43203	Border services, customs, and immigration officers	1,740	620	240	380	3
#43204	Operations members of the Canadian Armed Forces	2,430	990	240	740	3
#44100	Home child care providers	8,280	260	-1,280	1,540	4
#44101	Home support workers, caregivers and related occupations	9,230	4,210	2,020	2,190	4
#44200	Primary combat members of the Canadian Armed Forces	360	80	40	40	4
#45100	Student monitors, crossing guards and related occupations	2,030	460	0	460	5
#50010	Library, archive, museum and art gallery managers	760	380	80	290	0
#50011	Managers - publishing, motion pictures, broadcasting and performing arts	1,770	810	210	610	0
#50012	Recreation, sports and fitness program and service directors	2,980	1,420	360	1,060	0
#51100	Librarians	950	290	60	230	1
#51101	Conservators and curators	460	150	60	90	1
#51102	Archivists	100	30	10	30	1
#51110	Editors	1,940	850	250	610	1
#51111	Authors and writers (except technical)	4,780	1,700	700	1,000	1
#51112	Technical writers	1,300	620	280	330	1
#51113	Journalists	1,080	370	80	280	1
#51114	Translators, terminologists and interpreters	1,850	620	230	400	1
#51120	Producers, directors, choreographers and related occupations	6,820	3,010	1,070	1,950	1
#51121	Conductors, composers and arrangers	640	190	80	110	1
#51122	Musicians and singers	7,680	1,780	580	1,200	1
#52100	Library and public archive technicians	880	310	40	270	2
#52110	Film and video camera operators	1,130	400	190	210	2
#52111	Graphic arts technicians	3,600	1,420	860	560	2
#52112	Broadcast technicians	110	40	10	30	2
#52113	Audio and video recording technicians	2,960	1,020	480	540	2
#52114	Announcers and other broadcasters	420	90	10	80	2
#52119	Other technical and coordinating occupations in motion pictures, broadcasting and the performing arts	6,900	2,540	1,110	1,420	2
#52120	Graphic designers and illustrators	19,010	6,770	3,500	3,270	2
#52121	Interior designers and interior decorators	5,720	2,020	730	1,290	2

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#53100	Registrars, restorers, interpreters and other occupations related to museum and art galleries	840	240	100	150	3
#53110	Photographers	3,680	1,080	540	540	3
#53111	Motion pictures, broadcasting, photography and performing arts assistants and operators	4,340	1,590	710	880	3
#53120	Dancers	1,860	370	140	230	3
#53121	Actors, comedians and circus performers	3,780	1,250	510	740	3
#53122	Painters, sculptors and other visual artists	4,510	1,680	510	1,170	3
#53123	Theatre, fashion, exhibit and other creative designers	2,680	880	340	530	3
#53124	Artisans and craftspersons	3,630	1,250	290	970	3
#53125	Patternmakers - textile, leather and fur products	120	50	10	50	3
#53200	Athletes	840	250	100	150	3
#53201	Coaches	3,820	1,180	360	810	3
#53202	Sports officials and referees	140	30	20	20	3
#54100	Program leaders and instructors in recreation, sport and fitness	20,380	5,570	2,420	3,160	4
#55109	Other performers	790	290	110	190	5
#60010	Corporate sales managers	12,300	5,820	1,940	3,880	0
#60020	Retail and wholesale trade managers	72,450	29,350	6,260	23,100	0
#60030	Restaurant and food service managers	24,950	8,940	2,190	6,750	0
#60031	Accommodation service managers	6,960	3,000	700	2,300	0
#60040	Managers in customer and personal services	5,670	2,200	660	1,540	0
#62010	Retail sales supervisors	10,080	3,620	1,030	2,580	2
#62020	Food service supervisors	11,420	2,970	1,050	1,920	2
#62021	Executive housekeepers	300	150	30	120	2
#62022	Accommodation, travel, tourism and related services supervisors	830	300	70	230	2
#62023	Customer and information services supervisors	930	370	110	260	2
#62024	Cleaning supervisors	1,710	760	180	580	2
#62029	Other services supervisors	1,240	470	140	330	2
#62100	Technical sales specialists - wholesale trade	8,190	3,190	650	2,530	2
#62101	Retail and wholesale buyers	5,060	1,820	450	1,370	2
#62200	Chefs	14,400	4,540	1,430	3,110	2
#62201	Funeral directors and embalmers	450	180	70	110	2
#62202	Jewellers, jewellery and watch repairers and related occupations	670	230	60	160	2
#63100	Insurance agents and brokers	14,710	4,740	1,400	3,350	3
#63101	Real estate agents and salespersons	25,190	7,020	2,270	4,750	3
#63102	Financial sales representatives	9,370	2,890	1,000	1,890	3

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#63200	Cooks	27,090	7,770	2,630	5,140	3
#63201	Butchers - retail and wholesale	1,100	300	110	190	3
#63202	Bakers	9,140	2,820	870	1,950	3
#63210	Hairstylists and barbers	14,890	5,380	2,390	2,990	3
#63211	Estheticians, electrologists and related occupations	11,230	3,470	1,760	1,720	3
#63220	Shoe repairers and shoemakers	160	80	20	60	3
#63221	Upholsterers	380	150	50	100	3
#64100	Retail salespersons and visual merchandisers	102,220	26,970	9,450	17,520	4
#64101	Sales and account representatives - wholesale trade (non-technical)	11,550	3,790	910	2,880	4
#64200	Tailors, dressmakers, furriers and milliners	1,980	840	210	630	4
#64201	Image, social and other personal consultants	280	120	40	80	4
#64300	Maîtres d'hôtel and hosts/hostesses	3,520	470	320	150	4
#64301	Bartenders	4,220	750	340	410	4
#64310	Travel counsellors	3,500	1,040	-330	1,370	4
#64311	Pursers and flight attendants	2,000	630	50	580	4
#64312	Airline ticket and service agents	2,970	920	110	810	4
#64313	Ground and water transport ticket agents, cargo service representatives and related clerks	500	170	40	130	4
#64314	Hotel front desk clerks	3,510	840	350	490	4
#64320	Tour and travel guides	400	80	0	80	4
#64321	Casino workers	660	210	80	130	4
#64322	Outdoor sport and recreational guides	400	100	30	70	4
#64400	Customer services representatives - financial institutions	7,780	2,240	830	1,410	4
#64401	Postal services representatives	840	300	70	230	4
#64409	Other customer and information services representatives	28,980	8,330	3,040	5,290	4
#64410	Security guards and related security service occupations	13,070	3,980	1,390	2,600	4
#65100	Cashiers	47,630	11,390	4,850	6,540	5
#65101	Service station attendants	950	230	100	130	5
#65102	Store shelf stockers, clerks and order fillers	30,940	8,170	3,140	5,030	5
#65109	Other sales related occupations	3,320	890	370	520	5
#65200	Food and beverage servers	22,020	4,410	1,890	2,520	5
#65201	Food counter attendants, kitchen helpers and related support occupations	59,030	12,860	5,960	6,890	5
#65202	Meat cutters and fishmongers - retail and wholesale	1,110	420	120	300	5

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#65210	Support occupations in accommodation, travel and facilities set-up services	680	170	80	90	5
#65211	Operators and attendants in amusement, recreation and sport	5,560	1,520	700	820	5
#65220	Pet groomers and animal care workers	4,520	1,470	690	770	5
#65229	Other support occupations in personal services	710	320	140	180	5
#65310	Light duty cleaners	31,680	13,020	4,100	8,920	5
#65311	Specialized cleaners	5,780	1,320	360	960	5
#65312	Janitors, caretakers and heavy-duty cleaners	18,080	6,740	1,340	5,400	5
#65320	Dry cleaning, laundry and related occupations	2,510	1,230	420	800	5
#65329	Other service support occupations	2,730	700	310	380	5
#70010	Construction managers	21,560	9,050	2,500	6,550	0
#70011	Home building and renovation managers	13,840	6,420	1,970	4,450	0
#70012	Facility operation and maintenance managers	15,480	7,040	1,430	5,610	0
#70020	Managers in transportation	6,980	2,670	550	2,120	0
#70021	Postal and courier services managers	670	290	60	240	0
#72010	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	1,990	850	160	690	2
#72011	Contractors and supervisors, electrical trades and telecommunications occupations	4,140	1,760	380	1,380	2
#72012	Contractors and supervisors, pipefitting trades	1,830	510	200	310	2
#72013	Contractors and supervisors, carpentry trades	3,750	1,180	370	810	2
#72014	Contractors and supervisors, other construction trades, installers, repairers and servicers	10,510	4,570	1,140	3,430	2
#72020	Contractors and supervisors, mechanic trades	3,400	1,340	250	1,090	2
#72021	Contractors and supervisors, heavy equipment operator crews	6,890	2,920	490	2,430	2
#72022	Supervisors, printing and related occupations	120	40	10	40	2
#72023	Supervisors, railway transport operations	170	70	0	70	2
#72024	Supervisors, motor transport and other ground transit operators	1,300	560	130	430	2
#72025	Supervisors, mail and message distribution occupations	830	400	60	340	2
#72100	Machinists and machining and tooling inspectors	3,600	1,170	280	890	2
#72101	Tool and die makers	280	130	40	90	2
#72102	Sheet metal workers	3,180	880	330	550	2
#72103	Boilermakers	300	60	0	60	2
#72104	Structural metal and platework fabricators and fitters	2,230	670	200	470	2
#72105	Ironworkers	2,250	660	270	390	2
#72106	Welders and related machine operators	11,010	3,110	930	2,180	2

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#72200	Electricians (except industrial and power system)	16,820	3,930	1,790	2,140	2
#72201	Industrial electricians	3,280	1,040	160	880	2
#72202	Power system electricians	560	190	20	170	2
#72203	Electrical power line and cable workers	1,510	420	40	370	2
#72204	Telecommunications line and cable installers and repairers	880	270	30	230	2
#72205	Telecommunications equipment installation and cable television service technicians	1,810	520	0	510	2
#72300	Plumbers	10,310	2,900	1,170	1,730	2
#72301	Steamfitters, pipefitters and sprinkler system installers	2,610	900	340	560	2
#72302	Gas fitters	1,020	340	100	240	2
#72310	Carpenters	33,520	10,420	3,320	7,100	2
#72311	Cabinetmakers	2,370	690	40	650	2
#72320	Bricklayers	1,550	500	180	320	2
#72321	Insulators	1,240	380	130	250	2
#72400	Construction millwrights and industrial mechanics	8,180	2,760	400	2,360	2
#72401	Heavy-duty equipment mechanics	8,770	2,350	570	1,790	2
#72402	Heating, refrigeration and air conditioning mechanics	3,710	1,380	680	700	2
#72403	Railway carmen/women	380	60	-20	80	2
#72404	Aircraft mechanics and aircraft inspectors	5,080	1,440	230	1,220	2
#72405	Machine fitters	60	20	10	20	2
#72406	Elevator constructors and mechanics	1,180	460	160	300	2
#72410	Automotive service technicians, truck and bus mechanics and mechanical repairers	20,160	4,940	930	4,010	2
#72411	Auto body collision, refinishing and glass technicians and damage repair estimators	4,600	1,210	240	960	2
#72420	Oil and solid fuel heating mechanics	50	20	0	20	2
#72421	Appliance servicers and repairers	870	360	130	240	2
#72422	Electrical mechanics	330	120	30	90	2
#72423	Motorcycle, all-terrain vehicle and other related mechanics	1,590	470	140	340	2
#72429	Other small engine and small equipment repairers	160	60	20	40	2
#72500	Crane operators	2,580	910	260	660	2
#72501	Water well drillers	30	0	0	0	2
#72600	Air pilots, flight engineers and flying instructors	5,230	1,410	280	1,130	2
#72601	Air traffic controllers and related occupations	1,320	430	70	360	2
#72602	Deck officers, water transport	2,380	930	320	610	2
#72603	Engineer officers, water transport	190	80	20	60	2

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#72604	Railway traffic controllers and marine traffic regulators	190	60	10	50	2
#72999	Other technical trades and related occupations	1,730	470	90	380	2
#73100	Concrete finishers	1,450	440	180	250	3
#73101	Tilesetters	1,910	720	250	470	3
#73102	Plasterers, drywall installers and finishers and lathers	4,540	1,360	500	850	3
#73110	Roofers and shinglers	3,190	1,010	330	680	3
#73111	Glaziers	1,840	540	190	350	3
#73112	Painters and decorators (except interior decorators)	8,520	2,760	960	1,800	3
#73113	Floor covering installers	2,080	710	210	490	3
#73200	Residential and commercial installers and servicers	8,580	2,330	830	1,510	3
#73201	General building maintenance workers and building superintendents	13,610	5,280	1,520	3,760	3
#73202	Pest controllers and fumigators	490	220	50	170	3
#73209	Other repairers and servicers	1,920	560	200	360	3
#73300	Transport truck drivers	46,850	15,350	2,970	12,380	3
#73301	Bus drivers, subway operators and other transit operators	9,710	3,980	1,090	2,890	3
#73310	Railway and yard locomotive engineers	1,620	810	180	640	3
#73311	Railway conductors and brakemen/women	1,560	530	110	420	3
#73400	Heavy equipment operators	15,170	4,490	890	3,610	3
#73401	Printing press operators	1,140	410	20	390	3
#73402	Drillers and blasters - surface mining, quarrying and construction	690	180	50	130	3
#74100	Mail and parcel sorters and related occupations	2,990	1,010	250	770	4
#74101	Letter carriers	4,480	1,730	370	1,350	4
#74102	Couriers and messengers	5,000	1,630	450	1,180	4
#74200	Railway yard and track maintenance workers	1,130	270	-10	280	4
#74201	Water transport deck and engine room crew	1,340	410	170	240	4
#74202	Air transport ramp attendants	2,430	590	80	500	4
#74203	Automotive and heavy truck and equipment parts installers and servicers	2,340	270	60	210	4
#74204	Utility maintenance workers	580	200	40	160	4
#74205	Public works maintenance equipment operators and related workers	1,390	490	120	370	4
#75100	Longshore workers	3,770	1,570	570	1,000	5
#75101	Material handlers	32,020	10,380	3,380	7,000	5
#75110	Construction trades helpers and labourers	35,430	10,030	3,790	6,230	5

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#75119	Other trades helpers and labourers	1,310	300	110	190	5
#75200	Taxi and limousine drivers and chauffeurs	7,150	2,760	960	1,800	5
#75201	Delivery service drivers and door-to-door distributors	17,370	4,300	1,390	2,910	5
#75210	Boat and cable ferry operators and related occupations	1,450	540	190	350	5
#75211	Railway and motor transport labourers	600	150	30	120	5
#75212	Public works and maintenance labourers	3,440	1,150	340	810	5
#80010	Managers in natural resources production and fishing	2,150	1,090	130	970	0
#80020	Managers in agriculture	7,630	1,150	-940	2,100	0
#80021	Managers in horticulture	550	110	-60	170	0
#80022	Managers in aquaculture	260	80	-10	90	0
#82010	Supervisors, logging and forestry	1,590	640	80	570	2
#82020	Supervisors, mining and quarrying	1,700	780	160	620	2
#82021	Contractors and supervisors, oil and gas drilling and services	840	400	60	340	2
#82030	Agricultural service contractors and farm supervisors	260	10	-50	50	2
#82031	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	3,390	1,380	290	1,090	2
#83100	Underground production and development miners	1,810	620	170	440	3
#83101	Oil and gas well drillers, servicers, testers and related workers	830	220	70	160	3
#83110	Logging machinery operators	1,440	520	40	480	3
#83120	Fishing masters and officers	70	50	10	40	3
#83121	Fishermen/women	300	120	30	90	3
#84100	Underground mine service and support workers	490	150	30	110	4
#84101	Oil and gas well drilling and related workers and services operators	430	80	20	60	4
#84110	Chain saw and skidder operators	1,800	480	40	440	4
#84111	Silviculture and forestry workers	1,250	220	20	200	4
#84120	Specialized livestock workers and farm machinery operators	2,220	160	-280	440	4
#84121	Fishing vessel deckhands	230	80	30	50	4
#85100	Livestock labourers	2,090	180	-210	390	5
#85101	Harvesting labourers	1,270	70	-220	290	5
#85102	Aquaculture and marine harvest labourers	270	50	-10	50	5
#85103	Nursery and greenhouse labourers	2,430	280	-270	550	5
#85104	Trappers and hunters	0	0	0	0	5
#85110	Mine labourers	720	160	20	140	5

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#85111	Oil and gas drilling, servicing and related labourers	550	120	40	70	5
#85120	Logging and forestry labourers	1,200	150	20	120	5
#85121	Landscaping and grounds maintenance labourers	18,600	5,390	2,030	3,360	5
#90010	Manufacturing managers	11,770	4,630	400	4,230	0
#90011	Utilities managers	1,650	860	130	730	0
#92010	Supervisors, mineral and metal processing	530	200	20	180	2
#92011	Supervisors, petroleum, gas and chemical processing and utilities	1,170	520	70	450	2
#92012	Supervisors, food and beverage processing	2,170	580	130	450	2
#92013	Supervisors, plastic and rubber products manufacturing	210	80	0	80	2
#92014	Supervisors, forest products processing	1,130	410	-10	420	2
#92015	Supervisors, textile, fabric, fur and leather products processing and manufacturing	110	50	10	40	2
#92020	Supervisors, motor vehicle assembling	70	40	10	30	2
#92021	Supervisors, electronics and electrical products manufacturing	260	110	20	90	2
#92022	Supervisors, furniture and fixtures manufacturing	90	20	0	20	2
#92023	Supervisors, other mechanical and metal products manufacturing	170	60	10	50	2
#92024	Supervisors, other products manufacturing and assembly	210	60	10	50	2
#92100	Power engineers and power systems operators	6,350	2,530	400	2,130	2
#92101	Water and waste treatment plant operators	1,980	740	100	640	2
#93100	Central control and process operators, mineral and metal processing	790	270	-40	310	3
#93101	Central control and process operators, petroleum, gas and chemical processing	2,640	920	140	780	3
#93102	Pulping, papermaking and coating control operators	160	50	-20	70	3
#93200	Aircraft assemblers and aircraft assembly inspectors	50	20	0	20	3
#94100	Machine operators, mineral and metal processing	760	290	50	230	4
#94101	Foundry workers	150	30	10	20	4
#94102	Glass forming and finishing machine operators and glass cutters	280	60	0	60	4
#94103	Concrete, clay and stone forming operators	480	100	20	80	4
#94104	Inspectors and testers, mineral and metal processing	120	60	20	40	4
#94105	Metalworking and forging machine operators	980	260	50	210	4
#94106	Machining tool operators	370	110	30	80	4
#94107	Machine operators of other metal products	100	40	10	30	4
#94110	Chemical plant machine operators	390	120	20	100	4
#94111	Plastics processing machine operators	610	230	20	210	4

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#94112	Rubber processing machine operators and related workers	140	40	0	40	4
#94120	Sawmill machine operators	1,720	550	-30	580	4
#94121	Pulp mill, papermaking and finishing machine operators	900	270	-60	330	4
#94122	Paper converting machine operators	80	30	0	30	4
#94123	Lumber graders and other wood processing inspectors and graders	780	220	-20	240	4
#94124	Woodworking machine operators	640	190	10	180	4
#94129	Other wood processing machine operators	540	160	-10	180	4
#94130	Textile fibre and yarn, hide and pelt processing machine operators and workers	180	50	10	40	4
#94131	Weavers, knitters and other fabric making occupations	130	40	0	30	4
#94132	Industrial sewing machine operators	1,390	610	80	520	4
#94133	Inspectors and graders, textile, fabric, fur and leather products manufacturing	170	50	10	40	4
#94140	Process control and machine operators, food and beverage processing	7,270	1,840	270	1,570	4
#94141	Industrial butchers and meat cutters, poultry preparers and related workers	1,780	610	140	480	4
#94142	Fish and seafood plant workers	940	450	100	350	4
#94143	Testers and graders, food and beverage processing	920	250	50	200	4
#94150	Plateless printing equipment operators	530	190	20	170	4
#94151	Camera, platemaking and other prepress occupations	130	50	10	40	4
#94152	Binding and finishing machine operators	270	80	10	70	4
#94153	Photographic and film processors	360	120	40	80	4
#94200	Motor vehicle assemblers, inspectors and testers	1,010	350	60	290	4
#94201	Electronics assemblers, fabricators, inspectors and testers	1,370	490	120	380	4
#94202	Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing	380	150	40	110	4
#94203	Assemblers, fabricators and inspectors, industrial electrical motors and transformers	80	20	10	20	4
#94204	Mechanical assemblers and inspectors	930	310	80	230	4
#94205	Machine operators and inspectors, electrical apparatus manufacturing	110	40	0	40	4
#94210	Furniture and fixture assemblers, finishers, refinishers and inspectors	1,670	410	60	350	4
#94211	Assemblers and inspectors of other wood products	1,030	260	10	240	4
#94212	Plastic products assemblers, finishers and inspectors	290	80	10	70	4
#94213	Industrial painters, coaters and metal finishing process operators	1,810	570	110	460	4
#94219	Other products assemblers, finishers and inspectors	2,740	700	80	630	4

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#95100	Labourers in mineral and metal processing	1,150	340	90	250	5
#95101	Labourers in metal fabrication	1,590	480	160	320	5
#95102	Labourers in chemical products processing and utilities	770	270	70	200	5
#95103	Labourers in wood, pulp and paper processing	4,600	1,010	-170	1,180	5
#95104	Labourers in rubber and plastic products manufacturing	550	120	10	100	5
#95105	Labourers in textile processing and cutting	540	200	40	160	5
#95106	Labourers in food and beverage processing	14,350	4,940	1,050	3,890	5
#95107	Labourers in fish and seafood processing	710	320	70	250	5
#95109	Other labourers in processing, manufacturing and utilities	8,300	2,450	570	1,880	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: High Opportunity Occupations, B.C., 2025-2035

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#60020	Retail and wholesale trade managers	72,450	29,350	6,260	23,100	0
#31301	Registered nurses and registered psychiatric nurses	63,710	28,440	15,040	13,400	1
#33102	Nurse aides, orderlies and patient service associates	48,630	22,990	10,930	12,060	3
#00018	Seniors managers - public and private sector	38,440	21,680	5,720	15,970	0
#21231	Software engineers and designers	26,280	13,760	9,430	4,340	1
#11100	Financial auditors and accountants	35,820	11,630	4,290	7,350	1
#21232	Software developers and programmers	19,750	11,150	7,860	3,280	1
#12200	Accounting technicians and bookkeepers	28,670	10,850	3,420	7,430	2
#21222	Information systems specialists	18,620	10,510	5,880	4,630	1
#20012	Computer and information systems managers	14,870	10,270	4,560	5,710	0
#70010	Construction managers	21,560	9,050	2,500	6,550	0
#70012	Facility operation and maintenance managers	15,480	7,040	1,430	5,610	0
#10022	Advertising, marketing and public relations managers	16,500	6,650	2,610	4,050	0
#70011	Home building and renovation managers	13,840	6,420	1,970	4,450	0
#60010	Corporate sales managers	12,300	5,820	1,940	3,880	0
#11102	Financial advisors	16,490	5,420	1,840	3,580	1
#11201	Professional occupations in business management consulting	13,280	5,360	2,010	3,340	1
#41101	Lawyers and Quebec notaries	17,220	5,220	2,080	3,130	1
#32101	Licensed practical nurses	11,090	5,010	2,650	2,360	2
#10021	Banking, credit and other investment managers	10,890	4,790	1,120	3,670	0
#31102	General practitioners and family physicians	10,810	4,740	2,700	2,050	1
#63100	Insurance agents and brokers	14,710	4,740	1,400	3,350	3
#90010	Manufacturing managers	11,770	4,630	400	4,230	0
#30010	Managers in health care	7,170	4,590	1,740	2,850	0
#72014	Contractors and supervisors, other construction trades, installers, repairers and servicers	10,510	4,570	1,140	3,430	2
#22220	Computer network and web technicians	9,320	4,520	2,220	2,310	2
#41301	Therapists in counselling and related specialized therapies	10,540	4,510	2,250	2,260	1
#42100	Police officers (except commissioned)	11,270	4,460	1,260	3,200	2
#11200	Human resources professionals	11,010	4,320	1,410	2,910	1
#10010	Financial managers	10,070	4,000	1,210	2,790	0
#21300	Civil engineers	11,320	3,920	1,600	2,320	1
#41300	Social workers	9,920	3,860	1,600	2,260	1
#10020	Insurance, real estate and financial brokerage managers	8,350	3,710	810	2,900	0

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#32201	Massage therapists	7,570	3,700	1,830	1,870	2
#10011	Human resources managers	7,420	3,540	910	2,630	0
#31100	Specialists in clinical and laboratory medicine	7,690	3,490	1,910	1,580	1
#40030	Managers in social, community and correctional services	6,800	3,360	1,020	2,340	0
#33100	Dental assistants and dental laboratory assistants	6,940	3,130	1,730	1,400	3
#51120	Producers, directors, choreographers and related occupations	6,820	3,010	1,070	1,950	1
#60031	Accommodation service managers	6,960	3,000	700	2,300	0
#21310	Electrical and electronics engineers	7,910	2,930	1,260	1,670	1
#63102	Financial sales representatives	9,370	2,890	1,000	1,890	3
#33109	Other assisting occupations in support of health services	6,400	2,850	1,490	1,360	3
#31202	Physiotherapists	5,620	2,720	1,400	1,320	1
#70020	Managers in transportation	6,980	2,670	550	2,120	0
#20010	Engineering managers	5,070	2,580	850	1,730	0
#21230	Computer systems developers and programmers	4,830	2,550	1,540	1,010	1
#31120	Pharmacists	7,590	2,530	940	1,590	1
#21221	Business systems specialists	4,890	2,340	1,110	1,230	1
#40021	School principals and administrators of elementary and secondary education	4,910	2,290	20	2,270	0
#33101	Medical laboratory assistants and related technical occupations	5,090	2,210	1,210	1,000	3
#60040	Managers in customer and personal services	5,670	2,200	660	1,540	0
#11109	Other financial officers	5,430	2,090	620	1,470	1
#32111	Dental hygienists and dental therapists	4,100	2,080	1,050	1,030	2
#31110	Dentists	4,370	2,070	1,130	940	1
#11101	Financial and investment analysts	6,170	2,000	700	1,300	1
#12104	Employment insurance and revenue officers	4,360	1,990	570	1,430	2
#21233	Web designers	3,580	1,960	1,440	520	1
#42101	Firefighters	4,980	1,940	510	1,440	2
#32102	Paramedical occupations	4,130	1,910	1,000	910	2
#32121	Medical radiation technologists	4,170	1,870	980	890	2
#41404	Health policy researchers, consultants and program officers	4,770	1,840	830	1,010	1
#32120	Medical laboratory technologists	3,780	1,840	920	920	2
#41302	Religious leaders	5,200	1,820	810	1,010	1
#10029	Other business services managers	3,480	1,770	430	1,330	0

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#72011	Contractors and supervisors, electrical trades and telecommunications occupations	4,140	1,760	380	1,380	2
#21311	Computer engineers (except software engineers and designers)	3,240	1,700	900	800	1
#31203	Occupational therapists	3,630	1,610	870	740	1
#21200	Architects	4,220	1,590	750	830	1
#12201	Insurance adjusters and claims examiners	4,860	1,560	460	1,100	2
#40020	Administrators - post-secondary education and vocational training	3,770	1,510	200	1,310	0
#31300	Nursing coordinators and supervisors	2,410	1,480	590	890	1
#21223	Database analysts and data administrators	3,020	1,440	670	770	1
#12010	Supervisors, general office and administrative support workers	2,780	1,340	330	1,000	2
#72020	Contractors and supervisors, mechanic trades	3,400	1,340	250	1,090	2
#32124	Pharmacy technicians	3,370	1,230	500	730	2
#21202	Urban and land use planners	3,270	1,210	360	850	1
#11103	Securities agents, investment dealers and brokers	3,030	1,170	350	830	1
#32104	Animal health technologists and veterinary technicians	3,770	1,160	590	580	2
#43201	Correctional service officers	3,640	1,120	280	840	3
#31200	Psychologists	2,440	1,100	490	610	1
#32109	Other technical occupations in therapy and assessment	2,610	1,100	590	510	2
#80010	Managers in natural resources production and fishing	2,150	1,090	130	970	0
#20011	Architecture and science managers	2,220	1,050	300	750	0
#31101	Specialists in surgery	2,140	1,010	540	470	1
#32103	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	2,240	1,000	540	470	2
#43204	Operations members of the Canadian Armed Forces	2,430	990	240	740	3
#72602	Deck officers, water transport	2,380	930	320	610	2
#31121	Dietitians and nutritionists	1,840	870	410	470	1
#90011	Utilities managers	1,650	860	130	730	0
#51110	Editors	1,940	850	250	610	1
#40011	Government managers - economic analysis, policy development and program administration	1,630	850	130	720	0
#21220	Cybersecurity specialists	1,720	820	450	370	1
#31204	Kinesiologists and other professional occupations in therapy and assessment	2,290	820	510	310	1
#31201	Chiropractors	1,530	800	400	400	1
#31103	Veterinarians	1,800	790	290	500	1

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#41321	Career development practitioners and career counselors (except education)	1,900	790	280	510	1
#32200	Traditional Chinese medicine practitioners and acupuncturists	1,730	770	440	330	2
#31112	Audiologists and speech-language pathologists	1,820	760	340	430	1
#40042	Commissioned officers of the Canadian Armed Forces	1,690	730	180	550	0
#00010	Legislators	1,350	670	160	510	0
#32100	Opticians	1,520	660	200	460	2
#43203	Border services, customs, and immigration officers	1,740	620	240	380	3
#32122	Medical sonographers	1,290	610	320	290	2
#43202	By-law enforcement and other regulatory officers	1,710	600	160	450	3
#40010	Government managers - health and social policy development and program administration	1,270	580	70	500	0
#72024	Supervisors, motor transport and other ground transit operators	1,300	560	130	430	2
#32209	Other practitioners of natural healing	1,060	540	240	300	2
#31111	Optometrists	970	530	250	290	1
#31209	Other professional occupations in health diagnosing and treating	1,010	490	260	220	1
#72406	Elevator constructors and mechanics	1,180	460	160	300	2
#31302	Nurse practitioners	950	420	230	190	1
#21331	Geological engineers	1,290	400	210	190	1
#32123	Cardiology technologists and electrophysiological diagnostic technologists	890	390	220	170	2
#40041	Fire chiefs and senior firefighting officers	520	390	60	320	0
#32112	Dental technologists and technicians	970	360	120	240	2
#12111	Health information management occupations	610	350	140	210	2
#70021	Postal and courier services managers	670	290	60	240	0
#40019	Other managers in public administration	590	280	40	240	0
#41310	Police investigators and other investigative occupations	530	230	60	170	1
#31303	Physician assistants, midwives and allied health professionals	340	160	80	80	1
#41100	Judges	370	150	20	130	1
#40040	Commissioned police officers and related occupations in public protection services	150	120	20	110	0
#72603	Engineer officers, water transport	190	80	20	60	2
#92020	Supervisors, motor vehicle assembling	70	40	10	30	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: Alternative Occupation Groupings, B.C., 2025-2035

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
Construction trades occupations						
#72310	Carpenters	33,520	10,420	3,320	7,100	2
#75110	Construction trades helpers and labourers	35,430	10,030	3,790	6,230	5
#73400	Heavy equipment operators	15,170	4,490	890	3,610	3
#72200	Electricians (except industrial and power system)	16,820	3,930	1,790	2,140	2
#72106	Welders and related machine operators	11,010	3,110	930	2,180	2
#72300	Plumbers	10,310	2,900	1,170	1,730	2
#72400	Construction millwrights and industrial mechanics	8,180	2,760	400	2,360	2
#73112	Painters and decorators (except interior decorators)	8,520	2,760	960	1,800	3
#72401	Heavy-duty equipment mechanics	8,770	2,350	570	1,790	2
#22114	Landscape and horticulture technicians and specialists	4,670	1,420	500	920	2
#72402	Heating, refrigeration and air conditioning mechanics	3,710	1,380	680	700	2
#73102	Plasterers, drywall installers and finishers and lathers	4,540	1,360	500	850	3
#72201	Industrial electricians	3,280	1,040	160	880	2
#73110	Roofers and shinglers	3,190	1,010	330	680	3
#72500	Crane operators	2,580	910	260	660	2
#72301	Steamfitters, pipefitters and sprinkler system installers	2,610	900	340	560	2
#72102	Sheet metal workers	3,180	880	330	550	2
#73101	Tilesetters	1,910	720	250	470	3
#73113	Floor covering installers	2,080	710	210	490	3
#72311	Cabinetmakers	2,370	690	40	650	2
#72104	Structural metal and platework fabricators and fitters	2,230	670	200	470	2
#72105	Ironworkers	2,250	660	270	390	2
#73111	Glaziers	1,840	540	190	350	3
#72320	Bricklayers	1,550	500	180	320	2
#72999	Other technical trades and related occupations	1,730	470	90	380	2
#73100	Concrete finishers	1,450	440	180	250	3
#72203	Electrical power line and cable workers	1,510	420	40	370	2
#72321	Insulators	1,240	380	130	250	2

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#72302	Gas fitters	1,020	340	100	240	2
#22312	Industrial instrument technicians and mechanics	1,030	310	60	250	2
#72422	Electrical mechanics	330	120	30	90	2
#84101	Oil and gas well drilling and related workers and services operators	430	80	20	60	4
#72103	Boilermakers	300	60	0	60	2
#72420	Oil and solid fuel heating mechanics	50	20	0	20	2
#72501	Water well drillers	30	0	0	0	2

Science, Technology, Engineering and Mathematics (STEM) occupations

#21231	Software engineers and designers	26,280	13,760	9,430	4,340	1
#21232	Software developers and programmers	19,750	11,150	7,860	3,280	1
#21222	Information systems specialists	18,620	10,510	5,880	4,630	1
#20012	Computer and information systems managers	14,870	10,270	4,560	5,710	0
#52120	Graphic designers and illustrators	19,010	6,770	3,500	3,270	2
#21234	Web developers and programmers	11,670	6,160	4,500	1,670	1
#22220	Computer network and web technicians	9,320	4,520	2,220	2,310	2
#22221	User support technicians	8,970	4,340	2,410	1,930	2
#21300	Civil engineers	11,320	3,920	1,600	2,320	1
#22311	Electronic service technicians (household and business equipment)	8,410	3,130	1,160	1,970	2
#21310	Electrical and electronics engineers	7,910	2,930	1,260	1,670	1
#20010	Engineering managers	5,070	2,580	850	1,730	0
#21230	Computer systems developers and programmers	4,830	2,550	1,540	1,010	1
#52119	Other technical and coordinating occupations in motion pictures, broadcasting and the performing arts	6,900	2,540	1,110	1,420	2
#21221	Business systems specialists	4,890	2,340	1,110	1,230	1
#22310	Electrical and electronics engineering technologists and technicians	5,640	2,280	760	1,520	2
#21301	Mechanical engineers	7,380	2,280	1,030	1,250	1
#21233	Web designers	3,580	1,960	1,440	520	1
#21110	Biologists and related scientists	6,690	1,940	740	1,210	1
#72011	Contractors and supervisors, electrical trades and telecommunications occupations	4,140	1,760	380	1,380	2
#21311	Computer engineers (except software engineers and designers)	3,240	1,700	900	800	1
#21223	Database analysts and data administrators	3,020	1,440	670	770	1
#52111	Graphic arts technicians	3,600	1,420	860	560	2

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#22114	Landscape and horticulture technicians and specialists	4,670	1,420	500	920	2
#22303	Construction estimators	3,950	1,400	450	950	2
#22301	Mechanical engineering technologists and technicians	3,490	1,340	430	910	2
#22233	Construction inspectors	2,970	1,260	380	880	2
#21211	Data scientists	2,460	1,150	700	450	1
#21120	Public and environmental health and safety professionals	3,040	1,120	370	760	1
#22232	Occupational health and safety specialists	2,750	1,120	290	830	2
#20011	Architecture and science managers	2,220	1,050	300	750	0
#22300	Civil engineering technologists and technicians	3,000	1,030	360	670	2
#52113	Audio and video recording technicians	2,960	1,020	480	540	2
#21102	Geoscientists and oceanographers	3,030	980	280	700	1
#22222	Information systems testing technicians	1,580	920	610	310	2
#21220	Cybersecurity specialists	1,720	820	450	370	1
#21111	Forestry professionals	2,240	810	100	710	1
#50011	Managers - publishing, motion pictures, broadcasting and performing arts	1,770	810	210	610	0
#21101	Chemists	1,990	640	250	390	1
#21399	Other professional engineers	1,950	630	270	360	1
#22112	Forestry technologists and technicians	2,110	620	80	550	2
#21321	Industrial and manufacturing engineers	1,530	550	220	330	1
#22302	Industrial engineering and manufacturing technologists and technicians	1,650	550	150	390	2
#72205	Telecommunications equipment installation and cable television service technicians	1,810	520	0	510	2
#22101	Geological and mineral technologists and technicians	1,270	450	100	350	2
#52110	Film and video camera operators	1,130	400	190	210	2
#21331	Geological engineers	1,290	400	210	190	1
#22110	Biological technologists and technicians	1,460	340	100	240	2
#21320	Chemical engineers	1,170	340	130	210	1
#22100	Chemical technologists and technicians	890	330	90	240	2

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#22312	Industrial instrument technicians and mechanics	1,030	310	60	250	2
#21210	Mathematicians, statisticians and actuaries	840	280	130	160	1
#72204	Telecommunications line and cable installers and repairers	880	270	30	230	2
#10030	Telecommunication carriers managers	910	260	-40	300	0
#22113	Conservation and fishery officers	700	240	30	200	2
#22313	Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	950	230	40	190	2
#21330	Mining engineers	930	230	110	120	1
#22231	Engineering inspectors and regulatory officers	590	220	70	150	2
#21100	Physicists and astronomers	560	220	110	110	1
#22230	Non-destructive testers and inspectors	600	200	60	140	2
#22111	Agricultural and fish products inspectors	530	180	50	120	2
#21112	Agricultural representatives, consultants and specialists	330	90	10	80	1
#21390	Aerospace engineers	310	90	20	80	1
#21322	Metallurgical and materials engineers	310	90	40	40	1
#21332	Petroleum engineers	150	60	20	30	1
#21103	Meteorologists and climatologists	120	50	20	30	1
#52112	Broadcast technicians	110	40	10	30	2
#21109	Other professional occupations in physical sciences	40	20	10	10	1
#21390	Aerospace engineers	310	90	20	80	1
#21322	Metallurgical and materials engineers	310	90	40	40	1
#21332	Petroleum engineers	150	60	20	30	1
#21103	Meteorologists and climatologists	120	50	20	30	1
#52112	Broadcast technicians	110	40	10	30	2
#21109	Other professional occupations in physical sciences	40	20	10	10	1
Care Occupations						
#31301	Registered nurses and registered psychiatric nurses	63,710	28,440	15,040	13,400	1
#33102	Nurse aides, orderlies and patient service associates	48,630	22,990	10,930	12,060	3
#42201	Social and community service workers	39,270	16,250	7,310	8,940	2
#42202	Early childhood educators and assistants	25,080	13,010	8,170	4,840	2
#41221	Elementary school and kindergarten teachers	38,420	9,550	180	9,370	1
#43100	Elementary and secondary school teacher assistants	21,950	5,420	20	5,400	3

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#41220	Secondary school teachers	20,980	5,210	90	5,120	1
#32101	Licensed practical nurses	11,090	5,010	2,650	2,360	2
#31102	General practitioners and family physicians	10,810	4,740	2,700	2,050	1
#41210	College and other vocational instructors	14,180	4,620	740	3,880	1
#30010	Managers in health care	7,170	4,590	1,740	2,850	0
#41301	Therapists in counselling and related specialized therapies	10,540	4,510	2,250	2,260	1
#41200	University professors and lecturers	12,740	4,210	1,080	3,140	1
#44101	Home support workers, caregivers and related occupations	9,230	4,210	2,020	2,190	4
#41300	Social workers	9,920	3,860	1,600	2,260	1
#32201	Massage therapists	7,570	3,700	1,830	1,870	2
#31100	Specialists in clinical and laboratory medicine	7,690	3,490	1,910	1,580	1
#40030	Managers in social, community and correctional services	6,800	3,360	1,020	2,340	0
#33100	Dental assistants and dental laboratory assistants	6,940	3,130	1,730	1,400	3
#33109	Other assisting occupations in support of health services	6,400	2,850	1,490	1,360	3
#31202	Physiotherapists	5,620	2,720	1,400	1,320	1
#31120	Pharmacists	7,590	2,530	940	1,590	1
#41201	Post-secondary teaching and research assistants	13,500	2,520	1,010	1,510	1
#40021	School principals and administrators of elementary and secondary education	4,910	2,290	20	2,270	0
#33101	Medical laboratory assistants and related technical occupations	5,090	2,210	1,210	1,000	3
#43109	Other instructors	9,300	2,140	520	1,630	3
#32111	Dental hygienists and dental therapists	4,100	2,080	1,050	1,030	2
#31110	Dentists	4,370	2,070	1,130	940	1
#32102	Paramedical occupations	4,130	1,910	1,000	910	2
#32121	Medical radiation technologists	4,170	1,870	980	890	2
#32120	Medical laboratory technologists	3,780	1,840	920	920	2
#41302	Religious leaders	5,200	1,820	810	1,010	1
#31203	Occupational therapists	3,630	1,610	870	740	1
#41320	Educational counsellors	5,180	1,560	190	1,370	1
#40020	Administrators - post-secondary education and vocational training	3,770	1,510	200	1,310	0
#31300	Nursing coordinators and supervisors	2,410	1,480	590	890	1
#32124	Pharmacy technicians	3,370	1,230	500	730	2

NOC	Description	Employment 2025	Job openings 2025-35	Expansion 2025-35	Replacement 2025-35	TEER
#33103	Pharmacy technical assistants and pharmacy assistants	4,560	1,170	420	760	3
#31200	Psychologists	2,440	1,100	490	610	1
#32109	Other technical occupations in therapy and assessment	2,610	1,100	590	510	2
#31101	Specialists in surgery	2,140	1,010	540	470	1
#32103	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	2,240	1,000	540	470	2
#31121	Dietitians and nutritionists	1,840	870	410	470	1
#31204	Kinesiologists and other professional occupations in therapy and assessment	2,290	820	510	310	1
#31201	Chiropractors	1,530	800	400	400	1
#41321	Career development practitioners and career counselors (except education)	1,900	790	280	510	1
#32200	Traditional Chinese medicine practitioners and acupuncturists	1,730	770	440	330	2
#31112	Audiologists and speech-language pathologists	1,820	760	340	430	1
#42203	Instructors of persons with disabilities	2,320	670	330	340	2
#32100	Opticians	1,520	660	200	460	2
#32122	Medical sonographers	1,290	610	320	290	2
#32209	Other practitioners of natural healing	1,060	540	240	300	2
#31111	Optometrists	970	530	250	290	1
#31209	Other professional occupations in health diagnosing and treating	1,010	490	260	220	1
#45100	Student monitors, crossing guards and related occupations	2,030	460	0	460	5
#31302	Nurse practitioners	950	420	230	190	1
#42204	Religion workers	1,270	410	190	230	2
#32123	Cardiology technologists and electrophysiological diagnostic technologists	890	390	220	170	2
#32112	Dental technologists and technicians	970	360	120	240	2
#44100	Home child care providers	8,280	260	-1,280	1,540	4
#32129	Other medical technologists and technicians	460	180	70	100	2
#31303	Physician assistants, midwives and allied health professionals	340	160	80	80	1
#32110	Denturists	250	100	60	40	2

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