



Short-term employment forecast

2023–2025



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Overview

The Alberta Short-Term Employment Forecast (STEF) for the period of 2023 to 2025 provides a comprehensive analysis of the short-term demand and supply prospects for 516 distinct occupations within the province over the next three years. These insights, coupled with additional economic and labour market data, can offer valuable guidance to a wide array of stakeholders. The STEF serves as a strategic tool for employers and industries to formulate workforce strategies, and it aids educational institutions and training providers in tailoring programs to align with current labour market requirements. For students and young individuals, the forecast informs their educational and career decisions. Moreover, career counselors utilize this resource to furnish Albertans with the information they need to make well-informed job choices. Additionally, newcomers and prospective immigrants gain insight into the immediate employment prospects for various occupations in Alberta. The STEF also plays a pivotal role in shaping more effective labour and education policies for the Government of Alberta.

This three-year forecast effectively bridges the information gap between the latest labour market conditions and the long-term outlook presented in Alberta's Occupational Outlook. The latter assesses potential supply and demand imbalances for various occupational titles under the National Occupational Classification (NOC) System over the next decade. In contrast, the short-term employment forecast offers a qualitative perspective on each occupation's demand and supply considerations. Notably, the STEF does not estimate potential labour shortages or surpluses by occupation, distinguishing it from Alberta's Occupational Outlook.

In line with our commitment to enhancing the accuracy and relevance of this invaluable resource, a significant upgrade was introduced to the Alberta STEF in 2023. The preliminary short-term demand projections for the 516 occupations, based on both quantitative and qualitative indicators, were submitted to Alberta employers across all regions for validation through a comprehensive survey. This direct engagement with stakeholders ensured that the results of the Alberta STEF 2023 to 2025 more accurately reflect the distinctive labour market conditions prevailing in various regions of the province.

In interpreting the results, one should note the following:

- STEF does not estimate potential labour shortages or surpluses by occupation. An occupation in high demand should not be interpreted as an occupation that is in shortage. Conversely, an occupation in low demand should not be interpreted as an occupation in surplus.
- While the STEF methodology is evidence-based, there could be shifts currently happening in certain occupations. These new shifts were not factored in the evaluation and thus may not be fully reflected in the results.
- STEF provides ratings for each occupational group at the NOC5 level consisting of several occupation titles. It is possible that the demand outlook at the occupational group level may not reflect the outlook for a very specific job title.

Objectives

The short-term employment forecast is undertaken with the following objectives in mind:

- Develop evidence-based, reliable occupational forecasts to facilitate short-term workforce planning for employers, encompassing talent attraction, recruitment and retention strategies.
- Provide support for shaping future policies and programs, not only by the Government of Alberta but also by other stakeholders, especially those that are occupation- and industry-specific.
- Deliver impartial, reliable and dependable information to empower Albertans in making well-informed employment and career-related decisions.
- Ensure uniformity in the utilization and interpretation of data regarding the short-term demand and supply prospects for occupations in the province.

Methodology

The short-term employment forecast methodology comprises a two-step process:

Step 1: Assessment of Occupational Outlook

In the first step, a comprehensive evaluation of the employment prospects for 516 distinct occupations, classified under the five-digit National Occupational Classification (NOC) Code, is conducted. This assessment involved an array of quantitative and qualitative data from various sources, including:

- key labour market indicators from the Labour Force Survey and Job Vacancy and Wage Survey produced by Statistics Canada;
- labour market information extracted from both federal government administrative datasets and the private sector; and
- industry forecasts.

The initial short-term employment forecast for Alberta, spanning 2023 to 2025, aimed to gauge the demand for each of these 516 occupations based on nine critical labour market indicators:

- employment growth;
- unemployment rate;
- participation rate;
- Employment Insurance beneficiaries to employment ratio;
- duration of Employment Insurance claims;
- number of Labour Market Impact Assessments issued;
- number of job postings;
- hiring difficulty; and
- industry forecasts.

The data was collected and analyzed for all 516 occupations at the five-digit level of the 2021 National Occupational Classification Code. All 516 occupations underwent a comprehensive assessment.

Each occupation was assessed against threshold values for each of the nine quantitative and qualitative indicators. Occupations were further compared to all other occupations, similar occupations (those with similar skill levels) and historical trends. Depending on the number of thresholds met, each occupation was categorized as either High Demand, Moderately High Demand, Medium Demand or Low Demand. A higher number of thresholds met indicated a higher demand ranking.

Step 2: Validation through Employer Survey

In the second step, the results derived from Step 1 were subjected to validation by employers through a survey. This survey solicited opinions and insights from stakeholders through an online portal. The validation phase garnered feedback from nearly 200 employers across diverse economic regions within Alberta, as follows:

TABLE 1: RESPONDENTS BY ECONOMIC REGION

Economic Region	Share to total respondents
Athabasca-Grande Prairie	40%
Wood Buffalo-Cold Lake	26%
Calgary	21%
Camrose-Drumheller	20%
Edmonton	20%
Red Deer	16%
Banff-Jasper-Rocky Mountain House	12%
Lethbridge-Medicine Hat	8%
Total	163%*

Source: Alberta Short-Term Employment Forecast, 2023-2025 Validation Survey Results

**Total is greater than 100% because there are respondents whose businesses operate in multiple regions.*

Respondents belonged to the various industries, based on the 2017 North American Industry Classification System (NAICS), as follows. Note that there were no respondents from the following three NAICS: 41 - wholesale trade; 55 - management of companies and enterprises; and 91 – public administration.

TABLE 2: RESPONDENTS BY INDUSTRY

NAICS Code - Industry Name	Share to total respondents
11 - Agriculture, forestry, fishing and hunting	5%
21 - Mining, quarrying, and oil and gas extraction	7%
22 - Utilities	2%
23 - Construction	7%
31-33 - Manufacturing	8%
44-45 - Retail trade	9%
48-49 - Transportation and warehousing	3%
51 - Information and cultural industries	1%
52 - Finance and insurance	2%
53 - Real estate and rental and leasing	1%
54 - Professional, scientific, and technical services	7%
56 - Administrative and support, waste management and remediation services	1%
61- Educational services	4%
62 - Health care and social assistance	12%
71 – Arts, entertainment, and recreation	4%
72 – Accommodation and food services	7%
81 – Other services (except public administration)	5%
Unknown *	16%
Total	100%

Source: Alberta Short-Term Employment Forecast, 2023-2025 Validation Survey Results

**Some respondents did not provide NAICS code for their businesses.*

The survey asked respondents to evaluate occupations relevant to their businesses based on four categories of demand and supply prospects:

- **High Demand:** Large number of job openings exist for this occupation. Employers are frequently hiring. There is a strong competition among employers to attract talent. Recruitment is difficult.
- **Moderately High Demand:** Good number of job openings exist for this occupation. There is a good level of hiring activity in this occupation. Employers are constantly looking for qualified candidates. Employers need to compete to attract workers.
- **Medium Demand:** Fair number of job openings exist for this occupation. The job market for this occupation is stable, with steady hiring activity and consistent supply of skilled professionals.
- **Low Demand:** Few job openings exist for this occupation. Hiring activity is limited and employers have little need to actively seek new candidates.

Qualitative feedback obtained from stakeholders was integrated into the results of Step 1. As a result, the rankings of approximately 50 occupations were adjusted.

Some notable findings from the validation phase include:

- Occupational groups like sales and service, trades, transport and equipment operators, natural resources, agriculture and manufacturing and utilities showed stronger demand and supply prospects than initially captured in Step 1.
- Industries such as agriculture, forestry, fishing and hunting, other services (except public administration) and transportation and warehousing reported stronger demand and supply prospects compared to Step 1.
- Businesses operating in the Athabasca-Grande Prairie, Calgary and Lethbridge-Medicine Hat regions indicated stronger demand and supply prospects for occupations relevant to them compared to Step 1.

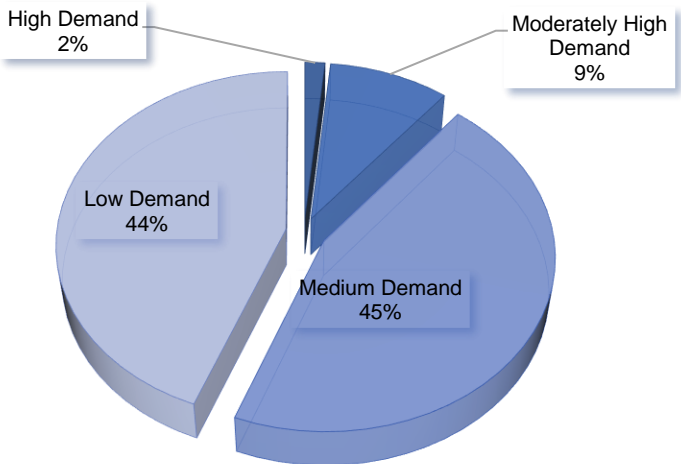
Respondents cited reasons to support their assessments, encompassing both supply and demand considerations, including high staff turnover, difficulty in recruiting qualified workers, labour shortages, insufficient local applicants, inadequate graduates for certain post-secondary programs, rural recruitment challenges and subpar housing conditions.

Results

The distribution of the 516 occupations into four distinct demand categories is depicted in Figure 1 below.

- **High Demand and Moderately High Demand:** A combined 11 per cent of occupations are expected to fall into these categories.
- **Medium Demand:** Approximately 45 per cent of occupations are projected to be in the Medium Demand category.
- **Low Demand:** The remaining 44 per cent are anticipated to be categorized as Low Demand occupations.

FIGURE 1: DEMAND CATEGORIES FOR THE 516 OCCUPATIONS



Source: Alberta Short-Term Employment Forecast, 2023-2025

Fifty-six out of the 516 occupations are forecasted to be in the High Demand and Moderately High Demand categories in the coming three years. These specific occupations represented approximately 24 per cent of employment in Alberta in 2022.

- Within this group, **eight occupations** stand out due to their large number of job openings, frequent employer hiring, intense competition to attract talent and recruitment difficulties. These factors strongly suggest High Demand prospects for these occupations in the next three years.
- The remaining **48 occupations** exhibit a good number of job openings, high employer hiring activity and the constant need for qualified candidates. Consequently, there's a significant likelihood that these occupations will be in Moderately High Demand in the upcoming three years.

Two hundred thirty-two out of the 516 occupations are expected to be in Medium Demand over the next three years. These occupations represented nearly 60 per cent of employment in Alberta in 2022.

- **Two hundred thirty-two occupations** are characterized as having a fair number of job openings. The job market for these occupations is stable, there is consistent hiring activity and a steady supply of skilled professionals. All of these factors contribute to the likelihood that these occupations will be in Medium Demand over the next three years.

Two hundred twenty-eight out of the 516 occupations are likely to be in Low Demand in Alberta over the next three years. These occupations accounted for about 16 per cent of employment in Alberta in 2022.

- **Two hundred twenty-eight occupations** were marked by a limited number of job openings and minimal employer activity in seeking new candidates. It is probable that these occupations will be in Low Demand over the next three years.

Please see Table 3 for more details.

TABLE 3: DEMAND OUTLOOK FOR THE 516 OCCUPATIONS, 2023-2025

Occupations expected to be in:	Number of occupations	Share to total occupations analyzed	Employment in 2022	Share to total employment in 2022
High demand	8	1.6%	30,700	1.3%
Moderately high demand	48	9.3%	529,400	22.3%
Medium demand	232	45.0%	1,422,000	59.8%
Low demand	228	44.2%	369,100	15.5%
Total	516	100.0%	2,376,100	99.0%*

Source: Alberta Short-Term Employment Forecast, 2023-2025

* The remaining 1.0% of total employment in 2022 is accounted for by the occupations for which employment estimates at the 5-digit National Occupational Classification code are not available.

High Demand and Moderately High Demand Occupations:

- Health occupations, natural and applied sciences and sales and service occupations are the primary contributors to the High Demand and Moderately High Demand categories.
- Specifically, these categories encompass 19 health occupations, 10 natural and applied sciences and related occupations and 10 sales and service occupations. For a visual representation, refer to Figure 2 below.

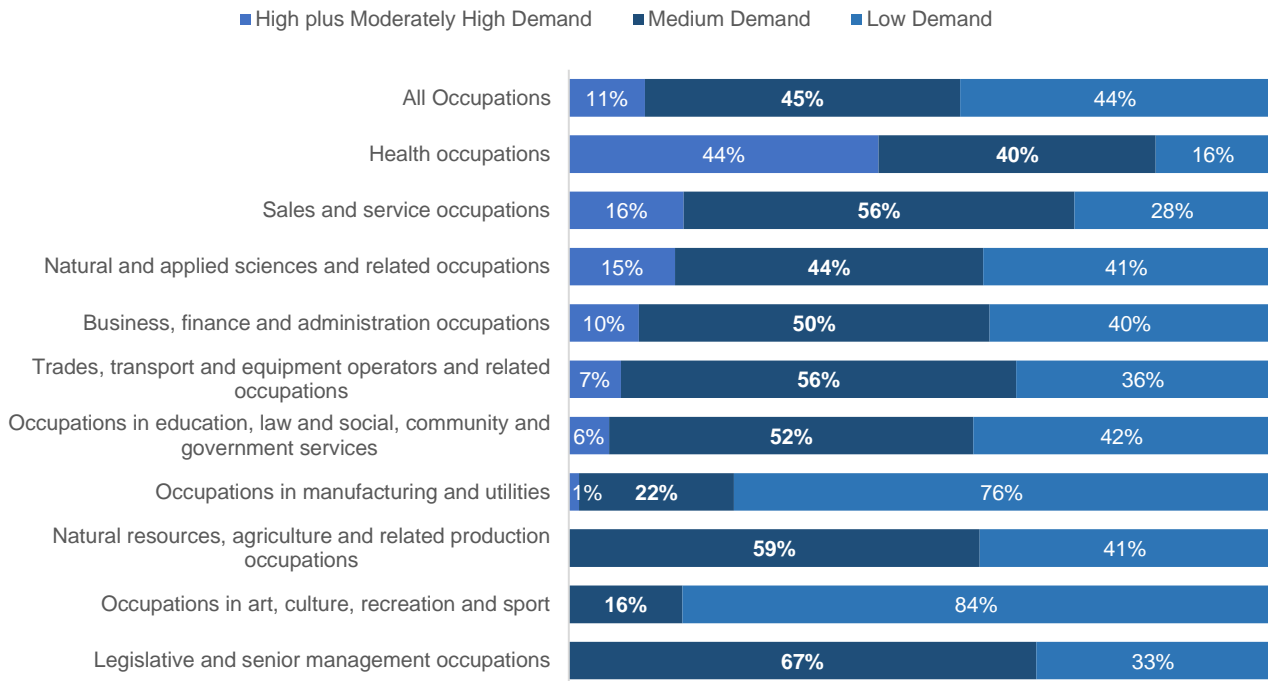
Medium Demand Occupations:

- Within the Medium Demand category, the dominant occupations stem from the following occupational groups:
 - Trades, transport, and equipment operators and related occupations, accounting for 53 positions.
 - Sales and service occupations, which include 34 occupations.
 - Business, finance, and administration occupations, comprising 30 occupations.
 - Natural and applied sciences and related occupations, encompassing 29 positions.
 - Occupations in education, law, and social, community and government services, with 28 positions.

Low Demand Occupations:

- The majority of the 228 Low Demand occupations are concentrated in manufacturing and utilities occupations.
- In this context, manufacturing and utilities occupations consist of 52 positions, while occupations in art, culture, recreation and sport contribute 31 positions. Together, these two categories make up over one-third of all occupations classified in the Low Demand category.

FIGURE 2: DEMAND OUTLOOK BY OCCUPATIONAL GROUP



Source: Alberta Short-Term Employment Forecast, 2023-2025

The attached appendix shows the detailed Alberta Short-Term Employment Forecast results.

For more information on this forecast tool, please contact lbr.lfsanalyst@gov.ab.ca

Appendix

High Demand Occupations (NOC 2021)

31103	Veterinarians
31112	Audiologists and speech-language pathologists
31202	Physiotherapists
31302	Nurse practitioners
33101	Medical laboratory assistants and related technical occupations
33103	Pharmacy technical assistants and pharmacy assistants
62020	Food service supervisors
73101	Tilesetters

Moderately High Demand Occupations (NOC 2021)

10010	Financial managers
11100	Financial auditors and accountants
11200	Human resources professionals
11201	Professional occupations in business management consulting
12013	Supervisors, supply chain, tracking and scheduling coordination occupations
13100	Administrative officers
20010	Engineering managers
21211	Data scientists
21220	Cybersecurity specialists
21221	Business systems specialists
21222	Information systems specialists
21231	Software engineers and designers
21234	Web developers and programmers
21300	Civil engineers
21310	Electrical and electronics engineers
22310	Electrical and electronics engineering technologists and technicians
30010	Managers in health care
31102	General practitioners and family physicians
31120	Pharmacists
31200	Psychologists
31203	Occupational therapists
31301	Registered nurses and registered psychiatric nurses
32101	Licensed practical nurses
32102	Paramedical occupations

Moderately High Demand Occupations (NOC 2021) *cont'd.*

32111	Dental hygienists and dental therapists
32121	Medical radiation technologists
32201	Massage therapists
33100	Dental assistants and dental laboratory assistants
33102	Nurse aides, orderlies and patient service associates
41200	University professors and lecturers
41402	Business development officers and market researchers and analysts
41404	Health policy researchers, consultants and program officers
60020	Retail and wholesale trade managers
60030	Restaurant and food service managers
62010	Retail sales supervisors
62024	Cleaning supervisors
63201	Butchers - retail and wholesale
63202	Bakers
65101	Service station attendants
65201	Food counter attendants, kitchen helpers and related support occupations
65202	Meat cutters and fishmongers - retail and wholesale
70010	Construction managers
72300	Plumbers
72410	Automotive service technicians, truck and bus mechanics and mechanical repairers
72422	Electrical mechanics
73301	Bus drivers, subway operators and other transit operators
74203	Automotive and heavy truck and equipment parts installers and servicers
93101	Central control and process operators, petroleum, gas and chemical processing

Medium Demand Occupations (NOC 2021)

00012	Senior managers - financial, communications and other business services
00013	Senior managers - health, education, social and community services and membership organizations
00014	Senior managers - trade, broadcasting and other services
00015	Senior managers - construction, transportation, production and utilities
10011	Human resources managers
10012	Purchasing managers
10019	Other administrative services managers
10021	Banking, credit and other investment managers
10022	Advertising, marketing and public relations managers
10029	Other business services managers
10030	Telecommunication carriers managers
11101	Financial and investment analysts
11102	Financial advisors
11103	Securities agents, investment dealers and brokers
11109	Other financial officers
11202	Professional occupations in advertising, marketing and public relations
12010	Supervisors, general office and administrative support workers
12011	Supervisors, finance and insurance office workers
12100	Executive assistants
12101	Human resources and recruitment officers
12102	Procurement and purchasing agents and officers
12104	Employment insurance and revenue officers
12110	Court reporters, medical transcriptionists and related occupations
12113	Statistical officers and related research support occupations
12200	Accounting technicians and bookkeepers
12201	Insurance adjusters and claims examiners
12202	Insurance underwriters
13110	Administrative assistants
13111	Legal administrative assistants
14111	Data entry clerks
14201	Banking, insurance and other financial clerks
14301	Correspondence, publication and regulatory clerks
14403	Purchasing and inventory control workers
14404	Dispatchers
20012	Computer and information systems managers
21100	Physicists and astronomers
21102	Geoscientists and oceanographers
21110	Biologists and related scientists
21111	Forestry professionals
21200	Architects

Medium Demand Occupations (NOC 2021) *cont'd.*

21202	Urban and land use planners
21223	Database analysts and data administrators
21230	Computer systems developers and programmers
21232	Software developers and programmers
21233	Web designers
21301	Mechanical engineers
21311	Computer engineers (except software engineers and designers)
21320	Chemical engineers
21321	Industrial and manufacturing engineers
22100	Chemical technologists and technicians
22112	Forestry technologists and technicians
22114	Landscape and horticulture technicians and specialists
22212	Drafting technologists and technicians
22220	Computer network and web technicians
22221	User support technicians
22222	Information systems testing technicians
22230	Non-destructive testers and inspectors
22232	Occupational health and safety specialists
22233	Construction inspectors
22300	Civil engineering technologists and technicians
22301	Mechanical engineering technologists and technicians
22303	Construction estimators
22312	Industrial instrument technicians and mechanics
31100	Specialists in clinical and laboratory medicine
31101	Specialists in surgery
31110	Dentists
31111	Optometrists
31121	Dietitians and nutritionists
31201	Chiropractors
31204	Kinesiologists and other professional occupations in therapy and assessment
31209	Other professional occupations in health diagnosing and treating
31300	Nursing coordinators and supervisors
31303	Physician assistants, midwives and allied health professionals
32100	Opticians
32103	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists
32104	Animal health technologists and veterinary technicians
32109	Other technical occupations in therapy and assessment
32124	Pharmacy technicians
32200	Traditional Chinese medicine practitioners and acupuncturists
33109	Other assisting occupations in support of health services

Medium Demand Occupations (NOC 2021) *cont'd.*

40012	Government managers - education policy development and program administration
40020	Administrators - post-secondary education and vocational training
40021	School principals and administrators of elementary and secondary education
41100	Judges
41101	Lawyers and Quebec notaries
41201	Post-secondary teaching and research assistants
41210	College and other vocational instructors
41220	Secondary school teachers
41221	Elementary school and kindergarten teachers
41300	Social workers
41301	Therapists in counselling and related specialized therapies
41310	Police investigators and other investigative occupations
41320	Educational counsellors
41321	Career development practitioners and career counsellors (except education)
41400	Natural and applied science policy researchers, consultants, and program officers
41401	Economists and economic policy researchers and analysts
41403	Social policy researchers, consultants, and program officers
41405	Education policy researchers, consultants, and program officers
41406	Recreation, sports and fitness policy researchers, consultants, and program officers
42101	Firefighters
42102	Specialized members of the Canadian Armed Forces
42200	Paralegals and related occupations
42201	Social and community service workers
42202	Early childhood educators and assistants
43100	Elementary and secondary school teacher assistants
43109	Other instructors
44101	Home support workers, caregivers and related occupations
50011	Managers - publishing, motion pictures, broadcasting and performing arts
51100	Librarians
51113	Journalists
51122	Musicians and singers
52120	Graphic designers and illustrators
54100	Program leaders and instructors in recreation, sport, and fitness
60010	Corporate sales managers
60031	Accommodation service managers
60040	Managers in customer and personal services
62021	Executive housekeepers
62022	Accommodation, travel, tourism, and related services supervisors
62029	Other services supervisors

Medium Demand Occupations (NOC 2021) *cont'd.*

62100	Technical sales specialists - wholesale trade
62101	Retail and wholesale buyers
62200	Chefs
63100	Insurance agents and brokers
63102	Financial sales representatives
63200	Cooks
63210	Hairstylists and barbers
63211	Estheticians, electrologists and related occupations
63221	Upholsterers
64100	Retail salespersons and visual merchandisers
64101	Sales and account representatives - wholesale trade (non-technical)
64200	Tailors, dressmakers, furriers, and milliners
64300	Maîtres d'hôtel and hosts/hostesses
64301	Bartenders
64314	Hotel front desk clerks
64320	Tour and travel guides
64322	Outdoor sport and recreational guides
64400	Customer services representatives - financial institutions
64409	Other customer and information services representatives
64410	Security guards and related security service occupations
65100	Cashiers
65102	Store shelf stockers, clerks, and order fillers
65109	Other sales related occupations
65200	Food and beverage servers
65310	Light duty cleaners
65311	Specialized cleaners
65312	Janitors, caretakers, and heavy-duty cleaners
65320	Dry cleaning, laundry, and related occupations
70011	Home building and renovation managers
70012	Facility operation and maintenance managers
70020	Managers in transportation
72011	Contractors and supervisors, electrical trades, and telecommunications occupations
72013	Contractors and supervisors, carpentry trades
72014	Contractors and supervisors, other construction trades, installers, repairers, and servicers
72020	Contractors and supervisors, mechanic trades
72021	Contractors and supervisors, heavy equipment operator crews
72024	Supervisors, motor transport and other ground transit operators
72100	Machinists and machining and tooling inspectors
72102	Sheet metal workers
72103	Boilermakers

Medium Demand Occupations (NOC 2021) *cont'd.*

72104	Structural metal and platework fabricators and fitters
72105	Ironworkers
72106	Welders and related machine operators
72200	Electricians (except industrial and power system)
72201	Industrial electricians
72203	Electrical power line and cable workers
72204	Telecommunications line and cable installers and repairers
72205	Telecommunications equipment installation and cable television service technicians
72301	Steamfitters, pipefitters, and sprinkler system installers
72310	Carpenters
72311	Cabinetmakers
72320	Bricklayers
72400	Construction millwrights and industrial mechanics
72401	Heavy-duty equipment mechanics
72402	Heating, refrigeration, and air conditioning mechanics
72405	Machine fitters
72411	Auto body collision, refinishing and glass technicians and damage repair estimators
72423	Motorcycle, all-terrain vehicle and other related mechanics
72500	Crane operators
72600	Air pilots, flight engineers and flying instructors
73100	Concrete finishers
73102	Plasterers, drywall installers and finishers and lathers
73110	Roofers and shinglers
73111	Glaziers
73112	Painters and decorators (except interior decorators)
73113	Floor covering installers
73200	Residential and commercial installers and servicers
73201	General building maintenance workers and building superintendents
73202	Pest controllers and fumigators
73300	Transport truck drivers
73400	Heavy equipment operators
73402	Drillers and blasters - surface mining, quarrying and construction
74101	Letter carriers
74102	Couriers and messengers
74204	Utility maintenance workers
74205	Public works maintenance equipment operators and related workers
75101	Material handlers
75110	Construction trades helpers and labourers
75119	Other trades helpers and labourers
75201	Delivery service drivers and door-to-door distributors

Medium Demand Occupations (NOC 2021) *cont'd.*

75211	Railway and motor transport labourers
80010	Managers in natural resources production and fishing
80020	Managers in agriculture
82010	Supervisors, logging, and forestry
82020	Supervisors, mining and quarrying
82030	Agricultural service contractors and farm supervisors
82031	Contractors and supervisors, landscaping, grounds maintenance and horticulture services
83101	Oil and gas well drillers, servicers, testers, and related workers
83110	Logging machinery operators
84101	Oil and gas well drilling and related workers and services operators
84110	Chain saw and skidder operators
84111	Silviculture and forestry workers
84120	Specialized livestock workers and farm machinery operators
85100	Livestock labourers
85101	Harvesting labourers
85103	Nursery and greenhouse labourers
85111	Oil and gas drilling, servicing, and related labourers
85120	Logging and forestry labourers
90011	Utilities managers
92014	Supervisors, forest products processing
92100	Power engineers and power systems operators
92101	Water and waste treatment plant operators
93100	Central control and process operators, mineral and metal processing
94103	Concrete, clay and stone forming operators
94105	Metalworking and forging machine operators
94107	Machine operators of other metal products
94110	Chemical plant machine operators
94124	Woodworking machine operators
94132	Industrial sewing machine operators
94141	Industrial butchers and meat cutters, poultry preparers and related workers
94213	Industrial painters, coaters, and metal finishing process operators
94219	Other products assemblers, finishers, and inspectors
95106	Labourers in food and beverage processing

Low Demand Occupations (NOC 2021)

00010	Legislators
00011	Senior government managers and officials
10020	Insurance, real estate, and financial brokerage managers
12012	Supervisors, library, correspondence, and related information workers
12103	Conference and event planners
12111	Health information management occupations
12112	Records management technicians
12203	Assessors, business valuers and appraisers
13101	Property administrators
13102	Payroll administrators
13112	Medical administrative assistants
13200	Customs, ship and other brokers
13201	Production and transportation logistics coordinators
14100	General office support workers
14101	Receptionists
14102	Personnel clerks
14103	Court clerks and related court services occupations
14110	Survey interviewers and statistical clerks
14112	Desktop publishing operators and related occupations
14200	Accounting and related clerks
14202	Collection clerks
14300	Library assistants and clerks
14400	Shippers and receivers
14401	Storekeepers and partspersons
14402	Production logistics workers
14405	Transportation route and crew schedulers
20011	Architecture and science managers
21101	Chemists
21103	Meteorologists and climatologists
21109	Other professional occupations in physical sciences
21112	Agricultural representatives, consultants, and specialists
21120	Public and environmental health and safety professionals
21201	Landscape architects
21203	Land surveyors
21210	Mathematicians, statisticians, and actuaries
21322	Metallurgical and materials engineers
21330	Mining engineers
21331	Geological engineers
21332	Petroleum engineers
21390	Aerospace engineers

Low Demand Occupations (NOC 2021) *cont'd.*

21399	Other professional engineers
22101	Geological and mineral technologists and technicians
22110	Biological technologists and technicians
22111	Agricultural and fish products inspectors
22113	Conservation and fishery officers
22210	Architectural technologists and technicians
22211	Industrial designers
22213	Land survey technologists and technicians
22214	Technical occupations in geomatics and meteorology
22231	Engineering inspectors and regulatory officers
22302	Industrial engineering and manufacturing technologists and technicians
22311	Electronic service technicians (household and business equipment)
22313	Aircraft instrument, electrical and avionics mechanics, technicians, and inspectors
32110	Denturists
32112	Dental technologists and technicians
32120	Medical laboratory technologists
32122	Medical sonographers
32123	Cardiology technologists and electrophysiological diagnostic technologists
32129	Other medical technologists and technicians
32209	Other practitioners of natural healing
40010	Government managers - health and social policy development and program administration
40011	Government managers - economic analysis, policy development and program administration
40019	Other managers in public administration
40030	Managers in social, community and correctional services
40040	Commissioned police officers and related occupations in public protection services
40041	Fire chiefs and senior firefighting officers
40042	Commissioned officers of the Canadian Armed Forces
41302	Religious leaders
41311	Probation and parole officers
41407	Program officers unique to government
41409	Other professional occupations in social science
42100	Police officers (except commissioned)
42203	Instructors of persons with disabilities
42204	Religion workers
43200	Sheriffs and bailiffs
43201	Correctional service officers
43202	By-law enforcement and other regulatory officers
43203	Border services, customs, and immigration officers
43204	Operations members of the Canadian Armed Forces
44100	Home childcare providers

Low Demand Occupations (NOC 2021) *cont'd.*

44200	Primary combat members of the Canadian Armed Forces
45100	Student monitors, crossing guards and related occupations
50010	Library, archive, museum and art gallery managers
50012	Recreation, sports and fitness program and service directors
51101	Conservators and curators
51102	Archivists
51110	Editors
51111	Authors and writers (except technical)
51112	Technical writers
51114	Translators, terminologists, and interpreters
51120	Producers, directors, choreographers and related occupations
51121	Conductors, composers and arrangers
52100	Library and public archive technicians
52110	Film and video camera operators
52111	Graphic arts technicians
52112	Broadcast technicians
52113	Audio and video recording technicians
52114	Announcers and other broadcasters
52119	Other technical and coordinating occupations in motion pictures, broadcasting and the performing arts
52121	Interior designers and interior decorators
53100	Registrars, restorers, interpreters, and other occupations related to museum and art galleries
53110	Photographers
53111	Motion pictures, broadcasting, photography and performing arts assistants and operators
53120	Dancers
53121	Actors, comedians and circus performers
53122	Painters, sculptors and other visual artists
53123	Theatre, fashion, exhibit and other creative designers
53124	Artisans and craftspersons
53125	Patternmakers - textile, leather and fur products
53200	Athletes
53201	Coaches
53202	Sports officials and referees
55109	Other performers
62023	Customer and information services supervisors
62201	Funeral directors and embalmers
62202	Jewellers, jewellery and watch repairers and related occupations
63101	Real estate agents and salespersons
63220	Shoe repairers and shoemakers
64201	Image, social and other personal consultants
64310	Travel counsellors

Low Demand Occupations (NOC 2021) *cont'd.*

64311	Pursers and flight attendants
64312	Airline ticket and service agents
64313	Ground and water transport ticket agents, cargo service representatives and related clerks
64321	Casino workers
64401	Postal services representatives
65210	Support occupations in accommodation, travel and facilities set-up services
65211	Operators and attendants in amusement, recreation and sport
65220	Pet groomers and animal care workers
65229	Other support occupations in personal services
65329	Other service support occupations
70021	Postal and courier services managers
72010	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations
72012	Contractors and supervisors, pipefitting trades
72022	Supervisors, printing and related occupations
72023	Supervisors, railway transport operations
72025	Supervisors, mail and message distribution occupations
72101	Tool and die makers
72202	Power system electricians
72302	Gas fitters
72321	Insulators
72403	Railway carmen/women
72404	Aircraft mechanics and aircraft inspectors
72406	Elevator constructors and mechanics
72420	Oil and solid fuel heating mechanics
72421	Appliance servicers and repairers
72429	Other small engine and small equipment repairers
72501	Water well drillers
72601	Air traffic controllers and related occupations
72602	Deck officers, water transport
72603	Engineer officers, water transport
72604	Railway traffic controllers and marine traffic regulators
72999	Other technical trades and related occupations
73209	Other repairers and servicers
73310	Railway and yard locomotive engineers
73311	Railway conductors and brakemen/women
73401	Printing press operators
74100	Mail and parcel sorters and related occupations
74200	Railway yard and track maintenance workers
74201	Water transport deck and engine room crew
74202	Air transport ramp attendants

Low Demand Occupations (NOC 2021) *cont'd.*

75100	Longshore workers
75200	Taxi and limousine drivers and chauffeurs
75210	Boat and cable ferry operators and related occupations
75212	Public works and maintenance labourers
80021	Managers in horticulture
80022	Managers in aquaculture
82021	Contractors and supervisors, oil and gas drilling and services
83100	Underground production and development miners
83120	Fishing masters and officers
83121	Fishermen/women
84100	Underground mine service and support workers
84121	Fishing vessel deckhands
85102	Aquaculture and marine harvest labourers
85104	Trappers and hunters
85110	Mine labourers
85121	Landscaping and grounds maintenance labourers
90010	Manufacturing managers
92010	Supervisors, mineral and metal processing
92011	Supervisors, petroleum, gas and chemical processing and utilities
92012	Supervisors, food and beverage processing
92013	Supervisors, plastic and rubber products manufacturing
92015	Supervisors, textile, fabric, fur and leather products processing and manufacturing
92020	Supervisors, motor vehicle assembling
92021	Supervisors, electronics and electrical products manufacturing
92022	Supervisors, furniture and fixtures manufacturing
92023	Supervisors, other mechanical and metal products manufacturing
92024	Supervisors, other products manufacturing and assembly
93102	Pulping, papermaking and coating control operators
93200	Aircraft assemblers and aircraft assembly inspectors
94100	Machine operators, mineral and metal processing
94101	Foundry workers
94102	Glass forming and finishing machine operators and glass cutters
94104	Inspectors and testers, mineral and metal processing
94106	Machining tool operators
94111	Plastics processing machine operators
94112	Rubber processing machine operators and related workers
94120	Sawmill machine operators
94121	Pulp mill, papermaking and finishing machine operators
94122	Paper converting machine operators
94123	Lumber graders and other wood processing inspectors and graders

Low Demand Occupations (NOC 2021) *cont'd.*

94129	Other wood processing machine operators
94130	Textile fibre and yarn, hide and pelt processing machine operators and workers
94131	Weavers, knitters and other fabric making occupations
94133	Inspectors and graders, textile, fabric, fur and leather products manufacturing
94140	Process control and machine operators, food and beverage processing
94142	Fish and seafood plant workers
94143	Testers and graders, food and beverage processing
94150	Plateless printing equipment operators
94151	Camera, platemaking and other prepress occupations
94152	Binding and finishing machine operators
94153	Photographic and film processors
94200	Motor vehicle assemblers, inspectors and testers
94201	Electronics assemblers, fabricators, inspectors and testers
94202	Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing
94203	Assemblers, fabricators and inspectors, industrial electrical motors and transformers
94204	Mechanical assemblers and inspectors
94205	Machine operators and inspectors, electrical apparatus manufacturing
94210	Furniture and fixture assemblers, finishers, refinishers and inspectors
94211	Assemblers and inspectors of other wood products
94212	Plastic products assemblers, finishers and inspectors
95100	Labourers in mineral and metal processing
95101	Labourers in metal fabrication
95102	Labourers in chemical products processing and utilities
95103	Labourers in wood, pulp and paper processing
95104	Labourers in rubber and plastic products manufacturing
95105	Labourers in textile processing and cutting
95107	Labourers in fish and seafood processing
95109	Other labourers in processing, manufacturing and utilities