



Occupational Outlook

Nova Scotia

2021-2023



About this Report:

Each year, Service Canada develops 3-year occupational employment prospects at the provincial and sub-provincial level. This analysis is based on a forecast model that captures macroeconomic, demographic and industry employment conditions, in addition to occupation-specific factors that influence job opportunities.

This report provides a summary of Nova Scotia’s results from the latest occupational scenario (2021-23). It addresses the sources of labour demand, job growth and attrition, as well as highlights those occupations identified as having *Good* and *Limited* employment prospects. More information on the methodology and results can be made available on request or by visiting www.jobbank.gc.ca.

EMPLOYMENT OUTLOOK

During the 2021-2023 period, 63,600 job opportunities are projected to occur in Nova Scotia’s labour market.

Job growth is expected to account for just under half of all opportunities. It is important to note that a large portion of this growth is associated with the labour market’s recovery from COVID-19 containment measures. Most growth is expected to have occurred in 2021.

Opportunities in the Halifax region are predicted to comprise just under half of the provincial total. Within Halifax, growth is projected to make up 53% of opportunities, while the remainder will arise through attrition.

Outside of Halifax, the projected rate of job growth is slightly slower, and less than half of all opportunities are expected to come from growth. The rate of attrition, however, is anticipated to be moderately higher outside of Halifax due to the older demographic profile of the workforce.

Table 1: Projected Job Opportunities, 2021-23
Number (top) and Average Annual Rate (bottom)

Source of Job Opportunities	Nova Scotia	Outside Halifax	Halifax Region
Job Growth	30,850 2.2%	14,205 2.1%	16,645 2.2%
Attrition	32,750 2.3%	18,100 2.7%	14,650 2.0%
Total Opportunities	63,600 4.5%	32,305 4.9%	31,295 4.2%

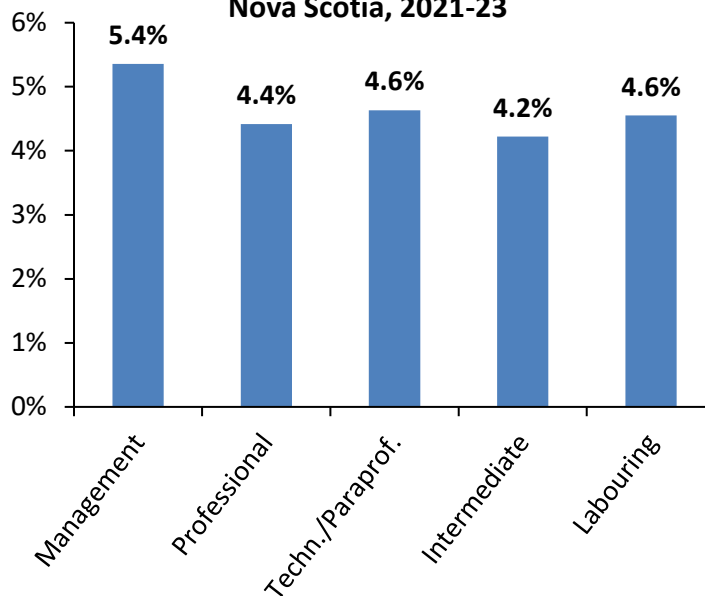
✶ The rate of opportunities is expected to be highest among management occupations. The rate of attrition for these occupations is substantially higher than all other skill levels, which is likely due to the older age profile of managers. The highest rate of growth is projected to occur among managers in construction and facility operation and maintenance.

✶ Professional occupations (usually requiring university education) are predicted to have a rate of attrition slightly above average, at 2.3%, and a rate of growth slightly below average. Growth is expected to drive a high rate of opportunities in occupational groups related to the information technology (IT) sector.

✶ Technical/paraprofessional occupations (usually requiring college-level education or apprenticeship training) are the largest skill level category, making up nearly one-third of total employment and more than one-third of opportunities during the forecast period. Growth is projected to account for half of all opportunities in this skill level.

✶ Intermediate occupations (usually requiring high school) make up the second-largest skill level, accounting for more than one-quarter of all employment. This skill level is expected to have the slowest rate of job growth, at 1.9%, during the forecast period. Within this skill level, many of the occupations with a high rate of job opportunities are concentrated in harder-hit industries such as retail trade and food services, where further recovery is expected.

Chart 1: Projected Average Annual Rate of Total Job Opportunities*, NOC Skill Levels, Nova Scotia, 2021-23



* Equivalent to the sum of the average annual rate of employment growth and the average annual rate of attrition.

Table 2: Projected Job Opportunities, Nova Scotia, 2021-23

Occupation Skill-level Category	Job Growth	Attrition	Total Job Opportunities	Attrition as a % of Total Job Opportunities
Management	2,445	3,460	5,900	58.6%
Professional	6,650	6,385	13,035	49.0%
Technical/paraprofessional	10,735	10,840	21,580	50.2%
Intermediate	7,180	9,020	16,200	55.7%
Labouring	3,840	3,045	6,885	44.2%
Total, All Skill Levels	30,850	32,750	63,605	51.5%

- Labouring occupations (usually having no formal education requirements) are expected to have the lowest attrition rate and highest growth rate among the five skill levels. The high projected rate of growth is associated with the employment recovery of industries and occupations that experienced large-scale job loss due to containment measures early in the pandemic. Additional opportunities in this skill level, not captured in the projections, will be generated by higher rates of turnover in some labour occupations.

Table 3: Largest Number of Job Opportunities, N.S., 2021-23

Occupation Groups, 4-Digit NOC*	Number	Average Annual Rate
6421 Retail salespersons	1,955	4.8%
6611 Cashiers	1,635	4.6%
3413 Nurse aides, orderlies and patient service associates	1,590	4.3%
2171 Information systems analysts and consultants	1,400	7.8%
6211 Retail sales supervisors	1,340	4.8%
3012 Registered nurses and registered psychiatric nurses	1,305	4.2%
6711 Food counter attendants, kitchen helpers and related support occupations	1,225	5.0%
6322 Cooks	1,100	5.8%
0621 Retail and wholesale trade managers	1,060	5.7%
6731 Light duty cleaners	1,045	5.0%

* See definition box on page 9 for further details on the NOC

- Sales and service occupations make up six of the top 10 occupations by projected job opportunities, led by retail salespersons. Several of these occupations are among the largest in the province, resulting in a large number of opportunities despite a rate of job opportunities that is only slightly above average. Many sales and service occupations were affected by layoffs in the retail trade and food services industries during periods of strict containment measures, and are in the midst of a rebound period with rapid rates of growth. As a result, growth is expected to account for two-thirds of opportunities in most of these occupations. Opportunities for *light duty cleaners* are somewhat more dependent on attrition. Even so, growth in this occupation will be supported by the heightened demand for sanitization to reduce viral transmission.
- Health occupations related to nursing are expected to be major contributors of opportunities during the next two years. This is largely a function of their size, as the two nursing occupations listed in Table 3 are projected to employ nearly 50,000 workers by the end of the forecast period. Attrition is anticipated to account for about two-thirds of the opportunities in these occupations. However, strong demand for health occupations is expected to persist for the foreseeable future as the population ages, supporting a moderate rate of growth as well. Nursing occupations are currently characterized by a large number of vacancies and competitive recruitment strategies.
- The occupational unit group *information systems analysts and consultants* is projected to create the fourth-largest number of opportunities, due in large part to an exceptionally high rate of growth of 5.5%. More than two-thirds of the opportunities in this occupation are expected to be the result of job growth. The province's IT sector has expanded rapidly in recent years amid generally strong demand for information systems and data processing. The majority of opportunities in this occupational group will be in the Halifax region.

EMPLOYMENT PROSPECT ANALYSIS

🍁 Employment prospect calls (EPCs) were produced for 311 4-digit NOC occupations for Nova Scotia for the 2021 to 2023 outlook period. Combined, these occupations account for nearly 96% of all employment in the province.

🍁 A *Good* call was assigned to 104 occupations, indicating above-average chances of finding work. These occupations accounted for 53% of all employment. In some occupational categories, such as Health, occupations with a *Good* call account for a much larger share of employment (Chart 3).

🍁 A *Fair* call was given to 190 occupations. This group of occupations comprises 42% of all employment.

🍁 A *Limited* call was assigned to 18 occupations, accounting for 2% of all employment. The low incidence of *Limited* calls during this forecast period is due in large part to the positive effect of rebound-related employment growth.

🍁 An *Undetermined* call was given to 188 occupations. Reasons for an *Undetermined* call include an employment level below the minimum threshold of 200, as well as a few occupations in which employment is determined by non-market factors such as an election.

Chart 2: % Employed by Employment Prospect Call (EPC), N.S.

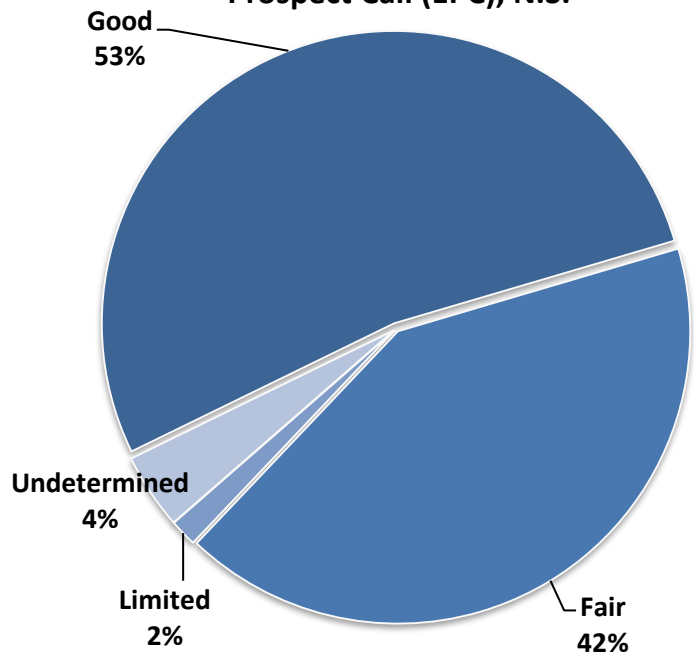
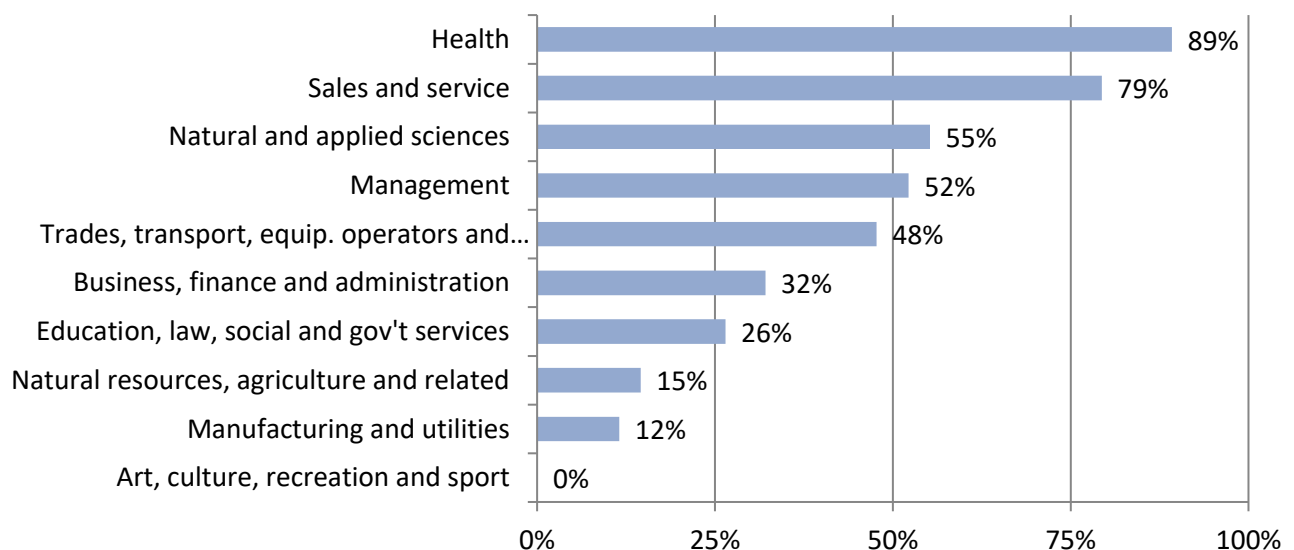


Chart 3: % Employed in Good Employment Prospect Call Occupations, NOC Skill Types, N.S., 2021-23



Management Occupations

- ❖ Employment in management occupations is expected to increase by an average annual rate of 2.2% during the forecast period. This growth, combined with the highest attrition rate among broad occupational categories, is anticipated to produce 5,900 opportunities.
- ❖ Management positions associated with high growth industries—such as construction and the IT sector—are projected to have a higher growth rate. A handful of management occupations, such as corporate sales managers, are predicted to experience a decline in the number of positions.
- ❖ Examples of occupations with a *Good* call in this category include: managers in health care; computer and information systems managers; and construction managers.

Natural & Applied Sciences Occupations

- ❖ Natural and applied sciences occupations are expected to have the highest growth rate during the forecast period. There are 5,690 opportunities projected for this skill level, of which three-fifths will be the result of growth.
- ❖ Approximately two-thirds of the opportunities in this skill level are expected to occur among professional occupations, as opposed to technical occupations. High opportunity rates are predicted for IT-related occupations, while some occupations related to the natural sciences will have flat or even negative growth.
- ❖ Examples of occupations with a *Good* call in this category include: information systems analysts and consultants; computer programmers and interactive media developers; and user support technicians.

Business, Finance & Administration Occupations

- ❖ This is the second-largest broad occupational category by employment in Nova Scotia, and is predicted to contribute the second-largest number of opportunities: 9,370.
- ❖ A large portion of employment in this group is in Halifax. Solid economic growth will support demand for many of services related to this occupational group, such as banking, insurance, and transportation of goods.
- ❖ Attrition is expected to account for about 62% of opportunities among business, finance and administration occupations.
- ❖ Examples of occupations with a *Good* call in this category include: financial auditors and accountants; medical administrative assistants; and shippers and receivers.

Health Occupations

- ❖ In health occupations, 89% of workers are in occupations with *Good* calls, the highest percentage among the 10 broad occupational categories. Health occupations are expected to have an above-average growth rate, supported by strong and increasing demand for healthcare services associated with the aging population. Attrition is projected to account for just under half of all opportunities in this category.
- ❖ Registered nurses and psychiatric nurses, as well as nurse aids, orderlies, and patient service associates, are the largest occupations in this category by a wide margin and will contribute the largest number of opportunities. However, solid growth rates and *Good* calls are common to the majority of the other occupations in this category as well.

Occupations in education, law and social, community and government services

- 🍁 This broad occupational category is expected to contribute 5,515 opportunities during the forecast period. The projected rate of growth for this category is lower than most others, at 1.1%.
- 🍁 Job growth in this category will be driven by increasing demand for some services related to home support, mental health, and child care. However, many of these services are publicly funded so growth is subject to fiscal constraints.
- 🍁 Examples of occupations with a *Good* call in this category include: psychologists; early childhood educators and assistants; and home support workers, housekeepers and related occupations.

Sales and Service Occupations

- 🍁 This is the largest broad occupational category in the province, employing approximately one-quarter of all workers. It is expected to provide 17,495 opportunities during the forecast period, the largest number of any category by a wide margin.
- 🍁 Many of the occupations in this category are experiencing a rebound following the loosening of pandemic containment measures, resulting in the second-highest growth rate among the 10 categories. Nearly three-fifths of opportunities are expected to arise due to growth.
- 🍁 Examples of occupations with a *Good* call in this category include cooks, cashiers, and light duty cleaners.

Occupations in Art, Culture, Recreation and Sport

- 🍁 This is the smallest broad occupational category by employment, and is anticipated to contribute the second-fewest number of opportunities between 2021 and 2023 (1,495).
- 🍁 Some occupations in this category were strongly impacted by the COVID-19 pandemic, and are projected to have above-average growth rates resulting from the rebound effect during the forecast period. The predicted rate of attrition is somewhat low, due to the younger age profile of the workers in some of the main occupations in this category.
- 🍁 There are no occupations in this category with a *Good* call.

Trades, transport and equipment operators and related occupations

- 🍁 This category is expected to generate 8,425 opportunities between 2021 and 2023, half of which are anticipated to arise due to attrition.
- 🍁 Solid growth is projected in this category due in large part to an active construction industry. Population growth has driven up the number of housing starts, while several large, multi-year highway and healthcare infrastructure projects have also contributed to the demand for construction workers.
- 🍁 Examples of occupations with a *Good* call in this category include transport truck drivers, carpenters, and construction trades helpers and labourers.

Natural resources, agriculture and related production occupations

- 🍁 This is the second-smallest broad occupational category, and is expected to have the second-slowest rate of job growth as well as contribute the smallest number of opportunities during the forecast period. Attrition is projected to account for more than 70% of those opportunities.
- 🍁 Within this category, workers in natural resources, agriculture and related production are anticipated to have the slowest rate of job growth. Uncertainty in the forestry industry could lead to job reductions in some occupations.
- 🍁 The only occupation in this category with a *Good* call is general farm workers.

Occupations in Manufacturing and Utilities

- 🍁 Occupations in manufacturing and utilities are expected to create 1,945 opportunities during the 2021 to 2023 period. Job growth in this category is expected to give rise to fewer than one-quarter of opportunities, while the rate of attrition is projected to be above average. More than half of opportunities are expected to be in regions outside Halifax.
- 🍁 Labourers in processing, manufacturing and utilities are anticipated to have a negative employment growth rate.
- 🍁 Three occupations in this category have a *Good* call: fish and seafood plant workers; boat assemblers and inspectors; and labourers in food, beverage and associated products processing.

- ✦ For regions in the province outside of Halifax, 80 occupations were assigned a *Good* rating, comprising 50% of total employment in this area.
- ✦ Examples of occupations with a *Good* call outside the Halifax region include: registered nurses and registered psychiatric nurses; nurse aides, orderlies and patient service associates; cooks; retail salespersons; cashiers; light duty cleaners; and transport truck drivers.
- ✦ Examples of occupations with a *Limited* call outside Halifax include: data entry clerks; chain saw and skidder operators; firefighters; labourers in wood, pulp and paper processing; and logging machinery operators.

Chart 4: % Employed Across EPC Ratings, Regions Outside Halifax, 2021-23

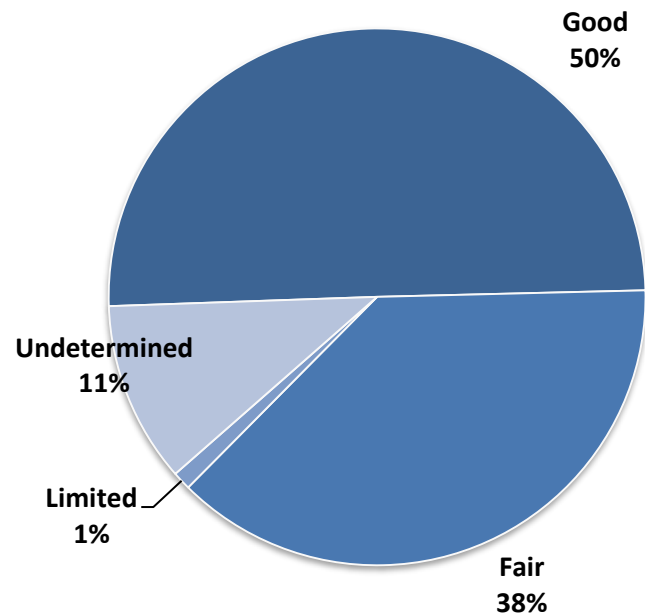
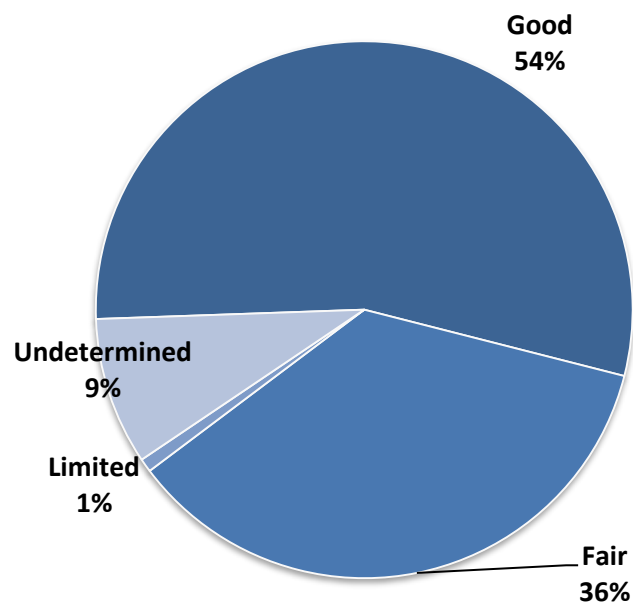


Chart 5: % Employed Across EPC Ratings, Halifax Region, 2021-23



- ✦ In the Halifax region, 94 occupations were assigned a *Good* rating. As a group, these occupations represent 54.5% of total employment in the region.

- ✦ Examples of occupations with a *Good* call in the Halifax region include: information systems analysts and consultants; computer programmers and interactive media developers; registered nurses and registered psychiatric nurses; nurse aides, orderlies and patient service associates; cooks; retail salespersons; and cashiers.

- ✦ Examples of occupations with a *Limited* call in Halifax include firefighters; librarians; editors; journalists; and public works and maintenance labourers.

Definitions

Opportunities Due to Job Growth is the amount of employment created (or eliminated) due to economic and industry growth (or decline) over the forecast period. It also attempts to capture any impact on occupational opportunities due to factors such as technological adoption and changing work environments. **Opportunities Due to Attrition** represents the amount of employment that will need to be replaced due to retirements and deaths over the forecast period. **Total Employment Opportunities** is the sum of the two former components, growth and attrition.

A **Good** rating is given to occupations where jobseekers might have an above average chance of finding work. A **Fair** rating is given to occupations that offer opportunities comparable to the average for all occupations, and indicates a generally balanced job market. A **Limited** rating is given to occupations identified to have poor employment prospects, often due to high competition or infrequent job opportunities. An **Undetermined** rating is given to occupations that lack sufficient data for a call to be made.

Note: Numbers in the tables/charts may not add due to rounding.

More information on the 2016 National Occupational Classification (NOC) can be found at:

[Hierarchy and structure - Canada.ca \(esdc.gc.ca\)](https://www.esdc.gc.ca/en/employment-social-development/occupational-classification/hierarchy-structure)

***Note:** In preparing this document, the authors have taken care to provide clients with labour market information that is timely and accurate at the time of publication. Since labour market conditions are dynamic, some of the information presented here may have changed since this document was published. Users are encouraged to also refer to other sources for additional information on the local economy and labour market. Information contained in this document does not necessarily reflect official policies of Employment and Social Development Canada.*

Unless stated otherwise, all data in the report are produced by Service Canada's ROOC labour market forecast model.

*The occupational analysis presented within this report was finalized in **November 2021**.*

Prepared by: Labour Market Analysis Directorate, Service Canada, Atlantic Region

For further information, please contact us at: NC-LMI-IMT-GD@hrsdc-rhdcc.gc.ca

© Her Majesty the Queen in Right of Canada as represented by Employment and Social Development Canada, 2021, all rights reserved

APPENDIX

Table 4: Employment Outlook, 2-Digit NOC Occupations, N.S., 2021-23

	Historical LFS Employ. 2020	Projected Total Openings, 2021-23	AAR* Employ. Growth, 2021-23	AAR* Attrition, 2021-23
2 Digit NOC Occupation Groups				
00 Senior management occupations	1,400	250	1.2%	4.6%
01-05 Specialized middle management occupations	10,200	1,585	1.7%	3.2%
06 Middle management occupations in retail and wholesale trade	12,700	2,180	2.1%	3.3%
07-09 Middle management in trades, transportation, production and utilities	10,400	1,890	2.9%	2.7%
11 Professional occupations in business and finance	16,000	2,080	2.0%	2.1%
12 Administrative and financial supervisors and administrative occupations	22,300	3,345	1.7%	3.1%
13 Finance, insurance and related business administrative occupations	5,700	905	2.0%	3.0%
14 Office support occupations	18,300	2,110	1.0%	2.8%
15 Distribution, tracking and scheduling co-ordination occupations	5,900	935	2.3%	2.7%
21 Professional occupations in natural and applied sciences	18,900	3,820	4.1%	2.1%
22 Technical occupations related to natural and applied sciences	13,000	1,870	2.2%	2.4%
30 Professional occupations in nursing	10,600	1,440	2.1%	2.2%
31 Professional occupations in health (except nursing)	8,100	1,340	3.2%	1.9%
32 Technical occupations in health	11,300	1,805	3.1%	1.8%
34 Assisting occupations in support of health services	13,000	1,750	2.1%	2.2%
40 Professional occupations in education services	19,700	1,770	0.8%	2.1%
41 Professional occupations in law and social, community and gov't services	16,000	1,985	1.6%	2.4%
42 Paraprofessional occupations in legal, social, community and education	8,900	940	1.5%	2.0%
43 Occupations in front-line public protection services	1,700	145	0.4%	2.4%
44 Care providers and educational, legal and public protection occupations	7,400	675	0.5%	2.5%
51 Professional occupations in art and culture	4,000	600	2.3%	2.4%
52 Technical occupations in art, culture, recreation and sport	6,400	895	2.7%	1.7%
62 Retail sales supervisors and specialized sales occupations	17,000	2,515	2.4%	2.2%
63 Service supervisors and specialized service occupations	16,700	3,065	3.7%	1.8%
64 Sales representatives and salespersons - wholesale and retail trade	17,900	2,880	2.9%	2.1%
65 Service representatives and other customer and personal services	21,600	3,135	2.7%	1.8%
66 Sales support occupations	17,300	2,460	2.8%	1.6%
67 Service support and other service occupations, n.e.c.	21,000	3,440	2.7%	2.4%
72 Industrial, electrical and construction trades	20,800	3,045	2.6%	2.0%
73 Maintenance and equipment operation trades	13,400	1,740	1.6%	2.6%
74 Other installers, repairers and servicers and material handlers	7,300	1,025	2.2%	2.2%
75 Transport and heavy equipment operation and related maintenance	14,600	2,030	1.8%	2.7%
76 Trades helpers, construction labourers and related occupations	4,300	580	2.4%	1.8%
82 Supervisors and technical occ. in natural resources, agric. and related	5,500	760	1.3%	3.1%
84 Workers in natural resources, agriculture and related production	5,500	375	0.2%	2.1%
86 Harvesting, landscaping and natural resources labourers	2,600	300	1.9%	1.8%
92 Processing, manuf. and utilities supervisors and central control operators	4,100	550	1.2%	3.1%
94 Processing and manuf. machine operators and related production workers	7,700	840	0.6%	3.0%
95 Assemblers in manufacturing	3,000	450	2.0%	2.8%
96 Labourers in processing, manufacturing and utilities	2,300	105	-0.8%	2.4%
Total, All Occupations	444,700	63,605	2.2%	2.3%

* AAR - Average Annual Rate