

HIGHLY QUALIFIED PERSONS (HQP_s) IN NOVA SCOTIA: AN ANALYSIS OF THEIR SOCIAL AND ECONOMIC CHARACTERISTICS

INTRODUCTION

This paper analyses the social and economic characteristics of Highly Qualified Persons (HQP_s) in Nova Scotia (see insert). The paper will examine the population growth, demographic characteristics, immigration and visible minority status, and education, labour market and income trends of HQP_s using data from the 1996 and 2001 Census of Population.

I. POPULATION AND POPULATION GROWTH

Nova Scotia had the sixth largest number of HQP_s of the 10 provinces, with 115,110 in 2001 (see Chart 1). This put the province ahead of the other 3 Atlantic provinces and Saskatchewan. It also represented a 21.5% growth rate from 1996, when 94,715 HQP_s reported living in the province.

Despite this strong growth in HQP_s in Nova Scotia between 1996 and 2001, the province's share of the total HQP_s in Canada still declined during this period. Canada as a whole reported a 24.6% growth rate in HQP_s between 1996 and 2001, with Ontario (28.9%) and Alberta (35.4%) leading the country in terms of their HQP growth rates (see Chart 2). Therefore, even though Nova Scotia reported strong growth, it was less than the Canadian average and not enough to maintain its share of HQP_s in Canada.

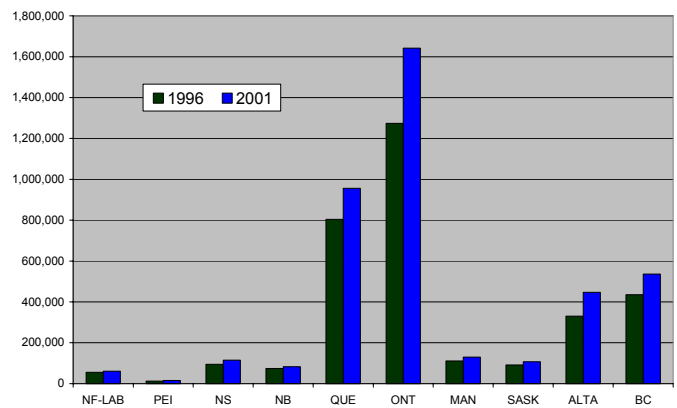
However, with the growth they experienced between 1996 and 2001, HQP_s in Nova Scotia became a larger proportion of the province's work force. In 2001, HQP_s made up 23.7% of the total population* (see insert), up from 20.4% in 1996 (see Table 1). However, Nova Scotia was still below the Canadian average -- for Canada as a whole, the proportion of HQP_s to the total population was 24.2% in 2001.

HIGHLY QUALIFIED PERSONS and the TOTAL POPULATION

For this paper, Highly Qualified Persons (HQP_s) have been defined in terms of their education and occupation. To be an HQP, a person first must have identified on their Census form as having completed a postsecondary degree, certificate or diploma. In addition, only people who listed as having worked in specific occupations since January 1st of the year preceding the Census were defined as being HQP_s. A list of the specific occupations used in the definition of HQP_s is listed in the Appendix, along with a discussion of why these occupations were chosen.

In the paper, HQP_s are often compared to the "total population". For the purposes of the paper, the "total population" includes all persons 15 years of age and over who had worked in *any* occupation since January 1st of the year preceding the Census, regardless of their education. Therefore, persons with no recent occupational experience are excluded.

Chart 1 - HQP_s by Province, 1996 and 2001



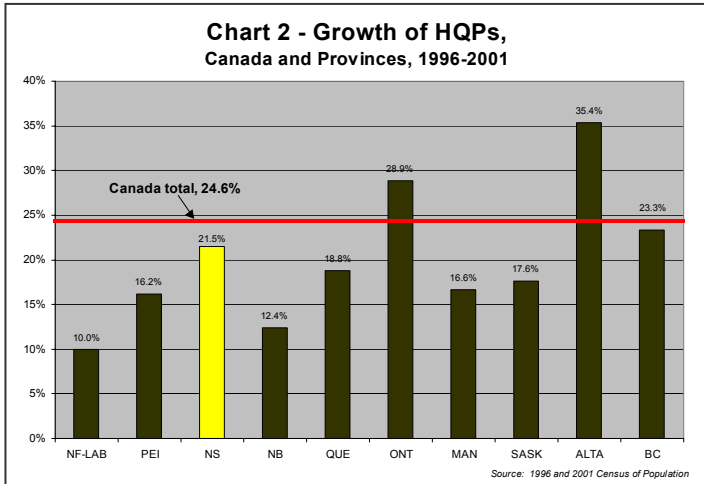


Table 1: Proportion of HQPs to the Total Population 15+*

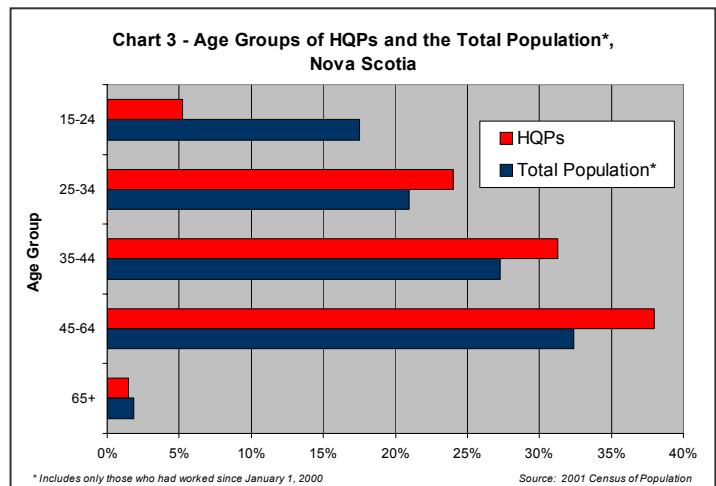
	1996	2001
CANADA	21.2%	24.2%
Newfoundland and Labrador	21.1%	23.0%
Prince Edward Island	16.9%	18.7%
Nova Scotia	20.4%	23.7%
New Brunswick	19.0%	20.5%
Quebec	21.9%	24.3%
Ontario	21.8%	25.2%
Manitoba	18.5%	20.5%
Saskatchewan	17.1%	19.5%
Alberta	21.0%	24.4%
British Columbia	21.0%	24.3%

Source: Census of Population, 1996 and 2001
* Includes only those who had worked since January 1 of the year preceding the Census

II. AGE AND SEX

HQPs typically have an older age profile than the total population of Nova Scotia (see Chart 3). While only about 5% of all HQPs were between the ages of 15-24 in 2001, this age group made up approximately 17% of the total population. Meanwhile, about 40% of all HQPs were 45 years of age or older, versus only 34% of the total population.

Males accounted for approximately 57% of all HQPs in Nova Scotia in 2001, a proportion that was virtually identical to the proportion in Canada. This was a slight decrease from 1996, when males accounted for 59% of all HQPs in Nova Scotia – a proportion that again was almost exactly the same as the Canadian average.



III. MOBILITY

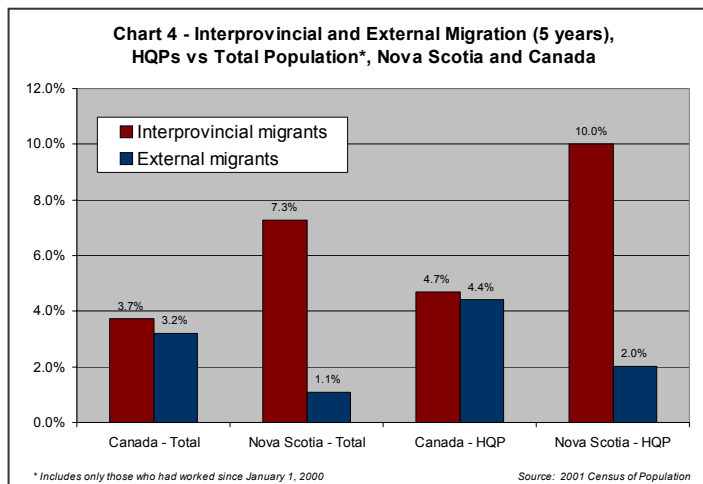
HQPs in Nova Scotia were more likely to have lived in another province or country 5 years ago as compared to the total population of the province. To be defined as an interprovincial migrant, a person had to indicate on their 2001 Census form that they lived in a different province in 1996; an external migrant is someone who indicated that they lived in a different country in 1996.

Approximately 10% of HQPs in Nova Scotia identified as being interprovincial migrants in 2001, as compared to just over 7% of the total population (see chart 4). Meanwhile, about 2% of HQPs in Nova Scotia identified as being external migrants, versus just over 1% of the total population of the province.

Compared to HQPs across Canada, HQPs in Nova Scotia were more likely to be interprovincial migrants (10% in Nova Scotia, versus a Canadian average of 4.7%). Given the relatively small size of

the Maritime provinces as compared to other provinces in Canada, this is understandable – moving to another city 300 km away would likely place a person living in the Maritimes into another province, whereas a move of the same distance would be less likely to do so for a person living in a larger province such as Ontario or British Columbia.

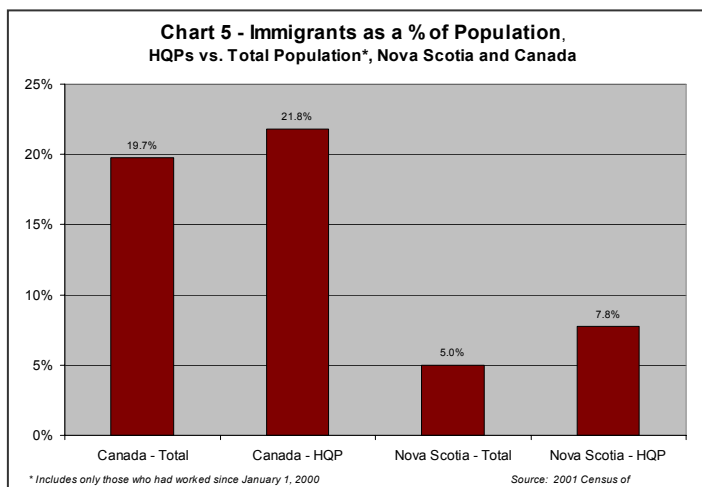
Finally, fewer HQPs in Nova Scotia (2.0%) identified as being external migrants in 2001, as compared to the Canadian average (4.4%). This is consistent with data that show that Nova Scotia has lower immigration rates compared to the Canadian average (see section IV).



IV. IMMIGRATION

Immigrants make up a much smaller proportion of the population in Nova Scotia, regardless of whether one was an HQP or not. In 2001, only 7.8% of HQPs in Nova Scotia were immigrants, versus about 21.8% of HQPs in Canada (see Chart 5).

Compared to the total population, however, HQPs were more likely to be immigrants – both in Nova Scotia and in Canada. In Nova Scotia, only 5% of the total population were immigrants, almost 3 percentage points below the corresponding proportion of HQPs in the province. In Canada as a whole, there was a gap of roughly 2 percentage points between the proportion of HQPs that were immigrants and the proportion found in the total population (21.8% versus 19.7%).



In addition, there are substantial differences between Nova Scotia and Canada in terms of the country of origin of recent immigrants (those who immigrated between 1996 and 2001) who are HQPs (see Table 2). While China contributed the largest proportion of recent HQP immigrants in both Canada and in Nova Scotia, the proportion was much higher in Canada (19.5%) than in Nova

Canada			Nova Scotia		
Place of Birth	% of total recent immigrants	Rank	Place of Birth	% of total recent immigrants	Rank
China	19.5%	1	China	9.4%	1
India	8.7%	2	United States	9.4%	2
Romania	4.5%	3	Germany	6.8%	3
Philippines	4.4%	4	India	6.3%	4
Russia	4.3%	5	United Kingdom	4.7%	5
Pakistan	3.7%	6	Iran	4.2%	6
Iran	3.6%	7	Russia	3.7%	7
United Kingdom	3.2%	8	Pakistan	2.6%	8
United States	2.9%	9	France	2.1%	9
France	2.8%	10	Iraq	2.1%	10

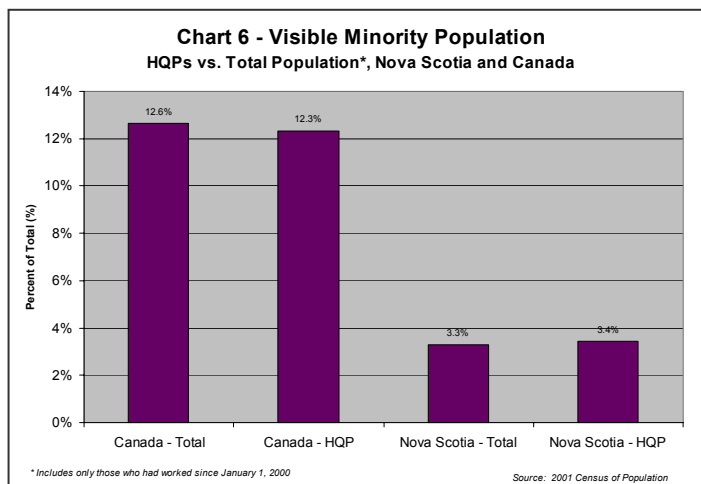
Source: 2001 Census of Population

Scotia (9.4%). After China, the United States (9.4%) and Germany (6.8%) contributed the next largest proportions of recent HQP immigrants in Nova Scotia; in Canada the United States was only the 9th largest country of origin of recent HQP immigrants, and Germany was not in the top 10 countries of origin. In contrast, in Canada, relatively more recent HQP immigrants came from India (8.7%), Romania (4.5%) and the Philippines (4.4%).

V. VISIBLE MINORITY STATUS

HQPs in Nova Scotia are much less likely to belong to a visible minority group than those in Canada. In 2001, only 3.4% of Nova Scotia's HQPs were visible minorities, compared to the Canadian total of 12.3% (see Chart 6).

This reflects the fact that visible minorities make up a much smaller proportion of the population of Nova Scotia in general. HQPs in Nova Scotia are actually slightly more likely to belong to a visible minority group than the total population (3.4% vs. 3.3%). In Canada, the reverse is true – HQPs are slightly less likely to belong to a visible minority group compared to the total population (12.3% vs. 12.6%).



VI. EDUCATION

HQPs in Nova Scotia are slightly less likely than HQPs in Canada as a whole to have a bachelor's degree or higher, and slightly more likely to have a college or university certificate or diploma as their highest level of schooling (see Table 3). In 2001, 49.1% of Nova Scotia's HQPs reported having a university degree, as compared to 51.8% for Canada. HQPs with a college or university certificate or diploma were relatively more common in Nova Scotia than in Canada, comprising 46.8% of all HQPs in the province, compared to 44% in Canada.

Table 3: Highly Qualified Persons by Highest Level of Schooling, Canada and Nova Scotia, 2001

	Canada		Nova Scotia	
	Total	%	Total	%
Total HQPs by Highest Level of Schooling	4,106,080	100.0%	115,110	100.0%
Trades Certificate or Diploma	175,745	4.3%	4,725	4.1%
College Certificate or Diploma	1,309,305	31.9%	38,460	33.4%
University Certificate or Diploma	495,545	12.1%	15,395	13.4%
University Degree - Bachelor's or Higher	2,125,480	51.8%	56,530	49.1%

Source: 2001 Census of Population

There were only minor differences between the major field of study of HQPs in Nova Scotia and those in Canada (see Table 4). HQPs in Nova Scotia were relatively more likely to have studied Applied Science Technologies and Trades (26.1% vs. 21.9% for Canada) and Health Professions and Related Technologies (18.2% vs. 15.3% for

Table 4: Major Field of Study of HQPs in Canada and Nova Scotia, 2001

	Canada	Nova Scotia
Educational, recreational and counselling services	12.1%	13.1%
Fine and applied arts	2.5%	1.7%
Humanities and related fields	5.7%	4.7%
Social sciences and related fields	10.4%	8.8%
Commerce, management and business administration	15.1%	12.9%
Agricultural, biological, nutritional, and food sciences	3.4%	4.1%
Engineering and applied sciences	7.6%	5.3%
Applied science technologies and trades	21.9%	26.1%
Health professions and related technologies	15.3%	18.2%
Mathematics, computer and physical sciences	5.8%	4.8%

Source: 2001 Census of Population

Canada). HQPs in Canada were relatively more likely to have studied Commerce, Management and Business Administration (15.1% vs. 12.9% for Nova Scotia) and Engineering and Applied Sciences (7.6% vs. 5.3% for Nova Scotia).

VII. LABOUR MARKET ACTIVITIES

In 2001, in both Nova Scotia and Canada, HQPs had a much higher employment/population ratio and a much lower unemployment rate than the total population (see Table 5). In Nova Scotia, HQPs had an employment/population ratio of 89.3%, versus 82.8% for the total population in the province. Furthermore, they had an unemployment rate of 4.8%, versus 9.1% for the total population. Canada as a whole experienced a similar, yet less dramatic difference, between HQPs and the total population in the country – the employment/population ratios and unemployment rates were more similar between HQPs and the total population in Canada than they were in Nova Scotia. Finally, whether or not a person was an HQP or not, they were less likely to be participating in the labour market, less likely to be employed and more likely to be unemployed in Nova Scotia. This is consistent with data from the Labour Force Survey that show that Nova Scotia has a weaker labour market than the country as a whole.

	Canada		Nova Scotia	
	Total Population*	HQP	Total Population*	HQP
Participation Rate	91.8%	94.8%	91.1%	94.1%
Employment / Population Ratio	86.6%	91.6%	82.8%	89.3%
Unemployment Rate	5.7%	3.2%	9.1%	4.8%

**Includes only those who had worked since January 1st, 2000* *Source: 2001 Census of Population*

In terms of their industry of employment, HQPs in Nova Scotia are similar to their Canadian counterparts in that the Health Care/Social Assistance and Educational Services industries are the top two industries of employment (see Table 6). However, these two industries were relatively more important in Nova Scotia, accounting for 40.1% of HQPs (compared to only 35.3% for Canada). Other industries that were more important in Nova Scotia were Public Administration (11.3% vs. 7.1% in Canada) and Construction (8.6% vs. 6.6% for Canada). HQPs in Canada were relatively more likely to be employed in Professional, Scientific, and Technical Services (14.6% vs. 10.3% for Nova Scotia), and Manufacturing (9.6% vs. 6.4% for Nova Scotia).

Canada			Nova Scotia		
Industry (1997 NAICS)	% of total	Rank	Industry (1997 NAICS)	% of total	Rank
Healthcare and social assistance	18.1%	1	Healthcare and social assistance	21.2%	1
Educational services	17.2%	2	Educational services	18.9%	2
Professional, scientific and technical services	14.6%	3	Public administration	11.3%	3
Manufacturing	9.6%	4	Professional, scientific and technical services	10.3%	4
Public administration	7.1%	5	Construction	8.6%	5
Construction	6.6%	6	Manufacturing	6.4%	6
Finance and insurance	3.9%	7	Retail trade	3.5%	7
Information and cultural industries	3.7%	8	Other services (except public administration)	3.4%	8
Other services (except public administration)	3.4%	9	Information and cultural industries	2.7%	9
Wholesale trade	3.3%	10	Wholesale trade	2.6%	10

Source: 2001 Census of Population

VIII. INCOME

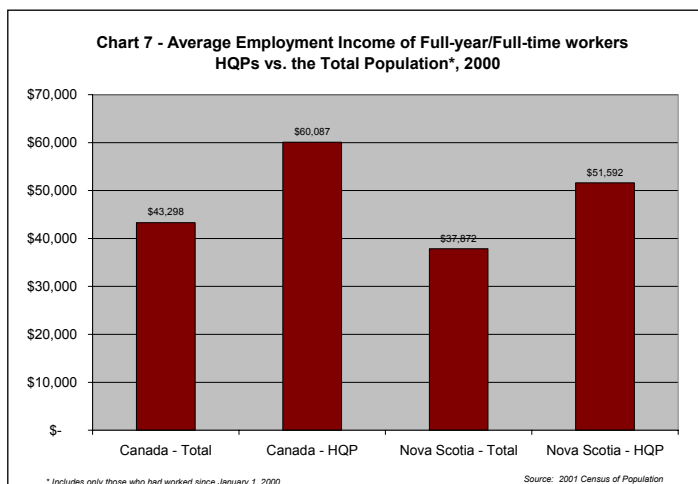
HQPs earn above average employment incomes. In 2000, HQPs in Nova Scotia who worked full-time hours for the entire year earned 36% more than the average for all full-year/full-time workers in the

province (\$51,592 for HQPs compared to \$37,872 for the total population). In Canada, HQPs who worked full-year/full-time hours earned almost 39% more than the average for all full-year/full-time workers in the country (\$60,087 compared to \$43,298).

Both HQPs and the total population in Nova Scotia earned less than the corresponding Canadian averages. Without significant further analysis, it is impossible to determine the reasons for these differences.

IX. Conclusion

Across a wide variety of variables, HQPs are substantially different than the total population. They are typically older and more likely to have migrated, and they have higher incomes than their non-HQP counterparts. HQPs in Nova Scotia are less likely to be immigrants or to belong to a visible minority group than HQPs in Canada. They are also less likely to have a university degree, they experience higher unemployment, and they earn less than the Canadian average for all HQPs.



APPENDIX – HQP OCCUPATIONS

The occupational groups included in this study were selected according to the following criteria:

- Training or education in advance of secondary school matriculation is a required credential;
- The numbers of individuals in certain occupations, while few in Nova Scotia, are believed to be growing at a more significant rate than has been the case historically; and
- Those who are well experienced and/or successful in their occupations may reasonable expect to earn above \$50,000 per annum.

The following are the occupational groups used to define HQPs.

HQP	Occupations (1990 Standard Occupation Classification)
•	A011 Legislators
•	A012 Senior government managers and officials
•	A013 Senior managers - Financial, communications carriers and other business services
•	A014 Senior managers - Health, education, social and community services and membership organizations
•	A015 Senior managers - Trade, broadcasting and other services, n.e.c.
•	A016 Senior managers - Goods production, utilities, transportation and construction
•	A111 Financial managers
•	A112 Human resources managers
•	A113 Purchasing managers
•	A114 Other administrative services managers
•	A121 Engineering, science and architecture managers
•	A122 Information systems and data processing managers
•	A131 Sales, marketing and advertising managers
•	A141 Facility operation and maintenance managers
	A211 Retail trade managers
	A221 Restaurant and food service managers
	A222 Accommodation service managers
	A301 Insurance, real estate and financial brokerage managers
•	A302 Banking, credit and other investment managers
•	A303 Other business services managers
•	A311 Telecommunication carriers managers
	A312 Postal and courier services managers
•	A321 Managers in health care
•	A322 Administrators in post-secondary education and vocational training
•	A323 School principals and administrators of elementary and secondary education
•	A324 Managers in social, community and correctional services
•	A331 Government managers in health and social policy development and program administration
•	A332 Government managers in economic analysis, policy development and program administration
•	A333 Government managers in education policy development and program administration
•	A334 Other managers in public administration
•	A341 Library, archive, museum and art gallery managers
•	A342 Managers in publishing, motion pictures, broadcasting and performing arts
	A343 Recreation and sport program and service directors
•	A351 Commissioned police officers
•	A352 Fire chiefs and senior fire-fighting officers
•	A353 Commissioned officers, armed forces
	A361 Other services managers
•	A371 Construction managers
•	A372 Residential home builders and renovators

•	A373 Transportation managers
•	A381 Primary production managers (except agriculture)
•	A391 Manufacturing managers
•	A392 Utilities managers
•	B011 Financial auditors and accountants
•	B012 Financial and investment analysts
•	B013 Securities agents, investment dealers and traders
	B014 Other financial officers
	B021 Specialists in human resources
•	B022 Professional occupations in business services to management
	B111 Bookkeepers
	B112 Loan officers
	B113 Insurance adjusters and claims examiners
	B114 Insurance underwriters
	B115 Assessors, valuers and appraisers
	B116 Customs, ship and other brokers
	B211 Secretaries (except legal and medical)
	B212 Legal secretaries
	B213 Medical secretaries
	B214 Court recorders and medical transcriptionists
	B311 Administrative officers
	B312 Executive assistants
	B313 Personnel and recruitment officers
	B314 Property administrators
	B315 Purchasing agents and officers
	B316 Conference and event planners
	B317 Court officers and justices of the peace
	B318 Immigration, unemployment insurance and revenue officers
	B411 Supervisors, general office and administrative support clerks
	B412 Supervisors, finance and insurance clerks
	B413 Supervisors, library, correspondence and related information clerks
	B414 Supervisors, mail and message distribution occupations
	B415 Supervisors, recording, distributing and scheduling occupations
	B510 General office clerks
	B513 Records and file clerks
	B514 Receptionists and switchboard operators
	B522 Data entry clerks
	B523 Typesetters and related occupations
	B524 Telephone operators
	B531 Accounting and related clerks
	B532 Payroll clerks
	B533 Tellers, financial services
	B534 Banking, insurance and other financial clerks
	B535 Collectors
	B541 Administrative clerks
	B542 Personnel clerks
	B543 Court clerks
	B551 Library clerks
	B552 Correspondence, publication and related clerks
	B553 Customer service, information and related clerks
	B554 Survey interviewers and statistical clerks
	B561 Mail, postal and related clerks
	B562 Letter carriers
	B563 Couriers and messengers
	B571 Shippers and receivers

	B572 Storekeepers and parts clerks
	B573 Production clerks
	B574 Purchasing and inventory clerks
	B575 Dispatchers and radio operators
	B576 Transportation route and crew schedulers
•	C011 Physicists and astronomers
•	C012 Chemists
•	C013 Geologists, geochemists and geophysicists
•	C014 Meteorologists
•	C015 Other professional occupations in physical sciences
•	C021 Biologists and related scientists
•	C022 Forestry professionals
•	C023 Agricultural representatives, consultants and specialists
•	C031 Civil engineers
•	C032 Mechanical engineers
•	C033 Electrical and electronics engineers
•	C034 Chemical engineers
•	C041 Industrial and manufacturing engineers
•	C042 Metallurgical and materials engineers
•	C043 Mining engineers
•	C044 Geological engineers
•	C045 Petroleum engineers
•	C046 Aerospace engineers
•	C048 Other professional engineers, n.e.c.
•	C051 Architects
•	C052 Landscape architects
•	C053 Urban and land use planners
•	C054 Land surveyors
•	C061 Mathematicians, statisticians and actuaries
•	C070 Computer and information systems occupations
•	C111 Applied chemical technologists and technicians
•	C112 Geological and mineral technologists and technicians
•	C113 Meteorological technicians
•	C121 Biological technologists and technicians
•	C122 Agricultural and fish products inspectors
•	C123 Forestry technologists and technicians
•	C124 Conservation and fishery officers
•	C125 Landscape and horticultural technicians and specialists
•	C131 Civil engineering technologists and technicians and construction estimators
•	C132 Mechanical engineering technologists and technicians
•	C133 Industrial engineering and manufacturing technologists and technicians
•	C141 Electrical and electronics engineering technologists and technicians
•	C142 Electronic service technicians (household and business equipment)
•	C143 Industrial instrument technicians and mechanics
•	C144 Aircraft instrument, electrical and avionics mechanics, technicians and inspectors
•	C151 Architectural technologists and technicians
•	C152 Industrial designers
•	C153 Drafting technologists and technicians
•	C154 Survey technologists and technicians
•	C155 Mapping and related technologists and technicians
•	C161 Non-destructive testers and inspectors
•	C162 Engineering inspectors and regulatory officers
•	C163 Inspectors in public and environmental health and occupational health and safety
•	C164 Construction inspectors
•	C171 Air pilots, flight engineers and flying instructors

•	C172 Air traffic control occupations
•	C173 Deck officers, water transport
•	C174 Engineer officers, water transport
•	C175 Railway and marine traffic controllers
•	D011 Specialist physicians
•	D012 General practitioners and family physicians
•	D013 Dentists
•	D014 Veterinarians
•	D021 Optometrists
•	D022 Chiropractors
•	D023 Other professional occupations in health diagnosing and treating
•	D031 Pharmacists
•	D032 Dietitians and nutritionists
•	D041 Audiologists and speech-language pathologists
•	D042 Physiotherapists
•	D043 Occupational therapists
•	D044 Other professional occupations in therapy and assessment
•	D111 Head nurses and supervisors
•	D112 Registered nurses
•	D211 Medical laboratory technologists and pathologists' assistants
•	D212 Medical laboratory technicians
•	D213 Animal health technologists
•	D214 Respiratory therapists and clinical perfusionists
•	D215 Medical radiation technologists
•	D216 Medical sonographers
•	D217 Cardiology technologists
•	D218 Electroencephalographic and other diagnostic technologists, n.e.c.
•	D219 Other medical technologists and technicians (except dental health)
•	D221 Denturists
•	D222 Dental hygienists and dental therapists
•	D223 Dental technicians and laboratory bench workers
•	D231 Opticians
•	D232 Midwives and practitioners of natural healing
•	D233 Registered nursing assistants
•	D234 Ambulance attendants and other paramedical occupations
•	D235 Other technical occupations in therapy and assessment
•	D310 Other aides and assistants in support of health services
•	D311 Dental assistants
	D312 Nurse aides and orderlies
•	E011 Judges
•	E012 Lawyers and Quebec notaries
•	E021 Psychologists
•	E022 Social workers
	E023 Family, marriage and other related counsellors
	E024 Ministers of religion
	E025 Probation and parole officers and related occupations
	E031 Natural and applied science policy researchers, consultants and program officers
•	E032 Economists and economic policy researchers and analysts
•	E033 Economic development officers and marketing researchers and consultants
•	E034 Health and social policy researchers, consultants and program officers
•	E035 Education policy researchers, consultants and program officers
	E036 Recreation and sports program supervisors and consultants
	E037 Program officers unique to government
	E038 Other professional occupations in social science, n.e.c.
•	E111 University professors

•	E112 Post-secondary teaching and research assistants
•	E121 College and other vocational instructors
•	E131 Secondary school teachers
•	E132 Elementary school and kindergarten teachers
•	E133 School and guidance counsellors
•	E211 Paralegal and related occupations
•	E212 Community and social service workers
•	E213 Employment counsellors
•	E214 Instructors and teachers of disabled persons
	E215 Other instructors
	E216 Other religious occupations
•	F011 Librarians
•	F012 Conservators and curators
•	F013 Archivists
•	F021 Writers
•	F022 Editors
•	F023 Journalists
•	F024 Professional occupations in public relations and communications
•	F025 Translators, terminologists and interpreters
•	F031 Producers, directors, choreographers and related occupations
•	F032 Conductors, composers and arrangers
•	F033 Musicians and singers
•	F034 Dancers
•	F035 Actors
•	F036 Painters, sculptors and other visual artists
	F111 Library and archive technicians and assistants
	F112 Technical occupations related to museums and galleries
	F121 Photographers
	F122 Film and video camera operators
	F123 Graphic arts technicians
	F124 Broadcast technicians
	F125 Audio and video recording technicians
	F126 Other technical occupations in motion pictures, broadcasting and the performing arts
	F127 Support and assisting occupations in motion pictures, broadcasting and the performing arts
	F131 Announcers and other broadcasters
	F132 Other performers
	F141 Graphic designers and illustrating artists
	F142 Interior designers
	F143 Theatre, fashion, exhibit and other creative designers
	F144 Artisans and craftspersons
	F145 Patternmakers, textile, leather and fur products
	F151 Athletes
	F152 Coaches
	F153 Sports officials and referees
	F154 Program leaders and instructors in recreation and sport
	G011 Retail trade supervisors
	G012 Food service supervisors
	G013 Executive housekeepers
	G014 Dry cleaning and laundry supervisors
	G015 Cleaning supervisors
	G016 Other service supervisors
	G111 Sales representatives, wholesale trade (non-technical)
	G121 Technical sales specialists, wholesale trade
	G131 Insurance agents and brokers
	G132 Real estate agents and salespersons

	G133 Retail and wholesale buyers
	G134 Grain elevator operators
	G211 Retail salespersons and sales clerks
	G311 Cashiers
	G411 Chefs
	G412 Cooks
	G511 Maîtres d'hôtel and hosts
	G512 Bartenders
	G513 Food and beverage servers
	G611 Police officers (except commissioned)
	G612 Fire-fighters
	G621 Sheriffs and bailiffs
	G622 Correctional service officers
	G623 By-law enforcement and other regulatory officers, n.e.c.
	G624 Other ranks, armed forces
	G625 Other protective service occupations
	G631 Security guards and related occupations
	G711 Travel counsellors
	G712 Pursers and flight attendants
	G713 Airline sales and service agents
	G714 Ticket and cargo agents and related clerks (except airline)
	G715 Hotel front desk clerks
	G721 Tour and travel guides
	G722 Outdoor sport and recreational guides
	G731 Attendants in amusement, recreation and sport
	G732 Other attendants in accommodation and travel (except airline travel)
	G811 Visiting homemakers, housekeepers and related occupations
	G812 Elementary and secondary school teacher assistants
	G813 Early childhood educators and assistants
	G814 Babysitters, nannies and parents' helpers
	G911 Hairstylists and barbers
•	G912 Funeral directors and embalmers
	G921 Image, social and other personal consultants
	G922 Estheticians, electrologists and related occupations
	G923 Pet groomers and animal care workers
	G924 Other personal service occupations
	G931 Light duty cleaners
	G932 Specialized cleaners
	G933 Janitors, caretakers and building superintendents
	G941 Butchers and meat cutters, retail and wholesale
	G942 Bakers
	G960 Food counter attendants, kitchen helpers and related occupations
	G971 Service station attendants
	G972 Grocery clerks and shelf stockers
	G973 Other elemental sales occupations
	G981 Dry cleaning and laundry occupations
	G982 Ironing, pressing and finishing occupations
	G983 Other elemental service occupations
	H011 Supervisors, machinists and related occupations
	H012 Contractors and supervisors, electrical trades and telecommunications occupations
	H013 Contractors and supervisors, pipefitting trades
	H014 Contractors and supervisors, metal forming, shaping and erecting trades
	H015 Contractors and supervisors, carpentry trades
	H016 Contractors and supervisors, mechanic trades
	H017 Contractors and supervisors, heavy construction equipment crews

	H018 Supervisors, printing and related occupations
	H019 Contractors and supervisors, other construction trades, installers, repairers and servicers
•	H021 Supervisors, railway transport operations
•	H022 Supervisors, motor transport and other ground transit operators
•	H111 Plumbers
•	H112 Steamfitters, pipefitters and sprinkler system installers
•	H113 Gas fitters
•	H121 Carpenters
•	H122 Cabinetmakers
•	H131 Bricklayers
•	H132 Cement finishers
•	H133 Tilesetters
•	H134 Plasterers, drywall installers and finishers, and lathers
•	H141 Roofers and shinglers
•	H142 Glaziers
•	H143 Insulators
•	H144 Painters and decorators
	H145 Floor covering installers
•	H211 Electricians (except industrial and power system)
•	H212 Industrial electricians
•	H213 Power system electricians
•	H214 Electrical power line and cable workers
	H215 Telecommunications line and cable workers
	H216 Telecommunications installation and repair workers
	H217 Cable television service and maintenance technicians
•	H221 Stationary engineers and auxiliary equipment operators
•	H222 Power systems and power station operators
	H311 Machinists and machining and tooling inspectors
•	H312 Tool and die makers
	H321 Sheet metal workers
	H322 Boilermakers
	H323 Structural metal and platework fabricators and fitters
•	H324 Ironworkers
	H325 Blacksmiths and die setters
	H411 Construction millwrights and industrial mechanics (except textile)
•	H412 Heavy-duty equipment mechanics
•	H413 Refrigeration and air conditioning mechanics
	H414 Railway carmen
•	H415 Aircraft mechanics and aircraft inspectors
	H416 Machine fitters
	H417 Textile machinery mechanics and repairers
	H418 Elevator constructors and mechanics
•	H421 Motor vehicle mechanics, technicians and mechanical repairers
	H422 Motor vehicle body repairers
	H431 Oil and solid fuel heating mechanics
	H432 Electric appliance servicers and repairers
	H433 Electrical mechanics
	H434 Motorcycle and other related mechanics
	H435 Other small engine and equipment mechanics
	H511 Upholsterers
	H512 Tailors, dressmakers, furriers and milliners
	H513 Shoe repairers and shoemakers
	H514 Jewellers, watch repairers and related occupations
	H521 Printing press operators
	H522 Commercial divers

	H523 Other trades and related occupations
	H531 Residential and commercial installers and servicers
	H532 Waterworks and gas maintenance workers
	H533 Automotive mechanical installers and servicers
	H534 Pest controllers and fumigators
	H535 Other repairers and servicers
•	H611 Heavy equipment operators (except crane)
	H612 Public works maintenance equipment operators
	H621 Crane operators
	H622 Drillers and blasters - Surface mining, quarrying and construction
	H623 Water well drillers
	H711 Truck drivers
	H712 Bus drivers and subway and other transit operators
	H713 Taxi and limousine drivers and chauffeurs
	H714 Delivery drivers
	H721 Railway and yard locomotive engineers
	H722 Railway conductors and brakemen
	H731 Railway yard workers
	H732 Railway track maintenance workers
	H733 Deck crew, water transport
	H734 Engine room crew, water transport
	H735 Lock and cable ferry operators and related occupations
	H736 Boat operators
	H737 Air transport ramp attendants
	H811 Longshore workers
	H812 Material handlers
	H821 Construction trades helpers and labourers
	H822 Other trades helpers and labourers
	H831 Public works and maintenance labourers
	H832 Railway and motor transport labourers
	I011 Farmers and farm managers
	I012 Agricultural and related service contractors and managers
	I013 Farm supervisors and specialized livestock workers
	I014 Nursery and greenhouse operators and managers
	I015 Landscaping and grounds maintenance contractors and managers
	I016 Supervisors, landscape and horticulture
	I017 Aquaculture operators and managers
	I021 General farm workers
	I022 Nursery and greenhouse workers
•	I111 Supervisors, logging and forestry
•	I121 Supervisors, mining and quarrying
	I122 Supervisors, oil and gas drilling and service
•	I131 Underground production and development miners
•	I132 Oil and gas well drillers, servicers, testers and related workers
	I141 Underground mine service and support workers
•	I142 Oil and gas well drilling workers and services operators
	I151 Logging machinery operators
	I161 Chain-saw and skidder operators
	I162 Silviculture and forestry workers
	I171 Fishing masters and officers
	I172 Fishing vessel skippers and fishermen
	I181 Fishing vessel deckhands
	I182 Trappers and hunters
	I211 Harvesting labourers
	I212 Landscaping and grounds maintenance labourers

	I213 Aquaculture and marine harvest labourers
	I214 Mine labourers
	I215 Oil and gas drilling, servicing and related labourers
	I216 Logging and forestry labourers
	J011 Supervisors, mineral and metal processing
	J012 Supervisors, petroleum, gas and chemical processing and utilities
	J013 Supervisors, food, beverage and tobacco processing
	J014 Supervisors, plastic and rubber products manufacturing
	J015 Supervisors, forest products processing
	J016 Supervisors, textile processing
	J021 Supervisors, motor vehicle assembling
	J022 Supervisors, electronics manufacturing
	J023 Supervisors, electrical products manufacturing
	J024 Supervisors, furniture and fixtures manufacturing
	J025 Supervisors, fabric, fur and leather products manufacturing
	J026 Supervisors, other mechanical and metal products manufacturing
	J027 Supervisors, other products manufacturing and assembly
•	J111 Central control and process operators, mineral and metal processing
•	J112 Petroleum, gas and chemical process operators
	J113 Pulping control operators
	J114 Papermaking and coating control operators
	J121 Machine operators, mineral and metal processing
	J122 Foundry workers
	J123 Glass forming and finishing machine operators and glass cutters
	J124 Concrete, clay and stone forming operators
	J125 Inspectors and testers, mineral and metal processing
	J131 Chemical plant machine operators
	J132 Plastics processing machine operators
	J133 Rubber processing machine operators and related workers
	J134 Water and waste plant operators
	J141 Sawmill machine operators
	J142 Pulp mill machine operators
	J143 Papermaking and finishing machine operators
	J144 Other wood processing machine operators
	J145 Paper converting machine operators
	J146 Lumber graders and other wood processing inspectors and graders
	J151 Textile fibre and yarn preparation machine operators
	J152 Weavers, knitters and other fabric-making occupations
	J153 Textile dyeing and finishing machine operators
	J154 Textile inspectors, graders and samplers
	J161 Sewing machine operators
	J162 Fabric, fur and leather cutters
	J163 Hide and pelt processing workers
	J164 Inspectors and testers, fabric, fur and leather products manufacturing
	J171 Process control and machine operators, food and beverage processing
	J172 Industrial butchers and meat cutters, poultry preparers and related workers
	J173 Fish plant workers
	J174 Tobacco processing machine operators
	J175 Testers and graders, food and beverage processing
	J181 Printing machine operators
	J182 Camera, platemaking and other pre-press occupations
	J183 Binding and finishing machine operators
	J184 Photographic and film processors
	J191 Machining tool operators
	J192 Forging machine operators

	J193 Woodworking machine operators
	J194 Metalworking machine operators
	J195 Welders and soldering machine operators
	J196 Other metal products machine operators
	J197 Other products machine operators
	J211 Aircraft assemblers and aircraft assembly inspectors
	J212 Motor vehicle assemblers, inspectors and testers
	J213 Electronics assemblers, fabricators, inspectors and testers
	J214 Assemblers and inspectors, electrical appliance, apparatus and equipment manufacturing
	J215 Assemblers, fabricators and inspectors, industrial electrical motors and transformers
	J216 Mechanical assemblers and inspectors
	J217 Machine operators and inspectors, electrical apparatus manufacturing
	J221 Boat assemblers and inspectors
	J222 Furniture and fixture assemblers and inspectors
	J223 Other wood products assemblers and inspectors
	J224 Furniture finishers and refinishers
	J225 Plastic products assemblers, finishers and inspectors
	J226 Painters and coaters, manufacturing
	J227 Plating, metal spraying and related operators
	J228 Other assemblers and inspectors
	J311 Labourers in mineral and metal processing
	J312 Labourers in metal fabrication
	J313 Labourers in chemical products processing and utilities
	J314 Labourers in wood, pulp and paper processing
	J315 Labourers in rubber and plastic products manufacturing
	J316 Labourers in textile processing
	J317 Labourers in food, beverage and tobacco processing
	J318 Labourers in fish processing
	J319 Other labourers in processing, manufacturing and utilities