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The Federal Government's Role in Labour Market Information in Canada

An Overview

Presented by:

**Allison Dixon, Director,
Skills and Labour Market Information Division
Skills and Employment Branch, HRSDC**

Canadian Economic Climate

- The downward trend has been swift in many parts of the country.
- Layoffs in the manufacturing sector affecting central Canada (Ontario and Québec).
- Energy sector facing a cooling off after a decade of growth (Western Canada).
- Ripple effect on the rest of Canada (Maritimes, etc.).
- Significant increase in unemployment benefit claims.
- Continued high demand for health care professionals (doctors , nurses, radiology technicians) in all parts of the country.
- Skilled construction trades will continue to experience shortages due to the aging workforce in these occupations.

Benefits of LMI – How LMI supports Canadians

- In times of economic downturn
 - effective job search,
 - identify skills needed in the labour market,
 - potential employers,
 - job vacancies,
 - Identify communities or sectors where employment prospects are more promising.

- In times of labour shortages,
 - facilitate labour mobility
 - assist employers in locating available labour supplies
 - support employers in their recruiting, training, and HR management.

NATIONAL OCCUPATIONAL CLASSIFICATION MATRIX 2006

The National Occupational Classification (NOC) matrix provides an overview of the classification at the minor group level. It also illustrates how the NOC is accessible on the basis of skill level, skill type, or on a combination of these two criteria. The four skill level categories are listed on the left side of the matrix, while nine skill type categories are listed across the top. The tenth skill type category (0 Management Occupations) is organized across the top of the matrix. In most cases, each matrix cell consists of a major group.

	1 BUSINESS, FINANCE AND ADMINISTRATION OCCUPATIONS	2 NATURAL AND APPLIED SCIENCES AND RELATED OCCUPATIONS	3 HEALTH OCCUPATIONS	4 OCCUPATIONS IN SOCIAL SCIENCE, EDUCATION, GOVERNMENT SERVICE AND RELIGION	5 OCCUPATIONS IN ART, CULTURE, RECREATION AND SPORT	6 SALES AND SERVICE OCCUPATIONS	7 TRADES, TRANSPORT AND EQUIPMENT OPERATORS AND RELATED OCCUPATIONS	8 OCCUPATIONS UNIQUE TO PRIMARY INDUSTRY	9 OCCUPATIONS UNIQUE TO PROCESSING, MANUFACTURING AND UTILITIES
0 MANAGEMENT OCCUPATIONS	011 Administrative Services Managers 012 Managers in Financial and Business Services 013 Managers in Communication (Except Broadcasting)	021 Managers in Engineering, Architecture, Science and Information Systems	031 Managers in Health, Education, Social and Community Services 041 Managers in Public Administration	Major Group 05 SENIOR MANAGEMENT OCCUPATIONS 001 Legislators and Senior Management	061 Sales, Marketing and Advertising Managers 062 Managers in Retail Trade 063 Managers in Travel Services and Accommodation 064 Managers in Travel Service 065 Managers in Other Services	071 Managers in Construction and Transportation 072 Facility Operation and Maintenance Managers	081 Managers in Primary Production (Except Agriculture)	091 Managers in Manufacturing and Utilities	
SKILL LEVEL A Occupations usually require university education.	Major Group 11 PROFESSIONAL OCCUPATIONS IN BUSINESS AND FINANCE 111 Auditors, Accountants and Investment Professionals 112 Human Resources and Business Service Professionals	Major Group 21 PROFESSIONAL OCCUPATIONS IN NATURAL AND APPLIED SCIENCES 211 Physical Science Professionals 212 Life Science Professionals 213 Civil, Mechanical, Electrical and Chemical Engineers 214 Civil Engineers 215 Architects, Urban Planners and Land Surveyors 216 Mathematicians, Statisticians and Actuaries 217 Computer and Information Systems Professionals	Major Group 31 PROFESSIONAL OCCUPATIONS IN HEALTH 311 Physicians, Dentists and Veterinarians 312 Optometrists, Chiropractors and Other Health Diagnosing and Testing Professionals 313 Pharmacists, Dentists and Nutritionists 314 Therapy and Assessment Professionals 315 Nurse Supervisors and Registered Nurses	Major Group 41 PROFESSIONAL OCCUPATIONS IN SOCIAL SCIENCE, EDUCATION, GOVERNMENT SERVICE AND RELIGION 411 Judges, Lawyers and Quebec Notaries 412 University Professors and Assistants 413 College and Other Vocational Instructors 414 Secondary and Elementary School Teachers and Educational Counsellors 415 Psychologists, Social Workers, Counsellors, Clergy and Prehabilitation Officers 416 Policy and Program Officers, Researchers and Consultants	Major Group 51 PROFESSIONAL OCCUPATIONS IN ART AND CULTURE 511 Librarians, Archivists, Conservators and Curators 512 Writers, Translating and Public Relations Professionals 513 Creative and Performing Artists	Major Group 61 TRADE, SALES AND SERVICE OCCUPATIONS 601 Sales and Service Supervisors 602 Technical Sales Specialists 603 Wholesale and Retail Sales Occupations 604 Clerk and Clerks 605 Baristas and Waiters 606 Public Officers and Flight Attendants 607 Technical Occupations in Personal Service	Major Group 701 TRADE AND SKILLED TRANSPORT AND EQUIPMENT OPERATIONS 701 Contractors and Supervisors, Trades and Related Workers 702 Supervisors, Railway and Motor Transportation Occupations 703 Machinery and Related Occupations 704 Electrical Trades and Mechanical Occupations 705 Plumbers, Pipefitters and Gas Fitters 706 Metal Forming, Drilling and Lathing Trades 707 Butchers and Cabinetmakers 708 Masonry and Painting Trades 709 Other Construction Trades 710 General Millwrights 711 Automotive Service Technicians 712 Other Mechanics 713 Upholsterers, Tailors, Shoe Repairers, Jewellers and Related Occupations 714 Stationery Engineers and Power Station and Sulfur Occupations 715 Train-Crew Operating Occupations 716 Crane Operators, Diggers and Blowers 717 Farming/Pest Occupations, Commercial Divers and Other Trades and Related Occupations, n.e.c.	Major Group 801 SKILLED OCCUPATIONS IN PRIMARY INDUSTRY 801 Supervision, Logging and Forestry 802 Supervisors, Mining, Oil and Gas 803 Underground Miners, Oil and Gas Drillers and Related Workers 804 Logging Machinery Operators 805 Forestry, Conservation and Supervisors of Fishing 806 Forestry, Harvesting and Shoppers and Fishermen/Accession	Major Group 901 SKILLED OCCUPATIONS IN PROCESSING, MANUFACTURING AND RELATED OPERATIONS 901 Supervisors, Processing Occupations 902 Supervisors, Assembly and Fabrication 903 General Control and Process Operators in Manufacturing and Processing 904 Machine Operators and Related Workers in Textile Production and Related Processing 905 Machine Operators and Related Workers in Metal and Metals Products Processing 906 Machine Operators and Related Workers in Chemical, Plastic and Rubber Processing 907 Machine Operators and Related Workers in Food and Paper Production 908 Machine Operators and Related Workers in Textile, Fur and Leather Products Manufacturing 909 Machine Operators and Related Workers in Food, Beverage and Tobacco Processing 910 Printing Machine Operators and Related Occupations 911 Mechanical, Electrical and Electronic Assemblers 912 Other Assembly and Related Occupations 913 Machining, Manufacturing, Shrouding and Related Machine Operators
SKILL LEVEL B Occupations usually require college education or apprenticeship training.	Major Group 12 SKILLED ADMINISTRATIVE AND BUSINESS OCCUPATIONS 121 Clerical Supervisors 122 Administrative and Regulatory Occupations 123 Finance and Insurance Administrators 124 Secretaries, Records and Transcriptionists	Major Group 22 TECHNICAL OCCUPATIONS RELATED TO NATURAL AND APPLIED SCIENCES 201 Technical Occupations in Physical Sciences 202 Technical Occupations in Life Sciences 203 Technical Occupations in Civil, Mechanical and Industrial Engineering 204 Technical Occupations in Electronic and Electrical Engineering 205 Technical Occupations in Architecture, Drafting, Surveying and Mapping 206 Other Technical Inspectors and Regulatory Officers 207 Transportation Officers and Controllers 208 Technical Occupations in Computer and Information Systems	Major Group 32 TECHNICAL AND SKILLED OCCUPATIONS IN HEALTH 301 Medical Technologists and Technicians 302 Technical Occupations in Dental Health Care 303 Other Technical Occupations in Health Care (Except Dental)	Major Group 42 PARAPROFESSIONAL OCCUPATIONS IN LAW, SOCIAL SERVICES, EDUCATION AND RELIGION 401 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c.	Major Group 52 TECHNICAL AND SKILLED OCCUPATIONS IN ART, CULTURE, RECREATION AND SPORT 501 Technical Occupations in Libraries, Archives, Museums and Art Galleries 502 Photographers, Upright Film, Television and Video Camera Operators and Related Occupations in Motion Pictures, Broadcasting and the Performing Arts 503 Announcers and Other Performers 504 Creative Designers and Craftpersons 505 Athletes, Coaches, Referees and Related Occupations	Major Group 62 SKILLED SALES AND SERVICE OCCUPATIONS 601 Sales and Service Supervisors 602 Technical Sales Specialists 603 Wholesale and Retail Sales Occupations 604 Clerk and Clerks 605 Baristas and Waiters 606 Public Officers and Flight Attendants 607 Technical Occupations in Personal Service	Major Group 702 TRADE AND SKILLED TRANSPORT AND EQUIPMENT OPERATIONS 701 Contractors and Supervisors, Trades and Related Workers 702 Supervisors, Railway and Motor Transportation Occupations 703 Machinery and Related Occupations 704 Electrical Trades and Mechanical Occupations 705 Plumbers, Pipefitters and Gas Fitters 706 Metal Forming, Drilling and Lathing Trades 707 Butchers and Cabinetmakers 708 Masonry and Painting Trades 709 Other Construction Trades 710 General Millwrights 711 Automotive Service Technicians 712 Other Mechanics 713 Upholsterers, Tailors, Shoe Repairers, Jewellers and Related Occupations 714 Stationery Engineers and Power Station and Sulfur Occupations 715 Train-Crew Operating Occupations 716 Crane Operators, Diggers and Blowers 717 Farming/Pest Occupations, Commercial Divers and Other Trades and Related Occupations, n.e.c.	Major Group 802 SKILLED OCCUPATIONS IN PRIMARY INDUSTRY 801 Supervision, Logging and Forestry 802 Supervisors, Mining, Oil and Gas 803 Underground Miners, Oil and Gas Drillers and Related Workers 804 Logging Machinery Operators 805 Forestry, Conservation and Supervisors of Fishing 806 Forestry, Harvesting and Shoppers and Fishermen/Accession	Major Group 902 SKILLED OCCUPATIONS IN PROCESSING, MANUFACTURING AND RELATED OPERATIONS 901 Supervisors, Processing Occupations 902 Supervisors, Assembly and Fabrication 903 General Control and Process Operators in Manufacturing and Processing 904 Machine Operators and Related Workers in Textile Production and Related Processing 905 Machine Operators and Related Workers in Metal and Metals Products Processing 906 Machine Operators and Related Workers in Chemical, Plastic and Rubber Processing 907 Machine Operators and Related Workers in Food and Paper Production 908 Machine Operators and Related Workers in Textile, Fur and Leather Products Manufacturing 909 Machine Operators and Related Workers in Food, Beverage and Tobacco Processing 910 Printing Machine Operators and Related Occupations 911 Mechanical, Electrical and Electronic Assemblers 912 Other Assembly and Related Occupations 913 Machining, Manufacturing, Shrouding and Related Machine Operators
SKILL LEVEL C Occupations usually require secondary school and/or occupation-specific training.	Major Group 14 CLERICAL OCCUPATIONS 141 Clerical Occupations, General Office Skills 142 Office Equipment Operators 143 Finance and Insurance Clerks 144 Administrative Support Clerks 145 Library, Correspondence and Related Information Clerks 146 Mail and Message Distribution Occupations 147 Recording, Scheduling and Distributing Occupations	Major Group 34 ASSISTED OCCUPATIONS IN SUPPORT OF HEALTH SERVICES 341 Assisting Occupations in Support of Health Services	Major Group 44 PARAPROFESSIONAL OCCUPATIONS IN LAW, SOCIAL SERVICES, EDUCATION AND RELIGION 401 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c.	Major Group 54 TECHNICAL AND SKILLED OCCUPATIONS IN ART, CULTURE, RECREATION AND SPORT 501 Technical Occupations in Libraries, Archives, Museums and Art Galleries 502 Photographers, Upright Film, Television and Video Camera Operators and Related Occupations in Motion Pictures, Broadcasting and the Performing Arts 503 Announcers and Other Performers 504 Creative Designers and Craftpersons 505 Athletes, Coaches, Referees and Related Occupations	Major Group 64 INTERMEDIATE SALES AND SERVICE OCCUPATIONS 641 Sales Representatives, Wholesale Trade 642 Retail Salespersons and Sales Clerks 643 Cashiers in Trade and Accommodation 644 Tour and Recreational Guides and Casino Operators 645 Occupations in Food and Beverage Services 646 Other Occupations in Personal Service 647 Childcare and Home Support Workers 648 Other Occupations in Personal Service	Major Group 74 INTERMEDIATE OCCUPATIONS IN TRANSPORT, EQUIPMENT OPERATION, INSTALLATION AND MAINTENANCE 741 Motor Vehicle and Transit Drivers 742 Heavy Equipment Operators 743 Other Transport Equipment Operators and Related Workers 744 Other Trainers, Trainers and Trainers 745 Longshore Workers and Maltster Handlers	Major Group 84 INTERMEDIATE OCCUPATIONS IN PRIMARY INDUSTRY 841 Mine Service Workers and Operators in Oil and Gas Drilling 842 Logging and Forestry Workers 843 Agriculture and Horticulture Workers 844 Other Fishing and Trapping Occupations	Major Group 94 INTERMEDIATE OCCUPATIONS IN PROCESSING, MANUFACTURING AND RELATED OPERATIONS 941 Machine Operators and Related Workers in Metal and Metals Products Processing 942 Machine Operators and Related Workers in Chemical, Plastic and Rubber Processing 943 Machine Operators and Related Workers in Textile Production and Related Processing 944 Machine Operators and Related Workers in Food, Beverage and Tobacco Processing 945 Printing Machine Operators and Related Occupations 946 Mechanical, Electrical and Electronic Assemblers 947 Other Assembly and Related Occupations 948 Machining, Manufacturing, Shrouding and Related Machine Operators	
SKILL LEVEL D On-the-job training is usually provided for occupations.	Major Group 15 UNSKILLED OCCUPATIONS 151 Clerical Occupations, General Office Skills 152 Office Equipment Operators 153 Finance and Insurance Clerks 154 Administrative Support Clerks 155 Library, Correspondence and Related Information Clerks 156 Mail and Message Distribution Occupations 157 Recording, Scheduling and Distributing Occupations	Major Group 35 ASSISTED OCCUPATIONS IN SUPPORT OF HEALTH SERVICES 351 Assisting Occupations in Support of Health Services	Major Group 45 PARAPROFESSIONAL OCCUPATIONS IN LAW, SOCIAL SERVICES, EDUCATION AND RELIGION 401 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c.	Major Group 55 TECHNICAL AND SKILLED OCCUPATIONS IN ART, CULTURE, RECREATION AND SPORT 501 Technical Occupations in Libraries, Archives, Museums and Art Galleries 502 Photographers, Upright Film, Television and Video Camera Operators and Related Occupations in Motion Pictures, Broadcasting and the Performing Arts 503 Announcers and Other Performers 504 Creative Designers and Craftpersons 505 Athletes, Coaches, Referees and Related Occupations	Major Group 65 UNSKILLED SALES AND SERVICE OCCUPATIONS 651 Cashiers 652 Other Sales and Related Occupations 653 Food Counter Attendants, Waiters, Waitresses and Related Occupations 654 Security Guards and Related Occupations 655 Clericals 656 Other Occupations in Travel, Accommodation, Amusement and Recreation 657 Other General Service Occupations	Major Group 75 UNSKILLED OCCUPATIONS IN TRANSPORT, EQUIPMENT OPERATION, INSTALLATION AND MAINTENANCE 751 Trades Helpers and Labourers 752 Public Works and Other Labourers, n.e.c.	Major Group 85 UNSKILLED OCCUPATIONS IN PRIMARY INDUSTRY 851 Primary Production Labourers	Major Group 95 UNSKILLED OCCUPATIONS IN PROCESSING, MANUFACTURING AND UTILITIES 951 Labourers in Processing, Manufacturing and Utilities	

Green = Identical, Yellow = Comparable, Red = Different

Applications for the National Occupational Classification (NOC) Framework

- The NOC is the framework for describing the world of work in Canada
- Governments → for providing client services/programs, developing applications and studying administrative data (EI, Employment Equity, Essential Skills)
- Employers and job seekers → in job matching to effectively connect available workers with job vacancies (Job Bank)
- Statisticians and economists → for collecting and analyzing data on economic activity and developing labour supply/demand forecasting tools (LMI, Job Futures, Census)
- Prospective immigrants → for identifying occupations and prerequisites to integrate into the Canadian labour market (Temporary Foreign Worker, Immigration)

Federal Regional Network



Actuarial and Geomatic Directorate, SEB, HRSDC, February 2009.
Direction de l'actuariat et de la géomatique, DGCE, RHDC, février 2009.

Regional Network LMI Responsibilities

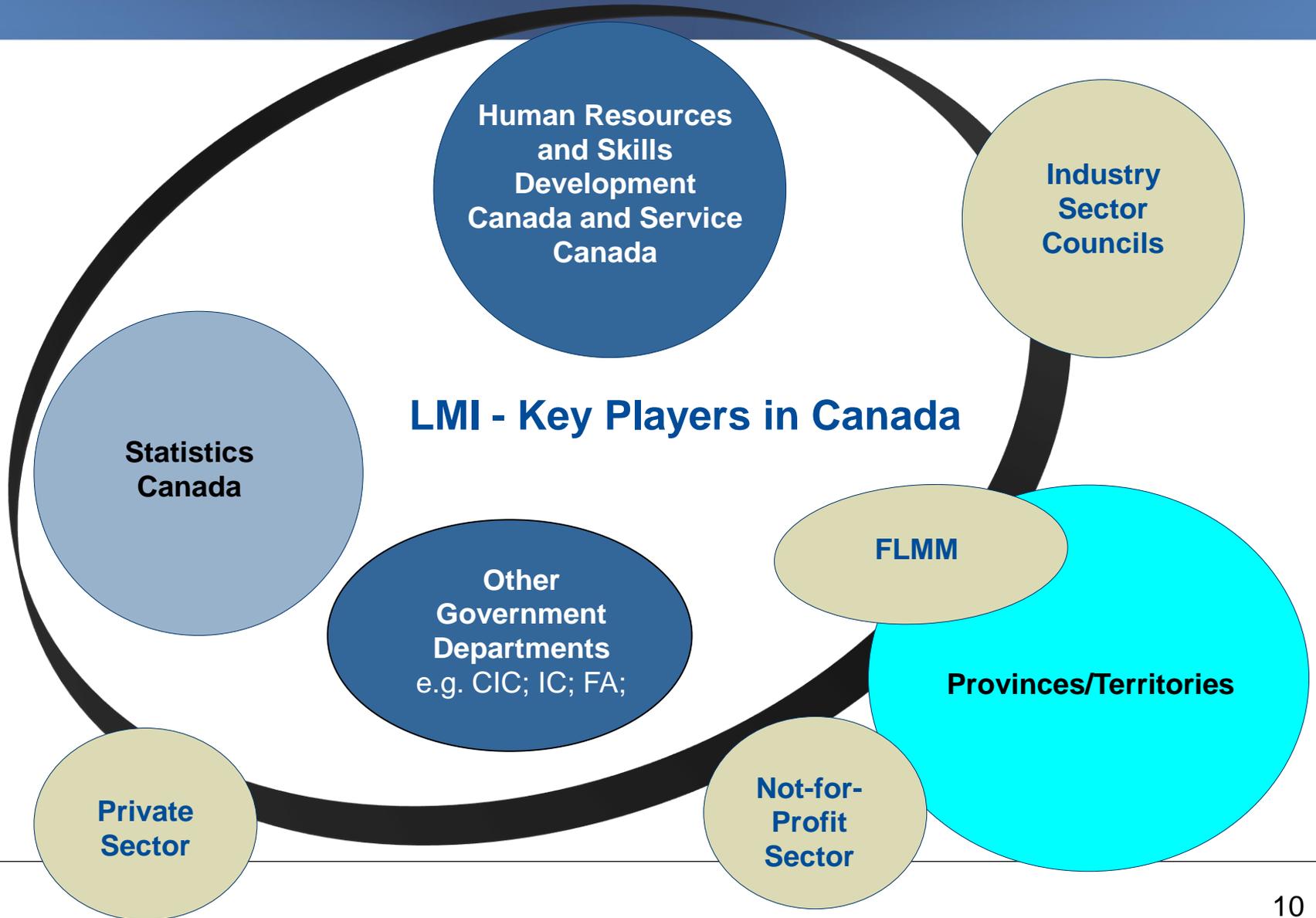
- Providing on-the-ground data collection and analysis in support of local, regional, provincial LMI.
 - Occupational Information
 - Wages by Occupation
 - Lists of Potential Employers by Occupation
 - Industrial Information
 - Labour Market Monitoring:
 - Bulletins
 - Socio-Economic Scans

Essential Skills

- Essential Skills are needed for work and learning. They provide the foundation for learning all other skills and enable people to evolve with their jobs and adapt to workplace change.
 - The profiles describe the complexity level of the essential skills used in specific occupations.
 - To date, 356 profiles have been completed
- 9 Essential Skills:
 - Reading Text
 - Document Use
 - Numeracy
 - Writing
 - Oral Communication
 - Working with Others
 - Continuous Learning
 - Thinking Skills
 - Computer Use

LMI electronic distribution from HRSDC:

- National Occupational Classification (NOC)
- Career Handbook (CH)
- Essential Skills Profiles
- Work Destinations
- Red Seal (apprenticeship)
- Job Futures
- Labour Market Information
(www.labourmarketinformation.ca)
- Job Bank
- CanLearn
- Working in Canada (WiC)



Forum of Labour Market Ministers (FLMM) – LMI Working Group

- To help ensure that F/P/T governments work together to create a more coherent, relevant, accessible and coordinated approach to the development and delivery of LMI at the local, provincial and national level.
- Some highlights since 2000 include:
 - Consultations with governments, intermediaries and employers in order to develop multi-year LMI strategies/activities.
 - 6 National LMI Forums.
 - A comprehensive LMI training package for practitioners.
 - The creation of the LMIWG Website.
 - Phased approaches to evaluating the impacts of LMI and Occupational Supply and Demand Forecasting.

Forum of Labour Market Ministers (FLMM) - Career Development Services (CDS) Working Group

- To help ensure that F/P/T governments work together to provide strategic leadership, identify and promote best practices, facilitate access to career development services; increase the knowledge base, raise the quality of career development services, establish and strengthen domestic and international networks.
- Broad priorities of the Working Group include:
 - Sharing of information and best practices.
 - Demonstrating the value and benefits of CDS to social and economic growth.
 - Identifying how services can support labour market participation.
 - Influencing and engaging employers to invest in and use CDS.
 - Linking with relevant domestic and international forums.

Researching the impact of LMI

- *EKOS surveys* – research on how employers and career development practitioners understand and use LMI.
- *Measuring the Impacts* - for workers, even a short LMI presentation has an immediate positive impact on labour market knowledge, belief in ability to find work, and perception of the value of education/training.
- *Career Up* - determining the role of LMI in assisting underemployed/unemployed university grads to find employment commensurate with their skills.

Advisory Panel on Labour Market Information

- Chaired by Don Drummond, VP and Chief Economist TD Bank Financial Group.
- Five-member expert panel established by Federal/Provincial/Territorial governments to advise on how labour market information can contribute to Canada's economic growth and efficiency.
- Consultations with educators, workers, employers, intermediaries, governments since September, 2008.
- Panel will report back to the with recommendations to Federal/Provincial/Territorial governments in April, 2009.