BRITISH COLUMBIA'S

TOP 100

Careers Requiring 1-2 Years of Vocational Training

by Christian Saint Cyr
Publisher
BC Labour Market Report

Introduction

British Columbia's Top 100 Occupations Requiring 1-2 Years Vocational Training

Welcome to the inaugural printing of *'British Columbia's Top 100 Occupations Requiring 1-2 Years Vocational Training'*. Today, students are faced with a multitude of career options and need to make decisions based on a sound understanding of the future labour market. In preparing this book, we wanted to develop a resource that reveals occupations with excellent compensation, those which will create the greatest number of jobs and occupations which are well-insulated from future automation.

Taking these three factors into consideration, we identified 100 occupations and then sorted them based on how many jobs will be created in the next ten years, which jobs paid the best salaries and which occupations are least likely to be automated in the next 10-20 years. After this, we applied a scoring system to illustrate how each occupation did in each of these areas and have included a list of the '*Top 25 Occupations in British Columbia'*.

In preparing the list of the *'Top 25'*, we found occupations in public service such as police officers (non-commissioned), firefighters and paramedics did exceptionally well, given their high salaries and the large numbers of jobs being made available due to retirements. Our research also found these occupations are very unlikely to be automated given the important use of judgement, decision making, observational skills and direct care.

We also found supervisory occupations did extremely well on the list. Throughout all occupations, management positions are very unlikely to be automated given the need to provide frontline workers with feedback, supervision, decision making and to implement policy. All of these jobs require uniquely human qualities, not easily replicated by technology.

We hope you find this resource a valuable tool in selecting education and training which will ensure long-term success in the labour market.

Christian Saint Cyr
Publisher
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9226	Supervisors, other mechanical and metal products manufacturing	64
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Top 25 Occupations in British Columbia

In preparing the complete list of the Top 100 Occupations in British Columbia Requiring 1-2 Years Vocational Training, we took into consideration the total number of workers, the expected growth over the next 10 years, the number of tasks that can be automated, the likelihood of complete automation in the next 10-20 years and the median salary for workers. In each of these categories, some occupations rank far higher and some far lower.

In identifying the 25 occupations with the best outlook overall, we factored in:

1. **Likelihood of Automation, 2020-2030**
2. **Total Number of New Jobs in the Next 10 Years**
3. **Highest Median Wages**

For each of these categories we waited each area to develop an aggregate score and then ranked the occupations accordingly.

Seven out of the ten NOC Skill Types are represented in the Top 25. Types not represented include: *Skill Type 5, Occupations in art, culture, recreation and sport*; *Skill Type 7, Trades, transport and equipment operators and related occupations*; and *Skill Type 8, Natural resources, agriculture and related production occupations.* This is likely due to the fact that many strong occupations in these three types require university and the occupations requiring 1-2 years vocational training have a weak outlook or have a greater likelihood of automation.

Rank	NOC Code	Occupation
1	4311	Police officers (except commissioned)
2	2281	Computer network technicians
3	9215	Supervisors, forest products processing
4	2263	Inspectors in public and environmental health and occupational health and safety
5	1212	Supervisors, finance and insurance office workers
6	4212	Social and community service workers
7	6235	Financial sales representatives
8	4312	Firefighters
9	1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations
10	3233	Licensed practical nurses
11	4214	Early childhood educators and assistants
12	9212	Supervisors, petroleum, gas and chemical processing and utilities

Rank	NOC Code	Occupation
13	2274	Engineer officers, water transport
14	4313	Non-commissioned ranks of the Canadian Armed Forces
15	4311	Police officers (except commissioned)
16	2281	Computer network technicians
17	9215	Supervisors, forest products processing
18	2263	Inspectors in public and environmental health and occupational health and safety
19	1212	Supervisors, finance and insurance office workers
20	4212	Social and community service workers
21	6235	Financial sales representatives
22	4312	Firefighters
23	1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations
24	3233	Licensed practical nurses
25	4214	Early childhood educators and assistants

Occupations ranked by the least chance of automation

	NOC	Occupation	Likelihood of Automation
1	4214	Early childhood educators and assistants	0.7%
2	2274	Engineer officers, water transport	1.0%
3	4216	Other instructors	1.0%
4	4212	Social and community service workers	1.2%
5	4215	Instructors of persons with disabilities	1.2%
6	5243	Theatre, fashion, exhibit and other creative designers	1.3%
7	5252	Coaches	1.3%
8	1211	Supervisors, general office and administrative support workers	1.4%
9	1212	Supervisors, finance and insurance office workers	1.4%
10	1213	Supervisors, library, correspondence and related information workers	1.4%
11	1214	Supervisors, mail and message distribution occupations	1.4%
12	1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	1.4%
13	6235	Financial sales representatives	1.6%
14	7303	Supervisors, printing and related occupations	1.6%
15	9211	Supervisors, mineral and metal processing	1.6%
16	9212	Supervisors, petroleum, gas and chemical processing and utilities	1.6%
17	9213	Supervisors, food and beverage processing	1.6%
18	9214	Supervisors, plastic and rubber products manufacturing	1.6%
19	9215	Supervisors, forest products processing	1.6%
20	9217	Supervisors, textile, fabric, fur and leather products processing and manufacturing	1.6%
21	9221	Supervisors, motor vehicle assembling	1.6%
22	9222	Supervisors, electronics manufacturing	1.6%
23	9223	Supervisors, electrical products manufacturing	1.6%
24	9224	Supervisors, furniture and fixtures manufacturing	1.6%
25	9226	Supervisors, other mechanical and metal products manufacturing	1.6%
26	9227	Supervisors, other products manufacturing and assembly	1.6%
27	5221	Photographers	2.1%
28	5242	Interior designers and interior decorators	2.2%
29	4217	Other religious occupations	2.5%
30	3213	Animal health technologists and veterinary technicians	2.9%
31	2233	Industrial engineering and manufacturing technologists and technicians	3.0%
32	2281	Computer network technicians	3.0%
33	1226	Conference and event planners	3.7%
34	2252	Industrial designers	3.7%
35	3234	Paramedical occupations	4.9%
36	5223	Graphic arts technicians	4.9%
37	3233	Licensed practical nurses	5.8%
38	3214	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	6.6%
39	6314	Customer and information services supervisors	7.6%
40	6316	Other services supervisors	7.6%
41	2263	Inspectors in public and environmental health and occupational health and safety	8.0%
42	5241	Graphic designers and illustrators	8.2%
43	5254	Program leaders and instructors in recreation, sport and fitness	8.5%
44	7244	Electrical power line and cable workers	9.7%
45	4311	Police officers (except commissioned)	9.8%
46	4313	Non-commissioned ranks of the Canadian Armed Forces	9.8%
47	5231	Announcers and other broadcasters	10.0%
48	6321	Chefs	10.0%
49	2272	Air traffic controllers and related occupations	11.0%
50	6341	Hairstylists and barbers	11.0%

Occupations ranked by the least chance of automation

	NOC	Occupation	Likelihood of Automation
51	**6313**	Accommodation, travel, tourism and related services supervisors	**11.4%**
52	**7241**	Electricians (except industrial and power system)	**15.0%**
53	**7242**	Industrial electricians	**15.0%**
54	**7243**	Power system electricians	**15.0%**
55	**3232**	Practitioners of natural healing 2,300	**15.8%**
56	**4312**	Firefighters	**17.0%**
57	**7201**	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	**17.0%**
58	**7202**	Contractors and supervisors, electrical trades and telecommunications occupations	**17.0%**
59	**7203**	Contractors and supervisors, pipefitting trades	**17.0%**
60	**7204**	Contractors and supervisors, carpentry trades	**17.0%**
61	**7205**	Contractors and supervisors, other construction trades, installers, repairers and servicers	**17.0%**
62	**2271**	Air pilots, flight engineers and flying instructors	**18.0%**
63	**2283**	Information systems testing technicians	**22.0%**
64	**3215**	Medical radiation technologists	**23.0%**
65	**3217**	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	**23.0%**
66	**6221**	Technical sales specialists - wholesale trade	**25.0%**
67	**2273**	Deck officers, water transport	**27.0%**
68	**6211**	Retail sales supervisors	**28.0%**
69	**6222**	Retail and wholesale buyers	**29.0%**
70	**1243**	Medical administrative assistants	**30.0%**
71	**2221**	Biological technologists and technicians	**30.0%**
72	**1223**	Human resources and recruitment officers	**31.0%**
73	**3216**	Medical sonographers	**35.0%**
74	**7251**	Plumbers	**35.0%**
75	**7252**	Steamfitters, pipefitters and sprinkler system installers	**35.0%**
76	**7253**	Gas fitters	**35.0%**
77	**7271**	Carpenters	**35.0%**
78	**7246**	Telecommunications installation and repair workers	**36.0%**
79	**2224**	Conservation and fishery officers	**36.1%**
80	**6346**	Funeral directors and embalmers	**37.0%**
81	**7292**	Glaziers	**37.0%**
82	**5232**	Other performers	**37.1%**
83	**3237**	Other technical occupations in therapy and assessment	**37.5%**
84	**2232**	Mechanical engineering technologists and technicians	**38.0%**
85	**6345**	Upholsterers	**39.0%**
86	**7318**	Elevator constructors and mechanics	**39.0%**
87	**3219**	Other medical technologists and technicians (except dental health)	**40.0%**
88	**2242**	Electronic service technicians (household and business equipment)	**41.0%**
89	**7235**	Structural metal and platework fabricators and fitters	**41.0%**
90	**2255**	Technical occupations in geomatics and meteorology	**41.5%**
91	**1228**	Employment insurance, immigration, border services and revenue officers	**41.8%**
92	**2223**	Forestry technologists and technicians	**42.0%**
93	**3212**	Medical laboratory technicians and pathologists' assistants	**47.0%**
94	**7245**	Telecommunications line and cable workers	**49.0%**
95	**2251**	Architectural technologists and technicians	**52.0%**
96	**6343**	Shoe repairers and shoemakers	**52.0%**
97	**3236**	Massage therapists	**54.0%**
98	**5225**	Audio and video recording technicians	**55.0%**
99	**2211**	Chemical technologists and technicians	**57.0%**
100	**2234**	Construction estimators	**57.0%**

Occupations ranked by greatest number of new jobs

	NOC	Occupation	Job Creation 2020-2030
1	4212	Social and community service workers	11,800
2	4214	Early childhood educators and assistants	8,870
3	7271	Carpenters	5,260
4	5241	Graphic designers and illustrators	5,010
5	6341	Hairstylists and barbers	4,970
6	5254	Program leaders and instructors in recreation, sport and fitness	4,860
7	6221	Technical sales specialists - wholesale trade	4,630
8	3233	Licensed practical nurses	4,610
9	4311	Police officers (except commissioned)	3,840
10	6235	Financial sales representatives	3,340
11	2281	Computer network technicians	3,300
12	6321	Chefs	3,290
13	2242	Electronic service technicians (household and business equipment)	3,040
14	3236	Massage therapists	2,880
15	6211	Retail sales supervisors	2,830
16	1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	2,700
17	7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	2,410
18	7241	Electricians (except industrial and power system)	2,380
19	1243	Medical administrative assistants	2,010
20	4216	Other instructors	1,720
21	7251	Plumbers	1,710
22	2263	Inspectors in public and environmental health and occupational health and safety	1,640
23	2271	Air pilots, flight engineers and flying instructors	1,610
24	3212	Medical laboratory technicians and pathologists' assistants	1,600
25	3219	Other medical technologists and technicians (except dental health)	1,590

	NOC	Occupation	Job Creation 2020-2030
26	5242	Interior designers and interior decorators	1,530
27	5225	Audio and video recording technicians	1,490
28	6222	Retail and wholesale buyers	1,420
29	4312	Firefighters	1,400
30	3234	Paramedical occupations	1,390
31	1223	Human resources and recruitment officers	1,360
32	1228	Employment insurance, immigration, border services and revenue officers	1,340
33	3232	Practitioners of natural healing 2,300	1,310
34	1212	Supervisors, finance and insurance office workers	1,260
35	5221	Photographers	1,230
36	7204	Contractors and supervisors, carpentry trades	1,210
37	1226	Conference and event planners	1,190
38	4313	Non-commissioned ranks of the Canadian Armed Forces	1,170
39	7242	Industrial electricians	1,140
40	3215	Medical radiation technologists	1,100
41	7246	Telecommunications installation and repair workers	1,050
42	9215	Supervisors, forest products processing	1,030
43	6316	Other services supervisors	1,020
44	7202	Contractors and supervisors, electrical trades and telecommunications occupations	990
45	2211	Chemical technologists and technicians	830
46	7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	820
47	1211	Supervisors, general office and administrative support workers	760
48	2232	Mechanical engineering technologists and technicians	750
49	5243	Theatre, fashion, exhibit and other creative designers	720
50	2234	Construction estimators	710

Occupations ranked by greatest number of new jobs

	NOC	Occupation	Job Creation 2020-2030
51	**5252**	Coaches	**700**
52	**2251**	Architectural technologists and technicians	**670**
53	**7252**	Steamfitters, pipefitters and sprinkler system installers	**650**
54	**7292**	Glaziers	**650**
55	**3214**	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	**640**
56	**2255**	Technical occupations in geomatics and meteorology	**640**
57	**3213**	Animal health technologists and veterinary technicians	**630**
58	**9213**	Supervisors, food and beverage processing	**620**
59	**2273**	Deck officers, water transport	**620**
60	**7235**	Structural metal and platework fabricators and fitters	**590**
61	**2233**	Industrial engineering and manufacturing technologists and technicians	**540**
62	**2252**	Industrial designers	**530**
63	**5232**	Other performers	**510**
64	**2283**	Information systems testing technicians	**500**
65	**4217**	Other religious occupations	**490**
66	**2221**	Biological technologists and technicians	**480**
67	**9212**	Supervisors, petroleum, gas and chemical processing and utilities	**470**
68	**2223**	Forestry technologists and technicians	**470**
69	**7245**	Telecommunications line and cable workers	**470**
70	**6314**	Customer and information services supervisors	**460**
71	**4215**	Instructors of persons with disabilities	**450**
72	**6313**	Accommodation, travel, tourism and related services supervisors	**440**
73	**5223**	Graphic arts technicians	**410**
74	**3237**	Other technical occupations in therapy and assessment	**400**
75	**3216**	Medical sonographers	**370**

	NOC	Occupation	Job Creation 2020-2030
76	**1214**	Supervisors, mail and message distribution occupations	**360**
77	**7244**	Electrical power line and cable workers	**350**
78	**5231**	Announcers and other broadcasters	**350**
79	**7253**	Gas fitters	**350**
80	**7203**	Contractors and supervisors, pipefitting trades	**330**
81	**2272**	Air traffic controllers and related occupations	**320**
82	**2224**	Conservation and fishery officers	**310**
83	**6345**	Upholsterers	**290**
84	**2274**	Engineer officers, water transport	**270**
85	**7318**	Elevator constructors and mechanics	**270**
86	**9211**	Supervisors, mineral and metal processing	**240**
87	**1213**	Supervisors, library, correspondence and related information workers	**230**
88	**9227**	Supervisors, other products manufacturing and assembly	**200**
89	**7243**	Power system electricians	**200**
90	**3217**	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	**190**
91	**6346**	Funeral directors and embalmers	**160**
92	**7303**	Supervisors, printing and related occupations	**120**
93	**9214**	Supervisors, plastic and rubber products manufacturing	**110**
94	**9222**	Supervisors, electronics manufacturing	**100**
95	**9226**	Supervisors, other mechanical and metal products manufacturing 210	**100**
96	**6343**	Shoe repairers and shoemakers	**100**
97	**9224**	Supervisors, furniture and fixtures manufacturing	**70**
98	**9217**	Supervisors, textile, fabric, fur and leather products processing and manufacturing	**50**
99	**9223**	Supervisors, electrical products manufacturing	**50**
100	**9221**	Supervisors, motor vehicle assembling	**30**

Occupations ranked by highest hourly salaries

	NOC	Occupation	Hourly Salary
1	7318	Elevator constructors and mechanics	$50.00
2	2272	Air traffic controllers and related occupations	$49.88
3	7203	Contractors and supervisors, pipefitting trades	$41.50
4	7243	Power system electricians	$41.08
5	7244	Electrical power line and cable workers	$41.00
6	4312	Firefighters	$40.88
7	4311	Police officers (except commissioned)	$40.00
8	9223	Supervisors, electrical products manufacturing	$39.39
9	9211	Supervisors, mineral and metal processing	$39.04
10	2234	Construction estimators	$38.00
11	9226	Supervisors, other mechanical and metal products manufacturing	$38.00
12	3216	Medical sonographers	$37.61
13	7202	Contractors and supervisors, electrical trades and telecommunications occupations	$37.20
14	7242	Industrial electricians	$37.00
15	7201	Contractors and supervisors, machining, metal forming, shaping and erecting trades and related occupations	$37.00
16	2273	Deck officers, water transport	$36.75
17	2274	Engineer officers, water transport	$36.06
18	9212	Supervisors, petroleum, gas and chemical processing and utilities	$36.00
19	2263	Inspectors in public and environmental health and occupational health and safety	$35.90
20	3215	Medical radiation technologists	$35.00
21	2255	Technical occupations in geomatics and meteorology	$35.00
22	4313	Non-commissioned ranks of the Canadian Armed Forces	$34.57
23	9215	Supervisors, forest products processing	$34.00
24	3232	Practitioners of natural healing 2,300	$33.97
25	9221	Supervisors, motor vehicle assembling	$33.34
26	3217	Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.	$33.08
27	3214	Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	$33.00
28	2271	Air pilots, flight engineers and flying instructors	$32.05
29	7205	Contractors and supervisors, other construction trades, installers, repairers and servicers	$32.00
30	2283	Information systems testing technicians	$32.00
31	2232	Mechanical engineering technologists and technicians	$30.76
32	2223	Forestry technologists and technicians	$30.76
33	1214	Supervisors, mail and message distribution occupations	$30.70
34	2252	Industrial designers	$30.62
35	7253	Gas fitters	$30.42
36	2281	Computer network technicians	$30.00
37	7204	Contractors and supervisors, carpentry trades	$30.00
38	7246	Telecommunications installation and repair workers	$30.00
39	7245	Telecommunications line and cable workers	$30.00
40	2224	Conservation and fishery officers	$30.00
41	1228	Employment insurance, immigration, border services and revenue officers	$28.85
42	9227	Supervisors, other products manufacturing and assembly	$28.77
43	2221	Biological technologists and technicians	$28.72
44	7235	Structural metal and platework fabricators and fitters	$28.50
45	2251	Architectural technologists and technicians	$28.26
46	1212	Supervisors, finance and insurance office workers	$28.21
47	5225	Audio and video recording technicians	$28.15
48	7252	Steamfitters, pipefitters and sprinkler system installers	$28.00
49	2233	Industrial engineering and manufacturing technologists and technicians	$28.00
50	7241	Electricians (except industrial and power system)	$27.50

Occupations ranked by highest hourly salaries

	NOC	Occupation	Hourly Salary
51	3233	Licensed practical nurses	$27.32
52	3234	Paramedical occupations	$27.00
53	1223	Human resources and recruitment officers	$26.67
54	7251	Plumbers	$26.00
55	7292	Glaziers	$26.00
56	7303	Supervisors, printing and related occupations	$25.93
57	9222	Supervisors, electronics manufacturing	$25.73
58	6235	Financial sales representatives	$25.64
59	9217	Supervisors, textile, fabric, fur and leather products processing and manufacturing	$25.49
60	2242	Electronic service technicians (household and business equipment)	$25.33
61	1213	Supervisors, library, correspondence and related information workers	$25.20
62	7271	Carpenters	$25.00
63	9224	Supervisors, furniture and fixtures manufacturing	$25.00
64	9214	Supervisors, plastic and rubber products manufacturing	$24.73
65	1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	$24.70
66	6346	Funeral directors and embalmers	$24.53
67	5241	Graphic designers and illustrators	$24.50
68	6222	Retail and wholesale buyers	$24.04
69	5243	Theatre, fashion, exhibit and other creative designers	$24.04
70	6314	Customer and information services supervisors	$24.01
71	1211	Supervisors, general office and administrative support workers	$24.00
72	2211	Chemical technologists and technicians	$23.80
73	4215	Instructors of persons with disabilities	$23.60
74	6221	Technical sales specialists - wholesale trade	$23.50
75	3237	Other technical occupations in therapy and assessment	$23.40

	NOC	Occupation	Hourly Salary
76	5231	Announcers and other broadcasters	$23.27
77	5223	Graphic arts technicians	$23.08
78	1243	Medical administrative assistants	$23.00
79	3212	Medical laboratory technicians and pathologists' assistants	$23.00
80	9213	Supervisors, food and beverage processing	$22.57
81	3236	Massage therapists	$22.50
82	5242	Interior designers and interior decorators	$22.00
83	1226	Conference and event planners	$21.15
84	4212	Social and community service workers	$20.00
85	4216	Other instructors	$20.00
86	5252	Coaches	$20.00
87	4217	Other religious occupations	$19.78
88	6316	Other services supervisors	$19.35
89	6313	Accommodation, travel, tourism and related services supervisors	$19.23
90	6345	Upholsterers	$19.23
91	6211	Retail sales supervisors	$19.20
92	5254	Program leaders and instructors in recreation, sport and fitness	$19.00
93	6343	Shoe repairers and shoemakers	$18.88
94	3219	Other medical technologists and technicians (except dental health)	$18.00
95	5221	Photographers	$18.00
96	4214	Early childhood educators and assistants	$17.00
97	6321	Chefs	$17.00
98	3213	Animal health technologists and veterinary technicians	$16.00
99	5232	Other performers	$15.94
100	6341	Hairstylists and barbers	$14.00

Supervisors, general office and administrative Support Workers

NOC: 1211

2020 Workforce: **1,700**
10-Year Growth Projection: **760**
Median Salary: **$25.64/hr**
Tasks that Can by Automated: **22.0%**
Likelihood of Automation by 2040: **1.4%**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 0.9%

- Replacement of Workers: 78.5%
- New Growth: 21.5%

Regional Growth Rates:

- Mainland Southwest: 1.0%
- Vancouver Island / Coast: 0.9%
- Thompson Okanagan: 1.0%
- Kootenay: 0.1%
- Cariboo: 0.9%
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is required.
- Completion of college courses related to area supervised is usually required.
- Experience in the occupation supervised is usually required.

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

Supervisors, finance and insurance office workers

NOC: 1212

2020 Workforce: **2,240**
10-Year Growth Projection: **1,260**
Median Salary: **$28.72/hr**
Tasks that Can by Automated: **22.0%**
Likelihood of Automation by 2040: **1.4%**

Employment Growth 2019-2023: 1.1%
Employment Growth 2024-2028: 0.9%

- Replacement of Workers: 78.1%
- New Growth: 21.9%

Regional Growth Rates:

- Mainland Southwest: 1.0%
- Vancouver Island / Coast: 0.6%
- Thompson Okanagan: 1.4%
- Kootenay: 0.5%
- Cariboo: 0.0%
- Northeast: 3.9%
- Northwest: n/a

People in this occupation require:

- Completion of a college program or courses in bookkeeping, accounting or a related subject is required
- Experience in the clerical occupation supervised is required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

Supervisors, library, correspondence and related information workers

NOC: 1213

2020 Workforce: **350**
10-Year Growth Projection: **230**
Median Salary: **$25.20/hr**
Tasks that Can by Automated: **22.0%**
Likelihood of Automation by 2040: **1.4%**

Employment Growth 2019-2023: 0.6%
Employment Growth 2024-2028: 0.2%

- Replacement of Workers: 94.1%
- New Growth: 5.9%

Regional Growth Rates:

- Mainland Southwest: 0.4%
- Vancouver Island / Coast: 0.1%
- Thompson Okanagan: 0.6%
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is required
- Completion of college courses related to area supervised may be required
- Experience in the clerical occupation supervised is usually required

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Superviors, mail and message distribution occupations

NOC: 1214

2020 Workforce: **690**
10-Year Growth Projection: **360**
Median Salary: **$29.86/hr**
Tasks that Can by Automated: **22.0%**
Likelihood of Automation by 2040: **1.4%**

Employment Growth 2019-2023: 0.2%
Employment Growth 2024-2028: 0.8%

- Replacement of Workers: 87.1%
- New Growth: 12.9%

Regional Growth Rates:

- Mainland Southwest: 0.4%
- Vancouver Island / Coast: 1.1%
- Thompson Okanagan: 0.6%
- Kootenay: -0.8%
- Cariboo: -0.8%
- Northeast: 0.4%
- Northwest: 1.5%

People in this occupation require:

- Completion of secondary school is required
- Several years of experience in the occupation supervised is usually required

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

Supervisors, supply chain, tracking and scheduling coordination occupations

NOC: 1215

2020 Workforce: **6,400**
10-Year Growth Projection: **2,700**
Median Salary: **$22.00/hr**
Tasks that Can by Automated: **22.0%**
Likelihood of Automation by 2040: **1.4%**

Employment Growth 2019-2023: 0.96%
Employment Growth 2024-2028: 0.7%

- Replacement of Workers: 79.3%
- New Growth: 20.7%

Regional Growth Rates:

- Mainland Southwest: 0.7%
- Vancouver Island / Coast: 0.7%
- Thompson Okanagan: 1.1%
- Kootenay: 1.54%
- Cariboo: 0.9%
- Northeast: 2.6%
- Northwest: 1.4%

People in this occupation require:

- Completion of secondary school is usually required
- Several years of experience in the occupation supervised are usually required

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

Human resources and recruitment officers

NOC: 1223

2020 Workforce: **3,130**
10-Year Growth Projection: **1,360**
Median Salary: **$27.00/hr**
Tasks that Can by Automated: **22.0%**
Likelihood of Automation by 2040: **31.0**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 1.0%

- Replacement of Workers: 68.0%
- New Growth: 32.0%

Regional Growth Rates:

- Mainland Southwest: 1.0%
- Vancouver Island / Coast: 0.9%
- Thompson Okanagan: 1.1%
- Kootenay: 0.7%
- Cariboo: -0.1%
- Northeast: 2.2%
- Northwest: n/a

People in this occupation require:

- Human resources and recruitment officers are generally required to have a college diploma or university degree in a field related to human resources management

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Conference and event planners

NOC: 1226

2020 Workforce: **3,600**
10-Year Growth Projection: **1,190**
Median Salary: **$22.36/hr**
Tasks that Can by Automated: **9.0%**
Likelihood of Automation by 2040: **3.7%**

Employment Growth 2019-2023: 0.9%
Employment Growth 2024-2028: 0.9%

- Replacement of Workers: 67.0%
- New Growth: 33.0%

Regional Growth Rates:

- Mainland Southwest: 0.8%
- Vancouver Island / Coast: 1.3%
- Thompson Okanagan: 1.4%
- Kootenay: 0.0%
- Cariboo: 0.1%
- Northeast: 1.2%
- Northwest: n/a

People in this occupation require:

- Planners usually need to complete a university degree or college diploma in marketing, sales, business, tourism or hospitality administration

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Employment insurance, immigration, border services and revenue officers

NOC: 1228

2020 Workforce: **3,180**
10-Year Growth Projection: **1,340**
Median Salary: **$28.46/hr**
Tasks that Can by Automated: **41.0%**
Likelihood of Automation by 2040: **41.8%**

Employment Growth 2019-2023: 0.3%
Employment Growth 2024-2028: 0.1%

- Replacement of Workers: 94.3%
- New Growth: 5.7%

Regional Growth Rates:

- Mainland Southwest: 0.1%
- Vancouver Island / Coast: 0.2%
- Thompson Okanagan: 0.5%
- Kootenay: 0.6%
- Cariboo: 0.9%
- Northeast: n/a
- Northwest: 0.2%

People in this occupation require:

- A bachelor's degree or college diploma is usually required
- Several years of related administrative or regulatory experience may be required
- Completion of specialized government training is required

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Medical administrative assistants

NOC: 1243

2020 Workforce: **3,980**
10-Year Growth Projection: **2,010**
Median Salary: **$22.00/hr**
Tasks that Can by Automated: **54.0%**
Likelihood of Automation by 2040: **30.0%**

Employment Growth 2019-2023: 1.5%
Employment Growth 2024-2028: 1.7%

- Replacement of Workers: 61.6%
- New Growth: 38.4%

Regional Growth Rates:

- Mainland Southwest: 1.7%
- Vancouver Island / Coast: 1.3%
- Thompson Okanagan: 1.3%
- Kootenay: 1.3%
- Cariboo: 1.3%
- Northeast: 1.9%
- Northwest: 2.0%

People in this occupation require:

- Programs structured for medical or dental office administrators, such as one-year Medical Office Assistant (MOA) certificate
- Training in medical terminology or pharmacology, management software and basic medical office procedures
- Specialized training in EMR systems

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Chemical technologists and technicians

NOC: 2211

2020 Workforce: **2,400**
10-Year Growth Projection: **830**
Median Salary: **$26.68/hr**
Tasks that Can by Automated: **53.0%**
Likelihood of Automation by 2040: **57.0%**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 0.8%

- Replacement of Workers: 69.7%
- New Growth: 30.3%

Regional Growth Rates:

- Mainland Southwest: 1.0%
- Vancouver Island / Coast: 0.7%
- Thompson Okanagan: 1.0%
- Kootenay: -0.4%
- Cariboo: 1.9%
- Northeast: 2.2%
- Northwest: -0.3%

People in this occupation require:

- Chemical technologists and chemical technicians are usually required to have completed a one to three-year college program in chemical, biochemical or chemical engineering technology or a related discipline. However, some chemical technologists and technicians in chemistry or biochemistry research are university graduates.

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Biological technologists and technicians

NOC: 2221

2020 Workforce: **1,440**
10-Year Growth Projection: **480**
Median Salary: **$26.56/hr**
Tasks that Can by Automated: **69.0%**
Likelihood of Automation by 2040: **30.0%**

Employment Growth 2019-2023: 1.2%
Employment Growth 2024-2028: 0.8%

- Replacement of Workers: 61.5%
- New Growth: 38.5%

Regional Growth Rates:

- Mainland Southwest: 1.0%
- Vancouver Island / Coast: 0.4%
- Thompson Okanagan: 1.3%
- Kootenay: 1.6%
- Cariboo: 2.7%
- Northeast: 2.6%
- Northwest: 0.6%

People in this occupation require:

- Biological Technologists and Technicians must usually complete a two to three-year college program in a field related to agriculture, biology, microbiology, wildlife or resource management for employment as a biological technologist. Completion of a one to two-year college program in a related field is required for employment as a biological technician.

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Forestry technologists and technicians

NOC: 2223

2020 Workforce: **2,670**
10-Year Growth Projection: **470**
Median Salary: **$24.00/hr**
Tasks that Can by Automated: **38.0%**
Likelihood of Automation by 2040: **42.0%**

Employment Growth 2019-2023: -0.1%
Employment Growth 2024-2028: -0.1%

- Replacement of Workers: 100.0%
- New Growth: 0.0%

Regional Growth Rates:

- Mainland Southwest: 0.6%
- Vancouver Island / Coast: 0.5%
- Thompson Okanagan: -0.3%
- Kootenay: 0.2%
- Cariboo: -0.7%
- Northeast: 1.2%
- Northwest: -0.8%

People in this occupation require:

- Forestry technologists and technicians are required to have completed a two-year college program in forestry technology, renewable resource program or forest ranger program in B.C.

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Conservation and fishery officers

NOC: 2224

2020 Workforce: **730**
10-Year Growth Projection: **310**
Median Salary: **$32.23/hr**
Tasks that Can by Automated: **28.2%**
Likelihood of Automation by 2040: **36.1%**

Employment Growth 2019-2023: 0.3%
Employment Growth 2024-2028: 0.4%

- Replacement of Workers: 91.3%
- New Growth: 8.7%

Regional Growth Rates:

- Mainland Southwest: 0.0%
- Vancouver Island / Coast: 0.5%
- Thompson Okanagan: 0.9%
- Kootenay: -0.1%
- Cariboo: 0.5%
- Northeast: n/a
- Northwest: 0.0%

People in this occupation require:

- Completion of a college program in renewable resources management, environmental conservation or a related discipline is usually required
- On-the-job training and courses related to law enforcement and resource management are provided
- A class-5 driver's licence, pesticide-applicator's licence and explosives licence may be required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Mechanical engineering technologists and technicians

NOC: 2232

2020 Workforce: **2,020**
10-Year Growth Projection: **750**
Median Salary: **$30.00/hr**
Tasks that Can by Automated: **23.0%**
Likelihood of Automation by 2040: **38.0%**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 0.8%

- Replacement of Workers: 68.3%
- New Growth: 31.7%

Regional Growth Rates:

- Mainland Southwest: 0.9%
- Vancouver Island / Coast: 0.6%
- Thompson Okanagan: 1.1%
- Kootenay: 2.6%
- Cariboo: 3.4%
- Northeast: 0.8%
- Northwest: -0.7%

People in this occupation require:

- While work as a Mechanical Engineering Technologist or Technician is not restricted by legislation in British Columbia, many agencies and employers recognize or require the professional certification provided by the Applied Science Technologists and Technicians of British Columbia (ASTTBC)
- ASTTBC certification in the Mechanical Discipline requires completion of a diploma of technology or completion of a technician certificate for the CTech designation.

Work Values:

- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

Industrial engineering and manufacturing technologists and technicians

NOC: 2233

2020 Workforce: **1,700**
10-Year Growth Projection: **540**
Median Salary: **$28.00/hr**
Tasks that Can by Automated: **7.0%**
Likelihood of Automation by 2040: **3.0%**

Employment Growth 2019-2023: 0.5%
Employment Growth 2024-2028: 0.2%

- Replacement of Workers: 87.8%
- New Growth: 12.2%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: 0.0%
- Thompson Okanagan: 0.7%
- Kootenay: -0.8%
- Cariboo: 0.7%
- Northeast: -0.5%
- Northwest: n/a

People in this occupation require:

- Completion of a one- two– or three-year college program or equivalent in industrial engineering technology, pulp and paper technology, plastics technology, textile technology, manufacturing technology or a related discipline is usually required for industrial engineering or manufacturing technologists

Work Values:

- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.

Construction estimators

NOC: 2234

2020 Workforce: **3,340**
10-Year Growth Projection: **710**
Median Salary: **$37.00/hr**
Tasks that Can by Automated: **14.0%**
Likelihood of Automation by 2040: **57.0%**

Employment Growth 2019-2023: 0.5%
Employment Growth 2024-2028: 0.3%

- Replacement of Workers: 82.9%
- New Growth: 17.1%

Regional Growth Rates:

- Mainland Southwest: 0.6%
- Vancouver Island / Coast: -0.2%
- Thompson Okanagan: -0.2%
- Kootenay: n/a
- Cariboo: -0.3%
- Northeast: 2.8%
- Northwest: 0.4%

People in this occupation require:

- Complete a two-year technology diploma in architectural and building engineering or a related discipline
- Sometimes these workers begin with several years of experience asa qualified tradesperson in a construction trade (eg: plumbing, carpentry or electrical) and then move into estimating

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Electronic service technicians (household and business equipment)

NOC: 2242

2020 Workforce: **7,820**
10-Year Growth Projection: **3,040**
Median Salary: **$23.00/hr**
Tasks that Can by Automated: **44.0%**
Likelihood of Automation by 2040: **41.0%**

Employment Growth 2019-2023: 1.2%
Employment Growth 2024-2028: 1.0%

- Replacement of Workers: 68.2%
- New Growth: 31.8%

Regional Growth Rates:

- Mainland Southwest: 1.0%
- Vancouver Island / Coast: 1.5%
- Thompson Okanagan: 1.0%
- Kootenay: 1.7%
- Cariboo: 1.3%
- Northeast: 2.6%
- Northwest: 0.5%

People in this occupation require:

- Completion of a two– to three-year college program in electronics; OR
- Completion of a four-year apprenticeship program in electronic servicing and repair; OR
- Completion of high school or college courses in electronics and on-the-job training is required

Work Values:

- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.

Architectural technologists and technicians

NOC: 2251

2020 Workforce: **1,390**
10-Year Growth Projection: **670**
Median Salary: **$29.03/hr**
Tasks that Can by Automated: **21.0%**
Likelihood of Automation by 2040: **52.0%**

Employment Growth 2019-2023: 1.7%
Employment Growth 2024-2028: 1.5%

- Replacement of Workers: 59.0%
- New Growth: 41.0%

Regional Growth Rates:

- Mainland Southwest: 1.8%
- Vancouver Island / Coast: 0.9%
- Thompson Okanagan: 1.9%
- Kootenay: -0.7%
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of a two-to-three-year college program in architectural technology or a related subject is required
- Certification through a provincial association of architectural technology
- A period of supervised work experience, usually two-years

Work Values:

- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

Industrial designers

NOC: 2252

2020 Workforce: **1,310**
10-Year Growth Projection: **530**
Median Salary: **$32.63/hr**
Tasks that Can by Automated: **3.0%**
Likelihood of Automation by 2040: **3.7%**

Employment Growth 2019-2023: 1.2%
Employment Growth 2024-2028: 0.8%

- Replacement of Workers: 72.0%
- New Growth: 28.0%

Regional Growth Rates:

- Mainland Southwest: 1.1%
- Vancouver Island / Coast: 0.3%
- Thompson Okanagan: 1.7%
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- A university degree in industrial-design, architecture, engineering; OR
- A college diploma in industrial design is required
- Creative ability, as demonstrated by a portfolio is required

Work Values:

- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Technical occupations in geomatics and meteorology

NOC: 2255

2020 Workforce: **1,620**
10-Year Growth Projection: **640**
Median Salary: **$35.00/hr**
Tasks that Can by Automated: **39.5%**
Likelihood of Automation by 2040: **41.5%**

Employment Growth 2019-2023: 1.2%
Employment Growth 2024-2028: 1.1%

- Replacement of Workers: 67.2%
- New Growth: 32.8%

Regional Growth Rates:

- Mainland Southwest: 1.3%
- Vancouver Island / Coast: 1.0%
- Thompson Okanagan: 1.1%
- Kootenay: -0.4%
- Cariboo: 1.3%
- Northeast: 2.4%
- Northwest: 0.6%

People in this occupation require:

- Geomatics technicians and technologists require completion of a one-to-two or two-to-three college program in cartography, photogrammetry, aerial survey, remote sensing, geographic information system or geomatics
- Meteorological technicians require a one-year program provided by the Meteorological Service of Canada

Work Values:

- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

Inspectors in public and environmental health and occupational health and safety

NOC: 2263

2020 Workforce: **4,180**
10-Year Growth Projection: **1,640**
Median Salary: **$35.90/hr**
Tasks that Can by Automated: **24.032.05%**
Likelihood of Automation by 2040: **8.0%**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 0.8%

- Replacement of Workers: 75.0%
- New Growth: 25.0%

Regional Growth Rates:

- Mainland Southwest: 0.9%
- Vancouver Island / Coast: 0.6%
- Thompson Okanagan: 1.2%
- Kootenay: 0.1%
- Cariboo: 0.7%
- Northeast: 2.4%
- Northwest: 1.2%

People in this occupation require:

- Bachelor's degree or college diploma in a discipline such as food science, environmental studies, chemistry or health and safety is usually required
- Public Health Inspectors require certification with the Canadian Institute of Public Health Inspectors and Occupational Health and Safety Officers with the Association of Canadian Registered Safety Professionals

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Air pilots, flight engineers and flying instructors

NOC: 2271

2020 Workforce: **4,050**
10-Year Growth Projection: **1,610**
Median Salary: **$32.05/hr**
Tasks that Can by Automated: **72.0%**
Likelihood of Automation by 2040: **18.0%**

Employment Growth 2019-2023: 1.4%
Employment Growth 2024-2028: 0.7%

- Replacement of Workers: 67.2%
- New Growth: 32.8%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: 1.2%
- Thompson Okanagan: 2.5%
- Kootenay: 4.9%
- Cariboo: -0.1%
- Northeast: 2.0%
- Northwest: 2.5%

People in this occupation require:

- Completion of secondary school and graduation from a certified flying or aviation school are required
- A university degree or college diploma may be required
- Additional licenses or endorsements to fly different types of aircraft are required
- Structured training is provided by employers
- Flight engineers require a license Transport Canada

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

Air traffic controllers and related occupations

NOC: 2272

2020 Workforce: **750**
10-Year Growth Projection: **320**
Median Salary: **$49.88/hr**
Tasks that Can by Automated: **56.0%**
Likelihood of Automation by 2040: **11.0%**

Employment Growth 2019-2023: 1.6%
Employment Growth 2024-2028: 0.9%

- Replacement of Workers: 69.0%
- New Growth: 31.0%

Regional Growth Rates:

- Mainland Southwest: 0.8%
- Vancouver Island / Coast: 1.9%
- Thompson Okanagan: 1.6%
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: 3.4%

People in this occupation require:

- Completion of secondary school and a basic radio telephone operator's licence is required.
- Air traffic controllers and flight service specialists require completion of a NAV Canada training program which includes structured in-class and on-the-job-training

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Deck officers, water transport

NOC: 2273

2020 Workforce: **1,660**
10-Year Growth Projection: **620**
Median Salary: **$36.75/hr**
Tasks that Can by Automated: **76.0%**
Likelihood of Automation by 2040: **27.0%**

Employment Growth 2019-2023: 0.4%
Employment Growth 2024-2028: 0.5%

- Replacement of Workers: 88.1%
- New Growth: 11.9%

Regional Growth Rates:

- Mainland Southwest: -0.1%
- Vancouver Island / Coast: 0.6%
- Thompson Okanagan: 3.8%
- Kootenay: 3.6%
- Cariboo: n/a
- Northeast: n/a
- Northwest: 2.7%

People in this occupation require:

- Completion of deck offer cadet program from an approved nautical institute; OR
- One to three years experience as a member of a deck crew
- A deck officer certificate of competency, issued by Transport Canada, is required
- For ship pilots, a ship pilot licence and a master certificate of competency are required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Engineer officers, water transport

NOC: 2274

2020 Workforce: **620**
10-Year Growth Projection: **270**
Median Salary: **$36.06/hr**
Tasks that Can by Automated: **19.0%**
Likelihood of Automation by 2040: **1.0%**

Employment Growth 2019-2023: 0.3%
Employment Growth 2024-2028: 0.6%

- Replacement of Workers: 90.9%
- New Growth: 9.1%

Regional Growth Rates:

- Mainland Southwest: 0.0%
- Vancouver Island / Coast: 0.6%
- Thompson Okanagan: n/a
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of a three-year cadet program in marine engineering from an approved marine training institute (MTI); OR
- Approximately three years of experience as ana engineer room crew member and six months of formal training at an approved MTI; OR
- Approximately three years of experience as an engineer mechanic and six months of experience as an engineer room crew member for certification as a fourth class marine engineer

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- Compensation, Independence, Security, Variety and Working Conditions.

Computer network technicians

NOC: 2281

2020 Workforce: **7,490**
10-Year Growth Projection: **3,300**
Median Salary: **$30.00/hr**
Tasks that Can by Automated: **71.0%**
Likelihood of Automation by 2040: **3.0%**

Employment Growth 2019-2023: 1.1%
Employment Growth 2024-2028: 1.5%

- Replacement of Workers: 59.6%
- New Growth: 40.4%

Regional Growth Rates:

- Mainland Southwest: 1.3%
- Vancouver Island / Coast: 1.8%
- Thompson Okanagan: 1.0%
- Kootenay: 1.5%
- Cariboo: 0.1%
- Northeast: 3.6%
- Northwest: 0.7%

People in this occupation require:

- Computer Network Technicians generally must complete a diploma or certificate program in computer science, network administration, web technology or a related field. Employers may also require a certificate of training for some types of software or hardware
- Completion of a diploma program and at least two years experience can lead to certification as an ASTTBC Computer Applications of Data Communications Technologist (AScT)

Work Values:

- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Information systems testing technicians

NOC: 2283

2020 Workforce: **1,130**
10-Year Growth Projection: **500**
Median Salary: **$32.00/hr**
Tasks that Can by Automated: **21.0%**
Likelihood of Automation by 2040: **22.0%**

Employment Growth 2019-2023: 1.3%
Employment Growth 2024-2028: 2.2%

- Replacement of Workers: 43.9%
- New Growth: 56.1%

Regional Growth Rates:

- Mainland Southwest: 1.6%
- Vancouver Island / Coast: n/a
- Thompson Okanagan: 0.7%
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Systems testing technicians are usually required to complete a college or university program in computer science, computer programming or network administration. Entry-level training programs in computer science, computer programming and network administration are generally eight months to two years

Work Values:

- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Medical laboratory technicians and pathologists' assistants

NOC: 3212

2020 Workforce: **3,960**
10-Year Growth Projection: **1,600**
Median Salary: **$23.00/hr**
Tasks that Can by Automated: **64.0%**
Likelihood of Automation by 2040: **47.0%**

Employment Growth 2019-2023: 1.3%
Employment Growth 2024-2028: 1.5%

- Replacement of Workers: 60.6%
- New Growth: 39.4%

Regional Growth Rates:

- Mainland Southwest: 1.5%
- Vancouver Island / Coast: 1.2%
- Thompson Okanagan: 1.2%
- Kootenay: 1.1%
- Cariboo: 1.1%
- Northeast: 1.7%
- Northwest: 1.5%

People in this occupation require:

- Medical laboratory assistants must be graduates of the British Columbia Society of Laboratory Science approved Medical Laboratory Assistant Training Programs

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Animal health technologists and veterinary technicians

NOC: 3213

2020 Workforce: **2,160**
10-Year Growth Projection: **630**
Median Salary: **$16.00/hr**
Tasks that Can by Automated: **53.0%**
Likelihood of Automation by 2040: **2.9%**

Employment Growth 2019-2023: 2.0%
Employment Growth 2024-2028: 1.1%

- Replacement of Workers: 41.7%
- New Growth: 58.3%

Regional Growth Rates:

- Mainland Southwest: 1.9%
- Vancouver Island / Coast: 0.4%
- Thompson Okanagan: 2.3%
- Kootenay: 0.5%
- Cariboo: 0.9%
- Northeast: n/a
- Northwest: 0.0%

People in this occupation require:

- Completion of a two– or three-year veterinary or animal health technology diploma or a related program is required
- Registration with the Animal Health Technologists Association of British Columbia is available to those who've completed an accredited program and passed the Veterinary Technician National Examination

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Respiratory therapists, clinical perfusionists and cardiopulmonary technologists

NOC: 3214

2020 Workforce: **1,370**
10-Year Growth Projection: **640**
Median Salary: **$33.00/hr**
Tasks that Can by Automated: **39.0%**
Likelihood of Automation by 2040: **6.6%**

Employment Growth 2019-2023: 1.2%
Employment Growth 2024-2028: 1.4%

- Replacement of Workers: 64.9%
- New Growth: 35.1%

Regional Growth Rates:

- Mainland Southwest: 1.4%
- Vancouver Island / Coast: 1.1%
- Thompson Okanagan: 0.9%
- Kootenay: 1.0%
- Cariboo: 1.2%
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Entry-level training programs in respiratory therapy, clinical perfusion and cardiopulmonary technology (outside of BC) are generally two to three years in length
- To become a Registered Respiratory Technologist (CSRT) requires (A) completion of an accredited Canadian program; and (B) completion of the national registration exams

Work Values:

- **Social** — Social occupations frequently involve working with, communicating with, and teaching people. These occupations often involve helping or providing service to others.
- **Realistic** — Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.
- **Investigative** — Investigative occupations frequently involve working with ideas, and require an extensive amount of thinking. These occupations can involve searching for facts and figuring out problems.

Medical radiation technologists

NOC: 3215

2020 Workforce: **2,680**
10-Year Growth Projection: **1,100**
Median Salary: **$35.00/hr**
Tasks that Can by Automated: **47.0%**
Likelihood of Automation by 2040: **23.0%**

Employment Growth 2019-2023: 1.2%
Employment Growth 2024-2028: 1.4%

- Replacement of Workers: 64.0%
- New Growth: 36.0%

Regional Growth Rates:

- Mainland Southwest: 1.4%
- Vancouver Island / Coast: 1.1%
- Thompson Okanagan: 1.1%
- Kootenay: 0.9%
- Cariboo: 1.1%
- Northeast: 1.8%
- Northwest: 1.3%

People in this occupation require:

- Completion of a two– to three-year college, hospital or other approved program in diagnostic medicine technology (for nuclear medicine technologists) or radiation therapy (for radiation therapists) is required for certification. Some workers may have a bachelor of health sciences degree in radiology, nuclear medicine or radiation therapy.

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Medical sonographers

NOC: 3216

2020 Workforce: **740**
10-Year Growth Projection: **370**
Median Salary: **$37.61/hr**
Tasks that Can by Automated: **48.0%**
Likelihood of Automation by 2040: **35.0%**

Employment Growth 2019-2023: 1.4%
Employment Growth 2024-2028: 1.5%

- Replacement of Workers: 64.7%
- New Growth: 35.3%

Regional Growth Rates:

- Mainland Southwest: 1.5%
- Vancouver Island / Coast: 1.4%
- Thompson Okanagan: 1.0%
- Kootenay: 1.3%
- Cariboo: 1.2%
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of a three– to four-year program in diagnostic medical sonography or ultrasound technology; OR
- Completion of a two-to-three year program in a related allied health field and a one-year post-diploma program in diagnostic medical sonography from an accredited institution are required

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.

NOC: 3217

2020 Workforce: **480**
10-Year Growth Projection: **190**
Median Salary: **$33.08/hr**
Tasks that Can by Automated: **45.0%**
Likelihood of Automation by 2040: **23.0%**

Employment Growth 2019-2023: 1.1%
Employment Growth 2024-2028: 1.3%

- Replacement of Workers: 58.8%
- New Growth: 41.2%

Regional Growth Rates:

- Mainland Southwest: 1.4%
- Vancouver Island / Coast: 1.0%
- Thompson Okanagan: 0.7%
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Cardiology technologists require completion of a two-year college diploma program in cardiology technology and supervised practical training
- Cardiology technologists require registration with the Canadian Society of Cardiology

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Other medical technologists and technicians (except dental health)

NOC: 3219

2020 Workforce: **5,580**
10-Year Growth Projection: **1,590**
Median Salary: **$18.00/hr**
Tasks that Can by Automated: **53.0%**
Likelihood of Automation by 2040: **40.0%**

Employment Growth 2019-2023: 0.6%
Employment Growth 2024-2028: 0.6%

- Replacement of Workers: 68.9%
- New Growth: 31.1%

Regional Growth Rates:

- Mainland Southwest: 0.4%
- Vancouver Island / Coast: 0.5%
- Thompson Okanagan: 1.4%
- Kootenay: 0.7%
- Cariboo: 0.6%
- Northeast: 3.2%
- Northwest: -1.1%

People in this occupation require:

- Dietary technicians and pharmacy technicians require completion of two– to three–year programs
- Ocularists require completion of the ocularist training program of the American Society of Ocularists and supervised training
- Prosthetists and orthotists require a two-year college program and supervised practical training

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Practitioners of natural healing

NOC: 3232

2020 Workforce: **2,300**
10-Year Growth Projection: **1,310**
Median Salary: **$33.97/hr**
Tasks that Can by Automated: **19.0%**
Likelihood of Automation by 2040: **16.0%**

Employment Growth 2019-2023: 1.6%
Employment Growth 2024-2028: 1.6%

- Replacement of Workers: 63.2%
- New Growth: 36.8%

Regional Growth Rates:

- Mainland Southwest: 1.7%
- Vancouver Island / Coast: 1.5%
- Thompson Okanagan: 1.7%
- Kootenay: 1.2%
- Cariboo: 0.7%
- Northeast: n/a
- Northwest: 1.9%

People in this occupation require:

- Usually need to complete a three– to four-year diploma program in traditional Chinese medicine from a private institute or completion of a program in traditional Chinese medicine from a recognized medical schools abroad
- Must be registered with a regulatory body

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Licensed practical nurses

NOC: 3233

2020 Workforce: **9,610**
10-Year Growth Projection: **4,610**
Median Salary: **$27.32/hr**
Tasks that Can by Automated: **16.0%**
Likelihood of Automation by 2040: **5.8%**

Employment Growth 2019-2023: 1.6%
Employment Growth 2024-2028: 2.0%

- Replacement of Workers: 53.6%
- New Growth: 46.4%

Regional Growth Rates:

- Mainland Southwest: 2.2%
- Vancouver Island / Coast: 1.5%
- Thompson Okanagan: 1.2%
- Kootenay: 1.4%
- Cariboo: 1.5%
- Northeast: 2.1%
- Northwest: 1.9%

People in this occupation require:

- Licensed practical nurses (LPNs) must complete a recognized college or vocational program specifically for LPNs.
- Before entering into practice, practical nursing graduates must write and pass the Canadian Practical Nurse Registration Examination and then apply to be registered with the College of Licensed Practical Nursing (CLPN) of British Columbia

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Paramedical occupations

NOC: 3234

2020 Workforce: **3,180**
10-Year Growth Projection: **1,390**
Median Salary: **$27.00/hr**
Tasks that Can by Automated: **35.0%**
Likelihood of Automation by 2040: **4.9%**

Employment Growth 2019-2023: 1.4%
Employment Growth 2024-2028: 1.7%

- Replacement of Workers: 56.5%
- New Growth: 43.5%

Regional Growth Rates:

- Mainland Southwest: 1.6%
- Vancouver Island / Coast: 1.3%
- Thompson Okanagan: 1.5%
- Kootenay: 1.4%
- Cariboo: 1.6%
- Northeast: 2.3%
- Northwest: 2.2%

People in this occupation require:

- Emergency medical responder (EMR) requires a 105-hour entry-level training program in emergency patient care and transportation. Primary care paramedic (PCP) requires a six-month (including practicum) certificate program. Advanced care paramedics (ACP) must complete an 18-month diploma program.

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Massage therapists

NOC: 3236

2020 Workforce: **5,090**
10-Year Growth Projection: **2,880**
Median Salary: **$22.00/hr**
Tasks that Can by Automated: **0.0%**
Likelihood of Automation by 2040: **54.0%**

Employment Growth 2019-2023: 1.6%
Employment Growth 2024-2028: 1.7%

- Replacement of Workers: 59.0%
- New Growth: 41.0%

Regional Growth Rates:

- Mainland Southwest: 1.7%
- Vancouver Island / Coast: 1.6%
- Thompson Okanagan: 1.7%
- Kootenay: 1.2%
- Cariboo: 1.5%
- Northeast: 2.6%
- Northwest: 1.3%

People in this occupation require:

- In B.C., massage therapists must be registered with the College of Massage Therapists of British Columbia
- Certification requires: A. completion of a three-year program in massage therapy; and B. written practical provincial examinations

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Other technical occupations in therapy and assessment

NOC: 3237

2020 Workforce: **960**
10-Year Growth Projection: **400**
Median Salary: **$23.40/hr**
Tasks that Can by Automated: **49.6%**
Likelihood of Automation by 2040: **37.5%**

Employment Growth 2019-2023: 1.4%
Employment Growth 2024-2028: 1.5%

- Replacement of Workers: 57.9%
- New Growth: 42.1%

Regional Growth Rates:

- Mainland Southwest: 1.6%
- Vancouver Island / Coast: 1.3%
- Thompson Okanagan: 1.5%
- Kootenay: 1.4%
- Cariboo: n/a
- Northeast: 0.8%
- Northwest: n/a

People in this occupation require:

- In B.C., audio prosthetists and hearing instrument practitioners must be registered wit hthe College of Speech and Hearing Health Professionals of B.C.
- Registration requires: A. two years of post-secondary education with a course in hearing aid dispensing; and B. completion of written and practical examinations provided by the college

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Social and community service workers

NOC: 4212

2020 Workforce: **25,580**
10-Year Growth Projection: **11,800**
Median Salary: **$20.00/hr**
Tasks that Can by Automated: **13.0%**
Likelihood of Automation by 2040: **1.2%**

Employment Growth 2019-2023: 1.4%
Employment Growth 2024-2028: 1.7%

- Replacement of Workers: 60.1%
- New Growth: 39.9%

Regional Growth Rates:

- Mainland Southwest: 1.7%
- Vancouver Island / Coast: 1.4%
- Thompson Okanagan: 1.2%
- Kootenay: 0.9%
- Cariboo: 1.6%
- Northeast: 1.6%
- Northwest: 0.8%

People in this occupation require:

- The minimum education for community and social service workers is completion of a one-, two– or four-year college or university program in social work and youth care, counselling and other social science or health-related discipline
- In B.C., some employers may require social service workers to have membership in the province's regulatory body

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Early childhood educators and assistants

NOC: 4214

2020 Workforce: **20,250**
10-Year Growth Projection: **8,870**
Median Salary: **$17.00/hr**
Tasks that Can by Automated: **7.0%**
Likelihood of Automation by 2040: **0.7%**

Employment Growth 2019-2023: 2.4%
Employment Growth 2024-2028: 1.3%

- Replacement of Workers: 51.9%
- New Growth: 48.1%

Regional Growth Rates:

- Mainland Southwest: 1.9%
- Vancouver Island / Coast: 1.6%
- Thompson Okanagan: 1.7%
- Kootenay: 1.1%
- Cariboo: 1.8%
- Northeast: 1.6%
- Northwest: 0.6%

People in this occupation require:

- Early childhood educators must have a college diploma in early childhood education (ECE) or have a bachelor's degree
- Completion of at least 500 hours of satisfactory work experience and first aid training to qualify for an Early Childhood Educator Licence to Practice
- Addition education such as infant / toddler care, ECE education, special needs ECE, and FOODSAFE

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Instructors of persons with disabilities

NOC: 4215

2020 Workforce: **1,300**
10-Year Growth Projection: **450**
Median Salary: **$23.60/hr**
Tasks that Can by Automated: **7.4%**
Likelihood of Automation by 2040: **1.2%**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 1.3%

- Replacement of Workers: 65.2%
- New Growth: 34.8%

Regional Growth Rates:

- Mainland Southwest: 1.3%
- Vancouver Island / Coast: 1.2%
- Thompson Okanagan: 1.2%
- Kootenay: 1.4%
- Cariboo: -0.2%
- Northeast: n/a
- Northwest: -0.8%

People in this occupation require:

- Completion of a college program in special education, rehabilitation, orientation and mobility visual impairment, hearing impairment or intellectual disability is required
- A bachelor's degree in special education or a related field such as social work or psychology may be required

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Other instructors

NOC: 4216

2020 Workforce: **6,410**
10-Year Growth Projection: **1,720**
Median Salary: **$20.00/hr**
Tasks that Can by Automated: **13.0%**
Likelihood of Automation by 2040: **1.0%**

Employment Growth 2019-2023: 1.6%
Employment Growth 2024-2028: 1.4%

- Replacement of Workers: 53.8%
- New Growth: 46.2%

Regional Growth Rates:

- Mainland Southwest: 1.9%
- Vancouver Island / Coast: 0.1%
- Thompson Okanagan: 1.1%
- Kootenay: 0.4%
- Cariboo: -2.5%
- Northeast: 0.7%
- Northwest: -0.5%

People in this occupation require:

- Expertise in the field of instruction must be demonstrated
- Driving instructors must obtain special licensing as a driving instructor in the province of British Columbia
- Certification by the Canadian Yachting Association may be required for sailing and navigation instructors

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Other religious occupations

NOC: 4217

2020 Workforce: **1,160**
10-Year Growth Projection: **490**
Median Salary: **$19.78/hr**
Tasks that Can by Automated: **0.0%**
Likelihood of Automation by 2040: **2.5%**

Employment Growth 2019-2023: 0.9%
Employment Growth 2024-2028: 0.8%

- Replacement of Workers: 67.6%
- New Growth: 32.4%

Regional Growth Rates:

- Mainland Southwest: 0.7%
- Vancouver Island / Coast: 1.7%
- Thompson Okanagan: 1.0%
- Kootenay: 0.1%
- Cariboo: 0.6%
- Northeast: n/a
- Northwest: 0.3

People in this occupation require:

- Requirements range from completion of secondary school education to a university undergraduate degree, depending on the particular occupation and religion
- There may be other employment requirements depending on the particular occupation and religion

Work Values:

- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Police officers (except commissioned)

NOC: 4311

2020 Workforce: **9,470**
10-Year Growth Projection: **3,840**
Median Salary: **$40.00/hr**
Tasks that Can by Automated: **19.0%**
Likelihood of Automation by 2040: **9.8%**

Employment Growth 2019-2023: 0.6%
Employment Growth 2024-2028: 0.3%

- Replacement of Workers: 86.1%
- New Growth: 13.9%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: 0.2%
- Thompson Okanagan: 0.5%
- Kootenay: 0.6%
- Cariboo: 1.0%
- Northeast: 1.0%
- Northwest: 0.2%

People in this occupation require:

- Completion of a college program or university degree in law and security or in the social science is usually required
- A three– to six-month police training program is provided
- Experience as a constable and the completion of specialized courses are required for detectives and sergeants

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Firefighters

NOC: 4312

2020 Workforce: **3,650**
10-Year Growth Projection: **1,400**
Median Salary: **$40.88/hr**
Tasks that Can by Automated: **40.0%**
Likelihood of Automation by 2040: **17.0%**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 0.8%

- Replacement of Workers: 75.5%
- New Growth: 24.5%

Regional Growth Rates:

- Mainland Southwest: 1.1%
- Vancouver Island / Coast: 0.6%
- Thompson Okanagan: 0.6%
- Kootenay: 1.0%
- Cariboo: 0.8%
- Northeast: 0.7%
- Northwest: 0.0%

People in this occupation require:

- Employment requirements for firefighters may vary from one fire department to another. Completion of Grade 12 is usually required. Other requirements usually include: two years post-secondary education or apprenticeship; successful completion of a firefighter training program - Level 1 and 2 NFPA Certification; and/or experience and training as a volunteer firefighter

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Non-commissioned ranks of the Canadian Armed Forces

NOC: 4313

2020 Workforce: **3,550**
10-Year Growth Projection: **1,170**
Median Salary: **$34.57/hr**
Tasks that Can by Automated: **19.0%**
Likelihood of Automation by 2040: **9.8%**

Employment Growth 2019-2023: -0.1%
Employment Growth 2024-2028: -0.1%

- Replacement of Workers: 100.0%
- New Growth: 0.0%

Regional Growth Rates:

- Mainland Southwest: 0.1%
- Vancouver Island / Coast: -0.2%
- Thompson Okanagan: 0.5%
- Kootenay: n/a
- Cariboo: 1.0%
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is usually required
- Three months of basic military training are provided
- Specialized training in the operation and maintenance of military equipment and systems is provided

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Photographers

NOC: 5221

2020 Workforce: **3,030**
10-Year Growth Projection: **1,230**
Median Salary: **$18.00/hr**
Tasks that Can by Automated: **27.0%**
Likelihood of Automation by 2040: **2.1%**

Employment Growth 2019-2023: 1.8%
Employment Growth 2024-2028: 1.2%

- Replacement of Workers: 58.3%
- New Growth: 41.7%

Regional Growth Rates:

- Mainland Southwest: 1.8%
- Vancouver Island / Coast: 0.4%
- Thompson Okanagan: 1.9%
- Kootenay: 0.4%
- Cariboo: 0.9%
- Northeast: 2.5%
- Northwest: n/a

People in this occupation require:

- A bachelor's degree in visual arts with specialization in photography; OR
- Completion of specialized training in photography in high school, college or specialized training schools; OR
- Extensive on-the-job training under the supervision of a photographer is required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Graphic arts technicians

NOC: 5223

2020 Workforce: **1,060**
10-Year Growth Projection: **410**
Median Salary: **$23.08/hr**
Tasks that Can by Automated: **36.0%**
Likelihood of Automation by 2040: **55.0%**

Employment Growth 2019-2023: 0.8%
Employment Growth 2024-2028: 1.7%

- Replacement of Workers: 42.3%
- New Growth: 57.7%

Regional Growth Rates:

- Mainland Southwest: 1.2%
- Vancouver Island / Coast: 1.5%
- Thompson Okanagan: 1.6%
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Graphic arts technicians generally need a college diploma in commercial or graphic arts, computer graphics, animated design or web design
- Other requirements may include: experience or training in multimedia design at a post-secondary, college or technical institution in programs that can vary from one to three years

Work Values:

- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

Audio and video recording technicians

NOC: 5225

2020 Workforce: **3,150**
10-Year Growth Projection: **1,490**
Median Salary: **$28.15/hr**
Tasks that Can by Automated: **36.0%**
Likelihood of Automation by 2040: **55.0%**

Employment Growth 2019-2023: 2.9%
Employment Growth 2024-2028: 2.8%

- Replacement of Workers: 31.9%
- New Growth: 68.1%

Regional Growth Rates:

- Mainland Southwest: 3.1%
- Vancouver Island / Coast: 1.8%
- Thompson Okanagan: 1.7%
- Kootenay: 0.6%
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of a one– to three-year certificate, diploma or degree program in audio and video recording or a related program is required
- Paid or volunteer experience as a recording studio assistant is also usually required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

Announcers and other broadcasters

NOC: 5231

2020 Workforce: **700**
10-Year Growth Projection: **350**
Median Salary: **$23.27/hr**
Tasks that Can by Automated: **20.0%**
Likelihood of Automation by 2040: **10.0%**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 0.8%

- Replacement of Workers: 70.0%
- New Growth: 30.0%

Regional Growth Rates:

- Mainland Southwest: 0.8%
- Vancouver Island / Coast: 0.8%
- Thompson Okanagan: 1.3%
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of a college radio or television arts program is usually required
- Practical training, such as work at a college radio station, may be required
- Talent and ability, as demonstrated during an audition , are important hiring criteria
- Membership in a guild or union related to the occupation or type of performance may be required

Work Values:

- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Other performers

NOC: 5232

2020 Workforce: **1,190**
10-Year Growth Projection: **510**
Median Salary: **$15.94 /hr**
Tasks that Can by Automated: **15.5%**
Likelihood of Automation by 2040: **37.1%**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 1.3%

- Replacement of Workers: 65.0%
- New Growth: 35.0%

Regional Growth Rates:

- Mainland Southwest: 1.0%
- Vancouver Island / Coast: 1.0%
- Thompson Okanagan: 1.9%
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Circus performers and acrobats may require a period of study at a circus school
- Completion of modelling courses is usually required for models
- Training for other occupations in this unit group is often obtain under the guidance of a practitioner
- Membership in a guild or union related to the occupation or type or performance may be required

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Graphic designers and illustrators

NOC: 5241

2020 Workforce: **11,430**
10-Year Growth Projection: **5,010**
Median Salary: **$24.50/hr**
Tasks that Can by Automated: **10.0%**
Likelihood of Automation by 2040: **8.2%**

Employment Growth 2019-2023: 1.8%
Employment Growth 2024-2028: 1.6%

- Replacement of Workers: 54.0%
- New Growth: 46.0%

Regional Growth Rates:

- Mainland Southwest: 1.8%
- Vancouver Island / Coast: 0.9%
- Thompson Okanagan: 1.9%
- Kootenay: 1.7%
- Cariboo: 3.6%
- Northeast: 1.9%
- Northwest: -0.7%

People in this occupation require:

- Graphic designers and illustrators often require a university degree in visual arts specializing in graphic design, commercial art of graphic communications
- A college diploma in graphic arts or certification by the Society of Graphic Designers of Canada (GDC)
- Two years of design training
- Experience or training in multimedia design at a post-secondary college or technical institute

Work Values:

- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.

Interior designers and interior decorators

NOC: 5242

2020 Workforce: **4,350**
10-Year Growth Projection: **1,530**
Median Salary: **$22.00/hr**
Tasks that Can by Automated: **12.0%**
Likelihood of Automation by 2040: **2.2%**

Employment Growth 2019-2023: 1.6%
Employment Growth 2024-2028: 1.1%

- Replacement of Workers: 60.5%
- New Growth: 39.5%

Regional Growth Rates:

- Mainland Southwest: 1.5%
- Vancouver Island / Coast: 0.5%
- Thompson Okanagan: 1.3%
- Kootenay: 1.2%
- Cariboo: 2.5%
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- A university degree or college diploma in interior design is usually required
- The National Council for Interior Design Qualification (NCIDQ) examination may be required after six years of combined study and experience
- Certification by a provincial institute or association is required to use the designation Interior Design Consultant

Work Values:

- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

Theatre, fashion, exhibit and other creative designers

NOC: 5243

2020 Workforce: **2,880**
10-Year Growth Projection: **720**
Median Salary: **$24.04/hr**
Tasks that Can by Automated: **19.5%**
Likelihood of Automation by 2040: **1.3%**

Employment Growth 2019-2023: 1.4%
Employment Growth 2024-2028: 1.2%

- Replacement of Workers: 44.3%
- New Growth: 55.7%

Regional Growth Rates:

- Mainland Southwest: 1.3%
- Vancouver Island / Coast: 0.5%
- Thompson Okanagan: 1.7%
- Kootenay: 2.5%
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Theatre, fashion, exhibit and other creative designers are typically required to complete a certificate, diploma, degree or other professional training program in design
- Training in the use of computer-aided design (CAD) software
- Developing a portfolio of work, which demonstrates their creativity and quality of work

Work Values:

- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Coaches

NOC: 5252

2020 Workforce: **2,360**
10-Year Growth Projection: **700**
Median Salary: **$20.00/hr**
Tasks that Can by Automated: **28.0%**
Likelihood of Automation by 2040: **1.3%**

Employment Growth 2019-2023: 1.6%
Employment Growth 2024-2028: 1.4%

- Replacement of Workers: 56.4%
- New Growth: 43.6%

Regional Growth Rates:

- Mainland Southwest: 1.8%
- Vancouver Island / Coast: 0.7%
- Thompson Okanagan: 1.4%
- Kootenay: 0.4%
- Cariboo: -1.2%
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of the National Coaching Certificate program is usually required for individual and team sports coaches in all sports
- National Coaching Certificate Level 3 usually required for provincial coaches
- National Coaching Certificate Level 4 is usually required for coaches of national team athletes
- A degree in physical education may be required

Work Values:

- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Program leaders and instructors in recreation, sport and fitness

NOC: 5254

2020 Workforce: **20,260**
10-Year Growth Projection: **4,860**
Median Salary: **$19.00/hr**
Tasks that Can by Automated: **11.0%**
Likelihood of Automation by 2040: **8.5%**

Employment Growth 2019-2023: 1.9%
Employment Growth 2024-2028: 1.6%

- Replacement of Workers: 37.5%
- New Growth: 62.5%

Regional Growth Rates:

- Mainland Southwest: 2.0%
- Vancouver Island / Coast: 1.5%
- Thompson Okanagan: 1.5%
- Kootenay: 0.6%
- Cariboo: 0.2%
- Northeast: 2.9%
- Northwest: 0.6%

People in this occupation require:

- Completion of secondary school is usually required
- Completion of a college program in recreation or physical education; (OR)
- Extensive experience in a specific recreational or sports activity, such as ski instructor or personal trainer, or in first aid or emergency care
- Fitness appraiser certification may be required for fitness appraisers

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Retail sales supervisors

NOC: 6211

2020 Workforce: **9,230**
10-Year Growth Projection: **2,830**
Median Salary: **$19.20/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **28.0%**

Employment Growth 2019-2023: 0.9%
Employment Growth 2024-2028: 0.7%

- Replacement of Workers: 75.7%
- New Growth: 24.3%

Regional Growth Rates:

- Mainland Southwest: 0.7%
- Vancouver Island / Coast: 0.8%
- Thompson Okanagan: 1.3%
- Kootenay: 0.7%
- Cariboo: 0.8%
- Northeast: 2.5%
- Northwest: -0.4%

People in this occupation require:

- Completion of secondary school is usually required
- Previous retail sales experience as a retail salesperson or sales clerk, cashier, telemarketer, door-to-door salesperson or rental agent is required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.

Technical sales specialists - wholesale trade

NOC: 6221

2020 Workforce: **10,570**
10-Year Growth Projection: **4,630**
Median Salary: **$23.50/hr**
Tasks that Can by Automated: **37.0%**
Likelihood of Automation by 2040: **25.0%**

Employment Growth 2019-2023: 0.8%
Employment Growth 2024-2028: 1.0%

- Replacement of Workers: 75.4%
- New Growth: 24.6%

Regional Growth Rates:

- Mainland Southwest: 0.9%
- Vancouver Island / Coast: 1.0%
- Thompson Okanagan: 0.7%
- Kootenay: 1.0%
- Cariboo: 1.2%
- Northeast: 2.5%
- Northwest: -0.2%

People in this occupation require:

- A university degree or college diploma in a program related to the product or service is usually required
- Experience in sales or in a technical occupation related to the product or service may be required
- Technical sales supervisors require experience as a technical sales specialist
- Fluency in a specific foreign language, and/or foreign work or travel experience may be required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Retail and wholesale buyers

NOC: 6222

2020 Workforce: **4,720**
10-Year Growth Projection: **1,420**
Median Salary: **$24.04/hr**
Tasks that Can by Automated: **5.0%**
Likelihood of Automation by 2040: **29.0%**

Employment Growth 2019-2023: 0.8%
Employment Growth 2024-2028: 0.6%

- Replacement of Workers: 79.4%
- New Growth: 20.6%

Regional Growth Rates:

- Mainland Southwest: 0.7%
- Vancouver Island / Coast: 0.7%
- Thompson Okanagan: 1.1%
- Kootenay: 0.4%
- Cariboo: 0.7%
- Northeast: 2.5%
- Northwest: -0.7%

People in this occupation require:

- Completion of secondary school is required
- A university degree or college diploma in business, marketing or a related program is usually required
- Previous work experience in retail or wholesale establishments is usually required
- Supervisors and senior buyers require experience in the occupation supervised or in a particular merchandise line

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Financial sales representatives

NOC: 6235

2020 Workforce: **8,970**
10-Year Growth Projection: **3,340**
Median Salary: **$25.64/hr**
Tasks that Can by Automated: **46.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: 0.7%
Employment Growth 2024-2028: 0.5%

- Replacement of Workers: 77.0%
- New Growth: 23.0%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: 0.3%
- Thompson Okanagan: 1.4%
- Kootenay: 0.6%
- Cariboo: 1.3%
- Northeast: 3.1%
- Northwest: 0.5%

People in this occupation require:

- Completion of secondary school and extensive general banking experience is usually required
- A bachelor's degree or college diploma related to commerce or economic may be required
- Mutual funds license is usually required
- Registration wit the securities regulatory authority in the province or territory is usually required
- Completion of a loan or credit training program

Work Values:

- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

Accommodation, travel, tourism and related services supervisors

NOC: 6313

2020 Workforce: **1,300**
10-Year Growth Projection: **440**
Median Salary: **$19.23/hr**
Tasks that Can by Automated: **40.3%**
Likelihood of Automation by 2040: **11.4%**

Employment Growth 2019-2023: 1.9%
Employment Growth 2024-2028: 1.7%

- Replacement of Workers: 54.5%
- New Growth: 45.5%

Regional Growth Rates:

- Mainland Southwest: 1.8%
- Vancouver Island / Coast: 1.8%
- Thompson Okanagan: 1.4%
- Kootenay: 1.6%
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is usually required
- Completion of college courses related to the area supervised may be required
- Experience in the occupation supervised is usually required

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Customer and information services supervisors

NOC: 6314

2020 Workforce: **1,100**
10-Year Growth Projection: **460**
Median Salary: **$24.01/hr**
Tasks that Can by Automated: **45.0%**
Likelihood of Automation by 2040: **7.6%**

Employment Growth 2019-2023: 0.8%
Employment Growth 2024-2028: 0.7%

- Replacement of Workers: 78.9%
- New Growth: 21.1%

Regional Growth Rates:

- Mainland Southwest: 0.6%
- Vancouver Island / Coast: 0.8%
- Thompson Okanagan: 1.2%
- Kootenay: n/a
- Cariboo: 1.2%
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Experience in the occupation supervised is required
- Completion of college of industry courses related to bookkeeping and customer services may be required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Other services supervisors

NOC: 6316

2020 Workforce: **2,180**
10-Year Growth Projection: **1,020**
Median Salary: **$19.35/hr**
Tasks that Can by Automated: **45.0%**
Likelihood of Automation by 2040: **7.6%**

Employment Growth 2019-2023: 1.3%
Employment Growth 2024-2028: 1.2%

- Replacement of Workers: 68.4%
- New Growth: 31.6%

Regional Growth Rates:

- Mainland Southwest: 1.3%
- Vancouver Island / Coast: 1.2%
- Thompson Okanagan: 1.6%
- Kootenay: 0.4%
- Cariboo: 0.8%
- Northeast: 2.5%
- Northwest: 0.4%

People in this occupation require:

- Completion of secondary school is usually required
- Completion of college courses related to the area supervised may be required
- Experience in the occupation supervised is usually required
- Certification or licensing may be required for some occupations in this group

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Chefs

NOC: 6321

2020 Workforce: **9,590**
10-Year Growth Projection: **3,290**
Median Salary: **$17.00/hr**
Tasks that Can by Automated: **54.0%**
Likelihood of Automation by 2040: **10.0%**

Employment Growth 2019-2023: 1.5%
Employment Growth 2024-2028: 1.6%

- Replacement of Workers: 47.4%
- New Growth: 52.6%

Regional Growth Rates:

- Mainland Southwest: 1.5%
- Vancouver Island / Coast: 1.6%
- Thompson Okanagan: 1.5%
- Kootenay: 1.3%
- Cariboo: 1.3%
- Northeast: 2.0%
- Northwest: 0.6%

People in this occupation require:

- Completed secondary school and cook's trade certification or equivalent credentials, training and experience
- Some formal training that is often accompanied by one-the-job training and additional coursework
- Management training and several years experience in commercial food preparation, including two years in a supervisory capacity

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Recognition** — Occupations that satisfy this work value offer advancement, potential for leadership, and are often considered prestigious. Corresponding needs are Advancement, Authority, Recognition and Social Status.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Hairstylists and barbers

NOC: 6341

2020 Workforce: **13,990**
10-Year Growth Projection: **4,970**
Median Salary: **$14.00/hr**
Tasks that Can by Automated: **65.0%**
Likelihood of Automation by 2040: **11.0%**

Employment Growth 2019-2023: 1.1%
Employment Growth 2024-2028: 0.8%

- Replacement of Workers: 64.5%
- New Growth: 35.5%

Regional Growth Rates:

- Mainland Southwest: 0.6%
- Vancouver Island / Coast: 2.1%
- Thompson Okanagan: 0.9%
- Kootenay: 0.2%
- Cariboo: 0.7%
- Northeast: 2.5%
- Northwest: 0.3%

People in this occupation require:

- Completion of a two– or three–year hairstyling apprenticeship program of completion of a college or other hairstyling combined with one-the-job training is usually required
- Red Seal endorsement is also available to qualified hairstylists upon successful completion of the interprovincial Red Seal examination

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Shoe repairers and shoemakers

NOC: 6343

2020 Workforce: **220**
10-Year Growth Projection: **100**
Median Salary: **$18.88/hr**
Tasks that Can by Automated: **83.0%**
Likelihood of Automation by 2040: **52.0%**

Employment Growth 2019-2023: 0.9%
Employment Growth 2024-2028: 0.7%

- Replacement of Workers: 80.0%
- New Growth: 20.0%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: 1.2%
- Thompson Okanagan: n/a
- Kootenay: 2.2%
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Some secondary school may be required
- Several months on-the-job training is provided for shoe repairs
- Extensive on-the-job training is provided for show makers
- Shoemakers may require experience in shoe repairers

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Upholsterers

NOC: 6345

2020 Workforce: **610**
10-Year Growth Projection: **290**
Median Salary: **$19.23/hr**
Tasks that Can by Automated: **89.0%**
Likelihood of Automation by 2040: **39.0%**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 0.8%

- Replacement of Workers: 77.8%
- New Growth: 22.2%

Regional Growth Rates:

- Mainland Southwest: 0.4%
- Vancouver Island / Coast: 1.6%
- Thompson Okanagan: 1.2%
- Kootenay: 0.1%
- Cariboo: 2.6%
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is usually required
- Completion of college or other specialized courses or an apprenticeship program in future upholstering and repair or several years of on the job training, including working as an upholsterer helper is usually required

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Funeral directors and embalmers

NOC: 6346

2020 Workforce: **500**
10-Year Growth Projection: **160**
Median Salary: **$24.53/hr**
Tasks that Can by Automated: **17.5%**
Likelihood of Automation by 2040: **37.0%**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 0.7%

- Replacement of Workers: 71.4%
- New Growth: 28.6%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: 2.1%
- Thompson Okanagan: 0.9%
- Kootenay: n/a
- Cariboo: 0.5%
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of a one– to three-year college program and a twelve– to twenty-month practical apprenticeship program during a or following the educational program is usually required for funeral directors
- Completion of a three year college program is required for embalmers

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Contractors and supervisors, machining, metal forming, shaping and erecting trades occupations

NOC: 7201

2020 Workforce: **2,040**
10-Year Growth Projection: **820**
Median Salary: **$37.00/hr**
Tasks that Can by Automated: **38.0%**
Likelihood of Automation by 2040: **17.0%**

Employment Growth 2019-2023: 0.8%
Employment Growth 2024-2028: 0.3%

- Replacement of Workers: 88.8%
- New Growth: 11.2%

Regional Growth Rates:

- Mainland Southwest: 0.4%
- Vancouver Island / Coast: 0.2%
- Thompson Okanagan: 0.6%
- Kootenay: 1.7%
- Cariboo: 0.5%
- Northeast: 2.7%
- Northwest: -1.3%

People in this occupation require:

- Completion of secondary school is usually required
- Several years of experience as a qualified machinist or tool and die maker are required
- Journeyman/woman trade certification in machining, tool and die making or in another related metal working trade is required

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

Contractors and supervisors, electrical trades and telecommunications occupations

NOC: 7202

2020 Workforce: **3,160**
10-Year Growth Projection: **990**
Median Salary: **$37.20/hr**
Tasks that Can by Automated: **38.0%**
Likelihood of Automation by 2040: **17.0%**

Employment Growth 2019-2023: 0.4%
Employment Growth 2024-2028: 0.2%

- Replacement of Workers: 93.0%
- New Growth: 7.0%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: -0.2%
- Thompson Okanagan: -0.2%
- Kootenay: 1.0%
- Cariboo: -0.7%
- Northeast: 2.3%
- Northwest: -0.8%

People in this occupation require:

- In B.C., an individual must be a certified journeyperson or apprentice to work as a contractor or supervisor in the electrician and power line technician trades.
- Completion of an apprenticeship program in an electrical or telecommunications trade is a good way to get started in this field.

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Contractors and supervisors, pipefitting trades

NOC: 7203

2020 Workforce: **1,290**
10-Year Growth Projection: **330**
Median Salary: **$41.50/hr**
Tasks that Can by Automated: **38.0%**
Likelihood of Automation by 2040: **17.0%**

Employment Growth 2019-2023: 0.5%
Employment Growth 2024-2028: 0.2%

- Replacement of Workers: 88.6%
- New Growth: 11.4%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: -0.9%
- Thompson Okanagan: -0.1%
- Kootenay: 0.1%
- Cariboo: -0.7%
- Northeast: 2.9%
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is usually required
- Several years of experience as a qualified tradesperson in a relevant trade are required
- Journeyman/woman trade certification in a relevant trade is required

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

Contractors and supervisors, carpentry trades

NOC: 7204

2020 Workforce: **4,660**
10-Year Growth Projection: **1,210**
Median Salary: **$30.00/hr**
Tasks that Can by Automated: **38.0%**
Likelihood of Automation by 2040: **17.0%**

Employment Growth 2019-2023: 0.3%
Employment Growth 2024-2028: 0.1%

- Replacement of Workers: 91.2%
- New Growth: 8.8%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: -0.6%
- Thompson Okanagan: -0.2%
- Kootenay: -0.2%
- Cariboo: -0.6%
- Northeast: 2.6%
- Northwest: 0.3%

People in this occupation require:

- Completion of secondary school is usually required
- Several years of experience as a qualified carpenter or cabinetmaker are required
- Journeyman/woman trade certification as a carpenter or cabinetmaker is usually required

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Contractors and supervisors, other construction trades, installers, repairers and servicers

NOC: 7205

2020 Workforce: **8,610**
10-Year Growth Projection: **2,410**
Median Salary: **$32.00/hr**
Tasks that Can by Automated: **38.0%**
Likelihood of Automation by 2040: **17.0%**

Employment Growth 2019-2023: 0.4%
Employment Growth 2024-2028: 0.2%

- Replacement of Workers: 92.9%
- New Growth: 20.9%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: -0.5%
- Thompson Okanagan: -0.2%
- Kootenay: 0.1%
- Cariboo: -0.4%
- Northeast: 2.7%
- Northwest: 0.3%

People in this occupation require:

- Completion of secondary school is usually required
- Several years experience in the trade or in the work area supervised are usually required
- Journeyman/woman trade certification may be required for some occupations in this unit group

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Structural metal and platework fabricators and fitters

NOC: 7235

2020 Workforce: **1,600**
10-Year Growth Projection: **590**
Median Salary: **$28.50/hr**
Tasks that Can by Automated: **35.5%**
Likelihood of Automation by 2040: **55.2%**

Employment Growth 2019-2023: 0.7%
Employment Growth 2024-2028: 0.1%

- Replacement of Workers: 88.2%
- New Growth: 11.8%

Regional Growth Rates:

- Mainland Southwest: 0.3%
- Vancouver Island / Coast: 0.8%
- Thompson Okanagan: 1.0%
- Kootenay: -1.0%
- Cariboo: 0.5%
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of Principals or Applications of Math 11 or Apprenticeship and Workplace Math 11
- Completion of an apprenticeship program or a combination of several years of work experience and some college or industry courses in metal fabrication (fitting) for trade certification

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

Electricians (except industrial and power system)

NOC: 7241

2020 Workforce: **20,300**
10-Year Growth Projection: **2,510**
Median Salary: **$27.50/hr**
Tasks that Can by Automated: **35.5%**
Likelihood of Automation by 2040: **55.2%**

Employment Growth 2019-2023: 0.4%
Employment Growth 2024-2028: 0.2%

- Replacement of Workers: 85.5%
- New Growth: 14.5%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: -0.6%
- Thompson Okanagan: -0.4%
- Kootenay: -0.1%
- Cariboo: -0.3%
- Northeast: 2.7%
- Northwest: 0.5%

People in this occupation require:

- Secondary school
- A certificate of qualification from the Industry Training Authority or registration in a four year apprenticeship leading to qualification
- The electrician apprenticeship requires a combination of work experience and in-school instruction that typically take four 10-week periods, with part-time and distance education available through some institutions

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Industrial electricians

NOC: 7242

2020 Workforce: **4,820**
10-Year Growth Projection: **1,140**
Median Salary: **$37.00/hr**
Tasks that Can by Automated: **59.0%**
Likelihood of Automation by 2040: **15.0%**

Employment Growth 2019-2023: 0.4%
Employment Growth 2024-2028: 0.0%

- Replacement of Workers: 92.3%
- New Growth: 7.7%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: -0.1%
- Thompson Okanagan: 0.2%
- Kootenay: 0.1%
- Cariboo: -0.2%
- Northeast: 2.3%
- Northwest: -1.1%

People in this occupation require:

- Completion of secondary school
- To work as an industrial electrician in B.C., it is necessary to hold a certificate of qualification from the Industry Training Authority or be registered in a four-year apprenticeship that will lead to qualification
- Apprenticeship programs can be started in secondary school, through entry-level training (foundation) programs at colleges and technical institutes

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Power system electricians

NOC: 7243

2020 Workforce: **770**
10-Year Growth Projection: **200**
Median Salary: **$41.08/hr**
Tasks that Can by Automated: **59.0%**
Likelihood of Automation by 2040: **15.0%**

Employment Growth 2019-2023: 0.7%
Employment Growth 2024-2028: 0.3%

- Replacement of Workers: 82.6%
- New Growth: 17.4%

Regional Growth Rates:

- Mainland Southwest: 0.3%
- Vancouver Island / Coast: -1.0%
- Thompson Okanagan: 0.2%
- Kootenay: 0.8%
- Cariboo: 0.1%
- Northeast: 2.7%
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is usually required
- Completion of a four-year apprenticeship program for power system electricians; (OR)
- A combination of four years of work experience in the trade and some college or industry courses in electrical technology is usually required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Telecommunications installation and repair workers

NOC: 7244

2020 Workforce: **1,560**
10-Year Growth Projection: **350**
Median Salary: **$41.00/hr**
Tasks that Can by Automated: **40.0%**
Likelihood of Automation by 2040: **9.7%**

Employment Growth 2019-2023: 0.3%
Employment Growth 2024-2028: 0.0%

- Replacement of Workers: 93.9%
- New Growth: 6.1%

Regional Growth Rates:

- Mainland Southwest: 0.4%
- Vancouver Island / Coast: -0.5%
- Thompson Okanagan: 0.0%
- Kootenay: 0.6%
- Cariboo: -0.2%
- Northeast: 2.7%
- Northwest: 0.3%

People in this occupation require:

- Completion of secondary school is usually required
- Completion of a provincial three– or four-year lineman/woman apprenticeship program; (OR)
- A combination of over four years of work experience in the trade and some high school, college or industry courses in electrical technology is usually required for electrical power line and cable workers

Work Values:

- **Realistic** — Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.
- **Investigative** — Investigative occupations frequently involve working with ideas, and require an extensive amount of thinking. These occupations can involve searching for facts and figuring out problems mentally.
- **Conventional** — Conventional occupations frequently involve following set procedures and routines. These occupations can include working with data and details more than with ideas.

Telecommunications line and cable workers

NOC: 7245

2020 Workforce: **1,360**
10-Year Growth Projection: **470**
Median Salary: **$30.00/hr**
Tasks that Can by Automated: **36.0%**
Likelihood of Automation by 2040: **49.0%**

Employment Growth 2019-2023: 0.1%
Employment Growth 2024-2028: -0.1%

- Replacement of Workers: 100%
- New Growth: 0.0%

Regional Growth Rates:

- Mainland Southwest: -0.2%
- Vancouver Island / Coast: -0.1%
- Thompson Okanagan: 0.1%
- Kootenay: 1.8%
- Cariboo: -0.5%
- Northeast: 4.2%
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is required
- Completion of a four-year telecommunications line and cable apprenticeship program; (OR)
- A combination of over three years work experience In the trade and some industry-related or other specialized courses; (OR)
- Completion of a two-year college program in electronics

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Telecommunications installation and repair workers

NOC: 7246

2020 Workforce: **2,920**
10-Year Growth Projection: **1,050**
Median Salary: **$30.00/hr**
Tasks that Can by Automated: **40.0%**
Likelihood of Automation by 2040: **36.0%**

Employment Growth 2019-2023: 0.2%
Employment Growth 2024-2028: 0.0%

- Replacement of Workers: 99.0%
- New Growth: 1.0%

Regional Growth Rates:

- Mainland Southwest: -0.1%
- Vancouver Island / Coast: 0.1%
- Thompson Okanagan: 0.1%
- Kootenay: 1.8%
- Cariboo: 0.0%
- Northeast: 5.2%
- Northwest: 1.4%

People in this occupation require:

- Completion of secondary school is required
- Telephone and switch installers and repairers require completion of apprenticeship program ranging from three to four years; (OR)
- A combination of over three years of work experience in the trade and some high school, college or industry related courses

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Plumbers

NOC: 7251

2020 Workforce: **11,040**
10-Year Growth Projection: **1,710**
Median Salary: **$26.00/hr**
Tasks that Can by Automated: **50.0%**
Likelihood of Automation by 2040: **35.0%**

Employment Growth 2019-2023: 0.3%
Employment Growth 2024-2028: 0.2%

- Replacement of Workers: 88.3%
- New Growth: 11.7%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: -0.7%
- Thompson Okanagan: -0.4%
- Kootenay: 0.3%
- Cariboo: -0.4%
- Northeast: 2.8%
- Northwest: 0.3%

People in this occupation require:

- Trade certification (Certificate of Qualification, Gas B License and/or Interprovincial Red Seal Endorsement) or apprentice status
- A combination of work experience and in-school training
- Completion of three six week periods and one eight-week period, however, part-time and distance education is available through some institutions

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Steamfitters, pipefitters and sprinkler system installers

NOC: 7252

2020 Workforce: **3,160**
10-Year Growth Projection: **650**
Median Salary: **$28.00/hr**
Tasks that Can by Automated: **50.0%**
Likelihood of Automation by 2040: **35.0%**

Employment Growth 2019-2023: 0.6%
Employment Growth 2024-2028: 0.1%

- Replacement of Workers: 84.9%
- New Growth: 15.1%

Regional Growth Rates:

- Mainland Southwest: 0.6%
- Vancouver Island / Coast: 0.1%
- Thompson Okanagan: 0.1%
- Kootenay: -0.6%
- Cariboo: -0.2%
- Northeast: 2.1%
- Northwest: -0.2%

People in this occupation require:

- Completion of a four-year apprenticeship program (or a combination of over four years of work experience and some college or industry courses in steamfitting, pipefitting or sprinkler system installation) is required to be eligible for Trade certification
- Trade certification is not required to work as a steamfitter, pipefitter or sprinkler system installer in B.C., but workers with certification will likely have more employment opportunities

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

Gas fitters

NOC: 7253

2020 Workforce: **1,300**
10-Year Growth Projection: **350**
Median Salary: **$30.42/hr**
Tasks that Can by Automated: **50.0%**
Likelihood of Automation by 2040: **35.0%**

Employment Growth 2019-2023: 0.4%
Employment Growth 2024-2028: 0.3%

- Replacement of Workers: 89.5%
- New Growth: 10.5%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: -0.2%
- Thompson Okanagan: -0.2%
- Kootenay: -0.1%
- Cariboo: 0.3%
- Northeast: 2.6%
- Northwest: -0.6%

People in this occupation require:

- In B.C., all gas fitters must hold a Class A or Class B gas fitter licence issued by the British Columbia Safety Authority. The Industry Training Authority offers a two -year apprenticeship program for domestic and commercial gas fitters. Completion of the apprenticeship will result in a British Columbia Certificate of Apprenticeship and a Class B gas fitter licence.

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Carpenters

NOC: 1229

2020 Workforce: **29,450**
10-Year Growth Projection: **5,260**
Median Salary: **$25.00/hr**
Tasks that Can by Automated: **72.0%**
Likelihood of Automation by 2040: **35.0%**

Employment Growth 2019-2023: 0.3%
Employment Growth 2024-2028: 0.1%

- Replacement of Workers: 93.2%
- New Growth: 6.8%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: -0.6%
- Thompson Okanagan: -0.3%
- Kootenay: 0.0%
- Cariboo: -0.4%
- Northeast: 2.6%
- Northwest: 0.3%

People in this occupation require:

- The carpenter apprenticeship requires a combination of work experience and class time instruction. The classroom educational training typically takes place over four six-week periods, but part-time and distance education may be available. Apprenticeships can be started in secondary school, through entry-level training at colleges and technical institutes, or by direct entry, where workers find a sponsor employer.

Work Values:

- **Realistic** — Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.
- **Conventional** — Conventional occupations frequently involve following set procedures and routines. These occupations can include working with data and details more than with ideas. Usually there is a clear line of authority to follow.
- **Investigative** — Investigative occupations frequently involve working with ideas, and require an extensive amount of thinking.

Glaziers

NOC: 7292

2020 Workforce: **2,160**
10-Year Growth Projection: **650**
Median Salary: **$26.00/hr**
Tasks that Can by Automated: **42.0%**
Likelihood of Automation by 2040: **37.0%**

Employment Growth 2019-2023: 0.4%
Employment Growth 2024-2028: 0.2%

- Replacement of Workers: 88.6%
- New Growth: 11.4%

Regional Growth Rates:

- Mainland Southwest: 0.4%
- Vancouver Island / Coast: -0.2%
- Thompson Okanagan: 0.3%
- Kootenay: 0.2%
- Cariboo: 0.3%
- Northeast: 2.6%
- Northwest: -0.7%

People in this occupation require:

- Apprenticeship programs can be started in secondary school, through entry-level training (foundation programs) at colleges and technical institutes or by direct entry and require workers to find a sponsor employer who is willing to participate in the program

Work Values:

- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.

Supervisors, printing and related occupations

NOC: 7303

2020 Workforce: **330**
10-Year Growth Projection: **120**
Median Salary: **$25.93/hr**
Tasks that Can by Automated: **75.2%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: 0.6%
Employment Growth 2024-2028: -0.1%

- Replacement of Workers: 90.0%
- New Growth: 10.0%

Regional Growth Rates:

- Mainland Southwest: 0.1%
- Vancouver Island / Coast: 0.3%
- Thompson Okanagan: n/a
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is required and completion of a college program in graphic arts technology may be required.
- Several years of experience in the work area supervised is usually required.
- Provincial trade certification may be required for some occupations in this unit group.
- required)

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Elevator constructors and mechanics

NOC: 7318

2020 Workforce: **1,170**
10-Year Growth Projection: **270**
Median Salary: **$50.00/hr**
Tasks that Can by Automated: **30.0%**
Likelihood of Automation by 2040: **39.0%**

Employment Growth 2019-2023: 0.4%
Employment Growth 2024-2028: 0.3%

- Replacement of Workers: 88.9%
- New Growth: 11.1%

Regional Growth Rates:

- Mainland Southwest: 0.5%
- Vancouver Island / Coast: -0.8%
- Thompson Okanagan: -0.5%
- Kootenay: n/a
- Cariboo: -0.7%
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of a four- to five-year apprenticeship program or a combination of over four years of work experience in the trade and some high school, college or industry courses in elevator construction or repair is usually required to be eligible for trade certification
- Elevator constructor and mechanic trade certification is compulsory in Quebec and Alberta and available, but voluntary, in British Columbia.

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Supervisors, mineral and metal processing

NOC: 9221

2020 Workforce: **690**
10-Year Growth Projection: **240**
Median Salary: **$39.04/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: -0.2%
Employment Growth 2024-2028: 0.4%

- Replacement of Workers: 100%
- New Growth: 0.0%

Regional Growth Rates:

- Mainland Southwest: 0.1%
- Vancouver Island / Coast: -0.5%
- Thompson Okanagan: 1.7%
- Kootenay: 0.3%
- Cariboo: 3.8%
- Northeast: n/a
- Northwest: -1.0%

People in this occupation require:

- Completion of secondary school is usually required.
- Post-secondary education in metallurgy, sciences or a related field may be required for some occupations in this unit group.
- Several years of experience as a worker in the unit or department being supervised are usually required.

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

Supervisors, petroleum, gas and chemical processing and utilities

NOC: 9212

2020 Workforce: **1,120**
10-Year Growth Projection: **470**
Median Salary: **$36.00/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: 1.1%
Employment Growth 2024-2028: 0.6%

- Replacement of Workers: 80.4%
- New Growth: 19.6%

Regional Growth Rates:

- Mainland Southwest: 0.6%
- Vancouver Island / Coast: 0.3%
- Thompson Okanagan: 1.3%
- Kootenay: 0.9%
- Cariboo: 0.9%
- Northeast: 2.7%
- Northwest: n/a

People in this occupation require:

- Post-secondary education in chemical processing or sciences may be required for some occupations
- Several years of experience as a senior operator in the same company or plant are usually required
- Some occupations in this unit group may require a specific licence or certification
- Solid waste, landfill or compost facility operator certification may be required

Work Values:

- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.
- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.

Supervisors, food and beverage processing

NOC: 9213

2020 Workforce: **1,590**
10-Year Growth Projection: **620**
Median Salary: **$22.57/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: 0.6%
Employment Growth 2024-2028: 0.8%

- Replacement of Workers: 81.8%
- New Growth: 18.2%

Regional Growth Rates:

- Mainland Southwest: 0.7%
- Vancouver Island / Coast: 1.0%
- Thompson Okanagan: 0.6%
- Kootenay: 0.5%
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Post-secondary education in microbiology or chemistry may be required for some positions in this group
- Several years of experience in the food, beverage or associated products processing industry are required
- Hazard analysis critical control point (HACCP) co-ordinators require HACCP certification and several years of experience in quality assurance of food production

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Working Conditions** — Occupations that satisfy this work value offer job security and good working conditions. Corresponding needs are Activity, Compensation, Independence, Security, Variety and Working Conditions.
- **Relationships** — Occupations that satisfy this work value allow employees to provide service to others and work with co-workers in a friendly non-competitive environment. Corresponding needs are Co-workers, Moral Values and Social Service.

Supervisors, plastic and rubber products manufacturing

NOC: 9214

2020 Workforce: **280**
10-Year Growth Projection: **110**
Median Salary: **$24.73/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: 0.6%
Employment Growth 2024-2028: -0.2%

- Replacement of Workers: 100.0%
- New Growth: 0.0%

Regional Growth Rates:

- Mainland Southwest: -0.1%
- Vancouver Island / Coast: n/a
- Thompson Okanagan: n/a
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is usually required
- Post-secondary education in sciences or plastics technology may be required for some positions in this group
- Several years of experience as a machine operator or an assembler in rubber or plastic products manufacturing is usually required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Supervisors, forest products processing

NOC: 9215

2020 Workforce: **1,840**
10-Year Growth Projection: **1,030**
Median Salary: **$34.00/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: -0.4%
Employment Growth 2024-2028: -1.0%

- Replacement of Workers: 100.0%
- New Growth: 0.0%

Regional Growth Rates:

- Mainland Southwest: -0.9%
- Vancouver Island / Coast: -1.0%
- Thompson Okanagan: -0.5%
- Kootenay: -1.4%
- Cariboo: -0.9%
- Northeast: 1.2%
- Northwest: -1.0%

People in this occupation require:

- A college diploma in pulp and paper technology or a related discipline may be required for some pulp and paper supervisor positions
- Several years of some combination of formal and on-the-job training are provided
- Certificates, such as lumber grading and industrial first aid, and a competency certificate in natural gas may be required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Supervisors, textile, fabric, fur and leather products processing and manufacturing

NOC: 9217

2020 Workforce: **130**
10-Year Growth Projection: **50**
Median Salary: **$25.49/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: 2.0%
Employment Growth 2024-2028: 2.2%

- Replacement of Workers: 79.1%
- New Growth: 20.9%

Regional Growth Rates:

- Mainland Southwest: 1.2%
- Vancouver Island / Coast: 1.0%
- Thompson Okanagan: 1.0%
- Kootenay: 0.9%
- Cariboo: 0.8%
- Northeast: 0.9%
- Northwest: 0.3%

People in this occupation require:

- Post-secondary education in textile technology or a related field may be required for some positions in this group.
- Several years of experience as a worker in the unit group being supervised are usually required.
- Experience may be required in a specific process, or with a specific product or type of equipment.

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Supervisors, motor vehicle assembling

NOC: 9221

2020 Workforce: **70**
10-Year Growth Projection: **30**
Median Salary: **$33.34/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: -0.4%
Employment Growth 2024-2028: 0.1%

- Replacement of Workers: 100.0%
- New Growth: 0.0%

Regional Growth Rates:

- Mainland Southwest: 0.4%
- Vancouver Island / Coast: n/a
- Thompson Okanagan: n/a
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is usually required
- Post-secondary education in engineering, sciences, business or other related discipline is usually required
- Several years of experience as a production worker in motor vehicle manufacturing are required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Supervisors, electronics manufacturing

NOC: 9222

2020 Workforce: **210**
10-Year Growth Projection: **100**
Median Salary: **$25.73/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: 0.4%
Employment Growth 2024-2028: 0.2%

- Replacement of Workers: 90.9%
- New Growth: 9.1%

Regional Growth Rates:

- Mainland Southwest: 0.3%
- Vancouver Island / Coast: n/a
- Thompson Okanagan: n/a
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is required.
- Several years of experience as an electronics assembler, fabricator, inspector or tester are usually required.
- Post-secondary education in electronics or a related discipline is required.

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Supervisors, electrical products manufacturing

NOC: 9223

2020 Workforce: **100**
10-Year Growth Projection: **50**
Median Salary: **$39.39/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 0.3%

- Replacement of Workers: 80.0%
- New Growth: 20.0%

Regional Growth Rates:

- Mainland Southwest: 0.4%
- Vancouver Island / Coast: n/a
- Thompson Okanagan: n/a
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is usually required
- Post-secondary education in electrical or manufacturing technology or other related discipline may be required for some positions in this group
- Several years of experience as an assembler, inspector or lead hand are required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Supervisors, furniture and fixtures manufacturing

NOC: 9224

2020 Workforce: **230**
10-Year Growth Projection: **70**
Median Salary: **$25.0/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: 0.4%
Employment Growth 2024-2028: -0.2%

- Replacement of Workers: 100.0%
- New Growth: 0.0%

Regional Growth Rates:

- Mainland Southwest: -0.1%
- Vancouver Island / Coast: 0.3%
- Thompson Okanagan: n/a
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is usually required
- Experience as a furniture and fixture assembler, woodworking machine operator, cabinetmaker or furniture finisher, is usually required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Supervisors, other mechanical and metal products manufacturing

NOC: 9226

2020 Workforce: **210**
10-Year Growth Projection: **100**
Median Salary: **$38.00/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: 1.0%
Employment Growth 2024-2028: 0.1%

- Replacement of Workers: 90.9%
- New Growth: 9.1%

Regional Growth Rates:

- Mainland Southwest: 0.3%
- Vancouver Island / Coast: 1.1%
- Thompson Okanagan: n/a
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school is usually required
- Post-secondary education may be required for some occupations in this group
- Several years of experience as an assembler or inspector in the same company are usually required

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.

Supervisors, other products manufacturing and assembly

NOC: 9227

2020 Workforce: **390**
10-Year Growth Projection: **200**
Median Salary: **$28.77/hr**
Tasks that Can by Automated: **33.0%**
Likelihood of Automation by 2040: **1.6%**

Employment Growth 2019-2023: 0.4%
Employment Growth 2024-2028: -0.4%

- Replacement of Workers: 100.0%
- New Growth: 0.0%

Regional Growth Rates:

- Mainland Southwest: 0.0%
- Vancouver Island / Coast: 0.2%
- Thompson Okanagan: 0.0%
- Kootenay: n/a
- Cariboo: n/a
- Northeast: n/a
- Northwest: n/a

People in this occupation require:

- Completion of secondary school may be required.
- Several years of experience as an assembler or inspector in the same company are usually required.

Work Values:

- **Independence** — Occupations that satisfy this work value allow employees to work on their own and make decisions. Corresponding needs are Creativity, Responsibility and Autonomy.
- **Support** — Occupations that satisfy this work value offer supportive management that stands behind employees. Corresponding needs are Company Policies, Supervision: Human Relations and Supervision: Technical.
- **Achievement** — Occupations that satisfy this work value are results oriented and allow employees to use their strongest abilities, giving them a feeling of accomplishment. Corresponding needs are Ability Utilization and Achievement.