

# Report on High Demand Occupations in Manitoba January 2007

This report identifies occupations that are currently in high demand in Manitoba, and are expected to be in high demand over the next two years.

- I. **High demand occupations** are those that employers are likely to have difficulties in filling. These usually involve a lengthy training period, which prevents rapid adjustment of supply to demand. A few occupations are included because of active recruitment. For those occupations there is generally a large supply of qualified or almost qualified people, as the jobs tend to have shorter training periods. Some NOC codes were revised in 2001 and they are used where applicable. These revisions are concentrated in the information technology occupations.
- II. **High demand skills** can be either generic to many occupations or specific skills that are required for certain occupations.
- III. **Aboriginal communities** in Manitoba have several specific occupations and skills requirements in their communities.

Wage rate information is based on an amalgamation of labour market data including Statistics Canada Census data, local wage surveys and various industry reports. It reflects starting and average wages that a job seeker could expect depending upon their level of experience. Wages could, however, vary considerably in some occupations depending on experience, location, non-wage benefits and other factors.

Unforeseen developments, such as significant changes in interest rates or adjustments in the value of the Canadian dollar, could significantly alter labour market conditions, even over the short term. The high-demand occupation list and comments are usually updated every six months, but may be done more frequently if warranted.

For further information on Manitoba's labour market, see:

Manitoba Prospects,  
Career Planning Guide

An insert to Manitoba Prospects, the Career Planning Guide summarizes over 200 Manitoba occupations, describing industries of employment, long term employment outlook, salaries, training and education routes and recommended high school courses.

Manitoba Competitiveness, Training and Trade  
Service Canada, Manitoba Region  
Manitoba School Counsellors' Association  
<http://www.edu.gov.mb.ca/aet/lmi/carguide/index.html>

Manitoba Job Futures

Manitoba Job Futures currently consists of 203 occupational profiles that provide detailed information on employment prospects, wages and salaries, skills, working conditions, and education/training routes. The profiles address current and anticipated conditions in the Manitoba labour market.

Manitoba Competitiveness, Training and Trade  
Service Canada, Manitoba Region  
<http://mb.jobfutures.org>

The High Demand Occupations Report lists occupations according to the National Occupational Classification (NOC) system. The NOC presents a structure for analyzing and understanding the labour market. The two major attributes of jobs used as classification criteria in the NOC are skill level and skill type (see appendix on page 18). Some NOC codes were revised in 2001 and they are used where applicable. These revisions are concentrated in the information technology occupations.

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# I. High Demand Occupations in Manitoba

NOC	Job Title Specific Qualifications/Skills	Starting/Average Salary	Industry/Sector	Region
<b>MANAGEMENT</b>				
0311	<b>Health Care Manager</b>	Start: \$40,000 Average: \$55,000	Hospitals, Long Term Care Facilities	All of Manitoba
0611	<b>Advertising and Marketing Manager</b> Ability to identify customer/client needs and relate them to products and services. An ability to find new sales opportunities locally and globally.	Start: \$30,000 Average: \$60,000	Manufacturing	Winnipeg
0711	<b>Construction Manager</b> Continuing demand for construction managers.	Start: \$33,000 Average: \$65,000	Construction	Winnipeg and Northern Manitoba
<b>BUSINESS, FINANCE AND ADMINISTRATION</b>				
1111	<b>Accountant</b> CA, CGA or CMA designations.	Start: \$28,000 (students) Average: \$55,000	Business Services All Industries	All of Manitoba
1121/1223	<b>Human Resources and Recruitment Officer</b> Certified Human Resources Professional (CHRP) designation may be required.	<b>Human Resources Officer:</b> Start: \$35,000 Average: \$55,000  <b>Recruitment Officer:</b> Start: \$31,400 Average: \$42,900	Construction, Professional Services, Financial Services, Manufacturing	All of Manitoba
1453	<b>Customer Service/Information Clerk</b> Ability to work with customers/clients in meeting their service needs.	Start: \$18,000 Average: \$31,000	Customer Contact Centers, Retail Trade	Winnipeg and Brandon

<b>NOC</b>	<b>Job Title Specific Qualifications/Skills</b>	<b>Starting/Average Salary</b>	<b>Industry/Sector</b>	<b>Region</b>
1454	<b>Survey Interviewer</b> Strong telephone and general computer skills.	Start: \$17,000 Average: \$24,000	Customer Contact Centers	Winnipeg and Brandon
<b>NATURAL AND APPLIED SCIENCES</b>				
2121.1	<b>Food Processing Engineer</b> (Not a Certified Engineer) Advanced degree in food science with specific training in mechanical systems design, maintenance and trouble shooting.	Start: \$ 52,800 Average: \$66,400	Food Processing	All of Manitoba
2123	<b>Specialist Agronomist/Agrologist</b> Skills in finance, research and marketing, and various specialties (soil survey, policy, food safety, livestock, etc.).	Start: \$30,000 Average: \$65,000	Crop and Livestock Services, Financial Services, Government	Southern Manitoba
2131	<b>Civil Engineer</b> Water and waste and infrastructure.	Start: \$30,000 Average: \$59,000	Professional Services, Municipal Governments	Winnipeg
2132	<b>Mechanical Engineer (Plant Engineer/Maintenance Engineer)</b> AutoCAD, machining and HVAC design experience.	Start: \$30,000 Average: \$53,000	Manufacturing	All of Manitoba
2141	<b>Industrial and Manufacturing Engineer</b> Quality control and systems/workflow design skills.	Start: \$36,000 Average: \$53,500	Manufacturing	Winnipeg
2161	<b>Actuary</b>	Start: \$32,000 Average: \$64,000	Insurance	Winnipeg
2171	<b>Computer Systems Analyst</b> Ability to consult with clients and provide innovative solutions for various business processes.	Start: \$32,000 Average: \$59,000	Information Technology, Insurance, Manufacturing	Winnipeg

<b>NOC</b>	<b>Job Title Specific Qualifications/Skills</b>	<b>Starting/Average Salary</b>	<b>Industry/Sector</b>	<b>Region</b>
2173	<b>Software Developer</b> Visual Basic, C, Java, C++.	Start: \$32,000 Average: \$66,000	Information Technology, Business Services	Winnipeg
2211	<b>Chemical Technologist and Technician</b> Production and quality control.	Start: \$25,000 Average: \$42,200	Health Care Products	Winnipeg and Southern Manitoba
2231	<b>Civil Engineering Technologist and Technician</b>	Start: \$32,000 Average: \$54,000	Construction	Winnipeg and Southern Manitoba
2232	<b>Mechanical Engineering Technologist and Technician</b>	Start: \$32,000 Average: \$56,000	Manufacturing	Winnipeg and Southern Manitoba
2233	<b>Industrial Engineering Technologist and Technician</b> Quality control.	Start: \$25,000 Average: \$44,000	Manufacturing	Winnipeg and Southern Manitoba
2241	<b>Electrical and Electronics Engineering Technologist and Technician</b>	Start: \$26,000 Average: \$47,700	Manufacturing	Winnipeg and Southern Manitoba
2243	<b>Industrial Instrument Technician</b>	Start: \$32,000 Average: \$68,000	Manufacturing	Winnipeg and Southern Manitoba
2261	<b>Non-Destructive Testing Technician</b> Experienced technicians qualified in a range of NDT techniques.	Start: \$25,000 Average: \$40,000	Aerospace	Winnipeg
2263	<b>Health and Safety Officer/Certified Public Health Inspector</b> Experience in a variety of manufacturing and research settings.	Start: \$36,000 Average: \$44,300	Health Care Products, Manufacturing, Government	All of Manitoba
2282	<b>Computer Support Technician</b> Excellent communication and problem-solving skills with minimum two years of formal education.	Start: \$26,000 Average: \$40,000	Customer Contact Centers	Winnipeg, Selkirk and Brandon

NOC	Job Title Specific Qualifications/Skills	Starting/Average Salary	Industry/Sector	Region
<b>HEALTH</b>				
3111/ 3112	<b>Doctor/Physician</b> Family Physicians and a variety of Specialties. Especially specialists in emergency room medicine.	<b>Family Physicians:</b> Start: \$109,400 Average: \$219,000 <b>Specialists:</b> Start: \$109,400 Average: \$285,000 depending on specialty  (These amounts are gross payments from which physicians must pay overhead costs).	Hospitals, Private Clinics, Drug Research Companies	All of Manitoba for Family Physicians  Winnipeg for most Specialists
3114	<b>Veterinarian/Veterinary Medical Officer</b> Large animal veterinarians in private clinics. Various specialties (i.e. microbiology, pathology, etc.) in government.	Start: \$40,000 Average: \$55,000	Private Clinics, Government	Rural and Southern Manitoba
3121	<b>Optometrist</b>	Start: \$62,400 Average: \$88,200  (varies depending on overhead costs)	Private Clinics	Rural Manitoba
3131	<b>Pharmacist</b>	Start: \$46,000 Average: \$61,600	Hospitals, Retail Pharmacies	Mostly Rural Manitoba. Some demand in Winnipeg
3141	<b>Speech Language Pathologist</b>	Start: \$52,300 Average: \$65,900	Hospitals, Schools, Private Clinics	All of Manitoba

<b>NOC</b>	<b>Job Title Specific Qualifications/Skills</b>	<b>Starting/Average Salary</b>	<b>Industry/Sector</b>	<b>Region</b>
3152	<b>Registered Nurse (RN and RN(EP))</b> Continuing demand for Registered Nurses and for Extended Practice Nurses. High demand for intensive care and emergency room specialties.	<p><b>Southern Manitoba</b> Start: \$54,000 Average: \$63,700</p> <p><b>Northern Manitoba</b> Start: \$56,600 Average: \$66,700</p> <p><b>Extended Practice Nurse</b> Start: \$60,000 Average: \$82,000</p>	Hospitals, Nursing Homes, Health Care Products Research, Manufacturing	Rural and Northern Manitoba.  All of Manitoba for specialties.
3152	<b>Registered Psychiatric Nurse (RPN)</b>	<p><b>Southern Manitoba</b> Start: \$54,000 Average: \$63,700</p> <p><b>Northern Manitoba</b> Start: \$56,600 Average: \$66,700</p>	Hospitals, Long Term Care Facilities	All of Manitoba
3211	<b>Medical Laboratory Technologist</b>	Start: \$40,000 Average: \$50,000	Hospitals, Medical Laboratories	All of Manitoba
3214	<b>Respiratory Therapist</b>	Start: \$47,700 Average: \$56,900	Hospitals	All of Manitoba
3215	<b>Nuclear Medicine Technologist</b>	Start: \$49,300 Average: \$58,800	Hospitals	Winnipeg and Brandon
3215	<b>Radiological Technologist</b>	Start: \$33,600 Average: \$40,500	Hospitals, Clinics	All of Manitoba
3216	<b>Medical Sonographer</b>	Start: \$49,300 Average: \$58,800	Hospitals, Clinics	Winnipeg and Brandon
3219	<b>Prosthetics Technician</b>	Start: \$51,400 Average: \$67,700	Hospitals, Clinics	All of Manitoba

<b>NOC</b>	<b>Job Title Specific Qualifications/Skills</b>	<b>Starting/Average Salary</b>	<b>Industry/Sector</b>	<b>Region</b>
3222	<b>Dental Hygienist</b>	Start: \$39,000 Average: \$45,400	Private Clinics	Rural Manitoba
3233	<b>Licensed Practical Nurse</b> Mostly part time.	Start: \$36,700 Average: \$44,300	Long Term Care Facilities	Northern and rural Manitoba
<b>SOCIAL SCIENCES, EDUCATION, GOVERNMENT SERVICE AND RELIGION</b>				
4121	<b>University Professor</b> Engineering, information technology, accounting, finance, marketing, medicine, nursing, natural science, mathematics, statistics, psychology, economics.	Start: \$40,000 Average: \$77,000	Universities	Winnipeg and Brandon
4141	<b>Secondary School Teacher</b> French Immersion, écoles françaises, high school Science, Math and English as an Additional Language.	Start: \$42,600 Average: \$66,000	High Schools	All of Manitoba for Specialty Teachers  Northern Manitoba for all Teachers
4152	<b>Social Worker</b> Child welfare workers.	Start: \$25,000 Average: \$47,700	Child Welfare Agencies	All of Manitoba
4153	<b>Family and Marriage Counsellor</b>	Start: \$22,000 Average: \$35,300	Private Practices, Counseling Agencies	Rural Manitoba
4215	<b>Rehabilitation Teacher (Special Needs Teacher)</b> Active recruitment.	Start: \$21,000 Average: \$35,100	Elementary and High Schools	Northern Manitoba
<b>ARTS, CULTURE, RECREATION AND SPORT</b>				
5125	<b>Translator</b> Translators experienced with a variety of technical and government documents.	Start: \$35,000 Average: \$45,000	Government, Marketing, Publishing	Winnipeg
<b>SALES AND SERVICE</b>				
6242	<b>Cook</b> Active Recruitment.	Start: \$18,600 Average: \$21,800  Journey person: \$20,000	Restaurants, Hotels	Southern Manitoba

<b>NOC</b>	<b>Job Title Specific Qualifications/Skills</b>	<b>Starting/Average Salary</b>	<b>Industry/Sector</b>	<b>Region</b>
6261	<b>Police Officers</b>	Start: \$25,000 Average: \$60,000	RCMP, Cities, Municipalities	All of Manitoba
6421	<b>Retail Salesperson</b> Active Recruitment in clothing, groceries and household products stores.	Start: \$16,650 Average: \$31,000	Retail	All of Manitoba
6453	<b>Waiter/Waitress</b> Active Recruitment.	Start: \$15,810 Average: \$19,000 (tips not included)	Restaurants, Bars	All of Manitoba
6471	<b>Visiting Homemaker</b>	Start: \$20,680 Average: \$26,100	Home Health Care, Personal Services	All of Manitoba
6621	<b>Service Station Attendants</b> Active recruitment.	Start: \$16,640 Average: \$19,000	Service Stations	All of Manitoba
6641	<b>Kitchen Helpers</b> Active recruitment.	Start: \$15,200 Average: \$18,000	Restaurants, Hotels	All of Manitoba
6651	<b>Security Guards</b> Active recruitment.	Start: \$18,200 Average: \$22,800	All Industries	All of Manitoba
6661	<b>Light Duty Cleaner</b> Active Recruitment.	Start: \$15,200 Average: \$20,000	Hotels, Private Cleaning Services	Winnipeg and Southern Manitoba
<b>TRADES, TRANSPORT AND EQUIPMENT OPERATORS</b>				
7231	<b>Machinist</b> CNC and traditional machining skills.	Start: \$18,000 Average: \$36,100	Aerospace, Machine Shops	Winnipeg and Southern Manitoba
7241	<b>Construction Electrician</b> Certified journeyman electricians with supervision and training skills for northern communities.	Start: \$31,200 Average: \$44,200	Construction, Building Maintenance	Northern Manitoba
7242	<b>Industrial Electrician</b>	Start: \$28,000 Average: \$53,000	Manufacturing, Mining, Forestry	Winnipeg and Northern Manitoba

<b>NOC</b>	<b>Job Title Specific Qualifications/Skills</b>	<b>Starting/Average Salary</b>	<b>Industry/Sector</b>	<b>Region</b>
7243	<b>Power System Electrician</b>	Start: \$28,700 Average: 54,800	Utilities	All of Manitoba
7251	<b>Plumber</b> Certified journeyperson plumbers with supervision and training skills for northern communities.	Start: \$26,800 Average: \$39,800	Construction, Building Maintenance	Northern Manitoba
7252	<b>Steamfitter-Pipefitter</b>	Start: \$28,900 Average: \$45,800	Construction	All of Manitoba
7264	<b>Ironworker</b>	Start: \$27,360 Average: \$37,800	Construction	Winnipeg
7265	<b>Welder</b> Skilled and certified welders with TIG and MIG experience.	Start: \$26,500 Average: \$36,500	Aerospace Manufacturing, Custom Manufacturing	Winnipeg and Southern Manitoba
7271	<b>Carpenter</b>	Start: \$26,000 Average: \$29,000	Construction	All of Manitoba
7311	<b>Millwright / Industrial Mechanic</b>	Start: \$34,600 Average: \$46,100	Manufacturing, Mining, Construction	All of Manitoba
7312	<b>Heavy-Duty Equipment Technician</b> Experience in computerized diagnostic equipment.	Start: \$26,000 Average: \$39,600	Forestry, Retail, Transportation, Construction, Agricultural Equipment	All of Manitoba
7313	<b>Commercial Refrigeration and Air Conditioning Mechanic</b>	Start: \$27,040 Average: \$40,400	Building Maintenance, Construction	All of Manitoba
7321	<b>Motor Vehicle Mechanic</b> Experience in computerized diagnostic equipment.	Start: \$20,800 Average: \$35,000	Car and Truck Service and Repair, Auto Retail	All of Manitoba
7321	<b>Truck and Transport Mechanic</b>	Start: \$20,000 Average: \$49,000	Transportation	All of Manitoba

<b>NOC</b>	<b>Job Title Specific Qualifications/Skills</b>	<b>Starting/Average Salary</b>	<b>Industry/Sector</b>	<b>Region</b>
7322	<b>Motor Vehicle Body Repairer</b>	Start: \$20,800 Average: \$35,000	Car and Truck Service and Repair, Auto Retail	All of Manitoba
7371	<b>Crane and Hoist Operator</b>	Start: \$31,200 Average: \$49,900	Construction	Winnipeg
7411	<b>Tractor Trailer Driver — Long Haul</b> A clean driving record and a class 1 license.	Start: \$27,500 Average: \$37,900 <small>(Wages may vary if mileage rates apply)</small>	Agriculture, Manufacturing, Transportation	All of Manitoba
7412	<b>Bus Driver</b>	Start: \$20,800 Average: \$31,900	Urban Transit Systems	Winnipeg, Brandon
7414	<b>Delivery Driver</b> Active recruitment.	Start: \$20,800 Average: \$29,000	Construction, Manufacturing, Car and Truck Service and Repair, Restaurants	Winnipeg
7421	<b>Heavy Equipment Operator</b>	Start: \$32,900 Average: \$45,100	Construction	Northern Manitoba
<b>PRIMARY INDUSTRY</b>				
8253	<b>Pork Production Technician</b>	Start: \$20,800 Average: \$32,000	Agriculture	Southern Manitoba
<b>PROCESSING, MANUFACTURING AND UTILITIES</b>				
9462	<b>Industrial Butcher</b> Knowledge of regulations covering production of various food products and safe production practices, and food safety knowledge (i.e. proper handling, HACCP systems, etc.)	Start: \$22,880 Average: \$27,700	Food Processing	Winnipeg, Southern Manitoba
9463	<b>Fish Plant Labourer</b>	Start: \$16,500 Average: \$28,000 <small>(Starting wage increases quickly)</small>	Food Processing	Winnipeg and Southern Manitoba

<b>NOC</b>	<b>Job Title Specific Qualifications/Skills</b>	<b>Starting/Average Salary</b>	<b>Industry/Sector</b>	<b>Region</b>
9471	<b>Printing Press Operator</b> Knowledge of offset printing and flexography operation, small and large printing presses. Craftsmanship in graphical reproduction.	Start: \$20,000 Average: \$50,000	Printing Industry	Winnipeg and Southern Manitoba
9473	<b>Binding and Finishing Operator</b> Perfect Binder, stitcher, and folder operators.	Start: \$30,000 Average: \$45,000	Printing Industry	Winnipeg and Southern Manitoba
9617	<b>Food and Beverage Processing Labourer</b> Knowledge of regulations covering production of various food products and safe production practices, and food safety knowledge (i.e. proper handling, HACCP systems, etc.)	Start: \$15,200 Average: \$24,900	Food Processing	All of Manitoba
9619	<b>Processing and Manufacturing Labourer</b> Active recruitment.	Start: \$16,500 Average: \$29,400 (Starting wage increases quickly)	Manufacturing	Winnipeg and Southern Manitoba

**NOTE:**

In most trades occupations, there is a higher demand for individuals who have been examined and received journey person certificates or licenses in their trades (e.g., plumber, automobile mechanic, machinist, electrician).

## II. High Demand Skills in Manitoba

Skills	Industry/Sector of Types of Jobs where skills are required most	Region of Manitoba where skills are most required
<b>I. Essential Skills</b>		
<b>Reading Text</b> Ability to read technical documents and manuals related to technical processes and protocols.	Manufacturing and Construction Industries for reading blueprints and plans; Customer Service Careers for assisting clients with complicated equipment and products.	All of Manitoba
<b>Use of Documents</b> Ability to read and use information written in technical documents and manuals for a variety of technical processes and protocols.	Manufacturing and Construction Industries for reading blueprints and plans; Customer Service Careers for assisting clients with complicated equipment and products.	All of Manitoba
<b>Writing - General</b> Ability to write, including non-paper-based writing (i.e. electronic forms, etc.), to transmit information clearly.	All Industries	All of Manitoba
<b>Writing – Instructions, Procedures and Reports</b> Ability to write instructions, procedures and reports for a variety of technical processes and protocols.	Manufacturing and Construction Industries for reading blueprints and plans; Customer Service Careers for assisting clients with complicated equipment and products.	All of Manitoba
<b>Oral Communication – Customer Service</b> Ability to communicate with customers/clients in satisfactorily meeting their service needs.	Retail and Wholesale Trade, Customer Contact, Manufacturing, Information Technology	All of Manitoba
<b>Oral Communication – Listening, Speaking and Interacting</b> Ability to listen, speak and interact with others in order to transmit or receive information clearly.	All industries	All of Manitoba
<b>Oral Communication - Telephone Communication</b> Ability to sell products and respond to customer needs cheerfully and professionally on the phone.	Customer Contact Centre Industry, Customer Service and Information Technology Support Careers	Winnipeg and Brandon

Skills	Industry/Sector of Types of Jobs where skills are required most	Region of Manitoba where skills are most required
<p><b>Thinking Skills – Job Task Planning and Organizing</b></p> <p>Ability to schedule and prioritize work for self and others and to use time efficiently.</p>	All Industries	All of Manitoba
<p><b>Working with Others - General</b></p> <p>Ability to work with others for the purpose of problem-solving, innovation and process improvement.</p>	All Industries.	All of Manitoba
<p><b>Working with Others - Negotiation and Conflict Resolution</b></p> <p>Ability to handle difficult situations, clients and/or co-workers and work out reasonable solutions for all involved.</p>	Management occupations and careers dealing with the public	All of Manitoba
<p><b>Computer Use - General</b></p> <p>Ability to use various computer applications and programs such as spreadsheets, databases, word-processing and various operating systems. Keyboarding skills.</p>	The need for basic computer skills is becoming increasingly important in all careers	All of Manitoba
<p><b>Computer Use – Internet Use</b></p> <p>Ability to use the Internet for research and communication purposes.</p>	Education and Research-based Careers, Government and the Customer Contact Industry. There is a growing demand for Internet skills in Sales and Purchasing careers.	All of Manitoba
<b>II. Technical Skills</b>		
<p><b>Computer-Assisted Drafting Manufacturing (CAD/CAM)</b></p> <p>Ability to use computer applications in the design of products and in the set-up of tools to facilitate efficient production.</p>	Manufacturing and Information Technology Careers	Winnipeg

Skills	Industry/Sector of Types of Jobs where skills are required most	Region of Manitoba where skills are most required
<p><b>Environmental Assessment</b></p> <p>Ability to conduct an environmental assessment using a number of inter-related skills including data interpretation, risk assessment and knowledge of hazardous waste handling.</p>	<p>Manufacturing, Mining, and Hydro Electric Industries as well as Government Careers</p>	<p>All of Manitoba</p>
<p><b>Information Technology Project Management Skills</b></p> <p>Ability to co-ordinate projects, manage staff and budgets, and maintain project timelines combined with a strong Information Technology background. Make business cases, and be able to communicate them to management and clients.</p>	<p>Information Technology, Insurance and Manufacturing Industries</p>	<p>Primarily in Winnipeg but some need in rural Manitoba</p>
<p><b>Inventory Management</b></p> <p>Ability to determine current and future needs for raw materials and semi-finished manufactured goods and to control availability through efficient purchasing policies and just-in-time delivery systems.</p>	<p>Manufacturing, Transportation and Storage, Wholesale and Retail Trade Careers</p>	<p>All of Manitoba</p>
<p><b>Knowledge of Product Safety Regulations</b></p> <p>Knowledge of government regulations covering production and packaging of various food and pharmaceutical products, knowledge of safe laboratory practices, and handling of chemicals.</p>	<p>Food, Beverage and Health Care Products Manufacturing, Printing Industry</p>	<p>All of Manitoba</p>
<p><b>Lean Manufacturing</b></p> <p>A strong understanding of Lean Manufacturing techniques and an ability to implement them in a variety of manufacturing settings as well as an ability to teach these techniques to management and production staff.</p>	<p>Manufacturing</p>	<p>Southern Manitoba</p>
<p><b>Marketing and Export Development</b></p> <p>Ability to identify customer/client needs and relate them to products and services. An ability to find new sales opportunities in export markets.</p>	<p>Business Services, Customer Contact, Manufacturing</p>	<p>All of Manitoba</p>

Skills	Industry/Sector of Types of Jobs where skills are required most	Region of Manitoba where skills are most required
<p><b>Small Business Management</b></p> <p>Ability to operate a small business, with skills ranging from financial management, staff supervision and bookkeeping to production management, sales and distribution.</p>	<p>Small business in all Industries</p>	<p>All of Manitoba</p>
<p><b>Supervisory Skills</b></p> <p>Ability to assign and co-ordinate projects, and ensure that the work is done on time and to quality standards. These skills are especially valuable when combined with experience doing the work of those being supervised.</p>	<p>Manufacturing, Information Technology, Health Care Products, Hospitals, Tourism, and Construction Trades</p>	<p>All of Manitoba</p>
<p><b>Workplace-Based Instructional Skills</b></p> <p>Ability to teach others through lecture or demonstration, using valid adult education instructional techniques.</p>	<p>All Industries</p>	<p>All of Manitoba</p>

### III. Aboriginal Communities

The following are skills and occupations required particularly in Aboriginal communities on and off reserve:

<b>Business Management Skills</b>
<ul style="list-style-type: none"><li>▪ Accountant/Accounting Skills</li><li>▪ Band Management/Administrator (with negotiation and conflict resolution skills)</li><li>▪ Community and Economic Development Skills (including a cultural awareness component)</li><li>▪ Forestry Consultant</li><li>▪ Entrepreneurship Skills</li><li>▪ Housing Property Management</li><li>▪ Information, Communication Technology (ICT) skills</li><li>▪ Infrastructure Maintenance</li><li>▪ Lawyer (will and estate)</li><li>▪ Project Management</li><li>▪ Real Estate Agent</li><li>▪ Retail Management (Small Business)</li><li>▪ Retail Salesperson</li><li>▪ Surveyor (land claims and development)</li></ul>
<b>Health, Medical and Education Skills</b>
<ul style="list-style-type: none"><li>▪ Adult Education Instructor</li><li>▪ Alcohol, Substance Abuse and Gambling Addictions Counselor</li><li>▪ Clinical Support Staff for Doctors and Nurses</li><li>▪ Early Childhood Educator/Daycare Manager</li><li>▪ Elder Advisor</li><li>▪ General Practitioner and Traditional Healer (holding a medical degree, and apprenticing with an elder or a practicing traditional healer).</li><li>▪ Human Resource Officer</li><li>▪ Public Health Educator (especially with knowledge of Diabetes)</li><li>▪ Public Health Nurse</li><li>▪ Health Care Aide</li><li>▪ Social Worker (Family Violence Counselor, Child Welfare Worker)</li><li>▪ Specialist Physician, Optometrist and Chiropractor</li><li>▪ Teacher (especially high school math and science, Aboriginal languages and reading clinicians)</li><li>▪ Teacher's Aide</li><li>▪ Trainer (forestry, accounting, technology, health and safety, housing, fire prevention, will/estate planning, childcare, health and welfare)</li></ul>

## Experienced/Certified Tradespersons

- Aircraft Mechanic
- Carpenter
- Construction Labourer
- Cook
- Electrician
- Forestry Field Data Collector
- Heavy-Duty Equipment Mechanic
- Heavy-Equipment Operator
- Miner
- Motor Vehicle Mechanic
- Mould Remediation skills
- Plumber
- Prior Learning Assessment and Recognition Practitioner
- Sheet-Metal Worker
- Small Engine Repair (outboard motors, chain saws, snowmobiles)
- Truck Driver

## Self-Government

As First Nations communities move more and more towards self-government, the demand for knowledge and skills in this area will continue to grow. The following are skills and occupations that are either currently required or will be in the near future:

- Education Administrator
- Justice Worker (B.A. in Law, specialized)
- Lawyer
- Political Science and Leadership skills (B.A., certificates)
- Project Manager and Proposal Writer (accessing and managing funding dollars)
- Treaty/Land Claim Settlement Specialist

# Appendix

## National Occupational Classification (NOC) Coding System

One of the features of the NOC is its system of codes. The first two digits of each code relate to the skill type and skill level category, as follows:

- For all *non-management* occupations, the first digit of each code identifies one of the nine skill type categories while the second digit of each code identifies one of four skill level categories.
- For *management* occupations, the first digit is **0** and the second digit represents the skill type categories, from **1** to **9**, as above.

When the first digit is...	...the Skill Type Category is
1	Business, Finance and Administrative Occupations
2	Natural and Applied Sciences and Related Occupations
3	Health Occupations
4	Occupations in Social Science, Education, Government Service and Religion
5	Occupations in Art, Culture, Recreation and Sport
6	Sales and Service Occupations
7	Trades, Transport and Equipment Operators and Related Occupations
8	Occupations Unique to Primary Industry
9	Occupations Unique to Processing, Manufacturing and Utilities
0	Occupations are in Management and the second digit (1 - 9) refers to the Skill Type Category, as listed above
When the first digit is not 0 and the second digit is...	...the Skill Type Category is
1	Skill Level A (Professional Occupations)
2 or 3	Skill Level B (Technical, Paraprofessional and Skilled Occupations)
4 or 5	Skill Level C (Intermediate Occupations)
6	Skill Level D (Labouring and Elemental Occupations)

## NOC Skill Level Criteria

Skill Level	Education/Training	Other
Skill Level A	University degree (bachelors, masters or post-graduate)	
Skill Level B	<p>Two to three years of post-secondary education at a community college, institute of technology or CEGEP</p> <p>Two to four years of apprenticeship training</p> <p>Three to four years of secondary school and more than two years of on-the-job training, training courses or specific work experience</p>	<p>Occupations with supervisory responsibilities are assigned to skill level B.</p> <p>Occupations with significant health and safety responsibilities (e.g., fire fighters, police officers and registered nursing assistants) are assigned to skill level B.</p>
Skill Level C	<p>One to four years of secondary school education</p> <p>Up to two years of on-the-job training, training courses or specific work experience</p>	
Skill Level D	Up to two years of secondary school and short work demonstration or on-the-job training	

More detailed information on the NOC system is available in the National Occupational  
 Classification - Occupational Description  
 Human Resources and Social Development Canada  
 Catalogue No. MP53-25-2001E  
<http://www23.hrdc-drhc.gc.ca/>