



## Yukon Labour Demand Survey 2016

### Highlights:

- In the summer of 2016, 78.4% of employees in Yukon businesses and organizations (excluding Yukon government employees) were full-time workers; 87.2% of all employees\* worked in Whitehorse.
- *Retail Trade* had 107 vacant positions in the summer of 2016; the highest number of jobs available was in the occupation *Sales representatives and salespersons - wholesale and retail trade*.
- As of July 31<sup>st</sup>, 2016, there were 5,400 employees employed by the Yukon government, 76.6% of them were employed full-time.

In the summer of 2016, the Yukon Bureau of Statistics (YBS) contacted Yukon businesses, non-profit organizations (NGOs), crown corporations, as well as First Nation and municipal governments, to collect information about their current employment situation, current vacancies and expected vacancies through 2017. **These data are presented on pages 1 through 10 of this report.**

For the Yukon government (YG), information on employment and current vacancies was derived from administrative data sources, and the information on expected vacancies was estimated using average growth and turnover trends. **The tables and analyses for YG are on pages 11 and 12 only and are based on these sources of information.**

**Please Note:** *Not all organizations answered every question, therefore total numbers given in each category may not be consistent through all sections of this report.*

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## Employees by Community, Yukon, 2016

Community	Number of Businesses & Organizations <sup>1</sup>	Number of Employees		
		Full-time	Part-time	Total
Alaska Highway North <sup>2</sup>	23	67	14	81
Carcross	48	151	18	169
Carmacks	36	143	19	162
Dawson City	271	691	253	944
Faro	102	112	28	140
Haines Junction	53	118	39	157
Mayo	69	91	29	120
Old Crow	8	44	10	54
Teslin	42	12	12	24
Whitehorse	2,776	11,426	3,125	14,551
Watson Lake	109	219	61	280
<b>Yukon</b>	<b>3,537</b>	<b>13,074</b>	<b>3,608</b>	<b>16,682</b>

In the summer of 2016, there were 3,537 businesses and organizations in Yukon employing 16,682 employees. Of them, 78.4% were in full-time and 21.6% were in part-time employment. Whitehorse had the largest number of employees, (14,551 persons, or 87.2%), followed by Dawson City and Watson Lake with 944 and 280 employees, respectively.

<sup>1</sup> Includes businesses, NGOs, crown corporations, municipal governments, First Nation governments and development corporations.

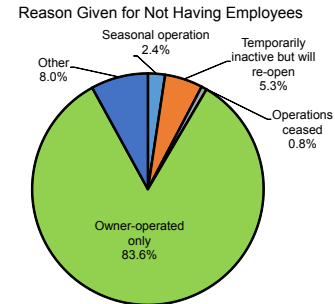
Does not include Yukon government data, which is presented on pages 11 & 12.

<sup>2</sup> Includes Destruction Bay, Burwash Landing and Beaver Creek.

\*Does not include data for the Yukon government, which are presented on pages 11 and 12.

## Reason for Not Having Employees, Yukon, 2016

About two-thirds of Yukon businesses and organizations (2,341) reported not having any employees at the time of the survey. The majority (83.6%) of these businesses (1,956) were *owner-operated only* and therefore, did not have any employees. *Temporarily inactive but will reopen* (124) was the next most common reason given for not having any employees. "Other" reasons included: not enough profit/money, business is too small, uses subcontractors, organization depends on volunteers, etc..



## Full-time and Part-time Employees by Industry, Yukon, 2016

NAICS Code	Industry	Number of Businesses & Organizations	Number of Employees		
			Full-time	Part-time	Total
11	Agriculture, Forestry, Fishing & Hunting	207	40	2	42
21	Mining, Quarrying, and Oil & Gas Extraction	111	284	30	314
22	Utilities	6	157	4	161
23	Construction	551	1,116	186	1,302
31-33	Manufacturing	122	279	32	311
41	Wholesale Trade	54	228	20	248
44-45	Retail Trade	263	2,005	1,112	3,117
48-49	Transportation & Warehousing	176	1,224	319	1,543
51	Information & Cultural Industries	60	771	149	920
52	Finance & Insurance	58	355	59	414
53	Real Estate and Rental & Leasing	249	117	36	153
54	Professional, Scientific & Technical Services	587	928	103	1,031
55	Management of Companies & Enterprises	35	31	27	58
56	Administrative & Support, Waste Management & Remediation Services	238	547	129	676
61	Educational Services	67	144	112	256
62	Health Care & Social Assistance	181	1,290	187	1,477
71	Arts, Entertainment & Recreation	94	91	35	126
72	Accommodation & Food Services	244	1,777	776	2,553
81	Other Services (except Public Administration)	199	413	136	549
91	Public Administration (excluding YG)	35	1,277	154	1,431
	<b>All Industries</b>	<b>3,537</b>	<b>13,074</b>	<b>3,608</b>	<b>16,682</b>

In the summer of 2016, 78.4% of all employees in Yukon businesses and organizations (excluding Yukon government employees, see page 11 and 12) were full-time. *Retail Trade* had the largest number of full-time employees (2,005), followed by *Accommodation and Food Services* (1,777). The largest number of part-time employees was also in *Retail Trade* (1,112), followed by *Accommodation and Food Services* (776). These two industries together represented 28.9% of all full-time employees and 52.3% of all part-time employees.

## Type of Employee by Industry, Yukon, 2016

NAICS Code	Industry	Number of Businesses & Organizations	Number of Employees			Total
			Permanent	Seasonal	Term, temporary, casual or on-call	
11	Agriculture, Forestry, Fishing & Hunting	207	34	8	0	42
21	Mining, Quarrying, and Oil & Gas Extraction	111	182	132	0	314
22	Utilities	6	155	5	1	161
23	Construction	551	851	407	44	1,302
31-33	Manufacturing	122	297	12	2	311
41	Wholesale Trade	54	240	7	0	247
44-45	Retail Trade	263	2,627	332	157	3,116
48-49	Transportation & Warehousing	176	1,077	467	0	1,544
51	Information & Cultural Industries	60	363	5	551	919
52	Finance & Insurance	58	380	23	10	413
53	Real Estate and Rental & Leasing	249	129	24	0	153
54	Professional, Scientific & Technical Services	587	913	106	13	1,032
55	Management of Companies & Enterprises	35	58	0	0	58
56	Administrative & Support, Waste Management & Remediation Services	238	559	105	12	676
61	Educational Services	67	113	143	0	256
62	Health Care & Social Assistance	181	1,200	22	256	1,478
71	Arts, Entertainment & Recreation	94	64	60	4	128
72	Accommodation & Food Services	244	1,611	899	43	2,553
81	Other Services (except Public Administration)	199	492	13	44	549
91	Public Administration (excluding YG)	35	1,232	133	66	1,431
	<b>All Industries</b>	<b>3,537</b>	<b>12,577</b>	<b>2,903</b>	<b>1,203</b>	<b>16,683</b>

In the summer of 2016, 75.4% of all employees in Yukon businesses and organizations were permanent. *Retail Trade* had the largest number of permanent employees (2,627), followed by *Accommodation and Food services* (1,611). Of all employees, 17.4% were seasonal and 7.2% were term, temporary, casual or on-call employees. *Information & Cultural Industries* had the largest percentage of non-permanent employees (60.5%); followed by *Educational Services* and *Arts, Entertainment & Recreation* industry with 55.9% and 50.0%, respectively.

## Current Vacant Positions and Jobs by Industry, Yukon, 2016

NAICS Code	Industry	Number of vacant positions (not jobs)	Number of vacant jobs
11	Agriculture, Forestry, Fishing & Hunting	2	2
21	Mining, Quarrying, and Oil & Gas Extraction	0	0
22	Utilities	2	2
23	Construction	36	38
31-33	Manufacturing	13	14
41	Wholesale Trade	25	25
44-45	Retail Trade	107	135
48-49	Transportation & Warehousing	16	17
51	Information & Cultural Industries	6	10
52	Finance & Insurance	12	12
53	Real Estate and Rental & Leasing	46	92
54	Professional, Scientific & Technical Services	15	19
55	Management of Companies & Enterprises	0	0
56	Administrative & Support, Waste Management & Remediation Services	5	5
61	Educational Services	0	0
62	Health Care & Social Assistance	38	47
71	Arts, Entertainment & Recreation	3	3
72	Accommodation & Food Services	92	109
81	Other Services (except Public Administration)	34	39
91	Public Administration (excluding YG)	50	62
	<b>All Industries</b>	<b>502</b>	<b>631</b>

In the summer of 2016, businesses and organizations reported 502 vacant positions. The largest number of vacant positions were in *Retail Trade* with 107 vacancies (21.3% of all vacancies), followed by *Accommodation and Food Services* (18.3%) and *Public Administration* (10.0%). Businesses and organizations in *Mining, Quarrying and Oil & Gas Extraction, Management Of Companies & Enterprises, and Educational Services* did not report any vacancy during the survey.

## Current Job Vacancies by Occupation, Full-time and Part-time, Yukon, 2016

NOC Code	Occupation	Number of Job Vacancies			Total
		Full-time	Part-time	Don't Know	
00	Senior management occupations	9	0	0	9
01-05	Specialized middle management occupations	12	0	0	12
06	Middle management occupations in retail and wholesale trade and customer services	7	0	0	7
07-09	Middle management occupations in trades, transportation, production and utilities	5	0	0	5
11	Professional occupations in business and finance	1	2	0	3
12	Administrative and financial supervisors and administrative occupations	8	27	0	35
13	Finance, insurance and related business administrative occupations	1	0	1	2
14	Office support occupations	6	18	0	24
15	Distribution, tracking and scheduling co-ordination occupations	2	0	0	2
21	Professional occupations in natural and applied sciences	6	1	0	7
22	Technical occupations related to natural and applied sciences	22	0	0	22
30	Professional occupations in nursing	3	0	0	3
31	Professional occupations in health (except nursing)	0	4	0	4
32	Technical occupations in health	7	0	0	7
41	Professional occupations in law and social, community and government services	2	0	0	2
42	Paraprofessional occupations in legal, social, community and education services	12	1	0	13
44	Care providers and educational, legal and public protection support occupations	14	18	0	32
52	Technical occupations in art, culture, recreation and sport	2	1	0	3
62	Retail sales supervisors and specialized sales occupations	80	1	0	81
63	Service supervisors and specialized service occupations	29	8	0	37
64	Sales representatives and salespersons - wholesale and retail trade	105	2	0	107
65	Service representatives and other customer and personal services occupations	33	11	0	44
66	Sales support occupations	17	5	0	22
67	Service support and other service occupations, n.e.c.	43	13	3	59
72	Industrial, electrical and construction trades	37	0	0	37
73	Maintenance and equipment operation trades	12	0	12	24
74	Other installers, repairers and servicers and material handlers	1	0	0	1
75	Transport and heavy equipment operation and related maintenance occupations	13	2	2	17
76	Trades helpers, construction labourers and related occupations	3	0	0	3
96	Labourers in processing, manufacturing and utilities	7	0	0	7
	<b>All Occupations</b>	<b>499</b>	<b>114</b>	<b>18</b>	<b>631</b>

n.e.c. = not elsewhere classified

Of the vacant jobs in the summer of 2016, 79.1% were full-time jobs, while 18.1% were part-time jobs. Respondents could not specify full-time/part-time status for 2.9% of the job vacancies. The largest number of job vacancies were in *Sales representatives and salespersons - wholesale and retail trade* occupations with 107 vacancies, followed by *Retail sales supervisors and specialized sales occupations* with 81 vacancies, and *Service support and other services occupations n.e.c.* with 59 job vacancies.

# Minimum Education Level Required for Current Job Vacancies by Occupation, Yukon, 2016

NOC Code	Occupation	Minimum level of Education for Job Vacancies							Total	
		No minimum level of education required	High school diploma or equivalent	Apprenticeship or trade certificate or diploma	College, CEGEP and other non-university certificate or diploma	University certificate or diploma below bachelor's level	Bachelor's degree	University certificate or diploma above the bachelor's level		Don't know
<b>Number of Vacancies</b>										
00	Senior management occupations	0	0	0	0	0	1	1	7	9
01-05	Specialized middle management occupations	5	1	0	0	0	6	0	0	12
06	Middle management occupations in retail and wholesale trade and customer services	6	0	0	0	1	0	0	0	7
07-09	Middle management occupations in trades, transportation, production and utilities	1	3	0	0	0	1	0	0	5
11	Professional occupations in business and finance	0	2	0	1	0	0	0	0	3
12	Administrative and financial supervisors and administrative occupations	5	8	0	0	1	0	0	21	35
13	Finance, insurance and related business administrative occupations	0	1	1	0	0	0	0	0	2
14	Office support occupations	0	5	0	1	1	0	0	17	24
15	Distribution, tracking and scheduling co-ordination occupations	1	1	0	0	0	0	0	0	2
21	Professional occupations in natural and applied sciences	0	0	1	0	4	3	0	0	8
22	Technical occupations related to natural and applied sciences	0	8	12	2	0	0	0	0	22
30	Professional occupations in nursing	0	0	0	0	3	0	0	0	3
31	Professional occupations in health (except nursing)	0	0	0	1	0	0	0	3	4
32	Technical occupations in health	0	0	0	7	0	0	0	0	7
41	Professional occupations in law and social, community and government services	0	0	0	0	0	0	2	0	2
42	Paraprofessional occupations in legal, social, community and education services	0	6	0	6	1	0	0	0	13
44	Care providers and educational, legal and public protection support occupations	27	0	0	4	1	0	0	0	32
52	Technical occupations in art, culture, recreation and sport	2	1	0	0	0	0	0	0	3
62	Retail sales supervisors and specialized sales occupations	21	0	0	0	0	0	0	60	81
63	Service supervisors and specialized service occupations	28	7	2	0	0	0	0	0	37
64	Sales representatives and salespersons - wholesale and retail trade	22	84	0	0	0	1	0	0	107
65	Service representatives and other customer and personal services occupations	18	17	10	0	0	0	0	0	45
66	Sales support occupations	19	1	0	3	0	0	0	0	23
67	Service support and other service occupations, n.e.c.	45	14	0	0	0	0	0	0	59
72	Industrial, electrical and construction trades	7	1	28	1	0	0	0	0	37
73	Maintenance and equipment operation trades	13	10	1	0	0	0	0	0	24
74	Other installers, repairers and servicers and material handlers	1	0	0	0	0	0	0	0	1
75	Transport and heavy equipment operation and related maintenance occupations	7	1	8	0	0	0	0	0	16
76	Trades helpers, construction labourers and related occupations	3	0	0	0	0	0	0	0	3
96	Labourers in processing, manufacturing and utilities	6	0	0	1	0	0	0	0	7
<b>All Occupations</b>		<b>237</b>	<b>171</b>	<b>63</b>	<b>27</b>	<b>12</b>	<b>12</b>	<b>3</b>	<b>108</b>	<b>633</b>

n.e.c.= not elsewhere classified

Of the vacancies, 237 jobs, or 37.4%, did not have a minimum requirement of education. There were 171 jobs (27.0% of the total vacancies) that required a high school diploma or equivalent; 63 jobs (10.0%) required apprenticeship or trade certificate or diploma; 27 jobs (4.3%) required a college, CEGEP and other non-university diploma or certificate; and 12 jobs (1.9%) required a university certificate or diploma below bachelor's level. Only 15, or 2.4%, of the vacant jobs required a bachelor's degree or higher from a university. For 108 of the vacancies (17.1%), respondents did not know what minimum education level was required.

The highest number of job vacancies requiring a higher education level than high school were in *Industrial, electrical, and construction trades* occupations with 29 vacancies, followed by *Technical occupations related to natural and applied sciences* with 14 vacancies and *Service representatives and other customer and personal service* occupations with 10 job vacancies.

## Hourly Wages for Current Job Vacancies by Occupation, Yukon, 2016

NOC Code	Occupation	Hourly Wage for Job Vacancies			
		Average	Minimum	Maximum	Median
		\$ per hour			
00	Senior management occupations	\$44.13	\$36.00	\$52.26	\$44.13
01-05	Specialized middle management occupations	\$40.08	\$32.50	\$43.62	\$40.00
06	Middle management occupations in retail and wholesale trade and customer services	\$21.00	\$21.00	\$21.00	\$21.00
07-09	Middle management occupations in trades, transportation, production and utilities	\$37.83	\$22.50	\$50.99	\$40.00
11	Professional occupations in business and finance	\$23.99	\$21.00	\$29.96	\$21.00
12	Administrative and financial supervisors and administrative occupations	\$25.44	\$23.50	\$29.60	\$24.50
13	Finance, insurance and related business administrative occupations	\$38.54	\$38.54	\$38.54	\$38.54
14	Office support occupations	\$21.25	\$14.50	\$31.93	\$23.00
15	Distribution, tracking and scheduling co-ordination occupations	\$24.89	\$22.50	\$27.27	\$24.89
21	Professional occupations in natural and applied sciences	\$39.92	\$35.50	\$42.50	\$39.00
22	Technical occupations related to natural and applied sciences	\$27.02	\$23.50	\$32.50	\$26.53
30	Professional occupations in nursing	\$43.50	\$43.50	\$43.50	\$43.50
31	Professional occupations in health (except nursing)	\$43.00	\$43.00	\$43.00	\$43.00
32	Technical occupations in health	\$36.00	\$36.00	\$36.00	\$36.00
41	Professional occupations in law and social, community and government services	..	..	..	..
42	Paraprofessional occupations in legal, social, community and education services	\$23.81	\$15.00	\$34.22	\$22.71
44	Care providers and educational, legal and public protection support occupations	\$17.54	\$11.07	\$23.00	\$19.00
52	Technical occupations in art, culture, recreation and sport	\$22.00	\$20.00	\$24.00	\$22.00
62	Retail sales supervisors and specialized sales occupations	\$21.45	\$11.07	\$35.00	\$21.36
63	Service supervisors and specialized service occupations	\$14.86	\$11.07	\$36.67	\$14.50
64	Sales representatives and salespersons - wholesale and retail trade	\$14.85	\$11.07	\$50.00	\$13.00
65	Service representatives and other customer and personal services occupations	\$14.10	\$11.07	\$27.50	\$14.00
66	Sales support occupations	\$13.21	\$11.07	\$15.00	\$13.22
67	Service support and other service occupations, n.e.c.	\$12.88	\$11.07	\$29.47	\$12.40
72	Industrial, electrical and construction trades	\$28.74	\$16.00	\$42.00	\$30.00
73	Maintenance and equipment operation trades	\$23.71	\$18.04	\$55.50	\$23.00
74	Other installers, repairers and servicers and material handlers	\$18.50	\$18.50	\$18.50	\$18.50
75	Transport and heavy equipment operation and related maintenance occupations	\$24.06	\$16.50	\$30.00	\$23.00
76	Trades helpers, construction labourers and related occupations	\$15.00	\$15.00	\$15.00	\$15.00
96	Labourers in processing, manufacturing and utilities	\$13.88	\$12.50	\$18.00	\$12.50

n.e.c. = not elsewhere classified

.. = data not available or not applicable

The job vacancies with the highest average hourly wage were in *Senior management occupations* at \$44.13, followed by *Professional occupations in nursing* and *Professional occupations in health (except nursing)* at \$43.50 and \$43.00, respectively.

The lowest average hourly wage was \$12.88 in *Service support and other service occupations, n.e.c.*; followed by \$13.21 in *Sales support occupations*.

The job vacancy with the highest hourly wage (\$55.50) was in *Maintenance and equipment operation trades* occupation, followed by *Senior management occupations* (\$52.26).

# Education Required and Average Hourly Wages for Current Job Vacancies by Occupation, Yukon, 2016

NOC Code	Occupation	Minimum Education Level for Job Vacancies							
		No minimum level of education required	High school diploma or equivalent	Apprenticeship or trade certificate or diploma	College, CEGEP and other non-university certificate or diploma	University certificate or diploma below bachelor's level	Bachelor's degree	University certificate or diploma above the bachelor's level	Don't know education level required
<b>\$ per Hour</b>									
00	Senior management occupations	..	..	..	..	..	\$52.26	\$36.00	..
01-05	Specialized middle management occupations	\$40.00	\$32.50	..	..	..	\$41.48	..	..
06	Middle management occupations in retail and wholesale trade and customer services	\$21.00	..	..	..	\$21.00	..	..	..
07-09	Middle management occupations in trades, transportation, production and utilities	\$22.50	\$40.00	..	..	..	\$50.99	..	..
11	Professional occupations in business and finance	..	\$21.00	..	\$29.96	..	..	..	..
12	Administrative and financial supervisors and administrative occupations	\$28.00	\$25.62	..	..	\$29.60	..	..	\$24.50
13	Finance, insurance and related business administrative occupations	..	..	\$38.54	..	..	..	..	..
14	Office support occupations	..	\$17.46	..	\$28.00	\$31.93	..	..	..
15	Distribution, tracking and scheduling co-ordination occupations	\$22.50	\$27.27	..	..	..	..	..	..
21	Professional occupations in natural and applied sciences	..	..	\$35.50	..	\$39.00	\$42.50	..	..
22	Technical occupations related to natural and applied sciences	..	\$24.62	\$28.94	\$25.13	..	..	..	..
30	Professional occupations in nursing	..	..	..	..	\$43.50	..	..	..
31	Professional occupations in health (except nursing)	..	..	..	\$43.00	..	..	..	..
32	Technical occupations in health	..	..	..	\$36.00	..	..	..	..
41	Professional occupations in law and social, community and government services	..	..	..	..	..	..	..	..
42	Paraprofessional occupations in legal, social, community and education services	..	\$22.59	..	\$22.48	\$34.22	..	..	..
44	Care providers and educational, legal and public protection support occupations	\$16.49	..	..	\$23.00	\$22.61	..	..	..
52	Technical occupations in art, culture, recreation and sport	\$21.00	\$24.00	..	..	..	..	..	..
62	Retail sales supervisors and specialized sales occupations	\$21.72	..	..	..	..	..	..	\$21.36
63	Service supervisors and specialized service occupations	\$14.71	\$15.39	\$15.00	..	..	..	..	..
64	Sales representatives and salespersons - wholesale and retail trade	\$15.01	\$14.77	..	..	..	\$17.86	..	..
65	Service representatives and other customer and personal services occupations	\$12.82	\$15.25	\$14.42	..	..	..	..	..
66	Sales support occupations	\$13.01	..	..	\$14.50	..	..	..	..
67	Service support and other service occupations, n.e.c.	\$12.53	\$13.99	..	..	..	..	..	..
72	Industrial, electrical and construction trades	\$29.45	\$16.00	\$29.13	\$28.15	..	..	..	..
73	Maintenance and equipment operation trades	\$23.70	\$20.54	\$55.50	..	..	..	..	..
74	Other installers, repairers and servicers and material handlers	\$18.50	..	..	..	..	..	..	..
75	Transport and heavy equipment operation and related maintenance occupations	\$26.88	\$16.50	\$23.00	..	..	..	..	..
76	Trades helpers, construction labourers and related occupations	\$15.00	..	..	..	..	..	..	..
96	Labourers in processing, manufacturing and utilities	\$12.50	..	..	\$18.00	..	..	..	..
	<b>All Occupations</b>	<b>\$17.14</b>	<b>\$16.95</b>	<b>\$26.35</b>	<b>\$27.52</b>	<b>\$35.05</b>	<b>\$41.43</b>	<b>\$36.00</b>	<b>\$22.11</b>

n.e.c. = not elsewhere classified

.. = data not available or not applicable. In some cases respondents were able to state what education level was required for a job vacancy but not the wage.

Vacancies that required a Bachelor's degree had the highest average hourly wage (\$41.43). There was a high degree of variance in hourly wages for jobs requiring a bachelor's degree, ranging from a low of \$17.86 in *Sales representatives and salespersons - wholesale and retail trade* occupations to a high of \$52.26 in *Senior management occupations*. This is a difference of \$34.40 per hour.

*Maintenance and equipment operations trades* occupations had the largest range of average hourly wages from \$23.70 (no minimum education) to \$55.50 (apprenticeship or trades certificate or diploma).

For positions that required no minimum level of education, the lowest average hourly wage offered was \$12.50 in *Labourers in processing, manufacturing and utilities* occupations; followed by \$12.53 in *Service support and other service occupations, n.e.c.* and \$12.82 in *Service representatives and other customer and personal service occupations*. The highest average hourly wage offered was \$40.00 in *Specialized middle management occupations*, followed by \$29.45 in *Industrial, electrical and construction trades* occupations, and \$28.00 in *Administrative and financial supervisors and administrative occupations*.

## Active Recruitment Status of Current Job Vacancies by Occupation, Yukon, 2016

NOC Code	Occupation	Actively Recruiting or Not?			Total
		Yes	No	Don't Know	
		Number of Jobs			
00	Senior management occupations	2	0	7	9
01-05	Specialized middle management occupations	12	0	0	12
06	Middle management occupations in retail and wholesale trade and customer services	7	0	0	7
07-09	Middle management occupations in trades, transportation, production and utilities	5	0	0	5
11	Professional occupations in business and finance	3	0	0	3
12	Administrative and financial supervisors and administrative occupations	28	5	2	35
13	Finance, insurance and related business administrative occupations	2	0	0	2
14	Office support occupations	7	0	17	24
15	Distribution, tracking and scheduling co-ordination occupations	2	0	0	2
21	Professional occupations in natural and applied sciences	5	3	0	8
22	Technical occupations related to natural and applied sciences	17	5	0	22
30	Professional occupations in nursing	3	0	0	3
31	Professional occupations in health (except nursing)	1	3	0	4
32	Technical occupations in health	7	0	0	7
41	Professional occupations in law and social, community and government services	2	0	0	2
42	Paraprofessional occupations in legal, social, community and education services	13	0	0	13
44	Care providers and educational, legal and public protection support occupations	14	18	0	32
52	Technical occupations in art, culture, recreation and sport	2	1	0	3
62	Retail sales supervisors and specialized sales occupations	81	0	0	81
63	Service supervisors and specialized service occupations	32	5	0	37
64	Sales representatives and salespersons - wholesale and retail trade	105	2	0	107
65	Service representatives and other customer and personal services occupations	39	5	0	44
66	Sales support occupations	21	1	0	22
67	Service support and other service occupations, n.e.c.	58	1	0	59
72	Industrial, electrical and construction trades	36	1	0	37
73	Maintenance and equipment operation trades	24	0	0	24
74	Other installers, repairers and servicers and material handlers	0	1	0	1
75	Transport and heavy equipment operation and related maintenance occupations	14	2	0	16
76	Trades helpers, construction labourers and related occupations	3	0	0	3
96	Labourers in processing, manufacturing and utilities	7	0	0	7
<b>All Occupations</b>		<b>552</b>	<b>53</b>	<b>26</b>	<b>631</b>

n.e.c. = not elsewhere classified

Businesses and organizations reported active recruiting for 87.5% of the job vacancies during the survey. Active recruitment was not pursued during the time of the survey for 8.4% of the vacancies and for 4.1% of the vacancies, respondents did not know about the status of the recruitment activity.

## Length of Recruitment for Actively Recruited Current Job Vacancies by Occupation, Yukon, 2016

NOC Code	Occupation	How long has the organization been trying to fill these vacancies?							Total
		Less than 15 days	15 to 29 days	30 to 59 days	60 to 89 days	90 days or more	Continuously	Don't know	
		Number of Jobs							
00	Senior management occupations	1	1	0	0	0	0	0	2
01-05	Specialized middle management occupations	6	1	0	0	0	0	0	12
06	Middle management occupations in retail and wholesale trade and customer services	3	1	1	0	0	2	0	7
07-09	Middle management occupations in trades, transportation, production and utilities	0	3	0	0	2	0	0	5
11	Professional occupations in business and finance	0	0	2	1	0	0	0	3
12	Administrative and financial supervisors and administrative occupations	25	3	0	0	0	0	0	28
13	Finance, insurance and related business administrative occupations	0	0	1	1	0	0	0	2
14	Office support occupations	3	4	0	0	0	0	0	7
15	Distribution, tracking and scheduling co-ordination occupations	0	2	0	0	0	0	0	2
21	Professional occupations in natural and applied sciences	0	4	1	0	0	0	0	5
22	Technical occupations related to natural and applied sciences	7	4	0	6	0	0	0	17
30	Professional occupations in nursing	3	0	0	0	0	0	0	3
31	Professional occupations in health (except nursing)	0	0	1	0	0	0	0	1
32	Technical occupations in health	4	0	3	0	0	0	0	7
41	Professional occupations in law and social, community and government services	0	0	0	0	2	0	0	2
42	Paraprofessional occupations in legal, social, community and education services	5	5	1	1	0	1	0	13
44	Care providers and educational, legal and public protection support occupations	2	11	0	1	0	0	0	14
52	Technical occupations in art, culture, recreation and sport	0	1	0	0	1	0	0	2
62	Retail sales supervisors and specialized sales occupations	0	0	0	15	0	66	0	81
63	Service supervisors and specialized service occupations	1	20	2	0	0	9	0	32
64	Sales representatives and salespersons - wholesale and retail trade	79	2	3	15	2	4	0	105
65	Service representatives and other customer and personal services occupations	14	7	2	0	8	8	0	39
66	Sales support occupations	3	1	3	3	3	9	0	22
67	Service support and other service occupations, n.e.c.	13	7	1	20	9	8	0	58
72	Industrial, electrical and construction trades	9	3	3	0	0	15	6	36
73	Maintenance and equipment operation trades	1	0	0	22	0	1	0	24
74	Other installers, repairers and servicers and material handlers	..	..	..	..	..	..	..	..
75	Transport and heavy equipment operation and related maintenance occupations	5	8	0	0	1	0	0	14
76	Trades helpers, construction labourers and related occupations	3	0	0	0	0	0	0	3
96	Labourers in processing, manufacturing and utilities	4	3	0	0	0	0	0	7
	<b>All Occupations</b>	<b>191</b>	<b>91</b>	<b>24</b>	<b>85</b>	<b>28</b>	<b>123</b>	<b>11</b>	<b>553</b>

n.e.c. = not elsewhere classified .. = data not available or not applicable

About one-third of actively recruited job vacancies (34.5%) had been advertised for less than 15 days. All vacancies in *Professional occupations in nursing* (3 jobs) as well as in *Trades helpers, construction labourers and related occupations* (3 jobs) were advertised for less than 15 days. Vacancies that were advertised for less than 29 days included *Administrative and financial supervisors and administrative occupations* (28 jobs); *Office support occupations*; *Distribution, tracking and scheduling co-ordination occupations* (2 jobs); *Labourers in processing, manufacturing and utilities* (7 jobs); and *Senior management occupations* (2 jobs).

There were 28 jobs (5.1% of vacancies) that businesses and organizations tried to fill for over 90 days. These jobs were primarily in *Service support and other service occupations, n.e.c.* (9 jobs) and *Service representatives and other customer and personal services occupations* (8 jobs).

In *Retail sales and specialized service occupations*, 81.5% of its job vacancies (66 jobs) were advertised on a continuous basis; while in *Industrial, electrical and construction trades* occupations 41.7% of the job vacancies (15 jobs) were continuously advertised.

## Efforts to Fill Vacant Positions, Yukon, 2016

How are you trying to fill the position?	Number of positions
Personal contacts, referrals, informal networks	246
Posting a 'help-wanted' sign on the storefront of the location	49
Company website	165
Online job boards	307
Social media	138
Job or recruitment fairs at schools, colleges or universities	37
Government employment centre or website	149
Professional networking, head-hunters or employment agency	52
Newspaper ads	66
Other (specify):	11
Don't know	8
<b>Total</b>	<b>1,228</b>

For 61.2% of vacant positions, businesses and organizations used online job boards to try to fill the vacancy; 49.0% were promoted through personal contacts, referrals and informal networks; and 32.9% were advertised on the company's website.

\*The estimated number of vacant positions was 502. The total above is higher than that figure because respondents were allowed to give multiple responses. The percentages presented in the text box are based on the number of vacant positions (502). See the footnote on the last page.



## Expected Additional Job Vacancies\* by Detailed Occupation, Yukon, 2016 and 2017

4 Digit NOC Code	Occupation	Number of expected additional jobs	Average hourly wage
0122	Banking, credit and other investment managers	5	\$40.00
0511	Library, archive, museum and art gallery managers	5	\$23.05
0512	Managers - publishing, motion pictures, broadcasting and performing arts	6	..
0513	Recreation, sports and fitness program and service directors	4	\$20.50
0711	Construction managers	1	\$40.00
1114	Other financial officers	7	\$30.00
1123	Professional occupations in advertising, marketing and public relations	1	\$26.25
1221	Administrative officers	8	\$20.00
1241	Administrative assistants	12	\$17.97
1311	Accounting technicians and bookkeepers	7	\$24.00
1411	General office support workers	5	\$23.44
1431	Accounting and related clerks	61	\$13.00
1522	Storekeepers and partspersons	1	\$27.50
1523	Production logistics co-ordinators	2	\$21.33
2121	Biologists and related scientists	3	\$35.00
2151	Architects	18	\$22.50
2154	Land surveyors	25	\$25.63
2174	Computer programmers and interactive media developers	9	\$27.00
2175	Web designers and developers	1	\$24.00
2212	Geological and mineral technologists and technicians	19	\$25.00
2221	Biological technologists and technicians	1	\$34.44
2234	Construction estimators	3	\$30.00
2271	Air pilots, flight engineers and flying instructors	2	..
2281	Computer network technicians	5	\$20.00
2282	User support technicians	6	\$30.00
3414	Other assisting occupations in support of health services	2	\$17.00
4112	Lawyers and Quebec notaries	9	..
4153	Family, marriage and other related counsellors	2	..
4161	Natural and applied science policy researchers, consultants and program officers	2	\$27.18
4211	Paralegal and related occupations	9	\$20.00
4212	Social and community service workers	9	\$13.97
4214	Early childhood educators and assistants	5	\$17.50
4412	Home support workers, housekeepers and related occupations	1	\$14.00
5122	Editors	6	..
5125	Translators, terminologists and interpreters	8	\$15.79
5212	Technical occupations related to museums and art galleries	3	\$19.16
5241	Graphic designers and illustrators	1	\$25.00
5252	Coaches	21	\$14.29
5254	Program leaders and instructors in recreation, sport and fitness	3	\$21.55
6211	Retail sales supervisors	2	\$18.00
6221	Technical sales specialists - wholesale trade	1	\$26.67
6231	Insurance agents and brokers	1	\$22.50
6311	Food service supervisors	6	\$14.40
6313	Accommodation, travel, tourism and related services supervisors	1	..
6321	Chefs	3	\$26.40
6322	Cooks	44	\$21.75
6332	Bakers	1	\$16.00
6421	Retail salespersons	140	\$15.48
6512	Bartenders	21	..
6513	Food and beverage servers	18	\$12.72
6525	Hotel front desk clerks	58	\$13.00
6531	Tour and travel guides	1	\$33.33
6532	Outdoor sport and recreational guides	115	\$20.91
6552	Other customer and information services representatives	4	\$15.00
6611	Cashiers	16	\$13.07

.. = data not available or not applicable

\* does not include current vacancies

## Expected Additional Job Vacancies by Detailed Occupation, Yukon, 2016 and 2017, continued....

4 Digit NOC Code	Occupation	Number of expected additional jobs	Average hourly wage
6621	Service station attendants	5	\$12.90
6622	Store shelf stockers, clerks and order fillers	9	\$13.16
6711	Food counter attendants, kitchen helpers and related support occupations	101	\$12.33
6731	Light duty cleaners	2	\$16.00
6733	Janitors, caretakers and building superintendents	7	\$16.88
6742	Other service support occupations, n.e.c.	3	\$15.00
7202	Contractors and supervisors, electrical trades and telecommunications occupations	17	\$35.00
7231	Machinists and machining and tooling inspectors	1	\$16.00
7233	Sheet metal workers	1	\$30.00
7237	Welders and related machine operators	6	\$25.00
7251	Plumbers	11	\$40.87
7271	Carpenters	18	\$37.50
7282	Concrete finishers	21	\$30.00
7294	Painters and decorators (except interior decorators)	17	..
7312	Heavy-duty equipment mechanics	5	\$25.00
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	18	\$33.17
7445	Other repairers and servicers	10	\$18.50
7511	Transport truck drivers	30	\$28.86
7512	Bus drivers, subway operators and other transit operators	96	\$23.41
7514	Delivery and courier service drivers	13	\$18.41
7521	Heavy equipment operators (except crane)	23	\$33.19
7522	Public works maintenance equipment operators and related workers	5	\$22.33
7535	Other automotive mechanical installers and servicers	9	..
7611	Construction trades helpers and labourers	97	\$22.88
7612	Other trades helpers and labourers	14	\$18.18
8422	Silviculture and forestry workers	5	\$22.20
8431	General farm workers	3	..
8441	Fishing vessel deckhands	2	\$17.00
8442	Trappers and hunters	5	..
8612	Landscaping and grounds maintenance labourers	3	\$15.38
8614	Mine labourers	11	\$23.00
9243	Water and waste treatment plant operators	1	\$30.00
9414	Concrete, clay and stone forming operators	21	..
9461	Process control and machine operators, food, beverage and associated products processing	37	\$11.07
9533	Other wood products assemblers and inspectors	1	\$15.00
9619	Other labourers in processing, manufacturing and utilities	11	\$14.17
	<b>All Occupations</b>	<b>1,369</b>	<b>..</b>

.. = data not available or not applicable

n.e.c. = not elsewhere classified

Businesses and organizations expected an additional 1,369 job vacancies in 2016 and 2017, which included vacancies due to turnover as well as creation of new jobs. The occupation that had the most expected additional job vacancies was *Retail salespersons* with 140 jobs. *Outdoor sport and recreational guides* and *Food counter attendants, kitchen helpers and related support occupations* followed with 115 and 101 expected additional job vacancies, respectively.

The highest expected average hourly wage was \$40.87 for *Plumbers*, followed by \$40.00 for both *Banking, credit and other investment managers* and *Construction managers*. The lowest expected average hourly wage was \$11.07 for *Process control and machine operators, food, beverage and associated products processing*; followed by \$12.33 for *Food counter attendants, kitchen helpers and related support occupations*.

## Yukon Government Current Employment, July 31, 2016

While the previous pages of this report analyzes information collected through a sample survey of Yukon businesses and organizations, information on the Yukon government's (YG) employment and current job vacancies was derived from YG administrative databases and expected job vacancies were estimated based on average growth and turnover trends. The following presentation of data and analyses are based on this information.

As of July 31, 2016, there were 5,400 employees employed by the Yukon government. Of them, 4,134, or 76.6%, were employed full-time.\*

Of the 5,400 YG employees\*; 3,815, or 70.6% were permanent; 1,421, or 26.3% were in temporary employment; and 236, or 4.4%, were seasonal employees.

Note: Yukon public schools were included in the Yukon government employment and vacancy information.

\*The type of employment sub-categories may exceed total employees as some employees are simultaneously employed in more than one position.

## Yukon Government Current Job Vacancies, July 31, 2016

NOC Code	Occupation	Total number of job vacancies	Job vacancies		Job vacancies		Education level required <sup>1</sup>	Salary range per hour
			Full-time	Part-time	Permanent	Term and auxiliary-on call		
00-06	Management occupations	10	9	1	7	3	B, C, N, U	\$33.08-\$59.42
11	Professional occupations in business and finance	2	2	0	1	1	N, U	\$31.05-\$31.67
12	Administrative and financial supervisors and administrative occupations	10	10	0	4	6	U	\$27.15-\$29.20
14	Office support occupations	1	0	1	0	1	N	\$26.22
21	Professional occupations in natural and applied sciences	2	2	0	2	0	B	\$42.54-\$47.76
30	Professional occupations in nursing	1	0	1	0	1	B	\$38.00
31	Professional occupations in health (except nursing)	1	1	0	1	0	G	\$47.76
32	Technical occupations in health	3	3	0	3	0	C, U	\$33.08-\$36.33
34	Assisting occupations in support of health services	2	1	1	2	0	C, U	\$28.14-\$42.39
41	Professional occupations in law and social, community and government services	7	7	0	6	1	B	\$38.23-\$42.53
44	Care providers and educational, legal and public protection support occupations	2	1	1	1	1	C, U	\$30.00-\$33.08
51	Professional occupations in art and culture	1	1	0	1	0	G	\$38.23
67	Service support and other service occupations n.e.c.	1	0	1	0	1	C	\$23.00
<b>All Occupations</b>		<b>43</b>	<b>37</b>	<b>6</b>	<b>28</b>	<b>15</b>	<b>..</b>	<b>..</b>

n.e.c.= not elsewhere classified

### <sup>1</sup> Education level codes

B = Bachelor's degree U = University certificate or diploma below bachelor's level  
C = College, CEGEP and other non-university certificate or diploma

N = No minimum level of education required  
G = University certificate or diploma above bachelor's level

NOC Code	Occupation	Total number of job vacancies	Job vacancies		Job vacancies		Education level required <sup>1</sup>	Salary range per hour
			Full-time	Part-time	Permanent	Term and auxiliary-on call		
00-06	Management occupations	10	9	1	7	3	B, C, N, U	\$33.08-\$59.42
11	Professional occupations in business and finance	2	2	0	1	1	N, U	\$31.05-\$31.67
12	Administrative and financial supervisors and administrative occupations	10	10	0	4	6	U	\$27.15-\$29.20
14	Office support occupations	1	0	1	0	1	N	\$26.22
21	Professional occupations in natural and applied sciences	2	2	0	2	0	B	\$42.54-\$47.76
30	Professional occupations in nursing	1	0	1	0	1	B	\$38.00
31	Professional occupations in health (except nursing)	1	1	0	1	0	G	\$47.76
32	Technical occupations in health	3	3	0	3	0	C, U	\$33.08-\$36.33
34	Assisting occupations in support of health services	2	1	1	2	0	C, U	\$28.14-\$42.39
41	Professional occupations in law and social, community and government services	7	7	0	6	1	B	\$38.23-\$42.53
44	Care providers and educational, legal and public protection support occupations	2	1	1	1	1	C, U	\$30.00-\$33.08
51	Professional occupations in art and culture	1	1	0	1	0	G	\$38.23
67	Service support and other service occupations n.e.c.	1	0	1	0	1	C	\$23.00
<b>All Occupations</b>		<b>43</b>	<b>37</b>	<b>6</b>	<b>28</b>	<b>15</b>	<b>..</b>	<b>..</b>

n.e.c.= not elsewhere classified

## Expected Additional Job Vacancies by Occupation, Yukon, 2016 and 2017

The expected vacancies for YG include both vacancies due to turnover as well as creation of new jobs. These estimates were generated by performing regression analysis based on trends from 2006 to 2016 to calculate the expected turnover and growth for 2016 and 2017. The number of additional vacancies was applied to the 2016 NOC structure to estimate expected hirings in 2016 and 2017. Education level required is based on Canada-wide data by NOC.

NOC Code	Occupation	Number of expected additional vacancies				Casual, term, seasonal or auxiliary-on-call	Education level required <sup>1</sup>	Salary range per hour
			Full-time	Part-time	Permanent			
00-09	Management occupations	72	72	0	71	1	B, C, H, U	\$31.57-\$95.19
11	Professional occupations in business and finance	17	17	0	15	2	B	\$31.57-\$40.72
12	Administrative and financial supervisors and administrative occupations	76	53	23	55	21	B, C, H	\$26.22-\$47.60
13	Finance, insurance and related business occupations	9	8	1	7	2	C	\$27.06-\$36.20
14	Office support occupations	41	21	20	22	19	C, H	\$22.92-\$32.97
15	Distribution, tracking and scheduling coordination occupations	4	3	1	3	1	C, H	\$27.06-\$34.52
21	Professional occupations in natural and applied sciences	17	17	0	16	1	B, U	\$30.30-\$44.86
22	Technical occupations in natural and applied sciences	31	28	3	23	8	B, C	\$24.04-\$40.14
30	Professional occupations in nursing	19	6	13	11	8	C	\$22.92-\$44.86
31	Professional occupations in health (except nursing)	6	4	2	6	0	B, U	\$38.10-\$40.14
32	Technical occupations in health	26	15	11	14	12	C	\$30.30-\$40.14
34	Assisting occupations in support of health services	20	11	9	12	8	C	\$24.74-\$30.30
40	Professional occupations in education	62	51	11	54	8	B, U	\$25.30-\$62.40
41	Professional occupations in law and social, community and government services	54	44	10	44	10	B, U	\$29.11-\$62.40
42	Paraprofessional occupations in legal, social, community and education services	16	11	5	15	1	B, C	\$19.82-\$40.72
44	Care providers and educational, legal and public protection support occupations	61	37	24	33	28	C	\$19.82-\$38.10
51	Professional occupations in art and culture	6	5	1	5	1	B, U	\$36.20-\$43.82
63	Service supervisors and specialized service occupations	5	3	2	4	1	H	\$26.22-\$28.05
64	Sales representatives and salespersons-wholesale and retail trade	7	4	3	2	5	H	\$26.22-\$27.06
65	Service representatives and other customer services occupations	8	5	3	4	4	H	\$26.22-\$29.11
67	Service support and other service occupations n.e.c.	24	11	13	16	8	H	\$23.48-\$30.30
73	Maintenance and equipment operation trades	10	10	0	10	0	A, H	\$34.52-\$41.67
75	Transport and heavy equipment operation and related maintenance occupations	17	16	1	8	9	H	\$27.06-\$30.30
76	Trades helpers, construction labourers and related occupations	9	9	0	2	7	H	\$24.74-\$26.22
82	Supervisors and technical occupations in natural resources, agriculture and related production	4	2	2	0	4	H	\$25.45-\$29.11
84	Workers in natural resources, agriculture and related production	4	4	0	0	4	N	\$24.74-\$26.22
*	Other	15	9	6	8	7	..	..
	<b>All Occupations</b>	<b>640</b>	<b>476</b>	<b>164</b>	<b>460</b>	<b>180</b>	<b>..</b>	<b>..</b>

Note: Some NOC categories are not listed due to zero values.

\* Includes NOC 43, 52, 62, 66, 72, 74, 86 and 92. Due to a high degree of variance, salary ranges and education required are not shown.

n.e.c. = not elsewhere classified

### <sup>1</sup> Education level codes

A = Apprenticeship or trades certificate or diploma      B = Bachelor's degree      C = College, CEGEP and other non-university certificate or diploma  
 G = University certificate or diploma above bachelor's level      H = High school diploma or equivalent      U = University certificate or diploma below bachelor's level  
 N = No minimum level of education required

Note: Corrections were made to the percentages in the text box on the bottom of page 8 on October 4, 2017.

March 2017