

# Careers Nova Scotia

High Opportunity Career Options  
in Nova Scotia 2011–2013



### **Acknowledgements**

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Labour market and employment requirements are subject to change, and it is recommended that the reader verify the information before making any career decisions.

Please visit [careers.novascotia.ca](http://careers.novascotia.ca) for the most current and detailed information. To order additional copies of this publication please contact [careersns@gov.ns.ca](mailto:careersns@gov.ns.ca).

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# HIGH OPPORTUNITY CAREER OPTIONS IN NOVA SCOTIA



This guide provides a snapshot of 47 high opportunity career options in Nova Scotia. Only those careers with the best employment prospects are included in the guide. Each career description includes an explanation of the job, the education, the required training and experience, estimated openings and growth, and the average salary.

## **Who Determines Which Careers are High Opportunity Careers in Nova Scotia?**

A team of Economists and Labour Market Information Analysts at Service Canada and the Department of Labour and Advanced Education decides which occupations are in high demand. The team determines employment prospects using a variety of data and regional-level qualitative and quantitative analysis.

## **Where Can I Get More Career Information?**

The Careers Nova Scotia website has more detailed information on every career included here, plus many more. At [careers.novascotia.ca](http://careers.novascotia.ca) you will find:

- Career planning information (more extensive information available online)
- Job search tool
- Self-assessment and career quizzes
- Education and training information
- Job profile search capabilities
- Labour market information specific to your region
- Tips and resources to help you find a job
- Workplace resources for employers and employees

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# CAREER EXPLORATION AND PLANNING

## Not Sure What Occupation is Right For You?

This handbook is intended for use with the Careers Nova Scotia website, [careers.novascotia.ca](http://careers.novascotia.ca). Together these resources can help you make informed decisions, provide you with a list of options, and enable you to find work that is a good fit for you. You might start by completing one or more of the self-assessment quizzes found on the Careers Nova Scotia website. This will give you a list of occupations that you might like to investigate.

## What is Career Planning?

Career planning is a process. Begin by identifying your skills, interests, and other personal factors. Next, explore opportunities. Then use what you have learned to choose an occupation that is a good match. Career planning is a lifelong process of preparing to make not one but many decisions. Making informed decisions, setting short and long-term goals, and taking the steps to achieve these goals will give you a road map for a successful career.

## Career Exploration and Planning Includes the Following Steps:

**Step 1:** Know yourself

**Step 2:** Know what is out there

**Step 3:** Make an informed decision – Assess your idea

**Step 4:** Create an action plan – How to get there

## STEP 1: KNOW YOURSELF

The first step in career exploration is to discover who you are. You can do that by identifying your values, interests, and skills. This information will give you a foundation for making career and life decisions. You need to know what you want in your work and life, and what you have to offer a prospective employer.

### Key Questions to Ask Yourself

- What is important to me?
- What do I do well?
- What skills have I developed?
- What type of work environment would I like to be in?



## STEP 2: KNOW WHAT IS OUT THERE

You need to know what occupations and opportunities are out there and what employment trends might affect your career planning.

### Occupational Research and Labour Market Information – Why is it Important?

Once you have a list of occupations that interest you, you will need to find out more about them:

- What is the work actually like?
- What are the working conditions, hours, and wages for this job?
- What are the opportunities for getting a job in my area?
- Is the work seasonal, casual, full-time?
- What skills and experience are required for this job?

### Recognize Opportunities – Know What Skills are In Demand

Nova Scotia's labour market is much bigger than you may think. There is plenty of opportunity, but you have to know where to look and how to prepare yourself. If you are looking for work, knowing more about Nova Scotia's labour market will help you answer questions such as: Where are the jobs? What skills do I need to get hired?

If you are interested in starting your own business, labour market information can tell you which business sectors are growing and which skills are in demand.

### Occupational Research Chart

Occupation	Questions to Ask Yourself
The nature of the work (duties and responsibilities)	<ul style="list-style-type: none"><li>• Would I like doing this?</li><li>• How does it fit with my interests, values, and abilities?</li></ul>
Skills and experience	<ul style="list-style-type: none"><li>• What skills and experience do I have?</li><li>• How can I develop these skills or get experience?</li></ul>
Employment Requirements	<ul style="list-style-type: none"><li>• Am I willing and able to get the education or training I need?</li></ul>
Other Considerations (hours of work, environment, physical demands, etc.)	<ul style="list-style-type: none"><li>• How do the working conditions fit with my personal and family needs and values?</li></ul>
Employment outlooks	<ul style="list-style-type: none"><li>• What is the employment outlook (good, fair, or limited)?</li><li>• What are the factors affecting the employment outlook?</li><li>• What are the employment opportunities in this occupation?</li><li>• Are there opportunities to advance?</li></ul>
Potential employers	<ul style="list-style-type: none"><li>• Are there potential employers in the province where I want to work?</li><li>• Are these employers I would be interested in working for?</li></ul>
Average earnings	<ul style="list-style-type: none"><li>• How do these fit with my personal and family needs?</li></ul>

## STEP 3: ASSESSING YOUR IDEA

### **Make an Informed Decision**

Now what? Once you have information about your interests, values, and skills, and have considered how they fit with the labour market research you have done, you are in a good position to make an informed decision about which career is a good match for you. When making a career decision, it is important to look at your interests and values, abilities, and opportunities.

### **Interests and Values**

- Is there a fit between my career (business) idea and my values?
- Will I be motivated and enjoy this occupation?

### **Ability**

- Do I have the skills, abilities, and experience required for this occupation?

### **Opportunity**

- Is there opportunity for employment where I want to work (or a market for my business idea)?

## STEP 4: CREATE AN ACTION PLAN

Now that you have identified your career objectives, you will have to create a plan of action – a road map to get you where you want to go.

Using what you know about your skills, abilities, and the experience required to find a job in the occupation you have chosen, you can set long- and short-term goals to help you achieve your overall career goal. These goals should include any education, training, and experience you need, as well as your job-search strategy.

It is important to realize that career planning includes more than “work”. Community involvement, volunteering, training and education, and personal experiences are also valuable components of your career path. As we live through transitions and changes in our lives, we will have to revisit, reassess, and revise our career goals.

### **Action Planning**

- What do I need to do to realize my career path?
- What action steps do I need to take?

### **Goal Setting**

Once you have decided on the career path you want to pursue, you need to set some clear and achievable goals to make it a reality. Consider setting goals for the day, the week, the month, three months (short-term goals); one to two years (medium-term goals); and three to five years (long term goals).

# LABOUR MARKET INFORMATION

## How Does it Fit into Career Planning?

The labour market is made up of employers and the workforce (people who either have a job or are looking for one). You can use labour market information (LMI) to:

- Understand the big picture – what the job-related trends are and where jobs are likely to be found
- Learn more about specific occupations (for example, how much do nurses make, and how many are expected to be hired in the next few years?)
- Identify the skills and training you need to get hired
- Help you plan for success

## Where are the Opportunities?

Myths	Facts
You cannot get a good job without a university degree.	College diploma programs and trade certification are other choices that can lead to satisfying and well-paid employment.
You have to leave Nova Scotia to get a well-paid job.	Approximately 9,500 jobs will be added to Nova Scotia's workforce over the next five years due to industry growth. In addition, 45,600 positions will need to be replaced as a result of attrition due to retirement and deaths. This means approximately 55,100 people will be required to meet the demand of employers over the next five years in Nova Scotia.
The only real opportunities are for those with technology training or professional degrees.	Salespersons, recruitment officers, advertising consultants, social workers, health-care workers, and mechanics are some examples of occupations expected to be in high demand in the next few years.

## Are You Trying to Make a Career Choice?

If you are, you have to consider two important things: what you need from a job and what employers need in an employee. This can be a challenge.

You have to know what skills an employer is looking for, and you have to figure out how to develop those skills. The challenge is that Nova Scotia's labour market continues to change: some jobs are in decline, others are changing drastically, and some are expected to be in high demand over the next few years. That is why many people find themselves struggling to find success in today's labour market.

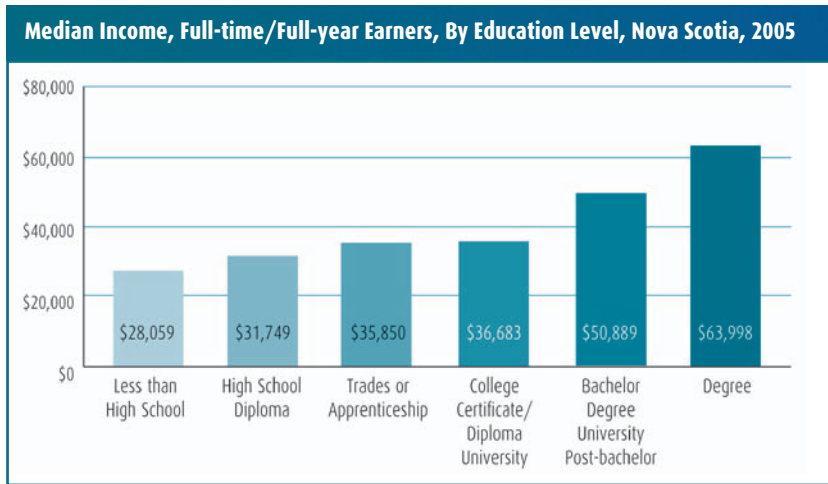


## Who is Working?

As you might expect, education is a real advantage in the job market. The number of jobs filled by those who had finished high school increased by about 25 per cent between 1999 and 2009.

A high school diploma is becoming the basic requirement to be part of the labour force. Most working-age Nova Scotians without a high school diploma are not even in the labour force and are more likely to be unemployed.

The more education you have the more likely you are to have a job.



Source: Statistics Canada, Census 2006; Population aged 25 to 64

## Employment Rates Vary Across the Province

Almost half of the jobs in Nova Scotia are based in the Halifax region. Unemployment rates are quite high in Cape Breton, low in the Halifax region, and between these two extremes in other parts of the province.

As you research careers on the Careers Nova Scotia website, check the “Where Employed” section under Labour Market Information. You will find that some jobs match the population distribution across the province and others are concentrated in Halifax or other areas.

## Who is Hiring?

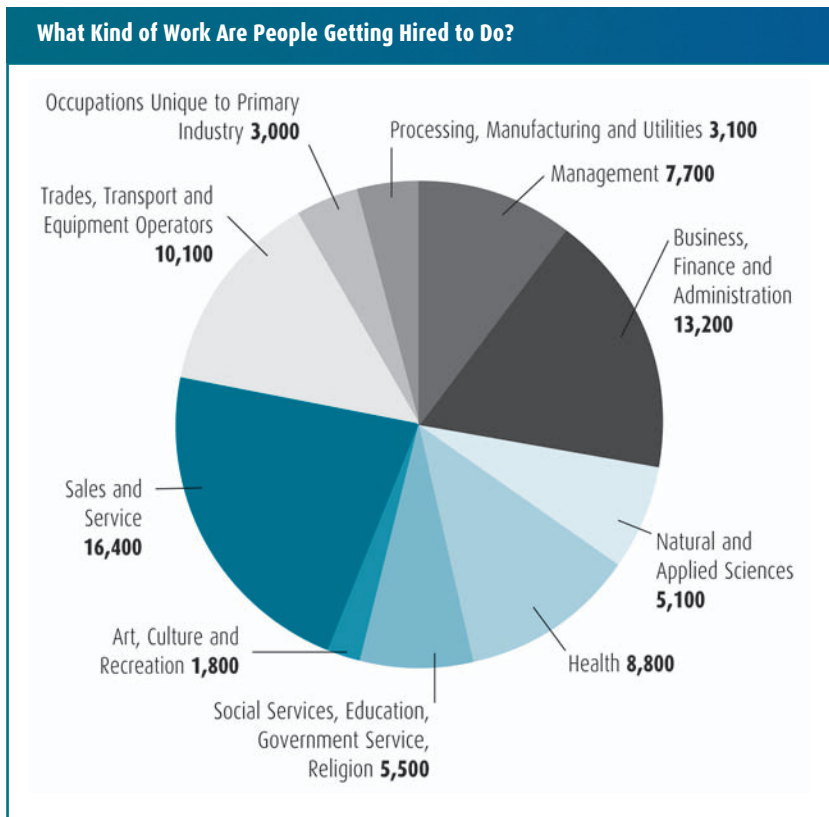
Today, about 80 per cent of all employment opportunities for Nova Scotians are in the service sector. The service sector provides services to individuals or other businesses. Stores, restaurants, hotels, hospitals, trucking companies, schools, banks, computer firms, insurance companies, gyms, and government offices are all examples of employers who are in the business of providing services.

The remaining 20 per cent of employed Nova Scotians work in goods-producing industries such as manufacturing, pulp and paper, construction, and the traditional primary industry sectors of farming, fishing, logging, and mining. The majority of opportunities in the skilled trades in the coming years will arise through retirements.

### What Do These Trends Mean for You?

There is plenty of opportunity for any Nova Scotian who understands these basic trends and plans accordingly:

- Education is essential for success in today’s workforce.
- In a service-oriented economy, good personal skills are essential. These skills can be learned through life and work experience.
- These trends reflect on-going changes in Nova Scotia’s labour market.
- Willingness and ability to adapt to change is another essential skill.



Source: COPS, Service Canada and N.S. Dept. of Labour and Advanced Education; estimated openings due to growth and attrition, 2011-2016

# BUSINESS, FINANCE, AND ADMINISTRATION OCCUPATIONS

## Accountants and Financial Auditors

LABOUR MARKET

Hourly Wage

**Average \$31.75**

**Minimum \$17.00**

**Maximum \$60.25**

Estimated

employment in 2009

**4,075**

Estimated openings

due to growth

and retirements,

2009-2014

**626**

Typical Education

Requirement

**University**

### Nature of the Work

Accountants plan, organize, and administer accounting systems for individuals and establishments. For example, they look closely at accounting records and prepare financial statements, reports, and income tax returns from accounting records. They use this information for providing advisory services to employers and clients. Other accountants include cost accountants, who specialize in helping businesses improve their profit margin, and environmental accountants, who establish the costs of compliance with environmental regulations and the financial impact of ecological accidents. Auditors are responsible for examining financial records of individuals and companies to ensure accuracy and agreement with accounting procedures. They also prepare detailed reports on audit results and make recommendations to improve management practices. Corporate controllers in accounting are responsible for internal auditing in a business, while forensic accountants discover illegal financial actions in business and industry, e.g. electronic security violations.

### Employment Outlook

This is a large occupational group and a large number of jobs will become available in the next few years due to retirement or other turnover in the work force. Also, it is expected that a number of new jobs will be created as demand for this occupation grows. This occupation is found across all industries and organisations.

Employment levels in this occupation tend to remain fairly stable, and employment growth is expected to remain steady. In small or medium sized businesses accountants may assist in management of the business, as well as, financial duties. Demand is certainly higher for those with several years of work experience and for those with accreditations.

Employment prospects for auditors and accountants have increased as organizations stress efficiency through cost control. In addition, financial and tax regulations often experience changes, which also sustains demand for financial expertise. There is more demand for middle and senior level chartered accountants (CA) than for less experienced CA's and articling students. Opportunities are best for those who are certified (CA, CGA, CMA) or working towards their designation.

Most positions in Nova Scotia are concentrated in urban centres. However, there is demand for accountants and financial auditors in rural areas, where employers often find it difficult to keep qualified people.

## Accountants and Financial Auditors *Continued*

### Regulation Requirements

#### *Certified General Accountant*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. Certification may be required by employers, however, a certificate is not required to work in this occupation. The job title is protected (you may not use this job title without certification).

#### *Certified Management Accountant*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. Certification may be required by employers, however, a certificate is not required to work in this occupation. The job title is protected (you may not use this job title without certification).

#### *Chartered Accountant*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. Certification may be required by employers, however, a certificate is not required to work in this occupation. The job title is protected (you may not use this job title without certification).

#### *Public Accountants*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Financial Planners and Other Financial Officers

LABOUR MARKET

Hourly Wage <b>Average \$24.00</b> <b>Minimum \$16.00</b> <b>Maximum \$45.75</b>	Estimated employment in 2009 <b>1,509</b>	Estimated openings due to growth and retirements, 2009-2014 <b>224</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

Financial planners develop personal financial plans for their clients. They address such issues as cash management, insurance, investments, and retirement planning. Financial examiners and inspectors review financial institutions to ensure compliance with regulations. Financial investigators investigate possible unethical conduct by persons or companies that trade in securities or provide related financial services. Underwriters underwrite new issues of stocks and bonds, and negotiate with corporations and governments to determine the nature and terms of the new securities. Trust officers administer estate, personal, charitable, and other types of trusts. Mortgage brokers obtain financial information from clients, and apply for and negotiate mortgage loans.

### Employment Outlook

Most bank branches offer financial planning services and products to customers creating demand for financial officers. Other factors contributing to demand are the wide range of financial investment products and services available in the market now from an increasing number of companies. Self-employment in this occupation usually requires experience in the banking or investment field and various training programs.

This is a fairly large occupational group in the Metro Halifax area and opportunities will occur through the replacement of workers, particularly financial planners and advisors. As well, opportunities have been increasing in banks and financial institutions as they now offer specialized financial services (financial and estate planning, trust services, mutual fund sales, etc.). The use of mortgage brokers also seems to be increasing. People interested in working in this occupation should have successfully completed the Canadian Securities Course or obtained their mutual fund license.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Information, Correspondence, and Library Clerks

LABOUR MARKET

Hourly Wage	Estimated employment in 2009	Estimated openings due to growth and retirements, 2009-2014	Typical Education Requirement
<b>Average \$12.25</b>	<b>12,542</b>	<b>1,388</b>	<b>High School</b>
<b>Minimum \$9.65</b>			
<b>Maximum \$26.25</b>			

### Nature of the Work

Workers in these occupations provide or collect information and work with the public. Customer service representatives work for establishments such as call centres, utilities, and retail stores. They answer questions and provide information, and may handle payments and requests for service. Communications assistants may work for organizations and institutions, coordinating such activities as the production and distribution of newsletters and/or providing assistance to communications officers. Survey interviewers contact individuals, either in person or over the phone, to collect information for market research, public opinion polls, or election and census enumeration. Statistical clerks check and code information, enter data, and analyze data to produce reports or lists. Library clerks check out books and other material, sort and shelve books, provide general library information, and perform basic clerical duties. Correspondence clerks reply to requests for information and assistance, enquiries, and complaints. Editorial assistants and publication clerks assist in the preparation of published material, proofread, and check facts.

### Employment Outlook

Employment prospects differ for the various occupations included in this occupational group. A high rate of employment growth is expected for customer service information clerks, who are largely employed by call centres. This is the largest occupation included in this group. Demand for this occupation has increased due to growth in the number of customer self-help applications being used to process basic transactions. This has increased the number and complexity of customer inquiries directed to customer service centres. Opportunities for survey interviewers and statistical clerks have been buoyed by the expansion of telemarketing and outbound call centres. Overall, this is a relatively young workforce and attrition can be expected to contribute to job openings.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

# HEALTH OCCUPATIONS

## Audiologists and Speech-Language Pathologists

LABOUR MARKET

Hourly Wage <b>Average \$40.50</b> <b>Minimum \$30.00</b> <b>Maximum \$43.75</b>	Estimated employment in 2009 <b>271</b>	Estimated openings due to growth and retirements, 2009-2014 <b>40</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

Audiology and Speech-Language Pathology is related to hearing, speech, language, and other communication disorders. Audiologists diagnose hearing difficulties, select and fit hearing aids, design and implement hearing rehabilitation strategies, and provide information on noise exposure and hearing conservation. Speech-language pathologists, on the other hand, diagnose, plan, and apply treatment in communication and swallowing disorders. They do this by designing and using augmentative communication strategies. They also aim to reduce accents and teach adaptation for students with language disabilities.

### Employment Outlook

An ageing population requires increased service from audiologists and speech-language pathologists, and public advocacy for speech-language pathologists at the preschool and school age level favour employment prospects for this occupational group. There is a limited supply of these professionals in many areas across the country, as a masters degree or equivalent is required, and graduates limited in number. There is university training in the Metro Halifax area for this professional group. The province of Nova Scotia, in response to public advocacy, has increased funding in recent years to the education system for speech language pathology positions.

This occupation is primarily employed by the provincial government through Nova Scotia Hearing and Speech Centres (a program of the provincial Department of Health) or for schools/boards. Speech-language pathologists and audiologists can work in private practice. To work in this profession certification with the Canadian Association of Speech-Language Pathologists and Audiologists, or eligibility for certification, is required.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Continuing Care Assistants and Health Support Workers

LABOUR MARKET

Hourly Wage <b>Average \$15.25</b> <b>Minimum \$10.00</b> <b>Maximum \$19.75</b>	Estimated employment in 2009 <b>6,731</b>	Estimated openings due to growth and retirements, 2009-2014 <b>1,364</b>	Typical Education Requirement <b>College/ Apprenticeship</b>
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### Nature of the Work

A Continuing Care Assistant (CCA) is an individual who assists clients by providing personal care and support services while promoting healthy and independent living in the client's home or in a long-term care facility. Most assistance is given on a one-to-one basis, which helps make this career extremely rewarding for people who enjoy helping others. CCAs often work in long-term care. Here they provide services to clients who can no longer live safely in their own home because they may need medication management, 24-hour supervision, assisted meal service, personal care, or professional nursing. They can also work in home care, and help clients by providing the services they need to live in their own homes as long as possible. In both settings, CCAs can offer personal, respite and palliative care, meal assistance and household management. Hospital Orderlies assist nurses, hospital staff, and physicians in the basic care of patients. They answer call signals, supply and empty bed pans, bathe and dress patients, serve meal trays and assist with feeding. They may supervise patients' exercise routines and provide leisure activities. They take patients' blood pressure, temperature, and pulse, and perform other procedures as directed by nursing and hospital staff. They also transport patients and provide other support duties as required.

### Employment Outlook

Most opportunities in this occupation occur in nursing homes and similar operations. The health needs of an ageing general population continue to create opportunities. Recent efforts to increase the number of continuing care facilities for the ageing population in Nova Scotia have increased demand for continuing care assistants. An increase in government investment in health care and the number of baby-boomers with greater disposable incomes seeking private attendants should also help to bring more personal care workers, nurse aides and orderlies into employment in the industry. All these factors create good employment opportunities.

A significant amount of turnover occurs naturally in such a large occupation, as people leave, retire, etc. and the nature of the work (physically challenging) and hours (shift work, less than regular hours) may also lead to higher turnover than normal. As many positions are casual, part time or term, there are often vacancies. Full time positions are often the result of working for an employer for a period as casual or term, then filling full time positions as they become available.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.



## Dental Technologists and Technicians

LABOUR MARKET

Hourly Wage <b>Average \$18.25</b> <b>Minimum \$12.00</b> <b>Maximum \$26.00</b>	Estimated employment in 2009 <b>186</b>	Estimated openings due to growth and retirements, 2009-2014 <b>18</b>	Typical Education Requirement <b>College/ Apprenticeship</b>
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### Nature of the Work

Dental technologists are members of the dental health team who work in laboratories to construct and repair dental devices used in orthodontic treatment, such as bridgework and dentures. They also replicate artificial teeth and related structures. This work is always in accordance with the prescription of the dentist or specialist. The status of Registered Dental Technician enables you to operate a dental laboratory.

### Employment Outlook

Dental technicians are a regulated occupation in Nova Scotia. Registered dental technicians (RDT) in Nova Scotia must be registered with the Nova Scotia Dental Technicians Association. Dental Technicians usually work in dental laboratories, dental clinics, and private practices. Persons with skills and training in this occupational field should be initially prepared to relocate to larger centres wherever the opportunities are available. While this is not a large occupational group, it is a field which seems to attract few candidates and there is currently no local training for this occupation. Competition for jobs is therefore minimal.

While the demand for complete removable devices (dentures) has gone down and the trend is towards preventative dental maintenance, increased technology has allowed new products to appear and cosmetic dentistry remains quite popular. The demand for partial removable devices, fixed prostheses (crowns, bridges), orthodontic prostheses and dental implants has risen. Jobs over the next few years can be expected to come from both newly created positions as well as a result of some older workers retiring.

### Regulation Requirements

#### *Dental Technicians or Technologists*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. Certification may be required by employers, however, a certificate is not required to work in this occupation. The job title is protected (you may not use this job title without certification).

## Dentists

LABOUR MARKET

Hourly Wage <b>Average \$58.50</b> <b>Minimum \$42.00</b> <b>Maximum \$80.00</b>	Estimated employment in 2009 <b>528</b>	Estimated openings due to growth and retirements, 2009-2014 <b>104</b>	Typical Education Requirement <b>University</b>
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**Nature of the Work**

Dentists examine, assess, diagnose, prevent, and treat disorders of the teeth and tissues of the mouth. For example, they remove decay and fill cavities, examine x-rays, place protective plastic sealants on children's teeth, straighten teeth, and repair fractured teeth. They perform dental hygiene procedures and counsel patients on their oral health. Dentists also diagnose and correct abnormalities in the growth, development and positioning of teeth and other dental-facial structures; replace missing teeth; and correct irregularities of the mouth and jaw to improve speech, eating and appearance. They may specialize in the areas of oral and maxillofacial surgery, orthodontics, pediatric dentistry, oral pathology, periodontics, endodontics, oral and maxillofacial radiology, prosthodontics, and public health dentistry.

**Employment Outlook**

In Nova Scotia, there will be increased demand for adult dental care due to our ageing population. Also, growth in employee dental care plans and the increasing popularity of cosmetic dentistry will spur demand for dental services in coming years. Self employment is common for dentists, although starting a new practice can be limited due to the substantial start up costs. Opportunities often come through partnership opportunities with existing practices, often as existing dentists retire. This may be balanced somewhat by a continuous supply of dentists graduating from the university programme in Halifax, and competition appears to be greater in urban areas of Canada.

New graduates often work part-time for one or more dental clinics before finding a partnership or associate opportunity. Due to the capital investment required to start a dental practice, it is usually cost prohibitive for a new graduate to open a dental clinic. Partnership opportunities are often the result of a retirement. Most clinics will take on a new associate one to two years in advance of the retirement in hopes of finding a compatible dentist interested in becoming a partner. The Provincial Dental Board of Nova Scotia regulates dentistry in Nova Scotia.

**Regulation Requirements***Dental Specialist*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

*Dentists*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Family Physicians

LABOUR MARKET

Hourly Wage <b>Average \$78.75</b> <b>Minimum \$24.75</b> <b>Maximum \$95.00</b>	Estimated employment in 2009 <b>1,527</b>	Estimated openings due to growth and retirements, 2009-2014 <b>317</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

Family physicians, or general practitioners (GPs), are responsible for managing their patients' primary care. They provide primary contact and continuing and comprehensive care to patients of all ages. This includes examining patients; ordering laboratory tests, x-rays and other diagnostic procedures; prescribing and administering medications and treatments; performing routine surgical procedures; and performing related tasks. They give their patients and their families health-related advice, such as information on nutrition, exercise, accident prevention, and healthy lifestyle choices.

### Employment Outlook

There is generally a national shortage of general practitioners and family physicians in Canada. The need seems particularly strong in rural areas. There are opportunities available in the Metro area, but not to the degree that they are available in other areas of Nova Scotia and parts of Canada. Increased health needs from an ageing population contribute to opportunities for this occupation. Retirements and general turnover will add to existing shortages sustaining the need for additional enrolment at medical schools as well as continual recruitment for this occupation. Attrition can be expected to contribute to further job openings. Physicians in Nova Scotia are regulated by the College of Physicians and Surgeons of Nova Scotia (CPSNS).

### Regulation Requirements

#### *Physicians*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Licensed Practical Nurses

LABOUR MARKET

Hourly Wage <b>Average \$21.00</b> <b>Minimum \$16.00</b> <b>Maximum \$23.25</b>	Estimated employment in 2009 <b>2,964</b>	Estimated openings due to growth and retirements, 2009-2014 <b>636</b>	Typical Education Requirement <b>College/ Apprenticeship</b>
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### Nature of the Work

A licensed practical nurse (LPN) provides physical and supportive care to patients of all ages within a controlled nursing situation. LPNs use their knowledge to recognize variations from normal to determine when to report changes in patient condition. LPNs may work independently or under the supervision of a physician or registered nurse, depending on the level of care and observation needed. Additionally, shift work is typical in such an occupation.

### Employment Outlook

An ageing population will continue to create opportunities for Licensed Practical Nurses (LPNs). New employment opportunities are often casual and relief. Employers usually hire on a casual basis and select from casual staff to fill part-time and full time positions as they become available. Opportunities for LPNs should be generated from retirements in the near term, as the Canadian Institute for Health Information listed almost one third on Nova Scotia LPN workforce is 50 years of age or older. All these factors create good employment opportunities.

While hospitals employ a large number of licensed practical nurses, opportunities may be fewer and a certain experience or specialty may be an asset to work in certain units. There are more job openings in nursing homes and through the home health care network as the health care system shifts from institutional to home care for people with chronic illnesses and disabling conditions. The occupation is considered a growth area with additional opportunities coming from general turnover because employment levels are relatively high. Employers and educators agree the role of the LPN is expanding in the ever changing healthcare environment. To work in this profession in Nova Scotia you must be a member of the College of Licensed Practical Nurses of Nova Scotia (CLPNS).

### Regulation Requirements

#### *Licensed Practical Nurses*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Medical Laboratory Technologists

LABOUR MARKET

Hourly Wage <b>Average \$30.25</b> <b>Minimum \$23.75</b> <b>Maximum \$33.75</b>	Estimated employment in 2009 <b>974</b>	Estimated openings due to growth and retirements, 2009-2014 <b>167</b>	Typical Education Requirement <b>College/ Apprenticeship</b>
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### Nature of the Work

Medical laboratory technologists (MLTs) play a pivotal role in health care. It has been estimated that 85 percent of medical diagnostic decisions are made on the basis of laboratory results. MLTs collect and handle laboratory specimens, conduct complex laboratory tests and experiments/studies, analyze specimens, and interpret quality-control data to verify the accuracy and precision of test results for use by health-care practitioners in diagnosis, treatment, and prevention of disease. General MLTs may specialize in one, or perform duties in all, of the following disciplines: Microbiology, Chemistry, Histology, Transfusion Science, and Haematology. General MLTs analyze blood, urine, and other body fluids (Chemistry); prepare tissue sections for detection of disease (Histology); differentiate blood cells and detect blood disorders/diseases (Haematology); perform blood group, type and compatibility tests for transfusion purposes (Transfusion Science); and identify and perform susceptibilities on a broad range of disease-causing (pathogenic) and opportunistic micro-organisms such as *Staphylococcus aureus* and *Mycobacterium tuberculosis* (Microbiology). MLTs with subject certification perform duties in diagnostic cytology or Clinical Genetics. Cytotechnologist MLTs observe and detect changes in cells associated with cancer. Clinical Genetic MLTs perform tests on chromosomes, DNA, and RNA to allow detection of genetic diseases (specimens include body fluids and tissues). All MLTs may be involved in research and development plus molecular testing. MLTs train and supervise other laboratory personnel such as MLT students, medical residents, registered nurses, and other health-care professionals.

### Employment Outlook

People in this occupational field are normally employed at the local hospitals and health care centres. Increasing health needs of an ageing population and an ageing workforce favour employment prospects. There is an indication that a shortage of trained candidates exists throughout Nova Scotia. There will likely be a competitive environment among potential employers for this occupation. While automation has replaced low level tasks, technological developments have made it possible to conduct medical tests that could not be conducted in the past or that were too costly. These developments seem to benefit medical laboratory technologists.

Graduates of medical lab technology are required to take national certification exams administered by the Canadian Society of Medical Laboratory Science (CSMLS). After obtaining certification, technologists must register with the Nova Scotia College of Medical Laboratory Technologists (NSCMLT) to obtain a license to practice in Nova Scotia.

### Regulation Requirements

#### *Medical Laboratory Technologists*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Medical Radiation Technologists

LABOUR MARKET

Hourly Wage

**Average \$31.50****Minimum \$23.25****Maximum \$40.25**Estimated  
employment in 2009**603**Estimated openings  
due to growth  
and retirements,  
2009-2014**97**Typical Education  
Requirement**College/  
Apprenticeship**

### Nature of the Work

Magnetic resonance technologists use magnetic resonance imaging (MRI) technology to study the cardiovascular system, detect tumours, study body chemistry and functions, and image soft tissues such as muscles, tendons, or arteries. Nuclear medicine technologists perform diagnostic imaging using technology such as PET scans, usually involving the injection of radioactive drugs. They evaluate coronary disease, study how organs function, determine the location of tumours, monitor the progression of cancer and the results of treatments, and diagnose hormonal disorders. Radiological technologists take x-rays or perform CAT scans, mammograms, angiography, or fluoroscopy. They may specialize in one of these procedures. Radiation therapists are key members of cancer treatment teams. They use focused beams of radiation to destroy tumours. Individuals in these occupations explain procedures, answer questions and put patients at ease, and monitor patients.

### Employment Outlook

Workers in this field tend to be employed at a hospital. Increasing health needs of an ageing population favour employment prospects, and the development of new technologies in this area require these workers. Restricted government budgets can, however, limit the number of new hires in the public sector even when the need for more workers is recognized.

In the past, there have been issues recruiting this position to rural Nova Scotia, as there is not a ready supply in the labour market. It is anticipated that there could be significant supply shortages of medical laboratory technicians and pathologists' assistants in the next five years. An ageing population will continue to create demand for many types of health care professionals, including this profession. The Nova Scotia Association of Medical Radiation Technologists (NSAMRT) regulates the profession in Nova Scotia.

### Regulation Requirements

#### *Medical Radiation Technologists*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation.

## Medical Sonographers

LABOUR MARKET

Hourly Wage

**Average \$30.75****Minimum \$18.75****Maximum \$32.25**

Estimated

employment in 2009

**100**

Estimated openings

due to growth

and retirements,

2009-2014

**16**

Typical Education

Requirement

**College/  
Apprenticeship**

### Nature of the Work

Medical sonographers use high-frequency sound waves, specialized equipment, and other diagnostic techniques to collect detailed information on the anatomical, physiological, and pathological state of patients. Sonographers produce and evaluate ultrasound images that are used for medical diagnosis.

### Employment Outlook

Medical sonographers are generally employed in a hospital setting, but there has been activity among private clinics as well. Sales related opportunities are a possibility. An ageing population should continue to create demand for medical sonographers. While there is not a large number of workers or vacancies in the occupation, the supply of these specialists is not large either. Retirements and staff changes can lead to opportunities. In the past there have been issues recruiting this position to rural Nova Scotia, as there is not a ready supply in the labour market.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Occupational Therapists

LABOUR MARKET

Hourly Wage <b>Average \$32.25</b> <b>Minimum \$20.50</b> <b>Maximum \$37.50</b>	Estimated employment in 2009 <b>422</b>	Estimated openings due to growth and retirements, 2009-2014 <b>69</b>	Typical Education Requirement <b>University</b>
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**Nature of the Work**

Occupational therapists help people with physical and mental disabilities live independent lives and perform day-to-day activities. They assess what a client can do and what they would be able to do after therapy. They then work with the client to develop a treatment plan and implement it in the client's home or workplace. They may also design programs for the community or conduct research. Depending on the situation, their clients may be individuals, groups, agencies, or organizations. Occupational therapists are required to keep clinical and statistical records, and may supervise occupational therapist assistants.

**Employment Outlook**

These workers are highly specialized, with a Masters degree required. This results in favourable employment prospects for those who graduate as the supply should not be large in relation to the demand. While there is a local university program in occupational therapy, it draws students from a wide area, and many may leave the region after graduation. It may, however, be easier for new graduates to get a job in more rural parts of Canada where supply is even smaller. Budgets can sometimes restrict public hiring despite demand, and a fair number of occupational therapists work on a part-time basis. While many occupational therapists are employed in hospitals, opportunities have increased in other public and private settings. That is likely to remain the case as health-care shifts from hospital to community care models.

Opportunities should continue to arise due to increased needs from an ageing population and an increased focus on health, rehabilitation, and social integration among the population. An ageing population, coupled with an increased number of older persons migrating back to the province could potentially open up self employment opportunities for OT's who specialize in the elderly age group. The College of Occupational Therapists of Nova Scotia (COTNS) regulates Occupational Therapy in Nova Scotia.

**Regulation Requirements***Occupational Therapists*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).



## Pharmacists

LABOUR MARKET

Hourly Wage <b>Average \$41.00</b> <b>Minimum \$31.50</b> <b>Maximum \$50.00</b>	Estimated employment in 2009 <b>1,080</b>	Estimated openings due to growth and retirements, 2009-2014 <b>184</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

Community and hospital pharmacists are an essential part of the healthcare team. They provide recommendations to other healthcare providers on medication; interpret and evaluate prescriptions; keep records of controlled drugs; and order and maintain stock of supplies. They work with patients to provide instruction on how to use a particular medication, and explain the value, content, hazards, side effects, and proper storage. They maintain patient drug profiles, and monitor drug interactions, adverse reactions, and patient's compliance with their drug treatment. They also advise clients on selection and use of non-prescription medicines. Other activities include providing information on drugs to other healthcare professionals and patients, preparing medicines from natural and synthetic sources, and compounding drugs. Industrial pharmacists participate in the research and manufacture of pharmaceutical products; and formulate and test new drug products developed by medical researchers.

### Employment Outlook

It is expected that the demand for pharmacists will remain strong due to the drug requirements of an ageing population, expanded roles for pharmacists, and the need to fill positions as workers retire. Competition for qualified candidates is strong, as there are pharmacies in most major retail stores, stand alone pharmacies throughout the area and hospital pharmacies, and there are opportunities emerging in research and in the biotechnology and pharmaceutical industries.

While there is training for pharmacists locally, it is difficult for the supply of graduates to meet demand. The growing emphasis on preventive health services is affecting the role of pharmacists, who often find themselves working as consultants or teachers in preventive health care. Employers are finding it difficult to recruit skilled pharmacists for full-time work or even to locate people to temporarily fill in during staff vacations. Full-time pharmacists looking to reduce the stress of their long working hours to more manageable hours have helped to keep the demand relatively high. All pharmacists practicing in Nova Scotia are members of the Pharmacy Association of Nova Scotia (PANS).

### Regulation Requirements

#### *Pharmacists*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Physiotherapists

LABOUR MARKET

Hourly Wage <b>Average \$32.50</b> <b>Minimum \$23.00</b> <b>Maximum \$34.50</b>	Estimated employment in 2009 <b>723</b>	Estimated openings due to growth and retirements, 2009-2014 <b>111</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

Physiotherapists plan and carry out individually designed programs of physical treatment to help patients move more easily and with less pain. They assess patients' physical abilities and dysfunctions to see what they are able to do and identify where they have problems, and then plan programs that might include therapeutic exercise, electrotherapy, acupuncture, massage, and/or hydrotherapy. Physiotherapists also maintain clinical and statistical records and develop health promotion programs. They may focus their practice on neurology, pediatrics, orthopedics, geriatrics, or the treatment of patients with cardiovascular disorders, burns, or sports injuries.

### Employment Outlook

These workers are highly specialized, with a Masters degree required. This creates favourable employment prospects for those who graduate as the supply should not be large in relation to the demand. While there is a local university program in physiotherapy, it draws students from a wide area, and many may leave after graduation.

Persons in this occupational field are normally employed at the local hospitals and health care centres. As health care shifts from hospital to community care models it is expected that the percentage of physiotherapists employed outside the hospital setting will continue to grow. Opportunities may also exist for those wishing to set up private clinics. Opportunities should continue to arise due to increased needs from an ageing population and an increased focus on health among the population. In addition to new positions, replacement positions will occur in this fairly large group as people retire or leave. The Nova Scotia College of Physiotherapists (NSCP) is the regulatory body for physiotherapists in Nova Scotia. All physiotherapists practicing in Nova Scotia must register with NSCP.

### Regulation Requirements

#### *Physiotherapists*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Registered Nurses

LABOUR MARKET

Hourly Wage <b>Average \$34.25</b> <b>Minimum \$23.75</b> <b>Maximum \$50.00</b>	Estimated employment in 2009 <b>9,971</b>	Estimated openings due to growth and retirements, 2009-2014 <b>2,088</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

Nurses provide professional services to patients to maintain and restore health, and assist in the management of illness or injury. Nursing services involves a variety of roles for nurses, including direct care provider, health teacher, consultant, administrator, researcher, and manager. Registered nurses may specialize in nursing practice areas such as the operating room; obstetrics (new mothers); mental health; emergency or critical care; pediatrics (children); geriatrics (elderly); community, public, and occupational health; rehabilitation; or oncology (cancer). Nurses in managerial positions coordinate the activities of other registered nurses and nursing support personnel to guarantee safe and effective patient care. Nurse practitioners work in collaborative relationships with doctors to apply advanced nursing knowledge such as diagnosing and treating illnesses and injuries, order x-rays; order and interpret laboratory tests and prescribe medications.

### Employment Outlook

An ageing population will continue to create demand for many types of health care professionals, including registered nurses, nursing unit managers, and supervisors. This is a large group of workers therefore a lot of positions are created through replacement needs. Retirements from the ageing nursing population and may lead to a drastic nursing shortage in the near future. Shortages exist across health care, particularly in critical care units and in some rural areas of the province. Recent efforts to increase the number of continuing care facilities for the ageing population in Nova Scotia have increased demand for registered nurses. Most areas of the country have had difficulties recruiting nurses, which means local employers must compete with employers nationally.

RNs must be registered with the College of Registered Nurses of Nova Scotia. To work in critical care units, nurses must complete the critical care course. Most registered nurses work in hospitals or long-term care facilities, but the number of nurses employed in home care, private clinics, and community health agencies is increasing. Job responsibilities are increasing as the recruitment for doctors and emergency services continue. Despite the overall need for nurses, many openings are part-time or casual due to budget or other restrictions, especially for less experienced nurses.

### Regulation Requirements

#### *Registered Nurses*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Specialist Physicians

LABOUR MARKET

Hourly Wage <b>Average \$99.50</b> <b>Minimum \$24.75</b> <b>Maximum \$156.50</b>	Estimated employment in 2009 <b>1,105</b>	Estimated openings due to growth and retirements, 2009-2014 <b>242</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

Specialists have an in-depth knowledge and highly specialized skills in a specific medical field. There are many specialities, which can be broadly grouped into clinical medicine, laboratory medicine, and surgery. Examples of specialists in clinical medicine include anaesthetists, who administer anaesthetics and control pain during surgery; gynecologists, who study and treat disorders of the female reproductive system; internists, who specialize in disorders of organs such as heart, lungs, kidneys, and stomach; pediatricians, who care for infants and children; psychiatrists, who specialize in disorders of the mind; and oncologists, who treat cancer. These individuals diagnose and treat the diseases, physiological and psychological disorders, and injuries of patients. This may include examining patients; ordering laboratory tests, x-rays and other diagnostic procedures; prescribing and administering medications and treatments; performing surgical procedures; acting as a consultant to other physicians; conducting medical research; teaching; and performing related tasks. Specialists in laboratory medicine study the nature, cause, development, and effect of diseases in humans. They supervise laboratory activities and may act as consultants to other physicians. Pathologists and medical biochemists fall into this category. Specialists in surgery, of course, supervise and perform surgery. They must assess their patients to determine the appropriate procedures and also act as consultants to other physicians. This group includes general surgeons and specialized surgeons such as cardiac surgeons and orthopedic surgeons.

### Employment Outlook

An ongoing shortage of specialist physicians throughout the province and beyond ensures good employment prospects. Specialist physicians are in demand in several surgical and clinical specialties. Increased health needs from an ageing population contribute to opportunities for this occupation. Specialist physicians are normally employed at the local hospitals and health care centres. The rural areas have been particularly hard hit by the ongoing shortage with existing physicians either retiring or moving out of the area. Physicians in Nova Scotia are regulated by the College of Physicians and Surgeons of Nova Scotia (CPSNS).

### Regulation Requirements

#### *Physicians*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

# MANAGEMENT OCCUPATIONS

## Managers in Retail Trade, Tourism, and Other Service Industries

LABOUR MARKET

Hourly Wage <b>Average \$17.25</b> <b>Minimum \$10.00</b> <b>Maximum \$71.00</b>	Estimated employment in 2009 <b>17,569</b>	Estimated openings due to growth and retirements, 2009-2014 <b>2,810</b>	Typical Education Requirement <b>Management</b>
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### Nature of the Work

These managers plan and direct the activities and operations of a wide variety of service-based organizations. They may plan the operations of large retail stores or shopping malls, select stock and supervise customer service in smaller stores, set staff work schedules for a restaurant or bar, or negotiate with clients for the use of facilities for conventions and banquets.

### Employment Outlook

Retail managers and managers in food service and accommodation constitute the largest group in this occupation. Openings occur mainly as people move from one employer to another seeking better work conditions and benefits. Promotion from within organizations is often used to fill openings but companies will also look externally for individuals with experience and education relevant to the industry.

Opportunities in transportation/warehousing and manufacturing are more limited than in retail and food service, however employers are expanding into logistics tracking, supply chain management and product distribution thereby creating new opportunities for persons in this occupation.

Management opportunities in publishing, broadcasting and 'other' services such as cleaning services occur mainly as a result of retirements.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

# NATURAL AND APPLIED SCIENCES AND RELATED OCCUPATIONS

## Civil Engineers

LABOUR MARKET

Hourly Wage

**Average \$36.25**

**Minimum \$22.00**

**Maximum \$51.25**

Estimated

employment in 2009

**950**

Estimated openings

due to growth

and retirements,

2009-2014

**152**

Typical Education

Requirement

**University**

### Nature of the Work

Civil engineers plan, design, and supervise the construction and maintenance of many kinds of projects: buildings, bridges, roads, railways, dams, tunnels, ports, and docks; water supply and sewage systems; and transportation. Specializations include foundation analysis, building and structural inspection, surveying, and municipal planning. Civil engineers consult with clients and other members of engineering teams and conduct research to determine project requirements; develop construction specifications and procedures; evaluate and recommend appropriate building and construction materials; and conduct technical analysis of survey and field data and prepare reports. Some work in offices most of the time, while others work in laboratories, industrial plants, or construction sites where they inspect, supervise, and solve on-site problems.

### Employment Outlook

Employment prospects are considered good for intermediate and senior engineers. Demand for this occupation has grown nationally, with employers reporting current and future shortages for civil engineers. Employers generally have difficulty in finding civil engineers with significant work experience and candidates with highly sought after qualifications may be hired, even when employers are not actively recruiting. Also, it is sometimes challenging to find qualified candidates for rural areas.

The area of environmental engineering has grown within this occupation and offers greater opportunities. Participation in a co-op study program is recommended by many employers. Civil engineers have become more involved in the environmental industry, such as waste water treatment. This occupational group has an ageing workforce and retirements may lead to job openings in the next few years.

### Regulation Requirements

#### *Engineers*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Computer Engineers

LABOUR MARKET

Hourly Wage	Estimated employment in 2009	Estimated openings due to growth and retirements, 2009-2014	Typical Education Requirement
<b>Average \$31.25</b>	<b>290</b>	<b>58</b>	<b>University</b>
<b>Minimum \$16.75</b>			
<b>Maximum \$41.50</b>			

### Nature of the Work

Computer engineers research, plan, design, develop, and test computers and related equipment. This may be in relation to communications, image and signal processing, robotics and artificial intelligence, or other areas. Activities of computer hardware engineers may include designing and coordinating the development of computers and related equipment; supervising the installation, modification, and testing of computers; and supervising technicians and technologists.

### Employment Outlook

Most opportunities available are for those that are highly qualified, however companies will often bring in some recent graduates. Organizations with offices in multiple locations are now making use of high-speed Internet connections to transfer data from one location to another, which require computer engineers to integrate network systems and ensure that reliable and secure infrastructure is established. They are typically employed by larger companies. Halifax Metro has approximately 76 percent of the Information Technology employment in Nova Scotia, and has a greater proportion of larger firms compared to the rest of the province. Provincial reports from the information technology industry in Nova Scotia shows anticipated job growth in all Information Technology (IT) sectors.

### Regulation Requirements

#### *Engineers*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Computer Programmers and Interactive Media Developers

LABOUR MARKET

Hourly Wage <b>Average \$24.25</b> <b>Minimum \$15.00</b> <b>Maximum \$39.00</b>	Estimated employment in 2009 <b>2,050</b>	Estimated openings due to growth and retirements, 2009-2014 <b>339</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

Computer programmers use computer language or “code” to write and update software applications. These applications are widely used in business, government, scientific, and educational institutions to process and analyze data, update operating systems, and other functions. Some programmers specialize in a particular type of software application, others write code for many different types of software. Computer programmers usually specialize in one or more computer languages like Java or C++. Interactive media let the user interact with the software by entering information and making choices that determine what the software will do next. Interactive media include computer games, digital communication, computer-based training programs, and interactive Internet applications. Like computer programmers, interactive media developers use programming languages or code to develop these products. Game designers may also use elements of graphic design, digital sound and video production, and an understanding of the principals of communication in developing their products.

### Employment Outlook

Computer programmers and interactive media developers are employed in computer software development firms, information technology consulting firms, and information technology units throughout the private and public sectors. The anticipated expansion of the information technology industry in the coming years is expected to fuel employment growth for this occupation. This is a quickly growing occupation, especially in the area of software development, which is in short supply of developers with two to four years of experience.

There have been a number of new companies that have been attracted to the Metro Halifax area, as well as existing companies that are expanding their operations, which will further drive the demand for this occupation. Those that have business experience and are able to provide business solutions will be at an advantage. In this field it especially important to maintain and upgrade skills. Work is often on a casual contract or term-based. Software developer jobs are not necessarily within software companies, but are increasingly being hired by companies in various industries to develop software that will be used internally.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.



## Computer Support Technicians

LABOUR MARKET

Hourly Wage <b>Average \$19.75</b> <b>Minimum \$10.00</b> <b>Maximum \$39.00</b>	Estimated employment in 2009 <b>3,183</b>	Estimated openings due to growth and retirements, 2009-2014 <b>469</b>	Typical Education Requirement <b>College/ Apprenticeship</b>
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### Nature of the Work

Computer and network operators establish, operate, maintain, and co-ordinate the use of computer networks, and the hardware, software, and related equipment. Web technicians set up and maintain web sites and web server hardware and software. They monitor the network to ensure that connections and performance are operating as required. User support technicians provide first-line technical support to computers users who are having problems. They may work with users in person, or communicate electronically or over the phone. Systems testing technicians run tests to evaluate the performance of software applications and information and telecommunications systems.

### Employment Outlook

The prevalence of computer networks across almost all large and medium-sized workplaces creates ongoing demand for computer support technicians. Those familiar with the administration of database-driven websites and secure sites will be in particular demand. This is a large and relatively young workforce. Retirements are not expected to contribute significantly to job openings. Employment opportunities are concentrated in the Halifax area.

User support technicians work in various industry sectors, and demand for this occupation has grown with the expansion of the call centre sector. This will continue to result in employment increases, both through growth and turnover. Also, technology investments such as plans for wireless technology and Local Area Networks may increase employment opportunities for this occupational group across the province in the coming years.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Database Analysts and Data Administrators

LABOUR MARKET

Hourly Wage <b>Average \$25.75</b> <b>Minimum \$15.00</b> <b>Maximum \$41.00</b>	Estimated employment in 2009 <b>400</b>	Estimated openings due to growth and retirements, 2009-2014 <b>54</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

Database analysts use database management software to respond to business data management issues. Data administrators develop and implement policies, standards, and models related to the administration of data.

### Employment Outlook

As organizations find themselves inundated with a wealth of information, database analysts and database administrators have become key to managing this information. Data administrators develop and implement data administration policy, standards and models, and are employed in information technology (IT) consulting firms and in information technology units throughout the private and public sectors. There is a lot of full-time work but also work on a contract, term or consultant basis.

Halifax Metro has approximately three quarters of the IT employment in Nova Scotia, and has a greater proportion of larger firms compared to the rest of the province. Hands-on experience is important for this occupation and internship experiences during educational attainment would improve employment prospects upon graduation.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Electrical and Electronics Engineers

LABOUR MARKET

Hourly Wage <b>Average \$35.25</b> <b>Minimum \$22.00</b> <b>Maximum \$46.00</b>	Estimated employment in 2009 <b>665</b>	Estimated openings due to growth and retirements, 2009-2014 <b>134</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

These engineers design, develop, and supervise the manufacture of electrical and electronic equipment. There are a number of choices for specialization. These include: electrical design for residential, commercial, or industrial installations; communications systems; and instrumentation and control systems. They develop maintenance and operating standards for electrical and electronic equipment; design circuits, components, systems, and equipment; prepare estimates to complete required work; and write performance reports and design specifications. Some engineers work in an office most of the time, while others work in laboratories, industrial plants, or construction sites where they inspect, supervise, and solve on-site problems.

### Employment Outlook

The growing use of electronics in machinery and process controls may lead to increased overlap between mechanical, electrical, and electronics engineering. Engineers with a combination of these skills will be sought-after, as there is a limited supply of qualified applicants. Demand is strong because companies are increasingly using new manufacturing technologies. Employers generally have difficulty in finding electrical and electronics engineers with relevant work experience.

Electronics was identified as a growing sector in the Halifax area, particularly in the area of instrumentation. There is also a strong demand for this occupation across Nova Scotia and Canada, with employers often having to advertise nationally to fill positions. We anticipate that the growth in the development of the information highway and new communication systems, banking services and other conveniences are continuing to proliferate. This will transfer into demands for persons with such engineering skills in the future.

### Regulation Requirements

#### *Engineers*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Information Systems Analysts and Consultants

LABOUR MARKET

Hourly Wage <b>Average \$27.50</b> <b>Minimum \$16.00</b> <b>Maximum \$37.00</b>	Estimated employment in 2009 <b>2,150</b>	Estimated openings due to growth and retirements, 2009-2014 <b>378</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

People in these jobs research, develop, and implement plans and procedures for information systems development. They develop business solutions for information systems and provide advice on a wide range of information systems issues. Information systems business analysts and consultants meet with their clients to discuss what issues and requirements need to be taken care of; research both business and technical issues; design, develop and implement what they call ‘information systems business solutions’; and provide advice on the best way to use information systems. Systems security analysts assess physical and technical security risks to data, software, and hardware, and develop policies, procedures, and contingency plans to prevent security breaches and minimize their effects. Information systems quality assurance analysts develop and implement policies and procedures at each stage of software development. They work to maximize the efficiency, effectiveness, and overall quality of software products and information systems. Systems auditors review quality assurance practices, software products, and information systems.

### Employment Outlook

Employment of information systems analysts and consultants is expected to grow in the coming years as the need to process, manage, and secure information grows. Falling prices of computer hardware and software should continue to induce businesses to expand their computerized operations. The expansion of electronic commerce in both the public and private sectors should fuel demand for these occupations. Work is often on a casual contract or term basis.

Employment growth will also be seen in computer system design and related technologies. Most opportunities available are for those that are highly qualified, however companies are becoming more willing to hire recent graduates. Many inexperienced workers can obtain employment with call centres, but are not required to do the full duties typically required of an Information System Analyst. A sub-specialty and background in business is an advantage in finding employment.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Mechanical Engineers

LABOUR MARKET

Hourly Wage <b>Average \$32.75</b> <b>Minimum \$21.00</b> <b>Maximum \$51.25</b>	Estimated employment in 2009 <b>590</b>	Estimated openings due to growth and retirements, 2009-2014 <b>85</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

Mechanical engineers plan and design tools, engines, machines, and other mechanical equipment. They design and develop power-producing machines such as internal combustion engines, steam and gas turbines, and jet and rocket engines. They also research, design, and develop machinery and systems for heating, ventilating and air-conditioning, processing, and manufacturing. They may be responsible for the evaluation, installation, operation, and maintenance of mechanical systems. Activities may include preparing material, cost, and timing estimates; writing reports and design specifications for machinery and systems; and investigating mechanical failures or unexpected maintenance problems. Some engineers work in an office most of the time, while others work in laboratories, industrial plants, or construction sites where they inspect, supervise, and solve on-site problems.

### Employment Outlook

Mechanical engineering is not seasonal, and employment is not very sensitive to overall economic conditions. Employers generally have difficulty in finding mechanical engineers with the appropriate skills and candidates with highly sought after qualifications may be hired, even when employers are not actively recruiting. There are some entry-level opportunities for engineering graduates and engineers with minimal experience in the field.

The growing use of electronics in machinery and process controls will lead to increased overlap between mechanical, electrical, and electronics engineering. Engineers with a combination of these skills will be sought-after, as there is a limited supply of qualified applicants.

### Regulation Requirements

#### *Engineers*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Software Engineers

LABOUR MARKET

Hourly Wage <b>Average \$34.00</b> <b>Minimum \$19.00</b> <b>Maximum \$44.00</b>	Estimated employment in 2009 <b>350</b>	Estimated openings due to growth and retirements, 2009-2014 <b>65</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

Software engineers develop, redesign, and troubleshoot various forms of software, e.g. software applications, technical environments, operating systems, and embedded software. To do this, they must understand user requirements, be able to research and interpret technical information, develop performance models and designs, and coordinate the required steps to bring software and systems into operation. Software engineers may also lead teams of information systems professionals when complex projects are in development.

### Employment Outlook

It is anticipated that there will be expansion in Nova Scotia's information technology sector in the coming years, which will fuel employment growth for this occupation. There is a smaller supply of new workers, as university enrolment in computer science and computer engineering has been declining over the past several years. Most opportunities available are for those that are highly qualified, however companies are becoming more willing to hire recent graduates.

People within this occupation are typically employed by larger companies. Halifax Metro has approximately three quarters of the Information Technology employment in Nova Scotia, since it has a greater proportion of larger firms compared to the rest of the province. Provincial reports from the information technology industry in Nova Scotia predict a strong job growth in all Information Technology (IT) sectors.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

# OCCUPATIONS IN ART, CULTURE, RECREATION, AND SPORT

## Athletes, Coaches, Sports Officials, and Recreation Programmers

LABOUR MARKET

Hourly Wage <b>Average \$14.50</b> <b>Minimum \$9.65</b> <b>Maximum \$33.25</b>	Estimated employment in 2009 <b>2,224</b>	Estimated openings due to growth and retirements, 2009-2014 <b>161</b>	Typical Education Requirement <b>College/ Apprenticeship</b>
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### Nature of the Work

People in these occupations administer, supervise, and participate in recreation programs and sports. Athletes participate in competitive sports events on an amateur or professional basis. Coaches prepare and train individual athletes or teams for competitive events. Referees observe and enforce rules and regulations governing sporting events, athletic games, and sports competitions. Sport and recreation administrators and programmers administer, deliver, and design programs. They must arrange advertising; negotiate contracts and sponsorships with businesses; develop and manage programs and sports facilities; and organize participation in sports events.

### Employment Outlook

Making a living as an athlete in either a team or individual sport requires exceptional skill. Professional teams do operate in Nova Scotia, but positions on those teams would be recruited from national or international prospects. There is little to no full-time employment for coaches, sports officials, and referees in professional sport. Work is generally part-time, and persons would usually hold other jobs. Job prospects will be best for those with extensive experience within their specialization. These occupations are a small part of this occupational group, and competition for each of them would include people from across the country or beyond for jobs at the higher level of professional sports in Canada.

Program leaders and instructors in recreation and sport make up a much larger portion of this occupational group. Public interest in fitness and health will continue to create a demand for these types of positions. There are often positions available, a large number of which are seasonal and/or part-time, and filled by students. In some cases wages can be low, which may lead to turnover and openings. Private and non-profit fitness centres and programs often offer longer-term positions, both full and part-time. Competition would be much stronger for any full-time, better paying positions. Many students and new graduates of related educational programs may begin work in this occupation before moving on to other related occupations. It has been noted that it is often difficult to fill lifeguard positions within the region.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

# OCCUPATIONS IN SOCIAL SCIENCE, EDUCATION, GOVERNMENT SERVICE, AND RELIGION

## College and Vocational Instructors

LABOUR MARKET

Hourly Wage	Estimated employment in 2009	Estimated openings due to growth and retirements, 2009-2014	Typical Education Requirement
<b>Average \$28.75</b>	<b>2,410</b>	<b>515</b>	<b>University</b>
<b>Minimum \$12.50</b>			
<b>Maximum \$48.50</b>			

### Nature of the Work

This group includes instructors who teach courses at community colleges, career colleges, agricultural colleges, and technical institutes, as well as trainers who are employed by companies and governments to teach internal training and development courses. College and vocational instructors teach adults, either recent high school graduates, or those who have returned to prepare for work in such occupations as welder, dental hygienist, farmer, or continuing care worker. Instructors usually specialize in particular fields of study such as cosmetology, visual arts or broadcasting.

### Employment Outlook

Colleges and private institutes provide a significant number of job openings for this occupation. Some contract and term work are associated with this occupation, as specialized courses are developed to meet changing labour market requirements. The provincial government will be investing millions of dollars into the community college system over the next few years, which is expected to increase future opportunities. There are a large number of post-secondary training institutions in Halifax metro, including the Nova Scotia Community Colleges (NSCC) and private training schools that offer an increasing number of programmes, which should keep opportunities strong for new instructors as courses are developed. Furthermore, NSCC has campuses located throughout Nova Scotia.

Some larger private sector employers are now retraining employees in such occupations as trainers for the orientation of new employees and to retain and regularly upgrade the skills of existing personnel. Another area of growth that is up-and-coming is in self employment as a certified coach and trainer for personal professional development. Many positions are part-time and temporary, although opportunities may be greater depending on the individual teaching specialty. About half of the workers in these occupations work full-time and for the full year. Relevant industry experience and an understanding of adult education principles are important assets for candidates.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.



## Community and Social Service Workers

LABOUR MARKET

Hourly Wage <b>Average \$17.75</b> <b>Minimum \$10.00</b> <b>Maximum \$31.75</b>	Estimated employment in 2009 <b>2,880</b>	Estimated openings due to growth and retirements, 2009-2014 <b>316</b>	Typical Education Requirement <b>College/ Apprenticeship</b>
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### Nature of the Work

Community and social service workers assess and investigate eligibility for social benefits; advise and aid recipients of social assistance and pensions; provide crisis intervention and emergency shelter services; implement community and social service programs under the supervision of social workers or health care professionals; and maintain contact with other social service agencies involved with clients to provide information and obtain feedback on clients' progress.

### Employment Outlook

Opportunities in this field are expanding beyond the traditional government led Community Services programs. Many hospitals, non-profit organizations, outreach centres, homes and shelters now deal with specific segments of our population and now employ people in this occupation. Entry into the occupation is often through casual or relief employment, and full-time positions are generally filled from within. Employment potentials are often times closely related to the sustainability of the organizations' program funding and this increases the amount of turnover due to employment uncertainty, low wages and benefits, stress, and the potential for burnout from being overworked.

A large component of the occupation is group home workers, youth workers, and mental health workers. Qualifications for entry into these occupations vary depending on the work environment, but a background in Human Services, Social Work, Youth Worker, or other relevant program is desirable. Some positions requiring degrees in social work, such as working with addictions, have better employment prospects. Training in CPR, Fire and Life Safety, and Non-Violent Crisis Intervention is an asset, although some employers provide this training. To work in this field you should have an interest in the welfare of others and a desire to help them. Patience, maturity, and good listening skills are important.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Psychologists

LABOUR MARKET

Hourly Wage <b>Average \$36.50</b> <b>Minimum \$24.75</b> <b>Maximum \$47.00</b>	Estimated employment in 2009 <b>510</b>	Estimated openings due to growth and retirements, 2009-2014 <b>91</b>	Typical Education Requirement <b>University</b>
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### Nature of the Work

Psychologists examine the behaviour of children and adults; assess and diagnose psychological and emotional disorders; and provide consultation and therapy. They counsel individuals, groups, and organizations to improve physical and mental health and to achieve better personal, social, and work-related development and adjustment. They teach and apply psychological theory and principles regarding behaviour and mental processes such as learning, memory, perception, and human development. They may also design, conduct, and communicate the results of psychological research or evaluation projects. Clinical psychologists interview patients; give diagnostic tests; provide individual, family and group psychotherapy; and design and implement programs to modify behaviour. Counselling psychologists provide treatment to improve physical and mental health. School psychologists work with students, teachers, parents, and administrators to resolve students' learning and behaviour problems. Experimental psychologists investigate aspects of human and animal activity to understand and explain behaviour. Industrial/organizational psychologists focus on personnel selection, job satisfaction, and workplace performance.

### Employment Outlook

Employers of this occupation are typically Federal or Provincial government agencies like Corrections Canada, Department of Indian and Northern Affairs and the various District Health Authorities. Job opportunities for psychologists who have traditionally been employed within hospitals have been impacted by funding cuts. Patient demand for this service has remained high and hospitals will refer people to psychologists in private practices. Some specialties are more difficult to recruit than others, with child and neuro-psychologists being among the hardest occupations to staff. Psychologists starting a private practice generally do so after several years of experience.

In the private sector there is quite a high demand for child psychologists and those who can do various types of testing, such as personality testing and educational assessment. Pay is typically better in a private practice, however it is based on fees paid and can take a while to establish referrals and build a client base. There is not a huge supply of psychologists for the number of vacancies that become available. To work in Nova Scotia you must be a Registered Psychologist or in the process of writing the exam as a Candidate Register. The Nova Scotia Board of Examination in Psychology regulates the profession in Nova Scotia.

### Regulation Requirements

#### *Psychologists*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

## Recreation and Sports Program Officers and Consultants

LABOUR MARKET

Hourly Wage	Estimated employment in 2009	Estimated openings due to growth and retirements, 2009-2014	Typical Education Requirement
<b>Average \$15.00</b>	<b>370</b>	<b>56</b>	<b>University</b>
<b>Minimum \$9.65</b>			
<b>Maximum \$30.00</b>			

### Nature of the Work

Kinesiologists conduct fitness tests and assessments and design, develop, and deliver fitness counselling and exercise programs. Fitness consultants and personal trainers provide advice on the design and development of fitness programs and activities. Personal trainers work with their clients one-on-one to develop personalized programs and reach individual fitness goals. Recreation consultants advise on the design and development of recreation programs and activities for communities, organizations, and institutions. Sports consultants provide expert advice to sports associations and other organizations on development and administration of sports programs. Sports program supervisors develop, plan, and coordinate sports programs.

### Employment Outlook

An increasing focus by the municipal, provincial, and federal governments on healthy living continues to create some opportunity for employment in this field, although it may be on a term or contract basis. Opportunities appear to be best for personal trainers at fitness centres and also for youth recreational/leisure activities consultants, especially in the summer. There are occasional vacancies for kinesiologists at physiotherapy clinics. There are also usually a significant number of grants from various levels of government for this occupation, which raises the demand particularly from late spring to early summer, resulting in a significant portion of the job openings being seasonal. Full-time employment has remained relatively stable in recent years, with attrition accounting for most openings. As the ageing population increases the number of senior's homes, there should be more demand for this occupation in a full-year capacity. Further increases in employment within this field are also projected in the short and medium term as several new recreational facilities have been built, or will soon be built, throughout the province.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Social Workers

LABOUR MARKET

Hourly Wage

**Average \$28.75****Minimum \$16.00****Maximum \$40.00**Estimated  
employment in 2009**1,370**Estimated openings  
due to growthand retirements,  
2009-2014**231**Typical Education  
Requirement**University**

### Nature of the Work

Social workers help children, adults, families, and groups overcome problems in their daily lives; provide counselling, therapy and referral to other social services; and evaluate child development and the adequacy of child care.

### Employment Outlook

Employers of this occupation are typically Federal or Provincial government agencies. Social work services in health care are increasing, such as ensuring care and support services are available to those leaving hospitals. The ageing population will continue to create demand for professional social workers. Attrition due to high levels of stress and the ageing workforce will offer additional opportunities. While growth in demand is anticipated, this is affected by budget constraints as most positions are in mental health, hospitals, home care, and the public sector. Social Workers in private practice are not reimbursed through supplemental health insurance, which limits opportunities for private practitioners. Opportunities are better for social workers with a Masters level. In Nova Scotia, social workers must be registered with the Nova Scotia Association of Social Workers (NSASW). Although educational requirements for this occupation are high, government outsourcing to other agencies to deliver a broader range of services has shifted some demand from this occupation to Community and Social Services Workers where the certification and educational requirements are not as high.

### Regulation Requirements

#### *Social Workers*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation, and the job title is protected (you may not use this job title without certification).

# SALES AND SERVICE OCCUPATIONS

## Chefs

LABOUR MARKET

Hourly Wage

**Average \$16.75**

**Minimum \$11.00**

**Maximum \$36.00**

Estimated

employment in 2009

**850**

Estimated openings

due to growth

and retirements,  
2009-2014

**95**

Typical Education

Requirement

**College/  
Apprenticeship**

### Nature of the Work

Chefs plan and direct food preparation and prepare a wide variety of foods in restaurants or hospitals. They may prepare complete meals, individual dishes, or special meals. They plan menus, determine size of food portions, estimate food requirements and costs of ingredients and labour, and monitor and order supplies. They are responsible for maintaining food quality standards. Chefs may recruit, hire, and supervise apprentice chefs, cooks, and kitchen staff as well as arranging for the purchase or repair of equipment. Chefs may specialize in a regional cuisine or in preparing a particular type of food, such as pastry.

### Employment Outlook

Demand for this occupation is linked to rising disposable incomes, economic growth, and travel and tourism to the province. Executive and specialist chefs with excellent training and many years of experience are in the highest demand. The demand for Chefs specializing in foreign cooking, sous-chef and pastry chef are particularly high. Chefs employed at the junior level tend to change jobs more often than those at the senior levels. There is a high turnover rate of employees due to low wages and the fact that the work can be seasonal. Employers may have to advertise nationally to find suitable employees and often recruit chefs from outside Nova Scotia.

Typically a minimum of three to five years experience is requested, along with leadership skills, planning and organizing skills, problem solving skills, and the ability to be a team player. Chefs that graduate from the Nova Scotia Community College and Holland College are quickly recruited. Chefs usually must first have red seal certification as a cook.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Cooks

LABOUR MARKET

Hourly Wage <b>Average \$12.50</b> <b>Minimum \$9.65</b> <b>Maximum \$26.50</b>	Estimated employment in 2009 <b>5,999</b>	Estimated openings due to growth and retirements, 2009-2014 <b>518</b>	Typical Education Requirement <b>College/ Apprenticeship</b>
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### Nature of the Work

Cooks prepare and cook a wide variety of meals and foods in restaurants and institutions. They may prepare complete meals, individual dishes, or special meals as instructed by a dietitian or chef. They are responsible for maintaining food quality standards and supervising kitchen helpers.

### Employment Outlook

Cooks are employed in a wide variety of institutions and establishments. This occupation is slightly sensitive to economic conditions relating to the hospitality sector. Some employment in this occupation may be seasonal, moving in tandem with tourism or the academic year. This is a large employment group in Nova Scotia, with a relatively young workforce. Unlike chef, cook tends to be an entry-level occupation, with lower wages and a high incidence of employee turnover. Advancement to supervisory or more senior positions, such as chef, is possible with experience and training. Employers generally receive a number of applications from candidates for each vacancy, however there is a shortage of qualified cooks. Workers are often recruited from outside the Maritimes to work in resorts and hotels. Cooks are required to work long hours and the work is physically demanding. A minimum of two years of experience is typically requested along with the ability to work as a team player.

### Regulation Requirements

#### *Cook*

Nova Scotia endorses standards for this occupation, or it is a designated trade. Certification is available and attests that the holder has met provincial standards for the occupation. Certification may be required by employers, however, a certificate is not required to work in this occupation.

## Early Childhood Educators and Assistants

LABOUR MARKET

Hourly Wage	Estimated employment in 2009	Estimated openings due to growth and retirements, 2009-2014	Typical Education Requirement
<b>Average \$12.00</b>	<b>3,520</b>	<b>442</b>	<b>College/ Apprenticeship</b>
<b>Minimum \$9.65</b>			
<b>Maximum \$23.50</b>			

### Nature of the Work

Early childhood educators plan and organize activities to encourage the intellectual, physical, and emotional growth of children. They lead children in activities; guide and assist children in their development; and discuss the children's progress with their parents. Early childhood educator assistants supervise preschool children in daycare centres and nursery schools, and, under the supervision of an early childhood educator, they lead children in activities to stimulate and develop their intellectual, physical, and emotional growth through storytelling, songs, and creative activities. They also prepare and serve children snacks.

### Employment Outlook

Demand for daycare continues to grow, and several expansions in the last few years, in part due to new government grants, have created increased opportunities for day care workers. Day cares experience high rates of turnover because employees leave for higher paying day cares or go into other occupations all together. For individuals with the Early Childhood Studies certification, there appears to be better opportunities for employment. The provincial government has legislated that all licensed day care centres must have 2/3 of their staff certified. However, low pay makes it difficult to attract new employees and many employees move around to where the pay is higher. Self-employment may also present some opportunities for those with a more entrepreneurial spirit. Nova Scotia's child-care workers are generally paid 10 per cent to 30 per cent less than the Canadian average.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Food and Beverage Service Occupations

LABOUR MARKET

Hourly Wage	Estimated employment in 2009	Estimated openings due to growth and retirements, 2009-2014	Typical Education Requirement
<b>Average \$10.00</b>	<b>6,811</b>	<b>477</b>	<b>High School</b>
<b>Minimum \$9.65</b>			
<b>Maximum \$15.00</b>			

### Nature of the Work

Food and beverage servers greet customers, make recommendations and answer questions about food and beverages, take the customers' orders, and serve them. Servers require a thorough knowledge of menu items and how they are prepared. Many servers prepare drinks and/or simple menu items; maintain inventory and control of bar stock; and present bills and accept payment. Hosts/hostesses and Maitres d'hôtel greet patrons, escort them to tables, and ensure that all customers receive good service. Depending on the establishment, the work environment can vary considerably, from casual to elegant and from hectic to sedate.

### Employment Outlook

Food and beverage service occupations is a large occupational group with a young workforce. Turnover is common in these occupations, and there is relative ease of entry into new positions. Demand for these occupations increases during the summer months and moves in tandem with tourism to the province.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.



## Retail Salespersons and Sales Clerks

### LABOUR MARKET

Hourly Wage	Estimated employment in 2009	Estimated openings due to growth and retirements, 2009-2014	Typical Education Requirement
<b>Average \$11.00</b>	<b>18,898</b>	<b>1,945</b>	<b>High School</b>
<b>Minimum \$9.65</b>			
<b>Maximum \$23.00</b>			

### Nature of the Work

Sales associates in retail stores greet customers and discuss the type, quality, and quantity of merchandise; quote prices; and make sale, delivery, and payment arrangements.

### Employment Outlook

There are typically a high number of job vacancies for retail salespersons, however salaries are often low, turnover is usually high and in some cases only part-time hours are available. This occupation competes for labour, not only from other retail establishments, but also from the growing contact centre industry. Many people work in retail sales temporarily, while they are students needing part-time employment, or while they are seeking work in another field.

Some opportunities exist for people to move into supervisory and retail management positions. Some retail sales positions require specific and extensive product knowledge, such as computer and electronic sales. Hiring for this occupation is often done by placing ads in local newspapers. It is not unusual for employees to work for more than one employer to accumulate their desired number of weekly work hours. A rising minimum wage may take away the pressure to work more than one job.

Opportunities are higher after school commencement in September and runs through the Christmas season. The number of people employed in this occupation is significantly above average. As such, there is constant demand based solely on levels of employment – more people moving to other jobs, retiring or quitting.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Sales and Service Supervisors

LABOUR MARKET

Hourly Wage	Estimated employment in 2009	Estimated openings due to growth and retirements, 2009-2014	Typical Education Requirement
<b>Average \$12.50</b>	<b>6,207</b>	<b>675</b>	<b>College/ Apprenticeship</b>
<b>Minimum \$9.65</b>			
<b>Maximum \$26.00</b>			

**Nature of the Work**

Sales and service supervisors look after and coordinate a number of staff and activities for government, healthcare, or business. They prepare schedules, assign duties, and establish and implement operational procedures. Supervisors maintain records, and prepare progress and budget reports. They may be required to hire and train new staff, and select and purchase equipment.

**Employment Outlook**

The vast majority of people in this occupational category work in the service economy, which is experiencing some of the greatest growth, in both rural and urban areas, of all economic sectors in Nova Scotia. Turnover can be high in these occupations, particularly for lower-paying positions. This workforce is relatively young, and retirements will not contribute significantly to job openings in the coming years.

**Regulation Requirements**

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Store Clerks, Kitchen Helpers, and Related Sales and Service Occupations

### LABOUR MARKET

Hourly Wage  
**Average \$11.00**  
**Minimum \$9.65**  
**Maximum \$28.00**

Estimated  
 employment in 2009  
**47,691**

Estimated openings  
 due to growth  
 and retirements,  
 2009-2014  
**4,675**

Typical Education  
 Requirement  
**Less than High  
 School**

### Nature of the Work

This group includes many entry-level sales and service occupations that require working with the public and do not require a high level of strength. Cashiers, grocery clerks, and service station attendants must serve customers, receive and record payment, and answer inquiries. Some positions such as telemarketer require soliciting sales. Hospital and other clinic assistants provide assistance with scheduling of users, physical arrangements, and clerical work or record-keeping. Kitchen and food service helpers perform various activities to assist with food preparation and service. People who work as food service counter attendants prepare simple food items and serve customers. Security guards guard property against theft and vandalism, control access to establishments, and maintain order at public events. Light-duty cleaners clean buildings such as offices, hospitals, hotels, and schools. Recreation attendants assist patrons, collect tickets and fees, and supervise the use of recreation and sports equipment.

### Employment Outlook

Employment prospects differ for the various occupations in this occupational category. The largest occupations, cashiers and food-service counter attendants, have a young workforce and a high rate of turnover due to low wages. There is relative ease of entry into these occupations and a large supply of potential labour.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Visiting Homemakers and Housekeepers

LABOUR MARKET

Hourly Wage	Estimated employment in 2009	Estimated openings due to growth and retirements, 2009-2014	Typical Education Requirement
<b>Average \$13.50</b>	<b>2,750</b>	<b>381</b>	<b>High School</b>
<b>Minimum \$9.65</b>			
<b>Maximum \$20.50</b>			

### Nature of the Work

People in these jobs help people get through their daily routine at home. They often work for those who are incapacitated, recovering from an injury or illness, or experiencing a family disruption. Home healthcare workers provide personal support in areas such as bathing, personal hygiene, dressing, and moving around. Under the supervision of a healthcare professional, they may perform health-related duties such as changing dressings, administering medications, and collecting specimens. They also prepare meals and do routine housekeeping. Companions help clients who are elderly or recovering from an illness by providing personal care in the client's home. They also provide companionship for clients who would otherwise be alone. Foster parents care for foster children in their homes. This is usually on an emergency or temporary basis. Under the direction of social workers, they administer therapeutic programs for foster children.

### Employment Outlook

Due to the ageing population, the demand for visiting homemakers, housekeepers and related occupations is expected to continue to grow. Employment opportunities are frequently casual and/or part-time, with shift work often required. Typically employers require a person with a positive attitude, and good communication skills who is able to work independently. Having reliable transportation is also cited as being crucial to employment in this occupation. Contract work with no benefits and occasional heavy lifting have increased the turnover rate for this occupation which may have an impact on the future supply of workers. Self employment is also common for this occupation.

Increases in home health care are fuelling opportunities for home support workers. Some agencies require a Continuing Care Assistant (CCA) or a Home Support Worker Certificate while others do not. The wages and benefits are usually better with employers who require certification. Current First Aid and C.P.R. courses are considered assets, as is experience in providing care to individuals in any setting. Hospitals are advertising positions for Team Aides, which CCA graduates are also qualified to fill. Long-term care homes tend to be unionized and offer higher wages, benefits and more stable working conditions.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

# TRADES, TRANSPORT AND EQUIPMENT OPERATORS, AND RELATED

## Aircraft Technicians and Inspectors

LABOUR MARKET

Hourly Wage

**Average \$26.50**

**Minimum \$16.00**

**Maximum \$34.50**

Estimated

employment in 2009

**601**

Estimated openings

due to growth

and retirements,  
2009-2014

**153**

Typical Education  
Requirement

**College/  
Apprenticeship**

### Nature of the Work

Aircraft technicians maintain and repair aircraft structures and mechanical systems. They troubleshoot these systems to identify problems, and adjust and repair systems according to specifications and established procedures. They also dismantle airframes and aircraft engines for repair or overhaul, then reassemble them. Aircraft inspectors inspect structural and mechanical systems of aircraft and certify that these systems meet standards of performance and safety. Nova Scotia's aviation industry focuses on maritime aviation, composition fabrication, and electronic assemblies.

### Employment Outlook

A strong aerospace and defence sector will generate much of the demand for experienced and licensed aircraft mechanics. Despite some major airlines moving maintenance capacity to larger cities, most still maintain a local crew of mechanics. Employment levels can fluctuate as they depend on such factors as the volume of air traffic, restructuring within the airline industry and the number of maintenance contracts. Mechanics are often hired on short notice as contracts are acquired and aircraft arrive for maintenance. During busy times, employers often have to recruit extensively.

There should continue to be an above average number of opportunities in this trade, as a result of large defence spending and growing retirements. Given the small number of major employers of aircraft mechanics and inspectors in the province, interested individuals should establish contacts with potential employers.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Concrete Finishers

LABOUR MARKET

Hourly Wage <b>Average \$18.25</b> <b>Minimum \$12.00</b> <b>Maximum \$26.00</b>	Estimated employment in 2009 <b>250</b>	Estimated openings due to growth and retirements, 2009-2014 <b>-1</b>	Typical Education Requirement <b>College/ Apprenticeship</b>
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### Nature of the Work

Concrete finishers smooth, finish, and apply surface treatments to freshly poured concrete. They make and restore such structures as foundations and floors for houses, sidewalks, patios, roads, and high-rise buildings.

### Employment Outlook

Demand for concrete/cement finishers is mainly tied to non-residential building and infrastructure activities, which should provide stable opportunities over the coming few years. Due to the contract nature of the work, some workers find themselves moving from employer to employer and across regions to maintain steady employment. Much of the work is full-time but seasonal, and so periods of unemployment are common.

Increasing demand for decorative finishes provide more opportunities for those skilled in working with different textures and patterns. Employers report difficulty during peak construction times in finding skilled, certified concrete/cement finishers. A number of opportunities will come about through attrition (retirements and turnover).

### Regulation Requirements

#### *Concrete Finisher*

Nova Scotia endorses standards for this occupation, or it is a designated trade. Certification is available and attests that the holder has met provincial standards for the occupation. Certification may be required by employers, however, a certificate is not required to work in this occupation.

## Delivery Drivers

LABOUR MARKET

Hourly Wage	Estimated employment in 2009	Estimated openings due to growth and retirements, 2009-2014	Typical Education Requirement
<b>Average \$13.50</b>	<b>2,283</b>	<b>298</b>	<b>High School</b>
<b>Minimum \$9.65</b>			
<b>Maximum \$24.00</b>			

### Nature of the Work

Delivery and courier service drivers drive automobiles, vans, and light trucks to pick up and deliver various products. They may deliver milk, prescriptions, newspapers, take-out food, dry cleaning, and catering. Courier service drivers pick up envelopes and/or packages for quick delivery to a specific address.

### Employment Outlook

This is a moderate size occupational group, with a workforce of approximately 2,300. Economic activity mainly in business, retail and food services drives demand for delivery and courier service drivers. More widespread use of electronic document transfer has lessened demand for shipping paper documents by couriers. On the other hand, as more goods are being purchased electronically (online) outside the province, couriers are used to deliver the goods.

High turnover generates a large number of employment opportunities. The work is often part-time and is not typically well-paying. The better paying jobs would see more competition. Evening/weekend work is common, and workers may have to use their own vehicle. Greater opportunities exist for drivers with clean driving abstracts, who are familiar with the area and have excellent customer service and communication skills.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.

## Longshore Workers and Materials Handlers

LABOUR MARKET

Hourly Wage <b>Average \$15.25</b> <b>Minimum \$9.65</b> <b>Maximum \$31.25</b>	Estimated employment in 2009 <b>4,930</b>	Estimated openings due to growth and retirements, 2009-2014 <b>600</b>	Typical Education Requirement <b>High School</b>
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### Nature of the Work

Longshore workers and materials handlers transfer cargo throughout the dock areas and onto and off ships and other vessels. They handle, move, load, and unload materials, by hand or by using a variety of material-handling equipment. They must operate industrial trucks, tractors, and winches, and also use equipment to transfer bulk materials. They perform other activities such as lashing and shoring cargo aboard ships, opening and closing hatches, and cleaning holds of ships. In addition, they may be required to count, weigh, sort, pack, and unpack cargo as well.

### Employment Outlook

This outlook is based heavily on the conditions and outlook for material handlers. Whereas, employment opportunities for longshore workers are expected to be limited over the coming years. While Halifax is a busy port, cargo volumes have been down in recent years, which has resulted

in fewer work hours. Modern technology and new procedures for loading goods has resulted in the need for fewer longshore workers in past years. Also, there appears to be an ample supply of longshore workers to meet demand. This is not a large occupation, with a workforce of approximately 500-600, much of which is based in Halifax. Some openings may arise through retirements, but competition will likely be strong.

There will be numerous employment opportunities for material handlers over the coming years, despite the increased use of technology for loading. This is mainly due to high turnover and low wages. Employment is spread across industries and regions of the province, making the occupation accessible and relatively stable. Material handlers is a large occupation with a workforce of approximately 4,400.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.



## Motor Vehicle Mechanics

LABOUR MARKET

Hourly Wage <b>Average \$19.00</b> <b>Minimum \$11.00</b> <b>Maximum \$28.00</b>	Estimated employment in 2009 <b>4,104</b>	Estimated openings due to growth and retirements, 2009-2014 <b>426</b>	Typical Education Requirement <b>College/ Apprenticeship</b>
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### Nature of the Work

Motor vehicle mechanics and technicians inspect, diagnose, repair, and service mechanical, electrical, and electronic systems and components of cars, buses, and trucks. They may specialize in areas such as brakes, suspension, engine, and fuel systems. They inspect and test automotive systems; diagnose and isolate faults; and adjust, repair, and replace parts. Motor vehicle mechanics often use hand tools and specialized auto repair equipment; perform maintenance service and road tests; and advise customers on vehicle operations. Usually protective clothing, goggles, and safety boots must be worn.

### Employment Outlook

This is a large occupational group and job opportunities are common, arising through turnover and retirement. Opportunities are particularly strong for experienced, fully certified mechanics that can perform various automotive tasks and have strong electronic and computer skills.

Journeyman auto technicians require good diagnostic and troubleshooting skills, as complex computer and electronics systems are common in vehicles now. The modernization of the larger automobile dealerships and the demand for quality pre-owned vehicles has increased the demand for certified motor vehicle mechanics. There may be a wide skill level variation among mechanics, and those with less up to date skills may have more difficulty in finding steady work.

### Regulation Requirements

#### *Amusement Device Mechanics*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation.

#### *Automotive Service Technician*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation.

#### *Automotive Service Technician (Service Station Mechanic)*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation.

#### *Transport Trailer Technician*

Nova Scotia endorses standards for this occupation, or it is a designated trade. Certification is available and attests that the holder has met provincial standards for the occupation. Certification may be required by employers, however, a certificate is not required to work in this occupation.

#### *Truck & Transport Mechanic*

This occupation is regulated in Nova Scotia. Certification attests that the holder has met provincial requirements for the occupation. A certificate is required to work in this occupation.

## Truck Drivers

LABOUR MARKET

Hourly Wage <b>Average \$16.75</b> <b>Minimum \$11.00</b> <b>Maximum \$27.25</b>	Estimated employment in 2009 <b>7,208</b>	Estimated openings due to growth and retirements, 2009-2014 <b>955</b>	Typical Education Requirement <b>High School</b>
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### Nature of the Work

Truck drivers operate heavy trucks to transport goods and materials over urban, inter-urban, provincial, and international routes. They must oversee all functions of the vehicle such as condition of equipment, loading and unloading, and safety and security of cargo.

### Employment Outlook

This occupational group is comprised of many trucking professions, but opportunities for employment are best for those with a Class 1 Driver’s license willing to do long-haul across North America. The favourable hiring conditions for long-haul drivers is mainly due to the increase use of truck transportation to replace other transportation options, tighter US border security, long-hours away from home and other difficult working conditions. While there are some opportunities for short- haul or straight truck drivers, competition is much higher for these positions based on their relative attractiveness.

This is a large occupational group, with a workforce of over 7,000. Employment is seasonal and strongly impacted by demand conditions in other industries such as retail/wholesale trade, manufacturing and construction. Small employment growth is expected in this occupational group over the next 5 years. Some individuals choose to enter self-employment as owners/operators. High turnover within the industry and growing retirements are expected to contribute to a large number of job openings in coming years.

### Regulation Requirements

This occupation is not regulated by a provincial body in Nova Scotia. However, this occupation may be regulated by a federal regulatory body.





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