



## Yukon Labour Demand Survey 2022

### Highlights:

- In the fall of 2022, 80% of employees in Yukon businesses were full-time workers; 88.7% of all employees worked in Whitehorse.
- There were 1,126 current vacancies in the fall of 2022, and businesses expected an additional 941 job vacancies in 2023 and/or 2024.
- The largest number of vacant jobs was in the Construction sector (223 vacancies), followed by Retail trade sector (123 vacancies) and the Accommodation and food services sector (114 vacancies).

In the fall of 2022, the Yukon Bureau of Statistics (YBS) contacted Yukon businesses, crown corporations, as well as First Nation development corporations, to collect information about their current employment situation, current vacancies and expected vacancies through 2024. These data are presented on pages 1 through 10 of this report.

Note: Throughout this report, values in rows and/or columns may not sum to their respective totals due to weighting and rounding.

### Contents

<u>Current Employees, 2022</u>	
Employees by Community.....	1
Reason for Not Having Employees .....	2
Full-time and Part-time Employees.....	2
Type of Employees.....	2
<u>Current Vacancies, 2022</u>	
Vacant Positions and Jobs by Industry ...	3
Vacant Jobs by Occupation .....	3
Minimum Education Requirement.....	4
Hourly Wages by Occupation .....	5
Education/Average Hourly Wages by Occupation .....	6
Recruitment Activity.....	7
Length of Recruitment.....	8
Efforts to Fill Vacant Jobs.....	8
<u>Expected Additional Job Vacancies 2023 and/or 2024</u>	
By Detailed Occupation.....	9-10

### Full-time and Part-time Employees by Community, Yukon, 2022

Community	Number of Businesses <sup>1</sup>	Number of Employees		
		Full-time	Part-time	Total
Alaska Highway North <sup>2</sup>	18	15	3	19
Carcross	29	26	11	37
Carmacks	37	97	12	109
Dawson City	261	654	392	1,046
Faro	39	6	9	16
Haines Junction	63	33	9	42
Mayo	44	128	38	166
Old Crow	7	x	x	x
Teslin	33	24	12	37
Watson Lake	52	119	33	152
Whitehorse	2,756	10,385	2,352	12,737
<b>Yukon</b>	<b>3,339</b>	<b>11,487</b>	<b>2,872</b>	<b>14,360</b>

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

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

x = suppressed

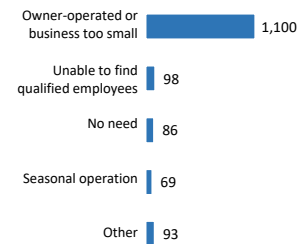
In the fall of 2022, there were 3,339 businesses<sup>1</sup> in Yukon employing 14,360 employees. Of them, 80.0% were in full-time and 20.0% were in part-time employment.

Whitehorse had the largest number of employees in Yukon (12,737, or 88.7%), followed by Dawson City (1,046 employees, or 7.3%), and Mayo (166 employees, or 1.2%).

## Reason for Not Having Employees, Yukon, 2022

About 4 in 10 Yukon businesses (1,365 businesses) reported not having any employees at the time of the survey. The most common reason for a business not to have employees was *Owner-operated or business too small* (1,100 businesses), followed by *Unable to find qualified employees* (98 businesses), *No need* (86 businesses), and *Seasonal operations* (69 businesses).

### Reasons Given for Not Having Employees



## Full-time and Part-time Employees by Industry, Yukon, 2022

NAICS Code	Industry	Number of Businesses	Number of Employees		
			Full-time	Part-time	Total
11	Agriculture, forestry, fishing and hunting	124	178	67	245
21	Mining, quarrying, and oil and gas extraction	136	932	65	997
22	Utilities	3	104	7	111
23	Construction	464	1,460	170	1,630
31-33	Manufacturing	68	332	60	392
41	Wholesale trade	33	263	6	269
44-45	Retail trade	209	1,427	656	2,083
48-49	Transportation and warehousing	127	1,009	115	1,124
51	Information and cultural Industries	56	421	87	508
52	Finance and insurance	56	296	19	315
53	Real estate and rental and leasing	476	897	89	986
54	Professional, scientific and technical services	513	838	69	908
55	Management of companies and enterprises	15	61	15	76
56	Administrative and support, waste management and remediation services	196	340	197	537
61	Educational services	63	119	68	187
62	Health care and social assistance	194	1,169	282	1,451
71	Arts, entertainment and recreation	151	211	234	445
72	Accommodation and food services	247	1,017	506	1,523
81	Other services (except public administration)	209	414	160	573
	<b>All Industries</b>	<b>3,339</b>	<b>11,487</b>	<b>2,872</b>	<b>14,360</b>

In the fall of 2022, 80.0% of all employees in Yukon businesses were full-time. Construction had the largest number of full-time employees (1,460), followed by Retail trade (1,427). The largest number of part-time employees was in Retail trade (656), followed by Accommodation and food services (506).

## Type of Employee by Industry, Yukon, 2022

NAICS Code	Industry	Number of Businesses	Number of Employees			Total
			Permanent	Seasonal	Term, temporary, casual or on-call	
11	Agriculture, forestry, fishing and hunting	124	168	62	14	245
21	Mining, quarrying, and oil and gas Extraction	136	667	308	22	997
22	Utilities	3	103	2	6	111
23	Construction	464	1,154	410	66	1,630
31-33	Manufacturing	68	378	14	0	392
41	Wholesale trade	33	266	3	0	269
44-45	Retail trade	209	1,891	110	82	2,083
48-49	Transportation and warehousing	127	1,027	81	17	1,124
51	Information and cultural Industries	56	414	65	29	508
52	Finance and insurance	56	311	3	1	315
53	Real estate and rental and leasing	476	818	108	59	986
54	Professional, scientific and technical services	513	813	89	5	908
55	Management of companies and enterprises	15	72	0	4	76
56	Administrative and support, waste management and remediation services	196	426	77	34	537
61	Educational services	63	164	16	7	187
62	Health care and social assistance	194	1,273	76	102	1,451
71	Arts, entertainment and recreation	151	158	258	29	445
72	Accommodation and food services	247	977	471	75	1,523
81	Other services (except public administration)	209	419	58	96	573
	<b>All Industries</b>	<b>3,339</b>	<b>11,500</b>	<b>2,213</b>	<b>648</b>	<b>14,360</b>

In the fall of 2022, 80.1% of all employees in Yukon businesses were permanent. Retail trade had the largest number of permanent employees (1,891), followed by Health care and social assistance (1,273) and Construction (1,154).

Of all employees, 15.4% were seasonal and 4.5% were term, temporary, casual or on-call employees. Arts, entertainment and recreation had the largest percentage of non-permanent employees (64.5%); followed by Accommodation and food services (35.9%); and Mining, quarrying, and oil and gas extraction (33.1%).

## Current Vacant Positions and Jobs by Industry, Yukon, 2022

NAICS Code	Industry	Number of vacant positions	Number of vacant jobs
11	Agriculture, forestry, fishing and hunting	24	36
21	Mining, quarrying, and oil and gas extraction	19	41
22	Utilities	6	6
23	Construction	120	233
31-33	Manufacturing	21	38
41	Wholesale trade	16	21
44-45	Retail trade	67	123
48-49	Transportation and warehousing	56	91
51	Information and cultural Industries	8	15
52	Finance and insurance	8	15
53	Real estate and rental and leasing	33	46
54	Professional, scientific and technical services	42	50
55	Management of companies and enterprises	8	20
56	Administrative and support, waste management and remediation services	19	38
61	Educational services	3	10
62	Health care and social assistance	39	73
71	Arts, entertainment and recreation	56	59
72	Accommodation and food services	53	144
81	Other services (except public administration)	57	65
	<b>All Industries</b>	<b>655</b>	<b>1,126</b>

In the fall of 2022, businesses reported 1,126 vacant jobs. The largest number of vacant jobs was in the Construction sector with 233 vacancies (20.7% of all vacancies) in 120 positions. Businesses in Accommodation and food services had the second highest number of job vacancies with 144 vacant jobs in 53 positions. Businesses in the Retail trade sector had the third highest number of vacancies, with 123 vacant jobs.

## Current Job Vacancies by Full-time and Part-time, by Occupation, Yukon, 2022

NOC Code	Occupation	Number of Job Vacancies		
		Full-time	Part-time	Total
00	Senior management occupations	2	0	2
01-05	Specialized middle management occupations	16	2	19
06	Middle management occupations in retail and wholesale trade and customer services	17	1	18
07-09	Middle management occupations in trades, transportation, production and utilities	9	0	9
11	Professional occupations in business and finance	20	2	23
12	Administrative and financial supervisors and administrative occupations	27	1	28
13	Finance, insurance and related business administrative occupations	16	2	18
14	Office support occupations	10	0	10
15	Distribution, tracking and scheduling co-ordination occupations	7	4	11
21	Professional occupations in natural and applied sciences	8	0	8
22	Technical occupations related to natural and applied sciences	47	0	47
30	Professional occupations in nursing	3	2	5
31	Professional occupations in health (except nursing)	12	0	12
32	Technical occupations in health	7	0	8
34	Assisting occupations in support of health services	4	1	5
40	Professional occupations in education services	6	0	6
41	Professional occupations in law and social, community and government services	20	0	20
42	Paraprofessional occupations in legal, social, community and education services	38	8	45
44	Care providers and educational, legal and public protection support occupations	10	13	23
51	Professional occupations in art and culture	11	0	11
52	Technical occupations in art, culture, recreation and sport	24	3	27
62	Retail sales supervisors and specialized sales occupations	6	0	6
63	Service supervisors and specialized service occupations	23	3	26
64	Sales representatives and salespersons - wholesale and retail trade	23	0	23
65	Service representatives and other customer and personal services occupations	48	15	62
66	Sales support occupations	50	12	63
67	Service support and other service occupations, n.e.c.	117	17	134
72	Industrial, electrical and construction trades	143	0	143
73	Maintenance and equipment operation trades	68	0	68
74	Other installers, repairers and servicers and material handlers	22	1	24
75	Transport and heavy equipment operation and related maintenance occupations	132	18	150
76	Trades helpers, construction labourers and related occupations	33	4	37
84	Workers in natural resources, agriculture and related production	5	0	5
86	Harvesting, landscaping and natural resources labourers	20	0	20
92	Processing, manufacturing and utilities supervisors and central control operators	...	...	...
94	Processing and manufacturing machine operators and related production workers	2	0	2
96	Labourers in processing, manufacturing and utilities	5	3	8
	<b>All Occupations</b>	<b>1,013</b>	<b>112</b>	<b>1,126</b>

n.e.c. = not elsewhere classified  
 ... = not applicable

Of the vacant jobs in the fall of 2022, the vast majority (90.0%), were full-time jobs, while 9.9% were part-time jobs.

The largest number of job vacancies was in Transport and heavy equipment operation and related maintenance occupations (150 vacancies) followed by Industrial, electrical and construction trades (143 vacancies); and Service support and other service occupations, n.e.c. (134 vacancies).

## Current Job Vacancies by Minimum Education Level Required, by Occupation, Yukon, 2022

NOC Code	Occupation	Minimum Level of Education Required for Job Vacancies								Total
		No minimum level of education required	High school diploma or equivalent	Apprenticeship or trade certificate or diploma	College, CEGEP or other non-university certificate or diploma	University certificate or diploma below bachelor's level	Bachelor's degree	University certificate or diploma above the bachelor's level	Don't know or refuse	
<b>Number of Vacancies</b>										
00	Senior management occupations	0	0	0	0	0	2	0	0	2
01-05	Specialized middle management occupations	4	3	0	3	1	5	0	2	19
06	Middle management occupations in retail and wholesale trade and customer services	2	4	1	7	0	0	0	4	18
07-09	Middle management occupations in trades, transportation, production and utilities	0	4	4	0	0	0	0	1	9
11	Professional occupations in business and finance	4	0	1	10	3	4	0	0	23
12	Administrative and financial supervisors and administrative occupations	0	9	1	5	7	0	0	5	28
13	Finance, insurance and related business administrative occupations	0	4	0	2	3	8	0	0	18
14	Office support occupations	2	0	5	4	0	0	0	0	10
15	Distribution, tracking and scheduling co-ordination occupations	11	0	0	0	0	0	0	0	11
21	Professional occupations in natural and applied sciences	2	1	5	0	0	0	0	0	8
22	Technical occupations related to natural and applied sciences	14	11	17	0	0	0	4	0	47
30	Professional occupations in nursing	0	0	0	0	0	5	0	0	5
31	Professional occupations in health (except nursing)	0	0	0	0	0	3	8	0	12
32	Technical occupations in health	1	0	2	2	2	0	0	0	8
34	Assisting occupations in support of health services	2	1	0	0	1	0	0	0	5
40	Professional occupations in education services	4	0	0	2	0	0	0	0	6
41	Professional occupations in law and social, community and government services	3	0	3	0	2	6	7	0	20
42	Paraprofessional occupations in legal, social, community and education services	10	2	2	24	5	0	0	2	45
44	Care providers and educational, legal and public protection support occupations	21	2	0	0	0	0	0	0	23
51	Professional occupations in art and culture	7	0	0	0	0	0	0	3	11
52	Technical occupations in art, culture, recreation and sport	10	2	2	8	4	0	0	0	27
62	Retail sales supervisors and specialized sales occupations	0	6	0	0	0	0	0	0	6
63	Service supervisors and specialized service occupations	7	9	9	0	0	0	0	1	26
64	Sales representatives and salespersons - wholesale and retail trade	9	7	0	4	0	0	0	2	23
65	Service representatives and other customer and personal services occupations	25	31	6	1	0	0	0	0	62
66	Sales support occupations	39	24	0	0	0	0	0	0	63
67	Service support and other service occupations, n.e.c.	104	27	3	0	0	0	0	0	134
72	Industrial, electrical and construction trades	62	26	55	0	0	0	0	0	143
73	Maintenance and equipment operation trades	2	14	52	0	0	0	0	1	68
74	Other installers, repairers and servicers and material handlers	14	6	3	0	0	0	0	0	24
75	Transport and heavy equipment operation and related maintenance occupations	131	7	12	0	0	0	0	1	150
76	Trades helpers, construction labourers and related occupations	34	4	0	0	0	0	0	0	37
84	Workers in natural resources, agriculture and related production	1	0	4	0	0	0	0	0	5
86	Harvesting, landscaping and natural resources labourers	12	5	3	0	0	0	0	0	20
92	Processing, manufacturing and utilities supervisors and central control operators	...	...	...	...	...	...	...	...	...
94	Processing and manufacturing machine operators and related production workers	0	2	0	0	0	0	0	0	2
96	Labourers in processing, manufacturing and utilities	1	5	0	0	0	0	0	1	8
<b>All Occupations</b>		<b>539</b>	<b>217</b>	<b>189</b>	<b>74</b>	<b>28</b>	<b>35</b>	<b>19</b>	<b>22</b>	<b>1,126</b>

n.e.c. = not elsewhere classified

... = not applicable

In the fall of 2022, Yukon businesses reported 1,126 job vacancies. Of the vacancies, 539 jobs, or 47.9%, did not have a minimum requirement of education. There were 217 jobs, or 19.3%, that required a high school diploma or equivalent; 189 jobs, or 16.8%, required apprenticeship or trade certificate or diploma; 74 jobs, or 6.6%, required a college, CEGEP and other non-university diploma or certificate; 28 jobs, or 2.5%, required a university certificate or diploma below bachelor's level; and 54 of the vacant jobs, or 4.8%, required a bachelor's degree or higher from a university.

The occupations with the highest number of job vacancies requiring an education level above high school were in *Industrial, electrical, and construction trades occupations* (55 vacancies), *Maintenance and equipment operation trades* (53 vacancies) and *Paraprofessional occupations in law and social, community and education services* (33 job vacancies).

## Current Job Vacancies by Hourly Wages, by Occupation, Yukon, 2022

NOC Code	Occupation	Hourly Wage for Job Vacancies			
		Average	Minimum	Maximum	Median
		\$ per hour			
00	Senior management occupations	x	x	x	x
01-05	Specialized middle management occupations	\$37.70	\$25.00	\$76.92	\$30.00
06	Middle management occupations in retail and wholesale trade and customer services	\$32.01	\$18.00	\$50.00	\$25.00
07-09	Middle management occupations in trades, transportation, production and utilities	\$30.85	\$22.00	\$45.00	\$22.00
11	Professional occupations in business and finance	\$36.79	\$22.57	\$53.33	\$35.90
12	Administrative and financial supervisors and administrative occupations	\$28.53	\$18.00	\$55.63	\$30.42
13	Finance, insurance and related business administrative occupations	\$28.12	\$20.00	\$50.00	\$25.00
14	Office support occupations	\$31.73	\$22.00	\$40.00	\$26.50
15	Distribution, tracking and scheduling co-ordination occupations	\$26.71	\$24.00	\$30.00	\$26.33
21	Professional occupations in natural and applied sciences	\$33.15	\$24.00	\$55.63	\$35.00
22	Technical occupations related to natural and applied sciences	\$37.00	\$20.00	\$61.18	\$32.65
30	Professional occupations in nursing	\$41.59	\$41.15	\$45.01	\$41.15
31	Professional occupations in health (except nursing)	\$52.76	\$50.00	\$60.00	\$50.00
32	Technical occupations in health	\$39.03	\$25.00	\$60.00	\$38.46
34	Assisting occupations in support of health services	\$29.18	\$25.00	\$32.31	\$30.00
40	Professional occupations in education services	\$28.38	\$23.00	\$32.00	\$32.00
41	Professional occupations in law and social, community and government services	\$36.17	\$22.05	\$45.69	\$35.53
42	Paraprofessional occupations in legal, social, community and education services	\$26.59	\$17.00	\$35.00	\$26.70
44	Care providers and educational, legal and public protection support occupations	\$26.74	\$15.74	\$40.00	\$20.00
51	Professional occupations in art and culture	\$27.88	\$24.00	\$30.00	\$28.50
52	Technical occupations in art, culture, recreation and sport	\$25.18	\$20.00	\$35.90	\$23.00
62	Retail sales supervisors and specialized sales occupations	\$22.00	\$22.00	\$22.00	\$22.00
63	Service supervisors and specialized service occupations	\$21.63	\$17.00	\$32.00	\$21.00
64	Sales representatives and salespersons - wholesale and retail trade	\$21.05	\$16.50	\$28.00	\$20.00
65	Service representatives and other customer and personal services occupations	\$19.53	\$15.71	\$35.96	\$18.99
66	Sales support occupations	\$16.90	\$15.72	\$25.00	\$16.50
67	Service support and other service occupations, n.e.c.	\$18.77	\$15.70	\$30.00	\$18.00
72	Industrial, electrical and construction trades	\$30.06	\$18.00	\$51.70	\$30.00
73	Maintenance and equipment operation trades	\$36.79	\$20.00	\$50.00	\$36.16
74	Other installers, repairers and servicers and material handlers	\$22.74	\$18.00	\$36.94	\$23.99
75	Transport and heavy equipment operation and related maintenance occupations	\$31.97	\$15.71	\$50.00	\$32.65
76	Trades helpers, construction labourers and related occupations	\$21.25	\$18.00	\$27.00	\$22.00
84	Workers in natural resources, agriculture and related production	\$25.79	\$22.00	\$27.00	\$27.00
86	Harvesting, landscaping and natural resources labourers	\$19.96	\$18.00	\$24.00	\$20.00
92	Processing, manufacturing and utilities supervisors and central control operators	\$39.74	\$39.74	\$39.74	\$39.74
94	Processing and manufacturing machine operators and related production workers	\$35.00	\$35.00	\$35.00	\$35.00
96	Labourers in processing, manufacturing and utilities	\$20.27	\$18.00	\$21.00	\$21.00
	<b>All Occupations</b>	<b>\$27.54</b>	<b>\$15.70</b>	<b>\$76.92</b>	<b>\$25.00</b>

n.e.c. = not elsewhere classified

x = suppressed

The job vacancies with the highest average hourly wage were in *Professional occupations in health (except nursing)* at \$52.76, followed by *Professional occupations in nursing*, and *Processing, manufacturing and utilities supervisors and central control operators* at \$41.59 and \$39.74, respectively.

The lowest average hourly wage was \$16.90 for *Sales support occupations*; followed by \$18.77 for *Service support and other service occupations, n.e.c.*; and \$19.53 for *Service representatives and other customer and personal services occupations*.

The job vacancy with the highest maximum hourly wage (\$76.92) was in *Specialized middle management occupations*, followed by *Technical occupations related to natural and applied sciences* (\$61.18).

## Current Job Vacancies by Minimum Education Level Required and Average Hourly Wages for Occupation, Yukon, 2022

NOC Code	Occupation	Minimum Education Level for Job Vacancies							
		No minimum level of education required	High school diploma or equivalent	Apprenticeship or trade certificate or diploma	College, CEGEP or other non-university certificate or diploma	University certificate or diploma below bachelor's level	Bachelor's degree	University certificate or diploma above the bachelor's level	Don't know or Refuse
		\$ per hour							
00	Senior management occupations	..	..	..	..	..	x	..	..
01-05	Specialized middle management occupations	\$47.18	\$28.00	..	\$25.00	\$76.92	\$36.34	\$49.15	..
06	Middle management occupations in retail and wholesale trade and customer services	\$23.87	\$22.97	\$20.00	\$48.43	..	..	..	\$22.19
07-09	Middle management occupations in trades, transportation, production and utilities	..	\$22.00	\$42.58	..	..	..	..	\$22.00
11	Professional occupations in business and finance	\$38.46	..	\$36.82	\$37.02	\$35.00	\$35.90	..	..
12	Administrative and financial supervisors and administrative occupations	..	\$20.77	\$34.68	\$31.42	\$31.99	\$55.63	..	\$30.42
13	Finance, insurance and related business administrative occupations	..	\$20.00	..	\$23.90	\$50.00	\$25.00	..	..
14	Office support occupations	\$22.00	..	\$40.00	\$26.50	..	..	..	..
15	Distribution, tracking and scheduling co-ordination occupations	\$26.78	\$25.00	..	..	..	..	..	..
21	Professional occupations in natural and applied sciences	\$25.64	\$24.00	\$36.44	\$37.25	..	\$55.63	..	..
22	Technical occupations related to natural and applied sciences	\$44.27	\$23.30	\$37.95	\$37.25	..	..	\$45.00	..
30	Professional occupations in nursing	..	..	..	..	..	\$41.59	..	..
31	Professional occupations in health (except nursing)	..	..	..	..	..	\$59.62	\$50.00	..
32	Technical occupations in health	\$25.00	\$48.72	\$36.00	\$47.64	\$38.46	..	..	..
34	Assisting occupations in support of health services	\$30.00	\$25.81	..	\$29.02	\$32.31	..	..	..
40	Professional occupations in education services	\$32.00	..	..	\$23.00	..	..	..	..
41	Professional occupations in law and social, community and government services	\$35.53	..	\$33.82	..	\$35.53	\$36.71	\$37.14	..
42	Paraprofessional occupations in legal, social, community and education services	\$21.79	\$20.00	\$28.56	\$29.19	\$25.00	..	..	\$28.00
44	Care providers and educational, legal and public protection support occupations	\$27.36	\$19.15	..	..	..	..	..	..
51	Professional occupations in art and culture	\$29.52	..	..	..	..	..	..	\$24.00
52	Technical occupations in art, culture, recreation and sport	\$23.00	\$20.00	\$25.00	\$23.84	\$35.90	..	..	..
62	Retail sales supervisors and specialized sales occupations	..	\$22.00	..	..	..	..	..	..
63	Service supervisors and specialized service occupations	\$22.21	\$20.92	\$21.73	..	..	..	..	\$23.00
64	Sales representatives and salespersons - wholesale and retail trade	\$20.76	\$17.60	..	\$25.00	..	..	..	\$28.00
65	Service representatives and other customer and personal services occupations	\$17.35	\$20.81	\$22.45	\$17.00	..	..	..	..
66	Sales support occupations	\$16.50	\$17.55	..	..	..	..	..	..
67	Service support and other service occupations, n.e.c.	\$18.80	\$17.73	\$26.39	..	..	..	..	..
72	Industrial, electrical and construction trades	\$25.65	\$31.13	\$34.47	..	..	..	..	..
73	Maintenance and equipment operation trades	\$24.00	\$36.16	\$37.46	..	..	..	..	\$36.16
74	Other installers, repairers and servicers and material handlers	\$21.31	\$24.89	\$25.00	..	..	..	..	..
75	Transport and heavy equipment operation and related maintenance occupations	\$32.51	\$23.68	\$30.60	..	..	..	..	\$31.25
76	Trades helpers, construction labourers and related occupations	\$21.17	\$22.00	..	..	..	..	..	..
84	Workers in natural resources, agriculture and related production	\$22.00	..	\$27.00	..	..	..	..	..
86	Harvesting, landscaping and natural resources labourers	\$19.39	\$18.69	\$24.00	..	..	..	..	..
92	Processing, manufacturing and utilities supervisors and central control operators	..	\$39.74	..	..	..	..	..	..
94	Processing and manufacturing machine operators and related production workers	..	\$35.00	..	..	..	..	..	..
96	Labourers in processing, manufacturing and utilities	\$18.00	\$21.00	..	..	..	..	..	\$19.50
<b>All Occupations</b>		<b>\$25.14</b>	<b>\$22.92</b>	<b>\$33.86</b>	<b>\$31.21</b>	<b>\$35.38</b>	<b>\$36.46</b>	<b>\$44.59</b>	<b>\$23.19</b>

n.e.c. = not elsewhere classified

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

x = suppressed

There was a high degree of variance in average hourly wages for vacancies requiring a bachelor's degree, ranging from a low of \$25.00 in *Finance, insurance and related business administrative occupations* to a high of \$59.62 in *Professional occupations in health (except nursing)* — a difference of \$34.62 per hour.

For those jobs which required at least a college, CEGEP or other non-university certificate or diploma, the average hourly wage ranged from \$17.00 in *Service representatives and other customer and personal service occupations*, to \$48.43 in *Middle management occupations in retail and wholesale trade and customer services* — a difference of \$31.43 per hour.

For positions that required no minimum level of education, the lowest average hourly wage offered was \$16.50 in *Sales support occupations*, while the highest average hourly wage offered was \$47.18 in *Specialized middle management occupations* — a difference of \$30.68 per hour.

## Current Job Vacancies by Active Recruitment Status, by Occupation, Yukon, 2022

NOC Code	Occupation	Actively Recruiting or Not?		
		Yes	No	Total
		Number of Jobs		
00	Senior management occupations	0	2	2
01-05	Specialized middle management occupations	10	9	19
06	Middle management occupations in retail and wholesale trade and customer services	13	2	18
07-09	Middle management occupations in trades, transportation, production and utilities	8	1	9
11	Professional occupations in business and finance	15	7	23
12	Administrative and financial supervisors and administrative occupations	22	6	28
13	Finance, insurance and related business administrative occupations	6	12	18
14	Office support occupations	10	0	10
15	Distribution, tracking and scheduling co-ordination occupations	11	0	11
21	Professional occupations in natural and applied sciences	6	2	8
22	Technical occupations related to natural and applied sciences	42	5	47
30	Professional occupations in nursing	5	0	5
31	Professional occupations in health (except nursing)	12	0	12
32	Technical occupations in health	8	0	8
34	Assisting occupations in support of health services	5	0	5
40	Professional occupations in education services	0	6	6
41	Professional occupations in law and social, community and government services	11	9	20
42	Paraprofessional occupations in legal, social, community and education services	37	9	45
44	Care providers and educational, legal and public protection support occupations	22	1	23
51	Professional occupations in art and culture	8	2	11
52	Technical occupations in art, culture, recreation and sport	19	8	27
62	Retail sales supervisors and specialized sales occupations	6	0	6
63	Service supervisors and specialized service occupations	25	0	26
64	Sales representatives and salespersons - wholesale and retail trade	16	6	23
65	Service representatives and other customer and personal services occupations	56	6	62
66	Sales support occupations	53	10	63
67	Service support and other service occupations, n.e.c.	125	7	134
72	Industrial, electrical and construction trades	114	22	143
73	Maintenance and equipment operation trades	54	14	68
74	Other installers, repairers and servicers and material handlers	17	7	24
75	Transport and heavy equipment operation and related maintenance occupations	117	28	150
76	Trades helpers, construction labourers and related occupations	26	11	37
84	Workers in natural resources, agriculture and related production	1	4	5
86	Harvesting, landscaping and natural resources labourers	20	0	20
92	Processing, manufacturing and utilities supervisors and central control operators	...	...	...
94	Processing and manufacturing machine operators and related production workers	2	0	2
96	Labourers in processing, manufacturing and utilities	5	3	8
	<b>All Occupations</b>	<b>907</b>	<b>201</b>	<b>1,126</b>

n.e.c. = not elsewhere classified

... = not applicable

Businesses reported actively recruiting for 80.6% of the job vacancies during the survey. Active recruitment was not pursued during the time of the survey for 17.9% of the vacancies. The occupation that had the highest number of vacant jobs not actively being recruited at the time of the survey, was *Transport and heavy equipment operation and related maintenance occupations* (28 vacant jobs).

## Current Job Vacancies by Length of Recruitment, Yukon, 2022

NOC Code	Occupation	How long has the organization been trying to fill these vacancies?						Total
		Less than 15 days	15 to 29 days	30 to 59 days	60 to 89 days	90 days or more	Continuously	
		Number of Jobs						
00	Senior management occupations	...	...	...	...	...	...	
01-05	Specialized middle management occupations	5	0	0	4	1	0	10
06	Middle management occupations in retail and wholesale trade and customer services	1	4	0	1	7	0	13
07-09	Middle management occupations in trades, transportation, production and utilities	4	0	4	0	0	0	8
11	Professional occupations in business and finance	6	0	5	0	4	0	15
12	Administrative and financial supervisors and administrative occupations	9	4	3	0	1	5	22
13	Finance, insurance and related business administrative occupations	2	0	0	0	0	0	6
14	Office support occupations	0	4	0	0	7	0	10
15	Distribution, tracking and scheduling co-ordination occupations	4	4	0	4	0	0	11
21	Professional occupations in natural and applied sciences	0	0	5	0	1	0	6
22	Technical occupations related to natural and applied sciences	0	2	5	0	8	27	42
30	Professional occupations in nursing	0	0	0	0	4	0	5
31	Professional occupations in health (except nursing)	0	0	0	0	3	8	12
32	Technical occupations in health	0	1	2	0	5	0	8
34	Assisting occupations in support of health services	0	0	1	0	4	0	5
40	Professional occupations in education services	...	...	...	...	...	...	...
41	Professional occupations in law and social, community and government services	0	0	3	0	5	2	11
42	Paraprofessional occupations in legal, social, community and education services	1	5	2	4	8	16	37
44	Care providers and educational, legal and public protection support occupations	1	0	2	4	8	6	22
51	Professional occupations in art and culture	0	0	0	0	0	8	8
52	Technical occupations in art, culture, recreation and sport	0	4	10	0	0	5	19
62	Retail sales supervisors and specialized sales occupations	0	0	0	0	6	0	6
63	Service supervisors and specialized service occupations	1	0	0	3	8	11	25
64	Sales representatives and salespersons - wholesale and retail trade	2	0	0	0	4	10	16
65	Service representatives and other customer and personal services occupations	1	18	4	4	18	11	56
66	Sales support occupations	1	2	8	2	17	22	53
67	Service support and other service occupations, n.e.c.	10	2	8	7	35	63	125
72	Industrial, electrical and construction trades	7	11	0	2	51	42	114
73	Maintenance and equipment operation trades	5	17	3	0	26	3	54
74	Other installers, repairers and servicers and material handlers	0	2	0	0	3	12	17
75	Transport and heavy equipment operation and related maintenance occupations	4	3	24	29	9	48	117
76	Trades helpers, construction labourers and related occupations	0	0	7	2	14	3	26
84	Workers in natural resources, agriculture and related production	1	0	0	0	0	0	1
86	Harvesting, landscaping and natural resources labourers	0	11	0	0	0	8	20
92	Processing, manufacturing and utilities supervisors and central control operators	0	0	0	0	0	0	0
94	Processing and manufacturing machine operators and related production workers	0	0	0	0	0	2	2
96	Labourers in processing, manufacturing and utilities	0	0	5	0	0	0	5
	<b>All Occupations</b>	<b>63</b>	<b>96</b>	<b>105</b>	<b>65</b>	<b>258</b>	<b>314</b>	<b>907</b>

n.e.c. = not elsewhere classified

... = not applicable

About one-third of the active job vacancies (36.3%) had been advertised for less than 90 days at the time of the survey, while 28.4% had been advertised for 90 days or more and 34.6% were continuously advertised vacancies.

Among occupations with more than one vacancy, *Distribution, tracking and scheduling co-ordination occupations*; *Middle management occupations in trades, transportation, production and utilities*; and *Labourers in processing, manufacturing and utilities* had the highest proportion of vacancies that were open for less than 90 days (100.0%). *Distribution, tracking and scheduling co-ordination occupations* had the highest proportion of vacancies that were open for less than 30 days (72.7%) among occupations with more than one vacancy.

There were 258 jobs (28.4% of vacancies) that businesses had tried to fill for over 90 days. The *Industrial, electrical and construction trades* (51 jobs) and *Service support and other service occupations, n.e.c.* (35 jobs) had the most vacancies advertised for over 90 days.

## Efforts to Fill Vacant Jobs, Yukon, 2022

How are you trying to fill the position with this job title? Check all that apply:	Number of responses
Online job boards	353
Personal contacts, referrals, informal networks	345
Social media	198
Company website	176
Government employment centre or website	152
Posting a 'help-wanted' sign on the storefront of the location	70
Professional networking, head-hunters or employment agency	65
Newspaper ads	35
Job or recruitment fairs at schools, colleges or universities	17
Other (specify)	21
Don't know	0

The most common efforts reported by businesses to try and fill vacant jobs included: online job boards (353 responses); personal contacts, referrals, and informal networks (345 responses); and social media (198 responses).



## Expected Additional Job Vacancies\* by Detailed Occupation, Yukon, 2023 and/or 2024

4 Digit NOC Code	Occupation	Number of expected additional positions	Average hourly wage of expected positions
0013	Senior managers - financial, communications and other business services	2	\$48.27
0423	Managers in social, community and correctional services	10	\$35.00
0432	Fire chiefs and senior firefighting officers	77	\$27.63
0512	Managers - publishing, motion pictures, broadcasting and performing arts	2	\$26.00
0621	Retail and wholesale trade managers	4	\$24.00
0631	Restaurant and food service managers	1	\$24.00
0714	Facility operation and maintenance managers	2	\$153.85
1111	Financial auditors and accountants	0	\$61.54
1121	Human resources professionals	1	\$47.44
1123	Professional occupations in advertising, marketing and public relations	1	\$33.33
1221	Administrative officers	9	\$36.17
1222	Executive assistants	0	\$38.46
1224	Property administrators	4	\$33.33
1226	Conference and event planners	4	\$25.00
1311	Accounting technicians and bookkeepers	4	\$30.00
1414	Receptionists	3	\$22.00
1415	Personnel clerks	1	\$25.64
1521	Shippers and receivers	2	\$24.00
2211	Chemical technologists and technicians	7	\$21.00
2243	Industrial instrument technicians and mechanics	4	\$38.00
2263	Inspectors in public and environmental health and occupational health and safety	4	\$30.84
2271	Air pilots, flight engineers and flying instructors	35	\$30.32
3113	Dentists	2	..
3213	Animal health technologists and veterinary technicians	4	\$20.00
3222	Dental hygienists and dental therapists	2	\$60.00
3411	Dental assistants	3	\$28.67
4021	College and other vocational instructors	10	\$35.00
4112	Lawyers and Quebec notaries	8	\$58.97
4153	Family, marriage and other related counsellors	5	\$56.41
4164	Social policy researchers, consultants and program officers	2	\$51.28
4211	Paralegal and related occupations	4	\$25.50
4212	Social and community service workers	1	\$30.00
4214	Early childhood educators and assistants	12	\$24.05
4312	Firefighters	202	\$24.75
5131	Producers, directors, choreographers and related occupations	2	\$30.00
5212	Technical occupations related to museums and art galleries	6	\$27.50
5252	Coaches	17	\$25.00
6235	Financial sales representatives	3	\$35.90
6313	Accommodation, travel, tourism and related services supervisors	1	\$20.18
6322	Cooks	4	\$17.08
6332	Bakers	2	\$25.00
6344	Jewellers, jewellery and watch repairers and related occupations	1	\$20.00
6421	Retail salespersons	7	\$20.61
6513	Food and beverage servers	9	\$18.13
6531	Tour and travel guides	6	\$25.00
6532	Outdoor sport and recreational guides	7	\$24.51
6552	Other customer and information services representatives	7	\$19.11
6562	Estheticians, electrologists and related occupations	5	\$20.86
6611	Cashiers	25	\$19.17
6621	Service station attendants	2	\$16.00
6622	Store shelf stockers, clerks and order fillers	13	\$28.22
6711	Food counter attendants, kitchen helpers and related support occupations	44	\$19.50
6721	Support occupations in accommodation, travel and facilities set-up services	1	\$20.00
6722	Operators and attendants in amusement, recreation and sport	38	\$18.00
6731	Light duty cleaners	12	\$22.17
6732	Specialized cleaners	7	\$17.00
6733	Janitors, caretakers and building superintendents	3	\$20.00
6742	Other service support occupations, n.e.c.	2	\$20.00
7271	Carpenters	15	\$36.33
7305	Supervisors, motor transport and other ground transit operators	3	\$24.00
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	20	\$49.66
7511	Transport truck drivers	32	\$28.70
7452	Material handlers	144	\$21.34
7512	Bus drivers, subway operators and other transit operators	12	\$25.00
7514	Delivery and courier service drivers	3	\$15.71
7521	Heavy equipment operators (except crane)	14	\$33.80
7611	Construction trades helpers and labourers	15	\$19.44
8431	General farm workers	2	\$20.00
8612	Landscaping and grounds maintenance labourers	5	\$30.00
8614	Mine labourers	14	\$30.00
9612	Labourers in metal fabrication	7	\$25.00
	<b>All occupations</b>	<b>941</b>	<b>...</b>

\* does not include current vacancies

.. = not available

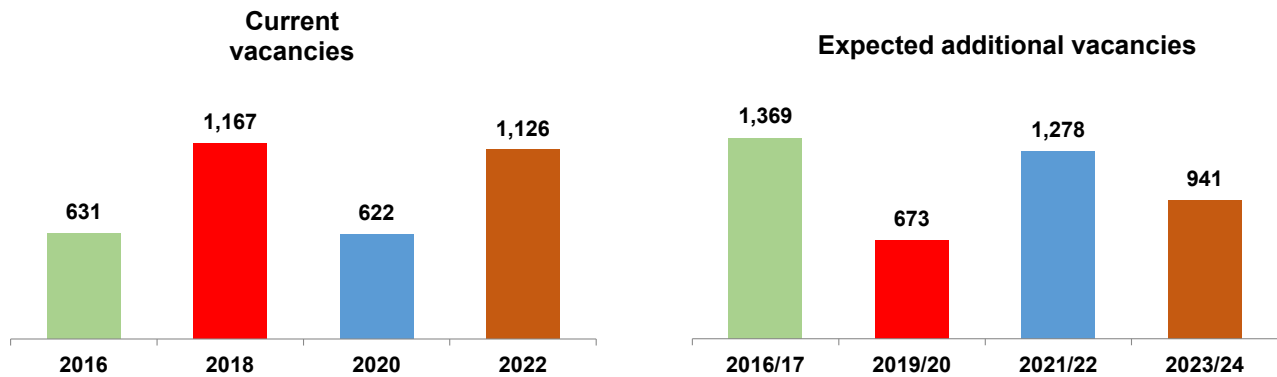
... = not applicable

Businesses expected an additional 941 job vacancies in 2023 and/or 2024, which included vacancies due to turnover as well as the creation of new jobs. The occupation that had the most expected additional job vacancies was *Firefighter* with 202 expected vacancies, followed by *Material handlers* with 144 expected vacancies, and *Fire chiefs and senior firefighting officers* with 77 expected vacancies.

## Current and Expected Future Additional Vacancies: Comparison of 2016, 2018, 2020 and 2022 Survey Results

Comparing the 2022 Labour Demand Survey with that of 2020, the number of current vacancies in Yukon increased by 504 (from 622 in 2020 to 1,126 in 2022). A higher number of vacancies indicates that businesses demand for labour is not being met by a supply of labour that has the skills and experience needed to fill currently vacant positions.

In 2022, Yukon businesses reported expecting 941 additional vacancies in 2023/24, slightly lower than the 1,278 expected additional vacancies anticipated for 2021/22 by businesses during the 2020 Labour Demand Survey.



December 2022