

# Grad Planner

2017/18

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Graduation Program

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# Grad Planner Graduation Program

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# Welcome to the Graduation Program!

You're about to start a new chapter in your education – and you have an opportunity to shape your future. You're going to make a lot of choices over your graduation program years. For the most part, you'll get to choose courses that interest you. You'll have choices about where and how you learn. The choices you make will help you realize your potential.

The Graduation Program provides an opportunity for you to discover what you want to do in the future. This document helps you get started. It explains what's required and where you have choices. It also covers exams, scholarships, funding, and links to web sites with helpful information. It's your guide to three of the most important years of your education.

Use these years to learn, discover, grow, explore and try new things. And choose the path that best reflects your interests and your dreams.

**Your future starts here. Only you can make it great!**



**You're going to make a lot of choices over the next three years.**

# 1 What You Need to Graduate

## At a Glance

Starting this year, you have a lot more choice about what you learn. But, in order to graduate with a Dogwood Diploma, every student in the Graduation Program has to pass certain basic courses, such as English, math and science.

For Grade 10 students entering the Graduation Program in 2017/18, the table below provides an overview of what you need to graduate:

- 52 credits from required courses
- 28 credits from electives

Preparing now will help ensure you get the credits you need to achieve your goals. Graduation requirements are introduced in Planning 10. For more help, talk to your teacher or school counsellor.

Special rules apply to Programme Francophone and French Immersion students pursuing both English and French Dogwood Diplomas (“Dual Dogwoods”). Speak to your counsellor for information.

- More information about required courses can be found on Page 5.
- More information about elective credits can be found on Page 7.

REQUIRED COURSES	
SUBJECT AREA	Minimum Credits
Planning 10	4
Career Life Connections (Capstone Project)	4
a Language Arts 10*	4
a Language Arts 11*	4
a Language Arts 12*	4
a Mathematics 10*	4
a Mathematics 11 or 12*	4
a Fine Arts and/or Applied Skills 10, 11 or 12*	4
a Social Studies 10	4
a Social Studies 11 or 12*	4
a Science 10	4
a Science 11 or 12*	4
Physical Education 10	4
<b>TOTAL</b>	<b>52</b>
ELECTIVE CREDITS	
Students must earn at least 28 elective credits from Grade 10-12 courses.	<b>28</b>
<b>OVERALL TOTAL</b>	<b>80 credits**</b>
* See pages 5-7 for eligible courses.	
** Of the 80 credits for graduation, at least 16 must be at the Grade 12 level, including a Grade 12 Language Arts course. Others may be required courses or elective credits.	

GRADUATION ASSESSEMENTS	
Numeracy Assessment	
Literacy Assessment	

## Important Notice Regarding Upcoming Changes to Graduation Requirements

Graduation requirements will be changing a bit in the near future. The biggest change involves replacing Planning 10 and Graduation Transitions with new Career Education courses. But rest assured courses that you take in 2017/18 that count toward graduation will still count toward graduation under the new requirements. Information can be found at <https://curriculum.gov.bc.ca/graduation-info>. If you have any questions, talk to your school counsellor.

## Required Courses

• Choice is an important part of the Graduation Program. You have lots of options, even for many required courses.

The following section describes the courses required for graduation. You have some choice within these requirements. For example, there are different math, science, and language arts options. Check which options are available at your school and, if applicable, which ones you need for entry to a post-secondary institution. Certain courses may be necessary for college or university entrance.

### Planning 10

This course helps you build the skills you need to make informed choices about your future. In Planning 10, you plan for your Graduation Program. The skills you develop in Planning 10 will also help you well beyond graduation, as you move forward with your adult life. You'll do research, set goals and start to make informed decisions about health topics and issues, education and career options, and ways to finance those options.

### Career Life Connections & Capstone Project

Career Life Connections and your Capstone Project require you to reflect on your knowledge and abilities, and to plan for life after graduation. You will learn about this course in Planning 10, check with your school to find out how and when you will complete this required course.

Career Life Connections (including your Capstone Project) will replace Graduation Transitions in the 2018/19 school year, when graduation requirements change. Your school will provide you with information about the new required course. Until graduation requirements change, students are expected to engage in and record at least 150 minutes per week of moderate to vigorous physical activity, which is a required component of Graduation Transitions.

If you are interested in learning more about Career Education courses, visit <https://curriculum.gov.bc.ca/curriculum/career-education/introduction>.

### Language Arts 10, 11 and 12

These courses are all about providing you with opportunities in the areas of speaking, listening, reading, viewing, writing and representing. Gathering, organizing and presenting information effectively are also important communication skills.

Language Arts 10, 11 and 12 are required for graduation. In Grade 10, your choices include English 10, English 10 First Peoples, or Français langue première 10. In Grade 11, common choices are English 11, English 11 First Peoples, Français langue première 11, or Communications 11. In Grade 12, you can choose from English 12, Français langue première 12, English 12 First Peoples, Communications 12, and others that might be offered at your school. (You can take more than one course at each Grade level.)

Students enrolled in Programme Francophone must successfully complete the following Language Arts courses to receive both a French Dogwood Diploma and a Dogwood Diploma:

- Français langue première 10 and English Language Arts 10;
- Français langue première 11 and English Language Arts 11;
- Français langue première 12 and English Language Arts 12.

### Mathematics 10 and 11 or 12

Mathematics is about more than numbers. It's also about space and shape, statistics, reasoning, solving problems and using logic. To graduate, everyone must complete a Grade 10 mathematics course plus a second math course at the Grade 11 or 12 level. You might need more math courses if you plan to continue school beyond Grade 12. Check with post-secondary institutions to determine which math courses they require for admission.

The following three Mathematics pathways are available (note that the Foundations of Mathematics pathway and the Pre-Calculus pathway are combined into a single Foundations of Mathematics and Pre-Calculus pathway at the Grade 10 level):

**Apprenticeship and Workplace Mathematics:** These courses provide the mathematics identified as important for entry into the majority of trades, and for direct entry into the workforce.

**Foundations of Mathematics:** These courses provide the mathematics identified as important for post-secondary studies in programs that do not require the study of theoretical calculus, such as arts and humanities.

**Pre-Calculus:** These courses provide the mathematics identified as important for post-secondary studies in programs that require the study of theoretical calculus, such as science and engineering.

In order to determine which courses are appropriate for you and your future, talk to your teacher or school counsellor for more detailed information.

### Fine Arts and Applied Skills 10, 11, 12

These courses help you understand and appreciate applied learning and creative works. Both areas emphasize hands-on learning.

- Fine Arts include Dance, Drama, Music and Visual Arts.
- Applied Skills include Business Education, Home Economics, Information Technology, Technology Education, and Work Experience (including Youth Work in Trades).

To graduate, you need four credits in either Fine Arts, Applied Skills or a combination of both.

### Social Studies 10 and 11 or 12

These courses help you understand the world and your place in it. You learn about events, issues and themes from the past and present. You also develop skills that help you think critically and become a responsible citizen.

To graduate, you must complete a Grade 10 Social Studies course. You must also complete a Social Studies 11 or 12 course, such as Social Studies 11, Civic Studies 11 or BC First Nations Studies 12.

- Fine Arts include Dance, Drama, Music and Visual Arts.
- Applied Skills include Business Education, Home Economics, Information Technology, Technology Education, and Work Experience (including Youth Work in Trades Program).

- Check with your school to see which options are available.

## Science 10 and 11 or 12

These courses help you understand the natural world. You'll develop skills related to observation, measurement, problem-solving and critical thinking.

To graduate, you must complete a Grade 10 science course. You must also complete a second science course at the Grade 11 or 12 level. Some options are agriculture, applications of physics, biology, chemistry, earth science, forestry, geology, and science and technology. Check with your school to see what options are available.

## Physical Education 10

This course will help you attain and maintain an active, healthy lifestyle.

To graduate, you must complete Physical Education 10, even if you are actively involved in sports or physical activities outside of school.

# Elective Credits

• Think about your future when you choose your electives. You may need certain courses to achieve your goals.

To graduate, you need at least 28 elective credits from courses numbered 10, 11 or 12. That's in addition to the credits you need from required courses. When you take two required courses in the same subject area, one will count as an elective.

Choose elective credits based on your interests, abilities, plans and courses available to you. If you plan to continue school beyond Grade 12, you may need certain courses to enter the program you want. (You'll learn more about post-secondary entry requirements in Planning 10.)

To find out what elective courses are available in your school or district, talk to your school counsellor. Check out the "Getting Credits" section of this document to learn about other ways of earning graduation credits.

# Graduation Assessments

Students starting the Graduation Program (that is, entering Grade 10) in the 2017/18 school year will need to write two graduation assessments in order to graduate:

- numeracy assessment
- literacy assessment

These assessments are currently being developed. You will be able to write the numeracy assessment starting January 2018, and the literacy assessment starting January 2019. You will learn more about these assessments during the school year as information becomes available. If you have any questions, talk to your school counsellor.

Information about graduation assessments can be found at: <https://curriculum.gov.bc.ca/provincial-assessment/graduation>

Policies on calculators, disqualification and other graduation assessment related information are in the Handbook of Procedures for the Graduation Program at: [www.bced.gov.bc.ca/exams/handbook/](http://www.bced.gov.bc.ca/exams/handbook/)

Assessment results can be accessed on the Ministry transcript website at: [www.bced.gov.bc.ca/transcript](http://www.bced.gov.bc.ca/transcript).



## 2 Getting Credits Toward Graduation

### In-School Course Credits

• Studying for short periods of time over several days or weeks is more conducive to retaining information than a single period of concentrated study (“cramming”).

You may earn most of your credits toward graduation the traditional way – by successfully completing school-based courses. But there are other ways of earning credits, and some of these might work for you. Read through the following list of other options. For more information, talk to your school counsellor or go to: [www.bced.gov.bc.ca/policy/policies/earning\\_credit\\_through.htm](http://www.bced.gov.bc.ca/policy/policies/earning_credit_through.htm)

Special rules concerning options for satisfying graduation requirements apply to most international students. If you are an international student, you may want to ask your school counsellor if the rules apply to you.

#### Advanced Placement (AP) and International Baccalaureate (IB) Courses

These courses may appeal to students whose plans include going to university. There are different options, and choices vary from school to school.

#### Distributed Learning

• When studying for hours at a time, take a break every hour or so to clear your mind and allow what you’ve learned to sink in.

Is there a course you’d like to take, but it’s not offered in your school or it doesn’t fit in your timetable? You can choose from thousands of courses offered by public and independent distributed learning schools in B.C.

Distributed learning occurs primarily at a distance from the teacher. It can be print-based, online, or a mix of both, and may include a face-to-face component. You have the flexibility to learn anytime, anywhere, and at any pace, and most B.C. residents do not pay tuition fees.

For more information visit [www.bced.gov.bc.ca/dist\\_learning/](http://www.bced.gov.bc.ca/dist_learning/) or the LearnNowBC portal ([www.learnnowbc.ca](http://www.learnnowbc.ca)). LearnNowBC services include a province-wide course finder and a trades program finder.

### Other Options

#### Equivalency

Have you completed a course outside a B.C. school? Did you earn a certificate that shows substantive learning outside of school? If so, you might qualify for credit for an equivalent course in the B.C. school system. If you can provide documentation of your learning (with a report card or transcript, for example) you can ask the school for an equivalency review.

The review will determine whether you’re entitled to credits in B.C. and, if so, how many.

If you went to a school where the classes were taught in a language other than English, you might qualify for credits for equivalent B.C. language courses. To learn more about equivalency, talk to your school counsellor.

## Course Challenge

Some students acquire skills or knowledge that is not documented. In other words, they have no paper (certificate, transcript, etc.) that verifies they have the skills or knowledge.

If you're in that position, you may be able to earn credits by challenging a course.

Challenge is a process that assesses your knowledge and skills to determine whether you've met the learning outcomes for a similar course. If you have, you might get credit for the course without having to take it.

Each school board/authority has its own challenge process. Students in public schools cannot be charged a fee for challenging a course.

## External Credentials

• When you have several different things to study, vary the material studied every so often in order to maintain interest and aid concentration.

If you demonstrate a high level of achievement or performance in areas outside school, you might earn credits for these learning activities. Examples include: external language certificates, Red Cross, Cadets, Lifesaving, Duke of Edinburgh's Award, some driver education courses, involvement in provincial or national sports, and some music and dance courses. Some external credentials count as "required course" credits, while most count as elective credits.

More information about external credentials can be found at:

[www.bced.gov.bc.ca/graduation/ext\\_credentials/](http://www.bced.gov.bc.ca/graduation/ext_credentials/)

## Independent Directed Studies (IDS)

• IDS is an opportunity to develop your own course of study.

If you are interested in a specific subject area, you might want to think about Independent Directed Studies. IDS allows you to shape and follow your own course or courses, with a teacher's approval and supervision. IDS courses count as elective credits toward graduation.

To qualify for IDS, you need the approval of the school principal to expand on one or more learning outcomes from any Ministry or Board/Authority Authorized course (the school counsellor can help explain this). Then you'll need to find a teacher to supervise your studies before you initiate your own course. You'll work independently. The teacher will support you and assess your performance.

## Post-Secondary Courses

Many courses completed at B.C. post-secondary institutions count toward graduation. The post-secondary transcript is proof of your achievements. You will need to provide this proof to your school.

In most cases, you can earn dual credit. That means you get credit toward your graduation and also toward a post-secondary credential. To get dual credit, you have to take either:

- a post-secondary course from an institution in the British Columbia Transfer System (see [www.bccat.bc.ca](http://www.bccat.bc.ca) for a list of institutions) or
- a post-secondary course offered in French in conjunction with Educacentre ([www.educacentre.com](http://www.educacentre.com)).

Post-secondary courses count as elective credits at the Grade 12 level.

# Career Programs

Many schools offer specialized programs that help you explore careers or gain work experience. Some of these programs also help you develop workplace skills or credentials.

Check to see if your school offers any of the following:

## Industry Training Programs

These programs let you train for work while you're in secondary school, earn graduation credits, and possibly earn some money at the same time. Industry training programs include:

**Youth Work in Trades Program:** You can earn up to 16 graduation credits and qualify for a \$1,000 award.

**Youth Train in Trades Program:** Credits you earn through this program are equivalent to the first level of apprenticeship technical training. They count towards graduation.

**Youth Explore Trades Sampler:** This program, which is approved by the Industry Training Authority, provides you with an opportunity to try out several trades through in-depth hands on training combined with an opportunity to visit worksites.

## Career Preparation Programs

These help prepare you for the workplace or for further education and training in a specific career pathway.

The programs include coursework and work experience placements (see below) approved by your school. Some career preparation programs also provide entry-level skills for specific job opportunities.

**Elective Work Experience courses:** These courses provide you with an opportunity to connect what you learn in school with what's required in the world of work, while also learning about an occupation or career.

## Cooperative Education Programs

These programs give you hands-on experience in different careers. They combine career exploration and skill enhancement with work experience.

# Top Jobs in Demand

The B.C. Government produces a Labour Market Outlook of labour market supply and demand trends. The Outlook is available on the WorkBC website at [www.workbc.ca](http://www.workbc.ca). Included in the Outlook is a projection of high opportunity occupations. That projection is reproduced in the appendix of this document.

The Ministry of Education has created some additional resources that provide labour market data and career options by sector. There are ten (10) sectors that have been developed, Arts & Entertainment, Aviation & Aerospace, Construction, Energy, Oil and Gas, Health, Information & Communication Technology, Marine, Mining, Sustainable Forestry and Forest Products, Tourism & Hospitality. The Career Zones are available through **BC Career Zone**.

• If you're interested in learning a trade, check out the Trades Program Finder on the LearnNowBC website at [www.learnnowbc.ca](http://www.learnnowbc.ca)

• **WorkBC** is the provincial government's access point to help students enter the world of work in B.C. There is a **Blueprint Builder** online that helps you create a customized skills training plan.

## 3 Putting It All Together

### Planning Your Future With Focus Areas

• Focus Areas can help you plan for life after Grade 12.

Focus Areas, which you learn about in Planning 10, help you consider a broad range of education and career choices. They also help you choose an area of interest to pursue during the Graduation Program. Think about your Focus Area(s) when you select courses for Grades 11 and 12. Do the courses support your goals?

Based on your own interests and aptitudes, you may concentrate your studies in one or more of the following Focus Areas:

- Business and Applied Business
- Fine Arts, Design, and Media
- Fitness and Recreation
- Health and Human Services
- Liberal Arts and Humanities
- Science and Applied Science
- Tourism, Hospitality, and Foods
- Trades and Technology

### Planning for Life Beyond Grade 12

Graduating from secondary school is an important step toward a successful future. Grade 12 completion is the minimum requirement for entry to most jobs today. If you also have post-secondary education or training, chances are you'll have more job choices. B.C. has a wide range of post-secondary options. You'll learn more about these in Planning 10.

Course selection in secondary school can affect your post-secondary education options. For instance, currently most universities require at least English 12 or English 12 First Peoples (not Communications 12), Pre-Calculus 11 and a Language 11 for admission to a degree program. In addition, there can be admission requirements for a particular program, such as Chemistry 11 and Biology 12 for nursing. Certificate and diploma programs offered by colleges have different admission requirements, depending on the program and the institution. Trades training and apprenticeship programs also have admission requirements that you may want to consider if you are interested in a career in trades. More information about B.C. post-secondary institutions and the programs they offer, including admission requirements, can be found at [www.educationplanner.ca](http://www.educationplanner.ca). Admissions information can be found by clicking on the "Admissions Info" tab for programs of interest.

Graduating students who apply for post-secondary admission can send **free** copies of their transcripts to up to six post-secondary institutions (PSIs). Before mid-July of your graduating year, please go to the Ministry transcript website at [www.bced.gov.bc.ca/transcript](http://www.bced.gov.bc.ca/transcript) and select the PSIs you would like your final transcript sent to.

# Oops!

Forgot a course? Need to improve a mark before you apply for post-secondary education?

• If you are 18 years of age or older and want to find out about the Adult Graduation Program, please see your school counsellor.

You can upgrade. Almost all school districts have continuing education centres that provide services to both secondary school graduates and non-graduates. These centres help adult non-graduates complete their schooling. For more information, contact your local school district.

You can also upgrade with courses offered through public or independent distributed learning schools:

- At public distributed learning schools (see [www.bced.gov.bc.ca/dist\\_learning/](http://www.bced.gov.bc.ca/dist_learning/)), most courses are free to most B.C. residents. For details, please check out the above website, explore the LearnNowBC portal ([www.learnnowbc.ca](http://www.learnnowbc.ca)), or contact a public distributed learning school.
- Independent distributed learning schools may charge tuition fees. For details, please contact an independent distributed learning school. To find an independent (or public) school that offers distributed learning, see [www.bced.gov.bc.ca/dist\\_learning/](http://www.bced.gov.bc.ca/dist_learning/).

And here's something to keep in mind if you leave school before completing graduation requirements: Graduation requirements change from time to time. If in the future you find that you need a Dogwood Diploma, you may not be able to just pick up where you left off, even if you're only one or two courses away from meeting graduation requirements. You may need to meet the requirements in place at that time to earn your diploma.

## 4 Scholarships and Awards

• You'll learn about financing your future in Planning 10.

It's never too early to think about your future education. If you plan to continue your education beyond Grade 12, you can learn how to access money through scholarships available from the Ministry of Education. Scholarship winners receive vouchers to help with tuition costs at **designated post-secondary institutions** and **authorized trades-training providers**. See [www.gov.bc.ca/scholarshipsprogram](http://www.gov.bc.ca/scholarshipsprogram) for eligibility requirements and application information.

### District/Authority Scholarships

These \$1,250 scholarships are awarded to graduating students with outstanding achievement in one of several areas of interest. The areas include:

- **Indigenous Languages and Culture**, demonstrated at school or in the community
- **Arts** (e.g., Visual Arts, Dance, Drama, Music)
- **Applied Design, Skills and Technologies** (e.g., Business, Information Communication Technology, Home Economics, Media Arts, Tourism)
- **Physical Activity and Health** (e.g., Athletics, Fitness, Outdoor Education, not limited to Physical Education)
- **International Languages**
- **Community Service** (Volunteer Activity), which includes demonstration of local and global issues, and cultural awareness
- **Technical and Trades Training** (e.g., Automotive, Robotics, Coding, Woodwork, Culinary Arts)

Students should apply for these scholarships in the year they graduate directly to their local scholarship committee. Independent school students should apply through the Federation of Independent School Associations.

### **BC Excellence Scholarships**

These \$5,000 scholarships are awarded to 55 well-rounded graduates who demonstrate community service, leadership, and commitment to their chosen career paths. A student must be nominated by their secondary school in order to apply. Only one student from each secondary school may be nominated.

### **BC Achievement Scholarships**

Graduating students with high achievement in a broad range of courses might qualify to win scholarships worth \$1,250. These scholarships are based on academic achievement in required and elective courses that meet graduation requirements.

### **Pathway to Teacher Education Scholarships**

These \$5,000 scholarships recognize 20 exceptional Grade 12 students who plan to become teachers in the K-12 education system. Winners will receive a scholarship voucher to redeem upon entrance to an approved B.C. Faculty of Education teacher-training program. Students apply to the Ministry of Education for this scholarship.

### **Youth Work in Trades Awards**

Youth Work in Trades students are eligible for this \$1,000 award. The program guide has additional information about criteria and procedures related to this award, visit [www.bced.gov.bc.ca/careers/apprenticeship\\_trades.htm](http://www.bced.gov.bc.ca/careers/apprenticeship_trades.htm) for information.

### **Other Awards**

Thousands of other scholarships and awards are available to graduating students. For a list, go to: [www.scholarshipscanada.com](http://www.scholarshipscanada.com)

# 5 Helpful Websites

Throughout this document, you're encouraged to check different web sites for more information. Here's a quick summary that you can refer to as you plan your future.

**Graduation Program and Adult Graduation Program**

[www.bced.gov.bc.ca/graduation/](http://www.bced.gov.bc.ca/graduation/)

**B.C. Ministry of Education policies**

[www.bced.gov.bc.ca/policy/policies/](http://www.bced.gov.bc.ca/policy/policies/)

**Career planning, building work skills and post-secondary options**

[www.workbc.ca](http://www.workbc.ca)

[www.educationplannerbc.ca](http://www.educationplannerbc.ca)

[www.bced.gov.bc.ca/careers/](http://www.bced.gov.bc.ca/careers/)

**Earning credits through external credentials**

[www.bced.gov.bc.ca/graduation/ext\\_credentials/](http://www.bced.gov.bc.ca/graduation/ext_credentials/)

**Industry training and trades programs**

[www.itabc.ca](http://www.itabc.ca)

[www.learnnowbc.ca](http://www.learnnowbc.ca)

**Options for completing graduation requirements via distributed learning**

[www.bced.gov.bc.ca/dist\\_learning/](http://www.bced.gov.bc.ca/dist_learning/)

**Finances and Planning 10**

[www.bcsc.bc.ca/Planning10](http://www.bcsc.bc.ca/Planning10)





## 6 Appendix

# Top 100 High Opportunity Occupations 2015-2025

The following tables contain top opportunity occupations in British Columbia ranked by skill level and job openings. Statistics Canada's National Occupational Classification (NOC) system code is included for each occupation.

The Ministry of Health has identified the high opportunity health occupations in B.C. These occupations are presented separately from the Top 100 High Opportunity Occupations.

### 2015 Top Priority Health Occupations

- Registered Nurse – Specialty
- Registered Nurse – General
- Nurse Practitioner
- Physiotherapist
- Occupational Therapist
- Respiratory Therapist
- Diagnostic Medical Sonographer (Ultrasonographer)
- Medical Laboratory Technician
- Licensed Practical Nurse (LPN)
- Health Care Assistant/Care Aide

There is also a need for general practice/family practice and specialist physicians.

**TOP OPPORTUNITY MANAGEMENT OCCUPATIONS:  
Usually Requiring a Bachelor's, Graduate or First Professional Degree and/or Significant Work Experience**

OCCUPATION	JOB OPENINGS TO 2025	MEDIAN WAGE RATE	OCCUPATION CODE (NOC)
Retail and wholesale trade managers	28,400	\$24.23	0621
Insurance, real estate and financial brokerage managers	8,800	\$43.27	0121
Restaurant and food service managers	8,200	\$19.71	0631
Construction managers	6,900	\$39.00	0711
Corporate sales managers	5,200	\$36.06	0601
Banking, credit and other investment managers	4,700	\$37.44	0122
Financial managers	4,500	\$39.42	0112
Senior managers – financial, communications and other business services	4,500	\$48.60	0112
Computer and information systems managers	4,100	\$43.27	0213
Facility operation and maintenance managers	3,900	\$30.00	0714
Senior managers – construction, transportation, production and utilities	3,600	\$40.38	0112
Advertising, marketing and public relations managers	3,500	\$36.06	0124
Home building and renovation managers	3,500	\$18.06	0712
Senior managers – trade, broadcasting, and other services	3,300	\$35.26	0015
Human resources managers	3,000	\$40.87	0112
Accommodation service managers	2,900	\$20.19	0632
Managers in social, community and correctional services	2,700	\$30.77	0423
Managers in transportation	2,400	\$37.00	0731
Administrators – post-secondary education and vocational training	2,000	\$36.62	0421
Engineering managers	1,100	\$45.67	0211

**TOP OPPORTUNITY OCCUPATIONS:  
Usually Requiring Bachelor's, Graduate or First Professional Degree**

OCCUPATION	JOB OPENINGS TO 2025	MEDIAN WAGE RATE	OCCUPATION CODE (NOC)
Financial auditors and accountants	11,600	\$28.85	1111
Information systems analysts and consultants	9,100	\$36.06	2171
Computer programmers and interactive media developers	7,800	\$35.00	2174
College and other vocational instructors	6,800	\$34.05	4021
University professors and lecturers	5,600	\$39.90	4011
Other financial officers	5,000	\$28.85	1114
Software engineers and designers	4,300	\$39.42	2173
Professional occupations in business management consulting	4,200	\$28.85	1122
Lawyers and notaries	3,600	\$51.20	4112
Professional occupations in advertising, marketing and public relations	3,400	\$32.05	1123
Civil engineers	3,200	\$36.05	2131
Social workers	2,700	\$32.00	4152
Business development officers and marketing researchers and consultants	2,600	\$30.52	4163
Web designers and developers	2,600	\$24.04	2175
Family, marriage and other related counsellors	2,400	\$25.83	4153
Authors and writers	2,300	\$28.10	5121
Human resources professionals	2,200	\$32.91	1121

**TOP OPPORTUNITY OCCUPATIONS:  
Usually Requiring Bachelor's, Graduate or First Professional Degree**

OCCUPATION	JOB OPENINGS TO 2025	MEDIAN WAGE RATE	OCCUPATION CODE (NOC)
Electrical and electronics engineers	2,000	\$40.00	2133
Post-secondary teaching and research assistants	1,900	\$20.00	4012
Mechanical engineers	1,900	\$35.40	2132
Health policy researchers, consultants and program officers	1,600	\$34.00	4165
Architects	1,400	\$31.73	2151
Computer engineers (except software engineers and designers)	1,400	\$41.03	2147
Psychologists	1,300	\$35.59	4151

**TOP OPPORTUNITY OCCUPATIONS:  
Usually Requiring Diploma, Certificate or Apprenticeship Training**

OCCUPATION	JOB OPENINGS TO 2025	MEDIAN WAGE RATE	OCCUPATION CODE (NOC)
Administrative officers	19,500	\$22.00	1221
Administrative assistants	15,700	\$21.75	1241
Cooks	12,100	\$15.00	6322
Social and community service workers	11,700	\$19.11	4212
Accounting technicians and bookkeepers	10,700	\$19.23	1311
Carpenters	10,300	\$25.00	7271
Early childhood educators and assistants	9,300	\$15.06	4214
Property administrators	5,900	\$20.93	1224
Electricians (except industrial and power system)	4,600	\$27.90	7241
Chefs	3,900	\$23.08	6321
Program leaders and instructors in recreation, sport and fitness	3,900	\$19.23	5254
Computer network technicians	3,800	\$27.40	2281
Retail sales supervisors	3,500	\$18.00	6211
Police officers (except commissioned)	3,300	\$37.50	4311
Construction millwrights and industrial mechanics	3,300	\$32.00	7311
Electronic service technicians (household and business equipment)	3,300	\$23.50	2242
Real estate agents and salespersons	3,300	\$19.84	6232
Welders and related machine operators	3,000	\$28.00	7237
User support technicians	2,900	\$25.00	2282
Heavy-duty equipment mechanics	2,800	\$30.00	7312
Contractors and supervisors, heavy equipment operator crews	2,700	\$31.00	7302
Bakers	2,700	\$12.35	6332
Executive assistants	2,600	\$25.70	1222
Plumbers	2,500	\$27.00	7251
Insurance agents and brokers	2,300	\$19.23	6231
Legal administrative assistants	2,200	\$21.63	1242
Purchasing agents and officers	2,200	\$29.91	1225

**TOP OPPORTUNITY OCCUPATIONS:  
Usually Requiring Diploma, Certificate or Apprenticeship Training**

OCCUPATION	JOB OPENINGS TO 2025	MEDIAN WAGE RATE	OCCUPATION CODE (NOC)
Contractors and supervisors, other construction trades, installers, repairers and servicers	2,200	\$30.00	7205
Retail and wholesale buyers	2,000	\$20.00	6222
Industrial electricians	1,900	\$35.00	7242
Electrical and electronics engineering technologists and technicians	1,800	\$27.00	2241
Drafting technologists and technicians	1,800	\$22.50	2253
Firefighters	1,600	\$35.00	4312
Machinists and machining and tooling inspectors	1,400	\$31.70	7231
Power engineers and power systems operators	1,400	\$28.50	9241
Inspectors in public and environmental health and occupational health and safety	1,300	\$35.58	2263
Interior designers and interior decorators	1,300	\$22.88	5242
Insurance adjusters and claims examiners	1,200	\$28.25	1312
Contractors and supervisors, carpentry trades	1,200	\$28.00	7204
Construction inspectors	1,100	\$36.06	2264
Sheet metal workers	900	\$31.00	7233
Steamfitters, pipefitters and sprinkler system installers	800	\$35.00	7252
Crane operators	800	\$31.00	7371
Concrete finishers	500	\$27.00	7282
Gas fitters	400	\$27.24	7253

**TOP OPPORTUNITY OCCUPATIONS:  
Usually Requiring High School and/or Occupation Specific Training**

OCCUPATION	JOB OPENINGS TO 2025	MEDIAN WAGE RATE	OCCUPATION CODE (NOC)
Retail salespersons	34,600	\$12.00	6421
Transport truck drivers	14,400	\$24.00	7511
General office support workers	12,600	\$20.51	1411
Receptionists	11,400	\$16.50	1414
Food and beverage servers	9,000	\$10.45	6513
Material handlers	8,300	\$16.45	7452
Accounting and related clerks	6,600	\$20.00	1431
Security guards and related security service occupations	4,800	\$14.00	6541
Heavy equipment operators (except crane)	4,500	\$28.84	7521
Home child care providers	3,400	\$11.00	4411
Taxi and limousine drivers and chauffeurs	2,200	\$16.00	7513



Ministry of  
Education