Ontario Labour Market Report

CIP Program 42.01: Psychology, General

Most Relevant Academic Program(s) at Brock: Psychology

EMSI Q3 2016 Data Set

February 2017

Institutional Analysis and Planning
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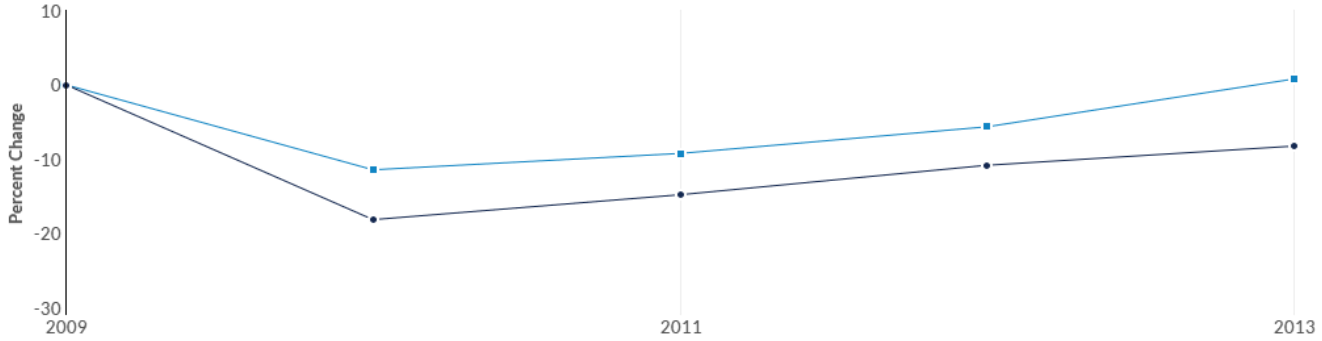
Section 1: Program Overview for Psychology (42.01)

33	4,924
Ontario Institutions	**Ontario Program Completions (2013)**
had Completions in the last 5 years	

a) How many degrees are completed in Ontario? (42.01)



	Region	2009 Completions	2013 Completions	% Change
●	Ontario	5,366	4,924	-8.2%
●	Canada	10,668	10,752	0.8%

b) What types of degrees are coming from Ontario? (42.01)

	Award Level	Completions (2013)	Percent
●	Bachelors degree	4,626	94.0%
●	Masters Degree	179	3.6%
●	Doctors Degree	115	2.3%
●	Other	3	0.1%

c) What other similar programs are offered in Ontario?

18	14,100
Programs (2013)	Completions (2013)

CIP Code	Program	Completions (2013)
13.12	Teacher education and professional development, specific levels and methods	5,600
19.07	Human development, family studies and related services	4,730
51.23	Rehabilitation and therapeutic professions	1,163
45.01	Social sciences, general	578
30.17	Behavioural sciences	467

d) What other similar programs are offered at Brock University?

Child Youth Studies[1] - The Department of Child and Youth Studies (CHYS) offers four-year programs leading to the BA Honours or BA with Major in Child and Youth Studies, a three-year BA Pass degree and a concurrent BA (Honours)/BEd (Primary/Junior) degree program. Child and Youth Studies programs provide a broadly based interdisciplinary approach that considers theoretical and applied approaches to children and youth within the multiple contexts of culture, the economy, the law, family, school, peer group, and community. With roots in psychology, sociology, anthropology, criminology, education and cultural studies, the academic focus provides an integration of approaches through which a comprehensive understanding of children and youth can evolve.

Early Childhood Education[2] - This program will enhance student's ability to engage in and contribute to the field of early childhood education in meaningful ways and be prepared for further studies or work in the field of care and education for young children. Graduates of the Bachelor of Early Childhood Education program will be prepared for positions that require a strong foundation in early care and education or may apply to graduate studies or to teacher education programs.

Social Sciences[3] - This program looks at five key areas. In Canadian Politics, Comparative Politics and International Relations, you'll examine power relationships and the organization of power within and among states. The study of Public Policy asks how policies are made and implemented in the complex machinery of government. Political Theory/ Philosophy asks how power ought to be organized and to what end.

Section 2: Target Occupations

a) Which top growing target occupation are obtained by Alumni?

60,534	7.9%	$29.57/hr
Jobs[7] (2015)	**% Change (2016-2024)**	**Median Hourly Wages[8]**
6% below Canada's average	Canada: 9.4%	Canada: $30.95/hr

Occupation	2016 Jobs[77]	Median Hourly Wages[8]	Growth (2016 - 2024)	Location Wages[84] (2016)
Human resources professionals	33,751	$32.00/hr	7.78%	1.09
Family, marriage and other related counsellors	13,317	$26.00/hr	11.59%	0.90
Employment counsellors	5,961	$25.60/hr	2.55%	0.85
Educational counsellors	5,112	$26.67/hr	7.18%	0.65
Psychologists	3,304	$30.77/hr	4.96%	0.68

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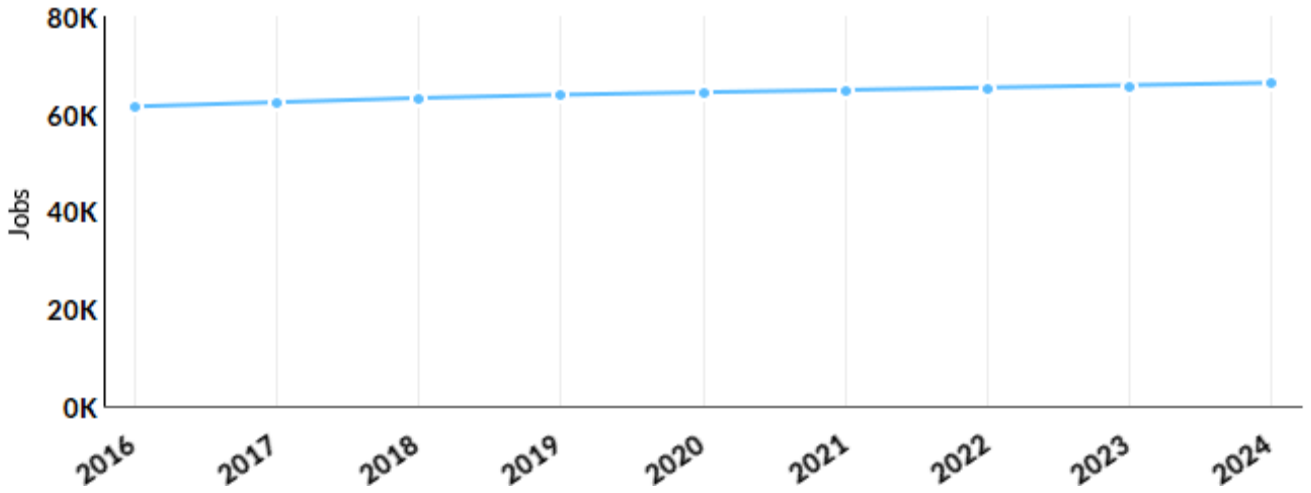
b) What are the growth prospects for these target occupations?

61,445	66,295	4,850	7.9%
2016 Jobs[7]	2024 Jobs[7]	Change (2016-2024)	% Change (2016-2024)



Occupation	2016 Jobs[7]	2024 Jobs[7]	Change	% Change
Human resources professionals (1121)	33,751	36,376	2,625	8%
Educational counsellors (4033)	5,112	5,479	367	7%
Psychologists (4151)	3,304	3,468	164	5%
Family, marriage and other related counsellors (4153)	13,317	14,860	1,543	12%
Employment counsellors (4156)	5,961	6,113	152	3%

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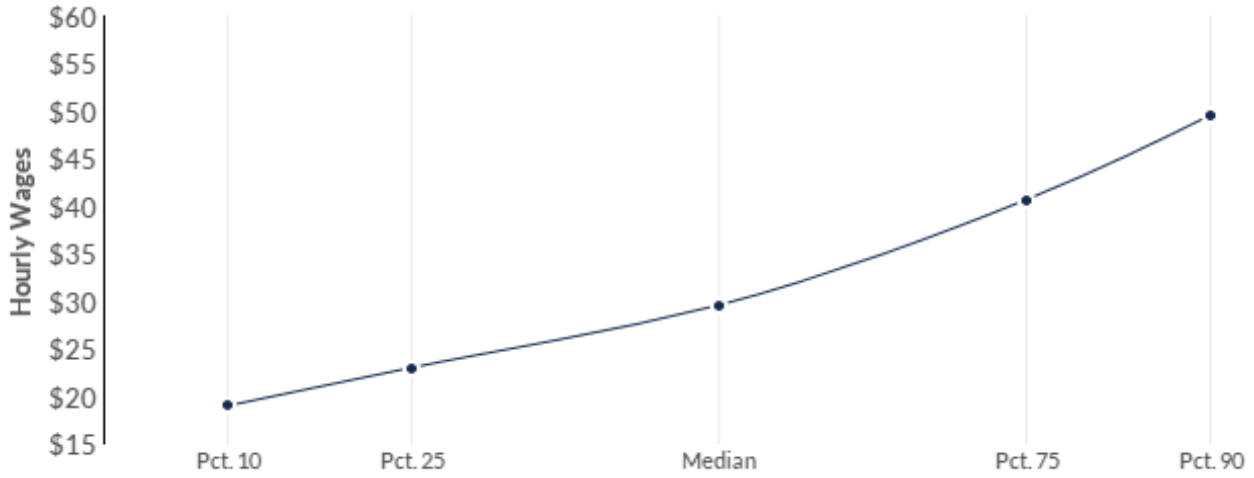
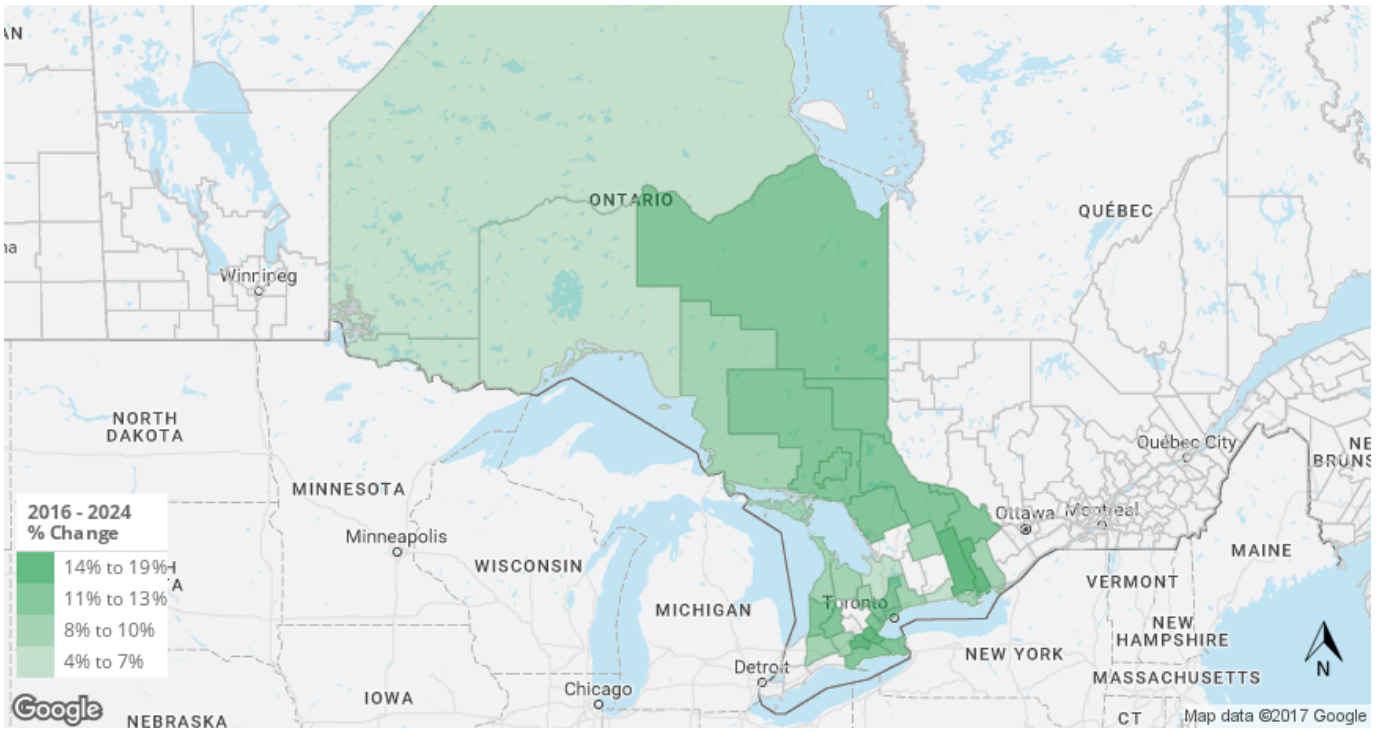
c) How much are these target occupations earning?

$22.99/hr	$29.57/hr	$40.69/hr
25th Percentile Wages[8]	Median Wages[8]	75th Percentile Wages[8]



Occupation	25th Percentile Wages[8]	Median Wages[8]	75th Percentile Wages[8]
Human resources professionals (1121)	$24.36	$32.00	$43.08
Educational counsellors (4033)	$21.19	$26.67	$38.46
Psychologists (4151)	$22.78	$30.77	$58.00
Family, marriage and other related counsellors (4153)	$20.32	$26.00	$34.07
Employment counsellors (4156)	$22.79	$25.60	$34.07

d) Where are the hottest places in Ontario in terms of job growth?



Census Division	Census Division Name	2016 Jobs[7]	2024 Jobs[7]	2016 - 2024 Change	2016 - 2024 % Change	2016 Location Quotient	2024 Location Quotient[4]	Expected Change	2015 Avg. Hourly Wages[8]
3511	Lennox and Addington	117	139	22	19%	11	0.96	1.03	$31.72
3529	Brant	584	668	84	14%	55	0.92	0.96	$30.30
3512	Hastings	754	859	105	14%	71	1.11	1.15	$31.29
3525	Hamilton	2,268	2,579	311	14%	213	1.00	1.04	$30.88
3531	Perth	202	229	27	13%	19	0.46	0.48	$31.28
3519	York	3,715	4,202	487	13%	349	0.71	0.72	$33.42
3549	Parry Sound	130	147	17	13%	13	1.02	1.04	$30.77
3528	Haldimand-Norfolk	309	348	39	13%	29	0.78	0.81	$30.33
3526	Niagara	1,632	1,832	200	12%	154	0.87	0.91	$30.86
3524	Halton	1,957	2,196	239	12%	184	0.79	0.80	$32.57
3547	Renfrew	423	473	50	12%	40	0.91	0.93	$32.60
3552	Sudbury	68	76	8	12%	6	0.86	0.88	$30.82
3521	Peel	5,707	6,354	647	11%	537	0.81	0.82	$33.36

Census Division	Census Division Name	2016 Jobs[7]	2024 Jobs[7]	2016 - 2024 Change	2016 - 2024 % Change	2016 Location Quotient	2024 Location Quotient[4]	Expected Change	2015 Avg. Hourly Wages[8]
3554	Timiskaming	134	149	15	11%	13	0.92	0.93	$30.84
3556	Cochrane	388	431	43	11%	37	0.94	0.96	$30.85
3520	Toronto	18,936	21,029	2,093	11%	1,781	1.18	1.20	$33.32
3540	Huron	109	121	12	11%	10	0.46	0.47	$31.49
3548	Nipissing	505	559	54	11%	48	1.16	1.16	$31.14
3553	Greater Sudbury / Grand Sudbury	964	1,066	102	11%	91	1.13	1.13	$30.97
3518	Durham	1,792	1,978	186	10%	168	0.85	0.85	$33.09
3542	Grey	195	215	20	10%	19	0.53	0.53	$31.39
3532	Oxford	457	503	46	10%	43	0.79	0.79	$31.38
3551	Manitoulin	81	89	8	10%	8	1.43	1.40	$30.26
3513	Prince Edward	43	47	4	9%	4	0.68	0.68	$31.67
3557	Algoma	524	572	48	9%	49	1.01	1.01	$31.06
3522	Dufferin	163	177	14	9%	16	0.80	0.78	$28.71
3546	Haliburton	48	52	4	8%	5	0.82	0.77	$28.03
3541	Bruce	169	183	14	8%	16	0.52	0.51	$31.10
3539	Middlesex	2,220	2,393	173	8%	209	0.94	0.93	$31.90
3510	Frontenac	915	985	70	8%	86	1.10	1.09	$32.08
3559	Rainy River	131	140	9	7%	13	1.46	1.44	$29.34
3560	Kenora	481	512	31	6%	45	1.81	1.78	$28.95
3514	Northumberl and	267	284	17	6%	25	0.91	0.90	$28.05
3543	Simcoe	1,441	1,527	86	6%	135	0.80	0.77	$29.11
3558	Thunder Bay	875	924	49	6%	82	1.20	1.16	$29.71

Brock continues to play a significant role for employment within our Hamilton-Niagara

Section 3: Top Three Job Occupation Summaries

a) Human Resources Professional

Human resources professionals develop, implement and evaluate human resources and labour relations policies, programs and procedures and advise managers and employers on human resources matters. Human resources professionals are employed throughout the private and public sectors, or they may be selfemployed[5].

Technology Skills Required [6]:

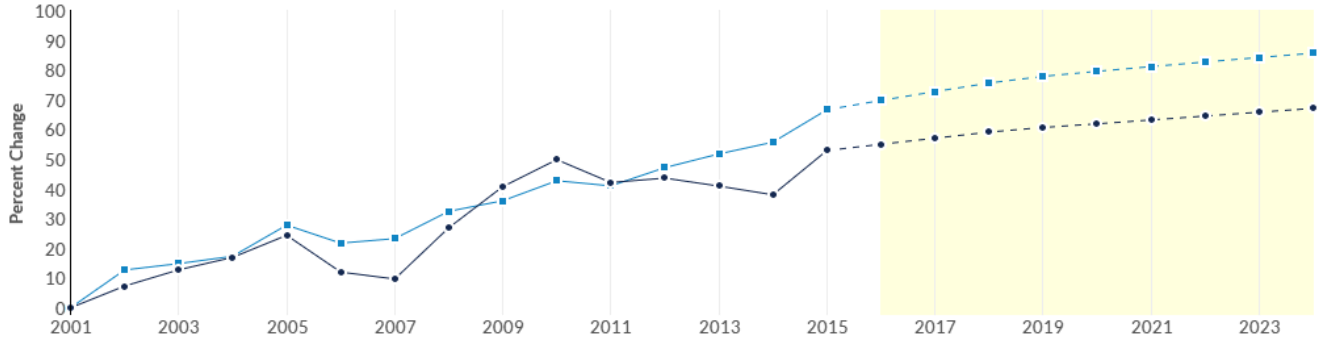
- Human Recourses Software: ADP Workforce Now, Human resource management software HRMS, VCG Pointwing, Walling Info Systems Recruiting Wizard
- ERP software: Microsoft Dynamics, Oracle Fusion Applications, Oracle PeopleSoft , SAP

Skills & Abilities Required [6]:

- Speaking: talking to others to convey information
- Active Listening: Giving full attention to what other people are saying, taking time to understand the points being made
- Deductive Reasoning: apply rules to problems to produce sensible answers

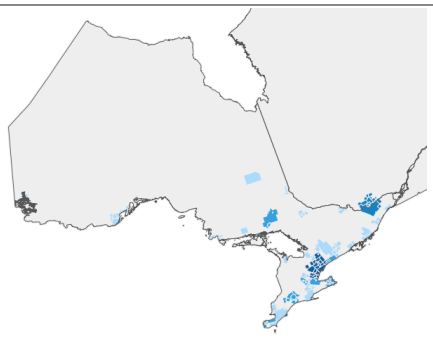
33,292	7.8%	$32.00/hr
Jobs[7] (2015)	**% Change (2016-2024)**	**Median Hourly Wages[8]**
9% above Canada's average	Canada: 9.4%	Canada: $32.70/hr

Ontario Trends



	Region	2016 Jobs[7]	2024 Jobs[7]	Change	% Change
●	Ontario	33,751	36,376	2,625	7.8%
●	Canada	81,003	88,584	7,581	9.4%

Where are the most jobs in Ontario for Human Resources Professionals?



Census Metropolitan Aggregate	2024 Jobs[7]
Toronto	21,457
Ottawa - Gatineau	4,642
Hamilton	1,743
London	1,245
St. Catharines - Niagara	879

Who are employing Human Resources Professionals?

Industry	Occupation Jobs[7] in Industry (2015)	% of Occupation in Industry (2015)	% of Total Jobs[7] in Industry (2015)
Business, professional, labour and other membership organizations	3,804	11.4%	10.1%
Other federal services	3,084	9.3%	2.5%
Management, scientific and technical consulting services	2,142	6.4%	5.5%
Employment services	1,853	5.6%	1.8%
Provincial and territorial public administration	1,585	4.8%	2.1%

b) Family, Marriage and Other Related Counsellor

Family, marriage and other related counsellors assist individuals and groups of clients to identify, understand and overcome personal problems and achieve personal objectives. They are employed by counselling centres, social service agencies, group homes, government agencies, family therapy centres, and health care and rehabilitation facilities, or they may work in private practice[5].

Technology Skills Required[6]:

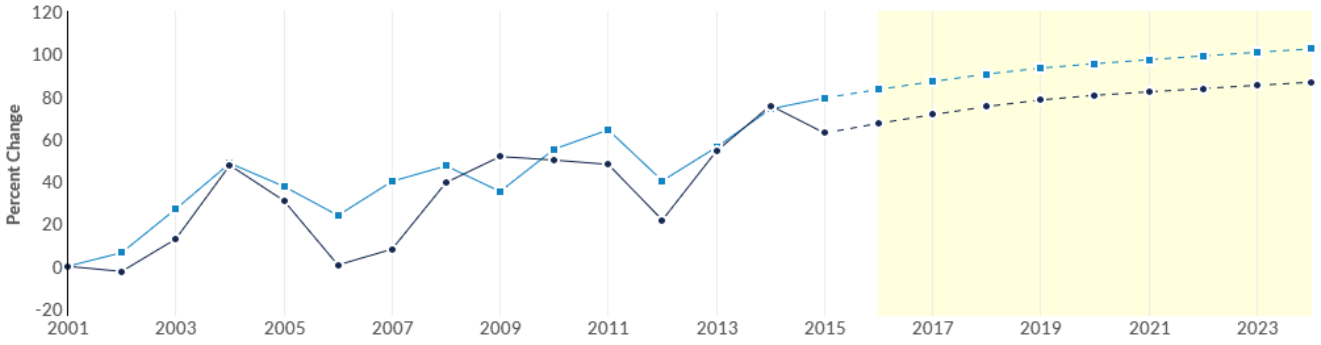
- Medical Software: Patient Electronic medical record EMR Software
- Spreadsheet Software: Microsoft Excel
- Electronic Mail Software: Microsoft Outlook
- Office Suite Software: Microsoft Office

Skills & Abilities Required[6]:

- Critical Thinking: using logic and reasoning to identify the strengths and weakness of alternative solutions
- Active Listening: Giving full attention to what other people are saying, taking time to understand the points being made

12,956	11.6%	$26.00/hr
Jobs[7] (2015)	**% Change (2016-2024)**	**Median Hourly Wages[8]**
11% below Canada's average	Canada: 10.4%	Canada: $27.83/hr

Ontario Trends



	Region	2016 Jobs[77]	2024 Jobs[77]	Change	% Change
●	Ontario	13,317	14,860	1,543	11.6%
●	Canada	38,661	42,696	4,035	10.4%

Where are the most jobs in Family, Marriage and Other Related Counsellors?

Census Metropolitan Aggregate	2024 Jobs[7]
Toronto	6,472
Ottawa - Gatineau	1,621
Hamilton	685
Kitchener - Cambridge - Waterloo	647
London	475

Who are employing Family, Marriage and Other Related Counsellors?

Industry	Occupation Jobs[7] in Industry (2015)	% of Occupation in Industry (2015)	% of Total Jobs[7] in Industry (2015)
Individual and family services	3,364	26.0%	6.2%
Out-patient care centres	1,834	14.2%	6.0%
General medical and surgical hospitals	1,223	9.4%	0.6%
Vocational rehabilitation services	931	7.2%	8.2%
Nursing care facilities	850	6.6%	1.5%

c) Employment Counsellor

Employment counsellors provide assistance and information to job seeker clients on all aspects of employment search and career planning. They also provide advice and information to employer clients regarding employment issues and human resources. Employment counsellors are employed by human resource departments of establishments, employment service organizations, consulting firms, correctional facilities and by federal and provincial governments. Supervisors of employment counsellors are included in this unit group[5].

Technology Skills Required[6]:

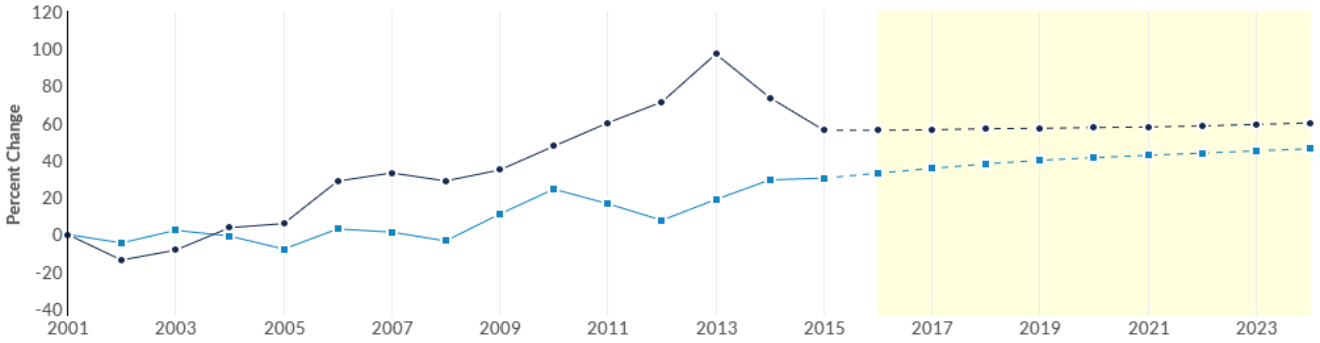
- Electronic mail software: Email software, Microsoft Outlook, Yahoo! Email
- Spreadsheet Software: Microsoft Excel
- Presentation software: Blackboard Wimba; Microsoft PowerPoint, Prezi

Skills & Abilities Required[6]:

- Active Listening: Giving full attention to what other people are saying, taking time to understand the points being made
- Critical Thinking: using logic and reasoning to identify the strengths and weakness of alternative solutions

5,961	2.5%	$25.60/hr
Jobs[7] (2015)	**% Change (2016-2024)**	**Median Hourly Wages[8]**
13% below Canada's average	Canada: 9.9%	Canada: $24.18/hr

Ontario Trends



	Region	2016 Jobs[7]	2024 Jobs[7]	Change	% Change
●	Ontario	5,961	6,113	152	2.5%
●	Canada	18,313	20,121	1,808	9.9%

Where are the most jobs in Ontario for Employment Counsellors?

Census Metropolitan Aggregate	2024 Jobs[7]
Toronto	1,761
Ottawa - Gatineau	522
Hamilton	383
London	367
Belleville	299

Who are employing Employment Counsellors?

Industry	Occupation Jobs[77] in Industry (2015)	% of Occupation in Industry (2015)	% of Total Jobs[77] in Industry (2015)
Depository credit intermediation	6,680	18.9%	4.9%
Other financial investment activities	4,291	12.1%	11.0%
Securities and commodity contracts intermediation and brokerage	2,475	7.0%	10.3%
Other federal services	1,575	4.4%	1.3%
Management of companies and enterprises	1,202	3.4%	3.2%

Reference and Notes

[1] https://brocku.ca/webcal/2016/undergrad/chys.html
[2] https://brocku.ca/education/futurestudents/early-childhood-education/programdescription
[3] https://brocku.ca/webcal/2016/undergrad/sosc.html
[4] Location Quotient: a calculation that quantifies the concentration of a particular industry, cluster, or occupation, in a region as compared to the nation. It can reveal what makes a particular region "unique" in comparison to the national average. Source: http://www.economicmodeling.com/2011/10/14/understanding-location-quotient-2/
[5] https://brocku.EmsiCareerCoach.ca
[6] https://www.onetonline.org/
[7] Employment numbers do not include people who are self-employed and may be under-represented.
[8] Wages do not consider people who are self-employed and may be under-represented.