

March 2025



OUR WORKFORCE

Occupations in Education,
Law, Social, Community,
and Government Services

Understanding the foundational structures of our community.



Workforce Planning Board
of Waterloo Wellington Dufferin

Canada 



Ontario 

Our Vision: We envision the continuous development of a leading-edge workforce.

Our Mission: Engage partners to find solutions to local workforce development needs.

Thank you to the members of our 'Supporting the Non-Profit and Caring Sectors' project Advisory Team for their help and guidance in shaping this project.

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Canada 



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This project is funded by the Government of Canada and the Government of Ontario.

The views expressed in this document do not reflect those of the Government of Canada or the Government of Ontario.

Foreword – Charlene Hofbauer, Executive Director

As we have sat at strategic planning tables and discussed growing our workforce, our staff have realized that the multi-party, long-term plans we are discussing require strong communities. The cornerstones of these plans are health care, education, sports teams, community engagement, arts and more - the caring and non-profit sectors.

We know that these industries are overwhelmed. There are increased community demands for service and frozen funding levels. It is a challenge to find and retain workers amid burnout, compassion fatigue, and reduced volunteerism. It is this workforce that we are relying on to attract and retain new residents and provide services that differentiate our communities.

For all these amazing plans to succeed, we need data to determine what will strengthen organizations from a workforce perspective. This report is the beginning of exploring workforce challenges and local supply and demand in the caring and non-profit sectors. It is meant to be used with provincial and national data and resources that give us a broader sense of industry trends.

Are you interested in what comes next? Please reach out to any of our staff, including the report author Sonya Vanderheide (sonya@workforceplanningboard.com).

What’s in this report?

This report has data about:

- **Demand.** How many workers are needed in these occupations?
- **Supply.** How many workers are available in these occupations?
- **Composition.** Part-time vs. full-time, unemployment, gender, how many people are working multiple jobs.

Statistics Canada sorts workforce data by grouping similar jobs under National Occupational Classifications (NOCs), which are divided into 10 broad groups. " Occupations in education, law and social, community and government services " are NOC 4, with more specific job groupings provided at the 2-digit level:

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Professional occupations in law, education, social, community and government services (NOC 41)



Judges ▪ Lawyers and Quebec notaries ▪ University professors and lecturers ▪ Post-secondary teaching and research assistants ▪ College and other vocational instructors ▪ Secondary school teachers ▪ Elementary school and kindergarten teachers ▪ Social workers ▪ Therapists in counselling and related specialized therapies ▪ Religious leaders ▪ Police investigators and other investigative occupations ▪ Probation and parole officers ▪ Educational counsellors ▪ Career development practitioners and career counsellors (except education) ▪ Natural and applied science policy researchers, consultants and program officers ▪ Economists and economic policy researchers and analysts ▪ Business development officers and market researchers and analysts ▪ Social policy researchers, consultants and program officers ▪ Health policy researchers, consultants and program officers ▪ Education policy researchers, consultants and program officers ▪ Recreation, sports and fitness policy researchers, consultants and program officers ▪ Program officers unique to government ▪ Other professional occupations in social science

Professional occupations in law, education, social, community and government services (NOC 41)

Local Demand: Waterloo Wellington Dufferin

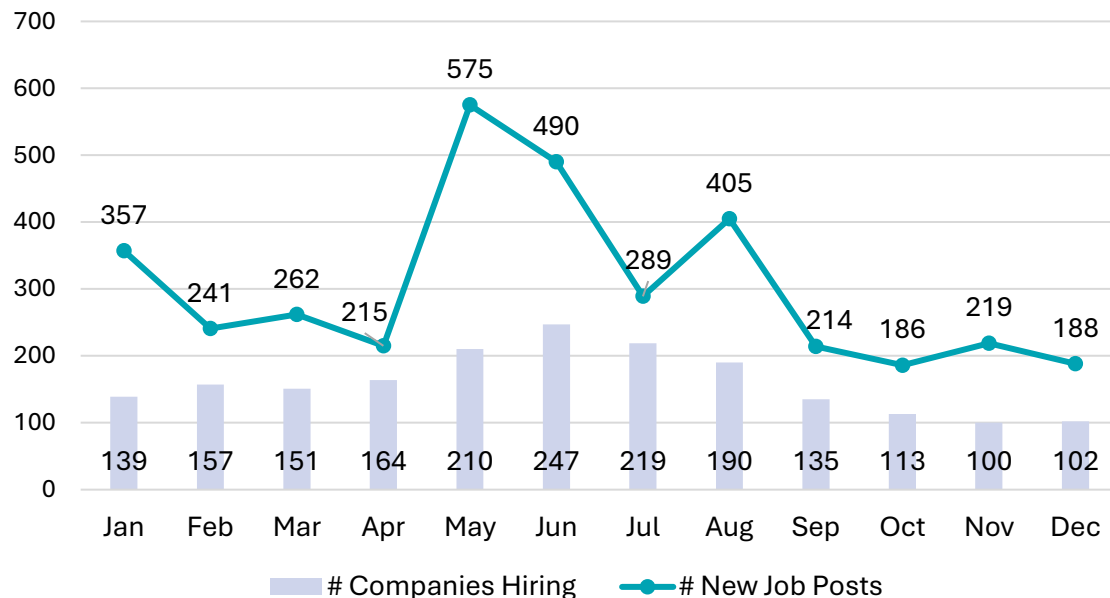
Online job postings in 2024

18.5 days was the average length of time a job posting stayed online for this NOC 41 group in 2024. This is much shorter than the average of 25.2 days across all occupations. This could indicate a higher urgency to fill the position or an easier time filling the role.

Most In-Demand Occupations	# Job Postings in 2024
Secondary school teachers	1,081
University professors and lecturers	569
Elementary school and kindergarten teachers	506
Social workers	294
Lawyers and Quebec notaries	185

Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Jan 29, 2025.

Hiring Activity Trends in Waterloo Wellington Dufferin

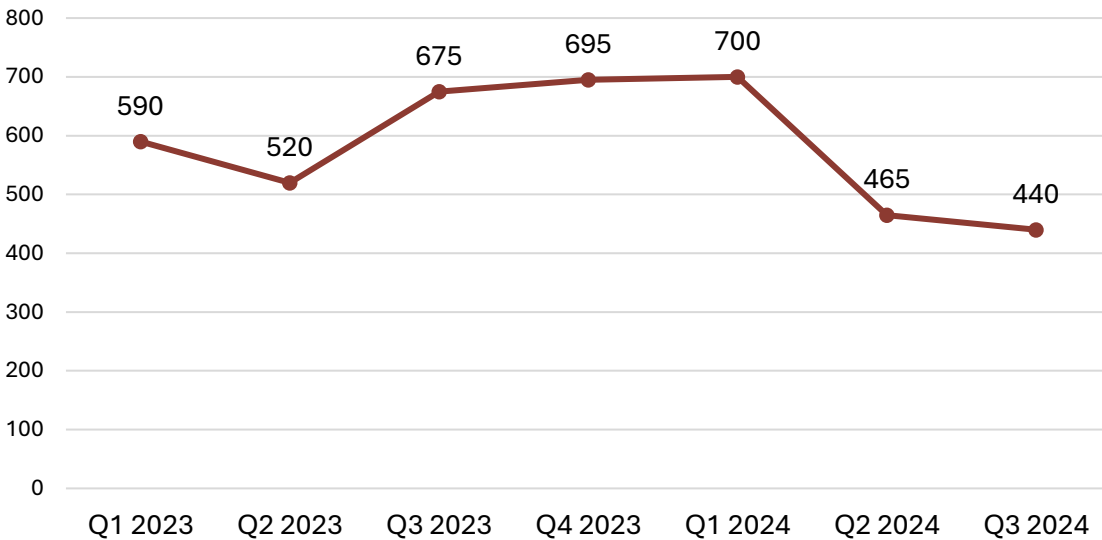


Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Feb 5, 2025.

Professional occupations in law, education, social, community and government services (NOC 41)

Job Vacancies: Economic Region (Kitchener-Waterloo-Barrie)

Statistics Canada rates the data quality of these estimates as “C - good”.

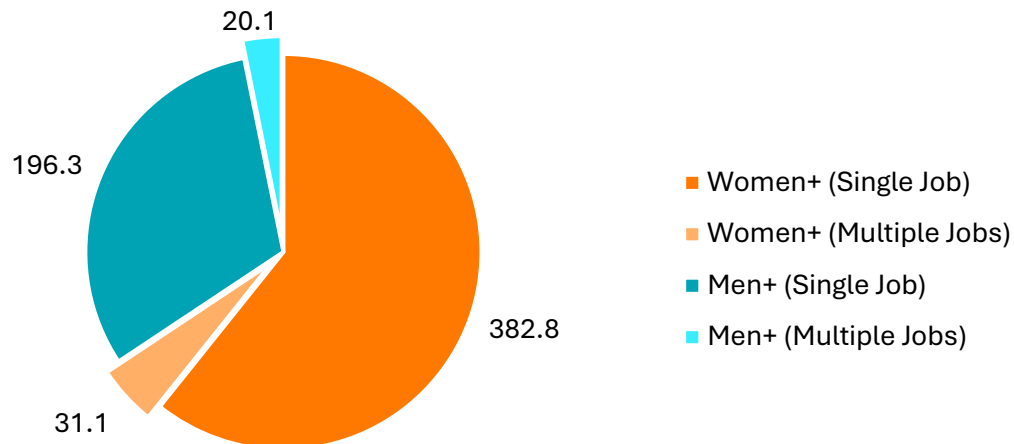


Source: Statistics Canada. [Table 14-10-0444-01 Job vacancies and average offered hourly wage by occupation \(unit group\), quarterly, unadjusted for seasonality.](#)

Number of Employees by Gender & Multiple Job Holders (x1,000) (Ontario)

Approximately **630,300** people worked in NOC 41 occupations in 2024.

- **31,100 (4.9%)** working multiple jobs were Women+
- **20,100 (3.2%)** working multiple jobs were Men+



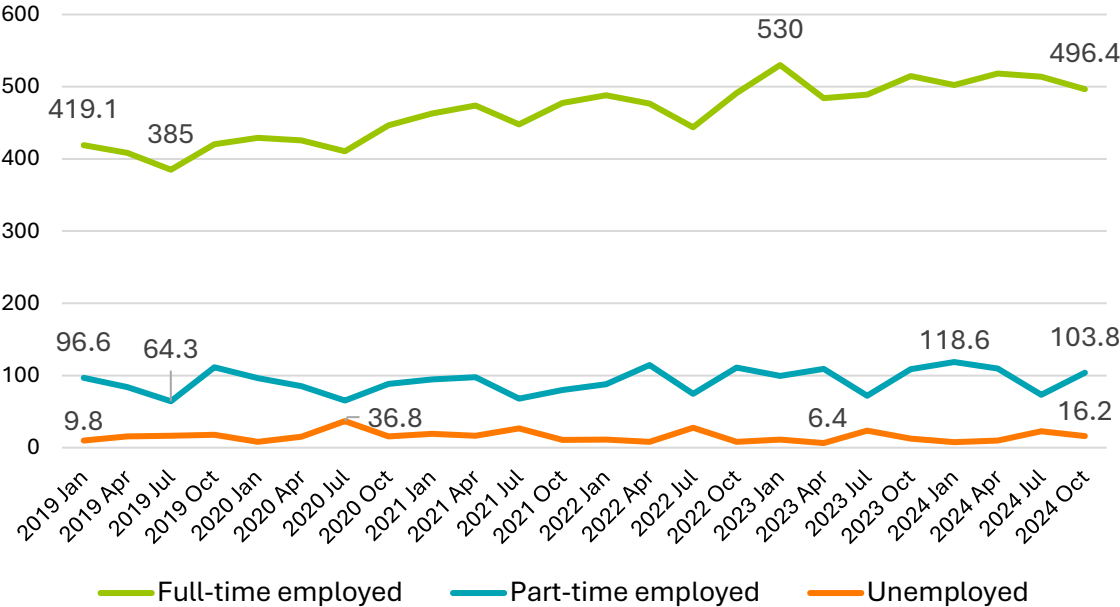
Source: Statistics Canada. [Table 14-10-0416-01 Labour force characteristics by occupation, annual](#), and [Table 14-10-0410-01 Multiple jobholders by occupation, annual \(x1,000\)](#).

“Individuals in the category ‘non-binary persons’ are distributed into the other two gender categories [to protect confidentiality] and are denoted by the “+” symbol.” (Statistics Canada)

Professional occupations in law, education, social, community and government services (NOC 41)

5-year Labour Force Trend (Jan 2019 - Dec 2024)

- **Full-time** – some minor fluctuation, with most dips in full-time employment happening around July, and higher levels in January each year.
- **Part-time** – regular dips in part-time employment during summer months, which should be expected with
- **Unemployed** – steady and low unemployment in this occupation group. Even the 2020 pandemic did not cause any drastic changes.

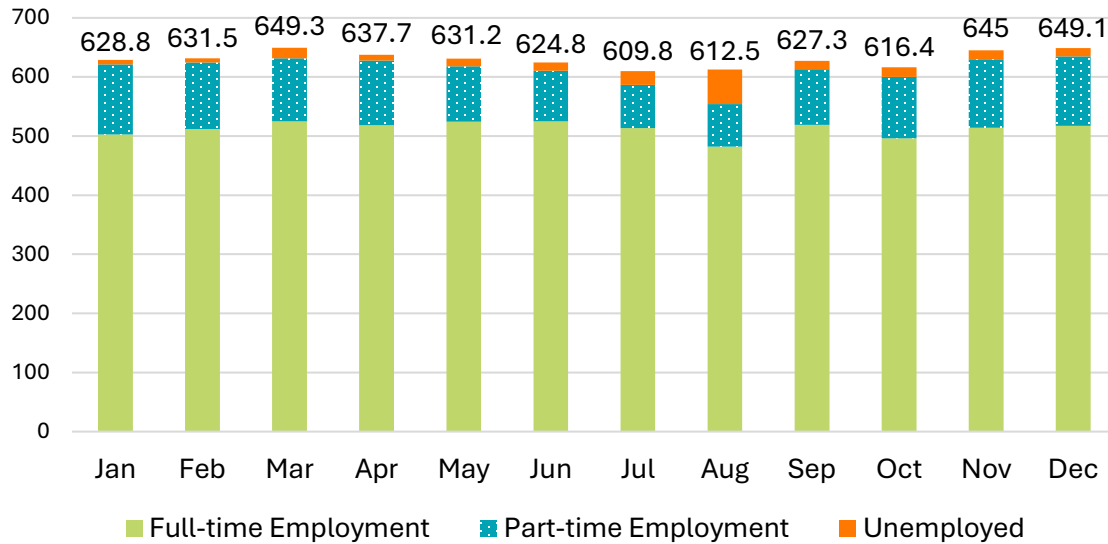


Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

Professional occupations in law, education, social, community and government services (NOC 41)

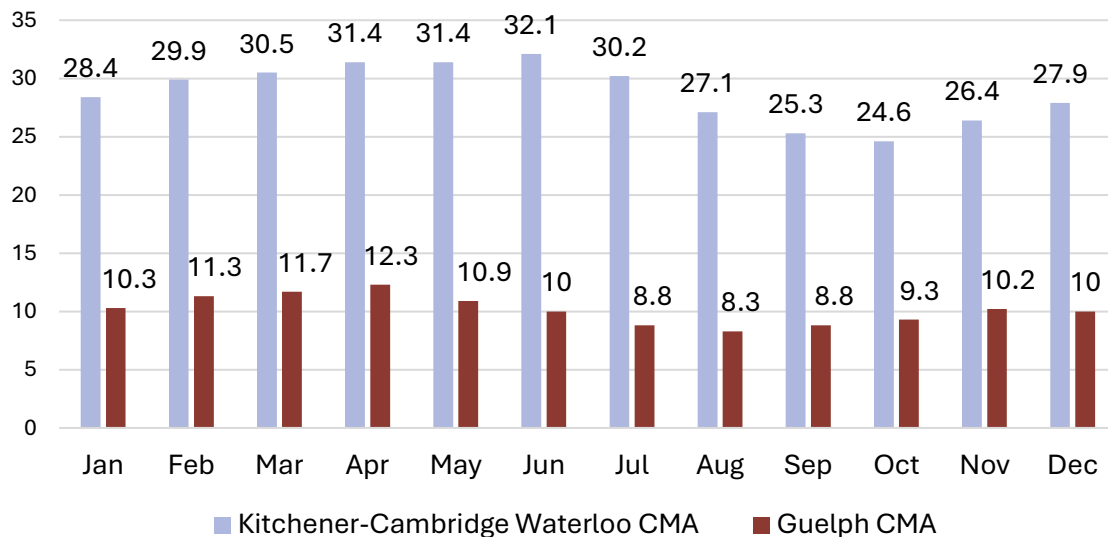
12-month Employment Trend: Ontario (2024)

- **Part-time** employment ranged from 71,800 to 118,600 people.
- **Full-time** employment ranged from 482,300 to 525,100 people.
- **Unemployment** ranged from 6,700 in Feb to 58,400 in Aug.



Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

12-month Employment Trend: Local (2024)



Source: Statistics Canada. [Table 14-10-0467-01 Employment characteristics by census metropolitan area, three-month moving average, unadjusted for seasonality \(x1,000\)](#).

Front-line public protection services and paraprofessional occupations in legal, social, community, education services (NOC 42)



Police officers (except commissioned) ▪ Firefighters ▪ Specialized members of the Canadian Armed Forces ▪ Paralegals and related occupations ▪ Social and community service workers ▪ Early childhood educators and assistants ▪ Instructors of persons with disabilities ▪ Religion workers

Front-line public protection services and paraprofessional occupations in legal, social, community, education services (NOC 42)

Local Demand: Waterloo Wellington Dufferin

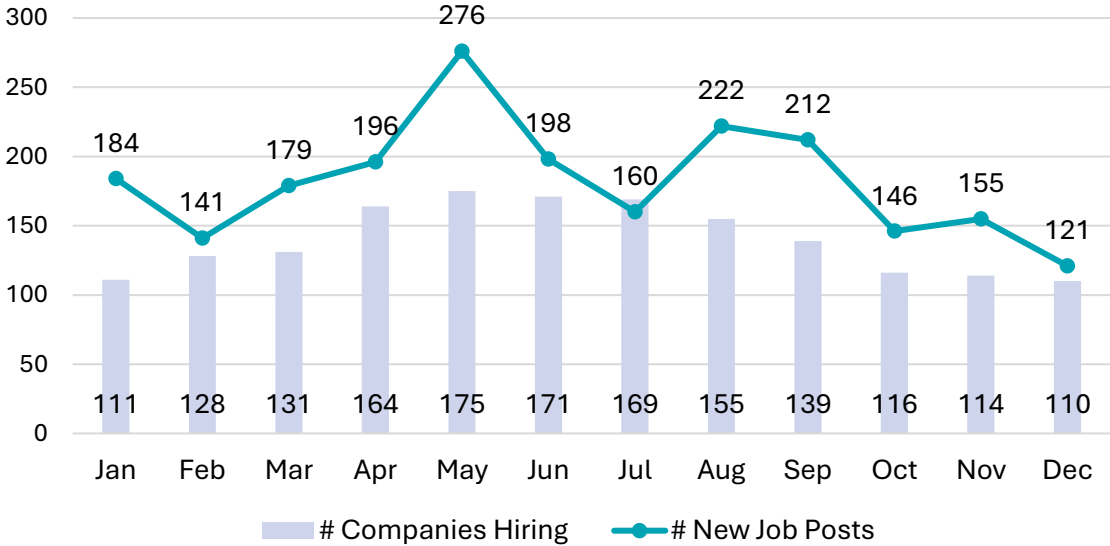
Online job postings in 2024

21.4 days was the average length of time a job posting stayed online for this NOC 42 group in 2024. This is shorter than the average of 25.2 days across all occupations. This could indicate a higher urgency to fill the position or an easier time filling the role.

Most In-Demand Occupations	# Job Postings in 2024
Early childhood educators and assistants	1,083
Social and community service workers	985
Paralegals and related occupations	140
Instructors of persons with disabilities	17
Firefighters	8

Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Jan 29, 2025.

Hiring Activity Trends in Waterloo Wellington Dufferin

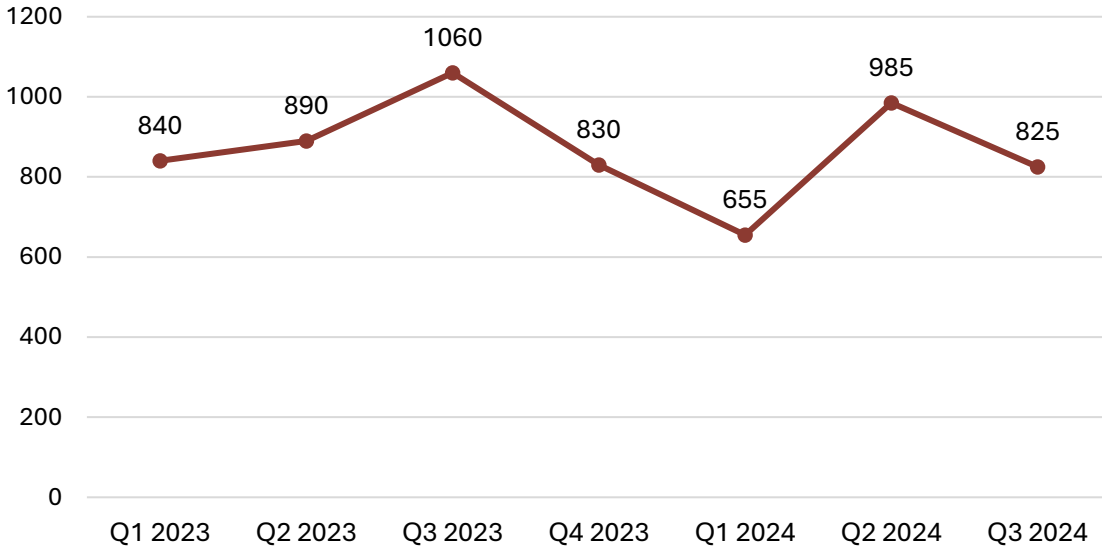


Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Feb 5, 2025.

Front-line public protection services and paraprofessional occupations in legal, social, community, education services (NOC 42)

Job Vacancies: Economic Region (Kitchener-Waterloo-Barrie)

Statistics Canada rates the data quality of these estimates as “D – acceptable”, except Q3 2023 which is rated “E – use with caution”.

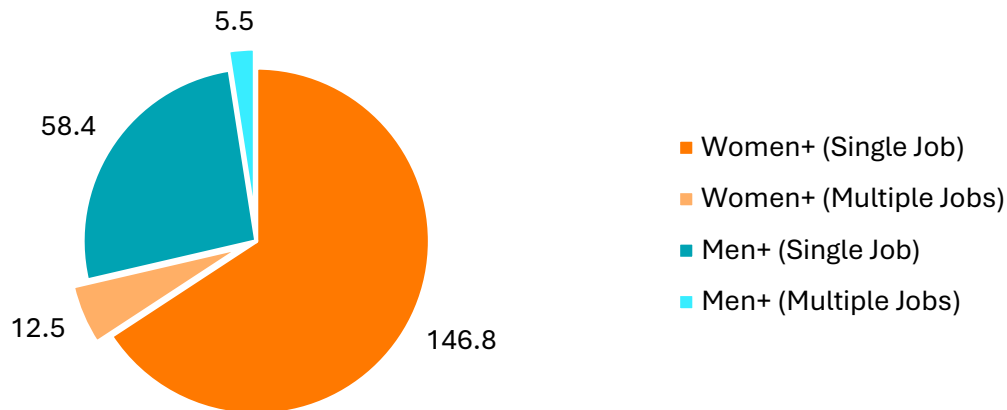


Source: Statistics Canada. [Table 14-10-0444-01 Job vacancies and average offered hourly wage by occupation \(unit group\), quarterly, unadjusted for seasonality.](#)

Number of Employees by Gender & Multiple Job Holders (x1,000) (Ontario)

Approximately **223,200** people worked in NOC 42 occupations in 2024.

- **12,500 (5.6%)** working multiple jobs were Women+
- **5,500 (2.5%)** working multiple jobs were Men+



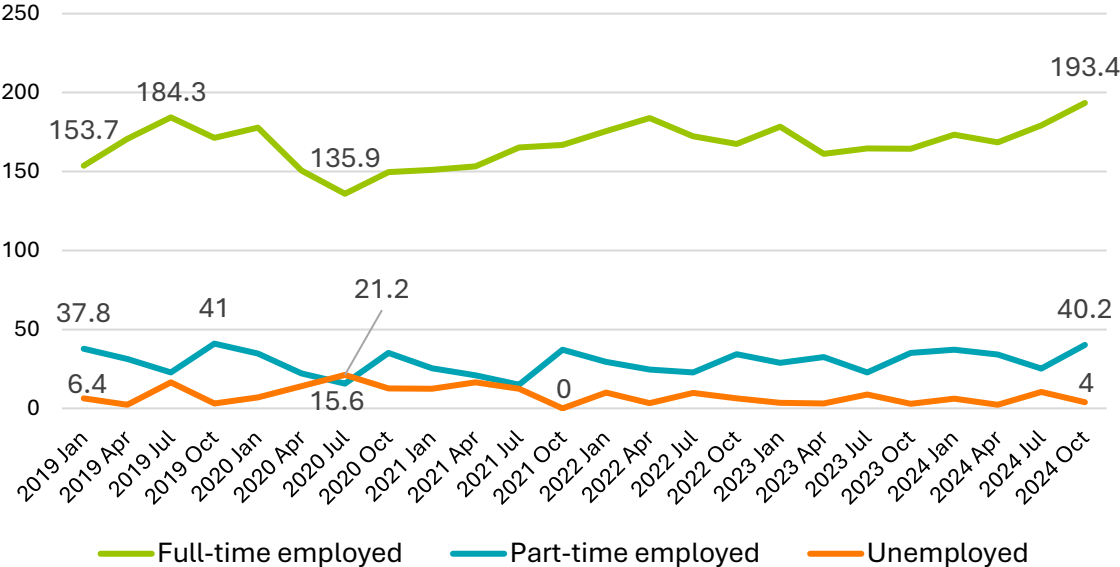
Source: Statistics Canada. [Table 14-10-0416-01 Labour force characteristics by occupation, annual](#), and [Table 14-10-0410-01 Multiple jobholders by occupation, annual \(x1,000\)](#).

“Individuals in the category ‘non-binary persons’ are distributed into the other two gender categories [to protect confidentiality] and are denoted by the “+” symbol.” (Statistics Canada)

Front-line public protection services and paraprofessional occupations in legal, social, community, education services (NOC 42)

The 5-year Employment Trend in Ontario

- Full-time** – Full-time employment was at its lowest in July 2020 during the COVID-19 pandemic. This occupation category includes Early Childhood Educators, many who work at child-care providers. Ontario allowed regular staff-child ratios to resume in Sep 2020, correlating with upward employment.
- Part-time** – There is seasonal decline in part-time employment during summer months, rising again in the fall, but overall part-time employment is steady.
- Unemployed** – Aside from increases explained by the COVID-19 pandemic and some seasonal unemployment during the summer, unemployment is relatively low and steady.

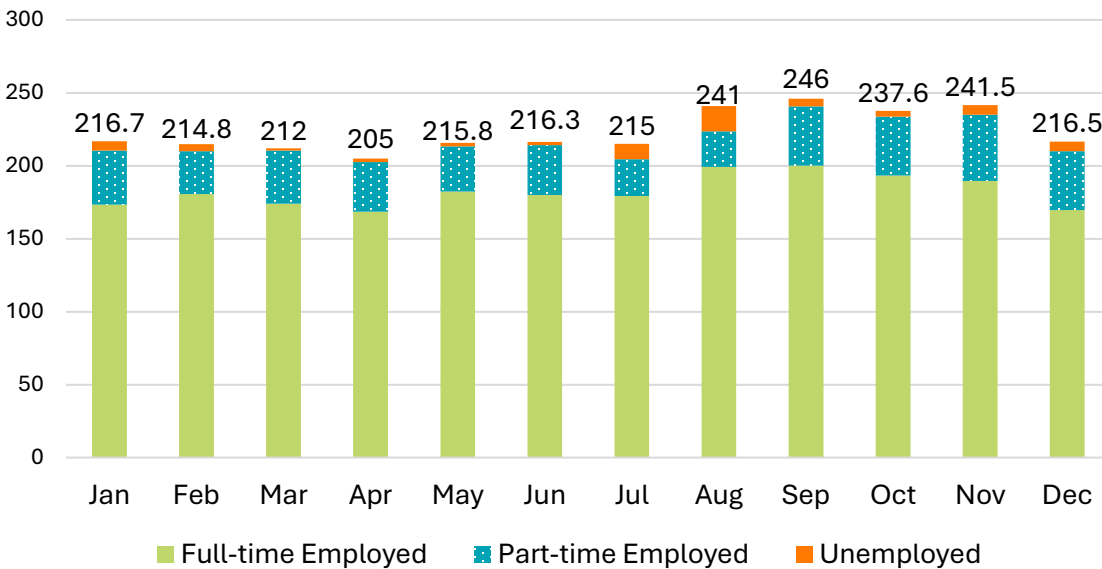


Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

Front-line public protection services and paraprofessional occupations in legal, social, community, education services (NOC 42)

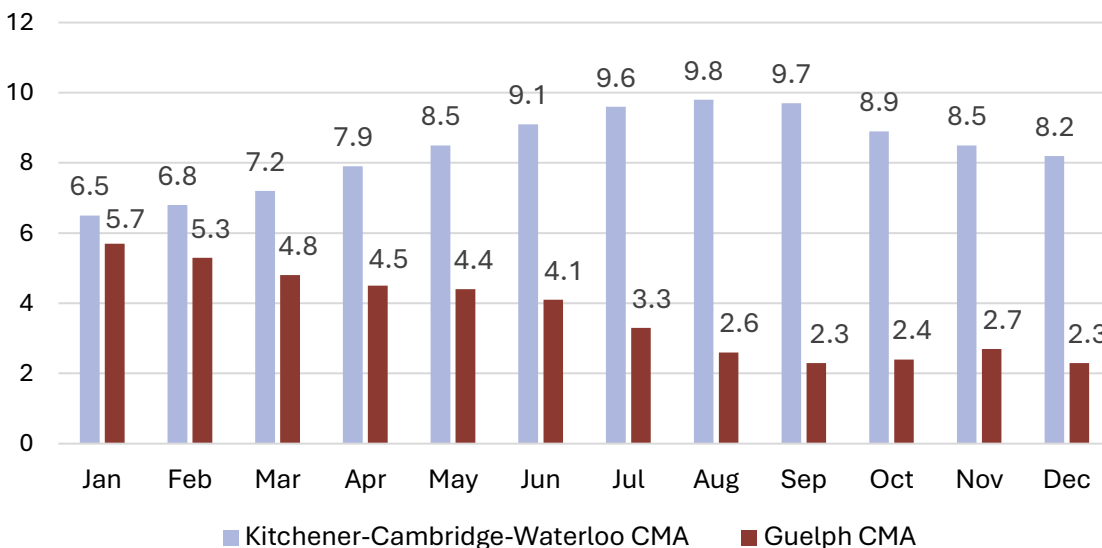
12-month Employment Trend: Ontario (2024)

- **Part-time** employment ranged from 24,400 to 45,400 people.
- **Full-time** employment ranged from 168,500 to 200,100 people.
- **Unemployment** ranged from 1,500 in Mar to 17,400 in Aug.



Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

12-month Employment Trend: Local (2024)



Source: Statistics Canada. [Table 14-10-0467-01 Employment characteristics by census metropolitan area, three-month moving average, unadjusted for seasonality \(x1,000\)](#).

Assisting occupations in education and in legal and public protection (NOC 43)



Elementary and secondary school teacher assistants ▪ Other instructors ▪ Sheriffs and bailiffs ▪ Correctional service officers ▪ By-law enforcement and other regulatory officers ▪ Border services, customs, and immigration officers ▪ Operations Members of the Canadian Armed Forces

Assisting occupations in education and in legal and public protection (NOC 43)

Local Demand: Waterloo Wellington Dufferin

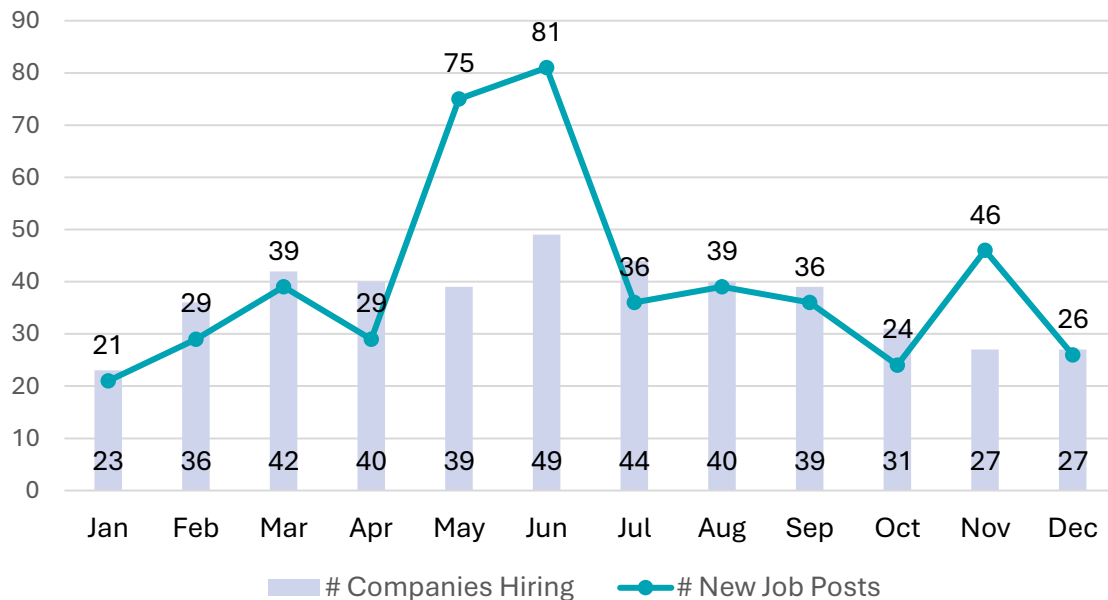
Online job postings in 2024

21.9 days was the average length of time a job posting stayed online for this NOC 43 group in 2024. This is shorter than the average of 25.2 days across all occupations. This could indicate a higher urgency to fill the position or an easier time filling the role.

Most In-Demand Occupations	# Job Postings in 2024
Other instructors	365
Elementary and secondary school teacher assistants	89
By-law enforcement and other regulatory officers	24
Sheriffs and bailiffs	9

Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Jan 29, 2025.

Hiring Activity Trends in Waterloo Wellington Dufferin

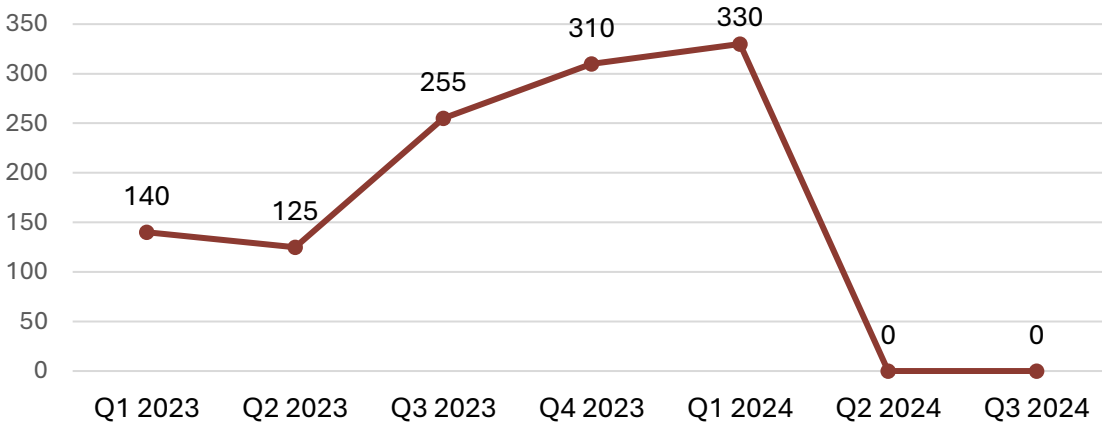


Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Feb 5, 2025.

Assisting occupations in education and in legal and public protection (NOC 43)

Job Vacancies: Economic Region (Kitchener-Waterloo-Barrie)

Statistics Canada rates the data quality of these estimates as “D – acceptable”, except for Q2 2023 and Q1 2024 which were rated “E – use with caution”. Data in Q2 and Q3 in 2024 was suppressed to meet confidentiality requirements.

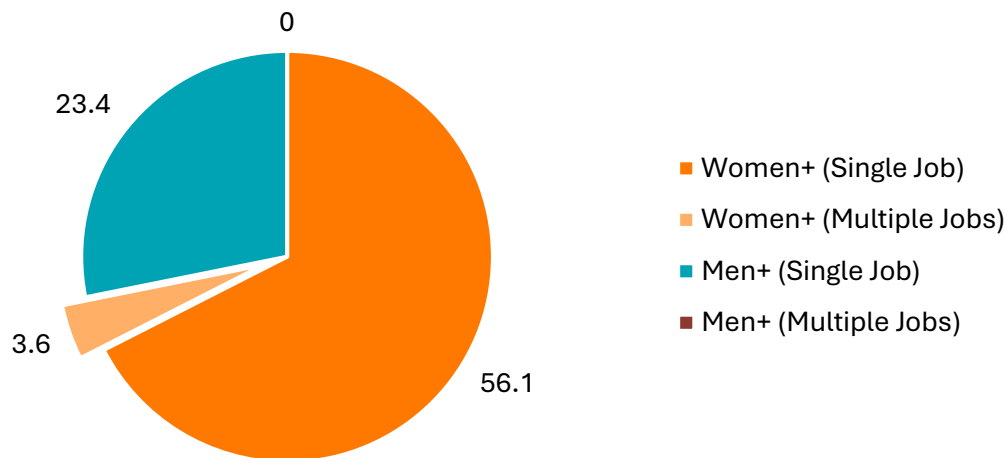


Source: Statistics Canada. [Table 14-10-0444-01 Job vacancies and average offered hourly wage by occupation \(unit group\), quarterly, unadjusted for seasonality.](#)

Number of Employees by Gender & Multiple Job Holders (x1,000) (Ontario)

Approximately **83,100** people worked in NOC 43 occupations in 2024.

- **3,600 (4.3%)** working multiple jobs were Women+
- **0%** of Men+ worked multiple jobs



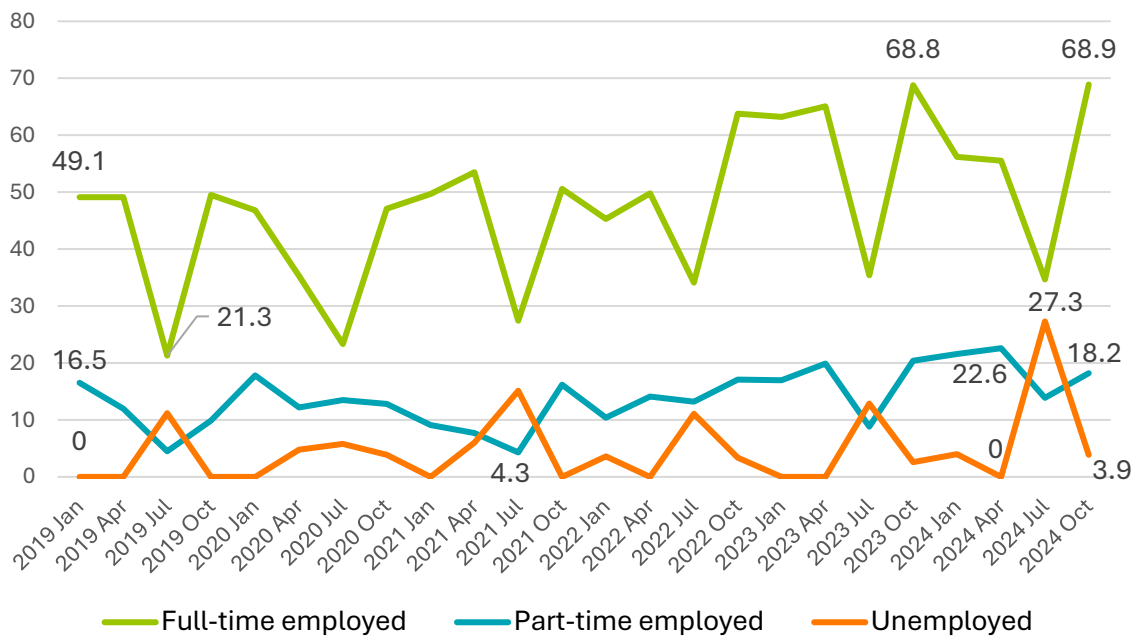
Source: Statistics Canada. [Table 14-10-0416-01 Labour force characteristics by occupation, annual](#), and [Table 14-10-0410-01 Multiple jobholders by occupation, annual \(x1,000\)](#).

“Individuals in the category ‘non-binary persons’ are distributed into the other two gender categories [to protect confidentiality] and are denoted by the “+” symbol.” (Statistics Canada)

Assisting occupations in education and in legal and public protection (NOC 43)

The 5-year Employment Trend in Ontario

- **Full-time** – With the large number of teacher assistants and other instructors in this category, it is not a surprise that dips in full-time employment match times of year when school is closed for the summer. Since Oct 2022 we have seen high levels of full-time employment, with a short decline during Jan-Apr 2024.
- **Part-time** – Part-time work is more irregular, though does share some seasonal dips in most summers.
- **Unemployed** – Unemployment has a strong inverse pattern that matches seasonal unemployment of full-time employees, with many in the educational sector.

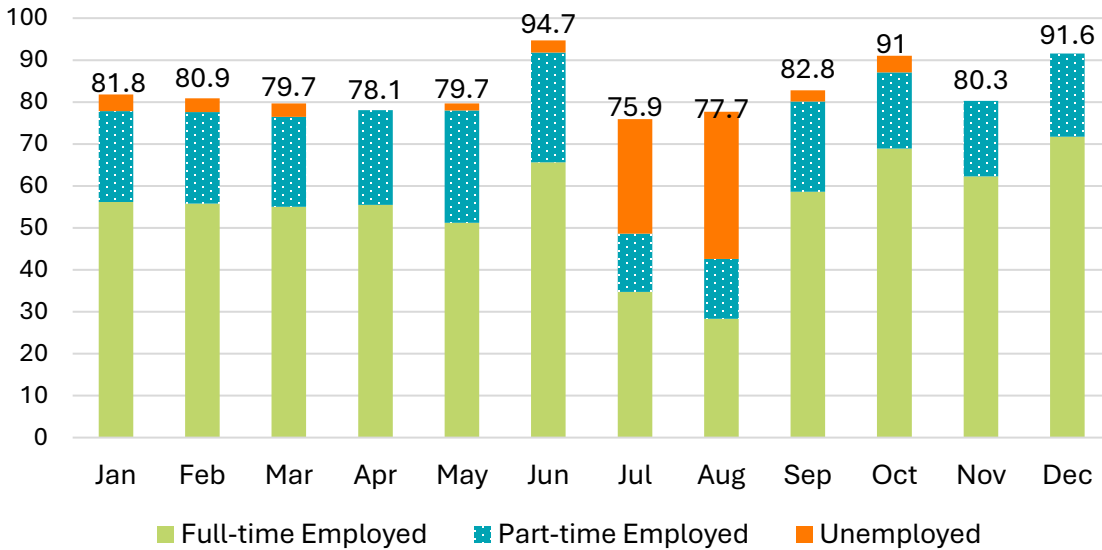


Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

Assisting occupations in education and in legal and public protection (NOC 43)

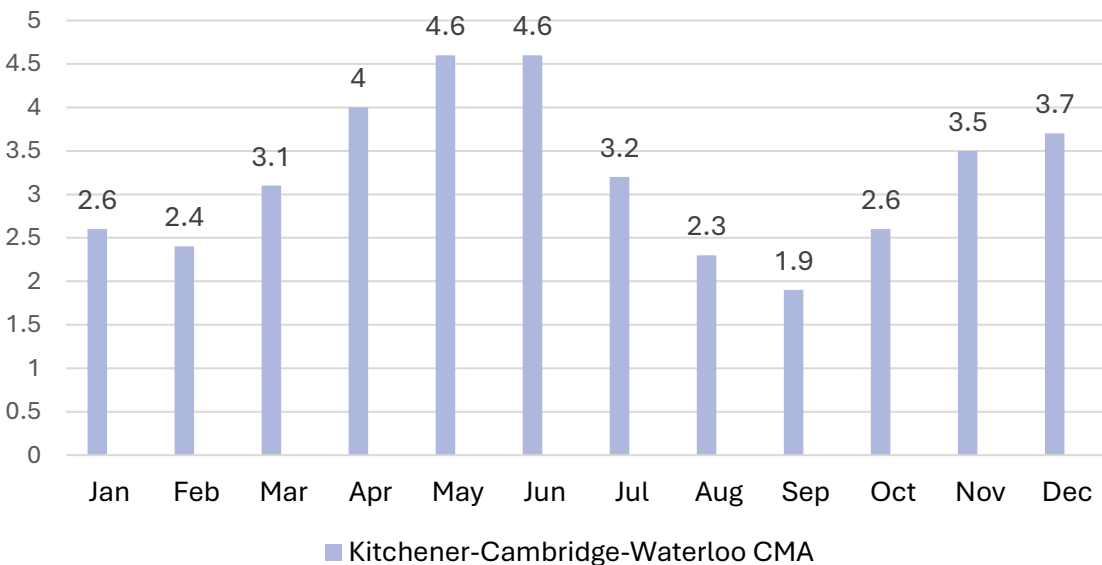
12-month Employment Trend: Ontario (2024)

- **Part-time** employment ranged from 13,900 to 26,800 people.
- **Full-time** employment ranged from 28,300 to 71,700 people.
- **Unemployment** was at 0 in Apr, Nov and Dec, but reached a high of 35,100 in Aug.



Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

12-month Employment Trend: Local (2024)



Source: Statistics Canada. [Table 14-10-0467-01 Employment characteristics by census metropolitan area, three-month moving average, unadjusted for seasonality \(x1,000\)](#). Guelph CMA data suppressed.

Care providers and public protection support occupations and student monitors, crossing guards and related occupations (NOC 44-45)



Home child-care providers ▪ Home support workers, caregivers and related occupations ▪ Primary combat members of the Canadian Armed Forces ▪ Student monitors, crossing guards and related occupations

Care providers and public protection support occupations and student monitors, crossing guards and related occupations (NOC 44-45)

Local Demand: Waterloo Wellington Dufferin

Some data is only available when combining NOC 44 and NOC 45 occupation groups. Other data, such as the job posting data, hiring trends, and job vacancy data on the next few pages, is possible to access for the two individual NOC groups:

- NOC 44: Care providers and public protection support occupations
- NOC 45: Student monitors, crossing guards and related occupations

These sections will include the NOC label in the title.

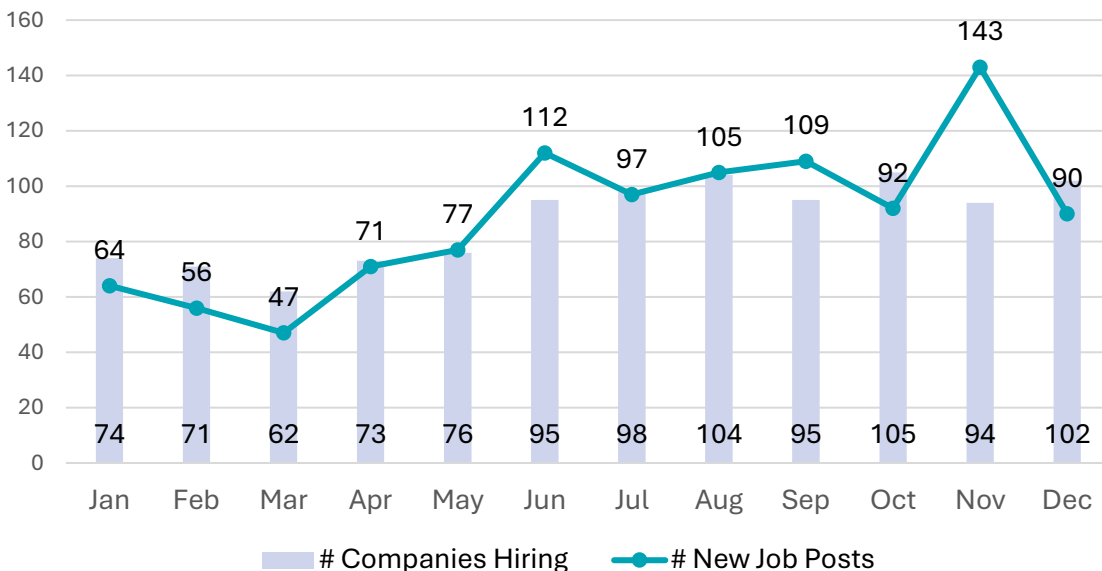
Online job postings in 2024 (NOC 44)

25.0 days was the average length of time a job posting stayed online for this NOC 44 group in 2024. This is in line with the average of 25.2 days across all occupations.

Most In-Demand Occupations	# Job Postings in 2024
Home support workers, caregivers and related occupations	1,031
Home child care providers	79
Primary combat members of the Canadian Armed Forces	1

Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Jan 29, 2025.

Hiring Activity Trends in Waterloo Wellington Dufferin (NOC 44)



Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Feb 5, 2025.

Care providers and public protection support occupations and student monitors, crossing guards and related occupations (NOC 44-45)

Local Demand: Waterloo Wellington Dufferin

Online job postings in 2024 (NOC 45)

15.2 days was the average length of time a job posting stayed online for this NOC 45 group in 2024. This is significantly shorter than the average of 25.2 days across all occupations. This could indicate a higher urgency to fill the position or an easier time filling the role.

Most In-Demand Occupations	# Job Postings in 2024
Student monitors, crossing guards and related occupations	39

Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Jan 29, 2025.

Hiring Activity Trends in Waterloo Wellington Dufferin (NOC 45)

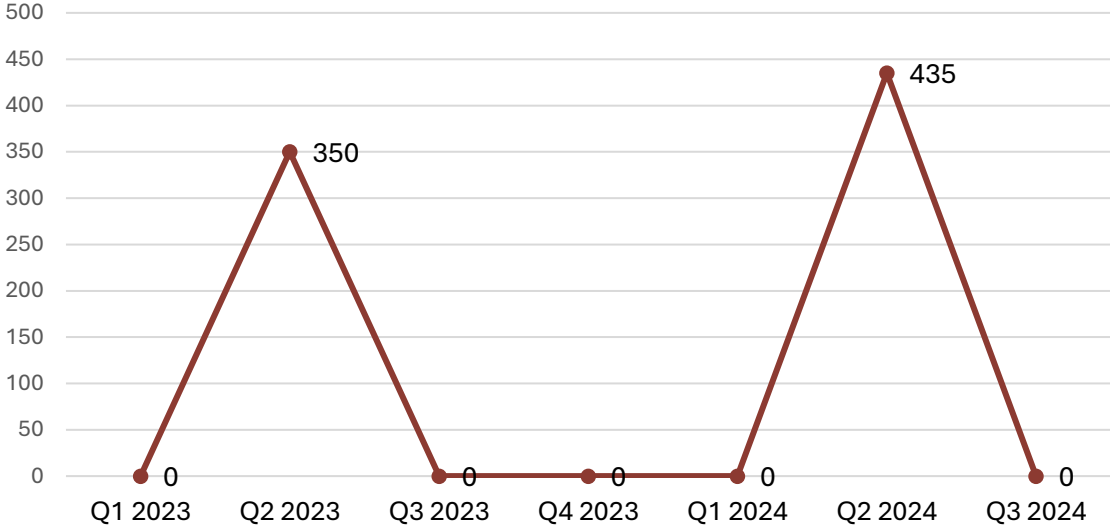


Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Feb 5, 2025.

Care providers and public protection support occupations and student monitors, crossing guards and related occupations (NOC 44-45)

NOC 44 Job Vacancies: Economic Region (Kitchener-Waterloo-Barrie)

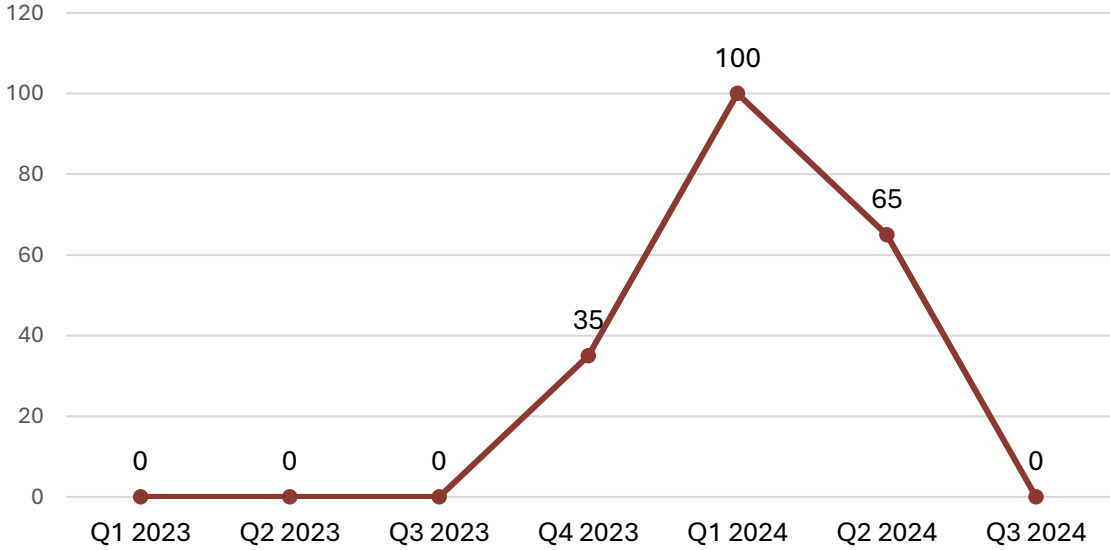
Statistics Canada rates the data quality of these estimates as “E – use with caution” in Q2 2023 and Q2 in 2024. The data quality in other quarters was too unreliable to be published.



Source: Statistics Canada. [Table 14-10-0444-01 Job vacancies and average offered hourly wage by occupation \(unit group\), quarterly, unadjusted for seasonality.](#)

NOC 45 Job Vacancies: Economic Region (Kitchener-Waterloo-Barrie)

Statistics Canada rates the data quality of these estimates as “D – acceptable” in Q4 2023 and Q1 2024, and “E – use with caution” in Q2 2024. Data was unavailable in Q2 2023 and too unreliable to be published in the remaining quarters.

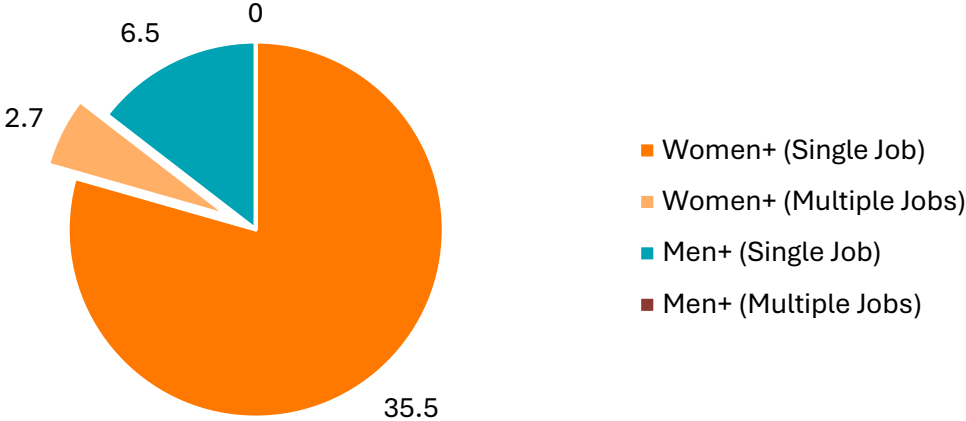


Care providers and public protection support occupations and student monitors, crossing guards and related occupations (NOC 44-45)

Number of Employees by Gender & Multiple Job Holders (x1,000) (Ontario)

Approximately **44,700** people worked in NOC 44 & 45 occupations in 2024.

- **2,700 (6.0%)** working multiple jobs were Women+
- **0%** of Men+ worked multiple jobs



Source: Statistics Canada. [Table 14-10-0416-01 Labour force characteristics by occupation, annual](#), and [Table 14-10-0410-01 Multiple jobholders by occupation, annual \(x1,000\)](#).

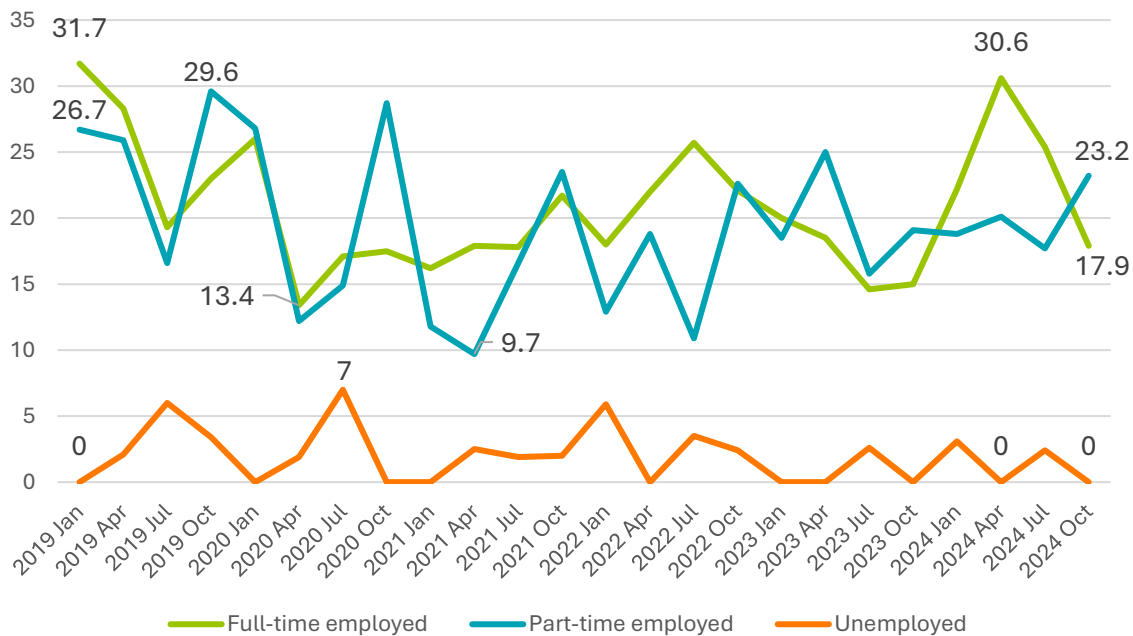
“Individuals in the category ‘non-binary persons’ are distributed into the other two gender categories [to protect confidentiality] and are denoted by the “+” symbol.” (Statistics Canada)

Care providers and public protection support occupations and student monitors, crossing guards and related occupations (NOC 44-45)

The 5-year Employment Trend in Ontario

- **Full-time** – Employment in this group has been very unstable, with no easily identifiable patterns. Unlike other occupation groups, the number of full-time workers is very similar to part-time workers.
- **Part-time** – Part-time employment seems to peak in the Fall each year, and often declines in the warmer months, but is less predictable than some other occupation groups with seasonal or school-related roles.
- **Unemployed** – Unemployment tends to peak in July, though some years have also seen peaks in January. At times, there are no unemployed workers, which will make it more challenging for employers that need to hire.

Home support workers and home child care providers are prominent in this group, both being critically needed in our local economy at this time. How do we attract workers to these jobs when employment stability is so erratic, and many of the positions are only seasonal or part-time?

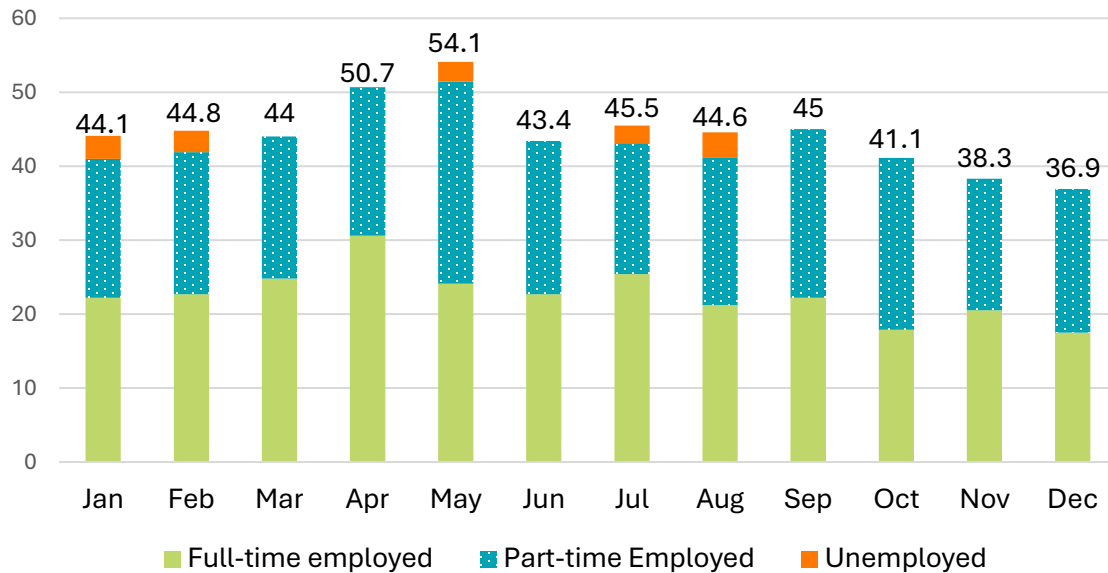


Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

Care providers and public protection support occupations and student monitors, crossing guards and related occupations (NOC 44-45)

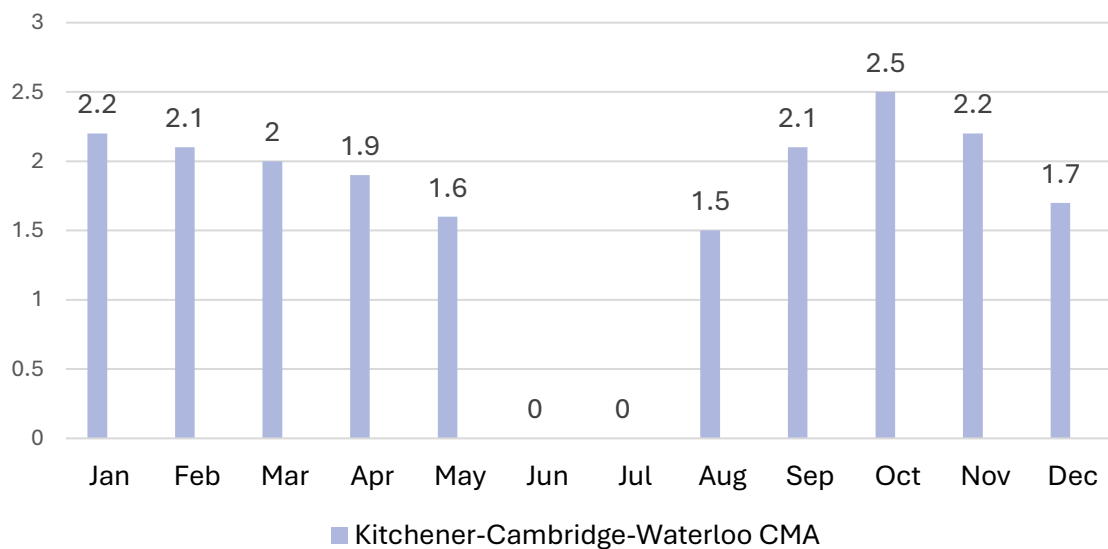
12-month Employment Trend: Ontario (2024)

- **Part-time** employment ranged from 17,700 to 27,300 people.
- **Full-time** employment ranged from 17,500 to 30,600 people.
- **Unemployment** was at 0 for 7 months of the year, reaching 3,500 in Aug.



Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

12-month Employment Trend: Local (2024)



Source: Statistics Canada. [Table 14-10-0467-01 Employment characteristics by census metropolitan area, three-month moving average, unadjusted for seasonality \(x1,000\)](#). Guelph CMA data was suppressed, along with June and July in the K-C-W CMA.

OCCUPATIONS IN EDUCATION, LAW AND SOCIAL, COMMUNITY AND GOVERNMENT SERVICES (NOC 4)

Summary

Posting Trends:

- The average posting length for all occupations was 25.2 days in 2024. All of the occupational groups in this report had lower average posting lengths.
- Education drove demand in every grouping except NOC 44 where demand was driven by home health care.
- Despite one industry driving demand, NOC 41 demand peak was in August while NOC 42 was May and NOC 43 was June. NOC 45 demand was low.

Vacancies:

- NOC 41 has had a small vacancy rise, but Q3 2024 numbers are down from Q1 of 2024.
- NOC 42 vacancies are not shifting much either. It is almost the same number of vacancies between Q1 2023 and Q3 2024.
- NOC 43, 44 and 45 had less reliable data so the numbers that are there are windows of what vacancies may like at certain time periods.

Job Holders:

- Women+ dominate roles in this occupation group, ranging from 61 to 79% of single job holders being women+. The next biggest group of job holders is men+ who hold single jobs.
- In all occupational groups, less than 10% of the workforce holds multiple jobs.

Employment Trends in Ontario and WWD:

- Unemployment periods are noticeable when looking at the data. Many of the unemployment highs were during the pandemic.
- 2024 unemployment numbers were highest in August across most occupational groups.
- NOC 41: Kitchener-Waterloo-Cambridge followed the provincial trend of rising employment in Q4 while Guelph CMA was seeing a decline.
- NOC 42: Guelph employment has been declining all year while Kitchener-Waterloo-Cambridge and the province have seen declining employment levels.
- NOC 43: Kitchener-Waterloo-Cambridge are again following the provincial trend with rising employment since September. Fewer than 1500 people work in the Guelph CMA in these occupations
- NOC 44 and 45: Provincially, almost everyone in this group has been working but employment levels are falling. Since October, Kitchener-Waterloo-Cambridge has also seen falling employment levels. Guelph data is suppressed.



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