



Opportu**N**ext

Preparing for the Workforce of Tomorrow

From

**The Conference
Board of Canada**

In partnership with



**Future Skills
Centre**

Canada's job market has experienced unprecedented, accelerated change in the past few years. It can be difficult to know what your next move should be — especially if you're considering a career transition.

With OpportuNext from The Conference Board of Canada, in partnership with the Future Skills Centre, you can explore skills-based career pathways for yourself, your employees or your clients.

What Makes OpportuNext Unique?

- OpportuNext was developed by The Conference Board of Canada, the foremost independent, applied research organization in the country. It delivers unique, meaningful skills-based insights to individuals, teams and leaders working on job transitions, so that they can make better career decisions.
- OpportuNext is based on a detailed skill matching algorithm that serves the needs of multiple user groups including job seekers, workforce placement professionals, recruiters, HR teams, students and policymakers.
- It is designed to help with career selection and transitions, as well as workforce development and longer-term labour market policymaking.
- Jobs are categorized in terms of viability (closeness to the person's existing skill set) and desirability (with positive growth prospects, and the same or better salary).
- The tool is free, easy to use and accessible online.
- It is regularly updated and incorporates historical and forecast labour market data by region, occupation, and skills. This delivers specific, detailed and useful results, and also enables custom research.

Who Can Benefit from OpportuNext?

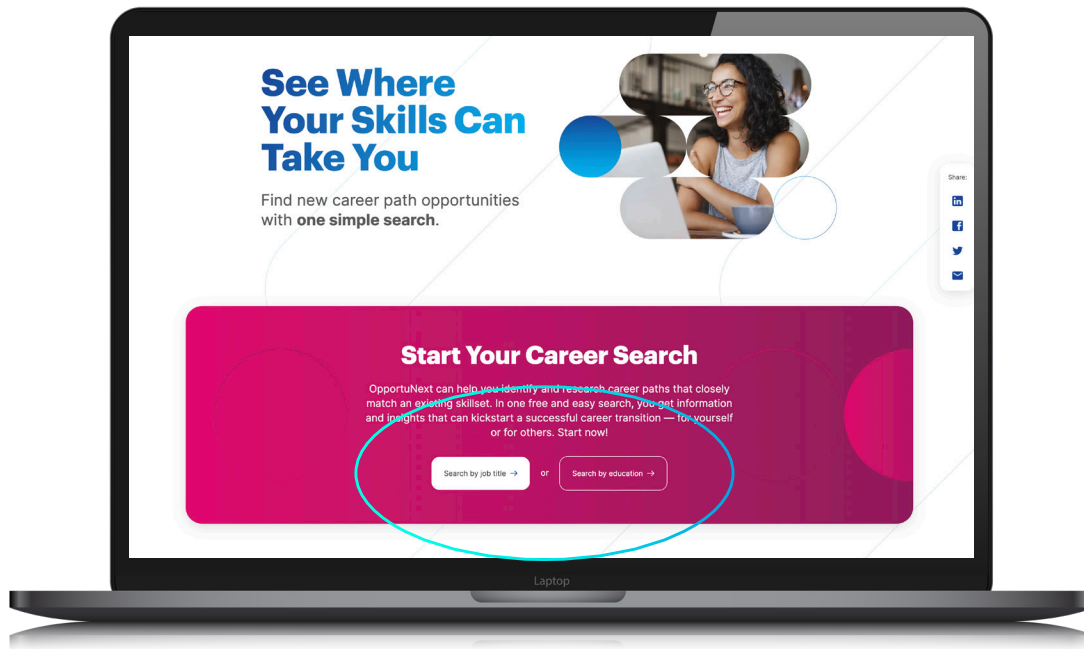
The tool is available at no cost, and can be particularly helpful to:

- Workforce development organizations
- Those responsible for corporate HR
- Job seekers
 - Laid off/at risk
 - Looking for new career
- Policymakers
- Recruiters
- Students
- Educational institutions



How Do I Access OpportuNext?

Simply go to **OpportuNext.ca** and you will see the starting point. You can choose to search by job title or by education.



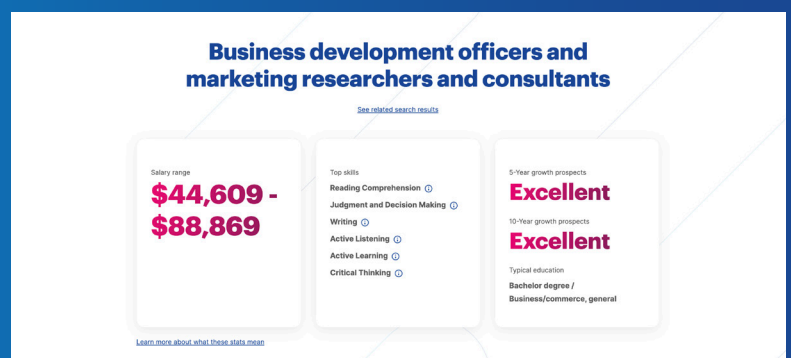
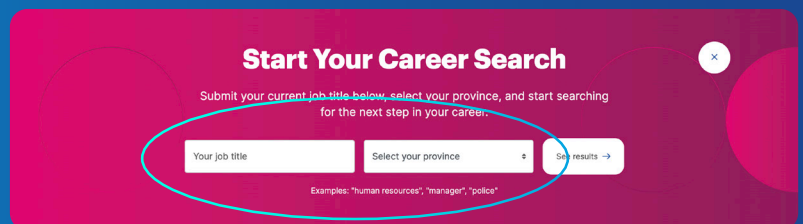
Searching by Job Title

Enter a role — either one you currently have, or one you are interested in learning more about — along with the appropriate province.

In the results, there is a link to related roles under the job title.

You will see province-specific information on average salary range, 5- and 10-year growth prospects, and typical education for this role. You will also see the top skills needed by someone to successfully do this job. Below these, there is a link to where you can learn more about what the stats mean.

Skills are marked with an interactive info (i) button, allowing you to look up definitions, pronunciation and more.



Your top career options

Similarity score: 95%

In demand

Property administrators

Salary range

\$31,282 - \$59,749

5-Year growth prospects

Excellent

10-Year growth prospects

Excellent

Typical education

College CEGEP / Business administration, management and operations

Details →

Compare

Similarity score: 95%

Technical sales specialists - wholesale trade

Salary range

\$64,164 - \$150,787

5-Year growth prospects

Excellent

10-Year growth prospects

Excellent

Typical education

College CEGEP / Business/commerce, general

Details →

Compare

Customize your results ⚙️

Similarity

- Jobs offering similar or higher pay
- Jobs most in demand
- Jobs with good or excellent longterm growth prospects
- Jobs with similar or lower educational requirements

Corporate

Salary

\$86,164

5-Year

Good

10-Year growth prospects

Excellent

Typical education

College CEGEP / Business administration, management and operations

Details →

Compare

Clear selections ✕

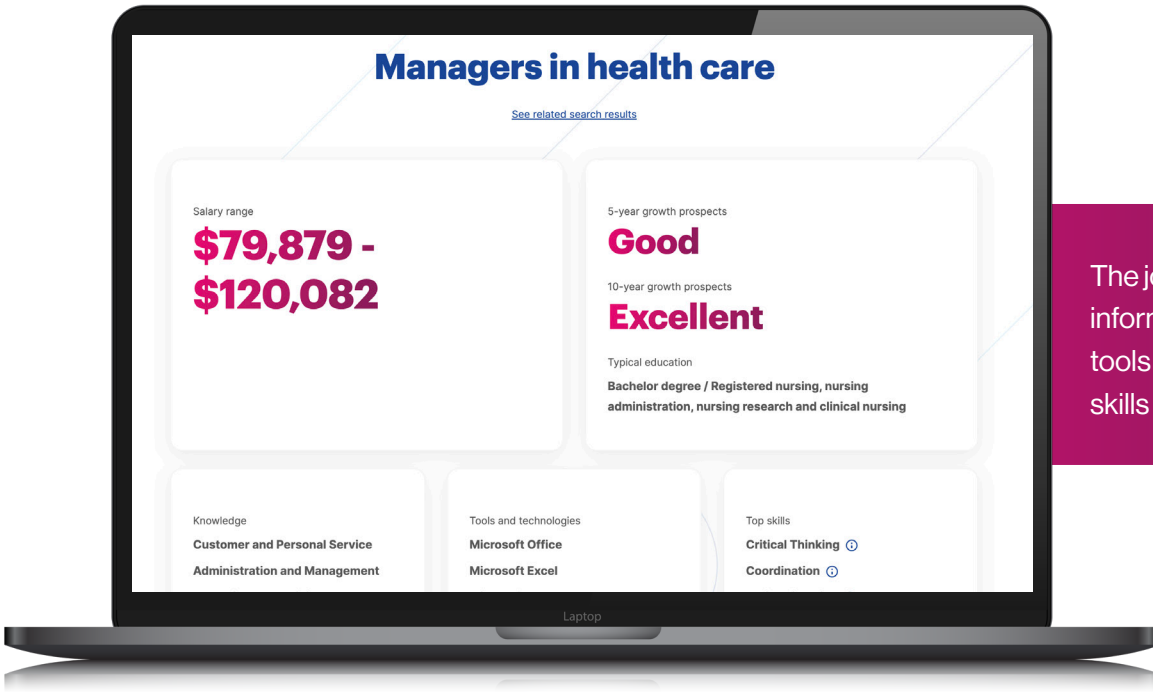
The top related career options are displayed and in-demand jobs are indicated.

You can customize the results based on salary, demand, growth prospects or educational requirements. You can use the buttons below to get the job details or to compare any two jobs to the job originally searched for.

Customize your results ⚙️

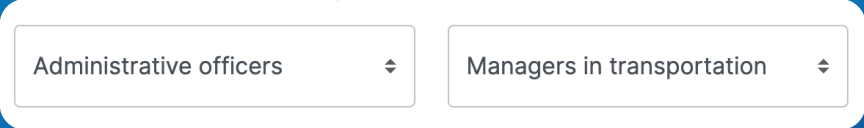
- Jobs offering similar or higher pay
- Jobs most in demand
- Jobs with good or excellent longterm growth prospects
- Jobs with similar or lower educational requirements

Clear selections ✕

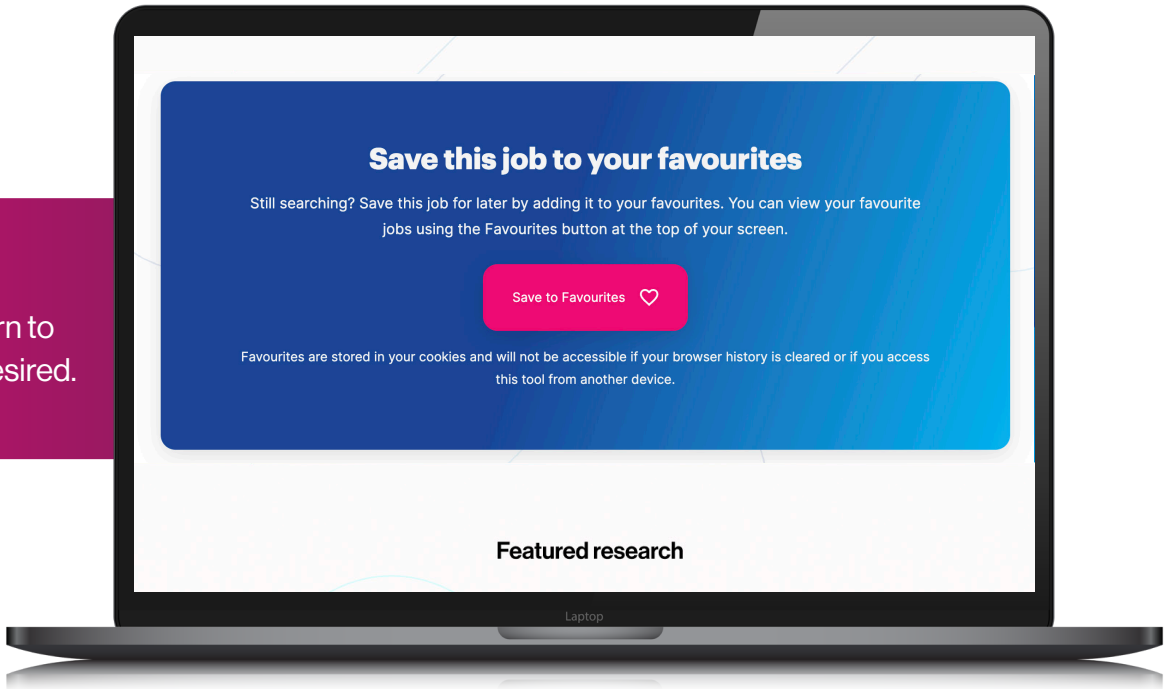


The job details display additional information on the knowledge, tools and technologies, and skills required.

Compared jobs display knowledge and skill gaps if any are identified. Other jobs with similar skill sets can also be viewed from the drop down above each role.



You can save your favourites and return to them as often as desired.



Featured research

Searching by Education

Enter education details — those achieved or those you want to learn about — along with the province.

Start Your Career Search

Select your education level and province, enter your field of study, and start reviewing your career options.

Education level ▾ Enter your field of study Select your province ▾ See results →

Your top career options for: Trades certificate in Welding technology/welder

Customize your results ↗

Education similarity: 100 %

Welders and related machine operators

Salary range
\$65,921 - \$92,057

5-Year growth prospects
Very Poor

10-Year growth prospects
Poor

Typical education
Trades certificate / Precision metal working

[Details →](#) Compare

Education similarity: 98 %

Motor vehicle body repairers

Salary range
\$53,374 - \$77,679

5-Year growth prospects
Very Poor

10-Year growth prospects
Fair

Typical education
Trades certificate / Vehicle maintenance and repair technologies

[Details →](#) Compare

Education similarity: 96 % In demand

Structural metal and platework fabricators and fitters

Salary range
\$51,404 - \$73,110

5-Year growth prospects
Very Poor

10-Year growth prospects
Excellent

Typical education
Trades certificate / Precision metal working

[Details →](#) Compare

Your top career options display in the same way as job searches. You can compare three education pathways.

Compared education pathways display knowledge, skills, and tools and technologies required.

	Welders and related machine	Motor vehicle body repairers	Structural metal and platew
Similarity score	100 %	85 %	85 %
Salary range	\$65,921-\$92,057	\$53,374-\$77,679	\$51,404-\$73,110
Typical education	Trades certificate / Precision metal working	Trades certificate / Vehicle maintenance and repair technologies	Trades certificate / Precision metal working
Growth prospect (5-year)	Very Poor	Very Poor	Very Poor
Growth prospect (10-year)	Poor	Fair	Excellent
Current demand			In demand
Knowledge	Mechanical Mathematics Education and Training Production and Processing Administration and Management Design	Mechanical English Language Mathematics Transportation Engineering and Technology Education and Training	Building and Construction Mechanical Design Mathematics Engineering and Technology Production and Processing
Skills	Operations Monitoring Operation and Control Monitoring Critical Thinking Speaking Coordination	Repairing Quality Control Analysis Troubleshooting Critical Thinking Active Listening Complex Problem Solving	Active Listening Coordination Monitoring Quality Control Analysis Soaking Time Management
Tools and technologies	Welding equipment Soldering equipment Shears Forklifts Soldering machines Power Tools	Soldering equipment Power Tools Welding equipment Seray guns Air grinders Mallets	Torches Shears Cutting torches Forklifts Power Tools Welding equipment

How Do I Bring OpportuNext into My Organization?

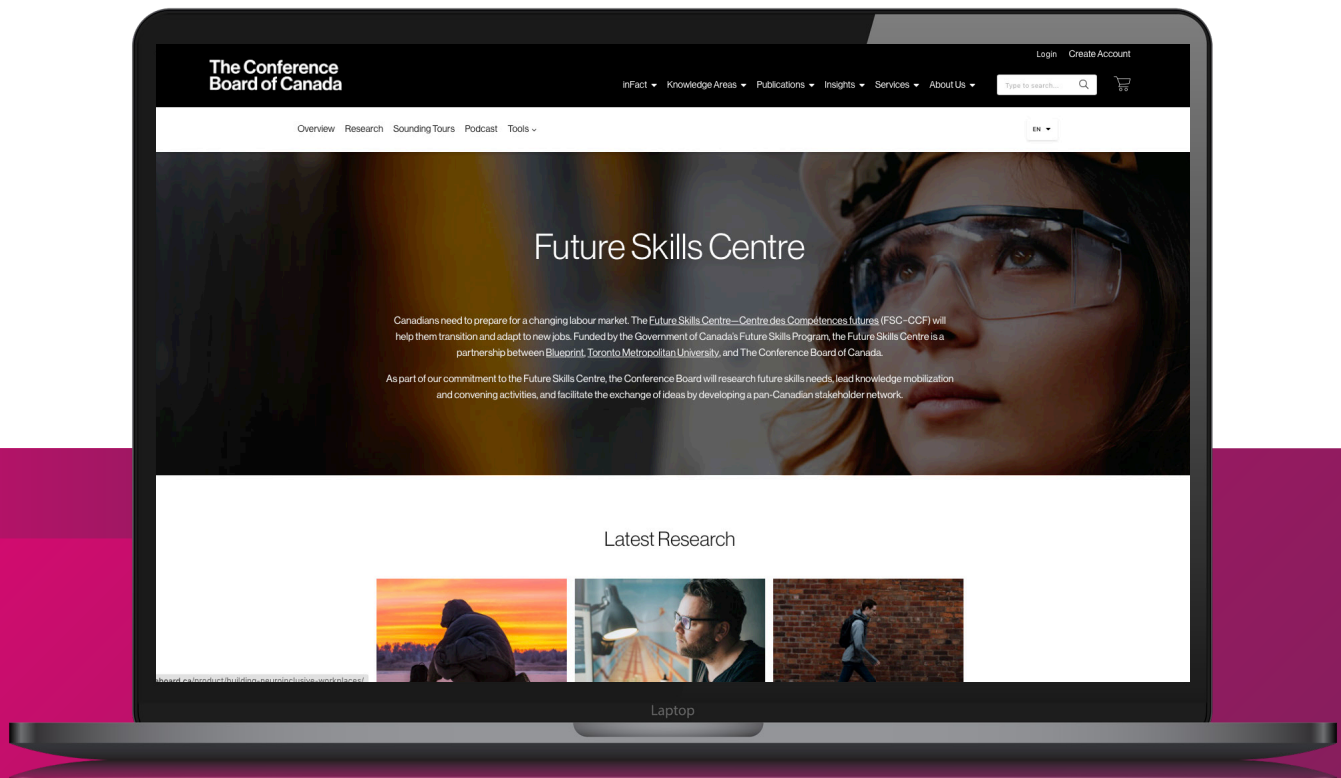
It's easy. You can begin using OpportuNext today. There is no cost and you don't need to set up an account.

We'd love to hear how OpportuNext is working for you. Please email us at OpportunextDemo@conferenceboard.com with your feedback, questions, suggestions and success stories.

Additional Resources

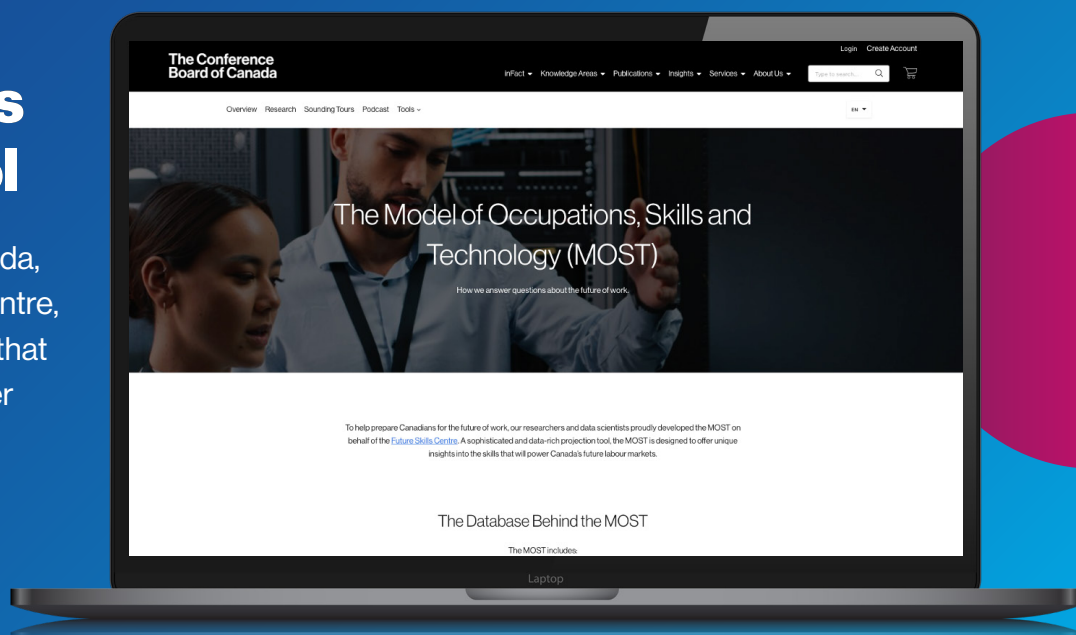
The Future Skills Centre **Podcast**, presented by The Conference Board of Canada. It covers many topics relevant to the future of work, career transitions and development, and how best to prepare for changing skills and talent needs in Canada.

Future Skills **Research**: As a consortium partner of the Future Skills Centre, The Conference Board of Canada continues to produce cutting-edge insights on the future of work.



OpportuNext as a Research Tool

The Conference Board of Canada, on behalf of the Future Skills Centre, is also leveraging the database that powers OpportuNext for deeper research to answer questions about the future of work.



The Model of Occupations, Skills, and Technology

The **Model of Occupations, Skills, and Technology (MOST)** can offer insight into skills that are in-demand, prepare Canadians for the workforce of tomorrow, and help employers hire the workers they need.

The MOST generates detailed occupational and industry-level projections for every region in Canada and connects them with skills. It can also show the impact of technological change on demand for specific occupations and skills, allowing for an in-depth, holistic view of Canada's evolving labour market needs and trends.

For example, the MOST can project labour market demand using various assumptions about how automation will evolve in the next decade. Researchers can tailor the path of productivity growth, job displacement, and career transitions to reflect how different

aspects of automation (such as machine learning, AI, or robotics) will shape Canadian industries and the labour market.

Key elements of the MOST database can be combined to present data in multiple ways:

- **Occupational coverage** — Forecasts for 500 occupational groupings.^[1]
- **Industry inclusion** — Employment estimates for nearly 700 different industries.^[2]
- **Skill requirements** — All occupations in the MOST can be described using 35 skills categories.^[3]
- **Regional coverage** — All provinces and territories are included in the MOST.

^[1] As defined by the National Occupational Classification (NOC).

^[2] As defined by the North American Industry Classification System (NAICS).

^[3] As defined by the OECD's O*Net skills database.

How We Use the Power of the MOST Database

The MOST can be used to answer many questions related to the future of work:

- **Gap Analysis**

Which skills or roles might see the largest shortages or surpluses?

- **Policy Modelling**

How will more immigration impact the workforce?
What are the effects of changing post-secondary program availability?

- **Skills Assessment**

Which skills are in highest demand now? How will technology impact the demand for skills?

- **Demographic Analysis**

Where will retirement rates be highest? What jobs are young people most likely to take coming out of school?

- **Scenario Creation**

How will tech trends like AI, robotics, or autonomous vehicles impact demand for various roles?

- **Trend Analysis**

How long will it take for industries to recover from the pandemic? Which roles will see the largest increase in demand.





Custom Research

The same data that powers OpportuNext is used in custom research by The Conference Board of Canada. The following published examples all leverage data from The MOST:

- **Modelling Job Transitions in Canada**

As part of our series on Employability Skills, this primer explains how we identify potential job transitions for Canadian workers considering a career change. For Canadians to successfully transition jobs, the new position must be both viable and desirable. A viable job is one that has similar skills, abilities, knowledge, experiences, and educational credentials. A desirable job is one that pays similar or higher wages and has growing employment prospects.

- **A Path Forward**

Most Canadians who want to make a career transition have viable and desirable options, especially if they possess, or are willing to learn, the skills, abilities, tools, and technologies required for their destination occupation. Knowledge jobs and in-the-field jobs offer the highest numbers of transition opportunities. However, some specialized or highly paid occupations have few or no viable

and desirable transitions. Canadians seeking to move out of these roles may require retraining, a move to another sector, or willingness to take a pay cut.

- **Deep Dive on Hospitality and Tourism Sector**

Ontario's hospitality and tourism workers have had a challenging time, but viable, desirable job transitions are available. We examined 48 tourism-sector occupations and found that they have an average of nine potential job transition options. Workers need the right combination of skills, abilities, knowledge, familiarity with tools and technology, and relevant qualifications in order to maximize the number of transition options available.

- **Transitioning to Rapid Growth Jobs**

How does Canada encourage and train workers in high-risk, low-mobility jobs to transition into rapid-growth jobs in the clean economy? This briefing presents some questions for educators and career counsellors to consider. Significantly, with only one year of training, almost 58 per cent of possible transition paths are both feasible and desirable.

- **Preparing Canada's Economies for Automation**

The need for job transitions can be driven by automation. In order to understand the impact of automation across Canada, CBoC studied regions and found Atlantic and Western Canada are more likely be affected. Our Issue Briefing provides insights to help policymakers develop upskilling, economic diversification and job transition plans by region.

- **Job Transitions for People with Disabilities**

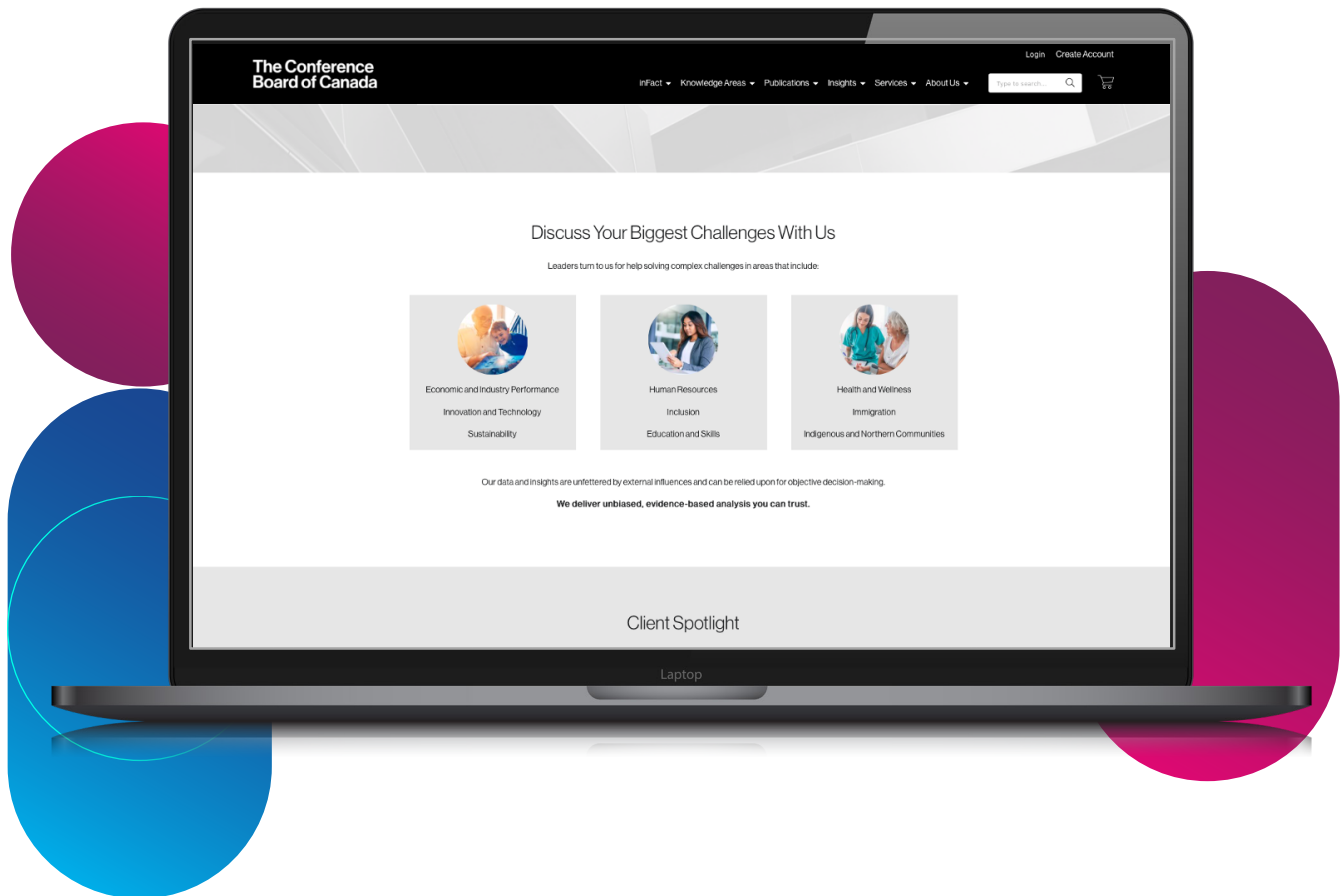
We launched a study to support the job transitions of people with disabilities, who occupy roles at high risk of automation, including retail sales, cashiers, food counter attendants. The study aims to promote labour market retention and career mobility for this equity-deserving group.

You can access these reports and other published research at www.conferenceboard.ca



Custom Research

We provide unbiased, highly focused research and analysis to take on your most pressing challenges and opportunities, including labour market related topics. If you would like to see how The MOST can give your organization an advantage, contact us at www.conferenceboard.ca/custom-research



To learn more, please visit
www.conferenceboard.ca/custom-research

What our Occupation Metrics Mean

Similarity Score

Similarity scores measure how comparable occupations are to one another. We calculate them by comparing O*NET and Vicinity Jobs data for two occupations using a mathematical formula called cosine similarity. We compare level of skills, abilities, knowledge, work activities, tools, training, and education required for each occupation. The higher the cosine similarity value, the more similar they are considered.

Average Salary

Average salaries are the average annual wages for each occupation. We base them on the most recent data from Statistics Canada's Canadian Labour Force Survey.

Growth Prospects

Growth prospects are based on projected employment levels for each occupation over the next 5 years and over the next 10 years. We base these on the most recent data from the **Model of Occupations, Skills and Technology (MOST)**, an employment by occupation forecast produced by Employment and Social Development Canada. We use the following rates to arrive at the ratings:

- Any negative numbers (0 or less) = "Very Poor"
- Greater than 0% but less than or equal to 2% = "Poor"
- Greater than 2% but less than or equal to 5% = "Fair"
- Greater than 5% but less than or equal to 10% = "Good"
- Greater than 10% = "Excellent"

Learn more about how these metrics are calculated in our at

www.conferenceboard.ca/product/modelling-job-transitions-in-canada/