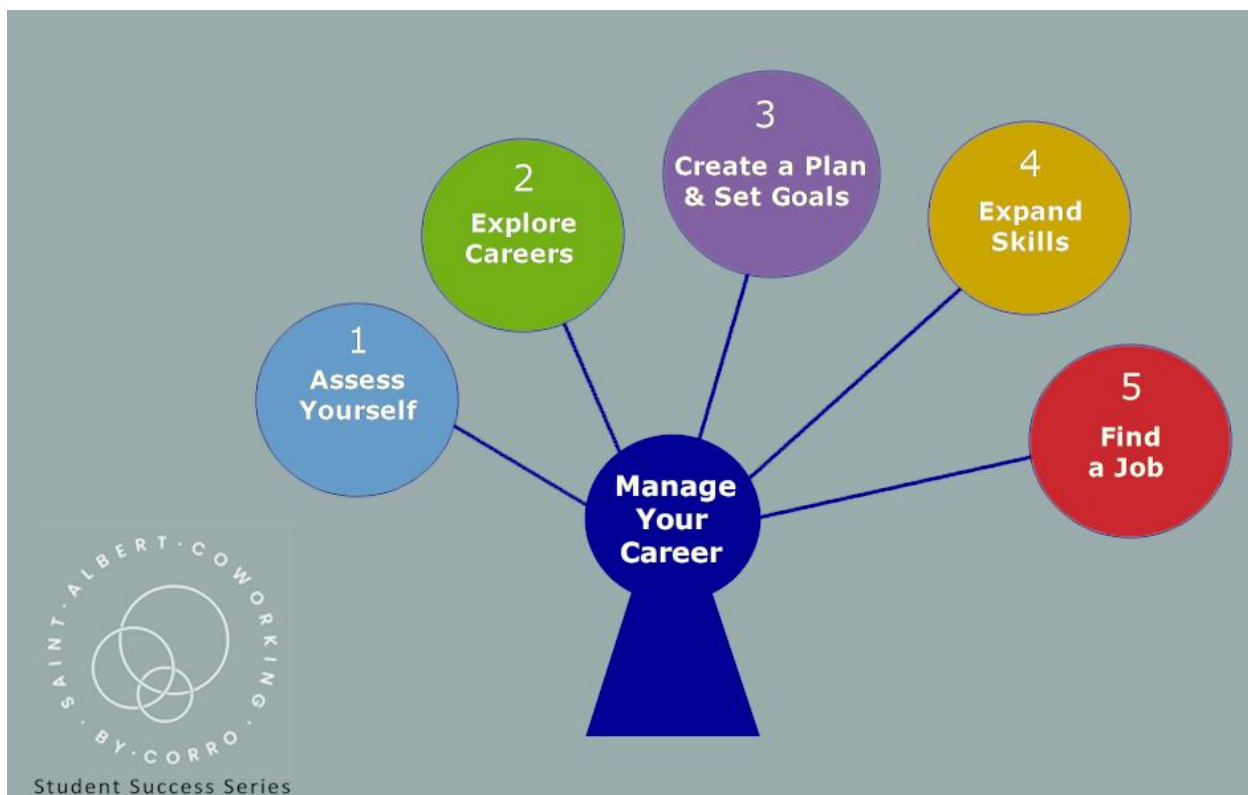




A community to help you grow, scale and thrive.

Career Exploration Guide



Part 2 – Student Success

Most people are most satisfied if there is some degree of fit between their personality and their work environment. To open the doorway to being happier in the career you choose, match your skills and personality to occupations in this Career Exploration Guide which organizes and scientifically classifies education and career pathways based on the most widely used theory and system of career classification used today.

Corro Career Exploration Guide

Contents:

Match your Skills and Personality to Occupations

Holland RIASEC Codes and Profile

Quiz to Determine your RIASEC Profile

Matching your Personality with Careers and Educational Majors

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Soft Skills Rank at the Top

Least Risk Sectors

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College and University

Make sure you can rely on your Online Sources of Information



To match your skills and personality to occupations, the Corro Career Exploration Guide organizes and scientifically classifies education and career pathways based on personality types, as defined by Dr. John Holland who made a career out of studying the world of work. He pioneered the theory that if people were aware of their personality type or combination of types – realistic, investigative, artistic, social, enterprising or conventional—then they would be happier workers. The Holland theory applies to doing things to achieve a purpose, like paid and unpaid jobs, volunteering, sports, or hobbies. His theory is the most widely used system of career classification used today.

This hexagon on the next page is the Holland Codes or RIASEC Interest Profile. It provides a brief description of each type. In our Corro Career Exploration Guide we expand upon the descriptions. We also show you how to determine your own interest profile and then we provide a list of education options and occupations that match each profile.

Most people are most satisfied if there is some degree of fit between their personality and their work environment. Most people and most jobs, are represented by some combination of two or three of the Holland interest areas. The types closest to each other on the hexagon are more alike than those farther away are. For example, with a code of “RES” you would most resemble the Realistic type, somewhat less resemble the Enterprising type, and resemble the Social type even less. The types that are not in your code are the types you resemble least. Therefore, once you determine your own Holland Code you will probably want to consider occupations in your type as well as the adjacent categories.

Many universities, career counselors and agencies use the Holland Theory when advising on career change or how to choose a career path and how to choose a major course of study. You can determine your own Holland Code or REASEC Interest Profile in three very easy steps. Following your determination, you can review various compatible career possibilities for your specific profile.

1. Respond to 42 interest statements, by agreeing or not.
2. Add up the number of times you agreed in each category
3. The three highest numbers are assigned letters and that is your REASEC Interest Profile.

The Profile Quiz follows: if you already know your RIASEC Profile you can jump to step #5.



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STEP #1 Read each statement. If you agree, make a mark in the corresponding colored square. If you disagree, ignore the questions and go on to the next.						
I Like To:						
...do puzzles						
...work on cars						
...attend concerts, theaters or art exhibits						
...work in teams						
...organize things like files, offices or activities						
...set goals for myself						
...build things						
...read fiction, poetry or plays						
...have clear instructions to follow						
...influence or persuade people						
...do experiments						
...teach or train people						
...help people solve their problems						
...take care of animals						
...have my day structured						
...sell things						
...do creative writing						
...work on science projects						
...take on new responsibilities						
...heal people						
...figure out how things work						
...put things together or assemble models						
...be creative						
...pay attention to details						
...do filing or typing						
...learn about other cultures						
...analyze things like problems,						
...play instruments or sing						
...dream about starting my own business						
...cook						
...act in plays						
...think things through before making decisions						
...work with numbers or charts						
...have discussions about issues						
...keep records of my work						
...be a leader						
...work outdoors						
...work in an office						
...work on math problems						
...help people						
...draw						
...give speeches						
	R	I	A	S	E	C
Total # of Marked Colored Squares (carry totals to next page)						

Step #2 Add the columns. Record the number of filled squares for each letter.	R = Realistic		Total:	
	I = Investigative		Total:	
	A = Artistic		Total:	
	S = Social		Total:	
	E = Enterprising		Total:	
	C = Conventional		Total:	
Step #3 The 3 letters with the highest scores are your major interest categories and together they form your Interest Profile.	My Interest Profile or Holland Code			
Step #4 Learn about your 3 Interest Categories which follow in the next pages. Each category lists specific interests, values, abilities, qualities, and characteristics that more closely define your profile.				
Step #5 Explore relevant career pathways. Each Interest Category indicates: Compatible profiles Career Clusters that are the most relevant Career Pathways with a Realistic Environment Applicable Education Majors				

**PLACE
INSERT
HERE**

Matching your Personality with Careers and Educational Majors

REALISTIC - DOERS

Interests	Values	Abilities	Qualities
Outdoor activities	Few, close friends	Athletic ability	Stable
Sports activities	Practical things	Mechanical/Electrical skills	Persistent
Hands-on tasks	Clear goals	Managing tasks	Efficient
Tools, machines	Showing vs. Telling	Common sense	Action oriented
Animals, plants	Things vs. People	Problem solving	Reliable
Building things	Tradition	Working with plants/animals	Logical

Characteristics of the realistic type: Realistic people are assertive, competitive, prefer concrete vs. abstract tasks, and are less sociable and less skilled at interpersonal interactions. They have athletic or mechanical ability and often prefer to work outdoors with objects, machines, tools, plants, or animals. They also prefer concrete approaches to problem solving, rather than abstract theory and tend to focus on scientific or mechanical rather than cultural and aesthetic areas.

Best when working: Alone or with other realistic people

Compatible with: Investigative or Conventional

Career Clusters

Agriculture, food, and natural resources Architecture and construction Arts, A/V technology, and communications Health science Hospitality, and tourism	Information technology Law, public safety, corrections, and security Manufacturing Science, technology, engineering, and mathematics Transportation, distribution, and logistics
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Careers with a Realistic Environment

Automotive Engineer	RIE	Commercial Airplane Pilot	RIE	Carpenter	RIE
Electrician	RIE	Optical Engineer	RIC	Mechanic	RIE
Solar-Energy Systems Designer	RIC	Culinary Arts		Surgeon	IRA
Wildlife Control Agent	RSE	Ship Pilot	REI	Biochemist	IRS
Airplane Inspector	RES	Locomotive Engineer	RES	Anthropologist	IRE
Audiovisual Technician	RCI	Marine Services Manager	RCE	Graphic Designer	
Radiologist	IRS	Firefighter		Model	
Outdoor Recreation		Fashion Design		Personal Trainer	
Environmental Analyst	IRE	Park Superintendent	ERA		
Sports Medicine		Photographer			

Education Majors

Aerospace Engineering (I,E) Agriculture Air Traffic Management (E,C) Architectural Engineering (I,A) Aviation - Pilot (I,C) Athletics Aviation (I,C)	Environmental Engineering (I) Environmental Geology (I) Environmental Science (I) Geology (I) Geophysics (I) Geological Engineering (R, I) Industrial Engineering (R,I)
--	---

Cardiorespiratory Therapy (R,I,SC)	Laboratory Technology (R, I)
Civil Engineering (I,E)	Mechanical Engineering (I,C)
Computer Engineering (C)	Meteorology (I, R,)
Computer Science (I, R, C)	Nuclear Medicine (I,S)
Construction Science (E,C)	Petroleum Engineering (I,E)
Dental Hygiene (R, S)	Petroleum Geology (I,E)
Electrical Engineering (I,C)	Radiography (I,S)
Engineering Physics (I,C)	Radiologic Technology (I, S)

INVESTIGATIVE - THINKERS

Interests	Values	Abilities	Qualities
Problem solving	Science	Math	Intellectual
Exploring/Observing	Technical expertise	Science	Analytical
Reading/Investigating	Setting own pace	Problem solving	Inquisitive
Using instruments	Working alone	Scientific method	Introspective
Designing things	Thinking vs. Doing	Research	Unconventional
Science Fiction/Mysteries	Creating	Analysis	Insightful

Characteristics of the investigative type: Investigative people are intellectual, abstract, analytical, independent, and task-oriented. They like to observe, learn, investigate, analyze, evaluate, or solve problems. The most analytical of the six personalities, this group loves to study and solve math or science related problems. They are not skilled negotiators but prefer working with others who are grounded. They see themselves as precise and intellectual and like to be acknowledged for their achievements.

Best when working: Alone or with other investigative individuals

Compatible with: Realistic or Artistic

Career Clusters

Health science
Information technology
Law, public safety, corrections, and security
Science, technology, engineering, and mathematics

Careers with an Investigative Environment

Surgeon	IRA	Dentist	ISR	Curator /Archivist	IRS
Aeronautical Engineer	IRS	Physical Therapy	ISA	Neurologist	IRS
Meteorologist	IRS	Translator	ISC	Anthropologist	IRE
Astronomer	IRE	Paralegal		Environmental Analyst	IRE
Civil Engineer	IRE	Technical Writer		Pilot	IRE
Computer Programmer	IRC	Actuary		Structural Drafter	IRC
Biologist	IAR	Systems Analyst	IER	Art Appraiser	IAS
Nurse Practitioner	ISA	Research Professor		Surveyor	IEA
Actuary	ISE	Financial Analyst		Cytotechnologist	ICR
Chief Information Officer	IER	Carpenter		Pharmacist	IES

Education Majors

Anthropology (A,S)	Letters: Constitutional Studies (E,S)
Astronomy (R)	Liberal Studies (S,A,I)
Astrophysics (R)	Mathematics (R,E)
Biochemistry (R)	Math Education (S,I,A)
Biology (R)	Math Statistics (C,I)
Biomedical Engineering (R)	Medicine (I,S,R)
Botany (I,R,E)	Microbiology (R)
Chemical Biosciences (R)	Paleontology (R)
Chemical Engineering (R)	Pharmacy (I,E,R)
Chemistry (R)	Physics (R)

Community Health (C,R,S)	Psychology (I,S,A)
Criminology (S,R)	Plant Biology (R)
Dentistry	Pre-Dentistry (R,S)
Economics – (A,S)	Pre-Medicine (S,R)
Environmental Studies (R,S)	Pre-Pharmacy (S,C)
Environmental Sustainability (R,S)	Pre-Physician’s Associate (S,R)
Film & Media Studies (A,E)	Pre-Veterinary Medicine (R,S)
Geographic Information Science (R,E)	Psychology (S,E)
Geography (R,E)	Public Health (C,R,S)
Geosciences (I,R)	Science Education (I, S, R)
Health, Medicine & Society (S)	Sociology: General (S,E)
Human Health & Biology (R, S)	Veterinary Medicine (I,R)
Information Science & Technology (R, C)	Women’s Studies (S,I,A)
International Security Studies (S,R)	Zoology (I,R)

ARTISTIC – CREATORS

Interests	Values	Abilities	Qualities
Working with others	Honesty	Communication skills	Creative
Influential roles	Beauty	Work well under pressure	Expressive
Art/Music/Drama	Self-expression	Artistic ability	Original
Language/Literature	Objectivity	Good at improvising	Independent
Other cultures	Diversity	Innovative	Unsystematic
Unstructured events	Public recognition	Intuitive	Quick wit

Characteristics of the artistic type: Artistic people are imaginative, independent, extroverted, value aesthetics, and prefer self-expression through the arts. They have innovative or intuitive abilities and prefer to work in an unstructured environment, using their imagination or creativity. They enjoy tasks involving people or physical skills and tend to be more emotional than the other types.

Best when working: In groups that allow creative expression and unsystematic teams

Compatible with: Investigative and Social

Career Clusters

Arts, A/V technology, and communications
Education and training
Hospitality and tourism
Human services
Marketing, sales, and service

Careers with an Artistic Environment

Costumer	ARI	Still Photographer	ARS
Floral Designer	ARE	Cake Decorator	ARE
Architect	AIR	Writer	AIE
Fashion Designer	ASR	Exhibit Artist	ASI
Composer	ASE	Dancing Instructor	ASE
Graphic Designer	AER	Screen Writer	AEI
Audiovisual Production	AES	Choral Director	AES
Broadcast Journalism		Actor	
Choreographer	AES	News Editor	AES
Wedding Consultant	AES	Photojournalist	AEC

Education Majors

Aboriginal Studies (A,I,S)	Interior Design (R,S)
Architecture (I,R)	International Studies (A,I,S)
Art (R)	Journalism (I,S)
Art History (A,S)	Latin American Studies (A,I,S)
Asian Studies (A,I,S)	Letters (I)
Classical Languages	Linguistics (I,S)
Classical Studies (I)	Literary & Cultural Studies (S, I)
Creative Media Production (R,S,E)	Music(I,R)
Dance (R,E)	Musical Theatre (E,S)
Drama (E,S)	Philosophy (I,S)

English: Writing (I,E) Environmental Design (I,R) Ethics & Religion (I,S) European Studies (A,I,S) Foreign Languages Journalism Proof Writing	Professional Writing (I,S) Religious Studies (A,S,E) Studio Art (R,I,E) Technology, & Culture (R,I,E) Visual Communication (R,I,E)
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SOCIAL – HELPERS

Interests	Values	Abilities	Qualities
Music/Reading/Drama	Social interaction	Communication	Cooperative
Helping others	Impacting individuals	Teaching	Outgoing
Religion	Impacting society	Leading/Advising	Understanding
Education	Working in teams	Encouraging	Insightful
Community service	Expressing feelings	Listening	Helpful
Social activities	Growth of others	Facilitating	Trustworthy

Characteristics of the social type: Social people are community-service oriented, interested in educational activities, prefer social interaction, and are concerned with social and religious issues. They live to inform, enlighten, train, develop, and cure others. Persons with a social personality like to dominate their environment. Many people have traits of this category. They tend to be "drawn more to seek close relationships with other people and are less apt to want to be really intellectual or physical. Their ideal working conditions are with other people who are also trustworthy and helpful, and show appreciation.

Best when working: Groups and all types of people where they feel needed

Compatible with: Artistic and Enterprising

Career Clusters

Arts, A/V technology, and communications
 Education and training
 Government and public administration
 Health science
 Human services
 Law, public safety, corrections, and security
 Marketing, sales, and service

Careers with a Social Environment

Customer Service		Park Naturalist	
Special Agent	SRI	Athletic Trainer	SRE
Recruiter	SRE	Professional Athlete	SRC
Nurse/Midwife	SIR	Psychologist	SIA
Dietitian	SIE	Physical Therapist	SIE
Dental Hygienist	SAI	Career Counselor	SAE
Teacher	SAE	Police Officer	SER
Loan Officer	SER	School Principal	SEI
Community Health Worker		Tutor	
Librarian		Clergy	
Television Director	SEA	Paralegal	SEC
Appraiser	SCE	Politician	ESA

Education Majors

Aboriginal Studies (I,A)	Journalism Education (S, A, E)
African American Studies (I,A)	Law Enforcement Admin (R, E, C)
Audiology (I,A)	Mathematics Education (A,I)
Clinical Dietetics (S, E, I)	Music Education(A,I)
Communication (I,E,A)	Nursing (I,R,E)

Communication Disorders (S,I,A) Dental Hygiene (R) Early Childhood Education (A,E) Early Childhood Education (S, A) Elementary Education (A,E) Elementary Education (S, A, C) Foreign Language Education (S, A, I) Health & Exercise Science (R, I) History (I,E) History of Science (I) Human Relations (E,I) Individual & Family Development (S,A,E) International & Area Studies Asian, European, Latin (I,A) Language Arts Education (A,I)	Nursing (S, I, C) Occupational Therapy (S, R, E) Physical Therapy (S, R, E) Pre-Occupation Therapy (R,I) Pre-Physical Therapy (R,I) Radiation Therapy (R,I) Religious Studies (A,E) Science Education (I,R) Social Studies Education (A,I) Social Work(E,A) Special Education (I,A) Speech Pathology (S,A,E) Women's & Gender Studies (I,E) World Language Education (A,I)
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ENTERPRISING – PERSUADERS

Interests	Values	Abilities	Qualities
Politics	Seeking pleasure	Leadership	Assertive/Dominant
Economics	Power/Control	Management	Outgoing
Leadership	Success	Persuasion/Sales	Self-confident
Challenges	Status/Recognition	Decision making	Energetic
Competition	Expressing opinions	Public speaking	Dynamic
Negotiation	Making money	Planning/Organizing	Ambitious

Characteristics of the enterprising type: Enterprising people are extroverted, aggressive, adventurous, dominant, and have good verbal skills. They like to work with others to influence, persuade, or perform and like to lead others to obtain organizational goals or economic gain. They like to work with people and, therefore, tend to be good talkers and toward business or political careers. They see themselves as being social and ambitious, and have a way with getting a group of people to lean a certain way. They are careful to avoid people who are too scientific and analytical, but are definitely drawn to working in groups.

Enjoys working with: Groups and with all types of people in a leadership position

Compatible with: Social and Conventional

Career Clusters

Arts, A/V technology, and communications
 Business, management, and administration
 Finance
 Government and public administration
 Hospitality and tourism
 Law, public safety, corrections, and security
 Marketing, sales, and service

Careers with an Enterprising Environment

Entrepreneur	I	Park Superintendent	ERA
Construction Superintendent	ERS	Intelligence Specialist	ERS
Production Manager	ERC	Business Enterprise Officer	EIR
Industrial Engineer	EIR	Communications Consultant	EIA
Environmental Project Manager	EIS	Foreign-Exchange Trader	EIC
Patent Agent	EIA	Fashion Coordinator	EAS
Museum or Zoo Director	ESR	Claim Adjuster	ESR
Hotel Manager		School Principal	
Human Resource Advisor	ESR	Media Marketing Director	ESR
President (any industry)	ESR	Real Estate Agent	ESR
Tax Attorney	ESI	Urban Planner	ESI
Politician	ESA	e-Commerce Manager	ESA
Financial Planner	ESC	Social Director	ESC

Education Majors

Advertising (E,A,S)	Management (E, C,S)
Aviation Management (E,R)	Marketing (E, C)
Communication (E, S, A)	Political Science (E,I,S)
Economics –Business (E,S)	Public & Nonprofit Administration(E,S,C)

Energy Management (E,C,R) Entrepreneurship & Venture Mgmt (E,S) Entrepreneurship (E,C) Human Resource Mgmt (E,S,C) Industrial Engineering (E, I, R) International Business (E,S,I) Journalism - PR (E, A, S) Journalism - Advertising (E, A, S)	Public Affairs & Administration (E, S, C) Public Relations (E) Law (Pre-Law) (E, A, S) Real Estate (E, S, C) Sports Management (E,S,R) Supply Chain Management (E,R) Supply Chain Mgmt (E, R) Venture Management (E,S,C)
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CONVENTIONAL – ORGANIZERS

Interests	Values	Abilities	Qualities
Organizing	Business success	Follow orders	Detail oriented
Collecting things	Accuracy	Clerical skills	Organized
Keeping records	Order	Computer skills	Persistent
Math/Accounting	Clear standards	Organizational skills	Efficient
Serving as treasurer	Routine	Numerical ability	Practical
Concrete tasks	Practical things	Written communication	Systematic

Characteristics of the conventional type: Conventional people are practical, well controlled, sociable, conservative, and prefer structured tasks and conformity. They like to work with data, have clerical or numerical ability, and are very attentive to detail. They like structure and order and avoid ambiguous activities. Conventional people value success in business, reputation and status. They also enjoy working with other people but do best in small, systematic groups where they know their responsibilities.

Enjoys working with: Groups that have defined duties assigned to all

Compatible with: Enterprising or Realistic

Career Cluster

Architecture and construction
 Business, management, and administration
 Finance
 Health science
 Manufacturing
 Marketing, sales, and service
 Transportation, distribution, and logistics

Career with a Conventional Environment

Desktop Publisher	CRA	Credit Analyst	CRS
Mail Carrier	CRS	Website Editor	CIA
Underwriter	CSE	Computer Programmer	IRC
Child Development Specialist	SEC	Telecommunications Specialist	ECS
Financial Planner	ESC	Safety Manager	SEC
Golf Club Manager	ECS	Travel Agent	ECS

Education Majors

Accounting (R,I) Business Stat (C, E, I) Computer Science (I,R) Economics (I, C, E) Finance (E,I) Industrial Engineering (I, E) Information Studies (C, I)	Information Technology (C, I) Logistics & Materials Mgmt (C, E, R) Management (E, I, S) Management Information Systems (E,I) Meteorology (E,S) Risk Management (E,S)
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Career Clusters for People who have INCONSISTENT PERSONALITY PATTERNS

Sometimes the six Holland personality types combine in unusual ways in people. There are many occupations compatible with persons having an inconsistent personality pattern, where they gain an advantage, even though the types are on opposite ends of the hexagon.

R and I - Realistic and Investigative

- Health science
- Information technology
- Science, technology, engineering, and mathematics

R and A - Realistic and Artistic

- Arts, A/V technology, and communications

R and S - Realistic and Social

- Health science
- Human services
- Law, public safety, corrections, and security

R and E - Realistic and Enterprising

- Arts, A/V technology, and communications
- Hospitality and tourism

R and C - Realistic and Conventional

- Architecture and construction
- Manufacturing
- Transportation, distribution, and logistics

I and S - Investigative and Social

- Health science

A and S - Artistic and Social

- Education and training

A and E - Artistic and Enterprising

- Arts, A/V technology, and communications

S and E - Social and Enterprising

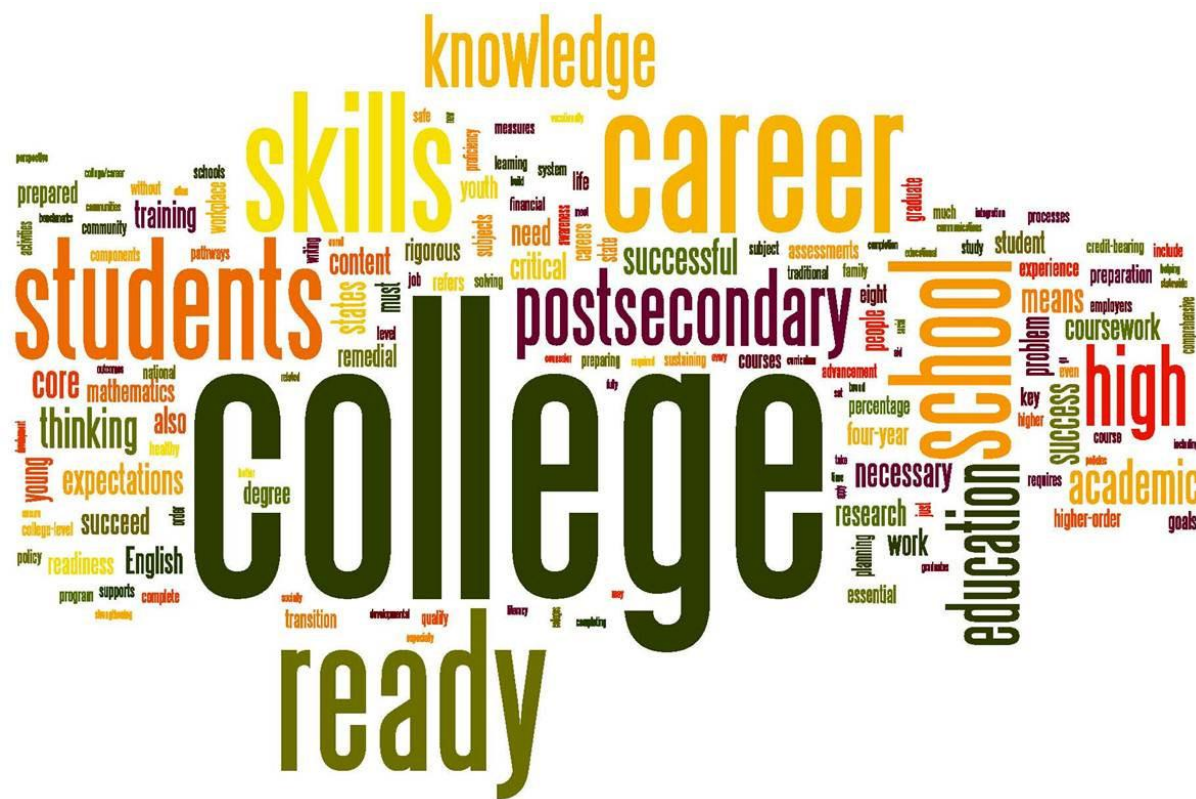
- Government and public administration
- Law, public safety, corrections, and security
- Marketing, sales, and service

E and C - Enterprising and Conventional

- Finance
- Health science

Prepare to Enter the Work Force

Like most students entering the work force you want to start your career doing something that matters, is mentally engaging, and provides a satisfying work-life balance. Maybe you want to work in an industry or for a company that makes an impact on the world, be at the core of breakthrough innovations, be given exciting assignments, lead initiatives, or thrive in a space where new ideas flourish. Many companies provide opportunities for world-class training to help you become a leader in your field. No matter what you do, it is also about how you'll feel: welcomed, valued, purposeful, challenged, heard, and inspired. In a nutshell, you want job satisfaction. However, you want earning potential and to be involved in a field that has a future, too.



When you graduate, the future of employment could look different compared to how it looks today. It is important that you approach your career development strategy with an eye to what the future job market will look like and how you will be able to adapt as it changes? To be ahead of the curve, you want to be adequately prepared to gain skills and experience that transition into the jobs of the future.

You should keep track of your professional assets, hard and soft skills, and a timetable for learning new proficiencies. You should learn all you can about the business processes applicable to your chosen field of study so you can determine what skills you need to learn or hone.

Which Occupations are in Demand?

Forward thinking experts study education, training and employment initiatives, advancements in technology, and overriding tendencies to track which skills are increasingly in demand. Using these studies as a guide, we looked at the skills the recruiting agencies and top ranked employers in North America listed as requirements. We compared those results with the Future Skills report from LinkedIn and the Canadian Business's listing of Canada's Best Jobs in 2020 to determine which jobs have the greatest career prospects and long future. Here is what we learned.



1. Broad Range of Skills Needed for the Future Job Market

We are seeing long-term needs in certain areas. Globally, employers are seeking people who are equipped with a broad suite of technical and soft skills, including skills associated with digital literacy, entrepreneurship, and social intelligence (street smarts, tact, common sense, conversational and listening skills,). These skills are increasingly valuable as we see the gig economy and remote work become increasingly popular, too. From a survey of ninety Canadian private-sector organizations, employers identified soft skills like teamwork, communication, and problem-solving capabilities as some of the most important skills they require for entry-level positions.

Take stock of your professional assets, expand your technology skills, get proactive about improving your soft skills, because they are always in demand.

2. Soft Skills Rank at the Top

When experts identify important skills needed in today's shifting work environment, soft skills persist in rising quickly to the top of the list. Globally, however, some of these skills are the hardest to find in employees. They are:

1. Critical thinking or problem-solving
2. Adaptability and flexibility
3. Communication
4. Leadership
5. Innovation and creativity

This indicates the key to achieving success is the ability to stretch beyond formal education and competence to commit significant time to learning and honing a variety of the most valuable soft skills or human skills, ones that you can fine-tuning across multiple disciplines. You will stand out as a confident, highly skilled and motivated person, not just a candidate with a certificate or degree. Having a broad range of soft skills is valuable if you are supervisor, manager, entrepreneur, play sports or active in your community.

These are skills you will use throughout your life. Any of us who aspire to enjoy long lasting relationships, should understand that the key to each encounter growing into a strong connection lies in our people skills.

In Corro's Student Success Series and Cutting Edge Leader Series we discuss these soft skills separately because they are "learnable" and not innate traits. What soft skills do you need to enhance?

3. Least Risk Sectors

The threat of automations always looms. However, in Canada the jobs at least risk involve: management, stakeholder interaction, specialized expertise, problem solving, creativity and jobs requiring physical work.

4. Trades & Apprenticeship

Pursuing a job in the trade sector is a good first-choice post-secondary option. You will find good prospects because there are higher employment rates, increased wages, stability and opportunities of upward advancement as well as entrepreneurial and international opportunities. In fact, several employer surveys indicate that as the Baby Boomer generation retires, the skilled trade positions are some of the hardest to fill. There is a shortage of qualified candidates. You can expect that one in five new jobs in Canada will be in the skilled trades. Estimates indicate that the majority of trade specialties will be strong for decades to come.

There are at least 300 skilled trades to choose from within the construction, manufacturing, transportation and service sectors, which are multi-billion dollar industries in Canada. Statistics show there has been a 50-80% increase in demand over the last five years in several skilled trades.

The majority of high paying skilled trades require a high school diploma, an apprenticeship program (varies between Provinces 3-5 years) before certification. In a compulsory certificate trade, an employer wishing to hire persons to work in the trade must hire only certified journeypersons in that trade or apprentices registered in the trade and working under the supervision of a certified journeyperson. There are optional certificate trades, but specialized skills and experience are still prerequisites.

Beyond the notable trades such as welder, electrician, or pipefitter, explore in-demand careers in fields such as elevator mechanic, power line & cable worker, power systems electrician, commercial and domestic appliance service technician. Following certification, the median salary in cornerstone trades is approximately \$75,000 to \$85,000 per year. Explore trades, financial assistance, and your options through your provincial or territorial apprenticeship authority, through a technical college near you or through one of the links below:

[Alberta](#)

[New Brunswick](#)

[Nova Scotia](#)

[Prince Edward Island](#)

[Yukon](#)

[British Columbia](#)

[Newfoundland and Labrador](#)

[Nunavut](#)

[Quebec](#)

[Manitoba](#)

[Northwest Territories](#)

[Ontario](#)

[Saskatchewan](#)

[Alberta Trades & Occupations List](#)

[Canadian Apprenticeship Forum](#)

Check out the [Trades Explorer](#) Tool from the Canadian Apprenticeship Forum.

5. Specialized Career Training

Some careers require specialized training by attending a technical college, community, company training program, or institution that specializes in that field of expertise. This is particularly prevalent in fields such as technology, healthcare, or crime investigation to name a few. Program length varies. You complete your specialized training, gain experience in the field after which you qualify for advanced opportunities. Median salaries are around \$80,000.

Licensed Practical Nurse, Locomotive engineers, Oil & Gas Drilling Supervisors, Pipefitting Supervisors, and police officers are examples of such careers which are currently in demand. In the RCMP alone, you have over 150 different types of career opportunities to choose from: General Duty Policing, Forensic Identification, Drugs and Organized Crime Investigation, Financial Crime, Emergency Response Team, Integrated Border Enforcement Team, National Security, VIP Protective Service, Police Dog Services, Marine Services, International Peace Operations, Explosives Disposal are just a few examples.

With the speed of technological advance comes the addition of new demands in the labor market. Careers worthy of mention include:

- Data scientist
- Cybersecurity specialist
- Robotic and artificial intelligence professionals
- 3D printing experts
- Compliance officers
- Continuous Integration engineering
- Frontend web development
- Gesture recognition technology
- Human-centered design
- Social media marketing
- Workflow automation

6. College and University

Many companies will not consider hiring someone who has not earned a degree from a university. Still after graduation, gaining experience and credibility in your field is a prerequisite to earning the higher salaries, assuming greater responsibility, or becoming a leader in the field. You could enter a trusted established or noble profession to be a teacher, pharmacist, doctor, attorney, clinical dietician, occupational therapist, market research analyst, nurse practitioner, management consultant, or accountant. In a survey conducted in thirty-five countries by the University of Sussex these types of jobs rank as the most respected along with firefighter, police officer or the military.

7. Make sure you can rely on your Online Sources of Information

When you conduct any research about an occupation or career, take into account the difference between Canada and other countries. The differences are apparent in the names of occupations, prerequisite education, training programs, salaries, opportunities, labour market trends, skill requirements, and credentials acquired. Gather specific details, before you make a decision.



Here's a tip to help you evaluate the **accuracy** of information online.

ee Judge hard!

For example: In the USA a career in nursing can be either as a Licensed Practical Nurse (LPN) vs Certified Nursing Assistant (CNA). A key difference between LPN and CNA is the education required. Certified Nursing Assistants need to complete high school diploma and pass a competency exam after completing a CNA training program which takes anywhere from 4-12 weeks (CNA training program requirements vary state by state). The training includes classroom hours and clinical practice. A CNA assists the nursing team with a limited scope of basic care duties while under the supervision of an LPN. The salary of a CNA is approximately \$26,000. LPNs take a more in-depth formal training program, which usually takes about 12 months to complete after which they must pass the National Council Licensure Examination. Their salary range is around \$45,000.

On the other hand, there are no specific nursing assistant programs or jobs in Canada. Canada's nursing sector is made up of Registered Nurses (RN), Nurse Practitioners (NP), and Licensed Practical Nurses (LPN).

A registered nurse has to complete a four-year BA degree from a Canadian nursing college or the international equivalent. The education requirement is the same across Canada. An RN specializes in patient care. A Nurse Practitioner (NP) is similar to a Registered Nurse; however, they specialize in their area of interest, often have more authority than RN's and in some instances their expertise ranks with that of a doctor. Average salary of the RN is \$80,122 per year in Canada. The LPN, also known as Registered Practical Nurse (RPN), completes a two-year nursing degree, must pass the national licensing exam and can work in any environment requiring nursing expertise, earning approximately \$53,000 per year. Licensed Practical Nurse has a higher than average annual growth by 3.7% in Alberta making LPN in high demand over the next 5-10 years.

In the Canadian sector, there are Nurse Aides, Orderlies, Patient Service Associates or Personal Support Workers or Resident Care Workers who generally work under the supervision of registered nurses (RNs) and other medical staff. Because they receive short-term training they enter the workforce more quickly than an RN or LPN, but make less.

The same logic applies to consulting with career coaches or advisors. Once you have determined that the person from whom you are seeking advice has the proper credentials, you must then find out if they are "right" for you. Is this individual knowledgeable about your particular field?

Are they familiar with the province or area within which you wish to work?

Expand Skills at Every Opportunity

Why should you expand your skills?

- Employers hire people with skills that match their job needs.
- Employers keep and promote people who are serious about expanding their skills and take professional development seriously..
- Many good jobs require specialized training such as a degree or a certification.
- If your job ends, you'll have a better chance to get a new one.
- Technology is in a constant state of change. You certainly want to remain current and competitive.
- Continuing education is good for your mind and for personal satisfaction, there are few greater reward.



In the course of your career you will be given many openings for professional and personal development. We hope you take advantage of these opportunities.

Inspired and Committed, We Celebrate Your Journey

At Corro, we believe in the power of people. We are inspired to expand humanity's capacity for wisdom, compassion, and courage.

In our commitment to helping you achieve long-term personal development and use your organizational platform for positive impact, we celebrate the journey of lifelong learning while fostering an all-inclusive community driven environment of meaning, personal connection, and fun.

Corro is not just a Work Space – Our Aim is Helping the Community Thrive through People Success