

Greening the Economy



Transitioning
to **New**
Careers

FINANCIAL

**CAREER
PROFILES**

Contents

Page

3 Educational Flow Chart

FINANCIAL

- 4 Banking, Credit and Other Investment Managers (NOC 0122)
- 6 Banking, Insurance and Other Financial Clerks (NOC 1434)
- 8 Business Development Officers and Marketing Researchers and Consultants (NOC 4163)
- 10 Customer Service Representatives – Financial Services (NOC 1433)
- 12 Environmental Consultant (NOC 4161)
- 14 Financial Auditors and Accountants (NOC 1111)
- 16 Financial and Investment Analysts (NOC 1112)
- 18 Insurance Agents and Brokers (NOC 6231)
- 20 Loan Officers (NOC 1232)
- 22 Other Financial Officers (NOC 1114)
- 24 Professional Occupations in Business Services to Management (NOC 1122)
- 26 Security Agents, Investment Dealers and Brokers (NOC 1113)

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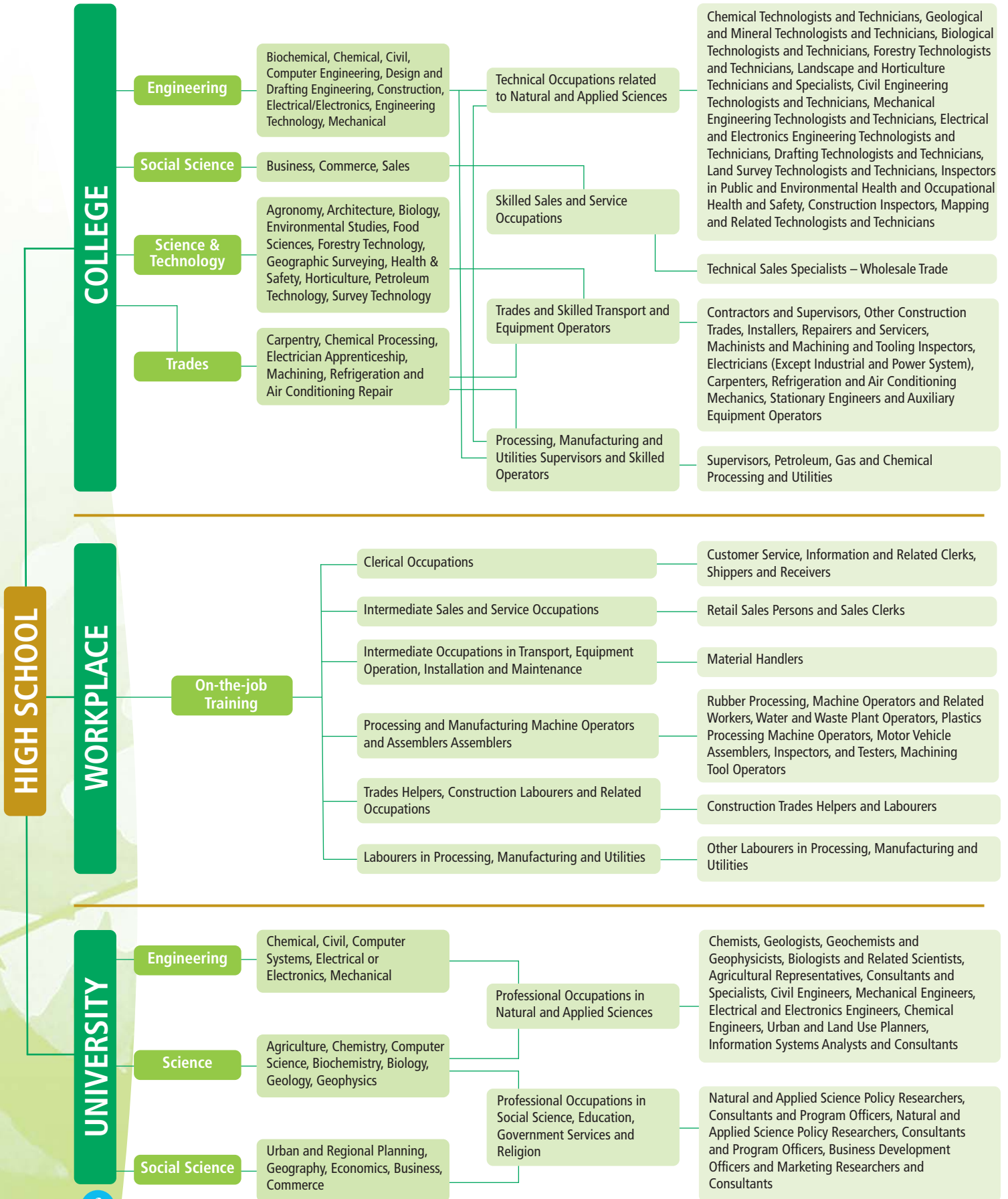
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Educational Flow Chart



Banking, Credit and Other Investment Managers

NOC 0122

Banking, credit and other investment managers plan, organize, direct, control and evaluate the activities of financial establishments or operational departments within such establishments, or credit departments in industrial and commercial establishments. They oversee business development and manage overall performance in accordance with established strategic directions and policies. Banking managers are employed by banks, trust companies and credit unions. Credit managers are employed by credit departments in department stores, utility companies, car dealerships, insurance companies or other industrial or commercial organizations. Other investment managers are employed by credit card companies, consumer loan companies, mutual fund investment firms, mortgage investment companies or other financial establishments concerned with extending loans and financing and investments.¹

Places of Employment¹:

- Trust companies
- Banks
- Credit unions
- Consumer loan companies
- Mortgage investment companies
- Department stores
- Car dealerships

Employment Requirements¹:

- A university degree or college diploma in business administration, commerce, economics or a related field is usually required
- A master's degree in business administration (M.B.A.) or finance (M.Sc.) may be required for the management of large commercial loans
- Completion of company or other management training programs is usually required
- Several years of experience within the industry, including supervisory experience, are required

Local Educational Programs:

Program	Length	Certification	Institutions
Business Administration	4 years	Degree	Ryerson University, University of Toronto, York University
Business Administration	3 years	Diploma	Centennial College, George Brown College, Humber College, Seneca College, Sheridan College
Economics	4 years	Degree	Ryerson University, University of Toronto, York University
Masters of Business Administration	2 - 3 years	Masters Degree	Ryerson University, University of Toronto, York University

The most important Essential Skills for this occupation are²:

- Numeracy
- Oral communication
- Computer use
- Problem Solving

Number of Employees by Age Range³:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	85	365	40	490
25 – 44 years	1,545	8,865	865	11,275
45 years and over	1,035	6,065	595	7,695
Total Employees	2,665	15,295	1,500	19,460
% 45 years +	38.84%	39.65%	39.67%	39.54%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ³	
Peel Halton	\$ 131,243
Toronto	\$ 202,625
York Region Brad WG	\$ 129,108
Ontario	\$ 134,380

Banking, Credit and Other Investment Managers

NOC 0122

Top Industries of Employment for 3 regions³:

Across all three regions, there are 19,460 banking, credit and other investment managers employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total
522 Credit intermediation and related activities	13,035	66.98%
523 Securities, commodity contracts, and other financial investment and related activities	3,040	15.62%
541 Professional, scientific and technical services	240	1.23%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Related Occupations¹:

- Mortgage brokerage managers (NOC 0121)
- Other business services managers (NOC 0123)
- Senior managers - financial, communications and other business services (NOC 0013)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

TD Canada Trust
79 Wellington Street West
Toronto, ON M5K1B1
www.tdcanadatrust.com

Edward Jones Financial
257A Willard Avenue
Toronto, ON M6S 3R1
www.edwardjones.com

AIC Newmarket
16635 Yonge Street, Suite 26
Newmarket, ON L3X 1V6
www.aiccorp.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Statistics Canada. 2006 Census. www.statcan.gc.ca.

Banking, Insurance and Other Financial Clerks

NOC 1434

Banking, insurance and other financial clerks compile, process and maintain banking, insurance and other financial information.¹

Places of Employment¹:

- Banks
- Credit companies
- Private and public insurance establishments
- Investment firms
- Other financial establishments

Employment Requirements¹:

- Completion of secondary school is required
- A business college diploma may be required
- On-the-job training and short-term training courses or programs specific to the financial establishment are usually required

Local Educational Programs:

Program	Length	Certification	Institutions
Business Administration	4 years	Degree	Ryerson University, University of Toronto, York University
Business Administration	3 years	Diploma	Centennial College, George Brown College, Humber College, Seneca College, Sheridan College

The most important Essential Skills for this occupation are²:

- Numeracy
- Oral communication
- Computer use

Number of Employees by Age Range³:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	250	940	95	1,285
25 – 44 years	995	3,885	535	5,415
45 years and over	955	2,850	385	4,190
Total Employees	2,200	7,675	1,015	10,890
% 45 years +	43.41%	37.13%	37.93%	38.48%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ³	
Peel Halton	\$ 44,531
Toronto	\$ 46,962
York Region Brad WG	\$ 46,290
Ontario	\$ 43,551

Top Industries of Employment for 3 regions³:

Across all three regions there are 10,890 banking, insurance and other financial clerks employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total
522 Credit intermediation and related activities	4,780	43.89%
524 Insurance carriers and related activities	3,160	29.02%
523 Securities, commodity contracts, and other financial investment and related activities	975	8.95%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Banking, Insurance and Other Financial Clerks

NOC 1434

Related Occupations¹:

- Bookkeepers (NOC 1231)
- Customer Service, Information and Related Clerks (NOC 1453)
- Customer Service Representatives - Financial Services (NOC 1433)
- General Office Clerks (NOC 1411)
- Supervisors, Finance and Insurance Clerks (NOC 1212)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

TD Canada Trust

79 Wellington Street West
Toronto, ON M5K1B1
www.tdcanadatrust.com

Smith Sykes Leeper Tunstall LLP

111 Main Street South
Newmarket ON L3Y 3Y8
www.ssl.on.ca

Desjardins Financial

95 St. Clair Avenue West
Toronto ON M4V 1N7
www.desjardinslifeinsurance.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Statistics Canada. 2006 Census. www.statcan.gc.ca.

Business Development Officers, Marketing Researchers & Consultants

NOC 4163

Business development officers and marketing researchers and consultants conduct research, formulate policies and manage programs to stimulate industrial and commercial business investment or tourism in urban and rural areas or to promote commercial or industrial products and services.¹

Places of Employment¹:

- Government departments
- International organizations
- Marketing firms
- Business associations
- Self employed

Employment Requirements¹:

- A bachelor's degree in economics, commerce, business administration or public administration is required
- Certification as a certified economic developer (Ec.D.) may be required

Local Educational Programs:

Program	Length	Certification	Institutions
Business	3 years	Advanced Diploma	Centennial College, George Brown College, Humber College, Seneca College, Sheridan College
Business administration	4 years	Bachelor of Business	Ryerson University, University of Toronto, York University
Certificate in Sustainability	N/A	Certificate in Sustainability (CKSS)	Ryerson University
Green Business Management	1 year	Graduate Certificate	Seneca College

The most important Essential Skills for this occupation are²:

- Reading text
- Writing
- Document use
- Numeracy

The most important High School subjects are³:

- Business
- English
- Math
- Computer related courses

Number of Employees by Age Range⁴:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	405	960	330	1,695
25 – 44 years	2,490	5,350	1,510	9,350
45 years and over	1,155	2,005	850	4,010
Total Employees	4,050	8,315	2,690	15,055
% 45 years +	28.52%	24.11%	31.60%	26.64%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ⁴	
Peel Halton	\$ 66,138
Toronto	\$ 75,507
York Region Brad WG	\$ 66,182
Ontario	\$ 67,738

Business Development Officers, Marketing Researchers & Consultants

NOC 4163

Top Industries of Employment for 3 regions^{4,5}:

Across all three regions there are 15,055 business development officers and marketing research consultants employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total	Number of Employers Dec 2003	Number of Employers Jun 2009	Absolute Change % 03 - 09	Change 03 - 09
541 Professional, scientific and technical services	5,600	37.20%	76,758	77,367	609	0.79%
561 Administrative and support services	675	4.48%	20,942	19,811	-1,131	-5.40%
522 Credit intermediation and related activities	660	4.38%	4,745	4,119	-626	-13.19%
523 Securities, commodity contracts, and other financial investment and related activities	480	3.19%	18,511	22,124	3,613	19.52%
414 Personal and household goods wholesaler-distributors	475	3.16%	5,324	5,233	-91	-1.71%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Additional Information¹:

- Progression to managerial positions is possible with experience

Matrix of Skills Transferability⁶:

Transferability between occupations has been analyzed using the National Occupational Coding system. Judgments have been made based on an analysis of available information regarding the overlap of knowledge and skills and labour market hiring practices for occupations. Occupations to which transferability exists are:

There are no direct occupations linked to this occupation based on the matrix of skills transferability. However, the following have been identified as related occupations:

- Professional Occupations in Business Services to Management (NOC 1122)
- Sales, Marketing and Advertising Managers (NOC 0611)
- Professional Occupations in Public Relations and Communications (NOC 5124)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

Lumos Research Inc.
1011 Upper Middle Rd. East, Suite 1451
Oakville, Ontario L6H 5Z9
Telephone: 1 905 257 7219
Fax: 1 905 257 6788
www.lumosresearch.com

Tim Moore Associates
6021 Yonge Street, Unit 317
Toronto, Ontario M2M 3W2
Telephone: 1 905 201 6515
www.timmooreassociates.com

Rooney Earl & Partners
17 Rouge River Circle
Markham, Ontario L6B 1A8
Telephone: 1 905 472 0894
Fax: 1 416 686 2694
www.RooneyEarl.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Service Canada. Job Futures – National Edition. 2007. www.jobfutures.ca.

⁴Statistics Canada. 2006 Census. www.statcan.gc.ca.
Note: These salaries represent an average of both unionized and non-unionized workers. Salaries may vary by workplace.

⁵Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009. www.statcan.gc.ca.

⁶Human Resources Skills Development Canada. Matrix of Skills Transferability – January 2003. www.hrsdc.gc.ca.

Customer Service Representatives – Financial Services

NOC 1433

Customer service representatives in this unit group process customers' financial transactions and provide information on related banking products and services.¹

Places of Employment¹:

- Trust companies
- Banks
- Credit unions
- Financial institutions

Employment Requirements¹:

- Completion of secondary school is required
- A business college diploma may be required
- On-the-job training is provided

Local Educational Programs:

Program	Length	Certification	Institutions
Business Administration	4 years	Degree	Ryerson University, University of Toronto, York University
Business Administration	3 years	Diploma	Centennial College, George Brown College, Humber College, Seneca College, Sheridan College

The most important Essential Skills for this occupation are²:

- Numeracy
- Oral communication
- Working with others

Number of Employees by Age Range³:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	1,130	2,635	600	4,365
25 – 44 years	2,080	6,575	1,245	9,900
45 years and over	1,235	2,855	575	4,665
Total Employees	4,445	12,065	2,420	18,930
% 45 years +	27.78%	23.66%	23.76%	24.64%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ³	
Peel Halton	\$ 37,385
Toronto	\$ 37,008
York Region Brad WG	\$ 38,033
Ontario	\$ 34,558

Top Industries of Employment for 3 regions³:

Across all three regions, there are 18,930 customer service representatives employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total
522 Credit intermediation and related activities	17,200	90.86%
523 Securities, commodity contracts, and other financial investment and related activities	995	5.26%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Customer Service Representatives – Financial Services

NOC 1433

Related Occupations¹:

- Banking, Insurance and Other Financial Clerks (NOC 1434)
- Customer Service, Information and Related Clerks (NOC 1453)
- Supervisors, Finance and Insurance Clerks (NOC 1212)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

Edward Jones Financial

257A Willard Avenue
Toronto, ON M6S 3R1
www.edwardjones.com

AIC Newmarket

16635 Yonge Street, Suite 26
Newmarket, ON L3X 1V6
www.aiccorp.com

Smith Sykes Leeper Tunstall LLP

111 Main Street South
Newmarket ON L3Y 3Y8
www.ssl.on.ca

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Statistics Canada. 2006 Census. www.statcan.gc.ca.

Environmental Consultant

NOC 4161

Environmental consultants or natural and applied science policy researchers and consultants, conduct research, prepare reports, provide consultation and advice and administer programs in a variety of areas related to the natural and applied sciences.¹

Places of Employment¹:

- Federal, provincial and municipal government
- Educational institutions
- Research organizations
- Consulting firms
- Environmental and conservation organizations
- Self employed

Employment Requirements¹:

- A bachelor's degree or college diploma in a related scientific or technical discipline is usually required for occupations in this unit group
- A master's degree in a related scientific discipline may be required

Local Educational Programs:

Program	Length	Certification	Institutions
Certificate in Sustainability	N/A	Certificate in Sustainability (CKSS)	Ryerson University
Earth Systems: Physics & the Environment	4 years	Bachelor of Science	University of Toronto
Environment and Health	4 years	Bachelor of Science	University of Toronto, York University
Environment and Behaviour	4 years	Bachelor of Science	University of Toronto
Environment and Energy	4 years	Bachelor of Science	University of Toronto
Environment and Science	4 years	Bachelor of Science	University of Toronto, York University
Environment and Society	4 years	Bachelor of Arts	University of Toronto
Environmental Biology	4 years	Bachelor of Science	University of Toronto
Environmental Chemistry	4 years	Bachelor of Science	University of Toronto
Environmental Control	N/A	Graduate Certificate	Sheridan College
Environmental Education	N/A	Certificate	Humber College
Environmental Engineering	4 years	Bachelor of Engineering	University of Toronto
Environmental Ethics	4 years	Bachelor of Arts	University of Toronto
Environmental Geography	4 years	Bachelor of Arts	University of Toronto
Environmental Geosciences	4 years	Bachelor of Science	University of Toronto
Environmental Policy and Practice	4 years	Bachelor of Arts	University of Toronto
Environmental Studies Preparation Certificate	N/A	Certificate	Centennial College
Environmental Studies Program	4 years	Bachelor of Environmental Studies Degree	York University
Environmental Technology	3 years	Diploma	Humber College
Innis Environmental Studies Programs	4 years	Bachelor of Arts Degree/Bachelor of Science	University of Toronto
Sustainable Energy	4 years	Bachelor of Engineering	University of Toronto

The most important Essential Skills for this occupation are²:

- Reading text
- Writing
- Document use
- Communication

The most important High School subjects are³:

- English
- Sciences
- Business
- Math

Number of Employees by Age Range⁴:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	30	50	25	105
25 – 44 years	370	725	250	1,345
45 years and over	180	375	140	695
Total Employees	580	1,150	415	2,145
% 45 years +	31.03%	32.61%	33.73%	32.40%

Average Salary

Average Salary based on 2006 Census Data ⁴	
Peel Halton	\$ 72,303
Toronto	\$ 72,127
York Region Brad WG	\$ 56,697
Ontario	\$ 72,431

Source: Statistics Canada, 2006 Census

Environmental Consultant

NOC 4161

Top Industries of Employment for 3 regions^{4,5}:

Across all three regions there are 2,145 environmental consultants employed.
The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total	Number of Employers Dec 2003	Number of Employers Jun 2009	Absolute Change % 03 - 09	Change 03 - 09
541 Professional, scientific and technical services	870	40.47%	76,758	77,367	609	0.79%
912 Provincial and territorial public administration	400	18.60%	45	243	198	440.00%

Source: Statistics Canada, 2006 Census; Statistics Canada, Canadian Business Patterns Data, December 2003, June 2009.

Matrix of Skills Transferability⁶:

Transferability between occupations has been analyzed using the National Occupational Coding system. Judgments have been made based on an analysis of available information regarding the overlap of knowledge and skills and labour market hiring practices for occupations. Occupations to which transferability exists are:

There are no direct occupations linked to this occupation based on the matrix of skills transferability. However, the following have been identified as related occupations:

- Business Development Officers and Marketing Researchers and Consultants (NOC 4163)
- Judges, Lawyers and Quebec Notaries (NOC 411)
- Psychologists (NOC 4151)
- Managers in Public Administration (NOC 041)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

Tapped In Consulting

1 Delta Park Blvd, Unit #3, 2nd Floor
Brampton, Ontario L6T 5G1
Telephone: 1 416 480 6226
Fax: 1 416 480 6226
www.tappedin.ca

Green For Life

401 Magnetic Drive, Unit # 20
Toronto, Ontario M3J 3H9
Telephone: 1 416 467 7621
www.greenforlife.ca

The Scheinman Group

80 Fulton Way, Suite 202
Richmond Hill, Ontario L4B 1J5
Telephone: 1 905 763 0028
Fax: 1 905 763 1781
www.scheinmangroup.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Service Canada. Job Futures – National Edition. 2007. www.jobfutures.ca.

⁴Statistics Canada. 2006 Census. www.statcan.gc.ca.
Note: These salaries represent an average of both unionized and non-unionized workers. Salaries may vary by workplace.

⁵Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009. www.statcan.gc.ca.

⁶Human Resources Skills Development Canada. Matrix of Skills Transferability – January 2003. www.hrsdc.gc.ca.

Financial Auditors and Accountants

NOC 1111

Financial auditors examine and analyze the accounting and financial records of individuals and establishments to ensure accuracy and compliance with established accounting standards and procedures. Accountants plan, organize and administer accounting systems for individuals and establishments. Articling students in accounting firms are included in this unit group.¹

Places of Employment¹:

- Auditing and accounting firms
- Banks and other financial institutions
- Insurance companies
- Throughout the private and public sectors
- Self-employed

Employment Requirements¹:

- Chartered accountants require a university degree and completion of a professional training program approved by a provincial institute of chartered accountants and on-the-job training and membership in a provincial Institute of Chartered Accountants upon successful completion of the Uniform Evaluation (UFE)
- Certified general accountants and certified management accountants require a university degree and completion of a training program approved by the Society of Certified General Accountants or Society of Management Accountants and several years of on-the-job training and certification by the Certified General Accountants Association or the Society of Management Accountants
- Auditors require education, training and recognition as indicated for chartered accountants, certified general accountants or certified management accountants and some experience as an accountant
- Auditors may require recognition by the Institute of Internal Auditors
- To act as a trustee in bankruptcy proceedings, auditors and accountants must hold a licence as a trustee in bankruptcy
- Licensing by the provincial or territorial governing body is usually required for accountants and auditors practising public accounting

Local Educational Programs:

Program	Length	Certification	Institutions
Accounting	4 years	Bachelors Degree	York University, University of Toronto
Finance	4 years	Bachelors Degree	York University, University of Toronto

The most important Essential Skills for this occupation are²:

- Document use
- Numeracy
- Critical thinking

Number of Employees by Age Range³:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	155	660	105	920
25 – 44 years	4,870	14,315	2,765	21,950
45 years and over	4,345	10,175	2,880	17,400
Total Employees	9,370	25,150	5,750	40,270
% 45 years +	46.37%	40.46%	50.09%	43.21%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ³	
Peel Halton	\$ 79,536
Toronto	\$ 84,801
York Region Brad WG	\$ 80,423
Ontario	\$ 77,300

Financial Auditors and Accountants

NOC 1111

Top Industries of Employment for 3 regions³:

Across all three regions, there are 40,270 financial auditors and accountants employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total
541 Professional, scientific and technical services	16,300	40.48%
522 Credit intermediation and related activities	2,510	6.23%
911 Federal government public administration	1,810	4.49%
523 Securities, commodity contracts, and other financial investment and related activities	1,640	4.07%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Related Occupations¹:

- Bookkeepers (NOC 1231)
- Financial Managers (NOC 0111)
- Program or other non-financial auditors (NOC 4161)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

Smith Sykes Leeper Tunstall LLP

111 Main Street South
Newmarket ON L3Y 3Y8
www.ssl.on.ca

Klingbaum Barkin LLP

The Madison Centre, Suite 1906
4950 Yonge Street,
Toronto ON M2N 6K1
www.klingbaumbarkin.com

S+C Partners LLP

6465 Millcreek Dr., Suite 204
Mississauga, ON L5N 5R3
www.scpllp.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Statistics Canada. 2006 Census. www.statcan.gc.ca.

Financial and Investment Analysts

NOC 1112

Financial and investment analysts collect and analyze financial information such as economic forecasts, trading volumes and the movement of capital, financial backgrounds of companies, historical performances and future trends of stocks, bonds and other investment instruments to provide financial and investment or financing advice for their company or their company's clients. Their studies and evaluations cover areas such as takeover bids, private placements, mergers or acquisitions. Financial analysts are employed by a wide range of establishments throughout the private and public sector, such as banks, brokerage houses, insurance companies, investment companies, manufacturing firms, trust companies, utility companies and underwriting firms. Investment analysts are employed primarily by brokerage houses and trust companies.¹

Places of Employment¹:

- Manufacturing firms
- Federal and provincial governments
- Banks, brokerage houses
- Electric power companies
- Financial firms
- Investment firms, insurance firms
- Management consulting firms

Employment Requirements¹:

- A bachelor's degree in commerce, business administration or economics and on-the-job training and industry courses and programs are usually required
- A master's degree in business administration (MBA) (concentration in finance) or in finance may be required
- The Chartered Financial Analyst (CFA) designation, available through a program conducted by the Institute of Chartered Financial Analysts in the United States, may be required by some employers

Local Educational Programs:

Program	Length	Certification	Institutions
Business Administration	4 years	Degree	Ryerson University, University of Toronto, York University
Economics	4 years	Degree	Ryerson University, University of Toronto, York University
Finance	4 years	Bachelors Degree	York University, University of Toronto
Masters of Business Administration	2-3 years	Masters Degree	Ryerson University, University of Toronto, York University

The most important Essential Skills for this occupation are²:

- Oral communication
- Working with others
- Numeracy
- Computer use

Number of Employees by Age Range⁴:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	145	710	60	915
25 – 44 years	1,655	8,165	790	10,610
45 years and over	830	2,975	510	4,315
Total Employees	2,630	11,850	1,360	15,840
% 45 years +	31.56%	25.11%	37.50%	27.24%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ⁴	
Peel Halton	\$ 91,831
Toronto	\$ 100,313
York Region Brad WG	\$ 112,421
Ontario	\$ 88,678

Financial and Investment Analysts

NOC 1112

Top Industries of Employment for 3 regions³:

Across all three regions, there are 15,840 financial and investment analysts employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total
522 Credit intermediation and related activities	3,975	25.09%
523 Securities, commodity contracts, and other financial investment and related activities	3,840	24.24%
541 Professional, scientific and technical services	1,920	12.12%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Related Occupations¹:

- Economic development officers (NOC 4163)
- Economists (NOC 4162)
- Financial planners (NOC 1114)
- Securities Agents, Investment Dealers and Brokers (NOC 1113)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

UBS Banks

154 University Avenue, Suite 800
Toronto, ON M5H 3Y9
www.ubs.com

Echlin Investment Management Limited

2338 Hurontario Street, Suite 301
Mississauga, ON L5B 1N1
www.echlinvests.com

First Swiss Group

North American Center/Xerox Tower
5700 Yonge S. Suite 200
Toronto, ON M2M 4K2
www.firstswissmortgage.ca

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Statistics Canada. 2006 Census. www.statcan.gc.ca.

Insurance Agents and Brokers

NOC 6231

Insurance agents and brokers sell life, automobile, property, health and other types of insurance to individuals, businesses and public institutions. Insurance agents are employed by individual insurance companies or are independent representatives of specific insurance companies. Insurance brokers are employed by brokerage firms, or may work in partnerships or hold sole proprietorship.¹

Places of Employment¹:

- Insurance companies
- Brokerage firms
- Insurance and real estate agencies

Employment Requirements¹:

- Completion of secondary school is usually required
- On-the-job training and insurance industry courses and training programs are provided and are required for employment
- Licensure by the insurance governing body in the province or territory of employment is required

Local Educational Programs:

Program	Length	Certification	Institutions
Business Administration	4 years	Degree	Ryerson University, University of Toronto, York University
Business Administration	3 years	Diploma	Centennial College, George Brown College, Humber College, Seneca College, Sheridan College
Business – Insurance	3 years	Diploma	Seneca College

The most important Essential Skills for this occupation are²:

- Oral communication
- Computer use
- Problem Solving

Number of Employees by Age Range³:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	195	285	60	540
25 – 44 years	1,700	2,945	985	5,630
45 years and over	1,120	2,445	1,140	4,705
Total Employees	3,015	5,675	2,185	10,875
% 45 years +	37.15%	43.08%	52.17%	43.26%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ³	
Peel Halton	\$ 61,855
Toronto	\$ 61,723
York Region Brad WG	\$ 74,532
Ontario	\$ 63,069

Insurance Agents and Brokers

NOC 6231

Top Industries of Employment for 3 regions³:

Across all three regions, there are 8,260 securities agents, investment dealers and brokers employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total
524 Insurance carriers and related activities	9,510	87.45%
523 Securities, commodity contracts, and other financial investment and related activities	255	2.34%
522 Credit intermediation and related activities	115	1.06%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Related Occupations¹:

- Insurance managers (NOC 0121)
- Insurance adjusters and claims examiners (NOC 1233)
- Insurance underwriters (NOC 1234)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

Zurich Canadian Holdings Ltd.
400 University Ave.
Toronto, ON, M5G 1S7
www.zurichcanada.com

Aviva Canada Inc.
2206 Eglinton Avenue East
Scarborough, ON, M1L 4S8
www.avivacanada.com

Smith, Williams & Bateman Insurance Brokers Ltd.
16700 Yonge St., Box 2005
Newmarket, Ontario L3Y 6W4
www.swbins.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Statistics Canada. 2006 Census. www.statcan.gc.ca.

Loan Officers

NOC 1232

Loan officers examine, evaluate and process credit and loan applications.¹

Places of Employment¹:

- Banks
- Trust companies
- Credit unions
- Other financial institutions

Employment Requirements¹:

- Completion of secondary school and extensive general banking experience is usually required
- A bachelor's degree or college diploma related to commerce or economics may be required
- Completion of a loan or credit training program, ranging from six to twelve months, is usually required

Local Educational Programs:

Program	Length	Certification	Institutions
Business Administration	4 years	Degree	Ryerson University, University of Toronto, York University
Business Administration	3 years	Diploma	Centennial College, George Brown College, Humber College, Seneca College, Sheridan College
Business - Economics	4 years	Degree	Ryerson University, University of Toronto, York University
Business – Economics	3 years	Diploma	Centennial College, George Brown College, Humber College, Seneca College, Sheridan College

The most important Essential Skills for this occupation are²:

- Oral communication
- Critical thinking
- Computer use

Number of Employees by Age Range³:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	240	515	75	830
25 – 44 years	1,470	3,440	675	5,585
45 years and over	655	1,800	515	2,970
Total Employees	2,365	5,755	1,265	9,385
% 45 years +	27.70%	31.28%	40.71%	31.65%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ³	
Peel Halton	\$ 52,179
Toronto	\$ 58,435
York Region Brad WG	\$ 65,827
Ontario	\$ 53,504

Loan Officers

NOC 1232

Top Industries of Employment for 3 regions³:

Across all three regions, there are 9,385 loan officers employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total
522 Credit intermediation and related activities	6,690	71.28%
523 Securities, commodity contracts, and other financial investment and related activities	735	7.83%
561 Administrative and support services	250	2.66%
541 Professional, scientific and technical services	195	2.08%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Related Occupations¹:

- Credit and loan managers (NOC 0122)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

AGF Management Ltd.
 Toronto-Dominion Bank Tower
 66 Wellington Street West, 31st Floor
 Toronto, Ontario M5K 1E9
www.agf.com

Desjardins Financial
 95 St. Clair Avenue West
 Toronto ON M4V 1N7
www.desjardinslifeinsurance.com

Virtual One Credit Union
 Trillium Health Centre
 15 Bronte College Court,
 Mississauga, Ontario L5B 0E7
www.virtualonecu.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Statistics Canada. 2006 Census. www.statcan.gc.ca.

Other Financial Officers

NOC 1114

This unit group includes professional occupations in finance not elsewhere classified such as financial planners, financial examiners and inspectors, financial investigators, financial underwriters, mortgage brokers and trust officers. They are employed by banks, trust companies, investment firms and governments, or they may be self-employed.¹

Places of Employment¹:

- Banks and other financial institutions
- Insurance companies
- Federal, provincial and municipal governments
- Self-employment
- Auditing, accounting and bookkeeping firms

Employment Requirements¹:

- A bachelor's degree in business administration, commerce, economics or a related field is usually required
- Various training programs and courses are offered by financial institutes and organizations, such as the Canadian Securities Institute, Institute of Canadian Bankers, Institute of Chartered Financial Analysts, Investment Funds Institute, Canadian Institute of Financial Planning, and Trust Companies Institute of Canada, and may be required by employers
- The designation Personal Financial Planner, awarded by the Financial Planners Standards Council of Canada, may be required
- Financial planners who sell regulated financial products and investments, such as annuities, RRSPs and life insurance, are required to be licensed by the appropriate governing body
- Financial examiners and inspectors may require a recognized accounting designation
- Mortgage brokers require a real estate licence in Quebec and a mortgage broker licence in Newfoundland and Labrador, Nova Scotia, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia

Local Educational Programs:

Program	Length	Certification	Institutions
Business Administration	4 years	Degree	Ryerson University, University of Toronto, York University
Economics	4 years	Degree	Ryerson University, University of Toronto, York University
Finance	4 years	Bachelors Degree	York University, University of Toronto
Masters of Business Administration	2-3 years	Masters Degree	Ryerson University, University of Toronto, York University

The most important Essential Skills for this occupation are²:

- Numeracy
- Oral communication
- Critical thinking

Number of Employees by Age Range³:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	70	500	135	705
25 – 44 years	1,625	5,485	985	8,095
45 years and over	1,410	3,695	965	6,070
Total Employees	3,105	9,680	2,085	14,870
% 45 years +	45.41%	38.17%	46.28%	40.82%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ³	
Peel Halton	\$ 84,884
Toronto	\$ 101,448
York Region Brad WG	\$ 82,622
Ontario	\$ 86,366

Other Financial Officers

NOC 1114

Top Industries of Employment for 3 regions³:

Across all three regions, there are 14,870 other financial officers employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total
523 Securities, commodity contracts, and other financial investment and related activities	5,745	38.63%
522 Credit intermediation and related activities	5,285	35.54%
541 Professional, scientific and technical services	990	6.66%
524 Insurance carriers and related activities	985	6.62%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Related Occupations¹:

- Economic development officers (NOC 4163)
- Economists (NOC 4162)
- Financial and Investment Analysts (NOC 1112)
- Managers in Financial and Business Services (NOC 0012)
- Securities Agents, Investment Dealers and Brokers (NOC 1113)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

American Express
PO Box 7000 STN B
Toronto, ON M2K 2R6
www.americanexpress.com

B2B Trust
130 Adelaide Street West, Suite 200
Toronto, ON, M5H 3P5
www.b2btrust.com

Merrill Lynch Canada, Inc
BCE Place, Wellington Tower
181 Bay Street, 4th & 5th Floors
Toronto, ON M5J 2V8
www.ml.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Statistics Canada. 2006 Census. www.statcan.gc.ca.

Professional Occupations in Business Services to Management

NOC 1122

This unit group includes those who provide services to management such as analyzing the operations, managerial methods or functions of an organization in order to propose, plan and implement improvements, or analyzing advertising needs and developing appropriate advertising plans.¹

Places of Employment¹:

- Management consulting firms
- Advertising agencies
- Throughout the public and private sectors
- Self-employed

Employment Requirements¹:

- A bachelor's degree or college diploma in business administration, commerce or a related discipline is usually required
- A graduate degree in business administration may be required
- Some establishments may require management consultants to be certified by a provincial management consulting association
- Certification as a quality auditor may be required for some occupations in this unit group
- Occupations in health information management may require certification by the Canadian Health Information Management Association (CHIMA)

Local Educational Programs:

Program	Length	Certification	Institutions
Business Administration	4 years	Degree	Ryerson University, University of Toronto, York University
Business Administration	3 years	Diploma	Centennial College, George Brown College, Humber College, Seneca College, Sheridan College
Masters of Business Administration	2-3 years	Masters Degree	Ryerson University, University of Toronto, York University

The most important Essential Skills for this occupation are²:

- Writing
- Oral communication
- Critical thinking

Number of Employees by Age Range³:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	150	685	35	870
25 – 44 years	1,960	6,985	945	9,890
45 years and over	1,630	4,065	960	6,655
Total Employees	3,740	11,735	1,940	17,415
% 45 years +	43.58%	34.64%	49.48%	38.21%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ³	
Peel Halton	\$ 83,907
Toronto	\$ 86,490
York Region Brad WG	\$ 74,912
Ontario	\$ 78,349

Professional Occupations in Business Services to Management

NOC 1122

Top Industries of Employment for 3 regions³:

Across all three regions, there are 17,415 people employed in professional occupations in business services to management. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total
541 Professional, scientific and technical services	9,580	55.01%
522 Credit intermediation and related activities	1,160	6.66%
561 Administrative and support services	555	3.19%
523 Securities, commodity contracts, and other financial investment and related activities	535	3.07%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Related Occupations¹:

- Business Development Officers and Marketing Researchers and Consultants (NOC 4163)
- Economists and Economic Policy Researchers and Analysts (NOC 4162)
- Financial and Investment Analysts (NOC 1112)
- Financial Auditors and Accountants (NOC 1111)
- Industrial and Manufacturing Engineers (NOC 2141)
- Other Financial Officers (NOC 1114)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

Rogers Communications

333 Bloor Street East
Toronto, ON, M4W 1G9
www.rogers.ca

Zurich Canadian Holdings Ltd.

400 University Ave.
Toronto, ON, M5G 1S7
www.zurichcanada.com

TD Canada Trust

79 Wellington Street West
Toronto, ON M5K1B1
www.tdcanadatrust.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Statistics Canada. 2006 Census. www.statcan.gc.ca.

Security Agents, Investment Dealers and Brokers

NOC 1113

Securities agents and investment dealers buy and sell stocks, bonds, treasury bills, mutual funds and other securities for individual investors, pension fund managers, banks, trust companies, insurance firms and other establishments. Brokers buy and sell stocks, bonds, commodity futures, foreign currencies and other securities at stock exchanges on behalf of investment dealers. They are employed by investment companies, stock brokerage firms, stock and commodity exchanges and other establishments in the securities industry.¹

Places of Employment¹:

- Banks and other financial institutions
- Insurance companies
- Financial firms
- Management consulting firms
- Insurance and real estate agencies
- Investment firms

Employment Requirements¹:

- A bachelor's or master's degree in economics, business or other discipline is usually required
- Securities sales representatives and brokers require completion of industry investment and sales training programs and completion of the Canadian Securities course and the Registered Representative Manual Exam offered by the Canadian Securities Institute
- Specialized courses are also available for securities sales representatives and brokers who want to trade in specific investment products such as securities options and futures contracts
- Licensure by the provincial securities commission in the province of employment is required for securities agents, investment dealers and brokers

Local Educational Programs:

Program	Length	Certification	Institutions
Business Administration	4 years	Degree	Ryerson University, University of Toronto, York University
Economics	4 years	Degree	Ryerson University, University of Toronto, York University
Finance	4 years	Bachelors Degree	York University, University of Toronto
Masters of Business Administration	2-3 years	Masters Degree	Ryerson University, University of Toronto, York University

The most important Essential Skills for this occupation are²:

- Oral communication
- Working with others
- Computer use
- Problem Solving
- Numeracy

Number of Employees by Age Range³:

Employees by Age Range	Peel Halton	Toronto	York Region Brad WG	Total
15 – 24 years	70	425	40	535
25 – 44 years	465	4,155	460	5,080
45 years and over	465	1,855	325	2,645
Total Employees	1,000	6,435	825	8,260
% 45 years +	46.50%	28.83%	39.39%	32.02%

Source: Statistics Canada, 2006 Census

Average Salary

Average Salary based on 2006 Census Data ³	
Peel Halton	\$ 120,550
Toronto	\$ 203,348
York Region Brad WG	\$ 88,050
Ontario	\$ 143,002

Security Agents, Investment Dealers and Brokers

NOC 1113

Top Industries of Employment for 3 regions³:

Across all three regions, there are 8,260 securities agents, investment dealers and brokers employed. The top industries of employment are:

Industry (NAICS)	Number of People Employed	% of Total
523 Securities, commodity contracts, and other financial investment and related activities	6,065	73.43%
522 Credit intermediation and related activities	1,115	13.50%

Source: Statistics Canada, 2006 Census; Statistics Canada. Canadian Business Patterns Data. December 2003, June 2009.

Related Occupations¹:

- Financial and Investment Analysts (NOC 1112)
- Financial brokerage managers (NOC 0121)
- Other Financial Officers (NOC 1114)

Local Employers:

The following list of employers was randomly selected as examples of companies employing this occupation. An attempt was made to represent a company from each local board area.

First Swiss Group

North American Center/Xerox Tower
5700 Yonge S. Suite 200
Toronto, ON M2M 4K2
www.firstswissmortgage.ca

TD Canada Trust

79 Wellington Street West
Toronto, ON M5K1B1
www.tdcanadatrust.com

Edward Jones Financial

257A Willard Avenue
Toronto, ON M6S 3R1
www.edwardjones.com

For a more complete listing of potential employers please visit www.labourmarketinformation.ca.

ENDNOTES

¹Human Resources Skills Development Canada. National Occupational Classification System 2006. www5.hrsdc.gc.ca/NOC.

²Human Resources Skills Development Canada. Essential Skills Profiles. www.hrsdc.gc.ca/eng/workplaceskills/essential_skills/general/home.shtml

³Statistics Canada. 2006 Census. www.statcan.gc.ca.

