# Job Analysis

Vancouver *(2019)*

## Banafsheh Hassani

December 2020

# Problem statement

**Transition from school to Work**

**Industry knowledge**

Payment based on gender

**Mindset - prepare for situation**

**Obtain job name from user**

Analysis 3 top-bottom relevant sort by max | min

# Dataset description

▶ **‘<u>Workforce pay rates and gender</u>’**

▶ **Vancouver Open *Data Portal***

▶ *Provides all Vancouver except **Public***

*Library **& Police Department***

▶ **Clean & extract information**

Year
Classification
Exempt/Union
Min
Max
Woman
Men
Total

# Data cleaning

**3**

**Check for null values:**

**Men/ Women = (Null == 0):**

**Total - Men = Women**

**Set dataset header:**

| Year | Classification | Exempt/Union | Min | Max | Woman | Men | Total |
|------|----------------|--------------|-----|-----|-------|-----|-------|
| Year | Classification | Exempt/Union | Minimum hourly rate | Maximum hourly rate | Women | Men | Total |
| 2019 | Administrative Manager 2 | Exempt | 47.97 | 66.2 | 18 | 19 | 37 |

**Set data type:**     **\*\*For future calculation**

| F | M |
|---|---|
| 🚫 | 😃 |
| 😃 | 🚫 |
| 😃 | 😃 |

**F/M column:   Make easy to classify by gender**

| Max-Level | Min-Level |
|-----------|-----------|
| < 50 | < 50 |
| > 50 | > 50 |
| > 100 | > 100 |
| > 150 | > 150 |
| > 180 | > 180 |

**Max|Min Level:**       **Income range**

**Classify jobs by Max|Min:**     **Sort: Min acc , Max desc**

# Methodology (Example)

**3 highest income**

**Search by keyword Min/max-Job- Employee**

**Example :**

**Search by keyword:** *Admin*
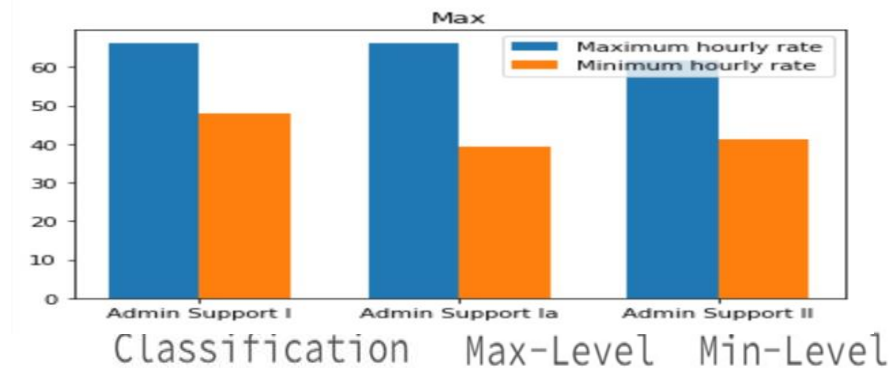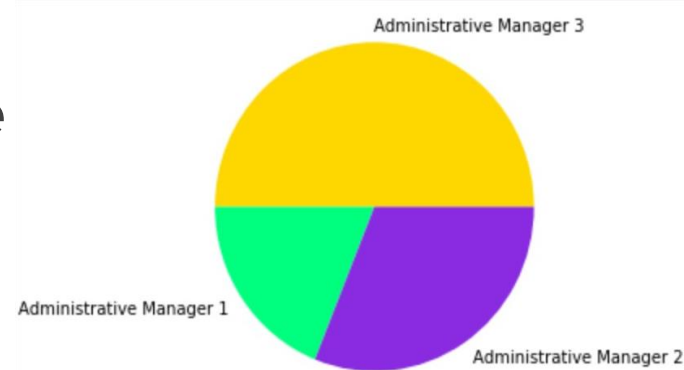


| Classification | Max-Level | Min-Level |
|---|---|---|
| Administrative Manager 3 | > 50 | < 50 |
| Administrative Manager 1 | > 50 | < 50 |
| Administrative Manager 2 | > 50 | < 50 |

| Classification | Max-Level | Min-Level |
|---|---|---|
| Admin Support I | < 50 | < 50 |
| Admin Support Ia | < 50 | < 50 |
| Admin Support II | < 50 | < 50 |
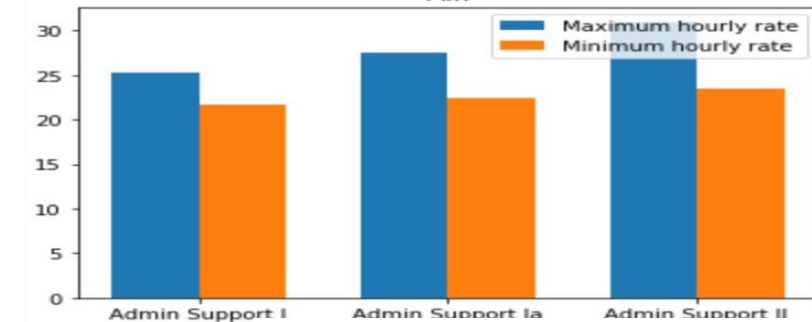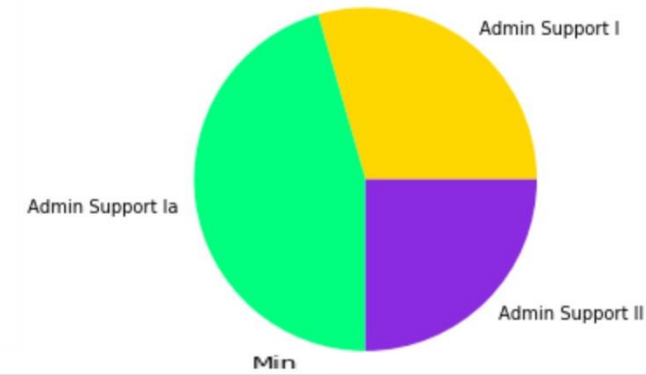
**5**

# Conclusions

- **Learn industry**
- **Mindset**
- **Prepare for situation**
- **Sorted information –functions**

  - User select jobs-> analysis

    - *Payment, total staff …*

- **Challenge-> cleaning**

  - Important part everyone does, no one talks about.

- **Feature will add:**

  - User info- recommend job -analysis

    - *Education, skill, experience, salary desire*

# Reference

- [https://opendata.vancouver.ca/explore/dataset/workforce-pay-rates-and-gender/export/?sort=classification&dataChart=eyJxdWVyaWVzIjpbeyJjaGFydHMiOlt7InR5cGUiOiJiYXIiLCJmdW5jIjoiU1VNIiwieUF4aXMiOiJtZW4iLCJzY2llbnRpZmljRGlzcGxheSI6dHJ1ZSwiY29sb3IiOiJyYW5nZS1TZXQxIn0seyJhbGlnbk1vbnRoIjp0cnVlLCJ0eXBlIjoiYmFyIiwiZnVuYyI6IlNVTSIsInlBeGlzIjoid29tZW4iLCJzY2llbnRpZmljRGlzcGxheSI6dHJ1ZSwiY29sb3IiOiJyYW5nZS1TZXQxIn1dLCJ4QXhpcyI6ImV4ZW1wdF91bmlvbiIsIm1heHBvaW50cyI6bnVsbCwic29ydCI6IilsInNlcmllc0JyZWFrZG93bil6IndYIiLCJzdGFja2VkIjoiliwiY29uZmlnIjp7ImRhdGFzZXQiOiJ3b3JrZm9yY2UtcGF5LXJhdGVzLWFuZC1nZW5kZXliLCJvcHRpb25zIjp7fX19XSwidGltZXNjYWxlIjoiiwiZGlzcGxheUxlZ2VuZCI6dHJ1ZSwiYWxpZ25Nb250aCI6dHJ1ZSwic2luZ2xlQXhpcyI6dHJ1ZX0%3D](https://opendata.vancouver.ca/explore/dataset/workforce-pay-rates-and-gender/export/?sort=classification&dataChart=eyJxdWVyaWVzIjpbeyJjaGFydHMiOlt7InR5cGUiOiJiYXIiLCJmdW5jIjoiU1VNIiwieUF4aXMiOiJtZW4iLCJzY2llbnRpZmljRGlzcGxheSI6dHJ1ZSwiY29sb3IiOiJyYW5nZS1TZXQxIn0seyJhbGlnbk1vbnRoIjp0cnVlLCJ0eXBlIjoiYmFyIiwiZnVuYyI6IlNVTSIsInlBeGlzIjoid29tZW4iLCJzY2llbnRpZmljRGlzcGxheSI6dHJ1ZSwiY29sb3IiOiJyYW5nZS1TZXQxIn1dLCJ4QXhpcyI6ImV4ZW1wdF91bmlvbiIsIm1heHBvaW50cyI6bnVsbCwic29ydCI6IilsInNlcmllc0JyZWFrZG93bil6IndYIiLCJzdGFja2VkIjoiliwiY29uZmlnIjp7ImRhdGFzZXQiOiJ3b3JrZm9yY2UtcGF5LXJhdGVzLWFuZC1nZW5kZXliLCJvcHRpb25zIjp7fX19XSwidGltZXNjYWxlIjoiiwiZGlzcGxheUxlZ2VuZCI6dHJ1ZSwiYWxpZ25Nb250aCI6dHJ1ZSwic2luZ2xlQXhpcyI6dHJ1ZX0%3D)