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 <p><b>2025 Labour Market Year-in-Review Workshop Agenda</b></p>	<h2 style="text-align: center;">TOPICS</h2> <p><b>Section 1   9:30am – 10:30am</b></p> <ul style="list-style-type: none"> <li>• Significant LMI Trends in the New Year</li> <li>• New Insights into the Labour Market</li> <li>• Impact on the Labour Market of Tariffs</li> <li>• Outlook for Manufacturing</li> </ul> <p>Break (10:30am-10:45am)</p> <p><b>Section 2   10:45am – 12:00pm</b></p> <ul style="list-style-type: none"> <li>• Review of Provincial and Federal Initiatives</li> <li>• Review of the 2025 BC Labour Market Outlook</li> <li>• Labour Market Impact of Increased Fed Spending</li> <li>• Outlook for BC's Construction Sector</li> </ul> <p>Lunch (12:00pm-1:00pm)</p>
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**2025**  
**Labour Market**  
**Year-in-Review**  
**Workshop**  
**Agenda**

## TOPICS

(Continued)

**Section 3 | 1:00pm – 2:15pm**

- Review of the significant economic trends
- Impact of greater interprovincial trade
- Plans for WorkBC
- Outlook on the health care sector

Break (2:15pm-2:30pm)

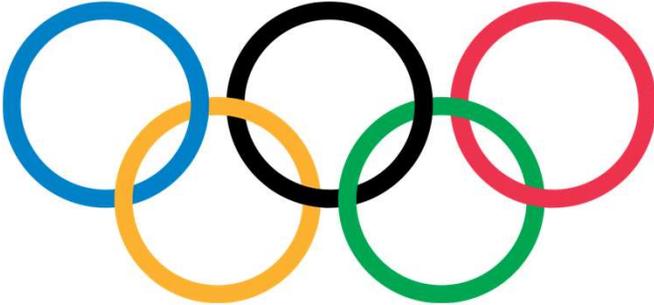
**Section 4 | 2:30pm – 3:30pm**

- Emerging Trends for 2025
- Examining recruitment and retention trends
- Outlook for the tech sector
- Final Q&A

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Welcome to the  
2025 BC Labour Market

# Olympics



**4 Competitions**  
Compete for **Gold, Silver** and  
**Bronze** Medals

Greco-Roman  
Occupational Odyssey

Alpine Salary Slalom

Rhythmic Research  
Review

Freestyle Career  
Planning Pentathlon

4



**Discussion**

What do you think have been the major trends in the past year?

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**Top 10  
Labour  
Market  
Stories of  
2025**

**2025 TRENDS IN THE  
LABOUR MARKET**

1. Massive Reduction in Immigration
2. Worker-Friendly Employment Standards
3. Growing Unemployment
4. Reduction in D.E.I. Efforts
5. Financial Strain on Employers
6. Major Obstacles for Entry-Level Employees
7. Political / Global Uncertainty

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**Top 10  
Labour  
Market  
Stories of  
2024**

## 2024 TRENDS IN THE LABOUR MARKET

1. Active Role of Immigration
2. Widespread Employment Standards
3. Growth in Employment
4. Government Efforts
5. Financial Strain on Employers
6. Major Obstacles for Entry-Level Employees
7. Political / Global Uncertainty

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**Top 10  
Labour  
Market  
Stories of  
2025**

## 2025 TRENDS IN THE LABOUR MARKET

1. Increased government stimulus
2. Renewed focus on skills development
3. Greater targeted immigration
4. Support for credential recognition
5. Financial challenges for post-sec education
6. Contraction of the tech sector
7. Youth unemployment reaches new highs

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**Top 10  
Labour  
Market  
Stories of  
2025**



## Number 10

**Federal Economic Stimulus:** In August, the Government of Canada launched the new Major Projects Office to fast-track nation-building projects. BC was tapped for two major projects including the expansion of the Red Chris mine and phase two of LNG Canada in Kitimat, which will double liquified natural gas production. The government has also increased its supports for the softwood lumber industry to \$1.2 billion. Softwood lumber duties that were 35% were increased to 45% last month.

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**Top 10  
Labour  
Market  
Stories of  
2025**



**FORCES.CA**

## Number 9

**Increased Military Expenditures:** The government aims to reach 2% of GDP on defence by 2032 and plans to eventually increase spending to 5% of GDP by 2035. As such, they've designated \$81.8 billion over five years to rearm the Canadian military. The government increased pay for Forces members between 10% and 20% and made it retroactive to April 2025. They will also hire 1,000 more RCMP officers and 1,000 more Border Service Officers. They also plan to spend \$6.6 billion over five years to help develop Canada's 'defence industry'.

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**Top 10  
Labour  
Market  
Stories of  
2025**



## Number 8

**Ai is Coming for Some Jobs and Not Others:** As of early 2025, tech job postings are down 43 per cent in the Vancouver compared to 21 per cent in Montreal and 10 per cent in Toronto. According to the 2025 CBRE report, this is primarily due to the use of AI in tech roles. Microsoft's CEO has said that 20%-30% of their code is now being written by AI, and this is rapidly increasing. Amazon has cut 4,500 jobs in Vancouver. Companies such as IBM, Microsoft, Klue Labs Inc., ZoomInfo Technologies and General Fusion Inc. have all laid off staff in the past year. Vancouver-based Hootsuite Inc., which makes social media management software, cut 20 per cent of its headcount last month.

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**Top 10  
Labour  
Market  
Stories of  
2025**



## Number 7

**Record High Youth Unemployment:** While youth unemployment has typically been twice as high as the unemployment rate for everyone, it's now nearly three times as high. Last month the unemployment rate for young men in B.C. was 15.4% and young women, 14.3%; compared with 5.8% and 5.4% for core age workers. Youth are being exponentially impacted by AI eliminating entry-roles; the prevalence of TFWs; attitudes emerging from the pandemic; and employer reluctance to hire youth.

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**Top 10  
Labour  
Market  
Stories of  
2025**



## Number 6

**Targeted Immigration:** Canada's Immigration Levels Plan has set admission targets at 380,000 per year for three years and an increased share of economic migrants (64 per cent of total). The budget also cuts temporary resident admissions by almost half by 2026 (from 673,650 to 385,000). In 2025, the number of Temporary Foreign Workers dropped by 70%. The federal government is specifically tailoring immigration access to focus on construction and health care. They are also planning to support industries impacted by tariffs and the unique needs of rural and remote communities.

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**Top 10  
Labour  
Market  
Stories of  
2025**



## Number 5

**Credential Recognition:** In its recent budget, the Government of Canada allocated a \$97-million Foreign Credential Recognition Action Fund to tackle workforce shortages in health care and construction. BC's International Credentials Recognition Act, required the removal of Canadian work experience requirements for regulators by July 1, 2025. This will allow applicants to demonstrate their competence in applied knowledge and skills, regardless of their Canadian work experience. Still, internationally trained newcomers face long wait times and standards that could be more current and consistent as well as excessive credential assessment fees.

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**Top 10  
Labour  
Market  
Stories of  
2025**



## Number 4

**US Trade Dispute Impacts on Employers:** In British Columbia, the top goods that have been impacted include: Goods valued at \$800 or less (38%); Canadian Steel (33%); and US Steel (32%). At this point, only 19% of businesses reported impacts to Softwood Lumber. Top impacts include higher expenses (63%), reduced profits (53%), lower revenue (48%), supply chain disruptions (42%), and paused investments (36%). Only 7% reported positive effects. Among those absorbing extra costs, 36% could sustain them for more than a year, 21% for less than six months, and 24% are unsure. One-third of SMEs have already moved away from U.S. suppliers or customers, and another third are considering it. Of those seeking alternatives, 67% turn to Cdn. partners, 34% to the EU, and 21% to Mexico.

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**Top 10  
Labour  
Market  
Stories of  
2025**



## Number 3

**Increased Industry Collaboration:** The federal government will spend \$382.9 million over five years to establish new Workforce Alliances that unites employers, unions, and industry associations to coordinate public and private skills investments. This includes a Workforce Innovation Fund to support local, sector-specific projects that strengthen recruitment and retention. There will also be \$50 million over five years to develop a digital job-matching tool and launching a national online training platform in partnership with the private sector.

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## Top 10 Labour Market Stories of 2025



## Number 2

**Skills Development in Focus:** BC's 2025 Labour Market Outlook anticipates 1,052,000 job openings over the next decade, with 77 percent (811,400 positions) falling within TEERs 0 to 3. These roles typically demand post-secondary education, specialized training or demonstrated leadership experience. That's up one percent age point from the previous forecast (76 per cent), underscoring a continued shift toward careers requiring advanced credentials and transferable skills. BC has established a \$241-million fund, which is a landmark investment in skilled trades. The feds will spend \$75 million over three years to expand union-based training in the Red Seal Trades.

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## Top 10 Labour Market Stories of 2025



## Number 1

**Diversifying Trade:** At present, 28% of British Columbia businesses sell their goods to other provinces and territories but 48.1% buy goods from other Canadian jurisdictions. The sectors most likely to do inter-provincial trade include: Wholesale (61.9% / 63.9%); Manufacturing (50.8% / 56.4%); and Information / Cultural Industries (46.1% / 52.9%). It is estimated that eliminating internal trade barriers could boost GDP by as much as \$200 billion, which is equivalent to \$5,100 per person.

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**Take Away**

## Moving Forward

1. Immigrants will continue to make up an important focus of BC's labour market, but skills and economic impact will be more important
2. Skills development will be critical to future labour market success and we need to factor emerging trends like AI and untapped populations such as youth
3. A pan-Canadian focus on sovereignty and economic development is going to drive future industry growth and development

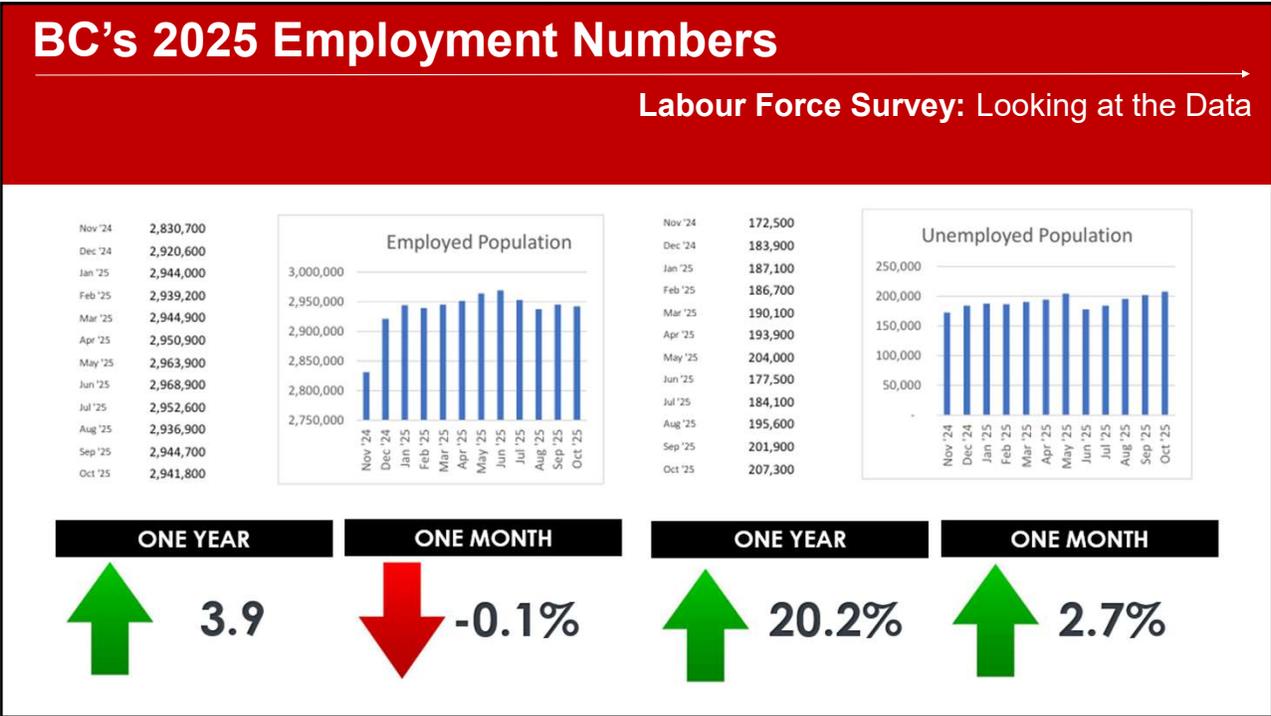
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## What has the past year looked like?

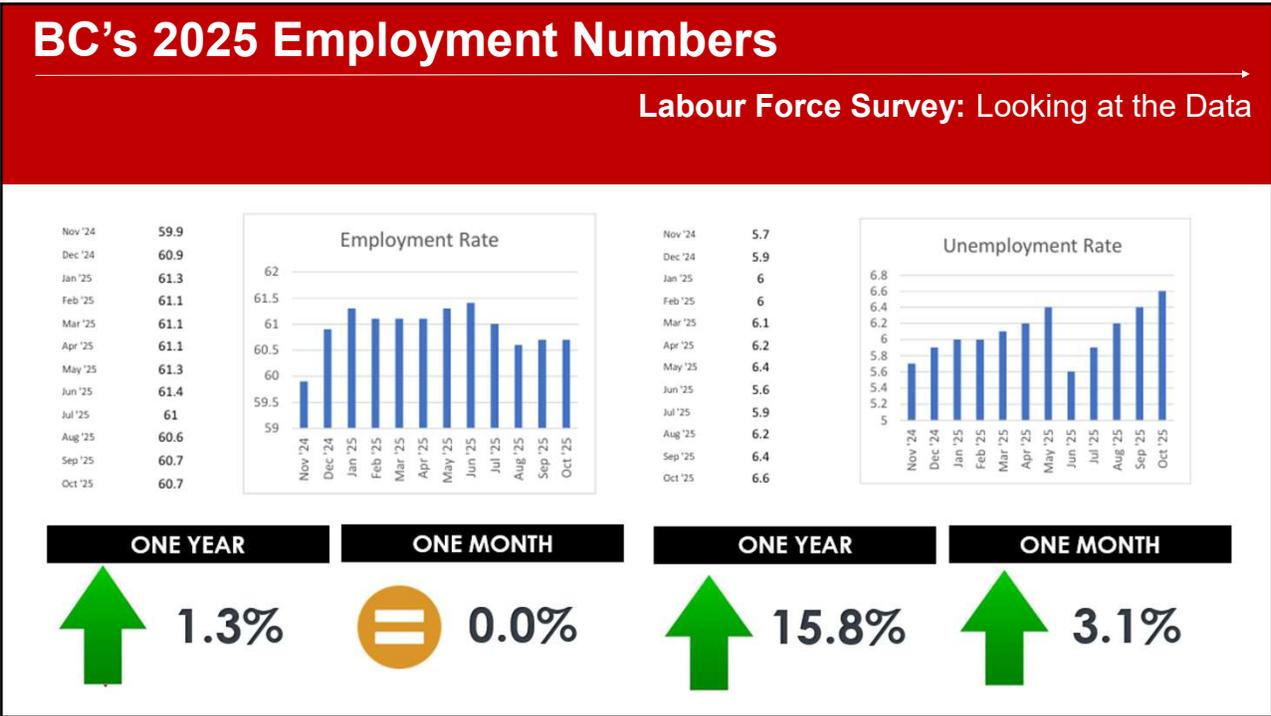


The image shows four wooden blocks arranged to spell the year 2025. The first three blocks are light-colored wood and show the digits 2, 0, and 2. The fourth block is dark blue and is tilted, showing the digit 5 on its top face and the digit 6 on its side face.

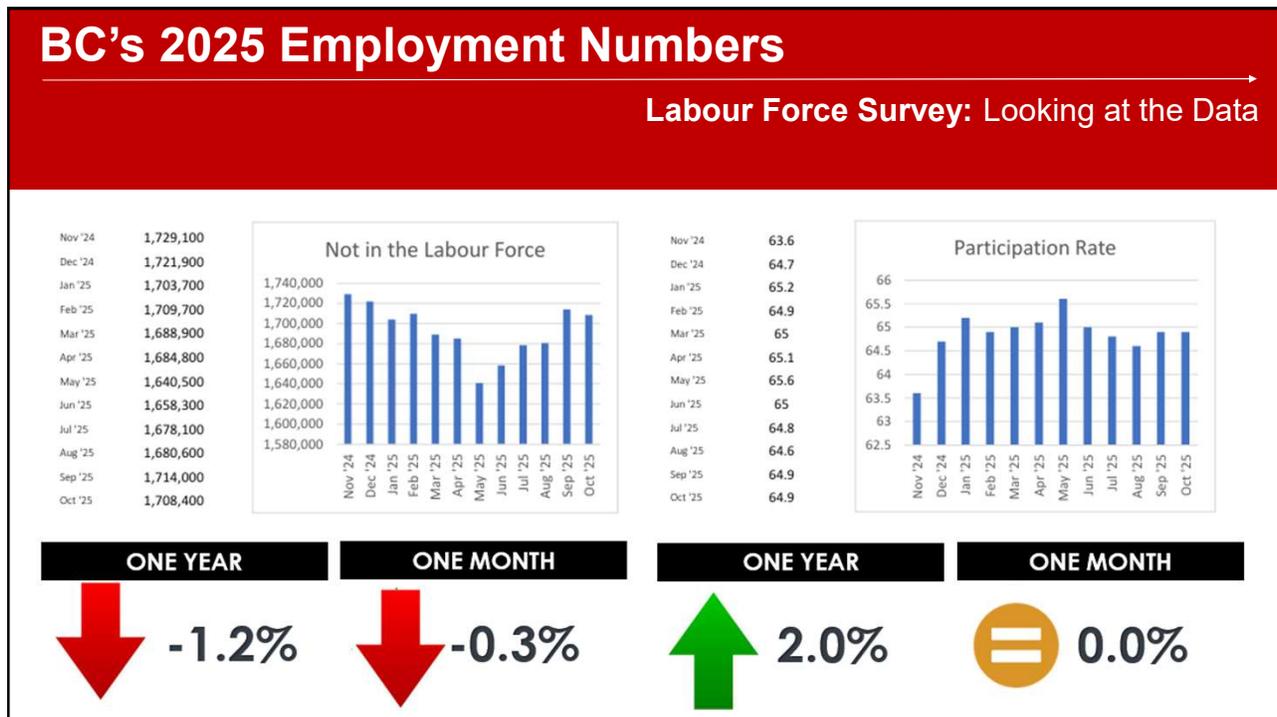
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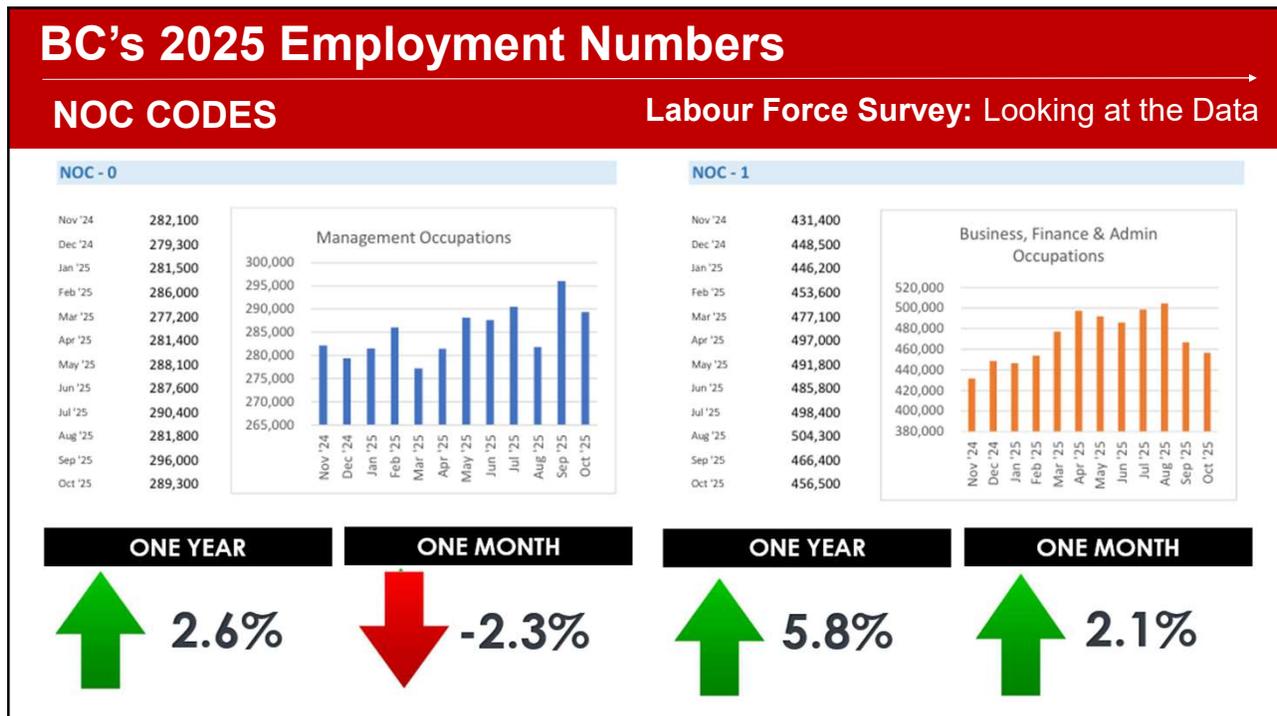
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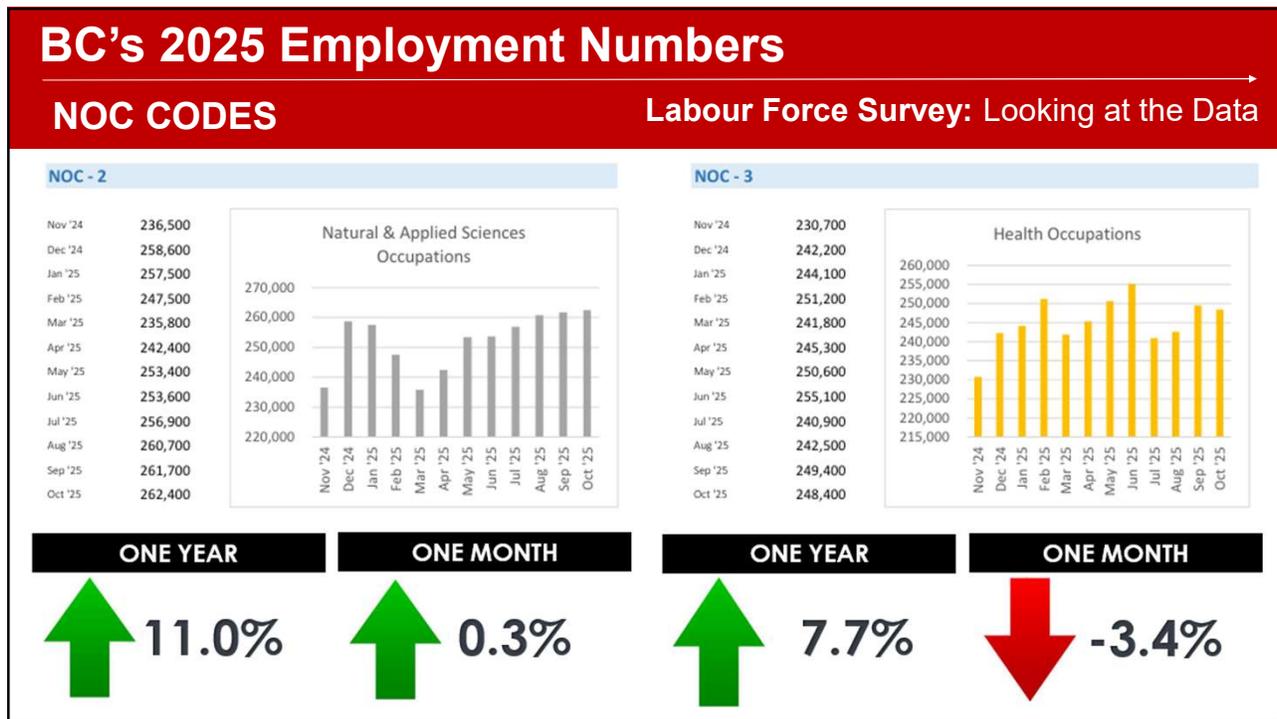
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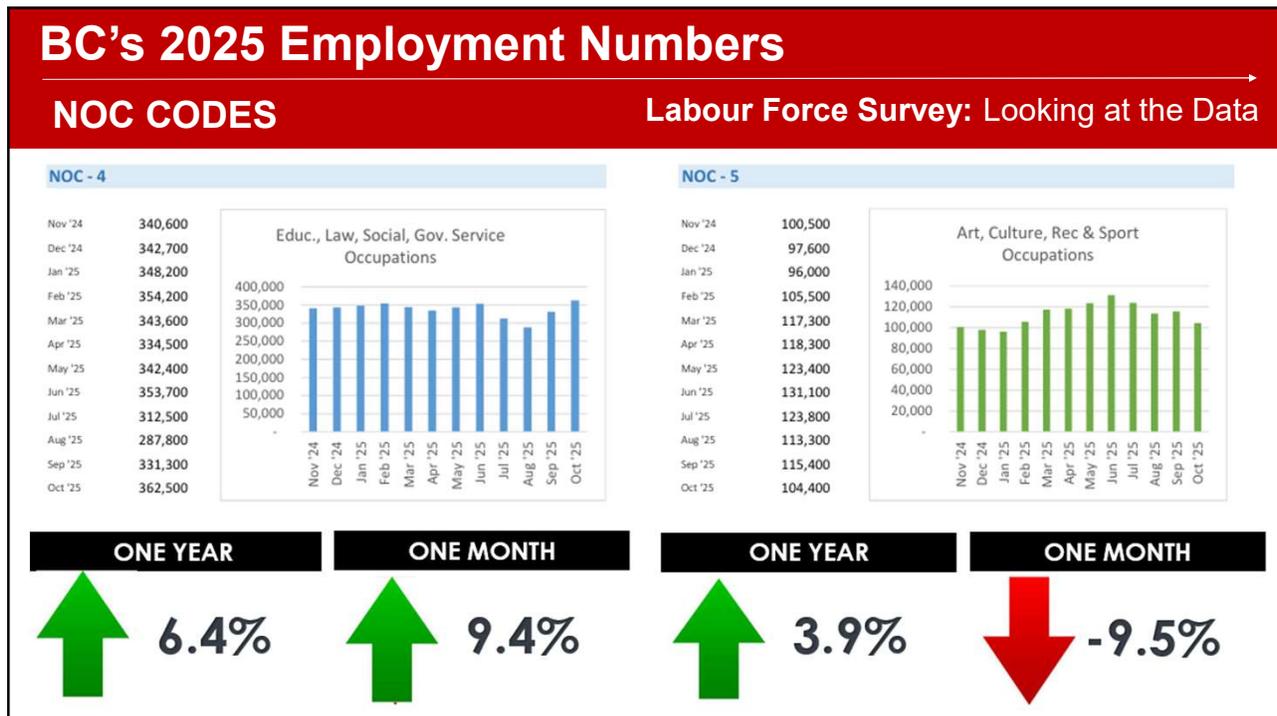
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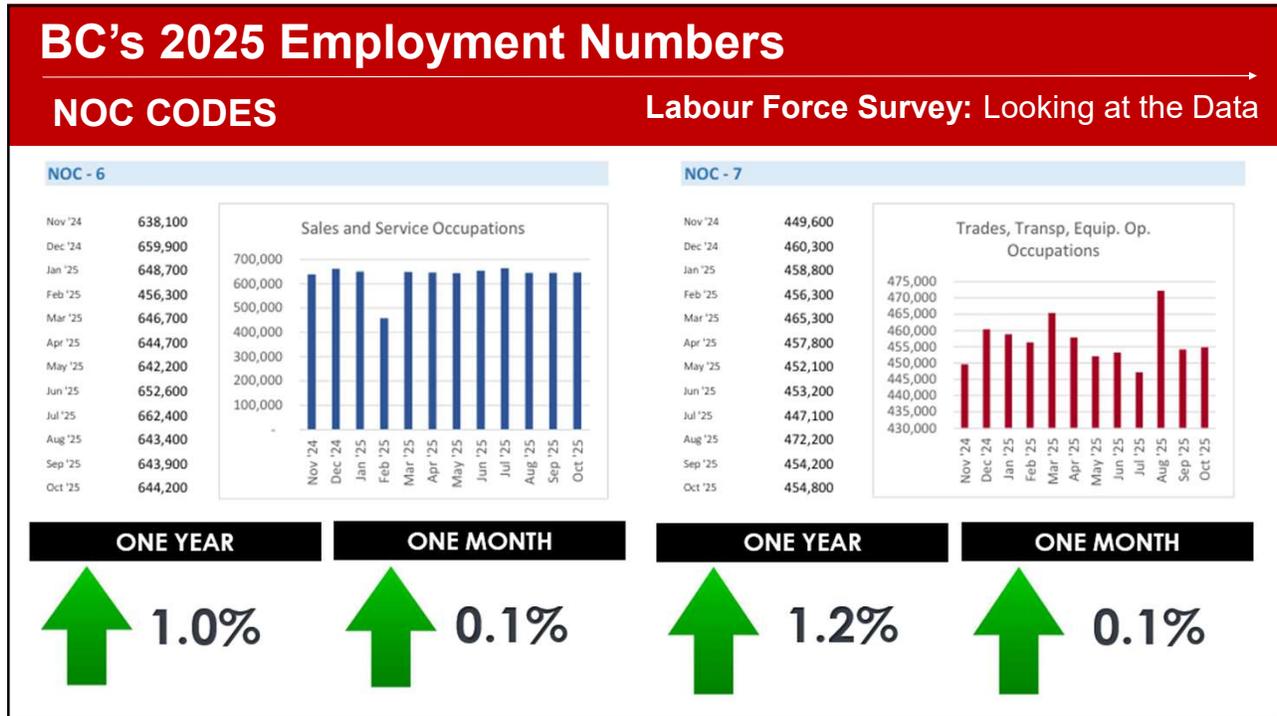
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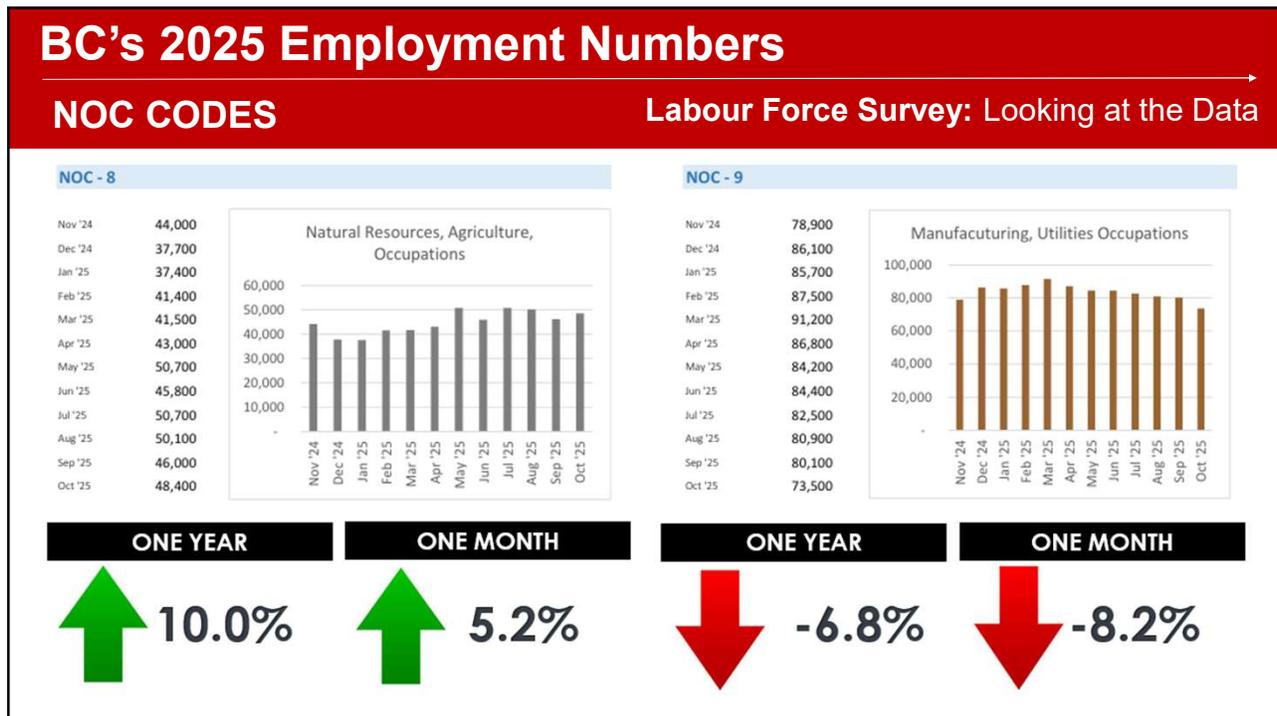
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**Take Away**

## Looking at Occupational Data

1. NOC categories themselves are not the only indication of economic health
2. A healthy NOC category can contain occupations in decline and weak one, strong occupations
3. Just because employment numbers go down doesn't mean there isn't demand

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## Impact in the USA

With Canada as the #1 export market for 34 U.S. states, cross-border trade sustains millions of jobs, businesses, and communities across North America.

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## Jobs Numbers

Every day, \$3.6 billion in goods and services crosses the Canada-U.S. border, fueling a \$1.3 trillion annual trade relationship. This partnership supports:

- **1.4 million American jobs** tied to Canadian exports.
- **2.3 million Canadian jobs** tied to U.S. exports.
- **50% of bilateral goods trade** between related companies, underscoring the depth of integration between our economies.

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## Impact in the USA

A 25% tariff could shrink Canada's GDP by 2.6%, costing Canadian households an average of \$1,900 annually. For the U.S., this would mean a 1.6% GDP drop, with families losing \$1,300 per year. Beyond the economic impact, tariffs would disrupt industries like automotive, agriculture, and energy, making everything from groceries to cars more expensive.

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## Impact in British Columbia



**\$53,970**  
2024 (Millions CAD)

TWO-WAY GOODS TRADE BETWEEN THE  
U.S. AND BRITISH COLUMBIA

**273,170**

CANADIAN JOBS SUPPORTED BY BRITISH  
COLUMBIA'S EXPORTS TO THE U.S.

**6,491**

COMPANIES IN BRITISH COLUMBIA EXPORT  
TO THE U.S.

**WASHINGTON**

BRITISH COLUMBIA'S #1 AMERICAN  
TRADING PARTNER

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## Manufacturing & Transportation in British Columbia



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## Manufacturing & Transportation in British Columbia

### Manufacturing by the Numbers

- There are nearly 20,000 manufacturing businesses in B.C., many with decades-long legacies of excellence and international reach. Manufacturing contributes approximately \$18 billion to B.C.'s gross domestic product (GDP) each year and accounts for over 6% of B.C.'s total GDP.
- Manufacturing is also a significant employment driver. The sector sustains approximately 170,000 jobs and B.C.'s Labour Market Outlook projects over 50,000 new job openings in manufacturing over the next decade.

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## Manufacturing & Transportation in British Columbia



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## Manufacturing & Transportation in British Columbia



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## Manufacturing & Transportation in British Columbia



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## Manufacturing & Transportation in British Columbia

### Transportation and Warehousing

- Approximately 142,000 people are employed in transportation and warehousing in British Columbia.
- Over the next ten years, the sector is expecting 1.2% annual growth, creating 56,890 jobs.
- Most of the employment in the Transportation and The majority of the industry are unionized and wages in this industry are comparable to the provincial average.
- Unemployment rates are low in this industry compared to the all-industry average in B.C.

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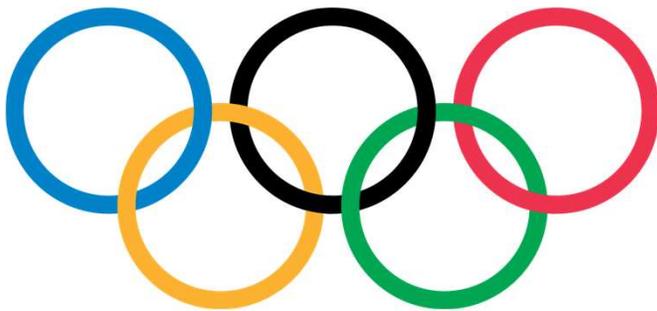
## Manufacturing & Transportation in British Columbia

Industry	Employment	Annual employment growth rate (%)				Job openings 2025-2035		
		2025	2025-30	2030-35	2025-35	Expansion	Replacement	Total
<b>Transportation and warehousing</b>	<b>154,700</b>	<b>0.6</b>	<b>0.9</b>	<b>0.7</b>	<b>11,600</b>	<b>38,600</b>	<b>50,200</b>	
Air transportation and support activities	25,900	-0.1	0.9	0.4	900	6,200	7,200	
Rail transportation and support activities	6,800	-0.2	0.7	0.3	200	1,900	2,100	
Water transportation	7,800	1.2	1.0	1.1	900	1,800	2,700	
Ports and freight transportation arrangement	14,100	1.5	1.0	1.2	1,900	3,600	5,600	
Truck transportation and support activities	41,200	0.6	0.5	0.5	2,300	10,400	12,700	
Transit, sightseeing and pipeline transportation	25,300	0.7	1.7	1.2	3,300	6,700	10,000	
Postal service, couriers and messengers	25,500	0.7	0.9	0.8	2,100	6,200	8,300	
Warehousing and storage	8,100	0.0	-0.1	-0.1	-100	1,700	1,600	

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Welcome to the  
2025 BC Labour Market

# Olympics



**Competition**

# 1

**Greco-Roman  
Occupational  
Odyssey**

Compete for **Gold,  
Silver and Bronze  
Medals**

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## 2025 Government Announcements and Initiatives



February

### Speeding Up Energy Projects

- The British Columbia government has released a list of 18 critical mineral and energy projects worth roughly \$20 billion that it said it's working to accelerate in the face of ongoing tariff threats from the United States.
- This "initial list" is made up of projects that already have developed business cases but still need some type of permit or approval from government.
- The 18 projects will employ approximately 8,000 people in B.C. and the provincial government is working to identify other project.

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## 2025 Government Announcements and Initiatives



March

### Attracting U.S. Doctors and Nurses

- To attract U.S.-based doctors and nurses to come work in B.C., the Province is immediately ramping up targeted recruitment efforts. This will be followed by a co-ordinated marketing campaign in the states of Washington, Oregon and California in spring 2025, in collaboration with health authorities, regulatory colleges and other partners.

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## 2025 Government Announcements and Initiatives



April

### Funding for Advanced Manufacturing in Wood Products

- Through the BC Manufacturing Jobs Fund (BCMJF), the Government of B.C. is contributing as much as \$11 million toward four forestry-sector capital projects in the province.
- The projects are helping B.C.-based forestry product manufacturers grow their businesses by constructing new production facilities, purchasing new equipment and adding new high-value product lines, while creating and protecting hundreds of jobs.

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## 2025 Government Announcements and Initiatives



May

### Stream-Line Credentials for US Nurses

- Nurses can now apply directly to the college without first going through a third-party assessment organization. Collaborating with counterparts from the U.S., the college can access a database to review the education, exam results, employment and registration history of nurses who apply.

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## 2025 Government Announcements and Initiatives



June

### Pay Transparency Report

- In agriculture, forestry, fishing and hunting, there was an improvement from a gap of 45% down to 36%. The gap shrank from 24% to 17% in mining, quarrying and oil-and-gas extraction. Wholesale trade saw a positive shift from 18% down to 11%.
- In addition, the gender pay gap shrank for young women with post-secondary trade certificates and diplomas from 21% in 2017 to 8% in 2025.
- As of November 1st, 2025, organizations with 300 employees or more are required to track and report pay transparency numbers.

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## 2025 Government Announcements and Initiatives



June

### Minimum Wage Increased to \$17.85

- June 1, 2025, B.C.'s general minimum wage increased from \$17.40 to \$17.85 an hour.
- The 2.6% increase on June 1 also applies to minimum-wage rates for resident caretakers, live-in home-support workers, live-in camp leaders and app-based delivery and ride-hail services workers.
- In 2024, approximately 130,000 employees in B.C. earned minimum wage or less, according to labour force data from Statistics Canada.

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## 2025 Government Announcements and Initiatives



July

### LNG Canada Terminal Opens

- July 30th marked the first shipment of liquefied natural gas from the LNG Canada terminal to Asia.
- The Kitimat terminal is now operational and represents the largest private-sector investment in Canadian history, with \$40 billion allocated toward the terminal and associated infrastructure.

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## 2025 Government Announcements and Initiatives



August

### Impact of Canada Disability Benefit

- People receiving provincial income assistance in British Columbia who are also eligible to receive the new federal Canada Disability Benefit will keep the entire benefit, thanks to a B.C. exemption.
- Eligible people can receive up to \$200 per month, or \$2,400 per year in additional income from the federal Canada Disability Benefit. With this B.C. exemption, any Canada Disability Benefit payment received from the federal government will not affect provincial income assistance payments.

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## 2025 Government Announcements and Initiatives



August

### Survey About the Future of WorkBC

- To shape the future of WorkBC services and supports, the Province invited input on their new model from job seekers, employers, service providers and community members through an engagement survey. Feedback, submitted through an online survey or during a live engagement session, is intended to help build a more timely, inclusive and person-centered system.

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## 2025 Government Announcements and Initiatives



September

### Biggest Deficit Ever

- B.C. has pledged to cut 'administrative waste' amid a record \$11.6B deficit.
- The public sector has grown by about 55 per cent since the NDP took office in 2017.
- Job growth in B.C. has skewed toward to the public sector with 612,000 jobs — about 134,000 above its pre-pandemic trajectory.

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## 2025 Government Announcements and Initiatives



October

### Expanded Sick / Injury Leave

- The British Columbia government has proposed changes to the province's Employment Standards Act to allow up to 27 weeks of unpaid leave each year for people facing a "catastrophic" illness or injury.
- More than 31,000 people are diagnosed with cancer each year in B.C

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## 2025 Government Announcements and Initiatives



November

### Increased Disability Assistance

- Starting Dec. 1, 2025, couples where both members receive disability assistance will receive the same support allowance as they would if they were two single people.
- In addition, beginning Jan. 1, 2026, couples where one partner has the Persons with Disabilities designation will also benefit from an increased annual earnings exemptions, allowing them to keep more of the money they earn.

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## 2025 Government Announcements and Initiatives



November

### Decreased Paperwork and Regulations

- The Province is making 187 amendments to 38 regulations across 10 ministries to reduce red tape, improve permitting timelines and make government services more efficient and accessible.
- This work is part of Better Regulations for British Columbians (BR4BC) amendment package, which has led to more than 2,000 amendments since 2016. This year's focus is on expediting permitting and approval timelines for people and businesses in British Columbia.

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## 2025 Government Announcements and Initiatives



January

### Military Expands DEI Agenda

- The Canadian Armed Forces (CAF) has released its latest diversity-focused recruitment strategy, including hiring minorities and promoting women.
- CAF states its mission to be not only a force that "meets operational requirements," but one that "reflects the diversity of the Canadian population."

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## 2025 Government Announcements and Initiatives



### Increased Border Protection

- The Government's Border Protection Plan is backed by an investment of \$1.3 billion and built around five pillars: 1) Detecting and disrupting fentanyl trade; 2) Introducing significant new tools for law enforcement; 3) Enhancing operational coordination; 4) Increasing information sharing; and 5) Minimizing unnecessary border volumes

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## 2025 Government Announcements and Initiatives



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## 2025 Government Announcements and Initiatives



### **\$155 Billion Tariff Package**

- Feb. 1st, the Government of Canada confirmed they are prepared to move forward with 25 per cent tariffs on \$155 billion worth of goods if the U.S. introduces blanket tariffs.

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## 2025 Government Announcements and Initiatives



### **Mark Carney Becomes Canada's 24th Prime Minister**

- He unveiled new support measures worth \$6.5 billion to mitigate the impact of the U.S. trade war on Canadian workers. He pledged to use all the proceeds from the retaliatory tariffs to
- support workers in Canada

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## 2025 Government Announcements and Initiatives



### EI Supports in Response to Tariffs

- The federal government is introducing temporary flexibilities to the EI Work-Sharing Program. It gives partial EI benefits to employees who agree to work reduced hours due to a decrease in
- business activity beyond the employer's control.
- The work-sharing program has helped employers across Canada avoid laying off as many as 100,000 employees since 2019

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## 2025 Government Announcements and Initiatives



### Apprenticeship Supports (Promise)

- Cover apprenticeship training costs of up to \$8,000 for skilled trade workers, to create more training opportunities for high-paying careers in the trades

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## 2025 Government Announcements and Initiatives



### Mid-Life Career Change (Promise)

- Provide up to \$15,000 for workers in priority sectors, including manufacturing, health care, construction, A.I. and technology. In the face of the economic uncertainty and volatility many Canadian businesses are facing, they promise to collaborate with employers to support retention and upskilling within their companies.

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## 2025 Government Announcements and Initiatives



### Meeting 2% NATO Obligations

- Prime Minister Mark Carney committed his government to meeting the NATO benchmark target of two per cent of the country's gross domestic product by the end of the current fiscal year in March.

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## 2025 Government Announcements and Initiatives



### Improving Labour Mobility

- Labour Market Ministers (FLMM) met virtually last week to discuss progress on their joint commitment to breaking down barriers to labour mobility as one of the strategies to mitigate the negative effects of tariffs and unlock the full economic potential of free trade within Canada.

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## 2025 Government Announcements and Initiatives



### Cuts to Canada Public Service

- Most departments and agencies have since been asked to find program spending cuts of up to 15 per cent by 2028-29.
- A recent report by the Canadian Centre for Policy Alternatives said the public service could shed almost 60,000 jobs over the next four years as Ottawa looks to cut costs.

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## 2025 Government Announcements and Initiatives



### Support for the Forest Sector

- The government of Canada responded to soft wood lumber tariffs by pledging \$700 million in loan guarantees to help companies restructure, \$500 million in grants for diversification and \$50 million for retraining more than 6,000 softwood lumber works.
- The announcement came two weeks after the U.S. hiked anti-dumping duties on Canadian softwood lumber to 20.56 per cent. The overall rate is expected to rise to as much as 35 per cent.

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## 2025 Government Announcements and Initiatives



### Probe Into Unpaid Work

- In response to the Air Canada strike, the federal government's probe into allegations about unpaid work in Canada's airline sector should wrap up by early December. Flight attendants represented by CUPE rallied on Parliament Hill Tuesday to call for an end to what they say is unpaid work in the domestic airline industry. The union maintains that flight attendants work about 35 hours on average each month for free.

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## 2025 Government Announcements and Initiatives



### Focused Approach to TFWs

- Reacting to Pierre Polliève's call to end the Temporary Foreign Workers Program, Prime Minister Mark Carney said Wednesday the temporary foreign worker program needs a "focused approach" that targets the needs of specific sectors and regions. Temporary workers and international students made up 7.1 per cent of Canada's population as of April 1st.
- About 119,000 temporary workers arrived in the first half of 2025, down from more than 245,000 in the first half of 2024.

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## 2025 Government Announcements and Initiatives



### Watching Government Employees

- A new tracking system will keep an eye on federal public servants to monitor whether they're meeting the three-day in-office mandate.
- On-site attendance monitoring started On Oct. 1 at Immigration, Refugees, and Citizenship Canada. The system works using IP information, meaning every time that an employee logs on at the office, it's tracked and counted as a day working on-site but the new program is already facing pushback.

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# 2025 Government Announcements and Initiatives



## Budget 2025

- Budget 2025 includes \$141 billion in new spending commitments over the next five years on national defence, personal income-tax relief and infrastructure investments among other priority areas.
- These are partly offset by approximately \$60 billion in planned expenditure restraint and a 10 per cent reduction in federal public service (about 40,000 positions) over three years.

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# Understanding the Future of BC's Labour Market

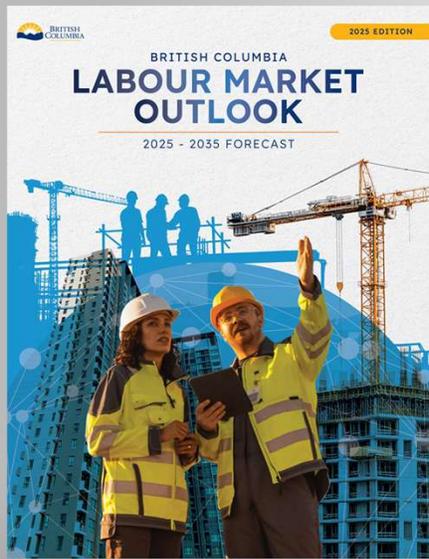
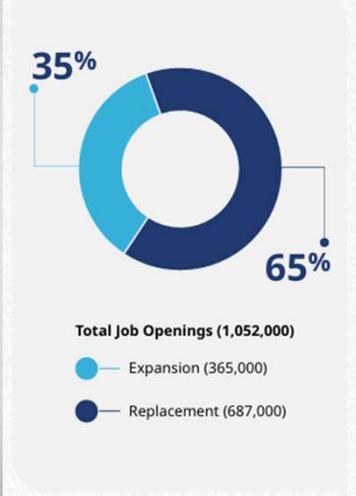


FIGURE 1-1: EMPLOYMENT GROWTH, 2025-2035, B.C.



FIGURE 1-2: LABOUR DEMAND, 2025-2035, B.C.



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# Understanding the Future of BC's Labour Market

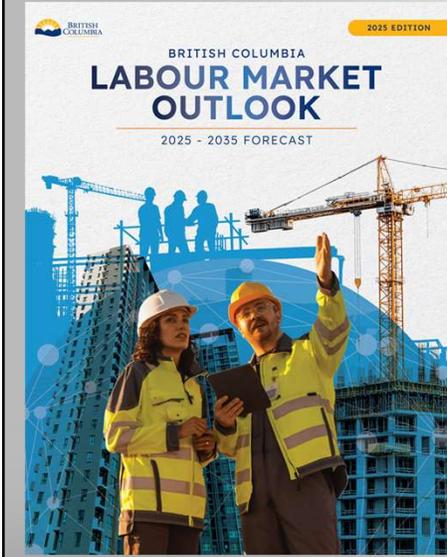
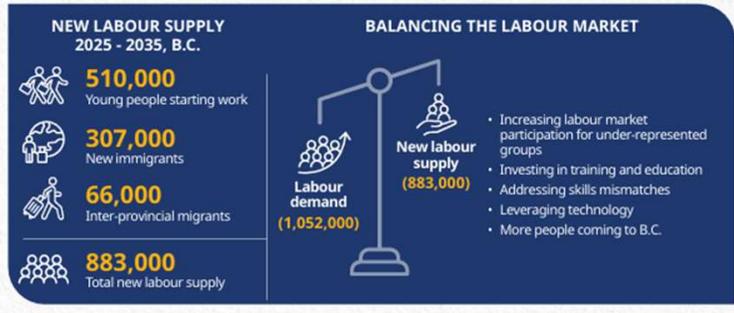


FIGURE 1-3: SOURCES OF LABOUR SUPPLY, 2025-2035, B.C.



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# Understanding the Future of BC's Labour Market

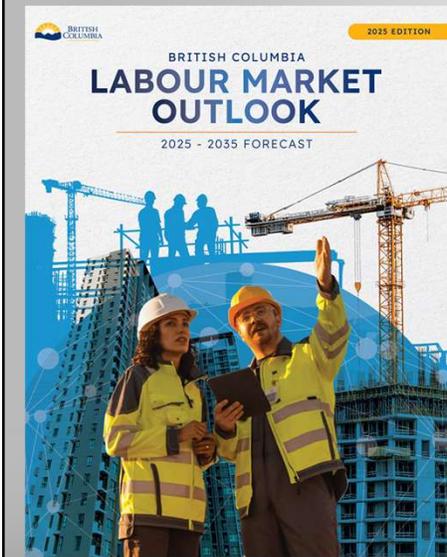
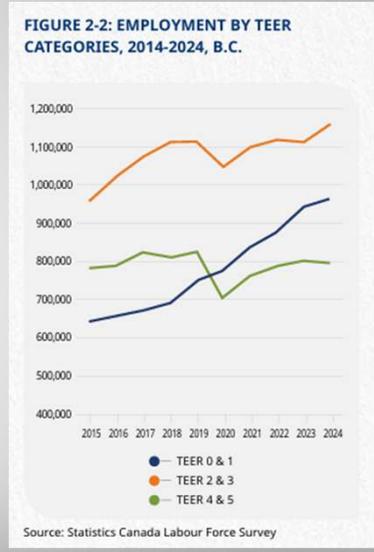
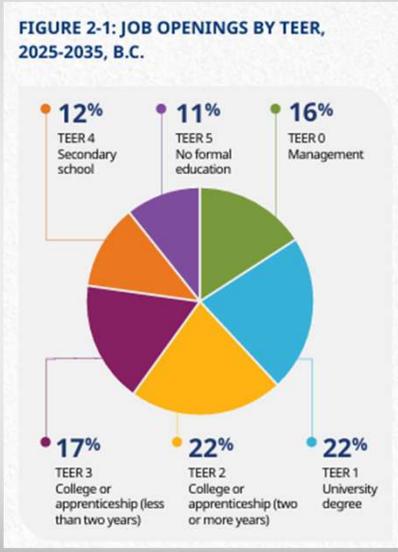
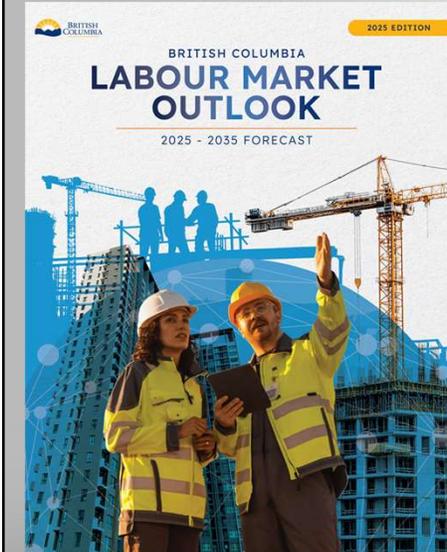


TABLE 1-1: TFWP WORK PERMIT HOLDERS, TOP 10 INTENDED OCCUPATIONS IN 2024, B.C.

OCCUPATION <sup>2</sup>
Harvesting labourers
Cooks
Food service supervisors
Transport truck drivers
Nursery and greenhouse workers
Food counter attendants, kitchen helpers and related support occupations
Construction trades helpers and labourers
Agricultural service contractors, farm supervisors and specialized livestock workers
Carpenters
Light duty cleaners

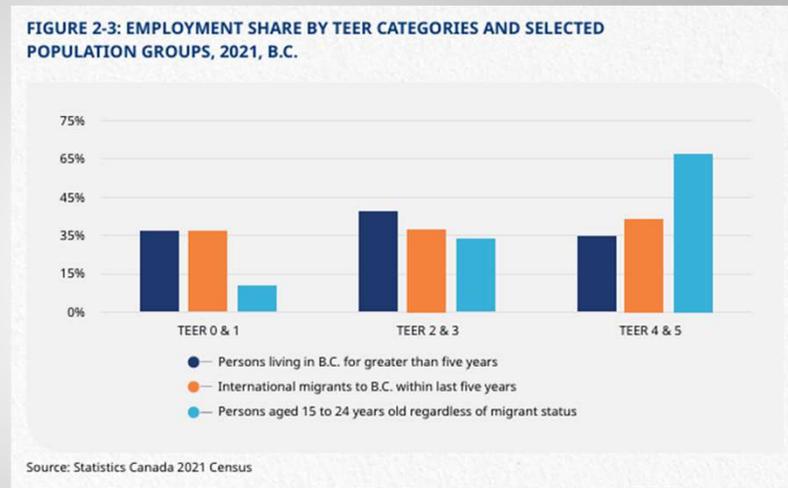
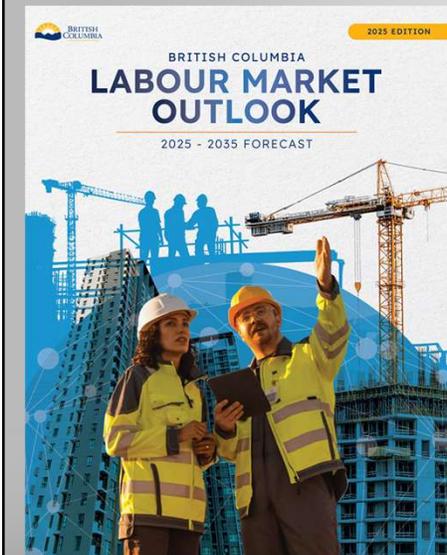
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# Understanding the Future of BC's Labour Market



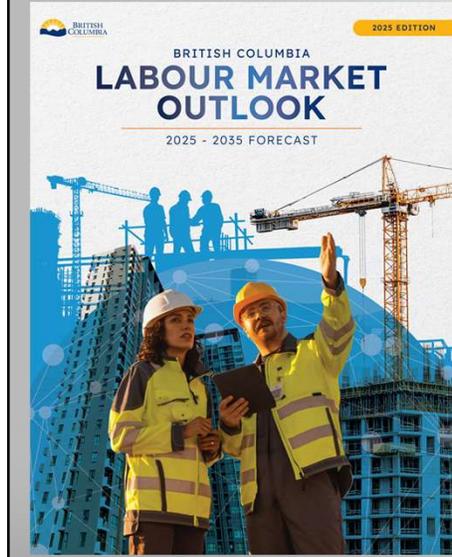
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# Understanding the Future of BC's Labour Market

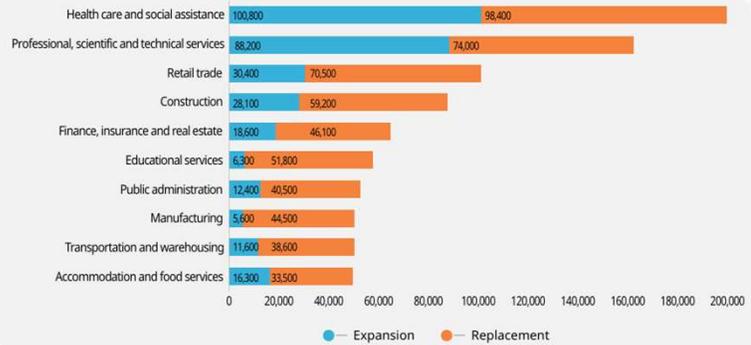


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# Understanding the Future of BC's Labour Market

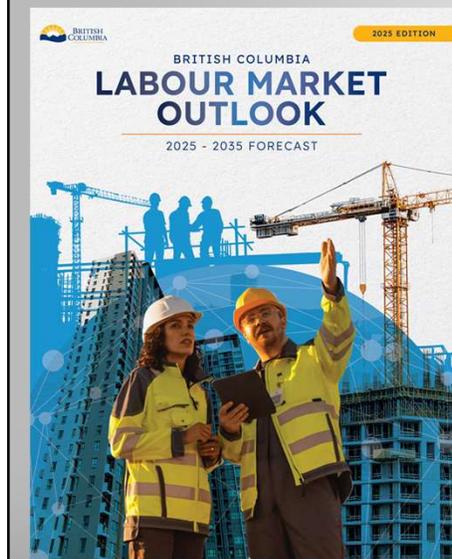


**FIGURE 3-1: TOP 10 MAJOR INDUSTRY GROUPS BY JOB OPENINGS, B.C., 2025-2035**



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# Understanding the Future of BC's Labour Market



## High-Opportunity Occupation Groups

- **Sales and service occupations**  
(219,200 job openings; 21 percent of the total)
- **Business, finance and administration occupations**  
(196,200 job openings; 19 percent of the total)
- **Trades, transport and equipment operators and related occupations**  
(168,300 job openings, 16 percent of the total)
- **Occupations in education, law and social, community and government services**  
(120,800 job openings, 11 percent of the total)
- **Natural and applied sciences and related occupations**  
(118,900 job openings, 11 percent of the total)

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# Understanding the Future of BC's Labour Market

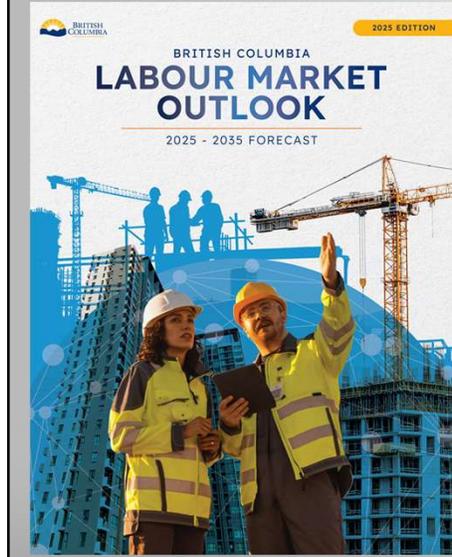


FIGURE 5-1: TOTAL JOB OPENINGS BY DEVELOPMENT REGION, 2025-2035, B.C.



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# Understanding the Future of BC's Labour Market

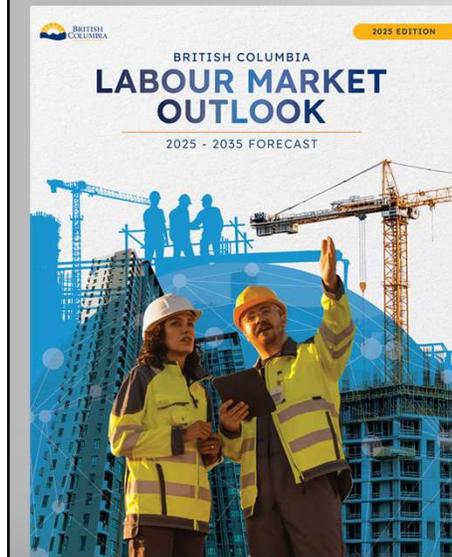


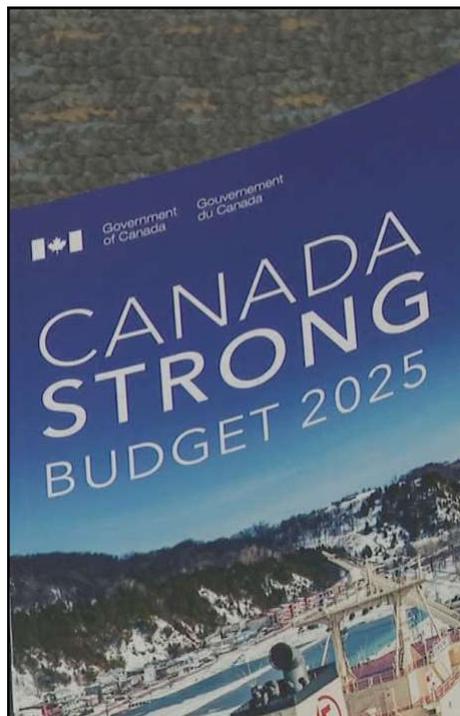
TABLE 5-1: EMPLOYMENT AND JOB OPENINGS BY DEVELOPMENT REGION, 2025-2035

Region	Employment	Annual employment growth rate (%)	Job openings 2025-2035		
	2025		2025-2035	Expansion	Replacement
Vancouver Island/Coast	471,500	1.3	64,800	123,800	188,600
Mainland/Southwest	1,906,100	1.3	260,900	419,100	680,000
Thompson-Okanagan	308,500	0.9	28,400	82,100	110,500
Kootenay	85,700	0.5	4,100	22,700	26,800
Cariboo	82,600	0.3	2,200	19,500	21,700
Northeast	36,800	0.5	1,900	8,800	10,700
North Coast/Nechako	46,200	0.5	2,500	11,200	13,700
<b>British Columbia</b>	<b>2,937,000</b>	<b>1.2</b>	<b>365,000</b>	<b>687,000</b>	<b>1,052,000</b>

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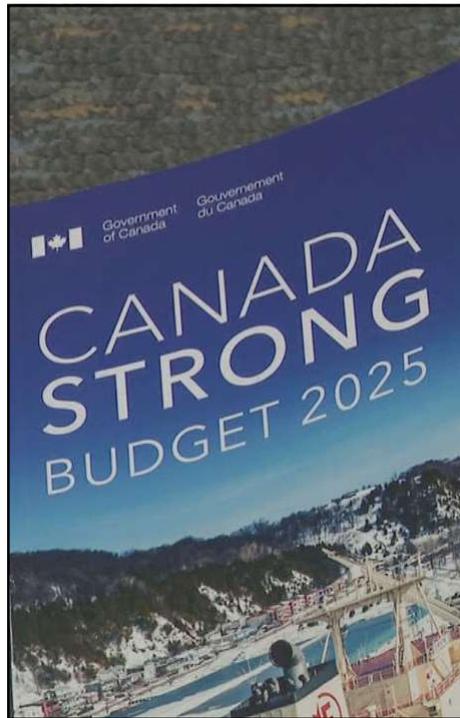
85



## Budget 2025 Highlights...

- Budget 2025 includes \$141 billion in new spending commitments over the next five years on national defence, personal income-tax relief and infrastructure investments among other priority areas.
- These are partly offset by approximately \$60 billion in planned expenditure restraint and a 10 per cent reduction in federal public service (about 40,000 positions) over three years.

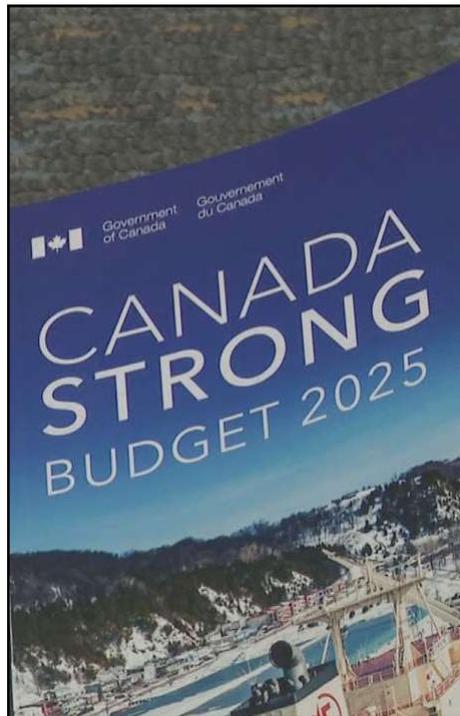
86



## Budget 2025 Highlights...

- Through Labour Market Development Agreements, the funding source which pays for most provinces' employment training programs, the federal government will provide \$570 million over three years to help workers affected by tariffs and global market shifts access training and employment supports.

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## Budget 2025 Highlights...

- Cuts are coming too. Employment and Social Development Canada will be cut by \$2.24 billion over the next four years, Immigration, Refugees and Citizenship will be cut by \$2.06 billion, Indigenous Services by \$1.98 billion and National Defence by \$1.92 billion, while Canada tries to simultaneously expand our military to meet NATO spending targets.

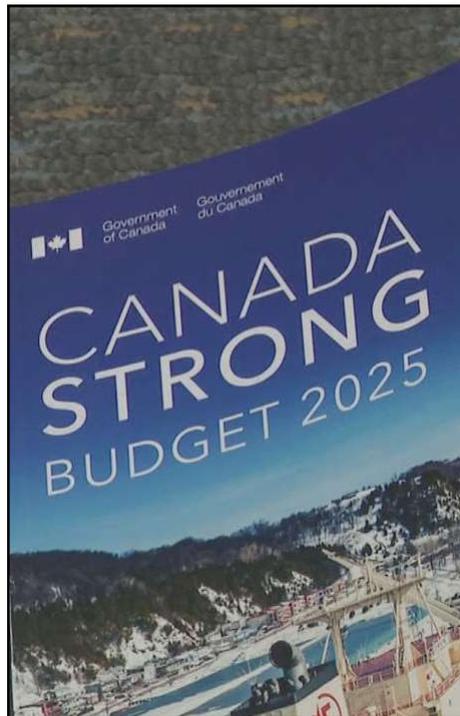
88



## Budget 2025 Highlights...

- For its Student Work Placement Program, the federal government is planning to set aside \$635.2 million over three years, starting in 2026-27, for 55,000 “work-integrated learning opportunities” — basically, skills training and short-term job placements — for post-secondary students.

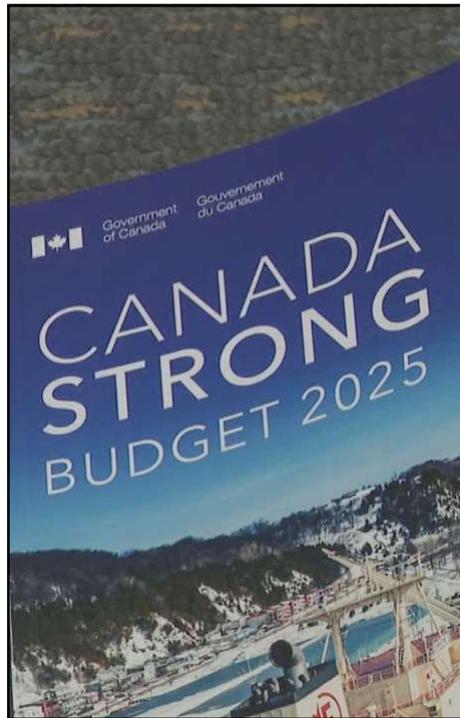
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## Budget 2025 Highlights...

- Canada’s new Defence Investment Agency will receive \$30.8 million over four years to accelerate procurement, while a new sovereign space-launch capability is allocated \$182.6 million over three years.

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## Budget 2025 Highlights...

- Canada will also invest \$382.9 million over five years to establish new Workforce Alliances that unites employers, unions, and industry associations to coordinate public and private skills investments. This includes a Workforce Innovation Fund to support local, sector-specific projects that strengthen recruitment and retention. There will also be \$50 million over five years to develop a digital job-matching tool and launching a national online training platform in partnership with the private sector.

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# Construction Sector in British Columbia

## HIGHLIGHTS

- Employment is expected to rise in both the residential (1%) and non-residential (10%) sectors across the forecast period.
- Although investment in new housing activity is projected to contract by 12% across the forecast period, these losses are offset by growth of 51% in residential renovations.
- A contraction in new housing employment (-21%) is offset by growth in employment relating to renovations and maintenance activity, with both rising by 36%.
- Non-residential construction investment contracts slightly by 2034 as growth in industrial, commercial, and institutional buildings (8%) is offset by a contraction in engineering construction (-6%).
- Non-residential employment is projected to rise 10% across the forecast period. Most of this growth (+7%) is expected between 2025 and 2027.

**BRITISH COLUMBIA**  
CONSTRUCTION & MAINTENANCE LOOKING FORWARD

HIGHLIGHTS  
2025-2034

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# Construction Sector in British Columbia

## DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2024, BRITISH COLUMBIA\*



- NEW HOUSING
- RESIDENTIAL RENOVATION AND MAINTENANCE
- ENGINEERING
- INDUSTRIAL, COMMERCIAL, INSTITUTIONAL (ICI)
- NON-RESIDENTIAL MAINTENANCE

## 10-YEAR WORKFORCE OUTLOOK FOR BRITISH COLUMBIA



**BRITISH COLUMBIA**  
CONSTRUCTION & MAINTENANCE LOOKING FORWARD

HIGHLIGHTS  
2025-2034

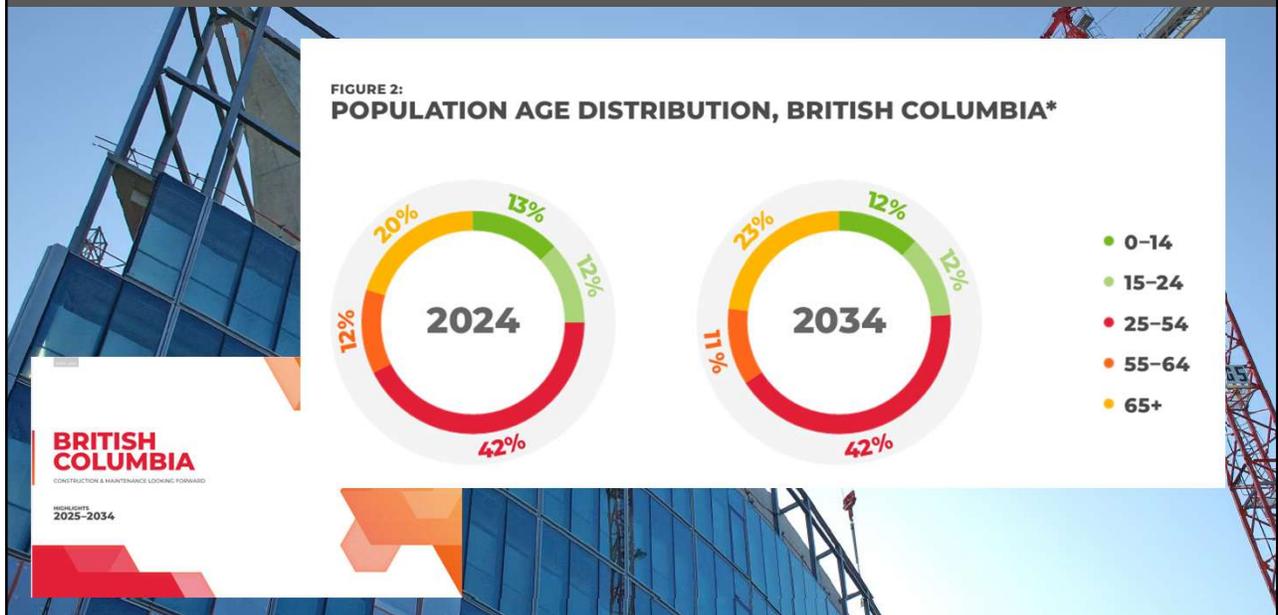
94

## Construction Sector in British Columbia



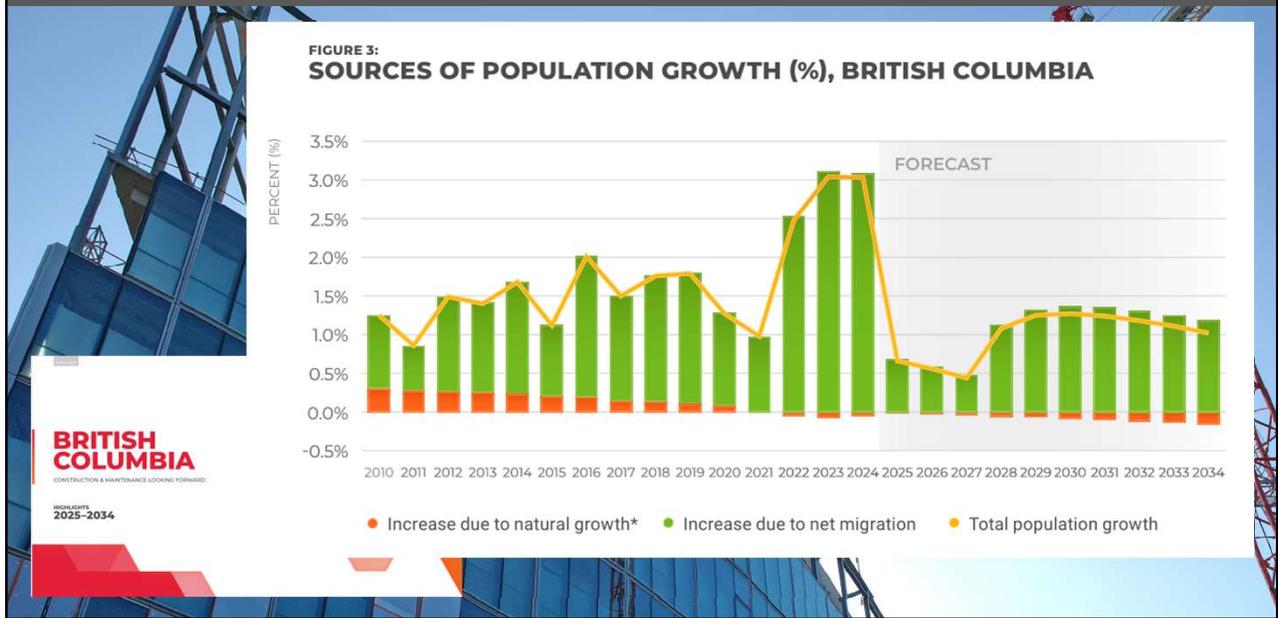
95

## Construction Sector in British Columbia



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## Construction Sector in British Columbia



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## Construction Sector in British Columbia

**TABLE 1: CHANGES IN RESIDENTIAL EMPLOYMENT BY SECTOR, BRITISH COLUMBIA**

SECTOR	% CHANGE 2025-2027	% CHANGE 2028-2030	% CHANGE 2031-2034
Total residential employment	0%	-2%	3%
New housing	-8%	-10%	-5%
Renovations	12%	10%	11%
Residential maintenance	12%	10%	10%

**BRITISH COLUMBIA**  
CONSTRUCTION & MAINTENANCE LOOKING FORWARD  
HIGHLIGHTS 2025-2034

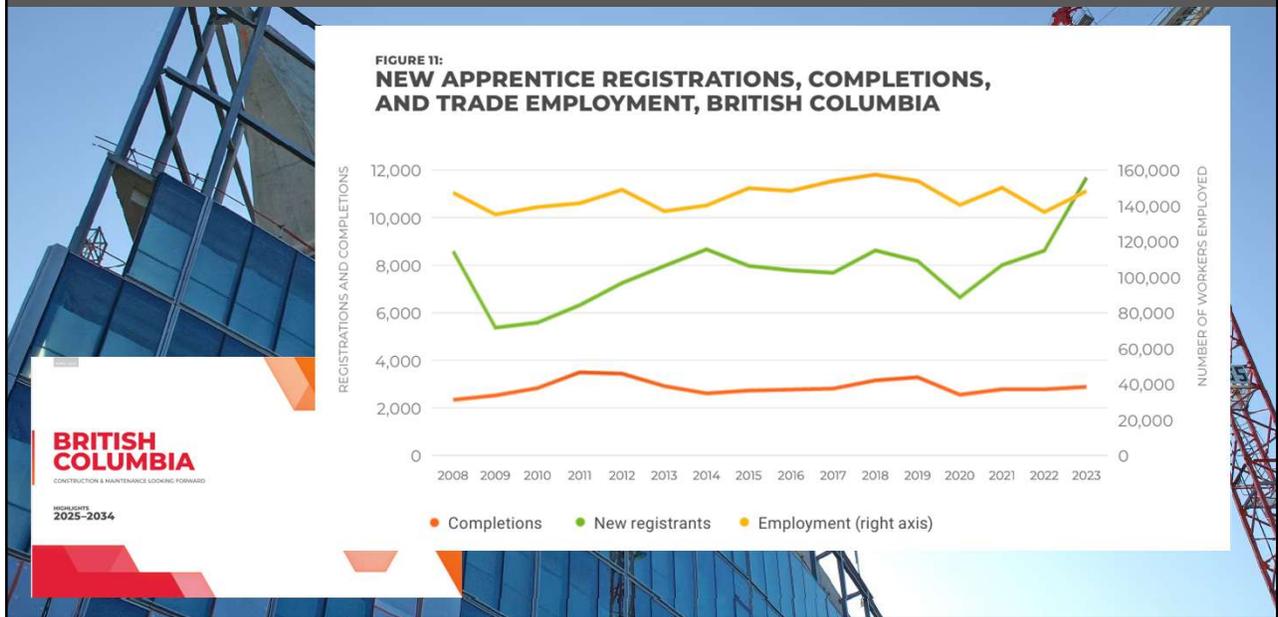
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# Construction Sector in British Columbia



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# Construction Sector in British Columbia



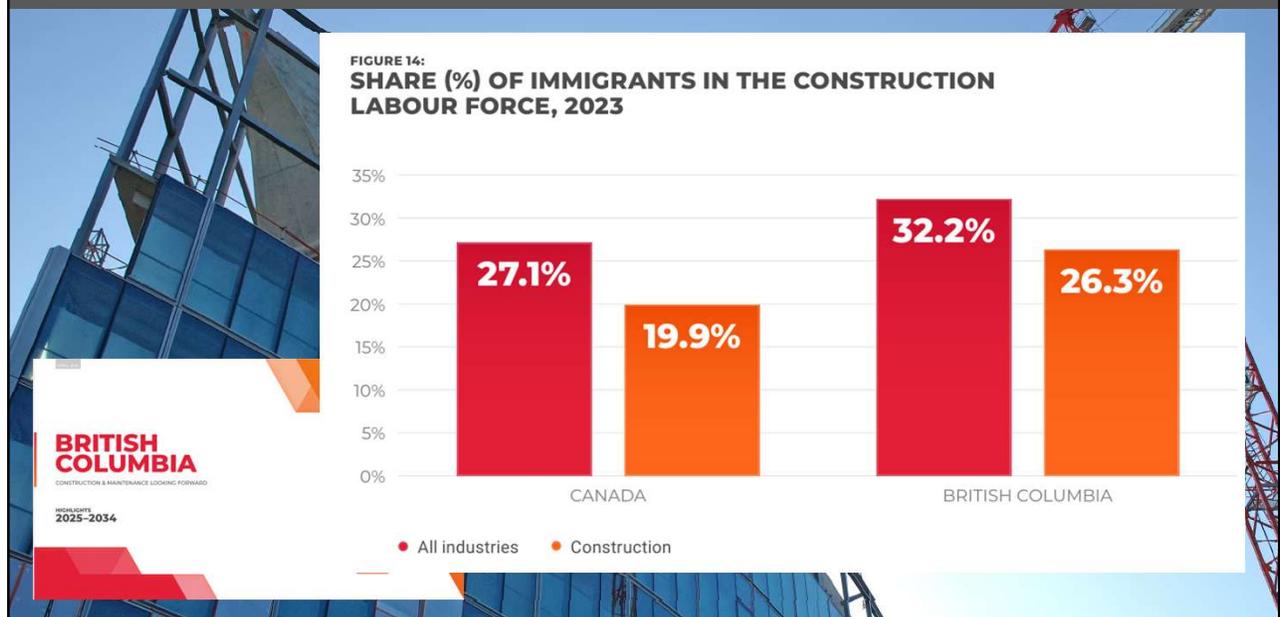
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## Construction Sector in British Columbia



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## Construction Sector in British Columbia



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Take Away

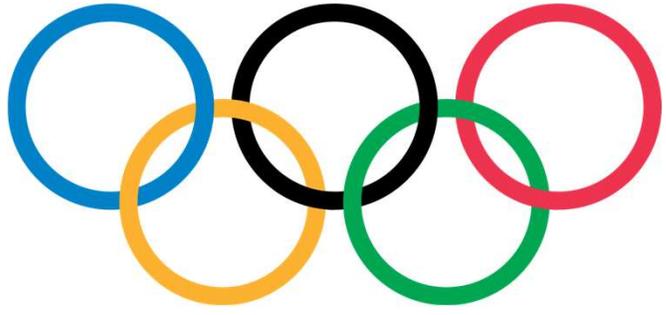
## Government and Transition

1. Government best supports the population during times of crisis
2. Expect more money for skills development and industry supports
3. During the coming years, underlying trends in the labour market will accelerate

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Welcome to the  
2025 BC Labour Market

# Olympics



Competition

## 2

### Alpine Salary Slalom

Compete for **Gold**,  
**Silver** and **Bronze**  
Medals

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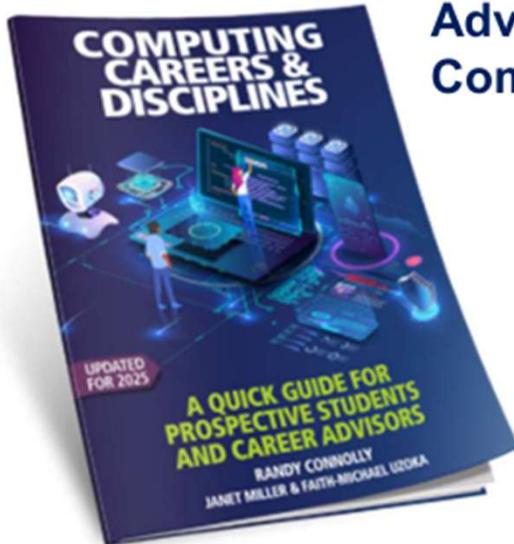


**Discussion**

How confident are you in the economic outlook of British Columbia?

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## Labour Market Research Round-Up



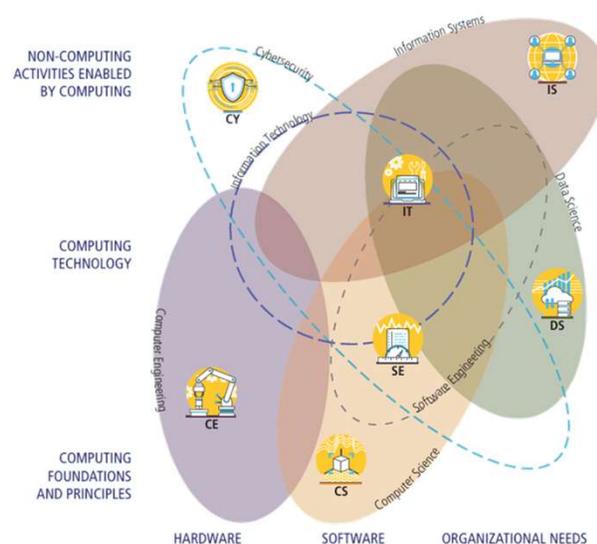
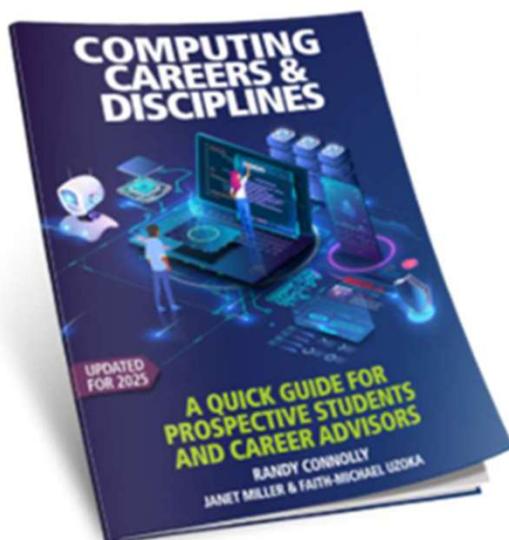
### Advising Clients on Careers in Computers

**Assist your clients in answering questions like:**

- Why should you consider computing when choosing a career?
- What kind of computing jobs are out there?
- What kind of education pathways will guide you to the computing career you desire?

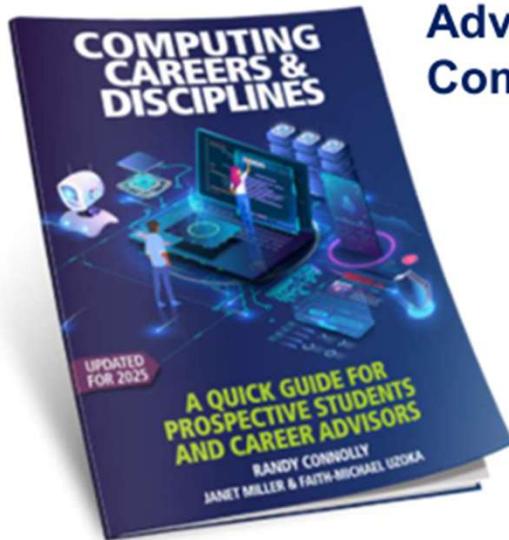
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## Labour Market Research Round-Up



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## Labour Market Research Round-Up



### Advising Clients on Careers in Computers

#### Breaks information down by:

- The unique nature of computing jobs
- Areas of work beyond programming
- Major areas such as: development; infrastructure; data; design; business; and management
- Pathways to get into these jobs
- Computer Disciplines
- Discipline Roadmap (*detailed roadmaps for each one*)

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## Labour Market Research Round-Up

### Employment services in 2024: A turning point in the staffing industry

- Operating revenues in the employment services industry group fell 1.7% to \$24.3 billion in 2024.
- Operating expenses in the industry group declined 0.8% to \$23.2 billion in 2024, at a slower rate than operating revenues.



Statistics Canada  
Statistique Canada

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## Labour Market Research Round-Up



**Employment services in 2024: A turning point in the staffing industry**

- Ontario (54.4%) remained the largest contributor to operating revenue in the industry group in 2024, followed by Quebec (17.4%), Alberta (14.0%) and British Columbia (10.5%). The order of this provincial distribution of revenue was unchanged from 2023.


 Statistics Canada / Statistique Canada

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## Labour Market Research Round-Up



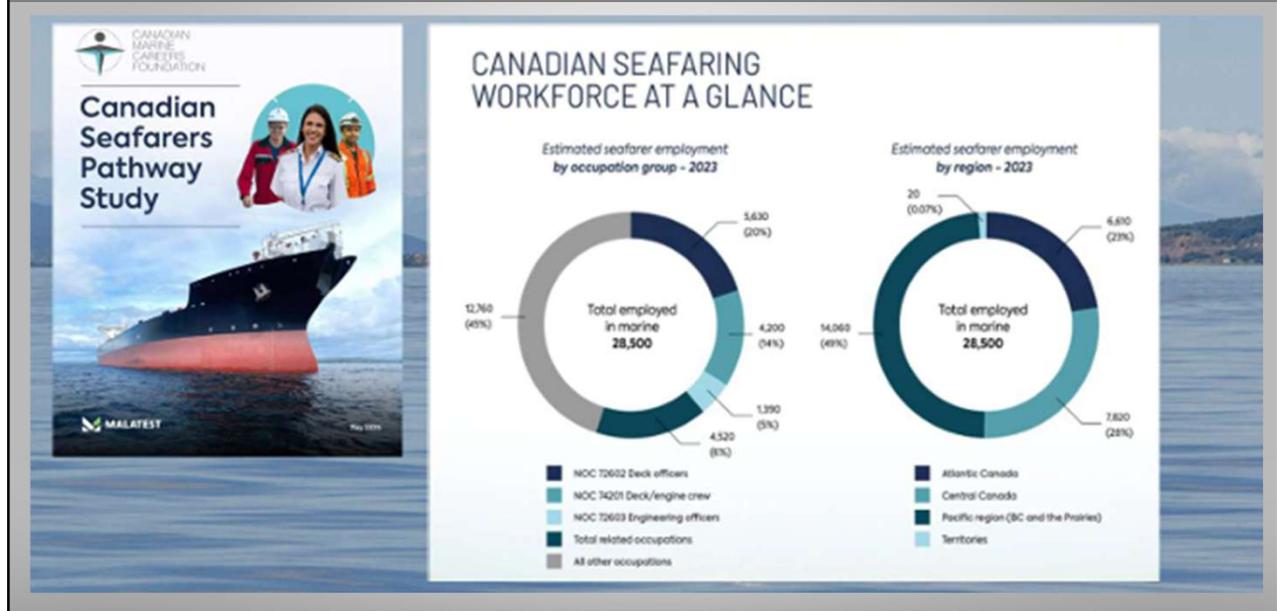
**Employment services in 2024: A turning point in the staffing industry**

- Temporary staffing services continued to represent the largest portion of total sales, though their share declined slightly to 48.2% in 2024. Permanent placements and contract staffing services accounted for 42.7% of sales, while other services made up the remaining 9.1%.


 Statistics Canada / Statistique Canada

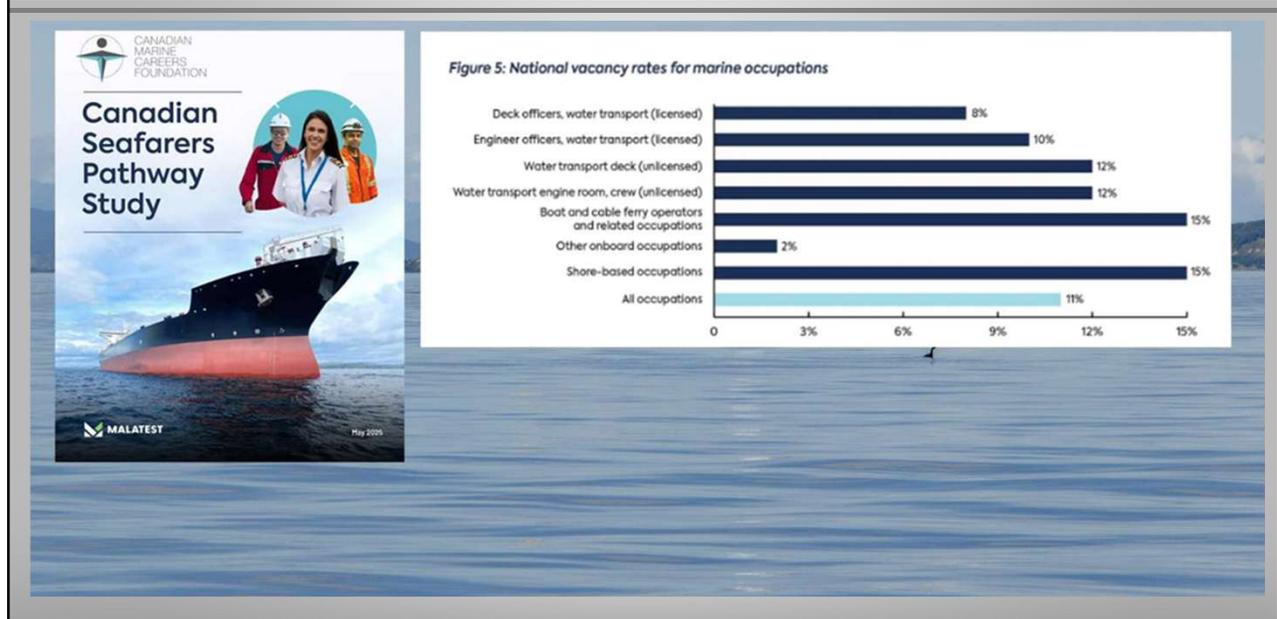
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# Labour Market Research Round-Up



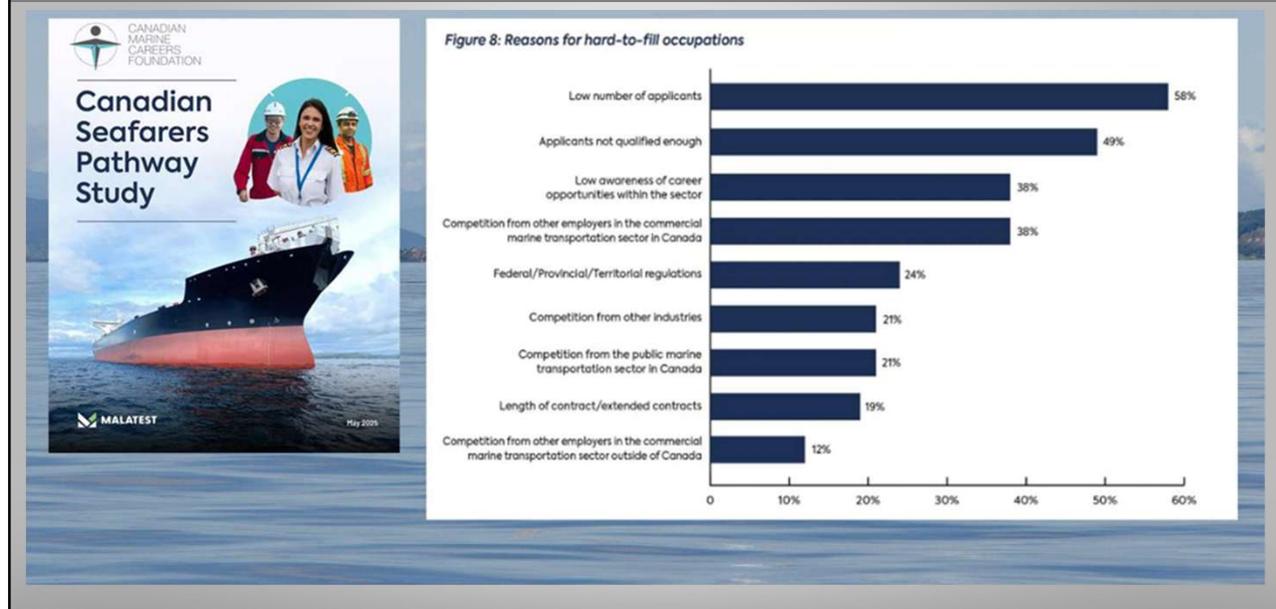
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# Labour Market Research Round-Up



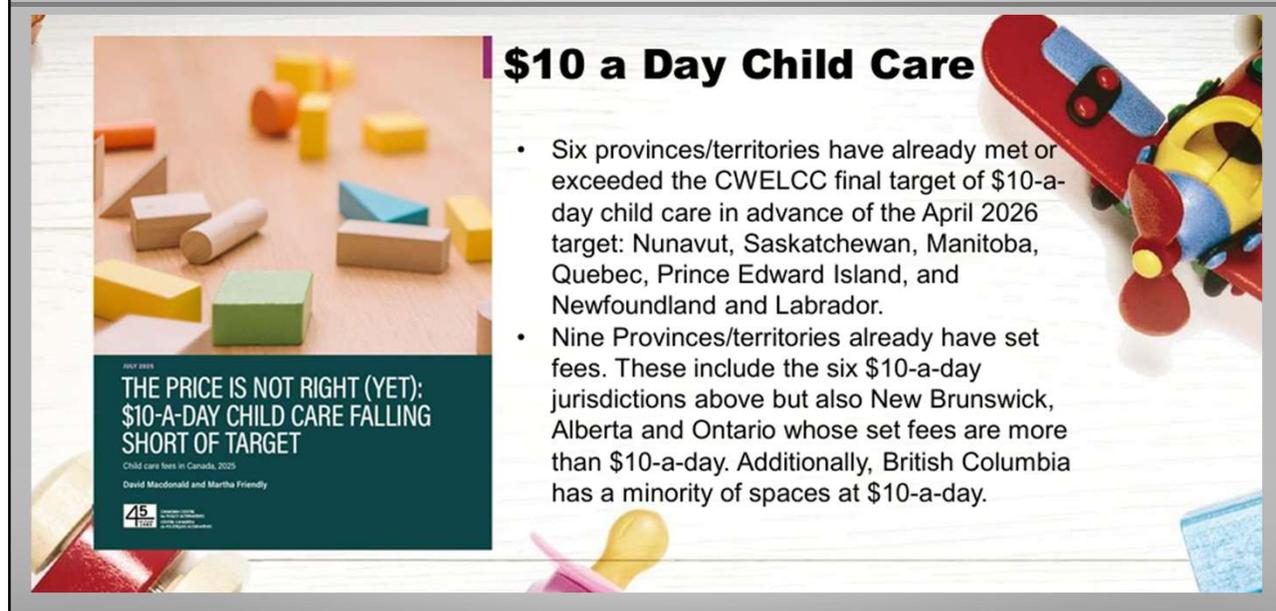
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## Labour Market Research Round-Up



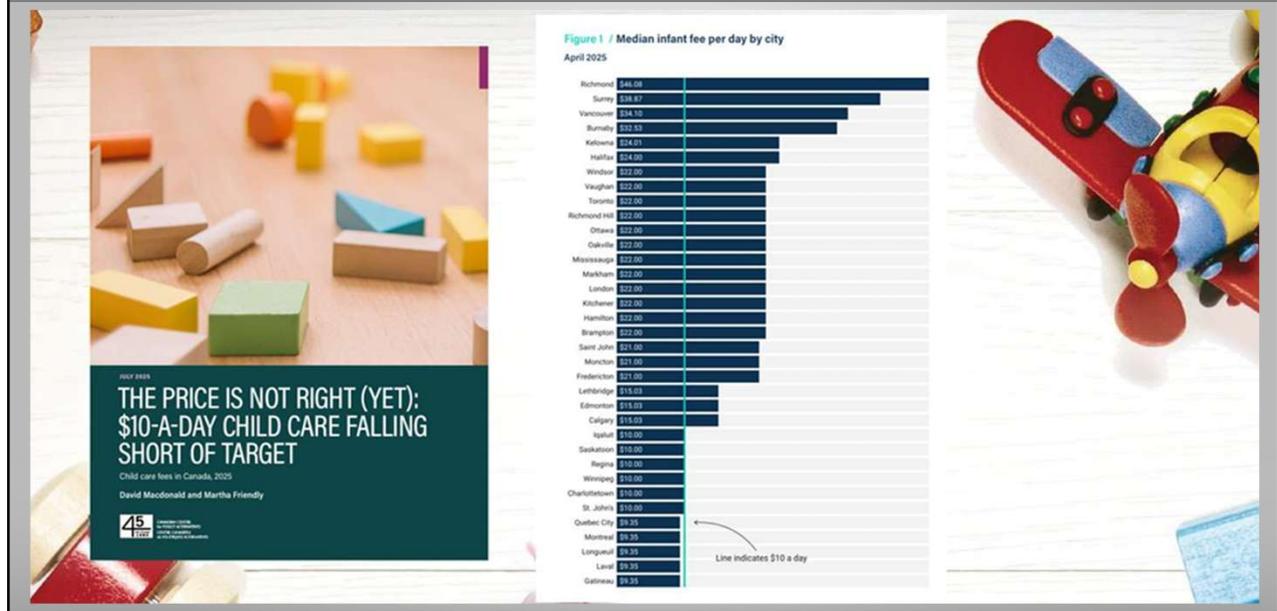
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## Labour Market Research Round-Up



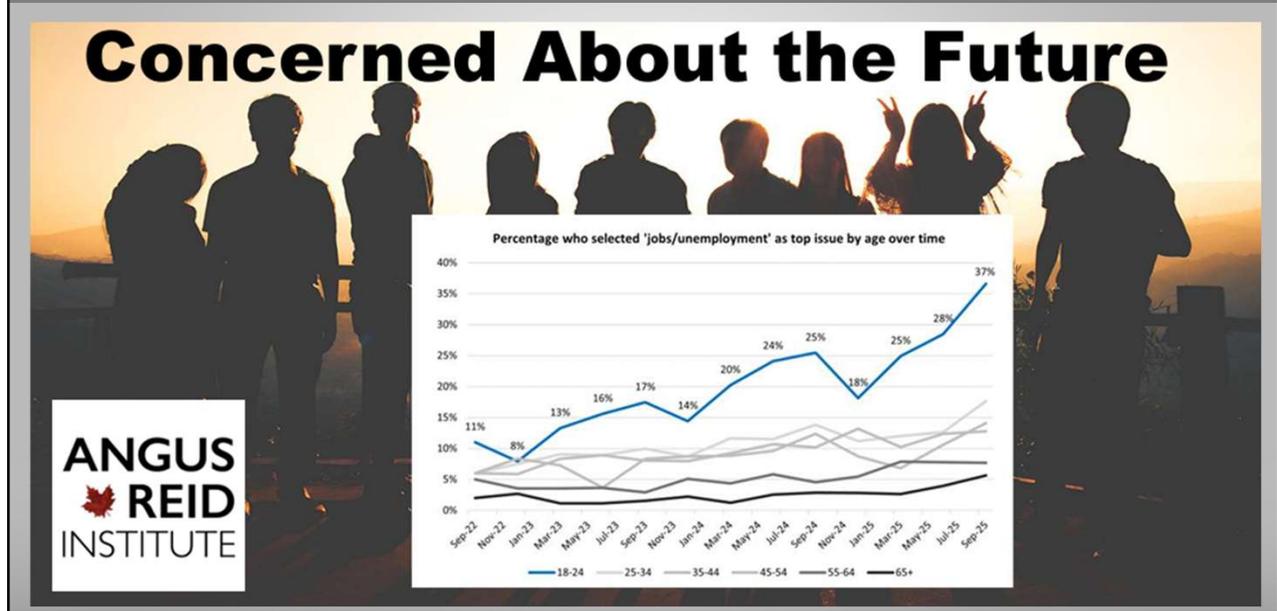
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# Labour Market Research Round-Up



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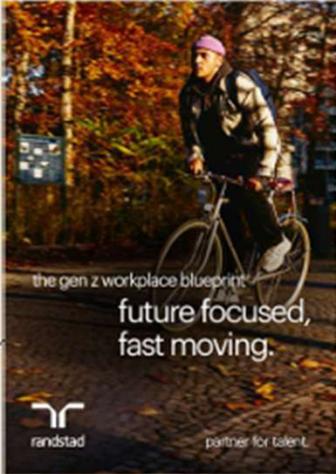
# Labour Market Research Round-Up



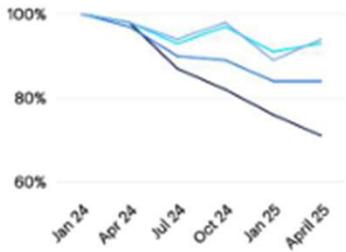
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## Labour Market Research Round-Up

### Engaging Gen Z in the Workplace



entry-level job postings have fallen 29 percentage points since January 2024



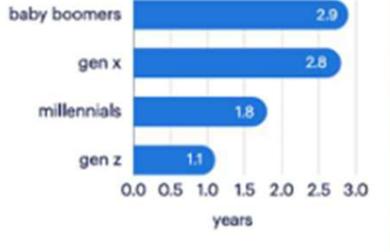
100%  
80%  
60%

Jan 24 Apr 24 Jul 24 Oct 24 Jan 25 April 25

- 0-2 years' experience
- 3-5 years' experience
- 6-9 years' experience
- 10+ years' experience

\*Data shown as % of baseline job postings by experience level, where January 2024 = 100%. Based on analysis of over 126 million job postings globally.

average tenure during first 5 years of career



Generation	Average Tenure (years)
baby boomers	2.9
gen x	2.6
millennials	1.8
gen z	1.1

0.0 0.5 1.0 1.5 2.0 2.5 3.0  
years

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## Labour Market Research Round-Up

### Engaging Gen Z in the Workplace





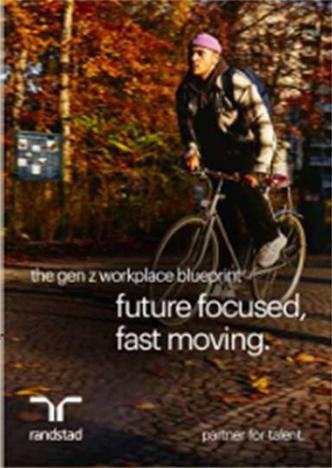
85% of Gen Z often or always consider long-term career goals when evaluating a new role

79% of Gen Z say they can learn new skills quickly

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# Labour Market Research Round-Up

## Engaging Gen Z in the Workplace



When making decisions regarding job changes, how much do you consider your long-term career goals?

Generation	always	often	occasionally	rarely
gen z	41%	44%	11%	4%
millennials	37%	45%	13%	5%
gen x	28%	42%	16%	14%
baby boomers	25%	30%	24%	20%

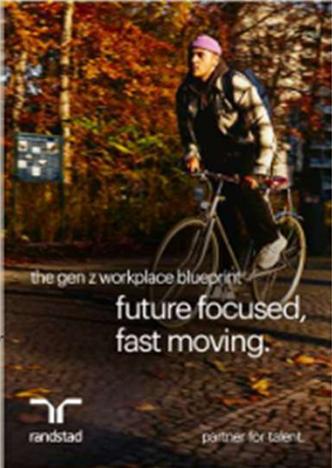
0% 20% 40% 60% 80% 100%

● always ● often ● occasionally ● rarely

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# Labour Market Research Round-Up

## Engaging Gen Z in the Workplace



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0% 20% 40% 60% 80% 100%

● always ● often ● occasionally ● rarely

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## Labour Market Research Round-Up

Robert Half | 2026 CANADA SALARY GUIDE

rh Robert Half

### On the rise: skills-based hiring

Employers across Canada are prioritizing skills when evaluating potential hires and are placing a premium on specialized, business-critical expertise.

**83%** of employers agree with the view that professionals with specialized skills are paid more than peers without them in the same role.

**54%** say they are most willing to increase salaries for candidates with specialized skills or certifications.



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## Labour Market Research Round-Up

Robert Half | 2026 CANADA SALARY GUIDE

rh Robert Half

### Pay expectations challenge employers

Compensation expectations remain high—especially among professionals with specialized skills. Staying competitive when recruiting talent starts with understanding market value for key roles.

**71%** of hiring managers worry about keeping up with compensation expectations through 2026.

**80%** of professionals feel confident negotiating their salary when given a job offer.



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## Labour Market Research Round-Up

### The 2026 Canada Salary Guide From Robert Half

It pays to know



#### Total Compensation Takes Centre Stage

- Work-life balance (e.g., hybrid work): 52%
- Financial benefits (e.g., bonuses): 51%
- Retirement benefits: 43%
- Health and wellness programs: 39%

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## Top 100 Occupations | 1-2 Years Voc Training

**TOP 100 Occupations**  
Requiring 1-2 Years  
of Vocational  
Training

### Impact of Automation

Occupation	Likelihood of Automation
1 Early childhood educators and assistants	0.7%
2 Engineer officers, water transport	1.0%
3 Other instructors	1.0%
4 Social and community service workers	1.2%
5 Instructors of persons with disabilities	1.2%
6 Theatre, fashion, exhibit and other creative designers	1.3%
7 Coaches	1.3%
8 Supervisors, general office and administrative support workers	1.4%
9 Supervisors, finance and insurance office workers	1.4%
10 Supervisors, library, correspondence and related information workers	1.4%

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## Top 100 Occupations | 1-2 Years Voc Training

**TOP 100** Occupations  
Requiring 1-2 Years  
of Vocational  
Training

**Greatest  
Number of  
New Jobs**

Occupation	Likelihood of Automation
1 Social and community service workers	11,800
2 Early childhood educators and assistants	8,870
3 Carpenters	5,260
4 Graphic designers and illustrators	5,010
5 Hairstylists and barbers	4,970
6 Program leaders and instructors in recreation, sport and fitness	4,860
7 Technical sales specialists - wholesale trade	4,630
8 Licensed practical nurses	4,610
9 Police officers (except commissioned)	3,840
10 Financial sales representatives	3,340

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## Top 100 Occupations | 1-2 Years Voc Training

**TOP 100** Occupations  
Requiring 1-2 Years  
of Vocational  
Training

**Impact of  
Automation**

Occupation	Likelihood of Automation
1 Elevator constructors and mechanics	\$50.00
2 Air traffic controllers and related occupations	\$49.88
3 Contractors and supervisors, pipefitting trades	\$41.50
4 Power system electricians	\$41.08
5 Electrical power line and cable workers	\$41.00
6 Firefighters	\$40.88
7 Police officers (except commissioned)	\$40.00
8 Supervisors, electrical products manufacturing	\$39.39
9 Supervisors, mineral and metal processing	\$39.04
10 Construction estimators	\$38.00

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**WorkBC**  
Public  
Consultation

WorkBC serves over 100,000 people each year through 102 community-based centres. Through these centres, people access guided, personalized support in-person and virtually.

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**WorkBC**  
Public  
Consultation

**Future Vision**

In the future, WorkBC will offer three different employment service stream options that are fully integrated with each other – all part of the same WorkBC system. People can start their WorkBC journey in any part of the system, accessing services that best meet their needs at that time.

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# WorkBC

## Public Consultation

### Self-Directed WorkBC Services Online

Job seekers can find information about job opportunities and take self-assessments to determine their readiness to take on those roles. Online tools help people improve resume and cover letters, while a job matching tool can help people match their skills and credentials with openings. Then, to get ready to meet employers, virtual training and interactive online workshops help people prepare for interviews.

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# WorkBC

## Public Consultation

### Self-Directed WorkBC Services Online

To apply for additional supports like job skills training or funding for transportation, childcare, or work supplies, people would create an online account. In that account, they find a personalized dashboard that organizes their goals, actions, and steps they need to take to find a job.

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# WorkBC

## Public Consultation

### WorkBC Centre Services

Because the full WorkBC system offers more service options – for people who want to work online and others who need specialized services – people accessing supports through centres will get more timely access and individualized support. People receiving services through centres also have the added flexibility and convenience of using the new online services and tools.

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# WorkBC

## Public Consultation

### WorkBC Employment Readiness Outreach Services

For many people facing complex challenges, including mental health, substance use, or homelessness, a job may not seem possible. WorkBC believes that, with the right specialized supports, youth and other people facing complex challenges can build brighter futures – connecting with their communities, becoming job ready, and securing part- or full-time jobs.

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govTogetherBC

The Future of WorkBC

# WorkBC Public Consultation

## WorkBC Employment Readiness Outreach Services

WorkBC outreach counsellors and peer champions take a trauma-informed approach to help people become job ready. People get help setting job-related goals at their own pace. This happens in locations where people feel safe and comfortable. This could be in an employment centre, a coffee shop, another support organization, or at home.

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## Discussion

# What do you think we can do in the career development sector to prepare for change?

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## Health Care and Social Assistance in British Columbia

### Health Care Sector by the Numbers

- The sector employs 372,792 people and this is expanding at 2.0% per year.
- Over the next 10 years, Health Care and Social Assistance will create 58,200 jobs due to expansion and 58,100 due to replacing workers.
- Health Care and Social Assistance is one of B.C.'s largest employers.
- This industry has a low unemployment rate and tends to be immune from economic fluctuations.

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## Health Care and Social Assistance in British Columbia

# Health Care and Social Assistance in BC

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## Health Care and Social Assistance in British Columbia

### Health Care Sub-Sectors

Health care and social assistance	419,300	2.0	2.2	2.1	100,800	98,400	199,200
Ambulatory health care services	123,400	2.2	2.4	2.3	32,400	29,200	61,600
Hospitals	153,600	1.9	2.3	2.1	36,600	35,400	72,000
Nursing and residential care facilities	52,800	2.2	2.1	2.1	12,800	12,900	25,700
Social assistance excluding child care	61,900	1.7	2.0	1.9	12,800	15,300	28,100
Child day care services	27,700	2.0	2.0	2.0	6,200	5,500	11,700

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## Health Care and Social Assistance in British Columbia

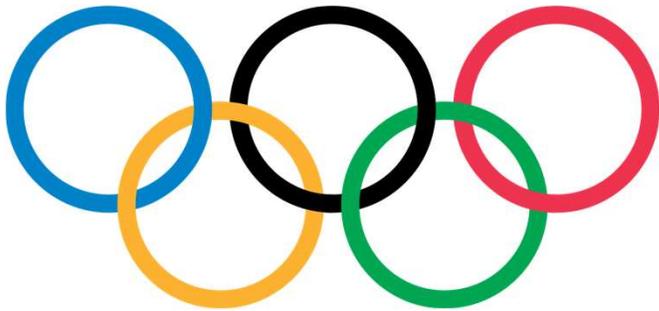
### Health Care Sector Sub-Sectors

Region	% Employment this Industry (2023)	% Employment All Industries (2023)
Cariboo	3.7%	3.0%
Kootenay	3.5%	2.9%
Mainland/Southwest	59.8%	64.5%
North Coast and Nechako	1.6%	1.6%
Northeast	0.9%	1.3%
Thompson-Okanagan	11.1%	10.9%
Vancouver Island/Coast	19.5%	15.8%

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Welcome to the  
2025 BC Labour Market

# Olympics



## Competition

# 3

## Rhythmic Research Review

Compete for **Gold**,  
**Silver** and **Bronze**  
Medals

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Download a PDF  
of the PowerPoint Presentation



Follow-along  
with the PowerPoint



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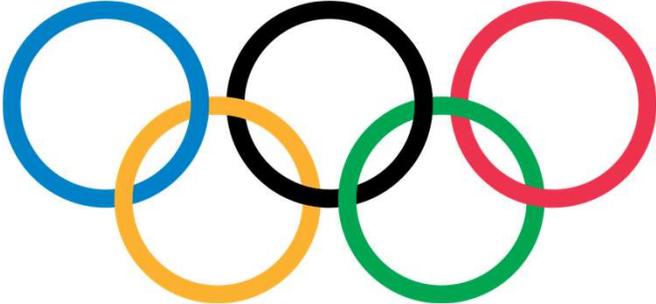


**Discussion**

What trend do you  
think is most  
impacting  
BC's future  
labour market?

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Welcome to the  
2025 BC Labour Market  
**Olympics**



Competition

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Freestyle  
Career  
Planning  
Pentathlon

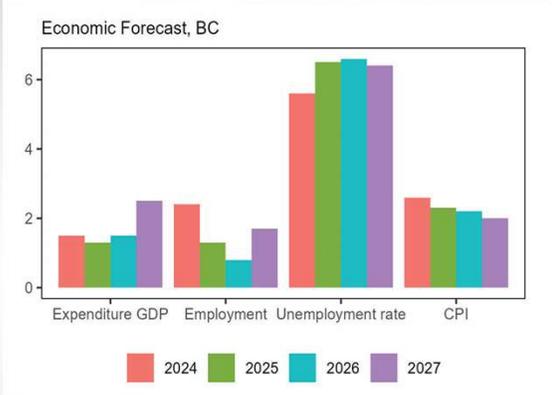
Compete for **Gold**,  
**Silver** and **Bronze**  
Medals

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## BC Economic Outlook | 2025-2027




B.C.'s economy slows down with the broader economy even as it remains more insulated due to a more diversified customer base for its exports, and a large service sector.



Indicator	2024	2025	2026	2027
Expenditure GDP	1.5	1.2	1.5	2.5
Employment	2.5	1.2	0.8	1.8
Unemployment rate	5.5	6.5	6.5	6.5
CPI	2.5	2.2	2.2	2.0

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# BC Economic Outlook | 2025-2027



## Key Forecasts – British Columbia

Indicator	2022	2023	2024	2025	2026	2027
Expenditure GDP	4	2.4	1.5	1.3	1.5	2.5
Employment	3.4	2.6	2.4	1.3	0.8	1.7
Unemployment rate	4.7	5.2	5.6	6.5	6.6	6.4
Population Growth	2.5	3.2	3	0.6	0.2	0.9
Unit sales, 000s	80.4	72.9	74.4	69.2	76.8	81.3
Average price, 000s	998	971.8	981.8	974.9	1,000.3	1,080.3
Unit sales, %ch	-35.2	-9.3	2.1	-7.0	11.0	5.9
Average price, %ch	7.6	-2.6	1	-0.7	2.6	8.0
Housing Starts (000s)	46.7	50.5	45.8	38.0	40.3	41.9
CPI - All items, % ch	6.9	4	2.6	2.3	2.2	2.0

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# BC Economic Outlook | 2025-2027



## Share of Real GDP, % BC

Industry share of GDP - BC



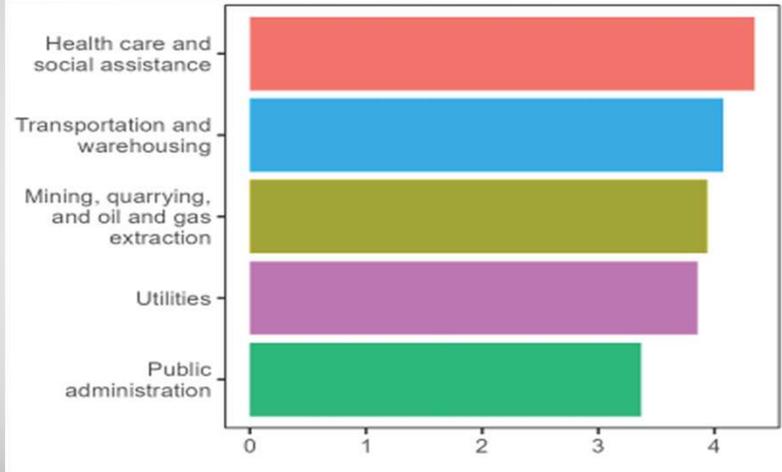
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# BC Economic Outlook | 2025-2027

central 1



## High Growth Sectors



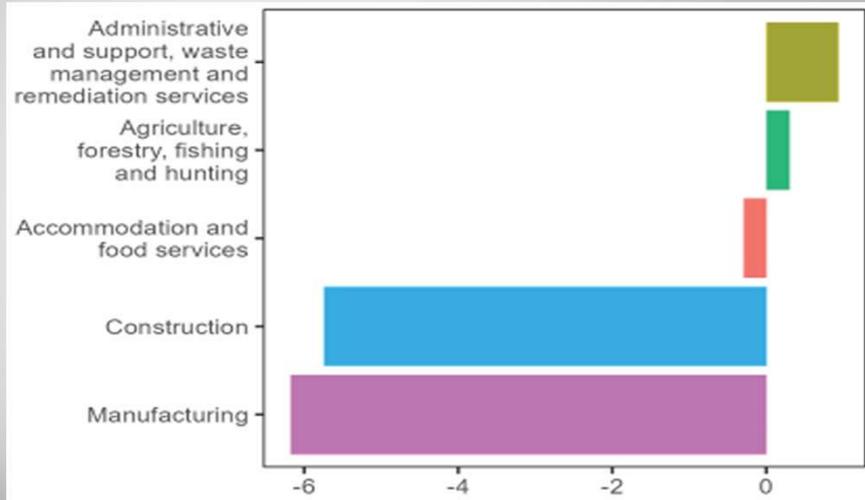
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# BC Economic Outlook | 2025-2027

central 1



## Low Growth Sectors



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**Discussion**

# What can job seekers do to manage this transition?

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**Take Away**

## Living in Uncertain Times

1. Skills development is the best path towards sustainable careers
2. Career laddering is a valuable pathway towards improved career outcomes
3. Post-career-development planning will be critical to achieve future outcomes

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## Employer Recruitment and Retention Practices

### The Top Factors Fueling Hiring Mistakes for Small and Medium Sized Businesses



For small businesses, it was failing to consider soft skills and company cultural fit



For medium sized businesses, it was failing to properly assess technical skills and qualifications



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## Employer Recruitment and Retention Practices

### The Value of Effective Hiring

#### The most common factors that led to hiring mistakes were:

- Failure to consider soft skills and company cultural fit (50%)
- Not properly assessing technical skills and qualifications (49%)
- Failure to communicate clear job descriptions and role duties to the candidate (33%)



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## Employer Recruitment and Retention Practices

### The Value of Effective Hiring

When asked which parts of the hiring process are taking longer, respondents said:

- Evaluating candidates' applications and determining who to interview (53%)
- Thorough reference checking (48%)
- Scheduling and conducting interviews (40%)



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## Technology Sector in British Columbia

### Tech Sector in BC

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## Technology Sector in British Columbia

### Tech Sector by the Numbers

**Size and employment:** The sector includes over 11,000 tech companies and employs more than 200,000 people, with an additional 100,000 in tech roles at non-tech companies. A large portion of these are small businesses, with around 95% of high-tech businesses having 49 or fewer employees.

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## Technology Sector in British Columbia

### Tech Sector by the Numbers

**Growth and outlook:** The sector is a major contributor to BC's economy and is projected to create the most new jobs of any industry in the next decade, according to the BC Government's Labour Market Outlook 2021.

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## Technology Sector in British Columbia

### Tech Sector by the Numbers

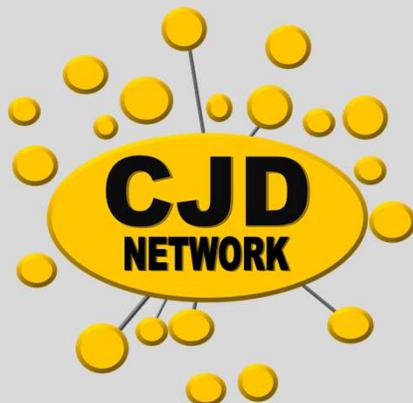
**Key sub-sectors:** The high-tech sector encompasses a wide range of activities, from manufacturing pharmaceuticals and electronics to software development, motion picture production, game development, and telecommunications. Some prominent areas include:

1. Artificial intelligence and machine learning
2. Cybersecurity
3. Climate technology and decarbonization
4. Digital banking and fraud prevention

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## Canadian Job Development Network

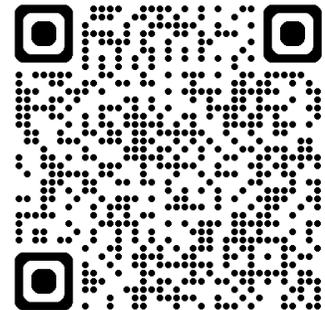
[www.JobDevelopment.org](http://www.JobDevelopment.org)



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### Membership Benefits

- Weekly newsletter with critical insights for those who regularly engage with employers
- #MotivatingMondays discussion group
- Learning modules on job development topics



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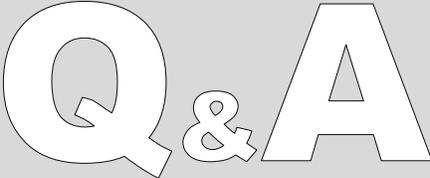
  

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**Discussion**

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