

2024

BC Labour Market Year-in-Review Workshop

with Christian Saint Cyr
Publisher

BC Labour Market Report

www.LabourMarketOnline.com





2024

Labour Market Year-in-Review Workshop Agenda

TOPICS

Section 1 | 9:30am – 10:30am

- Major LMI from 2024
- Insights and outlook for 2025
- Making LMI make sense for clients / students

Break (10:30am-10:45am)

Section 2 | 10:45am – 12:00pm

- Government Announcements
- Insights from BC's Election
- Labour Market Insights and Resources for those in career transition

Lunch (12:00pm-1:00pm)



2024

Labour Market Year-in-Review Workshop Agenda

TOPICS (Continued)

Section 3 | 1:00pm – 2:15pm

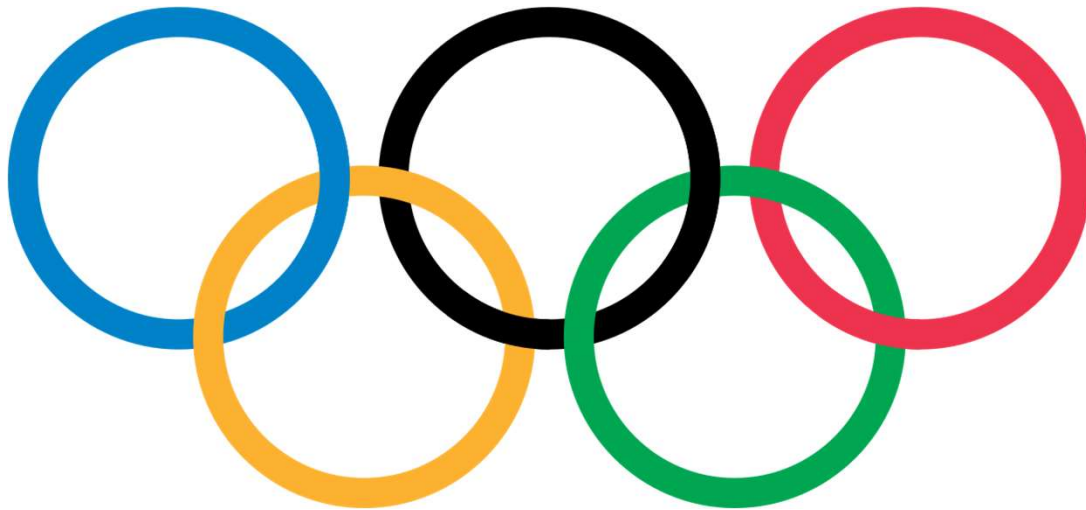
- Review of research, reports and studies
- Impact of the changes to immigration
- Under-represented populations in our labour market
- LMI-informed choices in education / training

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

Section 4 | 2:30pm – 3:30pm

- Labour market Pitfalls
- A.I. – Fact. vs. Myth
- Developing career plans
- What do expect next year in the labour market

Welcome to the 2024 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



Discussion

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



Top 10 Labour Market Stories of 2024

2024 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



Top 10 Labour Market Stories of 2024



Number 10

Trade with the United States: 76% of Canada's trade is with the United States and the president-elect promised a 10% tariff on Canadian goods during the U.S. election and 25% in the past week. Such a tariff could be devastating for manufacturing, energy, forestry, mining and agriculture. The value of the Canadian dollar dropped by nearly a full cent to a four-and-a-half-year low of 70.53 cents to the U.S. dollar following the social media post of the increased tariffs.



Top 10 Labour Market Stories of 2024



Number 9

Unemployment and Youth: The softening job market has especially hit youth aged 15 to 24 hard. According to the CPABC's BC Check-Up, they are the "most impacted" as their unemployment rate jumped 3.7 per cent to 13.7 per cent in the past six months.



Top 10 Labour Market Stories of 2024



Number 8

New First-Aid Requirements: On Nov. 1., changes were introduced to the Occupational Health and Safety Regulations (OHSR). Employers are required to conduct and document a two-part first-aid assessment. Minimum levels of first aid may change for some workplaces and there may be new requirements for less accessible workplaces. Changes include that people's first-aid certification levels are aligned with CSA standards. Level 1, 2 and 3 certificates and kits will now be called basic, intermediate and advanced.



Top 10 Labour Market Stories of 2024



Number 7

Wage Transparency is all the rage: After B.C. passed its pay transparency legislation, 76 per cent of new job postings in February contained information about wages and salaries, up from 49 per cent in the third quarter of 2023. According to the B.C. law, businesses are also barred from asking prospective employees about their pay at past employers and from punishing workers for openly discussing their pay with one another.



Top 10 Labour Market Stories of 2024



Number 6

B.C. Minimum Wage Increased June 1: On June 1, 2024, the general minimum wage increased from \$16.75 to \$17.40 an hour. The 3.9% increase also applied to minimum-wage rates for resident caretakers, live-in home-support workers and live-in camp leaders. The increase helped approximately 240,000 workers who earned less than \$17.40 per hour at the time.



Top 10 Labour Market Stories of 2024



Number 5

Restaurants, Hospitality and Food Service Employers are Financially Strained: The guest count was lower this summer for 70% of restaurant companies compared to last summer, and profitability was lower for a staggering 81%. Overall, only 15% of restaurants say the current business climate is good or very good. The restaurant and accommodation sector dropped by 10,800 positions compared to September 2023. The industry lost nearly 5,000 jobs between August and September 2024, falling to 176,700 positions.



Top 10 Labour Market Stories of 2024



Number 4

Retiring boomers to drive drop in workforce participation until 2030: The proportion of people in Canada working or actively seeking work will continue to decline until 2030, when the entire baby boom cohort has reached retirement age. The proportion of the labour force aged 55 and older roughly doubled from 10.9 per cent in 2001 to 22.4 per cent in 2021.



Top 10 Labour Market Stories of 2024



Number 3

Personal Financial Pressures: Food Banks Canada found that 35 per cent of Canadians are feeling financially worse off than they did three months ago amid a wave of increased demands for food banks. The poll, conducted by Pollara Strategic Insights, found that of those who feel more worse off, almost half had incomes below \$50,000 a year, 43 per cent of people identify as visible minorities and 42 per cent were millennials.



Top 10 Labour Market Stories of 2024



Number 2

Major Decline International Students: In January, the federal government put a cap on roughly 360,000 approved international student applications for 2024, a decrease of 35 per cent from 2023. That number has since been revised with about 292,000 approved permits anticipated, according to Global News. Universities Canada expects at least a 45 per cent drop of international students.



Top 10 Labour Market Stories of 2024



Number 1

Gig Economy Continues to Grow: Younger workers are more likely to participate in gig work, with 30 per cent of respondents between the ages of 18 and 34 participating in the gig economy. About 23 per cent of respondents between 35 and 54 said they were gig workers. Of respondents over 55, only 16 per cent said they participated. Of gig workers, it found 30 per cent offered specialized services like consulting or photography, 26 per cent sold items on Amazon or Etsy, and 21 per cent offered freelance services like graphic design or tutoring. Food delivery workers accounted for eight per cent of respondents, and ride-hailing drivers for three per cent.



Take Away

Moving Forward

1. Changes to immigration will make the skills shortage worse and build a labour shortage
2. Economic uncertainty will impact the decisions of employers and job seekers
3. The most secure pathway to sustainable employment will be skills enhancement



Can we predict
the future?

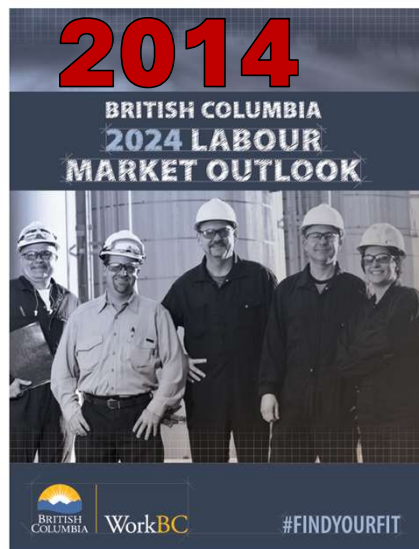
**BRITISH COLUMBIA
2024 LABOUR
MARKET OUTLOOK**



WorkBC

#FINDYOURFIT

Can we predict
the future?



2014-2024 LABOUR MARKET OUTLOOK HIGHLIGHTS	
TOTAL JOB OPENINGS	935,000 (100%)
» Replacement	640,000 (68%)
» Economic growth	295,000 (32%)
SUPPLY ADDITIONS	940,000 (100%)
» New entrants	421,000 (45%)
» Net in-migration	325,000 (34%)
» Other mobility	194,000 (21%)

TABLE 1 British Columbia Job Openings, 2014-2024
Note: values rounded, percentages are shares of the total

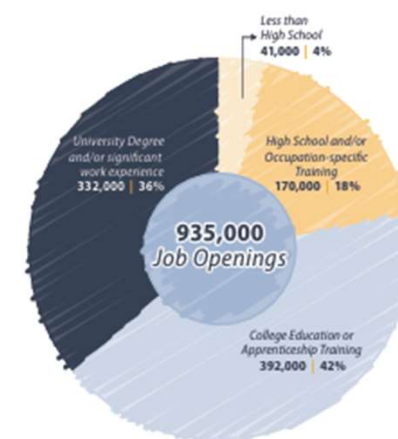


FIGURE 6 Ten-Year Total Job Openings by Education Requirements

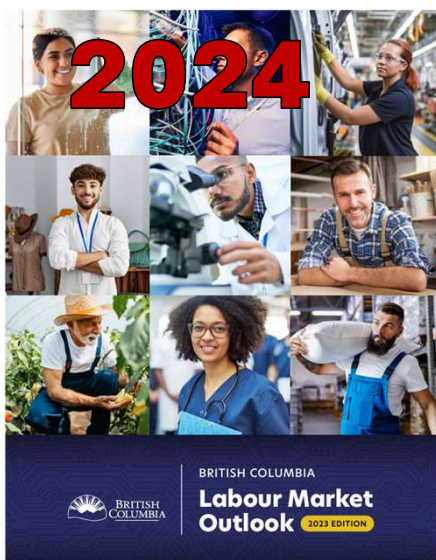


FIGURE 1.1-1 | Job Openings, B.C., 2023-2033

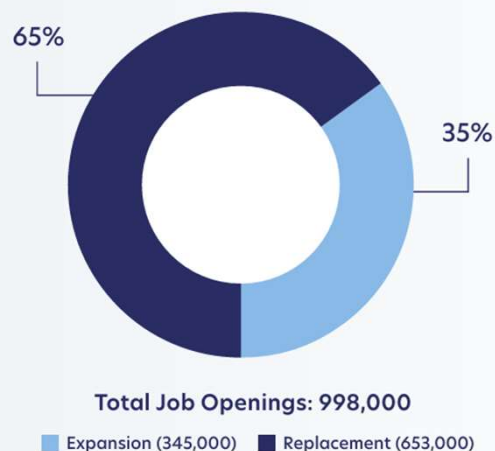
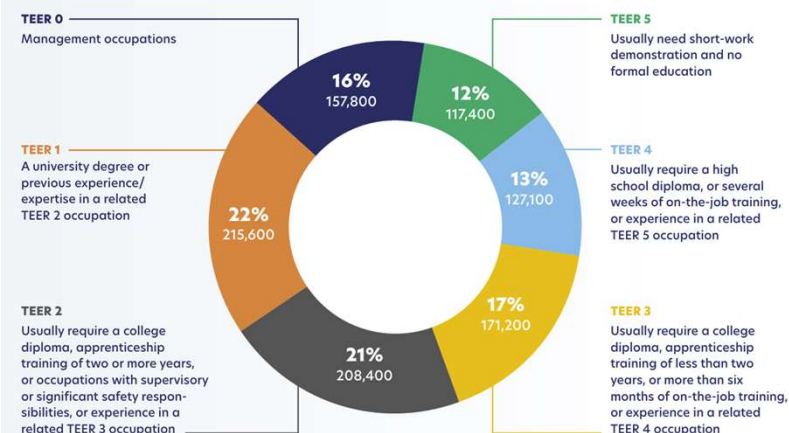


FIGURE 2-1 | Job Openings by TEER, B.C., 2023-2033



**BRITISH COLUMBIA
2024 LABOUR
MARKET OUTLOOK**



WorkBC

#FINDYOURFIT

Prediction:
295,000 New Jobs

October 2014:
2,373,500 Workers

October 2024:
2,842,300 Workers

Actual Job Creation:
468,800 New Jobs



Take Away

Making Predictions

1. The future may be better or worse than you expect but it's almost certainly going to be different than you expect
2. Labour market information is just a starting point. People should validate their projections with in-person conversations with people *'in the know'*.

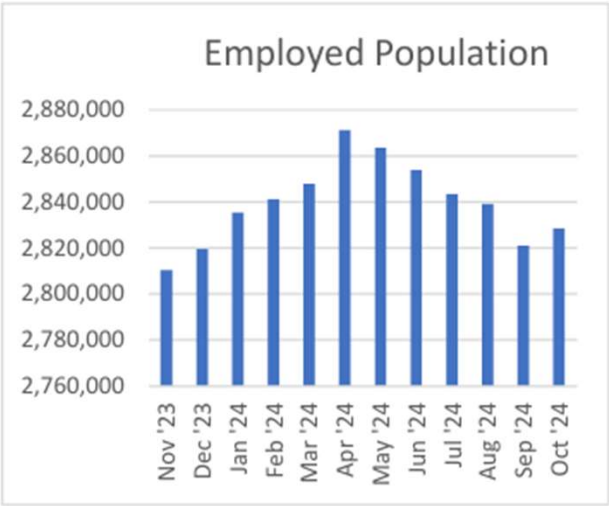


**What has the past year
looked like?**

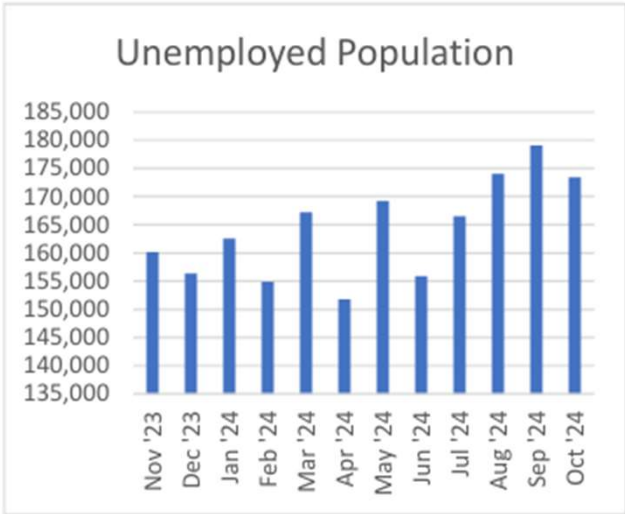
BC's Last Year in Employment Numbers

Labour Force Survey: Nov. 2023 – Dec. 2024

Nov '23	2,810,300
Dec '23	2,819,300
Jan '24	2,835,300
Feb '24	2,841,200
Mar '24	2,847,800
Apr '24	2,871,200
May '24	2,863,300
Jun '24	2,853,600
Jul '24	2,843,300
Aug '24	2,839,000
Sep '24	2,821,000
Oct '24	2,828,300



Nov '23	160,100
Dec '23	156,300
Jan '24	162,500
Feb '24	154,800
Mar '24	167,200
Apr '24	151,700
May '24	169,200
Jun '24	155,900
Jul '24	166,500
Aug '24	174,000
Sep '24	179,000
Oct '24	173,400



ONE YEAR

ONE MONTH

ONE YEAR

ONE MONTH



0.6%



0.3%



7.4%

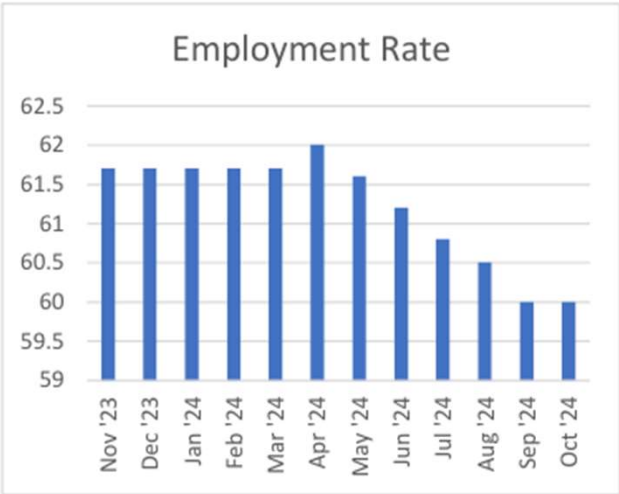


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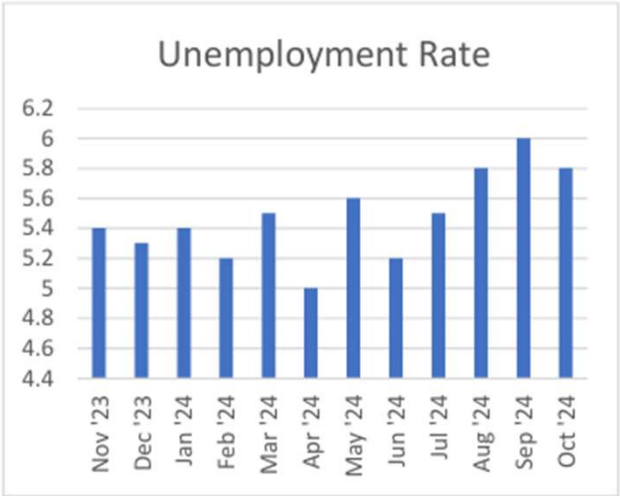
BC's Last Year in Employment Numbers

Labour Force Survey: Nov. 2023 – Dec. 2024

Nov '23	61.7
Dec '23	61.7
Jan '24	61.7
Feb '24	61.7
Mar '24	61.7
Apr '24	62
May '24	61.6
Jun '24	61.2
Jul '24	60.8
Aug '24	60.5
Sep '24	60
Oct '24	60



Nov '23	5.4
Dec '23	5.3
Jan '24	5.4
Feb '24	5.2
Mar '24	5.5
Apr '24	5
May '24	5.6
Jun '24	5.2
Jul '24	5.5
Aug '24	5.8
Sep '24	6
Oct '24	5.8



ONE YEAR



2.8%

ONE MONTH



0.0%

ONE YEAR



7.4%

ONE MONTH

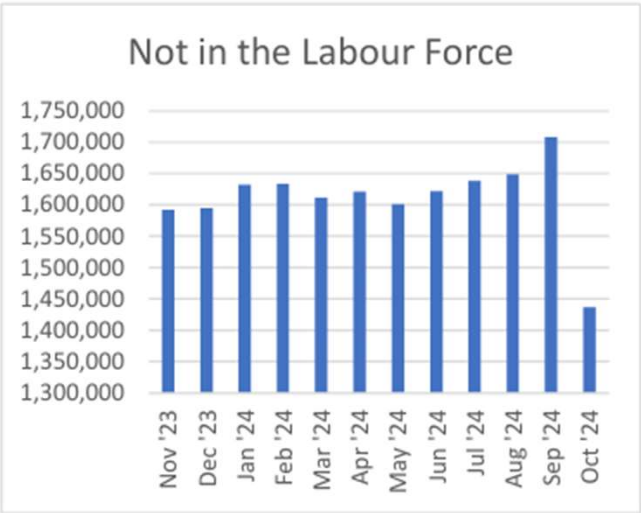


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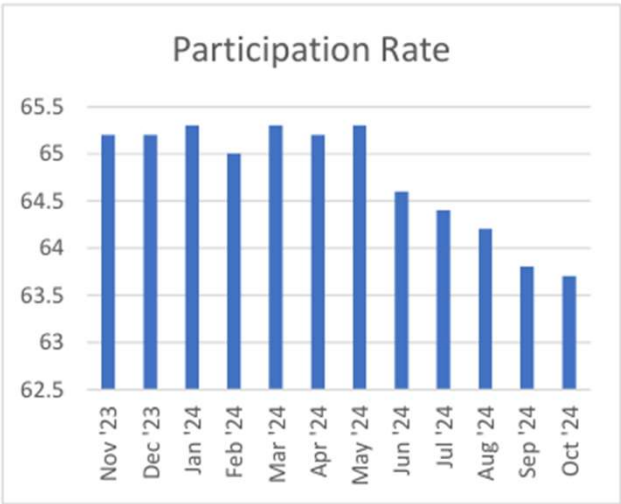
BC's Last Year in Employment Numbers

Labour Force Survey: Nov. 2023 – Dec. 2024

Nov '23	1,592,000
Dec '23	1,594,700
Jan '24	1,632,000
Feb '24	1,632,900
Mar '24	1,610,900
Apr '24	1,620,800
May '24	1,600,800
Jun '24	1,621,600
Jul '24	1,638,300
Aug '24	1,648,800
Sep '24	1,707,900
Oct '24	1,436,600



Nov '23	65.2
Dec '23	65.2
Jan '24	65.3
Feb '24	65
Mar '24	65.3
Apr '24	65.2
May '24	65.3
Jun '24	64.6
Jul '24	64.4
Aug '24	64.2
Sep '24	63.8
Oct '24	63.7



ONE YEAR



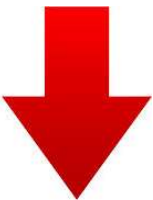
9.8%

ONE MONTH



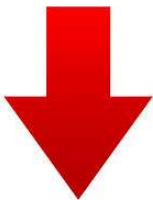
15.9%

ONE YEAR



2.3%

ONE MONTH



0.2%

BC's Last Year in Employment Numbers

NOC CODES

Labour Force Survey: Nov. 2023 – Dec. 2024

NOC - 0

Nov '23	301,800
Dec '23	286,300
Jan '24	287,400
Feb '24	307,400
Mar '24	315,900
Apr '24	293,400
May '24	303,800
Jun '24	290,800
Jul '24	277,500
Aug '24	271,000
Sep '24	268,000
Oct '24	256,700



ONE YEAR



14.9%

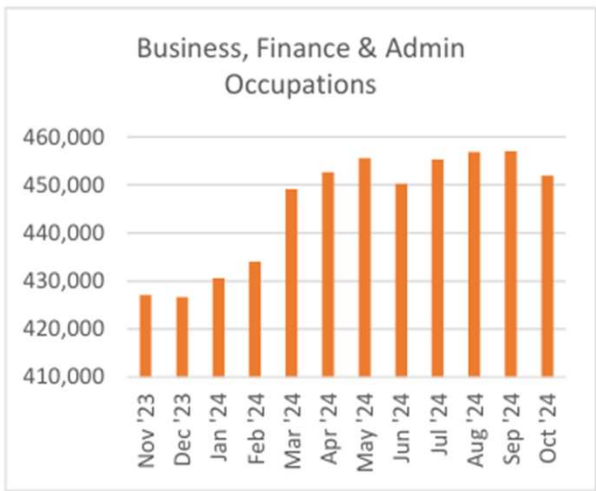
ONE MONTH



4.2%

NOC - 1

Nov '23	427,000
Dec '23	426,600
Jan '24	430,500
Feb '24	434,000
Mar '24	449,100
Apr '24	452,600
May '24	455,500
Jun '24	450,200
Jul '24	455,300
Aug '24	456,800
Sep '24	457,000
Oct '24	451,900



ONE YEAR



5.8%

ONE MONTH



1.1%

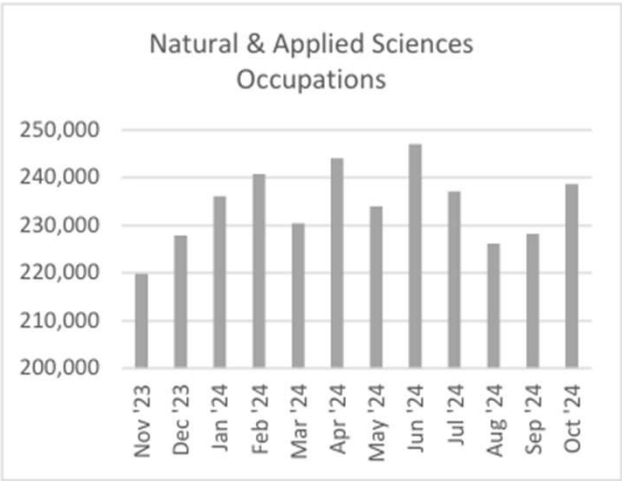
BC's Last Year in Employment Numbers

NOC CODES

Labour Force Survey: Nov. 2023 – Dec. 2024

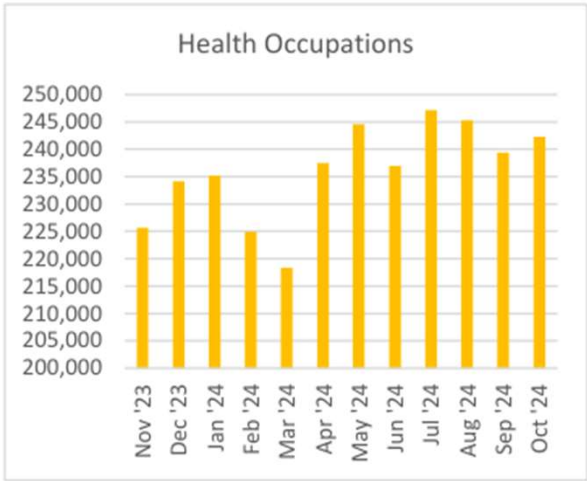
NOC - 2

Nov '23	219,800
Dec '23	227,900
Jan '24	236,100
Feb '24	240,700
Mar '24	230400
Apr '24	244000
May '24	233900
Jun '24	247000
Jul '24	237100
Aug '24	226200
Sep '24	228200
Oct '24	238600



NOC - 3

Nov '23	225,600
Dec '23	234,100
Jan '24	235,100
Feb '24	224,900
Mar '24	218300
Apr '24	237400
May '24	244500
Jun '24	236900
Jul '24	247100
Aug '24	245300
Sep '24	239300
Oct '24	242200



ONE YEAR



8.6%

ONE MONTH



4.6%

ONE YEAR



7.4%

ONE MONTH



1.2%

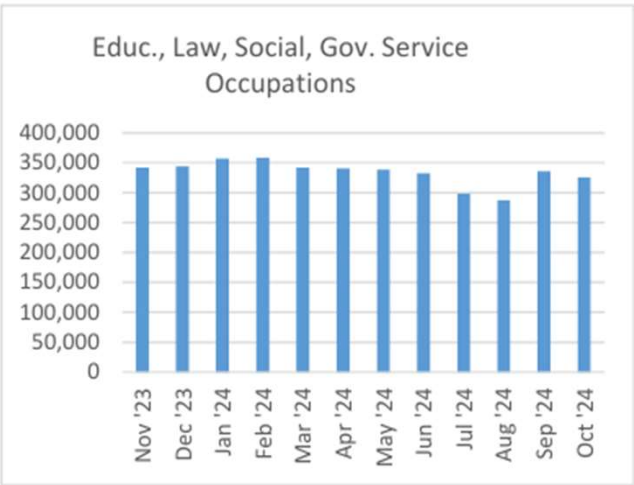
BC's Last Year in Employment Numbers

NOC CODES

Labour Force Survey: Nov. 2023 – Dec. 2024

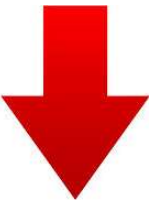
NOC - 4

Nov '23	342,000
Dec '23	343,600
Jan '24	356,700
Feb '24	358,200
Mar '24	341,300
Apr '24	340,300
May '24	338,400
Jun '24	332,300
Jul '24	297,800
Aug '24	287,300
Sep '24	335,600
Oct '24	325,700



ONE YEAR

ONE MONTH



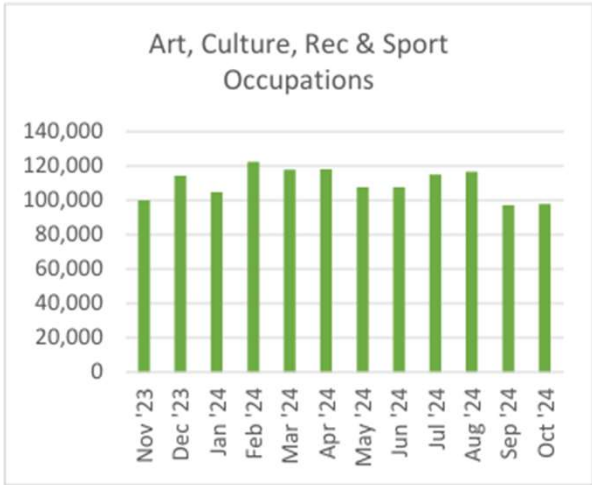
4.8%



2.9%

NOC - 5

Nov '23	100,000
Dec '23	114,300
Jan '24	104,600
Feb '24	122,300
Mar '24	117,600
Apr '24	117,800
May '24	107,600
Jun '24	107,600
Jul '24	114,800
Aug '24	116,600
Sep '24	97,000
Oct '24	97,600



ONE YEAR

ONE MONTH



2.4%



0.6%

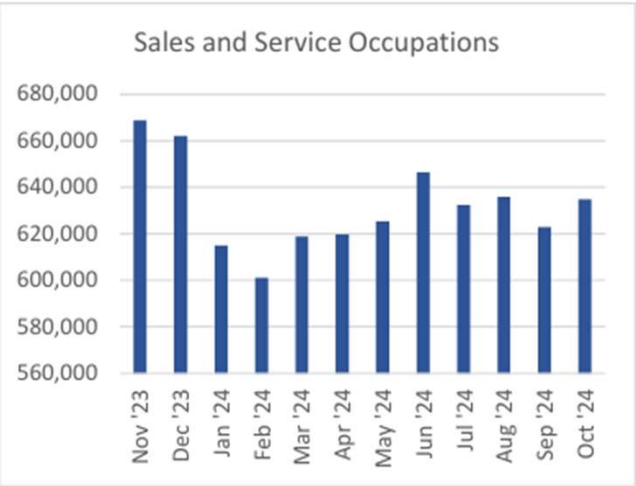
BC's Last Year in Employment Numbers

NOC CODES

Labour Force Survey: Nov. 2023 – Dec. 2024

NOC - 6

Nov '23	668,600
Dec '23	662,100
Jan '24	614,900
Feb '24	601,000
Mar '24	618,700
Apr '24	619,700
May '24	625,300
Jun '24	646,300
Jul '24	632,300
Aug '24	635,700
Sep '24	622,800
Oct '24	634,800



ONE YEAR



5.1%

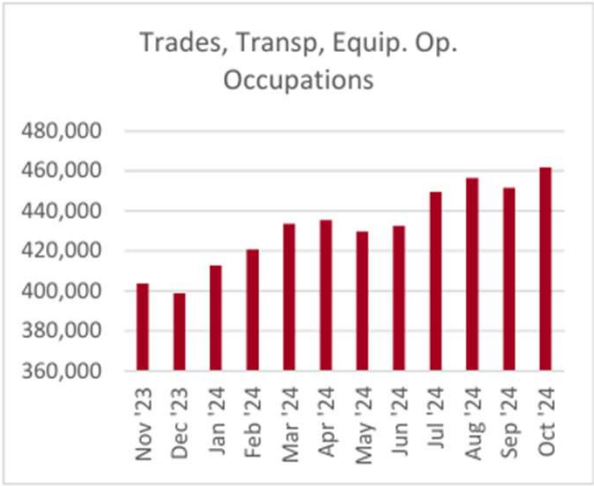
ONE MONTH



1.9%

NOC - 7

Nov '23	403,600
Dec '23	398,600
Jan '24	412,700
Feb '24	420,500
Mar '24	433,400
Apr '24	435,200
May '24	429,500
Jun '24	432,500
Jul '24	449,500
Aug '24	456,300
Sep '24	451,500
Oct '24	461,600



ONE YEAR



14.4%

ONE MONTH



2.2%

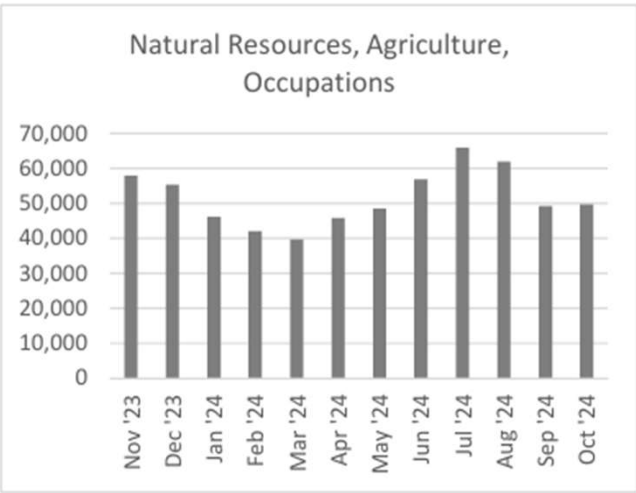
BC's Last Year in Employment Numbers

NOC CODES

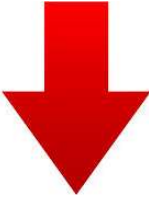
Labour Force Survey: Nov. 2023 – Dec. 2024

NOC - 8

Nov '23	57,900
Dec '23	55,300
Jan '24	46,100
Feb '24	42,000
Mar '24	39,700
Apr '24	45,800
May '24	48,500
Jun '24	56,800
Jul '24	65,800
Aug '24	61,900
Sep '24	49,200
Oct '24	49,700



ONE YEAR



4.2%

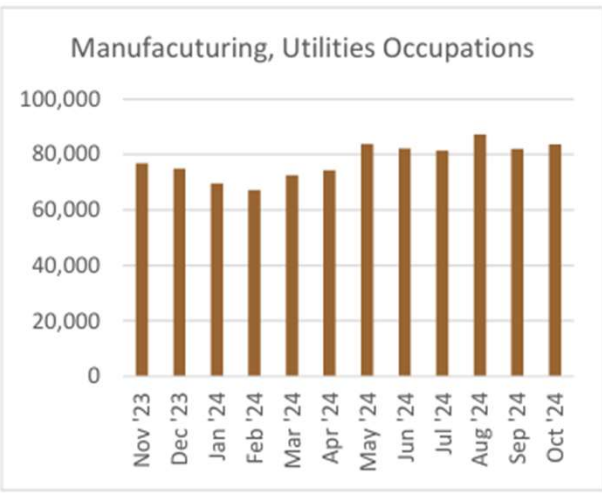
ONE MONTH



1.0%

NOC - 9

Nov '23	76,800
Dec '23	74,700
Jan '24	69,500
Feb '24	67,100
Mar '24	72,500
Apr '24	74,300
May '24	83,700
Jun '24	82,100
Jul '24	81,400
Aug '24	87,100
Sep '24	81,900
Oct '24	83,500



ONE YEAR



8.7%

ONE MONTH



2.0%



Take Away

Job Creation vs. Employment

1. While we continue to create new jobs, population growth is outpacing this growth
2. Immigration will likely change this trend in 2025
3. For our labour market, we should see only one new job seeker for every 13 new workers.



Creating a framework
for the labour market
that makes sense to
those in career
transition

Making LMI Relevant for Job Seekers and Students



What is Labour
Market
Information?

Making LMI Relevant for Job Seekers and Students



What is Labour Market Information?

- Business expansion or downsizing
- New education and training
- New technology
- Changing certification or licensing
- New government regulations
- Growth of the gig economy
- Impact of self-employment

Making LMI Relevant for Job Seekers and Students



What is Labour Market Information?

It's the owner's manual

- Typical types of education
- Providers of education
- Salary and employment outcomes
- Industry Contacts
- Networking, Mentorship and Groups
- Industry Research
- Information Interviews

Making LMI Relevant for Job Seekers and Students



What is Labour Market Information?

**Everything that happens in the economy
as an effect on people
— that's 'Labour Market Information'**



Making LMI Relevant for Job Seekers and Students



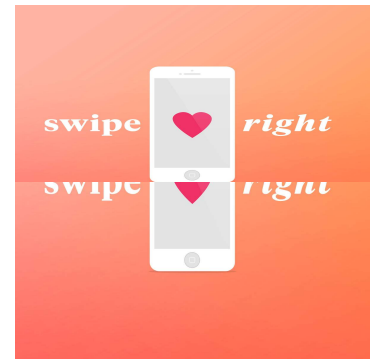
The Labour Market Paradox

People agree that LMI
is important but don't
take it seriously

Making LMI Relevant for Job Seekers and Students

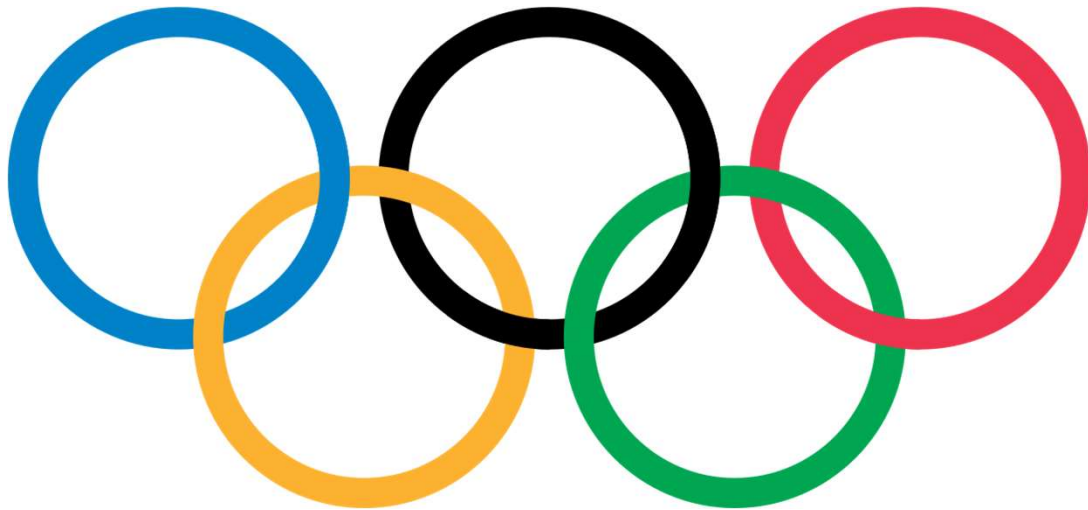


How much research would you put into deciding?



Welcome to the
2024 BC Labour Market

Olympics

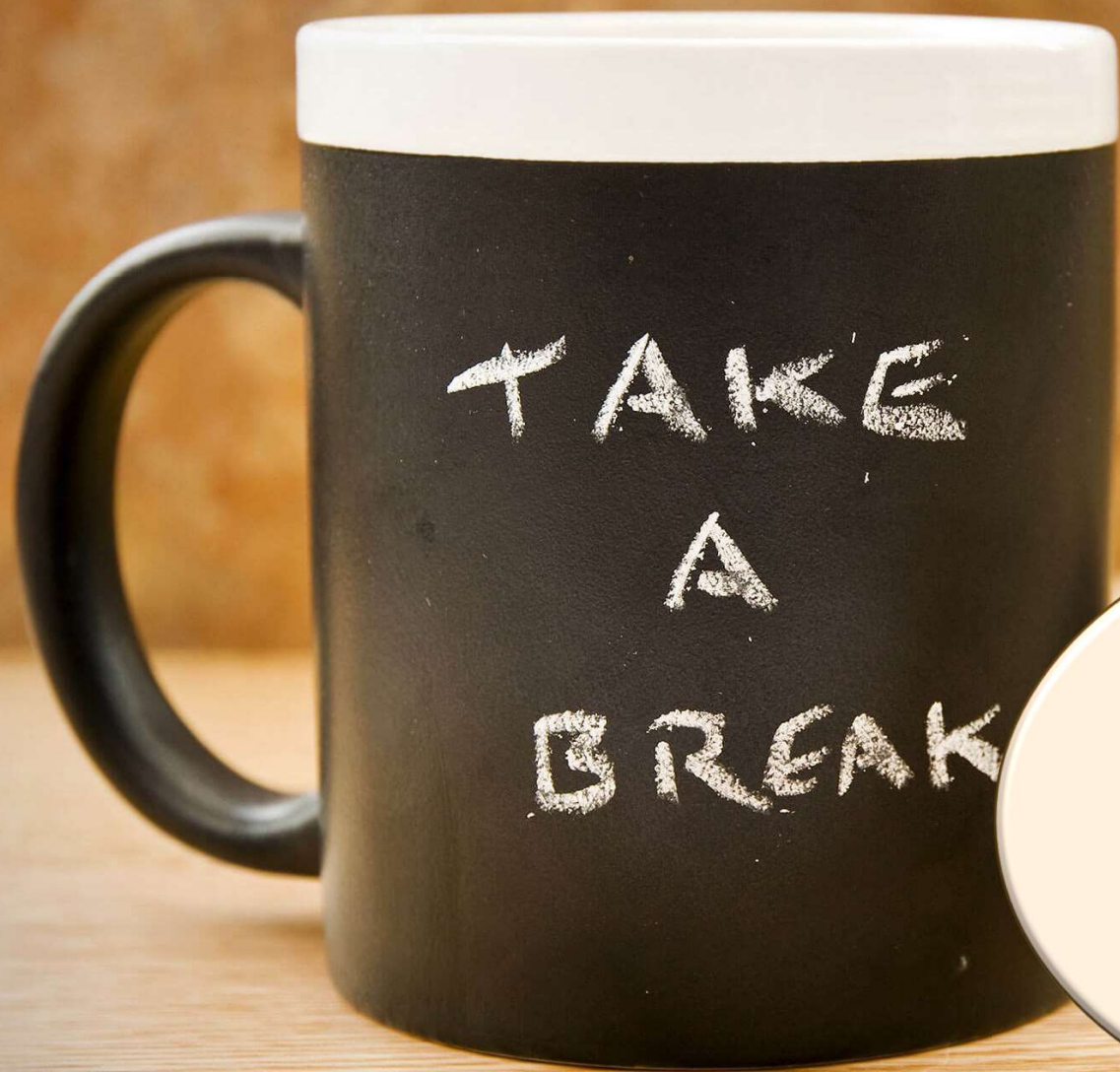


Competition

1

Greco-Roman Occupational Odyssey

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



**See you in
10 minutes**



**Government
Announcements
and Initiatives**

2024 Government Announcements and Initiatives



January

New WorkSafeBC Rules

- New WorkSafeBC rules to ensure workers can return to a job following a workplace injury in British Columbia are now in effect.
- All employers and injured workers in B.C. will have a new legal duty to co-operate with each other and with WorkSafeBC to ensure workers can return to their previous jobs or other suitable work.
- Any employer with 20 or more workers who has employed someone for at least one year before an injury will have an obligation to maintain that worker's employment. They must make any necessary changes to the work or workplace to accommodate the injured person, unless the changes create an undue hardship.

2024 Government Announcements and Initiatives



March

Province Sets New Poverty Goals

- B.C. plans to cut the poverty rate by 60 per cent, child poverty by 75 per cent and seniors' poverty by 50 per cent within the next decade
- While last month's provincial budget includes several temporary relief measures, experts pointed out that it neither raised the income assistance rate (\$1,060 per month for an individual) nor the disability rate (\$983.50 per month for an individual).

2024 Government Announcements and Initiatives



April

BC creates new wildfire training and education centre, first in North America

- A new dedicated wildfire training and education centre at Thompson Rivers University (TRU) will welcome the province's future wildfire fighters.
- The B.C. wildfire training and education centre is a first-of-its-kind program and is a flagship action stemming from recommendations from the Premier's Task Force on Emergencies.
- Program design will start this year with intakes for program training beginning in 2025 in existing facilities. There are plans also underway to develop a state-of-the-art training facility and building.

2024 Government Announcements and Initiatives



April

Families no longer charged fees for child care waitlists

- Effective Monday, April 1, 2024, families looking for licensed child care can no longer be charged a fee to put their names on waitlists, removing a barrier to finding high-quality child care.
- Approximately 5% of providers, mostly in metropolitan areas, were charging families a fee to put their name on a waitlist. Because most families looking for child care reach out to a number of providers, this was a significant cost. Waitlist fees, most of which are non-refundable, ranged from \$25 to \$200 or more.

2024 Government Announcements and Initiatives



May

B.C. Minimum Wage Going to \$17.40

On June 1, 2024, B.C.'s general minimum wage will increase by 3.9 per cent, from \$16.75 to \$17.40 per hour. The increase is consistent with B.C.'s average rate of inflation in 2023.

The alternate minimum rates for residential caretakers, live-in home-support workers and camp leaders will also receive the same 3.9 per cent increase on June 1.

2024 Government Announcements and Initiatives



July

Regulating the Gig Economy

- The Province has finalized regulations to provide fairness, minimum-wage measures and basic protections for app-based ride-hailing and delivery workers in British Columbia.
- The Province has finalized regulations to provide fairness, minimum-wage measures and basic protections for app-based ride-hailing and delivery workers in British Columbia.
- The regulations include a basic minimum wage; Workers Compensation coverage; pay transparency; explanations of contractor terminations; and tip protection.

2024 Government Announcements and Initiatives



July

Reporting Pay Transparency

According to Statistics Canada, for every dollar a man made in 2023:

- racialized women made median earnings of 76 cents;
- Indigenous women made median earnings of 80 cents; and
- newcomer women made median earnings of 81 cents.

2024 Government Announcements and Initiatives



August

BC launches Community-based Employment Services (CBES)

- CBES will offer individualized support for people facing challenges, such as unstable housing, health, mental health and substance use, to help them gain stability, confidence and take steps to get a job.
- They will be investing almost \$4 million into Community-based Employment Services for the next three years with pilot programs in Surrey, Prince George and Nanaimo.
- This is in support of British Columbia's 2024 Poverty Reduction Strategy.

2024 Government Announcements and Initiatives



August

BC government unveils new Code of Practice, scrutiny of agents and recruitment limits

- The Education Quality Assurance (EQA) designation is required for institutions in British Columbia that want to host international students on study permits.
- The new Code of Practice, which will be applicable from January 2025, includes: providing clear and accurate marketing for promotion information; transparency on tuition costs; and better information on student support for academic issues, housing, wellbeing and health.

2024 Government Announcements and Initiatives



August

Foundry employment program to be expanded for BC youth

- The Province is investing \$9 million to expand the Work and Education Program, a program designed to support people between the ages of 15 and 24 through integrated wraparound assistance such as health, mentoring, education, skills development, and job placement services.
- Six Foundry centres will be added as part of the expansion, totaling the number of centres to 18 across BC.

2024 Government Announcements and Initiatives



August

Province launches new supports for people returning to work following a disability

In partnership with the Government of Canada, the Government of B.C. and the National Institute of Disability Management and Research (NIDMAR), are implementing a new program to provide resources and support for workers and employers following a worker disability.

The Reducing Poverty through Early Intervention and Occupational Rehabilitation Initiative (RPI) is being implemented as a three-year pilot program in Nanaimo, Kelowna, Prince George and Vancouver.

2024 Government Announcements and Initiatives



September

Further expansion of \$10-a-day child care

- Starting on Oct. 1, 2024, applications will be accepted from child care providers to join the \$10 a Day ChildCareBC program.
- The \$10-a-day program is helping B.C families by reducing the average cost of child care for full-time, centre-based care, from \$1,120 a month to \$200 a month. On average, families save approximately \$920 a month per child with a \$10-a-day space.

2024 Government Announcements and Initiatives



A.I. in Federal Recruitment

- The federal government will work to prevent artificial intelligence from discriminating against people applying for jobs in federal government departments.
- Some government departments have started incorporating AI tools into their hiring processes.
- Several departments use Knockri, an AI-driven skills assessment tool, in hundreds of pre-recorded job interviews to "reduce bias and promote equity in the recruitment process."

2024 Government Announcements and Initiatives



1 Week Left Until CEBA Loans Are Due

- With one week left until the Canada Emergency Business Account (CEBA) repayment deadline on Jan. 18, it's highly unlikely the federal government will provide small businesses more time to repay their loan in order to keep the forgivable portion, warns the Canadian Federation of Independent Business (CFIB).
- And with over 900,000 small businesses holding CEBA loans and 22% not in a position to repay at this time, this decision has huge implications for Canada's economy.

2024 Government Announcements and Initiatives



Cap on International Students

International student cap will hit most provinces
Annual change in study permits under international study cap (2024), %



Source: IRCC, RBC Economics

2024 Government Announcements and Initiatives



Canadian Armed Forces

The military has dropped its aptitude test from the application process for dozens of jobs and plans to start accepting recruits with pre-existing medical conditions.

The Department of National Defence (DND) projected in February that Canada's military could be short 15,225 people in both the regular and reserve forces by the end of the fiscal year.

2024 Government Announcements and Initiatives



Nurses Retention Toolkit

The eight core themes are:

1. flexible and balanced ways of working
2. organizational mental health and wellness supports
3. professional development and mentorship
4. reduced administrative burden
5. strong management and communication
6. clinical governance and infrastructure
7. inspired leadership
8. safe staffing practices

2024 Government Announcements and Initiatives



Increase to Federal Minimum Wage

The Canadian government is increasing the minimum wage for federally regulated employees to \$17.30 per hour from \$16.65 per hour effective April 1, 2024. From April 1, 2024, to June 1, 2024, these employees will receive the third highest minimum wage nationwide.

2024 Government Announcements and Initiatives



24-Hour Cap for Int'l Students

- After reinstating the 20-hour per week cap on how many hours international workers can work on April 30th, the Government of Canada has announced they will expand the cap to 24 hours in September.
- Change impacting employers right now as well as those recruiting for summer
- 24 hours intended to allow for three full-time shifts

2024 Government Announcements and Initiatives



3 Days in-office for Federal Employees

- As of September 9th, 2024, federal government employees will be required to spend three days a week in the office.
- In March 2023, the federal government implemented the current hybrid work policy requiring federal public servants to work in the office two or three days a week, or 40 to 60 per cent of their regular schedule.
- The union has promised 'legal recourse'

2024 Government Announcements and Initiatives



Career Transition for Veterans

Veterans Affairs Canada has unveiled a new initiative, Service after Service: The National Veterans Employment Strategy.

Roughly 8,200 CAF members transition to civilian life annually.

Key elements of the strategy include:

- *improving services and expanding programs for veterans*
- *creating and recognizing veteran-ready employers*
- *positioning the public service as a leader for veteran employment*
- *building trusted partnerships.*

2024 Government Announcements and Initiatives



Canada
September

Ban on Unskilled Temporary Foreign Workers and Cap on International Students

- August 26th, Employment and Social Development Canada (ESDC) announced that they would temporarily suspend the processing of Labour Market Impact Assessments (LMIAs) under the Low-Wage stream of the Temporary Foreign Worker Program (TFWP)— for employers that are located in Census Metropolitan Areas (CMAs) with an unemployment rate equal to, or higher than 6%.
- This will include: Abbotsford-Mission and Vancouver

2024 Government Announcements and Initiatives



Canada
September

Ban on Unskilled Temporary Foreign Workers and Cap on International Students

(continued)

- In January, the federal government put a cap on roughly 360,000 approved international student applications for 2024, a decrease of 35 per cent from 2023. That number has since been revised with about 292,000 approved permits anticipated, according to Global News.
- Meanwhile, Universities Canada expects at least a 45 per cent drop of international students.
- Ottawa will re-assess the number of new study permit applications by the end of this year to come up with the cap for 2025.

2024 Government Announcements and Initiatives



Targets Set for International Students

- Federal government confirmed an extension of the current cap on foreign enrolment through 2025 and 2026. The cap for each of those two years will be set at 10% less than the 2024 level.
- The cap now captures master's and doctoral students for 2025 and beyond, whereas students in advanced degrees were previously exempt from cap limits.
- University degree graduates will remain eligible for a Post Graduation Work Permit (PGWP) of up to three years. Graduates from public college programmes will no longer be eligible for a three-year PGWP unless their programme is linked to an area of high labour market demand.

2024 Government Announcements and Initiatives



Canada
November

Massive cut to traditional immigration

- Canada is expected to axe its annual permanent-resident target to about 395,000 for next year, down 21% from the earlier goal of half a million set last year, according to a government official who asked not to be identified to discuss matters not yet public.
- The annual target will also be further decreased to roughly 380,000 for 2026 and 365,000 in 2027.

2024 Government Announcements and Initiatives



Canada
November

Committee calls to end closed work permits for TFWs

- A parliamentary committee is calling on the government to change how it handles permits for temporary workers after a UN report said the system creates "a breeding ground for contemporary forms of slavery."
- Most temporary workers have closed permits that tie them to a single employer.
- The committee also recommended increasing the number of unexpected, on-site workplace inspections and developing a plan to provide more permanent residency pathways to low-wage and agricultural workers.

2024 Government Announcements and Initiatives



Canada
November

Increase to higher-paid TFW's wages

- As of November 8th the threshold for higher paid temporary foreign workers increased by 20 per cent above the provincial median hourly wage.
- As with previous changes to the Temporary Foreign Worker program, the government's goal is to encourage employers to hire more Canadian workers.
- It is estimated this change will affect up to 34,000 workers under the LMIA high-wage stream.

2024 Government Announcements and Initiatives



Right to Repair Legislation

- Royal assent was granted to two right to repair bills last week that amend Canada's Copyright Act to allow the circumvention of technological protection measures (TPMs) if this is done for the purposes of "maintaining or repairing a product, including any related diagnosing," and "to make the program or a device in which it is embedded interoperable with any other computer program, device or component."
- Industry observers say Bills C-244 (repairability) and C-294 (interoperability) go a long way toward advancing the right to repair in Canada.

NDP

47

CON

44

GRN

2

BC NDP

2024 PROVINCIAL ELECTION

NDP Election Promises



Make BC a clean-energy superpower

Transition BC's economy from overreliance on fossil fuels to clean, affordable and reliable sources of energy | Doubling electricity generation by 2050, with calls for power every two years to grow more renewable sources like wind and solar....

Leverage our clean energy to attract global investment

Market BC to global companies that are making climate action a priority | A new Clean Economy Transition fund will use revenues raised from oil and gas development, including LNG, to build BC's clean-economy future, attracting even more investment....

NDP Election Promises



Position BC's mining industry for global opportunities

Guaranteeing permit review timelines for priority critical mineral projects while maintaining environmental and safety standards | A new Critical Minerals Office to advance projects to final investment | A long-term strategy to attract investment and jobs....

Build out the physical and workforce resources BC's mining industry needs

Expanding the electricity grid to support mines with clean energy | Upgrading key highways in the northwest | Establishing union-led training programs to help workers keep pace with the changing nature of mining....

NDP Election Promises



Create more good-paying forest jobs

A Forest Value Fund will fast-track wood-manufacturing facilities and the re-tooling of mills to process second growth timber | Get more jobs per tree by tying our working forest resources to mills that employ BC workers | Accelerate the growth of engineered-wood production....

Expand the BC Manufacturing Jobs Fund

By supporting the primary sector to invest in innovation that supports local jobs, we can help end the boom-and-bust economy that hurts communities, contractors, businesses, workers and their families....

NDP Election Promises



Provide better access to fibre

Increasing fibre security for primary, secondary users and value-added manufacturers by working towards a harvest of 45 million cubic metres per year | Completing a full review of BC Timber Sales to improve access to public timber and drive better outcomes for workers and communities....

Defend the forest industry, communities and workers

Identifying reforms in the stumpage system in light of punishing tariffs | Pushing Ottawa to take tough tariff action now | David Eby is determined and prepared to use every resource and tool to fight these unjustified and unfair tariffs....

NDP Election Promises



Secure a more sustainable future for First Nations and forest communities

Double the land held in BC's new and existing community forests | Plant more than 300 million trees every year to help increase forest resilience | Improve stewardship of BC forests through new Forest Landscape Planning Tables....

Maximize opportunities on BC's agricultural lands

Inventory and protect agricultural land for future generations | Work with industry to identify land for agricultural innovation and food processing | Match young farmers with farmland available for purchase or lease....

NDP Election Promises



Fuel high-growth industries that bring investment and jobs

Increasing the tax advantages BC offers to global film and TV production, and delivering those benefits faster | Driving made-in-BC life-saving treatments and creating jobs in BC's life sciences sector by increasing the amount of wet-lab space in BC....

Deliver more protection and less red tape for small business

Help small business owners avoid the high cost of resolving disputes with landlords through the courts by expanding the online dispute resolution tribunal to include business-landlord disputes | Change PST filing to quarterly from monthly....

NDP Election Promises



Cut red tape for BC restaurants, wineries, breweries and distilleries

We'll modernize liquor laws and licensing, including a move to risk-based licensing that reduces administrative burdens on low-risk establishments and focuses inspection and enforcement resources on those that pose a greater risk....

Build the heart of communities by investing in tourism, arts and culture activities

Expanding the Arts, Culture & Sports Infrastructure Fund that helps local community and cultural organizations bring people together | Providing stable, year-over-year funding for fairs, festivals and events....

NDP Election Promises



Train and attract people for good-paying jobs

Double all apprenticeship training | Train, hire and keep more doctors, nurses and other health professionals – particularly in rural BC – with incentives in return for a practice-in-BC guarantee | Train the workers needed to build complex clean-energy projects....

Protect the rights of BC workers

Make sure BC's minimum wage increases in line with inflation | Put BC jobs and workers first by preventing the offshoring of jobs on public projects | Increasing protections for Temporary Foreign Workers by removing certification for employers who inflict abuse....



LMI and Career Planning Resources



Career Planning Resources

The Obvious Choices

1. WorkBC
2. B.C.'s Labour Market Outlook
3. Canada Job Bank
4. O*NET Online
5. Canadian Federation of Independent Business
6. BC Check-Up (BCCDA)
7. Labour Market Information Council
8. Future Skills Centre
9. Indeed Hiring Lab
10. Labour Market Online

LMI and Career Planning Resources



HOME MEMBERSHIP JOB POSTINGS LMI WORKSHOPS LOGIN

British Columbia Labour Market Online

2024 BC Labour Market Year-in-Review Workshop
[Click to Learn More](#)
REGISTRATION CLOSES TODAY

Dedicated to helping career professionals find the current, local and relevant British Columbia labour market information necessary to navigate a rapidly changing job market.

HEADLINES TODAY

Today's BC Labour Market Headlines for
Thurs. Nov. 28, 2024

- [LinkedIn career expert shares top benefits of having a mentor](#) (Research)
- [Walmart is the largest retailer to roll back diversity policies. What might it mean for Canadian employees?](#) (Business)
- [Work permit options for international student graduates no longer eligible for PGWPs](#) (Government)
- [Register for the Thurs. December 12th BC Labour Market Briefing.](#) (Free for Members)
- [October 2024 Labour Force Survey: BCLMO Breakdown for 85 Communities](#)
- [Report: Research to Insights, Temporary Foreign Workers in Canada -- Statistics Canada](#)
- [Check out our Job Postings Page with dozens of open career development jobs including five \(5\) separate roles with AKG Canada situated in Abbotsford, Nanaimo, Penticton and one which is fully remote](#) (Job Postings)
- **YESTERDAY'S REPORT:** [Download the November 27th Issue of the BC Labour Market Report](#)

[Click Here to Become a Member of Labour Market Online](#)

LMI and Career Planning Resources



Career Planning Resources

The Less-Obvious Choice

Information Interviews



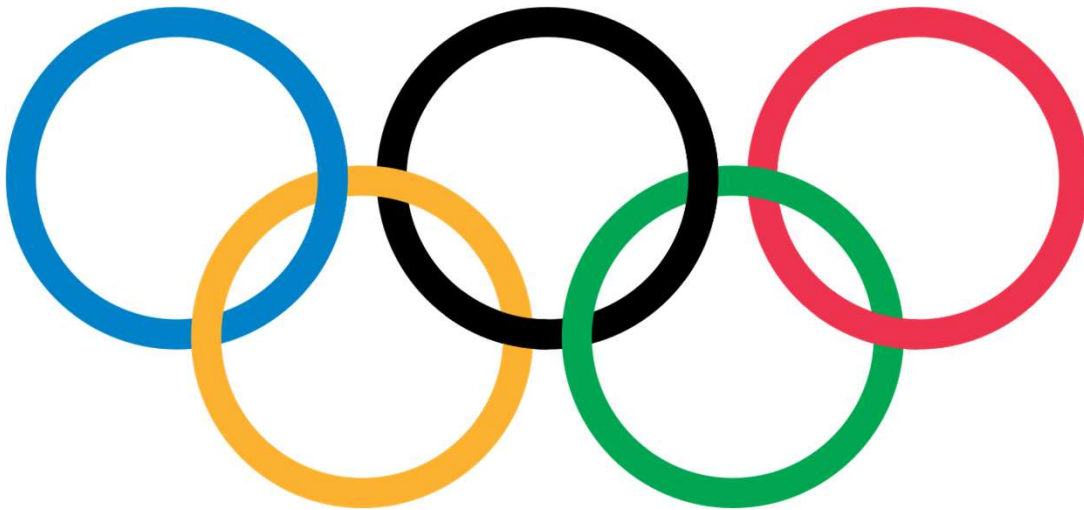
Take Away

Understanding the Value of L.M.I.

1. Clients and students need to value their own LMI more than you do
2. People need to understand the total value of their decisions
3. Frame discussion about decisions being data-driven

Welcome to the
2024 BC Labour Market

Olympics



Competition

2

**Alpine Salary
Slalom**

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



LUNCH Break

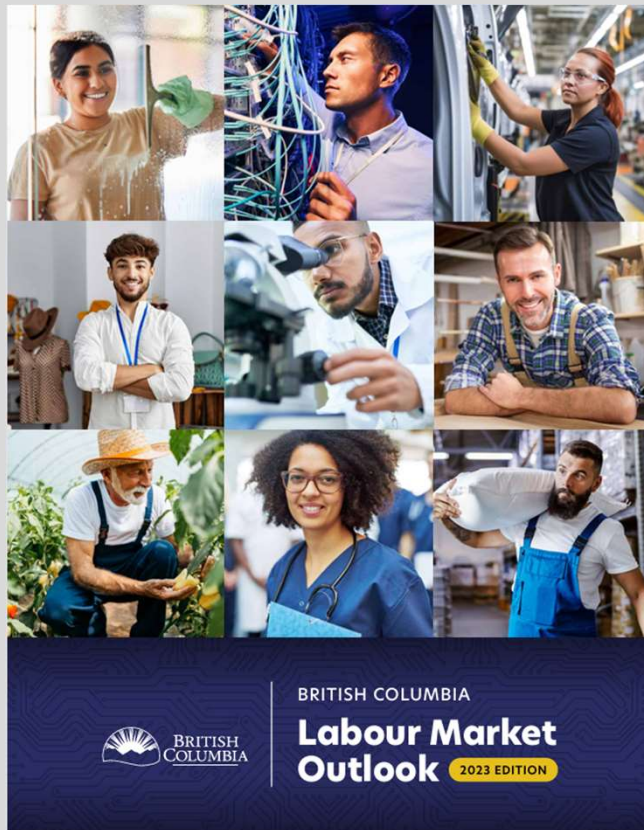
See you at 1pm



Discussion

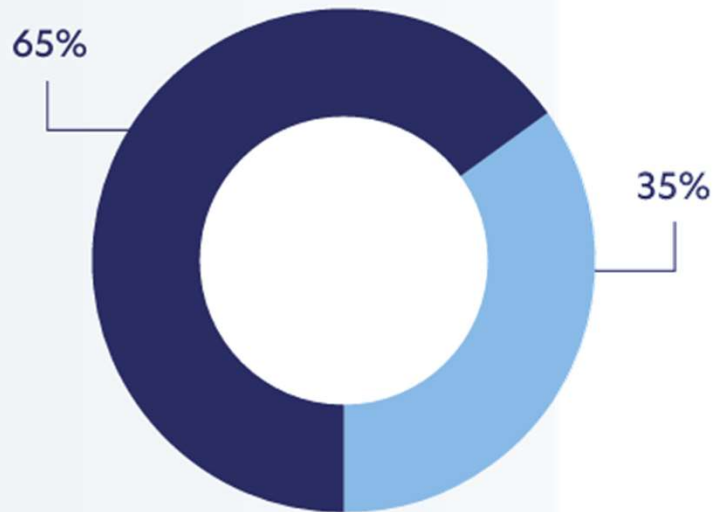
What do you think will be the impact of Canada's changes to immigration?

LMI and Career Planning Resources



BC Labour Market Outlook

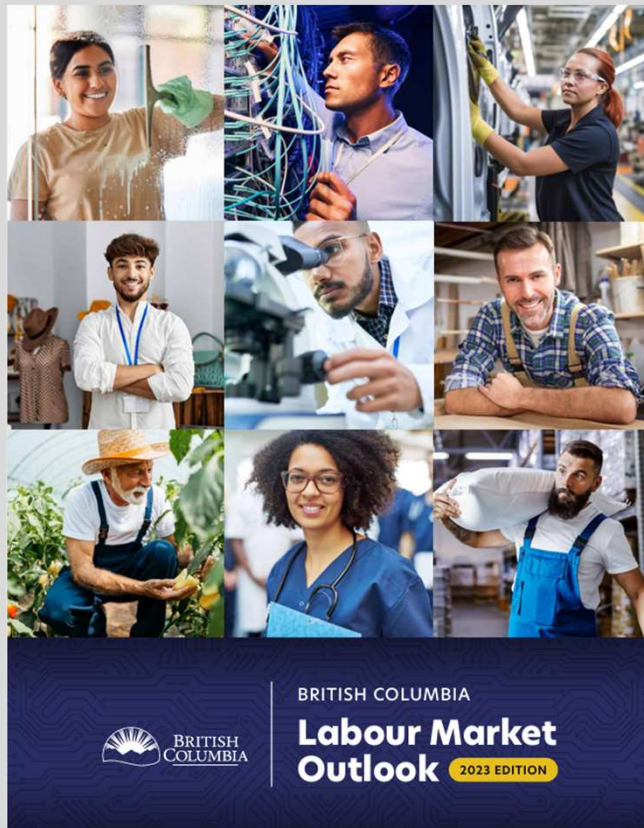
FIGURE 1.1-1 | Job Openings, B.C., 2023-2033



Total Job Openings: 998,000

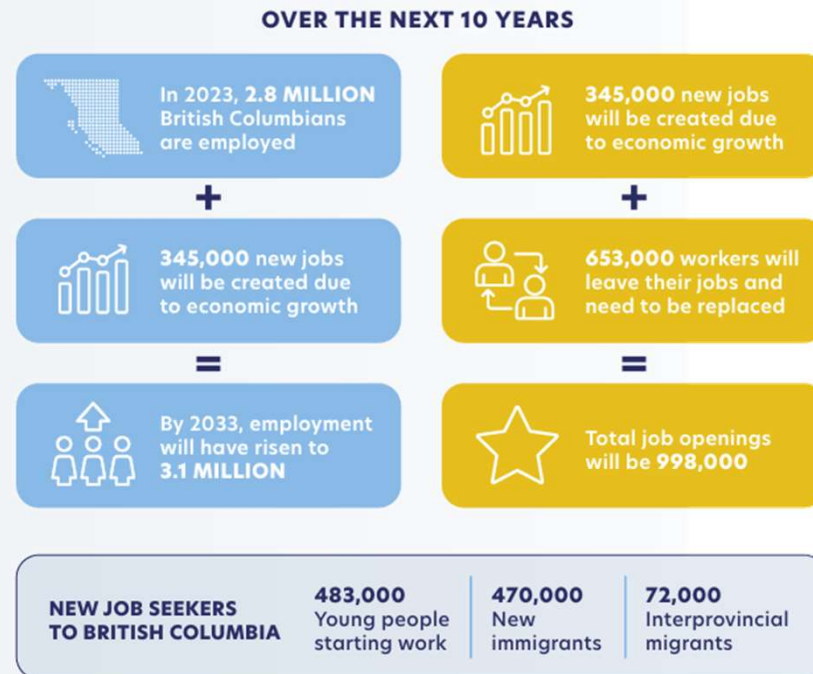
■ Expansion (345,000) ■ Replacement (653,000)

LMI and Career Planning Resources

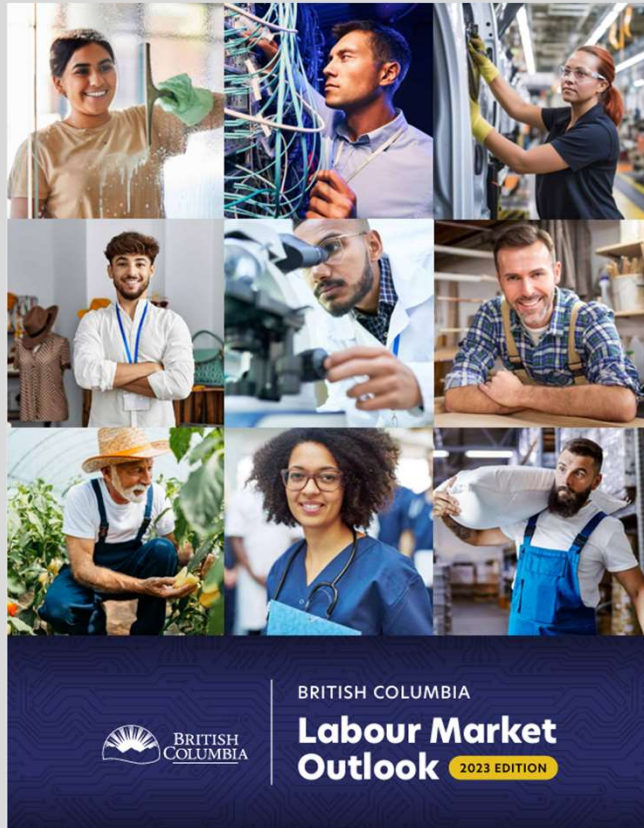


BC Labour Market Outlook

FIGURE 1.1-2 | Sources of Labour Supply Change, B.C., 2023-2033

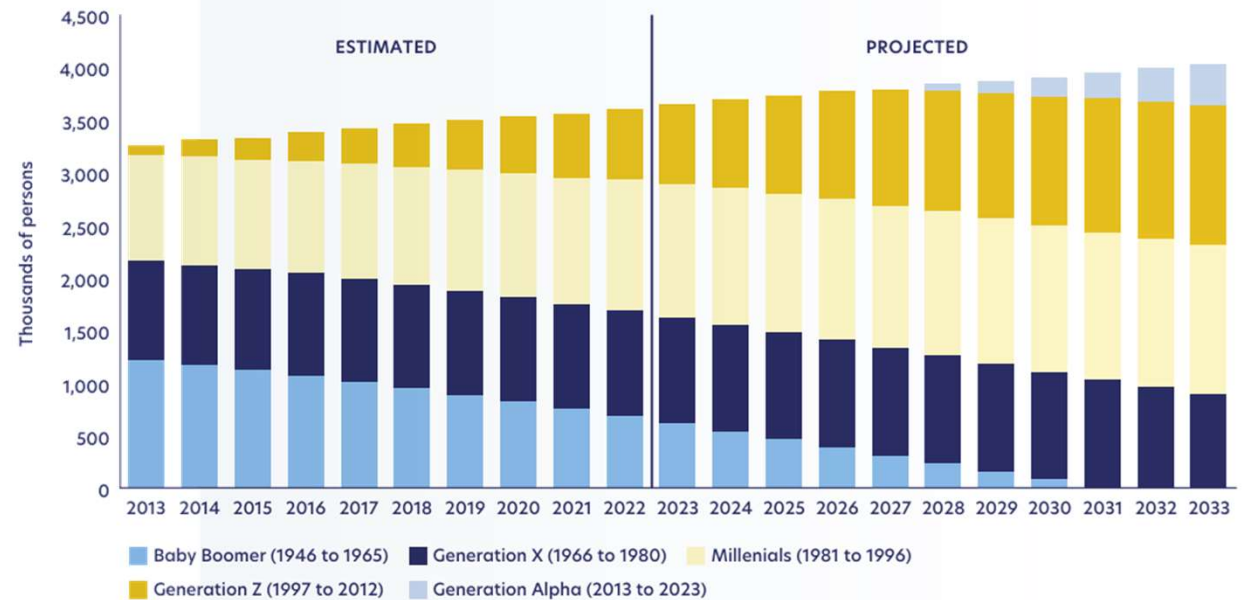


LMI and Career Planning Resources



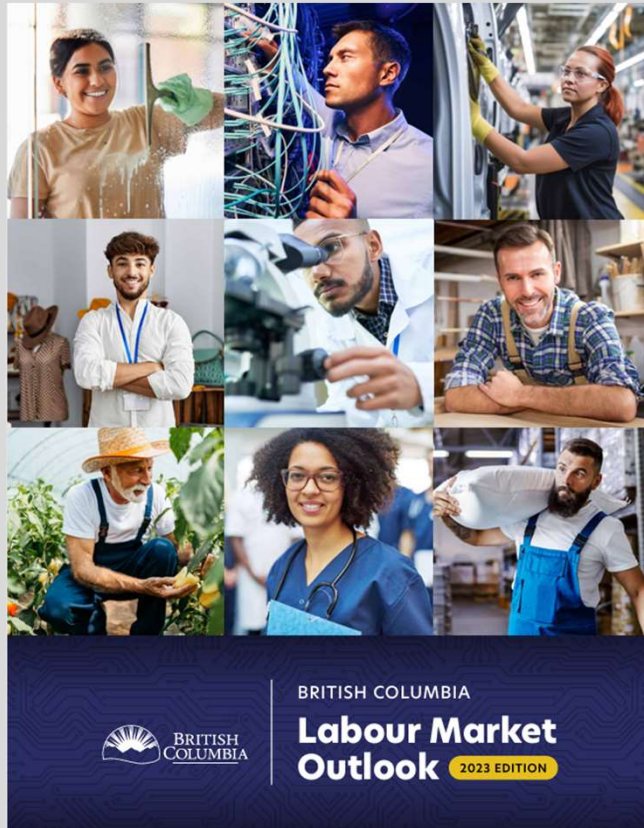
BC Labour Market Outlook

FIGURE T-1 | Population of B.C., Aged 15 to 65, by Generations



Source: BC Stats

LMI and Career Planning Resources



BC Labour Market Outlook

- » **Sales and service**
(225,300 job openings; 23 percent of total)
- » **Business, finance and administration**
(175,900 job openings; 18 percent of total)
- » **Trades, transport and equipment operators and related**
(156,000 job openings; 16 percent of total)
- » **Education, law and social, community and government services**
(123,300 job openings; 12 percent of total)
- » **Natural and applied sciences and related**
(109,000 job openings; 11 percent of total)

LMI and Career Planning Resources

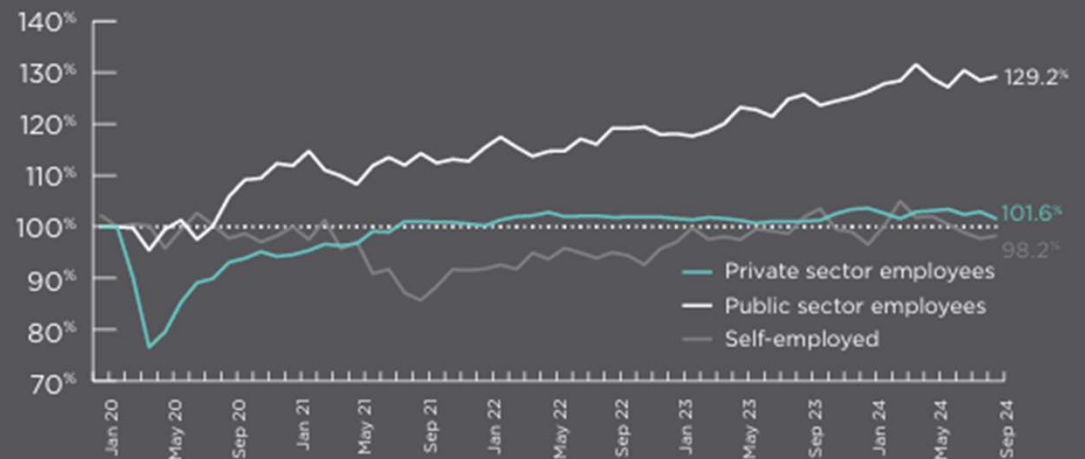


BC CHECK-UP 2024 | WORK



TYPE OF EMPLOYMENT

Public sector employment increased by 2.7% between September 2023 and September 2024, building on significant gains that have persisted since the onset of the Covid-19 pandemic. Private sector employment, which includes the self-employed, trended lower during the year.



LMI and Career Planning Resources

BRITISH COLUMBIA

HIGHLIGHTS 2024 - 2033



MARCH 2024

BuildForce Canada: 2024-2033

10-Year
Workforce
Outlook for
British Columbia

43,200
RETIREMENTS



36,300
NEW ENTRANTS



6,600 (3.7%)
EMPLOYMENT CHANGE



AVERAGE
UNEMPLOYMENT
RATE

6.7%

LMI and Career Planning Resources

The Conference
Board of Canada



The Leaky Bucket 2024

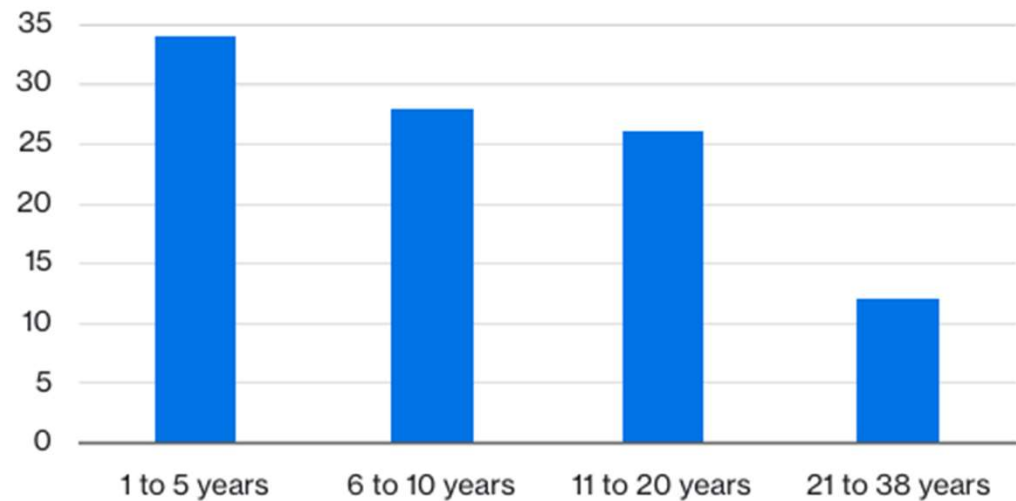
A Closer Look at Immigrant Onward Migration in Canada



Immigrant Onward Migration

Onward migrants leave within the first five years
since arrival

(share of onward migrants by years since arrival for the 1982–2019
cohorts, per cent)



LMI and Career Planning Resources

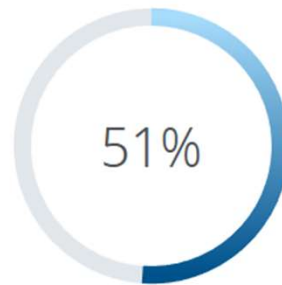
Welcome to the 2025
Canada Salary Guide From
Robert Half

Numbers you can count on

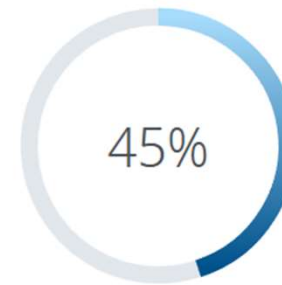
Salary / Employer Data

Factors for regrettable hires

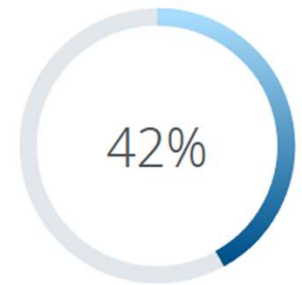
Multiple responses permitted.



Taking too long to offer top candidate

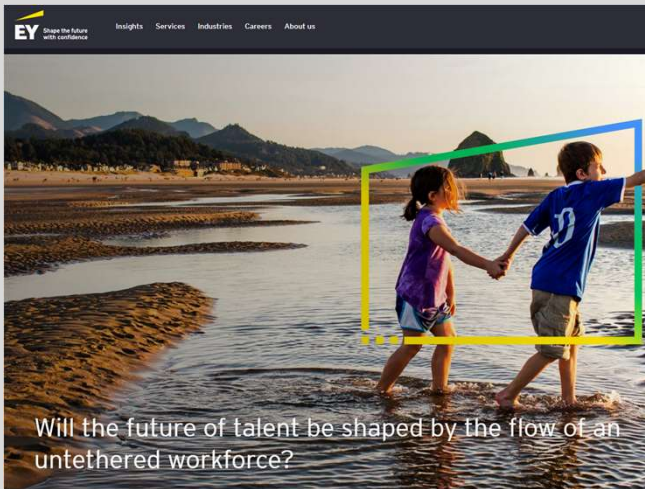


Placing too much weight on technical skills



Hiring unqualified candidates to stay within
salary range

LMI and Career Planning Resources



Salary / Employer Data

Employers with a **Talent Advantage** experience a wide range of benefits

Employer group Talent Disadvantage Talent Middle Talent Advantage



Source: EY 2024 Work Reimagined Survey

LMI and Career Planning Resources



Underrepresented Groups

Youth

Over the past 15 months, Canada's previously tight labour market has softened considerably. The slowdown in the youth labour market has been particularly significant. From January 2023 to May 2024, the youth unemployment rate (15–24) rose from 9.7 to 12.6 percent. Meanwhile, the youth employment rate fell from 59.4 to 55.6 percent.

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Underrepresented Groups

Immigrants

The gap in the unemployment rate between recent immigrants and Canadian-born workers narrowed from 5.7 percentage points in 2010 to 2.6 percentage points in 2023. Among recent immigrant workers holding a bachelor's degree or higher, the proportion of those working in low-skilled occupations decreased from 31.1% in 2016 to 26.7% in 2021, while the proportion working in high-skilled occupations rose from 40.0% to 44.4%.

LMI and Career Planning Resources



Underrepresented Groups

Women

While women make up the majority of Canadians, outnumbering men by 500,000 people in the 2021 Census, 52.3% of workers in Canada are men compared with just 47.7% of women. And while this disparity might not seem like much, women are underrepresented in a multitude of other ways in Canada's labour market. When Canada first started collecting data on female labour force participation in 1976, the labour force participation rate has gradually improved going from 48.2% in the 1970s; to 60% in the mid-1980s; 70% in the late 1990s; and consistently exceeding 80% since September 2021.

LMI and Career Planning Resources



Underrepresented Groups

Those with Disabilities

In the 2017 edition, the percentage of Canadians with a disability was just 22.2% but in the intervening five years, this has risen to 27%. This is not to say that more people suddenly have a disability but that more likely, a larger portion of Canadians recognize a challenge they are dealing with is a disability. If you look closely at the survey, you'll see differences based on the population. The disability rate for women is 30%, compared to 24% for men. If we look at the increase in the number of people reporting a disability, the increase was bigger for young people aged 15 to 24. In the 2022 survey, 20% of this age group said they had a disability. This compares to 13% from the 2017 survey.

LMI and Career Planning Resources



Underrepresented Groups

Indigenous Canadians

In the 2021 Census, we saw that Canada's non-Indigenous population maintained an employment rate of 74.1%. Meanwhile the employment rate of Status First Nations persons living on reserve was just 47.2% and the employment rate for those living off reserve was 58.7%. According to Statistics Canada, 89.6% of non-Indigenous Canadians have a high-school diploma or its equivalent. By comparison just 52.2% of this same age bracket of First Nations persons living on reserve have completed high school. This goes up to just 73.3% among First Nations individuals living off-reserve. Just 10.7% of non-Indigenous Canadians live in poverty but this jumps to 31.3% for First Nations persons living on reserve and 19.8% for First Nations persons living off reserve.

LMI and Career Planning Resources



Underrepresented Groups

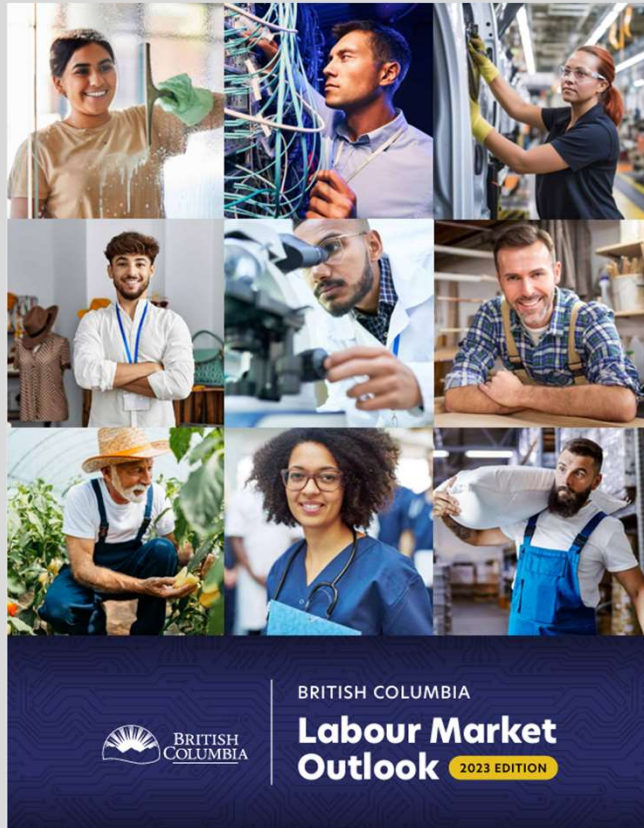
Mature Workers

The lowest unemployment rate was among Canadians aged 55+; 5.1% for men and 4.8% for women. This compares with 14.7% for male youth aged 15-24 and 12.2% for female youth. In June 2023, just over one-fifth (21.8%) of Canadians aged 55 to 59 years reported that they were either completely or partially retired. This proportion doubled to more than two in five (44.9%) for those aged 60 to 64 years, then nearly doubled again to four in five (80.5%) for those aged 65 to 69 years. After the age of 70 years, the proportion of people in retirement reached a plateau, with over 90% of Canadians in that age group reporting they were completely or partially retired.



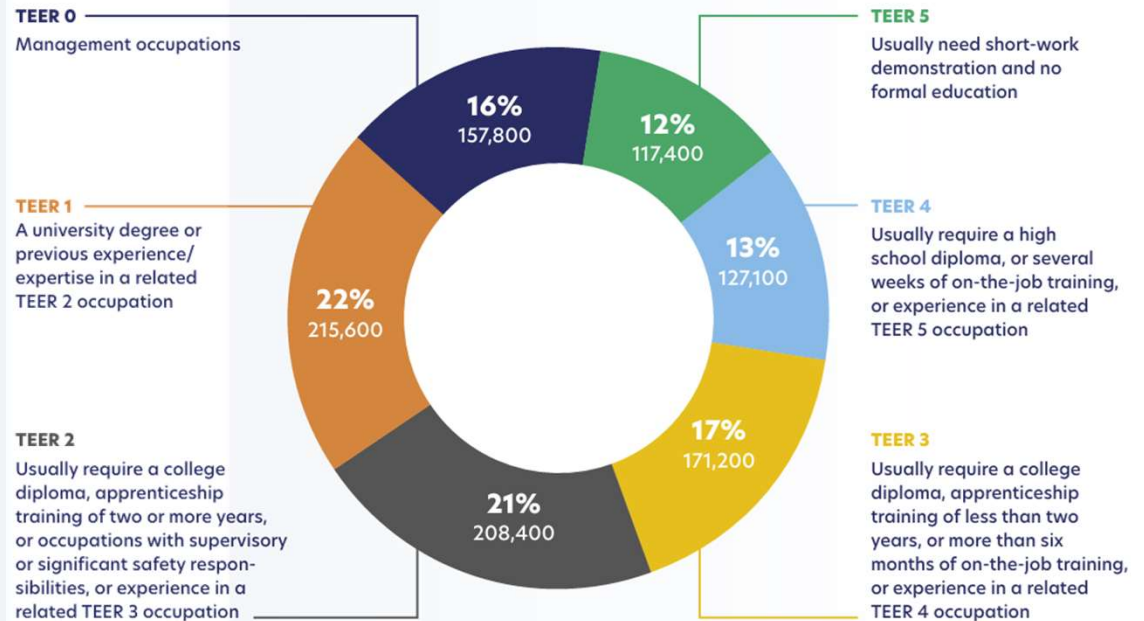
Using LMI to Select Training

Using LMI to Select Education and Training



BC Labour Market Outlook

FIGURE 2-1 | Job Openings by TEER, B.C., 2023-2033

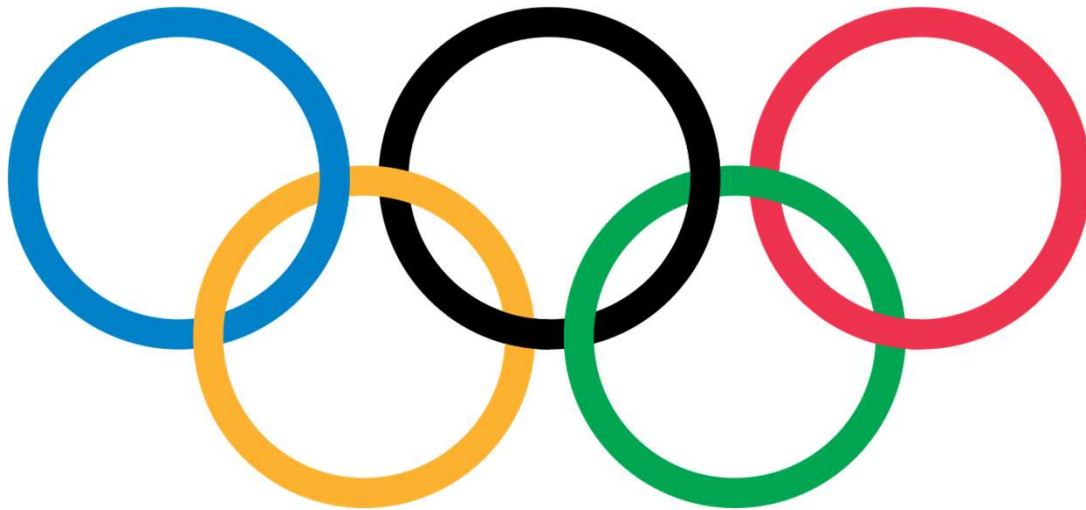




Discussion

What are the primary factors clients or students consider when selecting education and training?

Welcome to the
2024 BC Labour Market
Olympics

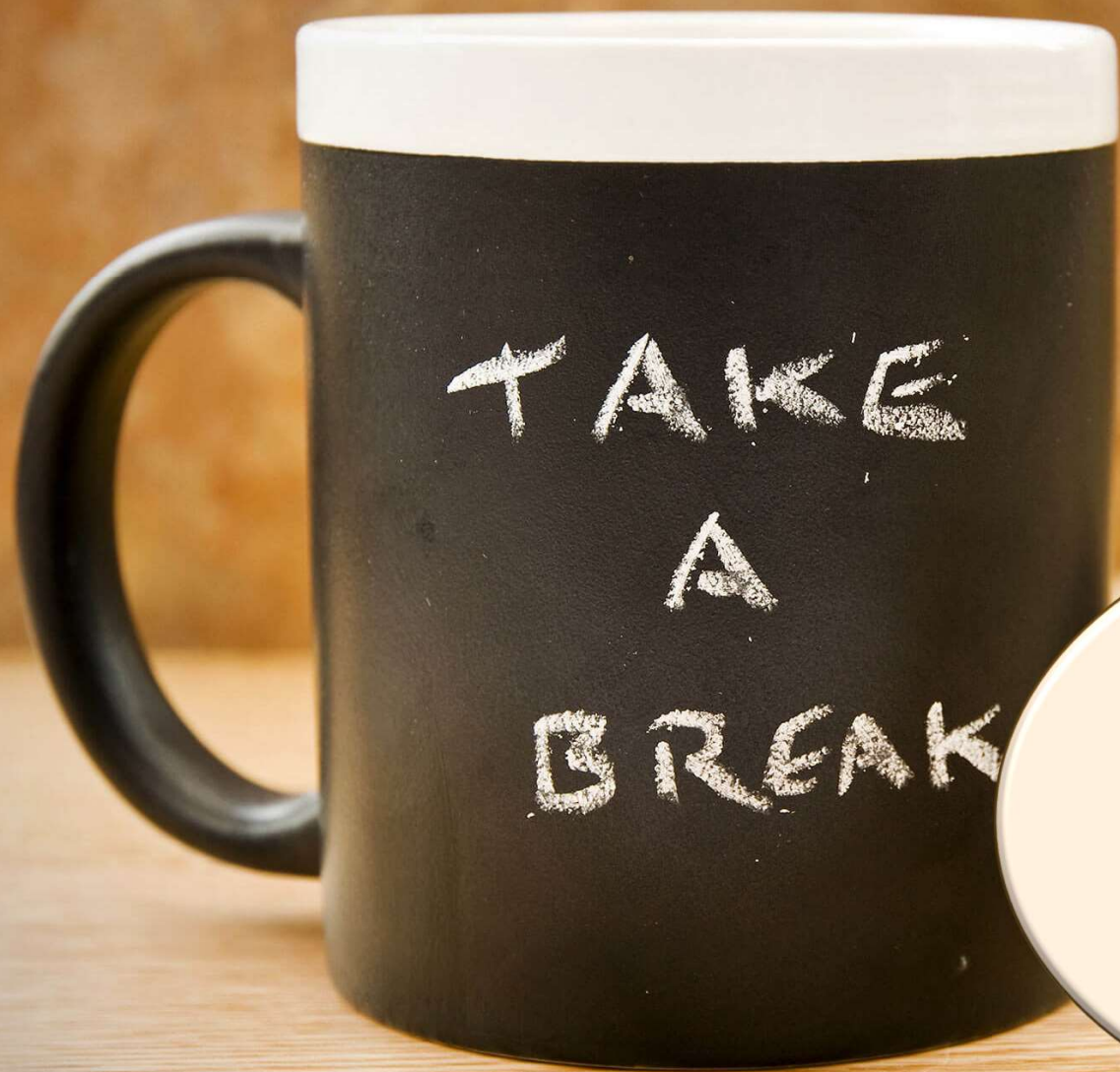


Competition

3

**Rhythmic
Research
Review**

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



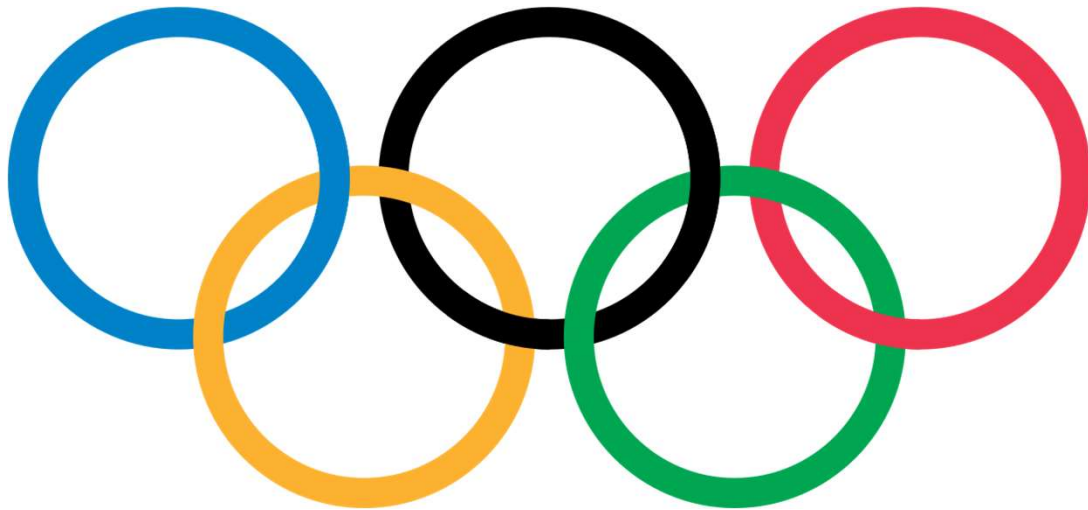
**See you in
10 minutes**



Discussion

Where is LMI
failing career
professionals?

Welcome to the
2024 BC Labour Market
Olympics



Competition

4

**Freestyle
Career
Planning
Pentathlon**
Compete for **Gold,**
Silver and **Bronze**
Medals



2024 Global AI Workplace Report

Workplace AI: The race to embrace

How workplace AI is delivering productivity gains
and unlocking higher-value work for employees

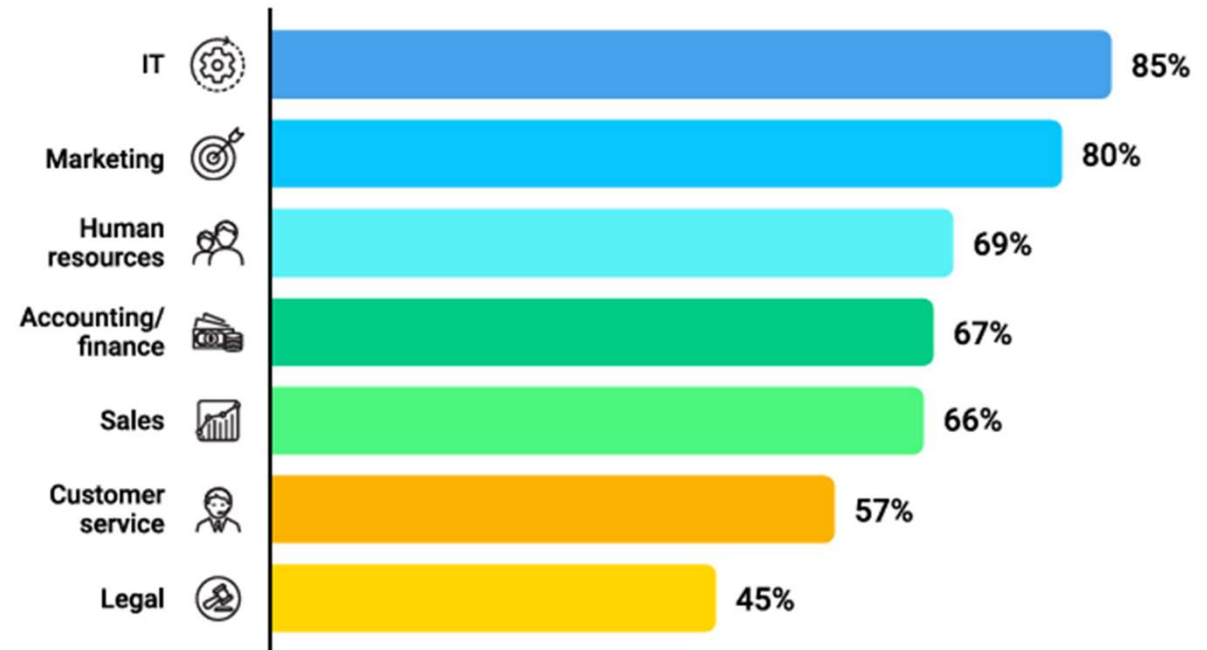


Evolution of A.I. – Fact vs. Myth



The new departments of AI

Teams that use AI at least once per week



Evolution of A.I. – Fact vs. Myth



ChatGPT power users

Teams using the generative AI tool the most

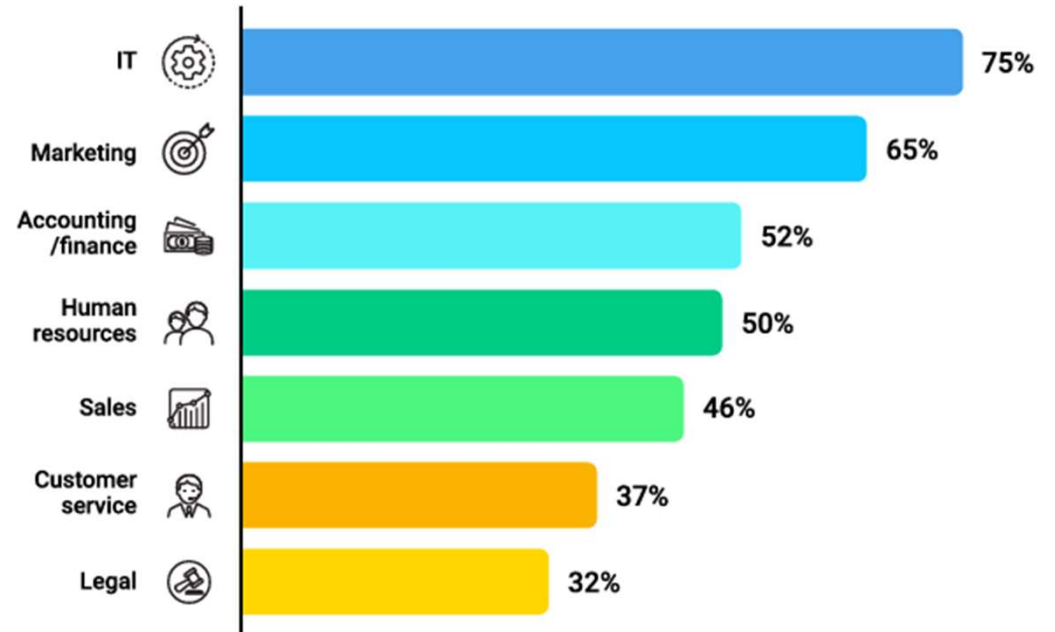


Evolution of A.I. – Fact vs. Myth



Everybody's an expert

Percentage of workers who already consider themselves knowledgeable or an expert with AI



Evolution of A.I. – Fact vs. Myth

Ai

Top five performance metrics for workplace AI:



52%

Productivity
increases



47%

Better quality
of work



34%

Improved
customer
engagement



33%

Revenue
increases



32%

Employee
satisfaction
improvement

Evolution of A.I. – Fact vs. Myth



Here are several other factors driving workplace AI adoption:

1 Profitability

Nearly two-thirds (62%) of workers say boosting profitability or staying competitive are the main reasons to adopt software applications enhanced with AI.

2 Competitive FOMO

More than a third (37%) of workers say organizations adopt AI software due to a fear of missing out on competitive innovations. Similarly, more than half (53%) of workers say they are pushing AI software in their organization to avoid falling behind competitors. And 46% of workers say any company not using AI is already behind and likely to fail in the future.

3 Industry leadership

65% of workers consider companies that use AI more likely to be industry leaders.

Evolution of A.I. – Fact vs. Myth



Ai

Prioritizing the human factor

Workers agree humans need to be involved at every phase of AI's use to ensure quality products and services.

69% **of workers** would trust workplace AI software more if human review of its outputs were mandatory.

69% **of workers** say that AI will never be able to completely replace human workers.

69% **of workers** say that a human worker needs to be involved every step of the way to ensure AI's quality of work.

51% **of workers** have processes in place that dictate some form of human review of AI work.

Evolution of A.I. – Fact vs. Myth



Ai

The generational split

Here's how four generational groups see AI influencing their job and career trajectories:

SKILLS

70% of employees say they are looking for ways to grow their AI skill sets to stay as marketable as possible



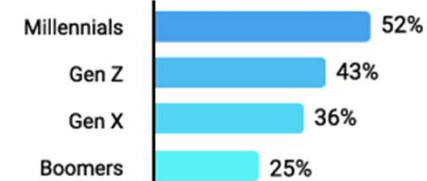
USAGE

63% of workers say employees who use AI have an advantage over employees who don't use AI in their work processes



RECRUITING

45% of workers say nearly every new-hire position within their department is looking for some level of AI experience—led by IT departments (57%) and marketing (49%)





Discussion

How do you think
A.I. can positively
impact career
professionals?



Take Away

The Future of A.I.

1. A.I. is just another tool
2. A.I. will not replace jobs rooted in strong interpersonal, creative, persuasive and people centered occupations
3. A.I. will not replace you – but someone capable of working with A.I. probably will

Using LMI to Develop a Career Plan



LMI in the Spheres



Using LMI to Develop a Career Plan



LMI Research Approach

- Research isn't just external – labour market impacts involve personal strengths and challenges
- When comparing on contrasting occupations consider: Personality; Temperament and Work Values
- Have frank conversations with industry insiders exploring the 'real' challenges in specific occupations

LMI in the Spheres

Using LMI to Develop a Career Plan



LMI Research Approach

- When researching schools and training institutions have a standard set of questions to objectively compare and contrast
- Ask about employment outcomes but also ask about occupationally specific employment outcomes
- Avoid a bias to timely and affordable options
- Take guidance from employers

LMI in the Spheres

Using LMI to Develop a Career Plan



LMI in the Spheres



LMI Research Approach

- Hang on to all job postings to gather data on skills, qualifications, major employers, salary, etc.
- Follow an 'ideal list' of employers, commenting regularly on social media
- When attending networking events, ask for an information interview, rather than a job
- Participate in mentorship

Using LMI to Develop a Career Plan



LMI Research Approach

- Contrast Personality, Temperament and Work Values against typical workplace responsibilities
- Examine how major forces are transforming future job opportunities – Globalization, Automation, Self Employment, etc.
- Keep an 'Owner's Manual' tracking personal career development

LMI in the Spheres



Discussion

What frustrates you
about how clients /
students pursue
their career
development?

Planning for 2025: A Year of Uncertainty

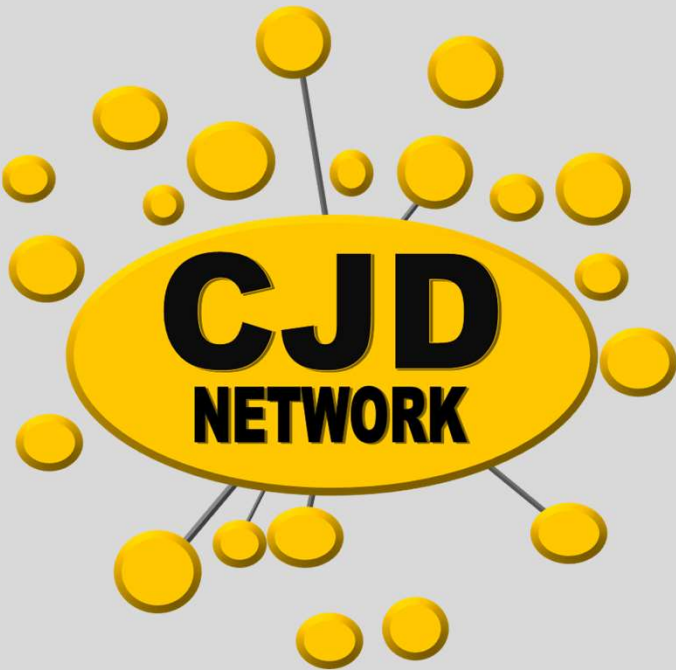


2025: Economic Recovery / Collapse

- Clients and students should invest time and money in skills development
- Business owners will be motivated by financial concerns and acquiring 'ready-to-go' staff
- Promote clients / students based on willingness to stay
- To be successful in career planning, clients should invest in their own career development success

Canadian Job Development Network

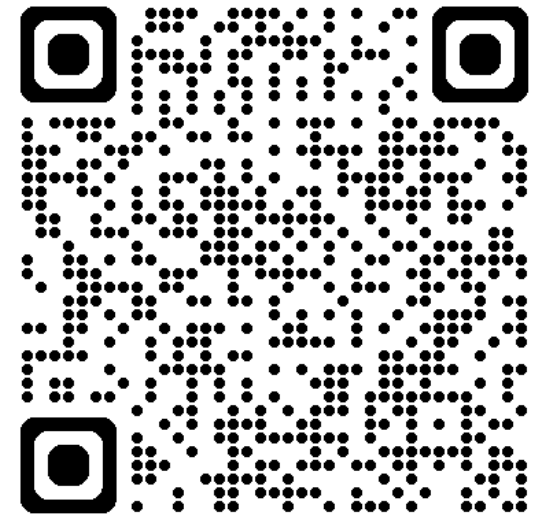
www.JobDevelopment.org



FREE
MEMBERSHIP

Membership Benefits

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

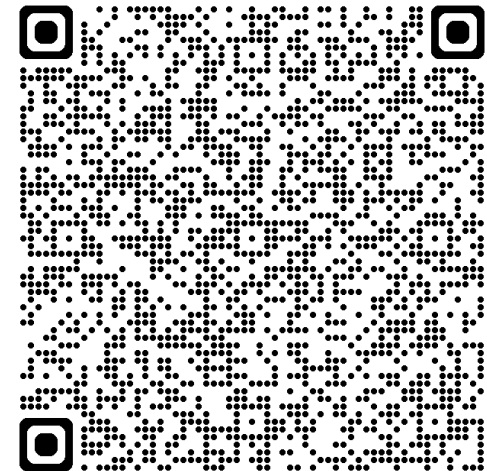


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Labour Market
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Discussion

*Thank
You*

Q & A