

BC's 2023 Labour Market Year-in-Review Workshop THOMPSON- OKANAGAN EDITION

with Christian Saint Cyr, Publisher
BC Labour Market Report
November 23/24, 2023

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Agenda

9:30-10:30

- Top labour market stories of 2023
- New role of job development in career development
- Outlook for 2024

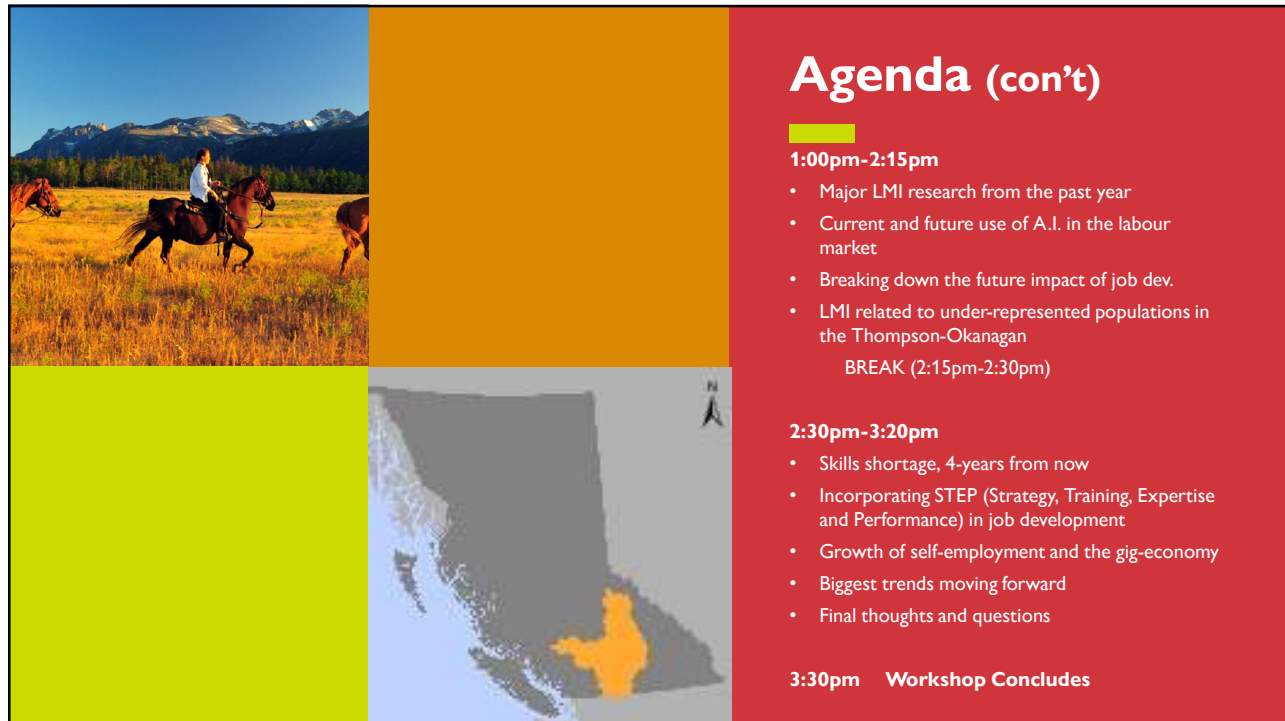
BREAK (10:15-10:30)

10:30-12:00pm

- Top government announcements in 2023
- Breakdown of recent LMI related to those with disabilities
- Top recession-proof occupations

LUNCH BREAK (12:00pm-1:00pm)
(...continued)

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Agenda (con't)

1:00pm-2:15pm

- Major LMI research from the past year
- Current and future use of A.I. in the labour market
- Breaking down the future impact of job dev.
- LMI related to under-represented populations in the Thompson-Okanagan


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

2:30pm-3:20pm

- Skills shortage, 4-years from now
- Incorporating STEP (Strategy, Training, Expertise and Performance) in job development
- Growth of self-employment and the gig-economy
- Biggest trends moving forward
- Final thoughts and questions

3:30pm Workshop Concludes

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Territorial Acknowledgement

We would like to acknowledge we are discussing the Thompson-Okanagan region which encompasses 94,199 square kilometres of land, stretching from Princeton and the Cascade Mountains in the west to the Monashee Mountains and the Alberta border in the east; and from the Washington state border in the south up to Mount Robson, the highest peak in the Rocky Mountains in the north.

Its mountains, rivers, large lakes, and fertile valleys comprise the traditional territory of numerous First Nations: towards the region's western border lie the eastern reaches of the Sto:lo territory; in the south central portion of the region lies the traditional territories of the Nlaka'pamux and Okanagan, respectively centred around the Nicola and Okanagan valleys. Further north, towards and beyond Kamloops is traditional Secwepemc territory.

While the core of Truth and Reconciliation is addressing historical wrongs, we must recognize that Indigenous Canadians do not enjoy a level playing field in the labour market in 2023, whether in the form of labour force participation, earnings, educational outcomes and opportunities for advancement. Future decisions and actions must recognize, engage, support and advance the interests of Indigenous Canadians.

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DISCUSSION

“How do you think the labour market has changed in your community or the Thompson-Okanagan in the past year?”

Please include your answers using the ‘Questions’ tab in GotoWebinar

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Welcome to the 2023 BC Labour Market Olympics



Throughout the day we'll be hosting a series of **labour market competitions** where the participants will gather points and the person who accumulates the most points, will win **Gold**, with winners for **Silver** and **Bronze** as well.

- **ROUND 1: 5 points, first 10 people**
- **ROUND 2: 10 points, first 10 people**
- **ROUND 3: 15 points, first 10 people**
- **ROUND 4: 20 points, first 10 people**

In each round, the participant who gets in the first correct answer will get bonus points, the person in second will receive 2 bonus points and the person in third will receive 1 bonus point.

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Top Labour Market Stories of 2023

Top 10 Labour Market Stories of 2023

2023 TRENDS IN THE LABOUR MARKET


1. Looming Recession
2. Increased Use of A.I.
3. Growing Immigrant Population
4. High / Low Unemployment
5. Moving to a Skills-Based Labour Market
6. Employers Being Stressed
7. Employees Having Choice

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Top Labour Market Stories of 2023

Number 10

B.C. lands \$1-billion E-One Moli Energy battery cell plant



The company's new plant, set to open in 2028, will create 350 jobs and produce up to 135 million high-performance lithium-cell batteries for EVs annually

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Number 9

New asbestos abatement licensing requirements loom for building sector



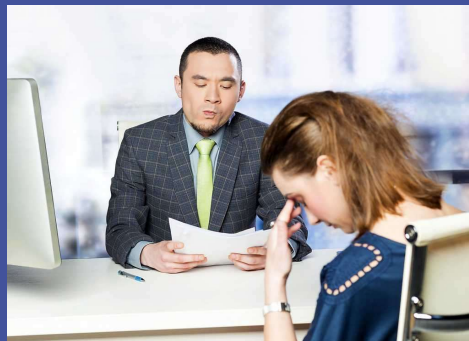
As of Jan. 1, 2024, companies that perform asbestos abatement work in B.C. must have a WorkSafeBC licence in order to operate in the province.

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Number 8

More than 1 in 3 hiring managers admit to lying during recruitment



Lying to job candidates during the hiring process is apparently a common practice, as 36% of hiring managers admit to this practice in a new survey from ResumeBuilder.com

10



Number 7

Breakthrough in B.C. port dispute as new deal is reached



The union representing about 7,400 workers said last Friday its members voted almost 75 per cent in favour of ratifying the new deal, ending a dispute that included a 13-day strike and halted movement of cargo worth billions.

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Number 6

Hiring refugees is not just 'doing a good thing' – research shows it can also help businesses



Many refugees are skilled professionals and can contribute to a company's success. Companies should take steps to ensure that these new employees feel welcome, but managers should also be aware of the ways in which refugees can add even more value to their businesses.

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Top Labour Market Stories of 2023



Number 5

Canadian business insolvencies surge almost 42% from last year



Canadian business insolvencies were up 41.8% from a year earlier in the third quarter, surpassing pre-pandemic levels.

13

Top Labour Market Stories of 2023



Number 4

LinkedIn bets on skills over degrees as future of hiring



LinkedIn launched a skills-matching feature in February, allowing users to see how the skills a job calls for might align with their own strengths.

14

Top Labour Market Stories of 2023



Number 3


Tech layoffs continue to hit B.C. in largest sector downsizing in over a decade



B.C. companies such as Absolute Software Corp., Hootsuite Inc., Thinkific Labs Inc., Zymeworks Inc. and Unbounce Marketing Solutions Inc. have announced hundreds of job cuts so far this year.


15

Top Labour Market Stories of 2023



Number 2

More than half of Canadian companies using AI to do work



Of the 56% of companies that use AI, 40% use it for customer, operations and employee data processing, 19% use it to create content, 18% to operate chatbots and 16% to answer questions from customers

16

Top Labour Market Stories of 2023



Number 1

Is career development the secret to keeping employees onboard?



Twenty-six per cent of workers plan to quit their jobs in the next 12 months and so employers are thinking about how to find, keep and grow talent.

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DISCUSSION

“What is our conversation with employers looking like these days?”

Please include your answers using the ‘Questions’ tab in GotoWebinar

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Changing Role of Job Development

FACTORS AT PLAY

- We are at the beginning of a multi-generational skills shortage
- Employers will need to increasingly rely on those who have been historically under-represented in the labour market
- Strong retention and recruitment will be pivotal to staying in business
- The majority of employers do not have the tools, resources or information to embrace D.E.I. and other emerging practices

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Changing Role of Job Development

TRADITIONAL J.D. ROLES

- Gathering and sharing job postings
- Networking
- Arranging wage subsidy and other financial supports
- Coordinating job fairs and information sessions

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Changing Role of Job Development

EMERGING J.D. ROLES

- Developing subject matter expertise (SME)
- Training employers and job seekers
- Establishing career development organizations as sector leads
- Adopting practices similar to those used in sales

23

What to expect from the year



2024

24


2024 Outlook for BC's Labour Market

- Stable or increased unemployment
- Higher inflation or recession
- Low-skill layoffs and automation but an ongoing skills shortage
- Layoffs in natural resources, retail, transportation and traditional industry
- Increases in employment in the public sector, professional services, natural and applied sciences, health and the environment and utilities

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2024 Outlook for BC's Labour Market

B.C. Economic Outlook 2023-2025



B.C. economy slowest in 20 years outside crisis periods

GDP and Employment, % change

Source: Statistics Canada, Central 1

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2024

Outlook for BC's Labour Market

B.C. Economic Outlook 2023-2025

Mixed labour market performance, private sector lags

Year-to-date y/y employment growth

Sector	Year-to-date y/y employment growth
Employment	1.5
Full-time	2.0
Part-time	-0.5
Private	-0.5
Public	4.8
Self-Employed	5.2

Source: Statistics Canada, Central 1

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2024

Outlook for BC's Labour Market

B.C. Economic Outlook 2023-2025

B.C. retail spending weakness points to negative consumer demand cycle

Per cent


Month	Canada (%)	B.C. (%)
Jul/22	7.8	4.0
Aug	6.5	5.5
Sep	6.8	3.2
Oct	6.5	3.8
Nov	5.0	4.0
Dec	6.0	2.2
Jan/23	5.0	3.5
Feb	4.0	0.0
Mar	2.0	0.8
Apr	2.8	0.5
May	0.5	2.5
Jun	-0.5	-0.5
Jul	1.8	1.2

Source: Statistics Canada, Central 1

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2024

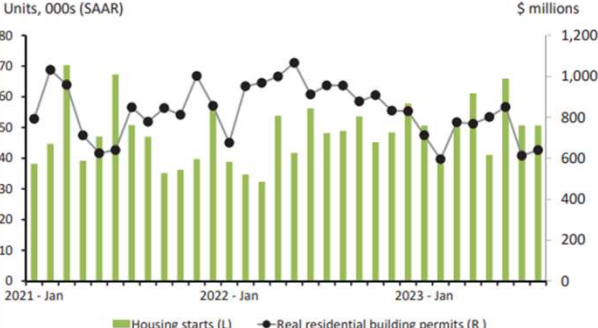
B.C. Economic Outlook 2023-2025



Outlook for BC's Labour Market

Residential construction cycle trends lower despite elevated housing starts

Units, 000s (SAAR) \$ millions




Source: Statistics Canada, Central 1

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2024

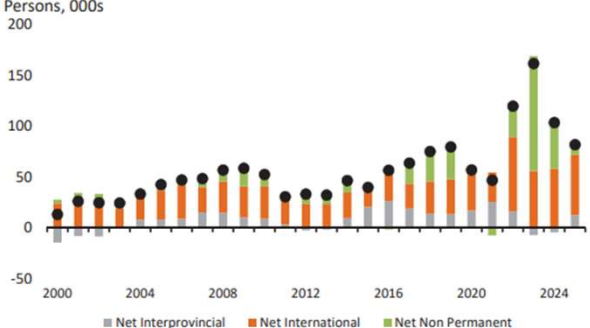
B.C. Economic Outlook 2023-2025



Outlook for BC's Labour Market

International immigration to drive population growth, non-permanent flow to slow

Persons, 000s



Source: Statistics Canada, Central 1

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Top Government Initiatives of 2023



Top 10 Government Initiatives of 2023

The Impact of Government on the Labour Market

- Regulating occupations and industries
- Acting as BC's largest employers
- Funding post-secondary education and training
- Funding and shaping public health care and other key services
- Taxation
- Conducting economic development

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Top Government Initiatives of 2023



Number 10

Canadian military relaxes rules to try and increase recruits



The Canadian Armed Forces has introduced relaxed rules for service terms and appearance — allowing longer hair and facial hair — as strategies it hopes will help recruit and retain members.

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Top Government Initiatives
of 2023



Number 9

B.C. minimum wage increased June 1 for lowest-paid workers



On June 1, 2023, B.C.'s lowest-paid workers received a pay boost when the general minimum wage increased from \$15.65 to \$16.75 an hour.

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Top Government Initiatives
of 2023



Number 8

B.C. moving to join other provinces in allowing physician assistants



The Province of BC is working with the College of Physicians and Surgeons of BC to enable physician assistants to practice by updating their bylaws.

34



Number 7

B.C. increases student financial aid, eases repayment



After making student loans interest-free in 2019, the B.C. government is increasing financial assistance available to students from \$110 to \$220 per week for single students and from \$140 to \$280 per week for students with dependents.

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Number 6

The Public Service Alliance of Canada reached an agreement with Canada Public Service Commission



More than 155,000 federal workers with Treasury Board and the Canada Revenue Agency voted in favour of a new collective agreement.

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**Top Government Initiatives
of 2023**



Number 5

Canada announces measures to prevent study permit fraud



The Canadian government has announced more checks and measures to prevent study permit fraud among international students, and it says the moves will also protect genuine students from being scammed.

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**Top Government Initiatives
of 2023**



Number 4

Ottawa announces changes to TFWP



Having launched the Temporary Foreign Worker (TFW) Program Workforce Solutions Road Map last year, Ottawa is making changes to the program including allowing employers in seven sectors with demonstrated labour shortages to hire up to 30% of their workforce through the TFW Program.

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Number 3

Setting employment standards for gig workers, specifically for ride-hailing and food delivery



App-based ride-hailing and food-delivery gig workers will soon have better working conditions with new protections, including basic employment standards such as a minimum earnings standard of 120% of B.C.'s general minimum wage (currently \$16.75) and apply it to engaged time.

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Number 2


New act streamlines credential recognition for internationally trained professionals



It will require 18 regulatory bodies to remove barriers in 29 professions and make it easier and quicker for qualified professionals to seek credential recognition, regardless of where they were trained.


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Top Government Initiatives of 2023



Number 1

More transparent job postings mean fairer work environments



Effective Wednesday, Nov. 1, 2023, B.C. employers are required to include salary or wage information on all publicly posted jobs under B.C.'s Pay Transparency Act

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Labour Market Outcomes for Those with Disabilities



Participation of Those with Disabilities in BC's Labour Market



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Labour Market Outcomes for Those with Disabilities

Untapped Potential of Those with Disabilities

OCTOBER 2023
Labour Force Survey

623,885

Employed Individuals in BC's Workforce

35,520

Active Job Seekers

353,425

Working Age Adults Not Participating in the Labour Force: Working, Seeking Employment or Attending Full-Time Studies

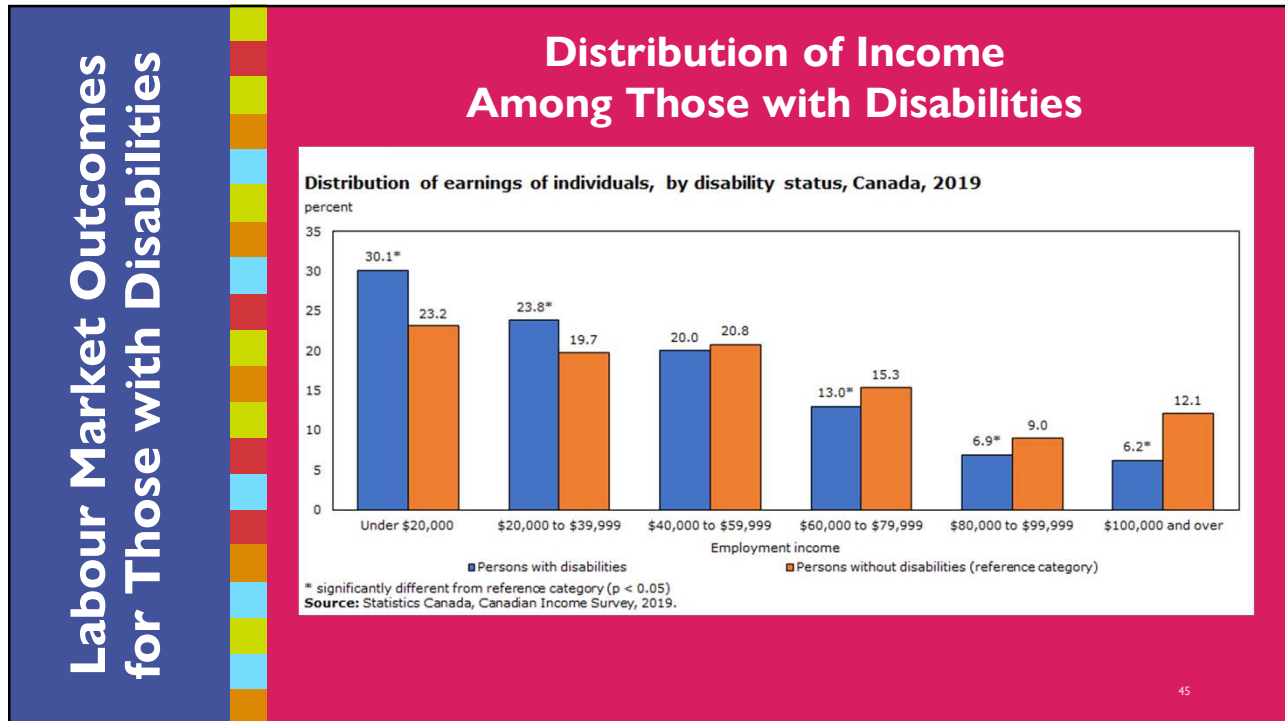
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Labour Market Outcomes for Those with Disabilities

Salary Gap Among Those with Disabilities

	Salary With Disabilities	Salary Without Disabilities	Pay Gap
Everyone	\$43,400	\$55,200	21.4%
Men	\$48,700	\$64,300	24.3%
Women	\$38,900	\$45,100	13.7%
Ages 16-24	\$15,300	\$16,800	8.9%
Ages 25-34	\$43,100	\$50,100	14.0%
Ages 35-44	\$52,100	\$68,300	23.7%
Ages 45-64	\$51,700	\$70,900	27.1%
65+	\$29,700	\$40,800	27.2%
High School Grad	\$32,000	\$35,900	10.9%
Some Post-Sec	\$44,300	\$56,000	20.9%
Bachelors +	\$59,900	\$71,300	16.0%

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Salary Gap Based on the Type of Disability

Disability Type	Mean Annual Earnings	Pay Gap
Seeing	\$48,400	12.3%
Hearing	\$48,400	12.3%
Physical	\$43,800	20.7%
Cognitive	\$29,600	46.4%
Mental health-related	\$38,100	31.0%
Unknown	\$51,200	7.2%

Permanent / Temporary Status

	Employment Char. With Disabilities	Employment Char. Without Disabilities
Permanent Employee	87.3%	88.7%
Non-Permanent	12.7%	11.3%

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Labour Market Outcomes for Those with Disabilities

Employment Characteristics

	Employment Char. With Disabilities	Employment Char. Without Disabilities
Full-Time	76.9%	84.5%
Part-Time	23.1%	15.5%
Wants Full-Time	41.5%	31.0%
Does Not Want F/T	58.5%	69.0%

Average Usual Hours Worked

	Employment Char. With Disabilities	Employment Char. Without Disabilities
Less than 20 Hours	8.8%	6.5%
20-30 Hours	9.6%	6.7%
30-40 Hours	28.1%	28.8%
40 Hours or More	53.4%	59.1%

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Labour Market Outcomes for Those with Disabilities

Tenure of Current Job

	Employment Char. With Disabilities	Employment Char. Without Disabilities
Less than 5 Years	42.1%	43.3%
5-10 Years	12.8%	14.5%
10-20 Years	14.4%	16.6%
20+ Years	30.7%	25.7%

Union Status

	Employment Char. With Disabilities	Employment Char. Without Disabilities
Union Member	33.0%	31.6%
Not a Union Member	67.0%	68.4%

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Labour Market Outcomes for Those with Disabilities

Canada's Disability Inclusion Plan



The Four Pillar Plan

- Pillar 1:** Financial Security
- Pillar 2:** Employment
- Pillar 3:** Accessible and Inclusive Communities
- Pillar 4:** A Modern Approach to Disability

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Labour Market Outcomes for Those with Disabilities

Canada's Disability Inclusion Plan



The Disability Inclusion Action Plan has 5 key objectives:

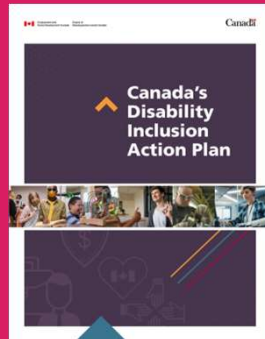
1. improve the social and economic inclusion of persons with disabilities
2. reduce poverty among persons with disabilities
3. achieve the Accessible Canada Act goal of a barrier-free Canada by 2040
4. develop a consistent approach to disability inclusion across the Government of Canada and make it easier for persons with disabilities to access federal programs and services, and
5. foster a culture of disability inclusion

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Labour Market Outcomes for Those with Disabilities

Canada's Disability Inclusion Plan



Pillar 1: Financial Security

The reality today

- Working-age persons with disabilities are almost twice as likely as their peers without disabilities to be in poverty (23% vs 12% in 2017)
- In total, nearly 917,000 working-age persons with disabilities lived in poverty in 2017. Of them, more than 550,000 were living in deep poverty
- The rate of poverty was particularly high among those with very severe (nearly 34%) and severe (just over 28%) disabilities

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Labour Market Outcomes for Those with Disabilities

Canada's Disability Inclusion Plan



Pillar 1: Financial Security

Actions

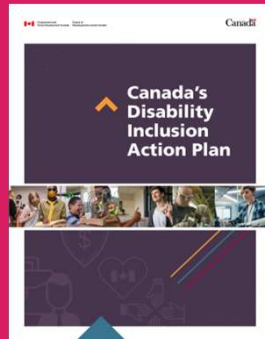
- Develop a new Canada Disability Benefit to reduce poverty and improve the financial security of working-age persons with disabilities
- Undertake research to better understand the additional costs of disability and how these costs impact the financial security of persons with disabilities
- Update eligibility and improve access to the Disability Tax Credit

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Labour Market Outcomes for Those with Disabilities

Canada's Disability Inclusion Plan



Pillar 2: Employment

The reality today

- 59% of persons with disabilities are employed compared to 80% of persons without disabilities
- Employed persons with disabilities are more likely to work in lower-skilled jobs
- There are an estimated 1.9 million persons with disabilities aged 15 to 64 who are not in school or employed. 852,000 of these persons have the potential to work
- 84.3% of disability-related complaints received by the Canadian Human Rights Commission are about employment

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Labour Market Outcomes for Those with Disabilities

Canada's Disability Inclusion Plan



Pillar 2: Employment Actions

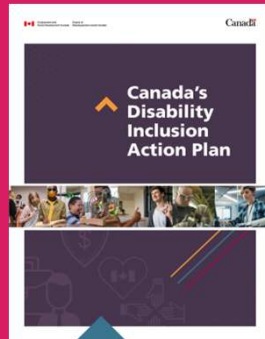
- Implement an Employment Strategy for Persons with Disabilities
- Invest more than \$270 million in new funding through the Opportunities Fund
- Create a Disability Inclusion Business Council
- Modernize the Employment Equity Act
- Improve supports for Canada Pension Plan Disability beneficiaries
- Embed disability inclusion within ESDC's existing labour market programs

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Labour Market Outcomes for Those with Disabilities

Canada's Disability Inclusion Plan



Pillar 3: Accessible / Inclusive Commun. The reality today

- 50% of persons with disabilities reported experiencing barriers that limit their ability to move around public buildings and spaces
- Nearly half (45%) of persons with disabilities have encountered barriers related to information and communication technologies
- Persons with disabilities reported experiencing various communications barriers, including: over the phone (43%), in-person (40%), and reading and understanding written material (40%)

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Labour Market Outcomes for Those with Disabilities

Canada's Disability Inclusion Plan



Pillar 3: Accessible / Inclusive Commun. Actions

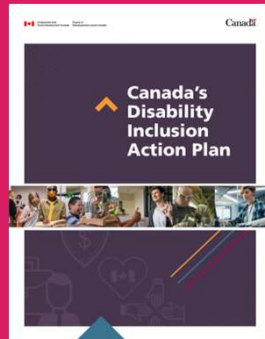
- Provide funding to support the production of alternate format reading materials
- Create a new Equitable Access to Reading Program
- Develop new regulations under the Accessible Canada Act
- Implement the Federal Data and Measurement Strategy for Accessibility by 2027
- Undertake a review of the accessibility of shelters for victims of gender-based violence
- Improve accessibility and inclusion of persons with disabilities in communities and workplaces through renovation, construction, and retrofit projects

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Labour Market Outcomes for Those with Disabilities

Canada's Disability Inclusion Plan



Pillar 4: A Modern Approach to Disab. The reality today

- 30% of persons with disabilities report being treated badly or differently, often, because of ideas, beliefs or attitudes that others have about disabilities
- In 2020, 54% of discrimination complaints accepted by the Canadian Human Rights Commission were on the ground of disability

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Labour Market Outcomes for Those with Disabilities

Canada's Disability Inclusion Plan



Pillar 4: A Modern Approach to Disab. Actions

- Adopt a modern approach to disability across the Government of Canada
- Involve persons with disabilities in developing, implementing and monitoring the Action Plan
- Fill disability data gaps and develop indicators to measure progress of the Action Plan
- Implement an Accessibility Strategy for the Public Service of Canada
- Publicly report on the Action Plan's impact and progress

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Recession Proof Occupations

Historically, people seek out job security during times of economic hardship

Recession-proof jobs and industries typically:

- Cater to universal needs (such as food, health care, and education)
- Cater to everyday societal functions (such as the post and public works)
- Save consumers time (professional services such as accounting or tax preparation)


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Recession Proof Occupations

	1981	1990	2008	2020	Employment Growth Relative to Pre-Pandemic	Excess Job Vacancies (Thousands)
Canada	-5%	-3%	-2%	-16%	5%	352
Accommodation and food services	-2%	-4%	-4%	-50%	-8%	33
Resources	-8%	-5%	-6%	-8%	-5%	8
Utilities	-3%	3%	-1%	-1%	17%	1
Construction	-13%	-14%	-6%	-21%	2%	34
Manufacturing	-16%	-14%	-8%	-17%	6%	14
Trade	-2%	-2%	-1%	-21%	2%	66
Transport and warehousing	-8%	-7%	-6%	-13%	-1%	14
Finance, insurance, real estate and leasing	-1%	-2%	1%	-3%	14%	26
Professional, scientific & technical services	-7%	3%	-1%	-5%	16%	13
Business, building and other support services	2%	4%	-4%	-14%	-10%	2
Educational services	0%	5%	0%	-11%	10%	10
Health care and social assistance	2%	4%	2%	-11%	7%	77
Information, culture and recreation	3%	-5%	3%	-25%	7%	10
Other service	-2%	-2%	2%	-26%	-3%	13
Public administration	-3%	2%	0%	-2%	17%	33


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Recession Proof Occupations


1. Education Services




Although a recession can limit the funding that schools can devote toward extracurricular activities, the country will continue investing in the future by providing funding for education through federal and provincial means.

An education-related career doesn't just refer to teaching at a school or university. Daycare workers, social workers, tutors, and online educators will remain a necessary part of society.


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Recession Proof Occupations


2. Government Services



Government jobs are typically associated with high levels of job security. This is especially true for positions that relate to public services and law enforcement. For example, local governments will always need patrol officers, and the federal government will always need tax officials, EI administrators, and other vital employees.


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Recession Proof Occupations


3. Health care




Canadians can receive free public health care thanks to the country's universal health-care system. This ensures job security for doctors, specialists, nurses, technicians, secretaries, and even custodial workers employed by the public healthcare system.

This job security may not carry over to certain specialized care offered by private health-care providers, especially in non-essential fields such as cosmetic surgery.


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Recession Proof Occupations


4. Utility Services



No matter how bad a recession gets, Canadians need reliable access to electricity, gas, water, and the internet. Those working for utility companies that install, maintain, and repair these services generally have high job security.


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Recession Proof Occupations

5. Professional, Scientific and Technical Services



In 2022, the CRA processed more than 30 million tax returns. While some of these are filed individually using free tax-filing software, many Canadians rely on tax preparers and accountants to file their taxes.

This isn't simply restricted to accounting professions. Occupations in legal services, technology, for notaries and other business consultants will be in high-demand.

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Recession Personal Development




Developing In-Demand Skills and Competencies

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Recession Personal Development





Adaptability

Even recession-proof industries can experience significant changes during a recession. As an employee, your ability to adapt to changing circumstances, go with the flow, and remain positive is paramount to your continued success.


For example, teachers who were already familiar with online education platforms likely found it easier to adapt to the switch to online classrooms during the pandemic.

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Recession Personal Development




Communication

Whether you're in sales, customer service, work for the government, or provide a professional service, your ability to communicate will serve you well. The better you can communicate, the more others will respect and value you, which can help you keep your job or even find better opportunities during an economic downturn.


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Recession Personal Development


Leadership



During times of economic uncertainty, strong leaders who can motivate their teams are an invaluable resource. They keep company morale strong and can allow a business to stay afloat during hard times. Whether you own your own small business or participate in a management role for another company, it's never a bad idea to touch up on your leadership skills.


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Recession Personal Development

Technology




The tech field has changed immensely in recent months with the advent of artificial intelligence. For example, many companies could potentially lay off workers (opens in a new tab) who can be replaced with AI applications. The flip side of this is that there will always be a need for professionals who understand how to use AI to their advantage.

Those who can learn and incorporate the latest technology into their careers generally have more security than those who choose to resist new changes.

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Top Reports and Studies of 2023




Top 10 Reports and Studies of 2023

The value of independent research in understanding the labour market


Independent research allows us to gather information that is specific to occupations, industries, government, employer groups or emerging trends in the labour market

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Top Reports and Studies of 2023



Number 10



Mind the Gap:
Compensation Disparity Between Canadian and American Technology Workers
Issue: Women | Authors: Mariana Herrera, Anushka Mittal | October 2023

Mind the Gap: Compensation Disparity Between Canadian and American Technology Workers

For all work types (full-time or part-time, full-year or part-year), the typical male tech worker in Canada makes \$86,600 annually, which is around \$12,600 more than the typical female tech worker, who earns around \$74,000 annually.

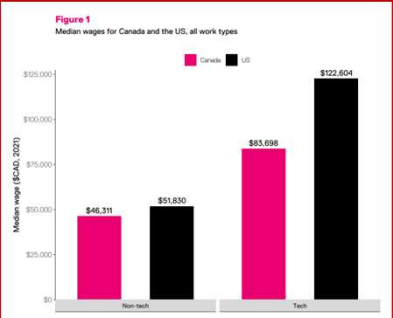



Figure 1
Median wages for Canada and the US, all work types

Work Type	Canada (CAD, 2020)	US (USD, 2020)
Non-tech	\$46,311	\$51,830
Tech	\$83,698	\$122,604


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Top Reports and Studies of 2023




Number 9

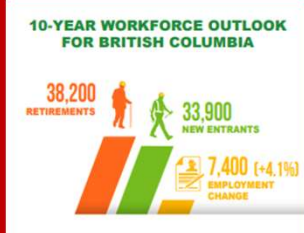


BC Construction & Maintenance Looking Forward: 2023-2032


DISTRIBUTION OF CONSTRUCTION EMPLOYMENT IN 2022, BRITISH COLUMBIA



10-YEAR WORKFORCE OUTLOOK FOR BRITISH COLUMBIA




2022
LABOUR FORCE
189,500



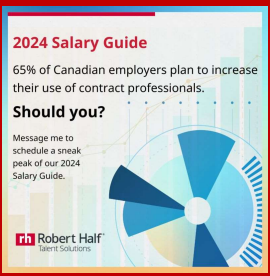
2032
LABOUR FORCE
203,900

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Top Reports and Studies of 2023




Number 8




2024 Salary Guide

2024 Canada Salary Guide From Robert Half


What are companies doing to compete for top talent in today's job market?



40%
Increasing starting salaries



39%
Adding new benefits and perks



36%
Offering remote / hybrid work options

Get more tips to strengthen your hiring and compensation strategies at roberthalf.ca/salary-guide.

74

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Top Reports and Studies of 2023



Number 7

The Greying of Canada's Population



Chart 2: The Labour Force Demographic Cliff


Labour Force Participation Rate, %



Age Group	2000	2022
15-19	55	55
20-24	78	78
25-29	85	85
30-34	85	85
35-39	85	85
40-44	85	85
45-49	85	85
50-54	85	85
55-59	85	85
60-64	85	85
65-69	85	85
70+	85	85

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Top Reports and Studies of 2023



Number 6

Measuring Matters: Assessing Canada's progress toward \$10-a-day child care for all





City	2019 (2020)	2023
Calgary	\$600	\$700
Richmond	\$600	\$700
Surrey	\$600	\$700
Burnaby	\$600	\$700
Toronto	\$600	\$700
Vaughan	\$600	\$700
Oakville	\$600	\$700
Markham	\$600	\$700
Richmond Hill	\$600	\$700
Brantford	\$600	\$700
Lethbridge	\$600	\$700
Mississauga	\$600	\$700
Edmonton	\$600	\$700
Vancouver	\$600	\$700
London	\$600	\$700
Ottawa	\$600	\$700
Kitchener	\$600	\$700
Hamilton	\$600	\$700
Kelowna	\$600	\$700
Halifax	\$600	\$700
Charlottetown	\$600	\$700
Saint John	\$600	\$700
Moncton	\$600	\$700
Fredericton	\$600	\$700
Windsor	\$600	\$700
Yellowknife	\$600	\$700
Whitehorse	\$600	\$700
Saskatoon	\$600	\$700
Regina	\$600	\$700
Winnipeg	\$600	\$700
Iqaluit	\$600	\$700
St. John's	\$600	\$700
Gatineau	\$600	\$700
Laval	\$600	\$700
Montreal	\$600	\$700
Longueuil	\$600	\$700
Quebec City	\$600	\$700

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Top Reports and Studies of 2023



Number 5



A Path Forward for the Gig Economy in British Columbia



Sector	Male (%)	Female (%)
Professional, scientific and technical services	19%	17.4%
Arts, entertainment and recreation	8.2%	7.2%
Healthcare and social assistance	6.5%	20.2%
Administrative and support, waste management and remediation services	10.6%	13.4%

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Top Reports and Studies of 2023



Number 4



Addressing the Labour Market Gap: Insights Report

Top Challenges for Employers in BC

Finding qualified candidates that match your job description	85%
Finding applicants in the region where your business is located	57%
Finding interested applicants	52%
Finding qualified applicants within the salary range that you offer	51%
Finding qualified applicants interested in the working conditions (hours, remote/hybrid, etc.)	42%

Top Challenges for Job seekers in BC


Finding jobs that meet your salary expectations	49%
Finding jobs that fit your desired working conditions (hours, remote/hybrid, etc.)	45%
Finding jobs that fit your qualifications	45%
Finding jobs that you are interested in applying for	43%
Finding jobs in the region where you live	40%

Full list of all job posting features and the relative importance for job seekers and employers.


Feature	Employers (%)	Jobseekers (%)
Salary	31%	51%
Work-life balance	1%	45%
Additional benefits (health, dental, wellness)	20%	50%
Opportunity for advancement	1%	30%
Work environment / Office culture	1%	50%
Quick commute (under 30 minutes)	1%	29%
Being able to work remotely	1%	28%
Additional holidays / Time-Off (more than two weeks a year)	1%	25%
Diverse and fair workplace	1%	35%
Access to affordable housing	1%	20%
Commitment to diversity and inclusion	1%	20%
Close to public transit	1%	15%
Work environment that provides mental health supports	1%	14%
Close to child care	1%	10%

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Top Reports and Studies
of 2023



Number 3



BC Check-Up 2023: Work


OVERALL EMPLOYMENT
There were 2.81 million employed people in BC in September 2023, up 48,500 (1.7%) from one year ago. By comparison, the working-age population grew by 109,700 (+2.5%), resulting in a slight drop in the employment rate to 61.9%.

2.81M EMPLOYED PEOPLE **61.9% EMPLOYMENT RATE**


65.8% ♂ - ppt 58.1% ♀ ↓ 0.7 ppt

ARE CURRENTLY WORKING

UNEMPLOYMENT AND JOB VACANCIES
BC's labour market has softened over the last year but labour demand remains resilient. The unemployment rate climbed to 5.4%, up 11 ppt from 2022. Meanwhile, job vacancies retreated from all-time highs, bringing the vacancy rate in line with the 2019 average.




TYPE OF EMPLOYMENT
The number of people working full-time continued to steadily climb in 2023. There were 120,400 more full-time workers compared to February 2020. The number of people engaged in part-time work is also up by 23,200 compared to before the pandemic.




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Top Reports and Studies
of 2023



Number 2



Career Development in 2040

Horizon Scan Approach
600+ secondary sources and 24 interviews, synthesized and organized by the following categories:

- SOCIAL
- TECHNOLOGICAL
- ENVIRONMENTAL
- POLITICAL
- VALUES
- ECONOMIC

Resulting in ten major changes:

- Work anywhere
- AI & automation
- Living with climate change
- Geopolitical conflicts
- Reconciling the impacts of colonialism
- Economic precarity
- Globalization under pressure
- Education, disrupted
- Declining mental health & well-being
- Generational shifts

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Top Reports and Studies
of 2023



Number 1



British Columbia Labour Market Outlook: 2022-2032

Total job openings: 1,017,000

- 63% Employment (636,000)
- 37% Expansion (381,000)

Job openings: 1,017,000

- 37% Bachelor's, graduate or first professional degree (373,100)
- 29% Diploma/certificate excluding apprenticeship (297,700)
- 19% High school and/or occupation-specific training (196,600)
- 12% Apprenticeship certificate (117,800)
- 3% Less than high school (31,600)

Supply additions: 1,020,000

- 47% Young people starting work (479,000)
- 38% Immigrants (387,000)
- 8% Migrants from other provinces (78,000)
- 8% Additional supply requirement (81,500)

Sources: Census 2016; LMO 2022 Edition

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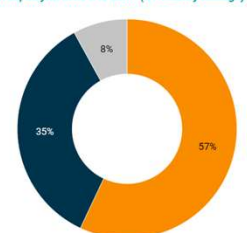
Current and Future Use of A.I. in the Labour Market

How do we feel about A.I.?

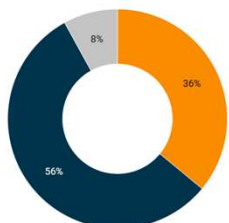
Impact of AI on Current Job




Q. How likely, if at all, do you think it is that... (31-country average)



AI will change how you do your current job in the next 5 years



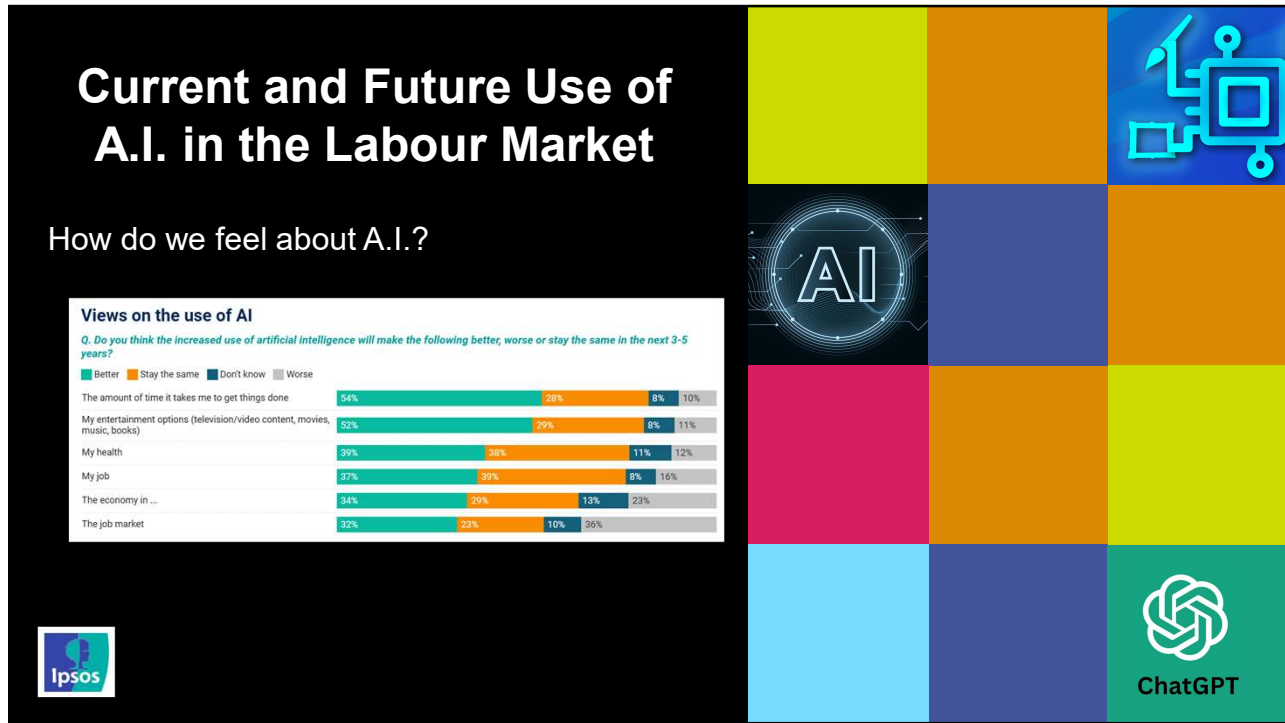
AI will replace your current job in the next 5 years



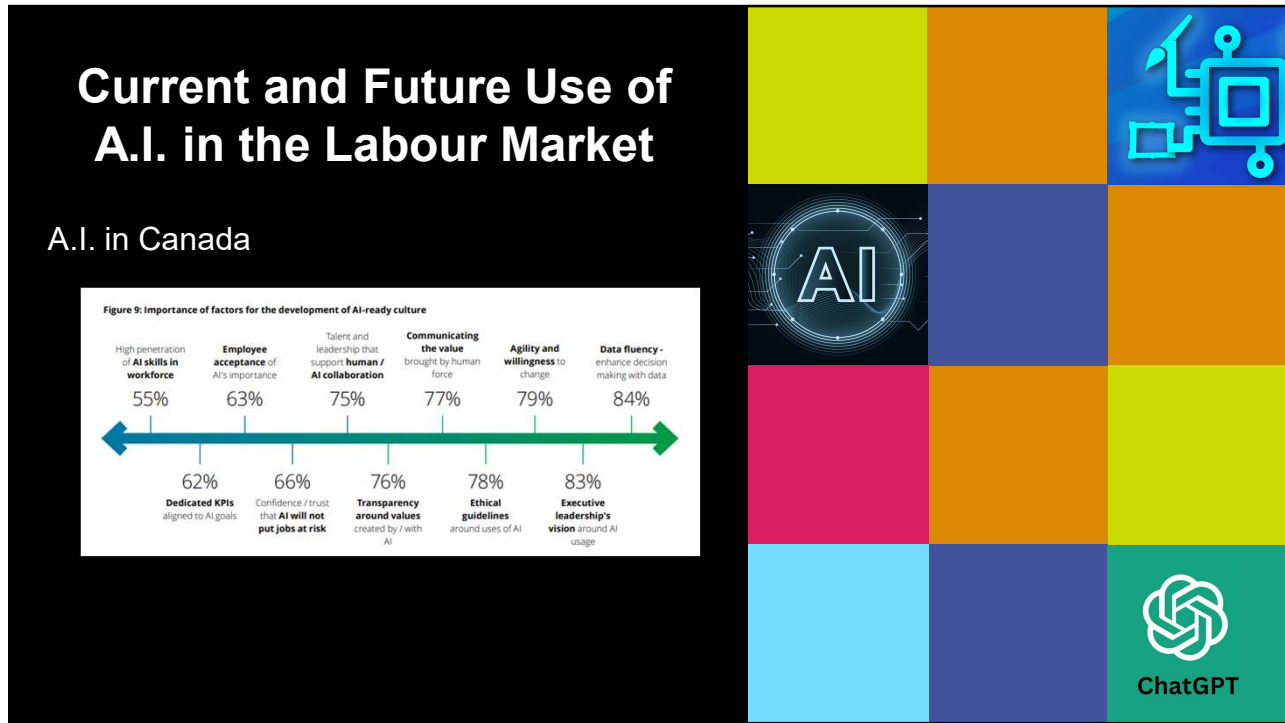
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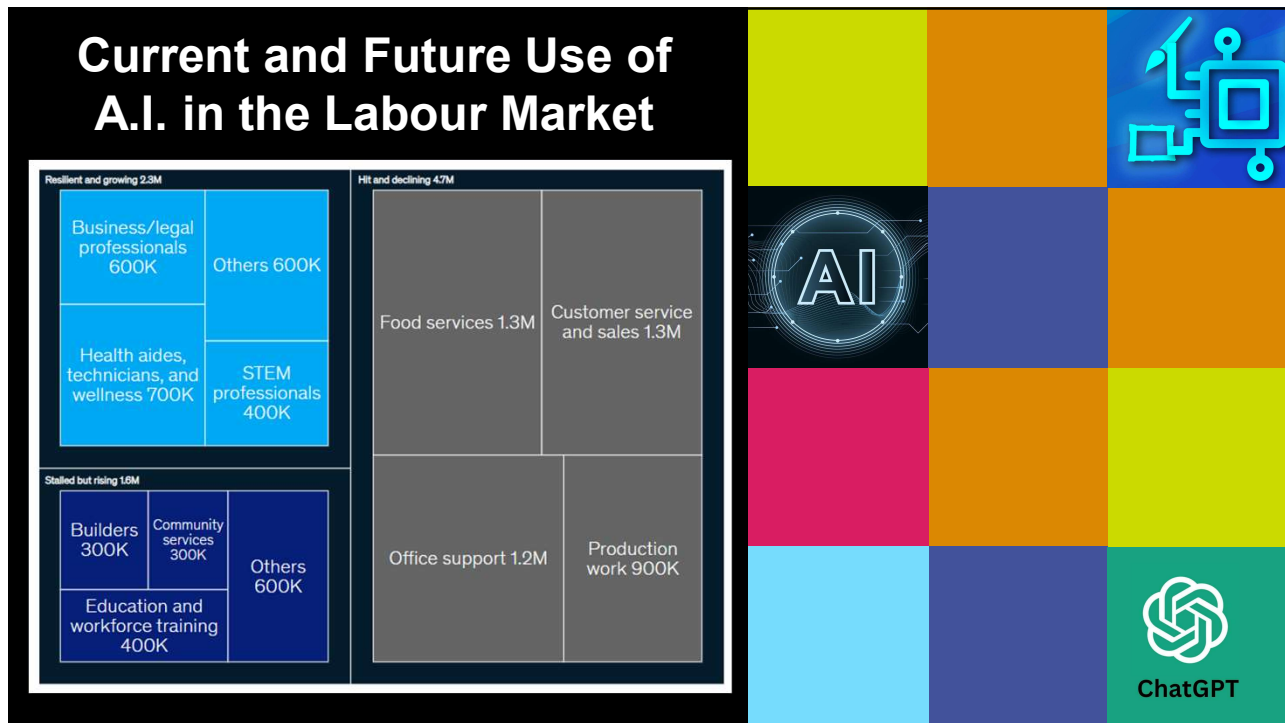
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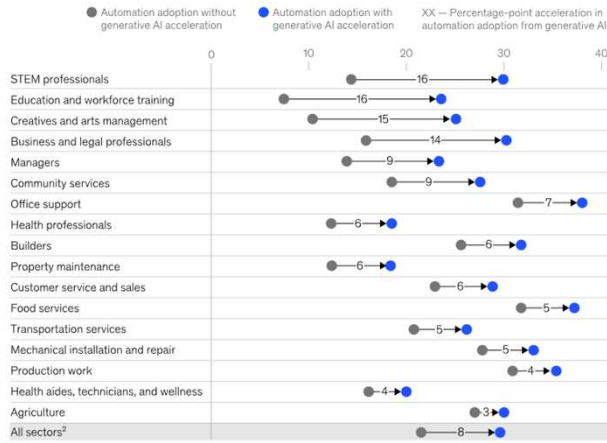


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Current and Future Use of A.I. in the Labour Market

With generative AI added to the picture, 30 percent of hours worked today could be automated by 2030.

Midpoint automation adoption¹ by 2030 as a share of time spent on work activities, US, %



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Current and Future Use of A.I. in the Labour Market

Moving forward with A.I.

- The use of artificial intelligence is transformative, but neither exclusively good or exclusively bad
- In most cases, A.I. will make people more efficient and not replace them
- Human discernment will be the most important factor in employment stability
- Training should focus on the ability to integrate A.I. and not just understanding the technology itself

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Breaking Down the Future Impact of Job Development

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Future Impact of Job Development

CASE MANAGERS

- Case Managers will be critical in the effective assessment and strategy development for multi-barriered job seekers
- Historically, job search might have been the only option due to ineligibility in other areas and now it will be an alternative for those most suitable.
- Client action plans will be dependent on developing a sound understanding of employer needs and expectations

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Future Impact of Job Development

FACILITATORS

- Facilitators will work in partnership with case managers and job developers to not only ensure people have effective job search skills but also a sound understanding of employer expectations
- Facilitation will extend to local employers and industry to share changes to the local labour market and prevailing trends in recruitment and retention

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Future Impact of Job Development

RESOURCE ROOM ADVISORS

- Resource room advisors will be conduits of information demonstrating a strong knowledge of the local business community, the labour market and prevailing trends in employment
- They will advise job seekers on job search strategies, gathering meaningful LMI, maximizing social media and advising job seekers on employer expectations and attitudes

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Future Impact of Job Development

JOB DEVELOPERS

- As the primary contact with local employers, job developers will play a strong role in communicating the benefits of career services and hiring job seekers
- They will be subject matter experts in prevailing recruitment and retention practices providing leadership in the career development sector

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Future Impact of Job Development

CAREER DEV. LEADERS

- Establish a framework whereby the whole team has a role in furthering job development goals and outcomes
- Provide staff with the tools, resources and guidance they need to establish subject matter expertise
- Track and motivate staff to achieve measurable outcomes

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Supporting Under-Represented in the Thompson / Okanagan

Current Labour Market Data
October 2023

Community	Employed	Unemployed	N.I.L.F.	Emp. Rt.	Unem. Rate
Thomp/Okanag.	309,765	21,020	205,510	57.7%	6.4%
Kamloops	53,890	3,475	29,100	62.3%	6.0%
Merritt	3,610	300	2,730	54.0%	7.7%
Salmon Arm	9,465	505	6,975	55.8%	5.1%
Kelowna	78,470	4,595	42,405	62.6%	5.6%
Vernon	21,335	1,476	16,090	54.7%	6.4%
Penticton	18,076	1,375	13,930	53.9%	7.1%

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Supporting Under-Represented in the Thompson / Okanagan






CANADIAN EMPLOYERS REPORT

58% OF REQUESTED ACCOMMODATIONS DIDN'T COST ANYTHING TO IMPLEMENT.

37% REPORTED A MEDIAN, ONE-TIME COST OF \$500.



MEDIAN, ONE-TIME COST OF \$500

ZERO COSTS



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Supporting Under-Represented in the Thompson / Okanagan

Those with Disabilities

October 2023

Community	Employed	Unemployed	N.I.L.F.
Cariboo Region	20,620	1,730	11,205
Prince George	10,110	820	4,660
Quesnel	1,120	110	840
Vanderhoof	615	45	260
Williams Lake	1,390	90	750

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Supporting Under-Represented in the Thompson / Okanagan

Indigenous Canadians

Chart 1
Population growth rates, Canada, 2016 to 2021

Group	Population Growth Rate (2016-2021)
Status First Nations people on reserve	0.6%
Status First Nations people off reserve	6.3%
Non-Indigenous people	5.3%

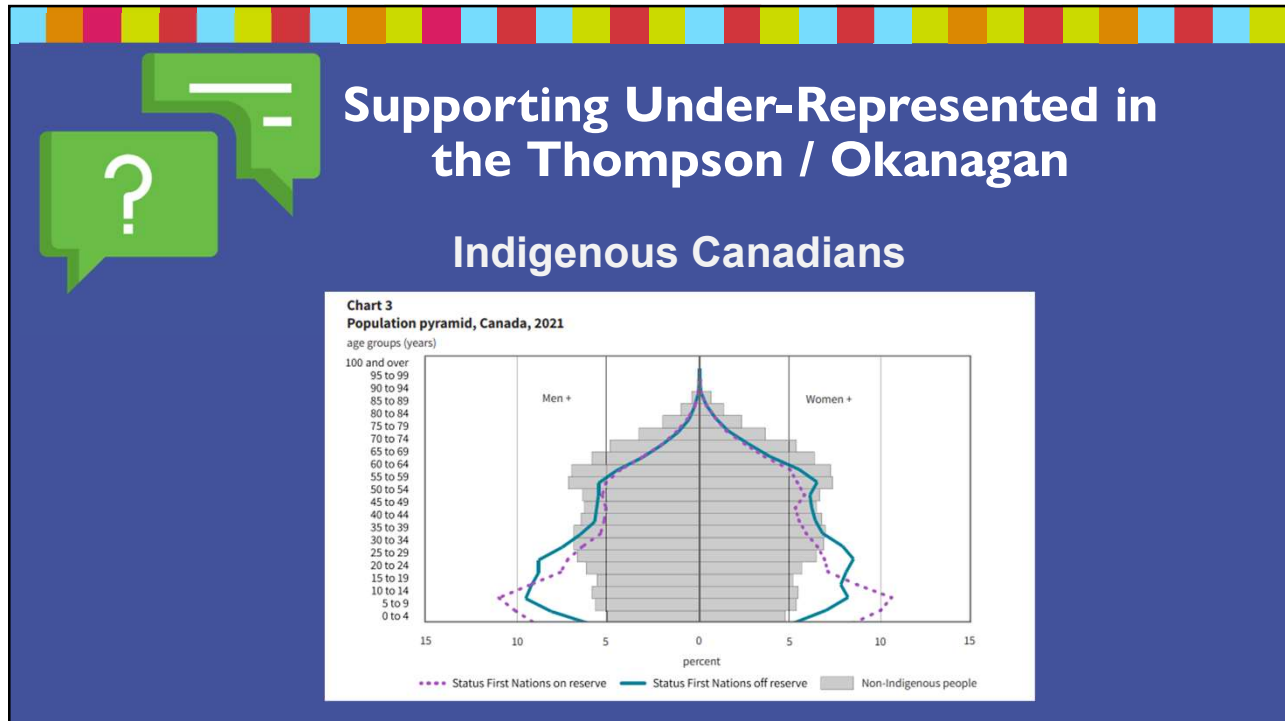
Source: Statistics Canada, Census of Population, 2016 and 2021.

Chart 2
Population under 15 years of age, Canada, 2021

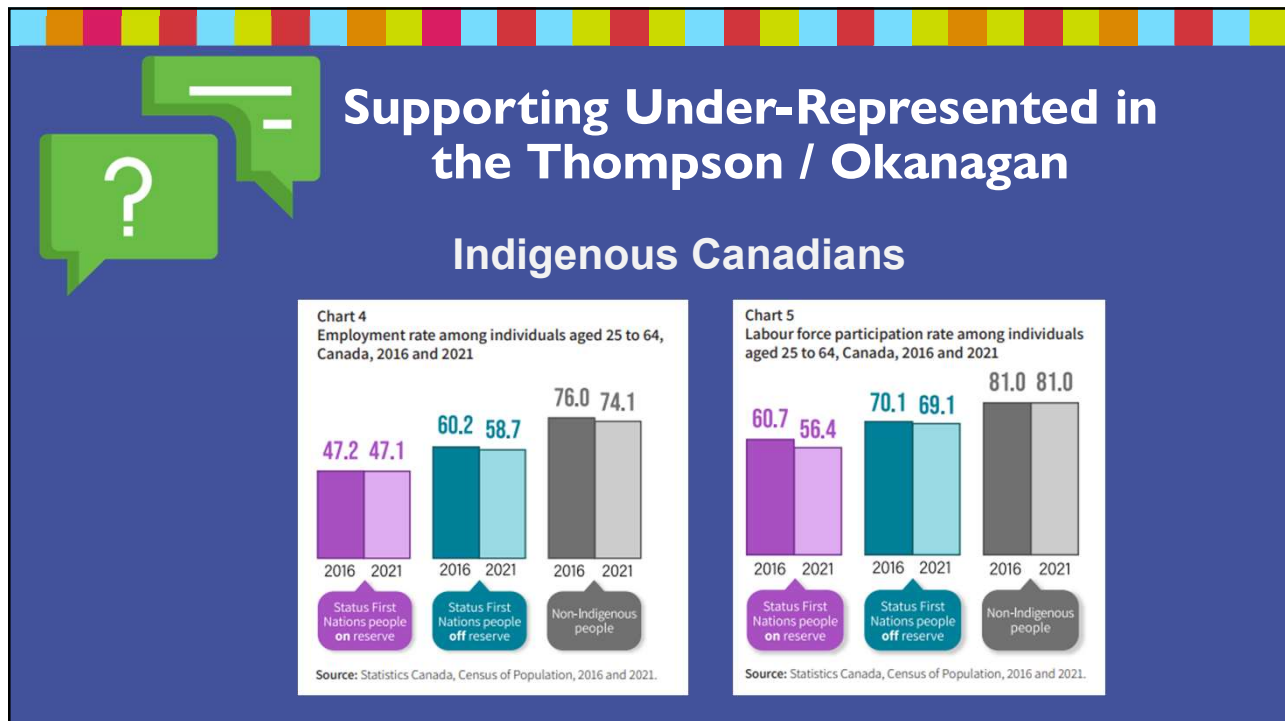
- Approximately **1 in 3** Status First Nations people **living on reserve** were younger than 15.
- Over **1 in 5** Status First Nations people **living off reserve** were younger than 15.
- About **1 in 6 non-Indigenous people** were younger than 15.

Source: Statistics Canada, Census of Population, 2021.

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Supporting Under-Represented in the Thompson / Okanagan

Indigenous Canadians

October 2023

Community	Employed	Unemployed	N.I.L.F.
Cariboo Region	6,035	505	3,280
Prince George	2,960	240	1,365
Quesnel	330	45	250
Vanderhoof	180	25	75
Williams Lake	405	35	220

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Supporting Under-Represented in the Thompson / Okanagan

Immigrants


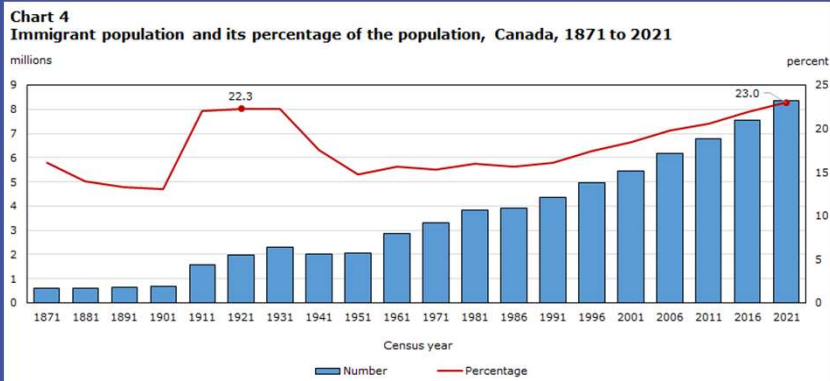



Chart 4
Immigrant population and its percentage of the population, Canada, 1871 to 2021



Sources: Statistics Canada, Census of Population, 1871 to 2006, 2016, 2021 and National Household Survey, 2011.

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Supporting Under-Represented in the Thompson / Okanagan Immigrants



- In 2022, 105,235 individuals transitioned from temporary to permanent residents.**
- The 2024–2026 Immigration Levels Plan aims to welcome 485,000 permanent residents in 2024, 500,000 in 2025 and 500,000 in 2026.**
- The plan is focused on spreading the benefits of immigration to regions and communities across Canada.**
- By 2025, overall admissions will amount to nearly 1.3% of the Canadian population with 60%+ of admissions in the economic class.**

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Supporting Under-Represented in the Thompson / Okanagan Youth



1. Young Canadians are the most educated and diverse generation ever

Youth 15-29 (August 2021)	Millions	% of Canadians
Population	6.99	22.3
Labour Force	5.46	26.2
Unemployed	0.56	32.8

Canada ranks 2nd among OECD countries in terms of post-secondary educational (PSE) attainment for young adults (aged 25 to 34). In 2020, 66% of Canadian young adults held a post-secondary credential, compared to OECD average of 45%.

PSE Enrolment Rates in Canada, 2010 to 2021

2. While the cost of PSE is rising, student financial assistance minimizes the financial impact on youth

Average Canada Student Loan (CSL) debt when leaving school has declined in real dollars since 2009

Canada Student Grants (CSG) disbursement has been rising faster than Canada Student Loans (CSL)

3. While those with post-secondary education do better, large numbers of youth face challenges making successful transitions from school to work

Employment rate age 15-24 years

Labour Market Outcomes by Highest Level of Education, 20 to 34 Year Olds

Too many youth transition into jobs that do not match their qualifications (underemployed)

- 67% of university grads, 18% were in jobs requiring less than high school and 40% were in jobs requiring college or less.

Employers rank foundational skills as the most important for entry level hires: Digital Skills / Teamwork / Communication / Problem-Solving / Social Intelligence / Entrepreneurship

4. Some youth face systemic barriers and particular challenges

Some youth populations have disproportionately lower PSE attainment rates

Some youth populations have higher unemployment rates than all youth (15-24 years old) (Labour Force Survey 2020*)

- Youth with Disabilities: + 8.8 Percentage Points
- Urban Indigenous: + 3.7 Percentage Points


5. As highlighted by the pandemic, youth are especially vulnerable in periods of economic uncertainty

Employment index by age group

6. Work-integrated learning improves employment outcomes for students

- Employers are more likely to hire students with work experience (71% of employers selected graduates who had participated in some form of work-integrated learning in their post-secondary education programs. (Sattler and Pelers 2012)
- PSE Graduates (2012-16) who had a job related to their field of study while attending PSE were 14.1 percentage points more likely to find full-time work post-graduation compared to those with a job unrelated to their studies (Martin and Rouleau, Statista Canada 2020, Longitudinal and International Study of Adults 2014, 2016)

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Supporting Under-Represented in the Thompson / Okanagan Mature Workers

Canada—Labour Participation by Age Group					
Age group	25 to 54	50 to 54	55 to 59	60 to 64	65 to 69
Participation rate (%)	88.3	86.8	76.8	56.6	28.6

Sources: Scotiabank Economics, Business Council of Canada, Statistics Canada.

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Supporting Under-Represented in the Thompson / Okanagan Women



CANADA'S PAY GAP

CCPA
CANADIAN CENTRE
OF POLICY ALTERNATIVES
CENTRE CANADIEN
DE POLITIQUES ALTERNATIVES

policyalternatives.ca/wage-gap

For every dollar earned by a university-educated **MALE** worker...

...a university-educated **FEMALE** worker earns...

82 CENTS
IN THE PUBLIC SECTOR

73 CENTS
IN THE PRIVATE SECTOR

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Supporting Under-Represented in the Thompson / Okanagan
What is it to be under-represented?

Group	Public Sector	Private Sector
NON-VISIBLE MINORITY	88 CENTS	80 CENTS
NON-ABORIGINAL	86 CENTS	56 CENTS

For every dollar earned by a university-educated **NON-VISIBLE MINORITY** worker...

...a university-educated **VISIBLE MINORITY** worker earns...

For every dollar earned by a university-educated **NON-ABORIGINAL** worker...

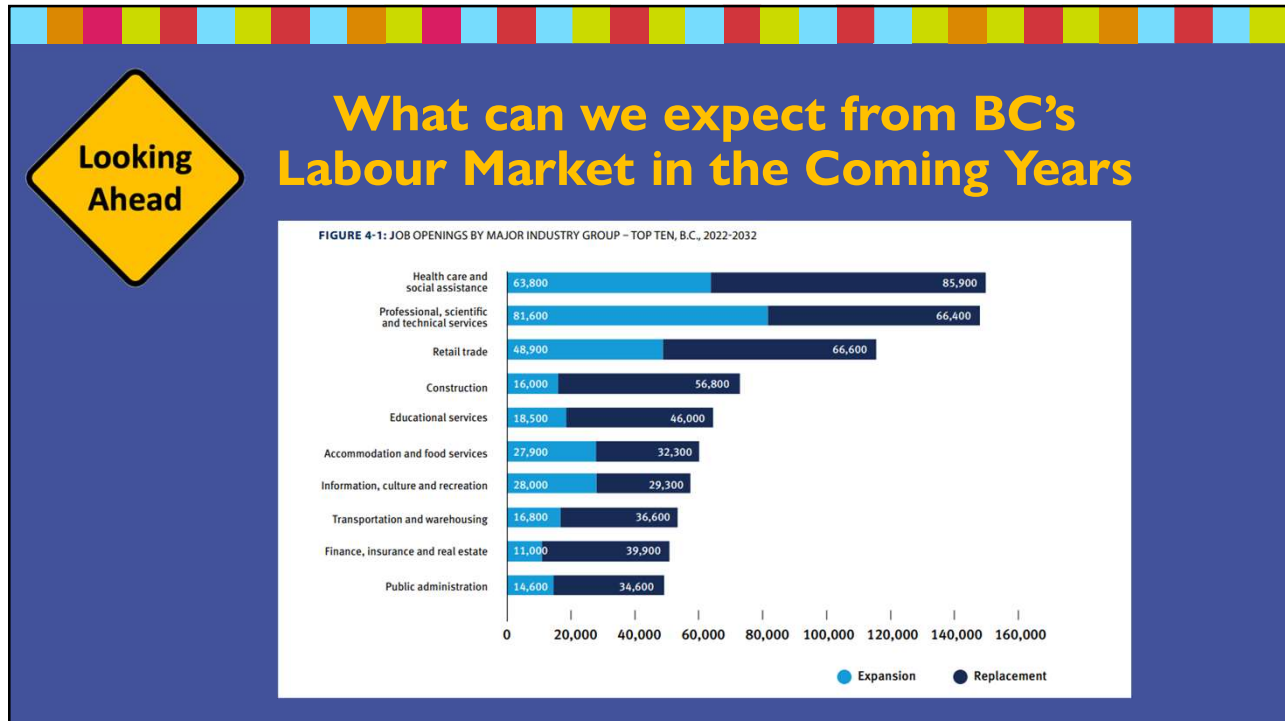
...a university-educated **ABORIGINAL** worker earns...

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Looking Ahead

What can we expect from BC's Labour Market in the Coming Years

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Looking Ahead

What can we expect from BC's Labour Market in the Coming Years

What is a high-opportunity occupation?

1	<p>How many job opportunities will be available?</p> <p>The number of job openings and the strength in employment growth</p>
2	<p>How easy will it be to get a job in the future?</p> <p>Forecasted labour market tightness</p>
3	<p>How easy is it to get a job now?</p> <p>Most recent unemployment and employment insurance rates</p>
4	<p>How much is the wage?</p> <p>Current wage rate</p>

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Looking Ahead

What can we expect from BC's Labour Market in the Coming Years

- » **Sales and service**
(208,500 job openings; 21 per cent of total)
- » **Business, finance and administration**
(158,300 job openings; 16 per cent of total)
- » **Management**
(149,900 job openings; 15 per cent of total)
- » **Trades, transport and equipment operators and related**
(117,100 job openings; 12 per cent of total)
- » **Education, law and social, community and government services**
(112,600 job openings; 11 per cent of total)

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Looking Ahead

What can we expect from BC's Labour Market in the Coming Years

FIGURE 5.1-1: JOB OPENINGS BY MAJOR OCCUPATIONAL GROUP, B.C., 2022-2032

Occupational Group	Expansion	Replacement	Total
Sales and service	91,200	117,200	208,400
Business, finance and administration	53,400	104,800	158,200
Management	42,900	107,000	149,900
Trades, transport and equipment operators and related	32,200	84,900	117,100
Education, law and social, community and government services	40,800	71,800	112,600
Natural and applied sciences and related	54,500	47,300	101,800
Health	35,700	48,900	84,600
Art, culture, recreation and sport	21,900	19,900	41,800
Manufacturing and utilities	4,200	22,000	26,200
Natural resources, agriculture and related production	4,200	11,900	16,100

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Looking Ahead

What can we expect from BC's Labour Market in the Coming Years

TABLE 5.3-1: TOP TEN FUTURE SKILLS AND COMPETENCIES, B.C., 2021-2031 AND 2022-2032

2021-2031	2022-2032
1. Active listening	1. Active listening
2. Speaking	2. Speaking
3. Critical thinking	3. Critical thinking
4. Reading comprehension	4. Reading comprehension
5. Monitoring	5. Monitoring
6. Social perceptiveness	6. Judgment and decision making
7. Writing	7. Writing
8. Judgment and decision making	8. Complex problem solving
9. Complex problem solving	9. Social perceptiveness
10. Co-ordination	10. Co-ordination

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Looking Ahead

What can we expect from BC's Labour Market in the Coming Years

MANAGEMENT OCCUPATIONS

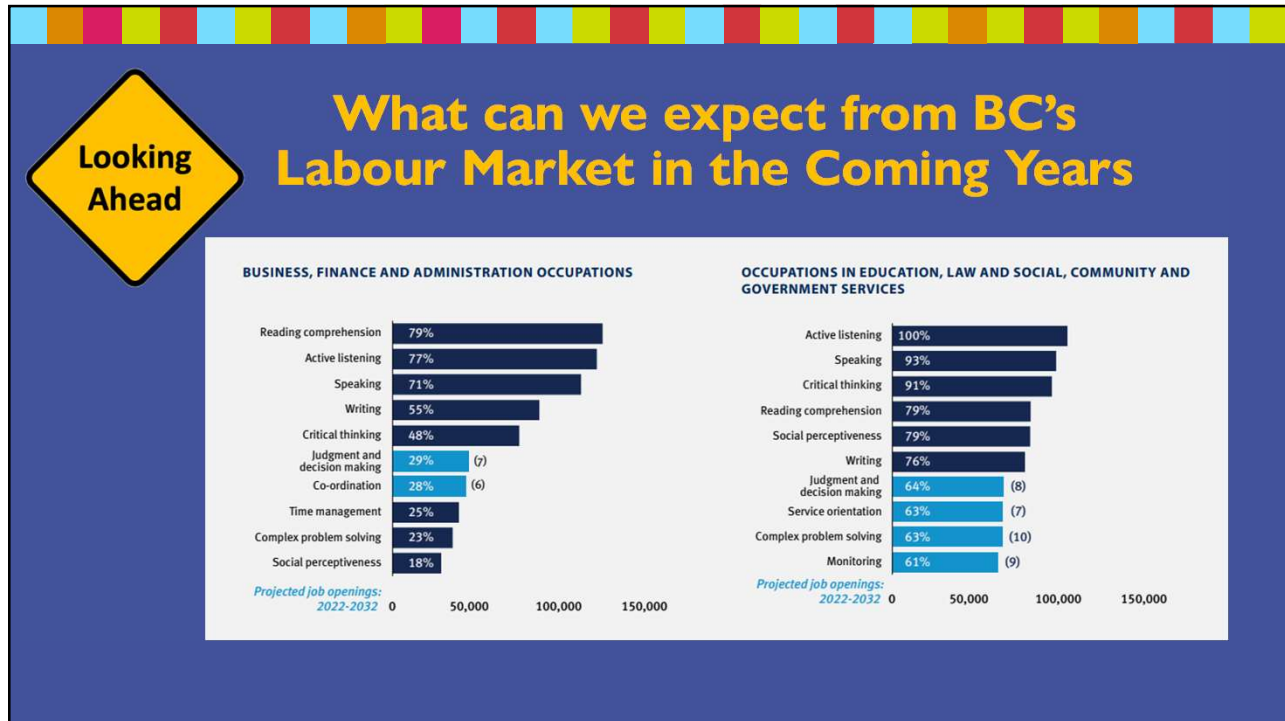
Skill	Percentage
Speaking	100%
Critical thinking	100%
Reading comprehension	98%
Active listening	98%
Monitoring	97%
Co-ordination	96%
Judgment and decision making	91%
Time management	90%
Complex problem solving	88%
Active learning	83%
Management of personnel resources	83%

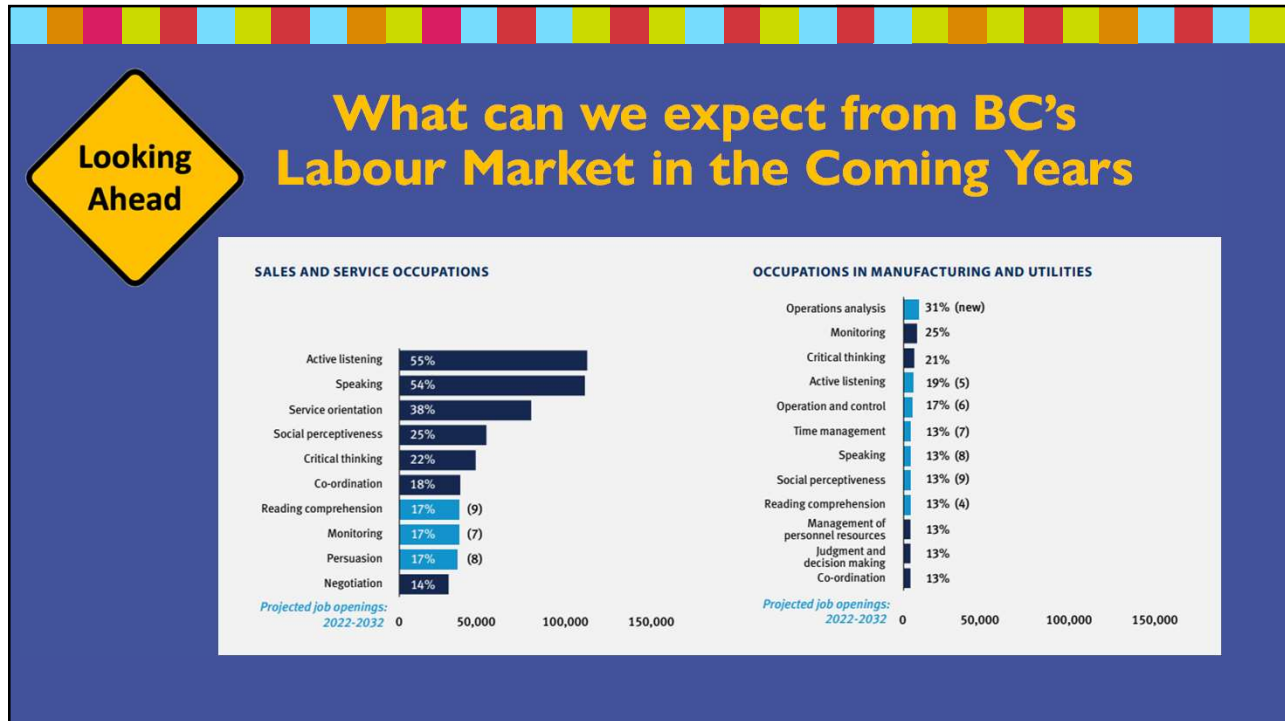
HEALTH OCCUPATIONS

Skill	Percentage
Active listening	98%
Social perceptiveness	80%
Service orientation	79%
Critical thinking	69%
Speaking	69%
Reading comprehension	61%
Monitoring	56%
Judgment and decision making	50%
Writing	47%
Active learning	46%

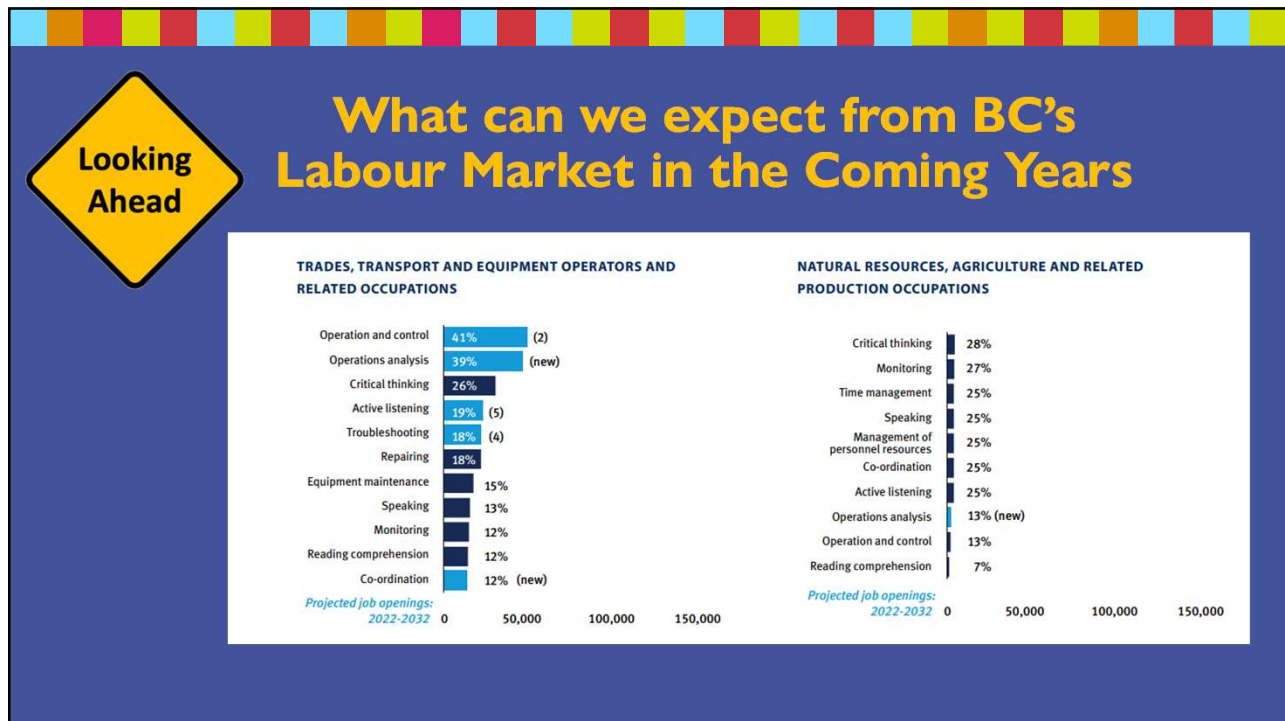
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Creating a 'Framework of Success' in Job Development

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'Framework of Success' in Job Development

Strategy

Training



Expertise

Performance

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**‘Framework of Success’
in Job Development**

Strategy

Every community has an eco-system. ‘Strategy’ refers to developing a system for best interacting with that community and providing job development staff with specific tools and strategies which ensure the best employment outcomes for their clients.

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**‘Framework of Success’
in Job Development**

Training

Training refers to an employer-centered approach to training in developing effective human resources practices to better recruit new staff but also incorporate career development systems to ensure staff retention.

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**‘Framework of Success’
in Job Development**

Expertise

Career development organizations need to be the subject matter experts in our changing labour market. The area of Expertise assists career development organizations in taking specific steps in ensuring they are the SMEs in their community and are sought out for their assistance.

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**‘Framework of Success’
in Job Development**

Performance

Performance simply refers to practical solutions for tracking and monitoring progress in developing new employment opportunities while measuring this progress against goals and objectives. This is done in a proactive manner, fostering team building with an outcomes-based methodology.

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**'Framework of Success'
in Job Development**

**A new way of looking
at job development**

On **Tues. Dec. 5th**, at 10am, we will be hosting a **FREE** online introduction to these principals as well as a training module to enhance job development.

We would love for you to join us!

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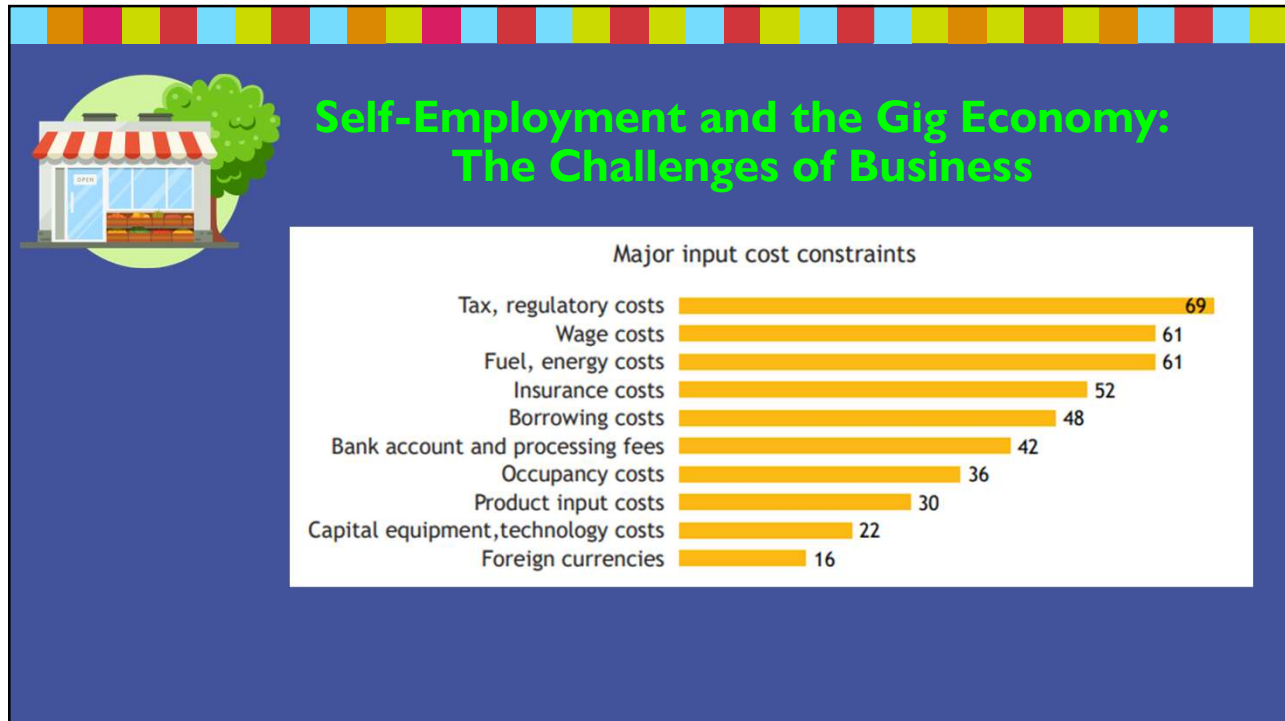


**Self-Employment and the Gig Economy:
The Challenges of Business**

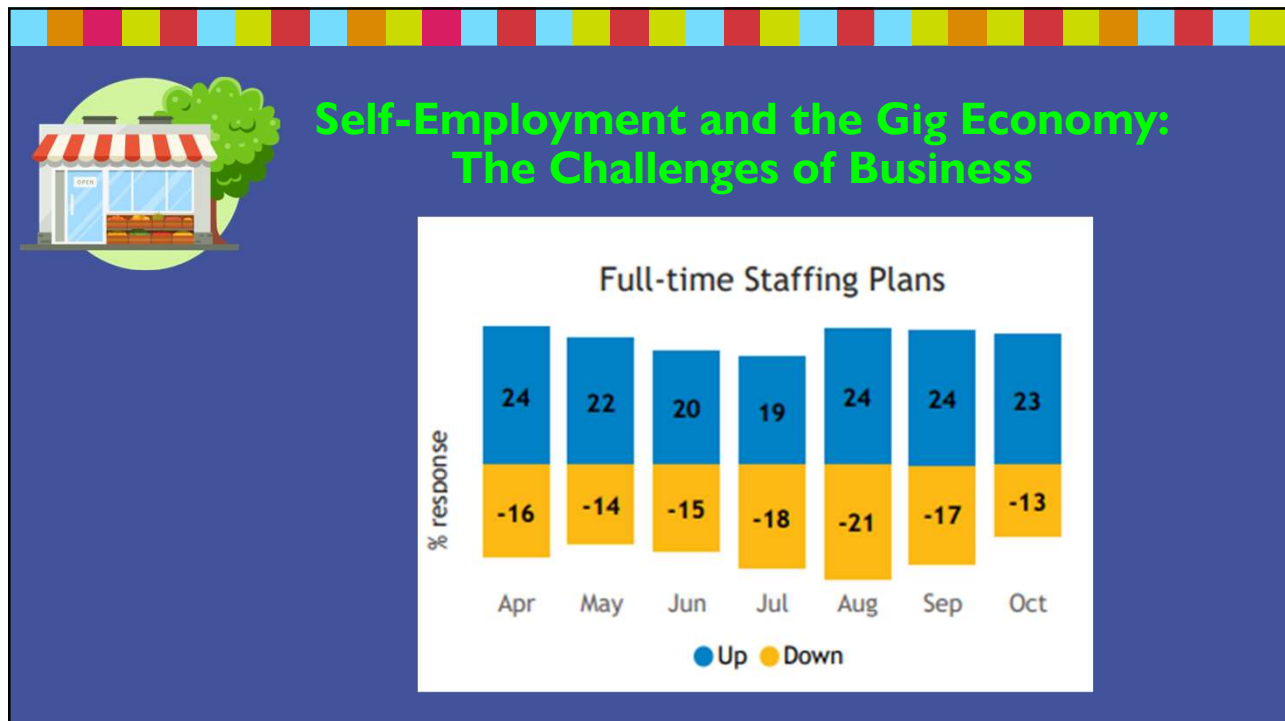
Limitations on sales or production growth

Shortage of skilled labour	47
Insufficient domestic demand	42
Shortage of working capital	36
Management skills, time constraints	29
Shortage of unskilled, semi-skilled labour	25
Limited space	24
Product distribution constraint	20
Shortage of input products	14
Foreign competition	5
Insufficient foreign demand	2

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Self-Employment and the Gig Economy: The Challenges of Business



New Employment Protections

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Self-Employment and the Gig Economy: The Challenges of Business

Employment Standards Protections for Gig Workers

MINIMUM WAGE

- Establish a minimum earnings standard of 120% of B.C.'s general minimum wage (currently \$16.75) and apply it to engaged time.
 - Engaged time begins when a worker accepts an assignment through its completion.
 - Engaged time does not include the time spent waiting between assignments. This is the rationale for adding a 20% premium.
- Platform companies will top up the difference when the earnings paid in a pay period do not meet the minimum earnings standard for the engaged time worked.
- Tips are not included in the minimum earnings calculation.

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Self-Employment and the Gig Economy: The Challenges of Business

Employment Standards Protections for Gig Workers

EXPENSES

- Establish an additional compensation standard to recognize the costs that workers incur when using a personal vehicle for work.
- The Ministry of Labour will be consulting with workers, platform companies and others to determine an appropriate compensation standard.

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Self-Employment and the Gig Economy: The Challenges of Business

Employment Standards Protections for Gig Workers

TIP PROTECTIONS

- Prohibit platform companies from withholding tips or making deductions from tips.

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Self-Employment and the Gig Economy: The Challenges of Business

Employment Standards Protections for Gig Workers

PAY TRANSPARENCY

- Ensure that when platform companies offer an assignment to a worker, that worker can see the earnings for completing the assignment.
- Platform companies will also be required to provide workers with wage statements every pay period so workers can ensure they are paid correctly.

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Self-Employment and the Gig Economy: The Challenges of Business

Employment Standards Protections for Gig Workers

DESTINATION TRANSPARENCY

- Platform companies will be required to provide all pickup and delivery locations for each assignment.
- This will allow workers to assess the desirability and safety of assignments before accepting them.

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Self-Employment and the Gig Economy: The Challenges of Business

Employment Standards Protections for Gig Workers

SUSPENSIONS AND TERMINATIONS

- Platform companies will be required to inform a worker in writing of the reason for a suspension or deactivation of their account.
- Platform companies must also provide a review process that allows workers to present their side and supporting evidence.
- In response to a review, companies must provide a written explanation of their final decision.
- Platform companies will be required to give written notice or compensation for length of service if they want to terminate a worker's account unless there is just cause for the termination.

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Self-Employment and the Gig Economy: The Challenges of Business

Employment Standards Protections for Gig Workers

WORKERS COMPENSATION COVERAGE

- Workers' compensation coverage from WorkSafeBC will be extended to ride-hailing and food-delivery workers.
- Workers will be eligible for workers' compensation benefits, including vocational rehabilitation services, for work-related injuries.
- Platform companies will be responsible for:
 - registering for coverage with WorkSafeBC and paying premiums;
 - following health and safety rules to keep workers safe;
 - reporting injuries and diseases; and
 - investigating significant incidents.

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Final Thoughts


- While the economic outlook is anywhere from cool to bad for 2024, the skills shortage is a reason for optimism.
- A.I. and other automation is likely to continue to transform the labour market, but we can focus on the strengths and plan for the challenges.
- Skills development will be critical for job seekers and those in career development.
- Employers will need to adopt policies to establish themselves as an 'employer of choice'
- Career practitioners will play a leading role in this new disruptive labour market.



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Next Steps

- In 24 hours, you will receive a follow-up email with a link to a recording of this session.
- We will include a certificate and a link to all of the workshop documents.
- We reviewed over 3,000 articles and 500 reports and studies in gathering together this information but all of this is available to Members of Labour Market Online.



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Thank you!

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