

2021
**Labour
Market**
CONFERENCE

Labour Market
Outlook for BC's
Health Care Sector

with Christian Saint Cyr

Labour Market Online.com



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Health Care Sector

Accelerated Change in Health Care

ARE CHANGES HERE TO STAY?

Do you think telemedicine, virtual appointments and an expanded focus on managing health care in our day to day lives are trends that are here to stay?

Health Care Sector

Changing Face of Health Care

IMMEDIATE IMPACT OF THE PANDEMIC



60%

of visits became virtual rather than in-person by the end of April (up from 20%).³



240%

growth in virtual care, and 114% growth in virtual mental health (new users over existing users).⁸



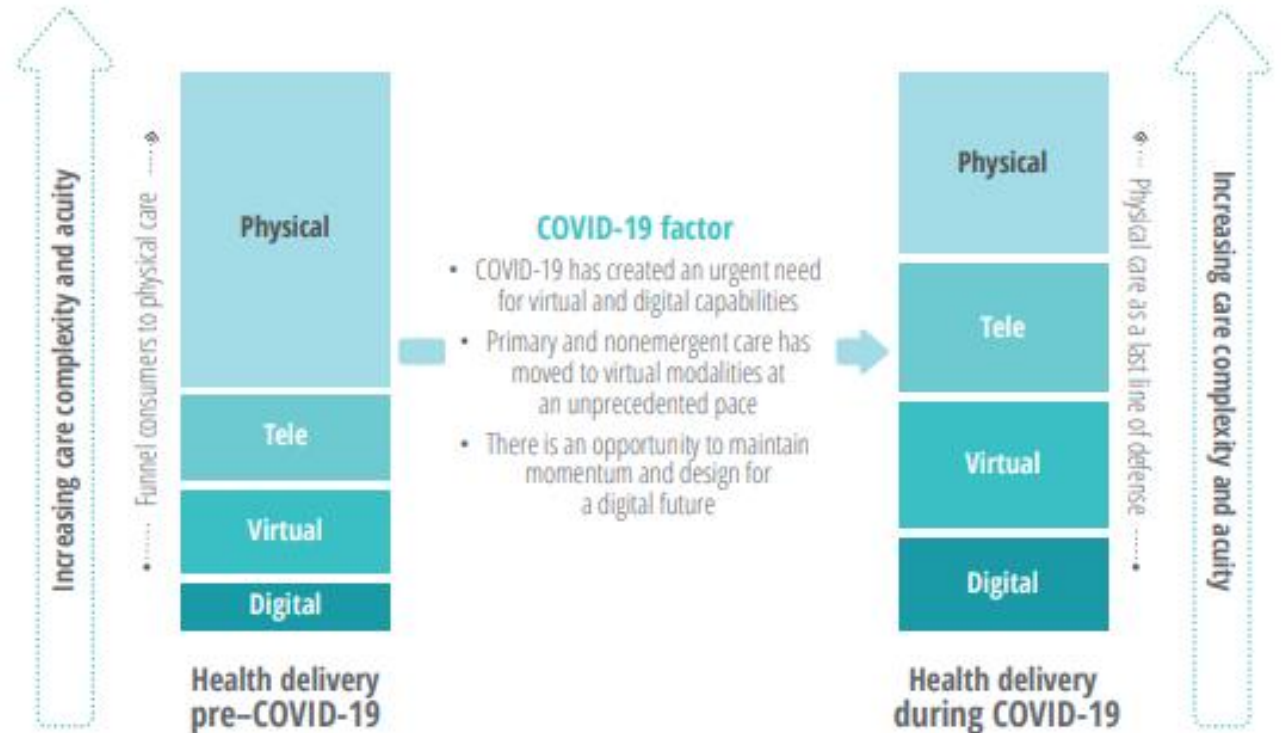
81%

satisfaction among patients was reported when asked about the modality of their virtual visit.⁹

Health Care Sector

Changing Face of Health Care

IMMEDIATE IMPACT OF THE PANDEMIC



Some organizations will maintain their momentum and vigorously pursue self-disruption while others will be followers. Organizations should determine where they want to play within this spectrum and then craft a strategy articulating how to win in that space.

Health Care Sector

Changing Face of Health Care

FUTURE OF WORK AND TALENT



Sourcing medical staff

- Unretiring medical staff
- Accelerating medical trainees
- International staff



Adapting to the virtual workplace

- Accommodate patient needs for virtual and telehealth
- Increased use of technology



Reskilling and upskilling

- Identifying future skills needs and training requirements
- New technology dynamics/'websites' manner

Health Care Sector

Changing Face of Health Care

FUTURE OF WORK AND TALENT



**Blending
human-technology
capabilities**

- Require specialist education and training in genomics, AI/ML, and natural language processing (NLP); enhanced diagnostic, data analysis, and critical judgement skills; and proficiency in interpreting reports and risk scores.



**Diversity and
inclusion**

- Imperative to promote workplace diversity and inclusion
- Different teaming strategies
- Diversity of identity gives a team the ability to tap into different viewpoints and experiences

Health Care Sector

Occupations with Promise

FACTORS TO CONSIDER

- The ability to automate facets of the occupation
- The level of direct patient care
- The requirement for uniquely human traits such as empathy, creativity, problem-solving, evaluation based on experience and leadership
- Government funding and consumer trends

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High Opportunity Occupations

REQUIRING UNIVERSITY EDUCATION

Occupation (NOC Code)	Holland Code	Salary	By 2029
Registered nurses and registered psychiatric nurses (NOC 3012)	Investigative, Social	\$40.02	19,590
General practitioners and family physicians (NOC 3112)	Investigative	\$160,631	3,430
Specialist physicians (NOC 3111)	Investigative	\$250,975	3,040
Physiotherapists (NOC 3142)	Social	\$40.38	1,850
Nursing co-ordinators and supervisors (NOC 3011)	Investigative, Social	\$39.00	1,790
Dentists (NOC 3113)	Investigative, Realistic	\$104,055	1,620
Occupational therapists (NOC 3143)	Social, Investigative	\$40.00	950
Dietitians and nutritionists (NOC 3132)	Investigative, Social	\$33.00	820

Health Care Sector

High Opportunity Occupations

REQUIRING UNIVERSITY EDUCATION

Occupation (NOC Code)	Holland Code	Salary	By 2029
Veterinarians (NOC 3114)	Investigative	\$85,140	760
Allied primary health practitioners (NOC 3124)	Social	\$45.77	720
Other professional occupations in therapy and assessment (NOC 3144)	Social, Investigative	\$25.03	700
Chiropractors (NOC 3122)	Social	\$53,032	550
Audiologists and speech-language pathologists (NOC 3141)	Social, Investigative	\$40.38	510
Medical sonographers (NOC 3216)	Realistic, Social	\$38.70	340
Optometrists (NOC 3121)	Investigative, Social, Realistic	\$73,717	340
Other professional occupations in health diagnosing and treating (NOC 3125)	Social, Investigative	\$55,235	260

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High Opportunity Occupations

REQUIRING COLLEGE OR APPRENTICESHIP

Occupation (NOC Code)	Holland Code	Salary	By 2029
Nurse aides, orderlies and patient service associates (NOC 3413)	Social	\$22.00	17,890
Licensed practical nurses (NOC 3233)	Social	\$28.00	4,290
Massage therapists (NOC 3236)	Social	\$20.00	2,300
Dental assistants (NOC 3411)	Realistic, Conventional, Social	\$26.00	2,040
Other assisting occupations in support of health services (NOC 3414)	Realistic, Conventional	\$19.80	1,990
Medical laboratory technicians and pathologists' assistants (NOC 3212)	Realistic, Conventional	\$24.00	1,650
Medical laboratory technologists (NOC 3211)	Investigative, Realistic	\$35.23	1,520
Paramedical occupations (NOC 3234)	Social	\$28.80	1,320

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High Opportunity Occupations

REQUIRING COLLEGE OR APPRENTICESHIP

Occupation (NOC Code)	Holland Code	Salary	By 2029
Dental hygienists and dental therapists (NOC 3222)	Realistic, Social, Conventional	\$43.00	1,310
Practitioners of natural healing (NOC 3232)	Social	\$28.85	1,140
Medical radiation technologists (NOC 3215)	Realistic, Social	\$34.00	1,110
Animal health technologists and veterinary technicians (NOC 3213)	Realistic	\$18.35	600
Respiratory therapists, clinical perfusionists and cardiopulmonary technologists (NOC 3214)	Social	\$35.44	570

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Looking to the Future

HEALTH CARE IN A POST-PANDEMIC WORLD

How will our health care sector
look different in 20 years?

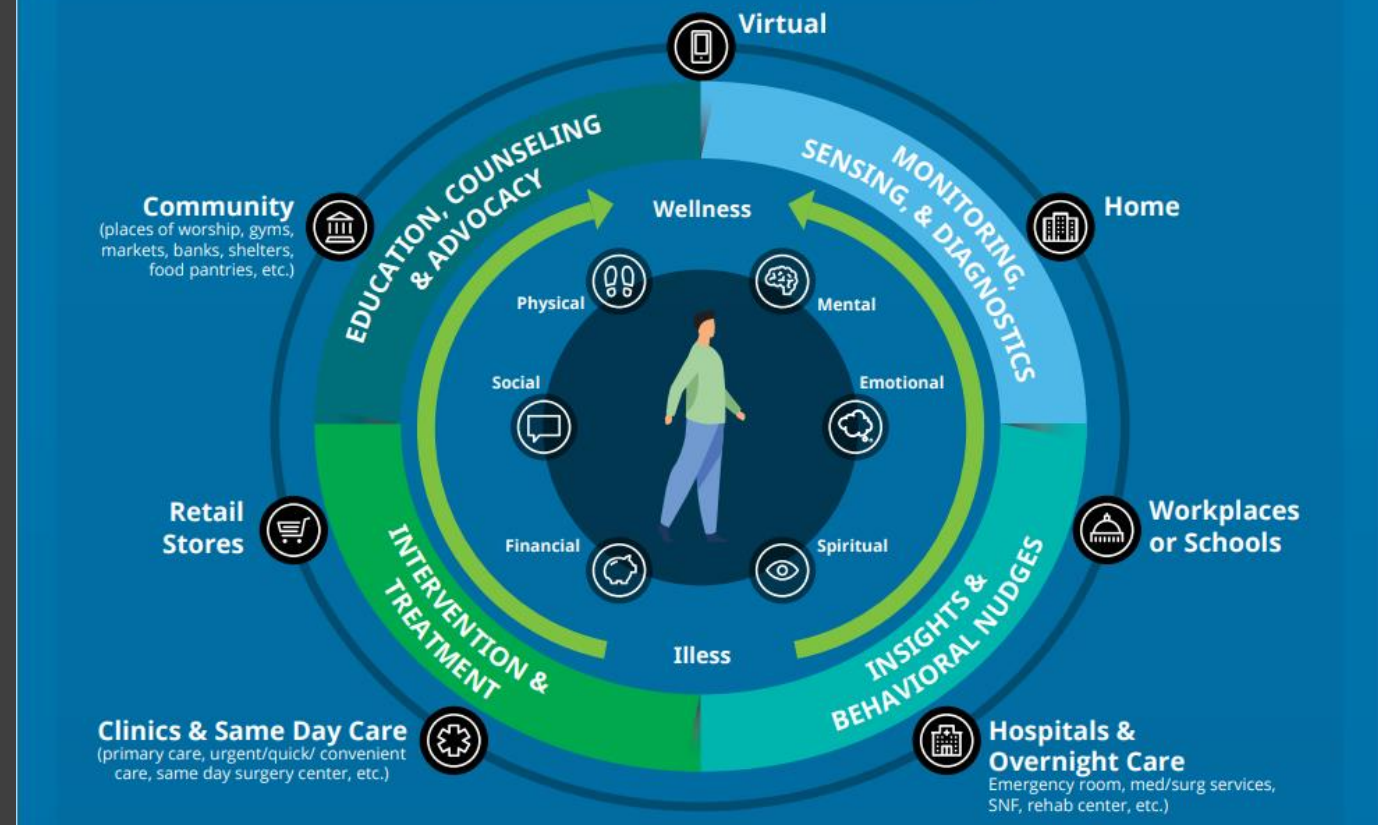
What are the lasting impacts of
COVID-19 on BC's health care
sector?

Health Care Sector

Changing Face of Health Care

LONG-TERM IMPACT OF THE PANDEMIC

Care models are shifting to focus more on the patient/consumer and an emphasis on health and well-being:



The logo for the 2021 Labour Market Conference is a black circle with a red crescent shape on the left side. The text "2021 Labour Market CONFERENCE" is written in white inside the circle.

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Looking to the Future

IMPACT ON BC'S LABOUR MARKET

Questions and Answers