



2022: The 2022 BC Labour Market Year-in-Review **KAMLOOPS**

with **Christian Saint Cyr**
Publisher
BC Labour Market Online
www.LabourMarketOnline.com

1

2022 BC LABOUR MARKET YEAR-IN-REVIEW

Territorial Acknowledgement

We respectfully acknowledge we are gathered today on
Tk'emlúps te Secwépemc territory, situated within the
unceded ancestral lands of the Secwépemc Nation.

We honour and respect the people, the territory, and the
land that is home to this community.

2

2022 BC LABOUR MARKET YEAR-IN-REVIEW



Welcome to the 2022 Labour Market Year-in-Review Workshop: Lower Mainland Edition

1. We will be going from 9:30 to 3:30, taking a lunch break from 12-1
2. There will be a short break in the morning and one in the afternoon
3. All material and research for today will be uploaded to:
www.LabourMarketOnline.com/VSDocs
4. We act professional and respectful and keep information shared in the workshop private and confidential towards each other
5. All tasks are optional and intended to encourage fun and engagement

3

2022 BC LABOUR MARKET YEAR-IN-REVIEW

LABOUR MARKET OLYMPICS



And... we're playing the: 2022 Labour Market Olympics

As we go along, we will be playing a series of labour market games to determine the Gold, Silver and Bronze winners of the 2022 Labour Market Olympics.

4

2022 BC LABOUR MARKET YEAR-IN-REVIEW

Taking the Labour Market Pulse...



**Tell us about how your
local labour market has
changed in the past
three years**

5

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2022 BC LABOUR MARKET YEAR-IN-REVIEW



THOMPSON-OKANAGAN POPULATION

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Population	Thompson-Okanagan Region			British Columbia		
	2016	2021	Change	2016	2021	Change
Population	546,287	604,651	10.7%	4,648,055	5,000,879	7.6%
Total private dwellings	263,193	287,481	9.2%	2,063,417	2,211,694	7.2%
Private dwellings occupied by usual residents	232,889	258,617	11.0%	1,881,969	2,041,834	8.5%
Population density per square kilometre	5.8	6.4	10.3%	5.0	5.4	8.0%
Land area in square kilometres	94,197.76	94,039.38	-0.2%	922,503	920,686.55	-0.2%
0 to 14 years	76,320	82,850	8.6%	691,390	716,900	3.7%
0 to 4 years	23,785	24,240	1.9%	220,625	216,825	-1.7%
5 to 9 years	26,320	28,580	8.6%	236,900	244,290	3.1%
10 to 14 years	26,210	30,025	14.6%	233,860	255,790	9.4%
15 to 64 years	342,820	369,310	7.7%	3,107,680	3,267,620	5.1%
15 to 19 years	28,305	28,715	1.4%	258,980	253,690	-2.0%
20 to 24 years	29,040	30,690	5.7%	287,560	294,650	2.5%
25 to 29 years	29,370	33,780	15.0%	303,000	337,090	11.3%
30 to 34 years	31,155	36,650	17.6%	313,750	358,585	14.3%
35 to 39 years	29,380	37,775	28.6%	293,590	353,350	20.4%
40 to 44 years	29,845	34,530	15.7%	295,045	319,740	8.4%
45 to 49 years	33,445	33,775	1.0%	322,365	310,035	-3.8%
50 to 54 years	41,380	36,610	-11.5%	354,375	329,005	-7.2%
55 to 59 years	46,790	45,530	-2.7%	354,925	356,345	0.4%
60 to 64 years	44,110	51,245	16.2%	324,095	355,130	9.6%
65 years and over	127,145	152,490	19.9%	848,985	1,016,365	19.7%

6

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LOOKING BACK ON



Pivot Points

7

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Trend: According to new research, 81 per cent of workers are feeling burnt out, with at least 34 per cent of the Canadians surveyed describing their level of burnout as high or extreme.

- About 21 per cent said the burnout was causing them to seek a new job with 39 per cent saying they would consider leaving their current employer for the right opportunity.
- About 45 per cent who reported looking for new employment said it was because they wanted better compensation, including higher salary and benefits.
- Another 38 per cent attributed the hunt for a new job to a lack of growth opportunities.

8

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2022 PIVOT POINTS



Pivot: Employers are introducing more health and wellness programs to attract workers and keep others from leaving.

Rising Burnout



38%

of workers are more burned out now than a year ago.



45%

are uncomfortable discussing burnout with their boss.

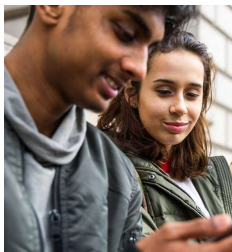
THE FALLOUT OF
FLEXIBLE SCHEDULES

74% of professionals who can set their own schedule are working more hours than before the pandemic.

9

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2022 PIVOT POINTS



Trend: When it comes to hiring the gen Z population – roughly born between 1997 and 2012 – more than four in 10 (43 per cent of) recruiters rate their efforts as average while 31 per cent say they need “a lot of work”.

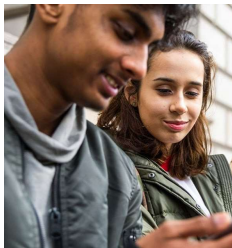
The top challenges when it comes to recruiting gen Z talent include:

- candidate ghosting (52 per cent)
- not enough qualified talent (51 per cent)
- candidates requiring flexible hybrid/remote work (35 per cent)
- heavy volume of candidates (23 per cent)
- screening process is too complex and cumbersome (21 per cent)

10

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2022 PIVOT POINTS



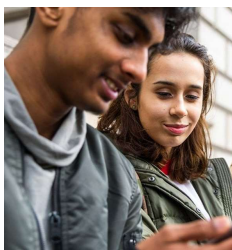
Pivot: More effective recruitment strategies including:

- greater use of social media sites for jobs information and employment branding (61 per cent)
- posting messages about diversity, equity and inclusion on careers pages and social media sites (38 per cent)
- communicating clear COVID-19 safety protocol messages (34 per cent)
- adding more culture and employee testimonial videos on careers pages (29 per cent)
- asking candidates for feedback about their experience in searching a company (28 per cent)
- conducting mobile SMS messaging campaign (28 per cent)

11

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2022 PIVOT POINTS



Pivot:

Employers are improving the application process for gen Z workers by making it easy to apply on a mobile device (58 per cent), shortening the length of time for application (43 per cent) and sending a “thank you for applying” message to every candidate (43 per cent)

12

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2022 PIVOT POINTS



Trend: Ladders, a career site for high-paying jobs, predicts that 25% of all professional jobs that pay \$80,000 or more will be remote by the end of 2022.

- Ladders' researchers have been tracking remote work availability from North America's largest 50,000 employers — not just those with listings on Ladders — since the pandemic began.
- The data shows remote opportunities leapt from under 4% of all high paying jobs before the pandemic to about 9% at the end of 2020, and to more than 15% today. With the growth rate expected to remain steady, the report projects a quarter of all high paying jobs will be available remotely within 12 months.

13

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2022 PIVOT POINTS



Pivot: While many employers see the benefit of remote work, not all employers share this level of embrace. In a breakout by industries, research shows insurance businesses will save an average of 47% in real estate costs by 2024. The retail sector is expected to achieve the same level of savings, while companies involved in financial services will cut costs by 45%.

It's estimated 88% of organizations agree that they have realized real-estate cost savings with remote working in the last three to four months, and 92% expect savings in the next two to three years.

14

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Trend: According to the Canadian Hub for Applied and Social Research, the majority of respondents said they support various minority groups being in government, including women (89 per cent), Indigenous people (86 per cent), persons with disabilities (83 per cent), visible minorities (81 per cent) and members of the LGBTQ community (68 per cent).

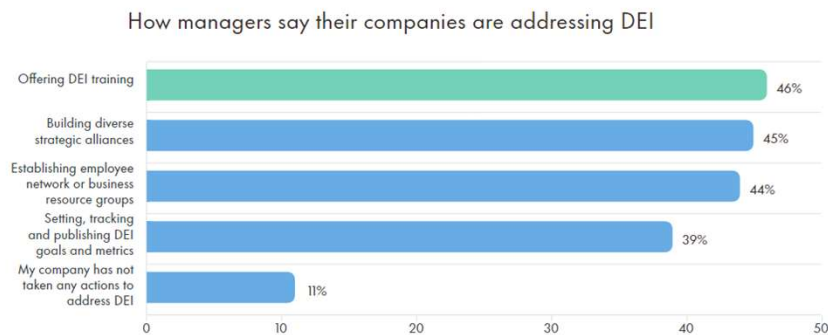
- The survey also asked if employers should only consider qualified candidates or if they should also take into account demographic characteristics when hiring.
- About 60 per cent of those surveyed said employers should only consider how qualified a candidate is, even if it results in less diversity.

15

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Pivot: As more and more Baby-Boomers retire, the expectations of younger workers is for more diversity in the workplace. Employers are embracing Diversity, Equity and Inclusion Policies.



16

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2022 PIVOT POINTS



Trend: Sharing salary information can narrow wage gaps — but studies show more equality can mean less pay. Statistics Canada numbers show that in 2019, female employees between the ages of 25 and 54 earned 88 cents for every dollar a man earned, when looking at average hourly wages. According to Indeed, posting salaries typically results in employers receiving 90% more applications.

17

2022 BC LABOUR MARKET YEAR-IN-REVIEW

2022 PIVOT POINTS



Pivot: Employers are more readily posting salaries. According to one study, publishing a list of the top public sector wages, narrows the wage gap between women and men significantly — between 30 to 40 per cent after pay transparency was legislated for public sector wages. In British Columbia, this began in 1996. The researchers attributed the narrowed wage gap, at least in part, to higher female salaries being bargained as a result of salary disclosures.

However, these researchers also noted that pay transparency laws caused overall faculty salaries to go down by one to three percentage points, on average. Researchers note that when all wages are transparent by law, an employer would theoretically avoid paying its top performers a higher wage, to avoid everyone demanding more.

18

2022 BC LABOUR MARKET YEAR-IN-REVIEW

2022 PIVOT POINTS



Trend: A majority of Canadian full-time workers are willing to shorten their five-day workweek to four days, according to a new report. Maru, a group of companies that provide market research services, found that 79% of Canadians are willing to work for four days (averaging 10 hours a day) and do it for the same amount of pay they're currently receiving.

The highest numbers of full-time workers who want this change are in Manitoba and Saskatchewan, with 83% of respondents up for a four-day workweek, followed by Ontario (82%), Alberta (81%), Atlantic Canada (77%), British Columbia (75%), and Québec (74%).

19

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2022 PIVOT POINTS



Trend: The survey also found that workers in the highest income bracket (\$100,000 + salary) are the most open to this switch at 88%. They're followed by those in the lower-middle bracket (\$25,000-\$49,000) at 81% and upper-middle (\$50,000-\$99,000) at 78%.

Although last on the list, 76% of the respondents in the lowest tax income range (less than \$25,000) are still open to a four-day workweek.

Categorized by gender, women (85%) are more likely to opt for the choice than men (79%).

20

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2022 PIVOT POINTS



Pivot: Nearly half of senior managers (48 per cent) give employees the ability to choose when they work. And 31 per cent of those respondents don't mind if their direct reports put in fewer than 40 hours a week, as long as the job gets done.

Managers Favour Schedule Flexibility



48% allow staff to set their own hours.
Those most likely to do so work in:

- Large companies
- Remote teams

Workers Are Too Busy to Unplug



61% say they need at least 8 hours a day to get their job done.



52% are attending more video calls now than 6 months ago.

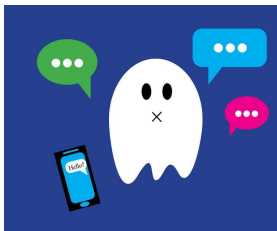


52% never disconnect from work during business hours.

21

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2022 PIVOT POINTS



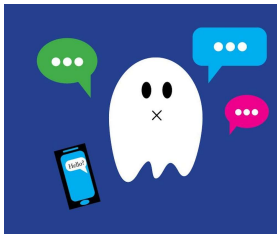
Trend: More than four in 10 respondents (43 per cent) said it's more common for job candidates to cut off communication now than two years ago.

- The job was not what they expected (43 per cent)
- The interview process was poor (31 per cent)
- They received another job offer (18 per cent)
- A mandatory return-to-office policy was implemented (8 per cent)

22

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2022 PIVOT POINTS



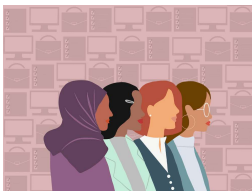
Pivot: This is forcing employers to be more flexible. Nearly six in 10 employers surveyed (58 per cent) said they've missed out on a potential hire because:

- The company took too long to make an offer (35 per cent)
- The candidate wanted more schedule flexibility (33 per cent)
- They didn't meet the candidate's salary expectations (30 per cent)

23

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2022 PIVOT POINTS



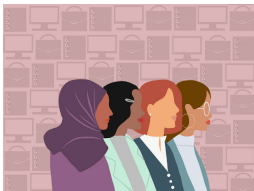
Trend: RBC Economics says after plummeting to a three-decade low at the onset of the crisis, the labour market participation rate for women rebounded just as sharply.

It found a record 84 per cent of women between the prime working ages of 25 and 54 in the workforce last year.

24

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2022 PIVOT POINTS



Pivot: While RBC sees more women entering higher-paying industries, it says the gap between men's and women's pay remains virtually unchanged from before the pandemic.

The report says women between the ages of 25 and 54 with young children under the age of six earned 87 cents for every dollar earned by fathers with children of the same age.

Women in the same age bracket with children between the ages of six and 12 earned 82 cents for every dollar earned by men with children in the same age group.

25

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2022 PIVOT POINTS



Trend: Two years into the pandemic, the survey from the Hospital Employees' Union found that one in three workers (34.4 per cent) are likely to leave health care in the next two years.

The survey also found that 46 per cent of doctors are considering reducing their clinical work in the next two years.

53 per cent of physicians and medical students have experienced high levels of burnout, compared to 30 per cent in a study four years prior.

26

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2022 PIVOT POINTS



Pivot: The Province has added 602 new nursing seats and 322 additional allied health-related seats to public post-secondary schools.

BC Emergency Health Services has recently added more than 250 net new paramedic positions throughout B.C.

The Province is investing \$118 million in stabilization funding for family doctors together with Doctors of BC. The Ministry of Health is also working with Doctors of BC on a new physician master agreement and a new compensation model for family practice physicians.

27

2022 BC LABOUR MARKET YEAR-IN-REVIEW

2022 PIVOT POINTS



Trend: Catching students right out of school is growing as employers attempt to seek new sources of talent. Approximately, 1 in 5 (21%) Canadian companies offered internships in 2022, 86% to be paid positions.

28

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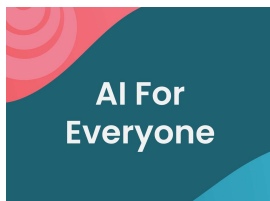


Pivot: Internships end up serving a critical role in the onboarding process.

Almost all of the companies (93%) report they are likely to hire interns as full- or part-time employees afterward.

29

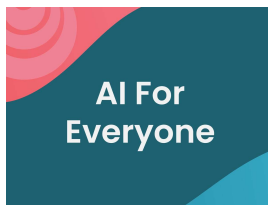
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Trend: Artificial intelligence (AI) is better at hiring staff than human bosses. As of 2019, 37 per cent of businesses had adopted AI to assist in the workplace decision-making processes, including recruitment. Researchers also note that while AI had limited abilities in predicting employee outcomes after they were hired, AI is 'fairer' and marked a substantial improvement over humans.

30

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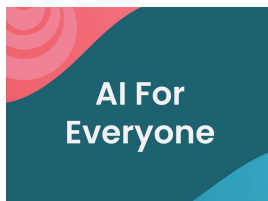


Pivot: While AI hiring practices on average showed an improvement over human methods, people are reacting negatively to it. People trust AI hiring less than human hiring because they have privacy concerns, they find AI less personable, and they view organizations deploying AI hiring less attractive than those hiring through humans.

The authors also assessed whether AI could decrease biased decision-making and improve the diversity of selected candidates.

31

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Pivot: Overall, hiring with AI resulted in more outcomes focused on 'promoting diversity and inclusion' than human hiring, although this varies based on the AI, the authors note.

Depending on the algorithm and what data is inputted, AI can be 'much better or slightly worse' than humans at selecting underrepresented groups for hire – such as people of colour, people with disabilities and LGBT people.

32

2022 BC LABOUR MARKET YEAR-IN-REVIEW

2022 PIVOT POINTS



Trend: The growth of Baby-Boomer retirements are impacting the success of employers. The vast majority (83%) of Canadian businesses surveyed believe it is a big loss when older employees retire without passing along their years of knowledge to younger employees. Two-thirds of Canadian employees (65%) say it is absolutely essential or very important for employees to share the knowledge needed to perform their job responsibilities with others.

In the workplace, Boomer employees are more likely than their younger counterparts to report feeling knowledgeable (52%), compared to Gen Z (43%), Millennials (44%) and Gen X (46%) employees. Additionally, younger employees view Boomers in the workplace as having valuable knowledge (61%), someone they can learn a lot from (48%), and as a role model to look up to (36%).

33

2022 BC LABOUR MARKET YEAR-IN-REVIEW

2022 PIVOT POINTS



Pivot: Only half of Boomers (54%) say, in preparation for retirement, they have shared all or the majority of the knowledge needed for their successors to perform their job after they retire.

Encouragingly though, this has increased significantly from 2018 (40%). Furthermore, around 3 in 5 (59%) believe their employer is taking the right steps to make sure they don't experience a "brain drain" (i.e., when older employees retire without sharing knowledge of how to do their job with younger generations).

When the transfer of knowledge does not happen, employees can be left learning how to do a job on their own with around 2 in 5 Canadian employees (41%) report experiencing this firsthand.

34

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Trend: Mid-summer, Statistics Canada reported that employers were actively seeking to fill 1,001,100 positions at the beginning of April, a 2.4 per cent increase from March and a nearly 45 per cent increase from a year earlier. A number of sectors across the country had job vacancies rise, with the average vacancy rate, which measures the percentage of total positions that are unfilled, at 5.8 per cent.

35

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Pivot: Greater emphasis on immigration, more technology and automation and operating businesses with staffing shortages. This will also lead to business failures, supply chain disruptions and an under-performing labour market. It is also leading to a loosening of job requirements and employers being more open to under-represented groups.

36

2022 BC LABOUR MARKET YEAR-IN-REVIEW

2022 PIVOT POINTS



Trend: A significant portion of retirees still boomerang back into the workplace: among those who left a long-term job in their early 60s, 47 per cent of men and 41 per cent of women became re-employed in the next 10 years. More than six in 10 Canadians (62 per cent) aged 55 and older said they delayed or planned to delay their retirement because they don't have enough savings and investments to fund it and 54 per cent said they were doing so due to rapidly rising inflation.

37

2022 BC LABOUR MARKET YEAR-IN-REVIEW

2022 PIVOT POINTS



Pivot: The workforce will get older. Employers will need to adopt a more progressive attitude toward an age blended work environment. Government will need to reconsider retirement benefits and the consequences of earning income while receiving CPP.

38

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Trend: Despite all of the awareness of the benefits trades careers, Canadians are not warming to them. While 96 per cent of Canadians agree that the country's workforce needs more skilled trades workers, 76 per cent say they would never pursue a skilled trade for themselves.

More than eight in 10 (81 per cent) also believe they would earn as much money in a skilled trade as they would in a career that requires a degree from a traditional four-year university/college.

So why are Canadians hesitant to pursue careers in the skilled trades? They have other passions for their career, say 47 per cent of those who did not go into the skilled trades.

39

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Pivot: Employers are promoting four strategies to increase awareness of skilled trades:

- Employers need to inform young workers, their parents, friends, classmates and teachers about the value of skilled trade careers.
- Employers need to let young people know about the significant financial incentives in pursuing a career in the skilled trades.
- Employers should partner with schools to let young people get their hands dirty by experiencing skilled trade careers firsthand in high school and even earlier.
- Employers need to target messaging to all students (and parents), but especially to young women to increase awareness of the skilled trades as a desirable career choice.

40

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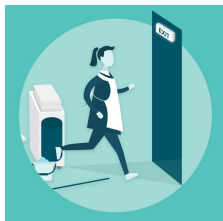


Pivot:

Nearly half (47 per cent) of respondents believe that students would be more inspired to pursue STEM careers if we position science as a platform to make the world better.

41

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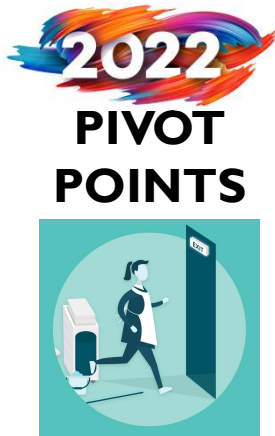


Trend:

A new survey shows that dramatic declines in service sector workers are echoed by major increases in people working in the tech sector, especially for those aged 18 to 34. The survey showed a 22% decrease in workers in that age group in the service sector and a 36% increase in the tech sector.

42

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Pivot:

The sectors most impacted by the pandemic are continuing to struggle to secure employees who were displaced. Labour market shortages and higher salaries in other sectors continue to lure away workers and these sectors will need to explore alternative pathways to secure the workers they will need.

43

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Trend: Immigrants on track to account for up to 34% of population by 2041. From 2016 to 2021, immigrants accounted for four-fifths of Canada's labour force growth. A large share of recent immigrants were selected for their ability to contribute to Canada's economy.

Of these economic immigrants, almost 35 per cent came in through skilled worker programs, while just over a third came in through the provincial nominee program.

The share of new immigrants who first came to Canada temporarily on work or study permits, or as asylum claimants, before becoming permanent residents also increased — from almost 18 per cent of new immigrants between 2001 and 2005 to 36.6 per cent in 2021.

44

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Pivot: The new census data showed that about 90 per cent of recent immigrants chose to settle in cities with more than 100,000 residents. Three cities attracted the largest shares of new immigrants between 2016 and 2021: Toronto (29.5 per cent of the total), Montreal (12.2 per cent) and Vancouver (11.7 per cent).

- And while the large cities are attracting the most immigrants, most are settling in the suburbs. "The fact that recent immigrants are increasingly choosing to settle outside of the large urban centres of Toronto, Montréal and Vancouver may partly reflect the higher shelter and housing costs and availability in these cities," Statistics Canada said.
- The census found that 21 per cent of immigrants spent at least 30 per cent of their income on housing, while just 13.2 per cent of the non-immigrant population did. The percentage of immigrants deemed in need of housing was 14.3 per cent, compared to just 6.4 per cent for those born in Canada.

45

2022 BC LABOUR MARKET YEAR-IN-REVIEW

**In the past three years,
what sectors have
thrived?**

**What industries have
struggled? Why?**



46

CENSUS SNAP-SHOT

2022 BC LABOUR MARKET YEAR-IN-REVIEW

2021

THOMPSON-OKANAGAN INDUSTRIES

Industry Groups	Thompson-Okanagan Region			British Columbia		
	2016	2021	Change	2016	2021	Change
11 Agriculture, forestry, fishing and hunting	11,630	10,765	-7.4%	65,205	60,320	-7.5%
21 Mining, quarrying, and oil and gas extraction	6,010	5,925	-1.4%	25,920	24,955	-3.7%
22 Utilities	1,565	2,015	28.8%	12,445	14,820	19.1%
23 Construction	27,265	32,765	20.2%	199,985	234,345	17.2%
31-33 Manufacturing	18,435	17,785	-3.5%	157,560	152,790	-3.0%
41 Wholesale trade	7,030	7,420	5.5%	82,105	80,165	-2.4%
44-45 Retail trade	34,470	38,240	10.9%	283,135	301,060	6.3%
48-49 Transportation and warehousing	12,170	12,985	6.7%	128,400	142,230	10.8%
51 Information and cultural industries	4,090	4,010	-2.0%	67,225	71,295	6.1%
52 Finance and insurance	7,690	7,885	2.5%	93,805	95,560	1.9%
53 Real estate and rental and leasing	5,475	5,835	6.6%	54,995	59,155	7.6%

47

CENSUS SNAP-SHOT

2022 BC LABOUR MARKET YEAR-IN-REVIEW

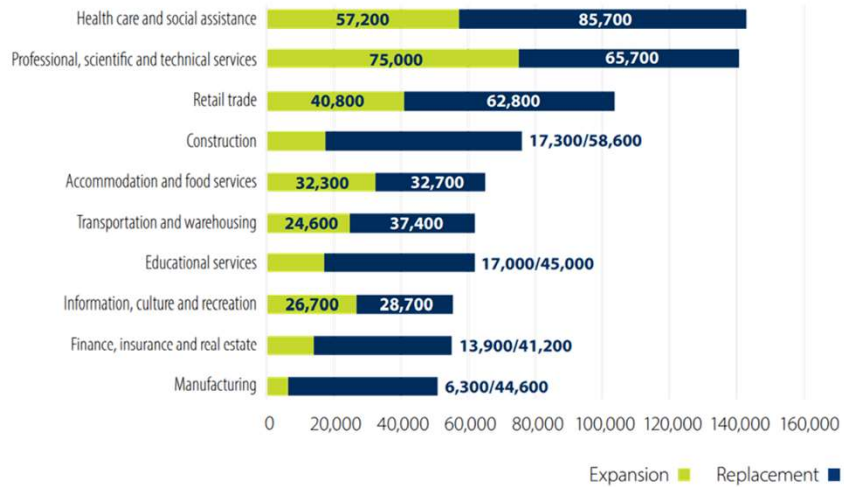
2021

THOMPSON-OKANAGAN INDUSTRIES

Industry Groups	Thompson-Okanagan Region			British Columbia		
	2016	2021	Change	2016	2021	Change
54 Professional, scientific and technical services	15,540	20,115	29.4%	196,670	238,650	21.3%
55 Management of companies and enterprises	335	460	37.3%	4,320	5,785	33.9%
56 Administrative and support, waste management	11,880	12,800	7.7%	109,095	110,215	1.0%
61 Educational services	16,380	19,415	18.5%	173,820	192,855	11.0%
62 Health care and social assistance	34,485	41,620	20.7%	270,855	319,525	18.0%
71 Arts, entertainment and recreation	7,505	7,825	4.3%	57,940	60,775	4.9%
72 Accommodation and food services	25,165	22,790	-9.4%	207,045	182,105	-12.0%
81 Other services (except public administration)	12,910	13,320	3.2%	112,335	113,780	1.3%
91 Public administration	11,865	13,470	13.5%	125,000	142,730	14.2%

48

2022 BC LABOUR MARKET YEAR-IN-REVIEW



49

2022 BC LABOUR MARKET YEAR-IN-REVIEW



LABOUR MARKET OUTLOOK HIGHLIGHTS, B.C., 2021-2031



TOTAL JOB OPENINGS: 1,004,000

Replacement (63%)

Expansion (37%)



SUPPLY ADDITIONS AND REDUCED UNEMPLOYMENT: 1,004,000

Young people starting work (48%)

Immigrants (34%)

Migrants from other provinces (8%)

Additional supply requirement (8%)

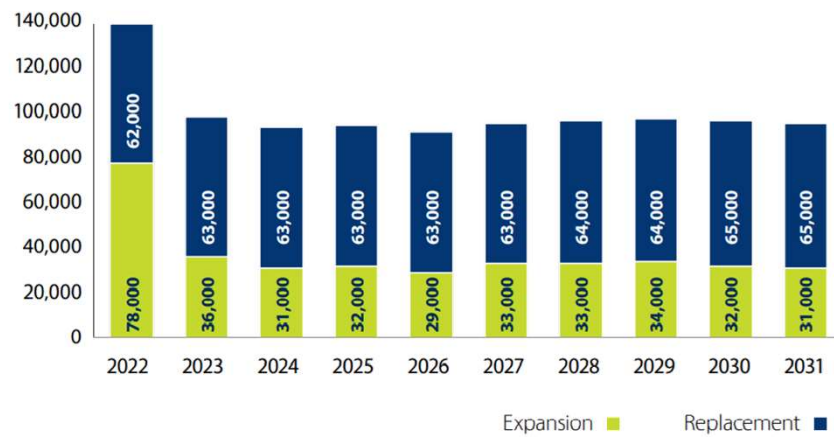
Decline in unemployment (2%)

50

2022 BC LABOUR MARKET YEAR-IN-REVIEW



JOB OPENINGS, B.C., 2021-2031, ANNUAL



51

2022 BC LABOUR MARKET YEAR-IN-REVIEW

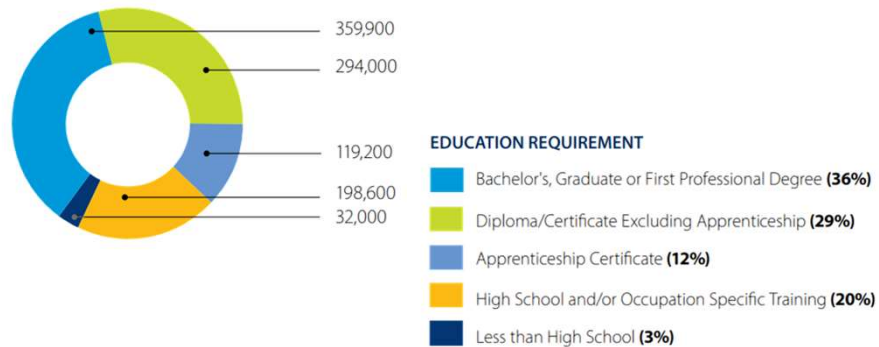


52

2022 BC LABOUR MARKET YEAR-IN-REVIEW



JOB OPENINGS BY TYPE OF EDUCATION, B.C., 2021-2031



53

2022 BC LABOUR MARKET YEAR-IN-REVIEW



Can you figure this out?

Nearly 175,000 job openings over the next 10 years will be in occupations with a high chance of being affected by automation.

- Retail salespersons
- Administrative officers
- Food counter attendants, kitchen helpers and related support occupations
- General office support workers
- Drivers
- Cooks
- Sales and account representatives
- Financial auditors and accountants
- Cashiers
- Administrative assistants

54

2022 BC LABOUR MARKET YEAR-IN-REVIEW

BC Gov. Announcements



- Workers in British Columbia are now eligible for five paid sick days. The province says more than one million workers in B.C. did not have access to any paid sick leave before the new policy went into effect.
- Announced the \$15 million tourism accommodation and commercial recreation relief fund, which is for B.C.-owned hotels or motels that employ more than 150 people, Indigenous-owned resorts on reserves with over 100 employees, and tourism operators who hold tenure or B.C. Parks permits.

55

2022 BC LABOUR MARKET YEAR-IN-REVIEW

BC Gov. Announcements



- \$228-million agriculture recovery fund to deal with B.C. floods. At the peak of the flooding, more than 1,100 farms were under evacuation order or alert and 150 square kilometres of farmland were swamped. Dairy, poultry, beef and hog farms saw serious losses of animals and infrastructure, she said, and more than 7,500 tonnes of field vegetables and other crops were lost.
- Eligible ICBC customers were given the option to renew their policy using their computer, tablet or mobile device.

56

2022 BC LABOUR MARKET YEAR-IN-REVIEW

BC Gov. Announcements



- Introduction of the new Skilled Trades BC Act featuring compulsory certification. Skilled trades certification will require people to register as an apprentice or be a certified journey person to work in one of the 10 initial mechanical, electrical and automotive trades. Skilled trades certification for these initial trades will be implemented in phases between 2022 and 2024, pending the passage of legislation.
- \$830 million strategy to make sure everyone in B.C. has equal and full access to high-speed internet by 2027. Approximately 115,000 households in rural, remote and Indigenous communities that are still underserved will now have the same digital economic opportunities as larger urban communities.

57

2022 BC LABOUR MARKET YEAR-IN-REVIEW

BC Gov. Announcements



- April 8, 2022, proof of vaccination will no longer be required to access businesses, events, and services.
- On June 1, 2022, B.C.'s lowest-paid workers got a pay boost, with the general minimum wage increasing from \$15.20 to \$15.65 an hour. This made B.C.'s minimum wage the highest of all Canadian provinces.
- British Columbia is investing \$12 million to recruit foreign-trained nurses by making it easier – and cheaper – for them to get their credentials recognized in Canada. Funding includes roughly \$9 million in bursaries to help foreign-trained nurses pay assessment fees to get their credentials recognized here. That's expected to benefit about 1,500 nurses in the first year alone.

58

2022 BC LABOUR MARKET YEAR-IN-REVIEW

BC Gov. Announcements



- The Province changed the B.C. Employment and Assistance Program requirements to allow Ukrainians who arrive in B.C. under the federal program, and other people who arrive under similar circumstances, to receive temporary financial assistance as they settle into their new communities.
- The B.C. government introduced regulations that will ban people aged 16 to 18 from working a number of dangerous jobs. Those jobs include operating a chainsaw, tree felling, any work requiring a respirator, mill work, foundry work, asbestos removal, abattoir work and working in a confined space — among others. Between 2012 and 2021, \$26.4 million was paid out by WorkSafeBC to injured workers aged 16 to 18 at the time of their injury.

59

2022 BC LABOUR MARKET YEAR-IN-REVIEW

BC Gov. Announcements



- New provincial funding will help fill long-standing vacancies in rural communities, allow provincially-funded regional RCMP units to reach their fully authorized staffing levels of over 2,600 officers, and help hire additional officers in major crimes sections, sexual exploitation of children units, anti-money laundering, and the BC Highway Patrol.
- \$7.1 million in funding for Métis skills training. The funds will help support Métis learners in occupational skills training programs such as apprenticeships, trades, skills upgrades, certificates and recertifications and other courses leading to employment, the release states. The Métis Nation's skills training program has so far supported more than 2,100 individuals in building employable skills and gaining job opportunities.

60

2022 BC LABOUR MARKET YEAR-IN-REVIEW

BC Gov. Announcements



- The province released its new five-year health human resources strategy for a sustainable health care workforce and system, including funding for the province's second medical school and addressing systemic and anti-Indigenous racism in health care. The new strategy lays out 70 total actions under four central pillars: Retain, redesign, recruit, and train.

61

2022 BC LABOUR MARKET YEAR-IN-REVIEW

Gov. of Canada Announcements



Foreign nationals with work experience in the following 16 occupations are now eligible to apply through Express Entry:

- payroll administrators
- dental assistants and dental laboratory assistants
- nurse aides, orderlies and patient service associates
- pharmacy technical assistants and pharmacy assistants
- elementary and secondary school teacher assistants
- sheriffs and bailiffs
- correctional service officers
- by-law enforcement and other regulatory officers

62

2022 BC LABOUR MARKET YEAR-IN-REVIEW

**Gov. of
Canada**

Announcements



Foreign nationals with work experience in the following 16 occupations are now eligible to apply through Express Entry:

(continued)

- estheticians, electrologists and related occupations
- residential and commercial installers and servicers
- pest controllers and fumigators
- other repairers and servicers
- transport truck drivers
- bus drivers, subway operators and other transit operators
- heavy equipment operators
- aircraft assemblers and aircraft assembly inspectors

63

2022 BC LABOUR MARKET YEAR-IN-REVIEW

**Gov. of
Canada**

Announcements



- Ottawa set aside approximately \$40 billion in its fall economic update to cover the costs of compensation for Indigenous families harmed in the child-welfare system and fund reforms over the next five years.
- \$67 million in funding to support Canada's tourism and hospitality sector through the Sectoral Initiatives Program (SIP). This funding supports 24 projects that will help employers and industry stakeholders in the tourism and hospitality sector to attract and retain skilled workers, build capacity through training and resources.

64

2022 BC LABOUR MARKET YEAR-IN-REVIEW

Gov. of Canada Announcements



- Canada's decision to welcome an unlimited number of Ukrainians to Canada on a temporary basis marks a positive and hopefully permanent change to the way the country handles major crises around the world.
- The federal government eased rules on temporary foreign workers in some areas of the economy desperately in need of employees. Higher-wage, highly skilled workers will also be able to secure three years of employment eligibility instead of two, which the government says would also give them an easier path to permanent residency.

65

2022 BC LABOUR MARKET YEAR-IN-REVIEW

Gov. of Canada Announcements



- The government is doubling its funding to skilled-trade training programs operated by Canadian unions to \$84.2 million over the next four years. The announcement also includes a “labour mobility deduction” of up to \$4,000 annually that eligible trades workers can apply for to cover travel/relocation expenses.
- Recent international post-secondary graduates will be able to stay and work in Canada for a little longer. The changes allowed recent graduates with post-graduation work permits expiring between Jan. 31, 2022, and Dec. 31, 2022, will qualify for an additional open work permit of up to 18 months.

66

2022 BC LABOUR MARKET YEAR-IN-REVIEW

Gov. of Canada Announcements



- A pandemic-fuelled hiring spree has grown the federal civil service by more than 35,000 people since April 2020. The seven-year hiring spree in Canada's public service will continue with billions of dollars in additional spending that will push the size of the workforce to about 409,000 jobs within five years, says the parliamentary budget officer.
- The Liberal government is moving toward providing dental-care insurance directly to qualifying Canadians, rather than working with provinces and territories to bolster existing coverage. Bill C-31, gives children with families who make less than \$90,000 a year as much as \$650 per child to care for their teeth.

67

2022 BC LABOUR MARKET YEAR-IN-REVIEW

Gov. of Canada Announcements



- As of November 1, 2022, the zero-payment income threshold for Canada Student Loans and Canada Apprentice Loans increased from \$25,000 to \$40,000 for a family size of one. Repayment will not be required until borrowers are earning at least \$40,000 per year.
- Canada will temporarily allow international students to work more than 20 hours a week, in a bid to address ongoing labour shortages.

68

2022 BC LABOUR MARKET YEAR-IN-REVIEW

Gov. of Canada Announcements



- The federal government has announced that it is extending the employment insurance (EI) sickness benefits to 26 weeks starting Dec. 18. The EI sickness benefits, currently at 15 weeks, provide employees with financial assistance if they cannot report to work due to medical reasons.
- New legislation for 10 days of paid sick leave for federally regulated workers. As of Dec. 31, 2022, employees who have been continuously employed for at least 30 days will have access to their first three days of paid sick leave. As of Feb. 1, 2023, employees will acquire a fourth day and will continue to accumulate one day a month up to a maximum of 10 days per year.

69

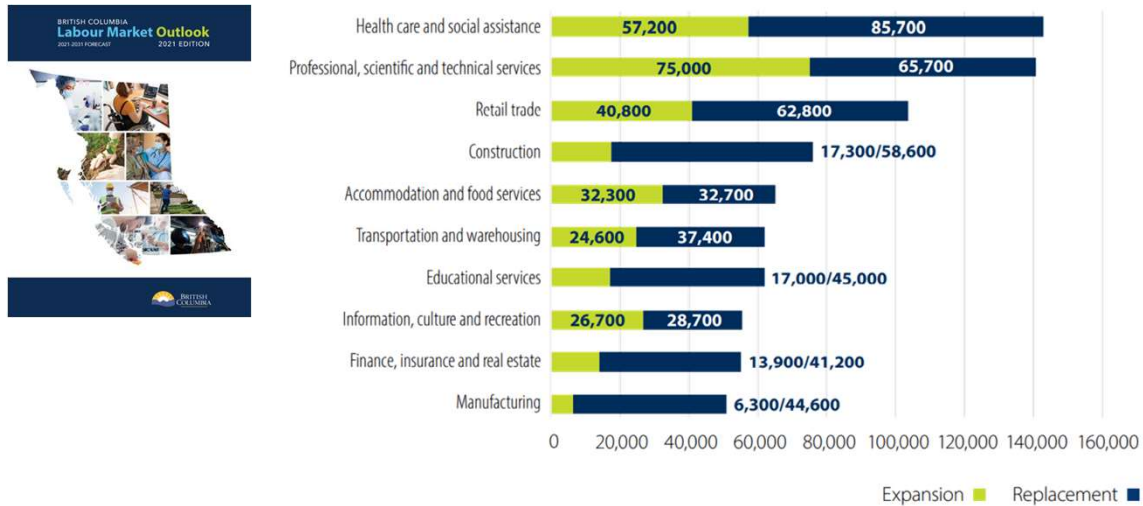
2022 BC LABOUR MARKET YEAR-IN-REVIEW

**What jobs have been
most in demand in your
community?**



70

2022 BC LABOUR MARKET YEAR-IN-REVIEW



71

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2022 BC LABOUR MARKET YEAR-IN-REVIEW

2021

THOMPSON-OKANAGAN LABOUR MARKET

Commute to Work	Thompson-Okanagan Region			British Columbia		
	2016	2021	Change	2016	2021	Change
Car, truck or van - as a driver	186,260	186,320	0.0%	1,475,585	1,376,410	-6.7%
Car, truck or van - as a passenger	13,495	13,825	2.4%	114,580	121,350	5.9%
Public transit	6,430	5,605	-12.8%	274,205	174,045	-36.5%
Walked	13,655	14,600	6.9%	142,310	121,550	-14.6%
Bicycle	4,740	3,845	-18.9%	51,350	36,790	-28.4%
Other method	5,825	6,155	5.7%	35,115	43,535	24.0%

72

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2022 BC LABOUR MARKET YEAR-IN-REVIEW



THOMPSON-OKANAGAN NOC GROUPS

NOC Occupation Groups	Thompson-Okanagan Region			British Columbia		
	2016	2021	Change	2016	2021	Change
0 Legislative and senior management occupations	30,285	2,960	-90.2%	275,000	32,255	-88.3%
1 Business, finance and administration occupations	36,700	44,665	21.7%	368,940	446,160	20.9%
2 Natural and applied sciences and related occupations	13,610	17,090	25.6%	161,520	209,185	29.5%
3 Health occupations	21,095	26,440	25.3%	162,865	199,185	22.3%
4 Occupations in education, law and social, community and government services	26,275	31,255	19.0%	269,255	309,360	14.9%
5 Occupations in art, culture, recreation and sports	6,890	8,140	18.1%	93,100	110,585	18.8%
6 Sales and service occupations	67,945	80,300	18.2%	595,225	666,705	12.0%
7 Trades, transport and equipment operators and related occupations	48,620	61,900	27.3%	360,970	469,450	30.1%
8 Natural resources, agriculture and related production occupations	11,285	13,885	23.0%	64,235	72,075	12.2%
9 Occupations in manufacturing and utilities	9,175	10,800	17.7%	76,745	88,155	14.9%

73

2022 BC LABOUR MARKET YEAR-IN-REVIEW

UNIVERSITY DEGREE

NOC	Occupation	N. Jobs	NOC	Occupation	N. Jobs
12	Senior government managers and officials	1,310	122	Banking, credit and other investment managers	3,640
13	Senior managers — financial, communications and other business services	6,520	124	Advertising, marketing and public relations managers	4,130
14	Senior managers — health, education, social and community services and membership organizations	2,810	125	Other business services managers	2,480
15	Senior managers — trade, broadcasting and other services	3,900	211	Engineering managers	1,590
16	Senior managers — construction, transportation, production and utilities	3,960	213	Computer and information systems managers	8,030
111	Financial managers	4,900	311	Managers in health care	3,240
112	Human resources managers	2,890	421	Administrators — post-secondary education and vocational training	1,430
113	Purchasing managers	1,580	422	School principals and administrators of elementary and secondary education	1,870
114	Other administrative services managers	2,960	423	Managers in social, community and correctional services	2,830
121	Insurance, real estate and financial brokerage managers	3,120	513	Recreation, sports and fitness program and service directors	1,390

74

2022 BC LABOUR MARKET YEAR-IN-REVIEW

UNIVERSITY DEGREE

NOC	Occupation	N. Jobs
601	Corporate sales managers	2,050
632	Accommodation service managers	5,760
1111	Financial auditors and accountants	11,150
1112	Financial and investment analysts	1,530
1114	Other financial officers	5,850
1122	Professional occupations in business management consulting	5,060
1121	Human resources professionals	3,320
1123	Professional occupations in advertising, marketing and public relations	5,240
1212	Supervisors, finance and insurance office workers	1,210
1226	Conference and event planners	1,430

NOC	Occupation	N. Jobs
2131	Civil engineers	4,410
2132	Mechanical engineers	2,210
2133	Electrical and electronics engineers	2,430
2147	Computer engineers (except software engineers and designers)	1,670
2151	Architects	1,400
2171	Information systems analysts and consultants	13,120
2172	Database analysts and data administrators	1,530
2173	Software engineers and designers	9,350
2174	Computer programmers and interactive media developers	12,620
2175	Web designers and developers	4,310

75

2022 BC LABOUR MARKET YEAR-IN-REVIEW

UNIVERSITY DEGREE

NOC	Occupation	N. Jobs
3011	Nursing co-ordinators and supervisors	1,920
3012	Registered nurses and registered psychiatric nurses	20,140
3111	Specialist physicians	3,000
3112	General practitioners and family physicians	3,270
3113	Dentists	1,510
3131	Pharmacists	1,440
3142	Physiotherapists	1,860
4021	College and other vocational instructors	5,260
4112	Lawyers and Quebec notaries	4,910
4152	Social workers	3,000

NOC	Occupation	N. Jobs
4153	Family, marriage and other related counsellors	2,680
4154	Professional occupations in religion	2,170
4161	Natural and applied science policy researchers, consultants and program officers	1,390
4166	Education policy researchers, consultants and program officers	1,350
4163	Business development officers and marketing researchers and consultants	4,050
4216	Other instructors	3,430
5121	Authors and writers	2,080
6221	Technical sales specialists — wholesale trade	5,720

76

2022 BC LABOUR MARKET YEAR-IN-REVIEW

COLLEGE CERTIFICATE OR DIPLOMA

NOC	Occupation	N. Jobs
621	Retail and wholesale trade managers	20,000
651	Managers in customer and personal services	2,480
711	Construction managers	8,380
712	Home building and renovation managers	9,800
714	Facility operation and maintenance managers	5,450
731	Managers in transportation	3,170
911	Manufacturing managers	4,190
1211	Supervisors, general office and administrative support workers	930
1214	Supervisors, mail and message distribution occupations	520
1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	3,070

NOC	Occupation	N. Jobs
1221	Administrative officers	18,920
1224	Property administrators	4,350
1243	Medical administrative assistants	1,880
1251	Court reporters, medical transcriptionists and related occupations	810
1311	Accounting technicians and bookkeepers	9,740
2242	Electronic service technicians (household and business equipment)	3,740
2251	Architectural technologists and technicians	660
2271	Air pilots, flight engineers and flying instructors	1,680
2272	Air traffic controllers and related occupations	450
2281	Computer network technicians	4,410

77

2022 BC LABOUR MARKET YEAR-IN-REVIEW

COLLEGE CERTIFICATE OR DIPLOMA

NOC	Occupation	N. Jobs
2282	User support technicians	8,090
3212	Medical laboratory technician and pathologists' assistants	1,630
3211	Medical laboratory technologists	1,480
3215	Medical radiation technologists	1,110
3219	Other medical technologists and technicians (except dental health)	1,590
3233	Licensed practical nurses	4,500
3236	Massage therapists	2,350
3413	Nurse aides, orderlies and patient service associates	18,420
4212	Social and community service workers	12,160
4311	Police officers (except commissioned)	3,380

NOC	Occupation	N. Jobs
4312	Firefighters	1,620
5241	Graphic designers and illustrators	5,420
6222	Retail and wholesale buyers	2,030
6232	Real estate agents and salespersons	6,790

78

2022 BC LABOUR MARKET YEAR-IN-REVIEW

APPRENTICESHIP

NOC	Occupation	N. Jobs
7301	Contractors and supervisors, mechanic trades	1,240
7302	Contractors and supervisors, heavy equipment operator crews	2,820
7315	Aircraft mechanics and aircraft inspectors	1,650
7321	Automotive service technicians, truck and bus mechanics and mechanical repairers	6,620

HIGH SCHOOL

NOC	Occupation	N. Jobs
631	Restaurant and food service managers	9,320
6211	Retail sales supervisors	13,240
7451	Longshore workers	2,280
8255	Contractors and supervisors, landscaping, grounds maintenance and horticulture services	2,150
1512	Letter carriers	1,930
6533	Casino occupations	1,920

79

2022 BC LABOUR MARKET YEAR-IN-REVIEW

Has interest in self employment changed in the past few years?

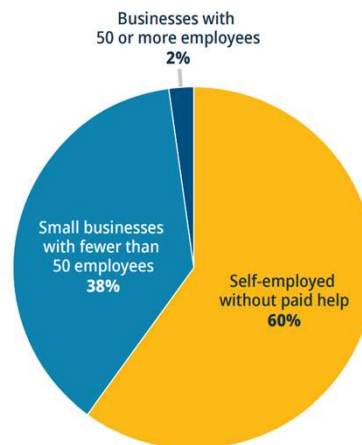


80

2022 BC LABOUR MARKET YEAR-IN-REVIEW



Share of Businesses by Employment Size in British Columbia, 2021

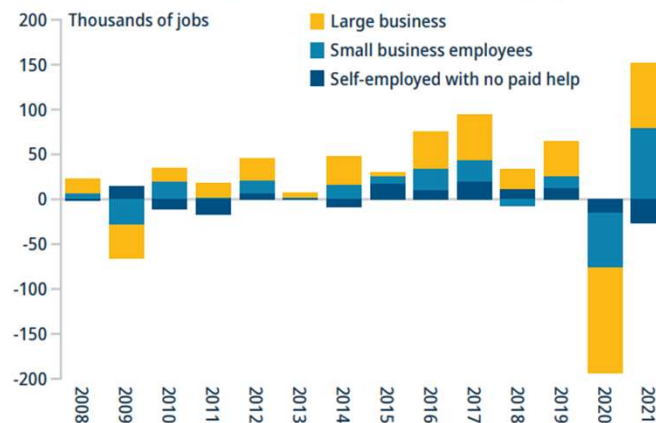


81

2022 BC LABOUR MARKET YEAR-IN-REVIEW



Year-over-year growth in private sector employment

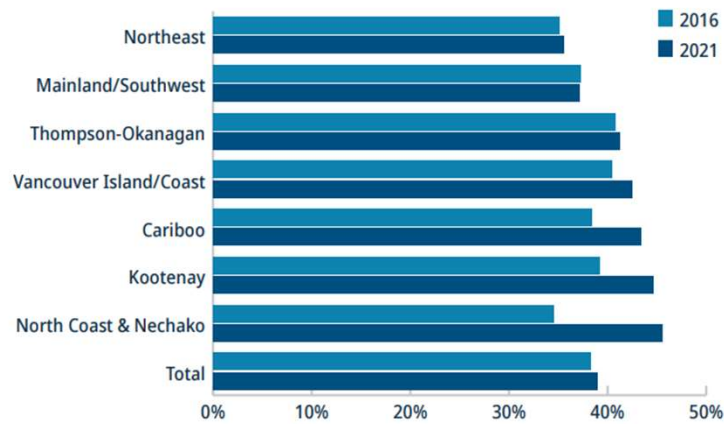


82

2022 BC LABOUR MARKET YEAR-IN-REVIEW



Proportion of self-employed who are women, by region, 2016 and 2021



83

2022 BC LABOUR MARKET YEAR-IN-REVIEW



Breakdown of businesses in British Columbia, 2021*

	Number of businesses	Per cent of all businesses	Growth 2016-2021 (#)	Growth rate 2016-2021
Total businesses with 0 to 4 employees	430,600	83%	25,100	6.2%
Self-employed without paid help	311,900	60%	17,400	5.9%
Businesses with 1 to 4 employees	118,700	23%	7,700	6.9%
Businesses with 5 to 9 employees	39,000	8%	1,100	2.8%
Businesses with 10 to 19 employees	25,300	5%	1,100	4.4%
Businesses with 20 to 29 employees	9,100	2%	1,000	12.2%
Businesses with 30 to 49 employees	6,700	1%	-100	-1.3%
Total small businesses	510,700	98%	28,100	5.8%
Total large businesses (50+ employees)	8,600	2%	700	8.6%
Total all businesses	519,300	100%	28,800	5.9%

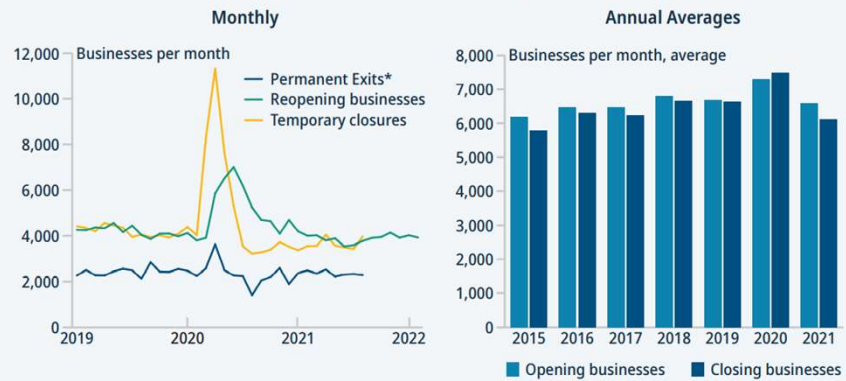
*Figures do not add to 100% due to rounding

84

2022 BC LABOUR MARKET YEAR-IN-REVIEW



FIGURE C-3 – Business openings and closings during the pandemic

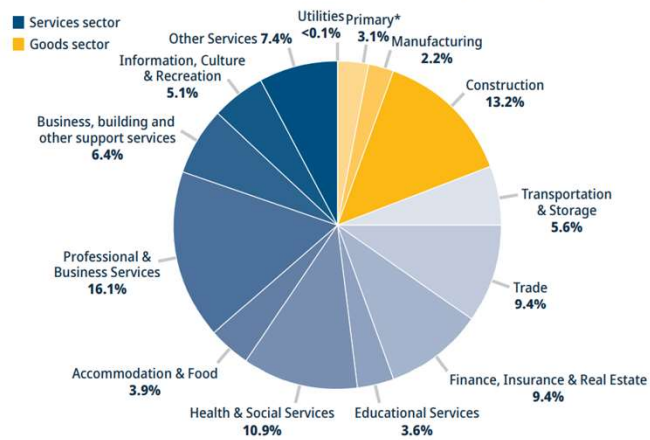


85

2022 BC LABOUR MARKET YEAR-IN-REVIEW



FIGURE 1.3a – Distribution of small businesses by industry, 2021



86

2022 BC LABOUR MARKET YEAR-IN-REVIEW



FIGURE 1.5 – Fastest-growing industries by number of net new small businesses with employees, British Columbia, 2016-2021[†]

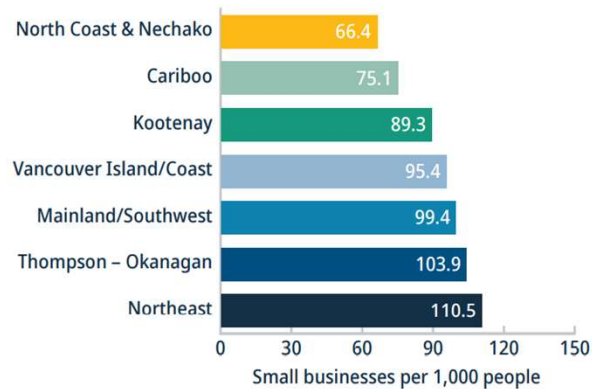


87

2022 BC LABOUR MARKET YEAR-IN-REVIEW



FIGURE 1.10 – Small businesses per 1,000 people by region in British Columbia, 2021



88

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2022 BC LABOUR MARKET YEAR-IN-REVIEW



THOMPSON-OKANAGAN IMMIGRANTS

Recent Immigrants (Country of Origin)	Thompson-Okanagan Region			British Columbia		
	2016	2021	Change	2016	2021	Change
China	325	385	18.5%	38105	31,450	-17.5%
India	670	1265	88.8%	27460	39,390	43.4%
Philippines	1075	1505	40.0%	26680	21,220	-20.5%
Iran	60	40	-33.3%	8645	5,850	-32.3%
Korea, South	285	265	-7.0%	8025	7,220	-10.0%
United Kingdom	605	645	6.6%	6540	7,675	17.4%
United States of America	445	630	41.6%	6485	8,760	35.1%
Other places of birth in Europe	480	405	-15.6%	5455	7,090	30.0%
Other places of birth in Asia	130	205	57.7%	4545	6,215	36.7%
Mexico	200	160	-20.0%	2885	3,045	5.5%
Other places of birth in Americas	95	145	52.6%	2380	3,265	37.2%
Japan	120	95	-20.8%	2285	2,090	-8.5%
Syria	60	385	541.7%	2185	4,955	126.8%
Pakistan	65	125	92.3%	1965	2,390	21.6%
Australia	230	355	54.3%	1920	3,280	70.8%
Iraq	5	5	0.0%	1910	1,545	-19.1%
Hong Kong	25	45	80.0%	1800	2,515	39.7%
Viet Nam	70	85	21.4%	1780	2,845	59.8%
Other places of birth	100	95	-5.0%	1745	1,160	-33.5%
Russian Federation	100	100	0.0%	1735	2,075	19.6%

89

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2022 BC LABOUR MARKET YEAR-IN-REVIEW



THOMPSON-OKANAGAN INDIGENOUS CANADIANS

Indigenous Population	Thompson-Okanagan Region			British Columbia		
	2016	2021	Change	2016	2021	Change
First Nations	25,495	28,110	10.3%	172,520	180,085	4.4%
Métis single ancestry	18,045	20,675	14.6%	89,405	97,860	9.5%
Inuit single ancestry	320	215	-32.8%	1,610	1,720	6.8%

THOMPSON-OKANAGAN FIRST LANGUAGE

Official Language Usage	Thompson-Okanagan Region			British Columbia		
	2016	2021	Change	2016	2021	Change
English	529,395	585,570	10.6%	4373330	4461290	2.0%
French	7,355	7,705	4.8%	55325	1785	-96.8%
English and French	725	855	17.9%	18000	326865	1715.9%
Neither English nor French	2,325	2,995	28.8%	151760	161720	6.6%

90

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2022 BC LABOUR MARKET YEAR-IN-REVIEW

**THOMPSON-OKANAGAN VISIBLE MINORITIES**

Visible Minorities	Thompson-Okanagan Region			British Columbia		
	2016	2021	Change	2016	2021	Change
South Asian	11,085	17,780	60.4%	365,705	473,965	29.6%
Chinese	5,095	6,470	27.0%	508,480	550,590	8.3%
Black	2,580	4,865	88.6%	43,500	61,760	42.0%
Filipino	3,985	6,285	57.7%	145,025	174,280	20.2%
Latin American	1,950	1,255	-35.6%	44,115	28,010	-36.5%
Arab	645	3,460	436.4%	19,840	65,970	232.5%
Southeast Asian	1,555	2,475	59.2%	54,920	71,785	30.7%
West Asian	615	1,155	87.8%	48,695	69,270	42.3%
Korean	1,330	1,765	32.7%	60,495	72,815	20.4%
Japanese	3,655	3,935	7.7%	41,230	44,120	7.0%
Visible minority; n.i.e.	505	735	45.5%	8,760	18,080	106.4%
Multiple visible minorities	930	1,520	63.4%	40,465	58,840	45.4%
Not a visible minority	498,745	539,040	8.1%	3,179,005	3,226,450	1.5%

91

2022 BC LABOUR MARKET YEAR-IN-REVIEW



IF YOU HAVE A QUESTION ABOUT TODAY'S WORKSHOP, PLEASE EMAIL:

BCLMR@OUTLOOK.COM

92