

BRITISH COLUMBIA'S LABOUR MARKET

# BRIEFING

ONLINE WEBINAR: THURS. AUG. 27, 3-4PM

WITH CHRISTIAN SAINT CYR / PUBLISHER

**BC LABOUR MARKET REPORT**

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**SEPTEMBER 2020 LABOUR MARKET BRIEFING**

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**BRITISH COLUMBIA  
LABOUR MARKET SURVEY**

**FOR AUGUST 2020**

# SEPTEMBER 2020 LABOUR MARKET BRIEFING

## BC LABOUR MARKET SURVEY: JULY 2020

	JUL. 2020	JUN. 2020	CHANGE
Employed	2,404,200	2,340,700	+2.8%
Unemployed	296,700	329,300	-9.9%
Not in Labour Force	1,474,700	1,499,000	-1.6%
Employment Rate	57.6%	56.1%	+10.5%
Unemployment Rate	11.0%	12.3%	-10.5%
Participation Rate	64.7%	64.0%	+1.1%

# SEPTEMBER 2020 LABOUR MARKET BRIEFING

## BC LABOUR MARKET SURVEY: JULY 2020

	JUL. 2020	JUN. 2020	CHANGE
<b>0 Management occupations</b>	<b>220,600</b>	<b>239,200</b>	<b>-7.7%</b>
<b>1 Business, finance and administration occupations</b>	<b>415,500</b>	<b>380,400</b>	<b>+9.3%</b>
<b>2 Natural and applied sciences and related occupations</b>	<b>203,300</b>	<b>201,500</b>	<b>+0.9%</b>
<b>3 Health occupations</b>	<b>204,200</b>	<b>206,200</b>	<b>-0.9%</b>
<b>4 Occupations in education, law and social, community and government services</b>	<b>221,500</b>	<b>247,900</b>	<b>-10.6%</b>

# SEPTEMBER 2020 LABOUR MARKET BRIEFING

## BC LABOUR MARKET SURVEY: JULY 2020

	JUL. 2020	JUN. 2020	CHANGE
5 Occupations in art, culture, recreation and sport	88,100	73,300	+20.2%
6 Sales and service occupations	569,200	525,000	+8.5%
7 Trades, transport and equipment operators and related occupations	335,100	325,700	+2.9%
8 Natural resources, agriculture and related production occupations	55,400	60,000	-7.6%
9 Occupations in manufacturing and utilities	94,300	81,600	+13.4%

**SEPTEMBER 2020 LABOUR MARKET BRIEFING**

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**CENSUS METROPOLITAN  
AREAS**

**LABOUR MARKET OUTCOMES**

# SEPTEMBER 2020 LABOUR MARKET BRIEFING

## CENSUS METROPOLITAN AREAS / CITES: LABOUR MARKET OUTCOMES

	JUL. 2020	JUN. 2020	JUL. TOTAL UNEMPLOYED	UNEMPLOYED CHANGE
Abbotsford/Mission CMA	10.7%	11.9%	10,940	-1,202
Kamloops City	12.3%	13.8%	6,444	-708
Kelowna CMA	11.7%	13.0%	13,130	-1,443
Nanaimo City	12.6%	14.1%	6,149	-676
Vancouver CMA	9.5%	10.6%	140,543	-15,442
Victoria CMA	9.2%	10.3%	19,887	-2,185



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# **ECONOMIC REGIONS**

**LABOUR MARKET OUTCOMES**

# SEPTEMBER 2020 LABOUR MARKET BRIEFING

## ECONOMIC REGIONS: LABOUR MARKET OUTCOMES

	JUL. 2020	JUN. 2020	JUL. TOTAL UNEMPLOYED	UNEMPLOYED CHANGE
Lower Mainland/Southwest BC	9.7%	10.8%	163,067	-17,917
Vancouver Island and Coast	11.2%	12.5%	49,320	-5,419
Thompson Okanagan	13.0%	14.5%	38,952	-4,280
Cariboo	15.8%	17.6%	14,417	-1,584
Kootenay	13.3%	14.9%	10,994	-1,208
Northeast BC	20.2%	22.6%	8,420	-925
Nechako	17.2%	22.9%	4,603	-506

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## LABOUR FORCE TAKE-AWAYS

### Growth in Part-Time Work

- ❑ Most of the employment gains in July were in part-time work, which increased by 345,000 (+11.3%), compared with a much smaller increase of 73,000 (+0.5%) in full-time work.
- ❑ Growth in part-time employment has outpaced full-time growth in each of the past three months. With July gains, part-time work is now closer to its pre-COVID level (-5.0%) than full-time employment (-7.5%).

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## LABOUR FORCE TAKE-AWAYS

### People are starting to look for work

- From February to April, the number of people who wanted a job but did not meet the definition of unemployed because they did not look for work, likely for reasons related to the COVID-19 economic shutdown, increased by 1.1 million. The number of people in this situation dropped in July (-266,000; -28.0%), falling for the third consecutive month, but still 299,000 (+77.8%) higher compared with the February level.

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## LABOUR FORCE TAKE-AWAYS

### New Data on Visible Minorities

- ❑ The unemployment rate for those aged 15 to 69 was 11.3% in July. Several groups had rates of joblessness significantly above this average, including South Asian (17.8%), Arab (17.3%), and Black (16.8%) Canadians. Among South Asian Canadians, women (20.4%) had a significantly higher unemployment rate than men (15.4%). Black women also had a higher unemployment rate than Black men (18.6% vs 15.1%).

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# EMPLOYMENT STANDARDS

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# **HEADLINES**

**British Columbia  
LABOUR MARKET STORIES  
FROM JUNE 2020**



# SEPTEMBER 2020 LABOUR MARKET BRIEFING

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## HEADLINES

### Recruitment problem for Surrey Police Service

- ❑ less than 14% of current RCMP Members would apply to work with the SPS.
- ❑ Surrey's plan is relying on nearly 500 Surrey RCMP Members out of more than 800 moving over to SPS
- ❑ The survey was conducted in July 2020 by the BC RCMP and had an overall response rate of 95%

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## HEADLINES

### What BC casinos might look like

1. Reconfigure seating at slot machines and table games to allow two metres distance between players.
2. Install Plexiglas or other physical barriers when distancing isn't possible.
3. Provide free hand sanitizer.
4. Regularly sanitize all gambling equipment, such as dice.
5. Only allow games where cards can be handled exclusively by the dealer.
6. Train all staff about new protocols.

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## HEADLINES

### Is it okay to talk politics with colleagues?

- ❑ Workers were asked "Is it appropriate to discuss politics with coworkers?"  
15%, Yes -- 66%, Maybe -- No, 19%
- ❑ 21% of men say talking politics is appropriate, compared to fewer than one in ten (9%) women. More working parents (19%) than professionals without children (12%) reported that it is appropriate to discuss politics at work

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## HEADLINES

### Construction activity declined 41 per cent at height of pandemic

- ❑ COVID-19 impacted more than 313,000 workers, or 21.1% of staff, were laid off
- ❑ The industry has added back tens of thousands of jobs each month since April. As of July, the construction labour force stood at 91.6% of its pre-pandemic level

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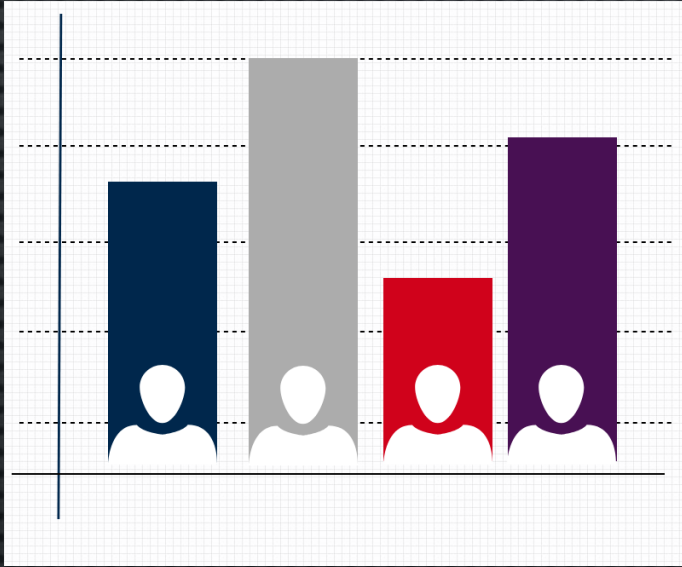


## HEADLINES

### 'Forced retirement' a reality for sawmill employees

- ❑ In 2019, 6 mills shut down permanently, resulting in 885 people losing their jobs, including a 7<sup>th</sup> Canfor mill in May
- ❑ 39 mills were in active curtailment or closure as of mid-June. Half these measures are attributed to COVID-19, as the pandemic compounds difficulties

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## HEADLINES

### Most Canadians believe the pandemic is far from over

- ❑ 94% of BC residents believe the pandemic "is far from over," a figure that was matched by the national response
- ❑ 76% believe a second wave will come; 69% are comfortable with employer preparations but 78% are concerned about workers coming back sick or asymptomatic

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## HEADLINES

### Surrey Board of Trade creating COVID workforce playbook

- Preparing a back-to-work strategies playbook that can be adaptable for other communities and tailored to specific industry sectors. Help employers prepare for workforce-related impacts and opportunities resulting from the pandemic and help people who have lost their jobs to find re-employment, redeployment, retraining and sustainable employment opportunities.

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## HEADLINES

### More tech immigrants choosing Canada over US

- ❑ In June, the USA blocked many immigrants including this with H1-B visas
- ❑ 40 per cent of workers in the tech sector are immigrants
- ❑ Canada introduced the Global Talent Stream (GTS) three years ago and has since contributed to over 40,000 people coming to Canada



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## HEADLINES

### Use of Gov. Supports in the North

- The key barriers to getting employees back to the office or workplace are social distancing requirements (27 per cent) employees' reluctance to return to the workplace due to safety concerns at the workplace (24 per cent ) and, to a slightly lesser extent, expensive measures to ensure a safe workplace and adhere to health and safety guidelines (22 per cent)

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## HEADLINES

### LNG's \$500 billion impact in BC

- ❑ Close to 600 workers are employed on the associated Coastal GasLink pipeline, which is expected to have peak employment of 2,500, with completion slated for 2023
- ❑ Site C dam employs just over 3,200 workers, but typical pre-pandemic workforce numbers for the project were around 4,000. It is slated for commissioning in 2024.

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## GROWTH IN BUSINESS BANKRUPTCIES

The number of large Canadian businesses seeking protection from creditors hit its highest point in more than a decade in May and June

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## GROWTH IN BUSINESS BANKRUPTCIES

Under a Canadian law, the Companies' Creditors Arrangement Act, companies that owe at least \$5 million can file for protection from their creditors to either restructure the business and continue to exist on new financial terms, or supervise an orderly wind-down of the business and sell off assets to pay back anyone it owes money to.

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## GROWTH IN BUSINESS BANKRUPTCIES

Similar to so-called "Chapter 11" bankruptcy filings in the U.S., CCAA proceedings are typically used as a last resort for companies that have run out of options and time.

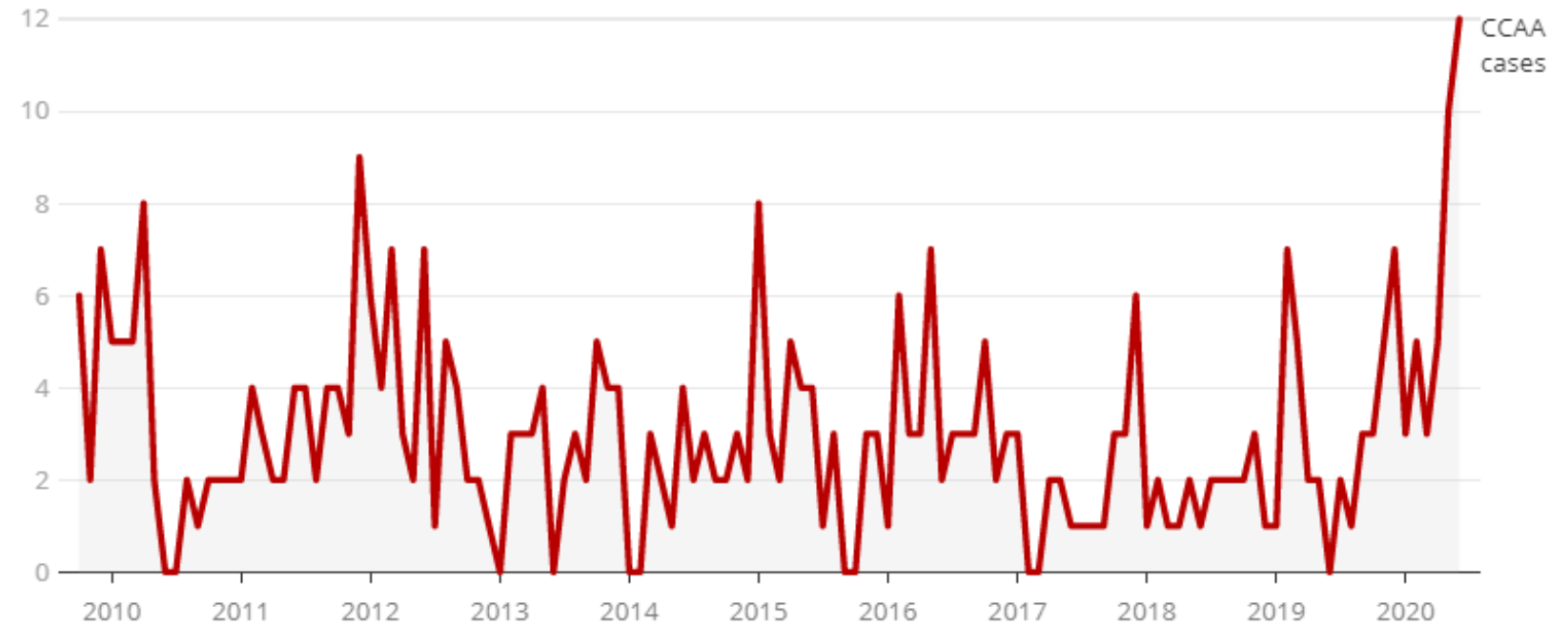
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## GROWTH IN BUSINESS BANKRUPTCIES

### Companies seeking creditor protection surges to record

May and June were the two biggest months for CCAA filings in years.



**A record 10 companies began CCAA proceedings in May — followed by a new record of 12 companies in June.**

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## GROWTH IN BUSINESS BANKRUPTCIES

Both figures best the previous high of nine seen in December 2011 and the eight hit in in the depths of the financial crisis in October 2009. The number fell back to 4 in July but that's still above the 10 year average of about three per month, according to a database maintained by the Office of the Superintendent of Bankruptcy Canada.



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## GROWTH IN BUSINESS BANKRUPTCIES



 FlightHub

Reitmans

DAVIDsTEA

CIRQUE DU SOLEIL.



ALDO

Many of the recent restructurings are faceless numbered companies, but a slew of high-profile insolvencies and bankruptcies in Canada have made headlines since COVID-19 began, including clothiers Reitmans, and Frank & Oak, shoe seller Aldo, hot drink seller DavidsTea, entertainment company Cirque Du Soleil, travel agency FlightHub, various oil companies and even a Christian charity.

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# EMPLOYMENT STANDARDS

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## Government of Canada

### End of CERB will leave many Canadians hurting, new report

- About 2.9 million Canadians who will see their income lost or cut under the old EI rules; 2.1 million CERB recipients would be completely cut off completely
- According to a report by the Canadian Centre for Policy Alternatives (CCPA), 82 per cent of the 4.7 million Canadians who were on CERB on Aug. 2 would receive less or nothing under the current EI rules - fifty-seven per cent of those at risk will be women

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## Government of Canada

### Ottawa temporarily sets minimum unemployment rate for EI benefits

- A minimum unemployment rate of 13.1 per cent will be applied temporarily to all EI economic regions across Canada
- EI regular benefits and provide eligible Canadians with access to a minimum 26 weeks of benefits
- Set a minimum of 420 hours required to get EI; but the government is also providing a 300 hour bonus, meaning you would only need 120 hours

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## Government of Canada

### Canada Recovery Benefit

- The new Canada Recovery Benefit would be effective from September 27, 2020 for one year and would provide a benefit amount of \$400 per week for up to 26 weeks to workers who are not eligible for EI, mainly the self-employed and including those working in the gig economy

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## Government of Canada

### Canada Recovery Sickness Benefit

- The new Canada Recovery Sickness Benefit would provide \$500 per week, for up to two weeks, effective September 27, 2020 for one year, for workers who are unable to work because they are sick or must self-isolate due to COVID-19.

# SEPTEMBER 2020 LABOUR MARKET BRIEFING

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## Government of Canada

### Canada Recovery Caregiving Benefit

- The new Canada Recovery Caregiver Benefit, would be effective from September 27, 2020 for one year, and provide \$500 per week, for up to 26 weeks per household to eligible Canadians.



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## Job Search with a Criminal Record



I've got a job interview.  
(And a criminal record.)

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## Working Past Retirement

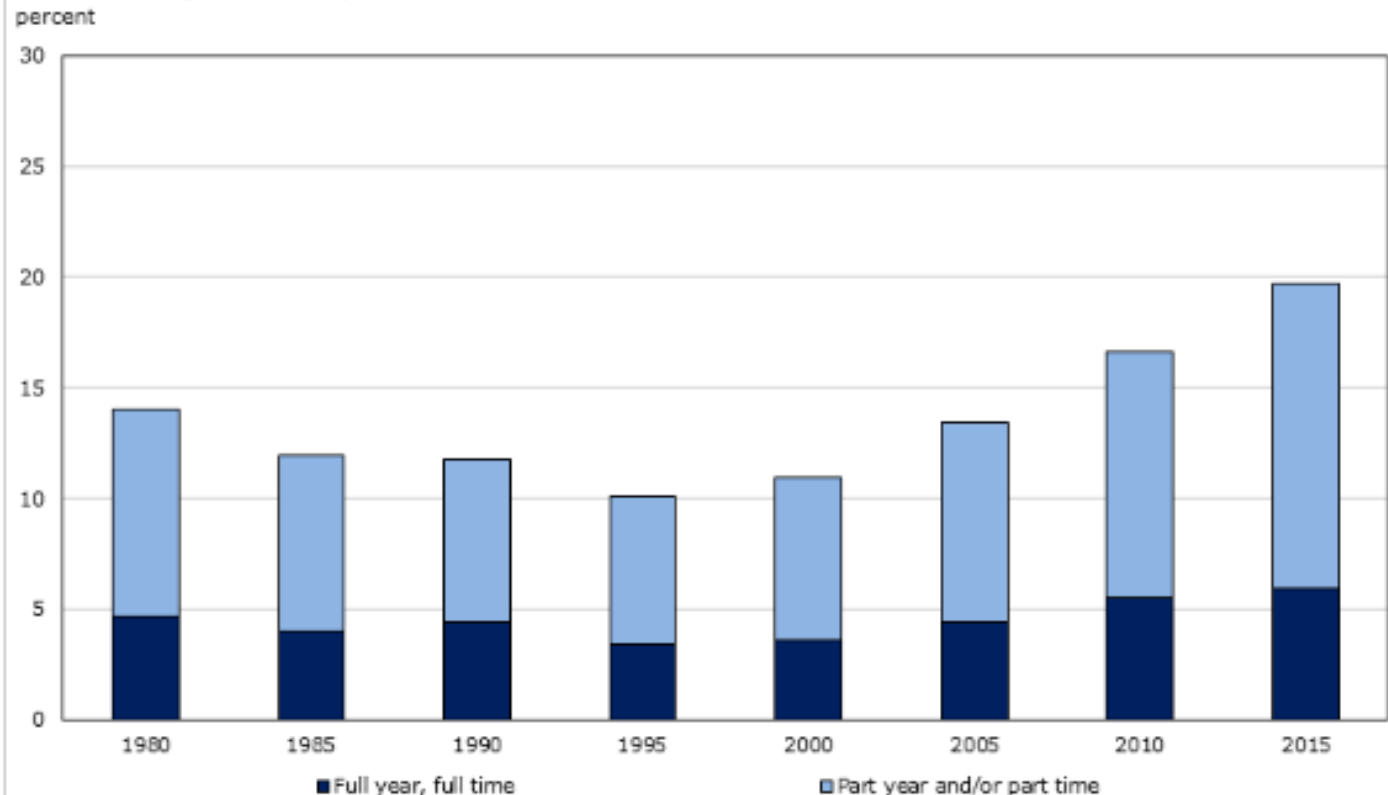
- According to the 2016 Census, 1 in 5 seniors in Canada worked at some point in 2015, 30% of whom worked full-year and full-time.
- In 2016, the average retirement age in Canada was 63.8 years – a slow but steady increase from a low of 60.9 years in 1998.
- In 2017, surveyed Canadians aged 60 and older who worked or wanted to work were nearly split on the question of whether it was “out of necessity” (49%) or “out of choice” (51%).
- Nearly 3 in 10 surveyed working seniors surveyed in 2018 (28%) reported that they provide financial support to their children.

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## Working Past Retirement



**Chart 1**  
**Work activity of seniors, 1980 to 2015**



**Source:** Statistics Canada, Census of Population, 1981, 1986, 1991, 1996, 2001, 2006 and 2016; National Household Survey, 2011.

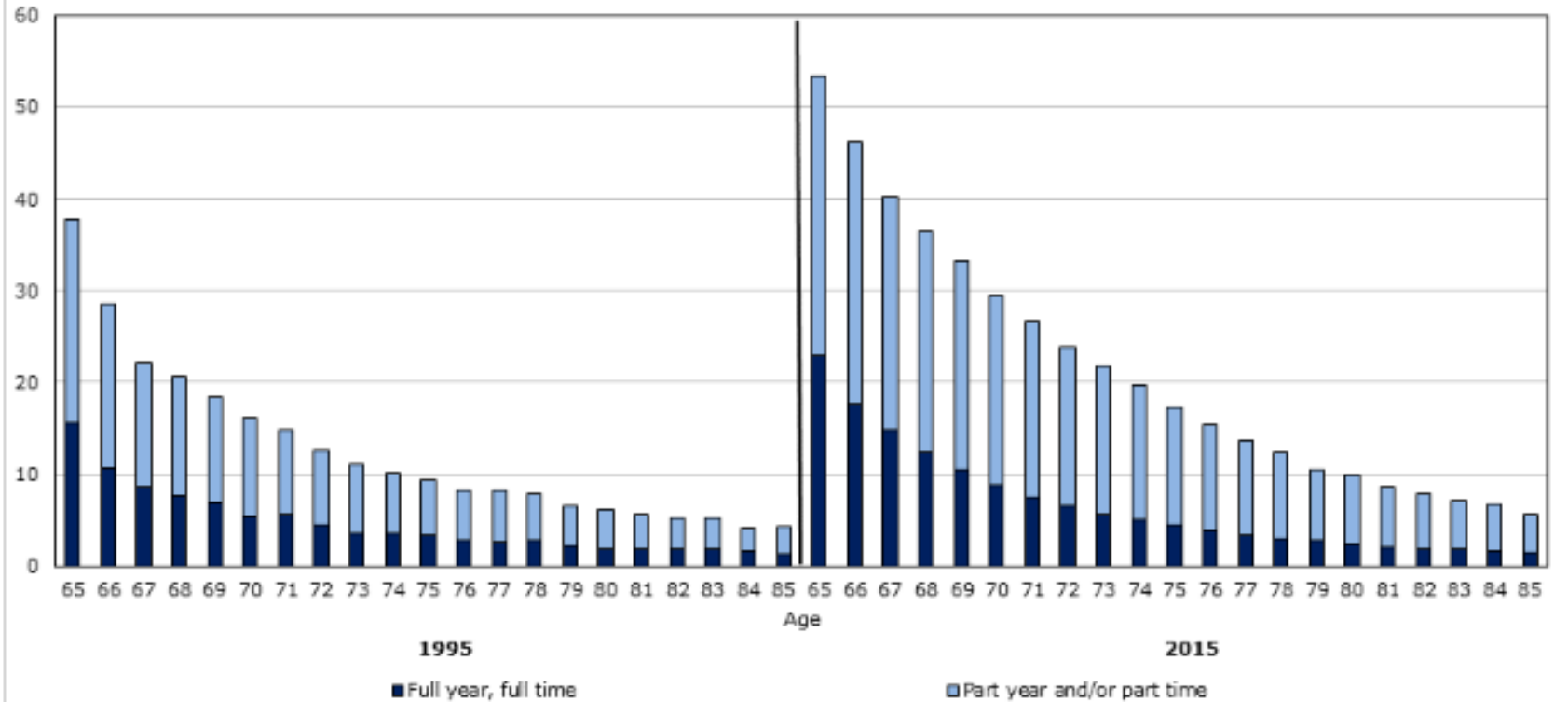
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## Working Past Retirement

**Chart 2**  
**Work activity of senior men, 1995 and 2015**

percent



Source: Statistics Canada, Census of Population, 1996 and 2016.

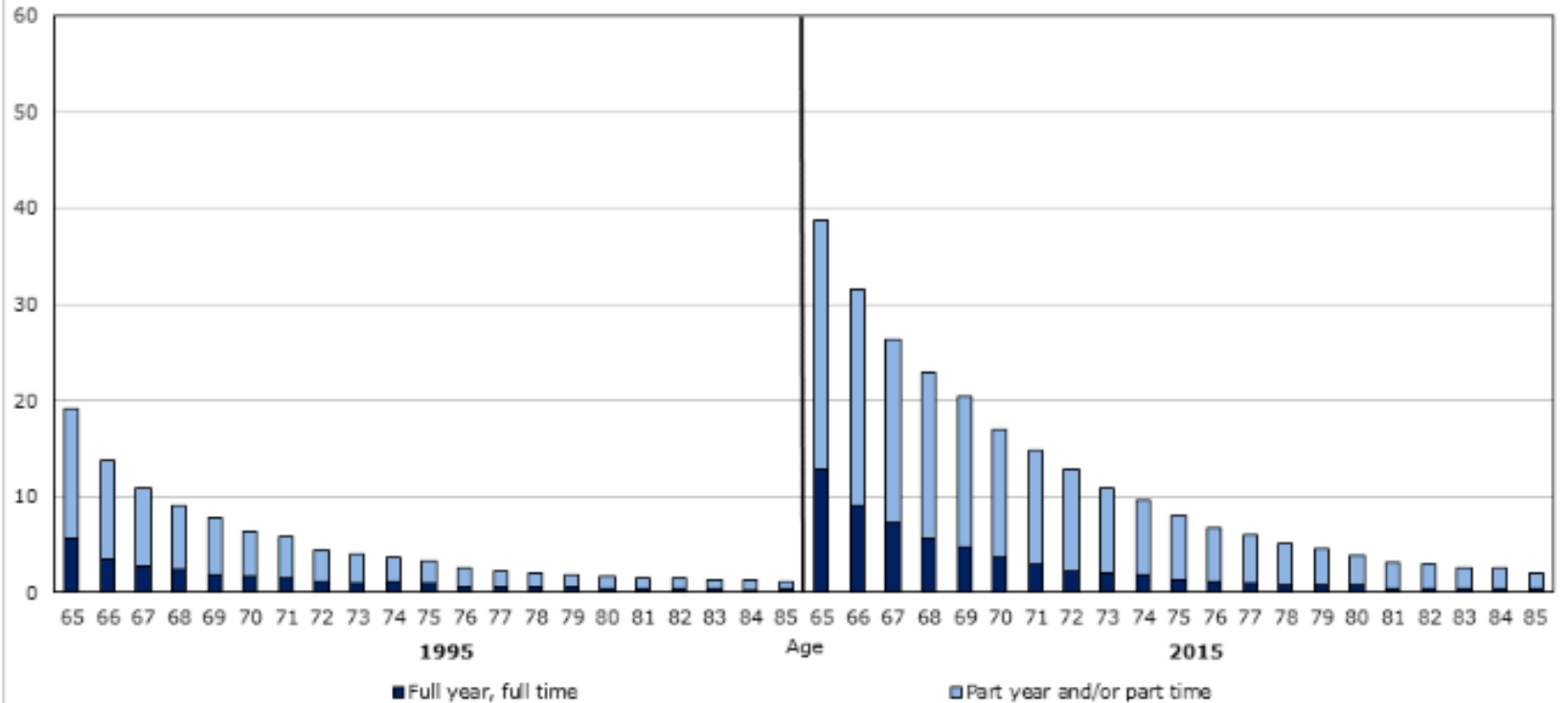
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## Working Past Retirement

**Chart 3**  
**Work activity of senior women, 1995 and 2015**

percent

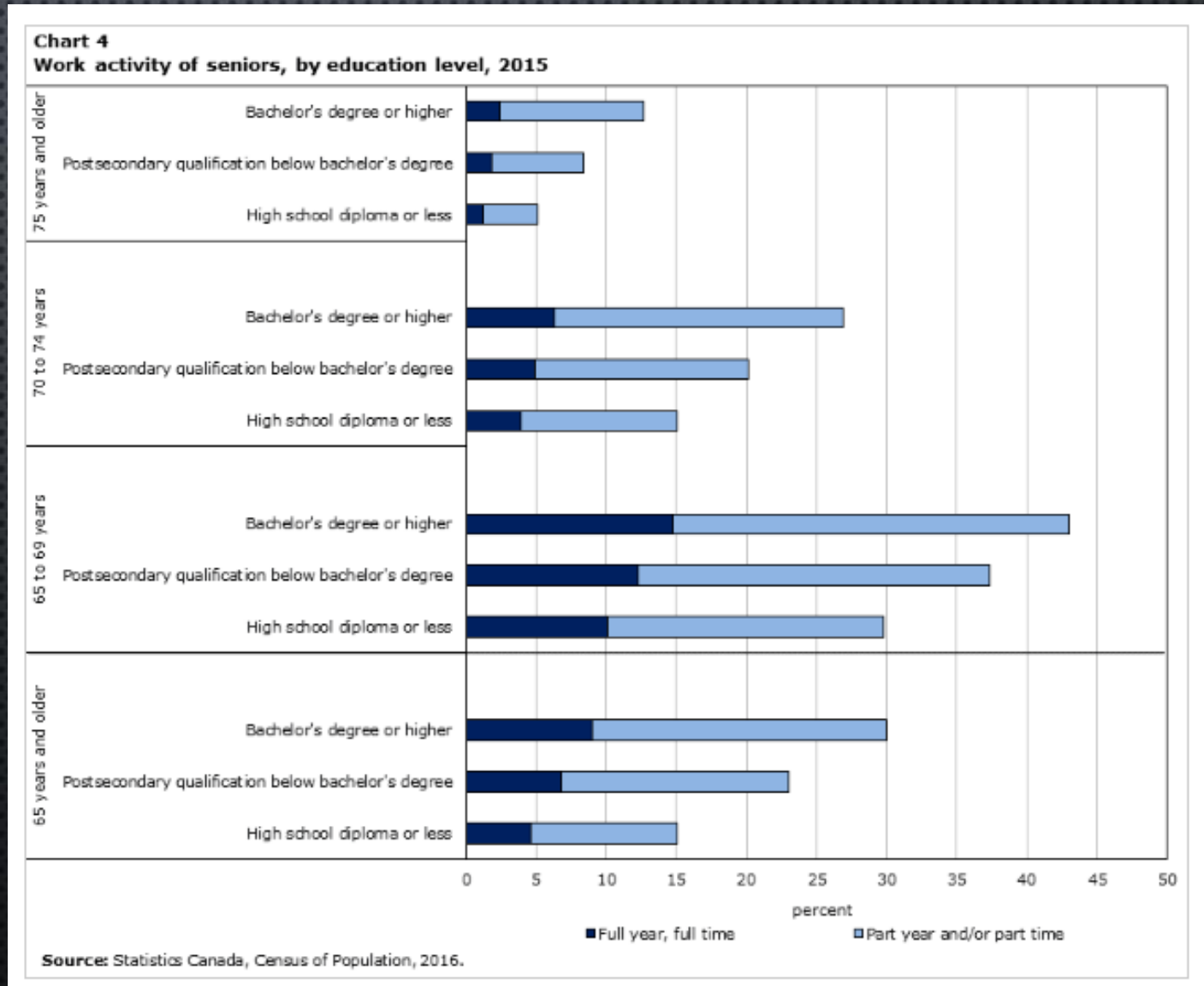


Source: Statistics Canada, Census of Population, 1996 and 2016.

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## Working Past Retirement



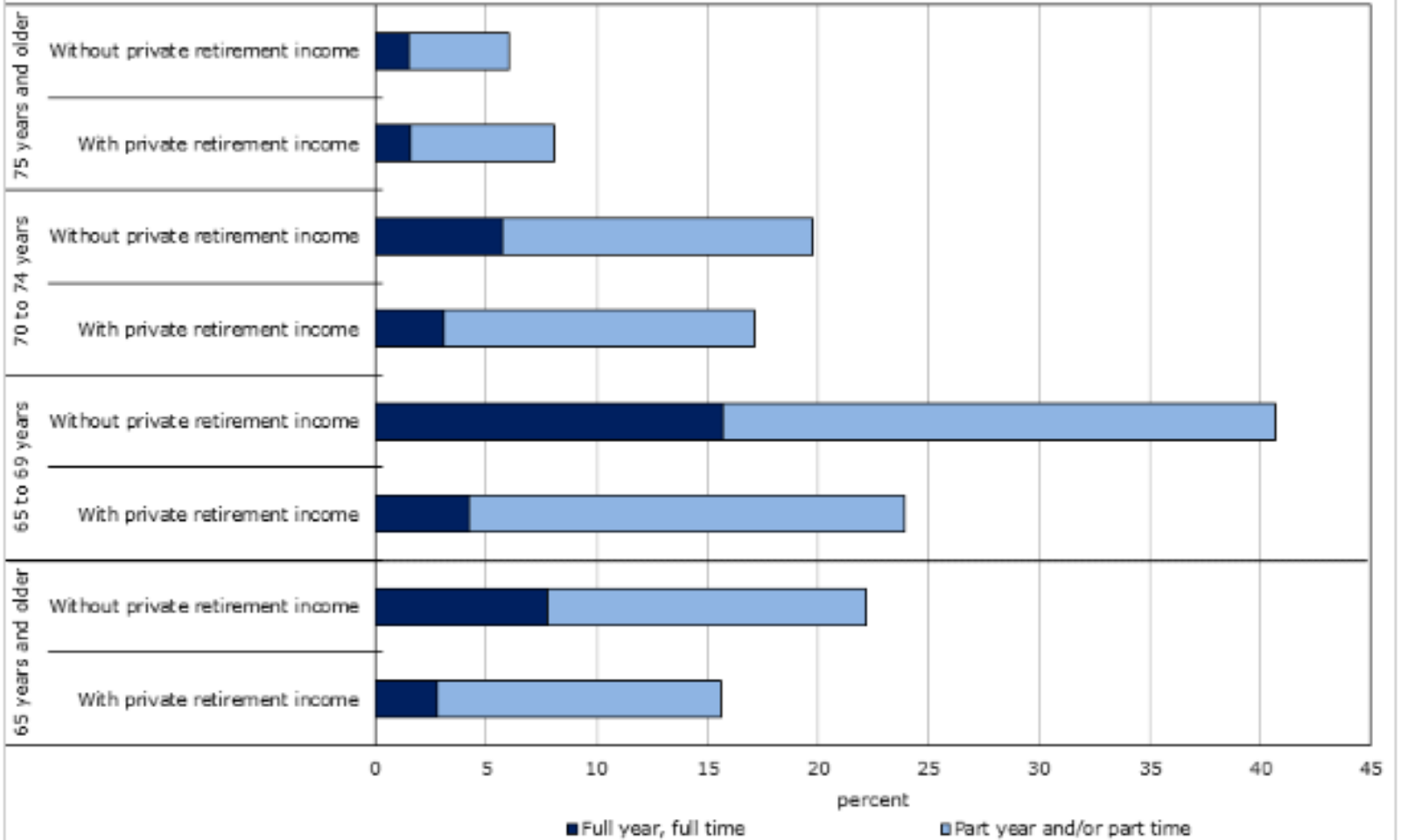


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## Working Past Retirement

**Chart 5**  
**Work activity of seniors with and without private retirement income, 2015**



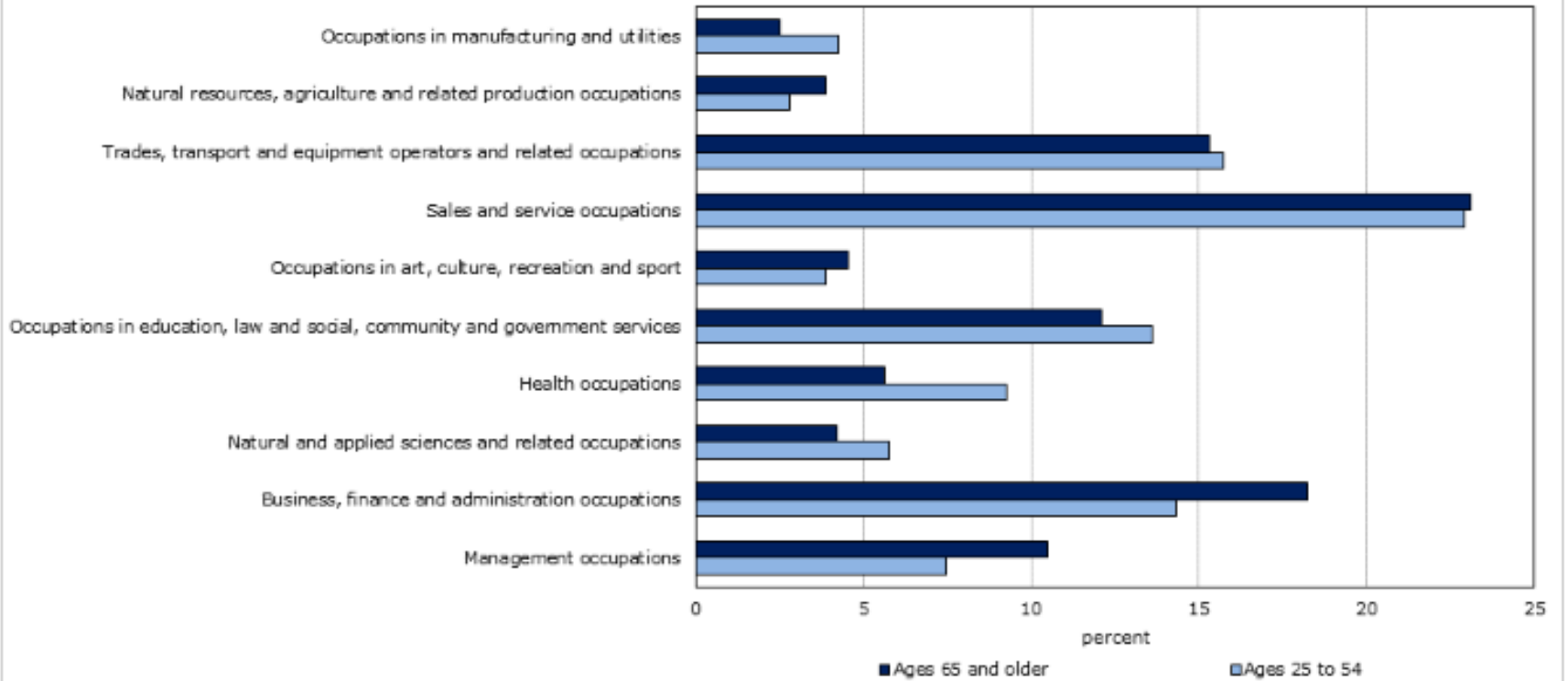
Source: Statistics Canada, Census of Population, 2016.

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## Working Past Retirement

**Chart 6**  
Occupation profile of people working part year and/or part time, 2015



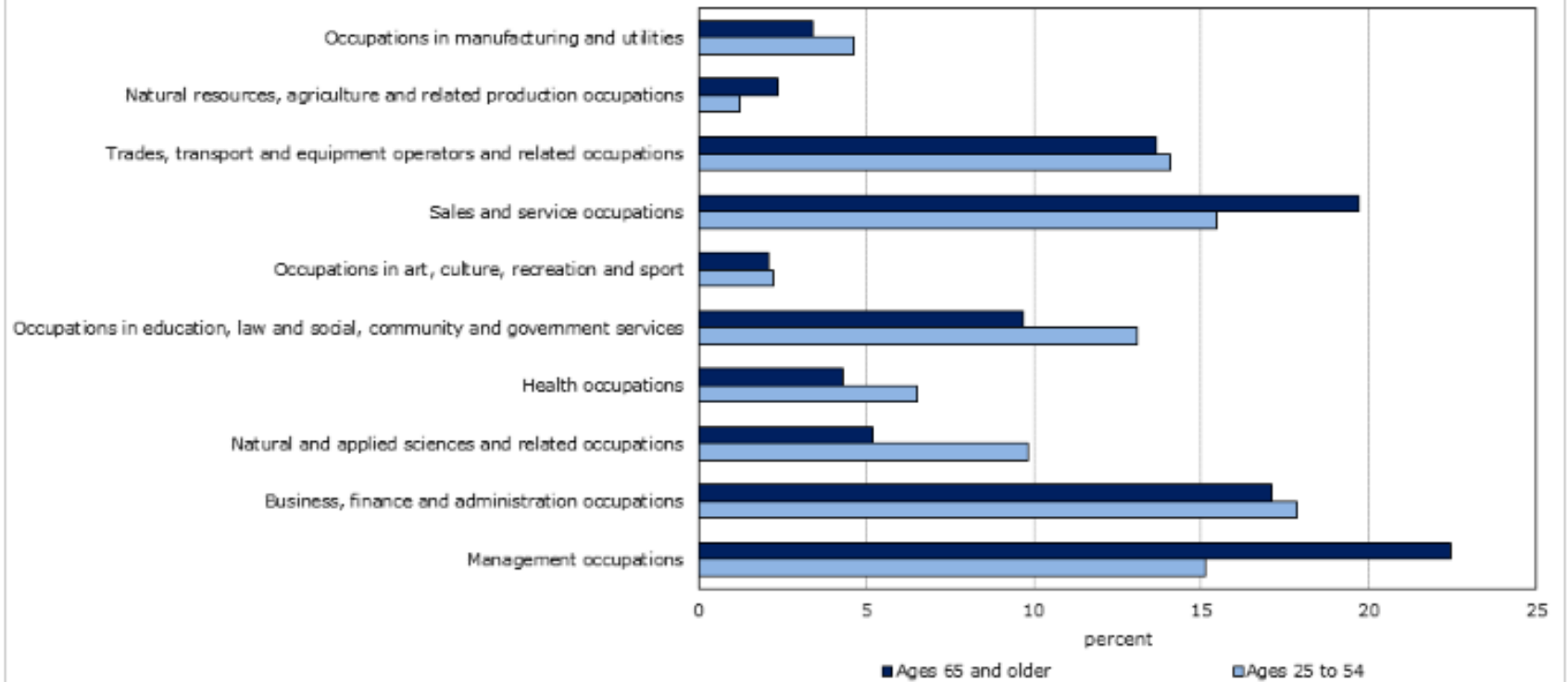
Source: Statistics Canada, Census of Population, 2016.

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## Working Past Retirement

**Chart 7**  
Occupation profile of people working full year, full time, 2015



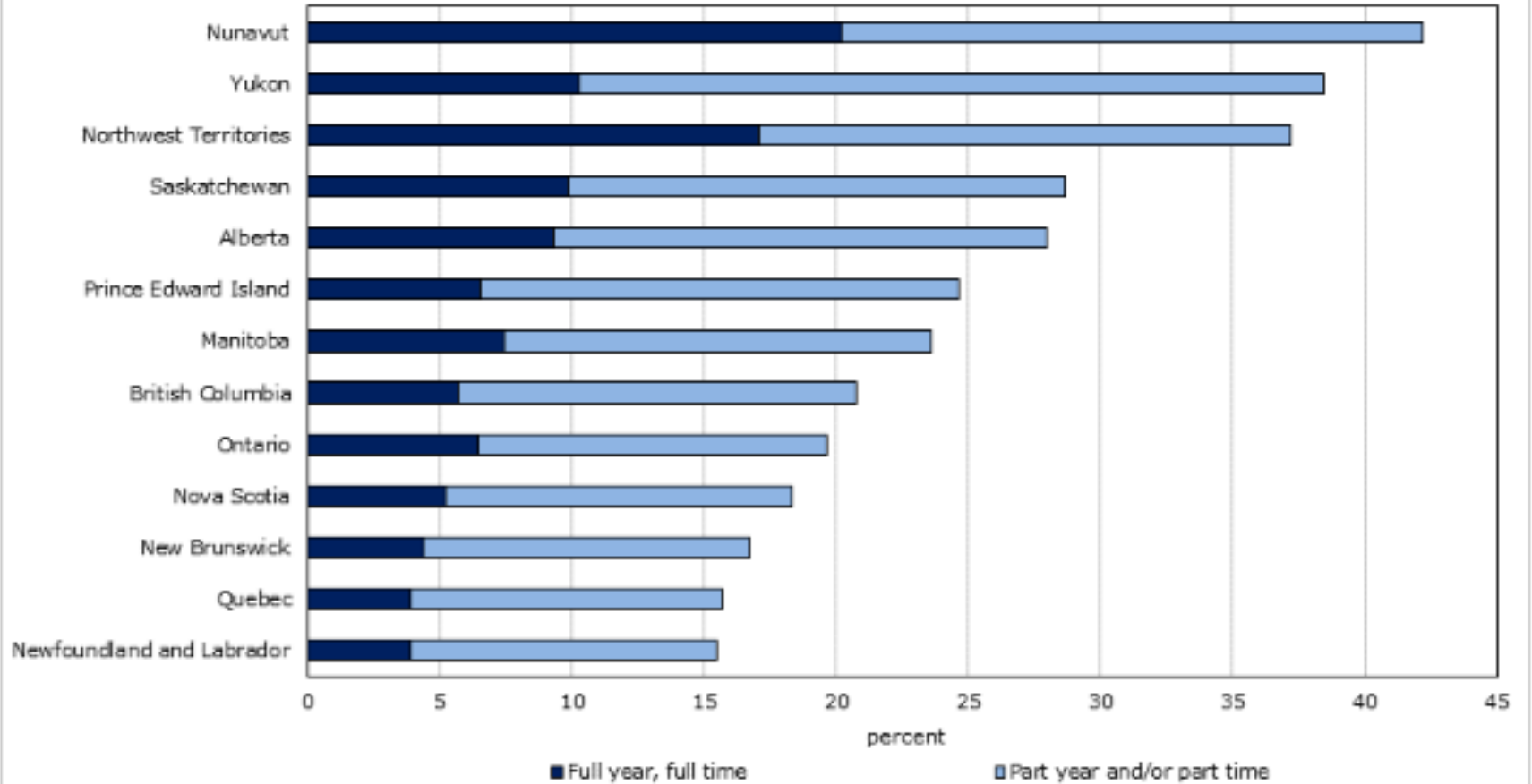
Source: Statistics Canada, Census of Population, 2016.

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## Working Past Retirement

**Chart 8**  
**Work activity of seniors, by province and territory, 2015**



Source: Statistics Canada, Census of Population, 2016.

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## BC'S HEALTH CARE SECTOR

### Outlook for the Sector

- Health Care and Social Assistance is one of B.C.'s largest employers.
- This industry has a low unemployment rate and tends to be immune from economic fluctuations.
- Most jobs in this industry are located in the Mainland / Southwest, Vancouver Island / Coast and Thompson-Okanagan regions.
- The workforce is predominantly female, and wages for women in this industry are notably higher than in other industries.

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## BC'S HEALTH CARE SECTOR

### Sub-Sectors



- The Health Care and Social Assistance industry includes services that provide health care, residential care for medical or social reasons, and social assistance.
- Health care establishments provide care for individuals who seek services for prevention, diagnosis or treatment from health care professionals, including doctors, lab technicians, dentists, optometrists and chiropractors.

(continued)

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## BC'S HEALTH CARE SECTOR

### Sub-Sectors

(continued)

- Social assistance includes services such as child protection, home care, welfare, counselling, social housing and food services, and child care.
- It is difficult to separate the social assistance occupations from health care occupations because many of the services provided by each are interconnected.





# SEPTEMBER 2020 LABOUR MARKET BRIEFING

## BC'S HEALTH CARE SECTOR



### Employment summary

Growth (2017-2018): +6.0%

Job growth (2017-2018): +19,700

Total employment (2018): 323,200

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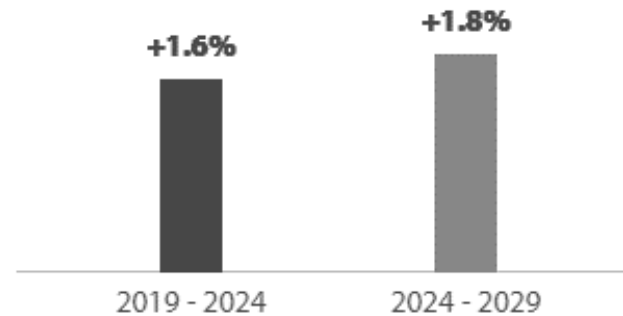
## BC'S HEALTH CARE SECTOR



	2019	2024	2029
<b>Forecasted employment</b>	321,900	348,300	380,800

Source: B.C. Labour Market Outlook

### Forecasted average annual employment growth rate



Source: B.C. Labour Market Outlook

### Forecasted industry share of total employment



Source: B.C. Labour Market Outlook

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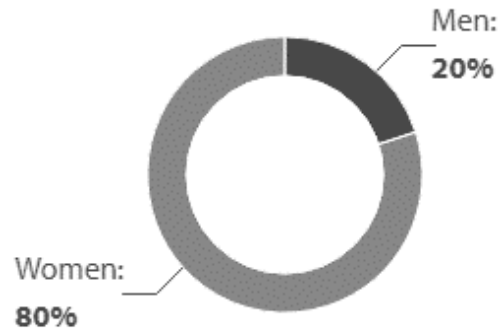
## BC'S HEALTH CARE SECTOR



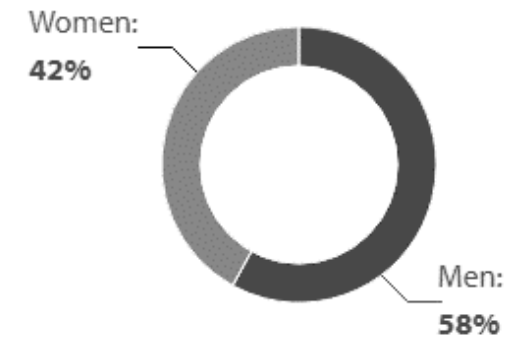
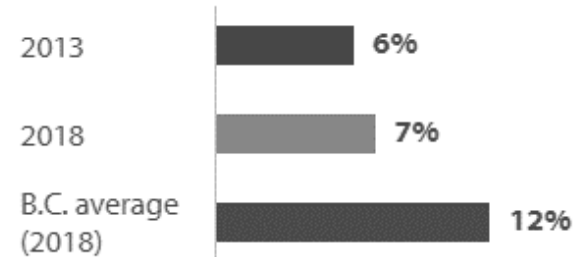
	2013	2018	B.C. average (2018)
<b>Part time</b> (% of employees working part time)	25%	26%	20%
<b>Self-employed</b> (% of employees who are self-employed)	12%	15%	20%
<b>Temporary jobs</b> (% of employees in temporary jobs)	16%	14%	13%

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## BC'S HEALTH CARE SECTOR



% of employees under 25 years of age



% of employees 55 years and older



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## BC'S HEALTH CARE SECTOR



### Men



Source: 2018 Labour Force Survey

### Women



Source: 2018 Labour Force Survey

### Youth



Source: 2018 Labour Force Survey

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# EMPLOYMENT STANDARDS

# **SEPTEMBER 2020 LABOUR MARKET BRIEFING**

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**Initiatives by the Province and  
the Government of Canada  
during August**

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## PROVINCE OF BRITISH COLUMBIA



### \$300 crisis supplement extended until end of year

- BC will continue to offer a \$300 COVID-19 crisis supplement for low-income seniors, as well as financial support for provincial disability and income clients
- The crisis payments for about 58,000 low-income seniors on the B.C. Seniors Supplement



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## PROVINCE OF BRITISH COLUMBIA



### Infrastructure program for arts and culture venues

- \$2-million Arts Infrastructure Program
- The BC Arts Council will administer the program. Arts and cultural organizations, including Indigenous groups, will be eligible for up to \$75,000 to improve arts and culture spaces or \$40,000 to buy special equipment to support art programming.

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## PROVINCE OF BRITISH COLUMBIA

### Government Funded Initiatives To Support BC's Tech Sector



- \$2.95M in funds will be distributed thorough two programs: the BC Technology Sector Resiliency Program and the Digital Economic Response (DER3) Program
- Delivered by Innovate BC and the BC Acceleration Network, the goal for this program is to support up to 2,500 business and 1,000 jobs

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## PROVINCE OF BRITISH COLUMBIA

### Submitting an Application to Extend Temporary Layoffs

- The province is allowing businesses to keep workers temporarily laid off beyond Aug. 30 if staff agree to apply for an extension
- Now employers have until Aug. 25 to complete an online application for the layoff extension — with the approval of at least 50 per cent of their staff — otherwise their jobs will be permanently terminated at the end of August

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## PROVINCE OF BRITISH COLUMBIA

### Review of recall rights in B.C.'s hotel sector



- Minister of Labour, has appointed Sandra Banister, QC, to conduct a review of layoff and recall rights of unionized workers in British Columbia's hotel sector as a result of COVID-19
- The goal of the review is to support employers and hotel unions to come together and find solutions to issues around layoff and recall rights due to COVID-19

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## PROVINCE OF BRITISH COLUMBIA



### Liquor manufacturers benefit from temporary changes to direct delivery

- Due to the COVID-19 pandemic, the Province is temporarily authorizing liquor manufacturers to deliver products directly to individual consumers from their registered off-site storage facilities, in addition to their on-site stores
- This temporary change will help manufacturers reduce this inventory by allowing them to sell to individual consumers

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## PROVINCE OF BRITISH COLUMBIA



### 100% electric-vehicle sales by 2040

- Regulations are in place outlining how B.C. will reduce pollution and make the switch to 100% electric-vehicle sales by 2040
- EV sales in B.C. made up 9% of light-duty vehicle sales in 2019, as well as in the first half of 2020 – the highest sales rate in Canada

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## Government of Canada

### Ottawa details \$469M support program for fish harvesters

- Earlier this year, Ottawa announced a \$62-million program to help stabilize the fish and seafood processing sectors, and another \$50 million was pledged to help farmers, fish harvesters and food-processing
- Fish Harvester Benefit and Grant Program, which was first announced in May, will be open for applications from Aug. 24 to Sept. 21.



# SEPTEMBER 2020 LABOUR MARKET BRIEFING

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## Government of Canada

### Canada Border Services Agency Is Hiring Students

- The CBSA is looking for either full-time students at a recognized post-secondary institution or someone returning to full-time studies in the next academic term.
- While you don't need any specific degree or experience to apply for this role, you must be a student.
- The Student Border Services Officer has a salary from \$15.40 to \$33.58 per hour

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## Government of Canada

### CRA launches updated CEWS calculator ahead of applications opening Monday

- The federal government has launched an updated calculator to help employers estimate what help they might receive from the next phase of the CEWS
- Enhancements to the program include expanding eligibility criteria, introducing a sliding revenue-decline test to determine the subsidy amount, and a top-up subsidy for the most impacted employers
- The program has provided \$26.58 billion in subsidies to more than 275,000 employers

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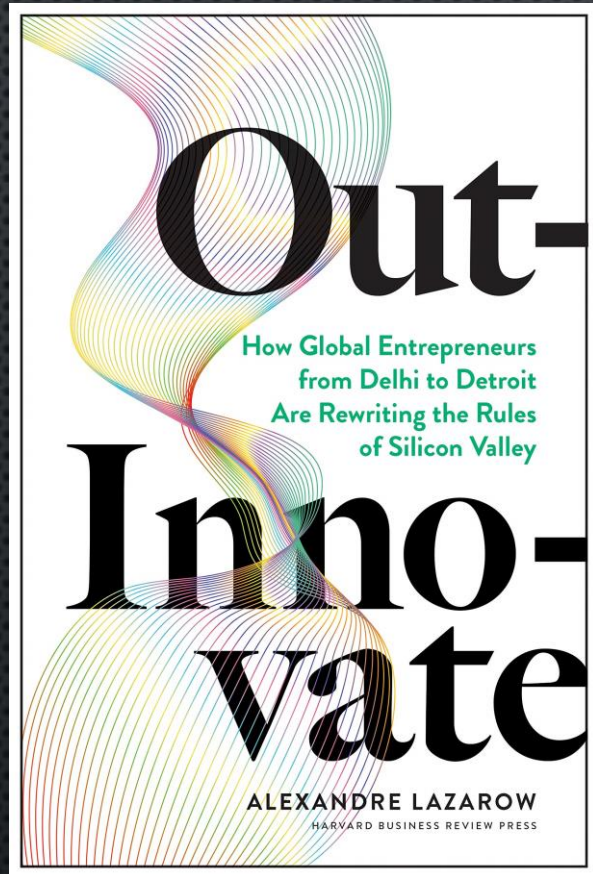


**FORTUNE**

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# SEPTEMBER 2020 LABOUR MARKET BRIEFING

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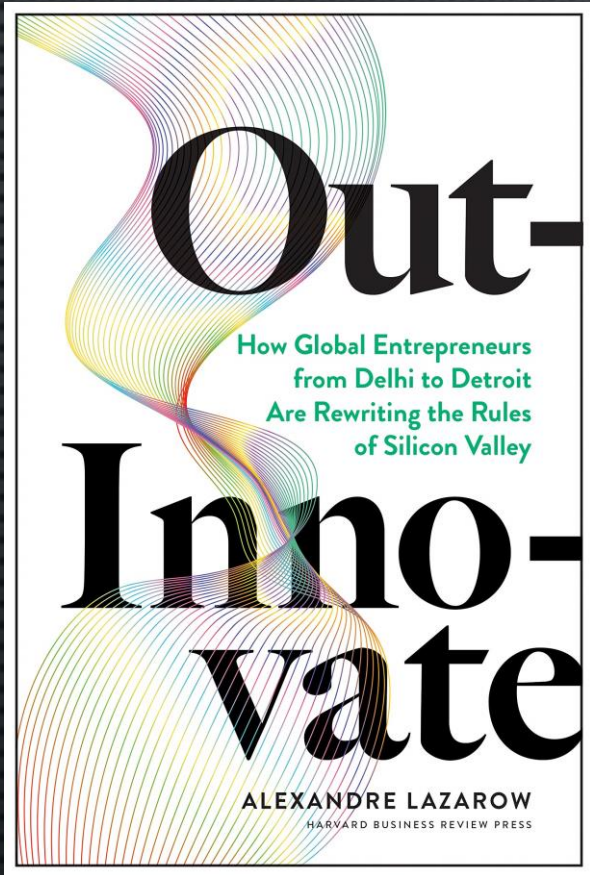


## Creator or Disruptor

While Toronto, Montreal and Vancouver are among the 30 top tech ecosystems globally, the competition is growing. There are more than 480 tech startup hubs, and they're home to 1.3 million startups.

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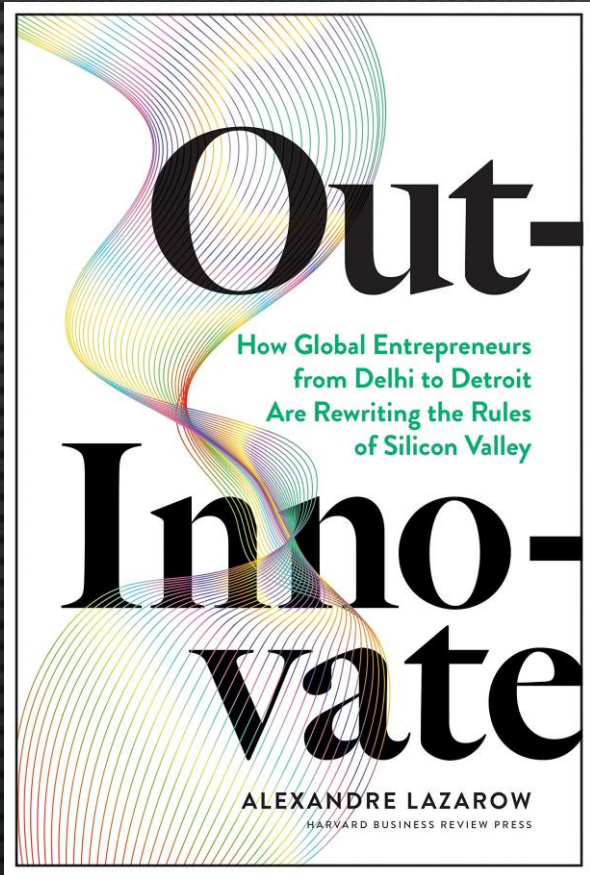


## Creator or Disruptor

The era of Valley-driven disruption will be replaced by a more constructive era. More innovators will focus on critical human problems like food supply, health care and environmental sustainability.

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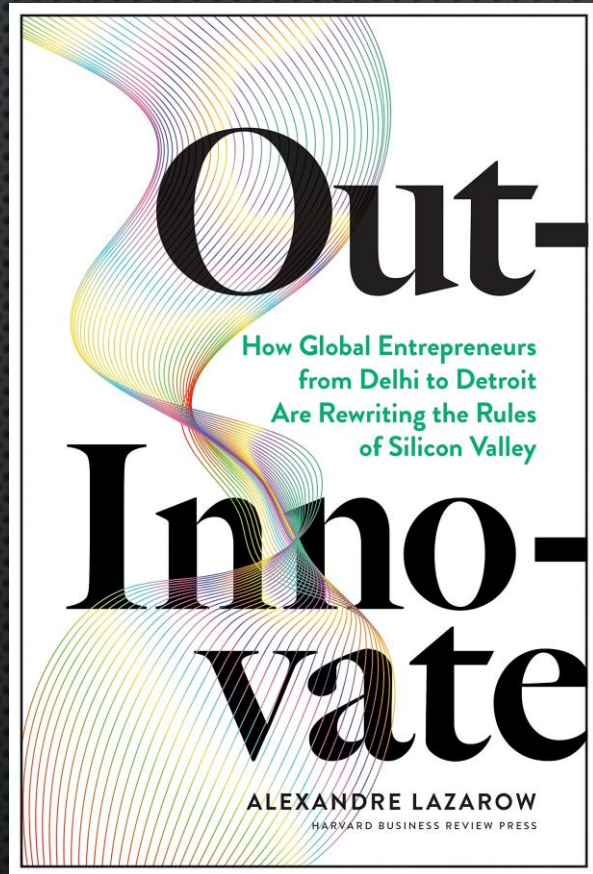


## Creator or Disruptor

Centres like Minneapolis are excelling as a healthcare hub, London growing as a fintech centre and Detroit regaining its place as the Motown of innovation. In each case, the clusters need big companies—“older siblings,” Lazarow calls them—to foster growth, through local procurement and research talent based in local universities.

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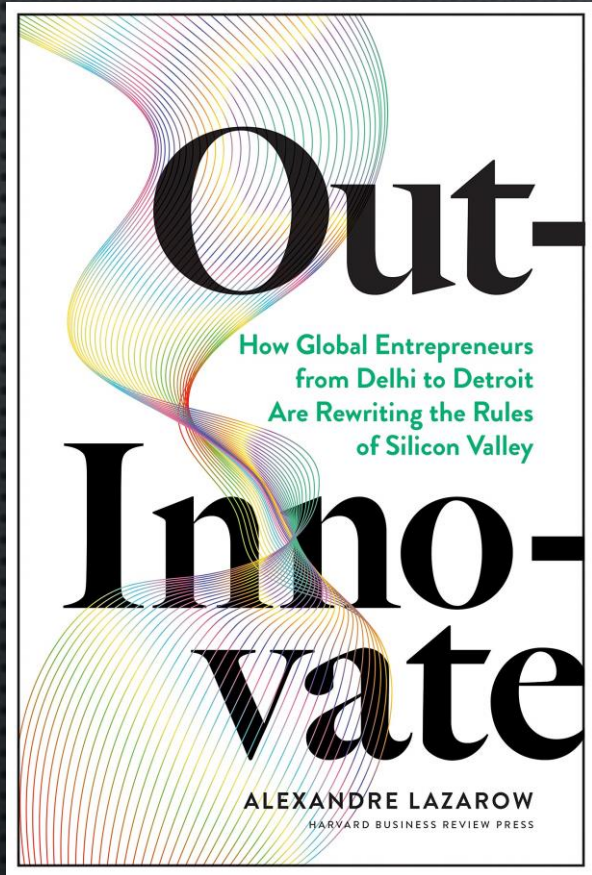


## Creator or Disruptor

The most successful centres have a “born global” mentality, Lazarow says. Singapore and Dubai may be the best examples of such places where entrepreneurs look in only one direction: outward.

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## Creator or Disruptor

Lazarow makes five critical points about innovation in the 2020s:

1. It's more distributed than ever
2. Ideas are global
3. Hiring 'A' talent isn't the same as building 'A' teams
4. Silicon Valley's "move fast and break things" motto doesn't necessarily work in other, non-software sectors
5. Venture capital is due for a refresh



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# EMPLOYMENT STANDARDS

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## Future Skills Centre Podcasts

Canada is facing wide-reaching demographic and technological changes that pose increasingly significant challenges to the world of work. **The Future Skills Centre Podcast**, presented by **The Conference Board of Canada**, will explore these crucial emerging challenges to the future of work. In each episode, we will unpack a unique issue facing Canadians and hear from varying perspectives—such as community members, decision-makers, and thought leaders—to discuss solutions and paths forward.



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## Future Skills Centre Podcasts

“Every episode takes on big issues in the labour market, grappling with social and economic questions that impact us all,” says Pedro Barata, Executive Director of the Future Skills Centre. “It’s a great way for listeners to learn about the ways in which we need to adapt to an increasingly unpredictable world.”



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## Future Skills Centre Podcasts

The complete list of episodes is as follows:

**Episode #1:** Developing Social and Emotional Skills in an Automated World

**Episode #2:** Addressing Inequalities in the Workforce

**Episode #3:** Transitioning to a Digital, Green, and Human Future

**Episode #4:** Upskilling & Reskilling (Mid-Career Workers)

**Episode #5:** Bridging the Gap Between Work and Education

**Episode #6:** Gig Economy & Independent Workers



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

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