2019 The Labour Market Year-in-Review

with Christian Saint Cyr, Publisher, BC Labour Market Report

2019: The Labour Market Year-in-Review

What were the significant labour market stories, themes and research pieces from 2019?

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January 2019: Labour Market Headlines

- Feds offer more funds to connect immigrants to Canadian job market
- Ottawa concerned that 'vulnerable' groups could be forced out of the labour market by technology
- B.C. nurses negotiate pricey premium designed to force additional hiring
- Canada's growing gig workforce highlights need for portable benefits plan
- RBC and TRIEC Announce National Expansion of Career Mentorship Program for New Canadians

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February 2019: Labour Market Headlines

- BC will need more than 14,600 additional construction and maintenance industry workers to meet peak labour demands by 2021
- Surrey Board of Trade receives $198K for labour market study
- IKEA Canada Launches Refugee Employment Program
- Survey: Half of B.C. immigrants say they do not find jobs matching their training, skills and experience
- Walmart Is Eliminating Greeters. Workers With Disabilities Feel Targeted
- New resources to help mining sector in B.C. thrive

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March 2019: Labour Market Headlines

- B.C. launches new roadmap to bolster tourism as economic driver
- Canada manufacturing growth hits 26-month low as hiring slows
- Study: Earnings Inequality and the Gender Pay Gap in Canada
- Survey: 1 in 3 Job Candidates in Canada Removed from Consideration Following Reference Checks
- Free app launches to help immigrants, refugees as they settle in B.C.
- Survey: More than 9 in 10 Companies in Canada Offer Employees Financial Support for Certifications
- Survey: Millennials are on a quest to find meaningful work — and they're willing to take a pay cut to get it
- BC Construction Association launches new BC Builders' Code

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April 2019: Labour Market Headlines

- WorkBC 2.0 launched
- Survey: 85 per cent of Creative Managers in Canada say their companies are transparent about pay
- Forestry: B.C. forest industry generates 1 in 5 jobs Northeast B.C.
- People with Disabilities: There's an Autism Job Fair happening in Richmond next week
- Trucking Industry: Data shows many young workers have mixed feelings about the trucking industry
- Mining Labor Crisis? Sector Needs To Hire Nearly 100,000 People In The Next 10 Years
- YVR creates $20,000 scholarship for women studying business

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May 2019: Labour Market Headlines

- Restaurants: BC servers welcome labour law amendment that would bar employers from claiming tips
- Seeking skilled workers, not enough people entering trades to make up for retirements, satisfy market
- Canada's labour market surprises with biggest one-month jobs gain since 1976
- Research: Boomers, Gen Xers, and Millennials all want VERY different things at work
- Word Products: Expect the loss of another 12 sawmills over next decade, analyst says
- Carpenters union gets $129K for apprenticeship training

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June 2019: Labour Market Headlines

- Liberals merge youth employment programs in revamped jobs strategy
- 75% firms to hire AI behaviour forensic experts by 2023
- Most boomers likely won't downsize for another 20 years — too late for millennials
- Could Surrey find 800-plus officers for its new force by 2021?
- Survey: 2 In 3 Companies In Canada Plan to Expand Creative Teams In Second Half of 2019 according to survey
- Regional: Departure of young workers from Thompson-Okanagan concerning
- Construction: LNG Canada and JGC Fluor launch unique program to double percentage of women working on the project
- Early and diverse friendships lead to better income for immigrants according to StatsCan study

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July 2019: Labour Market Headlines

- McDonald's Canada Looks to Add More than 400 New Hires in British Columbia
- Artificial intelligence and other technological advancements unlikely to lead to mass unemployment
- Nearly 7 in 10 Managers in Canada Consider Consistent Temp Work Comparable To Full-Time Job When Assessing Applicants
- B.C. puts $3.3 million into forestry training
- BC approves ride hailing
- Flexible Scheduling, Telecommuting Best Perks to Help Canadian Lawyers Improve Work-Life Balance, Survey Reveals
- Employment opportunities opening for Trans Mountain Expansion Project
- More older people working due to demographic changes

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August 2019: Labour Market Headlines

- Canadian greenhouse labour shortages worsened by growing cannabis producers
- Canada's Tech Boom, Factory Slump Risk Creating Rich And Poor Cities according to Report
- 33% Of Workers In Canada to Look For New Job in Next 12 Months
- Canadian wage growth climbs to highest mark since 2009, but economy sheds jobs
- If you work for Uber or DoorDash, your boss isn't a person but an algorithm
- Prime Minister announces advisory committee aimed at promoting skilled trades
- Lush Cosmetics hiring more than 500 full-time positions in Vancouver
- Inclusive workplaces benefit all of B.C. according to business leaders

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September 2019: Labour Market Headlines

- Amazon near end of hiring spree at Tsawwassen fulfilment centre
- BC eliminates self-help kit for employment standards complaints
- Last time Canada's economy gained this many jobs in a year it was 2003
- Federal response to 'gig' workers hindered by unreliable data, documents say
- Study: 28 per cent of men believe they could lose their job if they discuss mental health at work
- Customer Service: Rogers bringing call centre, jobs to Kelowna
- BC Trucking Association looking at recruitment and retention strategies to combat driver shortages

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October 2019: Labour Market Headlines

- Oct. 1 licensing deadline for recruiters of foreign workers
- BC paramedics get employment stability in new union contract
- Uber And Lyft Are Already Hiring In Vancouver And There Are Tons Of Jobs Up For Grabs
- BC retail sales post fourth straight decline
- Province seeks feedback on growing farming, protecting farmland in B.C.
- BuildForce sees B.C. and Ontario growth while Alberta hits 'new normal'
- How Trump's Tariffs Are Creating Jobs — for Canadians
- 8 in 10 Lawyers in Canada Say Tech Skills Outweigh Soft Skills When Hiring Legal Job Candidates
- Here's why more Canadians are considering becoming Health Care Assistants in BC

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November 2019: Labour Market Headlines

- New Crown agency supports family maintenance
- To attract a generation that grew up with cellphones and iPads, the construction industry goes high-tech
- ICBC needs brokers, online renewals 'not a priority,' David Eby says
- Survey: Nearly One-Third of Workers in Canada Lose Interest in Job Offer if Employer Won't Negotiate Beyond Salary
- Site C workforce steady near 4800 in September
- Regulations: Inquiry needed into 'gig' work in BC
- BC Construction Association launches mortgage solution for workers
- What the insurance industry can do as Gen Z's interest in insurance careers wanes
- CN Rail and Translink labour disputes impact customers but lead to quick resolution

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Employment in BC has grown steadily since 2009. Total employment in BC increased in the last year by 26,800 jobs, or 1.1%, to reach 2.49 million. The five year trend was more dramatic, with provincial employment growing by 228,000 jobs, or 10%, between 2013 and 2018.

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Employment growth occurred across many service industries during the past year:

- Health care and social assistance industries: +19,700 jobs
- Professional, scientific and technical services industries: +11,300 jobs
- Accommodation and food services industries: +5,100 jobs

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Despite overall gains across the service sector, some service industries experienced job losses in the past year, including the information, culture and recreation industry; trade; and the finance, insurance, real estate, rental and leasing industries.

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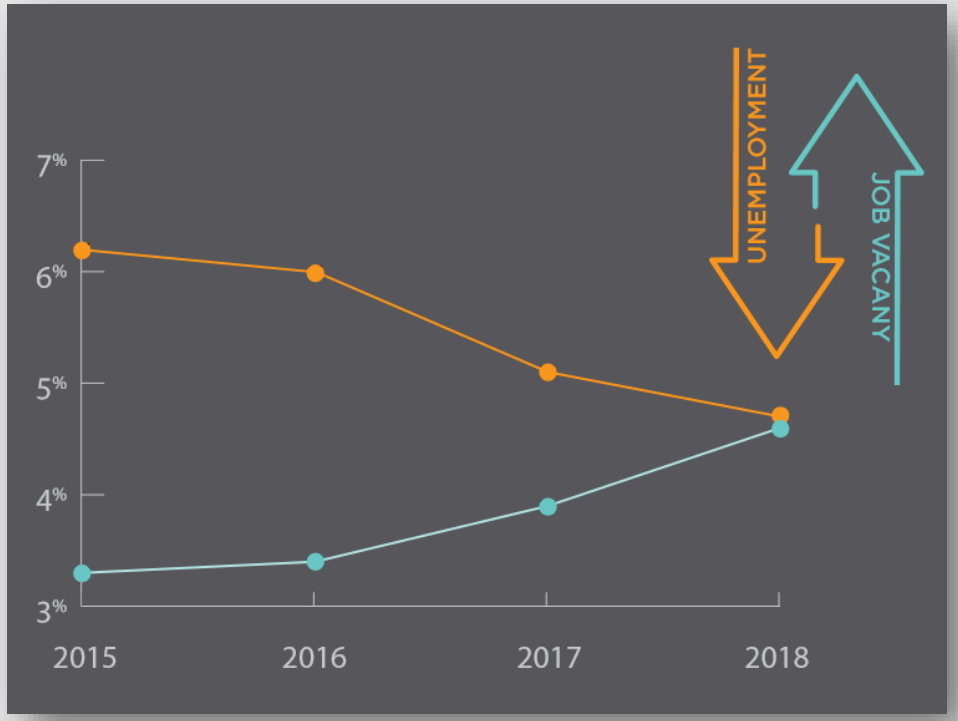

The province's declining unemployment rate can be attributed to population growth and economic opportunities, and to some extent, lower labour force participation. In three of the past five years, BC's labour force participation rate has declined, resulting in the number of people on the unemployment rolls and seeking work decreasing. This trend is driven by several factors, including BC's aging labour force.

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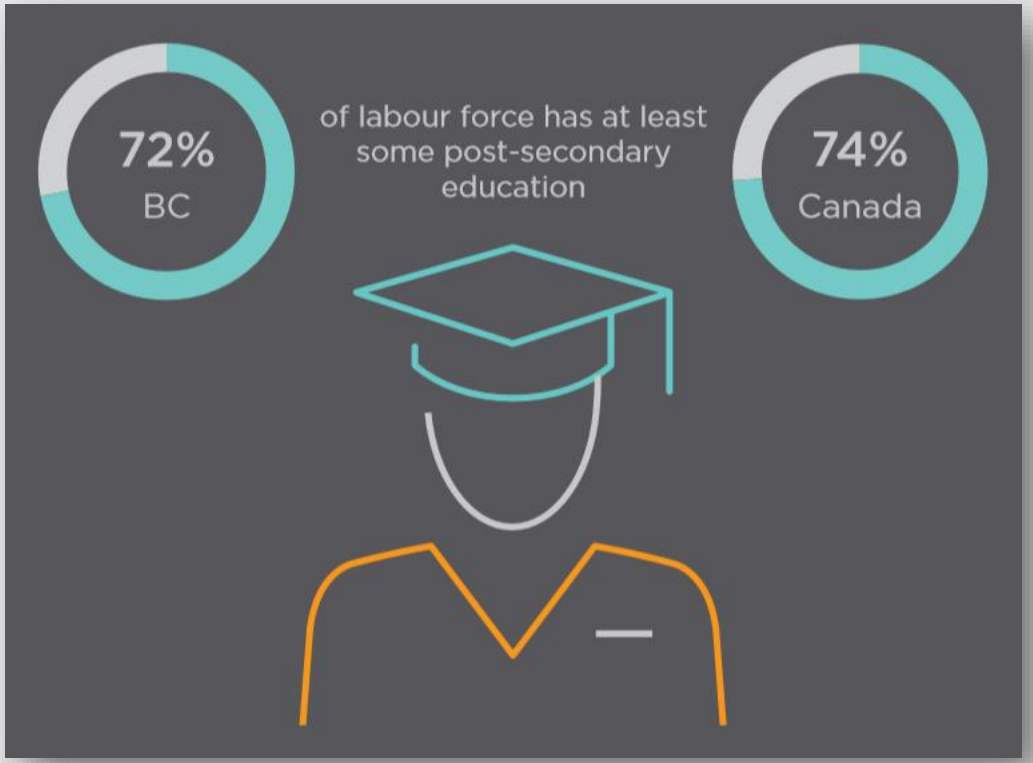

The level of educational attainment in BC's workforce has increased over the past two decades. In 2018, educational attainment in BC rose by 0.7 ppt to 72.1%, its highest level ever. This was a 4.2 ppt increase over its 2009 level of 63.0%.

Similarly, the proportion of the labour force with a university degree rose from 32.4% to 36.1% during the same period. This can be partially explained by BC's aging labour force, as older workers with less education retire.

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Investment Indicators All Strong

- After declining in the previous year, BC's private sector non-residential building investment rebounded by 23.9% to reach $5.2 billion.
- The value of BC's exports per worker rose by 6.7% last year and registered a 28.8% growth rate over the past five years, but it was still behind the national average in absolute terms.
- There was no change in BC's government net debt as a share of GDP.
- Finally, BC's labour productivity grew by 0.9% last year. This was a modest gain, but the gain was greater than any of the other jurisdictions, and one of the best in the country. For at least the past decade, BC's productivity has been lower than the national average, but BC may now be closing the productivity gap with Canada.

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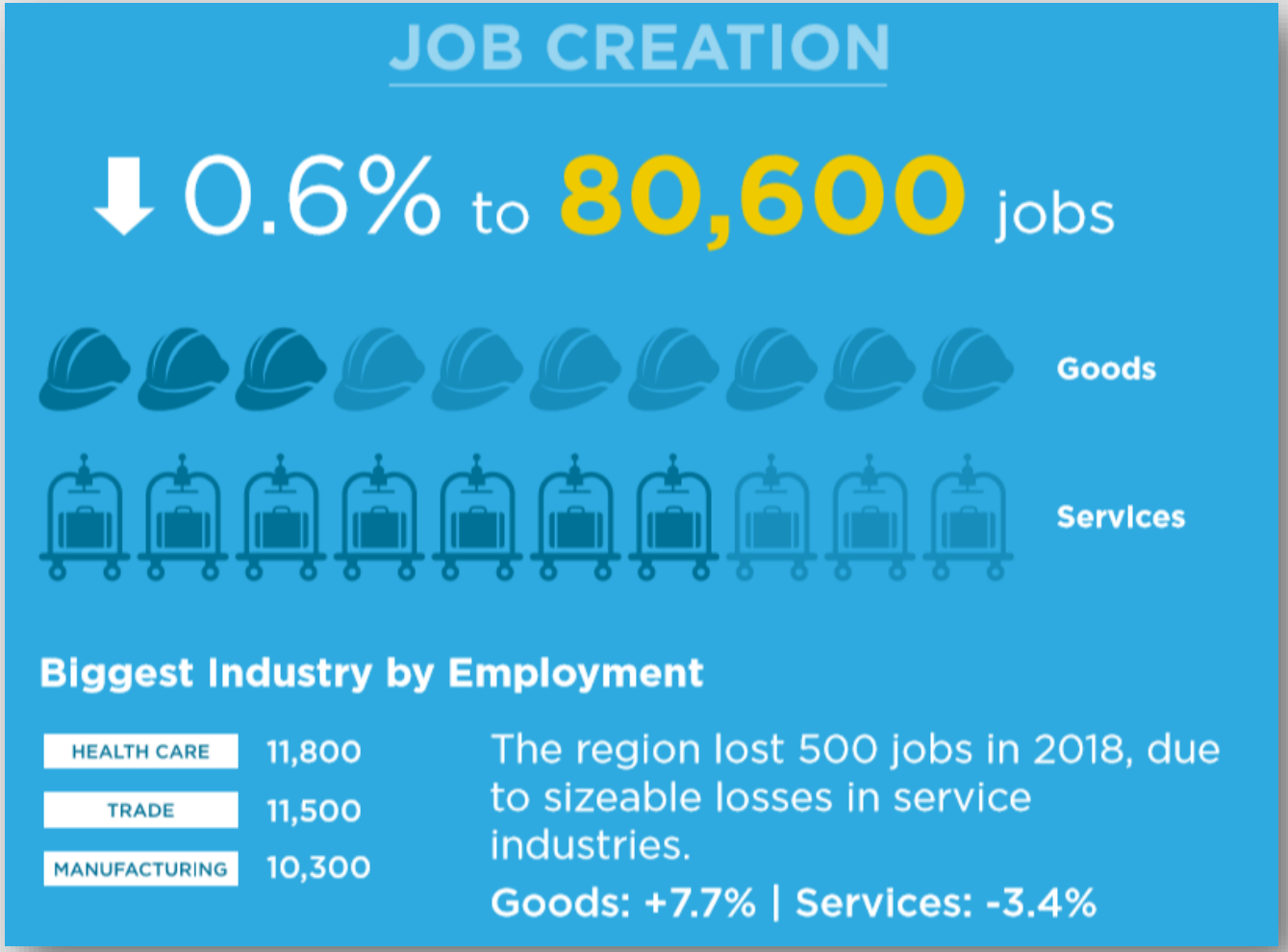
Cariboo Region



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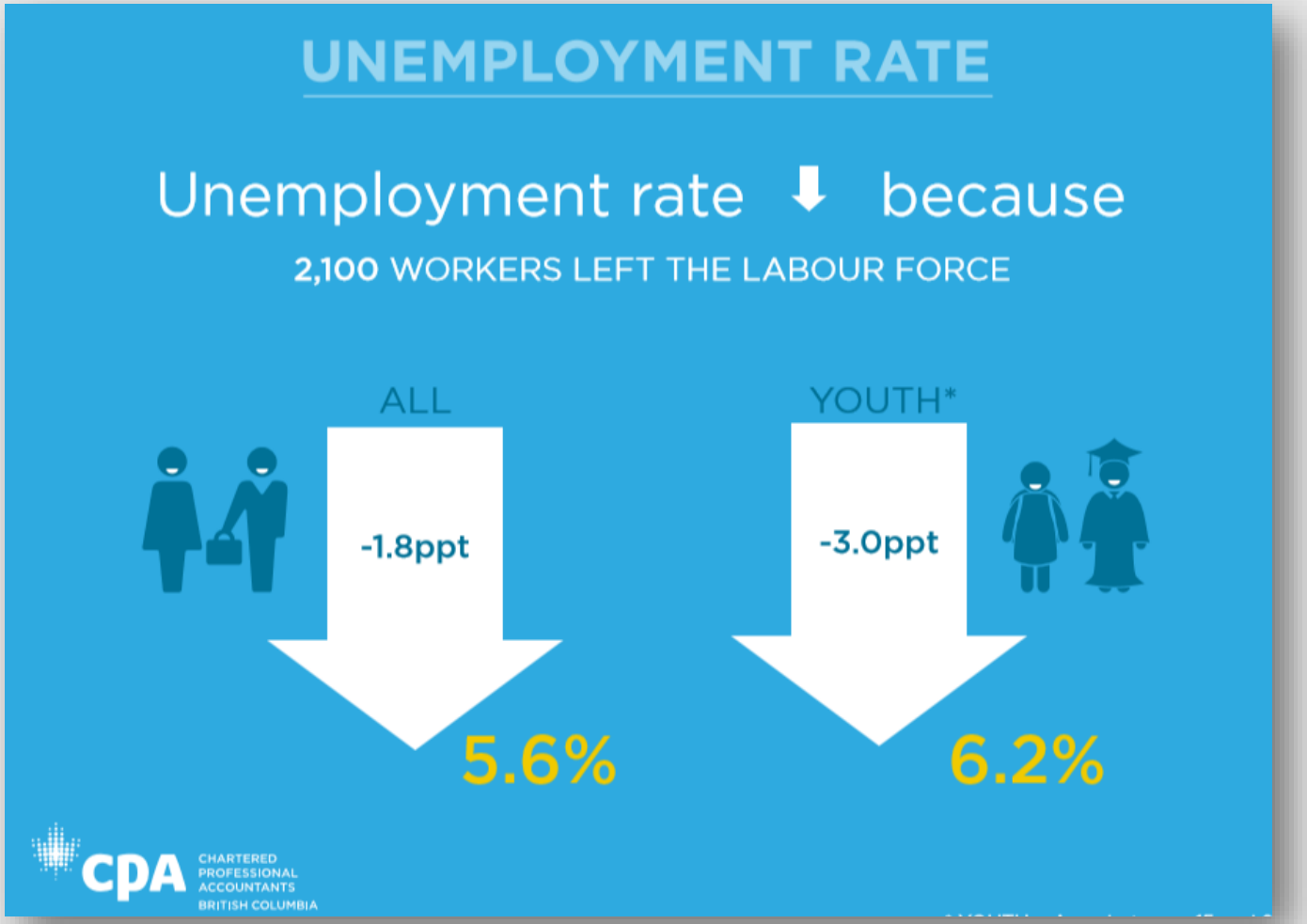

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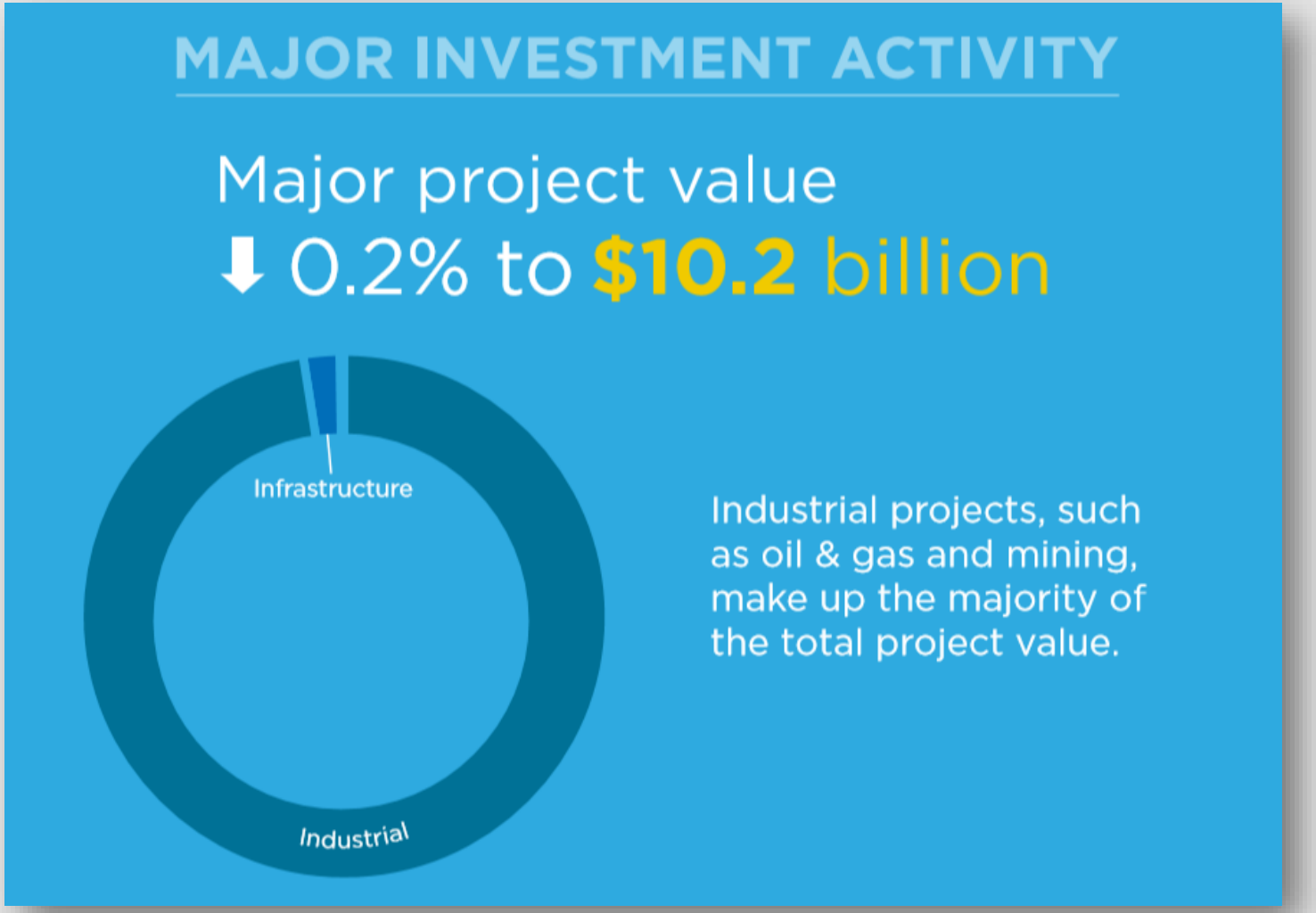

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Cariboo Region

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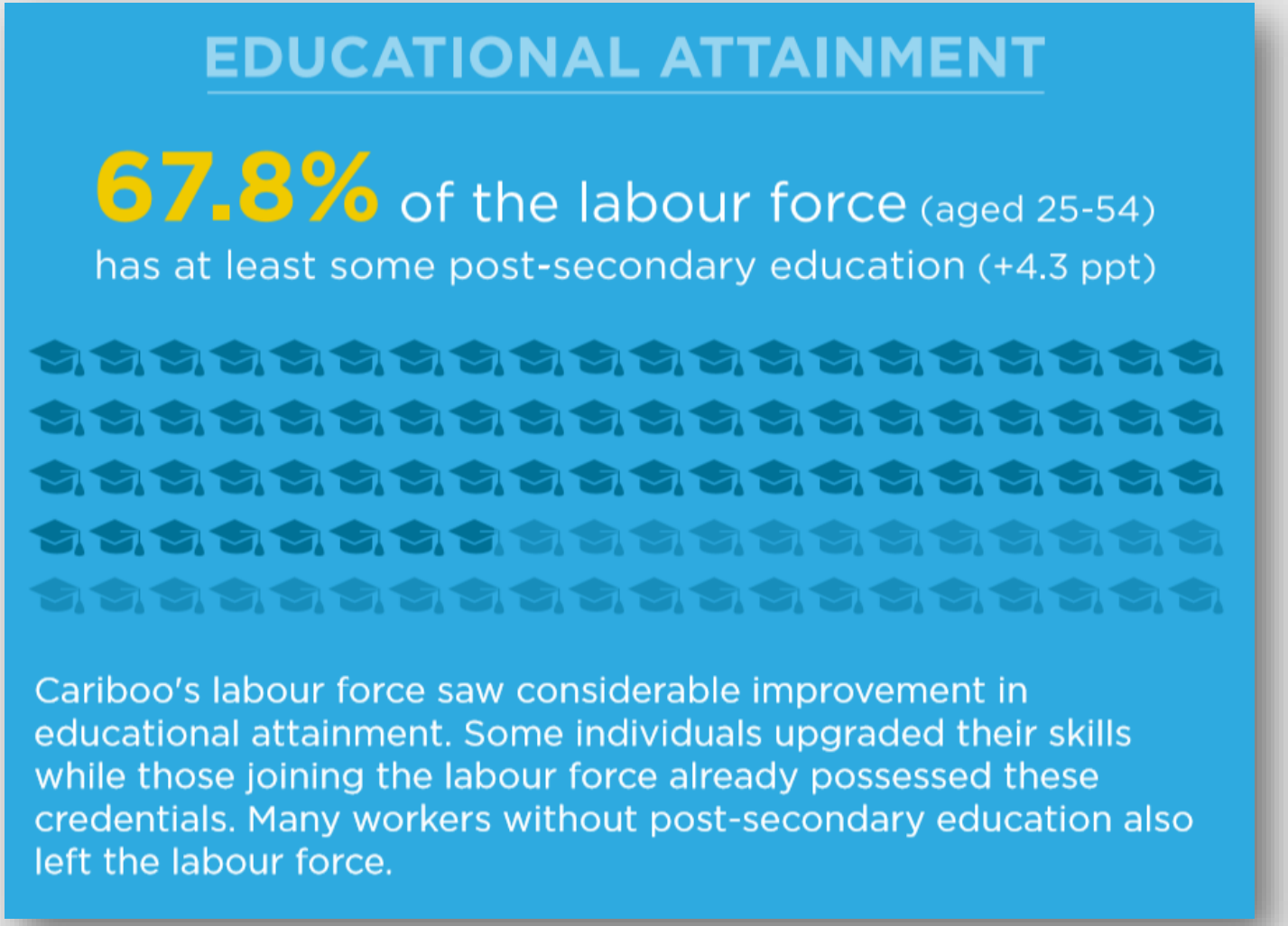

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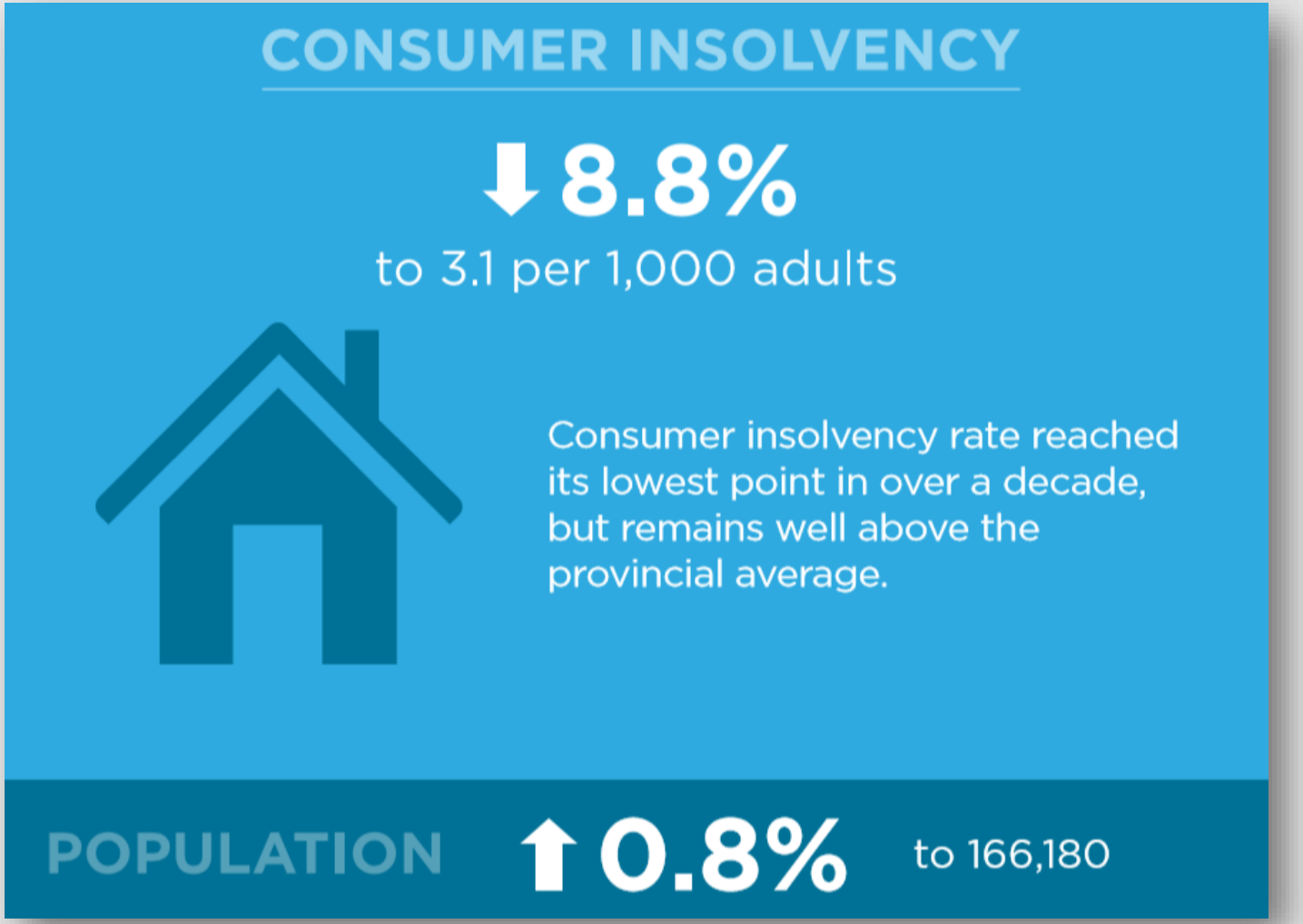

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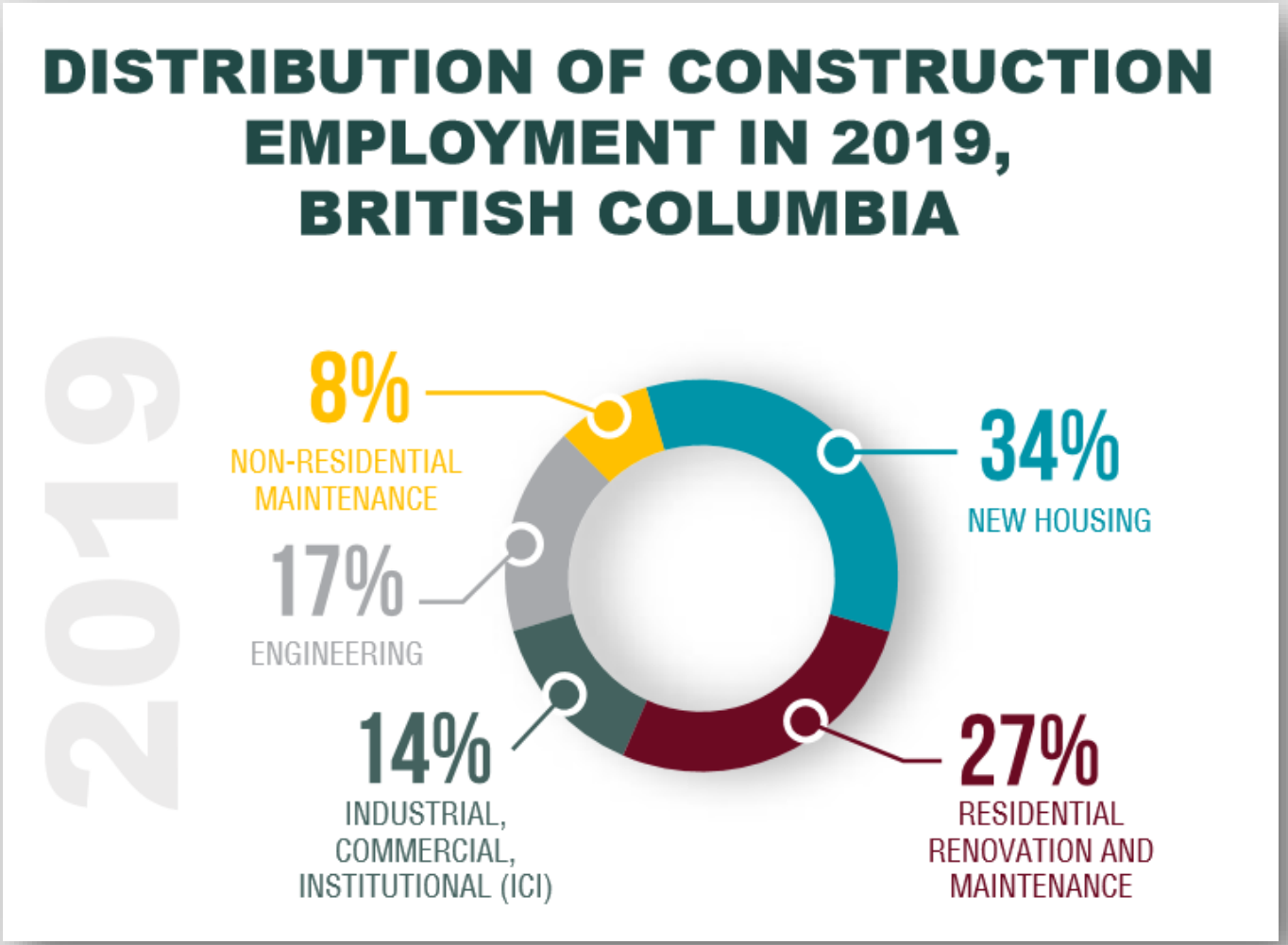
Construction Sector



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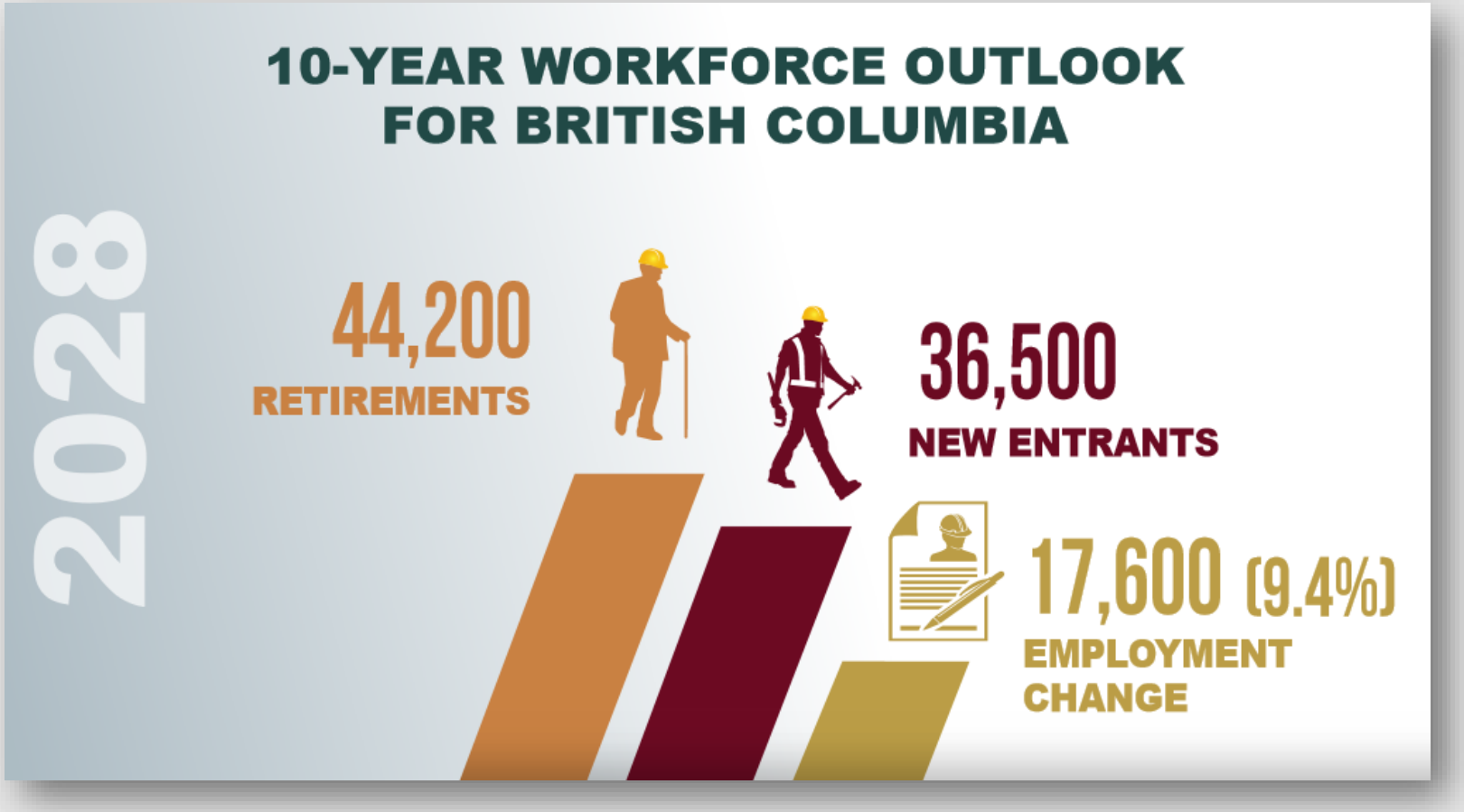

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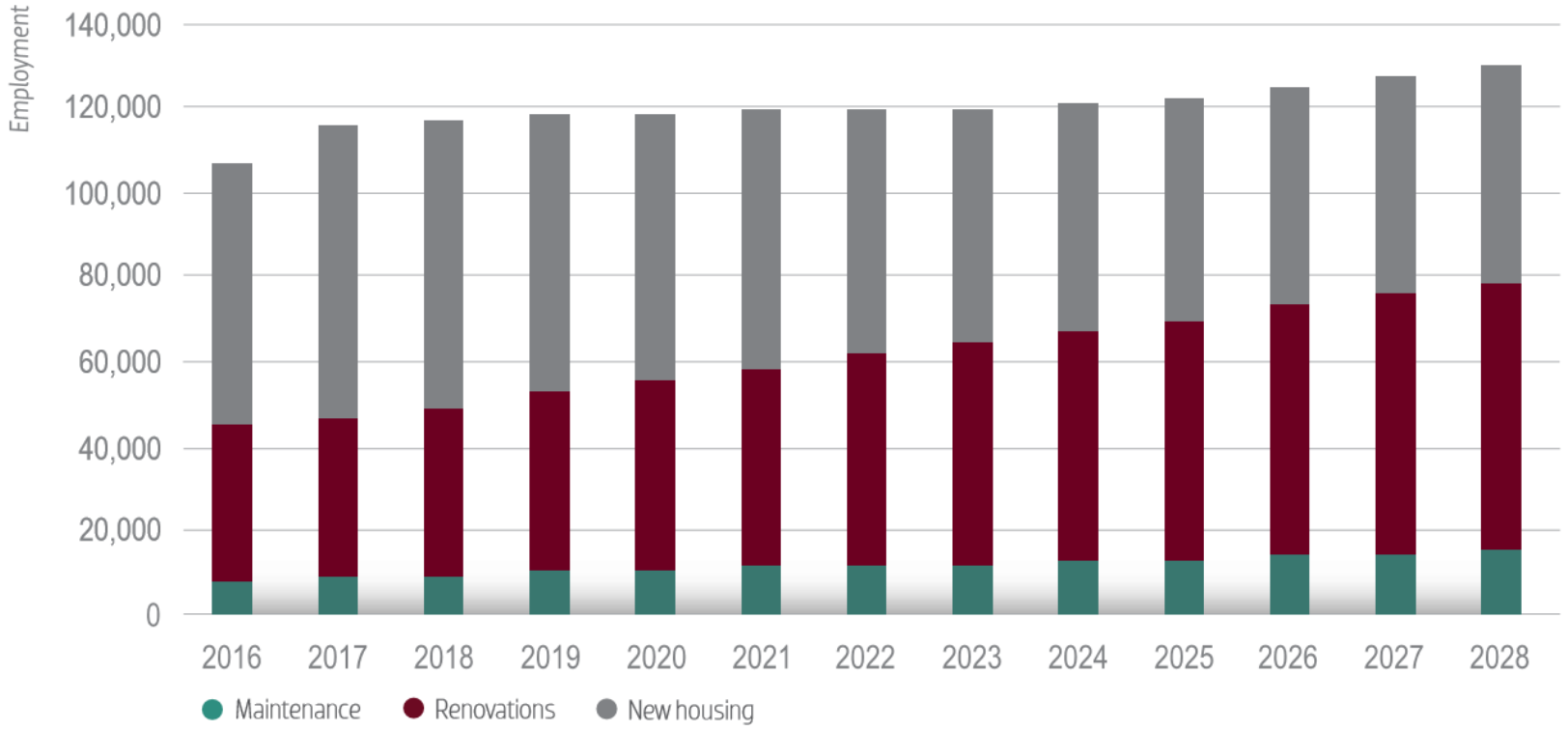
Construction Sector

Figure 1: Residential construction employment growth outlook, British Columbia



Source: Statistics Canada, BuildForce Canada

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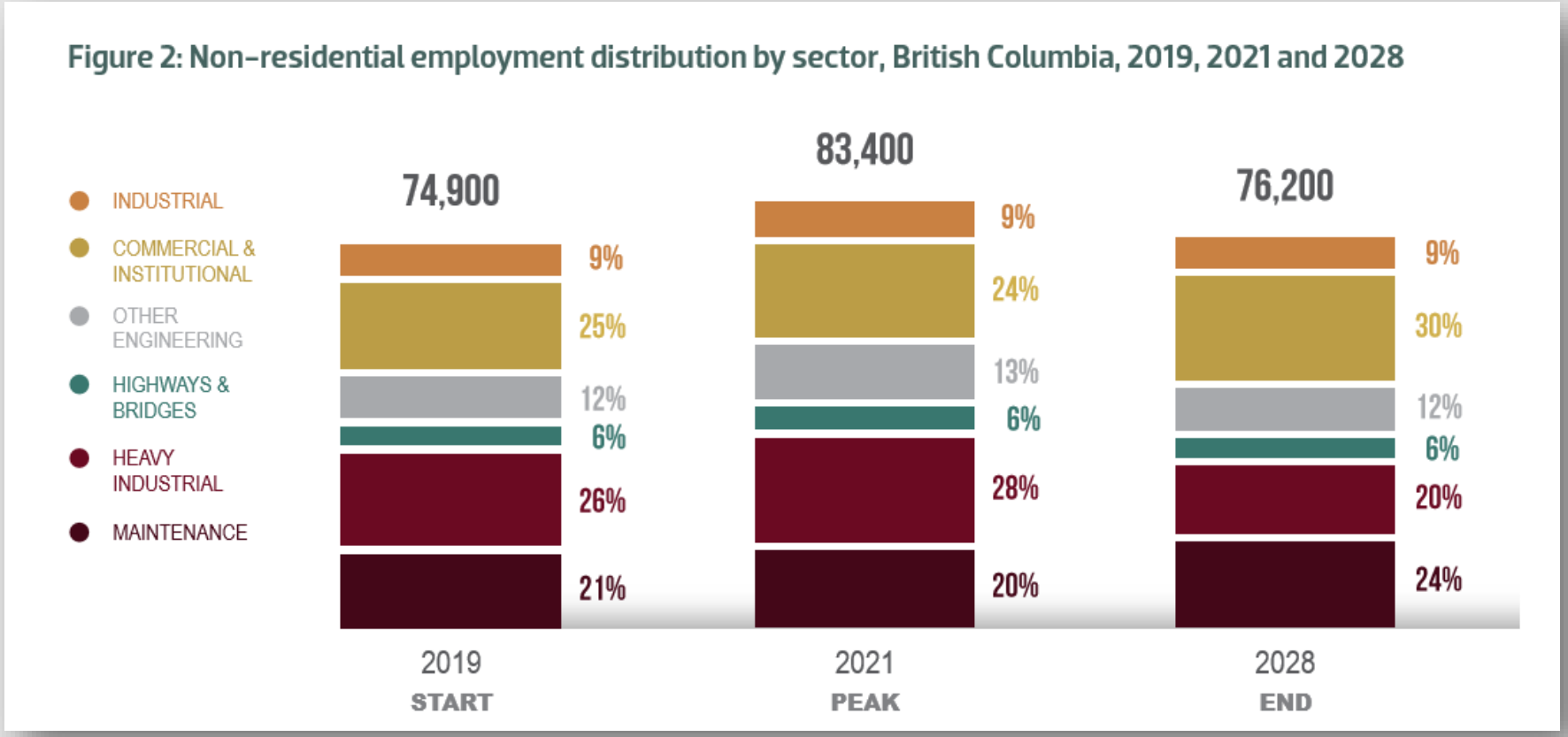
Construction Sector



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BC Builders Code

The Builders Code expands the definition of construction safety beyond physical hazards to include stress or distraction caused by discrimination, bullying, hazing or harassment. A Builders Code worksite will seek to be free from behaviour that threatens the stability of work conditions including job performance, health, well-being, safety, productivity and the efficiency of workers.

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BC Builders Code

The Builders Code will be a valuable opportunity and asset for contractors looking for competitive ways to attract and retain skilled tradespeople at a time when B.C. faces a skills shortage of 7,900 workers, and when tradeswomen comprise only 4.7 per cent of the skilled workforce. Although women, youth, and other equity-seeking groups are entering construction trades at a higher rate than in the past, retention rates remain low. First year retention rates for women apprentices have anecdotally been estimated at less than 50 per cent. By comparison, first year retention rates for men are estimated at 70 per cent. Those contractors who lead the way in culture change will have distinct advantages.

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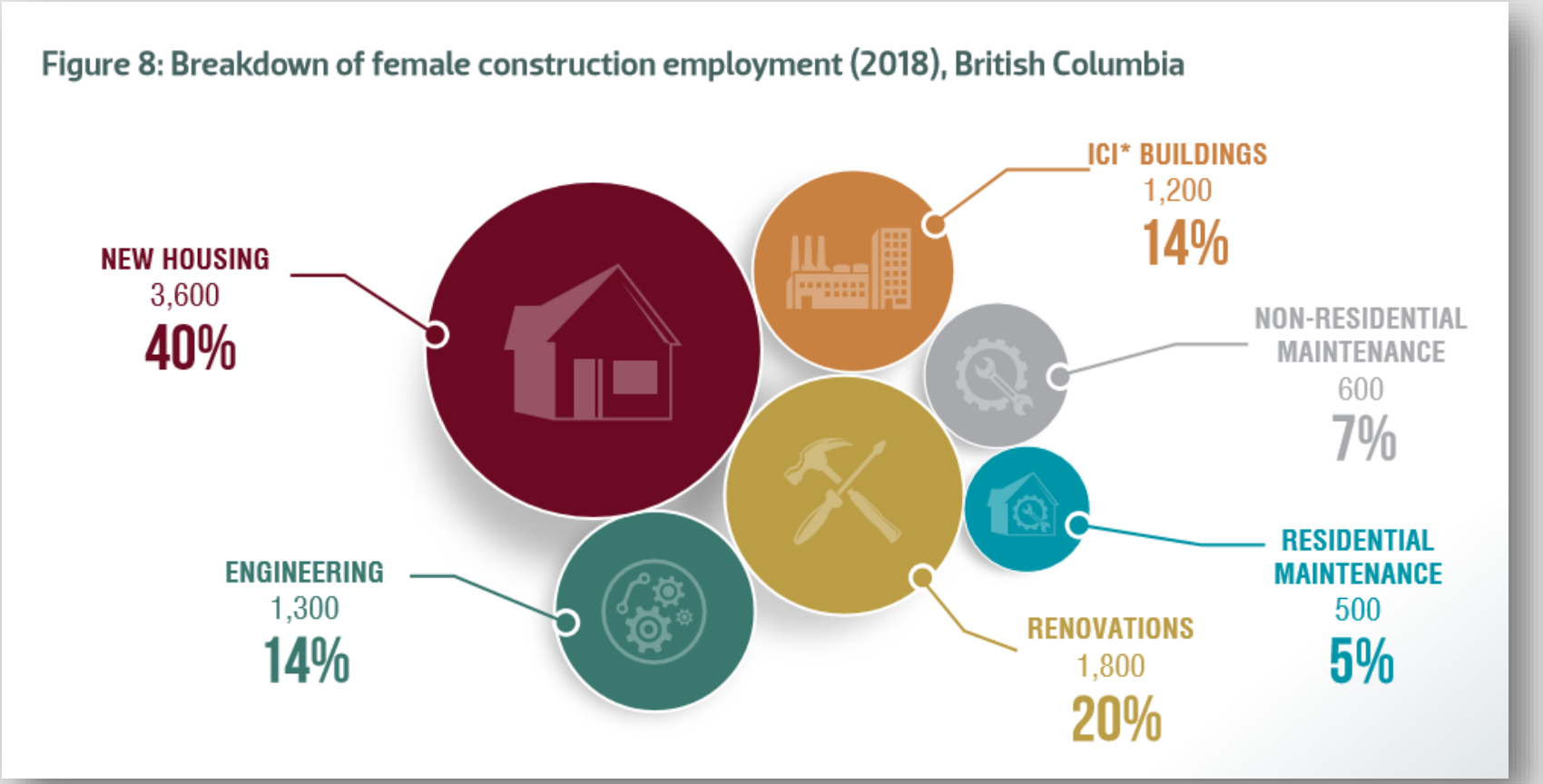
Construction Sector



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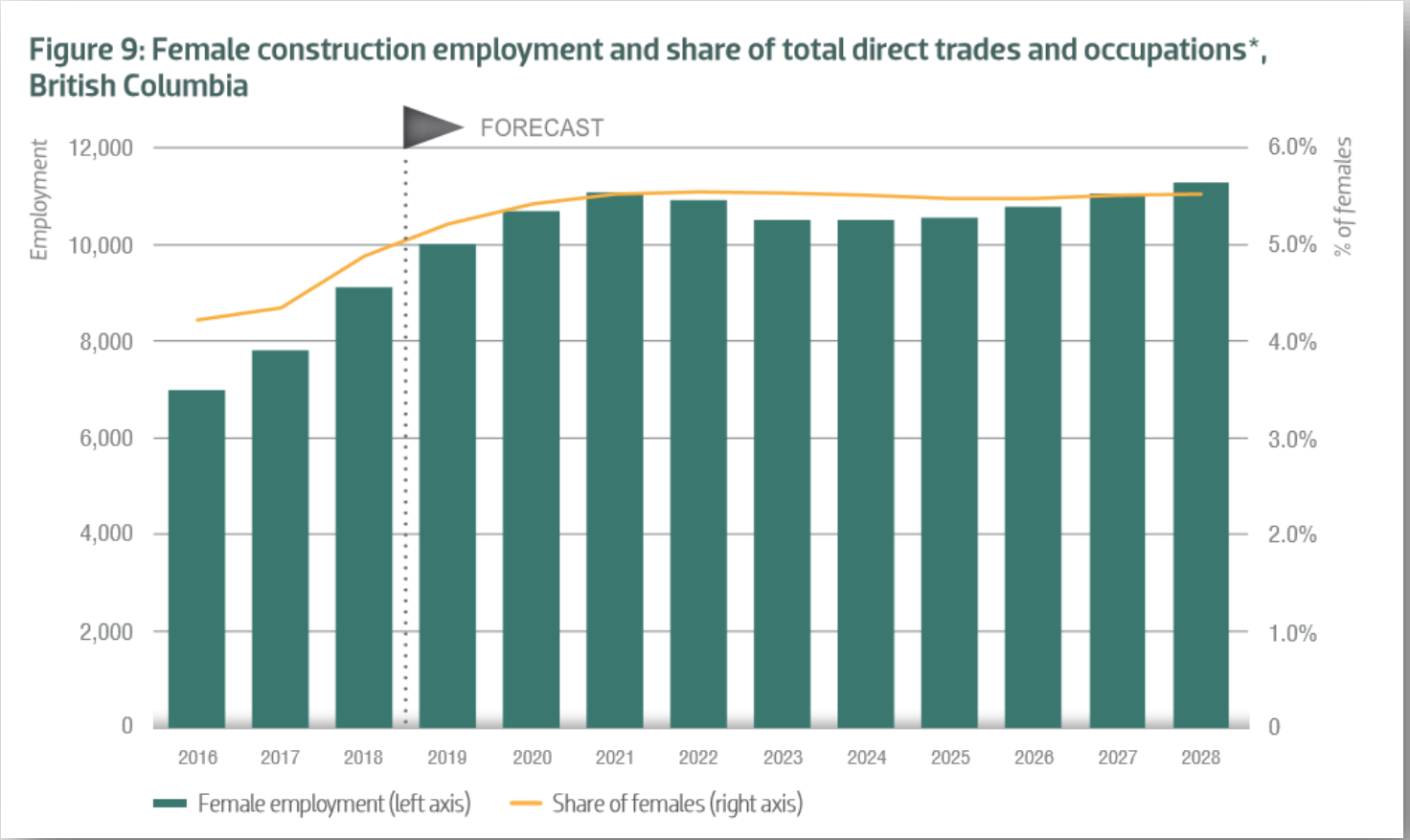

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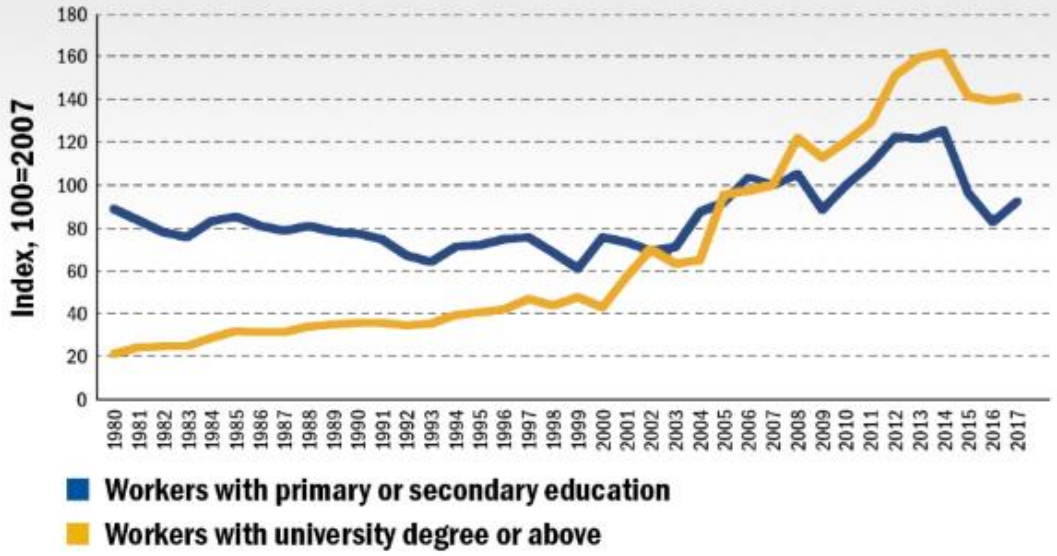
EDUCATION

Increasing Demand for Workers with a University Degree

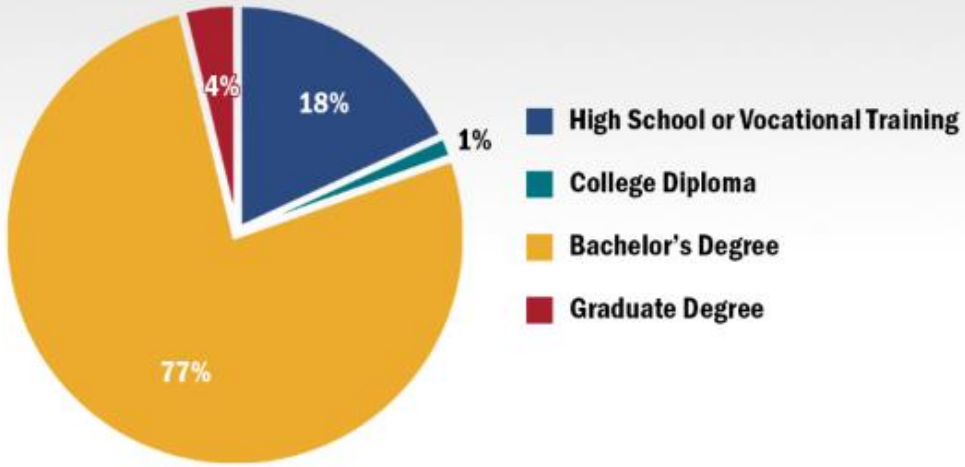
Workers in Mining, Quarrying, Oil & Gas Extraction

(NAICS 21) By education level (1980 - 2017)



Share of Online Job Postings in Mining and Quarrying

(NAICS 212) By educational requirement (2013 - 2018)



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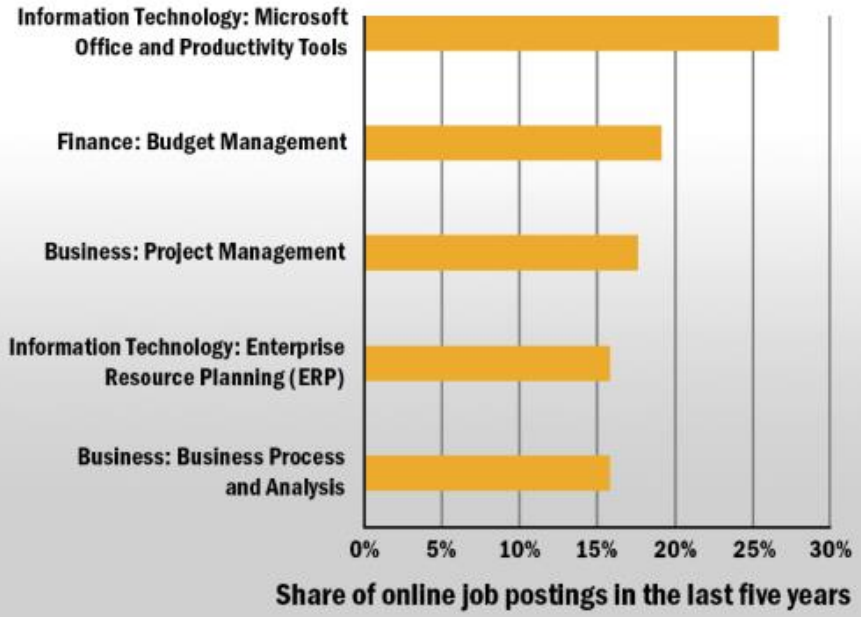
SKILLS Top Five Skills in Demand from Online Job Postings

Skills Demanded in Mining and Quarrying

(NAICS 212) By share of online job postings (2013 - 2018)



In the Past Five Years:

1 in 5 job openings in mining were for **professionals** in natural and applied sciences

1 in 10 job openings in mining were for **technicians** related to natural and applied sciences

1 in 13 job openings in mining were for **skilled persons** in maintenance and equipment operation trades

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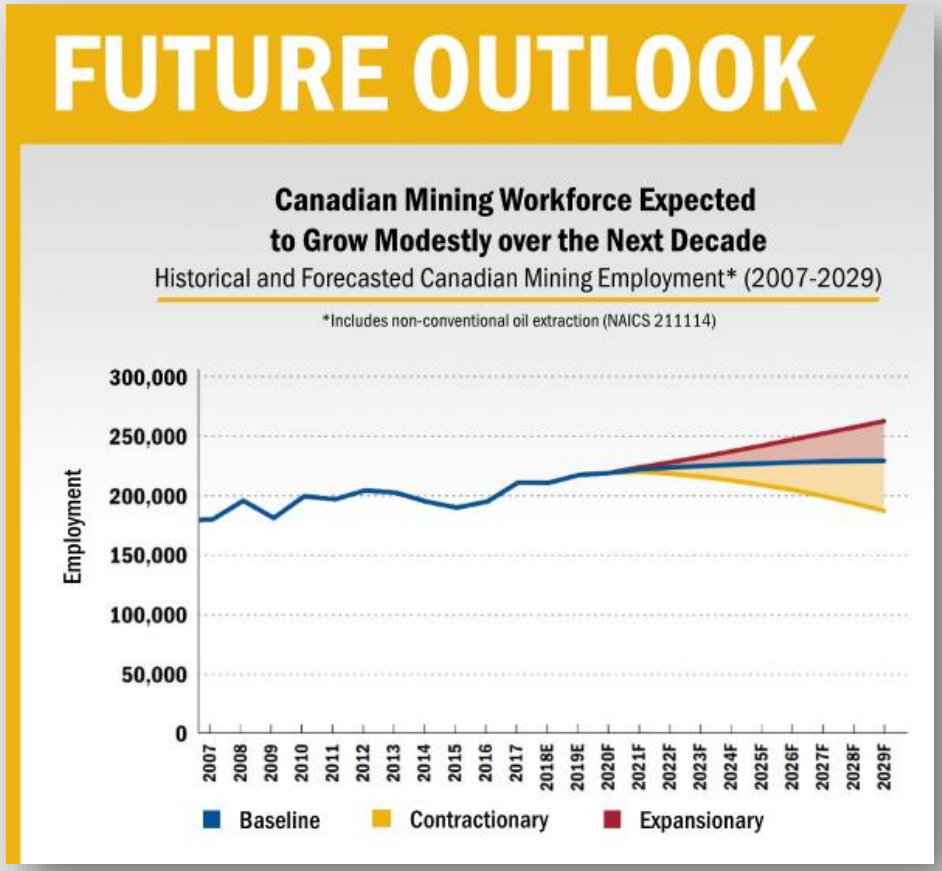

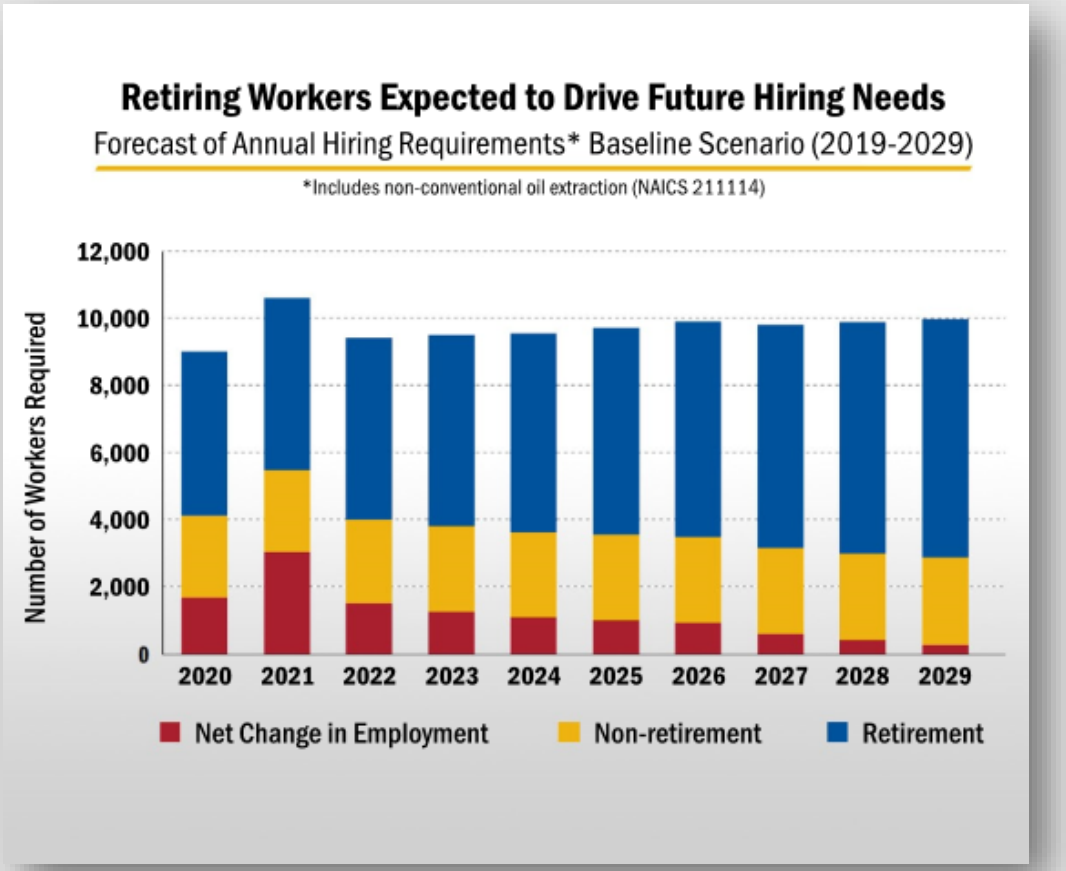

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Northern LNG: Your Place Initiative

- Applicants as of October 15: 1,034
- Number of Indigenous women applicants: 365 of which 76 are from the local area
- Number of local applicants: 253
- Applications with all documents provided: 419
- Classes filled: 1, with 25% self-identified Indigenous participants
- The 4-week training program is open to B.C. women of all ages and stages in their working life, whether entering the workforce for the first time, looking for a career change, or returning to the workforce after taking time off.
- Approximately 4,500 jobs will be created at the peak of construction, leaving ample opportunity for both women and men to find employment with JGC Fluor or one of its subcontractors.

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Northern LNG: Your Place Initiative

- Training will be delivered exclusively at Kitimat Valley Institute (KVI), which increases accessibility to training for First Nations and women in northern B.C. and introduces participants from other parts of the province to the realities of a fly-in-fly-out worksite.
- LNG Canada will provide transportation from anywhere in B.C. to and from the training in Kitimat, as well as cover the costs of tuition and accommodation.
- Graduates of the 4-week training program will begin their work at an entry level in a number of trades, including Construction Craft Workers (Labourers), Heavy Equipment Operators, Electricians, Welders, Pipefitters, and Ironworkers – trades in high demand on the project.

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Forest Industry In Crisis: Government Response

- Forestry supports about 140,000 jobs and generates about $4 billion in revenues annually for the province.
- The well-being of 140 communities is closely linked to the health of the sector.
- Finance Ministry budget numbers show forest revenues are down 11 per cent so far this year and projected harvest volumes of 46 million cubic metres are the lowest in years.
- Officials claim, 80 per cent or more of the coastal forest sector is down.

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Forest Industry In Crisis: Government Response

- Close to 4,000 forestry industry workers have been laid off in British Columbia already, while advocates continue calling for urgent government action to stem the bleeding. There have been shutdowns or curtailments at over 200 mills in the province to date.
- Government has allocated $69 million to fund forest worker support programs to help reduce the impact of job losses on communities.

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Forest Industry In Crisis: Government Response

- Now, through a web portal – https://forestryworkersupport.gov.bc.ca/ – impacted workers, contractors and communities can easily access forest worker support programs online. The web portal includes the latest information and application details for the retirement bridging program, the forest employment program, community support grants, and training opportunities and funding.

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Forest Industry In Crisis: Government Response

- Through the forest employment program, affected contractors in the Interior will be able to bid on short-term employment opportunity projects near communities directly impacted by a permanent or indefinite mill closure.

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Forest Industry In Crisis: Government Response

- Work is also underway to open community-based job placement co-ordination offices in communities hardest hit by mill closures in the coming weeks: Fort St. James, Fort St. John, Mackenzie, 100 Mile House and Clearwater. Once open, these offices will support impacted forest workers by assessing their individual needs and goals, connecting them to government programs and services, matching them with available industry jobs, and engaging with employers and unions.

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Knowing Small Business:

There are approximately 508,000 small businesses in British Columbia. How many are there in the Southwest / Metro Vancouver Region?

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Inclusive Employment

Figure 5: Three Principles for an Inclusive Future of Work, Accenture

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Support for Those with Disabilities: Diversity

Based on the extensive input from all key players, the Disability and Work in Canada Steering Committee has developed a vision for, and the main pillars of, a pan-Canadian strategy that will help guide efforts to increase employment opportunities for people with disabilities in Canada.

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Support for Those with Disabilities: Diversity

1. Disability-confident and inclusive workplaces: These initiatives address workplace design, workplace accessibility, supports to employers and culture change. They are designed to help employers become confident in their ability to successfully hire, manage, accommodate, support and retain people with disabilities.

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Support for Those with Disabilities: Diversity

2. Comprehensive supports for Canadians with disabilities: These suggested initiatives focus on supports for people with disabilities, the navigability and alignment of support programs, and education-to-work transitions. They aim to ensure people with disabilities are supported in their pursuit of employment while assured of adequate incomes and benefits.

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Support for Those with Disabilities: Diversity

3. Effective partnerships: This strategy is designed to foster inclusive workplaces that enable people with disabilities to participate fully in the workforce. Achieving this goal necessarily requires partnerships among many organizations and communities. While some progress can be made by individual organizations acting on their own, to realize substantial gains requires that efforts be coordinated through partnerships. This will ensure that the complex array of supports to individuals and employers, and the efforts to promote culture change, are coherent, complementary and evidence-based.

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Support for Those with Disabilities: Diversity

4. Measurement and accountability: Strategies under this pillar address baseline measures, setting goals, identifying indicators of progress, developing data sets, and monitoring and reporting by objective third parties. Initiatives will help ensure progress can be measured and documented.

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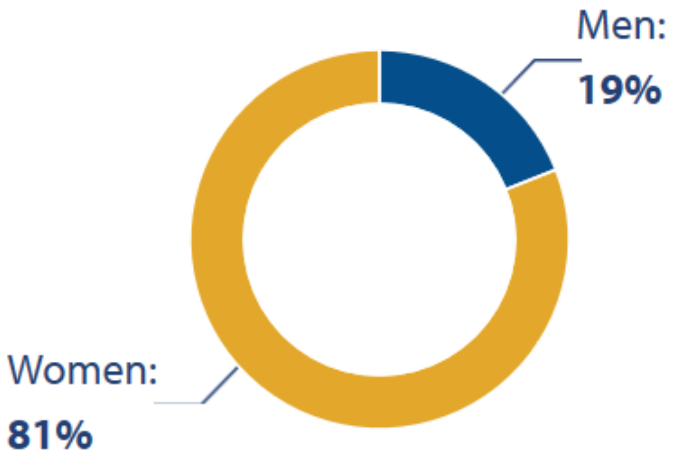
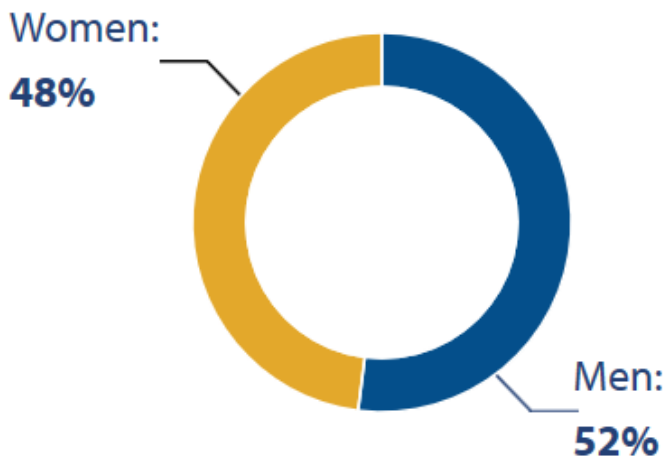
Health Care and Social Assistance

Employment by gender in 2017



Source: 2017 Labour Force Survey

Provincial average in 2017



Source: 2017 Labour Force Survey

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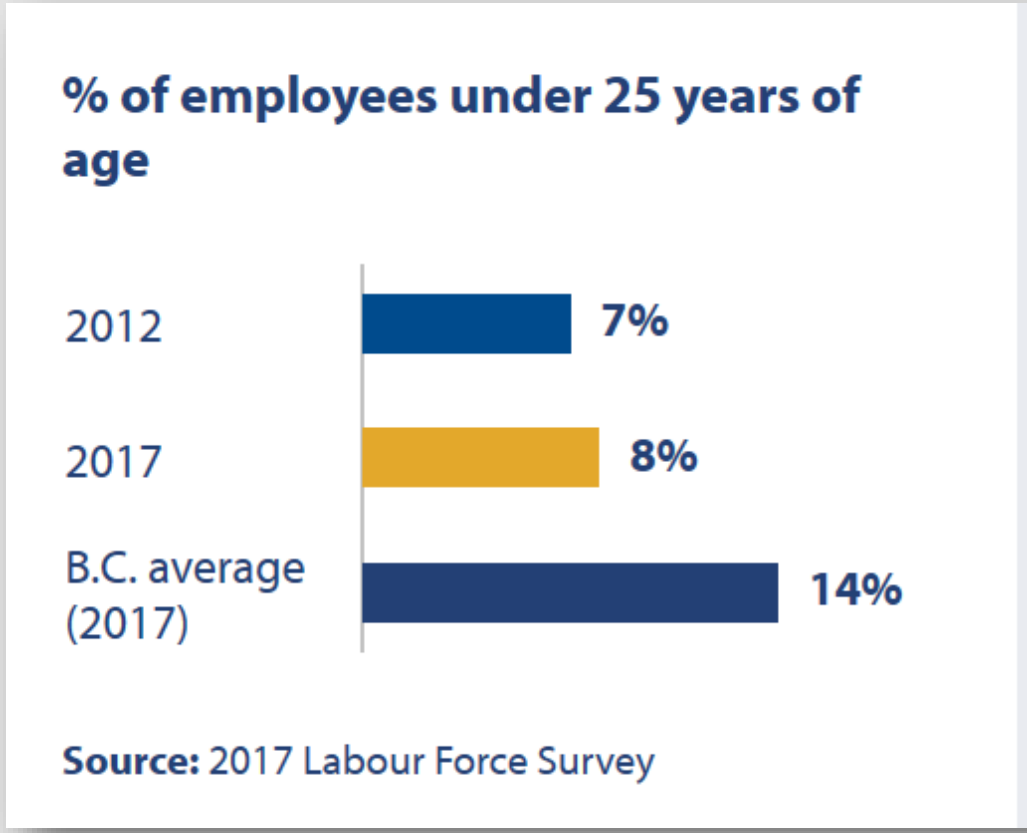
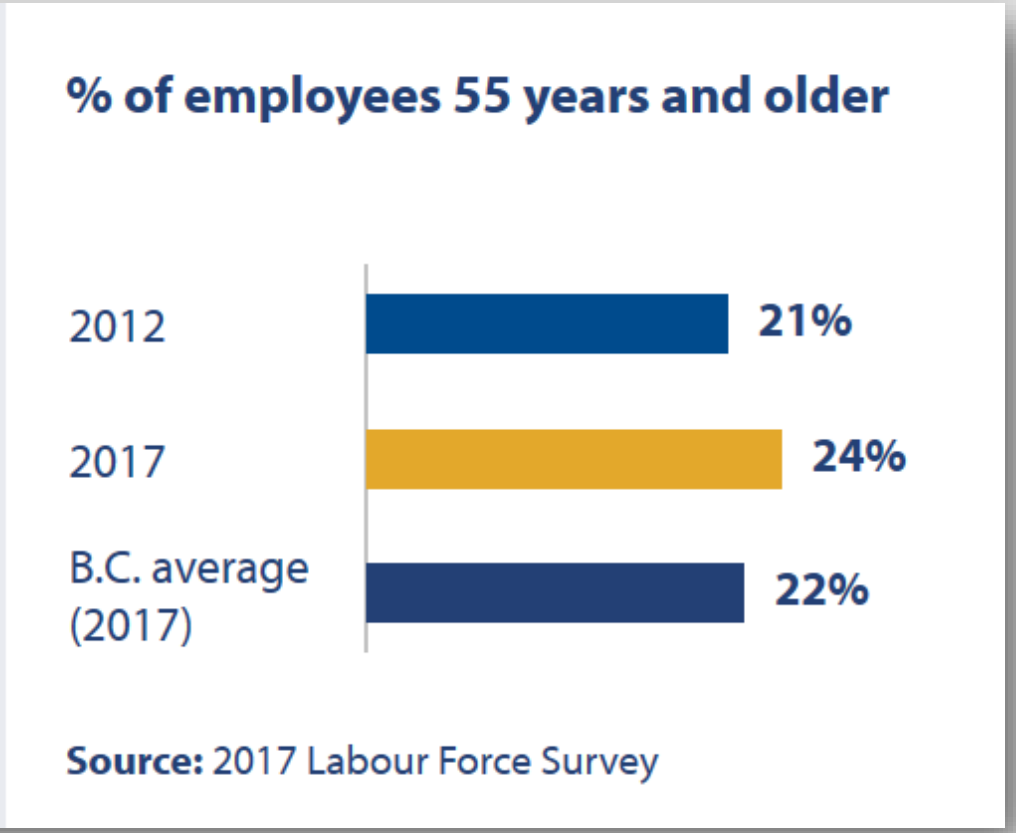
Health Care and Social Assistance





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Health Care and Social Assistance

	2012	2017	B.C. average (2017)
Part time (% of employees working part time)	27%	26%	22%
Self-employed (% of employees who are self-employed)	13%	16%	18%
Temporary jobs (% of employees in temporary jobs)	16%	16%	14%

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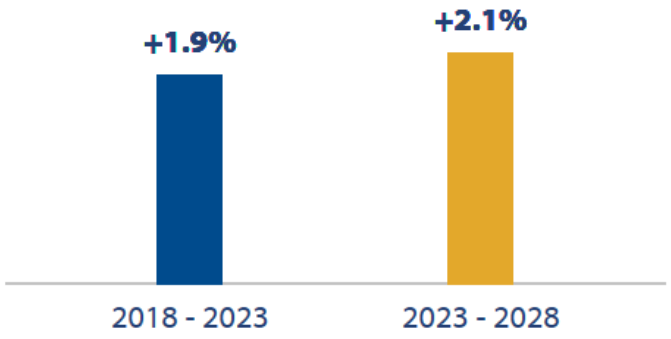
Health Care and Social Assistance

	2018	2023	2028
Forecasted employment	308,700	338,900	375,300

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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Health Care and Social Assistance

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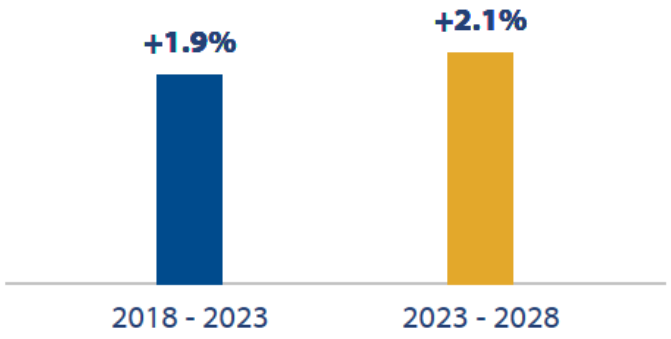
Forecasted average annual employment growth rate



Source: B.C. Labour Market Outlook

Forecasted industry share of total employment

Source: B.C. Labour Market Outlook

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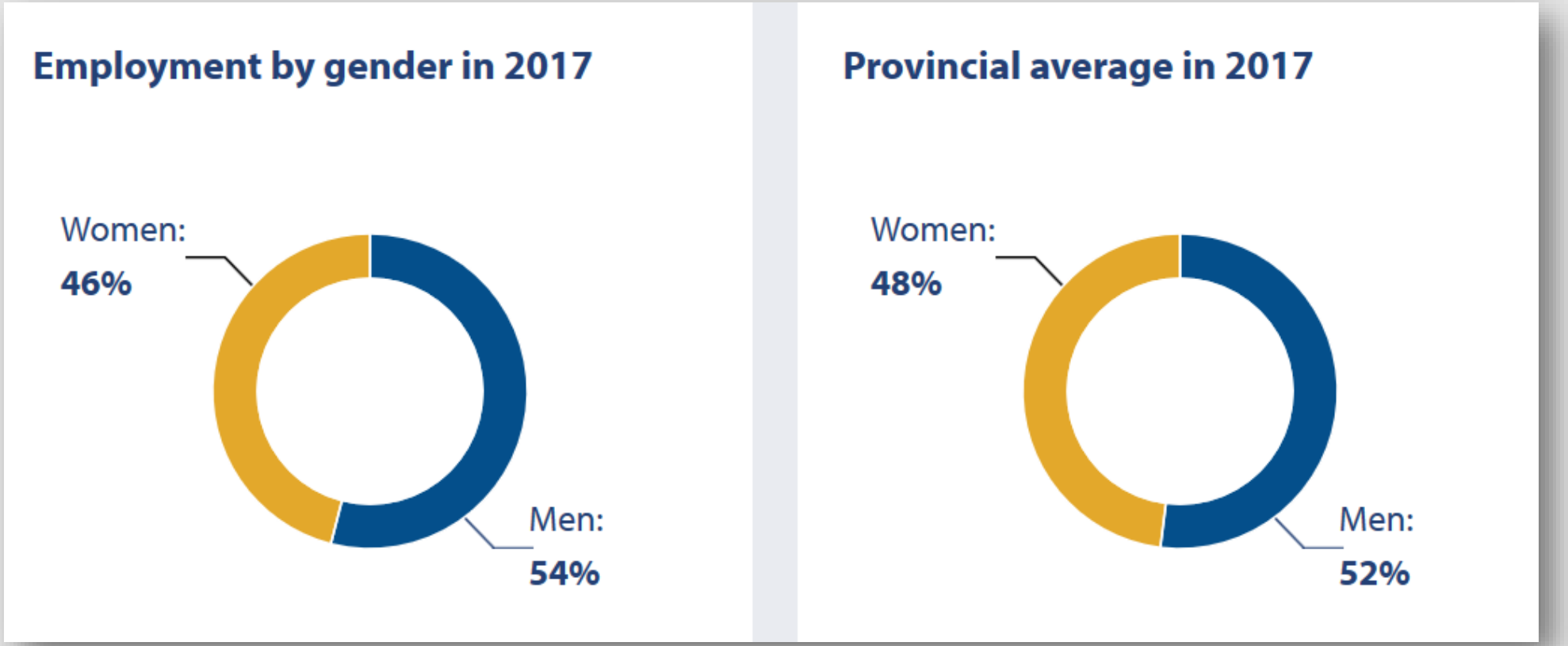
Professional, Scientific and Technical Services



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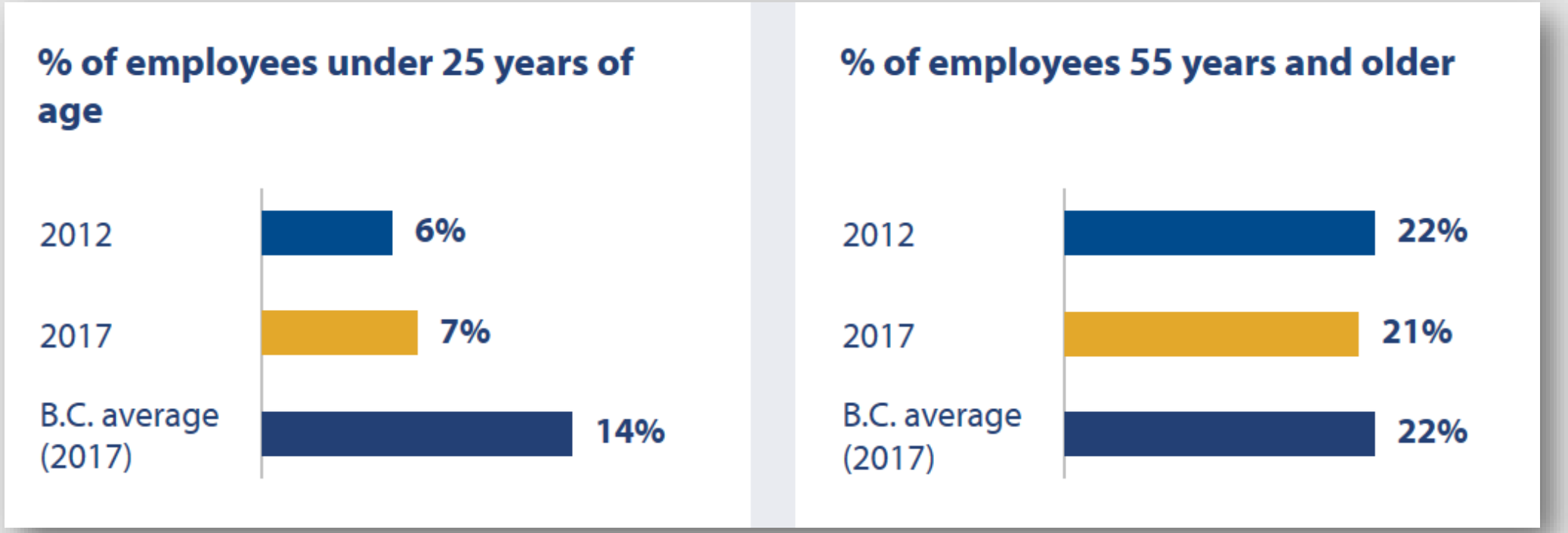
Professional, Scientific and Technical Services



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Professional, Scientific and Technical Services

	2012	2017	B.C. average (2017)
Part time (% of employees working part time)	17%	18%	22%
Self-employed (% of employees who are self-employed)	39%	33%	18%
Temporary jobs (% of employees in temporary jobs)	8%	9%	14%

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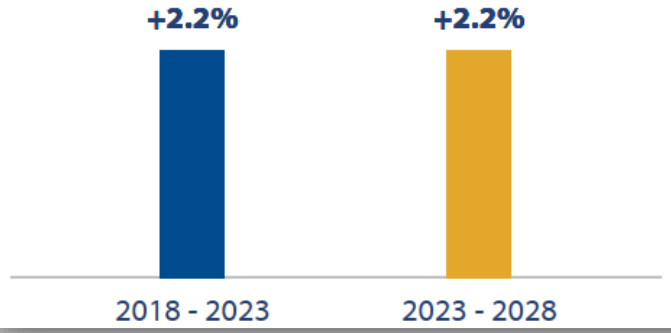
Professional, Scientific and Technical Services

	2018	2023	2028
Forecasted employment	205,700	229,700	255,800

Source: B.C. Labour Market Outlook

Forecasted average annual employment growth rate



Forecasted industry share of total employment

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BC Small Business Profile

Between 2013 and 2018 the construction sector saw small business employment grow **26.6%**

In 2018, **6,089** small businesses exported goods to destinations outside of Canada

Nearly **1.1 million** British Columbians worked in small businesses in 2018

Small business payrolls in B.C. accounted for **32%** of all wages paid to workers in 2018

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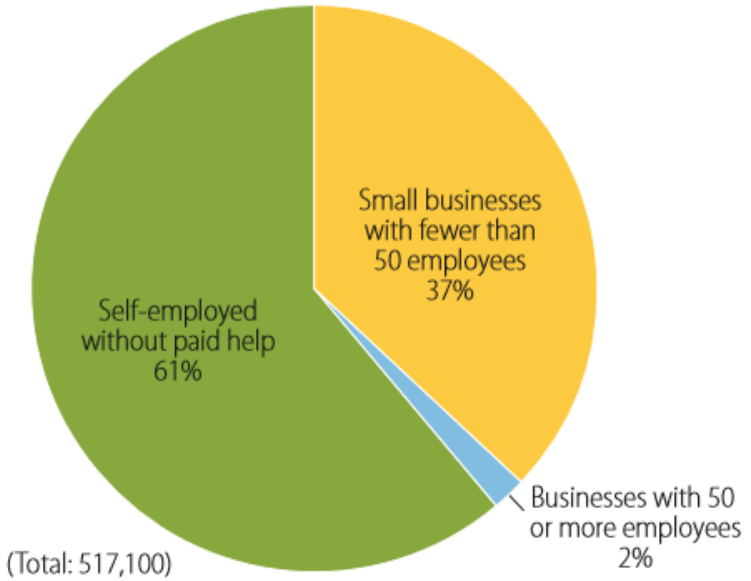
BC Small Business Profile

HIGHLIGHT FIGURE 1

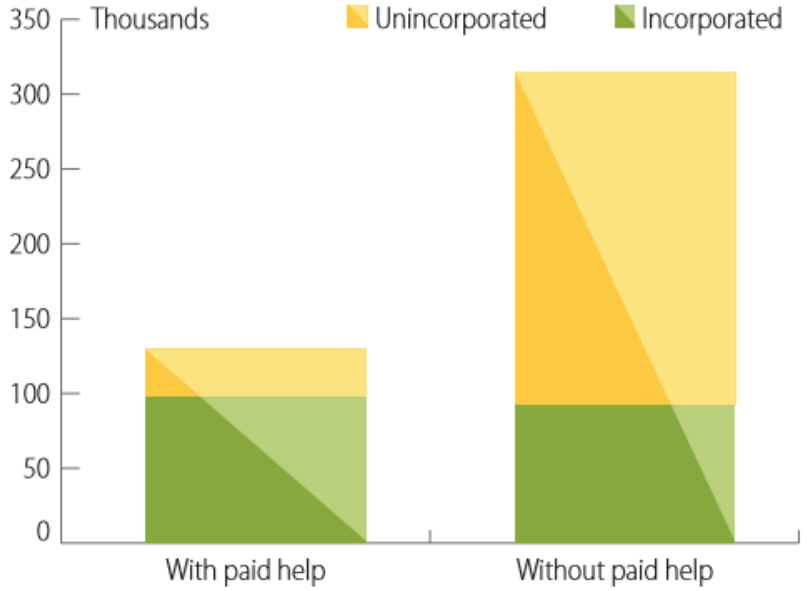
Breakdown of Businesses in British Columbia, 2018



Source: BC Stats using data supplied by Statistics Canada

HIGHLIGHT FIGURE 2

Number of Self-Employed Business Owners in British Columbia, 2018



Source: Statistics Canada / Prepared by BC Stats

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BC Small Business Profile

	Number of businesses	Per cent of total	Growth 2014-2018 (#)	Growth rate 2014-2018**
Total businesses with 0 to 4 employees	428,400	83%	43,700	11.4%
Self-employed without paid help	315,200	61%	39,900	14.5%
Businesses with 1 to 4 employees	113,200	22%	3,800	3.5%
Businesses with 5 to 9 employees	39,100	8%	2,800	7.7%
Businesses with 10 to 19 employees	25,800	5%	3,100	13.8%
Businesses with 20 to 29 employees	8,500	2%	200	2.4%
Businesses with 30 to 49 employees	6,900	1%	800	13.7%
Total small businesses	**508,700**	**98%**	**50,700**	**11.1%**
Total large businesses (50+ employees)	**8,400**	**2%**	**800**	**10.2%**
Total all businesses	**517,100**	**100%**	**51,400**	**11.0%**

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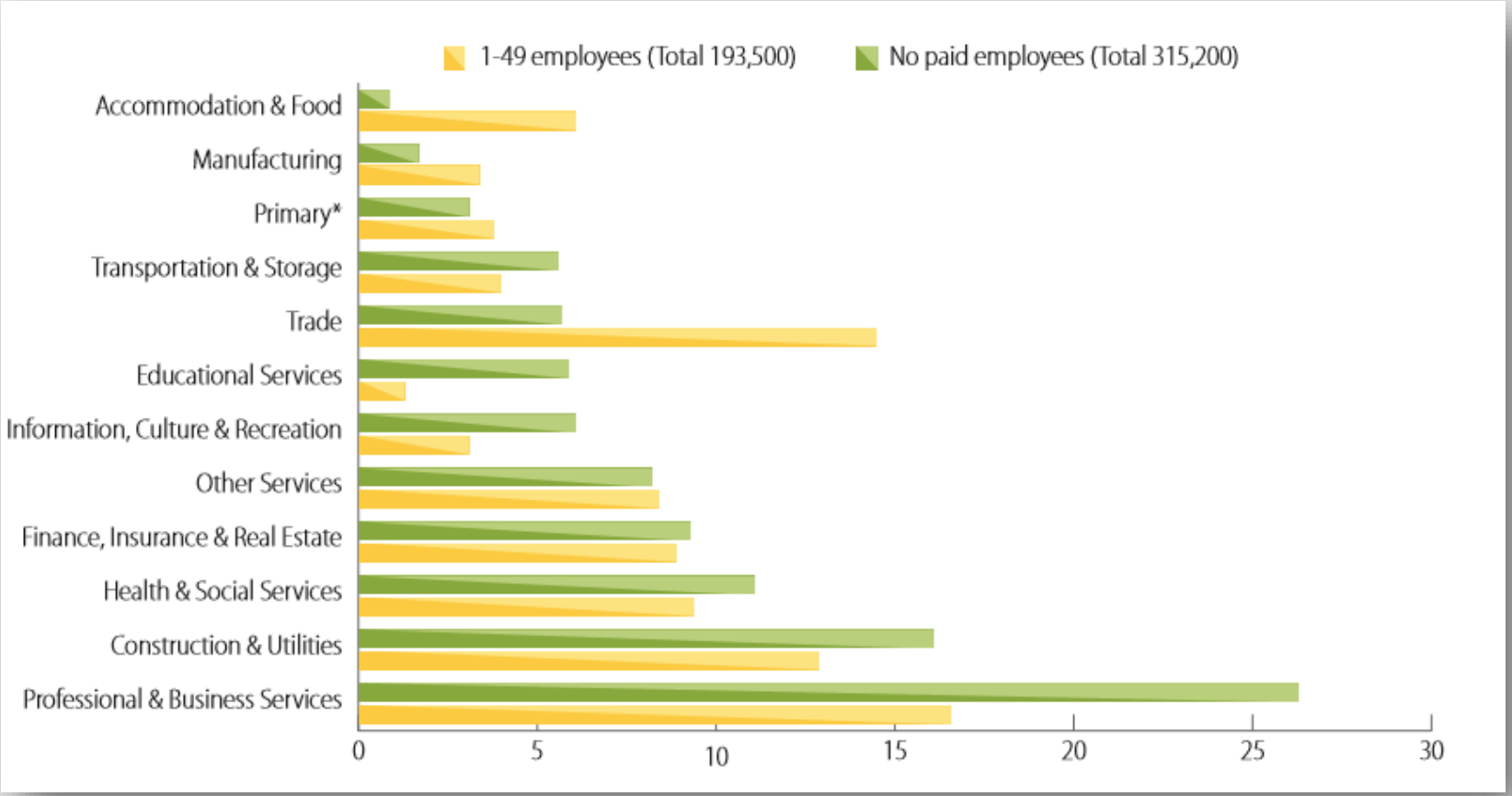
BC Small Business Profile



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BC Small Business Profile

	Total, 2018	Net change (#)	Growth rate
Vancouver Island/Coast	79,900	1,500	1.9%
Mainland/Southwest	330,100	46,100	16.3%
Thompson-Okanagan	50,700	-2,100	-3.9%
Kootenay	16,000	3,000	22.8%
Cariboo	13,200	-400	-2.8%
North Coast & Nechako	8,100	2,000	31.9%
Northeast	8,800	500	6.2%
Provincial Total[†]	**508,700**	**50,700**	**11.1%**

2019: The Labour Market Year-in-Review

Federal Election 2019: Liberal Party Promises

- We will create 40,000 good youth jobs – including 5,000 youth green jobs – each year for the next three years, by investing $300 million more in the renewed Youth Employment Strategy.
- We will more than double the almost 11,000 Canadians who access Skills Link each year. This program helps young Canadians – including Aboriginal and disabled youth – make a more successful transition to the workplace.
- After this initial three-year boost in funding, we will set the renewed Youth Employment Strategy's funding level at $385 million per year – a $50 million increase from 2015/16.

2019: The Labour Market Year-in-Review

Federal Election 2019: Liberal Party Promises

- We will invest $40 million each year to help employers create more co-op placements for students in science, technology, engineering, mathematics, and business programs.
- And to encourage companies to hire young Canadians for permanent positions, we will also offer a 12-month break on Employment Insurance premiums. We will waive employer premiums for all those between the ages of 18 and 24 who are hired into a permanent position in 2016, 2017, or 2018.
- We will also work with provinces, territories, and post-secondary institutions to develop or expand Pre-Apprenticeship Training Programs. This will provide up to $10 million per year to help young Canadians gain the skills they need to enter high-demand trades.

2019: The Labour Market Year-in-Review

Federal Election 2019: Liberal Party Promises

- We will end the rule that discriminates against new workers and those reentering the workforce by requiring them to accumulate 910 hours of work to qualify for Employment Insurance benefits, including training support.
- We will provide direct help to students from low- and middle-income families to help them pay for their education and ensure that debt loads are manageable. We will increase the maximum Canada Student Grant for low-income students to $3,000 per year for full-time students, and to $1,800 per year for part-time students.
- This will increase the level of non-repayable grant assistance to students by $750 million per year, rising to $850 million per year by 2019/20.

2019: The Labour Market Year-in-Review

Federal Election 2019: Liberal Party Promises

- To help those receiving Employment Insurance get the training they need to rejoin the workforce, we will invest $500 million more each year in provincial and territorial Labour Market Development Agreements.
- To help those who do not qualify for Employment Insurance or are not currently employed, we will invest an additional $200 million in training programs led by the provinces and territories.
- We will also invest $50 million to renew and expand funding to the Aboriginal Skills and Employment Training Strategy, and provide $25 million each year for training facilities, delivered in partnership with labour unions.

2019: The Labour Market Year-in-Review

Hospitality: Projections

- Jobs requiring little customer service or product knowledge will continue to erode
- Workplace training programs will be increasingly tailored to customer and product expertise
- As the workforce shrinks, salaries and job security will increase as in-demand skills become more sought after

2019: The Labour Market Year-in-Review

Retail / Customer Service:

Projections

- Continued movement of traditional retail to online vendors
- Retail developments rebuilt to provide a combination of business and residences with an emphasis on service-based businesses
- Retail which flourishes will involve expertise, service and emotional purchases

2019: The Labour Market Year-in-Review

Clerical: Projections

- Apps will continue to substantially displace workers
- Workers who primarily interact with one type of technology or task will be at risk of displacement
- Workers with greater levels of customer engagement and problem solving skills will see greater labour market attachment
- Skill levels will increase significantly

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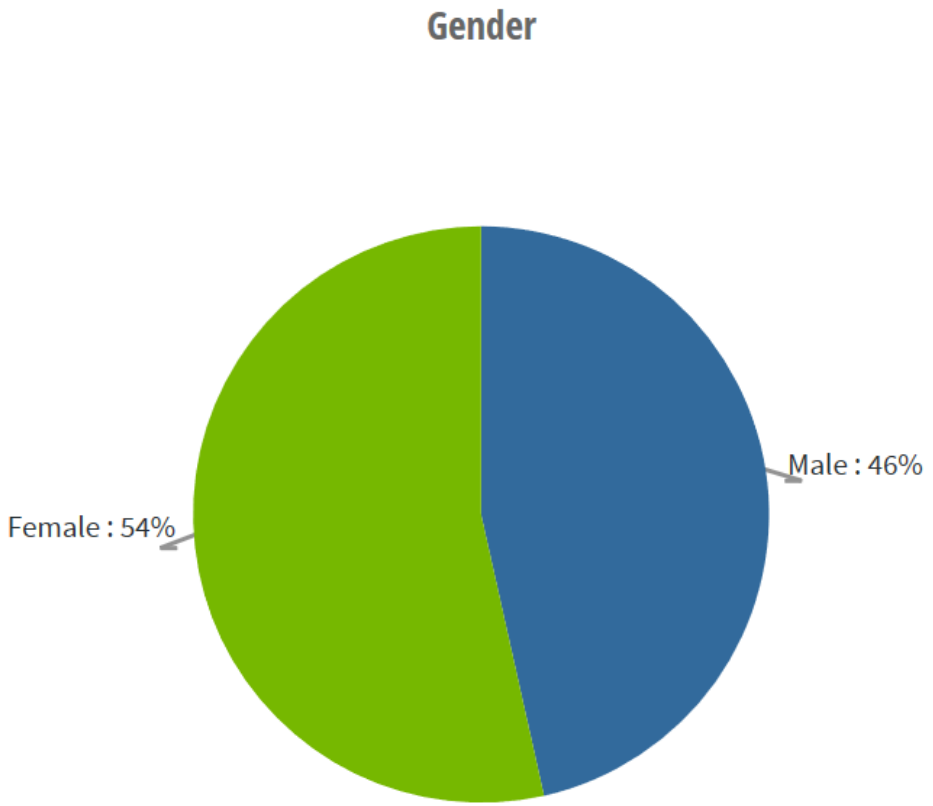
BC Student Outcomes

Age

25



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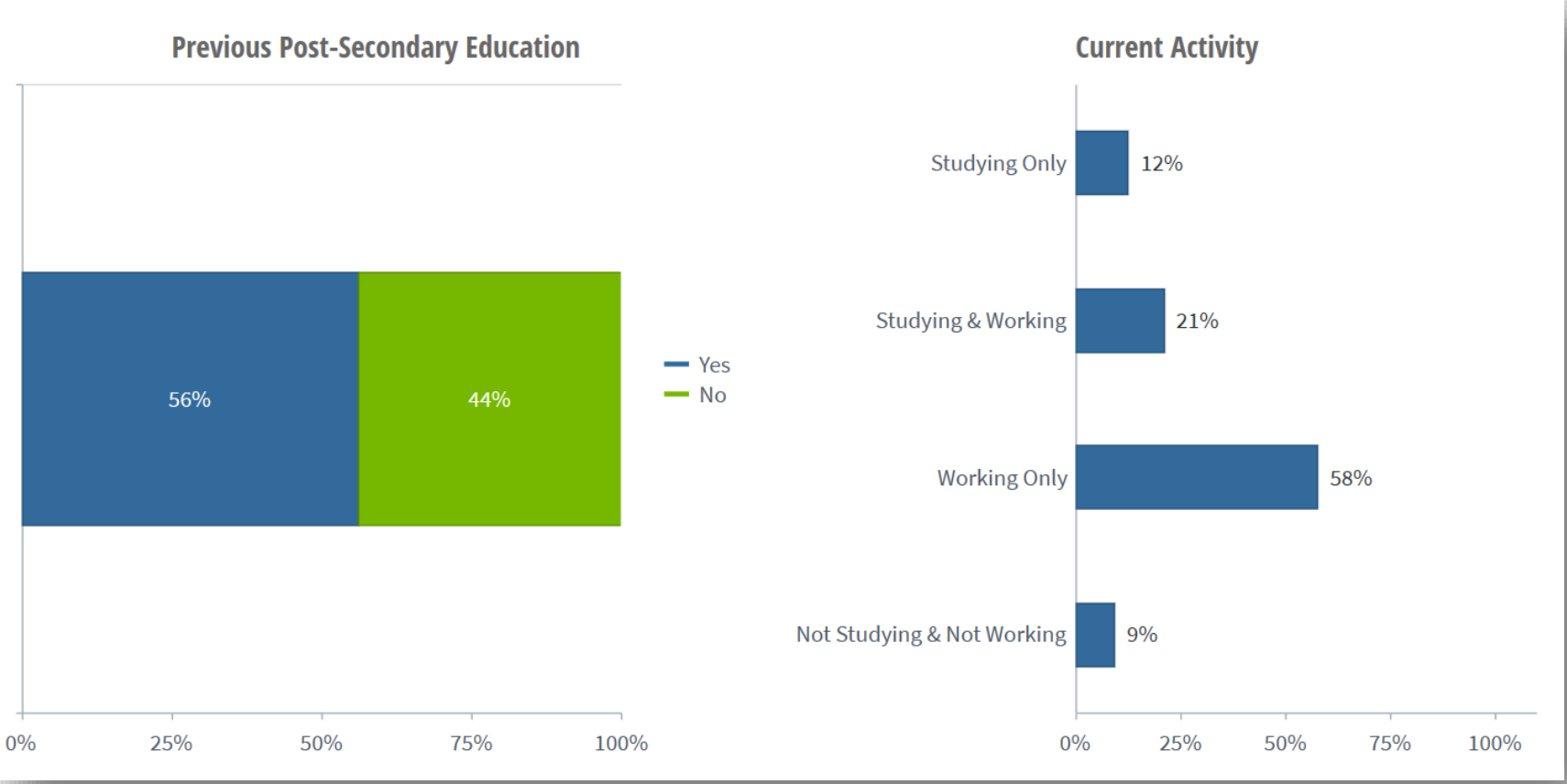
BC Student Outcomes



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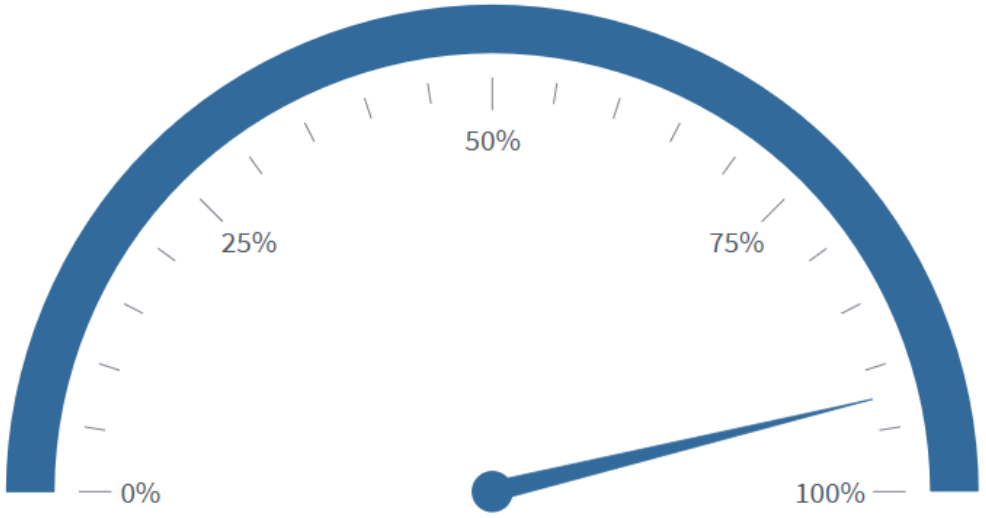
BC Student Outcomes

40%

Have Taken Further Studies after Graduating from Program



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Any Questions?