



2014: The Labour Market Year-in-Review

with Christian Saint Cyr

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Highlights of Public Programming from 2014

The BC Jobs Plan

EMPLOYMENT

- Since 2001, total employment in the province has increased by 20.2 per cent, adding more than 388,000 new jobs;
- Since Jobs Plan launch, the Province has added more than 50,000 jobs and is among the top three provinces in lowest unemployment numbers.

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The BC Jobs Plan

ECONOMIC GROWTH

- Since 2011, the provincial economy – as measured by Gross Domestic Product (GDP) – increased by \$7.2 billion or almost four per cent and is \$18 billion higher than it was in 2009.
- B.C. consistently ranks among the top three provinces in business confidence.

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The BC Jobs Plan

GOODS EXPORTS

- In 2013 B.C.'s international commodity exports were valued at \$33.4 billion, having largely regained the value seen prior to the world economic recession in 2009.
- Since 2009, B.C.'s exports have increased by over 32 per cent.

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Aboriginal Peoples and First Nations

- Signed 19 revenue sharing agreements with B.C. First Nations that facilitate mine expansions and development of LNG export facilities.
- Signed 47 new non-treaty agreements with B.C. First Nations.
- In addition, nearly 200 Aboriginal Forestry tenure agreements have been signed.
- Renewed a Strategic Engagement Agreement with the Ktunaxa First Nations, celebrated the signing of the Tk'emlup Te Secwepemc Reconciliation Framework Agreement and finalized the Nlaka'pamux Nation Tribal Council Pilot Agreement.

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International Trade

- Doubled our international presence to 11 trade offices and 64 people. B.C. now has more people to support B.C. companies and communities to attract investment and grow exports.
- Supported 460 inbound and outbound trade missions since April 2011, including three major Premier missions to Asian markets that resulted in business deals and partnership agreements valued at over \$1.8 billion.
- Created a Major Investments Office to support international projects that deliver significant economic benefit to B.C.
- Attracted 37 foreign head offices to B.C., including Sony Imageworks which will create up to 700 jobs.
- Removed 170 barriers that restricted trade opportunities for business, while also contributing to new trade agreements with Korea and the European Union.

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The BC Jobs Plan

Small Business

- Removed barriers, making it easier to do business in B.C. With an expanded Mobile Business Licence program in 69 communities, more businesses are able to operate across local government jurisdictions with a single licence.
- Sponsored the Small Business Roundtable's 2013 Open for Business Awards, providing \$10,000 to those municipalities that best demonstrate leadership in fostering small business growth and success.
- The recently introduced Short-form Request for Proposals and the 12 recommendations in the Small Business: Doing Business with Government report are being implemented to increase small business access to government procurement opportunities.
- Medium-sized businesses can take advantage of LNG opportunities: 600+ businesses have attended supplier workshops across B.C, and 100 companies – including 13 Aboriginal-owned businesses – exhibited at the 2014 International LNG in BC Conference Trade Show.

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BC Skills for Jobs Blueprint

1. Head-start to hands-on learning in our schools

If you're in elementary, middle or high school, we want to give you an earlier head-start to hands-on learning so you're ready for the workforce or more advanced training when you graduate.

Key actions:

- Double ACE-IT
- Expand WorkBC.ca
- Encourage partnerships
- Fund Trade Ambassadors
- Reform Gr 10 -12 high school graduation – personalized graduation plans
- Review K – 9 curriculum
- Qualify more teachers
- Increase skills training scholarships

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BC Skills for Jobs Blueprint

2. A shift in education and training to better match with jobs in demand

If you're in a college, university or institute, or are thinking about attending, we're matching training with jobs in demand, and maximizing the spaces available to provide the programs you need to compete successfully in the workforce.

Key actions:

- Target grants for students
- Investing in programs
- Investing in programs for persons with disabilities
- Investing in labour market programs for youth
- Investing in initiatives for Aboriginal people
- Finding training spaces
- Investing in infrastructure

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BC Skills for Jobs Blueprint

3. A stronger partnership with industry and labour to deliver training and apprenticeships

If you're looking to move into or up in the workplace, we're building stronger partnerships with industry and labour to better connect you with the on-the-job and classroom training you'll need to boost your skills or achieve certification.

Key actions:

- Connecting youth with the workplace
- Training for the jobs we need
- Harnessing the Employment Program of BC
- Investing in Community Employer Partnership Program
- Making more apprenticeships
- Investing in Canada Job Grant
- Publish important information
- Harnessing Innovative Solutions

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Industry Training Authority

Highlights of BC's Apprenticeship System:

- Today, B.C. has twice as many apprentices, and is issuing around three times as many credentials compared to 2004.
- There are currently about 35,000 registered apprentices in the industry training system (including youth) – an increase of 1,000 over last February, and more than double the number of apprentices registered when ITA was created in 2004.
- Seat capacity in ITA-funded apprenticeship programs has increased by 19 per cent over the last six years, from 18,098 spaces in 2005/06 to over 21,000 spaces in 2012-13.
- In 2012-13, ITA awarded 8,042 Certificates of Qualifications to journeypersons in B.C., almost triple the number issued in 2005.

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Industry Training Authority

Using the 29 Recommendations. Major shifts to the trades training system include:

- Ensuring a demand-driven system that will meet the needs of workers and employers.
- Unifying cross-government decision-making with funding allocated based on labour market information and workforce targets.
- Reconstituting the ITA Board as a strong leadership team to ensure stronger partnerships with industry and labour to deliver training and apprenticeships.
- Holding the ITA and post-secondary institutions accountable for system results.
- Bringing the functions of Industry Training Organizations (ITOs) inside the ITA and establishing Sector Advisory Councils

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Industry Training Authority

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Industry Training Authority

These shifts will in turn ensure:

- There is accountability in the system for outcomes that are evidence-based and demand driven.
- A high performing ITA with strong leadership.
- A meaningful role for industry and employers, including labour.
- An increased the supply of skilled trades people, in the right place, at the right time.

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The future of job creation in B.C.

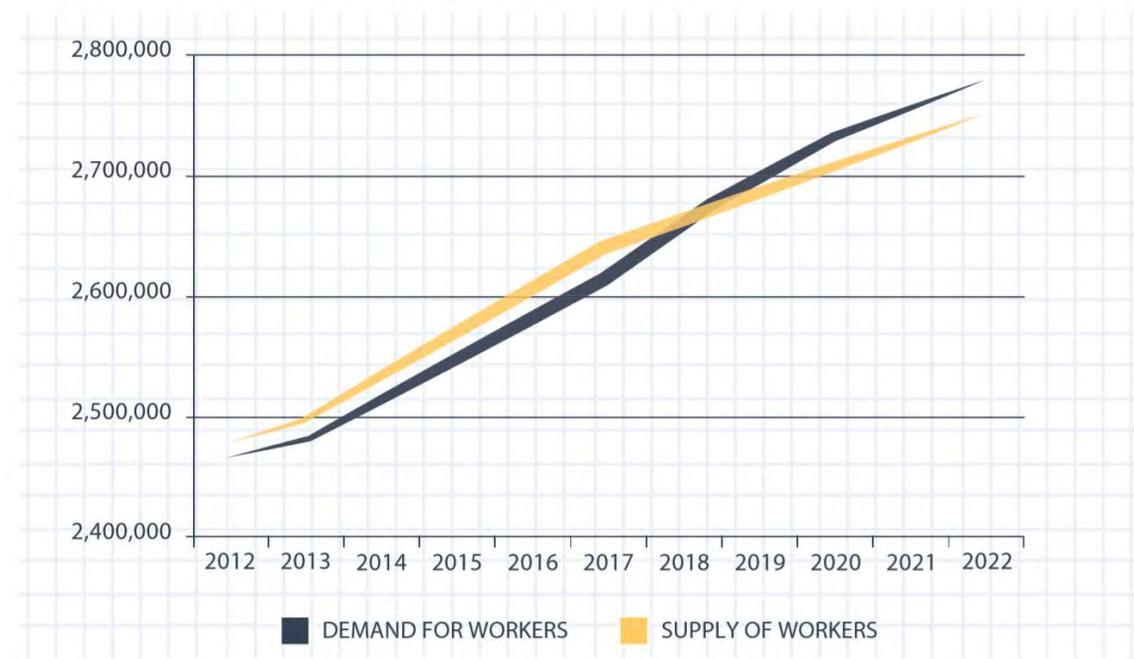
Over **ONE MILLION** total job openings are expected in B.C. to 2022, including **985,000** from economic activity already confirmed or planned, as well as up to **100,000** jobs from the expected **LNG** activity.

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Tight labour market expected to ramp up in 2019

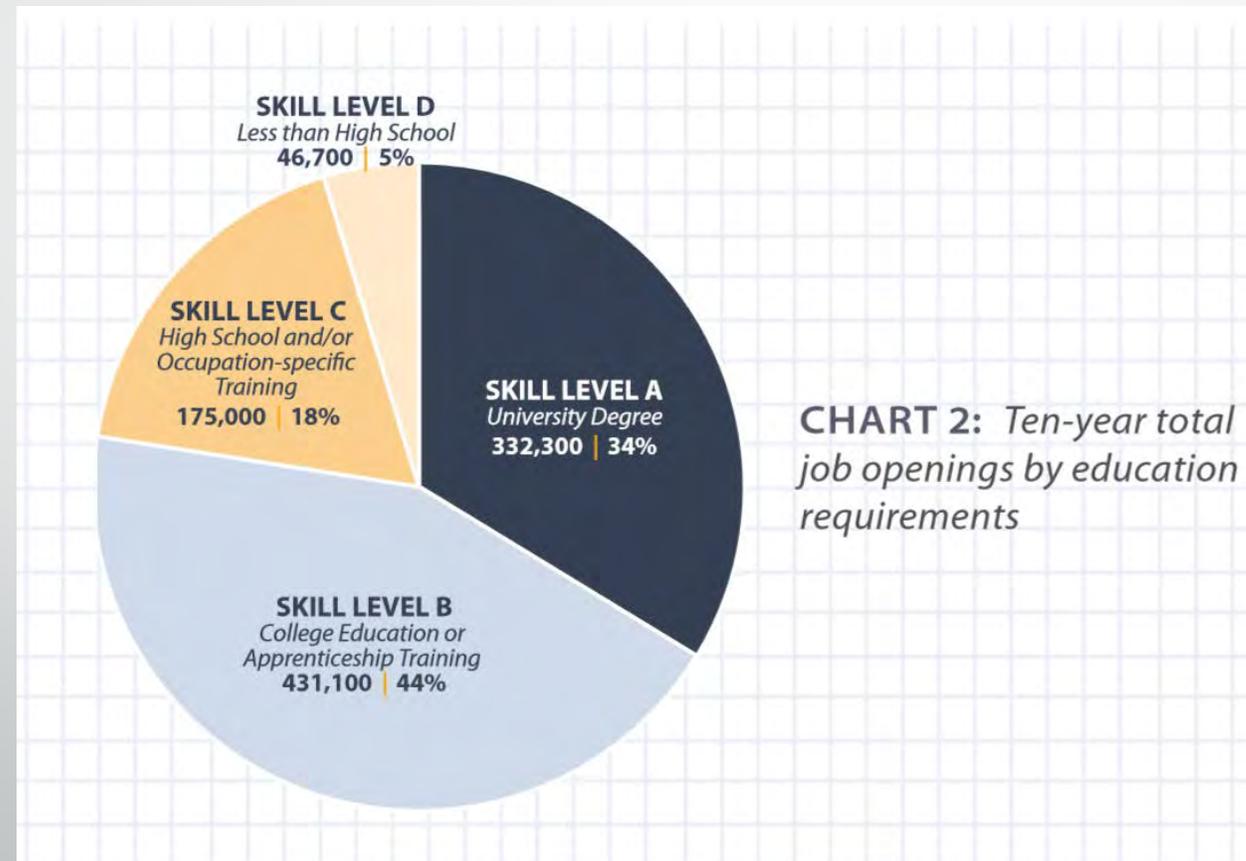
A TIGHT LABOUR MARKET
IS EXPECTED IN B.C. FROM 2019–2022

CHART 1: *Demand and supply of workers to 2022*



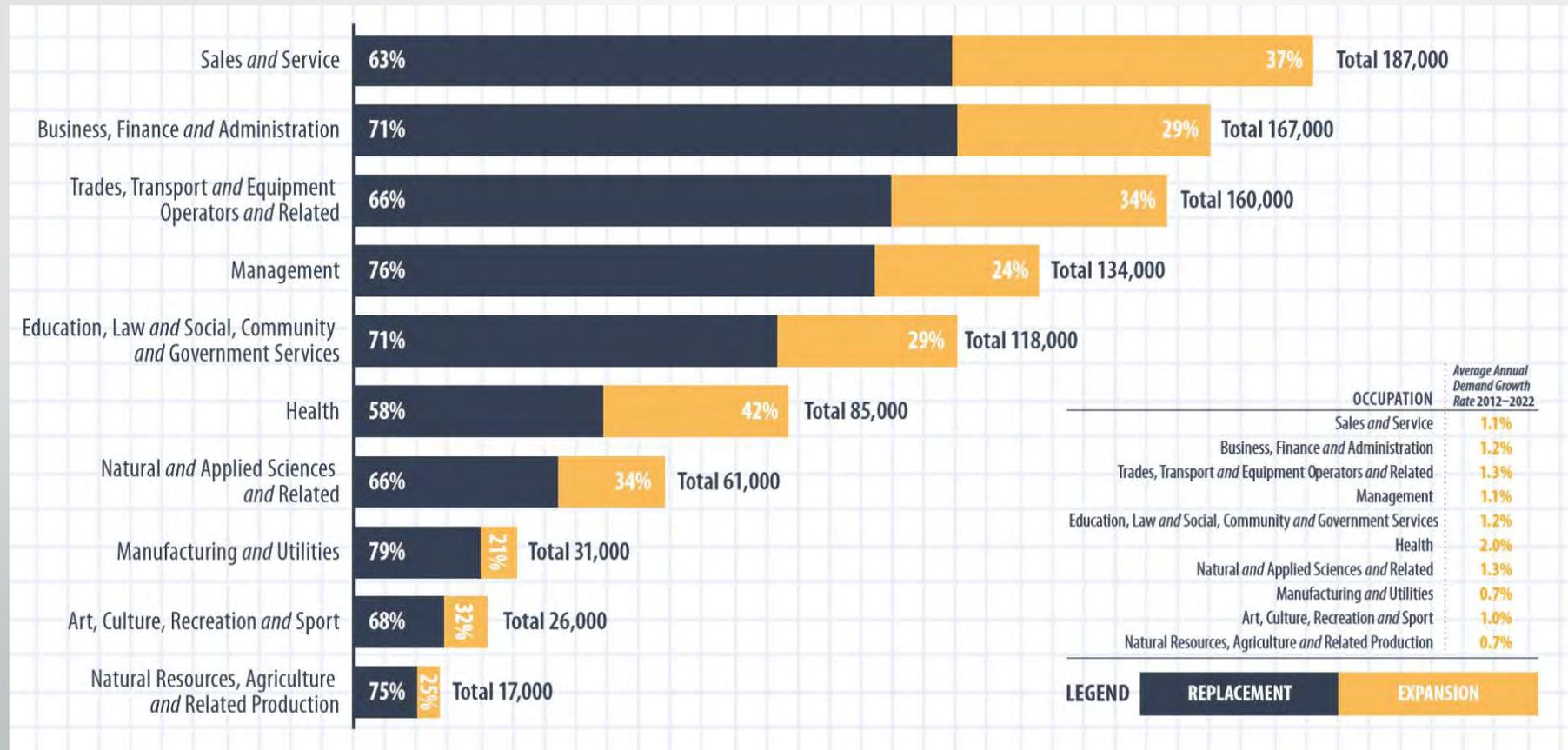
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Jobs will require strong skill development



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Job creation by occupational group



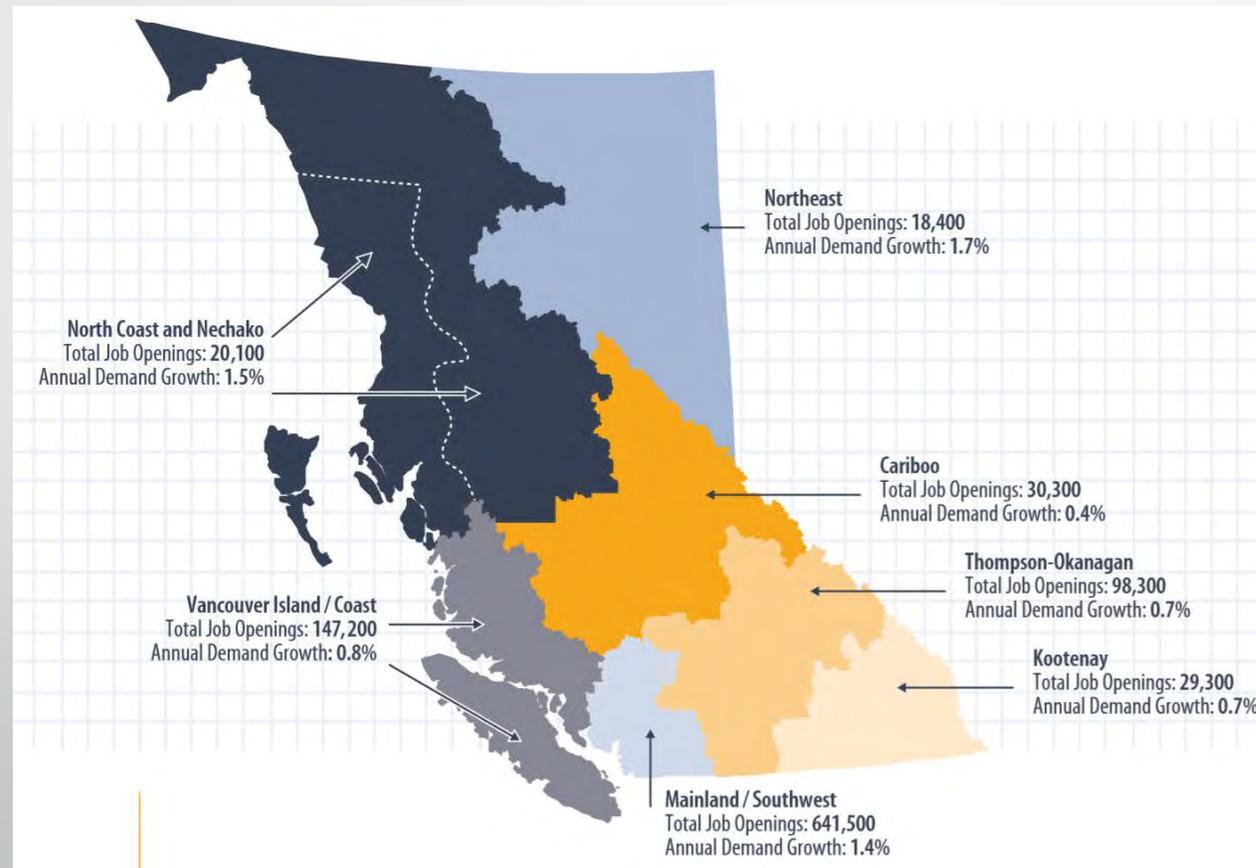
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Occupations with the highest job openings

SKILL LEVEL	NOC	OCCUPATION	TOTAL PROJECTED JOB OPENINGS TO 2022	WAGE*
A	062	Retail and wholesale trade managers	28,000	\$25.00
	301	Professional occupations in nursing	25,300	\$36.50
	403	Secondary and elementary school teachers and educational counsellors	24,900	\$33.00
B	122	Administrative and regulatory occupations	30,800	\$23.10
	421	Paraprofessional occupations in legal, social, community and education services	23,700	\$20.70
	124	Office administrative assistants – general, legal and medical	21,200	\$21.60
C	642	Retail salespersons	32,000	\$14.00
	751	Motor vehicle and transit drivers	30,300	\$23.40
	141	General office workers	28,400	\$18.00
D	673	Cleaners	31,900	\$17.00
	671	Food counter attendants, kitchen helpers and related support occupations	12,100	\$11.00
	661	Cashiers	11,300	\$11.80

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Province-wide job creation



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Job creation in Southwestern BC

SKILL LEVEL	NOC	DESCRIPTION	EXPANSION	REPLACEMENT	TOTAL JOB OPENINGS	WAGE*
A	062	Retail and wholesale trade managers	5,260	12,380	17,640	\$25.00
	403	Secondary and elementary school teachers and educational counsellors	2,100	12,480	14,580	\$33.00
	111	Auditors, accountants and investment professionals	4,980	9,470	14,450	\$31.50
B	122	Administrative and regulatory occupations	6,390	13,770	20,160	\$23.10
	421	Paraprofessional occupations in legal, social, community and education services	5,970	7,420	13,390	\$20.70
	124	Office administrative assistants – general, legal and medical	4,290	8,990	13,280	\$21.60
C	642	Retail salespersons	9,380	11,740	21,120	\$14.00
	751	Motor vehicle and transit drivers	6,290	12,660	18,950	\$23.40
	141	General office workers	6,880	10,420	17,300	\$18.00
D	673	Cleaners	6,900	13,320	20,220	\$17.00
	671	Food counter attendants, kitchen helpers and related support occupations	4,570	3,540	8,110	\$11.00
	661	Cashiers	3,820	3,530	7,350	\$11.80

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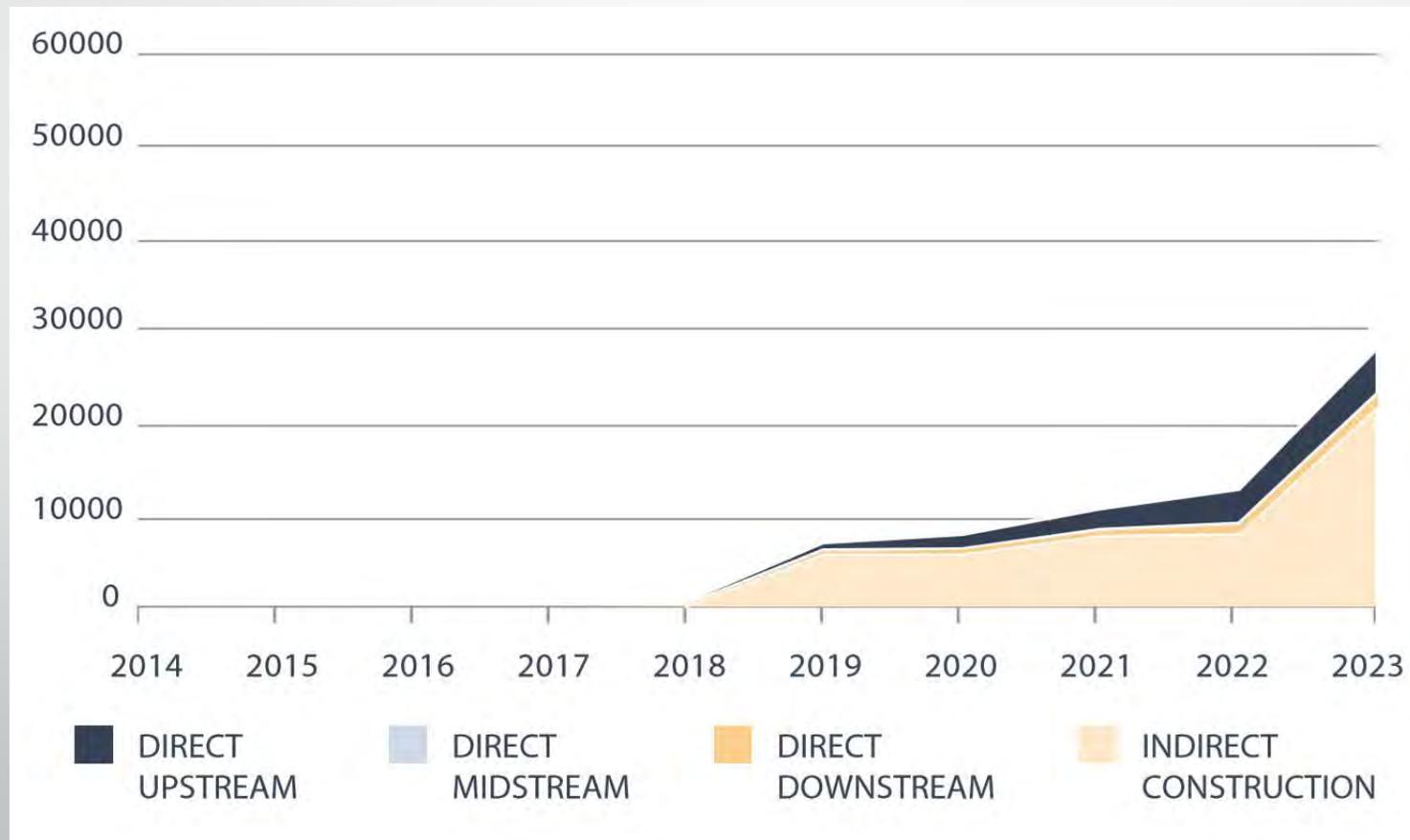
Regional vs. provincial job creation

	BRITISH COLUMBIA	MAINLAND / SOUTHWEST	VANCOUVER ISLAND / COAST	THOMPSON-OKANAGAN	KOOTENAY	CARIBOO	NORTH COAST and NECHAKO	NORTHEAST
Total Projected Job Openings 2012-2022	985,100	641,500	147,200	98,300	29,300	30,300	20,100	18,400
Expansion 2012-2022	315,400	237,500	33,900	19,800	5,700	4,000	7,100	7,400
Replacement 2012-2022	669,800	404,100	113,300	78,600	23,500	26,300	13,000	10,900

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
All Occupations: BRITISH COLUMBIA											
Demand	2,465,100	2,481,200	2,513,000	2,547,100	2,582,400	2,617,500	2,662,200	2,699,100	2,733,300	2,759,500	2,780,500
Supply	2,478,900	2,496,600	2,531,900	2,567,500	2,604,100	2,640,900	2,664,200	2,687,000	2,709,500	2,732,900	2,752,000
Supply less Demand	13,800	15,300	18,900	20,400	21,700	23,400	2,000	-12,100	-23,900	-26,500	-28,400
All Occupations: MAINLAND / SOUTHWEST											
Demand	1,538,900	1,556,500	1,578,500	1,606,000	1,629,200	1,652,600	1,685,600	1,716,700	1,742,900	1,763,000	1,776,400
Supply	1,552,500	1,586,100	1,603,600	1,625,800	1,652,900	1,680,900	1,700,200	1,716,400	1,730,700	1,745,600	1,756,100
Supply less Demand	13,600	29,600	25,100	19,700	23,700	28,300	14,600	-200	-12,200	-17,400	-20,300

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The challenge with developing LNG



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Projected job growth in BC's LNG industry

YEAR	DIRECT DOWNSTREAM	DIRECT MIDSTREAM	DIRECT UPSTREAM	DIRECT	INDIRECT	DIRECT AND INDIRECT TOTAL
2014	0	0	0	0	0	0
2015	1,100	1,560	690	3,300	4,500	7,900
2016	4,340	4,310	2,800	11,400	12,300	23,800
2017	9,060	7,870	5,700	22,600	20,200	42,800
2018	14,690	11,420	5,540	31,700	27,000	58,700
2019	13,090	7,780	6,180	27,000	21,700	48,800
2020	12,720	4,660	6,470	23,900	24,600	48,500
2021	14,780	4,910	9,830	29,500	25,400	54,900
2022	16,840	5,160	7,920	29,900	26,300	56,200
2023	11,410	4,260	4,430	20,100	8,100	28,200

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Occupations in the LNG industry

OCCUPATION	DEMAND
Construction trades helpers and labourers	11,800
Steamfitters and pipefitters	3,800
Welders	2,200
Concrete finishers	1,500
Transport truck drivers	1,500
Carpenters	1,400
Heavy equipment operators	1,110
Gas fitters	1,100
Purchasing agents and officers	875
Crane operators	800

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Overview of Agrifoods



Spotlight Points

- Agriculture, commercial fishing, aquaculture and food and beverage processing are cornerstones of B.C.'s food network.
- Agrifoods exports to China are reaching record levels – \$234 million in 2013.
- 115 new food and beverage manufacturing operations were established in B.C. in 2013.

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Overview of Forestry



Spotlight Points

- B.C. has approximately 110 lumber mills; 27 veneer, plywood and oriented strand board mills; 18 pulp mills (six of which are also paper mills) and more than 80 other primary processing mills.
- B.C. produces approximately 50 per cent of the wood products exported from Canada, and is one of the largest exporters of softwood building products in the world.
- In 2003, softwood lumber exports to China totalled \$69 million and have grown more than 20 times to \$1.4 billion in 2013. B.C. is looking to repeat that kind of success in India.

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Overview of International Education



Spotlight Points

- Under B.C.'s International Education Strategy, the sector continues to grow with a 20 per cent increase in the number of international students over three years. B.C. is one of Canada's most popular destinations for international students, hosting almost one-third of all international students living in the country.
- The sector creates jobs and grows the economy in communities throughout the province. The Province is on track to meet its ambitious BC Jobs Plan commitment to increase the number of international students studying in B.C. by 50 per cent by 2016.

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Overview of Mining and Energy



Spotlight Points

- Completed the \$746 million Northwest Transmission Line, which is attracting new mines and economic development to Northwest B.C. communities. The Iskut Extension will power the Red Chris mine, now under construction.
- To meet the needs of electricity customers both now and in the future, BC Hydro is investing \$1.7 billion per year for the next ten years in upgrading its vast network of dams, generating stations, substations and power lines - one of the largest expansions of electrical infrastructure in B.C.'s history.
- Electricity demand is forecast to increase by 40 percent over the next 20 years providing opportunities for new electricity generation projects.

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Overview of Natural Gas

\$6.4 
*Billion contributed to
B.C.'s economy in 2013*

Over **\$63** 
*Billion in
industry capital
investment since 2000*

93 
2013

129 
2014

*Natural Gas
Wells Drilled
(SECOND QUARTER)*

Spotlight Points

- Currently there are 18 LNG projects proposed in B.C.; nine have approved export licenses from the National Energy Board. We are on track to achieving the BC Jobs Plan target of having three LNG facilities operating by 2020.
- B.C.'s natural gas development has increased rapidly, representing almost 50 percent of total natural gas proven reserves in Canada, up from 15 per cent in 2001.
- Natural gas drilling is increasing as major LNG proponents establish reserves to support potential development.

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Overview of Technology and the Green Economy

 **\$23**
BILLION
Annual
Revenue
(UP FROM \$13 BILLION IN 2002)

More than  **84,000**
JOBS
(UP FROM 66,000 IN 2002)

 **\$1,440**
Sector
2013 Weekly
Average Earnings

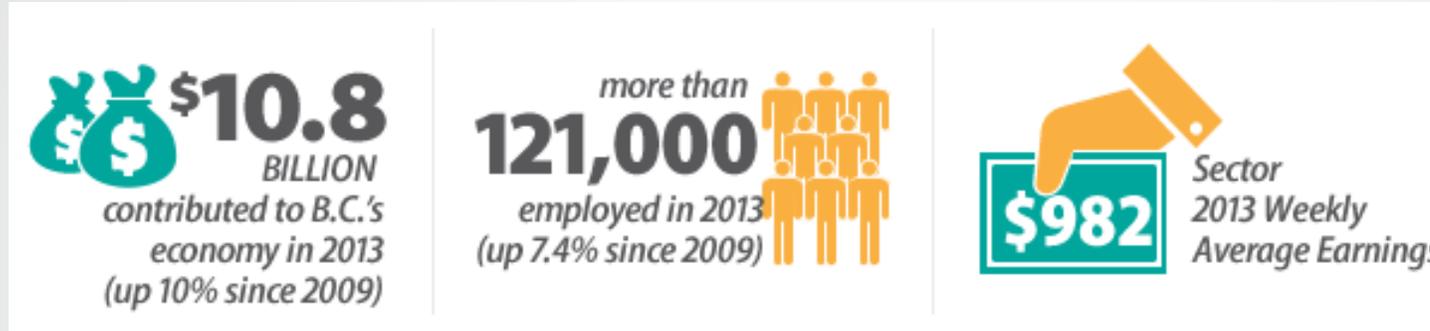
In 2012  **9,010**
Technology
companies in B.C.
(3% INCREASE OVER 2011)

Spotlight Points

- Visual effects companies, software developers, life science and aerospace companies are clustered in B.C. to take advantage of the diverse talent pool, the liveable communities and our world-class universities.
- Victoria and Kelowna are emerging as high-technology centres. A thriving community of entrepreneurial start-ups rubs shoulders with established giants like Disney, Amazon and Hewlett Packard.
- The internet makes it possible to run a technology company successfully from any location, with significant and successful companies in Nelson, Qualicum and Smithers.

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Overview of Transportation

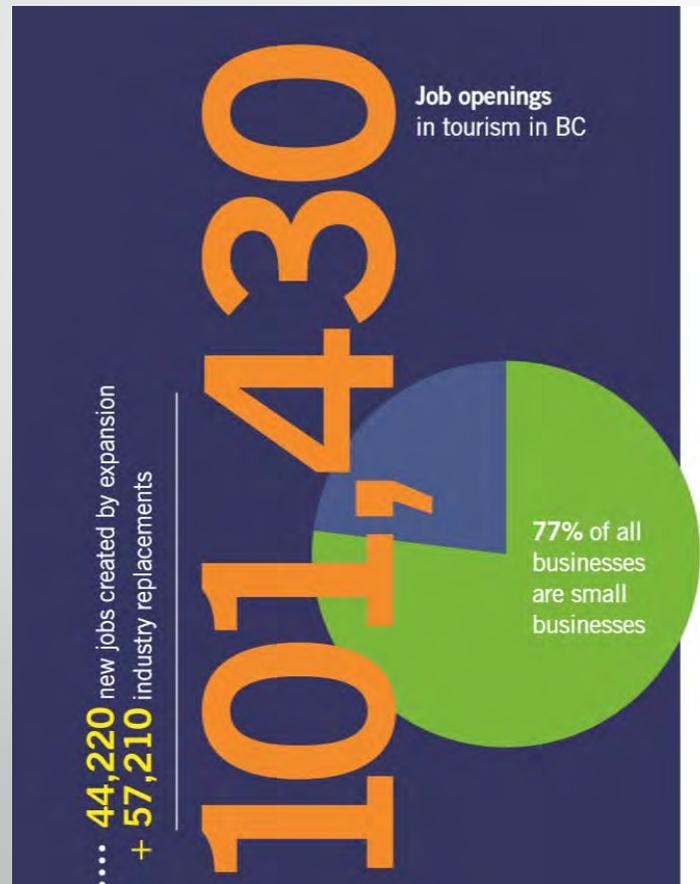


Spotlight Points

- New international services to Tokyo (Haneda), Munich and Reykjavik created over 500 direct jobs at Vancouver International Airport (YVR), opening up new markets for B.C. products and services. YVR is the only airport in North America to offer direct and non-stop service to five cities in China – Shanghai, Beijing, Guangzhou, Shenyang and Chengdu.
- New \$90 million Ridley Island Road Rail Utility corridor in Prince Rupert provides transportation connections to 1,000 acres of industrial land. Partnerships with local First Nations provided training, leaving a legacy of skilled workers in the north.
- Over \$900 million in private sector commitments in the last 12 months to new port terminal capacity will enable larger volumes of imports and exports, creating construction and long-term permanent jobs.

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Outlook for BC's Tourism Sector

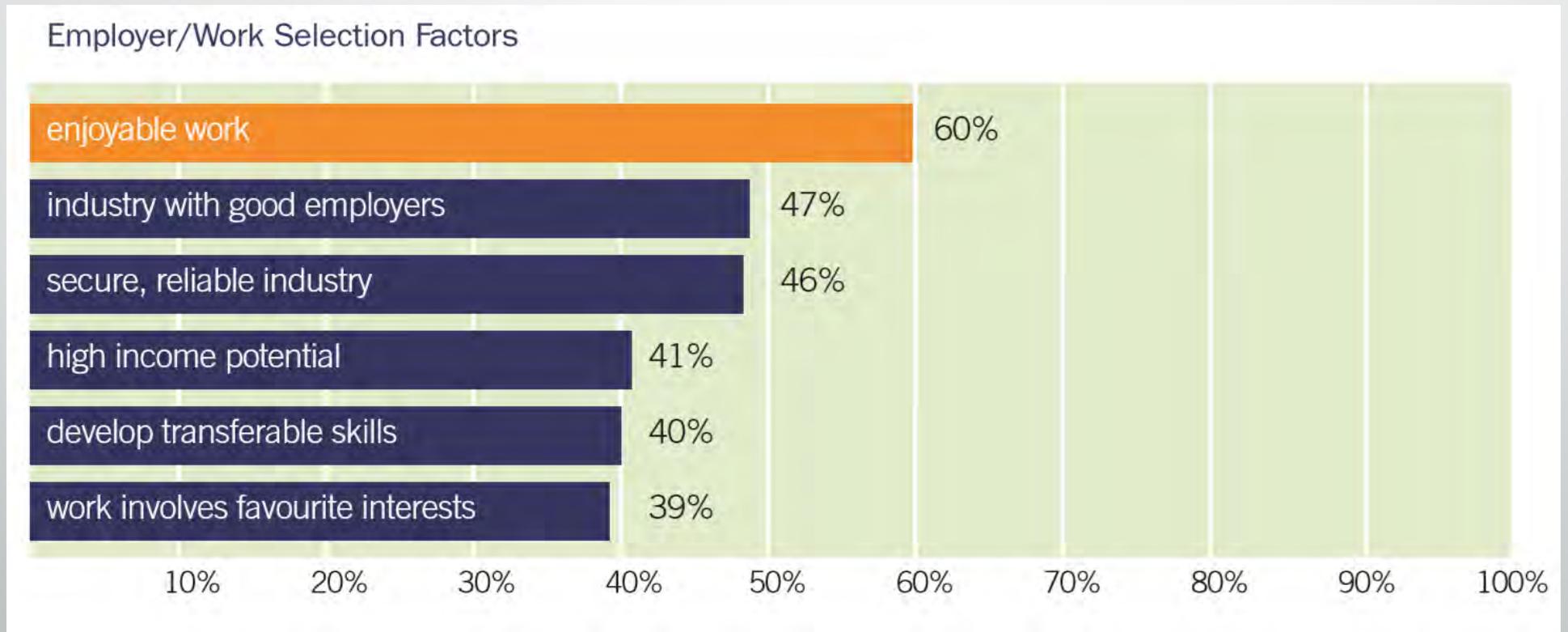


More than 100,000 new job openings by 2020

According to Rosyln Kunin & Associates (RKA), new jobs created by expansion (44,220) and openings from replacement needs (57,210; mostly through retirements) will total 101,430 job openings (full year job equivalencies) in tourism in BC by 2020 – or 10 per cent of all expected job openings in the province by that year.

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Valued factors associated with tourism



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Tourism Fastest Growing Sub-Sectors

	Annual Employment Growth Rate	Labour demand by 2020
Total tourism and related industries	1.6%	101,430
Food & beverage services	1.6%	43,410
Recreation & entertainment	2.1%	20,530
Accommodation services	1.5%	18,920
Transportation	1.2%	14,130
Travel Services	1.8%	4,440

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Tourism Fastest Growing Occupations

Jobs, jobs, and more jobs

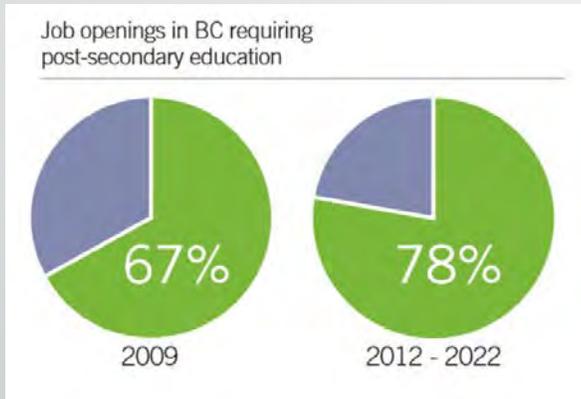
Over the next decade, there will be thousands of new openings in a wide range of occupations.

Occupation	Number of Job Openings (2020)
Food counter attendants and kitchen helpers	11,810
Food and beverage servers	9,190
Cooks	6,810
Restaurant & food service managers	4,870
Light duty cleaners	4,010
Bus drivers and subway and other transit operators	3,280
Cashiers	3,230
Program leaders and instructors in recreation, sport and fitness	2,520
Chefs	2,470
Hotel front desk clerks	2,410
Accommodation Service Managers	1,760
Travel Counsellors	1,670

2011 RKA based on BC Labour Market Scenario

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Tourism is Becoming More Skilled



Growing Skills Shortage

The rate of change and use of technology is also fueling the need for workers to acquire new skills in the future. BC's increasingly knowledge-based economy is raising the bar in terms of education and training needed by workers. BC's Skills for Growth indicates that 78 per cent of all job openings in the province over the next decade will require post-secondary education, compared to 67 per cent only three years ago. The demand for skilled labour will be particularly acute in the food services area, where it is estimated BC will require an additional 2,470 professional chefs, 6,810 cooks, and 4,870 restaurant & food service managers.

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Broad Spectrum of Wages

The potential for good compensation

There are a range of positions throughout the tourism and hospitality industry where annual base salaries are competitive, including accommodations service managers, restaurant and foodservice managers, directors of sales and marketing, and travel agency managers to name of a few. There is also strong potential for growth throughout a career in the industry, where a cook starting out at \$13.44/hour can earn nearly \$60,000 by the time he/she becomes an executive chef.

Occupation	Average Base Annual Salary
Accommodations Service Manager	\$42,000
Director of Sales & Marketing	\$65,000
Executive Chef	\$58,471
Executive Housekeeper	\$42,000
General Manager	\$65,000
Restaurant and Food Service Manager	\$44,059
Sous Chef	\$42,500
Superintendent Maintenance/ Groundskeeper	\$60,000
Travel Agency Manager	\$45,167

2010 Canadian Tourism Industry Compensation Study

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Tourism's high cost of turnover

It can cost a tourism operation between 12-24 months' salary to lose and replace a manager or professional and between 4-12 months' salary to lose and replace an hourly worker. This includes administrative expenses related to the exit of an employee and the entry of a new hire; recruitment and screening costs of a new hire; the training and orientation support expenses for worker replacement; plus the cost of lost sales, lost expertise and reduced morale. In BC's tourism industry, voluntary turnover (e.g. an employee-led departure) rates averaged 30.7 per cent in 2009, including 29.1 per cent for seasonal workers and 40 per cent for part-time workers. The most common reasons for voluntarily leaving an organization included receiving higher pay from another business and lack of career opportunities.

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Turnover in the sector

Reasons for Voluntary Turnover in 2009 in BC

	Full-time	Part-time	Seasonal
Returned to school	20.6%	35.7%	56.9%
Higher pay from another business	28.2%	23.5%	9.7%
Lack of career opportunities	19.2%	11.5%	6.6%
Retirement	10.4%	1.4%	2.7%
Voluntarily quit after disagreement with manager	15.7%	14.3%	8.5%
Other	38.1%	35.3%	25.4%

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Strategies for managing the pending skills shortage

1. Attraction and Recruitment

STRATEGIES

Create awareness about tourism jobs and careers

ACTIVITIES

- Develop and implement a comprehensive, multi-faceted plan to create awareness about tourism jobs and careers, which could entail:
 - Engage key stakeholders in initiatives to promote awareness of tourism jobs and careers
 - Develop a segmented marketing approach that captures the range of job/career opportunities and targets a diverse talent pool
 - Use appropriate tools and mediums to reach youth with themes such as “Year or a Career” and “First Job”
 - Provide access to job and career information for target markets and their influencers

Identify, anticipate and respond to current and emerging labour and skill shortages

- Continuously monitor and communicate gaps between labour supply and demand
- Provide tools, resources and information to assist employers in filling their staffing requirements
- Connect employers with job seekers and students – locally, provincially and nationally
- Channel tourism industry input to government to help formulate/revise policies and programs on foreign workers and immigration
- Provide resources to support employers in navigating the various foreign/international worker/student programs
- Continually update the industry on changes to foreign worker or immigration policies or regulations

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Strategies for managing the pending skills shortage

2. Retention

STRATEGIES

Promote the use of progressive human resource practices by tourism employers

Identify and address unique labour market challenges faced by seasonal and/or rural tourism operations

ACTIVITIES

- Demonstrate and communicate the business case (return on investment) related to effective retention practices
 - Identify and communicate best practices related to human resource management for a range of business types, sizes and locations throughout BC
 - Identify and/or provide tools, resources and information that will help employers reduce unwanted turnover
 - Recognize and showcase employers who utilize effective human resource practices
 - Educate employers and other key stakeholders about the opportunities and obligations related to being the first and largest employer of youth
-
- Develop and implement tactics to help reduce the workforce challenges encountered by seasonal and/or rural employers
 - Foster partnerships with summer and winter employers to explore the exchange of seasonal and/or part-time workers

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Strategies for managing the pending skills shortage

3. Training and Development

STRATEGIES

Encourage employer involvement and investment in training

ACTIVITIES

- Build and communicate a compelling business case for the return on investment in training
- Facilitate communication and engagement between tourism employers and training providers
- Provide employers and employees with information about available training options, resources, programs and best practices
- Support employers in accessing relevant supervisory and management skills training for their staff

Align training programs with industry needs

- Identify and communicate current and anticipated employer training needs to training providers, funders and other stakeholders
- Explore the feasibility and utility of providing more flexible, short-term, modular training to meet industry needs
- Encourage and promote the delivery of training that is accessible to remote, rural and/or seasonal employers
- Ensure that the appropriate certifications and associated programs are available to support the needs and standards of the tourism industry
- Maintain the industry's leadership role in the provincial industry training/ apprenticeship system

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Strategies for managing the pending skills shortage

4. Research and Evaluation

STRATEGIES

Develop and maintain a tourism labour market research and information system

Monitor, evaluate, and communicate the results of the *TLMS*

ACTIVITIES

- Enhance collaboration among all stakeholders engaged in data tracking to ensure alignment of efforts and strategies
 - Obtain, analyze and prioritize relevant labour market data and indicators
 - Ensure key data is distributed to stakeholders at both the strategic and “shop floor” operator levels
-
- Develop and implement a *TLMS* monitoring and evaluation framework
 - Communicate the results of monitoring and evaluation of the *TLMS* on a regular basis

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Strategies for managing the pending skills shortage

5. Organization and Coordination

STRATEGIES

Align the *TLMS* with government priorities and plans, as well as with provincial, regional and local tourism strategies/plans

Improve and expand collaboration among industry, government and other stakeholders on the implementation of the *TLMS*

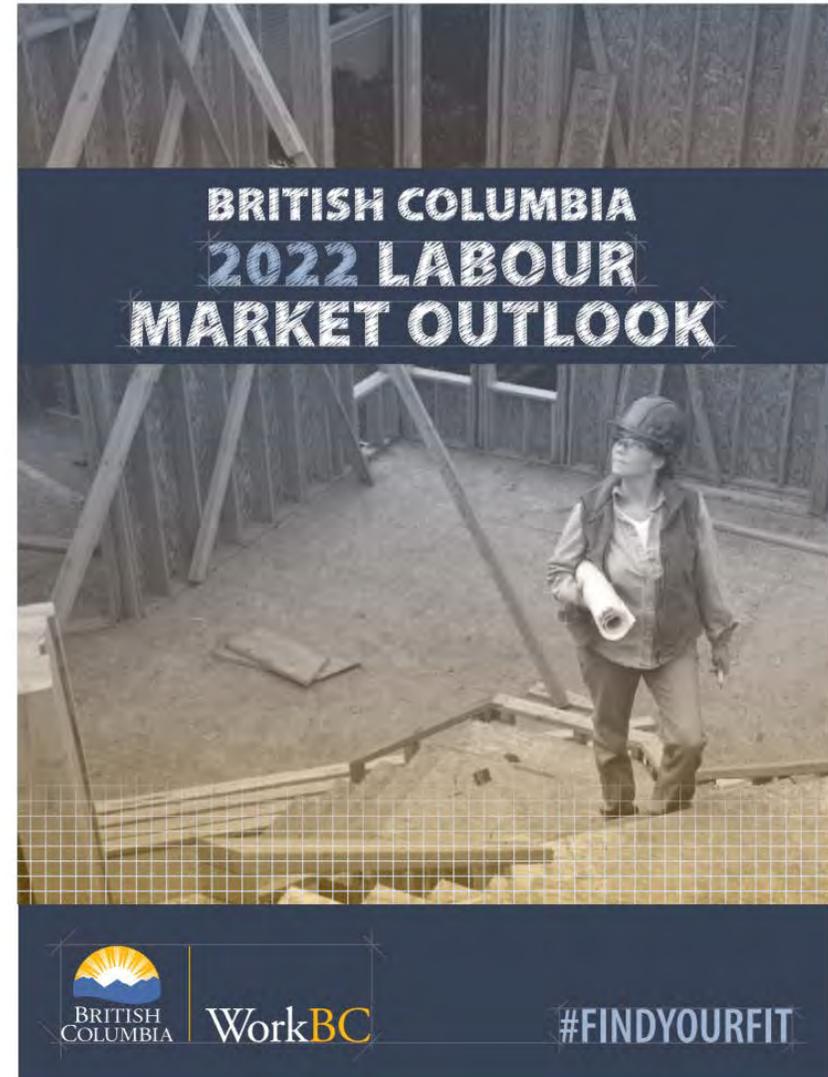
ACTIVITIES

- Ensure the tourism sector is represented at and participates in government labour market initiatives
 - Develop regional labour market plans as part of broader regional tourism plans
 - Develop and implement a *TLMS* communications plan to ensure sustained awareness
 - Strengthen alignment between labour market development and destination development, management and marketing at the provincial, regional and community levels
-
- Re-confirm go2hr as the *TLMS* coordinating agency and define roles and responsibilities of other key stakeholders
 - Engage tourism associations, regions, private and public secondary and post-secondary education institutions, training providers, government agencies, unions and others to participate in and/or lead aspects of the *TLMS*
 - Provide information to governments on barriers to recruiting and retaining staff, particularly in rural areas (barriers related to transportation, lack of accommodation, high cost-of-living)

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Further Research:

British Columbia 2022
Labour Market Outlook



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Further Research:

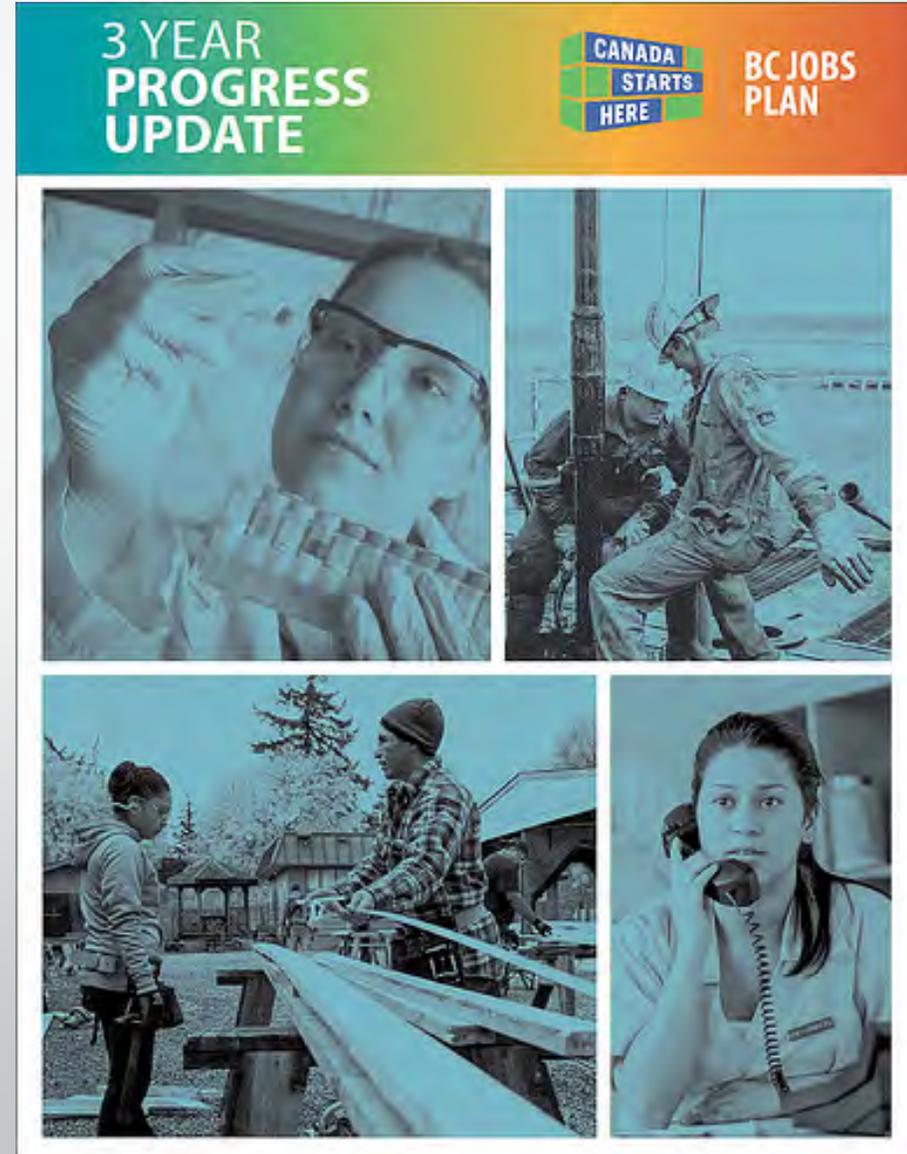
BC Jobs Plan



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Further Research:

BC Jobs Plan:
3 Year Progress Update



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Further Research:

The ITA Review:
29 Recommendations

The Industry Training Authority and
Trades Training in BC:
Recalibrating for High Performance

Report of the Independent Review Lead
Jessica L. McDonald
February 2014

2014: The Labour Market Year-in-Review

Further Research: **BC Tourism Labour Market Strategy**



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Further Research:

BC Major Projects Inventory

BC Major Projects Inventory



The \$725-million Forrest Kerr Hydroelectric Project near Stewart is scheduled to be complete this summer. It's installed capacity is 195 megawatts, which is enough power for about 70,000 homes.

Photo courtesy of Altagas Ltd.

June 2014



BC JOBS
PLAN

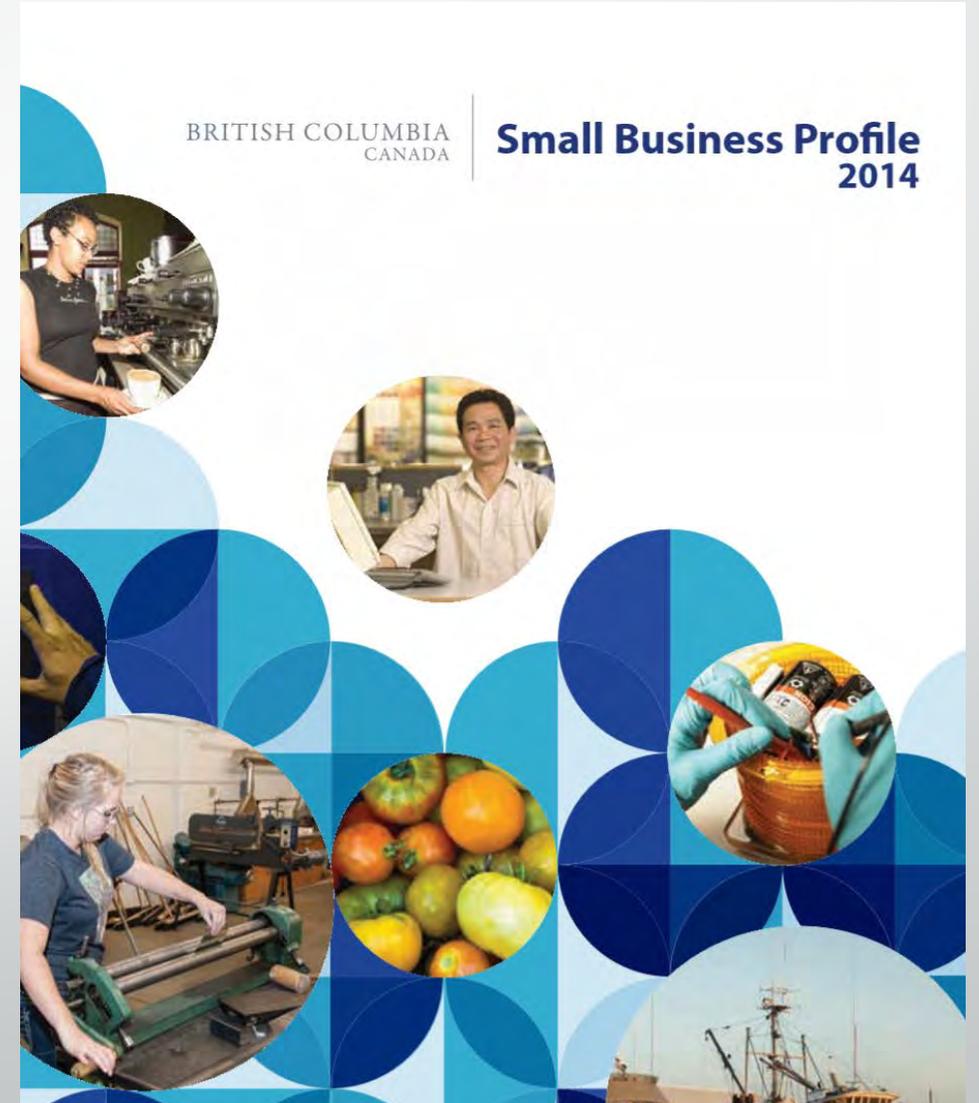


Ministry of
Jobs, Tourism
and Skills Training

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Further Research:

**Small Business Profile
2014**



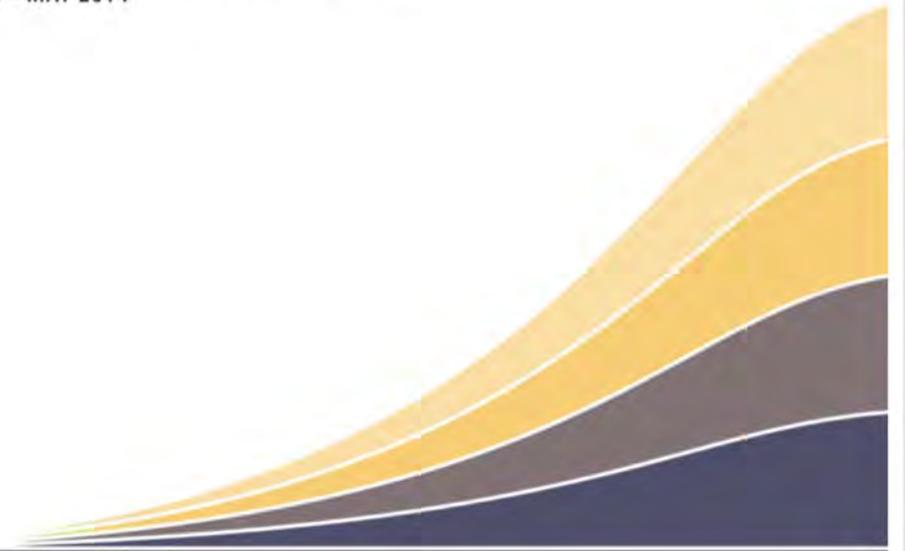
2014: The Labour Market Year-in-Review

Further Research:

BC Population Forecast
April 2014

British Columbia Population
Forecast: April 2014

TECHNICAL APPENDIX AND FORECAST ASSUMPTIONS
BY BC STATS – MAY 2014



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Further Research:

Profile of BC's Technology Sector

Profile of the British Columbia
High Technology Sector: 2013
Edition

PREPARED FOR THE MINISTRY OF TECHNOLOGY, INNOVATION AND CITIZENS' SERVICES
BY BC STATS - APRIL 2014

2014: The Labour Market Year-in-Review

Further Research:

The Youth Labour Market in British Columbia

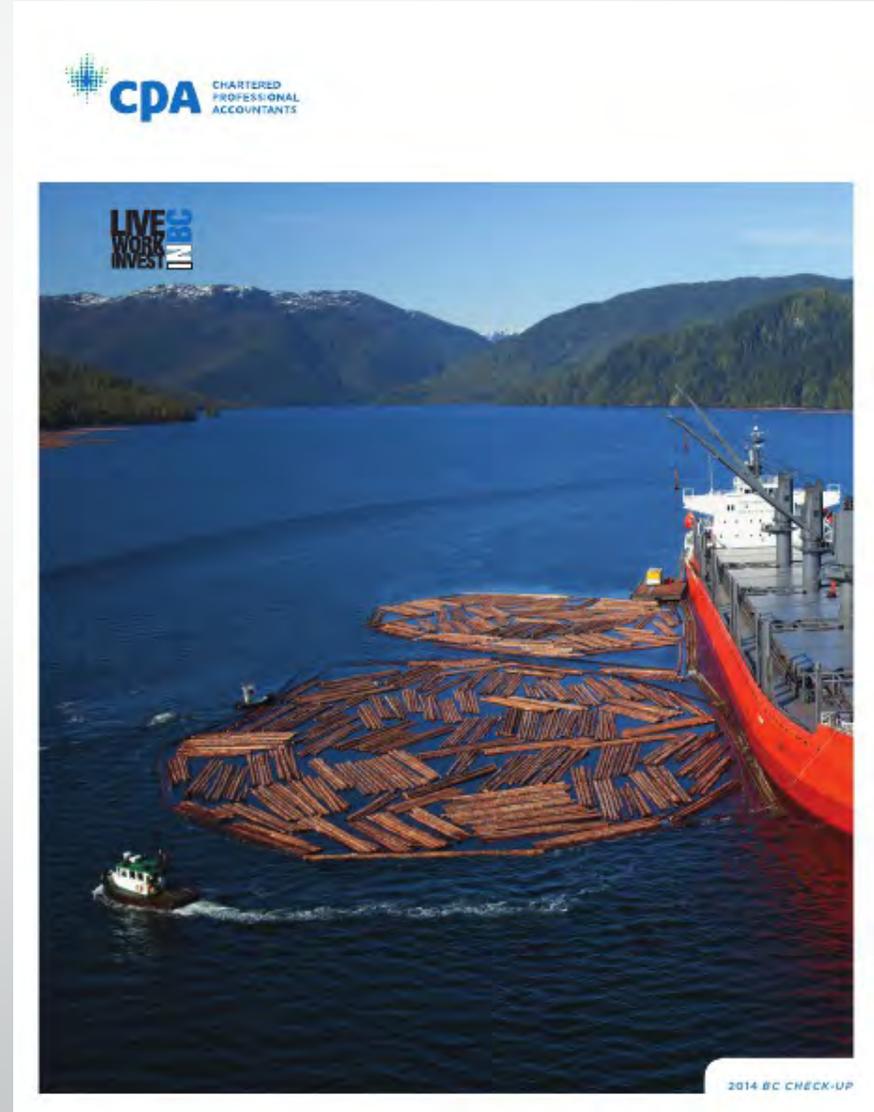
British Columbia's Youth Labour Market

PREPARED FOR MINISTRY OF JOBS, TOURISM AND SKILLS TRAINING
BY BC STATS – MARCH 2014

2014: The Labour Market Year-in-Review

Further Research:

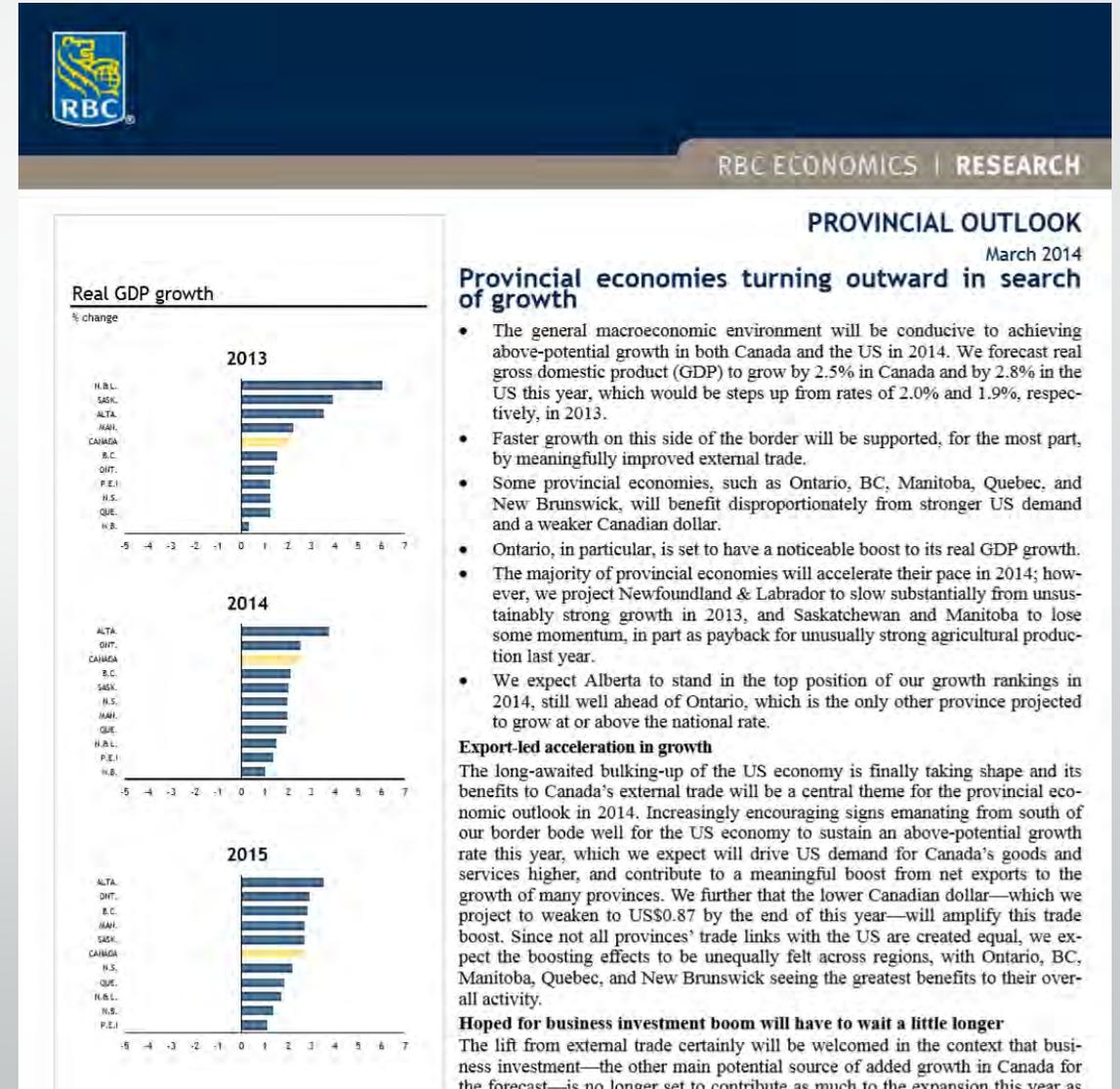
**BC Check-Up
2014**



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Further Research:

Provincial Economic Outlook



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Further Research:

Regional Labour Market Report Card

Regional Labour Market Report Card

BMO  Capital Markets
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A monthly overview of regional labour market trends

December 5, 2014

November Rain

Robert Kavcic, Senior Economist • robert.kavcic@bmo.com • 416-359-8329

Canadian employment slumped by 10,700 in November, giving back some of the massive gains recorded in the prior two months. Details of the report were not much better, with private-sector jobs falling 45,600, but full-time work expanding by 5,700. The jobless rate also rose a tick to 6.6% after hitting a cycle low in the prior month. Regionally, Ontario was responsible for most of the reversal in November, as employment fell by 34k and the jobless rate rose 5 ticks to 7.0%—but the weakness was almost entirely in trade. All told, 6 of 10 provinces posted employment gains in November.



Here are some notable facts from this month's report:

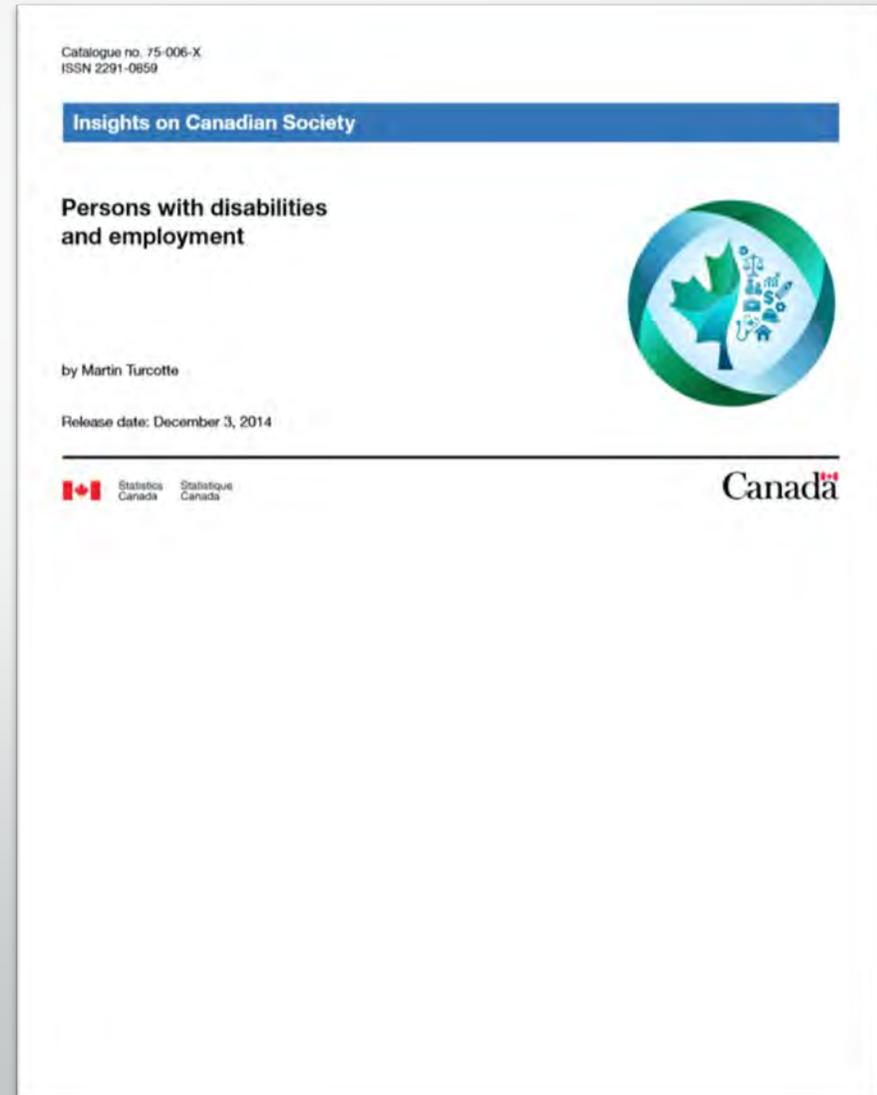
- Ontario's employment decline was mainly due to a 51,300 dive in trade** (retail and wholesale). The sector is volatile (October recorded a 29,400 increase), but the decline was the steepest on record. While Ontario's job growth (+0.8% y/y) is very slightly above the national average, the fringes of the GTA (Guelph, Hamilton, Oshawa, Barrie) are still seeing among the strongest rates of job growth among Canada's cities.
- Quebec was the strong spot**, adding 19,600 jobs in November. However, Quebec is the only province where the jobless rate is not down from a year ago. **Montreal's** jobless rate is drifting up (+0.4 ppts in the past year), while those in **Toronto, Vancouver and Calgary** have fallen.
- British Columbia is gaining momentum**, with employment growth (+2.0% y/y) well above the national average and at the best pace in two years. Recent gains have come from some curious areas (self-employment and other services), as well as health care, transportation & warehousing and prof. services.
- Vancouver is leading the charge in B.C.**, with employment up

Regional Labour Market Report Card						
November 2014						
	Employment	Unemploy.	Emp.-to-	Median		
	(000s -	Rate	Pop.	Wage		
	m/m	(%)	Ratio	Rate		
	chng)	(%)	(%)	(\$/hr)		
	(y/y %	(ppts	(y/y			
	chng)	chng)	chng)			
Canada	-10.7	0.8	6.6	-0.3	61.6	21.59
British Columbia	4.2	2.0	5.8	-0.9	59.8	22.05
Abbotsford	-4.8	6.7	-0.8			
Kelowna	-1.0	5.2	-1.1			
Vancouver	-4.4	6.0	-0.5			
Victoria	-3.1	4.9	0.6			
Alberta	3.2	2.2	4.5	-0.2	69.3	25.00
Calgary	2.2	4.4	-0.2			
Edmonton	2.4	5.3	0.1			
Saskatchewan	-3.9	2.7	3.4	-0.7	67.6	22.53
Regina	1.9	3.1	-0.9			
Saskatoon	4.9	3.6	-0.6			
Manitoba	0.2	1.6	5.1	-0.5	64.8	19.94
Winnipeg	0.7	5.6	-0.3			
Ontario	-33.9	0.8	7.0	-0.3	61.1	21.76
Barrie	5.1	4.5	-0.6			
Brantford	0.1	6.2	2.1			
Sudbury	-0.5	6.7	-0.7			
Guelph	11.4	5.1	-2.3			
Hamilton	4.4	5.6	-1.1			
Kingston	-5.9	6.8	0.8			
Kitchener	-0.6	6.0	-0.1			
London	1.6	7.8	0.3			
Oshawa	5.5	6.8	0.1			
Ottawa	2.6	5.9	0.1			
Peterborough	6.7	5.9	0.2			
St. Cath. -Niaagara	2.6	6.4	-2.3			

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Further Research:

Persons with Disabilities and Employment



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Further Research:

Study on Current Employment Conditions

Study: Immigration, low income and income inequality in Canada: What's new in the 2000s?

Released at 8:30 a.m. Eastern time in *The Daily*, Monday, December 15, 2014

A new study examines trends in low-income rates among recent immigrants over the last three decades and compares these rates with those of the Canadian-born population.

During the 1980s and 1990s, low-income rates rose among immigrants but fell among the Canadian-born. This pattern changed in the 2000s, when rates fell among both groups. Among new immigrants—those in Canada for five years or less—the low-income rate declined from 38.4% in 2000 to 31.9% in 2010. Over the same period, the rate among immigrants in Canada for 6 to 10 years declined from 35.1% to 27.3%. Immigrant low-income rates fell in every region of Canada except Toronto, where they remained stable. The rates fell the most in Manitoba and Saskatchewan.

In relative terms, the difference in the low-income rates of new immigrants and the Canadian-born population widened through the 1980s and 1990s. In 1980, the low-income rate among new immigrants was 1.4 times that of the Canadian-born, while by 2000 the relative rate was 2.5 times higher. Between 2000 and 2010, the relative low-income rate between these groups changed little and stood at 2.6 at the end of the decade. The major regional exception to this pattern was in Manitoba and Saskatchewan, where in 2010, low-income rates among new immigrants were 1.2 times that of the Canadian-born.

Rising low-income rates among immigrants through the 1980 and 1990s, combined with the growing share of the population composed of immigrants, meant that immigration had a significant impact on the overall low-income rate in Canada. For example, earlier research showed that during the 1990s virtually all of the increase in low-income rates in Montréal, Toronto and Vancouver were related to the rising low-income rates and population shares of immigrants.

However, this changed in the 2000s when, unlike in earlier decades, immigration did not contribute disproportionately to changes in low-income rates at the national level or in Toronto or Montréal. In Vancouver, about three-quarters of the 3.5 percentage-point drop in the low-income rate was attributable to declines in low-income rates and population shares among immigrants in Canada for 15 years or less.

Note to readers

Data

The primary data source used in this study is Statistics Canada's Longitudinal Administrative Databank (LAD). The LAD is a random, 20% sample of the T1 Family File, which is a yearly cross-sectional file of all taxpayers and their families. Immigrants who have entered Canada since 1980 can be identified in this file. Furthermore, information based on immigrant landing records, such as education at entry, age at entry, intended occupation, gender, family status, whether the immigrant speaks English or French at entry, and immigrant class are included in the LAD file for immigrants. All immigrants who filed a return at any time during their tenure in Canada are included in the

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Effective Labour Market Research

Labour market information (LMI) isn't just information about an occupation or industry. Often it is very current information that allows you to better understand the inner workings of a local or niche company. Better understanding companies and other organizations, make you a better candidate and puts you on the inside track when a job opportunity emerges.

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Effective Labour Market Research

- Go to your city or municipal hall and collect listings of new business license issued looking for businesses that may be moving to your community. It would also be valuable to check in with local real estate offices and the Chamber of Commerce for this same purpose.
- Set up a Google news alert to let you know about articles that have been written about your profession, industry and specific employers you would like to work for. Tailor these terms to include reference to your town or B.C. and include terms like "hiring," "new contract", "expanding" and "recruiting."

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Effective Labour Market Research

- Utilize the BCJSG worksheet to identify industry associations and sector councils related to your profession. Search their websites looking for news items and when you attend networking events and conferences specifically look for instances where someone has left one organization to join another.
- Read industry publications such as Business in Vancouver, BC Business and the Journal of Commerce looking for companies that are expanding or seeking growth funding. It's also essential to read the business sections of the Vancouver Sun, Province or another of B.C.'s daily newspapers looking for new information.
- Regularly conduct information interviews with local companies to inquire about areas of possible expansion. These conversations can also include competitors who may have received a new contract or are expanding.
- Regularly review the Facebook, LinkedIn and Twitter profiles for companies. Often nuggets will appear in social media that others will miss.



2014: The Labour Market Year-in-Review

Closing Thoughts

Any questions?