2022 Labour Market Study: Challenges and Opportunities in a Multi-Year Skills Shortage

prepared for



Prepared by Labour Market Solutions Publisher of the BC Labour Market Report Prepared for Mission Community Skills Centre Society by Labour Market Solutions Publisher of the BC Labour Market Report Tel:604-288-2424 Email: admin@labourmarketsolutions.ca www.LabourMarketOnline.com

June 2022

Copyright 2022

TABLE OF CONTENTS

Prepared by Labour Market Solutions

1.	Executive Summary	4
2.	Major Trends in the Local Labour Market	6
	 Eight year labour market forecasts broken down by community 	
	Skill Level Trends	
	Employment Growth by Occupational Group	
	 Fastest Growing Occupational Groups During the Pandemic 2020-2022 Sector Review 	
	Current Labour Supply Imbalance in British Columbia 3	
	 Structural Changes to the Labour Market as a Result of the Pandemic 	
3.	Labour Market Trends Among Underrepresented Groups in the Labour Market	24
	Immigrants	
	Indigenous Canadians	
	Those with Disabilities	
	Visible Minorities	
	Youth	
	Youth at Risk	
4.	Top Occupations in British Columbia Requiring a Certificate, Diploma or	29
	Apprenticeship based on:	
	Forecasted Growth	
	Likelihood of Automation	
	Salary	
5.	Report Conclusions	46
6.	Research Sources	48
Арр	endix: Regional Labour Market Profiles (Apr. 2021-Mar. 2022)	49
	Abbotsford	
	Chilliwack	
	Hope	
	Langley	
	Maple Ridge	
	Mission	
	Pitt Meadows	
	• Surrey	

- Southwest Region
- British Columbia

Executive Summary

Prepared by Labour Market Solutions

2022 Labour Market Study: Challenges and Opportunities in a Multi-Year Skills Shortage

EXECUTIVE SUMMARY: As British Columbia and the Fraser Valley emerges from the pandemic, we see inflation making it more difficult to afford to live in Southwestern BC; a skills shortage limiting economic growth; and industries hindered by the pandemic and natural disasters struggling to recover. While there are numerous challenges to overcome, the long-term outlook for workers in British Columbia has never been brighter.

There are seven major trends currently impacting our local labour market. These include: increased automation; globalization; greater reliance on technology and education; increased need for health interventions and environment stewardship; an aging population; growth in self-employment and the gig economy; and the changing role in government.

While these trends have been shaping BC's labour market for years, we find they are accelerated during difficult times and prosperous times. In poor times, employers look to automation and out-sourcing to replace and downsize their workforce. In prosperous times, employers turn to these same strategies as they are unable to recruit the workers they need.

With nearly a million job openings in the next ten years, less than half of this workforce will come from youth, which will only contribute 48 per cent of our future workforce growth. Another 14 per cent will come from immigrants and eight per cent will result from other Canadians migrating to British Columbia. This will leave us short more than 80,000 workers and employers will need to better engage under-represented groups not currently participating in the labour market if they wish to grow their workforce and expand their operations.

The four largest sectors going into the next decade will be Health Care and Social Assistance (requiring 142,900 new workers); Professional Scientific and Technical Services (140,700); Retail (103,600); and Construction (75,000 new workers). These four industries alone will account for more than 45 per cent of all future labour market growth.

The resounding element to future workforce growth will be the need for workers to be increasingly skilled. In the past ten years, we've seen the percentage of jobs for unskilled workers and those with high school graduation shrink with increases in all other skilled areas. Jobs requiring a bachelor or higher level of education will represent 36 per cent of future jobs; with jobs requiring a diploma or certificate representing 29 per cent of future employment; and apprenticeship will represent 12 per cent of job growth. Jobs requiring high school or occupational training will represent just 20 per cent of jobs and occupations which don't require high school graduation will be just three per cent of future jobs.

The Fraser Valley is home to a vast array of potential workers if employers are able to properly engage workers who are otherwise under-represented in the labour market. In Southwest British Columbia we will need to fill 653,200 jobs over the next ten years. This said, the Fraser Valley is home to 40,405 Indigenous Canadians, 322,160 immigrants; 274,277 individuals with disabilities; 400,970 individuals who identify as visible minorities; 195,845 youth and another 1,340 youth-at-risk or youth currently in government care between the ages of 0-19.

Employers who embrace diversity, training and supporting their existing employees will enjoy the greatest economic success in the coming decade. To this end, job seekers who embrace skills development, networking, collaborative work relationships and professional development will enjoy the greatest career success.

Christian Saint Cyr Chief Content Curator Labour Market Solutions June 2022

Major Trends in the Local Labour Market

MAJOR TRENDS IN THE LABOUR MARKET

The COVID-19 pandemic brought into focus seven trends that have been influencing British Columbia's labour market for the past seventy-five years. While these trends are influencing labour markets throughout the world, we see them growing more dominant during periods of both strong and weak labour market conditions.

During difficult financial times, businesses rely on factors such as contracting-out and automation to limit their labour market costs while in strong economic times, employers rely on these two factors due to the inability recruit skilled labour.

While the pandemic resulted in a much higher unemployment in the short-term, this masked a skills shortage that has been growing for the past two decades. A population imbalance, means that British Columbia will have a much more difficult time recruiting workers indefinitely. Therefore employers will be impacted by these seven trends to a greater degree each year and will need to make business and human resources decisions in concert with them.

These seven trends include:

- 1. Automation
- 2. Globalization
- 3. Technology and Education
- 4. Health and the Environment
- 5. Aging Population
- 6. Self Employment
- 7. Changing Role of Government

These trends are neither positive nor negative but produce both positive and negative outcomes for workers and employers.

The following is a summary of each trend, how it is impacting British Columbia's labour market as well as some of the positive and negative expected outcomes.



AUTOMATION

The job loss associated with automation often prompts people to see it as a job-killer when in many ways it is a job protector. No doubt, automation eliminates many low-skill or unskilled jobs, although at the same time it creates new, albeit fewer, higher-skill jobs.

The jobs created from automation increase productivity, competitiveness and assist our labour market in competing in an increasingly global economy.

In November of 2020, the C.D. Howe Institute published a report titled '*The Next Wave: Automation and Canada's Labour Market*'. At the time of the study, 22 per cent of Canadian employment was in jobs highly susceptible to automation, while about 39 per cent have low susceptibility.

Occupations in health, law, education and community, and government services are the job types least likely to be automated. Those in agriculture, natural resources, utilities and manufacturing are more susceptible to automation.

Notably, the estimated proportion of high-risk employment is lower than found in previous studies where the estimated proportion of employment at high risk of being automated ranged from 35 per cent to 42 per cent.

Meanwhile, the proportion of employment at low risk of automation, 40 per cent, is slightly higher than previous studies. This has prompted many observers to question why we are seeing a decrease in the number of jobs susceptible to automation.

According to the C.D. Howe Institute, automation could be progressing faster than previously thought, since the proportion at high risk is declining more quickly than previously projected. In this case, the lack of significant unemployment growth during the 2015 to 2019 period signals that employment in Canada has been adapting to the potential for automation over time.



While automation is clearly a growing trend within the labour market, it underscores the critical importance to promoting further skills training to equip Canadian workers for the jobs that will be emerging in a far more automated workplace.

GLOBALIZATION

While globalization has been a tremendous threat to sectors such as manufacturing, it has also unlocked markets that have never historically been open to British Columbia business. With an educated population, British Columbia is well poised for developing businesses and sectors providing both services and products to emerging economies.

While globalization has produced continual growth over several decades, supply chain issues associated with the pandemic and the renegotiation of the North American Free Trade Agreement has resulted in many countries rethinking how they can benefit from globalization while simultaneously protect domestic industries. According to *Trading*

2022 Labour Market Study: Challenges and Opportunities in a Multi-Year Skills Shortage

Places: Canada's place in a changing global economy', published by RBC Economics in 2021, the U.S. is moving to reengineer critical supply chains and reshore manufacturing to address national security, resiliency, pandemic recovery and climate change challenges.

Looking at it from a Canadian perspective, a new continental trade strategy could help reestablish Canada's export sector as a key driver of economic growth, pushing toward an ambitious but reasonable target of \$1 trillion in additional exports by 2030.

According to RBC, the Biden administration's climate priorities could spark investments in carbon capture technologies, with CCUS markets potentially worth \$12 billion per year in Canada and \$90 billion in the U.S.

The North American focus on electric vehicles, batteries and clean energy could benefit Canadian firms as they aim to supply growing domestic demand.

Traditional industries continue to be at risk as the world rethinks globalization. Trade shifts stand to disrupt industries at the core of Canada's export strength: autos, energy and metals and minerals that accounted for more than half of exports to the U.S. or \$227 billion in 2019.

Canada's advantages include expertise in clean technology, a free trade pact with the U.S. and Mexico, and large deposits of natural resources critical to electronic devices. New investments in skills training and strategic immigration will be essential to Canada's ability to retain or win higher-value aspects of supply chains.

According to RBC Economics, a sense of urgency is needed. Tens of thousands of Canadian auto-sector jobs could be at risk without a pivot to EV components, as other countries compete for a role in these supply chains.



TECHNOLOGY AND EDUCATION

As forces such as globalization impact the jobs and sectors that make sense in British Columbia and automation brings up the skill level of workers, the need for continuous skill development is critical.

It is essential for educators to work with business, government and the non-profit sector to identify the emerging technologies and the skills required. It is for this reason that technology and education are closely intertwined.

According to the '2022 BC Labour Market Outlook', of the 1,004,000 expected job openings in British Columbia over the next decade, approximately 77 per cent (or 773,000 job openings) will require some level of post-secondary education or training.

In publishing '2022 Foresight Report: Shaping the Future Workforce', researchers at the University of Waterloo note, technology has the potential to open opportunities for humans, including new job creation. Technological innovation has historically increased labour efficiency, allowing space for a shift in our life priorities in pursuit of

purpose and meaning. This pursuit may prompt new types of interests, jobs, and career paths that highly value and leverage distinctly human capabilities. Reskilling, upskilling, and postsecondary education can play a critical role in supporting this pursuit and transition.

The COVID-19 pandemic and the shift to emergency remote teaching amplified challenges across the British Columbia's postsecondary system. Strategic foresight supports institutions in navigating transformation by building awareness of some possible forces of change. Strategic foresight can help address immediate and short-term challenges, while articulating long-term visions for systems level evolution.

Postsecondary institutions can help respond to the job market demands by critically assessing what skills the learners are able to meet upon completing courses and activities. Labour market conditions change frequently, requiring continuous updates of educational materials, approaches, and programming.

An area where we see continual improvements in technology and a corresponding need for new skills is professional, scientific and technical services where this trend is expected to continue into the next decade. Economic growth will generate 53 per cent of the job openings in this industry, compared to 37 per cent of openings in all industries.



HEALTH AND THE ENVIRONMENT

While health and the environment are distinctly different areas of the economy, they are linked as a trend as both sectors are growing, will need increasing numbers of new workers and excellence in one area will create unforeseen improvements in the other area.

As B.C.'s population continues to age, Health care and social assistance will see the largest increase in job openings in the next 10 years. Of these openings, 60 per cent will come from the need to replace retiring workers, while the remaining 40 per cent will result from expansion of the health system in response to the growing medical needs of an aging population and the expansion of the care economy.

Publishing 'Building a healthcare system that's Fit for Purpose' in April 2022, PwC Canada postulates some of the changes that will need to occur to meet our future health care needs. According to PWC Canada, the pandemic exposed and exacerbated existing challenges across Canadian health systems. To stay ahead of these forces of change, many organizations are embracing opportunities to shift demand away from our institutional care system. Examples include:

Developing a holistic aged care pathway that shifts activities to the community and the home: Solutions such as supporting informal caregivers, reforming senior home care programs to improve access to activities of daily living services and incorporating remote monitoring and safety technologies not only mitigate demands on our acute and longterm care systems but also offer a much better aging experience to seniors.

- **Supporting a transitional care pathway:** Similar to community support for an aging population, it's important to look at solutions to help move patients out of acute settings sooner while supporting their recovery and ensuring they're not readmitted.
- Harnessing data analytics to improve health outcomes: Many healthcare organizations are tapping the power of data and analytics to better understand the needs of the population and create specific use cases for improving care pathways and outcomes.

While the need for more general practitioners, specialist physicians, nurse practitioners, registered nurses and pharmacists has been well documented in mainstream media, other less-known occupations are often overlooked. The following is a list of occupations requiring a certificate or diploma that are growing as a result of our increased demand for health interventions, based on the number of new jobs being created in British Columbia over the next ten years.

- Medical laboratory technicians and pathologists' assistants (1,600)
- Animal health technologists and veterinary technicians (630)
- *Respiratory therapists, clinical perfusionists and cardiopulmonary technologists (640)*
- Medical radiation technologists (1,100)
- Medical sonographers (370)
- Cardiology technologists and electrophysiological diagnostic technologists (190)
- Other medical technologists and technicians (except dental health) (1,590)
- Practitioners of natural healing (1,310)
- Licensed practical nurses (4,610)
- Paramedical occupations (1,390)
- Massage therapists (2,880)
- Other technical occupations in therapy and assessment (400)

Occupations in new and emerging environmental sectors also have bright prospects moving forward.

According to the 'Environmental Labour Outlook to 2025' by ECO Canada, while Canada's employed labour force shrank in 2020, the environmental sector workforce increased by roughly five per cent. Environmental workers are present in every Canadian region, industry and practically every occupation.

About 1 in 26 workers in Canada (689,000 workers) were in a green job in 2020. Job growth and retirements will account for 173,000 net environmental job openings by 2025.

Labour shortages are expected across a wide range of different occupations, including senior government managers, physical and life science professionals, inspectors in public and environmental health and occupational health and safety and urban and land use planners.

Although hiring will need to take place for a variety of environmental sub-sectors, the

2022 Labour Market Study: Challenges and Opportunities in a Multi-Year Skills Shortage

greatest needs will occur in:

- Sustainability (79,100 net job openings)
- Natural Resource Management (69,000)
- Energy (68,900)
- Fisheries & Wildlife (62,300)
- Environmental Health & Safety (59,400)

AGING POPULATION

It is easy to simply look at the jobs being vacated by Baby Boomers, currently aged between 56 and 76 years old, and see this is as the only major labour market influence. And yet this transition is creating a myriad of challenges and opportunities.

Many Baby Boomers are choosing to stay in the labour market far longer than previous generations. This is helping foster institutional memory and address the growing skills shortage.

For Baby Boomers who choose to retire, they are continuing as active participants in the economy, helping to grow the national gross domestic product. Baby Boomers are the wealthiest generation, which has contributed greatly to the growing cost of homes and consumer goods during the pandemic.

To mitigate the challenges of a growing skills shortage, many experts are promoting the benefits of encouraging growth in the mature workforce.

According to 'Barriers to the Labour Force Participation of Older Workers in Canada', published by the Fraser Institute in April 2022, the population and the labour force will continue to age, and employers will need to replace retiring workers.

Approximately 635,000 job openings are for replacement. This represents about 63 per cent of job openings that will need to be filled to replace workers permanently leaving the labour force.

Removing barriers to the labour force participation of older workers in Canada is of increasing importance for a wide range of reasons. These include:

- an aging population with increased life expectancy and a greater capacity for many older workers to continue working;
- the approximate doubling of the senior dependency ratio (ratio of seniors to the working age population) from 20.3 percent x in 2010 to 38.4 percent in 2040;
- the banning of mandatory retirement;
- insecurity about the adequacy of retirement income;
- the negative health and cognitive consequences that often accompany abrupt retirement;
- changes in the nature of work that are more accommodating to older workers;
- dealing with the labour shortages from the "great resignations" emanating from the current pandemic.





SELF EMPLOYMENT

For decades now we've seen an increasing number of people preferring selfemployment over traditional employment. While self-employment has struggled since the beginning of the pandemic, many believe it will rebound in the face of a growing skills shortage.

Growth in the gig-economy, an expansion in home delivery options, and a growing number of app-based businesses are all factors contributing to the growth of self employment. Growth is also occurring for small businesses in sectors where full-time employment has traditionally dominated such as accounting, marketing, human resources and project management.

According to the 2021 Small Business Profile for BC, published in October 2021, selfemployment represents the largest single occupation in the province. There were a total of 532,400 businesses in B.C. in 2020. Of these, 98 per cent (523,600) were small businesses with fewer than 50 employees. That means that in a province of 5.1 million people, roughly one-in-ten are small business owners. The majority of these (61 per cent) are individuals who are self-employed without paid help, but the remainder run businesses that employ others. The number of active small businesses in B.C. fell 2.3 per cent, or 15,100, in 2020. The largest decline occurred among people who are selfemployed without paid help, which fell by 11,700, or by 3.5 per cent. Between 2015 and 2020, the number of small businesses in B.C. grew by 10.7 per cent, or by 50,700 businesses.

In 2020, the largest concentration of small businesses in the province was in professional and business services, which encompassed 23 per cent of B.C.'s small businesses. Included in this sector are a number of diverse activities, such as payroll services, building inspection services, graphic design services, and nanotechnology research and development. The industry with the next-most small businesses was construction, which accounted for 13 per cent of the small businesses in the province.

Small businesses employed almost 1.1 million people or 43 per cent of all workers and were responsible for nearly one-third (31 per cent) of all payrolls. In 2020 on average and compared to other provinces, B.C. lost more jobs in the small business sector relative to our size (we lost 6.6 per cent of employment in the sector), but still leads the country in growth over the five-year period of 2015 to 2020. All regions of B.C. saw a decline in the number of small businesses in 2020, with the Northeast and Cariboo seeing the largest losses.

Demographics of self-employed people show that, on average, they tend to be older, male, work longer hours and are less likely to be an Indigenous person compared to employees. Women are still a vital and growing part of self-employment, comprising 39 per cent of all business owners in B.C. in 2020, just above the national average. Indigenous people are self-employed at a rate of 11.4 per cent, also just above the national average.

Small business in B.C. accounted for 34 per cent of overall gross domestic product

2022 Labour Market Study: Challenges and Opportunities in a Multi-Year Skills Shortage

(GDP) in 2020, and the 9,000 medium and large sized businesses accounted for the other 66 per cent of GDP. Taken together, GDP, salary and employment estimates present a broad picture of productivity. Larger firms tend to be more productive, support higher investment, and pay higher wages (on average \$9,400 more per year) than small businesses. At the same time, B.C. has the smallest gap between small and large business salaries in the country.

All but one region experienced a rise in the number of small businesses between 2015 and 2020. The Cariboo had the highest growth with an 18.5 per cent jump, or around 2,400 net new businesses over the five years. Cariboo's gain was composed of a large increase (2,500 or 37 per cent) in the number of self-employed people without paid help and a slight decrease in the number of small businesses that employ others. The next fastest growing regions were the Thompson-Okanagan and Kootenay regions. The Northeast witnessed a large decrease, both in the number of people who are self-employed with no paid help (minus 2,000) and in businesses with employees (500, or 11 per cent fewer).



CHANGING ROLE OF GOVERNMENT

Prior to the pandemic, it would have been easy to see government's role diminishing as Baby Boomers retire and government finances are strained. Running contrary to this, government was highly responsive to the economic impacts of the pandemic and for all levels of government, elected officials are outlining plans for government that is much more involved in the lives of its citizens rather than less.

This interventionist approach can is demonstrated in British Columbia in the efforts to create a provincial child care program.

The Universal Child Care Prototype Site program began in 2018 when the Province approved more than 50 Universal Child Care Prototype Sites through its Canada-British Columbia Early Learning and Child Care Agreement with the Government of Canada.

Funding through this partnership allowed the Province to convert approximately 2,500 licensed child care spaces, with a priority on infant and toddler care, into low-cost spaces at existing child care facilities.

The initial spaces converted to \$10 a Day program were called prototypes because their goal was to help the Province understand the best way to provide funding to child care operators in the long term, reduce fees for parents and ensure that child care professionals are well compensated.

Now referred to as \$10 a Day ChildCareBC sites for the expansion, through provincial funding, 84 child care sites in B.C. have signed agreements with the Province to become \$10 a Day ChildCareBC sites.

This effort to create affordable child care, demonstrates the government's perspective that challenges such as the lack of affordable child care, requires a public sector solution.

On the federal level, the Government of Canada spent extensively to maintain the economy as the pandemic took hold. The government's supports have provided an unprecedented \$407 billion – nearly 19 per cent of Canada's gross domestic product (GDP) – in overall support to keep Canadians and Canadian businesses afloat, including \$270 billion – or over 12 per cent of GDP – in direct support measures.

An interventionist approach is prompting the government to not only respond to an economic calamity but use government funds to grow the economy. Claiming they want Canada to build back better, the government is investing between \$70 billion and \$100 billion over the next three fiscal years – roughly valued at between 3 to 4 per cent of GDP to promote economic expansion.

These investments include:

- \$20 million over five years, starting in 2021-22, with \$4.3 million per year ongoing for a Federal Secretariat on Early Learning and Child Care.
- \$70 million over 5 years, starting in 2021-22, and \$15 million ongoing to sustain the existing federal Indigenous Early Learning and Child Care Secretariat, build Indigenous capacity and support Indigenous participation in the development of a Canada-wide system.
- Sustain the progress made in collaboration with provinces, territories and Indigenous partners to date, by making Budget 2017 funding permanent at 2027-28 levels – \$870 million per year and ongoing starting in 2028-29. Of this amount, \$210 million would support Indigenous early learning and child care programming.
- \$420 million in 2021-22 for provinces and territories to support the attraction and retention of early childhood educators, such as through grants and bursaries for students studying early childhood education.
- \$75 million in 2021-22 to improve the quality and accessibility of Indigenous child care programs and help retain Indigenous early childhood educators.

While unforeseen economic pressures may persuade municipal, provincial or federal governments to rethink their interventionist approaches, current trends suggest government is going to continue to be an expanding factor in the labour market.

PANDEMIC IMPACTS ON OCCUPATION

The pandemic has created multiple impacts on the labour market. While the trend towards working from home has been of particular interest, it is likely the trend towards 'doing work differently' will be the factor that has the greatest impact.

In reviewing the ten occupation groups, the following is a list of the occupations which have grown the most in the two years since the pandemic begin.

GROUP	OCCUPATIONS	2 YR GROWTH
NOV 8	Natural Resources, Agriculture and Related Occupations	+34.3%
NOC 2	Natural and Applied Science Occupations	+28.5%
NOC 9	Manufacturing and Utilities Occupations	+27.8%
NOC 4	Education, Law, Social, Government and Community Services O	cc. +27.2%
NOC 5	Art, Culture and Recreation Occupations	+16.3%
NOC 3	Health Occupations	+12.6%
NOC 1	Business, Finance and Administrative Occupations	+8.7%
NOC 7	Trades, Transport and Equipment Operator Occupations	+3.0%
NOC 0	Management Occupations	+1.9%

In review the data, all occupations groups except one have recovered to levels higher than those set before the pandemic.

GROUP	OCCUPATIONS	2 YR DECLINE
NOV 6	Sales and Service Occupations	-6.9%

Occupations with the greatest growth can attribute the inability to easily automate or contract out key functions. For occupations such as Health Care and Sales and Service, which they haven't demonstrates a great deal of growth, if any at all, an inability t recruit workers can be attributed to the numbers being lower. For both of these sectors, employers are actively recruiting right now and workers are either unwilling or unavailable to take these positions.

EIGHT YEAR LABOUR MARKET FORCASTS BY COMMUNITY

With 1.3% employment growth projected for British Columbia and 1.4% employment growth projected for Southwestern BC, the following table provides a detailed breakdown on the projected employment growth over the next ten years for each of the communities in this report.

Region	Employment Mar. 2022	Growth Rate 2021-2031	Expansion	Replacement	Total
British Columbia	2,714,000	1.30%	368,800	634,800	1,003,600
Mainland/Southwest	1,711,200	1.40%	260,000	393,200	653,200
Abbotsford	81,060	1.40%	12,310	18,620	30,930
Chilliwack	46,330	1.40%	7,000	10,640	17,640
Норе	2,890	1.40%	440	570	1,010
Langley City	15,560	1.40%	2,360	3,570	5,930
Langley Township	71,330	1.40%	10,840	16,380	27,220
Maple Ridge	51,200	1.40%	7,780	11,760	19,540
Mission	22,200	1.40%	3,370	5,100	8,470
Pitt Meadows	11,840	1.40%	1,800	2,720	4,520
Surrey	302,360	1.40%	45,930	69,450	115,380

SKILL LEVEL TRENDS

Of the 1,004,000 expected job openings in B.C. over the next decade, approximately 77 per cent (or 773,000 job openings) will require some level of postsecondary education or training. the breakdown by education category. Note that in this report, the Diploma and certificate category has been split into two components: Apprenticeship certificate and Diploma/certificate excluding apprenticeship.

Source: 2022 BC Labour Market Outlook



EDUCATION REQUIREMENT



LABOUR FORCE GROWTH 2022-2031

From 2021 to 2031, B.C. Labour Market Outlook analysts project 1,004,000 job openings in British Columbia.

The population and the labour force will continue to age, and employers will need to replace retiring workers. Approximately 635,000 job openings are for replacement. This represents about 63 per cent of job openings that will need to be filled to replace workers permanently leaving the labour force. The other 369,000 job openings are expansion. This means 37 per cent of the 10-year total job openings will be new jobs created through either recovery from COVID-19 or new economic growth. Employment will total three million by 2031, up from 2.6 million today. Employment will grow by 1.5 per cent a year during the first five years of the forecast and by 1.1 per cent during the last five years. Industries bouncing back from COVID-19 will drive growth in the first few years of the forecast. The technology and health care sectors will be the key growth industries over the next 10 years.

About 2 per cent of this employment growth will come from a decline in the number of unemployed as the economy recovers from COVID-19. These future job openings will also be filled through a variety of labour supply additions. Young people (aged 29 or younger) entering the labour force for the first time are expected to fill 48 per cent of future job openings. New immigrants will fill 35 per cent of the openings. Workers coming from other parts of Canada will fill 8 per cent of the jobs. Finally, as the recovery from COVID-19 continues, some of the job openings will be filled by reduced unemployment as unemployed workers find jobs.



Decline in unemployment (2%)

After accounting for reduced unemployment, young people, new immigrants and in-migrants from other provinces and territories joining the workforce, there are 83,000 job openings that need to be filled over the next 10 years. This indicates a relatively tight labour market and a supply gap. It increases the likelihood that employers will face labour shortages for certain occupations.

However, B.C.'s labour market is efficient and flexible. Additional supply will come from more people joining or returning to the labour force. Education and skills training will add to labour force participation. Removing the employment barriers that some British Columbians experience will also help. In addition, more rapid automation may help close the gap by reducing the number of job openings.

The 2022 BC Labour Market Outlook argues that to fill the available job openings in B.C. each year, the province will need a supply of labour from multiple sources. These will include young people starting work, international immigrants, inter-provincial migrants, and additional supply from increased labour force participation and

reduced unemployment.

New international immigrants form the second largest source of new workers. Almost 35,000 immigrants will join B.C.'s labour force each year on average between 2021 and 2031. While only 29,000 immigrants will join the labour force in 2022, 34,000 to 36,000 immigrants per year are expected in other years.

Migrants from other provinces and territories will play a comparatively limited role, supplying approximately 8,000 new workers annually, on average.

To meet the anticipated needs of the future workforce, B.C. cannot rely only on youth, immigrants, migrants from other provinces and lower unemployment. The province will need more than 8,000 additional workers each year (83,000 over the ten-year period) through increased labour force participation and/or increased use of automation and other labour saving processes.



While historically, youth entering the workforce was sufficient for not only maintaining but growing our future labour market needs. Due to a declining birthrate, youth now barely contribute half of future labour market needs.

The following chart details the number of job openings over the next ten years and the number youth are projected to fill in the intervening years.



Young people entering the workforce for the first time will be the largest source of new labour supply. They will fill approximately 48,000 job openings or 48 per cent of the total job openings each year over the next 10 years.

Over the next ten years, 2022 is projected to be the most challenging year with 40% more jobs needing to be filled than in any other year to address pandemic gaps and help rebuild the workforce as public health orders subside.

GROWTH SECTORS 2022-2031

Reviewing the 2022 BC Labour Market Outlook, we see the four fastest growing sectors are (1) Health Care and Social Assistance; (2) Professional, Scientific and Technical Services; (3) Retail Trade; and (4) Construction. What distinguishes these sectors is that while automation can greatly enhance the work, they are by their very nature labour intensive sectors where workers cannot be entirely replaced by technology.



This provincial data demonstrates the need to replace retiring workers will create over two thirds of job openings for half of B.C.'s major industries over the next 10 years. About 77 per cent of the construction industry job openings are to replace workers. The replacement job openings, when combined with expansion job openings, will create almost 76,000 openings in the construction industry.

The Accommodation services industry was severely affected by the COVID-19 pandemic. Employment in this industry is projected to recover to its 2019 level by 2027. Distancing measures due to COVID have inspired this

sector to increase the use of technologies like online services, passcode-enabled self-check-in, security cameras and so forth. In addition, some business travel may be reduced permanently as businesses adopt new communication models.

The Computer systems design and related services industry was growing in B.C. well before the pandemic. The industry grew even faster during the pandemic because of increasing digitalization, automation and work from home. The industry is expected to grow at an annual rate of 5.4 per cent from 2021 to 2026, and 4.8 per cent from 2021 to 2031, the highest rate among all industries.

Several industries will have a high growth rate as they recover from the pandemic, including: Air transportation and support activities; Private and trades education; and Amusement, gambling and recreation industries.

STRUCTURAL CHANGES TO THE LABOUR MARKET

During the pandemic, we've seen increases in working from home, automation, a large portion of Baby-Boomers transitioning into retirement, increases in inflation and higher wages. Low-wage, customer service sector jobs continue to have a difficult time recruiting workers and shortages of more highly skilled workers puts increased pressure on staffing organizations in health care, professional services, applied science and technology.

According to '*Proof Point: Canada's post-pandemic labour market shakeup*' published by RBC Economics in April 2022, the following is a list of significant trends to come out of the pandemic:

- COVID-19 prompted a boom in demand for services involving less inter-personal contact (think online shopping, banking and entertainment).
- This created a parallel boom in employment, with more than 300,000 jobs added in "low-contact" industries.
- These jobs tend to pay significantly higher wages, demand more education and training and have higher productivity rates.
- The bottom line: The pandemic left Canada with a higher-paid, stronger, more productive workforce—and added a \$20 billion boost to annual household wage income.
- With demand for low-contact services still rising—and recruitment in post-secondary education up—the potential for further gains is promising.

Pandemic forces reshaped Canada's workforce

COVID-19 transformed how, where, and in what industries the average Canadian works. From the outset, the crisis prompted widespread restrictions that pushed a significant number of workers out of *"high-contact"* travel and hospitality sectors. Employment in accommodation and food services, for example, was still running 195,000 below pre -pandemic levels as of March.



Source: Statistics Canada, RBC Economics

But that shortfall has been more than offset by a surge in professional and technical services jobs—which jumped by 215,000 over the same period. Wages in these occupations are double that of accommodation and food services on average. Output per hour (productivity) is also twice as high.



Source: Statistics Canada, RBC Economics

2022 Labour Market Study: Challenges and Opportunities in a Multi-Year Skills Shortage

And in addition to shifting into these higher-paid sectors, workers are also moving into higher-paid jobs within them—shifting out of sales and service positions for instance, and into business, finance and administrative roles.

The economic impact of this shakeup has been significant, accounting for 2% of total wage growth of 8% over two years of the pandemic. It's also provided a \$20 billion boost to annual household wage income.

High post-secondary education levels will continue to fuel the transition

Education has been the key for workers seeking higher-paid positions. While the number of employees with post-secondary degrees or certificates has fallen sharply in high-contact services, it's increased even more dramatically in low-contact industries. This includes professional and technical services as well as finance and insurance. Previously under-utilized, these workers' post-secondary education is now being put to greater use—bettering overall productivity.

Education proves key in pandemic career switch



Source: Statistics Canada, RBC Economics

And demand for those low-contact jobs has remained exceptionally strong. Commercial services exports, which include financial, R&D and consulting services, fell just 2% over the first half of 2020, compared to a 27% plunge in goods exports. And these exports haven't just been more resilient to pandemic headwinds, they've continued to grow into a bigger share of overall exports—now accounting for over 15% of total Canadian exports ex-energy products (up from just 9% in 2007.) Though they were equivalent to auto exports prior to the pandemic (February 2020), they now surpass them in size.

Low-contact services jobs typically rely more on human capital (i.e. education and training) to drive productivity. As a result, Canada's highly-educated workforce has been uniquely positioned to benefit. Roughly 60% of Canadians between 25 and 64 received some form of post-secondary education in 2020, the highest proportion in the OECD.

By comparison, workers without completed post-secondary education haven't captured the same opportunities. The shortfall in employment among those without post-secondary education is still around 250,000 compared to pre-pandemic levels.

With demand for low-contact services holding up, it's difficult to see the large-scale shift in the labour market coming undone. Fortunately, the pandemic has only accelerated a long-run increase in school enrollment rates. Among 15-24 year-olds, these rates hit record levels in 2020 and 2021. For Canada, this will add to an already higher share of more educated workers—paving the way for higher productivity gains in the future.

2022 Labour Market Study: Challenges and Opportunities in a Multi-Year Skills Shortage

In the meantime, high-contact services will continue to struggle to find workers. But jobs within these sectors were already at higher risk of automation-related transformation to begin with, a StatCan report found. For these industries, the pandemic could act as an accelerator, pushing them to innovate by investing in automation.

Labour Market Trends Among Underrepresented Groups in the Labour Market

Of the 1,004,000 jobs which will become available in the next decade, eight per cent or 80,300 will require engaging individuals who are not currently participating in the labour market; either working or looking for work. As the skills shortage builds, it will be essential for employers to better engage Indigenous Canadians, immigrants, those with disabilities, visible minorities, youth, youth-at-risk, women and mature workers. The following details the size, scope, challenges and potential of this future workforce.

COMMUNITY	Indigenous Canadians	Immigrants <i>(All)</i>	Immigrants (Recent)	Those with Disabilities	Visible Minorities	Youth (Ages 15-29)	Youth at Risk (Youth in Care)
Abbotsford	6,595	38,220	5,435	38,177	46,635	27,595	180
Chilliwack	6,585	10,985	1,065	23,700	5,815	14,675	110
Норе	645	935	55	1,670	490	735	10
Langley City	1,520	4,395	525	1,520	6,990	4,495	30
Langley Township	4,310	22,495	2,615	31,670	21,605	20,595	200
Maple Ridge	3,815	15,465	1,515	22,210	12,115	14,770	100
Mission	2,910	5555	440	10,485	4,590	6,700	50
Pitt Meadows	565	3,955	390	5,015	3,485	3,105	30
Surrey	13,460	220,155	36,340	139,830	299,245	103,175	630
Fraser Valley	40,405	322,160	48,380	274,277	400,970	195,845	1,340
Southwest BC	90,735	1,060,950	151,770	764,640	1,250,700	553,930	4,015
British Columbia	270,585	1,292,675	175,555	1,254,975	1,381,235	849,540	6,265

INDIGENOUS CANADIANS

Indigenous Canadians, who were more likely to be employed in low-paying service-sector jobs, have been disproportionately affected by pandemic layoffs, according to Statistics Canada.

Across the economy, employment rates for both Indigenous women and men are back to pre-pandemic levels. By comparison, the employment of non-Indigenous Canadians has yet to bounce back to pre-COVID levels, although employment rates for Indigenous populations have historically been and continue to be lower than for non-Indigenous people.

Still, growing four times faster than Canada's non-Indigenous population, Indigenous youth represents a *"vital influx of entrepreneurs, innovators, managers and business owners,*" for Canada's economy, a recent RBC report noted. Over the next decade, 750,000 Indigenous young people will graduate from school and start their careers, the bank estimates.

Only 45 per cent of Indigenous people aged 24 to 35 have a post-secondary education, compared to 71 per cent of non-Indigenous Canadians, according to the RBC research. The report recommends expanding academic bridging programs at universities, colleges and apprenticeship programs.

IMMIGRANTS

The unemployment rate for immigrants who landed in Canada within the past five years was at a record low according to Statistics Canada's March 2022 Labour Force Survey.

Overall, Canada's unemployment fell 0.2 percentage points to 5.3%, the lowest rate on record since comparable data became available in 1976. Statistics Canada calculates the unemployment rate by the number of unemployed people as a percentage of the labour force. The adjusted unemployment rate—which includes people who wanted a job, but did not look for one—was below its pre-pandemic level for the first time at 7.2%.

The unemployment rate for core-aged immigrants who landed within the past five years was 8.3%, the lowest since comparable data became available in 2006. Canadian-born workers had an unemployment rate of 4.5%. The gap of 3.8 percentage points is the same that was observed before the pandemic in March 2019.

"With the unemployment rate so low, virtually all industries are bumping up against labour shortages, including those hospitality sectors that have yet to fully recover," writes Nathan Janzen Assistant Chief Economist at RBC Economics.

This relatively robust labour market climate has gone far and will go far to eliminate the barriers faced by immigrants as well as other under-represented groups in our labour market. In future years it is expected there will be very little difference between the labour market outcomes of immigrants and those who are born in Canada.

THOSE WITH DISABILITIES

According to 'Disability and the job churn' from the Canadian Centre for Policy Alternatives, Canadians with disabilities face exceptionally high rates of unemployment. Over 400,000 disabled working-age Canadians are currently unemployed despite being willing and able to work. While Canada's unemployment rate is currently sitting at about 5.8%, the rate for disabled Canadians is much higher. Canadians with "mild" disabilities are most likely to find employment, and their unemployment rate is 35%. For those with "severe" disabilities, the rate jumps to 74%. Put another way, for every one person with a "severe" disability who finds work, three do not.

According to Statistics Canada, people with disabilities aged 25 to 64 are 59 per cent less likely to find employment than people without disabilities. Canadians with disabilities have worse employment and work-related outcomes and are more likely to live in poverty. Skills gaps, pay discrimination, and a lack of supports at many life stages further compound barriers

for people with disabilities.

Dr. Kathleen Martin Ginis, UBC Okanagan professor and director for the Centre of Chronic Disease Prevention and Management is currently leading the national COVID-19 Disability Survey in partnership with the Ontario-based Abilities Centre.

The survey has found, since the start of the pandemic, 68 per cent have had their work hours reduced, been laid off or furloughed. As Canadians with disabilities are already at greater risk of unemployment, ongoing reductions in work among this group are deeply concerning.

Mental health and social isolation are significant areas of concern. The majority of respondents, some 78 per cent reported the pandemic has negatively impacted their mental health. Among adults, 90 per cent had a worse mental health score than the general population average and 82 per cent reported greater social isolation. For children living with disabilities, almost all respondents, 98 per cent of them, had a worse mental health score compared to the population average.

About 50 per cent of respondents reported constant worries about finances, future plans, and friends and family. Other stressors included access to vaccines, fear of catching COVID-19, becoming seriously ill, transportation safety and hygiene as well as general anxiety over world issues.

VISIBLE MINORITIES

For the first time, Canada's Labour Force Survey (LFS) began asking respondents in July 2020 to identify if they fall into one of several designated visible minority groups, including Arab, Black, Chinese, Filipino, Latin American, Southeast Asian and South Asian, according to 'Double Penalty: Being a Woman and a Visible Minority' from the Labour Market Information Council.

Based on Census 2016, visible minorities had higher rates of unemployment than white people (neither visible minority, nor aboriginal). Conversely, visible minorities were found to have slightly higher rates of employment, in part because they have higher levels of education and their age profile skews much younger than white people.

The new LFS data show that not much has changed since 2016. Although the overall employment rate for all visible minority groups is slightly lower than that for white people (68% versus 69%), their unemployment rate has been consistently elevated—now at 9% compared with 7% for white people, similar to the pre-pandemic findings in 2016.

As of March 2021, the employment rate for visible minority groups was slightly lower than that of white people at 68% and 69% respectively. The gap is larger among women. Female visible minorities have a lower rate of employment, at 63% compared with 66% for female white women. Arab women have the lowest rate of employment, at 46%, while Filipino women have the highest rate, at 79%. Male visible minorities, however, have a slightly higher rate of employment than white men, at 72% and 71% respectively, with South Asian men having the highest employment rate, at 76%.

Furthermore, the unemployment rate for visible minority groups was higher than for white people, at 9% and 8%, respectively. This gap is again larger among women. Visible minority women, on average, have an unemployment rate of 10%, versus 6% for white women. Latin American, South Asian and Arab women have the highest unemployment rate, at about 13%, while Filipino women have the lowest unemployment rate, at 2%. Among men, South Asian men have the lowest unemployment rate, at 12%.

YOUTH

Young people entering the workforce for the first time will be the largest source of new labour supply. They will fill approximately 48,000 job openings or 48 per cent of the total job openings each year over the next 10 years. The annual number of young people starting work will be relatively stable over the forecast period.

Youth (15-24 years) were hard-hit by pandemic-related job losses, and their unemployment rate rose significantly, reaching a record high of 28.8% in May 2020. In March 2022, the youth employment rate (58.6%) was essentially unchanged (+0.5 percentage points) from its pre-pandemic rate (February 2020), while the unemployment rate (9.8%) sat just below (-0.8 percentage points) that from 25 months earlier.

Under-represented youth (15-24 years), who traditionally face challenges in the labour market, continued to struggle to find work. The following is a list of what some youth have experienced:

- Indigenous youth not living on a reserve had an employment rate of 52.1% and an unemployment rate of 16.5%.
- Visible minority youth experienced an employment rate of 48.4%, while their unemployment rate sat at 12.5%;
- Black youth had an employment rate of 44.3% and their unemployment rate was 19.0%.

Throughout the COVID-19 pandemic, young workers have shown the greatest likelihood of working reduced hours and losing their jobs out of any age group, with 50% of Canadians under 30 experiencing one or both of those outcomes.

Young people continue to suffer disproportionately due to COVID-19. The Government of Canada has stated they are working to ensure the pandemic does not derail their futures.

- \$447.5 million in 2021-22 to increase the number of job placements supported through Canada Summer Jobs to approximately 120,000 for 2021-22 an increase of 40,000 from 2020-21 levels.
- \$575.3 million over the next 2 years for the Youth Employment and Skills Strategy to provide approximately 45,300 job placements for young people.
- Eliminate the interest on repayment of the federal portion of the Canada Student Loans and Canada Apprentice Loans for 2021-22 to bring \$329.4 million in relief to up to 1.4 million Canadians who are looking for work or otherwise in the early stages of their careers.

YOUTH-AT-RISK

According to 'Youth Transitioning Out of Care in BC' by the McCreary Centre Society's Youth Research Academy, most youth preparing to transition out of government care had experienced multiple types of care placements, including almost half (48%) who had experienced three or more types of care (e.g., had been in a foster home, a group home, and on a Youth Agreement).

Among youth preparing to transition out of care, 57 per cent reported having at least one health condition or disability. Just over half of youth reported they experienced good or excellent physical health, while fewer rated their spiritual, mental, and emotional health that way. For example, 30 per cent reported their mental health was good or excellent and the remainder rated it as fair or poor.

One in five (20%) youth approaching the transition out of care often or always felt good about themselves and just over a third (34%) often or always felt cared about.

Half of youth preparing to transition out of care reported a decrease in their access to professional supports (50%) and access to health care (50%) as a result of the COVID-19 pandemic. Also, over half of those who completed a survey after April 2020 reported a decline in their relationships with friends, access to mental health care, and job stability.

Among youth preparing to transition out of care, 71 per cent had a care plan and 49 per cent had a transition plan. The remaining youth were unsure if they had one of these plans or reported they did not have one.

Most youth (77%) who were approaching the transition out of care felt prepared to live independently. However, less than half felt prepared to pay their bills/budget (43%) and find housing (43%).

When asked to reflect on their experience leaving care, 47 per cent of youth who had recently left care felt they had been a little or not at all prepared, while 24% felt somewhat prepared, and 29% felt quite or very prepared. Among youth approaching the transition into independent living who had experienced trouble finding housing, 61 per cent reported this was because they lacked support and 57 per cent reported they could not afford a place. Among those who already lived independently, 39 per cent reported they had not signed a tenancy agreement and 9 per cent did not remember if they had. Also, 29 per cent did not understand their tenancy rights/responsibilities and 10% were unsure if they understood them.

Among youth who had recently transitioned out of care, 25% had moved at least twice in the past six months.

Most youth (86%) preparing to transition out of care had worked at a paid job at some point, and 49 per cent were currently working. Youth who had been employed had experienced barriers to maintaining employment including scheduling conflicts (34%), conflict with their supervisor or coworkers (31%), pay not being enough to support them (30%), and transportation challenges (30%).

Despite the challenges young people experienced before and after leaving care, the survey results highlighted youth's strengths and resiliency. For example, among youth preparing to leave care, 95 per cent had at least one goal for the next six months, 95 per cent identified something they were passionate about, and 79 per cent could name something they were good at. Many youth also shared personal accomplishments they were particularly proud of, including academic achievements, independent living skills, sobriety, and having overcoming obstacles in their life.

Top Occupations in British Columbia Requiring a Certificate, Diploma or Apprenticeship

In preparing the complete list of the 100 hundred occupations with the brightest outlook in British Columbia's labour market, we took into consideration the total number of workers, the expected growth over the next 10 years, the number of tasks which can be automated, the likelihood of complete automation in the next 10-20 years and the median salary for workers. In each of these categories, some occupations ranked far higher and some far lower. In identifying the 25 occupations with the best outlook overall, we factored in:

- 1. Likelihood of Automation, 2022-2032
- 2. Total Number of New Jobs in the Next 10 Years
- 3. Highest Median Wages

For each of these categories, we weighted each one to develop an aggregate score and then ranked the occupations accordingly.

Seven out of the ten NOC Skill Types are represented in the Top 25. Types not represented include: Skill Type 5, Occupations in art, culture, recreation and sport; Skill Type 7, Trades, transport and equipment operators and related occupations; and Skill Type 8, Natural resources, agriculture and related production occupations. This is likely due to the fact that many strong occupations in these three types require university and the occupations requiring 1-2 years vocational training have a weak outlook or have a greater likelihood of automation.

Rank	NOC Code	Occupation
1	4311	Police officers (except commissioned)
2	2281	Computer network technicians
3	9215	Supervisors, forest products processing
4	2263	Inspectors in public and environmental health and occupational health and safety
5	1212	Supervisors, finance and insurance office workers

2022 Labour Market Study: Challenges and Opportunities in a Multi-Year Skills Shortage

Rank	NOC Code	Occupation
6	4212	Social and community service workers
7	6235	Financial sales representatives
8	4312	Firefighters
9	1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations
10	3233	Licensed practical nurses
11	4214	Early childhood educators and assistants
12	9212	Supervisors, petroleum, gas and chemical processing and utilities
13	2274	Engineer officers, water transport
14	4313	Non-commissioned ranks of the Canadian Armed Forces
15	4311	Police officers (except commissioned)
16	2281	Computer network technicians
17	9215	Supervisors, forest products processing
18	2263	Inspectors in public and environmental health and occupational health and safety
19	1212	Supervisors, finance and insurance office workers
20	4212	Social and community service workers
21	6235	Financial sales representatives
22	4312	Firefighters
23	1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations
24	3233	Licensed practical nurses
25	4214	Early childhood educators and assistants

NOC: 1211

Supervisors, general office and administrative Support Workers

NOC: 1212

Supervisors, finance and insurance office workers

NOC: 1213

Supervisors, library, correspondence and related information workers

NOC: 1214

Supervisors, mail and message distribution occupations

NOC: 1215

Supervisors, supply chain, tracking and scheduling coordination occupations

NOC: 1223

Human resources and recruitment officers

NOC: 1226

Conference and event planners

2022 Workforce: 1,700 10-Year Growth Projection: 760 Median Salary: \$25.64/hr Tasks that Can by Automated: 22.0% Likelihood of Automation by 2040: 1.4%

2022 Workforce: 2,240 10-Year Growth Projection: 1,260 Median Salary: \$28.72/hr Tasks that Can by Automated: 22.0% Likelihood of Automation by 2040: 1.4%

2022 Workforce: 350 10-Year Growth Projection: 230 Median Salary: \$25.20/hr Tasks that Can by Automated: 22.0% Likelihood of Automation by 2040: 1.4%

2022 Workforce: 690 10-Year Growth Projection: 360 Median Salary: \$29.86/hr Tasks that Can by Automated: 22.0% Likelihood of Automation by 2040: 1.4%

2022 Workforce: 6,400 10-Year Growth Projection: 2,700 Median Salary: \$22.00/hr Tasks that Can by Automated: 22.0% Likelihood of Automation by 2040: 1.4%

2022 Workforce: 3,130 10-Year Growth Projection: 1,360 Median Salary: \$27.00/hr Tasks that Can by Automated: 22.0% Likelihood of Automation by 2040: 31.0

Conference and event planners 2022 Workforce: 3,600 10-Year Growth Projection: 1,190 Median Salary: \$22.36/hr Tasks that Can by Automated: 9.0% Likelihood of Automation by 2040: 3.7%

NOC: 1228

Employment insurance, immigration, border services and revenue officers

NOC: 1243

Medical administrative assistants

2022 Workforce: 3,180 10-Year Growth Projection: 1,340 Median Salary: \$28.46/hr Tasks that Can by Automated: 41.0% Likelihood of Automation by 2040: 41.8%

2022 Workforce: 3,980 10-Year Growth Projection: 2,010 Median Salary: \$22.00/hr Tasks that Can by Automated: 54.0% Likelihood of Automation by 2040: 30.0%

> 2022 Workforce: 2,400 10-Year Growth Projection: 830

Median Salary: \$26.68/hr Tasks that Can by Automated: 53.0% Likelihood of Automation by 2040: 57.0%

NOC: 2211

Chemical technologists and technicians

NOC: 2221

Biological technologists and technicians

2022 Workforce: 1,440 10-Year Growth Projection: 480 Median Salary: \$26.56/hr Tasks that Can by Automated: 69.0% Likelihood of Automation by 2040: 30.0%

C: 2223 Forestry technologists and technicians

2022 Workforce: 2,670 10-Year Growth Projection: 470 Median Salary: \$24.00/hr Tasks that Can by Automated: 38.0% Likelihood of Automation by 2040: 42.0%

NOC: 2224

NOC: 2223

Conservation and fishery officers

2022 Workforce: 730 10-Year Growth Projection: 310 Median Salary: \$32.23/hr Tasks that Can by Automated: 28.2% Likelihood of Automation by 2040: 36.1%

NOC: 2232

Mechanical engineering technologists and technicians

2022 Workforce: 2,020 10-Year Growth Projection: 750 Median Salary: \$30.00/hr Tasks that Can by Automated: 23.0% Likelihood of Automation by 2040: 38.0%

NOC: 2233

Industrial engineering and manufacturing technologists and technicians

NOC: 2234

Construction estimators

2022 Workforce: 1,700 10-Year Growth Projection: 540 Median Salary: \$28.00/hr Tasks that Can by Automated: 7.0% Likelihood of Automation by 2040: 3.0%

2022 Workforce: 3,340 10-Year Growth Projection: 710 Median Salary: \$37.00/hr Tasks that Can by Automated: 14.0% Likelihood of Automation by 2040: 57.0%

NOC: 2242

Electronic service technicians (household and business equipment)

NOC: 2251

Architectural technologists and technicians

NOC: 2252

Industrial designers

NOC: 2255

Technical occupations in geomatics and meteorology

NOC: 2263

Inspectors in public and environmental health and occupational health and safety

2022 Workforce: 7,820 10-Year Growth Projection: 3,040 Median Salary: \$23.00/hr Tasks that Can by Automated: 44.0% Likelihood of Automation by 2040: 41.0%

2022 Workforce: 1,390 10-Year Growth Projection: 670 Median Salary: \$29.03/hr Tasks that Can by Automated: 21.0% Likelihood of Automation by 2040: 52.0%

2022 Workforce: 1,310 10-Year Growth Projection: 530 Median Salary: \$32.63/hr Tasks that Can by Automated: 3.0% Likelihood of Automation by 2040: 3.7%

2022 Workforce: 1,620 10-Year Growth Projection: 640 Median Salary: \$35.00/hr Tasks that Can by Automated: 39.5% Likelihood of Automation by 2040: 41.5%

2022 Workforce: 4,180 10-Year Growth Projection: 1,640 Median Salary: \$35.90/hr Tasks that Can by Automated: 24.032.05% Likelihood of Automation by 2040: 8.0%

NOC: 2271

Air pilots, flight engineers and flying instructors

NOC: 2272

Air traffic controllers and related occupations

NOC: 2273

Deck officers, water transport

NOC: 2274

Engineer officers, water transport

NOC: 2281

Computer network technicians

2022 Workforce: 4,050 10-Year Growth Projection: 1,610 Median Salary: \$32.05/hr Tasks that Can by Automated: 72.0% Likelihood of Automation by 2040: 18.0%

2022 Workforce: 750 10-Year Growth Projection: 320 Median Salary: \$49.88/hr Tasks that Can by Automated: 56.0% Likelihood of Automation by 2040: 11.0%

2022 Workforce: 1,660 10-Year Growth Projection: 620 Median Salary: \$36.75/hr Tasks that Can by Automated: 76.0% Likelihood of Automation by 2040: 27.0%

2022 Workforce: 620 10-Year Growth Projection: 270 Median Salary: \$36.06/hr Tasks that Can by Automated: 19.0% Likelihood of Automation by 2040: 1.0%

2022 Workforce: 7,490 10-Year Growth Projection: 3,300 Median Salary: \$30.00/hr Tasks that Can by Automated: 71.0% Likelihood of Automation by 2040: 3.0%

NOC: 2283

Information systems testing technicians

NOC: 3212

Medical laboratory technicians and pathologists' assistants

2022 Workforce: 1,130 10-Year Growth Projection: 500 Median Salary: \$32.00/hr Tasks that Can by Automated: 21.0% Likelihood of Automation by 2040: 22.0%

2022 Workforce: 3,960 10-Year Growth Projection: 1,600 Median Salary: \$23.00/hr Tasks that Can by Automated: 64.0% Likelihood of Automation by 2040: 47.0%

NOC: 3213

Animal health technologists and veterinary technicians

NOC: 3214

Respiratory therapists, clinical perfusionists and cardiopulmonary technologists

NOC: 3215

Medical radiation technologists

NOC: 3216

Medical sonographers

NOC: 3217

Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.

NOC: 3219

Other medical technologists and technicians (except dental health)

NOC: 3232

Practitioners of natural healing

2022 Workforce: 2,160 10-Year Growth Projection: 630 Median Salary: \$16.00/hr Tasks that Can by Automated: 53.0% Likelihood of Automation by 2040: 2.9%

2022 Workforce: 1,370 10-Year Growth Projection: 640 Median Salary: \$33.00/hr Tasks that Can by Automated: 39.0% Likelihood of Automation by 2040: 6.6%

2022 Workforce: 2,680 10-Year Growth Projection: 1,100 Median Salary: \$35.00/hr Tasks that Can by Automated: 47.0% Likelihood of Automation by 2040: 23.0%

2022 Workforce: 740 10-Year Growth Projection: 370 Median Salary: \$37.61/hr Tasks that Can by Automated: 48.0% Likelihood of Automation by 2040: 35.0%

2022 Workforce: 480 10-Year Growth Projection: 190 Median Salary: \$33.08/hr Tasks that Can by Automated: 45.0% Likelihood of Automation by 2040: 23.0%

2022 Workforce: 5,580 10-Year Growth Projection: 1,590 Median Salary: \$18.00/hr Tasks that Can by Automated: 53.0% Likelihood of Automation by 2040: 40.0%

2022 Workforce: 2,300 10-Year Growth Projection: 1,310 Median Salary: \$33.97/hr Tasks that Can by Automated: 19.0% Likelihood of Automation by 2040: 16.0%

NOC: 3233

Licensed practical nurses

NOC: 3234

Paramedical occupations

2022 Workforce: 9,610 10-Year Growth Projection: 4,610 Median Salary: \$27.32/hr Tasks that Can by Automated: 16.0% Likelihood of Automation by 2040: 5.8%

2022 Workforce: 3,180 10-Year Growth Projection: 1,390 Median Salary: \$27.00/hr Tasks that Can by Automated: 35.0% Likelihood of Automation by 2040: 4.9%

NOC: 3236

Massage therapists

NOC: 3237

Other technical occupations in therapy and assessment

NOC: 4212

Social and community service workers

NOC: 4214

Early childhood educators and assistants

NOC: 4215

Instructors of persons with disabilities

2022 Workforce: 5,090 10-Year Growth Projection: 2,880 Median Salary: \$22.00/hr Tasks that Can by Automated: 0.0% Likelihood of Automation by 2040: 54.0%

2022 Workforce: 960 10-Year Growth Projection: 400 Median Salary: \$23.40/hr Tasks that Can by Automated: 49.6% Likelihood of Automation by 2040: 37.5%

2022 Workforce: 25,580 10-Year Growth Projection: 11,800 Median Salary: \$20.00/hr Tasks that Can by Automated: 13.0% Likelihood of Automation by 2040: 1.2%

2022 Workforce: 20,250 10-Year Growth Projection: 8,870 Median Salary: \$17.00/hr Tasks that Can by Automated: 7.0% Likelihood of Automation by 2040: 0.7%

2022 Workforce: 1,300 10-Year Growth Projection: 450 Median Salary: \$23.60/hr Tasks that Can by Automated: 7.4% Likelihood of Automation by 2040: 1.2%
NOC: 4216
Other instructors

NOC: 4217 Other religious occupations 2022 Workforce: 6,410 10-Year Growth Projection: 1,720 Median Salary: \$20.00/hr Tasks that Can by Automated: 13.0% Likelihood of Automation by 2040: 1.0%

2022 Workforce: 1,160 10-Year Growth Projection: 490 Median Salary: \$19.78/hr Tasks that Can by Automated: 0.0% Likelihood of Automation by 2040: 2.5%

2022 Workforce: 9,470 10-Year Growth Projection: 3,840

Median Salary: \$40.00/hr Tasks that Can by Automated: 19.0% Likelihood of Automation by 2040: 9.8%

NOC: 4311 Police officers (except commissioned)

NOC: 4312 Firefighters 2022 Workforce: 3,650 10-Year Growth Projection: 1,400 Median Salary: \$40.88/hr Tasks that Can by Automated: 40.0% Likelihood of Automation by 2040: 17.0%

NOC: 4313 Non-commissioned ranks of the Canadian Armed Forces

NOC: 5221

Photographers

NOC: 5223 Graphic arts technicians 2022 Workforce: 3,550 10-Year Growth Projection: 1,170 Median Salary: \$34.57/hr Tasks that Can by Automated: 19.0% Likelihood of Automation by 2040: 9.8%

2022 Workforce: 3,030 10-Year Growth Projection: 1,230 Median Salary: \$18.00/hr Tasks that Can by Automated: 27.0% Likelihood of Automation by 2040: 2.1%

2022 Workforce: 1,060 10-Year Growth Projection: 410 Median Salary: \$23.08/hr Tasks that Can by Automated: 36.0% Likelihood of Automation by 2040: 55.0%

NOC: 5225

Audio and video recording technicians

NOC: 5231

NOC: 5232

Other performers

Announcers and other broadcasters

2022 Workforce: 3,150 10-Year Growth Projection: 1,490 Median Salary: \$28.15/hr Tasks that Can by Automated: 36.0% Likelihood of Automation by 2040: 55.0%

2022 Workforce: 700 10-Year Growth Projection: 350 Median Salary: \$23.27/hr Tasks that Can by Automated: 20.0% Likelihood of Automation by 2040: 10.0%

2022 Workforce: 1,190 10-Year Growth Projection: 510 Median Salary: \$15.94 /hr Tasks that Can by Automated: 15.5% Likelihood of Automation by 2040: 37.1%

NOC: 5241 Graphic designers and illustrators

NOC: 5242 Interior designers and interior decorators

NOC: 5243

Theatre, fashion, exhibit and other creative designers

NOC: 5252 Coaches

2022 Workforce: 11,430 10-Year Growth Projection: 5,010 Median Salary: \$24.50/hr Tasks that Can by Automated: 10.0% Likelihood of Automation by 2040: 8.2%

2022 Workforce: 4,350 10-Year Growth Projection: 1,530 Median Salary: \$22.00/hr Tasks that Can by Automated: 12.0% Likelihood of Automation by 2040: 2.2%

2022 Workforce: 2,880 10-Year Growth Projection: 720 Median Salary: \$24.04/hr Tasks that Can by Automated: 19.5% Likelihood of Automation by 2040: 1.3%

2022 Workforce: 2,360 10-Year Growth Projection: 700 Median Salary: \$20.00/hr Tasks that Can by Automated: 28.0% Likelihood of Automation by 2040: 1.3%

NOC: 5254

Program leaders and instructors in recreation, sport and fitness

NOC: 6211

Retail sales supervisors

2022 Workforce: 20,260 10-Year Growth Projection: 4,860 Median Salary: \$19.00/hr Tasks that Can by Automated: 11.0% Likelihood of Automation by 2040: 8.5%

2022 Workforce: 9,230 10-Year Growth Projection: 2,830 Median Salary: \$19.20/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 28.0%

NOC: 6221

Technical sales specialists - wholesale trade

NOC: 6222

Retail and wholesale buyers

NOC: 6235

Financial sales representatives

2022 Workforce: 10,570 10-Year Growth Projection: 4,630 Median Salary: \$23.50/hr Tasks that Can by Automated: 37.0% Likelihood of Automation by 2040: 25.0%

2022 Workforce: 4,720 10-Year Growth Projection: 1,420 Median Salary: \$24.04/hr Tasks that Can by Automated: 5.0% Likelihood of Automation by 2040: 29.0%

2022 Workforce: 8,970 10-Year Growth Projection: 3,340 Median Salary: \$25.64/hr Tasks that Can by Automated: 46.0% Likelihood of Automation by 2040: 1.6%

NOC: 6313

Accommodation, travel, tourism and related services supervisors

NOC: 6314

Customer and information services supervisors

2022 Workforce: 1,300 10-Year Growth Projection: 440 Median Salary: \$19.23/hr Tasks that Can by Automated: 40.3% Likelihood of Automation by 2040: 11.4%

2022 Workforce: 1,100 10-Year Growth Projection: 460 Median Salary: \$24.01/hr Tasks that Can by Automated: 45.0% Likelihood of Automation by 2040: 7.6%

NOC: 6316

Other services supervisors

NOC: 6321 Chefs

2022 Workforce: 2,180 10-Year Growth Projection: 1,020 Median Salary: \$19.35/hr Tasks that Can by Automated: 45.0% Likelihood of Automation by 2040: 7.6%

2022 Workforce: 9,590 10-Year Growth Projection: 3,290 Median Salary: \$17.00/hr Tasks that Can by Automated: 54.0% Likelihood of Automation by 2040: 10.0%

NOC: 6341 Hairstylists and barbers

NOC: 6343

Shoe repairers and shoemakers

NOC: 6345

Upholsterers

2022 Workforce: 13,990 10-Year Growth Projection: 4,970 Median Salary: \$14.00/hr Tasks that Can by Automated: 65.0% Likelihood of Automation by 2040: 11.0%

2022 Workforce: 220 10-Year Growth Projection: 100 Median Salary: \$18.88/hr Tasks that Can by Automated: 83.0% Likelihood of Automation by 2040: 52.0%

2022 Workforce: 610 10-Year Growth Projection: 290 Median Salary: \$19.23/hr Tasks that Can by Automated: 89.0% Likelihood of Automation by 2040: 39.0%

NOC: 6346

Funeral directors and embalmers

NOC: 7201

Contractors and supervisors, machining, metal forming, shaping and erecting trades occupations 2022 Workforce: 500 10-Year Growth Projection: 160 Median Salary: \$24.53/hr Tasks that Can by Automated: 17.5% Likelihood of Automation by 2040: 37.0%

2022 Workforce: 2,040 10-Year Growth Projection: 820 Median Salary: \$37.00/hr Tasks that Can by Automated: 38.0% Likelihood of Automation by 2040: 17.0%

NOC: 7202

Contractors and supervisors, electrical trades and telecommunications

NOC: 7203

Contractors and supervisors, pipefitting trades

2022 Workforce: 3,160 10-Year Growth Projection: 990 Median Salary: \$37.20/hr Tasks that Can by Automated: 38.0% Likelihood of Automation by 2040: 17.0%

2022 Workforce: 1,290 10-Year Growth Projection: 330 Median Salary: \$41.50/hr Tasks that Can by Automated: 38.0% Likelihood of Automation by 2040: 17.0%

NOC: 7204

Contractors and supervisors, carpentry trades

NOC: 7205

Contractors and supervisors, other construction trades, installers, repairers and servicers

NOC: 7235

Structural metal and platework fabricators and fitters

NOC: 7241

Electricians (except industrial and power system)

NOC: 7242

Industrial electricians

2022 Workforce: 4,660 10-Year Growth Projection: 1,210 Median Salary: \$30.00/hr Tasks that Can by Automated: 38.0% Likelihood of Automation by 2040: 17.0%

2022 Workforce: 8,610 10-Year Growth Projection: 2,410 Median Salary: \$32.00/hr Tasks that Can by Automated: 38.0% Likelihood of Automation by 2040: 17.0%

2022 Workforce: 1,600 10-Year Growth Projection: 590 Median Salary: \$28.50/hr Tasks that Can by Automated: 35.5% Likelihood of Automation by 2040: 55.2%

2022 Workforce: 20,300 10-Year Growth Projection: 2,510 Median Salary: \$27.50/hr Tasks that Can by Automated: 35.5% Likelihood of Automation by 2040: 55.2%

2022 Workforce: 4,820 10-Year Growth Projection: 1,140 Median Salary: \$37.00/hr Tasks that Can by Automated: 59.0% Likelihood of Automation by 2040: 15.0%

NOC: 7243

Power system electricians

NOC: 7244

Telecommunications installation and repair workers

2022 Workforce: 770 10-Year Growth Projection: 200 Median Salary: \$41.08/hr Tasks that Can by Automated: 59.0% Likelihood of Automation by 2040: 15.0%

2022 Workforce: 1,560 10-Year Growth Projection: 350 Median Salary: \$41.00/hr Tasks that Can by Automated: 40.0% Likelihood of Automation by 2040: 9.7%

NOC: 7245

Telecommunications line and cable workers

NOC: 7246

Telecommunications installation and repair workers

NOC: 7251 Plumbers 2022 Workforce: 1,360 10-Year Growth Projection: 470 Median Salary: \$30.00/hr Tasks that Can by Automated: 36.0% Likelihood of Automation by 2040: 49.0%

2022 Workforce: 2,920 10-Year Growth Projection: 1,050 Median Salary: \$30.00/hr Tasks that Can by Automated: 40.0% Likelihood of Automation by 2040: 36.0%

2022 Workforce: 11,040 10-Year Growth Projection: 1,710 Median Salary: \$26.00/hr Tasks that Can by Automated: 50.0% Likelihood of Automation by 2040: 35.0%

NOC: 7252

Steamfitters, pipefitters and sprinkler system installers

NOC: 7253 Gas fitters 2022 Workforce: 3,160 10-Year Growth Projection: 650 Median Salary: \$28.00/hr Tasks that Can by Automated: 50.0% Likelihood of Automation by 2040: 35.0%

2022 Workforce: 1,300 10-Year Growth Projection: 350 Median Salary: \$30.42/hr Tasks that Can by Automated: 50.0% Likelihood of Automation by 2040: 35.0%

NOC: 7271 Carpenters

NOC: 7292 Glaziers

2022 Workforce: 29,450 10-Year Growth Projection: 5,260 Median Salary: \$25.00/hr Tasks that Can by Automated: 72.0% Likelihood of Automation by 2040: 35.0%

2022 Workforce: 2,160 10-Year Growth Projection: 650 Median Salary: \$26.00/hr Tasks that Can by Automated: 42.0% Likelihood of Automation by 2040: 37.0%

NOC: 7303

Supervisors, printing and related occupations

NOC: 7318

Elevator constructors and mechanics

NOC: 9221

Supervisors, mineral and metal processing

NOC: 9212

Supervisors, petroleum, gas and chemical processing and utilities

NOC: 9213

Supervisors, food and beverage processing

2022 Workforce: 330 10-Year Growth Projection: 120 Median Salary: \$25.93/hr Tasks that Can by Automated: 75.2% Likelihood of Automation by 2040: 1.6%

2022 Workforce: 1,170 10-Year Growth Projection: 270 Median Salary: \$50.00/hr Tasks that Can by Automated: 30.0% Likelihood of Automation by 2040: 39.0%

2022 Workforce: 690 10-Year Growth Projection: 240 Median Salary: \$39.04/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 1.6%

2022 Workforce: 1,120 10-Year Growth Projection: 470 Median Salary: \$36.00/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 1.6%

2022 Workforce: 1,590 10-Year Growth Projection: 620 Median Salary: \$22.57/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 1.6%

NOC: 9214

Supervisors, plastic and rubber products manufacturing

NOC: 9215

Supervisors, forest products processing

2022 Workforce: 280 10-Year Growth Projection: 110 Median Salary: \$24.73/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 1.6%

2022 Workforce: 1,840 10-Year Growth Projection: 1,030 Median Salary: \$34.00/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 1.6%

NOC: 9217

Supervisors, textile, fabric, fur and leather products processing and manufacturing

NOC: 9221

Supervisors, motor vehicle assembling

2022 Workforce: 130 10-Year Growth Projection: 50 Median Salary: \$25.49/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 1.6%

2022 Workforce: 70 10-Year Growth Projection: 30 Median Salary: \$33.34/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 1.6%

NOC: 9222

Supervisors, electronics manufacturing

2022 Workforce: 210 10-Year Growth Projection: 100 Median Salary: \$25.73/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 1.6%

NOC: 9223

Supervisors, electrical products manufacturing

NOC: 9224

Supervisors, furniture and fixtures manufacturing

2022 Workforce: 100 10-Year Growth Projection: 50 Median Salary: \$39.39/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 1.6%

2022 Workforce: 230 10-Year Growth Projection: 70 Median Salary: \$25.0/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 1.6%

NOC: 9226

Supervisors, other mechanical and metal products manufacturing

NOC: 9227

Supervisors, other products manufacturing and assembly

2022 Workforce: 210 10-Year Growth Projection: 100 Median Salary: \$38.00/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 1.6%

22022 Workforce: 390 10-Year Growth Projection: 200 Median Salary: \$28.77/hr Tasks that Can by Automated: 33.0% Likelihood of Automation by 2040: 1.6%



Conclusions

CONCLUSIONS: British Columbia is entering into a generational skills shortage the likes of which we've not seen in modern times. Even with planned increases in immigration in 2022, 2023 and 2024, with the current population imbalance, employers will be hard pressed to maintain their workforce, much less grow it.

To manage this transition, employers will need to place greater emphasis on recruiting practices, employee training, loyalty incentives and engaging underrepresented groups such as youth, women, visible minorities, immigrants, Indigenous Canadians and those with disabilities.

While higher salaries and better benefits are a tactic employed by many employers, these approaches will only partially address the challenge. As employers offer greater salary increases, this prompts other employers to simply match those increases, contributing to increased inflation and the need for further salary increases.

This is clearly demonstrated by the increases in minimum wage which have totalled nearly 38% over five years from \$11.35 per hour to \$15.65 per hour. And yet, entry level positions are harder to fill today than they were five years ago.

To address this challenge, employers will need to provide employees with a comprehensive suite of supports they are not likely to enjoy with another employer. These may include:

- Hybrid working opportunities
- Tuition and professional development support
- Work-sharing
- Daycare subsidy
- Rental / home ownership subsidy
- Vacation / travel subsidy
- Flexible scheduling

- Vacation / personal days
- Employee discounts
- Profit sharing
- Business ownership
- Succession planning
- Planned opportunities for advancement

While many of these benefits come with considerable cost, bringing complexity to the 'package of supports' available to employees makes it harder to evaluate alternative employment opportunities side-by-side as one might do with salary or length of vacation. Employees will choose the benefits of their current situation over the uncertainty of a new opportunity.

The next 20 years will be a period where employers' success or failure will be evaluated based on their success in recruiting and retaining the best staff. While high-end marketing may attract potential employees, given the opportunities available to them, employees will become more selective and employers whose messaging is inconsistent with their practices will develop a poor reputation.

Employers will be most successful when they develop a *'package'* suited to each employee. This coupled with supportive recognition of quality work, will be the most effective strategy in building a sustainable workforce. Employers who resist this trend will find themselves in a process of continual recruitment where their business struggles due to limited staffing. For many employers, this will lead to business failure.

The coming decade presents a period of unlimited potential for job seekers. Employers will be more ready to work with employees from underrepresented groups and there will be greater opportunities for advancement.

The challenge for job seekers in the coming decade will be the importance of continual skills development. Due to automation, jobs are becoming more complex and will require ever-increasing levels of training and ability. Job seekers who embrace skills development will enjoy the greatest success in our coming labour market.

Research Sources

In preparing this report we referenced the following resources:

- 2022 Foresight Report: Shaping the Future Workforce -- April 2022, University of Waterloo
- Barriers to the Labour Force Participation of Older Workers in Canada -- April 2022, The Fraser Institute
- BC Labour Market Outlook for 2022 -- February 2022, Province of BC
- Building a healthcare system that's Fit for Purpose -- April 2022, PwC Canada
- Canada Census 2016 and 2021 -- Statistics Canada
- Canada Labour Force Survey 2017-2022 -- Statistics Canada
- Disability and the job churn -- July 2018, Canadian Centre for Policy Alternatives
- Double Penalty: Being a Woman and a Visible Minority -- May 2021, Labour Market Information Council
- Environmental Labour Outlook to 2025 -- ECO Canada
- From Recession to Recovery: Environmental Workforce Needs, Trends and Challenges -- March 2021, Eco
 Canada
- Small Business Profile for BC 2021 -- October 2021, Ministry of Jobs, Economic Recovery and Innovation
- The Next Wave: Automation and Canada's Labour Market -- November 2020, C.D. Howe Institute
- Trading Places: Canada's place in a changing global economy -- March 30, 2021, RBC Economics
- Youth Transitioning Out of Care in BC -- 2021, McCreary Centre Society's Youth Research Academy

Appendix Employment Data by Region , Province and Community April 2021—March 2022

The past year provides a detailed understanding of where our labour market has come from and what we can expect in the coming decade. For the purposes of this report we've provided a profile for the following communities:

- Abbotsford
- Chilliwack
- Hope
- Langley
- Maple Ridge
- Mission
- Pitt Meadows
- Surrey
- Southwest Region
- British Columbia

Abbotsford Employment Data for 2021/2022

	Employed	^{Unemployed}	Not in the Labour Force	Employment Rate	Unemployment Rate	Participation Rate	0 Management occupations	1 Business, finance and administration occupations	2 Natural and applied sciences and related occupations	3 Health occupations	4 Occupations in education, law and social, community and government services	5 Occupations in art, culture, recreation and sport	6 Sales and service occupations	7 Trades, transport and equipment operators and related occupations	8 Natural resources, agriculture and related production occupations	9 Occupations in manufacturing and utilities
Apr '21	77,634	5,769	42,621	61.6	6.9	66.2	6,112	11,733	4,189	5,895	8,055	1,401	16,262	14,562	3,881	3,843
May '21	78,390	5,925	41,918	62.2	7.0	66.8	6,328	11,149	4,303	5,898	8,154	1,527	15,980	15,401	3,749	4,513
Jun '21	80,481	5,177	40,843	63.8	6.0	67.8	6,079	11,930	4,075	5,937	8,489	1,394	17,273	15,486	4,363	4,480
Jul '21	80,239	5,624	40,840	63.5	6.5	67.9	6,506	11,840	4,227	6,297	7,903	1,339	17,465	14,828	3,993	4,358
Aug '21	80,540	6,198	40,304	63.6	7.1	68.4	6,662	11,367	3,906	6,292	8,195	1,547	17,273	14,381	4,436	4,497
Sep '21	80,433	4,677	42,102	63.4	5.5	66.9	6,027	12,257	4,151	6,522	8,525	1,470	17,151	13,961	3,954	4,763
Oct '21	80,747	4,468	42,246	63.5	5.2	66.9	6,254	12,339	4,048	6,488	8,767	1,495	16,888	14,635	3,366	4,657
Nov '21	80,579	4,547	42,552	63.2	5.3	66.7	6,489	11,951	4,318	6,459	8,740	1,328	16,891	14,377	3,452	4,751
Dec '21	80,248	4,103	43,488	62.8	4.8	66	6,495	12,026	4,109	6,334	8,860	1,355	16,810	14,340	3,597	4,663
Jan '22	79,519	4,430	44,000	62.2	5.3	65.6	6,364	12,204	4,050	6,408	8,680	1,404	16,458	14,243	3,373	4,491
Feb '22	80,478	4,315	43,419	62.8	5.1	66.1	6,583	11,978	4,253	6,139	8,988	1,527	16,054	15,119	3,168	4,884
Mar '22	81,060	4,394	42,974	63.2	5.1	66.5	6,793	11,646	4,212	5,855	9,106	1,615	16,582	15,293	3,749	4,563

Employed Population

Population



Unemploye d

Population





Not in the Labour Force

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Jan

Feb

Mar

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Jan

Feb

Mar



Empl. Rate



Abbotsford Employment Data for 2021/2022







NOC - 2





NOC - 4





NOC - 1





NOC - 3





NOC - 5

Apr	1,401
May	1,527
Jun	1,394
Jul	1,339
Aug	1547
Sep	1470
Oct	1495
Nov	1328
Dec	1355
Jan	1404
Feb	1527
Mar	1615



Abbotsford Employment Data for 2021/2022





NOC - 8



Apr	3,843
May	4,513
Jun	4,480
Jul	4,358
Aug	4497
Sep	4763
Oct	4657
Nov	4751
Dec	4663
Jan	4491

4884

4563

Feb

Mar

Feb

Mar

NOC - 9



Chilliwack Employment Data for 2021/2022

	Employed	Unemployed	Not i _n the Labour Force	Employment Rate	Unemployment Rate	Participation Rate	0 Management occupations	1 Business, finance and administration occupations	2 Natural and applied sciences and related occupations	3 Health occupations	4 Occupations in education, law and social, community and government services	5 Occupations in art, culture, recreation and sport	6 Sales and service occupations	7 Trades, transport and equipment operators and related occupations	8 Natural resources, agriculture and related production occupations	9 Occupations in manufacturing and utilities
Apr '21	44,367	3,194	26,583	59.8	6.7	64.1	3,555	6,408	2,589	3,624	5,714	886	9,596	7,893	1,680	1,483
May '21	44,798	3,281	26,144	60.4	6.8	64.7	3,681	6,089	2,659	3,625	5,784	966	943	8,348	1,623	1,742
Jun '21	45,993	2,867	25,474	61.9	5.8	65.6	3,536	6,516	2,518	3,650	6,022	882	10,192	8,394	1,888	1,729
Jul '21	45,855	3,114	25,472	61.6	6.3	65.7	3,784	6,466	2,612	3,871	5,606	847	10,306	8,038	1,728	1,682
Aug '21	46,027	3,432	25,138	61.7	6.9	66.2	3,875	6,208	2,414	3,868	5,813	979	10,192	7,795	1,920	1,735
Sep '21	45,966	2,590	26,259	61.5	5.3	64.8	3,506	6,694	2,565	4,009	6,047	930	10,120	7,568	1,711	1,838
Oct '21	46,145	2,474	26,349	61.6	5.1	64.8	3,638	6,739	2,502	3,988	6,219	946	9,965	7,933	1,457	1,797
Nov '21	46,049	2,518	26,540	61.3	5.2	64.6	3,775	6,527	2,668	3,971	6,200	840	9,967	7,793	1,494	1,834
Dec '21	45,860	2,272	27,124	61	4.7	63.9	3,778	6,568	2,540	3,894	6,285	857	9,919	7,773	1,557	1,799
Jan '22	45,444	2,453	27,442	60.4	5.2	63.5	3,701	6,665	2,503	3,939	6,157	888	9,711	7,721	1,460	1,733
Feb '22	45,991	2,389	27,080	61	5	64	3,829	6,542	2,628	3,774	6,376	966	9,473	8,195	1,371	1,885
Mar '22	46,324	2,433	26,803	61.3	5	64.4	3,952	6,360	2,603	3,599	6,459	1,022	9,785	8,289	1,623	1,761

Employed Population

Population

Арг	44,367	Employed Deputation
May	44,798	Employed Population
Jun	45,993	46,500
Jul	45,855	46,000
Aug	46,027	45,500
бер	45,966	45,000
Oct	46,145	44,500
Vov	46,049	44,000
Dec	45,860	43,500
an	45,444	
Feb	45,991	43,000
Mar	46,324	Apr Jun Jud Aug Sep Oct Nov Nov Feb

Unemploye d

Population

Apr	3,194
May	3,281
Jun	2,867
Jul	3,114
Aug	3432
Sep	2590
Oct	2474
Nov	2518
Dec	2272
Jan	2453
Feb	2389
Mar	2433



Not in the Labour Force





Empl. Rate





Chilliwack Employment Data for 2021/2022







NOC - 2



NOC - 4

Apr May Jun	5,714 5,784 6,022	Educ., Law, Social, Gov. Service Occupations
Jul	5,606	6.400
Aug	5813	6,200
Sep	6047	6,000
Oct	6219	5,800
Nov	6200	5,600
Dec	6285	5,400
Jan	6157	5,200
Feb	6376	Apr Jul May Nov Dec Dec Mar Mar
Mar	6459	Apr Jun Jul Jul Aug Sep Nov Nov Nov Dec Dec Teb Mar















NOC - 5

Jul

886 Apr 966 May 1,200 882 Jun 1.000 847 Aug 979 800 Sep 930 600 Oct 946 400 Nov 840 Dec 857 200 888 Jan 0 Feb 966 May nn ٦ ₫ Mar 1022



Chilliwack Employment Data for 2021/2022





NOC - 8



NOC - 9





Hope Employment Data for 2021/2022

	Employeed	Unemployed	Not in the Labour Force	Employment Rate	Unemployment Rate	Partichation Rate	0 Management occupations	1 Business, finance and administration occupations	2 Natural and applied sciences and related occupations	3 Health occupations	4 Occupations in education, law and social, community and government services	5 Occupations in art, culture, recreation and sport	6 Sales and service occupations	7 Trades, transport and equipment operators and related occupations	8 Natural resources, agriculture and related production occupations	9 Occupations in manufacturing and utilities
Apr '21	2,762	366	2,879	45.8	11.7	51.9	231	359	149	198	291	48	792	585	96	50
May '21	2,789	376	2,831	46.3	11.9	52.3	240	341	153	198	294	52	78	619	93	58
Jun '21	2,863	329	2,759	47.4	10.2	53.1	230	365	145	199	306	47	841	622	108	58
Jul '21	2,855	357	2,758	47.2	11	53.1	246	362	150	211	285	46	850	596	99	56
Aug '21	2,865	393	2,722	47.3	12	53.5	252	348	139	211	296	53	841	578	110	58
Sep '21	2,862	297	2,844	47.1	9.4	52.4	228	375	148	219	308	50	835	561	98	62
Oct '21	2,873	284	2,853	47.2	8.9	52.4	237	378	144	218	316	51	822	588	83	60
Nov '21	2,867	289	2,874	47	9	52.3	246	366	154	217	315	45	822	577	85	61
Dec '21	2,855	260	2,937	46.7	8.2	51.7	246	368	146	213	320	46	818	576	89	60
Jan '22	2,829	281	2,972	46.3	9	51.4	241	373	144	215	313	48	801	572	84	58
Feb '22	2,863	274	2,933	46.7	8.7	51.8	249	366	151	206	324	52	782	607	78	63
Mar '22	2,884	279	2,903	47	8.7	52.1	257	356	150	196	329	55	807	614	93	59

Employed

Population

Арг	2,762	Freedowed Develotion
May	2,789	Employed Population
Jun	2,863	2,900
Jul	2,855	
Aug	2,865	2,850
Sep	2,862	
Oct	2,873	2,800
Nov	2,867	
Dec	2,855	2,750
Jan	2,829	
Feb	2,863	Apr Jun Nov Dec Feb
Mar	2,884	A A L A A

Unemploye d

Population

366
376
329
357
393
297
284
289
260
281
274
279



Not in the Labour Force





Empl. Rate





Hope Employment Data for 2021/2022









NOC - 2











NOC - 1

Aar





NOC - 3



Health Occupations 225 220 215 210 205 200 195 190 185 180 Aug Sep Oct Nov Jan Feb

Dec

Mar

In

May

Apr



48 Apr May 52 Jun 47 Jul 46 Aug 53 Sep 50 51 Oct 45 Nov Dec 46 Jan 48 Feb 52 Mar 55



Hope Employment Data for 2021/2022















Langley City Employment Data for 2021/2022

	^{Em} ployed	Unemployed	Not in the Labour Force	Employment Rate	Unemployment Rate	Participation Rate	0 Management occupations	1 Business, finance and administration occupations	2 Natural and applied sciences and related occupations	3 Health occupations	4 Occupations in education, law and social, community and government services	5 Occupations in art, culture, recreation and sport	6 Sales and service occupations	7 Trades, transport and equipment operators and related occupations	8 Natural resources, agriculture and related production occupations	9 Occupations in manufacturing and utilities
Apr '21	14,903	980	8,077	62.1	6.2	66.3	1,075	2,645	926	810	1,557	372	3,590	2,774	302	488
May '21	15,049	1,007	7,944	62.7	6.3	66.9	1,113	2,513	951	811	1,576	405	353	2,934	292	573
Jun '21	15,450	880	7,740	64.3	5.4	67.9	1,070	2,689	900	816	1,641	370	3,813	2,951	340	569
Jul '21	15,403	956	7,739	64	5.8	68	1,145	2,669	934	866	1,528	355	3,856	2,825	311	554
Aug '21	15,461	1,053	7,638	64.1	6.3	68.5	1,172	2,562	863	865	1,584	411	3,813	2,740	345	571
Sep '21	15,441	795	7,978	63.9	4.9	67	1,060	2,763	917	896	1,648	390	3,787	2,660	308	605
Oct '21	15,501	759	8,006	64	4.7	67	1,100	2,781	895	892	1,695	397	3,729	2,788	262	592
Nov '21	15,469	773	8,064	63.7	4.8	66.8	1,142	2,694	954	888	1,690	352	3,729	2,739	269	604
Dec '21	15,405	697	8,241	63.4	4.3	66.1	1,143	2,711	908	871	1,713	359	3,711	2,732	280	592
Jan '22	15,265	753	8,338	62.7	4.8	65.7	1,120	2,751	895	881	1,678	372	3,633	2,714	263	571
Feb '22	15,449	733	8,228	63.4	4.6	66.2	1,158	2,700	940	844	1,738	405	3,544	2,881	247	621
Mar '22	15,561	747	8,144	63.7	4.6	66.6	1,195	2,625	931	805	1,760	429	3,661	2,914	292	580

Employed Population

Apr	14,903	Employed Deputation									
May	15,049	Employed Population									
Jun	15,450	15,800									
Jul	15,403	15,600									
Aug	15,461	15,400									
Sep	15,441	15,200									
Oct	15,501	15,000									
Nov	15,469	14,800									
Dec	15,405	14,600									
Jan	15,265										
Feb	15,449	14'400 May Noc Dec Teb									
Mar	15,561	A A A A A									

Unemploye d

Population

Apr	980
May	1,007
Jun	880
Jul	956
Aug	1053
Sep	795
Oct	759
Nov	773
Dec	697
Jan	753
Feb	733
Mar	747



Not in the Labour Force



Empl. Rate

Jul

Jan





Langley City Employment Data for 2021/2022







NOC - 2















NOC - 3



NOC - 5

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Jan

Feb

Mar

Health Occupations 920 900 880 860 840 820 800 780 760 740 Aug Sep Nov Dec Jan Feb Apr Wav S ٦ ö Mar

Mar



Langley City Employment Data for 2021/2022















Langley Township Employment Data for 2021/2022

	^{Em} ployed	Unemployed	Not in the Labour Force	Employment Rate	Unemployment Rate	Participation Rate	0 Management occupations	1 Business, finance and administration occupations	2 Natural and applied sciences and related occupations	3 Health occupations	4 Occupations in education, law and social, community and government services	5 Occupations in art, culture, recreation and sport	6 Sales and service occupations	7 Trades, transport and equipment operators and related occupations	8 Natural resources, agriculture and related production occupations	9 Occupations in manufacturing and utilities
Apr '21	68,317	3,312		64.7	4.6	68	6,773	12,499	5,154	4,587	7,759	1,834	13,403	11,233	1,616	1,488
May '21	68,982	3,402	33,290	65.4	4.7	68.7	7,013	11,876	5,294	4,589	7,854	1,999	1,317	11,880	1,561	1,747
Jun '21	70,822	2,973	32,436	67	4	69.6	6,737	12,709	5,013	4,620	8,177	1,826	14,236	11,946	1,816	1,734
Jul '21	70,609	3,230	32,434	66.7	4.3	69.7	7,210	12,612	5,200	4,900	7,612	1,753	14,395	11,438	1,662	1,687
Aug '21	70,874	3,559	32,008	66.8	4.7	70.2	7,383	12,109	4,806	4,896	7,893	2,026	14,236	11,093	1,846	1,740
Sep '21	70,780	2,685	33,436	66.6	3.7	68.8	6,679	13,057	5,107	5,075	8,211	1,925	14,136	10,769	1,646	1,843
Oct '21	71,056	2,565	33,550	66.7	3.5	68.8	6,931	13,145	4,981	5,048	8,445	1,958	13,919	11,289	1,401	1,803
Nov '21	70,908	2,611	33,793	66.3	3.5	68.6	7,192	12,731	5,312	5,026	8,419	1,739	13,921	11,090	1,437	1,839
Dec '21	70,617	2,356	34,537	66	3.2	67.8	7,198	12,811	5,056	4,929	8,535	1,774	13,854	11,062	1,498	1,805
Jan '22	69,975	2,543	34,943	65.4	3.5	67.4	7,052	13,000	4,983	4,986	8,361	1,838	13,564	10,987	1,404	1,738
Feb '22	70,819	2,478	34,482	66	3.4	67.9	7,295	12,760	5,233	4,777	8,658	1,999	13,231	11,662	1,319	1,891
Mar '22	71,332	2,523	34,128	66.3	3.4	68.4	7,529	12,406	5,182	4,556	8,771	2,115	13,667	11,796	1,561	1,766

Employed Population





Unemploye d

Population





Not in the Labour Force

Apr

May

Jun

Jul

Aug

Sep

Oct

Nov

Dec

Jan

Feb

Mar

33.848 Not in the Labour Force 33,290 36,000 32,436 32,434 35,000 32,008 34,000 33,436 33,000 33,550 32,000 33,793 34,537 31,000 34,943 30,000 34,482 Jun ppt Nat 1ul AND SEP OCK NON DEC 135 60 Mar 34,128

Empl. Rate





Langley Township Employment Data for 2021/2022







NOC - 2



NOC-4





NOC - 1





NOC - 3

Apr 4,587 May 4,589 Jun 4,620 Jul 4,900 4896 Aug Sep 5075 Oct 5048 Nov 5026 Dec 4929 4986 Jan 4777 Feb Mar 4556



NOC - 5

Apr 1,834 May 1,999 Jun 1,826 Jul 1,753 Aug 2026 Sep 1925 Oct 1958 Nov 1739 Dec 1774 Jan 1838 Feb 1999 2115 Mar



Langley Township Employment Data for 2021/2022





NOC - 8



Apr	1,488
May	1,747
Jun	1,734
Jul	1,687
Aug	1740
Sep	1843
Oct	1803
Nov	1839
Dec	1805
Jan	1738
Feb	1891

1766

NOC - 9

Mar



Maple Ridge Employment Data for 2021/2022

	Employed	Unemployed	Not in the Labour Force	Employment Rate	Unemployment _{Rate}	Participation fate	0 Management occupations	1 Business, finance and administration occupations	2 Natural and applied sciences and related occupations	3 Health occupations	4 Occupations in education, law and social, community and government services	5 Occupations in art, culture, recreation and sport	6 Sales and service occupations	7 Trades, transport and equipment operators and related occupations	8 Natural resources, agriculture and related production occupations	9 Occupations in manufacturing and utilities
Apr '21	49,034	2,781	22,701	65.8	5.3	69.7	4,074	8,107	3,561	3,439	5,571	1,315	10,726	9,258	696	1,243
May '21	49,511	2,856	22,326	66.5	5.4	70.3	4,219	7,703	3,658	3,440	5,639	1,433	1,054	9,792	672	1,460
Jun '21	50,831	2,496	21,754	68.1	4.6	71.3	4,053	8,243	3,464	3,463	5,871	1,309	11,392	9,846	782	1,449
Jul '21	50,679	2,711	21,752	67.8	5	71.4	4,337	8,181	3,594	3,674	5,466	1,257	11,519	9,428	716	1,410
Aug '21	50,869	2,988	21,466	67.9	5.5	71.9	4,441	7,854	3,321	3,670	5,668	1,453	11,392	9,143	795	1,455
Sep '21	50,801	2,255	22,424	67.7	4.3	70.4	4,018	8,469	3,529	3,804	5,896	1,380	11,312	8,876	709	1,541
Oct '21	50,999	2,154	22,501	67.8	4	70.4	4,169	8,526	3,442	3,784	6,064	1,404	11,138	9,304	603	1,507
Nov '21	50,894	2,192	22,664	67.5	4.1	70.2	4,326	8,258	3,671	3,768	6,045	1,247	11,140	9,140	619	1,537
Dec '21	50,684	1,978	23,162	67.2	3.7	69.4	4,330	8,309	3,494	3,695	6,128	1,272	11,087	9,117	645	1,509
Jan '22	50,224	2,135	23,435	66.5	4.1	69	4,242	8,432	3,443	3,738	6,003	1,318	10,854	9,056	605	1,453
Feb '22	50,830	2,080	23,125	67.2	4	69.5	4,388	8,276	3,616	3,581	6,217	1,433	10,588	9,612	568	1,580
Mar '22	51,197	2,118	22,889	67.5	4	70	4,529	8,047	3,581	3,415	6,298	1,516	10,937	9,723	672	1,476

Employed Population

Apr 49,034 **Employed Population** May 49,511 Jun 50,831 51,500 51,000 Jul 50,679 50,500 Aug 50,869 50,000 Sep 50,801 49,500 Oct 50,999 49,000 Nov 50,894 48,500 Dec 50,684 48,000 Jan 50,224 47,500 Feb 50,830 Apr May 51,197 Mar



Not in the Labour Force



Unemploye d

Population

Apr	2,781
May	2,856
Jun	2,496
Jul	2,711
Aug	2988
Sep	2255
Oct	2154
Nov	2192
Dec	1978
Jan	2135
Feb	2080
Mar	2118



Empl. Rate





Maple Ridge Employment Data for 2021/2022







NOC - 2





NOC - 4

Apr May Jun	5,571 5,639 5,871	Educ., Law, Social, Gov. Service Occupations 6,400								
Jul Aug	5,466 5668	6,200								
Sep	5896	6,000 5,800								
Oct Nov	6064 6045	5,600								
Dec Jan	6128 6003	5,400								
Feb	6217	Apr Jun Jun Jul Sep Sep Dec Dec Mar Mar								
Mar	6298									









NOC - 3

Apr	3,439
May	3,440
Jun	3,463
Jul	3,674
Aug	3670
Sep	3804
Oct	3784
Nov	3768
Dec	3695
Jan	3738
Feb	3581
Mar	3415



NOC - 5

Apr	1,315
May	1,433
Jun	1,309
Jul	1,257
Aug	1453
Sep	1380
Oct	1404
Nov	1247
Dec	1272
Jan	1318
Feb	1433
Mar	1516



Maple Ridge Employment Data for 2021/2022



NOC - 7 9,258 Apr Trades, Transp, Equip. Op. 9,792 May Occupations Jun 9,846 10,000 9,428 Jul 9,800 Aug 9143 9,600 9,400 Sep 8876 9,200 Oct 9304 9,000 Nov 9140 8,800 8,600 Dec 9117 8,400 Jan 9056 8,200 Feb 9612 Ы Sep Feb Apr May 'n Aug ö Nov Jan ٨ar Dec Mar 9723

NOC - 8



81	0	0		0
Ν	U	c	-	э

Арг	1,243
May	1,460
Jun	1,449
Jul	1,410
Aug	1455
Sep	1541
Oct	1507
Nov	1537
Dec	1509
Jan	1453
Feb	1580
Mar	1476



Mission Employment Data for 2021/2022

	Employed	Unemployed	Not in the Labour Force	Employment Rate	Unemployment Rate	Partichation Rate	0 Management occupations	1 Business, finance and administration occupations	2 Natural and applied sciences and related occupations	3 Health occupations	4 Occupations in education, law and social, community and government services	5 Occupations in art, culture, recreation and sport	6 Sales and service occupations	7 Trades, transport and equipment operators and related occupations	8 Natural resources, agriculture and related production occupations	9 Occupations in manufacturing and utilities
Apr '21	21,262	1,423		62.7	6.3	67	1,575	3,147	1,232	1,544	2,254	476	4,276	4,704	577	895
May '21	21,469	1,461	11,001	63.3	6.4	67.6	1,630	2,990	1,265	1,545	2,281	519	4,200	4,975	557	1,051
Jun '21	22,041	1,277	10,719	64.9	5.5	68.6	1,566	3,200	1,198	1,555	2,375	474	4,542	5,003	648	1,044
Jul '21	21,975	1,387	10,718	64.6	5.9	68.7	1,676	3,176	1,243	1,649	2,211	455	4,592	4,790	593	1,015
Aug '21	22,058	1,529	10,578	64.7	6.4	69.2	1,716	3,049	1,148	1,648	2,293	526	4,542	4,645	659	1,047
Sep '21	22,028	1,154	11,049	64.5	5.0	67.8	1,553	3,288	1,220	1,708	2,385	500	4,510	4,510	587	1,109
Oct '21	22,114	1,102	11,087	64.6	4.7	67.8	1,611	3,310	1,190	1,699	2,453	509	4,441	4,728	500	1,085
Nov '21	22,068	1,122	11,168	64.3	4.8	67.5	1,672	3,206	1,269	1,692	2,445	452	4,441	4,644	513	1,107
Dec '21	21,977	1,012	11,413	64	4.4	66.8	1,673	3,226	1,208	1,659	2,479	461	4,420	4,632	535	1,086
Jan '22	21,778	1,093	11,548	63.3	4.8	66.4	1,639	3,273	1,191	1,678	2,429	477	4,327	4,601	501	1,046
Feb '22	22,040	1,064	11,395	64	4.7	66.9	1,696	3,213	1,250	1,608	2,515	519	4,221	4,884	471	1,138
Mar '22	22,200	1,084	11,278	64.3	4.7	67.3	1,750	3,124	1,238	1,533	2,548	549	4,360	4,940	557	1,063

Empl' Pop.



Unempl.P op.

1,423 Jan Feb 1,461 Mar 1,277 Арг 1,387 May 1529 Jun 1154 1102 Jul Aug 1122 Sep 1012 1093 Oct 1064 Nov 1084 Dec



Not in the Labour Force



Empl. Rate





Mission Employment Data for 2021/2022





Occupations

May Jun Sep

oct Nov Dec

Aug

٦

NOC - 2



NOC - 4





Jan 3,147 Feb 2,990 Mar 3,200 3,176 Apr May 3049 Jun 3288 Jul 3310 Aug 3206 Sep 3226 3273 Oct 3213 Nov Dec 3124



NOC - 3





NOC - 5







Mission Employment Data for 2021/2022

NOC - 8



Jan	4,704	Trades, Transp, Equip. Op.
Feb	4,975	Occupations
Mar	5,003	5,100
Apr	4,790	5,000
May	4645	4,900
Jun	4510	4,800
Jul	4728	4,700 4,600
Aug	4644	4,500
Sep	4632	4,400
Oct	4601	4,300 4,200
Nov	4884	Apr 1 Apr 2 Apr 1 Apr 2
Dec	4940	A A A A A A A A A A A A A A A A A A A

NOC - 9

Jan	895
Feb	1,051
Mar	1,044
Apr	1,015
May	1047
Jun	1109
Jul	1085
Aug	1107
Sep	1086
Oct	1046
Nov	1138
Dec	1063



Pitt Meadows Employment Data for 2021/2022

	Employed	Unemployed	Not in the Labour Force	Employment Rate	Unemployment Rate	Partichation Rate	0 Management occupations	1 Business, finance and administration occupations	2 Natural and applied sciences and related occupations	3 Health occupations	4 Occupations in education, law and social, community and government services	5 Occupations in art, culture, recreation and sport	6 Sales and service occupations	7 Trades, transport and equipment operators and related occupations	8 Natural resources, agriculture and related production occupations	9 Occupations in manufact uring and utilities
Apr '21	11,341	620	5,127	66.3	5.2	70.2	1,100	2,142	910	785	1,354	267	2,199	1,805	233	321
May '21	11,451	637	5,042	67	5.3	70.8	1,139	2,035	935	785	1,371	291	216	1,909	225	377
Jun '21	11,757	556	4,913	68.7	4.6	71.8	1,094	2,178	885	790	1,427	266	2,335	1,919	262	374
Jul '21	11,722	604	4,913	68.3	4.9	71.9	1,171	2,161	918	838	1,329	255	2,361	1,838	240	364
Aug '21	11,766	666	4,848	68.4	5.4	72.4	1,199	2,075	849	838	1,378	295	2,335	1,782	267	376
Sep '21	11,750	503	5,064	68.2	4.2	70.9	1,084	2,238	902	868	1,433	280	2,319	1,730	238	398
Oct '21	11,796	480	5,082	68.3	4	70.9	1,125	2,253	879	864	1,474	285	2,283	1,814	202	389
Nov '21	11,771	489	5,118	68	4	70.7	1,168	2,182	938	860	1,470	253	2,284	1,782	208	397
Dec '21	11,723	441	5,231	67.7	3.7	69.9	1,169	2,195	893	843	1,490	258	2,273	1,777	216	389
Jan '22	11,616	476	5,293	67	4	69.5	1,145	2,228	880	853	1,459	267	2,225	1,765	203	375
Feb '22	11,756	464	5,223	67.7	3.9	70.1	1,185	2,187	924	817	1,511	291	2,170	1,874	191	408
Mar '22	11,842	472	5,169	68	3.9	70.5	1,222	2,126	915	779	1,531	308	2,242	1,895	225	381

Employed Population

Арг	11,341	E de la contra de la
May	11,451	Employed Population
Jun	11,757	11,900
Jul	11,722	11,800
Aug	11,766	11,700
Sep	11,750	11,600
Dct	11,796	11,400
Nov	11,771	11,300
Dec	11,723	11,200
lan	11,616	11,100
Feb	11,756	
Mar	11,842	Apr Jun Jul Aug Sep Oct Nov Nov Dec Feb

Unemploye d

Population





Not in the Labour Force





Empl. Rate





Pitt Meadows Employment Data for 2021/2022







NOC - 2



NOC - 4





NOC - 1









Health Occupations 880 860 840 820 800 780 760 740 720 Sep Jan Feb 5 Aug ť Nov Dec Mar Apr Vay







Pitt Meadows Employment Data for 2021/2022





NOC - 8



N	00	-	9	





Surrey Employment Data for 2021/2022

	Employed	Unemployed	Not in the Labour Force	Employment Rate	Unemployment _{Rate}	Participation Rate	0 Management occupations	1 Business, finance and administration occupations	2 Natural and applied sciences and related occupations	3 Health occupations	4 Occupations in education, law and social, community and government services	5 Occupations in art, culture, recreation and sport	6 Sales and service occupations	7 Trades, transport and equipment operators and related occupations	8 Natural resources, agriculture and related production occupations	9 Occupations in manufacturing and utilities
Apr '21	289,586	21,038	158,335	61.7	6.8	66.2	21,192	47,681	22,364	22,583	27,056	5,821	71,005	51,120	4,861	12,095
May '21	292,404	21,607	155,723	62.3	6.9	66.8	21,942	45,305	22,973	22,594	27,386	6,346	6,979	54,066	4,695	14,204
Jun '21	300,203	18,880	151,728	63.9	5.9	67.8	21,078	48,481	21,755	22,747	28,513	5,795	75,417	54,364	5,464	14,099
Jul '21	299,301	20,512	151,718	63.6	6.4	67.9	22,559	48,113	22,567	24,127	26,543	5,565	76,257	52,055	5,001	13,716
Aug '21	300,426	22,605	149,726	63.7	7	68.4	23,100	46,191	20,855	24,105	27,524	6,432	75,417	50,483	5,555	14,151
Sep '21	300,025	17,056	156,405	63.5	5.4	66.9	20,897	49,809	22,161	24,985	28,632	6,110	74,885	49,010	4,952	14,988
Oct '21	301,195	16,294	156,941	63.6	5.1	66.9	21,686	50,144	21,614	24,855	29,448	6,215	73,738	51,375	4,216	14,657
Nov '21	300,571	16,583	158,077	63.3	5.2	66.7	22,502	48,567	23,052	24,746	29,356	5,519	73,749	50,469	4,323	14,953
Dec '21	299,334	14,963	161,555	62.9	4.8	66	22,521	48,869	21,940	24,268	29,759	5,631	73,395	50,341	4,505	14,674
Jan '22	300,192	15,735	161,297	62.9	5	66.1	22,825	48,675	22,708	23,518	30,190	6,346	70,095	53,075	3,968	15,371
Feb '22	300,192	15,735	161,297	62.9	5	66.1	22,825	48,675	22,708	23,518	30,190	6,346	70,095	53,075	3,968	15,371
Mar '22	302,364	16,025	159,646	63.3	5	66.5	23,556	47,325	22,487	22,431	30,584	6,714	72,401	53,684	4,695	14,361

Employed Population

Apr	289,586	Employed Depylation
May	292,404	Employed Population
Jun	300,203	305,000
Jul	299,301	300,000
Aug	300,426	300,000
Sep	300,025	295,000
Oct	301,195	290,000
Nov	300,571	230,000
Dec	299,334	285,000
Jan	300,192	280,000
Feb	300,192	Jun Apr Jul Jud Dec Feb
Mar	302,364	A R L L K S O X G L L

Unemploye d Population

Apr 21,038 21,607 May 18,880 Jun Jul 20,512 Aug 22605 17056 Sep Oct 16294 Nov 16583 Dec 14963 Jan 15735 Feb 15735 Mar 16025



Not in the Labour Force



Empl. Rate





Surrey Employment Data for 2021/2022



NOC - 0



NOC - 2



NOC - 4

Apr May Jun	27,056 27,386 28,513	Educ., Law, Social, Gov. Service Occupations
Jul	26,543	
Aug	27524	30,000
Sep	28632	29,000
Oct	29448	28,000
Nov	29356	27,000
Dec	29759	26,000
Jan	30190	25,000
Feb	30190	Apr May Nov Mar Mar Mar
Mar	30584	Apr Jun Juu Jul Aug Sep Novv Novv Dec Feb Mar



NOC - 1





NOC - 3

Apr	22,583
May	22,594
Jun	22,747
Jul	24,127
Aug	24105
Sep	24985
Oct	24855
Nov	24746
Dec	24268
Jan	23518
Feb	23518
Mar	22431

Health Occupations 25,500 25,000 24,500 24,000 23,500 23,000 22,500 22,000 21,500 21,000 Sep Dec Jan Feb Mar Apr Aay h Aug ö Nov

NOC - 5

Aar

Apr	5,821
May	6,346
Jun	5,795
Jul	5,565
Aug	6432
Sep	6110
Oct	6215
Nov	5519
Dec	5631
Jan	6346
Feb	6346
Mar	6714



Surrey Employment Data for 2021/2022



NOC - 7 Apr 51,120 Trades, Transp, Equip. Op. May 54,066 Occupations Jun 54,364 56,000 Jul 52,055 54,000 50483 Aug 49010 Sep 52,000 51375 Oct 50,000 50469 Nov Dec 50341 48,000 Jan 53075 46,000 Feb 53075 Apr May h 3 Aug Sep ö 202 ð Jan Mar 53684

NOC - 8



NOC - 9

Арг	12,095
May	14,204
Jun	14,099
Jul	13,716
Aug	14151
Sep	14988
Oct	14657
Nov	14953
Dec	14674
Jan	15371
Feb	15371
Mar	14361



Southwest BC Employment Data for 2021/2022

	^{Em} ployed	Unemployed	Not in the Labour Force	Employment Rate	Unemployment _{Rate}	Participation Rate	0 Management occupations	1 Business, finance and administration occupations	2 Natural and applied sciences and related occupations	3 Health occupations	4 Occupations in education, law and social, community and government services	5 Occupations in art, culture, recreation and sport	6 Sales and service occupations	7 Trades, transport and equipment operators and related occupations	8 Natural resources, agriculture and related production occupations	9 Occupations in manufacturing and utilities
Apr '21	1,638,907	107,722	893,783	62	6.2	66.2	143,895	294,734	171,232	122,257	184,563	64,205	378,288	204,000	24,409	42,375
May '21	1,654,859	110,635	879,041	62.6	6.3	66.8	148,988	280,048	175,894	122,316	186,813	69,996	37,180	215,758	23,579	49,763
Jun '21	1,698,995	96,675	856,491	64.2	5.4	67.8	143,121	299,674	166,569	123,140	194,501	63,916	401,793	216,945	27,439	49,397
Jul '21	1,693,888	105,029	856,433	63.9	5.8	67.9	153,179	297,405	172,786	130,611	181,063	61,382	406,267	207,731	25,115	48,054
Aug '21	1,700,256	115,746	845,187	64	6.3	68.4	156,853	285,522	159,677	130,494	187,751	70,937	401,793	201,457	27,896	49,580
Sep '21	1,697,986	87,332	882,887	63.8	4.9	66.9	141,896	307,885	169,677	135,259	195,313	67,390	398,958	195,578	24,865	52,511
Oct '21	1,704,607	83,429	885,917	63.9	4.7	66.9	147,247	309,955	165,488	134,553	200,876	68,548	392,845	205,018	21,171	51,351
Nov '21	1,701,076	84,913	892,327	63.6	4.8	66.7	152,792	300,208	176,502	133,965	200,251	60,875	392,908	201,400	21,711	52,389
Dec '21	1,694,077	76,614	911,963	63.3	4.3	66	152,921	302,078	167,988	131,376	203,001	62,106	391,017	200,892	22,624	51,412
Jan '22	1,678,692	82,715	922,685	62.6	4.8	65.6	149,826	306,550	165,556	132,906	198,876	64,350	382,825	199,535	21,212	49,519
Feb '22	1,698,932	80,571	910,507	63.3	4.6	66.1	154,984	300,876	173,867	127,317	205,938	69,996	373,436	211,801	19,926	53,854
Mar '22	1,711,227	82,055	901,184	63.6	4.6	66.5	159,948	292,531	172,178	121,433	208,626	74,049	385,724	214,232	23,579	50,313

Employed Population

Apr	1,638,907	
May	1,654,859	
Jun	1,698,995	1,720
Jul	1,693,888	1,700
Aug	1,700,256	1,680
Sep	1,697,986	
Oct	1,704,607	1,660
Nov	1,701,076	1,640

1,694,077

1,678,692

1,698,932

1,711,227



Unemploye d

Dec

Jan

Feb

Mar

Population

Apr	107,722
May	110,635
Jun	96,675
Jul	105,029
Aug	115746
Sep	87332
Oct	83429
Nov	84913
Dec	76614
Jan	82715
Feb	80571
Mar	82055



Not in the Labour Force



Empl. Rate





Southwest BC Employment Data for 2021/2022



NOC - 0



NOC - 2



NOC - 4





NOC - 1

Apr	294,734
May	280,048
Jun	299,674
Jul	297,405
Aug	285522
Sep	307885
Oct	309955
Nov	300208
Dec	302078
Jan	306550
Feb	300876
Mar	292531





Apr	122,257
May	122,316
Jun	123,140
Jul	130,611
Aug	130494
Sep	135259
Oct	134553
Nov	133965
Dec	131376
Jan	132906
Feb	127317
Mar	121433









Southwest BC Employment Data for 2021/2022



Apr	204,000	Trades, Transp, Equip. Op.
May	215,758	Occupations
Jun	216,945	220,000
Jul	207,731	215,000
Aug	201457	210,000
Sep	195578	205,000
Oct	205018	200,000
Nov	201400	195,000
Dec	200892	190,000
Jan	199535	185,000
Feb	211801	Apr Jul Jul Jul Nov Dec Feb
Mar	214232	A Z H L A R O Z O H L

NOC - 8



NOC - 9

42,375	Ma
49,763	
49,397	60,000
48,054	50,000 -
49580	40,000 -
52511	
51351	30,000 -
52389	20,000 -
51412	10,000 -
49519	0
53854	0 -
50313	
	49,763 49,397 48,054 49580 52511 51351 52389 51412 49519 53854



British Columbia Employment Data for 2021/2022

	Employed	^{Unemployed}	Not in the Labour Force	Employment _{Rate}	Unemployment _{Rate}	Participation Rate	0 Management occupations	1 Business, finance and administration occupations	2 Natural and applied sciences and related occupations	3 Health occupations	4 Occupations in education, law and social, community and government services	5 Occupations in art, culture, recreation and sport	6 Sales and service occupations	7 Trades, transport and equipment operators and related occupations	8 Natural resources, agriculture and related production occupations	9 Occupations in manufacturing and utilities
Apr	2,599,300	196,000	1,533,900	60	7	64.6	223,200	441,500	253,400	207,800	295,300	88,700	600,300	360,900	58,800	69,400
May	2,624,600	201,300	1,508,600	60.6	7.1	65.2	231,100	419,500	260,300	207,900	298,900	96,700	590,000	381,700	56,800	81,500
Jun	2,694,600	175,900	1,469,900	62.1	6.1	66.1	222,000	448,900	246,500	209,300	311,200	88,300	637,600	383,800	66,100	80,900
Jul	2,686,500	191,100	1,469,800	61.8	6.6	66.2	237,600	445,500	255,700	222,000	289,700	84,800	644,700	367,500	60,500	78,700
Aug	2,696,600	210,600	1,450,500	61.9	7.2	66.7	243,300	427,700	236,300	221,800	300,400	98,000	637,600	356,400	67,200	81,200
Sep	2,693,000	158,900	1,515,200	61.7	5.6	65.3	220,100	461,200	251,100	229,900	312,500	93,100	633,100	346,000	59,900	86,000
Oct	2,703,500	151,800	1,520,400	61.8	5.3	65.3	228,400	464,300	244,900	228,700	321,400	94,700	623,400	362,700	51,000	84,100
Nov	2,697,900	154,500	1,531,400	61.5	5.4	65.1	237,000	449,700	261,200	227,700	320,400	84,100	623,500	356,300	52,300	85,800
Dec	2,686,800	139,400	1,565,100	61.2	4.9	64.4	237,200	452,500	248,600	223,300	324,800	85,800	620,500	355,400	54,500	84,200
Jan	2,662,400	150,500	1,583,500	60.6	5.4	64	232,400	459,200	245,000	225,900	318,200	88,900	607,500	353,000	51,100	81,100
Feb	2,694,500	146,600	1,562,600	61.2	5.2	64.5	240,400	450,700	257,300	216,400	329,500	96,700	592,600	374,700	48,000	88,200
Mar	2,714,000	149,300	1,546,600	61.5	5.2	64.9	248,100	438,200	254,800	206,400	333,800	102,300	612,100	379,000	56,800	82,400

Empl. Pop

Арг	2,599,300	Employed Deputation
May	2,624,600	Employed Population
Jun	2,694,600	2,750,000
Jul	2,686,500	2,700,000
Aug	2,696,600	2,700,000
Sep	2,693,000	2,650,000
Oct	2,703,500	2,600,000
Nov	2,697,900	2,000,000
Dec	2,686,800	2,550,000
Jan	2,662,400	3 500 000
Feb	2,694,500	Apr Jun Jun Sep Bec Aug Ang Apr Apr Apr Apr Apr Apr Apr Apr Apr Apr
Mar	2,714,000	A R L L K SO S G L R R

Unem. Pop

Apr	196,000	
May	201,300	
Jun	175,900	
Jul	191,100	
Aug	210600	
Sep	158900	
Oct	151800	
Nov	154500	
Dec	139400	
Jan	150500	
Feb	146600	
Mar	149300	



Not in the Labour Force

Apr	1,533,900
May	1,508,600
Jun	1,469,900
Jul	1,469,800
Aug	1,450,500
Sep	1,515,200
Oct	1,520,400
Nov	1,531,400
Dec	1,565,100
Jan	1,583,500
Feb	1,562,600
Mar	1,546,600



Empl. Rate





British Columbia Employment Data for 2021/2022







NOC - 2



NOC-4

Apr May Jun	295,300 298,900 311,200	Educ., Law, Social, Gov. Service Occupations
Jul	289,700	340,000
Aug	300400	330,000
Sep	312500	310,000
Oct	321400	300,000
Nov	320400	290,000
Dec	324800	280,000
Jan	318200	270,000
Feb	329500	Apr Juul Juur Juur Apr Jan Ret Bec Mar Mar Mar Mar Mar Mar Mar Mar Mar Mar
Mar	333800	ANLLAND



NOC - 1

Apr	441,500
May	419,500
Jun	448,900
Jul	445,500
Aug	427700
Sep	461200
Oct	464300
Nov	449700
Dec	452500
Jan	459200
Feb	450700
Mar	438200



NOC - 3

207,800
207,900
209,300
222,000
221800
229900
228700
227700
223300
225900
216400
206400

Health Occupations 235,000 230,000 225,000 220,000 215,000 210,000 205,000 200.000 195,000 190,000 Sep Oct Nov Dec Jan Feb Mar Apr Vay Jun Ъ Aug

NOC - 5

88,700	
96,700	
88,300	100
84,800	120,
98000	100,
93100	80,
94700	60,
84100	40,
85800	20,
88900	20,
96700	
102300	
	96,700 88,300 84,800 98000 93100 94700 84100 85800 88900 96700



British Columbia Employment Data for 2021/2022



Арг	360,900	Trades, Transp, Equip. Op.
∕lay	381,700	Occupations
un	383,800	390,000
ul	367,500	380,000
ug	356400	370,000
ер	346000	360,000
)ct	362700	350,000
lov	356300	
ec	355400	340,000
an	353000	330,000
eb	374700	Apr Jun Jul Sep Dec Dec Mar Mar
/ar	379000	Apr Jun Jul Aug Sep Dec Dec Dec Mar

NOC - 8

Apr	58,800	Natural Resources, Agriculture,	
May	56,800	Occupations	
Jun	66,100		
Jul	60,500	80,000 70,000	
Aug	67200	60,000	
Sep	59900	50,000	-
Oct	51000	40,000	÷
Nov	52300	30,000	÷
Dec	54500	20,000	÷
Jan	51100	10,000	t:
Feb	48000	Apr Jun Jul Aug Sep Nov Dec	F
Mar	56800	Al Michael Al	Mar

Apr	69,400
May	81,500
Jun	80,900
Jul	78,700
Aug	81200
Sep	86000
Oct	84100

85800

84200

81100

88200

82400

NOC - 9

Nov

Dec

Jan

Feb

Mar



2022 Labour Market Study: Challenges and Opportunities in a Multi-Year Skills Shortage

prepared for

Mission Community Skills Centre Society by Labour Market Solutions

Publisher of the BC Labour Market Report Copyright 2022