



# **BRITISH COLUMBIA 2020 LABOUR MARKET YEAR-IN-REVIEW**

WITH CHRISTIAN SAINT CYR  
PUBLISHER

BC LABOUR MARKET REPORT  
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# 2020 The Labour Market Year-in-Review

## LOCAL INDUSTRY IMPACTS FROM COVID-19

Sector	Jan-Jun	Jan-Nov
<b>Goods Producing Sectors</b>	<b>-8.50%</b>	<b>-0.20%</b>
Agriculture	-9.10%	-9.00%
Forestry, Fishing, Mining, Quarrying, Oil and Gas	-5.70%	-1.10%
Utilities	-1.10%	5.80%
Construction	-11.10%	-8.00%
Manufacturing	-7.30%	-0.20%

# 2020 The Labour Market Year-in-Review

## LOCAL INDUSTRY IMPACTS FROM COVID-19

Sector	Jan-Jun	Jan-Nov
<b>Service Producing Sector</b>	-9.20%	-3.00%
Wholesale and Retail	-8.10%	-2.00%
Transportation and Warehousing	-11.20%	-8.30%
Finance, Insurance and Real Estate	-0.70%	1.40%
Professional, Scientific and Technical Services	-1.40%	2.30%
Business, Building and Other Support Services	-6.10%	-7.00%
Educational Services	-7.70%	-2.50%

# 2020 The Labour Market Year-in-Review

## LOCAL INDUSTRY IMPACTS FROM COVID-19

Sector	Jan-Jun	Jan-Nov
<b>Service Producing Sector</b>	<b>-9.20%</b>	<b>-3.00%</b>
Health Care and Social Assistance	-4.10%	-0.70%
Information, Culture and Recreation	-15.40%	-5.40%
Accommodation and Food Service	-34.00%	-20.10%
Other Services (Except Public Admin)	-14.80%	-4.30%
Public Admin	-2.40%	-0.60%

# 2020 The Labour Market Year-in-Review

## INDUSTRIES HARDEST HIT BY COVID-19

- |   |               |
|---|---------------|
| 1. Accommodation and Food Service       | <b>-34.0%</b> |
| 2. Information, Culture and Recreation  | <b>-15.4%</b> |
| 3. Other Services (Except Public Admin) | <b>-14.8%</b> |
| 4. Transportation / Warehousing         | <b>-11.2%</b> |
| 5. Construction                         | <b>-11.1%</b> |
| 6. Agriculture                          | <b>-9.1%</b>  |

# 2020 The Labour Market Year-in-Review

## INDUSTRIES LEAST HURT BY THE LOCK-DOWN

1. Finance, Insurance and Real Estate	<b>-0.7%</b>
2. Utilities	<b>-1.1%</b>
3. Professional, Scientific, Tech. Services	<b>-1.4%</b>
4. Public Administration	<b>-2.4%</b>
5. Health Care and Social Assistance	<b>-4.1%</b>
6. Forestry, Fishing, Mining, Oil & Gas	<b>-5.7%</b>

# 2020 The Labour Market Year-in-Review

## INDUSTRIES WHICH RECOVERED THE MOST\*

1. Utilities	<b>105.8%</b>
2. Professional, Scientific and Technical Services	<b>102.3%</b>
3. Finance, Insurance and Real Estate	<b>101.4%</b>
4. Manufacturing	<b>99.8%</b>
5. Public Administration	<b>99.4%</b>
6. Health Care and Social Assistance	<b>99.3%</b>
7. Wholesale and Retail	<b>98.0%</b>

*\* Percentage of the employment level reported in January 2020.*

# 2020 The Labour Market Year-in-Review

## OCCUPATION GROUPS HARDEST HIT BY COVID

NOC-7: Trades, Transp, Equip. Op. Occupations	<b>88.2%</b>
NOC-6: Sales and Service Occupations	<b>90.7%</b>
NOC-5: Art, Culture, Rec & Sport Occupations	<b>91.1%</b>
NOC-4: Educ., Law, Social, Gov. Service Occ.	<b>93.0%</b>
NOC-0: Management Occupations	<b>96.5%</b>



# 2020 The Labour Market Year-in-Review

## OCCUPATION GROUPS GROWING DESPITE COVID

NOC-9: Manufacturing, Utilities Occupations **120.8%**

NOC-2: Natural & Applied Sciences Occupations **123.2%**

NOC-8: Natural Resources, Agriculture, Occ. **118.4%**

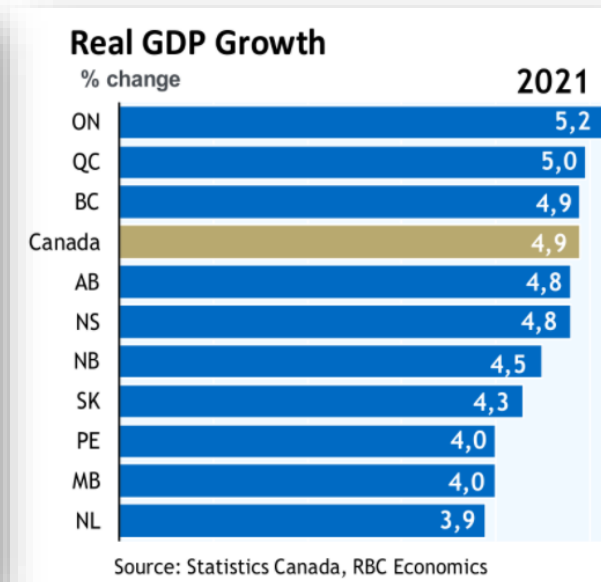
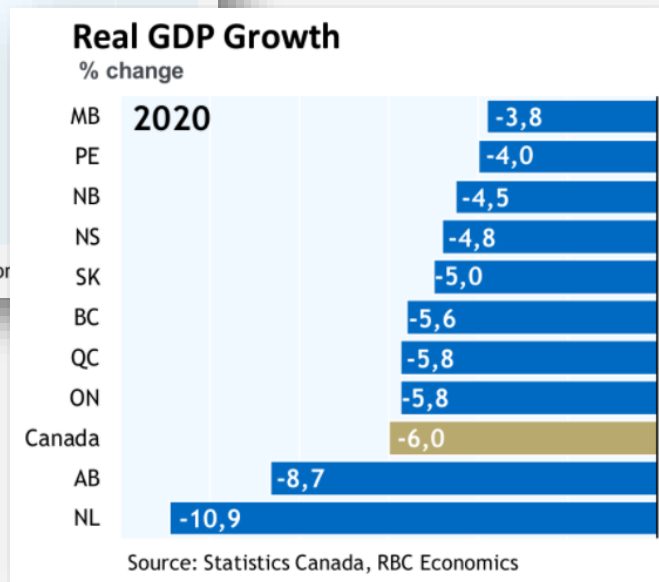
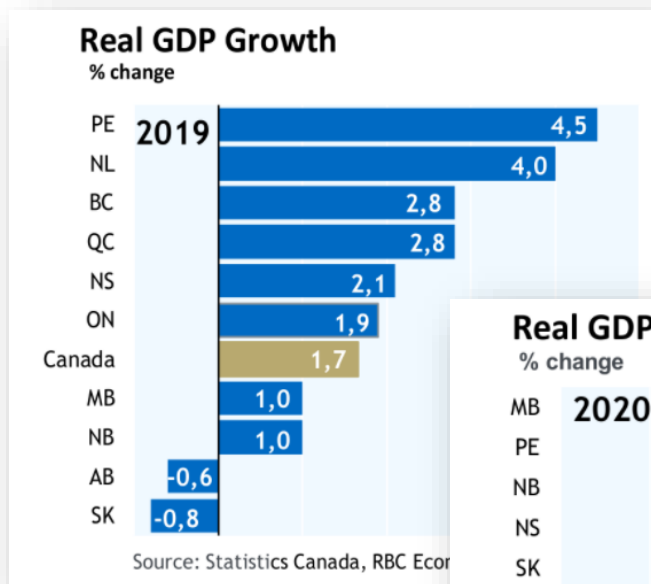
NOC-3: Health Occupations **104.1%**

NOC-1: Business, Finance & Admin Occupations **102.9%**

# 2020 The Labour Market Year-in-Review

## ECONOMIC RECOVERY:

## PROVINCIAL COMPARISON



# 2020 The Labour Market Year-in-Review

## ECONOMIC RECOVERY: PROVINCIAL COMPARISON

### GDP recovery path assumptions

February 2020 = 100

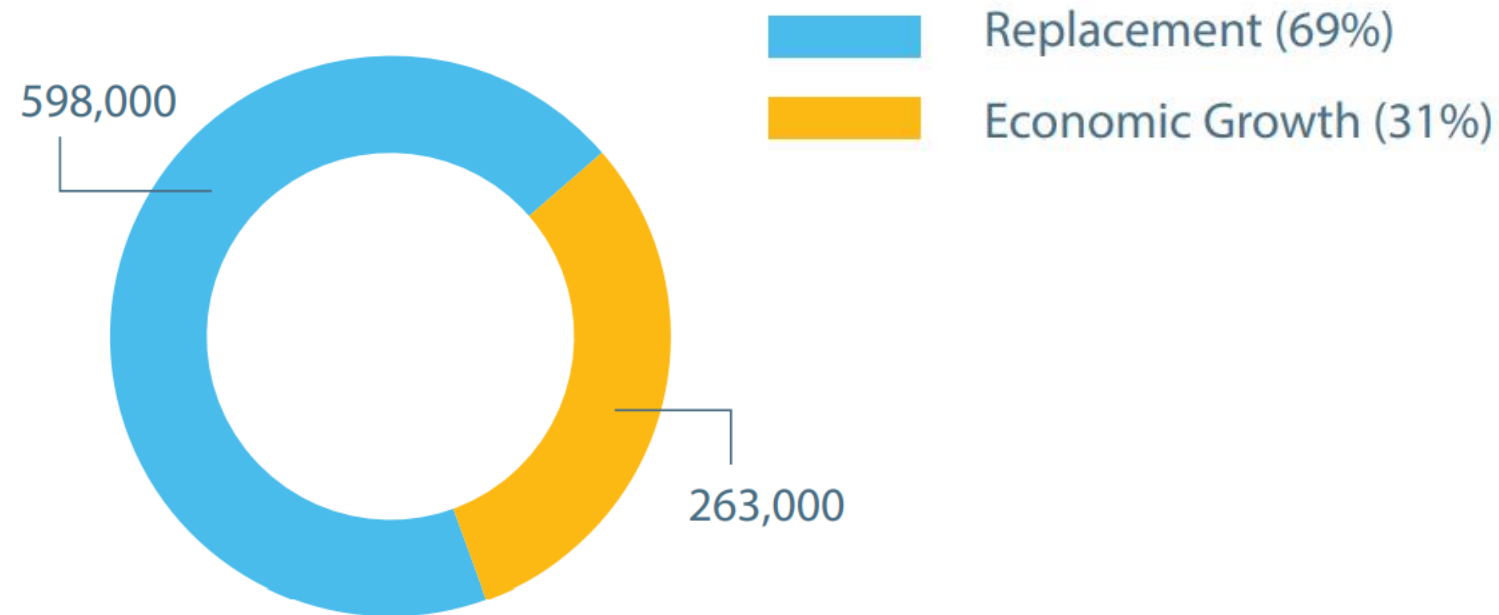
NL	100	84	66	76	85	85	86	90	90	90	91
PE	100	83	90	89	93	96	96	96	96	97	97
NS	100	88	88	89	91	96	97	96	96	96	97
NB	100	88	87	88	92	97	97	96	96	97	97
QC	100	90	77	85	89	93	94	95	95	95	95
ON	100	89	82	83	88	92	94	95	95	95	95
MB	100	93	90	90	92	95	96	96	97	97	98
SK	100	91	85	87	92	95	95	95	95	95	96
AB	100	89	80	82	86	89	91	92	93	93	93
BC	100	87	85	84	88	91	93	95	96	96	96
	Feb 2020	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec 2020

# 2020 The Labour Market Year-in-Review

## OCCUPATION GROUPS GROWING DESPITE COVID

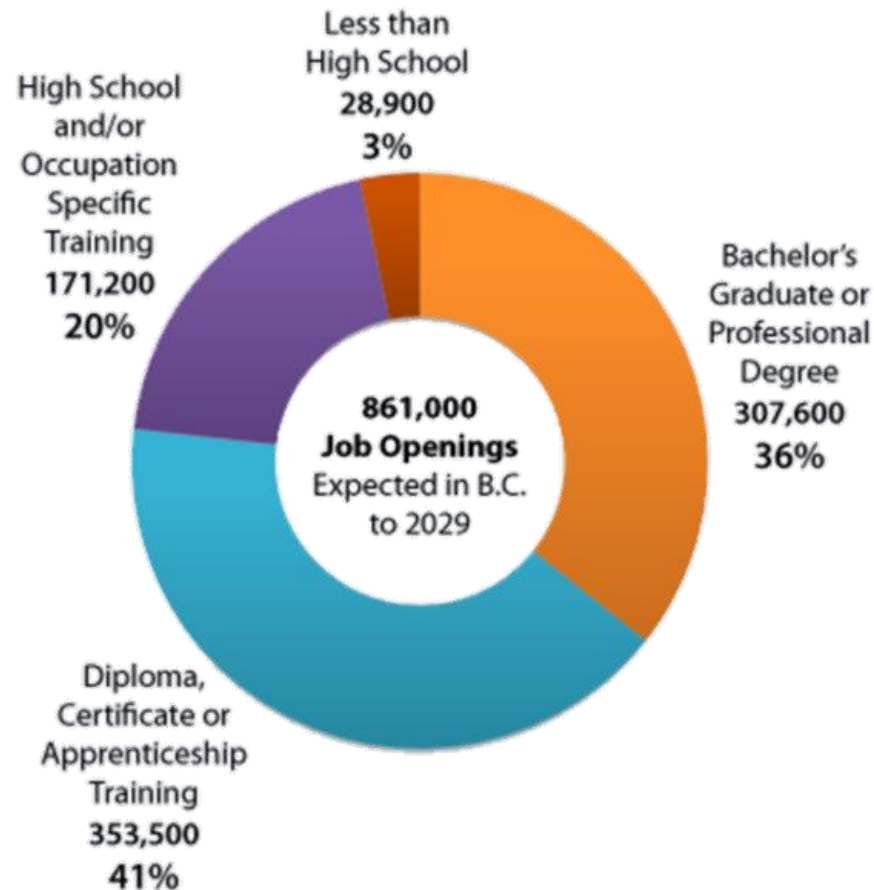
LABOUR MARKET OUTLOOK  
HIGHLIGHTS | B.C. | 2019-2029

**Total Job Openings: 861,000**



# 2020 The Labour Market Year-in-Review

## OCCUPATION GROUPS GROWING DESPITE COVID



The trend towards most sustainable jobs requiring post-secondary training, apprenticeship and university continues to accelerate.

# 2020 The Labour Market Year-in-Review

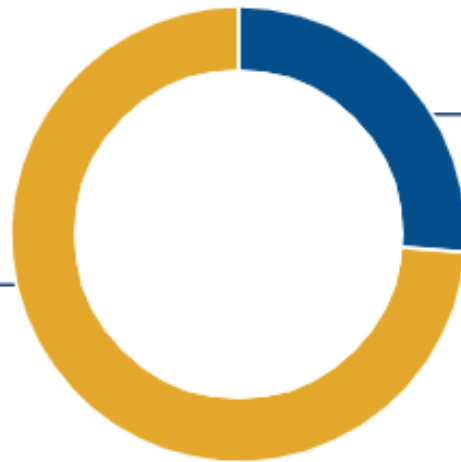
## LABOUR MARKET OUTLOOK: VANCOUVER ISLAND

### Composition of job openings

Replacement of retiring workers:

**73.9%**

**106,200 openings**



New jobs due to economic growth:

**26.1%**

**37,600 openings**

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET OUTLOOK: VANCOUVER ISLAND

### Employment outlook



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Forecasted 10-year total employment growth: **143,800**

Forecasted average annual employment growth rate: **0.9%**

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET OUTLOOK:

## VANCOUVER ISLAND



Factors for  
determining a  
'High Opportunity  
Occupation'



# 2020 The Labour Market Year-in-Review

## LABOUR MARKET OUTLOOK: VANCOUVER ISLAND

### TOP DEGREE OCCUPATIONS

Occupation	Occupational Interest	Median Hourly Wage	Job Openings to 2029
Registered nurses and registered psychiatric nurses (NOC 3012)	Investigative, Social	\$40.00	3,900
Elementary school and kindergarten teachers (NOC 4032)	Social	\$36.06	2,230
Information systems analysts and consultants (NOC 2171)	Investigative, Conventional	\$38.46	1,650
Secondary school teachers (NOC 4031)	Social	\$38.46	1,400
Computer programmers and interactive media developers (NOC 2174)	Investigative, Conventional	\$34.29	1,180

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET OUTLOOK: VANCOUVER ISLAND

### TOP DEGREE OCCUPATIONS (CONTINUED)

Occupation	Occupational Interest	Median Hourly Wage	Job Openings to 2029
Financial auditors and accountants (NOC 1111)	Conventional	\$30.00	1,180
University professors and lecturers (NOC 4011)	Social	\$42.31	920
Professional occupations in business management consulting (NOC 1122)	Conventional Investigative, Enterprising	\$39.42	840
Other financial officers (NOC 1114)	Enterprising, Conventional	\$37.00	780
Computer and information systems managers (NOC 0213)	Enterprising	\$45.00	760
Lawyers and Quebec notaries (NOC 4112)	Enterprising	\$115,621*	720
Financial managers (NOC 0111)	Enterprising, Conventional	\$40.87	660

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET OUTLOOK: VANCOUVER ISLAND

### TOP DEGREE OCCUPATIONS (CONTINUED)

Occupation	Occupational Interest	Median Hourly Wage	Job Openings to 2029
General practitioners and family physicians (NOC 3112)	Investigative	\$164,719*	640
Professional occupations in advertising, marketing and public relations (NOC 1123)	Enterprising	\$28.75	630
Senior managers - financial, communications and other business services (NOC 0013)	Enterprising	\$57.62	620
Social workers (NOC 4152)	Social	\$33.33	620
Managers in health care (NOC 0311)	Enterprising	\$45.19	550

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET OUTLOOK: VANCOUVER ISLAND

### TOP CERTIFICATE / DIPLOMA OCCUPATIONS

Occupation	Occupational Interest	Median Hourly Wage	Job Openings to 2029
Retail and wholesale trade managers (NOC 0621)	Enterprising	\$30.00	3,880
Nurse aides, orderlies and patient service associates (NOC 3413)	Social	\$21.62	3,540
Administrative officers (NOC 1221)	Conventional	\$24.04	3,080
Social and community service workers (NOC 4212)	Social, Conventional	\$20.19	2,440
Accounting technicians and bookkeepers (NOC 1311)	Conventional	\$23.00	1,720
Automotive service technicians, truck and bus mechanics and mechanical repairers (NOC 7321)	Realistic	\$28.00	1,200
Hairstylists and barbers (NOC 6341)	Enterprising	\$14.50	1,140

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET OUTLOOK: VANCOUVER ISLAND

### TOP CERTIFICATE / DIPLOMA OCCUPATIONS (CONT.)

Occupation	Occupational Interest	Median Hourly Wage	Job Openings to 2029
Real estate agents and salespersons (NOC 6232)	Enterprising	\$54,354*	970
Licensed practical nurses (NOC 3233)	Social	\$27.69	930
Facility operation and maintenance managers (NOC 0714)	Enterprising	\$31.25	820
Bus drivers, subway operators and other transit operators (NOC 7512)	Realistic	\$28.00	770
Property administrators (NOC 1224)	Enterprising	\$25.00	740
Managers in agriculture (NOC 0821)	Realistic	\$23,964*	570
Computer network technicians (NOC 2281)	Realistic, Conventional	\$30.00	560

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET OUTLOOK: VANCOUVER ISLAND

### TOP CERTIFICATE / DIPLOMA OCCUPATIONS (CONT.)

Occupation	Occupational Interest	Median Hourly Wage	Job Openings to 2029
Electronic service technicians (household and business equipment) (NOC 2242)	Realistic	\$28.21	550
Massage therapists (NOC 3236)	Social	\$20.00	450
Manufacturing managers (NOC 0911)	Enterprising, Conventional	\$37.50	430
Other assisting occupations in support of health services (NOC 3414)	Realistic, Conventional	\$20.00	410
Police officers (except commissioned) (NOC 4311)	Enterprising	\$41.35	360
User support technicians (NOC 2282)	Realistic, Conventional	\$30.00	360

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET OUTLOOK: VANCOUVER ISLAND

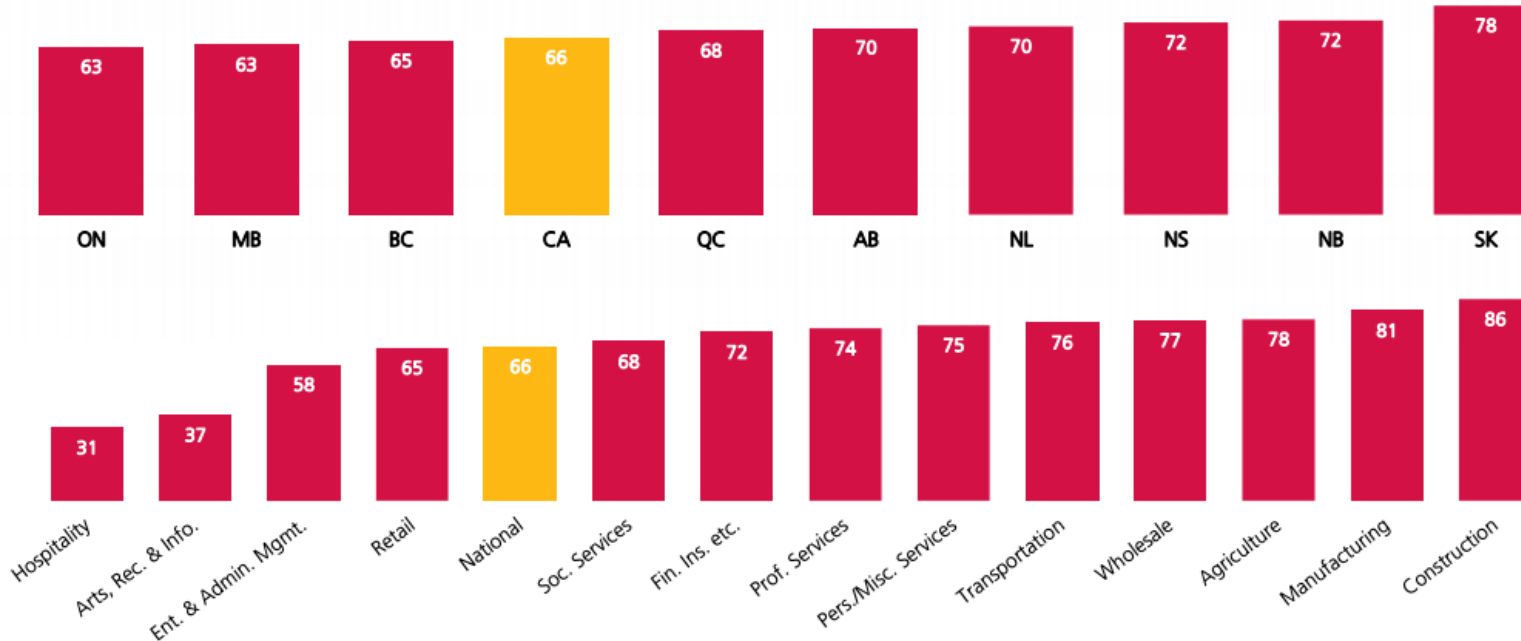
### TOP HIGH SCHOOL GRAD. OCCUPATIONS

Occupation	Occupational Interest	Median Hourly Wage	Job Openings to 2029
Restaurant and food service managers (NOC 0631)	Enterprising	\$22.00	1,490
Retail sales supervisors (NOC 6211)	Enterprising	\$20.19	710
Taxi and limousine drivers and chauffeurs (NOC 7513)	Realistic	\$15.38	520
Contractors and supervisors, landscaping, grounds maintenance and horticulture services (NOC 8255)	Realistic	\$28.85	410
Letter carriers (NOC 1512)	Conventional, Realistic	\$25.00	250

# 2020 The Labour Market Year-in-Review

## ECONOMIC RECOVERY: PROVINCIAL COMPARISON

Businesses fully open, by province and sector  
(% response)

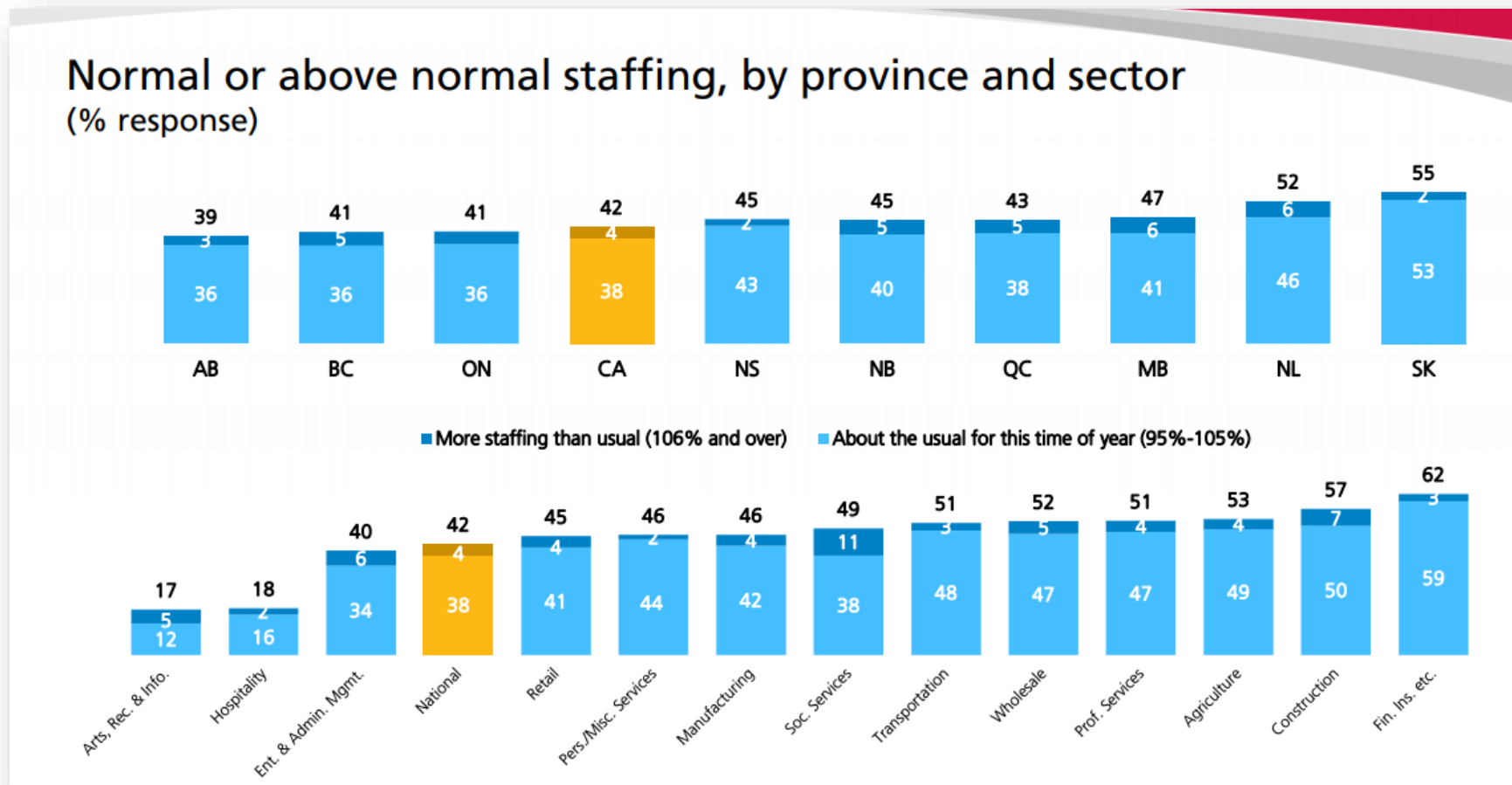


Based on information gathered by the Canadian Federation of Independent Business.



# 2020 The Labour Market Year-in-Review

## ECONOMIC RECOVERY: PROVINCIAL COMPARISON

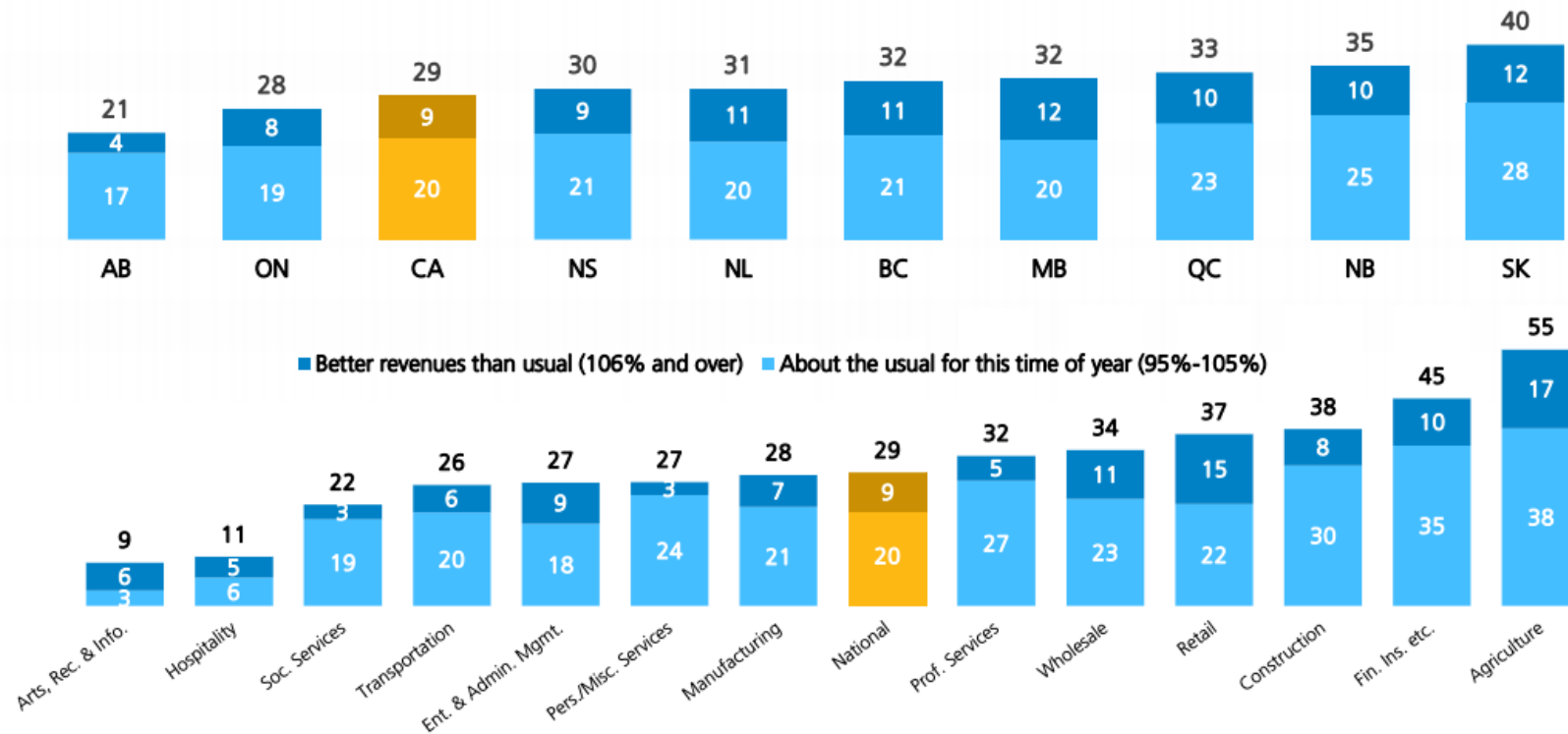


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# 2020 The Labour Market Year-in-Review

## ECONOMIC RECOVERY: PROVINCIAL COMPARISON

Normal or better revenues, by province and sector  
(% response)

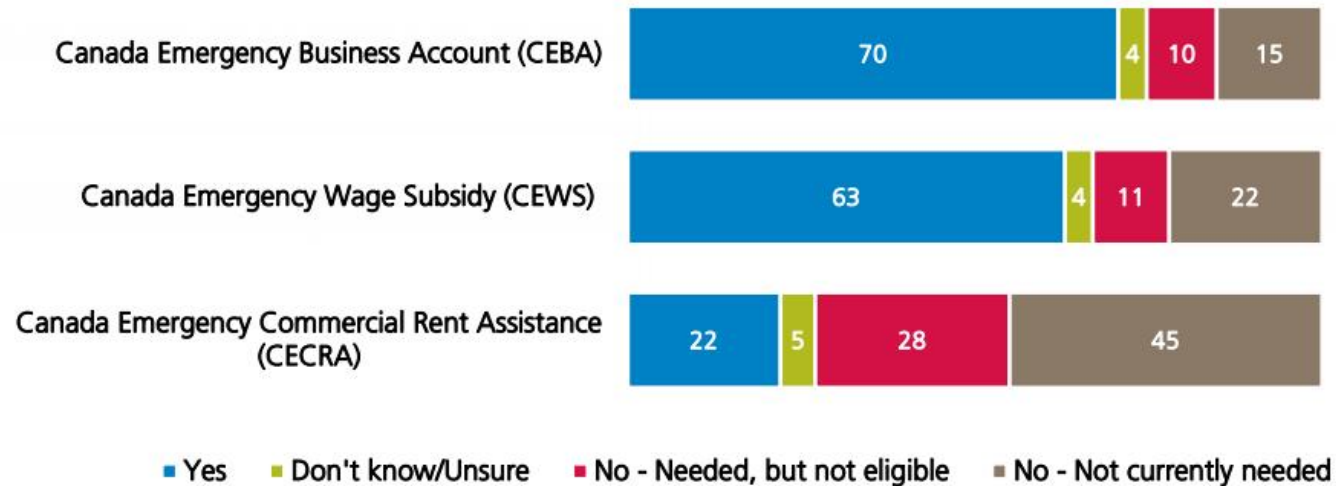


Based on information gathered by the Canadian Federation of Independent Business.

# 2020 The Labour Market Year-in-Review

## ECONOMIC RECOVERY: PROVINCIAL COMPARISON

Business use of federal small business relief programs so far  
(% response)

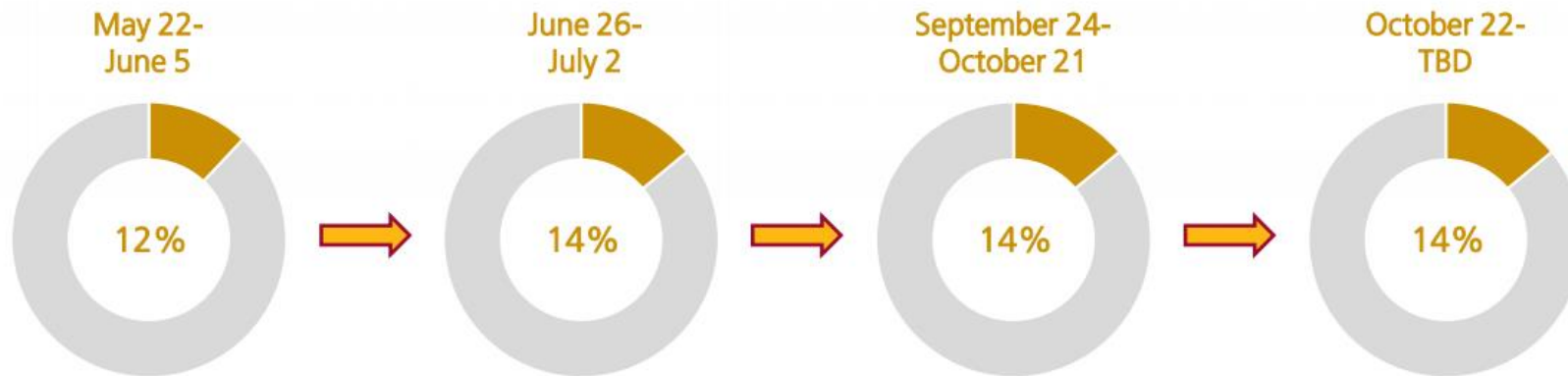


*Based on information gathered by the Canadian Federation of Independent Business.*

# 2020 The Labour Market Year-in-Review

## ECONOMIC RECOVERY: PROVINCIAL COMPARISON

"I am actively considering bankruptcy/winding down my business as a result of COVID-19",  
NET Agree (Strongly agree + Somewhat agree) (% response)

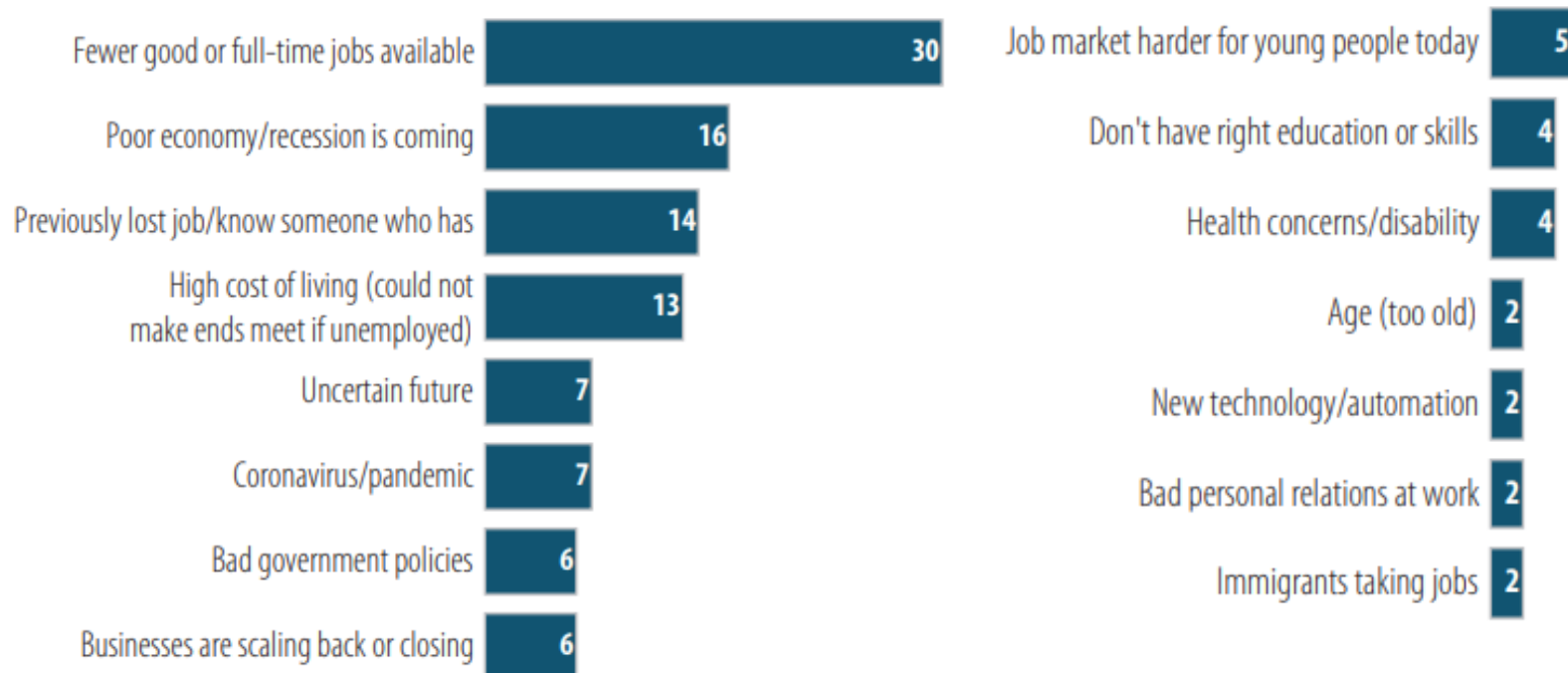


*Based on information gathered by the Canadian Federation of Independent Business.*

# 2020 The Labour Market Year-in-Review

## AUTOMATION, SKILLS DEVELOPMENT AND THE GIG ECONOMY

### Reasons for concern about job security



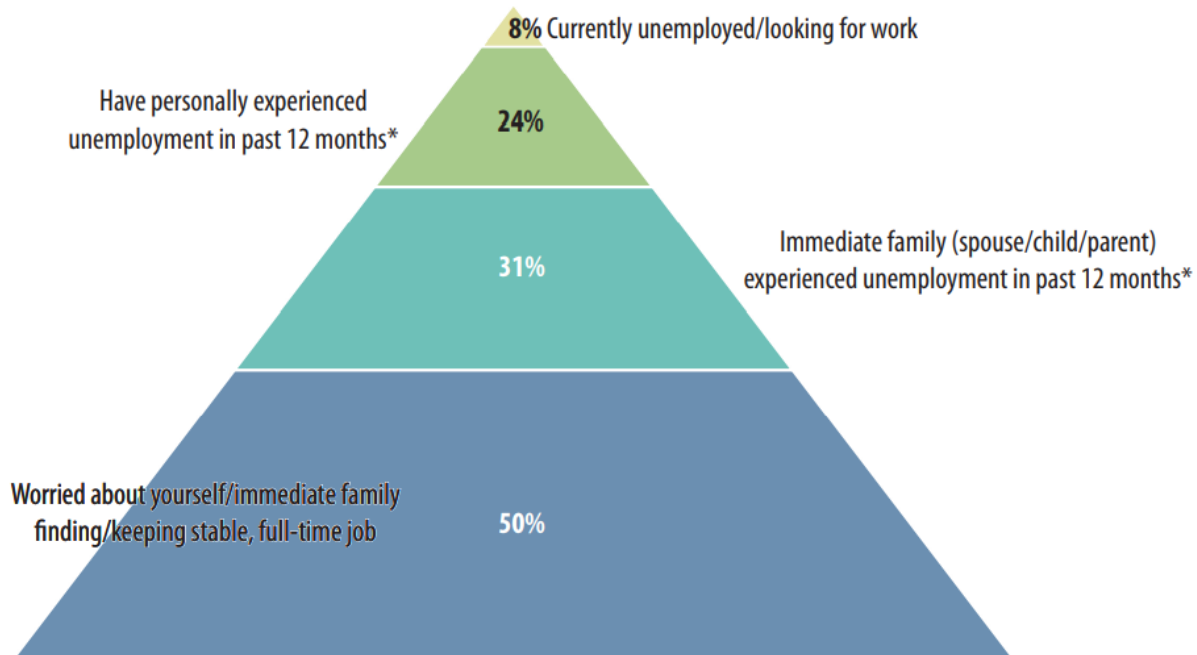
# 2020 The Labour Market Year-in-Review

## AUTOMATION, SKILLS DEVELOPMENT AND THE GIG ECONOMY

CHART 1

Experiences of unemployment

Subsample: Those in the labour force

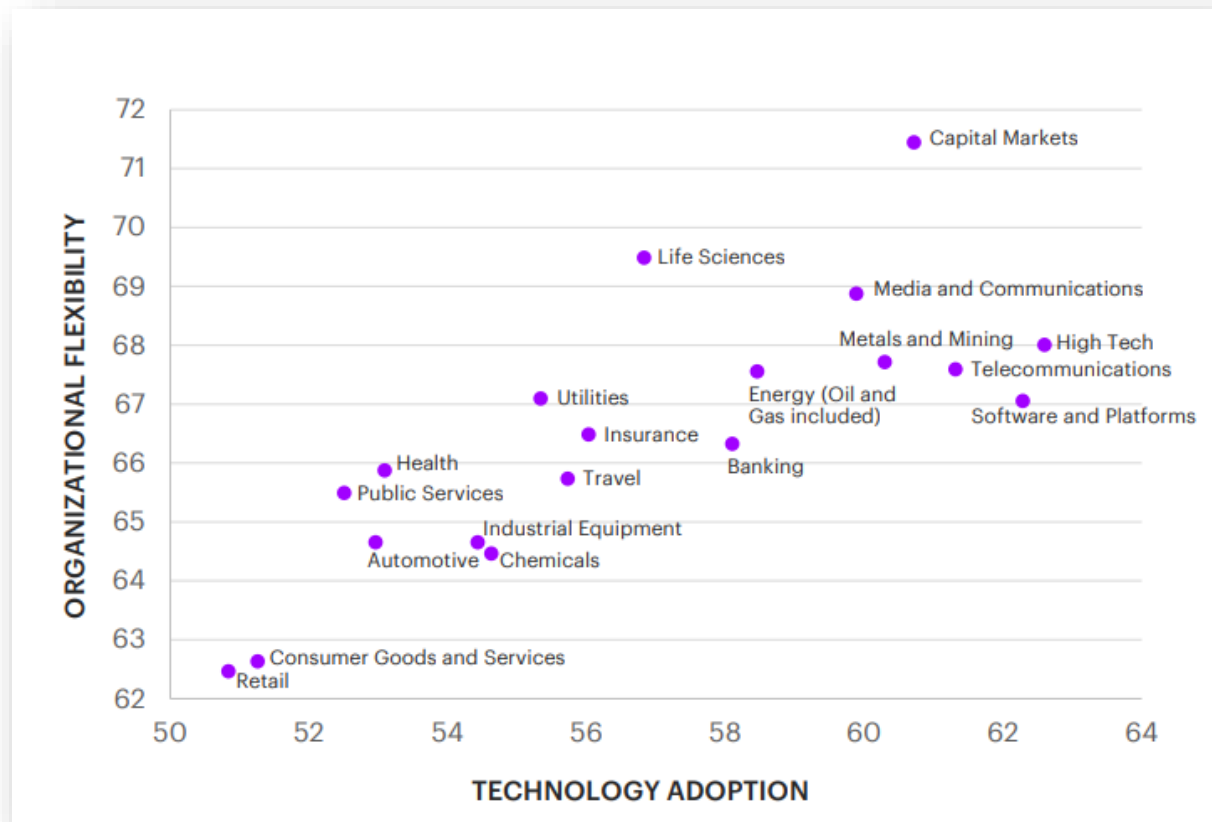


**Future Skills**  
Centre

Centre des  
**Compétences futures**

# 2020 The Labour Market Year-in-Review

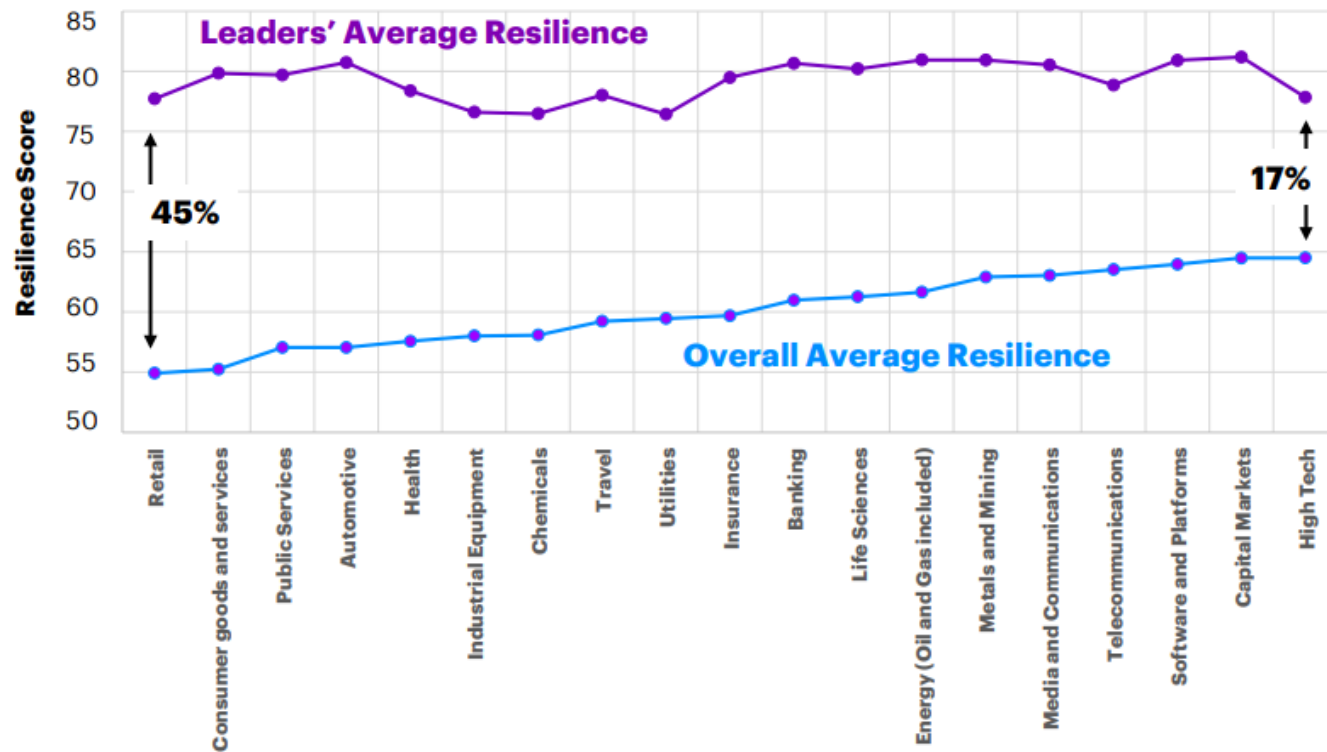
## AUTOMATION, SKILLS DEVELOPMENT AND THE GIG ECONOMY



Accenture scored resilience based on two categories: technology adoption and organizational flexibility. Adoption of technologies such as cloud, DevSecOps, microservices, and containers, to name a few, makes enterprise systems fast and flexible, while organizational flexibility captures actions that companies take to establish the right culture and governance.

# 2020 The Labour Market Year-in-Review

## AUTOMATION, SKILLS DEVELOPMENT AND THE GIG ECONOMY

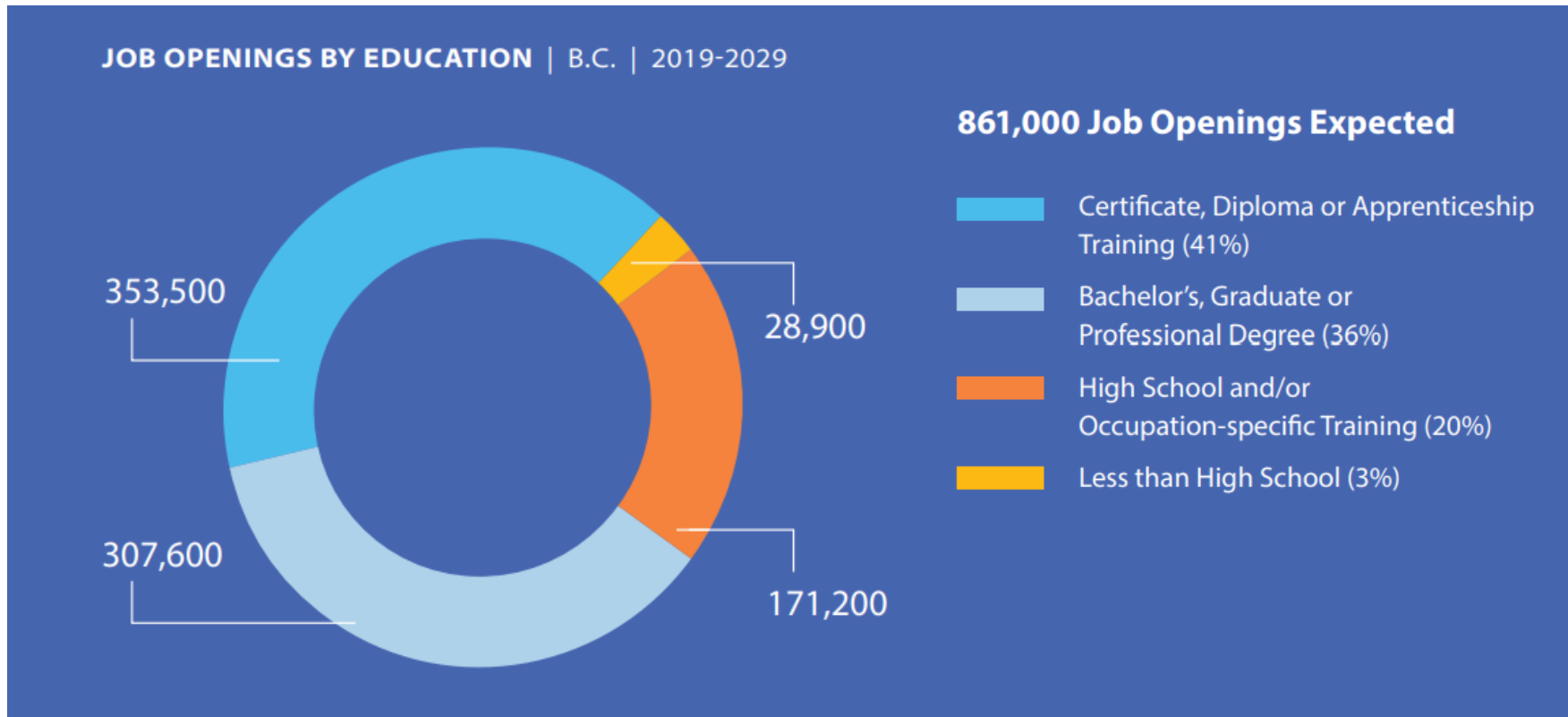


The chart shows that Leaders (companies with scores in the top 10 percent) exhibit high resilience, regardless of industry. For example, in the retail industry, the Leaders' resilience score is 45 percent more than that of an average company in that industry.



# 2020 The Labour Market Year-in-Review

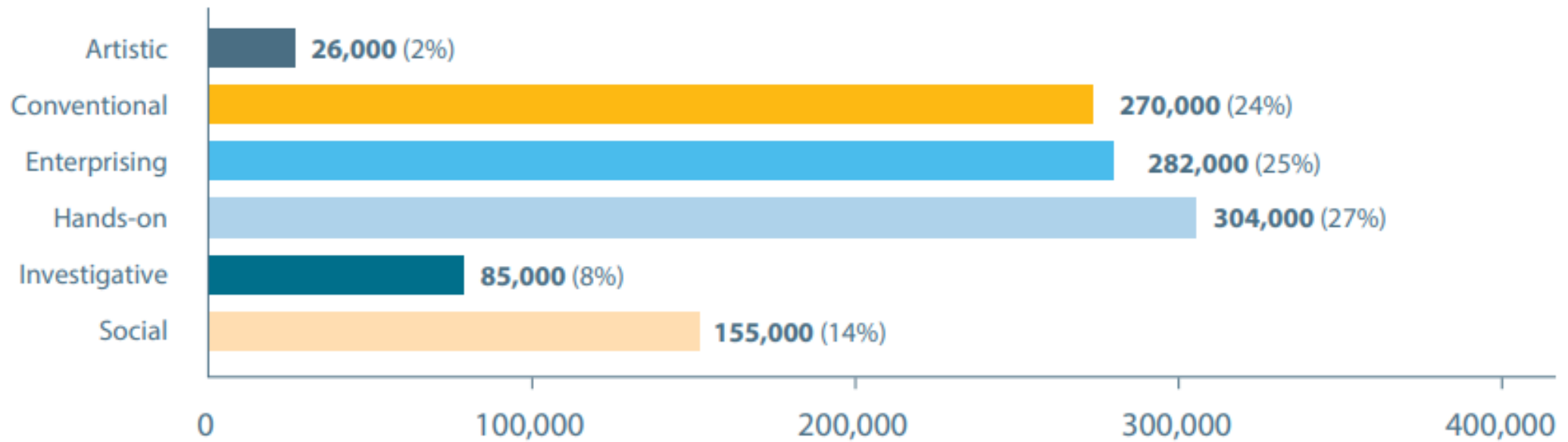
## EDUCATION AND SKILLS DEVELOPMENT



# 2020 The Labour Market Year-in-Review

## EDUCATION AND SKILLS DEVELOPMENT

JOB OPENINGS BY AREAS OF OCCUPATIONAL INTEREST | B.C. | 2019-2029

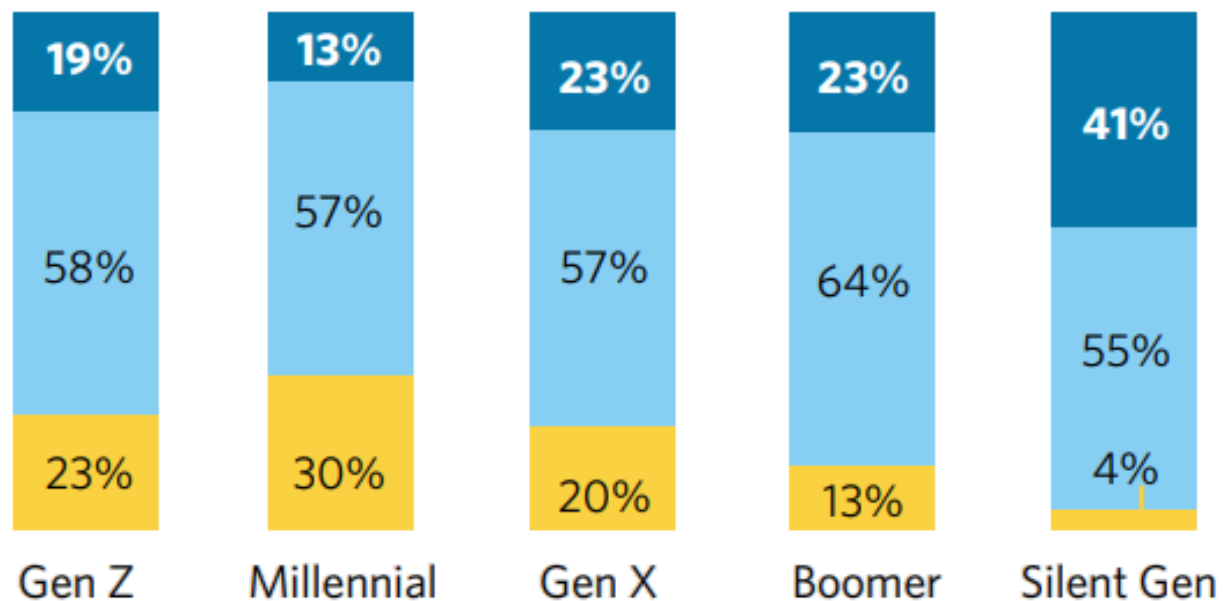


# 2020 The Labour Market Year-in-Review

## COVID AND RETIREMENTS

How well are you coping with the impacts of COVID-19?

Very well   Somewhat well   Not well



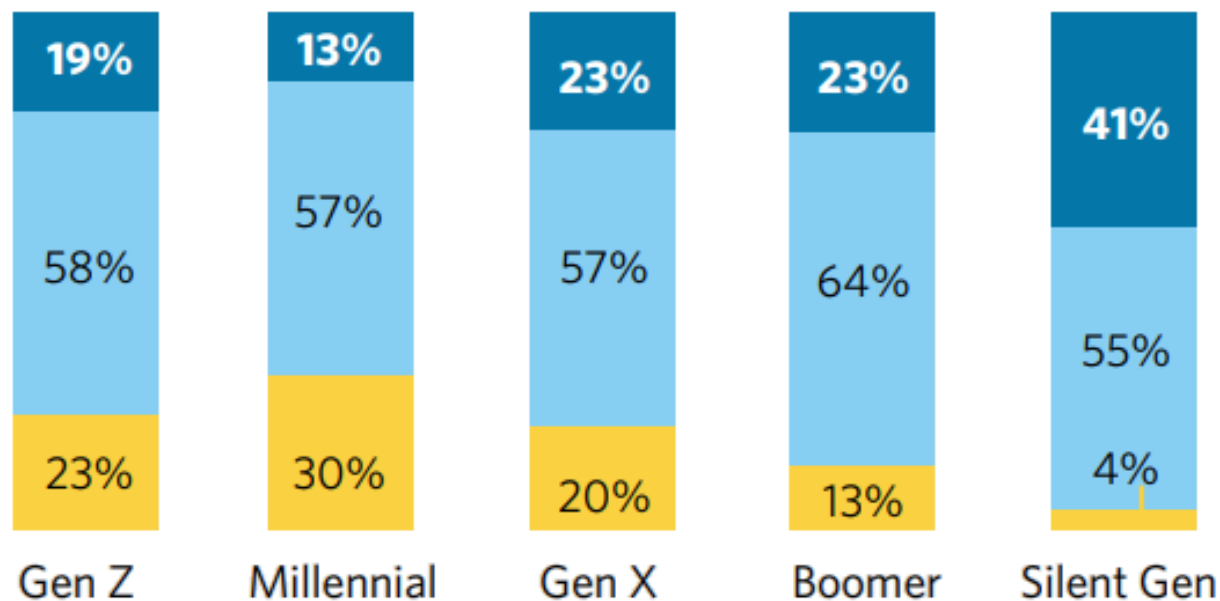
**Edward  
Jones**

# 2020 The Labour Market Year-in-Review

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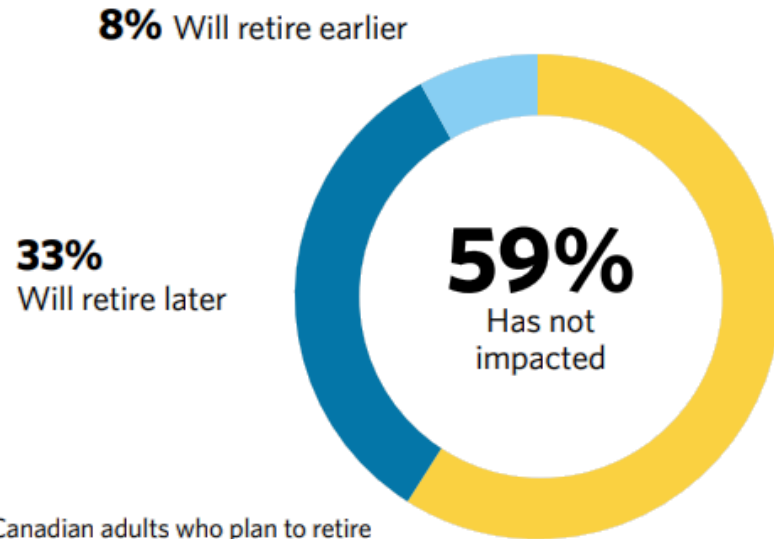


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# 2020 The Labour Market Year-in-Review

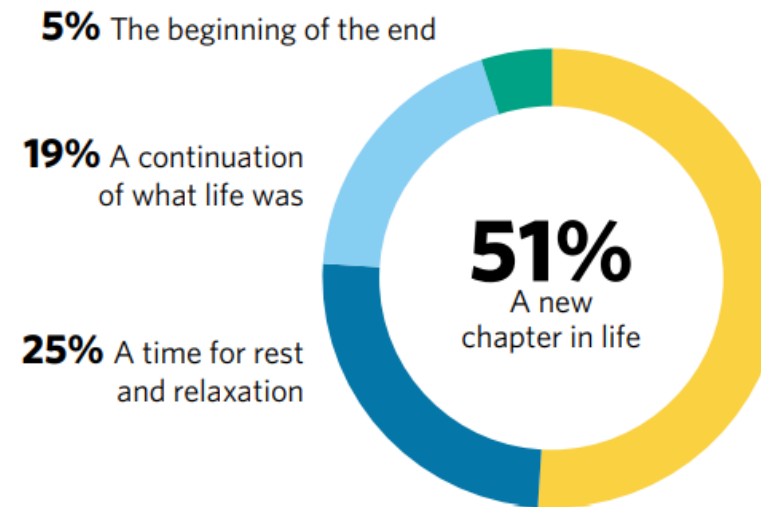
## COVID AND RETIREMENTS

### COVID-19 impact on retirement timing



Base: Canadian adults who plan to retire

### Definition of the new retirement



Base: Canadian retirees

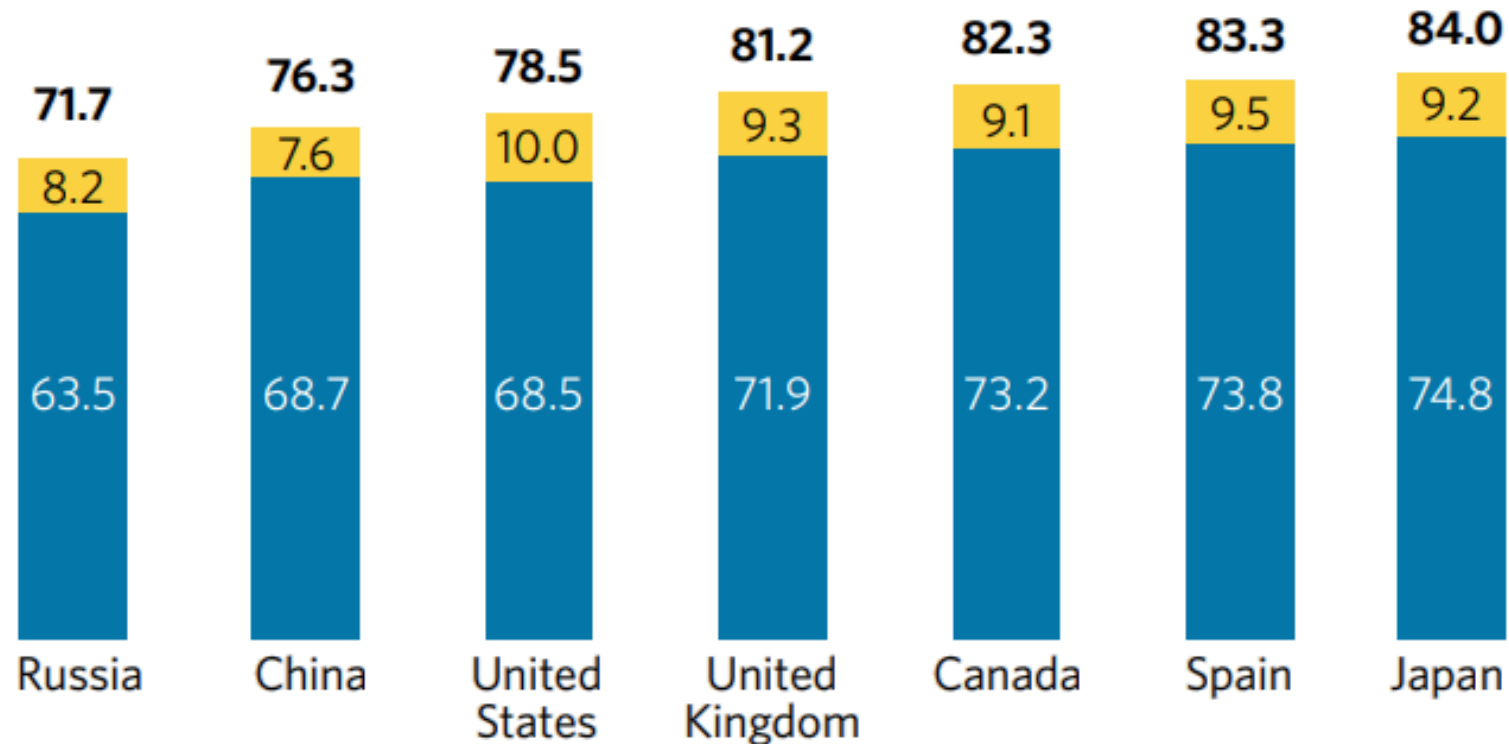
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# 2020 The Labour Market Year-in-Review

## COVID AND RETIREMENTS

### Life expectancy by country

- Expected years in poor health
- Healthy life expectancy

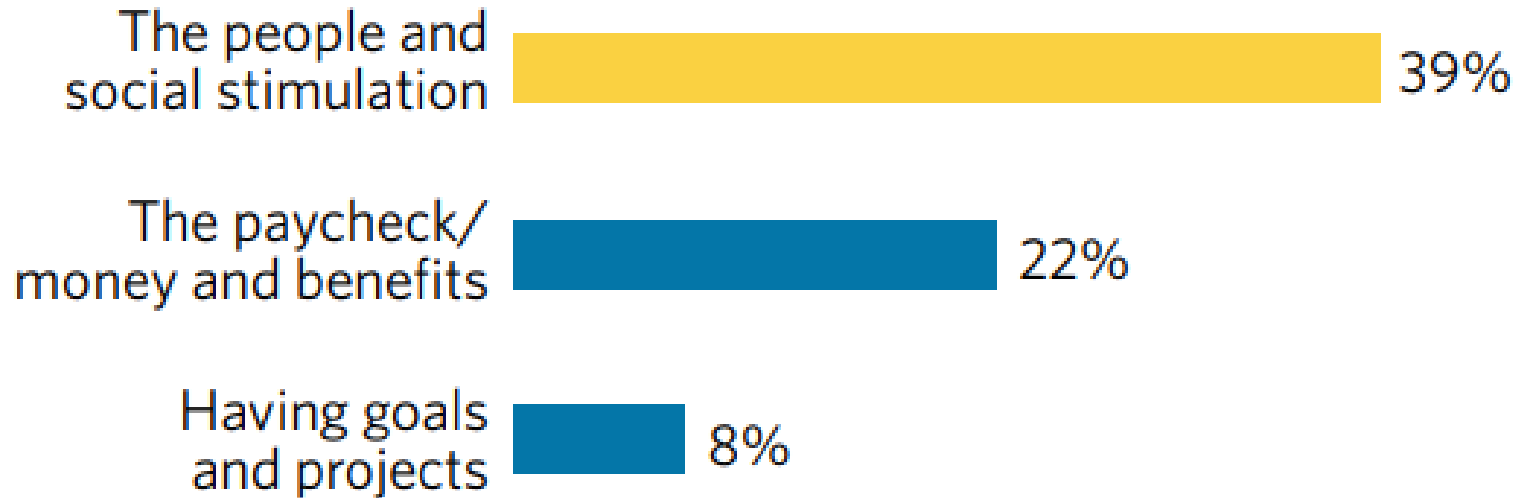


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# 2020 The Labour Market Year-in-Review

## COVID AND RETIREMENTS

### What retirees miss most about work



Base: Canadian retirees

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# 2020 The Labour Market Year-in-Review

## AUTOMATION, SKILLS DEVELOPMENT AND THE GIG ECONOMY

### Six building blocks of **systems resilience**

We have defined six key resilience building blocks that will enable a quick and reliable response to critical system vulnerabilities.

# 01

### **ELASTIC DIGITAL WORKPLACE**

Protect your people and your productivity, when you need to become fully remote overnight.

# 02

### **HYPER AUTOMATION**

Mitigate the impact of systems disruption, free up human resource capacity and streamline IT workforce management.

# 03

### **ARCHITECTURE & PERFORMANCE ENGINEERING**

Quickly resolve critical systems availability and performance issues.



# 2020 The Labour Market Year-in-Review

## AUTOMATION, SKILLS DEVELOPMENT AND THE GIG ECONOMY

### Six building blocks of **systems resilience**

We have defined six key resilience building blocks that will enable a quick and reliable response to critical system vulnerabilities.

# 04

### **CLOUD ACCELERATION & OPTIMIZATION**

Manage risk, deploy instant innovation and optimize cloud performance and cost.

# 05

### **SERVICE CONTINUITY**

Flex to support critical in-flight services or deliver new IT projects.

# 06

### **CYBERSECURITY**

Secure your customers, people and systems wherever they are.

# 2020 The Labour Market Year-in-Review

## EDUCATION AND TRAINING: CHANGES

### COVID-19 Response Measures

**StudentAid BC and the Government of Canada have introduced a number of temporary relief measures to support students during the COVID-19 pandemic. These measures include:**

- Online Program or Blended Learning Program Eligibility Policy Requirements have been waived for B.C. authorized and regulated public and private postsecondary institution online programs
- Enabling Study Periods of Less than 12 Weeks
- Doubling of Canada Student Grant Amounts

# 2020 The Labour Market Year-in-Review

## EDUCATION AND TRAINING: CHANGES

### COVID-19 Response Measures

- Removing Expected Student and Spousal Contributions from Canada Student Loan Federal Need Assessment
- Increasing the Canada Student Loan Weekly Maximum Awards
- Reporting Withdrawals from study or changing student circumstances due to the pandemic interruption does not affect students' eligibility for financial assistance
- Six-month Interest-free Moratorium on Canada Student Loan Repayment starting on March 30th
- Suspended B.C. loan repayments until September 30, 2020

# 2020 The Labour Market Year-in-Review

## EDUCATION AND TRAINING: CHANGES

### StudentAid BC Key Changes

- B.C. Access Grant for Low- and Middle-Income Students. New for Program Year 2020/21, the B.C. Access Grant will provide up-front, non-repayable financial assistance to low- and middle-income learners enrolled in eligible full- and parttime studies at B.C. public post-secondary institutions.
- The B.C. Completion Grant, the B.C. Completion Grant for Graduates (BCCG-G), and the B.C. Access Grant for Labour Market Priorities (BCAG-LMP) have been discontinued.

# 2020 The Labour Market Year-in-Review

## EDUCATION AND TRAINING: CHANGES

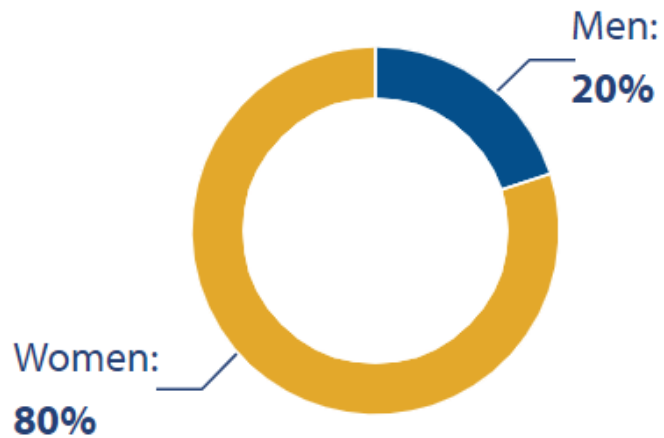
### Canada Student Loan Program Key Changes

- Exemption of new federal funding for Métis and Inuit Students
- Repayment Assistance Plan for Borrowers with a Permanent Disability (RAP - PD)
- Six-Month Medical and Parental Interest-Free and Repayment-Free Leave

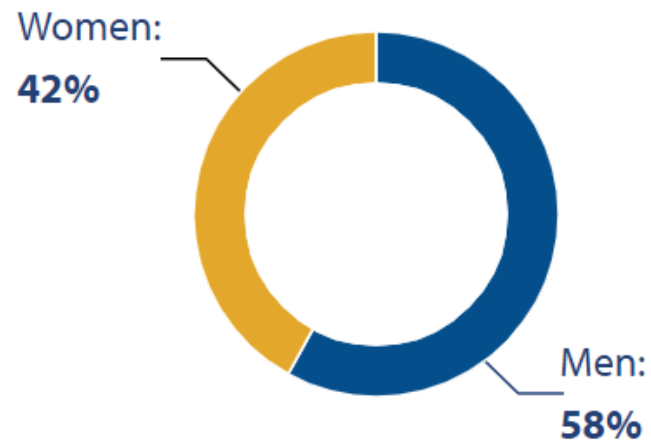
# 2020 The Labour Market Year-in-Review

## HEALTH CARE AND SOCIAL ASSISTANCE SECTOR

### HEALTH CARE GENDER BALANCE



### PROVINCIAL GENDER BALANCE



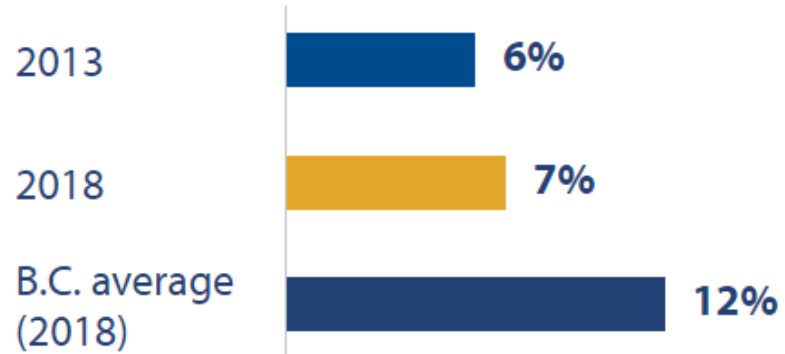
# 2020 The Labour Market Year-in-Review

## HEALTH CARE AND SOCIAL ASSISTANCE SECTOR

### HEALTH CARE

#### YOUTH EMPLOYMENT

% of employees under 25 years of age



### HEALTH CARE

#### MATURE WORKERS

% of employees 55 years and older



# 2020 The Labour Market Year-in-Review

## HEALTH CARE AND SOCIAL ASSISTANCE SECTOR

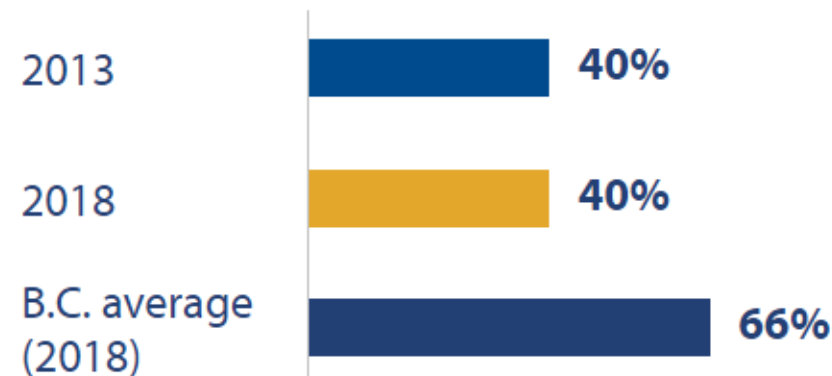
### SMALL EMPLOYERS IN HEALTH CARE

% of workers in firms less than 20 employees



### PRIVATE SECTOR IN HEALTH CARE

% of workers in private sector jobs





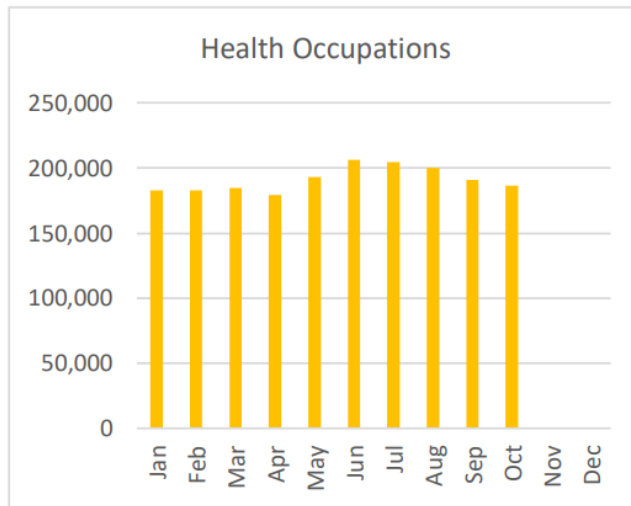
# 2020 The Labour Market Year-in-Review

## HEALTH CARE AND SOCIAL ASSISTANCE SECTOR

### 2020 EMPLOYMENT IN HEALTH CARE

NOC - 3

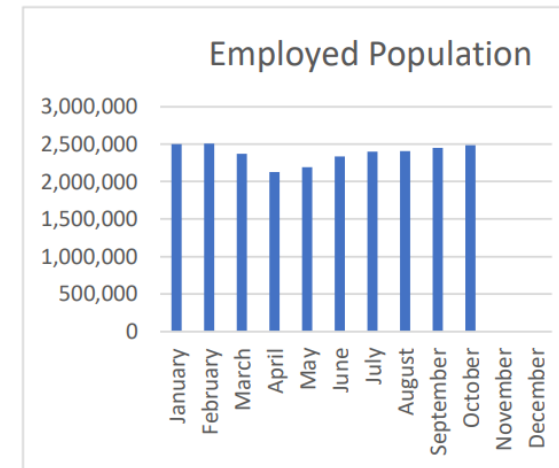
Jan	183,200
Feb	183,300
Mar	184,600
Apr	179,500
May	192,700
Jun	206,200
Jul	204,200
Aug	200,100
Sep	190,700
Oct	186,400
Nov	0
Dec	0



### 2020 EMPLOYMENT IN ALL SECTORS

Employed  
Population

January	2,505,800
February	2,510,900
March	2,376,300
April	2,128,300
May	2,197,200
June	2,340,700
July	2,404,200
August	2,407,500
September	2,453,000
October	2,487,700
November	0
December	0



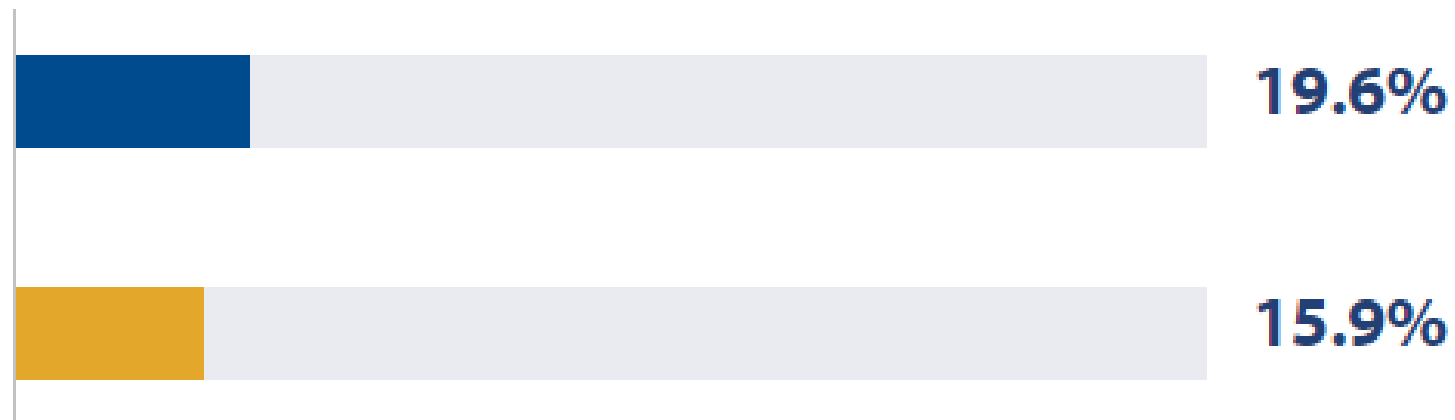
# 2020 The Labour Market Year-in-Review

## HEALTH CARE AND SOCIAL ASSISTANCE SECTOR

### LOCATION OF WORK

- % employment of this industry
- % employment of all industries

### Vancouver Island / Coast

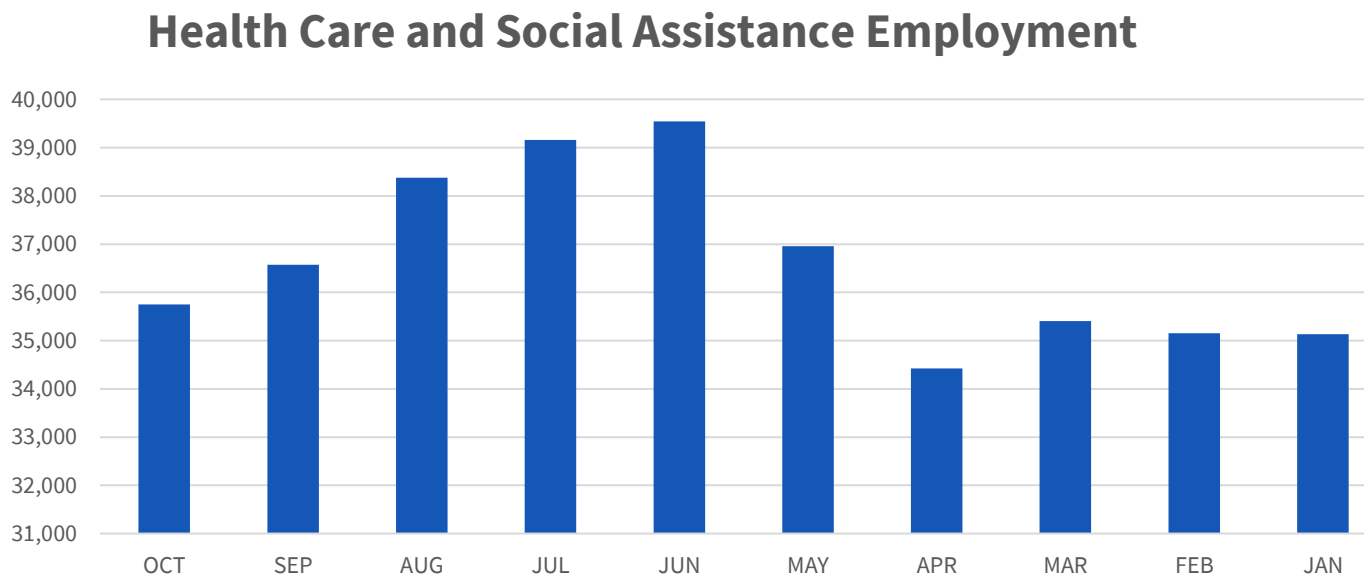


# 2020 The Labour Market Year-in-Review

## HEALTH CARE AND SOCIAL ASSISTANCE SECTOR

### VANCOUVER ISLAND 2020 EMPLOYMENT

<b>OCT</b>	35,749
<b>SEP</b>	36,573
<b>AUG</b>	38,376
<b>JUL</b>	39,162
<b>JUN</b>	39,546
<b>MAY</b>	36,957
<b>APR</b>	34,425
<b>MAR</b>	35,403
<b>FEB</b>	35,154
<b>JAN</b>	35,135

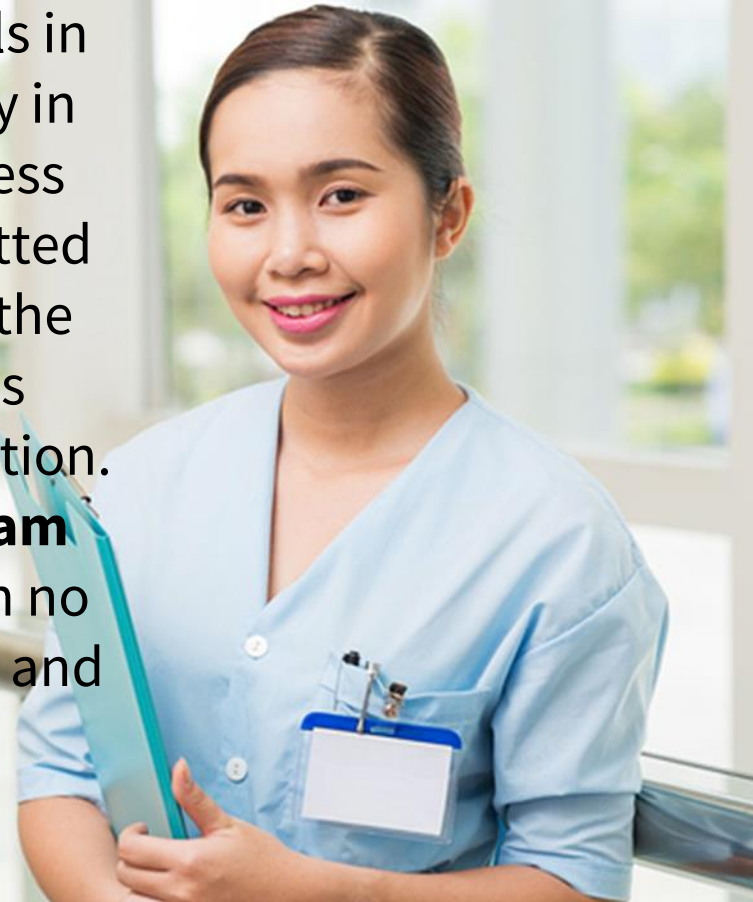


# 2020 The Labour Market Year-in-Review

## HEALTH CARE SECTOR: HCA PROGRAM

COVID has exposed huge short-falls in the health care sector, particularly in residential seniors' care. To address this the Province of BC has committed to hiring 7,000 people to support the sector. Typically, these positions require prior experience and education.

The **Health Career Access Program** provides a path for applicants with no health care experience to get hired and receive on-the-job training.



# 2020 The Labour Market Year-in-Review

## HEALTH CARE SECTOR: HCA PROGRAM



Normally, to become a health care assistant, you must complete six to eight months of post-secondary education at your own expense before you can apply for a position.

Through the Health Career Access Program, the Province will pay for your post-secondary education. New hires in the program start in a health care support worker position and receive paid training that leads to full qualification as a health care assistant. All successful program applicants must start as a health care support worker before advancing to a health care assistant position.

# 2020 The Labour Market Year-in-Review

## HEALTH CARE SECTOR: HCA PROGRAM



**Health care support worker:** Health care support workers are supervised by registered nurses or other regulated health care professionals. They provide a variety of critical non-clinical, non-direct care supports to patients and residents.

# 2020 The Labour Market Year-in-Review

## HEALTH CARE SECTOR: HCA PROGRAM



**Health Care Assistant:** Health care assistants are members of the health care team who provide personal care in a variety of health care settings including acute care hospitals, assisted living facilities, group homes, residential care and community care.

They are supervised by registered nurses or other regulated health care professionals and follow established care plans to provide personal care such as bathing, grooming, dressing, assisting with meals and oral hygiene.

# 2020 The Labour Market Year-in-Review

## HEALTH CARE SECTOR: HCA PROGRAM



### **Other Health Care Assistant Duties include:**

- Helping in the delivery of nursing care, including taking temperature, pulse and respiration readings
- Documenting information on a patient's chart
- Responding to call bells/alarms in hospital settings
- Observing and monitoring patient progress, symptoms and behavioural changes and report significant observations
- Utilizing mechanical aides (specialty beds, lifts, wheelchairs and stretchers) to transport patients
- Providing assistance with positioning, lifting and/or transferring patients using established lifting/safety techniques
- Maintaining a clean and safe environment for patients and staff



# 2020 The Labour Market Year-in-Review

## HEALTH CARE SECTOR: HCA PROGRAM



### **Other Health Care Assistant Duties include:**

- Helping in the delivery of nursing care, including taking temperature, pulse and respiration readings
- Documenting information on a patient's chart
- Responding to call bells/alarms in hospital settings
- Observing and monitoring patient progress, symptoms and behavioural changes and report significant observations
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- Maintaining a clean and safe environment for patients and staff

# 2020 The Labour Market Year-in-Review

## HEALTH CARE SECTOR: HCA PROGRAM



**The Health Career Access Program happens in three stages**

**Stage 1:** Start as a health care support worker - Qualified applicants will be invited to apply for health care support worker positions with employers in their preferred region or community

# 2020 The Labour Market Year-in-Review

## HEALTH CARE SECTOR: HCA PROGRAM



### **Stage 2: Complete basic training and onboarding**

All newly hired health care support workers must complete a provincially standardized training and onboarding program. This is provided by their employer.

Participants will be paid for their time and any course fees will be covered

# 2020 The Labour Market Year-in-Review

## HEALTH CARE SECTOR: HCA PROGRAM



### **Stage 3: Become a health care assistant**

After participants complete basic training and pass a probationary work period, they enter a structured education program to become a health care assistant they complete while they are working. The program is delivered as a partnership between a participant's employer and an established post-secondary institution. It will take about a year complete and is provided to you at no cost. On completion of the program, participants earn a recognized post-secondary credential and are eligible to register as a health care assistant.

# 2020 The Labour Market Year-in-Review

## HEALTH CARE SECTOR: HCA PROGRAM



### Submitting an expression of interest

Applicants must be prepared to provide:

1. First and last name
2. Telephone number
3. Email address
4. Postal code
5. Preferred health region (where you want to work)

The form takes about 10 minutes to complete. Qualified applicants will be contacted within 3 weeks of submission

Application: [www2.gov.bc.ca/gov/content/economic-recovery/work-in-health-care](http://www2.gov.bc.ca/gov/content/economic-recovery/work-in-health-care)

# 2020 The Labour Market Year-in-Review

## PROFILE OF THE DISABILITY POPULATION

Table 1: Canadians Living in Poverty, by Age Group, Disability Status and Disability Severity







AGE GROUP	PERSONS WITHOUT DISABILITIES	PERSONS WITH DISABILITIES <sup>7</sup>	
		Milder	More severe
15 to 24 years	16.7%	22.5%	27.6%
25 to 64 years	10.0%	14.2%	28.3%
65 years and over	6.0%	7.3%	10.4%

**SKILLSNEXT**

Skills Gaps,  
Underemployment, and  
Equity of Labour-Market  
Opportunities for Persons  
with Disabilities in Canada

# 2020 The Labour Market Year-in-Review

## PROFILE OF THE DISABILITY POPULATION






DISABILITY TYPE		WOMEN		MEN		BOTH	
Total population—aged 15 years and over		14.3M	100.0	13.7M	100.0	28M	100.0
	Pain-related*	2.4M	16.6%	1.7M	12.4%	4.1M	14.5%
	Flexibility*	1.7M	10.9%	1.2M	9.0%	2.8M	10.0%
	Mobility*	1.6M	11.2%	1.1M	7.9%	2.7M	9.6%
	Mental health-related*	1.3M	8.9%	0.8M	5.5%	2M	7.2%
	Seeing*	0.9M	6.3%	0.6M	4.5%	1.5M	5.4%
	Hearing*	0.6M	4.3%	0.7M	5.2%	1.3M	4.8%

### SKILLSNEXT

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with Disabilities in Canada

# 2020 The Labour Market Year-in-Review

## PROFILE OF THE DISABILITY POPULATION

DISABILITY TYPE		WOMEN		MEN		BOTH	
	Dexterity*	0.8M	5.5%	0.5M	3.6%	1.3M	4.6%
	Learning	0.6M	3.9%	0.6M	4.0%	1.1M	3.9%
	Memory*	0.6M	4.0%	0.5M	3.5%	1M	3.8%
	Developmental*	0.1M	0.9%	0.2M	1.4%	0.3M	1.1%
	Unknown	0.08M	0.5%	0.08M	0.6%	0.2M	0.6%

### SKILLSNEXT

Skills Gaps,  
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with Disabilities in Canada



# 2020 The Labour Market Year-in-Review

## PROFILE OF THE DISABILITY POPULATION

**Table 3: Prevalence of Disability by Severity and Sex (15 Years of Age and Over)**

Note: Figures rounded to nearest thousand or million. The sum of the values for each category may differ from the total due to rounding.

GLOBAL SEVERITY CLASS	WOMEN		MEN		BOTH	
<b>Total</b>	<b>3.5M</b>	<b>100.0</b>	<b>2.8M</b>	<b>100.0</b>	<b>6.3M</b>	<b>100.0</b>
Mild*	1.3M	35.8%	1.1M	39.0%	2.3M	37.2%
Moderate	0.7M	19.3%	0.6M	20.6%	1.2M	19.9%
Severe*	0.8M	21.7%	0.5M	19.5%	1.3M	20.7%
Very severe*	0.8M	23.1%	0.6	20.9%	1.4M	22.1%

\* Significant difference in percentage between women and men at  $p < .05$

Source: Morris et al. (2018) with data from Statistics Canada's Canadian Survey on Disability, 2017.

**SKILLSNEXT**

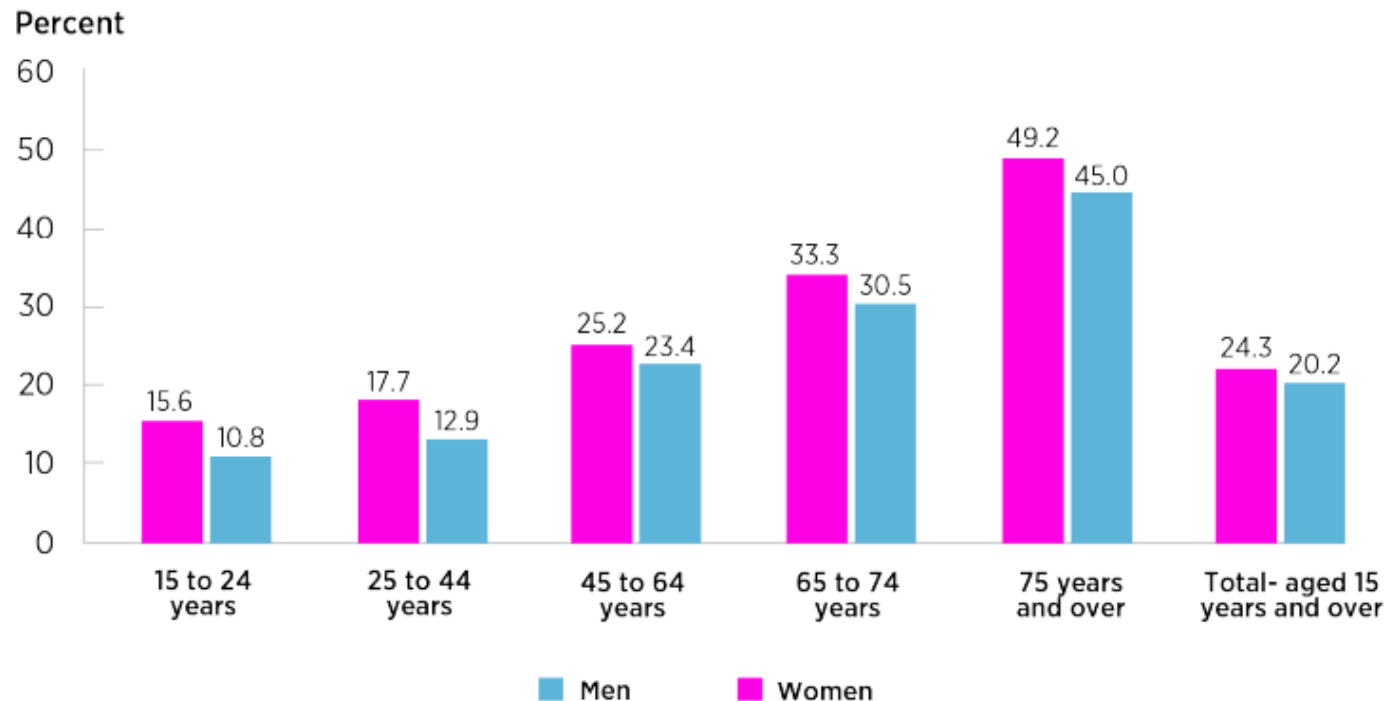
**Skills Gaps,  
Underemployment, and  
Equity of Labour-Market  
Opportunities for Persons  
with Disabilities in Canada**

# 2020 The Labour Market Year-in-Review

## PROFILE OF THE DISABILITY POPULATION

Figure 1: Disability Prevalence by Age Group and Sex (15 Years of Age and Over)

Note: Differences between women and men are significantly different for all age groups ( $p < 0.05$ ).



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Underemployment, and  
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Opportunities for Persons  
with Disabilities in Canada

# 2020 The Labour Market Year-in-Review

## PROFILE OF THE DISABILITY POPULATION

Table 4: Median Employment Income by Disability Status, Disability Severity, Age Group and Sex (15 Years of Age and Over)

DISABILITY STATUS	AGED 15 TO 64 YEARS*		AGED 65 YEARS AND OVER**	
	Women	Men	Women	Men
Dollars				
Persons without disabilities	\$33,882	\$47,256	\$24,570	\$37,723
<b>Persons with disabilities</b>				
Milder	\$31,109	\$45,031	\$23,802	\$34,023
More severe	\$22,867	\$28,336	\$19,805	\$29,144

\* Median employment income (>0) by severity, age, and gender

\*\* Median total before-tax income (>0) for those aged 65+, by severity and gender

Source: Statistics Canada. (2017). Canadian Survey on Disability.

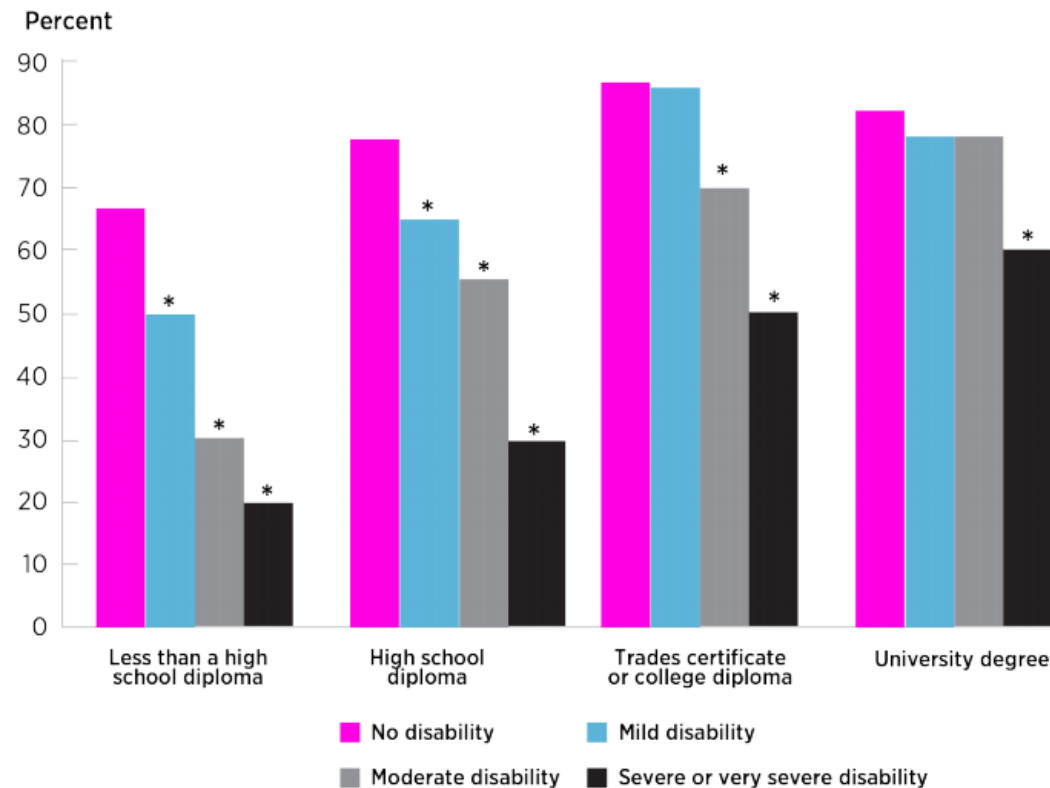
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# 2020 The Labour Market Year-in-Review

## PROFILE OF THE DISABILITY POPULATION

Figure 2: Employment Rate by Education Level and Severity, Adjusted for Age



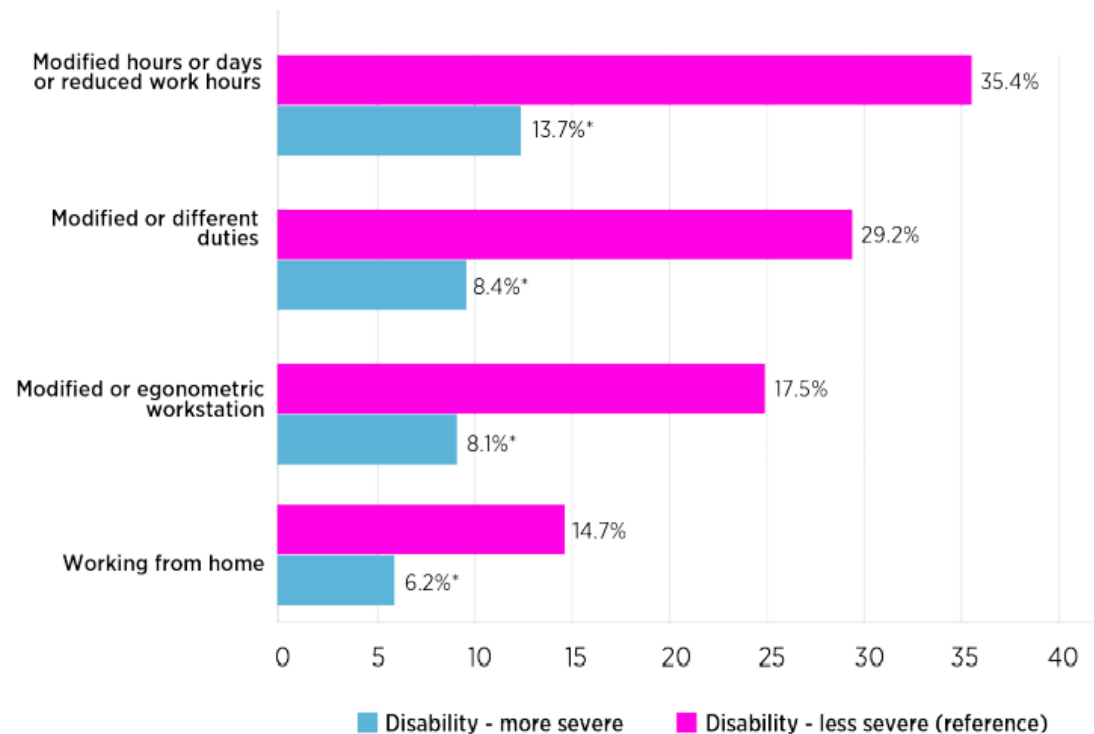
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# 2020 The Labour Market Year-in-Review

## PROFILE OF THE DISABILITY POPULATION

Figure 3: Most Commonly Required Accommodations for Employees with Disabilities (from 25 to 64 Years of Age) by Disability Severity



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Equity of Labour-Market  
Opportunities for Persons  
with Disabilities in Canada

# 2020 The Labour Market Year-in-Review

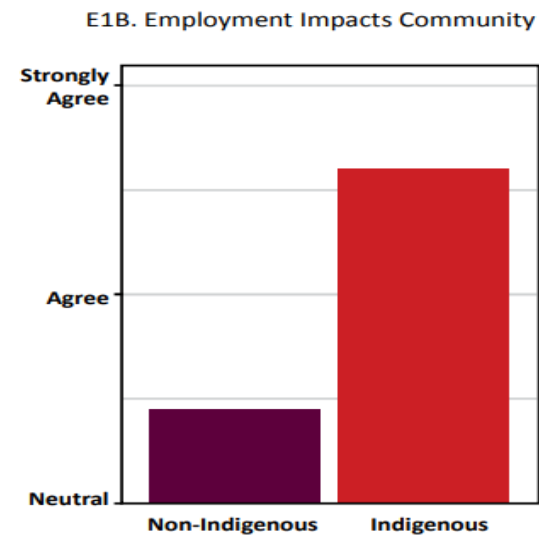
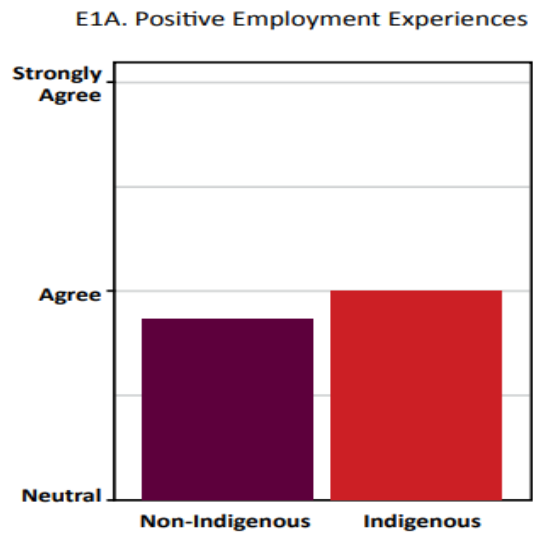
**LABOUR MARKET RESEARCH: [BCCPA.CA](http://BCCPA.CA)**



# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: BCCPA.CA

### Perceived BBF Employment Experiences by Employer Type



# 2020 The Labour Market Year-in-Review

## INDIGENOUS EDUCATION AND EMPLOYMENT SUCCESS

Table 1: Indigenous Self-Employment Rates by Province and Territory

Province or Territory	Self-Employment Rate (all ages)	Per cent of Total Self-Employed
Ontario	7.66%	23.46%
British Columbia	9.46%	20.75%
Alberta	8.39%	16.70%
Quebec	10.25%	15.13%
Manitoba	5.83%	8.69%
Atlantic Provinces	6.74%	6.80%
Saskatchewan	6.20%	6.72%
Northwest Territories	4.21%	0.67%
Yukon	7.89%	0.54%
Nunavut	3.03%	0.54%
Canada	7.20% (Median)	100%





# 2020 The Labour Market Year-in-Review

## INDIGENOUS EDUCATION AND EMPLOYMENT SUCCESS

Table 3: Top 5 Industries of Self-Employed Former BBF Recipients and Age-Adjusted Self-Employed Indigenous Workers in Canada by NAICS

Industry NAICS	Self-Employed (all BBF recipients)	Self-Employed (age-adjusted)
Health care and social assistance	45 %	11.49%
Arts, entertainment and recreation	25%	5.16%
Educational services	13.75%	1.91%
Professional, scientific and technical services	6.25%	10.42%
Construction	5%	19.83%
<b>Total</b>	<b>95%</b>	<b>48.81%</b>



# 2020 The Labour Market Year-in-Review

## INDIGENOUS EDUCATION AND EMPLOYMENT SUCCESS

Table 4: Top 5 Industries of BBF Employment by Sector\* and Employer Type, Canada

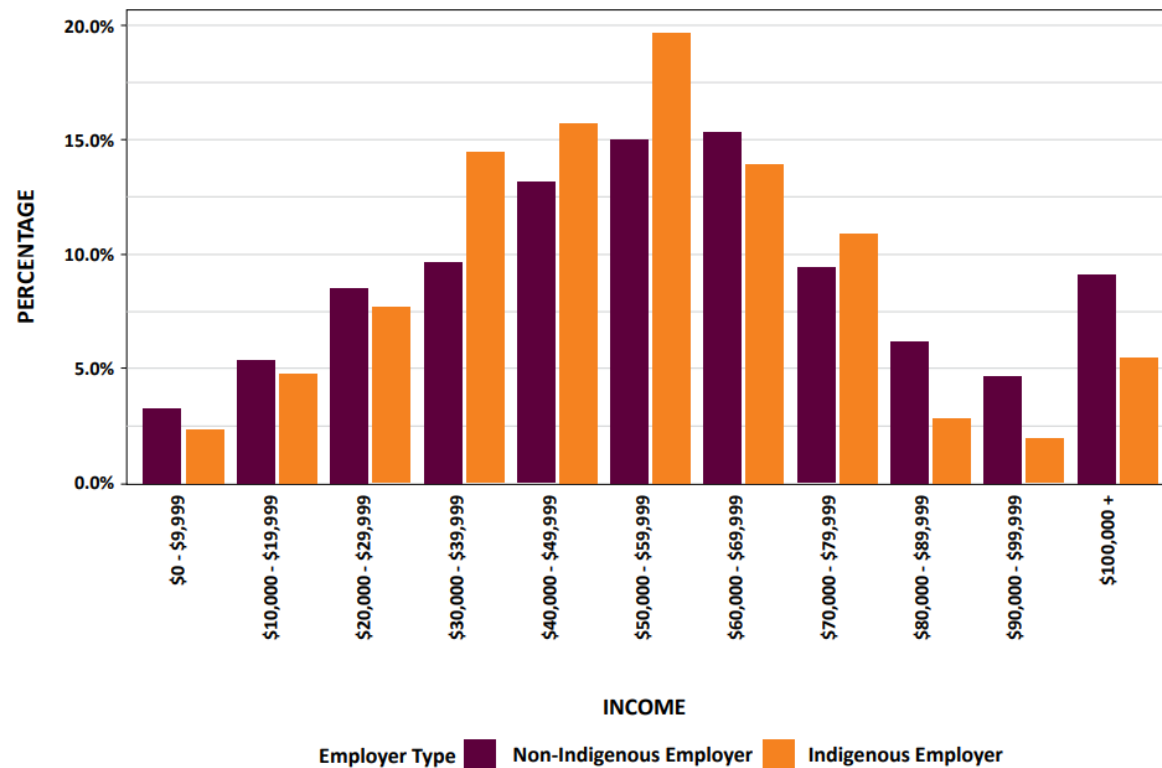
BBF Employer Industry (NAICS)	Indigenous		Non-Indigenous
	Private Sector	All Employed	All Employed
Health care and social assistance	20%	32.91%	37.86%
Professional, scientific and technical services	16.92%	5.10%	6.04%
Arts, entertainment and recreation	15.38%	5.61%	5.33%
Educational services	12.31%	30.36%	26.92%
Mining, quarrying, and oil and gas extraction	7.69%	1.53%	3.05%
<b>Total</b>	<b>72.30%</b>	<b>75.51%</b>	<b>79.20%</b>



# 2020 The Labour Market Year-in-Review

## INDIGENOUS EDUCATION AND EMPLOYMENT SUCCESS

Figure 2: Income of BBF Recipients Employed by Non-Indigenous vs Indigenous Employers



# 2020 The Labour Market Year-in-Review

**BRITISH COLUMBIA: BCCPA.CA**

2.39 M TOTAL JOBS ↓ -6.6%

↓ 20,900 PART-TIME

↓ 148,700 FULL-TIME

60.8% ♂ AND 53.6% ♀

ARE CURRENTLY WORKING



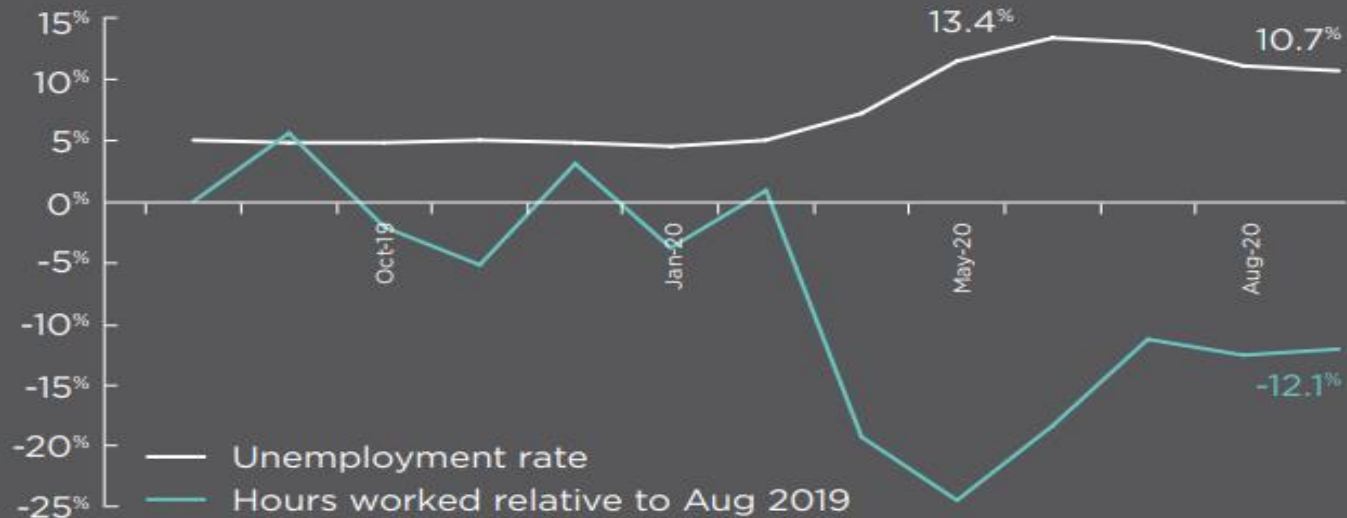
# 2020 The Labour Market Year-in-Review

## BRITISH COLUMBIA: BCCPA.CA



### UNEMPLOYMENT

BC's unemployment rate hit record levels not seen since the 1990s in May. Although it has been improving since, BC's unemployment rate remains well above previous years, and the total number of hours worked remains down 12.1% compared to last August.



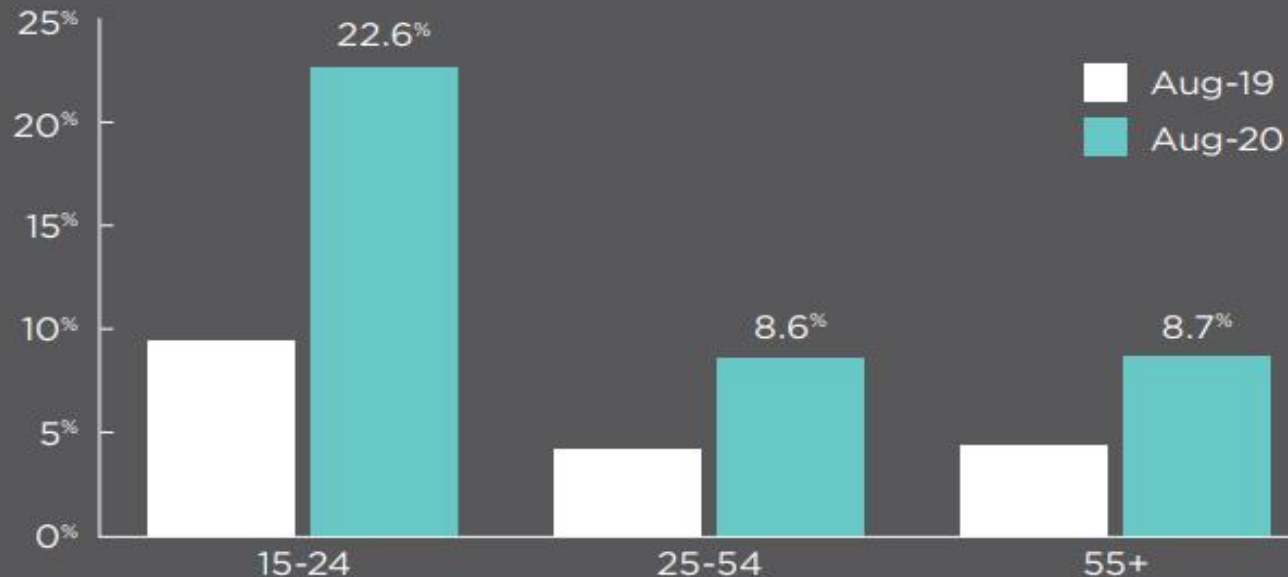
# 2020 The Labour Market Year-in-Review

## BRITISH COLUMBIA: BCCPA.CA



### YOUTH UNEMPLOYMENT

With widespread job cuts across industries throughout the province, BC's young workers, who usually hold low wage part-time positions, were the most affected by the COVID-19 pandemic. Nearly one-in-four young workers were unable to find work.



# 2020 The Labour Market Year-in-Review

## BRITISH COLUMBIA: BCCPA.CA

### Goods Sector

For the first time in 10 years, BC's construction industry experienced a protracted decline in employment as housing starts/upgrades slowed. Employment in natural resources was also down considerably as commodity prices and global demand weakened.

↓2.6% TO 469,300 jobs

#### TOTAL JOBS (% CHANGED)

CONSTRUCTION	215,500 (↓8.3%)
NATURAL RESOURCES	40,000 (↓7.6%)
MANUFACTURING	161,200 (↓1.4%)



# 2020 The Labour Market Year-in-Review

## BRITISH COLUMBIA: BCCPA.CA

### Service Sector

At the lowest point, one in every two hospitality jobs were displaced due to the pandemic. While it has rebounded, some industries continue to struggle, especially those that require close human interaction or working in physical spaces.

↓7.6% to 1.92 million jobs

#### TOTAL JOBS (% CHANGED)

INFORMATION, CULTURE & RECREATION 93,000 (↓31.6%)

BUSINESS & BUILDING SUPPORT\* 89,100 (↓18.0%)

OTHER SERVICES\* 104,500 (↓13.3%)





# 2020 The Labour Market Year-in-Review

**VANCOUVER ISLAND: BCCPA.CA**



## EMPLOYMENT

The Vancouver Island/Coast saw its total employment fall by 16,600 jobs in Summer 2020. The decline was the same in Greater Victoria and the rest of the Island, but concentrated in different industries.

## TOTAL EMPLOYMENT

↓ 4.1% to 383,600 jobs

## EMPLOYMENT TYPE

↓ 3,700 PART-TIME

↓ 12,900 FULL-TIME

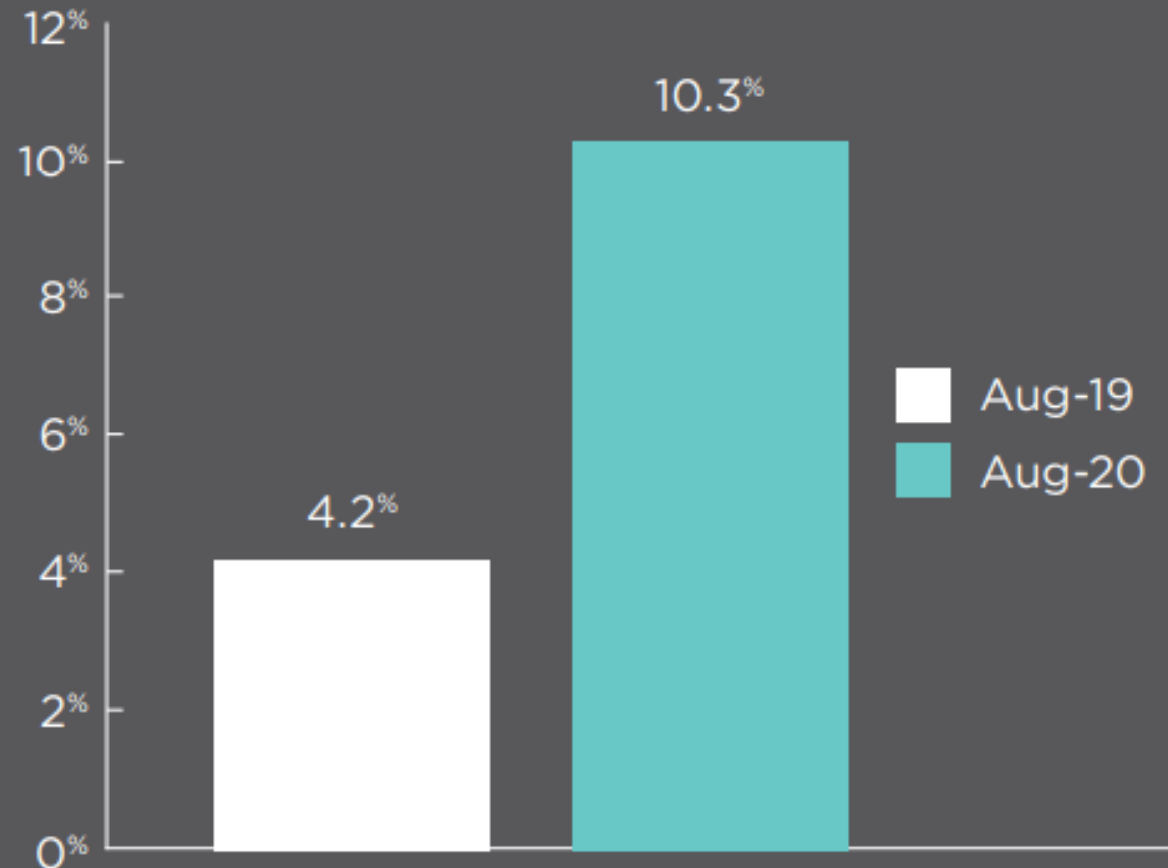
# 2020 The Labour Market Year-in-Review

**VANCOUVER ISLAND: BCCPA.CA**



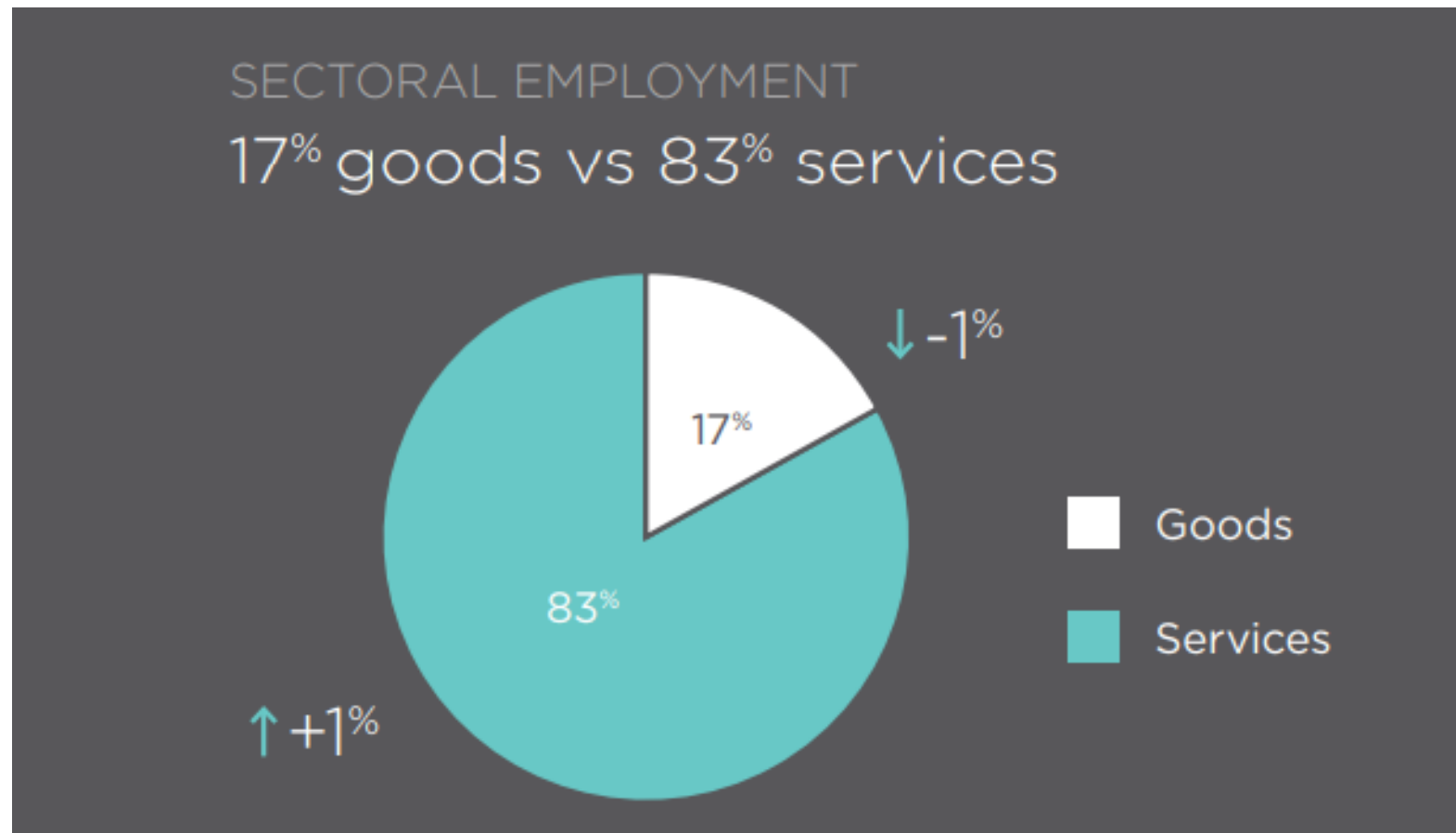
## UNEMPLOYMENT RATE

The COVID-19 pandemic pushed the region's unemployment rate up 6.1 percentage points to 10.3%. However, with the region's overall stable economy, the rate remains one of BC's lowest unemployment rates.



# 2020 The Labour Market Year-in-Review

**VANCOUVER ISLAND: BCCPA.CA**



# 2020 The Labour Market Year-in-Review

## VANCOUVER ISLAND: BCCPA.CA



### INDUSTRY DISRUPTION

The Vancouver Island/Coast as a whole has seen some service industries continue to struggle, in particular those related to tourism. Greater Victoria's job losses were entirely concentrated in the service sector, while the rest of the region saw weakness in goods sector employment. The decline was the same in Greater Victoria and the rest of the Island, but concentrated in different industries.

#### TOTAL JOBS (% CHANGED)

OTHER SERVICES*	14,100 (↓33.2%)
ACCOMMODATION & FOOD	24,800 (↓22.0%)
INFORMATION, CULTURE & RECREATION	14,200 (↓21.1%)

# 2020 The Labour Market Year-in-Review

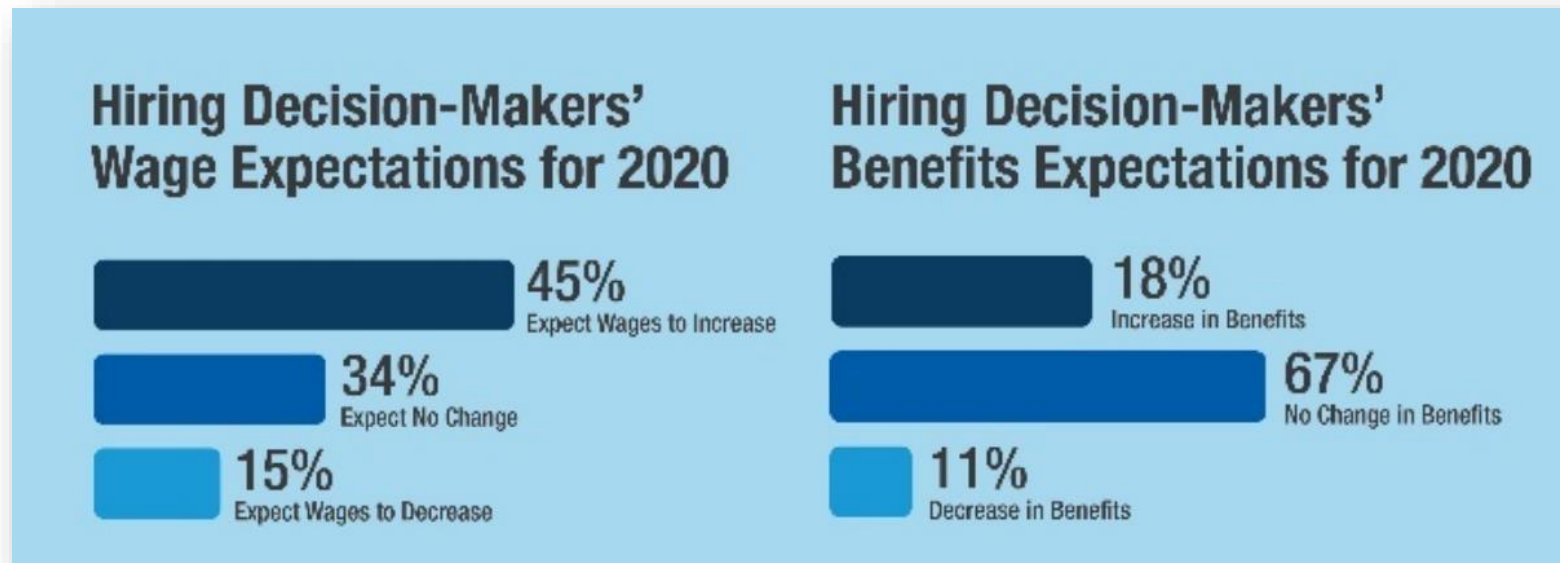
## LABOUR MARKET RESEARCH: IPSOS

### Disruptions to Canadians' Work Situation Due to COVID-19

	Sept 2020	Δ (June 2020)
I am working reduced hours or receiving reduced pay	<b>15%</b>	-2%
Someone else in my household has lost their job	<b>14%</b>	-
I have personally lost my job	<b>13%</b>	-3%
Someone else in my household is working reduced hours or receiving reduced pay	<b>9%</b>	-
I am receiving CERB as a result of having lost my job	<b>7%</b>	-3%
Someone else in my household is receiving CERB as a result of having lost their job	<b>7%</b>	-1%
I will apply for the recently announced additional COVID-related benefits <i>(i.e. Canada Recovery Benefit, Canada Recovery Sickness Benefit, and Canada Recovery Caregiving Benefit)</i>	<b>3%</b>	N/A
I am a small business owner and have had to temporarily close as a result of COVID-19	<b>2%</b>	-1%
I am a small business owner receiving government support	<b>1%</b>	-1%
None of the above	<b>57%</b>	+3%

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: EMPLOYMENT EXPRESS



Uncertainty about the economy stemming from the COVID-19 pandemic appears to be taking its toll on wage increases. Compared to 2019, fewer than half of Canadian hiring decision-makers (45%) expect wages to increase in 2020.

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: INDEED HIRING LAB



### Key points:

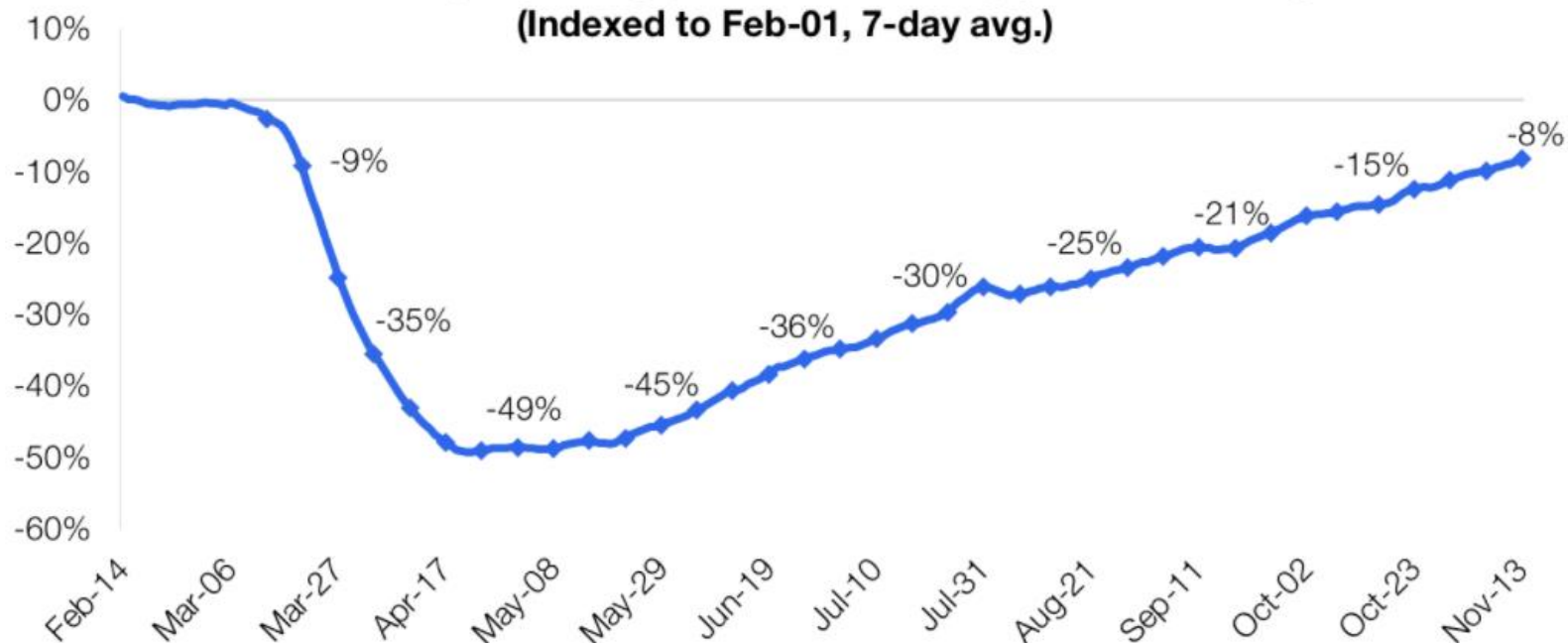
- As of November 13, total job postings on Indeed Canada stood 8% below last year's trend, a decent improvement from the week prior.
- The total posting gap has narrowed six percentage points in the past month, as job postings have held steady at a time when they're typically falling
- New job postings, which can be volatile, edged up to 9% above last year's trend.

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: INDEED HIRING LAB

Canadian job postings continue to recover

**Indeed Canada total job postings, 2020 vs. 2019 % gap in trend through Nov. 13**  
(Indexed to Feb-01, 7-day avg.)



Source: Indeed



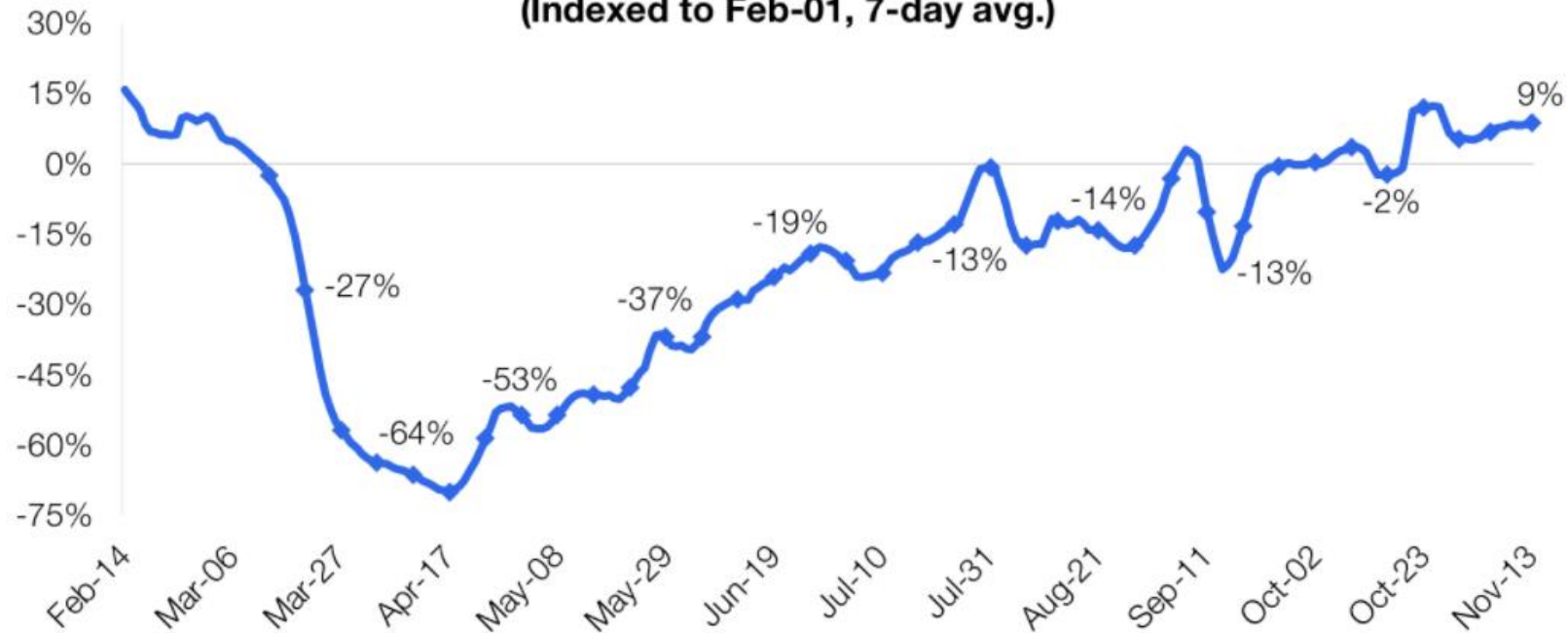


# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: INDEED HIRING LAB

New job posting trend back to normal

**Indeed Canada new job postings, 2020 vs. 2019 % gap in trend through Nov. 13**  
(Indexed to Feb-01, 7-day avg.)



New postings defined as those on Indeed 7 days or less  
Source: Indeed



# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: INDEED HIRING LAB

Pandemic-exposed sectors lagging posting recoveries elsewhere

### Indeed Canada total job postings:

#### 2020 vs. 2019 % gap in trend through Nov. 13 (7-day avg.)

Sector	% gap in trend	ppt. chg since Oct. 16
<i>Smaller gap than average</i>		
Production & Manufacturing	+4	+6
Customer Service	+2	+9
Driving	0	+9
Software Development	-2	+6

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: INDEED HIRING LAB

Pandemic-exposed sectors lagging posting recoveries elsewhere

**Indeed Canada total job postings:**

**2020 vs. 2019 % gap in trend through Nov. 13 (7-day avg.)**

Sector	% gap in trend	ppt. chg since Oct. 16
<i>Gap similar to economy average</i>		
Human Resources	-6	+10
Administrative Assistance	-7	+7
Installation & Maintenance	-8	+5
Management	-8	+7

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: INDEED HIRING LAB

Pandemic-exposed sectors lagging posting recoveries elsewhere

### Indeed Canada total job postings:

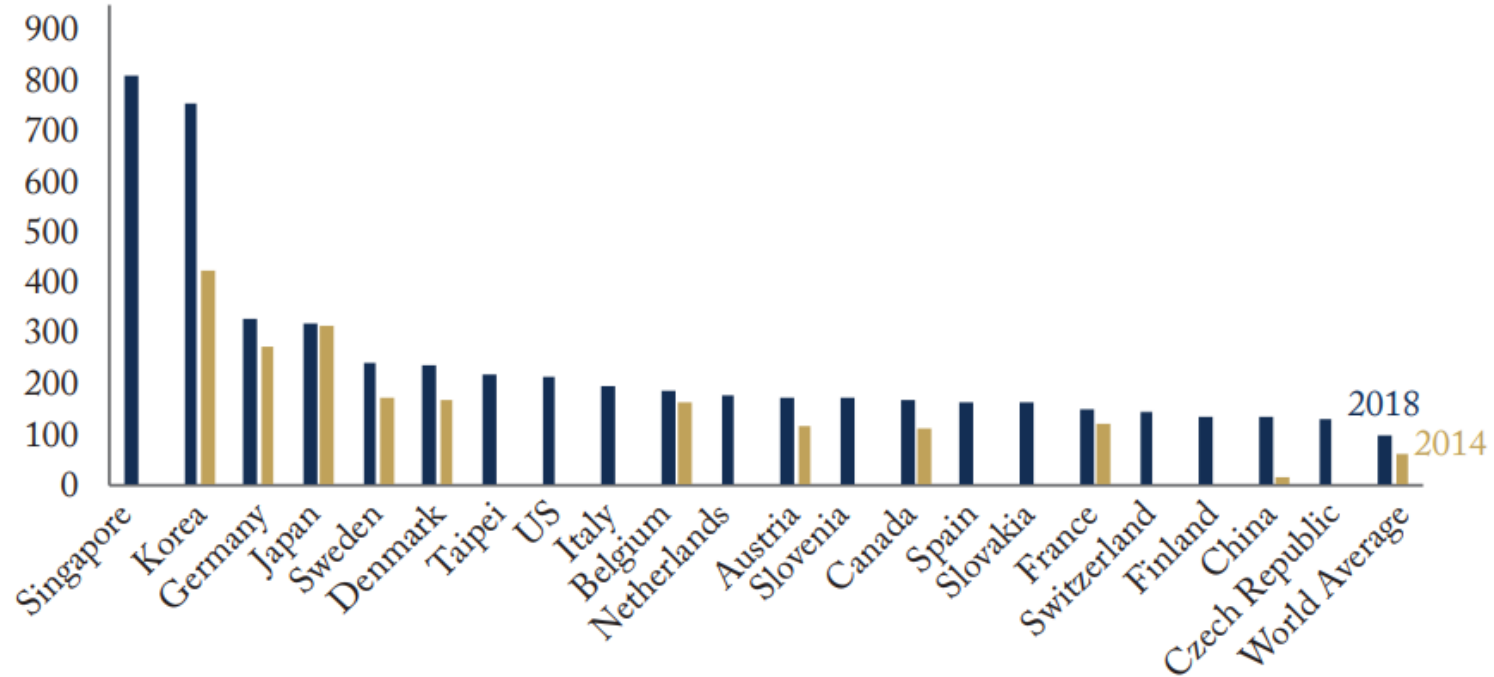
**2020 vs. 2019 % gap in trend through Nov. 13 (7-day avg.)**

Sector	% gap in trend	ppt. chg since Oct. 16
<i>Wider gap than average</i>		
Legal	-16	+6
Accounting	-19	+5
Food Preparation & Service	-35	+3
Sports	-43	-5

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: CD Howe Institute

Density (robots per 10,000 employees)



# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: CD Howe Institute

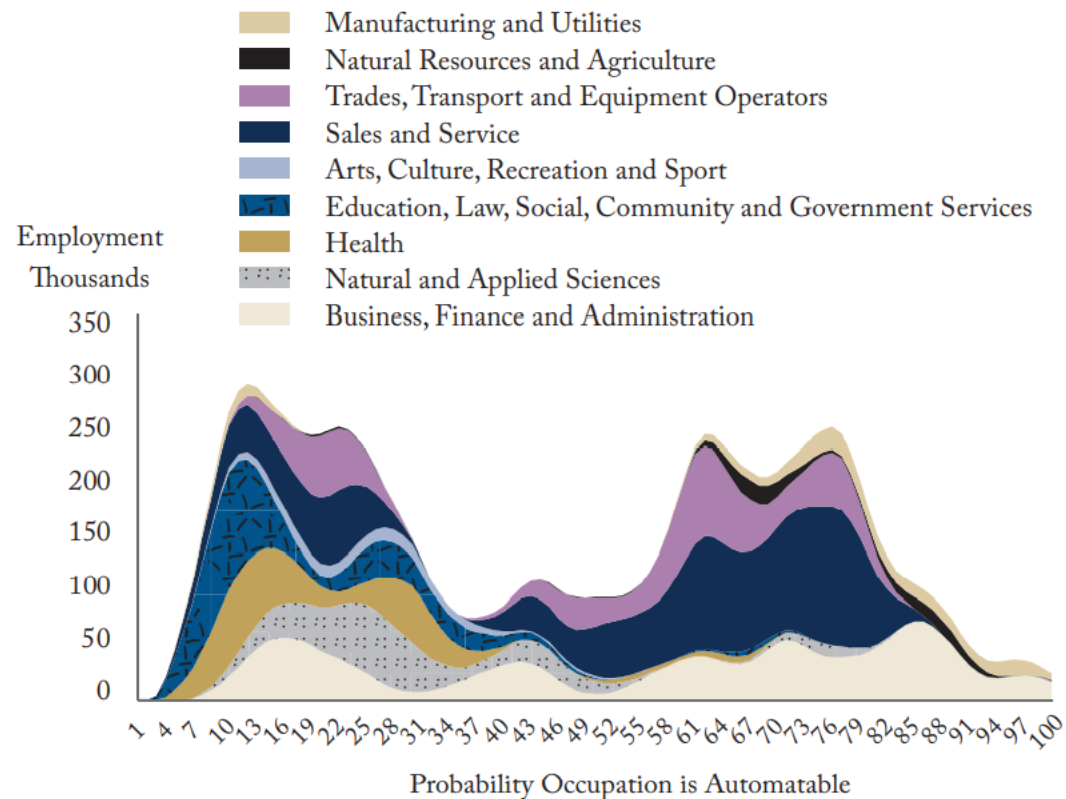
Table 2: Employment Susceptibility to Automation by Occupation Type (2019)

	Average Risk of Automation (percent)	Share of Total Employment (percent)
Natural Resources and Agriculture	74	2.9
Manufacturing and Utilities	70	5.1
Business, Finance and Administration	57	17.5
Sales and Service	54	27.2
Trades, Transport and Equipment Operators	52	15.9
Natural and Applied Sciences	32	8.6
Arts, Culture, Recreation and Sport	26	3.1
Health	22	7.8
Education, Law, Social, Community and Government Services	19	11.9

# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: CD Howe Institute

### Employment Automation Risk, by Occupation Type (2019)



# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: CD Howe Institute

Table 4: Automation Risk by Age and Occupation Type

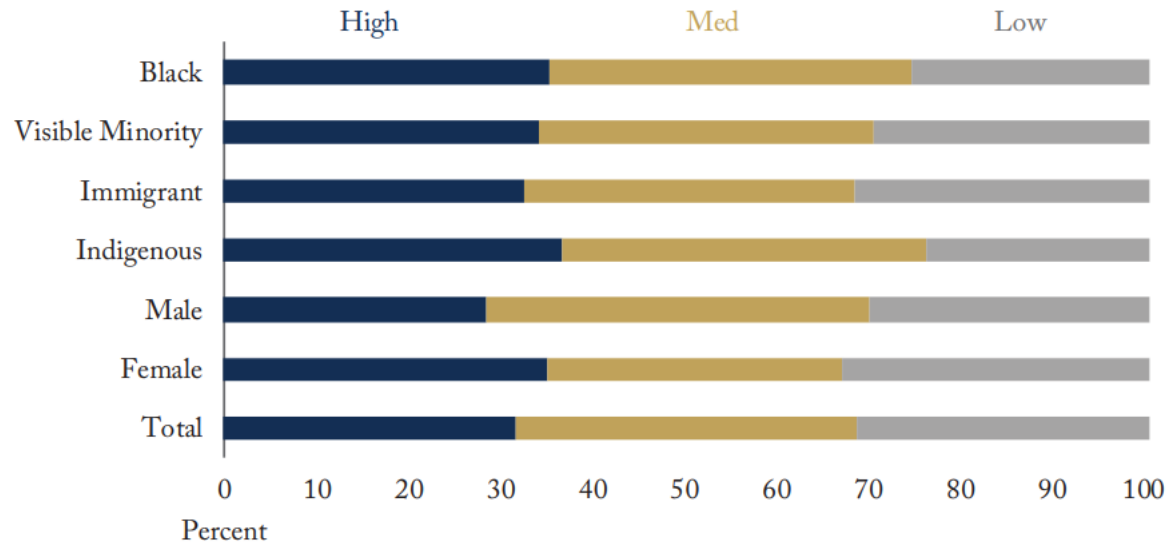
	Average Risk (percent)	Difference from Average by Age				Total Employment (2019) (percent)
		15-to-24 years	25-to-54 years	55-to-64 years	65 + years	
Education, Law, Social, Community and Government Services	18.8	5.2	-0.3	-0.5	-1.1	11.9
Health	24.0	5.8	-0.2	0.1	-3.2	7.8
Arts, Culture, Recreation and Sport	29.2	-2.6	-0.3	-0.8	5.5	3.1
Natural and Applied Sciences	31.2	5.2	-0.7	-0.6	0.8	8.6
Trades, Transport and Equipment Operators	58.4	3.7	-0.8	4.9	1.5	15.9
Sales and Service	59.2	7.1	-3.4	-4.2	-0.3	27.2
Business, Finance and Administration	61.1	7.9	-2.1	-9.3	3.8	17.5
Manufacturing and Utilities	67.0	8.8	-1.4	1.0	-1.7	5.1
Natural Resources and Agriculture	77.5	-1.3	-2.6	4.4	8.5	2.9



# 2020 The Labour Market Year-in-Review

## LABOUR MARKET RESEARCH: CD Howe Institute

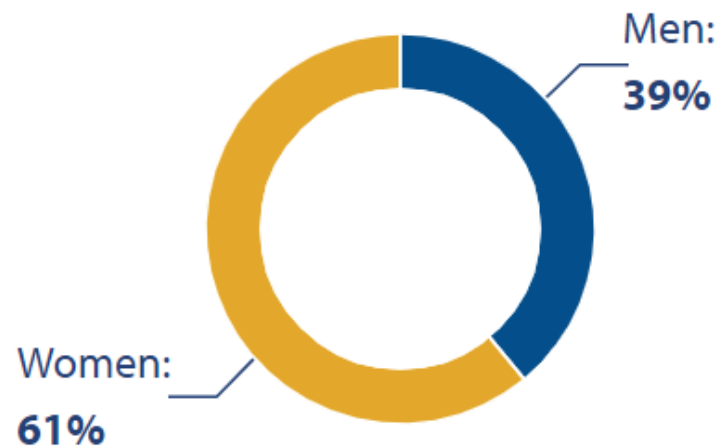
Figure 9: Automation Risk, Individual Characteristics



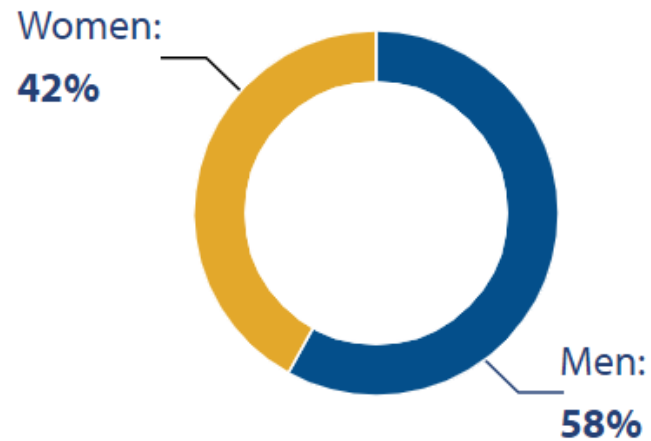
# 2020 The Labour Market Year-in-Review

## ACCOMMODATION AND HOSPITALITY SECTOR

### ACC & HOSP GENDER BALANCE



### PROVINCIAL GENDER BALANCE



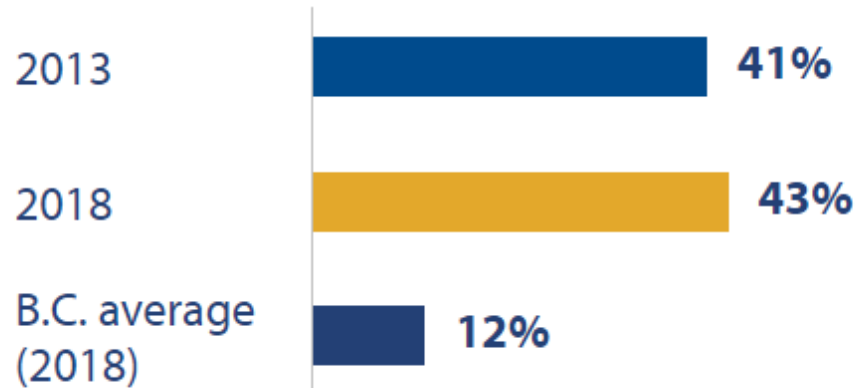
# 2020 The Labour Market Year-in-Review

## ACCOMMODATION AND HOSPITALITY SECTOR

### ACC & HOSP

#### YOUTH EMPLOYMENT

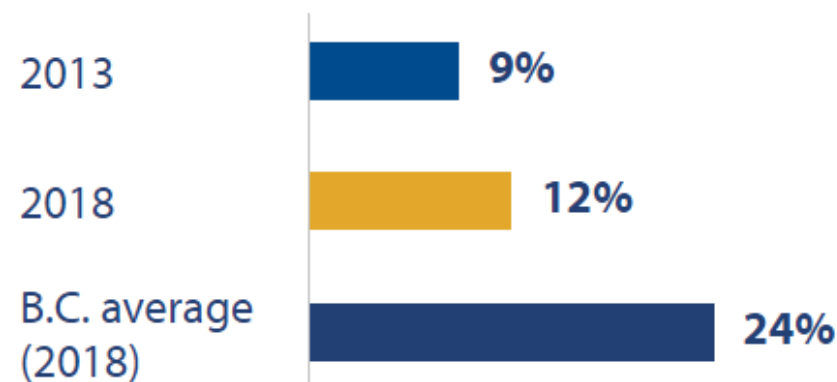
% of employees under 25 years of age



### ACC & HOSP

#### MATURE WORKERS

% of employees 55 years and older

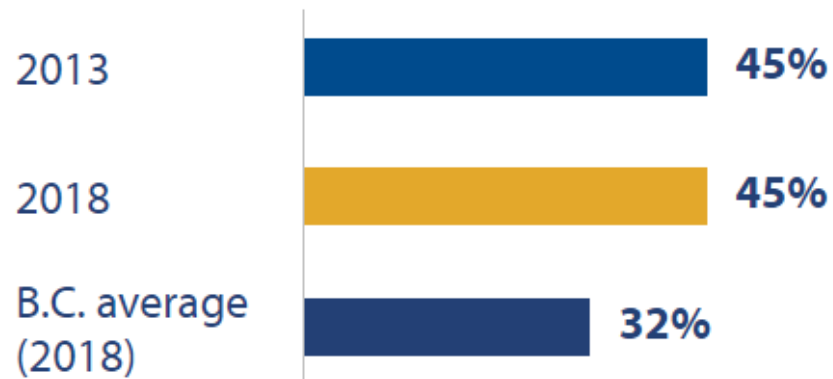


# 2020 The Labour Market Year-in-Review

## ACCOMMODATION AND HOSPITALITY SECTOR

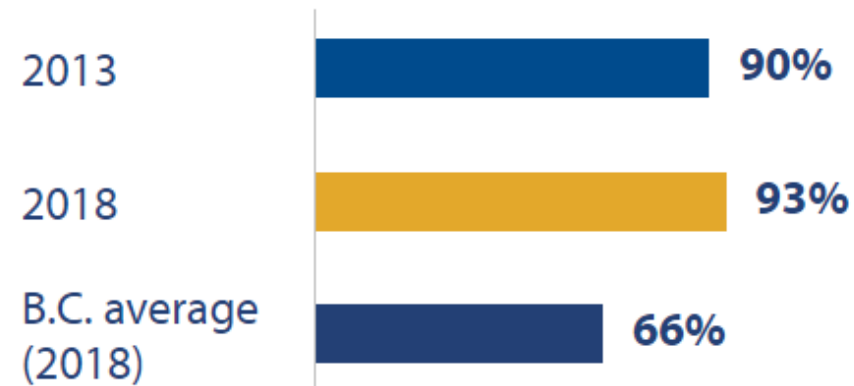
### SMALL EMPLOYERS IN ACC & HOSP

**% of workers in firms less than 20 employees**



### PRIVATE SECTOR IN ACC & HOSP

**% of workers in private sector jobs**



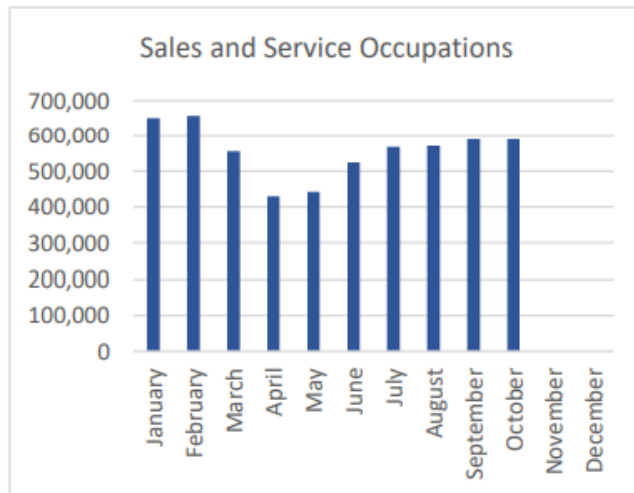
# 2020 The Labour Market Year-in-Review

## ACCOMMODATION AND HOSPITALITY SECTOR

### 2020 EMPLOYMENT IN SALES & SERVICE

NOC - 6

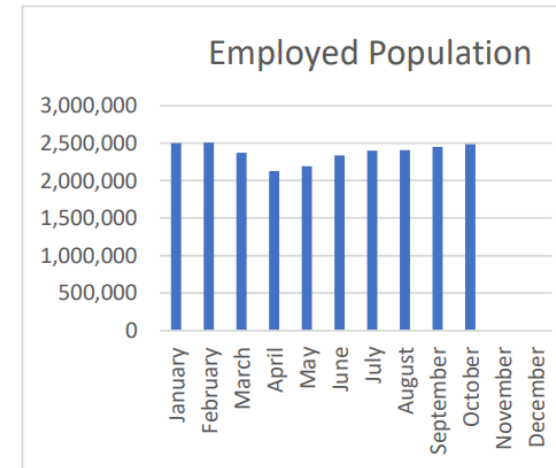
January	650,500
February	657,800
March	555,900
April	430,000
May	442,300
June	525,000
July	569,200
August	571,900
September	589,700
October	590,100
November	0
December	0



### 2020 EMPLOYMENT IN ALL SECTORS

Employed  
Population

January	2,505,800
February	2,510,900
March	2,376,300
April	2,128,300
May	2,197,200
June	2,340,700
July	2,404,200
August	2,407,500
September	2,453,000
October	2,487,700
November	0
December	0



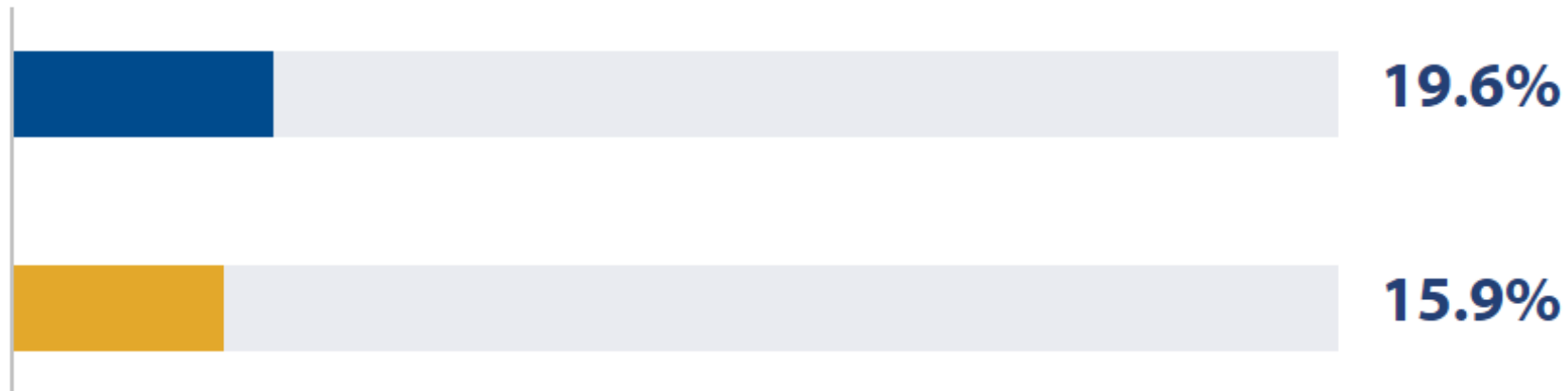
# 2020 The Labour Market Year-in-Review

## ACCOMMODATION AND HOSPITALITY SECTOR

### LOCATION OF WORK

- % employment of this industry
- % employment of all industries

#### Vancouver Island / Coast



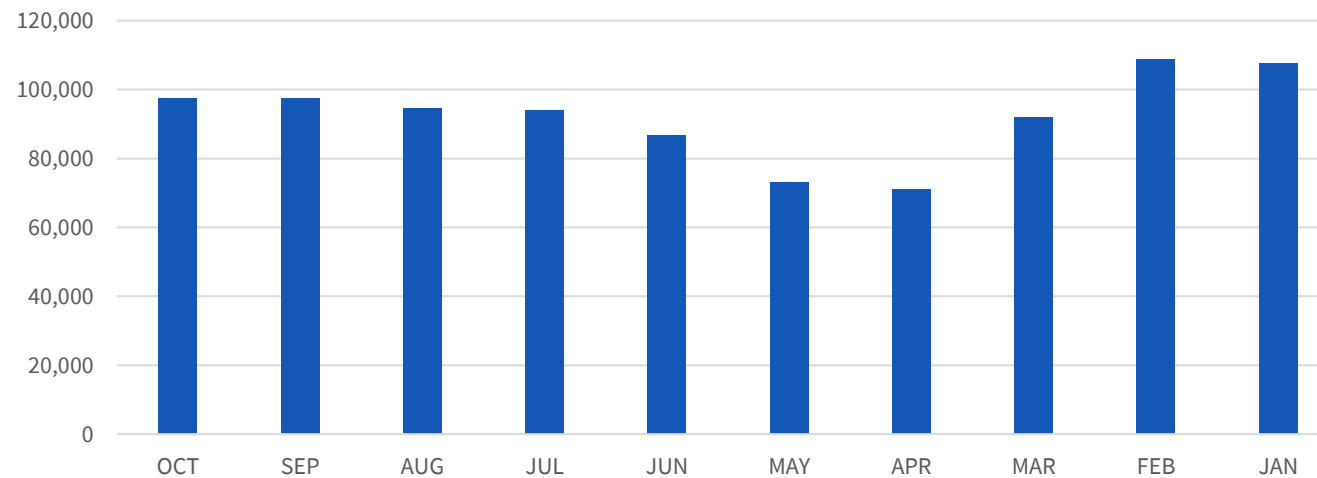
# 2020 The Labour Market Year-in-Review

## ACCOMMODATION AND HOSPITALITY SECTOR

### VANCOUVER ISLAND 2020 EMPLOYMENT

<b>OCT</b>	97,464
<b>SEP</b>	97,397
<b>AUG</b>	94,458
<b>JUL</b>	94,012
<b>JUN</b>	86,711
<b>MAY</b>	73,052
<b>APR</b>	71,021
<b>MAR</b>	91,815
<b>FEB</b>	108,645
<b>JAN</b>	107,439

Sales and Service Occupations Employment



# 2020 The Labour Market Year-in-Review

## BC ELECTION PROMISES



### Promises, Promises...

- Institute a compulsory trades and red seal certification in various occupations
- Complete the goal of bringing the minimum wage to \$15 per hour by 2021 and going forward tie it to the rate of inflation
- Push the federal government to complete its promise on paid sick leave
- Create 2,000 technology training spaces in public post-secondary schools



# 2020 The Labour Market Year-in-Review

## BC ELECTION PROMISES



### Promises, Promises...

- Investment Fund will deliver about \$3 billion a year – above and beyond our existing \$23 billion in new capital commitments over three years – to drive new growth and investment. The funding will be used in communities all over the province to build new schools, hospitals, child care spaces, roads and transit, and more – creating an expected 18,000 new jobs every year
- Pensions and benefits for precarious and gig workers

# 2020 The Labour Market Year-in-Review

## BC ELECTION PROMISES



### Promises, Promises...

- \$300 million in recovery grants to support around 15,000 small and medium-sized businesses who've been hardest hit by COVID-19
- 15% refundable tax credit based on eligible new payroll
- Pursue a target of reducing emissions by 40 percent by 2030

# 2020 The Labour Market Year-in-Review

## COVID-19: BC EFFORTS TO BUILD THE ECONOMY



- Spurring the creation of good-paying, clean-tech jobs through a new Centre for Innovation and Clean Growth — a part of CleanBC.
- Investing in new opportunities for young forestry workers, while helping older workers bridge to a comfortable and dignified retirement.
- Getting parents and families back to creating 1,200 more spaces faster using existing public infrastructure and providing extra support to child care providers for health and safety costs like cleaning and backfilling sick time for employees.

# 2020 The Labour Market Year-in-Review

## COVID-19: BC EFFORTS TO BUILD THE ECONOMY



- Hiring 600 people to help follow up with everyone who tested positive or been exposed to COVID-19, to stop further spread. This means new jobs for people and safer communities for everyone.
- Hiring 7000 people who have been hard hit by the pandemic – like hospitality workers – and giving them free training. This means new careers for people and better care for people in our long-term care and assisted living facilities.
- Investing in new roads, hospitals, bridges, schools, and child care centres will support tens of thousands of jobs and training opportunities.

# 2020 The Labour Market Year-in-Review

## COVID-19: BC EFFORTS TO BUILD THE ECONOMY



- Providing new grants to support non-profits who hire British Columbians living with disabilities and facing barriers to employment.
- Encouraging businesses to hire more workers. Businesses will receive a 15% tax credit of the payroll increase.
- Providing a 100% PST rebate on select machinery and equipment to help businesses invest in their own growth.

# 2020 The Labour Market Year-in-Review

## COVID-19: BC EFFORTS TO BUILD THE ECONOMY



- Supporting 200,000 jobs in hard hit small and medium-sized businesses with grants up to \$30,000. Eligible tourism businesses may receive up to an additional \$10,000.
- Helping B.C. agritech companies grow and turn innovative ideas into jobs.
- Helping B.C. businesses build online shops, boost e-commerce operations or increase their digital marketing capacity.

# 2020 The Labour Market Year-in-Review

## COVID-19: BC EFFORTS TO BUILD THE ECONOMY



- Helping businesses adapt to manufacture critical products needed during the COVID-19 pandemic – like protective equipment and sanitizer.
- Encouraging British Columbians to support their local businesses and jobs by buying local through a new marketing campaign.
- Creating new opportunities for food processing businesses by expanding the B.C. Food Hub Network with seven new locations.

# 2020 The Labour Market Year-in-Review

## COVID-19: BC EFFORTS TO BUILD THE ECONOMY



- Deferring the scheduled increase to the carbon tax until April 1, 2021.
- Launching a new \$500 million strategic investment fund — called InBC — to help B.C. businesses scale up. B.C.'s investment will help make sure our talent, intellectual property, and good jobs stay in the province.
- Enhancing internet connectivity along major roads and highways to rural and remote communities.



# 2020 The Labour Market Year-in-Review

## COVID-19: CANADA EFFORTS TO BUILD THE ECONOMY



- \$1.5 billion distributed through the provincial Labour Market Development Agreements to augment career development, skills enhancement and vocational training.
- To fight COVID-19, investments in testing and tracing, procurement of personal protective equipment, and a suite of measures to protect people in long-term care, and \$150 million to improve ventilation in public buildings and help reduce the spread of COVID-19.

# 2020 The Labour Market Year-in-Review

## COVID-19: CANADA EFFORTS TO BUILD THE ECONOMY



- To support businesses big and small through the second wave, increasing the maximum rate of the Canada Emergency Wage Subsidy to 75 per cent for the period beginning December 20, 2020 and extending this rate until March 13, 2021, and extending the current rates of the Canada Emergency Rent Subsidy and Lockdown Support until March 13, 2021. Both programs will be there for businesses until June 2021.
- To support Canada's hardest-hit industries, like tourism, hotels, arts and culture, and the air sector, new support including the new Highly Affected Sectors Credit Availability Program.

# 2020 The Labour Market Year-in-Review

## COVID-19: CANADA EFFORTS TO BUILD THE ECONOMY

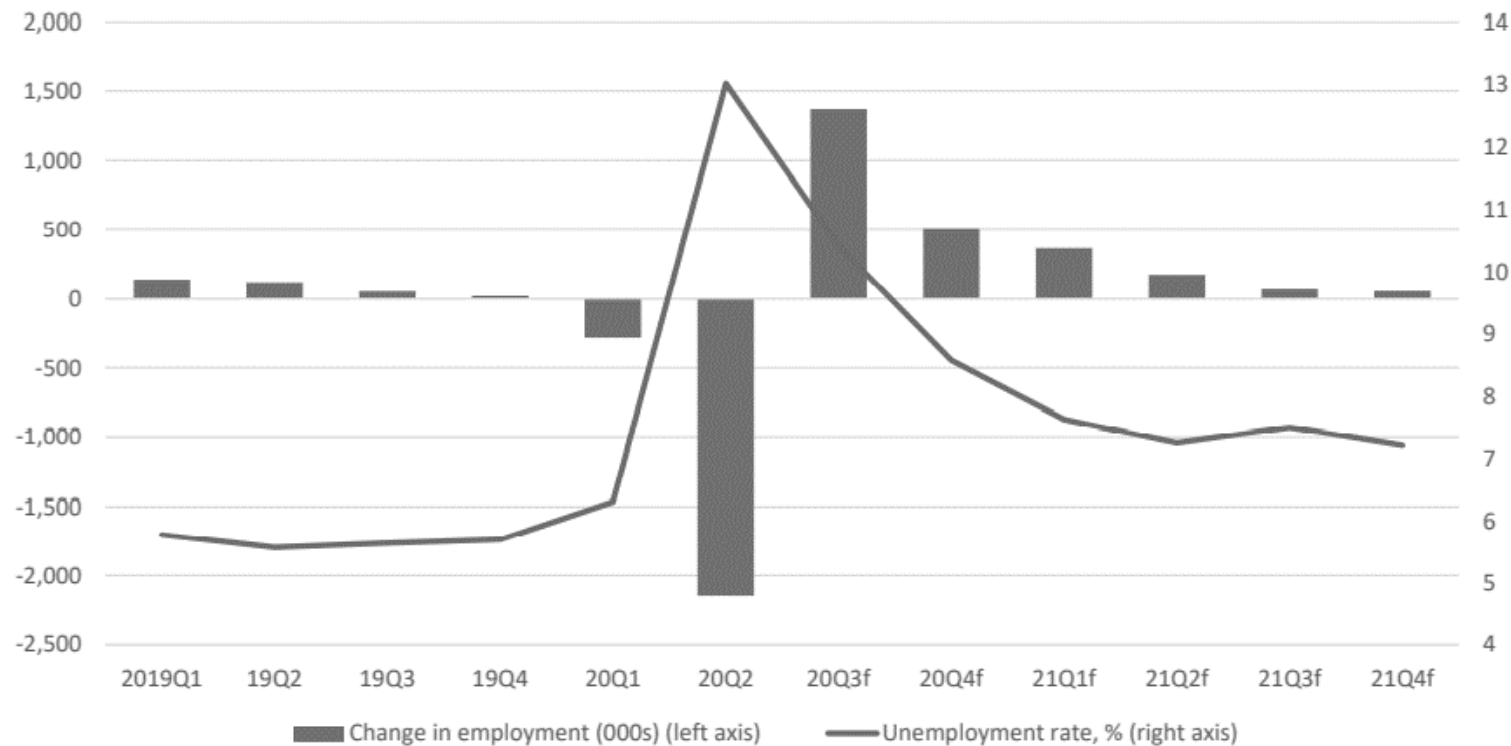


- To help families with young children through the pandemic, provide temporary support of up to \$1,200 in 2021 for each child under the age of six for families entitled to the Canada Child Benefit.
- To make a down payment on our recovery, support for Canadians to make their homes greener and more energy efficient, a plan to plant 2 billion trees and laying the groundwork for a Canada-wide Early Learning and Child Care System.

# 2020 The Labour Market Year-in-Review

## ECONOMIC OUTLOOK: MOVING PAST PANDEMIC

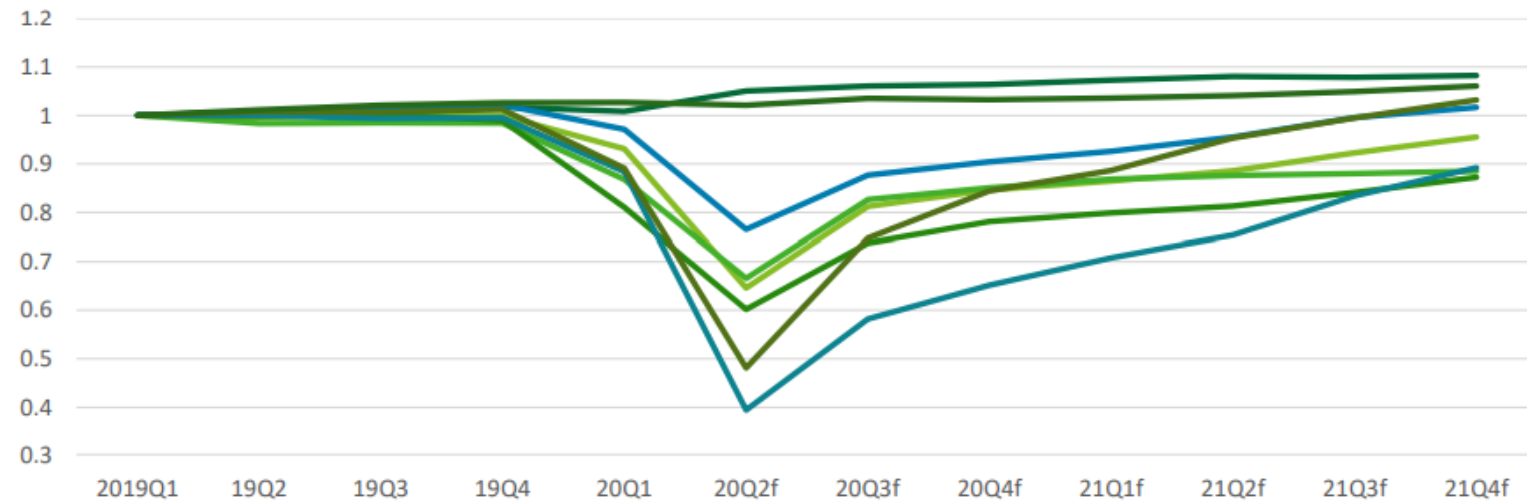
Employment growth set to slow, unemployment rate to remain elevated



# 2020 The Labour Market Year-in-Review

## ECONOMIC OUTLOOK: MOVING PAST PANDEMIC

Real consumer spending by select category, indexed to 2019: 1 = 1



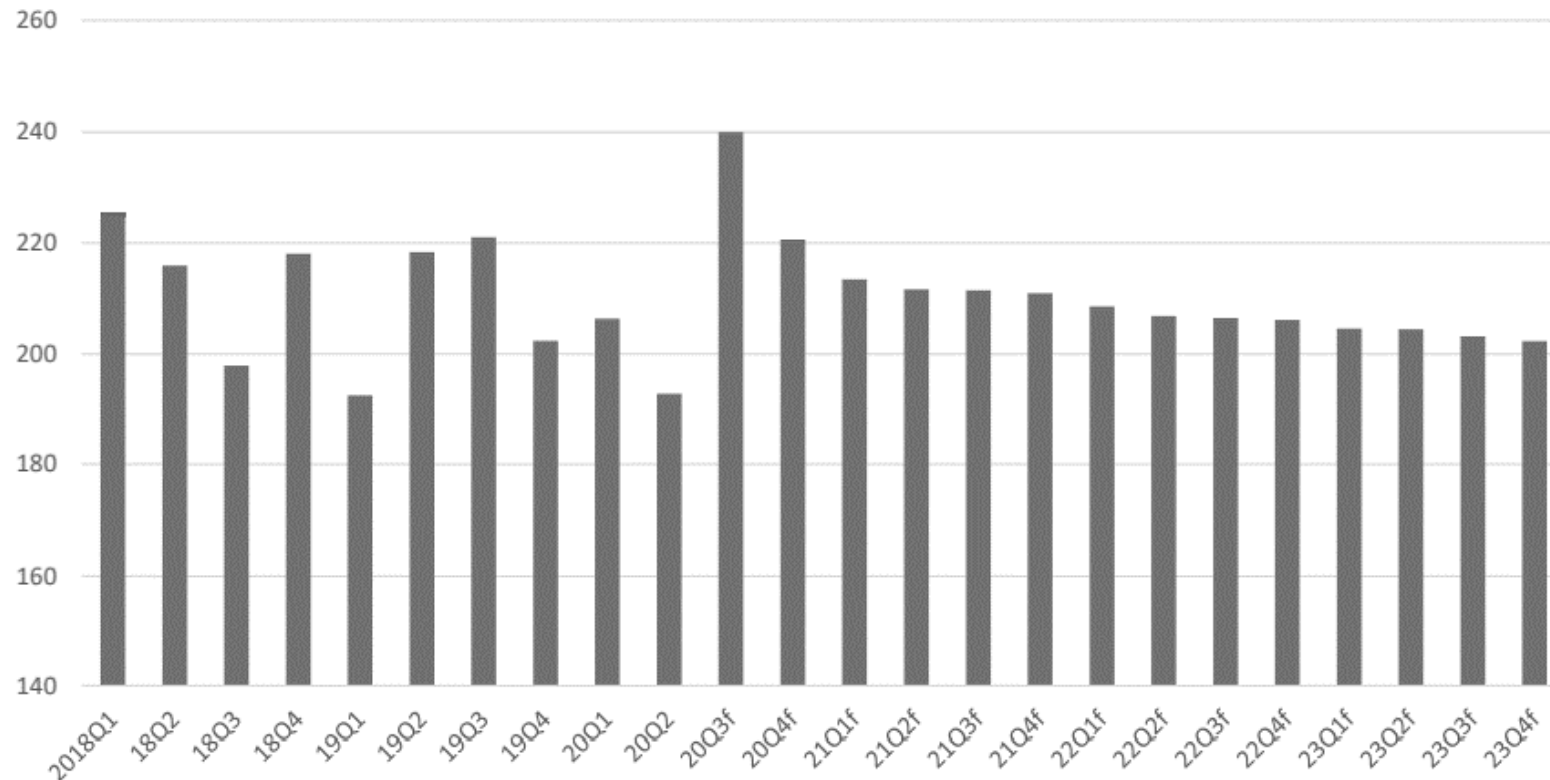
- Motor fuels and lubricants
- Clothing and footwear
- Transport services
- Accommodation, food, and beverage services
- Vehicles and parts
- Recreation and personal effects
- Communication, recreation, and culture services
- Insurance, financial, and legal services



# 2020 The Labour Market Year-in-Review

## ECONOMIC OUTLOOK: MOVING PAST PANDEMIC

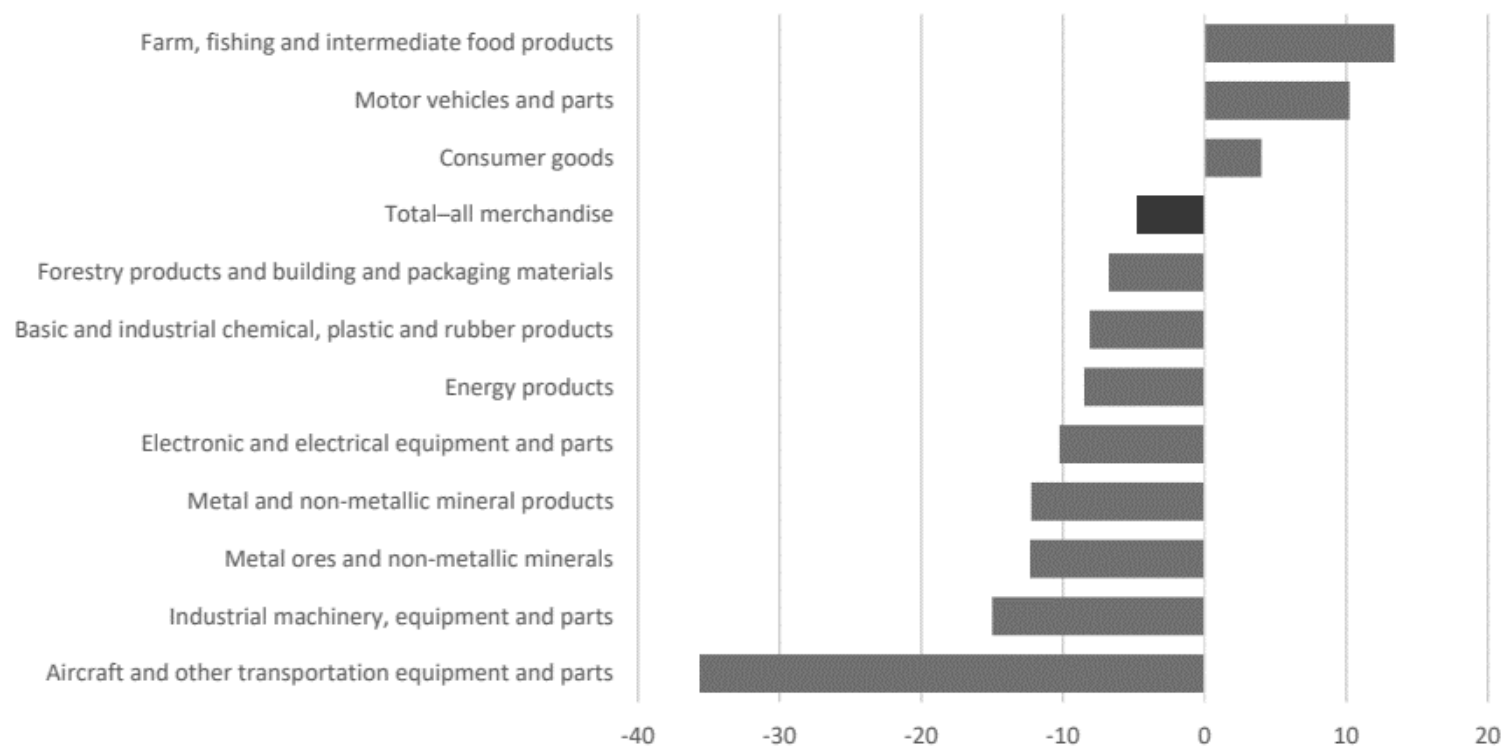
Housing starts  
000's units



# 2020 The Labour Market Year-in-Review

## ECONOMIC OUTLOOK: MOVING PAST PANDEMIC

Exports by commodity, \$2012 constant prices  
Percent change from February 2020 to July 2020



# 2020 The Labour Market Year-in-Review

## WORKPLACE PANDEMIC FATIGUE: ROBERT HALF

- Almost three-quarters of professionals surveyed (72 per cent) said they participate in virtual meetings.
- 44 per cent said they've experienced video call fatigue since the start of the pandemic.
- 59 per cent said video calls can be helpful but are not always necessary.
- 22 per cent noted that the practicality and novelty of video conferencing has worn off over the past eight months.





# 2020 The Labour Market Year-in-Review

## WORKPLACE PANDEMIC FATIGUE: ROBERT HALF

- 15 per cent confirmed they find virtual meetings inefficient and exhausting and prefer to communicate via other channels, like email or phone.
- The most common video call pet peeves were dealing with technical issues (33 per cent) and too many participants and people talking over each other (19 per cent).
- More women (48 per cent) than men (41 per cent) said they're tired of video conferencing.



# 2020 The Labour Market Year-in-Review

## WORKPLACE PANDEMIC FATIGUE: ROBERT HALF

**Robert Half offers three tips for helping professionals make the most of video calls:**

- 1. Test your tech.** Check your computer's camera, microphone and Internet connection. Close any unused programs to increase your bandwidth and reduce the temptation to multitask.
- 2. Limit the guest list.** Small groups tend to be more effective and engaged. Make sure everyone you invite has something valuable to offer and a stake in the outcome.
- 3. Set expectations from the get-go.** Send an agenda and supporting materials in advance so participants can prepare. During the discussion, capture notes and action items to share in a recap.



# 2020 The Labour Market Year-in-Review

## PREDICTING A TRANSFORMED LABOUR MARKET



***After the  
Crisis:***

***A  
Transformed  
Economy***

### 1 How we work

More home-offices, more blended workforces,  
more local suppliers



Up

- Remote technologies. Cloud security, video conferencing, chat platforms.
- Home/office technologies. Smart speakers, laptops, fitness equipment.
- Distributed service providers. Neighbourhood childcare, home cleaning, food delivery.



Down

- Meeting centres, banquet services, business hotels.
- Food courts, public transit, fitness centres.
- Photocopiers, paper, A/V devices.

# 2020 The Labour Market Year-in-Review

## PREDICTING A TRANSFORMED LABOUR MARKET



***After the  
Crisis:***

***A***

***Transformed  
Economy***

## 2 How we shop

More shipping, more local, more driving



**Up**

- E-commerce platforms and aggregators.
- Blended delivery and pick-up models.
- Online loyalty models.



**Down**

- Department stores.
- Secondary and tertiary malls.
- High-density commercial property.

# 2020 The Labour Market Year-in-Review

## PREDICTING A TRANSFORMED LABOUR MARKET



***After the  
Crisis:***

*A*

*Transformed  
Economy*

### 3 How we watch

More binging, more culture, more global



Up

- Global streaming platforms.
- Star performers and athletes with global followings.
- Virtual and augmented performances.



Down

- Museums, galleries.
- Sports arenas.
- Cinemas.

# 2020 The Labour Market Year-in-Review

## PREDICTING A TRANSFORMED LABOUR MARKET



***After the  
Crisis:  
A  
Transformed  
Economy***

### 4 How we share

More bandwidth, more data, more hacks



- Cloud security.
- Business continuity planning.
- Distributed software protection.



- Communities without strong and consistent bandwidth.
- Businesses without resilient platforms to support remote work and sales/service.
- Companies that can't capture and analyze consumer data.

# 2020 The Labour Market Year-in-Review

## PREDICTING A TRANSFORMED LABOUR MARKET



***After the  
Crisis:***

*A*

*Transformed  
Economy*

**5** How we travel  
More local, more modest, more active

**+** Up

- Home-based recreation equipment.
- Wilderness experiences and agro-tourism.
- Rural rentals.

**-** Down

- Large hotel complexes, cruise liners.
- High-volume destinations.
- Cross-border communities.

# 2020 The Labour Market Year-in-Review

## PREDICTING A TRANSFORMED LABOUR MARKET



***After the  
Crisis:***

*A*

*Transformed  
Economy*

### 6 How we heal

More protection, more screening, more spending



Up

- Smart-living technologies, home testing kits.
- Facial recognition technology, infrared body scanners.
- Contact tracing technologies.



Down

- Traditional seniors' communities.
- Healthcare providers without a digital-first culture and infrastructure.
- In-person consultations for minor or routine issues.



# 2020 The Labour Market Year-in-Review

## PREDICTING A TRANSFORMED LABOUR MARKET



***After the  
Crisis:***

***A***

***Transformed  
Economy***

# 7

## How we learn

More remote, more personal, more interactive



Up

- Menu-based degrees, with more transferable credits.
- Corporate learning management systems.
- Digitally-augmented internships, coops and apprenticeships.



Down

- Schools with weak digital teaching capabilities.
- In-person international student enrollment.
- In-person corporate training.

# 2020 The Labour Market Year-in-Review

## PREDICTING A TRANSFORMED LABOUR MARKET



***After the  
Crisis:***

***A***

***Transformed  
Economy***

### 8 How we trade

More protectionism,  
more techno-nationalism, higher prices



Up

- Strategic procurement.
- Regional trade agreements.
- National technologies.



Down

- Foreign procurement.
- Low-cost, carbon-intensive consumer goods.
- International air freight.