

The BC Labour Market Report's

# Labour Market Hot Sheet

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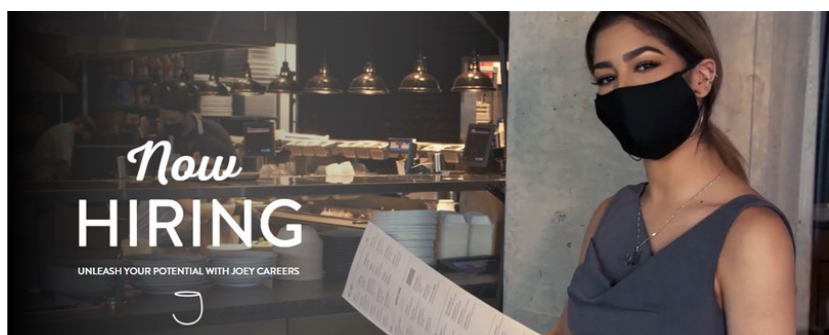
[www.LabourMarketOnline.com](http://www.LabourMarketOnline.com)

April 14, 2021



The banner features a red and white starburst on the left with the text "Early-Reg Discount Ends May 12th". Below it, a speedometer graphic shows the needle pointing to "SHAKE UP" and "DISRUPT!". To the right, a circular logo reads "2021 Labour Market CONFERENCE". Further right, the text says "Career Planning in a Post-Pandemic Labour Market". On the far right, a red box contains the text: "VIRTUAL CONFERENCE", "June 10 and 11, 2021", "30% DISCOUNT FOR ALL REGISTRATIONS RECEIVED BY MAY 12, 2021", and "Details: www.LabourMarketConference.ca".

[Register for now for a 30% Discount to attend the 2021 BC Labour Market Conference, Jun. 10 & 11](#)



## Accommodation and Food Service will need to restaff in preparation for summer activity

**Tourism / Hospitality**

Recently, an article in *Business in Vancouver* examined the tremendous challenge the hospitality sector faces in recruiting back the workers necessary to return to full operation.

With in-restaurant service prohibited until April 19th, restaurant owners are just starting to believe that sales could stabilize, and that loosened restrictions could follow, alongside widespread vaccinations. Nevertheless, they seem to be joining their hotelier counterparts in a 'wait-and-see' approach to staff recruitment.

Many hotels have operated at about 25% occupancy, or less, for months. Operators laid off staff proportionally.

Now some restaurant owners are again forced to lay servers off, or at least cancel some shifts – particularly at restaurants

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that do not have patios.

But in the months ahead, if all goes well, restaurant owners will have a different kind of problem: finding skilled workers.

B.C.'s sluggish vaccine rollout is expected to accelerate, and as customers get vaccinated and travel restrictions loosen, business could start to boom again.

Cooks and chefs are in high demand, and **BC Restaurant and Foodservices Association** CEO Ian Tostenson told **BIV** that demographics also play a role.

Chefs often gravitate toward management roles or other parts of the industry as they age, and the younger generations have not been filling the void, he said.

Tostenson added that pandemic-related layoffs may have prompted some to learn new skills and move to other sectors. The B.C. government has drafted about 1,400 laid-off hospitality-sector workers to help in non-clinical roles with the province's vaccination campaign. Some of those may see more long-term opportunity in health care.

*"We won't know for a while, but we've lost a lot of workers,"* said Tostenson of the pandemic's impact. *"I would say 25%."*

Tostenson has long been advocating for enhancements to the federal government's **Express Entry Foreign Worker Program**, which is aimed at bringing skilled labour to Canada.

*"When you're doing the level of volume that we're doing... you definitely need, skilled labour,"* said Kelly Gordon, a principal at the three-restaurant Romer's chain and the **Steamship Grill and Bar**. *"We've used the foreign worker program. It's been very difficult to attract domestic workers, especially on the kitchen side."*

Industry observer, blogger and **VancouverFoodster.com** owner Richard Wolak, however, expects the industry to be resilient.

*"The chefs haven't left the industry. They were just laid off. Now, everyone is hiring them all back. I've seen so many ads right now. Everyone's hiring. Everyone is trying to find chefs."*

Hotels also need skilled labour, said **BC Hotel Association** CEO Ingrid Jarrett.

*"If you work at a front desk, you need to know the technology. You need to have excellence in guest service, and in dealing with the public."*

Jarrett added that hotels also employ IT specialists, accountants and other professionals.

**Unite Here Local 40** has been advocating on workers' behalf during the pandemic, and spokeswoman Michelle Travis told **BIV** that most workers want to return to their jobs, and they are concerned that hotel owners will attempt to terminate them and hire cheaper labour.

## Resources

Video and  
Workshop  
Curriculum

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Hotel executives, however, have told BIV that they reluctantly laid off staff and have been doing all they can to rehire longtime workers.

*“We have been able to bring some of them back over the past year, but not nearly as many as we would like, or hope,”* said Robert Pratt, CEO of the **Sandman Hotel Group**, and **Sutton Place Hotels**.

*“We have kept in touch with the majority of our laid-off people. Some have found other work and have moved on, but a good number of our team members are anxious to return once business improves.”*

While Pratt said competition for top talent is always high, he is confident that his company will be able to find needed recruits.

## **BC unemployment drops to 7.2% but 205,300 people still looking for work**

### **Research / Employment Data**

Employment increased in British Columbia by +35,000 jobs an increase of 1.3%. While this continued growth demonstrates a healthy job market, spiking COVID cases could easily stall this growth with a resulting lockdown.

Nationally, employment rose by 303,000 (+1.6%) in March. Combined with an increase of 259,000 (+1.4%) in February, this brought employment to within 1.5% (-296,000) of its February 2020 level. The unemployment rate fell 0.7 percentage points to 7.5%, the lowest level since February 2020.

The employment rate—the percentage of the population aged 15 and older that is employed—increased 0.9 percentage points to 60.3%, which was 1.5 percentage points below the rate seen in February 2020.

Employment gains in March were spread across most provinces, with the largest increases in Ontario, Alberta, British Columbia and Quebec. Much of the employment increase reflected continued recovery in industries—including retail trade and accommodation and food services—where employment had fallen in January in response to public health restrictions. Growth in health care and social assistance, educational services, and construction also contributed to the national increase in March.

Employment increased for both men and women in all major age groups in March. Compared with February 2020, employment among youth aged 15 to 24, particularly young women (-122,000; -9.5%), remains furthest behind.

The number of private sector employees rose 201,000 (+1.7%), as public health restrictions continued to ease through late February and early March. This added to gains of 226,000 (+1.9%) in February 2021 and brought the number of

private sector employees to within 2.4% (-300,000) of its February 2020 level.

Public sector employment continued on an upward trend, increasing by 46,000 (+1.1%) in March. Compared with February 2020, the number of public sector employees was up 160,000 (+4.1%).

Self-employment rose for the first time in three months, up 56,000 (+2.1%) in March. Proportionally, it remained furthest from pre-pandemic levels, down 5.4% (-156,000) compared with February 2020. The number of self-employed workers had been on a relatively continuous downward trend since the onset of the pandemic.

Among workers who worked at least half their usual hours in March, the number working at locations other than home increased by about 600,000 for the second consecutive month as public health restrictions eased across the country.

While the number of Canadians working from home declined by 200,000 in March, working from home remains an important adaptation to the COVID-19 pandemic. Of the 5.0 million Canadians working from home in March, more than half (2.9 million) were doing so temporarily in response to COVID-19.

## Major labour market stories from the past week

**For all of the major stories from last week, please login to Labour Market Online and visit the 'Breaking News Section'**

- Downtown Vancouver office vacancy rate exceeds level of 2008 financial crisis ([Click Here](#))
- Minister's statement on March Labour Force Survey results ([Click Here](#))
- Higher wages coming for B.C.'s lowest paid workers ([Click Here](#))
- Federal prison chaplains ratify first contract agreement, union says ([Click Here](#))
- Amazon.com warehouse workers reject union drive in majority vote ([Click Here](#))
- Supporting community arts festivals ([Click Here](#))
- Women seen as key to reducing BC's labour shortage ([Click Here](#))
- Re-hiring blitz challenges looming for hospitality and tourism ([Click Here](#))
- BC small-business optimism inches up ([Click Here](#))
- Relief funding coming for hard-hit businesses ([Click Here](#))
- More than 190 organizations receive grant funding to tackle racism ([Click Here](#))
- Federal sickness benefit vs paid sick leave: What's the difference? ([Click Here](#))
- OpportuNext: New online tool helps simplify job transitions for Canadians ([Click Here](#))
- March brings back part-time work for youth, but COVID could erase those gains ([Click Here](#))
- Study: Facebook delivers biased job ads, skewed by gender ([Click Here](#))
- Site C employment slightly increased in February ([Click Here](#))
- BC's Largest Indigenous-Owned Green Energy Project Completed ([Click Here](#))
- Burnaby companies to innovate, advance clean tech sector ([Click Here](#))
- Skills training, education key to recovery for Indigenous communities ([Click Here](#))
- Mass timber investments to change face of B.C. construction ([Click Here](#))
- New mental health resources for sectors hit hard by pandemic ([Click Here](#))
- Red Cross Hiring Support Staff for Vaccine Clinics ([Click Here](#))
- 'Crazy' demand for B.C. tech talent may strain sector ([Click Here](#))
- Re-hiring blitz challenges looming for hospitality and tourism ([Click Here](#))

- Hospitality Workers Training Centre and Bow Valley College Launch New Skills Micro-Credential Digital Certification Program for Devastated Ontario Hospitality Industry ([Click Here](#))
- Spartan Bioscience files for creditor protection, lays off nearly 70% of staff ([Click Here](#))
- The challenge of long-distance harassment ([Click Here](#))
- Labour reforms sought for gig economy workers ([Click Here](#))
- 'Crazy' demand for BC tech talent may strain sector ([Click Here](#))
- Deal reached in Vancouver to help the homeless; and work to close park encampment ([Click Here](#))
- Downtown office towers coming alive ([Click Here](#))
- "Inclusive Recruiting" BC Electrical Association ([Click Here](#))
- 1 in 3 Remote Workers May Quit if Required to Return to the Office Full Time, Robert Half Survey Finds -- Apr. 7, 2021 ([Click Here](#))
- How much employee monitoring is allowed at home? ([Click Here](#))
- 'We Shouldn't Suffer Quietly, Alone': BC Women on Their Worsening Mental Health ([Click Here](#))
- Parksville Career Centre to hold virtual hiring sessions in April ([Click Here](#))
- Vancouver city council vote gives Vancouver 2030 Bid Corporation a boost ([Click Here](#))
- Critics question Surrey Police Service hiring practices ([Click Here](#))

## This Week in Social Media

Please take the time to 'like' or follow:

[Twitter](#) | [Facebook](#) | [LinkedIn](#)

- The Province has funded 190 new projects through the **BC Multiculturalism Grants** program with a value of more than \$1.2 million.
- New research shows job postings are different for men and women using Facebook as opposed to **LinkedIn** which doesn't discriminate in this way.
- Employment increased in British Columbia by +35,000 jobs and increase of 1.3%. Today, we'll be breaking the numbers down for all **BC Labour Market Online Members** and posting them.
- 1 in 3 remote workers may quit if required to return to the office full-time according to a new survey by **Robert Half**

On our social media feeds we only post labour market and job search information, research and the occasional ironic observation. You can trust our [Facebook](#) and [Twitter](#) feeds. We carefully evaluate social media posts to see if they would be valuable to you.

For instance, we're not going to panic people with articles like: '[Restaurants face a nationwide ketchup packet shortage](#)'. *Officials with Heinz claim they couldn't possibly have predicted this but whatever happened to 'Heinz sight is 20-20'!?*

Your time is valuable and we wouldn't want to waste it, follow us on [Twitter](#), [LinkedIn](#) or [Facebook](#) today :-)

## Community Calendar

### Career Development Events

Refrigerative Supply Limited Job Event- Burnaby, BC

**Fri Apr 16th | 9:30am – 12pm**

Location: 8028 North Fraser Way, Burnaby, British Columbia

Link: [Please Click Here](#)

## 2021 BC Labour Market Conference

**June 10 and 11, 2021**

*30% Early Registration Discount*

Virtual Conference

Details: [Click Here](#)

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## BC Career Development Conference 2021

**April 29 and 30, 2021**

SFU Harbourside

Details: [Click Here](#)

## Job Postings

### Career Development Employment

-

To post a job here, please email: [bclmr@outlook.com](mailto:bclmr@outlook.com)

*(When you write your cover letter, please mention you saw this advertisement in the BC Labour Market Report)*

#### **Job Developer \*NEW\***

Sources Community Resources Society

Vancouver, British Columbia

Closes: April 20, 2021

Link: [Please Click Here](#)

#### **Employment Specialist \*NEW\***

ISSofBC

City Center

Closes: April 20, 2021

Link: [Please Click Here](#)

#### **Peer Employment Counsellor**

Kootenay Career Development Society

Nelson, British Columbia

Closes: April 30, 2021

Link: [Please Click Here](#)

#### **Job Developer/Instructor \*NEW\***

Vancouver Island Construction Association

Victoria, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

#### **Data Administrator \*NEW\***

Mosaic

Vancouver, British Columbia

Closes: Ongoing Till Filled

Link: [Please Click Here](#)

#### **JETS Program Job Developer \*NEW\***

Beacon Community Services

Victoria, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

#### **Job Developer**

Canadian Mental Health Association, Vernon Branch

Vernon, British Columbia

Closes: Unknown

Link: [Please Click Here](#)



## Youth & Young Adult Job Developer

Vancouver Coastal Health  
Vancouver, British Columbia  
Closes: Unknown  
Link: [Please Click Here](#)

## Facilitator/Employment Counsellor - WorkAbilities Program

Back in Motion Rehab  
Richmond, British Columbia  
Closes: Unknown  
Link: [Please Click Here](#)

## Did you know?

### Fascinating Facts

More than half of all employees surveyed (51 per cent) said they prefer a hybrid work arrangement, where they can divide time between the office and another location. Professionals also expressed the following hesitations about working from home full time: (1) relationships with co-workers could suffer: 39 per cent; (2) fewer career advancement opportunities due to a lack of visibility: 21 per cent; and (3) decreased productivity while at home: 16 per cent.

- Robert Half

## Quote of the Week

### Career Inspiration

"The secret of getting ahead is getting started. The secret of getting started is breaking your complex overwhelming tasks into small manageable tasks and starting with the first one."

- Mark Twain

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