

The BC Labour Market Report's

# Labour Market Hot Sheet

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April 28, 2021



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## Best Buy Canada to relocate headquarters office to new Vancouver building

**Retail / Distribution**

In early 2022, **Best Buy** will open a new Canadian headquarters office at 425 West 6th Avenue on the westernmost edge of Mount Pleasant. It is a new 10-storey office building currently under construction at the northwest corner of the intersection of Yukon Street and East 6th Avenue.

Best Buy will occupy the top five floors — about 77,500 sq ft of the 177,500-sq-ft office space being built. This completely replaces the company's sprawling business park office campus at 8800 Glenlyon Parkway in the **Big Bend** industrial area of South Burnaby, where the company has occupied about 140,000 sq ft of space for the past 25 years.

The current Burnaby office has a capacity to accommodate all 1,200 workers with the company, but the new Vancouver office, at only half the size, has the capacity for just half at 600.

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In an interview with **Daily Hive Urbanized**, Chris Taylor, the **CHRO** for Best Buy Canada, explained that the new office would revolve around a hot-desking format where staff book desks, rooms, and parking spaces to use, as opposed to the current configuration of providing everyone with a desk.

As only 300 desks will be outfitted into the new space, the future of the Best Buy headquarters will depend on the continuation of flexible, semi-remote work as a permanent change installed by the pandemic.

*“We are designing a space that can adapt to the needs of both groups and individuals when they visit. The environment will be built for working groups, and when we ask people to come in, it’ll be in a team setting. It won’t be just to come in and sit in a cubicle,”* said Taylor.

*“We’ve become so productive at remote work that we want to make sure the invitation and reasons for being at the office are very purposeful because we’re only going to have about half the space.”*

On-site work will be an option when needed and available for those who prefer or need an office to work from, but on an intermittent basis. Based on job function and technology, the teams required to be on-site, full time include information technology, customer experience, loss prevention, building services, and receiving and shipping.

The highly central location of the new office, coupled with the downscaled on-site worker presence, also allows Best Buy to adjust the amenities it provides to its workers.

As the Burnaby office is in an isolated industrial location that is a considerable distance away from restaurants and amenities, Best Buy has been operating a large cafeteria and fitness gym.

This will not be a necessity for the new location with the ample dining options that are available in the area. Instead of replicating full food service, there will be a dynamic meeting, and social space with a “really cool coffee shop feel” where people can congregate and collaborate. A partnership will be established with the private fitness gym planned for the ground floor of the building.

Best Buy staff also have access to several large private patio areas on the west side of the terraced upper floors of the building. As well, all building tenants will share a common indoor and amenity space on the rooftop.

*“It’s a very different way of working, but we think it’s going to be really fun and collaborative, so that’s the way we’re doing the design work. The individual work is not the primary starting point, but we’ll have options for people who need to get out of their small condo, want to get away and get some quiet time in an office setting, then we’ll have that as an option as well,”* he said.

### **BC Labour Market Report**

1215C 56th Street, PO  
Box 18148, Delta, BC  
V4L 1B8

**Tel:** 604-288-2424

**Email:**

bclmr@outlook.com

**Website:** [BCLMR](#)

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# \$30 billion, 5-year plan to create a national child-care system

## Education / Government

As part of last week's federal budget, Finance Minister Chrystia Freeland announced today the federal government will invest roughly \$30 billion over five years to help offset the cost of early learning and child care services.

The Minister claims, this investment is designed to significantly reduce what parents pay for care in the coming years. The government's stated goal is to make life more affordable and to drive economic growth by drawing more women into the workforce.

The federal government estimates the COVID-19 pandemic has driven at least 16,000 women out of the job market altogether, while the male labour force has grown by 91,000 over the same period.

Another recent analysis by **RBC** found that almost half a million Canadian women who lost their jobs during the pandemic still hadn't returned to work as of January. Employment among women in Canada who earned less than \$800 a week has fallen almost 30 per cent, the bank reported.

Freeland said this child care investment will help counter some of the gender disparities fuelled by the pandemic crisis.

Freeland said that, as result of the new spending, the next 18 months could see a reduction of up to 50 per cent in the average child care fees paid by parents. With child care expenses running nearly as high as rent or mortgage payments in some cities, the household savings could be significant.

But to get average fees down to that lower level, the provinces and territories would have to kick in more funding as well. The promise of additional federal money could be used as a bargaining chip to convince provinces and territories to boost their own spending in this area.

Freeland said such an affordable child care system could increase the overall size of the economy — as measured by the gross domestic product (GDP) — by some 1.2 per cent.

*"It's expensive, but it's an investment worth making,"* she said.

Of the \$30 billion promised last week, \$27.2 billion will be used to *"bring the federal government to a 50/50 share of child care costs with provincial and territorial governments,"* says the budget document.

The government's stated goal is to drive down child-minding costs within five years to just \$10 a day per child, nationwide — significantly less than what most working parents pay now in all jurisdictions outside Quebec.

The budget earmarks another \$2.5 billion for the Indigenous early learning and child care system — to create new spaces, to build or renovate existing centres and to support after-school care programs on-reserve.

The budget also sets aside money to make over 400 existing child care centres nationwide more accessible for children with disabilities.

After that initial \$30 billion has been spent, the government says it will allocate \$8.3 billion a year in new program spending — nearly eight times more than what the federal government spent on child care last year — to make child care a permanent fixture of the country's social safety net.

That money is to be used to lower costs, create new spaces and hire more early childhood educators to bolster the quality of care in years to come.

Citing research compiled by **TD Economics** about Quebec's existing child care regime, Freeland said such a national child care system could eventually generate more in economic returns than what it costs the federal government.

In Quebec, where parents already pay less than \$10 a day for care, the TD study suggests that for every dollar invested in child care, between \$1.50 and \$2.80 "comes back to the broader economy."

Before the implementation of the **Quebec Educational Childcare Act in 1997**, the labour force participation rate for women in Quebec was four percentage points lower than in the rest of Canada.

Today, that rate is four points higher than the Canadian average. Quebec women now have some of the highest employment rates in the world, Freeland said.

A senior government official, speaking on a not-for-attribution basis during a technical briefing for reporters, said Quebec would see some of the \$30 billion in child care spending but the details of that "asymmetrical agreement" will be worked out at a later date.

In her budget speech in the House of Commons, Freeland said she was determined to build this nationwide "social infrastructure" after previous attempts failed.

*"I make this promise to Canadians today, speaking as your finance minister and as a working mother — we will get it done," she said.*

*"COVID has brutally exposed something women have long known: Without childcare, parents — usually mothers — can't work."*

Freeland said the child care program will not materialize overnight. Ottawa will have to negotiate the program with the provinces and territories because child care is principally a provincial responsibility.

*"This is not an effort that will deliver instant gratification. We are building something that, of necessity, must be constructed collaboratively, and for the long-term. But I have confidence in us,"* Freeland said.

The Liberal plan got a thumbs-up from child care advocates Monday, with the Canadian Child Care Federation praising the government's "incredible leadership" on a long-promised program.

*"Importantly, this is not just about spaces, but a historic investment in building a system, which will include Canada's early childhood education workforce. It will take time but we are ready to start moving forward for all,"* the federation said in a statement.

Child Care Now, a national advocacy group, called the \$30 billion plan "historic" and a "turning point" because it will create accessible and affordable care by capping the amount parents pay.

*"Provincial and territorial governments will be hard pressed to turn away, especially given that each has stated repeatedly through the pandemic that child care is essential to their own economies,"* said Morna Ballantyne, the group's executive director.

Conservative Leader Erin O'Toole, meanwhile, signalled his party would oppose the child care initiative.

*"This is one area where we'll be proposing amendments and ever better policies,"* he said. *"I'd prefer letting parents be in the driver's seat and giving options to all Canadian*

families."

"Canadians deserved better than an election-style budget when we're in a pandemic."

In 2006, former prime minister Stephen Harper cancelled a previous funding agreement for a national child care system, opting instead to send cheques to parents with young children.

"This is déjà vu," O'Toole said, adding child care is a provincial responsibility and premiers should take the lead. "The Liberals have promised this three times before and did they consult before making it a fourth time?"

Cardus, a faith-based think tank, offered a similar criticism, saying this sort program will unfairly punish parents who care for their own children.

"Supporting parents directly is the equitable way to help all families, regardless of the type of care arrangement they use," said Andrea Mrozek, a senior fellow with the group. "The proposed plan devalues the work parents and other caregivers do outside of an institutional setting."

## 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'**

- Nurses stretched thin: Nurses' Union speaks on overcapacity, staffing issues in northern BC ([Click Here](#))
- B.C. says vast majority of care home staff vaccinated, provides no data on specific facilities ([Click Here](#))
- City of Vancouver commissioning artists to reflect challenges of COVID-19 ([Click Here](#))
- Podcast: business and tourism with Island job-finder and festival organizer Cheryl Dill ([Click Here](#))
- BC growers optimistic about bringing in 'essential' farm workers ([Click Here](#))
- B.C. among top provinces for job growth -- Apr. 24, 2021 ([Click Here](#))
- Taseko lays off at least 40 workers at its Gibraltar Mine in B.C.'s central Interior ([Click Here](#))
- Residence Advisors at UBC Vote to Join CUPE 116 ([Click Here](#))
- 41% of BC residents say they have 'perfect' work-life balance, poll finds ([Click Here](#))
- Construction industry becoming more diverse, survey finds ([Click Here](#))
- First anniversary of Here2Talk: more than 3,200 students supported ([Click Here](#))
- Here are the average salaries in Vancouver's video game industry ([Click Here](#))
- Fraser Institute News Release: Canada's aging population will reduce labour force participation, slow economic growth, and exacerbate government budget deficits ([Click Here](#))
- Canadians with disabilities, chronic health conditions hit hard by COVID-19: U of T study ([Click Here](#))
- Overworked BC nurses 'emotionally traumatized' by third wave, and 'it's only gotten worse' ([Click Here](#))
- Advocates continue to call for universal paid sick leave policy in BC ([Click Here](#))
- BC budget training dollars skip construction industry ([Click Here](#))
- BC budget extends business, tourism support ([Click Here](#))
- Province looking to fast-track construction training ([Click Here](#))
- Staff up now, or stay lean and wait? Hospitality sector faces dilemma amid third wave ([Click Here](#))
- Salmon farming more mundane than opponents would have you believe: letter ([Click Here](#))
- Ottawa calls for \$15 minimum wage, changes to CEWS, CRB, EI ([Click Here](#))
- Paid leave for workers to get COVID-19 vaccine ([Click Here](#))

- Here's Why Labour Groups and Health Experts Want British Columbia to Legislate Paid Sick Days ([Click Here](#))
- Work-life balance in BC varies by generation, gender: poll ([Click Here](#))

## This Week in Social Media

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- BC forecasts smaller deficits, slow recovery over next three years ([Click Here](#))
- BC Chamber of Commerce Responds to Budget 2021 ([Click Here](#))
- Study finds Vancouver commuters save up to 14.2 days a year working from home ([Click Here](#))
- Surrey Police Chief Lipinski says recruiting is active and ongoing ([Click Here](#))

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 create panic by sharing articles like: '[Florida Woman Survives Being Hit By Flying Turtle](#)'. *Although, I believe Stephen Spielberg might have discovered the perfect combination of Alfred Hitchcock's 'The Birds' and Jurassic Park.*

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

#### 2021 BC Labour Market Conference

**June 10 and 11, 2021**

*30% Early Registration Discount*

Virtual Conference

Details: [Click Here](#)

#### May 2021 BC Labour Market Briefing

**April 29, 2021 | 3pm**

Free for Labour Market Online Members

Reserve Your Space: [Click Here](#)

#### 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)*

#### Employment Relations Specialist

Mosaic

Surrey and Vancouver, British Columbia



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**Job Developer \*NEW\***  
Sources Community Resources Society  
Surrey, British Columbia  
Closes: April 30, 2021  
Link: [Please Click Here](#)

**Peer Employment Counsellor**  
Kootenay Career Development Society  
Nelson, British Columbia  
Closes: April 30, 2021  
Link: [Please Click Here](#)

**Employment Resource Advisor \*NEW\***  
Mosaic  
Burnaby-Edmonds, British Columbia  
Closing: Open Until Filled  
Link: [Please Click Here](#)

**IELTS Invigilator \*NEW\***  
Mosaic  
Surrey & Vancouver, British Columbia  
Closes: Open Until Filled  
Link: [Please Click Here](#)

**Job Developer \*NEW\***  
Options Community Services Society  
Vancouver, British Columbia  
Closes: Unknown  
Link: [Please Click Here](#)

**Project Facilitator \*NEW\***  
Options Community Services Society  
Vancouver, British Columbia  
Closes: Unknown  
Link: [Please Click Here](#)

**Data Administrator**  
Mosaic  
Vancouver, British Columbia  
Closes: Ongoing Until Filled  
Closes: [Please Click Here](#)

**Employment Counsellor**  
Coast Mental Health  
Vancouver, British Columbia  
Closes: Unknown  
Link: [Please Click Here](#)

**Job Developer/Instructor**  
Vancouver Island Construction Association  
Victoria, British Columbia  
Closes: Unknown  
Link: [Please Click Here](#)

**Youth Job Developer**  
Frog Hollow Neighbourhood House (Drive Youth Employment Services)  
Vancouver, British Columbia  
Closes: Unknown

Link: [Please Click Here](#)

## Did you know?

### Fascinating Facts

More than a year into the COVID-19 crisis, about 350,000 of the 1.2 million jobs typically employed in the restaurant industry have still not been recovered.

- Restaurants Canada

## Quote of the Week

### Career Inspiration

"Life is never made unbearable by circumstances, but only by lack of meaning and purpose."

- Viktor Frankl

BC Labour Market Report | PO Box 18148, Delta, BC V4L 2M4, Vancouver, BC V4L 2M4 Canada

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