

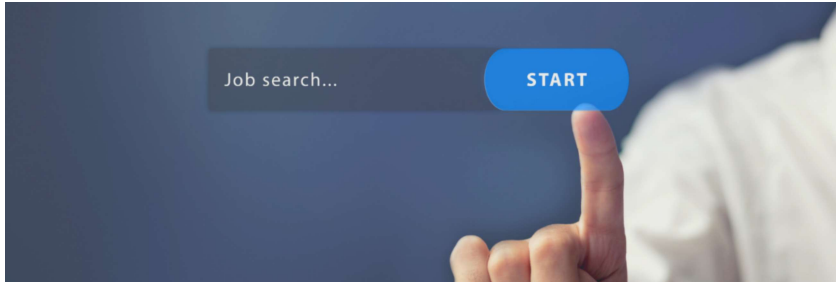
The BC Labour Market Report's

# Labour Market Hot Sheet

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December 18, 2020



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## One in four Canadian workers considering career change amid pandemic

### Career Planning/Pandemic Response

A new report on the mental health of Canadian workers suggests one in four are considering a career change amid the COVID-19 pandemic.

According to Morneau Shepell's monthly **Mental Health Index**, 24 percent of Canadians indicated that the pandemic has led them to reconsider their professional future and think about switching jobs.

The report, released Wednesday, shows the pandemic has "significantly impacted" Canadians' views of their careers in part due to employees' relationships with their employers, with one in five Canadians saying their opinion of their boss "worsened" during the pandemic.

Morneau Shepell's overall Mental Health Index for November was down for the eighth consecutive month, showing that the coronavirus continues to impact the mental well-being of Canadians.

The reading in November dropped 11.1 points from its pre-2020 benchmark due to a "significant decline in psychological health" and employment dissatisfaction.

November's decline marks the index's lowest point since Morneau Shepell began tracking Canadian's mental health in April 2020.

Of those who said they are considering a career change, Morneau Shepell found that 36 percent of respondents were those under the age 40 compared to only 15 per cent of respondents over the age of 50 who indicated the same.

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Approximately 20 per cent of respondents reported that they are undecided if they will change their job, according to the index.

Paula Allen, global leader, research and total wellbeing at Morneau Shepell, said that employers have been faced with "many challenges" amid the pandemic, but said maintaining the status quo at work is not enough.

Despite the desire to switch jobs, Morneau Shepell reported that 72 per cent of employees believe their employers are handling health and safety "well" with only seven per cent saying it has been "poorly handles."

Additionally, 56 per cent of employees surveyed reported that their employer has been accomodating with flexible work hours, and 50 per cent said their employer has done well in handling work-from-home policies.

Morneau Shepell's latest monthly report on its mental health index is based on online survey with 3,000 responses collected between Oct. 25 and Nov 5. All respondents reside in Canada and were employed within the last six months, according to the index.

## Better preparing Indigenous students for careers in STEM occupations

### Education/Indigenous Communities

Research from **The Conference Board of Canada**, in partnership with the **Future Skills Centre**, has found that many northern and remote high schools do not prepare Indigenous learners well to continue in post-secondary science, technology, engineering and mathematics (**STEM**) studies. Fixing this problem requires changes at all levels of the education system.

Currently, Indigenous people make up over four per cent of adults in Canada but less than two per cent of people working in STEM occupations. In 2015, **Universities Canada** found that more than 80 per cent of Canadian universities were trying to address the transition to post-secondary education for Indigenous students. Targeted services include financial aid, financial guidance, social and cultural activiiteis, and designated spaces. However, current efforts and reform measures will need to be strengthened and broadened to increase the numbers of Indigenous students in post-secondary STEM.

*"Our research has found that Indigenous students from under-resourced rural and remote schools are less likely to be preapred for post-secondary math and science courses than urban students" says Jane Cooper, Senior Research Asociate at The Conference Board of Candaa. "Unfortuantely, Indigenous learners are still constrained by the alck of broader education system reforms in K-12 schools."*

In the meantime, supporting access and retention programs for Indigenous students at Canadian colleges and universities is critically important. The **Engineering Access Program** at the **University of Manitoba**, for example, has helped 124 Indigenous student engineers graduate over the past two decades. The **Aboriginal Access to Engineering Initiative** at **Queen's University** has increased the number of Indigenous student engineers from four in 2011 to more than 50 in 2020.

STEM access and retention programs are driving institutional changes that make universities and colleges more inclusive for Indigenous learners. Programs have gone beyond helping students to graduate, to change how their institutions admit students, assess them, teach in the classroom, and deliver programs.

*"Progress is being made and needs to continue" says Pedro Barata, Executive Director of the Future Skills Centre. "Access programs are helping Indigenous students graduate in STEM subjects. But they are also improving the university experience for all students. However, broader educational reform is necessary if more Indigenous students are going to succeed in the long run."*

## Employment outlook is moderate as COVID continues according to survey

### Research/Forecast

Canadian employers expect a moderate hiring pace over the next three months, including manufacturing, according to the latest **ManpowerGroup Employment Outlook Survey**.

The net employment outlook for Canada (those hiring versus those cutting staff) is 7% with seasonal variables removed for the first quarter of 2021, a one-point advance over the Q4 outlook, but down 3% year-over-year. All four regions of the country and in nine industry sectors expect to increase payrolls next quarter.

Manufacturing (non-durables) registered a second consecutive increase of 12% for Q1-2021 but a 3% decline year-over-year. Durables manufacturers were 11% for the coming quarter, up 2% from Q4-2020 but down 5% year-over-year.

Employers in the public administration and the transportation and public utilities sectors report the strongest job prospects, and job creators in Ontario and Quebec are forecasting the strongest outlook of the four regions in Canada with outlooks of 9%.

The survey of over 1,200 employers across Canada reveals 74% of the employers surveyed expect their current staffing levels to remain unchanged, while the remaining 5% are unsure of their hiring intentions.

The COVID-19 pandemic continues to impact businesses with 41% of employers expecting to return to pre-Covid-19 hiring levels with the next 12 months while 26% of employers don't expect to ever return to pre-Covid hiring levels.

## This Week in Social Media

**Please take the time to 'like' or follow:**

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

Want to fight wildfires in B.C.? Now's the time to apply ([Click Here](#))

VCC's Dental Technology program provides grads with employment opportunities in the dental field ([Click Here](#)).

Future mining innovation hub featured at minerals summit ([Click Here](#))

Shift Happens: Why lack of employee diversity can hurt your company and how you can address it ([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 post articles like, '[Dogs Can't Tell Slight Differences in Words, Probably Don't Understand Everything You Say](#)'. *Finally, things make sense. I could never understand how my dog confuses, "go lay in your bed" for "jump up on the kitchen table and eat my waffles when I leave the room." Those statements clearly sound very similar -- to a dog.*

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

#### CANNEXUS21

**January 25 & 27, February 1 & 3, 2021**

Virtual Conference

Details: [cannexus.ceric.ca](http://cannexus.ceric.ca)

#### 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, WorkBC Centre Duncan **\*NEW\***

ETHOS Career Management Group

Nanaimo, British Columbia

Closes: December 24, 2020

Link: [Please Click Here](#)

#### Case Manager/Employment Counsellor **\*NEW\***

ETHOS Career Management Group

Nanaimo, British Columbia

Closes: December 24, 2020

Link: [Please Click Here](#)

### **Vocational Rehabilitation Specialist**

Buxton Consulting

Fraser Valley, BC

Closes: Dec. 31, 2020

Details: [admin.headoffice@buxtonconsulting.org](mailto:admin.headoffice@buxtonconsulting.org)

### **Manager, Jobs West**

Developmental Disabilities Association

Vancouver, British Columbia

Closes: December 31, 2020

Link: [Please Click Here](#)

### **Employment Counsellor \*NEW\***

Mosaic

Vancouver, British Columbia

Closes: January 8, 2020

Link: [Please Click here](#)

### **Employment Counsellor \*NEW\***

Mosaic

Fraser Works NewWestminster, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

### **Program Facilitator \*NEW\***

Youth Employment Connect-Training for Jobs

Coquitlam, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

### **Employment Counsellor \*NEW\***

Community Living Victoria

Victoria, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

## **Did you know?**

### **Fascinating Facts**

There's an increased demand for web developers, as e-commerce sales have jumped in 2020 and businesses are transitioning to exclusively-online operations. Even now, there is a fair chance of finding a web developer job in major Canadian centres, according to the Government of Canada's Job Bank. While 57 per cent of Canadian web developers work in science and tech, nearly a quarter work in sectors such as arts and culture, finance and real estate, and even retail. No matter your business or area of expertise, there is a need for talented web developers in every sector—and it's something you can accomplish without a computer science degree.

**- Financial Post**

## **Quote of the Week**

## Career Inspiration

"I wanted to change the world. But I have found that the only thing one can be sure of changing is oneself."

**- Aldous Huxley**

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