

The BC Labour Market Report's


Labour Market Hot Sheet

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www.LabourMarketOnline.com

February 3, 2021

A third of BC businesses have an optimistic outlook on the next 12 months

BC Chamber of Commerce 

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BC businesses argue that government support is essential if they are to recover from the pandemic

Research / Business Development

A recent survey conducted by the **BC Chamber of Commerce** revealed that while British Columbia recently began the vaccination campaign in health recovery efforts, businesses are still struggling amid heightened COVID-19 restrictions. Many BC businesses continue to feel the side effects of the pandemic, some getting hit twice as hard with continued decreased sales volumes (72%), increased operating costs (51%), and laid off employees (35%).

The survey revealed that businesses are leveraging government relief more than they historically have. Of the businesses surveyed, three out of four (73%) reported using at least one form of government support program (up from 65% in July). While struggles continue among high case counts and more restrictions, a third of BC businesses have an optimistic outlook on the next 12 months, with 22% expected to increase their employment levels in the next six months.

The findings are the result of a BC Chamber of Commerce survey of 615 business leaders from December 3rd to 18th, 2020. This survey is the fifth in a series of pulse checks using the **BCMIndReader.com** platform to assess the COVID-19 impacts on businesses.

With the upcoming **BC Budget 2021**, much of which will consider the recovery efforts, it is critical to continue supporting business resilience. Business will need additional support, specifically in ways that can help business cashflow and operations, including greater tax relief, wage subsidies and more cash flow relief including rent assistance.

'Economic recovery always starts with business resilience,' says Dan Baxter, Interim CEO, BC Chamber of Commerce. 'Our focus is to get as many businesses through this pandemic as possible to enable lasting, sustainable, private-sector driven

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BC Labour Market Report

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

Tel: 604-288-2424

Email:

bclmr@outlook.com

recovery in the years ahead. This can be done by continuing to work closely with our local chambers and boards of trade, business members, and government to ensure the right balance of supports are there for BC businesses.'

Website: [BCLMR](#)

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This **COVID Impact Survey** will continue to track the workforce challenges, evolving business needs, and what government can do to help businesses survive in the new year. The information will inform the **BC Chamber Network Playbook Project** in partnership with the provincial government via the **Sector Labour Market Partnership (SLMP) Program**. The **Project**, funded by the **Ministry of Advanced Education and Skills Training**, involves developing and distributing through the **BC Chamber Network**, region-specific playbooks to help small businesses respond to COVID-19 related workforce and operational challenges throughout each of BC's seven regions.

Other Key Survey Findings:

- Impacts on businesses from the COVID-19 pandemic are similar to those reported in previous pulse checks. The most common impact continues to be decreased sales volume, reported by 72% of businesses.
- 51% (higher proportion than in the past) reporting increasing operating costs, likely due to costs associated with new restrictions.
- 62% of businesses report that their revenue has decreased by over 25% since the pandemic began.
- 22% of businesses report that they expect to operate for 6 months or less given current restrictions, support measures, and operating costs.

Businesses report that top factors limiting their ability to increase sales or production include:

- Insufficient domestic demand (50%)
- Shortage of working capital (25%)
- Insufficient foreign demand (24%)

Government Recovery Plan and Support:

73% of businesses are using some form of government support program to assist during COVID (up from 65% in July). The most useful program has been the CEWS program (48%), followed by CEBA (45%), and CERB (26%).

Additional government support programs would be most helpful if they provide:

- Greater tax relief (45%)
- More support for wages (40%)
- More / more effective cash flow relief (32%)

Businesses report using more new digital solutions as a result of the pandemic. Adoption included new online meeting tools (63%), digital payment solutions (46%), online education tools (45%), digital marketing tools (41%), and new e-commerce solutions (28%),

Since the beginning of the pandemic, business report that the following areas have worsened:

- Cost of doing business (63%)
- Cost of the labour they need (34%)
- Access to labour & availability of workers (33%)

- Employee efficiency (31%)
- Ability to develop new products and services (29%)

Visible minorities more likely to be screened out during the federal government hiring process

Diversity / Recruitment

A new report says Black Canadians and people from most other minority groups tend to disproportionately lose out on federal civil service jobs they apply for compared with other Canadians.

The audit report on the representation of employment equity groups in public service recruitment appears to back a push by the Trudeau government to make federal departments and agencies more diverse.

The audit results, released Thursday, show that most employment equity groups did not remain proportionately represented throughout the recruitment process compared with the rate at which they applied for government jobs.

Women were the only group to see an increase in representation from the application stage through to the hiring stage.

The representation rate of Indigenous people, members of visible minorities and people with disabilities decreased at different stages of the application process.

As a sub-group, Black candidates were more likely to be dropped from the hiring process than other visible-minority groups.

The audit reviewed 15,285 applications to 181 publicly advertised jobs in 30 departments and agencies.

It looked at employment equity group representation over five stages from the initial job application to the successful hiring of applicants.

However, the audit did not specify whether job applicants lived in the National Capital Region or other locations in Canada, nor did it differentiate candidates based on their educational background.

The **Treasury Board Secretariat** has begun looking at changes to the **Public Service Employment Act** to remove barriers to diversifying the federal workforce.

The **Public Service Commission** recommends departments and agencies review their own hiring process and practices, to identify and remove barriers for hiring from equity groups.

The commission also says it will review its own recruitment practices and calls on departments to require training on unconscious bias to job recruiters.

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'

- Rental vacancies up in Vancouver says CMHC, as pandemic drives down demand ([Click Here](#))
- Liberals waive one-week waiting period for employment insurance benefits ([Click Here](#))
- Hudson's Bay permanently laying off more than 600 workers across Canada ([Click Here](#))
- New funding helps connect immigrants to rewarding careers ([Click Here](#))
- Minister's statement on basic income report ([Click Here](#))
- B.C. has better tools than universal basic income to create a more just society, report finds ([Click Here](#))
- Easing rules for parental benefits created inequities among parents, documents say ([Click Here](#))
- TD recognized for its efforts to advance women's equality by Bloomberg Financial Services Gender-Equality Index ([Click Here](#))
- The mismatch continues between PhD holders and their career prospects ([Click Here](#))
- No overtime exemption for B.C. farm worker ([Click Here](#))
- Building a skilled legacy in Northern B.C. -- Jan. 27, 2021 ([Click Here](#))
- Canadians 'overdoing it' with work-from-home trend: CIBC's Tal ([Click Here](#))
- Introducing a new innovative guide for skilled immigrants ([Click Here](#))
- 225 million jobs were lost worldwide in 2020 thanks to the pandemic, report finds -- Jan. 26, 2021 ([Click Here](#))
- Demand for foreign farm workers expected to go up in Okanagan ([Click Here](#))
- B.C.'s new Health Career Access Program underway in Prince George at CNC ([Click Here](#))

This Week in Social Media

Please take the time to 'like' or follow:

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

- City of Surrey recognized for its inclusive hiring practices and workplaces ([Click Here](#))
- Lowe's is hiring more than 7000 people across Canada ([Click Here](#))
- Daily Hive is hiring 9 positions in Vancouver and Toronto ([Click Here](#))
- VIU to train 72 health-care assistants to work with seniors ([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: '[U.K. Man Changes Name To 'Celine Dion' After Getting Drunk And Watching Her Concert](#)'. *This sort of thing happens all the time. This is why for a short period in the 1980's I was named 'Al Capone's Vault'. (If you're a millennial, you're going to need to look this up. Perhaps you can be just as disappointed as we all were.)*

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

March 2021 Labour Market Briefing for British Columbia

Free for Labour Market Online Members

February 25, 2021 | 3-4pm

GotoWebinar

Link: [Click Here to Register](#)

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

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

Employment Counsellor

Immigrant Welcome Centre

Campbell River, British Columbia

Closes: February 4, 2021

Link: [Please Click Here](#)

Employment Counsellor -WorkBC

Pacific Community Resources Society

Surrey, British Columbia

Closes: February 5, 2021

Link: [Please Click Here](#)

Career Counsellor

Dawson Creek Catholic Social Services Society

Dawson Creek, British Columbia

Closes: February 6, 2021

Link: [Please Click Here](#)

Employment Counsellor

Mennonite Central Committee BC

Delta, British Columbia

Closes: February 8, 2021

Link: [Please Click Here](#)

Program Coordinator - LEEP Program. ***NEW***

Lookout Housing And Health Society

Vancouver, British Columbia

Closes: February 9, 2021

Link: [Please Click Here](#)

Vocational Counselor ***NEW***

BC Centre for Ability

Langley, British Columbia

Closes: February 19, 2021

Link: [Please Click Here](#)

Employment Specialist | #1333 ***NEW***

Developmental Disabilities Association

Vancouver, British Columbia
Closes: February 28, 2021
Link: [Please Click Here](#)

Employment Consultant
Horton Ventures Inc.
Chetwynd, British Columbia
Closes: February 28, 2021
Link: [Please Click Here](#)

Facilitator/Job Coach *NEW*
Boys and Girls Club of South Coast BC
Delta, British Columbia
Closes: Open Until Filled
Link: [Please Click Here](#)

Employment Counsellor *NEW*
Mosaic
Burnaby-Brentwood, British Columbia
Closes: Open Until Filled
Link: [Please Click Here](#)

Job Developer *NEW*
Mosaic
Chilliwack, British Columbia
Closes: Open Until Filled
Link: [Please Click Here](#)

Employment Specialist
ISSofBC
Vancouver, British Columbia
Closes: Unknown
Link: [Please Click Here](#)

Employment Counsellor
Mosaic
Chilliwack, Ontario
Closes: Open Until Filled
Link: [Please Click Here](#)

Did you know?

Fascinating Facts

"The number of people graduating with PhDs in Canada has been increasing at a fairly steady rate since 2002. In that year, according to Statistics Canada, 3,723 students graduated from PhD or equivalent programs across the country. By 2017 the number had more than doubled, reaching nearly 8,000. Yet the number of tenure-stream professors in Canada has remained relatively constant since 2009, at around 41,000 in any given year."

- Council of Canadian Academies

Quote of the Week

Career Inspiration

"Keep away from those who try to belittle your ambitions. Small people always do that, but the really great make you believe that you too can become great."

— Mark Twain

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

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